WAR DEPARTMENT OFFICE OF THE ASSISTANT SECRETARY OF WAR HEADQUARTERS, STRATEGIC SERVICES UNIT CHINA THEATER 12/emc APO 907

10 Juno 1946

Grior Duffant, Chief, Civilian Personnel Section

FROM

Milo Crissman, Fiscal Officer, SSU, China

tames Walton Moore, appointment of

1. Sith reference to cable Kr Chan 249 there are attached the following papers :

Application for appointment Form #205a

055 Form #1001

GS Form //1004a

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

FOR THE STRATEGIC SERVICES OFFICER:

3 Incls:

MILO CRISSMAN Piscal Officer 528, China

COMFIDENTIAL

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BIOGRAPHIC PROFILE (PART I) SCD.
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 1940-45 Dept of Justice, FEI, DC, Ill. Calif - Clerk; Special Agent
 1945-46 Military Service, US Navy - Ensign (1945-46, SSU, China)
 1946 War Dept, SSU, Shangnai, China - Intel Officer
 1946-47 CIG, Shanghai, China/OC - Intel Officar
 1920-36 Resided in China with missionary parents
 1936-40 Bardin-Simons Univ, Abilene, Toxes - 15 Pol Sci. Eng
 1940-41 George Washington Univ Law School (night)
1945
           Catalina Island, Calif, OSS School - Intelligence (3 mos)
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"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5308 OF TITLE 5. U.S.C. AND EXECUTIVE ORDER 11541 FURSUANT TO AUTHORITY OF CCI AS PROVIDED IN THE CIA ACT OF 1549. AS AMENDED, AND DCI GIRECTIVE CATED 8 OCTORER 1562."

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MPAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5. U.S.C. AND EXECUTIVE ORDER 11811 PURSUANT TO AUTHORITY OF DCLAS PROVIDED IN THE CIA ACT OF 1949, AS AMENCED, AND DCI DIRECTIVE CATED OB OCTOBER 1962.*

EFFECTIVE CATE OF PAY ACJUSTMENT: 13 CCTOBER 1974

MAME

SERIAL URGN. FUNDS GR-STEP

NEW

MUURE J WALTEN

003820 56 535 V GS 15 6

\$34, 788

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THRAY ACJUSTNESS IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF STATLE 5, USS.C. AND EXECUTIVE CROER LIBES PURSUANT TO AUTHORITY OF MIL AS PROVIDED IN THE CIA ACA OF 1949, AS AMENDED, AND DOLD DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 12 OCTOBER 1975

NAME

SERTAL URGN. FUNDS GRESTEP

NE W SAL ARI

MUDGE J HALTON

003820 56 535 V GS 15 7

\$37.573

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

EFFECTIVE DATE OF PAY ACJUSTMENT: 14 OCTOBER 1973

NAME

SERIAL URGN. FUNDS GR-STEP

NEW SALARY

MOORE J WALTEN

003820 56 535 V GS 15 6

\$32,973

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3 NATURE OF PERSONNEL ACTION			CORY OF EMPLOYMENT	
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11 POSITION TITLE		17, POSITION NUMBER	13 SERVICE DESIGNATION	٦
IO CONTACT	СН	1479	IT	
14 CLASSIFICATION SCHEDULE (GS, 18, etc.)	15 OCCUPATIONAL SERIES	TO GRACE AND STEP	17 SALARY OR RATE	7
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VET PRÉFÉRENCE 36 SERV COMP. DATE 37 LC				
DR J NOME MO DA TR MO	CA VE CAP BISV	CODE CODE 0 WAIVER	MEALTH INS CODE	
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	SIGNATURE OR OTH	ER AUTHENTICATION]
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MPAY ACUESTMENT IN ACCURCANCE WITH 5 L.S.C. 5305 AND EXECUTIVE ORDER 11591 PURSUANT TO AUTHURITY OF DOLL AS PROVICED IN THE CIA ACT OF 1949. AS AMENDED. AND DET DIRECTIVE DATED US COTCEER 1962.

EFFECTIVE LATE OF PAY ACJUSTMENT: UT JANUARY 1973
SEFFECTIVE DATE OF PAT ADJUSTMENT CORRECTED FROM
7 JAN 1973 TO 1 OCT 1972 UNDER EXECUTIVE ORDER 11777, DATED 12 APR 1974. SERTAL ORGN. FUNDS GR-STEP

NEW '

MECRE J HALTON

UQ3820 65 535 V GS 14 8

SECRET (When filled in)

NOTIFICATION OF PERSONNEL ACTION-2 NAME (LAST-FIEST MIDDLE). DOJE J HALTON INTERPRESENTATION 4 EFFECTIVE DATE 5 CATEGORY OF EMPLOYMENT US 14 72
7 ENAMERIA ARAUTSISTIO CHARGEABLE | 8 CX OF OTHER LEGAL AUTHORITY EASS I GNMENT A 10 A V 10 (F FUNDS OF TÖV OF TO OF 324 2 5000 0000 10 LOCATION OF OFFICIAL STATION R CREANIZATIONAL DESIGNATIONS 201/DCS TEXAS, USA IE POSITION TITLE 12 POSITION NUMBER 12 CAREER SERVICE DESIGNATION I 3-CONTACT 1480 ĮΤ 44 CASSIFICATION SCHEDULE (GS. LR. 1981) 16 GRADE AND STEP 15. OCCUPATIONAL SERIES 17 SALARY OR RATE 35 15.5610 Į4 A SEMME

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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92210 AND EXECUTIVE DROPER 11637 PURSUANT TO AUTHORITY OF OCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 UCTOBER 1962%

EFFECTIVE DATE ER PAY ADJUSTMENT O JANUARY 1972

VAME

SERIAL DRGN. FUNDS GRASTEP

SALARY

MOORE J' WALTON

213820 65 935 V G5 14 8

\$27,084

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TRAY ATTISTED IT IN ACCORDANCE PITH SALARY SCHEDURES OF PL 91-656 AND EXECUTIVE DISTRIBUTED TO THE CIT ACT OF 1349, AS AMENDED, AND A OCT DIRECTIVE DUTED & OCT BIR 1902"

EFFECTIVE PATE OF PAY ADJUSTMENTS TO JANUARY 1871

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SERIAL DAGN. FUNDS GR-STEP

SALAPY

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MODRE & PALTTY

003820 66 525 V 65 16 8

\$25,673

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MPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE DAMER 11524 PURSUANT TO AUTHORITY OF OCT AS PREVIOED IN THE CIA ACTION 1749, AS AMENDED, AND A DCI DIRECTIVE DATED 8 GCTOBER 1902

ESPECITIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

SALAPY

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SERIAL UNGN. FUNCS GRASTEP

\$23,573

MODER & SALTON

003920 66 525 V 65 14 7

HOORE J HALTON 66 000 003A20 OLO SALARY EASE 1100 1 Lost Eff. Dem 65 14 6 817,721 07/04/69 65 14 7 818,244 07/02/67 CERTIFICATION AND AUTHENTICATION I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE nu NO EXCESS LWOP IN PAY STATUS AT END OF WAITING PERIOD LWOP STATUS AT END OF WAITING PERIOD O THEO ST CLEEKS INITIALS DIT 7 00 560 E Use previous PAY CHANGE NOTIFICATION

"PAN ABBUSTMENT IN ACCORDANCE WITH SECTION 212 (F PL 90-705 AND EXECUTIVE ORDER 11674, PURSUANTETS AUTHORITY OF CCL AS FEG. 1000 IN THE CLASSIC OF 1949, ASSENDED, AND ASSENDED, AND ASSENDED, AND ASSENDED TO A SECTIVE CATED ASSENDED.

ERFECTIVE DATE OF PAY ADJUST ABOUT 13 JULY 1969

and the second of the second o

NAME SERIAL ERGY. FLNDS GE-SIEP SALARY
MCORE J WALTON 103520 66 525 V GS 14 7 522,239

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

EFFECTIVE DATE OF PRY ADJUSTMENTS 14 JULY 1955

NAME SERIAL CRON. FUNCS GR-STEP SALARY SALARY
MODRE U WALTON CO3820 66 525 V G5 14 7 \$19,009 \$20,336

*PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-206 PURSUANT TO AUTHORITY OF TOT AS PROVIDED IN THE CLA ACT OF 1949. AS AMENDED, AND AMEDI DIRECTIVE DATED 8 OCTOBER 1962.

