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My last statements concerning the performance of should be excended to cover the remainder of his service is Chief of SR/G. No dopartic headquarters for a field apsignment Ol July. 1932.

SECRET. Canen Butted part REQUEST FOR PERSONNEL ACTION 9 3217 1962 006102 7/ RICHARDSON / JACQUES No 3. NATURE OF PERSONNEL ACTION Resignation 8. LEGAL A. THORITY (Completed by . FUNDS CF 10 CF 9. ORGANIZATIONAL DESIGNATIONS DDP/SR SR/6 Washington, D. C. Office of the Chief 13. CAREER SERVICE DESIGNATION 12. TOSTTEON NUMBER IT. POSITION TITLE. **∂** ≥ 50 Ops Officer (Fr Ch) 14. CLASSIFICATION SCHENUE ( 25, LF. OCC.) 15. OCCUPATIONAL SERIES ( COACE AND STEP { **1**1 16 0136.01 GS 18. REMARKS Copy furnished Touchered Payroll. DATE SIGNED C/SR/PERSONNEL SECON FOR EXCLUSIVE USE OF 33.5F0U9 1+ 250, %0. 1,1200,1.1 4... SODIA. 182.4.TH NO. 34 # ( 5) \* 4 20(2 \* 1.27 2476 | 37. CM2, COP., 2476 C - 441424 2 - 42 \*43 34 4 REGICUS GOGGERMENT SEGNICE TOTAL 12, (E 4 (E) 241, CODE P2G5 (11.2.15) P2G1 0 ... but detailous seachol 1 ... but detail to seachol 2 ... seech to seachol to fulse than 12 min 1 ... seech to beachold ... mino than 12 mino 45. POSITION CONTROL CERTIFICATION

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	· INST!	RUCTIONS	
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Item 5 -	"Category of Employment"	should show one	of the following entries:
	Regular Fart Time Temporary Temporary - Part Time	Summer Detail Out Detail In	WAE Consultant Military
Item 9 -	"Organizational Designat pertinent to identifying	ions" should show the location of	all levels of organization the position:

Item 11 - "Position Title" should reflect the standard abbreviated title given in the most current edition of the <u>Position Control Register</u> or reported on Form 261, Staffing Complement Change Authorization.

Major Component (Director, Deputy Director, etc.) Ctfice, Major Staff, etc.

Division or Staff (subordinate to first line)

Branch Section Unit

Item 18b - Signature should be that of the official authorized to approve for the Career Service to which the employee belongs. If more than one Career Service is involved, the gaining Career Service should approve and the other Career Service should concur in Item 18, Remarks.

POUTING - The original only of this form will be forwarded to the Office of Personnel through the appropriate Career Service official(s). In the case of requests specified in HB 20-800-1, which require advance approval of or notification to the Office of Security or the Office of the Comptroller, one copy only will be sent to the Office(s) concerned.

LAC: 15 AUG 67 NOTIFICATION OF PERSONNEL ACTION 1, SERIAL RUMBER | 2. NAME (LAST-FIRST-MIROLE) 516102 RICHARDSON JACQUES 3. RATERE OF PERSONNEL ACTION 4. EFFECTIVE DATE | 5 CATEGORY OF EMPLOYMENT 5 | 4 62 RESIGNATION 7. COST CENTER NO. CHARGEABLE B. CSC OR OTHER LEGAL AUTHORITY V 01 V L FUNDS 3234 FOR STATE CF 10 CF D. ORGANIZATIONAL DESIGNATIONS 10. LOCATION OF OFFICIAL STATION 11. POSITICA TITLE 12. POSITION NUMBER 18. CAREER SERVICE DESIGNATION OPS OFF CLR BRICH ...5. 14. CLASSIFICATION SCHEDULE (65, LB, etc.) 15. OCCUPATIONAL SERIES 16. GRADE AND STEP IF. SALARY OR RATE 0136.01 4 6 :35℃ IS. REMARKS SIGNATURE OR OTHER AUTHENTICATION

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SECRET There is on file in the Casualty Affairs Branch, Benefits and Casualty, Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent\*) for an illness, injury, or death-incurred on 3 Alecenter 1858 This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File. DATE OF NOTICE 28 AUS 1959

NOTICF OF OFFICIAL DISABILITY CLAIM FILE

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FORM NO. 1076

(4-21-3%)

SECRET VOUCHERED TO CONFIDENTIAL REQUEST FOR PERSONNEL ACTION REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed.

If applicable, obtain re	signation and f	il in separation	1 REQUEST HO.	4 DATE OF REQUEST
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		20 Jan 1921		13 Dec_54_
MR JACQUES G. PICHARDSON		<u> 20 gun 47.41</u>	& EFFECTIVE DATE	1. C.S. OR OTHER LEGAL AUTHOR-
S. MATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, esp.	mation, etc.)	•	· •	I IIY
		_	y Jan.	11
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STANDARD FORM 52

## SECRET Security Indomention

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#### PERSONNIEL DATA SHEET

MAHE: Jacques G. Richardson AOE: 31 DATE: 13 Dec 1954

STATION Washington, D.C. AND DUTTES: Area Ops Off. DD/P UNIT: SR (Br. Ch.)

PRITIARY CAREER DESIGNATION: SD:FI

FRESENT GRADD: GS-13

PRESENT T/O STOT BC-171 NUMBER AND GIV.DE: GS-15

PROPOSED GRADE: GS-14

PROPOSED T/O SLOT BCF-189 NUMBER AND COADE: 68-15

CLA TRAINING:

SOC - 9 Jan - 3 Feb 1950 Ops Course - 20 Feb - 17 Mar 1950

Adv. Ops Course 27 Har - 21 Apr 1950

CE Course 4 Jan - 22 Jan 1954 Audio-Surveillance 29 Nov - 1 Dec 1954 EDUCATION:

- Flaps & Seals 2 & 3 Dec 1954

University of Michigan, 1945 - BA Georgetown University - 1951 to 1952

IANGUAGE PROFESERIOY:

Japanese & French - Fluent Mandarian, Italian, Spanish, Portuguese & German - Fair

DATE:

TIPE OF POSITION:

RESULTS:

EXPERIENCE PRIOR TO CLA (excluding SSU-OSS):

Feb 1943 to Aug 1946 - US Army

Sept 1946 to Har 1948 - Civil Intell. USA

Apr 1948 to Oct 1948 - Civil Intell. 1st It. (over)

APT - 7-18-50 - Intell Asst. GS-7 - OPC/FE/FE-3, Japan

PRO - 10-1-50 - Intell Officer, GS-9 - OPC/FE/FE-3, Japan PRO & REAS - 4-29-51 - Intell Officer, GS-11 - OPC/FE/FE-3

PRO - 1-20-52 - Ops Officer - GS-12 - OPC/FE/FE-3

REAS - 2-17-52 - Ops Officer - GS-12 - OPC/EE/EE-4, Great Russian Sec., Wash, D.C.

REAS - 12-7-52 - Intell Officer(Dep.Ch.) GS-12 - DDP/SR - SR-5 O/C

PRO - 7-5-53 - Intell Officer (Dep. Ch) -CS-13 - DDP/SR - SR-5 O/C

REAS - 2-28-54 - Area Ops Off. (Br. Ch.) GS-13 - DDP/SR - SR-5

RECOMMENDED BY:

CONCURRENCES:

RECOMMENDATION SA

# EXPERIENCE PRICE TO CIA(excluding SSU-CSS)

Publications Press Censorship in Japan Army Info Digest Nov 1949 to Numbrous news items, 2 editorials while editor, graduate term papers on Yugoslavia, China, Korea & Afghanistan.

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PERSONN ACTION REQUEST	PEGISTER NO.
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	RICHARD G. STIIMILL, Chief, FE Division
RECOMMENDED:  11 karch 1951	RICHARD G. STIIMILL, Chief, FE Division
1h karch 1951	RICHARD G. STILMELL, CHIEF, III DEVELO
11: Exech 1951 CATE FOR USE OF 1	RICHARD G. STITMENT, CHILOT, THE STANDARD OF STREET, CHILF, DATEM, CHILF, DR. ADM. CHILF, DR.
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	PERSONNEL ONLY	
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#### SECRET

#### SECRECY AGREEMENT

- 1. I, Pattar Almire, understand that by virtue of my duties in the I may be the recipient of information and intelligence which concerns the present and future security of the United States and which belongs to the United States. This information and intelligence, together with the methods of collecting and handling it, are classified according to standards set in the State, mr. and Navy Departments. I have read and understand the provisions of the Act of Congress of June 15, 1917 (Espionage ict), as amended, concerning the disclosure of information relating to the Mational Defense and I am familiar with the penaltics provided for viciation thereof.
- 2. I agree that I do not now, nor shall I ever possess any right, interest, title or claim in or to any of the information or intelligence or the methods of collecting or handling of it which has come or shall come to my attention by virtue of my connection with the C/A, but shall always recognize the property right of the United States of america in and to such matters.
- 3. I do solomnly swear that I will never divulge, publish nor reveal either by word, conduct, or by any other means such classified information, intelligence or knowledge, except in the performance of my official duties and in accordance with the laws of the United States, unless specifically authorized in writing in each case by the
- 4. I understand that no change in my assignment or employment will relieve me of my obligation under this oath and that the provisions of this oath will remain binding upon me even after the termination of my services with the United States.
- 5. I understand that my employment by the C/A is conditioned upon my understanding of and strict compliance with "Security Regulations", " and the appendices thereto.
- 6. I take this obligation frouly, without any mental reservation or purpose of evasion.

In witness whereof I have set my hand and seal this Holday of November 1949.

x Dellas L. Camber 15002

Sworn to before me this 2/st day of November 19 \$4.

at Washington J. C.

Joseph S. Red

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DICGRAPHIC PROFILE (PART 1)
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SECTION C

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Indicate significant strengths of weaknesses deministrated in current pasition he derive associates, ective their is obsolved a overall performance. Since suggestions made for improvement of Work performance. Since second additions for turning. Converse on foreign language competence, if required for current position. As the or explain the system in Section is to previous busis for determining future personnel action. Former of minimum is the agreement of division of exist range and exist in the use of personnel, trace, engagement and lands, much be compared to us the exist of the extra space is needed to consiste.

