

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any section. If this is the initial report on the employee, it must be completed and forwarded to the office of Personnel no later than 30 days after the date indicated in item 8. of Section "A" below.

SECTION A.

1. NAME (Last) (First) (Middle)				2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCord James W. Jr.				26 January 1924	male	SD-SS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT				6. OFFICIAL POSITION TITLE		
GS/Security Research Staff				Investigator		
7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)				
GS-12	22 August 1956	22 August 1955 - 21 August 1956				
10. TYPE OF REPORT (Check one)		11. PERIOD COVERED BY THIS REPORT (Inclusive dates)				
<input checked="" type="checkbox"/> INITIAL		<input type="checkbox"/> REASSIGNMENT SUPERVISOR				
<input type="checkbox"/> ANNUAL		<input type="checkbox"/> SPECIAL (Specify)				

SECTION B.

1. FOR THE RATER: THIS REPORT ☒ HAS ☐ NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY.

A. CHECK (X) APPROPRIATE STATEMENTS:

<input checked="" type="checkbox"/> THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	IF INDIVIDUAL IS RATED "E" IN CI OR D, A RATING LETTER HAS BEEN SENT TO HIM BY A COPY ATTACHED TO THIS REPORT.
<input type="checkbox"/> THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.	
<input type="checkbox"/> I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	
I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE, BECAUSE (Specify):	

B. THIS DATE 27 August 1956 C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR Harlan A. Westrell Harlan A. Westrell D. SUPERVISOR'S OFFICIAL TITLE Chief, CI/SRS

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

BY	DATE
Posted Pos. Control <i>[Signature]</i>	5 SEP 1956
Reviewed by PUD <i>[Signature]</i>	7 SEP 1956

I certify that any substantial difference of opinion with the supervisor is reflected in the above section. ☐ CONTINUED ON ATTACHED SHEET

A. THIS DATE 27 August 1956 B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL Paul E. Gayer Paul E. Gayer C. OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, Security Research Staff

SECTION C. RATING ON GENERAL PERFORMANCE OF DUTIES

DIFFERENCES: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

6	1. DOES NOT PERFORM DUTIES ADEQUATELY. HE IS INCOMPETENT.
	2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
	3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY, OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
	4. PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
	5. A FINE PERFORMANCE. CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
	6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

SECRET

Performance

(18)

SECRET

(When Filled In)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

- State in the spaces below up to six of the more important SPECIFIC duties performed during rating period. Place the most important first. Do not include minor or unimportant duties.
- Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
- For supervisors, ability to supervise will always be rated as a specific duty (rate as supervisors those who supervise a secretary only).
- Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
- Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
- Be specific. Examples of the kind of duties that might be rated are:

ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS
TYPIST	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA
- For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

OFFICE OF RECORDS
SEP 5 10-27 AM '56

MAIL ROOM

- | | |
|---|--|
| 1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY | 6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER |
| 2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY | FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS |
| 3 - PERFORMS THIS DUTY ACCEPTABLY | 7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY |
| 4 - PERFORMS THIS DUTY IN A COMPETENT MANNER | |
| 5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB | |

SPECIFIC DUTY NO. 1 Receives, evaluates and develops information of a counterintelligence nature.	RATING NUMBER 6	SPECIFIC DUTY NO. 4 Evaluates results of counterintelligence operations.	RATING NUMBER 6
SPECIFIC DUTY NO. 2 Plans operations necessary to resolve counterintelligence matters.	RATING NUMBER 6	SPECIFIC DUTY NO. 5 Maintains liaison with various other sensitive government agencies as well as other components of CIA in connection with CI operations.	RATING NUMBER 6
SPECIFIC DUTY NO. 3 Coordinates SO resources in implementation of CI operations.	RATING NUMBER 7	SPECIFIC DUTY NO. 6 Conducts such personal investigation, interrogations and interviews as deemed necessary in certain cases.	RATING NUMBER 6

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

Mr. McCord's greatest strength is his ability to follow tenuous counterintelligence leads without becoming enmeshed in extraneous material. He organizes his work well, then proceeds to follow through to completion. He has ability to do vast quantities of work, shows initiative and imagination and gets along well with all classes of people.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS: Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.

- DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
- OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
- A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
- OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
- A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
- AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
- EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? ☐ YES ☒ NO IF YES EXPLAIN FULLY:

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision for AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the (S) no later than 30 days after the due date indicated in item 4 of Section "E" below.