003820 HOORE J WALTON 7 TYPE ACTION
FHISCHIE COM PSI 151 AD1 / NO EXCESS LEOP IN PAY STATUS AT END OF WAITING PERIOD / LHOP STATUS AT END OF HAITING PEHIOD AUDITED BY CLERKS INITIALS CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. DATE 14 Mby 63 PAY CHANCE NOTIFICATION

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

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1966

SALARY SERIAL ORGN, FUNDS GR-STEP NAME GS 14 6 \$17,220 \$17,721 003820 66 525 V HOORE J HALTON

66 525 MOURE J HALTUN 003820 TYPE ACTION 5 116,13d 07/07/63 GS 14 0 10.020 07/04/63 / NO EXCESS LEUP IN PAY STATUS AT END OF HAITING PERIOD / LHOP STATUS AT END OF HAITING PERIOD CLERKS INITIALS KW AUDITED BY I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOTEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. PAY CHANGE NOTIFICATION allo Obsetota Frenchis Edition 560

(4 51)

IN ACCORDANCE WITH THE PROVISIONS OF PURLIC LAW 87-793 AND DCT MEMORANDIM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS. EFFECTIVE 5 JANUARY 1964.

SERIAL ORGN FUNDS GROST SALARY SALARY

4.1 A.

HOORE & WALTON

PRAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL A9-301 PURSUANT TO AUTHORITY OF DCT AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND A-DCT POLICY DIRECTIVE DATED A COTUBER 1942.

EFFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1955

NAME SERIAL ORGA, FUNDS GRASTER SALARY SALARY
MODRE J MALTON 1003820 64 525 V GR 14 6 \$10,620 \$17,220

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 ANTELLIGENCE 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

CDADE			Per A	nnum	Rate	s and	Steps			
GRADE -	1	2	3	4	5	6	7	8	9	10
GS- 1	\$3,385	\$3,500				\$3,960	\$4,075	\$4,190		\$4,420
GS- 2	3,680	3,805							4,680	4,805
GS→ .3	4,005	4,140						4,950	5,085	5,220
GS- 4	4,480	4,630							5,680	
GS- 5	5,000	5,165				5,825	5,990		6,320	
GS- 6	5,505	5,690				6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650		7,050		7,450	7,650	
G S- 8	6,630	6,850	7,070	7,290		7,730	7,950	8,170	8,390	8,610
GS- 9	7,220	7,465	7,710						9,180	
GS-10	7,900	8,170				9,250			10,060	
GS-11	8,650	8,945				10,125				11,305
GS-12						12,025				13,445
GS-13										
GS-14										
GS-15										21,590
GS-16						22,210	22,865	23,520	24,175	
GS-17		22,195	22,945	23,695	24,445	[
GS-18	24,500							[1	

NOTICE OF EMPLOYER DESIGNATION FOR TAX PURPOSES

003920 HOCHE & MALTON //
EMPLOYER IS CIA AS OF 7 JUNE 1904

SECRET

SECHET

NOTICE OF EMPLOYER DESIGNATION FOR TAX PURPOSES

MODRE J WALTON . 003826

EMPLOYER DESIGNATION IS CLA AS OF 26 MAY 1963

SECHET

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

SD NAME SERIAL ORGN GR-ST OLD SALARY NEW SALARY

OC MOORE JAMES W. 103820 25 31 65-14 3 \$11.835 \$12.730

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SECRET

GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE

12 JANUARY 1956 AUTHORIZED BY P. L. 85 - 462 AND DCI

DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME SERIAL GRADE-STEP OLD SALARY NEW SALARY

MOORE JAMES W 103820 GS-14-1 \$10.320 511.355

GORDON M. STEWART VS/ DIPECTOR OF PERFORMEL

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SECRET (WHEN FILLED IN)

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STANDARD FORM 50 (R PART)

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FIGUREATED BY

U.S. CEPTE SERVICE COMMISSION

CENTRAL INTELLIGENCE AGENC

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PAYROLL CHANGE SLIP --- PERSONNEL COPY-

ISSUED IN LIEU OF FORM 50

NATURE OF ACTION CHANGE IN OCCUPATIONAL CODE AND/OR TITLE.

EFFECTIVE DATE 31 MARCH 1955

POSITION TITLE NEW CODE NAME POSITION NUMBER

10-CONTACT GS-01-92-21 MOORE J WALTON K 204

APPROVED

HARRISON G. REYNOLDS
DIRECTOR OF PERSONNEL

STALIDARO FUNM OG REV 'APRIL 191 PROMIL GATEO BY U S CHUR SHIVET COMMISSION WALLES OF THE STATES
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ENTRAL INTELLIGENCE AGENC

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STANDARD FORM 50

AFT. APRIL 191

PROMULCATED BY

U.S. EVIL SERVICE COMMESSION
CHAPTER IN: PEDERAL PERSONNEL MANU

ENTRAL INTELLIGENCE AGENC

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STANDARD FORM NO. 1126—Revised Form prescribed by Comp. Gen., U. S. Nov. 8, 1930, General Regulations No. 102

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Security Information

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

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DATE OF TO APPROVAL G FEB 1952 GEFF DATE OF POSITION SLOTTING 24 MARCH 52

OO CONTACT DIVISION

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WHITE LEGTER M INTEL OFFICER	GG 102 13	K21102
DERKAW CHNEST D JR	GS 152 15	K21103
DUFFETT NORMAN INTEL OFFICER	GG 1,32 12	K21201

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CENTRAL INTELLIGENCE AGENCY

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CENTRAL INTELLIGENCE AGENCY

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n. 7. McCIRLIAN Acting Chief, Personnel Division		}	C. 5	p 1	no Pal	lan		

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CENTRAL INTELLIGENCE AGENCY

F.C. 12/1/49 NOTIFICATION OF PERSONNEL ACTION 网 (水) 130 2. DATE OF BIRTH 12/6/49 s Mr. J. Walton Moore 10/5/19 This is to notify you of the following action affecting west on 6. EFFÉCTIVE DATE 7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY S. NATURE OF ACTION (USE STANDARD TERBINOLOGY) 12/6/49 Excepted Appointment Schedule A-6.116 (b) & POSITION TITLE . Intelligence Officer \$6800.00 per emana GB-12 9. SERVICE, SERIES, GRADE, SALARY Office of Operations: Contact Division DESIGNATIONS Administrative Staff II. HEADQUARTERS Washington, D.C. DEPARTMENTAL 13. VETERAN'S PREFERENCE 14 POSITION CLASSIFICATION ACTION Bu.#2158 THEE TA. LECAL 10 90.41 CEC#2031 Ħ X 6/25/48 18. SUBJECT TO C. S. RETIREMENT ACT 19. DATE OF APPCINT-MENT AFFIDAVITS LACCESSIONS ONLY) 23. LEGAL RESIDENCE CLAIMED PROVED 17 APPROPRIATION RACE 2109900 M W. 520-101 STATE: 13/6/49 Taxas This appointment is subject to the entisfactory occupiation of a trial period of six months. Previously amployed at 16600.00 per minum. 006-01/20/52 CSEOB-12/00/97 2. ACU 12/00/97 P. F. Maflellan Marily R. F. MCCLELLAN ERTRANCE EFFICIENCY RATINGS toting chief, feregoppi fiviation

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MOORE, James W	alton, Jr.	6 December 1949
Resignation		cob 5 December 1949
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FOAN NO. 37-1

HOURS, James Walton		9 November 1949		
		30 October 1949		
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FORM NO. 37-1 PREVIOUS EDITIONS ARE NOT TO BE USED

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FORM NO. 37-1 PREVIOUS EDITIONS ARE NOT TO BE USED.

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	(FIELD) the United States			
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or another government agency. 3 . form is prepared in the field, enter discion of salary over signature of employee. a. If job description of information is appropriate, entering or therapy.