Section C, attach a separate sheet of paper.

Buring the period under review, Delejact managed to gain dell-class 'employment as a senior emecativo of an Madattile Edvernment sabelidical scientific publication at a time of contact slouterm when jobs were not easy to get. We did this vithent help been Mediguter. To be the Station. Such an achievement in a triblise to Subject's illusery in French, his ability to write, his general estentible know-how and his good buloness sense. Over held of hit bulary therefore is now yold by this company. In converting to inlik-time employment, a major adjustment, Subject's contribution to the Statien energians in the MILIARSH and TIFACT fields against which he is targeted temporarily decreased community. Subject continued, herefor, to maintain contest with three local Markett officials and initiated context with three others. Its also continued to sun with four new leads to personalities in the priority areas assigned to him. Evidee has the organizing to call on logal seienticus or technicians el just about any nationality with the poseible enception of TPTNSF sittlems. He has used this nearunique potential wall.

Subject has had occasional difficulty orderhing from "professional" or intellectual subjects in his development of NICONOU perforabilities or access prospects to note definationally interpretable access prospects

SECTION D	CERTIFICATION AND	COMMENTS
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COMMENTS OF REVIEWING OFFICIAL

The Station submitted comments on subject basis according in CQ10-16549 (8 April 1971), to which we should all that subject has, largely on his can marks, acquired a solid and potentially highly useful cover exployment. However, this new employment will demand a very substantial amount of time and energy them subject, and the unantuurable quastion at the moment relates to his availability for Organium tional talks. We shall need additional time and careful westing with this officer to determine the anomer, since the fiscal cubing from the Organization to support his continued stay in Paris is still quite

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to the divide from of he are well-bidded. His downs in them sieved were in the field of a string had a which open which the field of a string had a which open which the field of more than about - what a greational divelopment of the figure will be impossible for him to about the most innable. Thus, his very real achieveness are not by essence of the spectantler variety.

Subject's reporting has been activaled only and continue to be contour. In could, however, farther improve the collectivity of the leads provided the substant and alle more of an educate to "digest" the information contolned in his reports.

Although Subject has, at present, no conservisory function, he has repeatedly requested such a responsibility. In it exhault with operational espenses and has consided good occurity.

During the ported under stylent, additional effects have been made to make full use of subject's petential and integrate him further in the work of the station component with which he works. He is a particularly valuable asset for the Station programs directed against the local Millians and Millians taugets.

# Footien D . (continued)

embedantial. In a word, is his worth for the do not yet lines, although our initial impressions use savegable.

On the fitness report itself, this rates while have preferred an "p" rating for specific faty number one; Implet may ultimately feature an "o", but it less not not warmunded at the process time. Hencever, I believe the evenual mobile would note properly love been in the higher range of the "v" category, rather than "o", but it is of course a subjective judgment of the rating efficer, the is note intimately and directly involved with subject on a irregant basis.

In sum, the cover is expend, and only time will reveal to that entent the cover requirements permit a full nemaure on he half of the Organization. We are delicated this acreet electly and will be commonting upon it subsequently as vergain emperience and knowledge.

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The comments of the reting officer avoily (red to the pecked from October 1969 to inveh 1970 during which he wished with serject. The provious saying differs has added his comments to alley coverage of the botal indicated period from April 1950 to Noveh 1970. During this parted Subject was integrated in a new team ausigned to the local SET and Communical MINARON torget. Subject's recent activity has been very productive indeed. Subject used the encollent petential given to him by his cover to skillifully spot and assess access agent candidates. As Subject's operacional situation in Paris precludes making restricted, the most premising of there condidates was placed in contact with a Station officer during social events Susject organized. At the same time, Subject continued his efforts to develop personal rela tionship with several MENASHers. The beginning of personal, as opposed to purely professional, relations with a major MITMAGH target enabled him to obtain insight in we the target's belief; and personality which was the best the Station had to days Subject also managed to establish contact with two other ISHMASH representatives of interest. This, in one case, required almost six nonche to accomplish yie a combine tion of patience, skill and determination. Subject is an experienced efficer. He is cost conscious and practices good accurity. The Station has no other asset with the necessary scientific and adirovial know-how, fluent French and local knowledge to replace Subject. In view of this and the recent progress made by Subject in response to very specific requirements and his willingness to try to establish personal and, hopefully, social relations with access prospects and MUMADH targets, the Station recently recommended that he be extended in Paris. At the same time, the Station recommended that Subject's cover be reinforced by full-time employment with a which is a name to be a windown to be a subject to the same time, the same time and that Subject to the same time.

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OVMENTS OF REVIEWING OFFICE	\L	

Als provided Station commorphisms and Militides deposts will before, this efficient has been the subject of verying evaluations and projections in recent years. In Advance to him, however, it is equally todo that an efficient value constituted sever reflects, in the level and quality of the professments, the amount and type of guidance, dissolved and pack he received from the respondible incide care of year. Mining allowed a few these variables, this officer's part regard the meating hardenessive however, it is also covered to note that he has improved outsets which y deading the latter past of the period hunder seview, and that if the Castien can write out come from fine allowed averages at which will reduce the heavy finewald inyre

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Section I's continued

from the Organization. His could med previous at the Station definitely appears to be warrented for a smill stell period to reach approximation constraint the level of the manned performance ever a comowhat leager period than that reflected by the releast.

On belonce, we are planted that the ellipse has responded so well to greater case efficer direction and that is the principle domewhat make appreading effects to expend his read each case in immediate proximary to the principle Station targets. This is less than being many talence to bear on his operational activity: he has observely shout Breach, a solid end explainable cover, and a vent read of a lost in the less community. Memorialess, it will require tellipsel the sea explore these contents in depth, select those which appear to be a createrably viable, and pursue them actively either to the point of read income by another officer or elimination from further development, for tendered reason.

In cam, in spits of the recognized onl commendable improvement in this officer's performance during the period under review, the reviewer submits that letter grade for specific during 2 and 4 would more properly have been a "P", and that the everall rading, in this point, would more accurately be set at a level between "P" and "S", probably closer to the former than the latter.

This reviewing comment has been read by the officers who prepared the Fitness Report.

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MALATIVE CONCLUES

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The assignment of this employed to the field under non-official cover was designed to compensate for the hose of an employed in an official cover slot which was out from the Suntion's CD.CTD allowment of personnel positions.

Daving the reporting parial this employed has accomplished with success the convincing establishment of his cover in a complete militar, and has been accopsed as legislante by his professional collectues, the persons them he meets under cover, and the Franch authorities. To should be never that his ability to assume his cover has been largely the result of his our efforts over a paried of years to acquire and maintain a familiarity with the general scientific field.

During the reporting period he has developed a will eirely of contacts in the scientific and journalistic mission and applies a long background in a variety of assignments in MUDOWI to the determination and assessment of operational potential among those contacts. In the same time his cover organization, in which only four persons are wisting of his actual status, has shown itself to be more than parisfied with his performance of his cover aution.

This employee requires a minimum of detailed operational supervision; it is needed any in specific cases only to indicate the operational or informational objectives.

From the point of view of administrative support, als attention to detail and mediculousness reduce the problems of his augment by the Station to a minimum.

This colored uses the Probability continuously, and his facility is such as to permit him to handle himself consiliently in a broad range of complex technical subjects. He has in addition undertaken appointed French language assiming to develop this espaisitity further. His especialized porting is excellent both with regard to clarity and pertinence.

In the immediate future he will be assigned case work, for the most part in fields where it will complement, and be complemented by, his independent operational activities and gover work.

13 September 1960 (Date) File No. K-1328

MEMORANDUM FOR: Chief, Records and Services Division

Office of Fersonnel

SUBJECT

14-00000

: Jacques G. RICHARDSON

- 1. Cover arrangements arextequences have been completed for the above-named Subject.
- 2. Effective 12 September 1960 \_, it is requested that your records be properly blocked remains to deny harrows Subject's current Agency employment to an external inquirer.
- 3. Operating component must take necessary action to block respective to the comparison of the Comparison o

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HARRY W. LITTLE, JR. Chief, Central Cover Division

cc: SSD/OS Operating Division - SR

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. EFFECTIVE DATE OF PAY ADJUSTMENTS 9 JANUARY 1972

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EFFECTIVE DATE OF PAY ADJUSTMENTS 10 JANUARY 1971

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THRAY ADJUSTMENT IN ACCORDANCE WITH SECTION 212 OF PL 90-206 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF CCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED & DCTOBER 1902"

-EFFECTIVE DATE OF PAY ADJUSTMENT! 15 JULY 1969

SERIAL - ORGN. FUNDS GR-STEP CO6102 44 600 CF 65 15 7

NE a SALARY

\$25,909

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-291 AND EXECUTIVE ORDER 11524 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! 28 DECEMBER 1969

SERIAL ORGN. FUNDS GRASTEP

NEW SALARY

006102 44 620 GS 15 7 \$27,1463

PAY ADJUSTMENT IN ACCOMDANCE WITH SALARY SCHEDULES OF PL 90-246 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND A-DCI DIRECTIVE DATED 3 OCTOBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENTS A CCTORER 1967

NAME SERIAL ORGN. FUNDS GR-STEP SALARY SALARY

LIE LANGER 1000 CF GS 15 6 \$20,585 \$21,469

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

EFFECTIVE DATE UF PAY ADJUSTMENT! 14 JULY 1968

NAME Relation Juguer SEKIAL ORGN. FUNDS GR-STEP SALARY SALARY 000102 44 600 CF GS 15 6 821,469 \$23,075

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EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

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FORM 1150

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\*PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 8 DCTORER 1962.\*

EFFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1965

006102 50 600 CF GS 15 5

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			Per A	lnnum	Rate	s and	Steps			
	1	2	3	4	5	6	1 7	8	9	10
GS- 1	\$3,385	\$3,500	\$3,615	\$3,730	\$3.845	\$3,960	\$4,075	\$4.190	\$4,305	44 420
GD- 2	3,680	3,805	3,930	4.055	4,180	4.305	4,430	4,555	4.680	
<b>GS-3</b>	4,005	4,140	4,275	4,410					5.085	
GS- 4	4,480	4,630							5,680	
GS- 5	5,000	5,165	5,330					6,155	6,320	
GS- 6	5,505	5,690	5,875	6,060				6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850			7.450	7,650	
GS- 8	6,630	6.850	7.070		7,510	7,730		8,170	8,390	8.610
GS- 9	7,220	7,465	7,710	7,955	8,200	8,445	8.690	8,935	9.180	9,425
GS-10	7,900	8,170	8,440	8,710			9,520		10,060	10 330
GS-11	8,650	8.945	9,240	9,535		10 125	10,420	10 715	11,010	11 205
GS-12	10.250	10.605	10.960	11.315	11 670:	12 0251	12 280	19 725	12 000	12 445
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GS-16	18.935	19.590	20.245	20,900	21.555	22,010	22 865	23 520	24 175	61,000
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11. POSITION TITLE					12. POSITI	ON NUMBER	13 SERVICE DESIG	MATICH
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14. CLASSIFICATION SO		etc.} .	15. OCCUPAT	IONAL SERIES		AND STEP	17. SALARY OR RAI	lE .
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19. ACTION 20. Employ. CODE Code		001M6	22. STATION	23. INTEGREE	24. Hdetrs.	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
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IN ACCORDENCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DOT WEMCHANDUM DATED A MIGHST 1980. SALARY IS ADJUSTED AS FOLICHS. EFFECTIVE 5 JANUARY 1964.