SECTION E.

GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCord, James W., Jr.	26 January 1924	Male	SD-SS
5. OFFICE/DIVISION BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE		
OS/Security Research Staff	Investigator		
7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-13	22 August 1956	22 August 1955 - 22 August 1956	
10. TYPE OF REPORT (Check one)	INITIAL	REASSIGNMENT-SUPERVISOR	SPECIAL (Specify)
	ANNUAL	REASSIGNMENT-EMPLOYEE	

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED.			
A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE	
27 August 1956	Harlan A. Westrell <i>Harlan A. Westrell</i>	Chief, OS/Sec. Research Staff	
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.			
A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL	
27 August 1956	Paul F. Gaynor <i>Paul F. Gaynor</i>	Chief, Security Research Staff	

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

6 RATING NUMBER	1. ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED	DATE
	2. HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED	1955
	3. MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES	
	4. READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES	
	5. WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING	
	6. ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL	
	7. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES	

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? ☒ Yes ☐ No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER	0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION	1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION	2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION	3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION
ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION		
3		A GROUP DOES THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) whose contact with immediate subordinates is frequent (First line supervisor)		
3		A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)		
	3	A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)		
3		WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT		
3		WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION		
3		WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX		
		Other (Specify)		

SECRET

Potential

SECRET

(Form Filled In)

1. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE NAMED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION
 22 months

2. COMMENTS CONCERNING POTENTIAL

Mr. McCord is an outstanding individual who should continue to develop into a key employee. He is particularly good at organizing and directing operations. He does need further experience in his present position, but within two years should be ready to assume a senior position in the Security Office or in CI/DDP.

SECTION II.

FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

None planned for the present. Should continue to work in present position.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

SECTION I.

DESCRIPTION OF INDIVIDUAL

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

- X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
- CATEGORY NUMBER
- 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
 - 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
 - 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
 - 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
 - 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH EFFICIENCY OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	4	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	4	13. ACCEPTS RESPONSIBILITIES	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	5	24. DOES WELL UNDER PRESSURE
4	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	4	25. DISPLAYS JUDGMENT
4	6. WANTS OTHERS TO BE ASSISTANCE	5	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
4	7. CAN GET ALONG WITH PEOPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS	5	27. IS VERSATILE
4	8. HAS MEMORY FOR FACTS	5	18. IS OBSERVANT	4	28. HIS CRITICISM IS CONSTRUCTIVE
5	9. GETS THINGS DONE	5	19. THINKS CLEARLY	5	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
4	10. CAN Cope WITH EMERGENCIES	5	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	5	30. DOES NOT REGULATE STRONG AND CONTINUOUS SUPERVISION

SECRET

SECRET
(When Filled In)

FITNESS REPORT

The Fitness Report is an important factor in agency personnel management. It provides:
1. The agency selection board with information of value when considering the promotion of an individual for membership in the career service; and
2. A periodic record of job performance as an aid to the effective utilization of personnel.

INSTRUCTIONS

TO THE ADMINISTRATIVE OR PERSONNEL OFFICER: Consult current administrative instructions regarding the initiation and transmittal of this report.

TO THE SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate with his ~~previous~~ supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stands.

A. NEXT DUE DATE - 22 AUG 56

IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED

SECTION I (To be filled in by Administrative Officer)

1. NAME (Last) McCORM, James	2. DATE OF BIRTH 26 Jan. 1924	3. SEX M	4. CAREER DESIGNATION 50:55
5. DATE OF ENTRANCE ON DUTY 22 August 1951	6. OFFICE ASSIGNED TO Security	7. DIVISION Security Research Staff	8. BRANCH
9. NATURE OF ASSIGNMENT <input checked="" type="checkbox"/> DEPARTMENTAL <input type="checkbox"/> FIELD	10. IF FIELD, SPECIFY STATION	11. GRADE GS-11	
12. DATE THAT THIS REPORT IS DUE 31 August 1955	13. PERIOD COVERED BY THIS REPORT (Inclusive dates) 22 August 1954 to 22 August 1955		

SECTION II (To be filled in by Supervisor)

1. CURRENT POSITION Chief, External Branch, Security Research Staff	2. DATE ASSUMED RESPONSIBILITY FOR POSITION 1 January 1955
3. WHAT SPECIFIC ASSIGNMENTS OR TASKS ARE TYPICAL OF THOSE GIVEN TO HIM DURING THE PAST THREE TO SIX MONTHS (List in order of frequency):	

As Chief, External Branch (CI), planned and directed sensitive CI investigations; coordinated action with other Government investigative services; analyzed results of investigations, conducted and directed detailed research on CI problems; conducted interrogations and interviews on all phases of CI activity; wrote detailed reports on CI cases; supervised activities of SRS employees assigned to External Branch.