14-00000

PERSONNEL ACTION REQUEST

14-00000

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

NAME James Bel ton MODE	DATE 17 December 194
NATURE OF ACTION Transfer	NUMBER OF DEPENDENTS
EFFECTIVE DATE 15 December 1916	LOCATION OF DEPENDENTS
MARITAL STATUS	CITIZENSHIPSEXAGE_
FROM	TO
POSITIONOpp. stions Officer	POSITION Operations Officer
CONTROL NO.	CONTROL NO.
CLASSIFICATION CAPOLS	CLASSIFICATION
ANNUAL GROSS SALARY 19905-20	ANNUAL GROSS SALARY 85705.20
official station Shanghal, China	OFFICIAL STATION Hashington, DC
ALLOWANCES: QUARTERS.	ALLOWANCES: QUARTERS
COST OF LIVING	COST OF LIVING
SPECIAL FOREIGN LIVING	SPECIAL FOREIGN LIVING
TOTAL	TOTAL
FFICE: BRANCH 050-FE	OFFICE: BRANCH COO TO C
DIVISION	DIVISION
TO BE PAID BY	OFFICE
(Field) TAX WITHHELD IN UNITED STATES	
INSURANCE TO BE WITHHELD IN UNITED STATE	s
(Amount subject to change if premium is SAVINGS BONDS	s increased or decreased)
	-
RETIREMENT WITHHELD IN UNITED STATES	
OTHER (Specify in detail)	
ALLOIMENTS (Name of Allottoe)	
(Name of Allottue) Address	
TOTAL GROSS SALARY PER PAY PERIOD	
	rsing Office to make above allotments from m
•	
Form No. 37-1	

JOB DESCRIPTION:

· SPECIAL QUALIFICATIONS

REASONS FOR ACTION

DATE OF LAST PROMOTION

Meturned from field. To be earried as easual thile on leave pending determination of future assignments

APPROVED(Field)	OFFICE	AFFROVED - U.S. OFFICE	
(Chief of Mission)	Date	(Administrative Officer)	_ Date /////
(Security Officer)	Date	11 12	_ Dat 12/4/
(Special Funds Officer)	_ Date	(Chairman, Anna Rewiew Com.	Date
(Special runds Clifeer)		Matt Chors	Data & P. Dar K
	Y	(Special Funds Officer)	

PERSONNEL ACTION REQUEST

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

NAME Moore, J. Walton	DATE 10/20/16
NATURE OF ACTION New Appointment EFFECTIVE DATE 20th October 1946	NUMBER OF DEPENDENTS
MARITAL STATUS	CITIZENSHIP SEX AGE
FROM -	ТО
POSITION	POSITION Intelligence Officer
CONTROL NO.	CONTROL NO.
CLASSIFICATION	CLASSIFICATION CAF-12
ANNUAL GROSS SALARY	ANNUAL GROSS SAI-ARY 5905.20
OFFICIAL STATION	OFFICIAL STATION Shanghai
ALLOWANCES: QUARTERS	ALLOWANCES: QUARTERS
COST OF LIVING	COST OF LIVING
SPECIAL FOREIGN LIVING	SPECIAL FOREIGH LIVING
TOTAL	TOTAL
DFFICE: ERANCH DIVISION	OFFICE: BRANCH DIVISION
TO BE PAID BY Shanghat	OFFICE \$ 81,52
(Field) TAX WITHHELD IN UNITED STATES	
INSURANCE TO BE WITHHELD IN UNITED STATES (Amount subject to change if premium is	
SAVINGS BOIDS	
RETIREMENT WITHHELD IN UNITED STATES	22,72
OTHER (Specify in detail)	
ALLOTMENTS Mrs. Patricia Moore	350,00
(Name of Allottee) Address 807 Ross Ave.	
Abilene, Texas TOTAL GROSS SALARY PER PAY PERIOD	ş <u>454•24</u>
I hereby authorize and direct the Disbur compensation.	rsing Office to make above allotments from my
	in the second se
Form No. 37-1 Sep 1946	(Signature of Employee)

JOB DESCRIPTION:

SEPTIME PUNDS BEANCH

1946 OCT 24 11 14

SPECIAL QUALIFICATIONS

REASONS FOR ACTION

DATE OF LAST PROMOTION

APPROVEDOFFICE	APPROVED - U.S. OFFICE
(Chief of Mission)	(Administrative Officer) Date
(Security Officer)	(Branch Chief)
(Special Funds Officer)	(Chairman, Pers. Review Com.)
	(Special Funds Officer)

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	WAR DEPART REPORT OF PERSONN		184 (84)
	(FIELD)	CONFIDENTIAL	[4] Civil Service Report Series (Temp): Perm :
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	and the same of the same		10/5/1019
2. TO	Free North Hard Park at Name		Authority
4. THROUG	• • • • • • • • • • • • • • • • • • • •	imployed or to be Employed	
	o notify you of the following action concerning s on the reverse hereof. This form is an officent and should be retained for future reference	ng your employment, which is subject to the cial record of your service history in the War e.	,
	OF ACTION (Use standard terminology)	6 EFFECTIVE DATE	17 Appropriation or Fiscal Authority:
	coluntary Separations	10 Catalon 1048	
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7, POSITION	Intelligence Officer CAF-12		***
		•	19 Non VETERAN Veteran No Pref SPt. 10Pt
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GPADE AND	CAP-12 \$7905.20 per excess	-	20. Civil Service Retirement
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9, FORCE AND SERVICE OR COMMAND	ROU	·	21. Sub-ect to Bureau of Budget Determination
			Vol. N
10 INSTALLA TION; AND LOCATION			Yes N 12. White Negro Other
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11. ORGAN 1ZATIUN UNIT		·	23. Position Reference or July Description Manual Number
٠,			7-5529
12. DUTY STA TION AND LICATION	Shanghai, China	·	
13. REMAR	KS:		24. Date of Oath
	/ Giguidation	CONFIDENTIAL	Accession Action Only
	/ YACO LECTRIC DAY, 18 Onto	nhar 1940	
/	YESTHAL LEAVE : 8:30 2	1 October thru CCB 23 October 1940 enty-four hours,)	W
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		For the Commanding Officer:	
		For the Commanding Officer	
-		- 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1	
	•	(Signature,	
	•	181. C. Therp, Chief of Personne	2
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201 FILE

WAR DEPARTMENT REPORT OF PERSONNEL ACTION

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\ i	**	. ~	(FIELD)		CONFIDENTIAL
			•	1. Date	17 October 1946
	-				
2. TO	J. First Name	Walton Mk	XXIII	3. ·S. Ş.	NO
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4 THROUG	GH	SSU	Office to which Br	repurped of to be	Employed
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		N (Use standard to	rminology)		6. EFFECTIVE DATE
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7. POSITION TITLE	Intellig	(FROM) gence Officer	CAF-12		- (TO)
8 SERVICE GYADE AND BALARY	CAF-12	\$5905.20 per	annum		
9 FORCE AND SERVICE OR COMMAND	SSU		•		•
INSTALLA TION AND LOCATION			•.		·
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DUTY STA TION AND LOCATION	Shanghai	, China			
3 REMARI	#Liq LAS	uidation I WORKING DAY: MINAL LEAVE :	8:30 21	er 1946	NFIDENTIAL thru COB 23 Oxtober 1946 hours,)
	4				
			;	for the Car	manding Officer G. Harf
•			M	<u>4, G. T</u>	harp Chief of Personnel
502 50	•	EMF	LOYEE		Promise of the State

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

JAMES WALTON BOOKS

EFFECTIVE :

RCH

TITLE

GRADE AND SALARY

By discharge from Kery ers

BRANCH

OFFICIAL STATION

DEPT. or FIELD

15905. YO

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

SI Brarch -

Field

HEMARKS :

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

130

RECOMMENDED

ABOS D. BOSCRIP JR. Lt Colonel Inf . Commanding

swaes appendences

DATE: 10 June 1946

JUL 9 1946

OSS. FORM- 1001 OSS PERSONNEL ACTION REQUEST (Rev. 4-11-44) (TO BE SIGNED AND SUBMITTED IN TRIPLICATE) INITIAL MOORE, James Walton NAME CLASSIFICATION VICE 1Ą Appointment NATURE OF ACTION 1.1. 19 cmg 1946 cktcl NEW As soon as possible EFFECTIVE DATE: BUDGET FOR SEPARATIONS, TRANSFERS OUT, AND RESIGNATIONS LAST WORKING DAY: FOR RESIGNATIONS FROM FEDERAL SERVICE ONLY SIGNATURE OF EMPLOYEE: EMPLOYMENT SPECIAL INSTRUCTIONS: 1 FOR MILITARY LEAVE WITHOUT PAY -- ATTACH 1 COPIES GF -- MILITARY ORDERS AT LEAST ONE OF WHICH MUST BE A PHOTOSTAT OR CERTIFIED COPY 2 EFFECTIVE DATE HALL BE FILLED IN BY THE LEAVE UNIT. FINANCE BRANCH, FOR BEPARATIONS OR RESIGNATIONS CHIEF, CIVILIAN PERSONNEL BRANCH FROM

TITLE

Field Representative

GRADE ind SALARY

By discharge from the Navy

CAF-12, \$5180.p.e.