Runneller, Liquie

OLD YEN SERIAL DEGN FUNDS GR-ST SALARY SALARY OROLOG 50 OOD CF GS 15 4 \$15.005 \$17.210



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Form 11509 1-63 MFG, 1-63 Use Previous Edition

BAB: 1 FEB 63 NOTIFICATION OF PERSONNEL ACTION **OCB** 400 1. SERIAL HUMBER 2. NAME HAST-PIRST-MIDDLES 00610 <del>03736</del>7 & MATURE OF PERSONNEL ACTION 4. EFFECTIVE DATE **PROMOTION** 02 | 03 | 63 REGULAR 7. COST CENTER NO. CHARGEABLE ¥ 10 ¥ W TO CF B. CSC OR OTHER LEGAL AUTHORITY FUNDS CF 10 Y X CF 10 CF 3134 4008 1000 50 USC 403 J 9. ORGANIZATIONAL BESIGNATIONS 10. LOCATION OF OFFICIAL STATION DDP SR FOREIGN FIEL WESTERN EUROPEAN AREA FOREIGN FIELD FRANCE PARIS PARIS, FRANCE IT POSITION TITLE 12. POSITION NUMBER 13. CAREER SERVICE DESIGNATION OPS OFFICER 0240 14: CLASSIFICATION SCHEDULE (65, LB, etc.) IS. OCCUPATIONAL SERIES 16 GRADE AND STEP 17. SALARY OR RATE GS 0136.01 15 4 16005 14. REMARES SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 22. STATION 23. INTEGREE 24. Magris, 25. DATE OF BIRTH 26. DATE OF GRADE CODE CODE CODE DA IN NO. DA. 27. DATE OF LEI ...... ALPHARE 24065 10 60600 | SR 3 01 | 20| 24 02 03 63 02 03 63 29. SPECIAL 30. 6 REFERENCE 1 - CSC 28. MTE EXPIRES RETIREMENT DATA 31. SEPARATION JZ. CORRECTION/CARCELEATION DATA 39. SECURITY 34. SEE EOD DATA 80 35. VET. PREFERENCE 36. SERV. COMP DATE | 17. LONG. COMP. DATE | 38. CAREER CATEGORY 39 FEGLI / HEALTH INSURANCE 48 SOCIAL SECURITY NO. CAR PACE PREVIOUS COVERNMENT SERVICE ORTA 42. LEAVE CAT 43. FEDERAL TAR DATA 1 44 STATE TAR DATA CCSE FORW EXECUTED: CODE 1 - 165 2 - NO 1 - 765 - BREAR IN BERVICE RESS THAN 1 BREAK IN SERVICE IMDRE THAN 3 YES SIGNATURE OR OTHER AUTHENTICATION CHOUP : Explaint tram sectionally Stanzaging and Enclassivation SECRET (When Filled In)

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

DI RICHARDSON JACQUES 506102 48 40 GS-14 4 \$12,075 \$12,990

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

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GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE
12 JANUARY 1958 AUTHORIZED BY P. L. 63 - 462 AND DCI
DIRECTIVE. SALARY AS OF 15 JUNE 1968 ADJUSTED AS FOLLOWS

U NAME SERIAL GRADE-STEP OLD SALARY NEW SALARY

RICHARDSON JACQUES 506102 GS-14-3 \$10,750 \$11,935

GORDON M. STEWART VSV DIRECTOR OF PERSONNEL

5 **5** . C . S . E . T .

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SECETT STENDARD FORM 52 UNVOUCHERED REQUEST FOR PERSONNEL ACTION REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 68 and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse. 2 DAIL OF BETH 1. MANE (Mr. -- Miss-Mrs. - One firen name, initialis), and surname) 4 DATE OF REQUEST HR. JACQUES & HICHARDSON 20 Jan. 1924 26 Sept. 156 A NATURE OF ACTION RECIESTED.
A PERSONNEL (Special whether appointment, promotion, separation, sec.) & EFFECTIVE DATE & PROPOSETE C S OR OTHER LEGAL AUTHOR-ITY PEASSIGNMENT & POSITION (Specify whether establish, change grade or title, erc.) B. APPRIVED: 21 00 A PODTICE TITLE AND Area Ops Officer BCF-169-14 Area Cos Officer BCF-189-14 GS-0136.01-14 \$10,535.00 p.a. GS-0136.01-14 \$10,535.00 p.a. A SERVICE GRADE AND DDP/SR IN DESCRIPTIONAL DESIGNATIONS Far East Area Japan Office of the Chief IL RELOCKASTERS Tokyo, Japan DEPARTMENTAL (D) XXX III.0 DEPARTMENTAL 12 tited en bepantmentat A REMARKS (Use reverse if necessary) RE-SLOTTING FOR NEW APPROVED T/O. D. REQUEST AFPROYED DY Sobert D. Lovelace C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) Phyllis M. Landrum Ext. 4407 14 POSITION CLASSIFICATION ACTION 13. VETERAN PREFERENCE NEW VICE LA REAL HONE WHIT OTHER S.PT. 10 FOINT CESABL OTHER SD: DIC L 18 DATE OF APPOINT MENT AFFIDANTS (ACCESSIONS ONLY) 16. APPROPRIATION CLAIMED PROVED 7-3400-55-015 7-3400-55-015 Yes STATE: D. STANDARD FORM SO REMARKS USED IN LIEU, OF STEE NOTIFICATION OF FELL WINEL ACTION R. A Ske- Island), FIfene 200156 INITIAL OR SIGNATURE REMARKS POSTED 21. CLEARANCES DATE B. CEIL. OR POS CONTROL C. CLASSIFICATION D. PLACEMENT OR ENPL

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~ 2136.01-13 \$	3560.00 per annum	GRADE	SALARY			
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STANDARD FORM 50 (8 PART)

BIT APRICE 1981

PROMOCASTIO BY

U. S. CORN. TESTICAL COMMISSION
CHAPTER BY, FEDERAL TERSONNEL, MANUAL

# CENTRAL INTELLIGENCE AGEN

MR. JACQUES O. RICHARDSON		20 Jan		3. JOURNAL ORACTION I	11 Jan. 1955
This is to notify you of the following action aff	ecting yo	ur employn	ient:	1	-l
5. NATURE OF ACTION 1051 STANDARD TERMINOLOGYS		* r*B'.0	BEATE	7. CIVIL SERVICE OR O	THER LEGAL AUTHORITY
PROMOTION		16 Jan		50 USCA NO	3 J
FROM				TC	· · · · · · · · · · · · · · · · · · ·
Area Ope Officer (Br. Ch) BC-171-13	6. FOSITIO	ON TITLE	Arca	Ops Officer	BCF-189-14
03-0136.01-13 \$9360.00 per annum	9. SERVIC GRADE,	E. SERIES. ŠALARY	œs-o	136.01-14 \$9	600.00 por annu
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Washington, D. C.	11. HEADQI	UARTER <b>S</b>	Tokyc	o, Japan	
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subject to approved medical clearance  "Transfer TO Unvouchore					<u></u>
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STANDARD FORM 50

REV. APRIL 1931
PROMULGATED BY
U.S. CIVIL STRYICE COMMISSION
CHAPTER BL. PEDERAL PERSONNEL MANUAL

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# CENTRAL INTELLIGENCE AGEN ...