READ THE ENTIRE FORM BEFORE ATTEMPTING TO COMPLETE ANY ITEM

SECTION III

I certify that, during the latter half of the period covered by this report, I have discussed with the rated individual the manner in which he has performed his job and provided suggestions and criticisms wherever needed. I believe that his understanding of my evaluation of his performance is consistent with my evaluation of him as evidenced by this fitness report and I have informed him of his strengths, weaknesses, and on-the-job effectiveness. If performance during the report period has been unsatisfactory, there is attached a copy of the memorandum notifying him of unsatisfactory performance.

This report ☒ has ☐ has not been shown to the individual rated.

THIS DATE 9/28/55	SIGNATURE AND SIGNATURE OF SUPERVISOR (Employee's Supervisor) Harlan A. Westfall
I HAVE REVIEWED THIS REPORT (Comments, if any, are reflected by attached memorandum)	
THIS DATE 9-28-55	SIGNATURE OF REVIEWING OFFICIAL (Official next higher in line of authority) Paul J. Snyder

SECRET

note

SECRET
(When Filled In)

SECTION IV

This section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply, in some degree, to most people. On the right hand side of the page are four major categories of performance. Each category within each category is divided into three small blocks; this is to allow you to write your description of the person on the left. Look at the statement on the left, then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.

STATEMENTS	SAMPLES	CATEGORIES					
		NOT OBSERVED	DOES NOT APPLY	APPLIES TO A LIMITED DEGREE	APPLIES TO A REASONABLE DEGREE	APPLIES TO AN ABOVE AVERAGE DEGREE	APPLIES TO AN OUTSTANDING DEGREE
A. ABLE TO SEE ANOTHER'S POINT OF VIEW.				X			
B. PRACTICAL.						X	
1. A GOOD REPORTER OF EVENTS.							X
2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.						X	
3. CAUTIOUS IN ACTION.						X	
4. HAS INITIATIVE.							X
5. UNEMOTIONAL.							X
6. ANALYTIC IN HIS THINKING.							X
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.							X
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.						X	
9. HAS SENSE OF HUMOR.						X	
10. KNOWS WHEN TO SEEK ASSISTANCE.							X
11. CALM.							X
12. CAN GET ALONG WITH PEOPLE.							X
13. MEMORY FOR FACTS.						X	
14. GETS THINGS DONE.							X
15. KEEPS ORIENTED TOWARD LONG TERM GOALS.							X
16. CAN COPE WITH EMERGENCIES.						X	
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.							X
18. HAS STAMINAL CAN KEEP GOING A LONG TIME.							X
19. HAS WIDE RANGE OF INFORMATION.						X	
20. SHOWS ORIGINALITY.							X
21. ACCEPTS RESPONSIBILITIES.							X
22. ADMITS HIS ERRORS.						X	
23. RESPONDS WELL TO SUPERVISION.							X
24. EVEN DISPOSITION.						X	
25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT.							X

SECRET

27. CAN THINK ON HIS FEET.
27. COMES UP WITH SOLUTIONS TO PROBLEMS.
28. STIMULATING TO ASSOCIATES, A "SPARK PLUG".
29. TIGHT MIND.
30. OBSERVANT.
31. CAPABLE.
32. CLEAR THINKING.
33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.
34. EVALUATES SELF REALISTICALLY.
35. WELL INFORMED ABOUT CURRENT AFFAIRS.
36. DELIBERATE.
37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.
38. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS.
39. THOUGHTFUL OF OTHERS.
40. WORKS WELL UNDER PRESSURE.
41. DISPLAYS JUDGEMENT.
42. GIVES CREDIT WHERE CREDIT IS DUE.
43. HAS DRIVE.
44. IS SECURITY CONSCIOUS.
45. VERSATILE.
46. HIS CRITICISM IS CONSTRUCTIVE.
47. ABLE TO INFLUENCE OTHERS.
48. FACILITATES SMOOTH OPERATION OF HIS OFFICE.
49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.
50. A GOOD SUPERVISOR.