BRANCH

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SECTION

OFFICIAL STATION

DEPT OR FIELD

Field

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REMARKS OR PROPOSED DUTIES:

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

CONTIDENTIAL

		
	FITNESS REPORT	
SECTION A	GENERAL INFORMATION	
003820	Moore J. Walton	5 Oct 19 M GS-15 DY
IO Contact Ch	DDO/DCD/Dallas	Dallas 10. con: (Ca.
11. TYPE OF APPOINTME		TYPE OF REPORT
		Supervisor
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	1 Jan 77 - 31 May 77	
SECTION B	QUALIFICATIONS UPDATE	
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SECTION C	PERFORMANCE EVALUATION	
	eptoble. A rating in this category requires symmetrate on unselling, to further training, to placing on probation, to r on D.	
M-Marginal Performance is défici	ent in some aspects. The reasons for assigning this rating	should be stated in Section D and remedial acti
	id should be described. actory. Desired results are being produced in the manner	expected.
S-Strong Performance is chara	cterized by exceptional proficiency.	,
O-Outstanding Performance Is so exc work as to warrant	eptional in relation to requirements of the work and In cor- pecial recognition.	mparison to the performance of others doing sim
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SPECIFIC DUTY NO. 3		RATIN
SPECIFIC DUTY NO. 4		RATING
SPECIFIC DUTY NO. 8		RATING
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· OV	ERALL PERFORMANCE IN CURRENT PO	
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	aring period, place the letter in the rating biss corresponds	
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27 May 1977

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Moore, J. Walton

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

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

3. Overall Rating: STRONG.

ELBERT H. WATTS
Deputy Chief of Operations, DCD

I certify that I have seen this report.

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J. Walton Moore

Date

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CLASSIFICATION

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SECTION C.		PE	REORMANC	E EVALUATIO	N		*:			
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STATEMENT CONCERNING THE		DATE	BIGNATURE	OF EMPLOYEE
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OMMENTS OF REVIEWING OFFIC	IAL.	J. BI KEVIEWIN	G OFFICIAL	
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of a lack of pot	ential h	ut I am confi	ident they wi	Il do the job
well as required	. I rate	Mr. Moore si	merior in hi	s ability to
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he does a very g	ood iob	in represent	ne DED withi	n CIA and the
Community. In a	pinch I	feel that I	could depend	on Mr. Moore
more than almost	any oth	er DCD field	chief of his	grade.
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CERTIFY THAT I HAVE SEEN TH LLL SECTIONS OF THIS REPORT.	<u>L</u>	4. BY EMPL	OYEE	

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. J. Walton Moore

- 1. During the period under review, Mr. Moore continued in his assignment as Chief of the DCD Field Office in Dallas, with responsibility for the supervision of a Resident Office in Tulsa and a Residency in Austin. The Houston Resident Office was raised to Field Office status on 1 September 1976, and the New Orleans Resident Office was placed under the newly formed Houston Field Office. Both of these offices were formerly subordinate to the Dallas Field Office.
- 2. Under Mr. Moore's able direction, the Dallas Field Office has continued to perform the full range of collection and support tasks exceptionally well. The office produces well prepared reports on subjects of priority intelligence interest. Mr. Moore is a quiet and efficient manager with high personal and professional standards. He is well liked and respected.
- 3. During this rating period, Mr. Moore and the Dallas Field Office were formally commended by the Office of Strategic Research for timely reporting of information which resulted in substantial improvement of an estimate on Soviet military medical staffing. The information supplied by Mr. Moore"...resulted in a reduction of over 500,000 in the Community's estimate of the total number of Soviet military personnel."
- 4. Extraordinarily fine work has been done under Mr. Moore's direction during this rating period supporting the activities of the FR Base. The FR Base is relatively new and has depended heavily on Mr. Moore's readiness to support it in the early stages of development. In November 1976, Mr. Moore was formally commended by the FR Base Chief "...for his outstanding support to the new Dallas Base during the period October 1975 to October 1976...The level of overall support from DCD Dallas was consistently outstanding." Under Mr. Moore's management, the Dallas Office support of FR objectives is among the most effective and comprehensive in DCD.

SECTET

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

- 5. Mr. Moore is a strong supporter of the Emigre Task Force Program, and the Dallas Office is responsive to cases and requests assigned by this project. The potential in the Dallas area is not as great as in other major cities of equivalent size, but the office has performed very well against those targets available.
- 6. Mr. Moore is an experienced and effective officer; the Dallas Field Office under his careful and tactful management is a productive and smooth functioning office.
 - 7. Rating: Strong.

ELBERT H. WATTS, JR.

Deputy Chief of Operations, DCD

I certify that I have seen this report.

For twentile Fee I nature A ergy of this report with the Reviewing G for the community has been furnished to the replayer.

J. Walton Moore

Date



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SECTION A		GENERAL INFOR	MATIO			
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13. REPORTING P	April 1 to the Committee of the Committe			DUE IN O.P.		
	- 31 December 1975		***	ry 1976	· 	
SECTION B		QUALIFICATIONS I				
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SECTION C	1	PERFORMANCE EVAL	UATIO	N		
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ately reflects his level a						s
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SECTION D		NARRATIVE CO	MMENTS		
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will do it well and	rake an ex	cellent, professio	nal impr	ression, and I can count	i
on him to run a very	good offi	ce with a high lev	el of pr	roductive activity.	
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I feel very con	fortable a	nd very confident	with Jim	n Moore in Dallas.	ı
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22 April 1976	Chief, Domesti	c Collection Divis 4. BY EMPLOYE	ion E	JACKSON R. HORTON ONATURE OF EMPLOYEE	
I CERTIFY THAT I HAVE SEEN TO	Chief, Domesti	c Collection Divis	ion E	JACKSON R. HORTON	

20 April 1976

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. James Walton Moore

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

- 2. The Dallas Field Office, under Mr. Moore's perceptive and competent direction, produces a good volume of quality foreign intelligence reporting. DCD headquarters officers consider the Dallas Field Office performance to be of high caliber. The office is highly responsive to headquarters direction, and there is a strong commitment to quality performance. Mr. Moore has the Dallas Field Office fitting smoothly into the DCD organizational framework. Morale is high and Dallas field personnel, both professional and clerical, feel a sense of importance in their mission. This spirit and pride in their work stems directly from the positive tone set by Mr. Moore.
- 3. Mr. Moore has extended the hand of cooperation unstintingly to the FR Base which is in an embryonic phase of development. Base officers are enthusiastic about the cooperation received from the Dallas office and the willingness of Mr. Moore to be of assistance. Cooperation between the Dallas office and FR is among the very best in DCD. In addition to the fine support supplied to FR, Dallas had made an important contribution, during the period under review, to the cost-analysis program of Format. Support to operations, through the Operations Services Group, is excellent and a good variety of operational leads and operational reporting is received from the Dallas office.
- 4. Mr. Moore is a capable and efficient manager. The Dallas office structure presents a complex and difficult management challenge. Through his experience and mature judgment, Mr. Mocre has directed the activities of the office smoothly and effectively.

E2 IMPDET CL BY 018877

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

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

Rating: Strong.

Deputy Chief of Operations, DC

Licertify that I have seen this report.

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			FITNES	S REPORT	, . , .		٠			
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6 February 1975

MEMORANDUM IN LIEU OF FITNESS REPORT.

SUBJECT: MOORE, J. Walton

- 1. Jim Moore continued in his assignment as Chief of the DCD Field Office in Dallas during the period under review, with responsibility for the supervision of Resident Offices in Houston, New Orleans and Tulsa, and a new Residency in Austin. His Letter of Instruction dated 7 November 1973 remains current.
- 2. The Dallas Field Office with its four satellite offices represents the most complicated field office structure in DCD. While Mr. Moore's staff consists of only nine officers and seven secretaries, more than half are located outside the field office. The Dallas Office requires a chief who is experienced in resident office operations, is able to motivate and manage people from a distance, and who can keep personally familiar with a wide variety of activities. Mr. Moore is admirably qualified. He has been able to coordinate these essentially independent activities most efficiently. His entire organization performs in a responsive and highly effective manner and produces timely, well balanced reporting.
- 3. Although Mr. Moore's staff was relatively stable during 1974, two of his key officers were incapacitated for extended periods, both at times when the work load was especially heavy. The operating procedures which he has established enabled the office involved to continue to handle priority matters effectively in each instance.
- 4. On at least two occasions in 1974 Mr. Moore had to intercede in complicated and difficult situations, and in each instance his judgment and highly professional approach resulted in successful solutions.

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SUBJECT: MOORE, J. Walton

- officer who handles his complicated job with the easy assurance that comes only from experience and past success. I believe that it is largely due to Mr. Moore's personal reputation that so many of our junior officers want to work in Dallas.
- 6. During 1974 Mr. Moore recommended the establishment of a one-man residency in Austin as a more efficient way to handle our responsibilities in that part of Texas. We agreed, and the Residency was established in mid-1974. Although it has been in operation only a few months, the wisdom of Mr. Moore's recommendation is already apparent, and I am confident that the success of the Residency will continue.
 - 7. Rating: Strong.
- 8. A copy of this memorandum, with reviewer's comments, will be forwarded to Mr. Moore.

ROBERT K. STARLING
Acting Deputy Chief
Domestic Collection Division

I certify that I have seen this report.