Departy Chief (IO) BC 190-13  BR-5 (Par East Brunch)  BR-5 (Par East Brunch)  DEPARTMENTAL  II. PIELD DEPARTMENTAL  II. PIELD DEPARTMENTAL  II. PIELD DEPARTMENTAL  II. PIELD DEPARTMENTAL  III. PIE	<b></b>
This is to notify you of the following action affecting your employment:  5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)  FROM  FROM  FROM  PROM  FROM  PROM	-1
Reassignment  FROM  FROM  Reassignment  FROM  Resident (IO) DC 190-13	<b>/</b>
Reassignment  FROM  FROM  FROM  TO  TO  Departy Chief (IO) BC 190-13  a. Position title  Area Ops. Officer(Br. Ch) BC  GS-132-13  BR-5 (Par East Brusish)  Office of the Chief  II. MEADQUARTERS  III. MEAD	ny
PROM  PROM	
Departy Chief (IO) BC 130-13  a. Position title  Area Ops. Officer(Br. Ch) BC  G3-132-13  b. Service. Series. CRADE, SALARY  G8-0136.01-13 \$8360.00 per as  EDP/BR  EDP/BR  ER-5 (Par Rost Brusteh)  Office of the Chies  10. ORGANIZATIONAL  DESIGNATIONS  11. HEADQUARTERS  11. HEADQUARTERS  12. FIELD TO C. S. TIELD TO C. S. TIELD TO CRADITION ACTION  IN WILE LA. REAL  CD-FI  13. 16. 17. APPROPRIATION  IN WILE LA. REAL  CD-FI  15. 16. 17. APPROPRIATION  IN SUBJECT TO C. S. TIELD TO C. S	
RR-5 (Por Rost Brosieh)  Office of the Chief  II. HEADQUARTERS  Hashington, D. C.  FIELD  DEPARTMENTAL  12. FIELD OR DEPT.  HE POSITION CLASSIFICATION ACTION  NEW VKE LA REAL  ONE WANT OTHER S-PT. ID-POINT DISABJOTHER  DISABJOTHER  13. 16. 17. APPROPRIATION  LX RACE FROM: \$4-3400-20  TO: STATE  21. REMARKS: This action is subject to all applicable laws, rules, and regulations and 21. REMARKS: This action is subject to all applicable laws, rules, and regulations and 21. REMARKS: This action is subject to all applicable laws, rules, and regulations and 21. REMARKS: This action is subject to all applicable laws, rules, and regulations and 21. REMARKS: This action is subject to all applicable laws, rules, and regulations and 21. REMARKS: This action is subject to all applicable laws, rules, and regulations and 21. REMARKS: This action is subject to all applicable laws, rules, and regulations and 21. REMARKS: This action is subject to all applicable laws, rules, and regulations and 21. REMARKS: This action is subject to all applicable laws, rules, and regulations and 21. REMARKS: This action is subject to all applicable laws, rules, and regulations and 21. REMARKS: This action is subject to all applicable laws, rules, and regulations and 22. REMARKS: This action is subject to all applicable laws, rules, and regulations and 23. REMARKS: This action is subject to all applicable laws, rules, and regulations and 23. REMARKS: This action is subject to all applicable laws, rules, and regulations and 24. Remarks.	
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STANDARD FORM 50

REV. APRIL 1931
PROMINICATED BY
U.S. CIVIL SERVICE, COMMISSION
CHAPTER RII, FEDERAL PERSONNEL MANUA

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# CENTRAL INTELLIGENCE AGENCY

T, MARIE (MRMISS-MRSORE GIVEN HAME, INITIAL(S), AND SURMA	ME)	2 DATE OF		L ACTION  1. JOURNAL OR ACTIO	v67
Tr. Jacques O. Richardson		20 Jan	. 24	3. SOURMAL OR ACTIO	3 July 53
This is to notify you of the following action as	Recting you	remployn	nent:	<u> </u>	<u></u>
A CONTRACTOR (CONTRACTOR )		& EFFECTI	VE DATE	7. CIVIL SERVICE DR.	THER LEGAL AUTHORITY
rantica	·	5 July	53	Sch. A-6.1	
FROM				·———————	``o
eputy Chief I. O. BC-190-12	& POSITION	nte	Deput	y Chief I.	). HC-190-13
5-132-12 \$7040.00 per annum	1 SERVICE GRADE S	SERIES. ALARY	05-13	2-13 \$8360	.00 per annua
DP/SR Division R-5 Far East	IO. ORGANIZA DESIGNAT	ATTONAL	DOP/S	R Division Far East	·
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## CENTRAL INTELLIGENCE AGENCY

# NOTIFICATION OF PERSONNEL ACTION

1 RAME INC	DAURHAPSI	2. DATE OF B	RTH	3. JOURNAL OR ACTION NO	4. DATE
Mr. Jacmes C. Michardson		20 J n	24	£510	16 Feb 52
This is to notify you of the following action affective your	emplorment				
S. NATURE OF ACTION 1958 STANDARD TOTAL 1001041)		P. PATELIAN	1740	7 CIVIL SERVICE OR OTH	ER LEGAL AUTHORITY
Pecanigment		17 Feb	52	Cotocale /	-A 116(N)
FROM	,			70	-Certol ol
	3 7051110	N TITLE			
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13. YETERAN'S PREFERENCE		14. POSITION C		TION ACTION	· · · · · · · · · · · · · · · · · · ·
ONL MEN OTHER S.PT. 10-POINT		NEW VICE LA	RLAL	Dix 9845 1/17/52	
5. 16. 17 APPROPRIATION FRUM 2123900		14, SUBJECT FO REFIREMEN	C. S. T ACT	19. DATE OF APPOINT- MENT AFFIDAVITS LACCESSIONS ONLY)	20. LEGAL RESIDENCE  CLAIMED C) PROVES  STATE:
21. REMARKS: THIS ACTION IS SUBJECT TO ALL APPLICABLE LA THE UNITED STATES CIVIL SERVICE COMMISSION. THE ACT	AS RULES, AN	NO REGULATIONS CORRECTED OR CA	AND MAI	BE SUBJECT TO INVESTIG IF NOT IN ACCORDANCE W	ATION AND APPROVAL BY
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4. PERSONNEL FOLDER COPY

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Br. Januas Co. Long resident	e vour employment				
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RACE 17. APPROPRIATION		RETIRE	MENT ACT	19. DATE OF APPOINT MENT AFFIDAVITS (ACCESSIONS ONLY)	CLAIMED [] PRO
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# CENTRAL INTELLIGENCE AGENCY

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. NAME (MRMISS-MRSONL GIVEN BARE, INITIALIE), AND SURM	Auc)	OF BIRTH 3. JOURNAL ON AC	HON NO. 4. BATE
This is to notify you of the following action affect	ting your employment:	1994 \$5729	23 April 197
NATURE OF ACTION IUSE STANDARD TERMINOLOGY)	6 EFFECT	IVE DATE 7. GIVIL SERVICE	ON OTHER LEGAL AUTHOR
Transfer and Projection	29 Apri	l 1951 Sobodulo A	<del>-6,116(p)</del>
Intolligence Officer, GS-9	8. POSITION TITLE	Intelligence Off:	icer, QS-11
03-9-132 \$4600.00 per. annum. Bu-#2974	9. SERVICE, SERIES, GRADE, SALARY	GE-11-132 \$544	00.00 per. annsa.
OPC FE FE-3 Japan Section	10. ORGANIZATIONAL DESIGNATIONS	OPC FE FR-3	
Washington, D. C.	11. HEADQUARTERS	Washington, D. C.	
PIELD DEPARTMENTAL	12. FIELD OR DEPTIL	FIELD	DEPARTMENTA
PROME 2115900 TO: 811-101 Subject to investigation and app The action may be accounted as a	roval by the unit	ws, rules, and regulard States Civil So	STATE:  price Commission
The action may be corrected or c	÷	NANT TO DOI DIRE	
	ine.	IANT TO DOI DATE	5747
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## CENTRAL INTELLIGENCE AGENCY

Mr. Jacques G. Richardson  This is to notify you of the following action affecting your of s. NATURE OF ACTION (USE STANDARD TEXNINOLOGY)  Excepted Appointment  FROM		6 Errecti	705#.	S JOURNAL OR ACTION NO.	19 Feb. 1951
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	DESIGNA	ATIONS	FE-3,	Japan Section	
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17. APPROPRIATION FROM 2115900	-	IB. SUBJECT RETIREM	ENT ACT	19. DATE OF APPOINT. HENT AFFIDAVITS LACCESSIONS ONLY	20. LEGAL RESIDENCE  CLAIMED   PROVED
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I REARKS: THIS ACTION IS SUBJECT TO ALL APPLICABLE LABS. IT THE UNITED STATES CIVIL SERVICE COMMISSION. THE ACTION THE ACTION TO THE ACTION TO THE ACTION TO THE ACTION TO THE ACTION TO THE ACTION TO THE ACTION TO THE ACTION THE ACT	RULES, ARG NAV BE CO	TREGULATION ORRECTED OR	S AND MAY CANCELLED	12 Pob 1051 SE SUBJECT TO INVESTIGAT IF NOT IN ACCORDANCE WIT	ICH AND AFFROYAL BY
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RICHARDSON, JACQ	PUES G.	9 January 1951
Resignation		Colo 18 Led 1151
	FROM	To
TITLE	Intelligence Officer V	
RADE AND SALARY	GS-9, \$4600 p/a	
FFICE	OPC	
IV 13 10M	FE	
RANCH	FE-3 Japan Section	
FFICIAL STATION	Tokyo, Japan	
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LASSIFICATION	Chief, FE Division	
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estore objection		1 October 1950
	FROM	TO
TITLE	Intelligence Assistant	Intelligence Assert V
GRADE AND SOLORY	65-7 \$3825 p/a	cs-9 04600 p/a
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OFFICE	ru	72
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OPC		EOO DATE	
FROM:	٠.		•
PERSONNEL OFFICER	•	18 July	1950
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Intelligence Assistant	GS-7		\$3825,00 per annu
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DATE SECURITY CLEARED		uly 1950	
10 June 1949	DATE FINGERP	RINTED	
DATE PERMANENT IDENTIFICATION REQUESTED	1.8.1	uly 1950	
18 July 1950 DATE BRIEFED BY SECURITY	DATE OF PHYS	ICAL EXAMINATION	
15 July 1950	iot	Applicable	
DATE 24 WONTH AGREEMENT SIGNED			
18 July 1950			
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EMPLOYEE SERIAL NUMB								UMBER			
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P-Proficient				sired results are bein		in the manner ex	pected.		•		
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SECTION C

NARRATIVE COMMENTS

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

During the period under review, Subject managed to gain full-time employment as a senior executive of an HBSPRITE government subsidized scientific publication at a time of economic slowdown when jobs were not easy to get. He did this without help from Headquarters or the Station. Such an achievement is a tribute to Subject's fluency in French, his ability to write, his general scientific know-how and his good buisness sense. Over half of his salary therefore is now paid by this company. In converting to full-time employment, a major adjustment, Subject's contribution to the Station operations in the MHHARSH and TPFAST fields against which he is targetted temporarily decreased somewhat. Subject continued, however, to maintain contact with three local MHMARSH officials and initiated contact with three others. He also continued to search for new leads to personalities in the priority areas assigned to him. Subject has the capability to call on local scientists or technicians of just about any nationality with the possible exception of TPFAST citizens. He has used this nearunique potential well.

unique potential well.