SECTION 1

B. WHAT ARE HIS OUTSTANDING STRENGTHS?

Ability to go into details of a CI case, following all pertinent leads without becoming involved in extraneous matters.

B. WHAT ARE HIS OUTSTANDING ACHIEVEMENTS?

Nope

SECRET

(When Filled In)

2. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OVERRIDES ALL OTHER CONSIDERATIONS:

None

3. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? ☒ NO ☐ YES. IF YES, WHY?

4. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

Employee has expressed desire to study Russian

5. OTHER COMMENTS (Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person):

SECTION VI

Read all descriptions before rating. Place "X" in the most appropriate box under subpart 4, P.C. 30

A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.

- ☐ 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
- ☐ 2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.
- ☐ 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
- ☐ 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.
- ☐ 5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
- ☒ 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? ☒ NO ☐ YES. IF YES, WHAT?

C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the agency.

- ☐ 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY. WILL DEFINITELY LEAVE THE AGENCY AT THE FIRST OPPORTUNITY.
- ☐ 2. HAS STRONG NEGATIVE ATTITUDE TOWARD AGENCY... IRRITATED BY RESTRICTIONS... REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
- ☐ 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE AGENCY... BOTHERED BY MINOR FRUSTRATIONS... WILL QUIT IF THESE CONTINUE.
- ☐ 4. HIS ATTITUDE TOWARD THE AGENCY IS INDIFFERENT... HE HAS "WAIT AND SEE" ATTITUDE... WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
- ☐ 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD AGENCY... MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR AGENCY... THINKS IN TERMS OF A CAREER IN THE AGENCY.
- ☒ 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE AGENCY... BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE AGENCY.
- ☐ 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE AGENCY... WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE AGENCY.

B. DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities than normally indicated by promotion.

- ☐ 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
- ☐ 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
- ☐ 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
- ☐ 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
- ☐ 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
- ☒ 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

D. DIRECTIONS: Consider everything you know about this person in making your rating... skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.

- ☐ 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
- ☐ 2. OF DOUBTFUL SUITABILITY... WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
- ☐ 3. A BARELY ACCEPTABLE EMPLOYEE... DEFINITELY BELOW STANDARD BUT WITH NO WEAKNESSES SUFFICIENTLY ATHAND TO WARRANT HIS SEPARATION.
- ☐ 4. A TYPICAL EMPLOYEE... HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE AGENCY.
- ☐ 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.
- ☒ 6. AN EXCEPTIONAL PERSON IN TERMS OF THE BEST QUALITIES OF THE AGENCY.
- ☐ 7. EXCELLENT EMPLOYEE - ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

SECRET

SECRET
SECURITY INFORMATION

PERSONNEL EVALUATION REPORT

Items 1 through 6 will be completed by Administrative or Personnel Officer

1. NAME (Last)		First		Middle		2. GRADE		3. POSITION TITLE	
McCORD		James		W.		GS-13		Security Officer CR-SE	
4. OFFICE		STAFF OR DIVISION		BRANCH		<input checked="" type="checkbox"/> DEPT'L.		IF FIELD, SPECIFY STATION	
Security		Office of Chief				<input type="checkbox"/> FIELD			
5. PERIOD COVERED BY REPORT				6. TYPE OF REPORT					
From 22 Aug. 1953 To 21 Aug. 1954				<input type="checkbox"/> Initial <input type="checkbox"/> Reassignment <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Reassignment of Supervisor					

Items 7 through 10 will be completed by the person evaluated

7. LIST YOUR MAJOR DUTIES IN APPROXIMATE ORDER OF IMPORTANCE, WITH A BRIEF DESCRIPTION OF EACH. OMIT MINOR DUTIES.

To handle certain special assignments and conduct certain sensitive research for the Security Office, CIA. Research in many cases of such high sensitivity that the conduct of same must be limited.

8. LIST COURSES OF INSTRUCTION COMPLETED DURING REPORT PERIOD.

Name of Course	Location	Length of Course	Date Completed
none			

9. IN WHAT TYPE OF WORK ARE YOU PRIMARILY INTERESTED?

Same as my present assignments

IF DIFFERENT FROM YOUR PRESENT JOB, EXPLAIN YOUR QUALIFICATIONS (APTITUDE, KNOWLEDGE, SKILLS).