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J. Walton Moore

Date

18 March 1974

MEMORANDUM IN LIEU OF FITNESS REPORT (Form 45)

SUBJECT: Memorandum of Performance

MOORE, J. Walton

003820 DOB: 10/05/19 Male GS-15 SD: D IO DCD (Chief) DCD Dallas Career Appointment
Annual Report
Due: 28 February 1974
Reporting Period: 1 January 1973 31 December 1973

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

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

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Memorandum of Performance MOORE, J. Walton

Rating: Strong.

ROBERT K. STARLING
Deputy for Field Operations

$\left\langle \right\rangle$	Walter	. Mery	
7	Walton !	Moore	

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Reviewing Official:

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

> JACKSON R. HORTON Chief, Domestic Collection Division

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SECTION D

NARRATIVE COMMENTS

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Mr. Moore is the prospective Chief of the Dallas Field Office. He was assigned to DCS headquarters in July 1972 for a familiarization and training tour prior to assuming that post. For approximately six months he served as Acting Deputy Chief of the Soviet Bloc Division, during which he was required to fulfill that role as though it were a permanent assignment. Although he had never been active in headquarters before, he quietly and efficiently familiarized himself with the operations of the division. Through his friendly personality, experience and interested approach he quickly and effectively made what was basically a training role into one of real contribution on a daily basis.

SECTION E	CERTIFICATION AND COM	MENTS
1.	BY EMPLOYEE	· · · · · · · · · · · · · · · · · · ·
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14 May 1973	Director, DCS	JAMFS R. MURPHY

THE FOREIGN AFFAIRS EXECUTIVE SEMINAR



RALLIN	COMPLETED
Request II3	7260
Date	9 2 FFB 1973

This is to certify that

J. Walton Moore

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

January 8-26, 1973

Howard E. Haugerud	A SPUR COPY OF STUDIE COTORNA
CHAIRMAN	DIRECTOR of FOREIGN SERVICE INSTITUTE

UNCLASSIFIED

THE FOREIGN AFFAIRS EXECUTIVE SEMINAR

TRAINING REPORT

Student: J. Walton Moore

Date: January 26, 1973

Grade or Rank: GS-14

Department, Agency or Service Branch:

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

Objective, Content and Method of Training

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

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

For the Director of the Foreign Service Institute:

Departmental or Agency

HEH/sda

Seminar Chairman

Faculty Representative

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Reviewed by OP/SPD/PPB

SECTION C

SECTION D

22 May 1972

HARRATIVE COMMENTS

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Mr. Moore has been under my direct supervision for nine months. During that period he has demonstrated sound judgment and a thoroughly professional approach to his duties. His reporting is consistently high in both quality

and quantity. Because of his length of service in the area and pleasant personality he has achieved exceptional rapport with his sources and prominent members of the community. He responds to requirements promptly and effectively.

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

CERTIFICATION AND COMMENTS

1		BY EMPLOYEE
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		Justin Tolkercharyo
	9 May 1972	Chief, Dallas Field Office Justin F. Gleichauf
3.		BY REVIEWING OFFICIAL
COMME	Summer of 1972 t	We plan to transfer Mr. Moore to DCS Headquarters in the to broaden his experience and thus prepare him for possible teater responsibility,
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Deputy for Field Operations

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30 April 1971	Chief, Houston Office, DCS Ernest A. Rische
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Director, DCS

10 May 1971

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30 April 1970	J. Walton Noore
2.	BY SUPERVISOR
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UNDER MY SUPERVISION	
19 years	
DATE	OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE
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30 April 1970 -	Chief, Houston Office, DCS Ernest A. Rische
l.	BY REVIEWING OFFICIAL
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1	Director, DCS

TRAINING REPORT

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

Student:

Moore, James W.

Year of Birth: 1919

Grade:

GS-14

EOD:

July 1947

Service Designation: IT

Office:

DCS

Number of Students: 2

COURSE OBJECTIVES - CONTENT AND METHODS

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

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

ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING:

Course Chairmen

31 March 1971

Date

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25 April 1969	J. Walton Moore	
2.	BY SUPERVISOR	
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25 April 1969	Chief, Houston Office,	DCS Ernest A. Rische
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TRAINING REPORT

ADVANCED MANAGEMENT (PLANNING) SEMINAR (50 hours) (6-69)

Student : James Moore

Dates of Course

:15-20 June 1969

Year of Birth: 1919

Office

:DC3

Grade : GS-14

Service Designation:IT

EOD Date : December 1949

No. of Students

:32

COURSE OBJECTIVE:

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

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

ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING:

2 4 JUN 1969

Chief Instructor

Date

CONFIDENTIAL

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W - <u>Weak</u> A - <u>Adequate</u>	positive remedia probation, to rea	ol action. Ti essignment	he nature of the ac or to separation, (rion cou Doscrib	ild range from, e action taken	or proposed	A rating in this cate to further training, in Section C. ized neither by defi	to placing
P - Proficient	Performance is	riora than so	nistactory. Desira	d result	s are being pr	oduced in a	proficient manner.	
S - Strong	Performance is	characterise	d by-exceptional p	oficien	cy	-	-	-:
O - Outstanding	Performance is a	so exception	al in relation to re to warrant special	quireme	nts of the worl	k and in con	parison to the parf	ormatice of
	· ·		SPECIF					
C	- Dddb		Dallas Tau		•			LETT
Serves a	is Kesident	Agent in	Dallas, Tex	as,				0
PECIFIC DUTY NO). 2		-					LETTE
Locates	and develop	s potent	ial of domes	tic o	rganizatio	ns and		
individu	als as sour	ces of f	oreign intel	ligen	ce.	•		0
ECIFIC DUTY NO								PATIN
					,		•	LETTE
Collects	intelligen	ce infor	mation; brie	Es an	d debriefs	•	,	S
ECIPIC DUTY NO	, 4							PATIN
Initiata	a leads and	furnish	es operations	al sur	port to o	ther ele	ments	
of the A		*A C (17 0 1)	operation	30]	-port to 0			s
							•	
ELIFIC DUTY NO	. 9							LETTE
_								
Prepares	reports, me	moranda	and other co	meuni	cations.		•	S
ECIFIC DUTY NO						 -		RAPING
								LETTE
Supervis	es one milit	ary and	one clerical	pers	onne l			o
16 422 16	69.7	OVERALL	PERFORMANC	E IN C	URRENT PO	HOITIZ		
	and the same	ha a==!		hia -4*		1.		RATING
		me employe	a water tellimores	Pri 9 m 54	ertivanasa in 1	its current o	anitian such as ant	
ticular limitatio	lic duries, produi ns or talents. Ba	ctivity, com and on your	luct on job, coope knowledge of em	rative u playee":	ess, pertisent s averall perio	personal tr rmance dur	aits or habits, and ing the rating perio evel of performance	a s

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SECTION C

NARRATIVE COMMENTS .

Indicate significant strengths or weekinesses demonstrated in current position keeping in proper perspective their relationship to overall performance. Size suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, it required for current position. Amappy for piping in an action, Section B to provide best basis for determining helper personnel action. Manner of performance of manner of manner of performance of manner of personnel, space, equipment and hinds, must be commented on, if applicable. If extra space is needed to complete section C, attach also papers sheet of papers.

MAIL RESH

Mr. More has demonstrated his outstanding capabilities in handling operational support matters during the forced phase out of certain funding activities which required exceptionally good judgment and much tact.

Puring this period he has also become responsible for the activities of an Air Ferce officer from the 1127th Field Activities Group. Through his guidance and effective direction he has been able to integrate this new officer into the production of the Dallas RA in an efficient manner.

SECTION D	CERTIFICATION AND COM	MENTS
1.	BY EMPLOYEE	
,	CERTIFY THAT I HAVE SEEN SECTIONS A, B, A	ND C OF THIS REPORT
29 March 1983	16 Walton Moore	
2.	BY SUPERVISOR	
WONTHS EMPLOYEE HAS BEEN L'HOER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
17 years	į	
DATE	OPPICIAL TITLE OF SUPERVISOR	Crem (Ce che che
29 March 1968	Chief, Houston Office, DCS	Ernest A. Rische
1	BY REVIEWING OFFICIAL	
COMMENTS OF OF WIER AND DERICH		

Although Jim Moore is an above average employee I would not rate him Outstanding in specific duties 1, 2 and c. Duties 1 and 2 because it is difficult to compare his performance with anyone else as he has always held this position. Duty 6 because supervision of 2 other people should not be much of a chore. We are studying the possibility of moving Jim to another assignment to determine

are studying the possibility of moving Jim to another assignment how he can perform in a more demanding job.