Subject has had occasional difficulty switching from "professional"
or intellectual subjects in his development of MHWARSH personalities
or access prospects to more down-to-earth interests necessary --con't-

	CERTIFICATION AND CO	MMENTS
SECTION D	BY FMPLOYEE	
1.	CERTIFY THAT I HAVE SEEN SECTIONS A, B	, AND C OF THIS REPORT , EN D.
9 June 1971	ISIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOEL	
18 months	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
DATE	Handling Officer	/s/ Francis S. Sherry
	BY REVIEWING OFFIC	TAL
3.		

The Station submitted comments on Subject officer recently in OFPT16549 (6 April 1971), to which we should add that Subject has, largely
on his own merits, acquired a solid and potentially highly useful
cover employment. However, this new employment will demand a very
substantial amount of time and energy from Subject, and the unanswerable question at the moment relates to his availability for organizational tasks. We shall need additional time and careful working with
this officer to determine the answer, since the fiscal outlay from the
Organization to support his continued stay in Paris is still quite

	·	OFFICIAL	TITLE OF REVIEWING OFF	ICIAL TYPED OR	PRINTED NAME AND SIGNATO	, E
DATE					u-gh Montgomery	
	24 May 1971	Deve			-	

#### FITNESS REPORT

#### Section C (continued)

to the development of human relations. His forte is therefore more in the field of spotting and making operational contacts than in that of more than stort-range operational development. Subject's operational situation makes it impossible for him to attempt recruitments. Thus, his very real achievements are not by essence of the spectacular variety.

Subject's reporting has been satisfactory and continue to be copious. He could, however, further improve the selectivity of the leads provided the Station and make more of an effort to "digest" the information contained in his reports.

Although Subject has, at present, no supervisory function, he has repeatedly requested such a responsibility. He is careful with operational expenses and has exercised good security.

During the period under review, additional efforts have been made to make full use of Subject's potential and integrate him further in the work of the station component with which he works. He is a particularly valuable asset for the Station programs directed against the local MHHARSH and TPFAST targets.

#### Section D (continued)

substantial. In a word, is it worth it? We do not yet know, although our initial impressions are favorable.

On the fitness report itself, this rater would have preferred an "S" rating for specific duty number one; Subject may ultimately deserve an "O", but it does not seem warranted at the present time. Moreover, I believe the overall rating would more properly have been in the higher range of the "P" category, rather than "S", but it is of course a subjective judgment of the rating officer, who is more intimately and directly involved with Subject on a frequent basis.

In sum, the cover is superb, and only time will reveal to what extent the cover requirements permit a full measure on behalf of the Organization. We are following this aspect closely and will be commenting upon it subsequently as we gain experience and knowledge.

7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOUR

2: (at that time) 42 and 17

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

I would like very much to use my fluent French in my next assignment, as well as make use of my extensive exposure to science and technology -- both operations and and the larger world of the scientist and the engineer in today's evolving societies and economies. I would most especially hope to use my long experience in nonofficial cover activities and the managerial exposure accumulated thereby.

- LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittel form). (also attach personal cover questionnairs in accordance with CSI-F 240-8)
- I planned, established and operated a long-range SCT spotting-assessment activity against sensitive targets, and a shorter range similar local activity during a period marked largely by an adverse political climate.
- · I planned, developed and exploited, and modified a non-official cover in order to mask our operational activity, and integrated these into the broader ranging overall activities of a major field Station.
- I managed the non-official cover activity of viable professional/commercial cover organizations. The tasks included many business and production aspects as well as management of the firm's /unwitting/ personnel in the field and from the home office.
- · I assisted other Stations and Bases, upon their request, in spotting-assessment activities, in local search and surveillance of targets, and in recruitment.
- · As my original non-official cover became modified as a result of mergers, I was able to develop, alone, continuing cover to serve our meeds of operational access as well as those of 'status' cover.

INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS

- (a) the senior-most management course offered through the Organization;
- (b) a review course of activities within the CS and the Organization as a whole; (c) at least audit the SET course, if that is still being offered.
- If (a) is possible through a civil school away from Headquarters, I would have no objection to the displacement involved.

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11. PREFERENCE FOR NEXT ASSIGNMENT:
11a. DESCRIBE BRIFFLY THE TYPE OF BORK YOU BOULD PREFER FOR MENT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 A90NE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.
First choice: to manage a large-scale non-official cover project in a French-
speaking technically advanced locale. Second choice: chief of station or base (cover non-official or official) in an
area where I can combine my experience and linguistic ability.  Third choice: to be assigned to Staff training, preferably training (a) senior
unit or project managers, or (b) JCTs.  Fourth choice: to be assigned to Staff personnel work above the Division level where new personnel are screened, tested and evaluated, then assigned.
Fifth choice: to work on the Intelligence side of the house.
118. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSEPTING 1, 2, & 3 (for 2st, 3nd, and 3rd choice) IN REMAINING BOXES.  COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.
· EXTEND TOURMONTHS AT CURRENT STATION TO
BE ASSIGNED SER MOTHER FOR A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION STAFF OR OFFICE.
BE ASSIGNED TO ANOTHER FIELD STATION. INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION  15T CHOICE HTUSSELS 2ND CHOICE GEORGY 3RD CHOICE OFTENDED.
PETURN TO MY CURRENT STATION, With different responsibilities
TO BE COMPLETED BY FIELD STATION
10 BE COMPLETED BY FIELD STATION.  12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT.
L BALLE BECAMENDATION FOR MIS BEST ASSIGNMENT AND TRAINING:
station recommends that Subject return PCS to Headquarters at the
and of his current tour. We would welcome a replacement who is capable
of functioning in the same deneral cover context, but any such individ-
l was much also be able to spot and thoroughly access agent candidates.
He should also handle a number of agents in the same field. We are, in
He should also handle a number of agents in the school his cover.
short, seeking an officer who will aggressively exploit his cover,
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE
13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT
ASSIGNMENT AND TRAINING.
No decision has been made concerning next assignment
10
DATE 24 Aug 70 ITLE C/E/PERS SIGNATURE WITIFORD CZ TAYTOR
FOR USE BY CAREER SERVICE
14. APPROVED ASSIGNMENT:
13. EMPLOYEE NOTIFIED BY DISPATCH NO. DATED:
CABLE NO DATED:
CAREER SERVICE REPRESENTATIVE:
(SISWATUTE)

Field Reassignment Questionnaire (continued)

12. develop new operational leads on his own initiative, and at the same time be prepared to take over and run assets related to his own cover employment.

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X. CAREER	MESENVE		TEMPORARY		INSTIAL		<b>M6A31</b>	IGNMENT	SUPERVISOR
	ROVISIONAL (See Instru	ctions	Section C)	X.	ANNUAL		REASI	IIGNMENT	EMPLOYEE
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11. DATE REPORT	L BAE IN O'S.				EPORTING PER April 196			0	•
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#### SECTION C

#### NARRATIVE COMMENTS

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The comments of the rating officer are limited to the period from October 1969 to March 1970 during which he worked with Subject. The previous rating officer has added his comments to allow coverage of the total indicated period from April 1969 to March 1970. During this period Subject was integrated in a new team assigned to the local SST and Commercial 1992031 target. Subject's recent activity has been very productive indeed. Subject used the excellent potential given to him by his cover to skillfully spot and assess access agent candidates. As Subject's operational situation in Paris procludes making recruitment, the most premising of these candidates was placed in contact with a Station officer during social events Subject organized. At the same time, Subject continued his efforts to develop personal relationship with several MHMRSHers. The beginning of personal, as opposed to purely professional, relations with a major MHMRSH target enabled him to obtain insight into the target's beliefs and personality which was the best the Station had to date Subject also managed to establish contact with two other MNMARSH representatives of interest. This, in one case, required almost six months to accomplish vis a combination of patience, skill and determination. Subject is an experienced officer. He is cost conscious and practices good security. The Station has no other asset with the necessary scientific and editorial know-how, fluent French and local knowledge to replace Subject. In view of this and the recent progress made by Subject in response to very specific requirements and his willingness to try to establish personal and, hopefully, social relations with access prospects and MHMARSH targets, the Station recently recommended that he be extended in Paris. At the same time, the Station recommended that Subject's cover be reinforced by full-time employment with Subject's current WOLADY pari-time employer.

CERTIFICATION AND COMMENTS SECTION D BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT ١. SIGNATURE CE DATE /s/ BY SUPERVISOR THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION /S/ Francis Shorty OFFICIAL TITLE OF SUPERVISOR Handling Officer /s/ Murat Natirboff Chief, &R II SY REVIEWING OFFICIAL

As previous Station correspondence and fitness reports will reflect, this COMMENTS OF REVIEWING OFFICIAL officer has been the subject of varying evaluations and projections in recent years. In fairness to him, however, it is equally true that an officer under non-official cover reflects, in the level and quality of his performance, the amount and type of guidance, direction and push he receives from the responsible inside case officer. Making allowances for these variables, this officer's past record has not been impressive; however, it is also correct to note that he has improved substantially during the latter part of the period under review, and that if the Station can work out some fiscal arrangement which will reduce the heavy financial input

TYPED OR PRINTED NAME AND SIGNATURE OFFICIAL TITLE OF REVIEWING OFFICIAL DATE /s/ Hugh Montgomery 19 May 1970

Section D3 continued

from the Organization, his continued presence at this Station definitely appears to be warranted for a sufficient period to reach more definite conclusions concerning the level of sustained performance over a somewhat longer period than that reflected by this report.

On balance, we are pleased that this officer has responded so well to greater case officer direction and that he has undertaken somewhat more aggressive efforts to expand his range of contacts in immediate proximity to the primary Station targets. This officer does bring many talents to bear on his operational activity: he has absolutely fluent French, a solid and exploitable cover, and a vast range of contacts in the local community. Nonetheless, it will require additional time to explore these contacts in depth, select those which appear to be operationally viable, and pursue them actively either to the point of recruitment by another officer or elimination from further development, for whatever reason.

In sum, in spite of the recognized and commendable improvement in this officer's performance during the period under review, the reviewer submits that the letter grade for specific duties 2 and 4 would more properly have been a "P", and that the overall rating, at this point, would more accurately be set at a level between "P" and "S", probably closer to the former than the latter.