10

22 July 1954

DATE

James W. McCarl Jr.

SIGNATURE

Items 11 through 13 will be completed by Supervisor

11. BRIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE MAJOR DUTIES LISTED UNDER ITEM 7 ABOVE.

Mr. McCord has performed the above duties in an excellent manner. He has an unusual ability to develop information thru both research and investigation and in this instance has produced results which have been of great value to high authorities of this Agency.

SECRET
SECURITY INFORMATION

<p>12. IN WHAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT JOB MOST NOTICEABLY GOOD OR OUTSTANDING?</p> <p>In his "knack" for developing information from research and investigation, and in his utmost discretion in sensitive assignments.</p>
<p>13. ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF IMPROVEMENT?</p> <p>None noted.</p>
<p>14. COMMENT ON THIS PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN THE FUTURE.</p> <p>Yes, he has definite promise of future increased responsibilities.</p>
<p>15. ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate reassignment, if possible.)</p> <p>Not at this time.</p>
<p>16. WHAT TRAINING OR ROTATION DO YOU RECOMMEND FOR THIS PERSON?</p> <p>None at this time. Will consider for Phase II Operations Course when work load permits.</p>
<p>17. IF PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM NOTIFYING THIS PERSON OF UNSATISFACTORY PERFORMANCE. NOT APPLICABLE.</p>
<p>18. THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING COMMENT ON ITEMS 7, 8 AND 9, ARE SHOWN BELOW UNDER ITEM 20.</p>
<div style="display: flex; justify-content: space-between;"><div style="width: 45%;"><p>11 Oct 1954 DATE</p></div><div style="width: 45%; text-align: right;"><p><i>Edgar Edwards</i> SIGNATURE OF SUPERVISOR</p></div></div>
<div style="display: flex; justify-content: space-between;"><div style="width: 45%;"><p>20 Jan 55 DATE</p></div><div style="width: 45%; text-align: right;"><p><i>[Signature]</i> SIGNATURE OF REVIEWING OFFICIAL</p></div></div>
<p>20. COMMENTS: (If necessary, may be continued on reverse side of cover sheet.)</p>

SECRET

SECRET
SECURITY INFORMATION

20. COMMENTS (Continued):

INSTRUCTIONS

1. Instruction to the Administrative or Personnel Officer

Consult current Administrative Instructions regarding the initiation and transmittal of this report.

2. Instruction to the person evaluated

Since this evaluation will become an important part of your record, you will want to give to it as much care and attention as you would like to have it receive from your Supervisor and the Reviewing Official. With respect to Items 8 and 9, you should include courses of instruction or assignments, either within or outside of the Agency, which you consider pertinent to your career development.

3. Instruction to the Supervisor and the Reviewing Official

a. As the supervisor who assigns, directs and reviews the work of others, you bear primary responsibility for planning and fostering the development of each person under your supervision, commensurate with his capacity, aptitude, knowledge and skills. As an alert supervisor, you judge the people working with you on a job-by-job and day-by-day basis and use this information in carrying out your supervisory responsibilities. Although evaluation is a continuous process, it is necessary periodically to record your observations and recommendations for appropriate action. In preparing the report you should consider the individual's capabilities for further development in his present assignment and his potentialities for more effective utilization in other positions, including work of a more responsible and difficult nature.

b. The following traits are generally regarded as having some bearing on a person's performance and development. Although you are not asked for specific ratings, do not hesitate to refer to these or similar traits in your comments, which should be terse and precise.

COOPERATION
DEPENDABILITY
ACCURACY
SECURITY CONSCIOUSNESS
INITIATIVE

RESOURCEFULNESS
STABILITY UNDER PRESSURE
ABILITY TO OBTAIN RESULTS
JUDGMENT
LEADERSHIP

c. In fairness to the individual and in the interest of the Agency, the importance of carefully prepared and accurate Personnel Evaluation Reports can not be overstressed. The following basic principles of evaluation should be kept in mind:

(1) Base your judgment on

- (a) what you have observed the individual do or fail to do.
- (b) Typical performance as well as critical incidents.
- (c) Examples relevant to the duties under consideration.

(2) Different standards prevail in different assignments. Every effort should be made to arrive at a just estimate of the qualities of the individual as demonstrated during the report period. Avoid exaggerations. They detract from the value of the report and are unfair to others.