•		
476	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED MANE AND SIGNATURE
	* 1	TIPED OR PRINTED HOME AND SIGNATURE
1 April 1968	Director, DCS	JAMES R. MURPHY
		

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.		EITNE	SS REPORT	,	TMPLOTEE SERIAL	NUMBER
	·	THE.	33 REFURI	· · · · · · · · · · · · · · · · · · ·	003820	,
SECTION A			GE	NERAL		
1: NAME	(Leet)	(Firet)	(Middle)	2. DATE OF BIRTH.	SER 4. GRADE 5. SD	
	MOORE,	J.	Walton	10/05/19	- M - 14 . IT	
4. OFFICIAL PO	STION TITLE	• • • • • • • • • • • • • • • • • • • •		TOPP/DIY/BR OF AS	SIGNMENT . CURRENT STATIO	N· .
	IO Contact			DCS Houston Of	ffice Dallas, Tex	ac
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X CAREER	PESENVE		TEMPORARY	INITIAL	REASSIGNMEN	T SUPERVISO
	ROVISIONAL (See II	I i.		X ANNUAL	HE ASSIGNMEN	1 4401 047
SPECIAL (SPECIAL (Special		
II. DATE REPOR				12. REPORTING PERIC		
DY LE KE -CÁ				!	•	
SECTION D	May 1967	·	DEDEORMANIC	1 Apr 66 - 31	PAIR 07	
SECTION B				E EVALUATION		
A - Adequore	positive remedia probation, to rea	action. Ti signment	no nature of the act or to separation. [ion could range from co Describe action taken or	factory. A rating in this categor unselling; to further training, to proposed in Section C. characterized neither by defici	placing on
P - Proficient	Performance is m	ore than sa	risfactory. Desire	d results arè being prod	uced in a proficient manner.	
S - Strong	Performance is a	haracterize	t by exceptional pr	oficiency.		
O - Outstanding			al in relation to re- to warrant special		and in camparison to the perform	mance of
				IC DUTIES		
nanner in which the supervisory	esponsibilities ML	EACH spec	ific duty. Conside	r ONLY offectiveness in	isert rating letter which best de n performance of that duty. Al mber of employees supervised).	l employees
PECIFIC DUTY	a. to					LETTER
Serves as	Resident Ag	ent in i	Dallas, Texas	-		0
PECIFIC DUTY N	7 5					RATING
	and develops als as sou rc e	•		c organizations gence.	and	O
PECIPIC DUTY N	7.	~~~~~	araga (artistationis transa satirno anno s ar			RATING
Collects	intelligence	informa	ition; briefs	and debriefs.		s
PECIFIC DUTY N	• •					RATING
Initiates	leads and f	urnishes	operational	support to other	er elements	
of the Ag			•	•		S
						1
PECIFIC DUTY NO	i. 9					RATING
_	_		_ 1 _ 40 =			LETTER
Prepares	reports, memo	oranda a	nd other com	munications.	ů	S
ECIFIC OUTY NO	X • .		to the second se			RATING
						LETTER
Supervise	s one clerica	ı perso	nnel.			U
,	**	OVERALL	'PERFORMANC	E IN CURRENT POSI	TION	-
2 <u>ri</u> e;;	u					RATING
rmance of speci eticular limitation	itic duties, productions or follents. Bas	livity, can-	luct on job, coope knowledge of emp	lativeriass, pertinent pe layee's averall perform	s current position such as per- ersonal trains or habits, and nonce during the rating period, lects his level of performance.	S
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SECTION C		RATIVE COMM		
president performance. State suga	pestions made for improvem e, if required for current po sonnel action. Manner at p equipment and funds, must	ent ut work perfor elfrum Amplify or ertainmires at man	on Lorpin, in proper presentive they related mance. Give recommendations for training, explain ratings given in Section B to proving right of the proving of the proving of the property of th	Comment ide best sciausness
	cor or poper.	``		•
			MAN, ROGH	
Agency in a whose long o	superior manner.	He is a hig	ities of the Dallas Resident hly capable intelligence offi overt operations are apparent ce.	cer,
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SECTION D	CERTIFICA	TION AND CO	WENTS	
1,		Y EMPLOYEE		
	CERTIFY THAT I HAVE SEE	N SECTIONS A. B.	AND C OF THIS REPORT	
DATE	SALATURE OF EMPLY	5014		
10 April 1967	V. Walton Hobr			
MONTHS EMPLOYEE HAS BEEN	BY	SUPERVISOR	EMPLOYEE, GIVE EXPLANATION	
INDER MY SUPERVISION	IF THIS REPORT HAS HO	1	CARCOTEE, GIVE EXPERIMENTOR	
16 years		. •		
DATE	OFFICIAL TITLE OF SUP	FRYISOR	TYPED BY PRINTED NAME AND SIGNAT	URE
			Courtle line	
11 April 1967	Chief, Houston	Office	Ernest A. Rische	
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OMMENTS OF REVIEWING OFFICE	AL			
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ATE	OFFICIAL TITLE OF HEY	TAING OFFICE	TYPEDOR PRINTED NAME AND SIGNATU	
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SECTION A		 , -	GF	NERAL		<u> </u>	
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	Moore	J.	Walton	10/05/19	· M	14 .	IT
8. OFFICIAL POSIT	FION TITLE			7. OFF-CIV BR OF	FASSIGNMENT	S. CURRENT	STATION
	Į O Contact	•	• ,	DCS Houston	Office	Dallas	, Texas
. CHECK (X) TYP	E OF APPOINTMEN	Т .,	•, ,	10. CHECK (X) TY	PE OF REPORT	; ;	
X CAREER	RESERVE	TE	MPORARY	INITIAL	. 1	REASS	
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SPECIAL (Spe	ecity): ১৬	1		SPECIAL (S			
I DATE REPORT	DUE IN'O.P.		_	12. REPORTING PI	ERIOD (From- 1	o-)	
	May 1966			1 April 196	5-31 March	1966	
ECTION B			PERFORMANC	E EVALUATION			
P - Proficient S - Strong O - Quistanding	excellence, Performance is mor Performance is cho Performance is so others doing simila	re than satis tracterized b exceptional tr work as to	factory. Desire y exceptional pr in relation to re worrant special SPECIF	quirements of the worker recognition.	produced in a s	parison to the	nner. a performance of
anner in which om	ployee performs Ex sponsibilities MUS	ACH specific	c duty. Conside	ing the rating period ir ONLY effectivene o supervise (indicate	ss in performo	nce of that d	uty. All employee
Serves as	Resident Ag	ent in D	allas, Texa	18	•		0
PECIFIC DUTY NO.	2						RATING
	nd develops ls as source			ic organizati igence.	ons and	•	•
PECIFIC DUTY NO.	3						. PATING
		informat			•		•
Collects	ruteifigence		tion; brier	s and debrief	8		s
Collects		**** * * * * * * * * * * * * * * * * * *	clou; brier	s and debrief	8		S RATING LETTER
Initiates	4	urnishes		s and debrief			RATING
Initiates	leads and foof the Agency	urnishes					RATING
Initiates elements ccipic duty No.	leads and foof the Agency	urnishes	operationa	1 support to			RATING LETTER
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Indicato significant strengths or weaknesses demonst	tigated in express position becomes in proper personal thousand the relationship to
överall përformance. Statë suggestions mode for impri on foreign language competence; if required for curren	ovement of work performance. Give recommendations for training. Comment nt position. Amplify of asplot, ratings given us Section B to provide best of performance of managerial or Industrial provides and cost consciousness.
in the use of personnel, space, equipment and funds,	must be commented on, if applicable. It vitra space is needed to complete
Section C, attach a separate sheet of paper.	Ittn's a
Mr. Moore continues to peri His report production has contin exceedingly high in quality.	form his duties in an outstanding manner
	tivities consume approximately 25 per cent
	ffairs of his Resident Agency in an
efficient, economical and outsta	inding manner,
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SECTION D CERTIF	FICATION AND COMMENTS
1.	BY EMPLOYEE
	E SEEN SECTIONS A, B, AND C OF THIS REPORT
DATE SIGNATURE OF EM	PLOYEE /
11 April 1966 J. Walton Mo	
2.	BY SUPER ISOR
MONTHS EMPLOYEE HAS BEEN IF THIS REPORT HA	AS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
16	
DATE OFFICIAL TITLE O	F SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE
	ant a tache
11 April 1966 Chief, Houst	
	REVIEWING OFFICIAL
OMMENTS OF REVIEWING OFFICIAL	
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ATE OFFICIAL TITLE OF	FREVIEWING OFFICIAL TYPED OR PRINTED NAME AND SIGNATURE
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19 April 1966 Chief of Ope	