This reviewing comment has been read by the officers who prepared the Fitness Report.

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	NARRATIVE	COMMENT

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During this reporting period subject had very animaly increased the tempo of his activities and concacts. Many agent prospects have been screened and contacts were established with people of interest to several elements of the Station. Subject is particularly thorough and outstanding on specific investigations where he utilized cover in a skillful and imaginative way. He has improved in terms of people development but in this respect he is still best with people in a professionally related context rather than a contrived social context. As mentioned in the previous report subject's cover assignment does not allow him to make recruitments. Subject has a high degree of cost consciousness and does not exercise any supervisory responsibilities.

	CERTIFICATION AND COMMEN	ITS
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11 June 2007	BY SUPERVISOR	SYPLANATION
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	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
DATE	Ops Officer	/s/ Murat Natirboff
5 June 1969	BY REVIEWING OFFICIAL	<u> </u>
3. COMMENTS OF REVIEWING OFFICIAL		
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23 JUNE 1969	Chief of Station	/s/ David kE. Murphy

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SECTION C

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NARRATIVE COMMENTS

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

Since the last reporting period subjects of forts were directed by the Station toward the spetting, developing and assessing WCLADY SET agent candidates in terms of Frequent and inclusion in the Station's SET spetting network.

Subject has done thorough and at times imaginative spade work in this field despite the fact that the mission was not as successful as anticipated. Recent progress however would indicate that the next reporting period would be more productive.

Subject continues to respond to ad-hoc specific assignments in an exemplary manner.

Because of the nature of his cover assignment Subject is not authorized to make recruitments.

Subject has a high degree of cost consciousness. He does not exercise any supervisory responsibilities under his cover assignment.

SECTION D	CERTIFICATION AND COM	MEN 13
1,	BY EMPLOYEE	
10	ERTIFY THAT I HAVE SEEN SECTIONS A. B.	AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
24 Oct. 1968	/s/2011	·
2.	BY SUPERVISOR	•
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	DEMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
28 Oct. 1968	Ops Officer	/s/ Murat Natirboff
3.	BY REVIEWING OFFICIAL	L.
COMMENTS OF REVIEWING OFFICIA		
See attachei.		·
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DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	Chief ofStation	/s/ David E. Murphy

ADDENDUM, Form 45 (Fitness Report), for period March 67-March 68.

#### Section D

As the individual being rated, I would like to add some remarks to those prepared by the rating officer.

The assignment I have includes managerial responsibilities which (a) are essential to the continued existence and security of the cover mechanism as a vehicle for operational exploitation, and (b) are not necessarily visible to those "on the inside."

In the case of (a), I must engage in a constant orchestration of the cover and the facilities it offers. This means maintaining a managerial equilibrium to insure that cover work will not become, of itself, so demanding that it negates the cover's utility to the CS. In effect, the top officers and middle managers of the cover corporation [who are not cleared and witting] have to be satisfied that their demands are met (or cannot be), or else manipulated in order to neutralize or reject their demands. After all, the cover position is to them a legitimate, normal, workaday post in their firm. What work is done at their bidding, it follows, must be accomplished according to the high standards of thoroughness and accuracy which they have set.

In the case of (b) -- which derives from (a) -- and can prove to be so demanding that the needs of the CS could no longer be served, the incumbent is required to manage a span of human contacts at several levels in order to preserve his cover position and enhance its value to the CS. This means planning, directing and managing the work of multinational, multicultural teams of technical correspondents, as well as meetings and negotiations to improve the [cover firm's] relations with similarly widespread individuals at the levels of editor-in-chief, publisher, corporate vice-president, president, and chairman of the board. These levels are scattered not only through industry, but have their analogs as well in government, higher education, and professional societies.

Having previously managed both a CS base and the principal deniedareas operating component of a major field Station, I can report quite honestly that my present managerial responsibilities exceed the former -- despite the apparent lack of "supervisory responsibilities" in my present position.

3. It is difficult to place in the proper perspective the contribution of this senior staff agent to Paris Staffen operations. On the one hand, subject has established superb cover in the scientific and technical field which should have afforded him virtually unlimited access to persons of interest to us, both soviet and potential access agents. In evaluating the manner in which the employee set up and managed this cover, I would tend to agree with his comments to the fitness report on the managerial demands on him although these corrects are somewhat everdrawn.

The principal difficulty has been the time it has taken to relate the cover potential to the <u>specific</u> operational requirements of the Station. We have not received from CASASIN as many leads and assessment reports to persons of operational interest in the SAT field as we think he could have produced. It may be that the earlier listing of the project (viewed as a regional undertaking) contributed to this.

Recently we have noted significant improvement in that we have received responses to requests we have made for assessment and development of potential access agents within a cover context. We hope, therefore, that this last year of CASASIN's stay will be the most productive ever. It is unfortunate that the cover must end because of the cover company's decisions over which we had no control.

/s/ David E. Murphy

FITNESS REPORT

EMPLOYEE SERIAL NUMBER

006102

GENERAL L GRADE 2. DATE OF BIRTH 20 Jan 24 М CS-15 PFICIAL POSITION TITLE 7. OFF/DIV/BR OF ASSIGNMENT S. CURRENT STATION Ops Officer Paris DDP/EUR/France S. CHECK (X) TYPE OF APPOINTMENT 10. CHECK (X) TYPE OF REPORT RESERVE REASSIGNMENT SUPERVISOR CARECR TEMPORARY INITIAL CAREER-PROVISIONAL (See Instructions - Section C) REASSIGNMENT EMPLOYER XXX ANNUAL SPECIAL (Specify): SPECIAL (Specify): 2. REPORTING PERIOD (From- 10-) 11. DATE REPORT DUE IN O.P. 1 April 1966 - 31 March 1967 SECTION B PERFORMANCE EVALUATION Performance ranges from whally inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C. W - Weak Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor A - Adequote P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner. S - Strong Performance is characterized by exceptional preficiency. O - <u>Outstanding</u> 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 rasing period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised). HATING LETTER Establishes and maintains a legitimate S&T publishing representation S for the purpose of developing natural access to Soviet S&T personnel. SPECIFIC DUTY NO. ? RATING Develops cover pretexts to meet, assess, and recommend as agent S candidates WOLADY and Third Nationals in the HBFAIRY S&T community. SPECIFIC DUTY NO. 3 RATING Contacts and develops local Soviet Bloc personnel. S SPECIFIC DUTY NO. 4 RATING Develops cover pretexts to attend selected scientific conferences. S SPECIFIC DUTY NO. 8 RATING Responds to local Station adhoc operational requirements. S 91 AUG 1967 SPECIFIC DUTY NO. 6 OVERALL PERFORMANCE IN CURRENT POSITION Take into account averything about the employee 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 occurately reflects his level of performance. S

#### SECTION C

#### NARRATIVE COMMENTS

Indicate significant strengths or weatnesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work particulated. Give recommendations for training. Common on foreign language competence, it required for current position. Amplify or explain parings given in Section. By provide best basis for determining future personnel action. Manner of performance of managerial or Supervisory datios pure be described, if applicable.

Subject continues to maintain a secure effective cover mechanism. In this reporting period the whole thrust and objectives of this cover facility have been changed from pursuit of targets designated by Headquarters at international conferences to pursuit of the local Soviet presence. This has caused a major readjustment and Subject is now beginning to produce the type of leads that help the Station achieve its local operational objectives.

Subject continues to show a well organized methodical approach to his cover and operational tasks.

Subject is cost conscience.

HQRS. NOTE: Subject has no supervisory responsibilities.

Seth T. Crawford

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

SIGNATURE OF EMPLOYEE

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN |
UNDER MY SUPERVISION |

Employee is on h/1. Report will be shown to him upon his return.

DATE |

OFFICIAL TITLE OF SUPERVISOR |

TYPED OR PRINTED NAME AND SIGNATURE

9 August 1967 |

Gps Officer |

S/Murat Natirboff

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I rarely see the written product of this employee's efforts and know little of his work except as I am informed of it by his supervisor in the Station. I have the impression, however, that the employee is responding to his supervisor's guidance and is not by any means simply driffting along paths indicated by his cover work, which can be a temptation when an employee has, as is true in this case, rather limited centact with his colleagues who work under official cover on the same target. I thus concur in the evaluation on the basis of limited knowledge.

OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED OR PRINTED NAME AND SIGNATURE

August 1967 Ops Officer /s/Robert E. Owen

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	proba	tion, to reas	signmenț	or to separation.	Do scribe	action		•			
A - Adequate		rmonce meet lence.	# all tode	Jrements. It is ont	irely sot	Istacto					or
P - Proficient	Perfo	rmanc <b>o is</b> mo	ore than s	atisfactory. Desir	d result	s ore b	•				
S - Strong				ed by exceptional p		•					
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	emplaye respons	o performs E	ACH PP	cific duty. Considered on their ability (			In performa	ince of	that	luty. A	escribes the
		and mai	ntaina	a logitimate	CEM .	blfoblaa	******			Cam. #1	LETTER
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ormance of aped articular limitation	fic du	Yes, producti slents. Base	ivity, cou	nduct on job, comp it knowledge of air	rativene ni oyee's	ss, pertinent (	personal tre rmance duri	oits or	hobite	, and period	S
oce the latter in	the rati	ng bax carre	sponding	to the statement w	hich mos	t accurately re	flocts his l	evel of	perfo	monco.	
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#### ECTION C NARRATIVE COMMENTS

Indicute significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. Store suggestions made for improvement of work performance. Giver acceptancy for training. Comment on for the interestion of the suggestions and for expect position. Amplify or explain entings given in Decition to provide bast basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if molicylate.

Subject has done an outstanding job in creating a dyrig mechanism which enables direct access to an important target group. This job was performed wirtfully, securely, intelligently and imaginatively. Subject is an experienced, highly capable senior professional officer in every sense of the term. The is a thappoughly organized self-disciplined person who can operate effectively outside a normal station complex. He has the supple mind required to loarn highly technical cover tasks and perform these in a skilled manner. He organizes the performance of these cover duties in such a manner as to extract the most operational mileage. Subject has spotted, assessed, developed, and in special cases recruited. He is extremely articulate, and an excellent writer. Despite his deep cover status, he submits timely finished operational and information reports. His management, administration, and record keeping of both his cover and operational duties is excellent.