(3) BIASED OPINIONS BASED ON PERSONAL LIKES AND DISLIKES MUST BE SCRUPULOUSLY AVOIDED. IT SHOULD BE Borne in mind that the preparation of evaluation reports is an important responsibility of all supervisors and their careful preparation is an indication of the supervisor's own ability and qualification for the position he holds.

4. A FRANK DISCUSSION BETWEEN SUPERVISOR AND INDIVIDUAL CONCERNING THIS REPORT IS NECESSARY IN ORDER TO ASSIST IN THE DEVELOPMENT AND BEST USE OF EVERY INDIVIDUAL'S CAPABILITIES.

THIS PORTION TO BE DETACHED ONLY BY AUTHORIZED OFFICIAL

SECRET

SECRET
SECURITY INFORMATION

ITEMS 1 THROUGH 6 WILL BE COMPLETED BY TRANSACTIONS AND RECORDS BRANCH WHEN ACTION IS INITIATED IN PERSONNEL DIVISION

ROUTING AND ACTION SLIP FOR PERSONNEL EVALUATION REPORT				DATE 15 July 1954	
1. NAME (Last, First, Middle Initial) McCord, James W.		2. GRADE GS-13		3. POSITION TITLE Security Officer CD-32	
4. OFFICE Security		5. STAFF OR DIVISION Office of Chief		6. <input checked="" type="checkbox"/> DEPT. <input type="checkbox"/> FIELD IF FIELD, SPECIFY STATION	
7. PERIOD COVERED BY REPORT FROM 22 August 1953 TO 21 August 1954		8. TYPE OF REPORT <input type="checkbox"/> Initial <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Reassignment <input type="checkbox"/> Reassignment of Supervisor			
9. DATE REPORT DUE IN PERSONNEL OFFICE 21 September 1954			10. AUTHENTICATION (TER BRANCH)		

ROUTING AND ACTION			
REQUIRED ACTION	PERSON TO TAKE ACTION	DATE ACTION COMPLETED	INITIALS
9. a. Obtain two copies of CIA Form 37-151. b. Enter data in Items 1 through 6, above, in corresponding spaces of FER forms. c. Attach this action form and pamphlet "Your Evaluation Report" to FER forms. d. Deliver forms to immediate supervisor of person to be evaluated.	Evaluations Officer		
10. a. Deliver forms to person to be evaluated. b. Offer advice and assistance.	Supervisor		
11. a. Complete Items 7 through 10. b. Deliver forms to supervisor. ✓	Person to be Evaluated	10 Aug 54	J. McC.
12. a. Complete Items 11 through 17. b. Attach warning memo, if required. c. Deliver forms to reviewing official (supervisor next in line).	Supervisor		
13. a. Review the evaluation. b. Discuss complete evaluation and recommendations with supervisor. c. Record additional comments on forms. d. Sign forms in Item 19. e. Deliver forms to supervisor.	Reviewing Official	1/30/55	[Signature]
14. a. Discuss all aspects of evaluation with person being evaluated. (Explain right of appeal, if warning memo is prepared). b. Sign forms in Item 19. c. Deliver forms to Evaluations Officer.	Supervisor		
15. a. Deliver original copy of evaluation form to Transactions and Records Branch, Personnel Division. b. Retain the carbon copy for use of operating office and Office Career Service Board. c. Detach instruction sheet of Form 37-151 if Item 20 (continued) is used.	Evaluations Officer		

762a-20, 37-151A
SEP 1954

SECRET

SECRET
(When Filled In)

RECOMMENDATION FOR HONOR OR MERIT AWARD (Submit in triplicate - see HR 20-37)