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SECT	ION A					NERA						
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		MOOR		J.	Walton	1 .	05/19	и	14		IOC	
6. OF	FICIAL POS			<u> </u>	матера		F/DIV/BR OF				STATION	
	IO	Cont	act			00/0	D Houston	las	, Texa	8		
9. CH	ECK (X) TY	PE OF A	PPOINTMEN	T	i 	10. C	HECK (X) TYPE	OF REPORT				1,
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	CAREER-PI	ROVISIO	NAL (See Ins	tructions	+ Section C)	X	ANNUAL			1 E A S	SIĞNMENT	EMPLOYE
	BRECIAL (S	pecity):		···.		 	SPECIAL (Spec	ily):				
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May 1965 1 April 1964-31 March 1965												
SECT	ION B				PERFORMANC	E EV	LUATION					
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_	rong				ed by exceptional pr		•		-			
0 - 0	<u>)ut standing</u>				inal la relation to rec is to warrant special			and in com	pari son	to t	ne përfern	ionce of
,				······································	SPECIF	IC DU	TIES					
monner	in which o	mployee	performs E	ACH spe	luties performed duri ciffic duty: Conside ed on their ability to	ONLY	offoctivaness	in performa	nce of	that	duty. All	scribes the employees
SPECIF	TIC DUTY NO	5, 1					,					RATING
	Serve	s a s	Resident	Agen	t in Dallas, T	'ex as						0
PECIP	IC DUTY NO). 2					·					RATING
	•								٠			LETTER
					tential of dom			cions an	a			
	indiv	1dua l	s as sou	rces	of foreign int	ellig	gence.					0
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												0.7115
PECIF	IC DUTY NO	. 3			•						1	RATING LETTER
	Prepar	res r	eports,	memors	inda and other	COM	unications	3	;		1	
												S
PECIFI	C DUTT NO											RATING
FECIFI	C 0011 A0.	. •										LETTER
	Superv	vises	one cle	rical	personnel				}		!	0
	- :			VEDA	1 DEDECRIANCE	111 0	IDDENT BO	CITION	·			
				VEKAL	L PERFORMANCI	114 C	OKKENI PU	DI I IUN				RATING
ormone articul lace th	a of specif at limitation	fic dutions or tal	es, producti Ients. Basa	den you	ee which influences nduct on job, cooper it knowledge of emp to the statement wh	ativen: loyee's	188, pertinent Overall perfo	personal tro rmance duri	ng the	abit ratin	s, and g period,	S

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SECTION C NAPRATIVE COMMENTS

DEFICE OF PERSONNS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, it required for current mostition. Amplify or explain ratings-given in Section B to provide heat basis for determining luture personnel action. Manner of performance of managerial or supervising purply must be all the state applicable.

MAIL ROOF

This officer has continued to perform his duties in a superior manner. The drop in rating from outstanding to strong reflected in this report does not indicate a drop in performance. It is the result of guidance from headquarters and represents an adjustment in order to make the rating officers base of evaluation reflect a more uniform standard of evaluation within the division.

Mr. Moore is an outstanding and well qualified intelligence officer with many years experience in both overt and covert work. As a Resident Agent he not only performs the duties of a Contact Specialist but also manages the affairs of the Dallas Resident Agency. He supervises one clerical employee and is effective in maintaining high morale and high productivity. He manages the affairs of his Resident Agency in an efficient, economical and outstanding manner. As a C/S his production is large and the quality is good.

SECTION D	CERTIFICATION	AND COMMENT	rs .
1,	BY EMP	LOYEE	
	CERTIFY THAT I HAVE SEEN SEC	TIONS A, B. AND C	OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	1	1
21 April 1965	J. Walton Moore	Muallen	(Very
2.	BY SUPE	RYISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEE	N SHOWN TO EMPI	LOYEE, GIVE EXPLANATION
14 years			
DATE	OFFICIAL TITLE OF SUPERVIS	OR T	TPED OR PRINTED NAME AND SIGNATURE
21 April 1965	Chief, Houston Of	fice	Ernest A. Rische
3.	BY REVIEWIN	G OFFICIAL.	
Concur.	•		
April 1965	Chief, Contact Divis	1)-	PED OR PRINTED HAME AND SIGNATURE
ADELL 1503	- Contact Divis	510C, CO / P	AMED N. MONTHE // Y

		EMPLOYEE SERIAL NUMBER				
FITNESS REPORT			003820			
SECTION A GENERA						
MOORE, J. Walton 10	ATE OF BIRTH	Male	GS-14	0C		
	CD Houston		i moto	r, Texas		
9. CHECK (X) TYPE OF APPOINTMENT. 10. (HECK (X) TYPE	OF REPORT	PALLA	, , , , , , , , , , , , , , , , , , , ,		
X CAREER RESTRIVE TEMPORARY	INITIAL			GNMENT SUPERVIS		
CARTER-PROVISIONAL (See Instructions . Section C) . X	ANNUAL	ا ــــــــــــــــــــــــــــــــــــ	REASS	IGNMEN FEMPLOYE		
SPECIAL (Specify): 11. DATE REPORT DUE IN O.P. 12. R	SPECIAL (SPECIAL					
The state of the s	April 1963					
SECTION B PERFORMANCE EV						
W - Weak Performance ranges from wholly inadequate to slightly positive remedial action. The nature of the action coprobation, to reassignment or to separation. Describ A - Adaquate Performance maets all requirements. It is entirely sue excellence. P - Proficient Performance is more than salisfactory. Desired resultance.	uld range from c in action taken o itisfactory and i its,age being pro	ounseling, to proposed is characteria	o further trai in Section C. red neither b	Ining, to placing or y deficiency nor		
S - Strong Performance is characterized by exceptional proficien O - Quistanding Performance is so exceptional in relation to requirement others doing similar work as to warrant special recogni	ents of the work	and in comp	orison to the	o performance of		
SPECIFIC DU						
List up to six of the most important specific duties-posicemed during the manner in which employee performs EACH specific duty. Consider ONL' with supervisory responsibilities MUST be rated on their ability to super-specific DUTY NO. I	Y effectiveness	in performan	cérat that d	oty»: All employee:		
Supervising and managing a Resident Agency				CETTER		
Exploitation of source's complete intelligenthoroughly	ce potentia	il by del	oriefing	RATING LETTER		
PECIFIC DUTY NO. 3				RATING LETTER		
Writing reports clearly and concisely without	t coloring			o		
PECIFIC DUTY NO. 4				RATING		
Cultivation of contact to develop trust and o the Agency and the Contact Specialist himself		in both		O		
PECIFIC DUTY NO. S				RATING LETTER		
Keeps informed on foreign situations and inte in order to better orient and exploit sources	-	equireme	nts .	s		
PECIFIC DUTY NO. 8		·		RATING		
Searches for and develops new sources				s		
OVERALL PERFORMANCE IN C	TIRRENT PAG	ITION.				
oke into account everything about the employee which influences his efformance of specific duties, productivity, conduct on job, caoperativen utiticular limitations ortalents. Based on your knowledge of employee' lace the latter in the rating box corresponding to the statement which more 13 KAY 1564.	ectiveness in hi ess, pertinent ; s everall perfor	s current po personal trai	its or habits, ig the rating	and pariod, 0 mance.		

SECTION C

SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in https:// persoctive their relationship to everall performance. State suggestions made for improvement of work performance. Glubal carrient dilings for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given the section B is growide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

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

1.	BY EMPLOYEE	·
	CERTIFY THAT I HAVE SEEN SECTIONS A, B, A	IND C OF THIS REPORT
30 April 1964	J. Walton (Noore)	
2,	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MT SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
13 years	.	2
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED PRINTED NAME AN SIGNATURE
30 April 1964	Chief, Houston Office	Ernest A. Rische
3.	BY REVIEWING OFFICIAL	•
	n Moore is an exceptionally fir ers of his grade throughout the "O".	
•		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PHINTED NAME AND SUMMETURE
// May 1964	Acting Chief, Contact Division	JOHN W. MCCONNELL