Although Subject has had long experience in supervisory capacities, his present singleton over status does not require supervisory duties.

SECTION D	CERTIFIC	ATION AND COM	ENTS
1.		BY EMPLOYEE	
	CERTIFY THAT I HAVE SE	EN SECTIONS A. B. A.	COF THIS REPORT
0214 May 1966	SIGNATURE +		
2.	8	Y SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER, MY SUPERVISION	IF THIS REPORT HAS N	OT BEEN SHOWN TO E	IMPLOYER, GIVE EXPLANATION
			^
DATE	OFFICIAL TITLE OF SU	PERVISOR	T
4 May 1966	Ops Officer	· ·	'/s/Murat Natirboff
3.		VIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFIC	IAL		
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•		•	
DATE	OFFICIAL TITLE OF RE	VIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
4 May 1966	Ops Officer		/s/Robert E. Owen

	When Filled	<u> </u>		TEMP	LOYEE SERIAL N	NUMBER
FITNESS REPOR	T			٠ .	006102	
SECTION A PICKARDEON DAGGER	GENERA	AL .				
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	20 مد	Jan. 1924	M		15 D	
8. OFFICIAL POSITION TITLE	7. 0	FF/DIV/BR OF	ASSIGNMENT	1	RRENT STATION	-
Ops Officer	Dr	DP/WE/Fre	ench	Pa	iris	•
9. CHECK (X) TYPE OF APPOINTMENT	10. c	CHECK (X) TYPE	E OF REPOR	†		
CARER RESERVE TEMPORARY	,	INITIAL		X	REASSIGNMENT	SUPERVISO
CANEER-PROVISIONAL (See Instructions - Section C)	x	ANNUAL .			REASSIGNMENT	EMPLOYER
SPECIAL (Specify);		SPECIAL (Spec	ecily):	<u> </u>	<u> </u>	
The same of the sa		REPORTING PER	RIOD (From-			
11. DATE REPORT DUC IN G.P.	1	April 196			1965	<del></del>
	MANCE EV			<del></del>		<del></del>
W - Work  Performance ranges from whally inadeque positive remedial ection. The nature of a probation, to reassignment or to separate Performance meets all requirements. It is excellence.  P - Proficient  S - Strong  Performance is more than satisfactory.  Performance is characterized by exception  O - Outstanding  Performance is so exceptional in relation	the action contion. Describ is entirely so Desired resultional proficient in to requirement	build range from the action taken at slactory and lits are being proncy.	counseling, or proposed is characteri	I in Sec rized ne profici	ther Holning, 15 ction C. wither by deficie	ency nor
O - Ovistanding Performance is so exceptional in relation others doing similar work as to warrant s	special recog	millon.		·		
	PECIFIC DU					
List up to six of the most important specific duties performe manner in which employee performs EACH specific duty. Co with supervisory responsibilities MUST be rated on their observing the content of	Lonsider ONL bility to super	, T ollociivonesi Iviso (indicato i	number of ea	mploye	on supervised).	RATING
graphic and operational intelligence on and on other Soviets and other nationali cover.	Soviet & ities to	whom he ha	and tach	hnica s thr	al targets, rough h <b>is</b>	O
used against the targets specified under	r Specifi	le Duty No.	. 1.			S
stations concerned, whether of a KUTUBE,	assignment of the control of the con	nts as dir or KUDESK	ected by nature.	Hqs	and field	RATING
SPECIFIC DUTY NO. 4 Preparation or acquisitio	on of cov	er firm wr	itten me	iteri	al as	RATING
operational information to increase his Specific Duties Nos. 1 through 3.						
specific buttwo. 3 Planning, directing and with emphasis on exploitation of the cov	managing war to me	overseas et operati	bureau o	f co	ver firm,	RATING
with emphasis on exploitments.	•		P		3	0
•		. ,	T2ng_	רח_	กม 1	
SPECIFIC DUTY ND. 6			rusi	FIL	~	BATING LETTER
	,		BK OF	·-4b	1 101 1055	
OVERALL PERFOR	MANCE IN	CURRENT PO	OSITION	- 8	<i>-</i>	
Take into account everything about the employee which infliformance of specific duties, productivity, conduct on job, particular limitations of talents. Based on your knowledge place the latter in the dating box corresponding to the staten	luences his of	effectiveness in eness, partinent	n his current nt personal to formance du	wing th	he rating period,	<u>,                                    </u>

•	(When Filled In)	OFFICE OF CO.
•	NAPPATIVE COMMENTS	office of Personne:
overall performance. Straining straining to the person opplicable. During the reposition of his cover to a point where hanyone with his past orgountry authorities he apoint of view of his tar lack of opportunity for KUBARK an asset who has capability for exploitin As has been stated in to approach operational efforts, in which he has enhance the foundations the cover company, but the may be applied directly activity in his country other countries, usually tion he has contributed use of Hqs components in gets.  It would be difficult	required for current position. Amplify or explaed eduction. Manner of performance of manageriariting period this employee as a ver and the expansion of his or e represents as deeply buried a anizational background. From the presents to be completely legitimes gets, he also apparently has be scrutiny, for what he claims to not only solid status and access his cover for specific and as past fitness reports, his presentagets through the vehicle of devoted a tremendous amount of the cover, which requires a conditional tasks and progression of assignment, he has also been involving direct contact with greatly to the acquisition of a their overall approach to Sov to fault this employee with recity. He is a keen student of he	considerable amount of work for means by which the cover activity directed activity in addition to the cover activity directed and operational information of the cover activity directed and operational activity within his a staff office of the cover and the cover activity within his a staff office of the cover and the cover accepted, and not through a cover, but also the demonstrate gressive operational undertakings and capability directly and openly his cover is the result of his own for work not only to establish and considerable amount of work for means by which the cover activity ams. In addition to operational in used in Hqs-directed activity in target individuals, and in addition for the iet scientific and technical tarspect to energy, professional is operational environment and
objectives. He shows con	USIGE COLO.	(continued)
SECTION D	CERTIFICATION AND COMME	NTS
	BY EMPLOYEE	C OF THIS REPORT
1 CE	ERTIFY THAT I HAVE SEEN SECTIONS A, B, AND	CO. HIBRETON
DATE	SIGNATURE OF EMPLOYER	
1 June 1965	ny curedvisor	
2.	IF THIS REPORT HAS NOT BEEN SHOWN TO EN	APLOYEE, GIVE EXPLANATION
UNDER MY SUPERVISION		ACAMA VIII O
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR FRINTED NAME AND SIGNATULE
	One Officer	/s/ James M. Flint
1 June 1965	Ops Officer BY REVIEWING OFFICIAL	1
3.		
COMMENTS OF REVIEWING OFFICIA	· ·	The second secon
on this Fitness Revision to detract	iewing Officer in the field has port, I would like to make a cofrom anything the Supervisor holiged to note that the ratings given, for example, to any Branchistent with the grading patter	as said about Subject's per- given him in this report are by Chief in this Division, and,
· ·		Reviewing Offic
2 June 1965 Chi	ef, External Operations S	TYPEDOR PRINTED NAME AND SIGNATURE
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	Edward Ryan
1	DC/WE	Edward 10

24 June 65

SECTION C continued

approaches to operational problems and personalities, and expends considerable effort in maintaining a level of specialized knowledge sufficient to backstop his cover and to ensure the maximum exploitation of his contacts with target organizations and individuals. His command of spoken, written, and technical French is

excellent.

From the point of view of supervision, this employee in his present position requires guidance only insofar as to identify specific targets and for him to protect quires guidance only insofar as to identify specific targets and for him to protect himself in situations where he does not have, by virtue of his not having access to official files, specialized information. Otherwise, he requires no supervision other than the periodic provision of policy and operational directives.

other than the periodic provision of policy and operations and punctillious in his preparation of This employee has always been conscious and punctillious in his preparation of operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational accountings, and his operational accountings, and his operational accountings, and his operational accountings, and his operational accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational accountings and his operational accountings are provided and administrative reports.

Other than the funds for operational activities, this employee currently has no responsibility for the programming and use of personnel, space, equipment, and funds.

with respect to dedication to his job, this employee has practically speaking single-handedly built his present cover/operational position despite a number of negative factors inherent to his situation such as relative isolation, meager opportunity for contact with his professional group; and expensive area of assignment, tunity for contact with his professional group; and expensive area of assignment, and an exposed cover situation where the necessity for living cover is compounded by the necessity of avoiding mistakes which might jeepardize cover. His dedication by the necessity of avoiding mistakes which might jeepardize cover. His dedication to and enthusiasm for accepting the challenge of this assignment, and his willingness to continue on in it, deserve particular mention, particularly since he would perhaps justifiably feel that his present assignment may leave him outside the mainstream of competitive organization progression.

stream of competitive organization progression.

This employee's health and family situations leave nothing to be desired, as his proven mobility in the execution of operational assignments attests.

proven mobility in the execution of operational assignments access.

It should further be noted that with respect to the problem endemic to deep-cover it should further be noted that with respect to the problem endemic to deep-cover assignments of allocation of time between cover work and operational activity, this assignments of allocation of time between cover work and operational activity, this employee comes very close to the happy norm of making cover work complement operational work, and making operational work contribute where possible to the enhance-

ment of cover.

While this employee's assignment to date has essentially been a one-man show, it while this employee's assignment to date has essentially been a one-man show, it recommended that serious consideration be given to expanding the operational complex which he has created in order to capitalize on his experience, the work he has put in to date, and his own management capabilities.

<sup>\*(</sup>Section B) - No special recognition of Subject's "Outstanding" overall performance is being requested at this time.