SECTION A									
PERSONAL DATA									
1. TOP SECRET	2. NAME OF PERSON RECOMMENDED (Last, First, Middle)	3. POSITION TITLE		4. GRADE	5. SS				
058124	McCord, James Walter, Jr.	Physical Sec. Off.		GS-15	SS				
6. OFFICE OF ASSIGNMENT		7. DUTY STATION (If Not)	8. STATION						
OS/Phys. Sec. Div.		6821	X HEADQUARTERS						
9. HOME ADDRESS (No., St., City, State, ZIP Code)		10. HOME PHONE		11. CITIZENSHIP AND HOW ACQUIRED					
7 Winder Court, Rockville, Md. 20850		762-7678		U. S. A. - Birth					
12. RECOMMENDED AWARD		13. IF RETIRING, DATE OF RETIREMENT		14. POSTHUMOUS					
Certificate of Distinction		31 August 1970		X YES					
15. NAME OF NEXT OF KIN		16. RELATIONSHIP		17. HOME ADDRESS (No., St., City, State, ZIP Code)		18. HOME PHONE			
Marjorie Lee McCord		Wife		Same		Same			
SECTION B									
RECOMMENDATION FOR AWARD FOR HEROIC ACTION OR ACCEPTANCE OF HAZARD									
19. WERE YOU AN EYEWITNESS TO THE ACT									
PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD:									
20. FULL NAME		21. ORGN. TITLE		22. GRADE		23. OFFICE OF ASSIGNMENT			
LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT:									
24. FULL NAME		25. AWARD RECOMMENDED							
CONDITIONS UNDER WHICH ACT WAS PERFORMED:									
26. LOCATION		27. INCLUSIVE DATES		28. TIME OF DAY					
29. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED									
30. DATES FOR WHICH AWARD RECOMMENDED		31. ASSIGNMENT COMPLETED		32. NOW IN SAME OR RELATED ASSIGNMENT					
SECTION C									
RECOMMENDATION FOR AWARD FOR ACHIEVEMENT, SERVICE, OR PERFORMANCE									
33. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE									
34. OFFICIAL ASSIGNMENT OF PERSON RECOMMENDED AT TIME OF SERVICE OR PERFORMANCE									
Chief, Physical Security Division, PTOG, OS									
35. COMPONENT OR STATION (Designation and location)									
Headquarters									
36. DUTIES AND RESPONSIBILITIES OF ASSIGNED POSITION									
To plan and direct an Agency-wide physical security program for protecting Agency installations against unauthorized physical penetration and Agency information and material against loss, compromise or disclosure.									
37. INCLUSIVE DATES FOR WHICH RECOMMENDED		38. ASSIGNMENT COMPLETED		39. NOW IN SAME OR RELATED ASSIGNMENT					
PERSONNEL WHO ASSISTED OR CONTRIBUTED SUBSTANTIALLY TO THE SERVICE OR PERFORMANCE:									
40. FULL NAME		41. ORGN. TITLE		42. GRADE		43. OFFICE OF ASSIGNMENT			
LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN THE PERFORMANCE:									
44. FULL NAME		45. TYPE OF AWARD							

SECRET

(When Filled In)

SECTION D

NARRATIVE DESCRIPTION

Award for Meritorious Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding and if it was more than normally expected. Explain, why, and how. If an aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Indicate results of the act. Enclose unclassified citation.

Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of assignment and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other persons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to fitness reports, letters of commendation, or other documentation already on file which supports this recommendation. Enclose unclassified citation.

When he retires 31 August 1970, Mr. James W. McCord, Jr., will have completed 25 years of Government service, 15 years of which were with the CIA in a variety of assignments covering the investigative, counter-intelligence, overseas security support, audio countermeasures and physical security fields within the Security Career Service.

During his early years of employment when assigned to the San Francisco Field Office, Office of Security, August 1951 to May 1953, Mr. McCord assisted in the covert entry and processing through customs of operational personnel from the Far East areas and performed safehouse duties and related tasks designed to ensure the protection and cover of such personnel.

When serving with the Security Research Staff, 1955 to 1962, Mr. McCord worked in direct support of Agency activities abroad of a specialized nature exploiting highly sensitive intelligence source material resulting in the reconstruction of Soviet espionage networks and resolving operational and security leads affecting both the British and United States Governments. The identities, composition and operations of Soviet intelligence services in Europe prior to 1950 and dating back into the 1930's, were reconstructed. Between 1955 and 1960, Mr. McCord was involved in contacting, developing and debriefing those identified and available

☒ CONTINUED ON ATTACHED SHEET

46. ENCLOSURES (List individually) if ORIGINATOR is NOT AN EYEWITNESS OR DOES NOT HAVE PERSONAL KNOWLEDGE OF THE ACT OR PERFORMANCE. ATTACH AFFIDAVITS OF EYEWITNESS OR INDIVIDUALS HAVING PERSONAL KNOWLEDGE OF THE FACTS.

1. PROPOSED CITATION

2.

3.