CERTIFICATION AND COMMENTS

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:	*		ÍŤNĚ	SS REPORT	,		•	EMPL		SERIAL I 3820	NUMBER .
SECTION A			- ; ·		ENERA		``				· ·
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MOORE,	•		J.	Walton] 1	.919	н .	ÇS-	14	oc	
5. OFFICIAL PO	SITION T	IŤLE				F/DIV/BR OF	_	. cui	RENT	STATION	1
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9. CHECK (X) TY	PE OF A	PPOINTMENT		·	10. c	HECK (X) TYPE	OF REPORT	r 	,	<u> 5</u>	<u> </u>
X CAREER		RESERVE		TEMPORARY		INITIAL	,	-		HOPENT	
CAREER	ROVISIO	NAL (See Inem	ections	- Section C)	X	ANNUAL			BEASS	IGNIKAT	EMEDOVE
SPECIAL (SPECIAL (SPO			=	ω	
IT. DATE REPOR		o.p. ril 1963			,1	April 1902			<u>در ۲</u>	5	ERS
SECTION B	20 40			PERFORMAN		<u> </u>	- 51 141(<u> </u>	- -	
	D		<u> </u>								 美
W - Weak Performance ranges from wholly inadequate to slightly loss than satisfactory. A rating in this campor positive remedial action. The nature of the action could range from counseling, to further training so probablion, to reassignment or to separation. Describe action token or proposal in Section C. A - Adequate Performance masts all requirements. It is entirely satisfactory and is characterised neither by deficient											placing on
	ozcelle	=				, .		_	-		
P - Proficient				atisfactory. Dosi		• •	in a t	rofici	ent ma	nner.	
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SPECIFIC DUTY N	0, 1										RATING LETTER
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order co	, occu	. OI I C. II									S
PECIFIC DUTY NO	h. 6										RATING
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		04	ERAL	L PERFORMAN	CE IN C	URRENT PO	SITION				
ormance of speci articular limitatio	fic dutions or tale	s, productivi ents. Bosed	ty, con	e which influence dust on job, coop r knowledge of or to the statement w	ecativere nplayee's	ss, pertinent overall perfor	personal tra rmance duri	its or ng the	habits rating	, and period,	RATING LETTER S
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CECTION O	MADDATIVE CO	
SECTION C	NARRATIVE CO	
averall performance. State sugg on foreign language competence	gestions madé för Improvement of work p e, if required for current position. 'Ampli	iosition keeping in propor perspective their relationship to performance. Give recommendations for training. Comment ifly or explain ratings given in Section B to provide best of managerial or supervisory duties must be described, if
н 		
Mr. Moore i	is an outstanding intellige	fflan - H- han had
many years of va	aried experience in intelli	gence activities which
contribute to hi	is ability. The results of	his performance as an
RA bear out the	high ratings in this report	t.
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SECTION D	CERTIFICATION AND	
l	BY EMPLOYER CERTIFY THAT I HAVE SEEN SECTIONS A	
DATE	SIGNATURE OF EMPLOYEE	, B, AND C OF THIS REPORT
22 April 1963	J. Walton Moore	Ja You Mary
2.	BY SUPERVISO	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOW	NN TO EMPLOYEE, GIVE EXPLANATION
12 years	1	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED PRINTED NAME AND SIGNATURE
22 April 1963	Chief, Houston Office	Court a Riche
-		Ernest A. Rische
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DMMENTS OF RETIEBUNG C	AL .	
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		le higher responsibilities
00 House & 22022 12.	ALCO VI MINOS COMO COMPILLE.	Te might responsible reserves
		nad Par Par
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Chief, Contact Division, 00 E. M. ASHCRAFT Alladeling

TYPED OR PRINTED NAME AND SIGNATURE

OFFICIAL TITLE OF REVIEWING OFFICIAL

OATE 23 May 1963 29 April 1963

TRAININI REPURT

00/C Rafrusber Course No. 17

80 hours; full time 27 February - 10 March 1961

22 students

Student: MODEL James W. Year of Eirth:

ECD Date: Recember 1949

Office: (Rouston)

COURSE OBJECTIVES - CONTENT AND METHODS

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

The course is designed for experienced 00/0 personnel. The first part of the course reviews techniques of collection and the preparation and processing of reports and other collected material. Students are then assigned to seminar groups for consideration of collection problems portinent to their field of specialization. In the second part of the course CO/C Branch Chiefs discuss the needs of the Division's principal consumers and review general collection requirements. A survey of the current world situation in selected areas is also included.

ACHTEVERSONT RECORD

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

FOR THE DIRECTOR OF TRAINING

Chief, Intelligence Production Faculty

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17	ELTHE							EMPLOYEE SERIAL NUMBER					
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31 May 1962	Prom	1-31 Mar	,TV	-		•							
SECTION B				AANC	E OE SPE	CIEIC	DUTIE	<u> </u>					
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the moment 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 supervises).													
1 - Unsatisfactory	2 - Barely odequate	3 · Acc	eptable	4 - 0	ompetent	5 - E	cellent	6 -	Super	ior	7 - 0	Outsta	enibn
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			'	A _c	ency and	l the	C/S h	ins	elf			- 1	7
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intelligence pot													
thoroughly			6	requirements in order to better of and exploit sources.									6
SPECIFIC DUTY NO. 3				RATING SPECIFIC DUTY NO. 6								RATING	
Writing reports	clearly and		NO.	100								NO.	
concisely withou			_	Se	arches f	or a	nd dev	elo	១ន ព	ew s	soure	ces	-
			7	, .				•				- 1	.7
SECTION C	EVALUATION OF	OVERAL	L PERF	ORM	ANCE IN C	URRI	ENT PO	SITIO	NC				
Take into account everyth duties, productivity, cond your knowledge of employ statement which most acc	uct an job, cooperativ an's averall performa	reness, part ince during	tinent pers the rating	lanai	traits or hob	oits, po	articular	limite	tions	or to	lonts.	Bos	eg ou
1 - Performa	nce in many important	respects f	ails to med	et re	uirements.	-					RA	TING	
2 - Performan	ice meets most requir	ements but	is deficie			import	ont respe	ects.				NO.	
4 - Performar 5 - Performar	nce clearly meets bas nce clearly exceeds b nce in every importan nce in every respect i	asic require	ements. superior.			- `					L	6	
SECTION D	. D	ESCRIPT	ION OF T	HE	EMPLOYE	E							
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	RRATIVE DESCRIPTION OF MANNER	
work. Give recommendations for	r his training. Describe, if appropriate, his p	suggestions made to employee for improvement of his potential for development and for assuming greater re- NS B, C, and D to provide the basis for determining
Mr. Moore is	an outstanding intelligence o	officer who continues to do
his lob in ev	very respect in an outstanding	manner. The resulting of
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SECTION F	CERTIFICATION AND COM	MENTS
<u> </u>	BY EMPLOYEE	
	rtify that I have seen Sections A, B, C,	D and E of this Report.
DATE	SIGNATURE OF EMPLOYEE	T la .
2 April 1962	J. Walton Moore /Wav	lan Vilosia
	BY SUPERVISOR	• • • • • • • • • • • • • • • • • • •
IONTHS EMPLOYEE HAS BEEN INDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
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ll years		
	IF REPORT IS NOT BEING MADE AT THIS TIM	
EMPLOYEE UNDER MY SUPERV	/ISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS
OTHER (Specify):		
PATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OF PRINTED NAME AND SIGNATURE
	1	Court a mane
2 April 1962	Chief, Houston Office	Ernest A. Rische
	BY REVIEWING OFFICIAL	
	MPLOYEE ABOUT THE SAME EVALUATION.	
	MPLOYEE A HIGHER EVALUATION.	
	MPLOYEE A LOWER EVALUATION.	
 	LUATIONS. I AM NOT SUFFICIENTLY FAMILIA	AR WITH THE EMPLOYEE'S PERFORMANCE.
OMMENTS OF REVIEWING OFFICIAL		
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OFFICIAL TITLE OF REVIEWING OFFICIAL

10 April 1962

Chief, Contact Division, OO E.M. ASICRAFT

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_	TION B						MAN	CE OF SPE	CIFIC	DUTI	ES					
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List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACM specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their obility to supervise (indicate number of employees expervise).														7005		
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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employed improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and loc training greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS'B, C, and D to provide the best batifully determining future personnel actions. APR 7

This employee's many years experience in varied intelligence activities has made him an outstanding officer in almost all phases of intelligence work. He continues to do an outstanding job as Resident Agent of the Dallas Office. The results of his job bears out the high performance ratings contained in this report.

SECTION F	CERTIFICATION AND COM	WEN 12
1.	BY EMPLOYEE	
10	ertify that I have seen Sections A, B, C,	D and E of this Report.
DATE	SIGNATURE OF EMPLOYEE	
.31 Mar 61	J. Walton Moore \ \ \\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
10 years		• • • • • • • • • • • • • • • • • • • •
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.		
- EMPLOYER UNDER MY SUPE	VISION LESS THAN 80 DAYS	REPORT MADE WITHIN LAST ON DAYS
OTHER (Specify):		
OATE	OFFICIAL TITLE OF SUPERVISOR	TYPEO PRINTED NAME AND TO ATURE
31 Mar 61	Chief, Houston Office	Ernest A. Rische
3. BY REVIEWING OFFICIAL		
V I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.		
I SOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.		
I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.		
I CANNOT JUDGE THESE EV	LUATIONS. I AM NOT SUFFICIENTLY FAMILIA	R WITH THE EMPLOYEE'S PERFORMANCE.
COMMENTS OF REVIEWING OFFICE	\ L	
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DATE	OPPICIAL VITLE OF REVIEWING OFFICIAL	TYPED ON PRINT SO NAME AND SIGNATURE
5 April 1961	Acting Chief, CD/OO	George Of Forrest