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FITNESS REPORT			006102		
	NERAL				
I NAME (Lost) (MINIO)	20 Jan 1924		GS-15 D		
			CURRENT STATION		
6. OFFICIAL POSITION TITLE	7. OFF DIV BR O	F ASSIGNMENT	Paris		
Ops. Officer	DCP/NE/F	rance			
9. CHECK (X) TYPE OF APPOINTMENT	IO. CHECK (X) TY	PE OF REPORT	REASSIGNMENT SU	.D	
	INITIAL				
CAREER RESERVE TAMPORAN  CAREERIPROVISIONAL (See instructions - Section C)	X ANNUAL		REASSIGNMENT E	MPCOTEL	
	SPECIAL (	ipecify):			
SPECIAL (Specify):	12. REPORTING				
11. DATE REPORT DUE IN 0.P.  1 April 1965 - 51 March 1964					
31 May 1964 PERFORMAN	CE EVALUATION				
ISECTION B			rating in this category	requires	
W - Weak  Performance ranges from wholly inadequate to positive remedial action. The nature of the a probation, to reassignment or to separation.  A - Adequate  Performance meets all requirements. It is an	Describe action tok	an or proposed	n Section C.		
excellence.  Destructions is more than satisfactory. Destr	red results are being	produced in a p	roficient manner.		
				nce of	
S - Strong Performance is characterized by exceptional O - Outstanding Performance is so exceptional in relation to others doing similar work as to warrant speci	requirements of the '	work and in com	parison to the performa		
SPEC	IFIC DUTIES			<del></del>	
List up to six of the most important specific duties performed d monner in which employee performs EACH specific duty. Consi with supervisory responsibilities MUST be rated on their obility	to supervise (indici	te number or on	- Capetilla	RATING	
Finding, cultivating unwittingly and assessing new target personalities among Soviet scientists, engineers and other technical specialists.					
Continuing the assessment and unwitting in the same category.	development o	f establish	ned targets	RATING	
SPECIFIC DUTY NO. 3			:	LETTER	
Development of similar leads on target making recruitments outside base country	personalities y•	from other	denied areas;	s	
				RATING	
Development and assessment of technical	personalities	of intere	MSTEB-ON".	3	
internal (domestic) programs.		1.7	- WI - 41/C	RATING	
SPECIFIC DUTY NO. 8		and the a	ssets to	FELLER	
Managing and directing cover company's foreign bureau and its assets to  Managing and directing cover company's foreign bureau and its assets to  strengthen own cover and diversify access for KUTUHE, KUWOLF and KUDESK  O					
numnoses.				RATING	
SPECIFIC DUTY NO. 6	a atheres mate	erial nubli	shed by cover		
Researching, writing and editing own and others' material published by cover company to strengthen cover and diversify access for KUDOVE operational					
purposes. OVERALL PERFORM	NCE IN CHEREN	T POSITION			
OVERALL PERFORM	HICK IN COMINE			RATING LETTER	
Take into account everything about the employee which influent formance of specific duties, productivity, conduct on job, control limitations or talents. Based on your knowledge of place the letter in the rating box corresponding to the statement.	nces his effectivene ooperativeness, per f employee's overal nt which most accur	ss in his current tinent personal I performonce d stely reflects hi	position such as per- traits or habits, and uring the rating period s level of performance.		
2 6 JUN 1964		GEOUP T		سسسلب	

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SECTION C HARRATIVE COMMENTS

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

This employee combines the relatively rare combination of a senior and broadly experienced intelligence officer under working cover providing both long-term status in his country of residence (and in Europe in general) and aggess for a variety of operational functions, including spotting, assessing, contact with Soviet bloc nationals of specific interest, investigative measures, assessment in depth of ostensibly cover-company hired persons, and attendance at a broad range of national and international specialized meetings. Development of the capability operationally to exploit his cover has been the achievement of the employee himself. In so doing he has at the same time achieved genuine acceptance by his cover company associates (most of whom are unwitting) and his colleagues in his cover profession and related professions.

In undertaking operational tasks this employee has consistently shown initiative imagination, security consciousness, and application of both operational and substantive background to the problem at hand. He has put a conscious effort into improving his already excellent command of the French language, and his grasp of a variety of specialized scientific and technical fields has been achieved basically as a result of his own efforts.

His management of operational reporting, finances, and the administrative problems connected with his cover status has been exemplary.

It should be noted that during the reporting period, this employee has not had the benefit at all times of specific pinpointed operational direction. As of the end of the reporting period, Headquarters assumed control of his activities against

SECTION D	CERTIFICATION AN	ID COMMENTS	specific Soviet t	amate on a
	BY EMPLO			
1.			Europe-wide basis	•
	CERTIFY THAT I HAVE SEEN SECTION	VS A, B, AND C OF	THIS REPORT	
DATE	SIGNATURE OF EMPLOYEE			
25 May 1964	/s/ #3			
2.	BY SUPERV			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN S	HOWN TO EMPLOY	EE, GIVE EXPLANATION	
	•			
Eighteen				
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPE	D OR PRINTED NAME AND S	GNATURE
•				•
25 May 1964	Ops. Officer		s/ James Flint	
3.	BY REVIEWING O	FFICIAL		
COMMENTS OF REVIEWING OFFICE	A L		·	
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DATE	OFFICIAL TITLE OF REVIEWING O	FFICIAL TYPE	D OR PRINTED NAME AND SI	3441 URE.
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. 25 May 196h	Cos. Officer	/ s	/ Rosert E. Owen	

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SECT	TION A	1/		GEN	ERA			10	DR 5. 50		
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8, 05	8. OFFICIAL POSITION TITLE				7. 07	P/DIV/BR O	F ASSIGNME	NT B. CUR		IIOA	. * -
l J'						DP/SR_			<u>Paris</u>		
		OFFICET			10. C	HECH (X) TY	PE OF REPO				
<u>'''''</u>	CAREER	HESENVE	TEMPOR	ARY	I	INITIAL			REASSIGNA		
		IOVISIONAL (See Instru	ctions - Section	c)	x	ANNUAL			REASSIGNS	MENTER	APLOYEE
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''', 0'	• .		· .	• • •		10 Sept	ember 1	962 - 3	1 March	h 1963	3
		ay 1963	PER	FORMANC	E EV	LUATION					
	TION B	Performance ranges					atisfactory.	A rating	in this co	otegory	requires
	Weak	positive remedial ac	tion. The natur	portation D	oscrib	action tak	en of propos	ed In Sec	tion C.		-
۸.	Advaugte	Performance meets	il requirements	. It is entir	oly sa	listactory of	d is charac	terited ne	innoi by o		,
р.	Proficient	Partermanca is more	than satisfacto	ory. Desired	rosul	s are being	produced in	a promen	A.11 11(A)11(A)		
1 '	Strong		and he av	centional pro	oficien	CY.	·				in of
	Outstanding	<b>-</b> 1	eland in ea	dation to rec	uirome	ents of the v	rorx and in o	ompori so	10 The p	ivimar	01
-		others doing similar	work as to war	rant special	recogi						
				SPECIF							
List	List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes th manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employee with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).										
•											RATING
SPEC	IFIC DUTY N				· 		na wante	ine mem	her of	ı	
		blishment and m	raintenance	B OL COVE	r as	a genui	TIA MOLY	men			0
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, and the property position											
1	OVERALL PERFORMANCE IN CURRENT POSITION RATING						RATING				
<b> </b>					. ki		e in his corr	unt positi	on such a	s por-	LETTER
1 form	ance of SDO	or everything about the cific duties, productions or talents. Base in the rating box corre			-1		neeformance	. durina t	he rating	period	S
1	_,	` . /	•		٠.			1			
L1	<u>5 JUL 196</u>	<u> </u>					Columbia to column to the colu	~			

# SECRET (When Filled In) NARRATIVE COMMENTS

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	thresses demonstrated in current position ke	reping in proper perspective their relationship to ce. Give recommendations for training. Comme
icate significant strongths or wet	ons made for improvement of work performance	reping in proper perspective their retarionship ince. Give recommendations for training. Comme lain ratings given in Section B to previde best lain ratings given in Section B to previde best lain ratings and lains must be described. If
raii perrormance, state suggesti loreign languade competence, if r	required for current position. Amplify or expl	ce. Give recommendations for training, Cultilian latings given in Section B to provide best tall or supervisory duties must be described, if
is for determining future personn	et action. <u>Manner of pertormance of manager</u>	lain ratings given in Section B to provide a laid or supervisory duties must be described, if
icable.		
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	CERTIFICATION AND COMM	ENTS
CTION D	BY FMPLOYEE	
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I CE	ERTIFY THAT I HAVE SEEN SECTIONS A, B, AN	
ATE	SIGNATURE OF EMPLOYEE	15,
15 May 1963		1-1
	BY SUPERVISOR	
OUTME EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
ONTHS EMPLOYEE HAS BEEN NDER MY SUPERVISION	1	,
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6½ months		TYPED OR PRINTED NAME AND SIGNATURE
ATE	OFFICIAL TITLE OF SUPERVISOR	
		/s/ James Flint
15 May 1963	Ops Officer	1-7-
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ATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	S Bard Byan
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SECTION C

NAHRATIVE COMMENTS

The assignment of this employee to the field under non-official cover was designed to compensate for the loss of an employee in an official cover slot which was cut from the Station's ODACID allotment of personnel positions.

During the reporting period this amployee has accomplished with success the convincing establishment of his cover in a complex milieu, and has been accepted as legitimate by his professional colleagues, the persons whom he meets under cover, and the French authorities. It should be noted that his ability to assume his cover has been largely the result of his own efforts over a period of years to acquire and maintain a familiarity with the general scientific field.

During the reporting period he has devoloped a wide circle of contacts in the scientific and journalistic fields and applies a long background in a variety of assignments in KUDOVE to the determination and assessment of operational potential among these contacts. At the same time his cover organization, in which only four persons are witting of his actual status, has shown itself to be more than satisfied with his performance of his cover

This employee requires a minimum of detailed operational supervision; it is necessary in specific cases only to indicate the operational or informational objectives.

From the point of view of administrative support, his attention to detail and meticulousness reduce the problems of his support by the Station to a minimum.

This employee uses the French language continuously, and his facility is such as to permit him to handle himself excellently in a broad range of complex technical subjects. He has in addition undertaken specialized French language training to develop this capability further. His operational reporting is excellent both with regard to clarity and pertinence.

In the immediate future he will be assigned case work, for the most part in fields where it will complement, and be complemented by, his independent operational activities and cover work.