47. RECOMMENDATION INITIATED BY

James P. O'Connell

48. TITLE AND SIGNATURE OF EMPLOYEE MAKING RECOMMENDATION

James P. O'Connell
Deputy Director of Security (PTOS)

49. DATE

14 July 1970

SECTION E RECOMMENDATION FORWARDED

THROUGH OFFICIALS CONCERNED FOR THEIR INFORMATION

50.

HEAD OF SS CAREER SERVICE
(Career Service of employee)

TITLE AND SIGNATURE

Director of Security

DATE

51.

DEPUTY DIRECTOR OF CAREER SERVICE

TITLE AND SIGNATURE

Deputy Director for Support

DATE

52.

DEPUTY DIRECTOR OF OPERATING COMPONENT

TITLE AND SIGNATURE

DATE

SECRET

SECRET

Section D-Continued--James Walter McCord, Jr.

former Soviet intelligence personalities. This activity led to close liaison with British and other Western intelligence representatives involving numerous trips to Europe. This liaison activity with representatives of the British MI-5 established a direct channel of communications resulting in a continuous exchange of leads and a flow of operational data over the years of benefit to the Agency.

During the period of his work with the Security Research Staff, in which he served as Deputy Chief from May 1957, Mr. McCord was the Agency's case officer in a number of double agent cases involving Agency staff employees who had been contacted and were being developed for recruitment by the Soviet intelligence service.

From 1962 to 1964, Mr. McCord served overseas as Chief of the Regional Security Support Staff located at Frankfurt, Germany with responsibility for the overall personnel and physical security and audio countermeasures programs applicable to the Stations and Bases of the European area. This assignment was followed by attendance at the Air War College, August 1964 to June 1965.

For the past five years, Mr. McCord has held two vital line positions with world-wide responsibilities involving the Agency's audio countermeasures and physical security programs.

As Chief of the Technical Division from 23 July 1965 to 10 October 1968, Mr. McCord supervised a technical operation with considerable skill. Although not an engineer by training, he spanned a difficult gap between the administrative and technical demands of his responsibilities, guiding the development of useful and esoteric equipment in the counter-audio field to a point where the Agency became the recognized leader among Government departments in this area of activity. This leadership is evidenced by the

SECRET

SECRET

Section D Continued - James Walter McCord, Jr.

establishment of an Inter-Agency Technical Training Center under the Executive Agency of the Technical Division for the Technical Surveillance Countermeasures Committee of the United States Intelligence Board. Much of Mr. McCord's ideas, talents, and imagination went into the creation of this training activity which commenced operations about the time of his reassignment to the Physical Security Division.

Mr. McCord participated with two subordinate employees in the development of x-ray equipment for use by the Technical Division in detecting and locating hostile audio devices implanted in office appurtenances and walls of Agency occupied facilities. The responsibility for ensuring that appropriate protective methods for the safe use of this equipment was also associated with this development. The significance of this achievement was recognized by the Agency when Mr. McCord and his participating colleagues were awarded Certificates of Merit with Distinction in October 1966.

In his current position as Chief, Physical Security Division, Mr. McCord demonstrated his ability to quickly assimilate the necessary details of a field in which he had relatively little experience. He showed initiative in seeking out new ways and means to harden the security of the Agency's domestic and overseas facilities by tapping all possible technological resources, both in and out of Government, to produce for the Agency a posture in the physical security field which is the equal of, if not superior to, those of other elements of the United States Government. Illustrative of this effort is the expansion and improvement of the Agency's Security Command Center relating to the protection of Agency assets in time of demonstrations, riots and civil disturbances.

Throughout his Agency career, Mr. McCord has engaged his curious and inventive mind to search out even better ways to solve problems within his area of responsibility. As a result, his

SECRET

14-00000

SECRET

Section D Continued - James Walter McCord, Jr.

Agency career is a record of sustained superior performance of duty of high value. The value of his exemplary performance over the years has often been recognized and commended by senior officials of the Agency. It is on this basis that Mr. McCord is nominated for the Certificate of Distinction upon the occasion of his retirement.

SECRET

14-00000
Mr. James W. McCord, Jr.
Certificate of Distinction

CITATION

Mr. James W. McCord, Jr. is hereby awarded the
Central Intelligence Agency's Certificate of Distinction.

During his nineteen years of Agency service, both
domestic and foreign, Mr. McCord displayed remarkable
imagination, ingenuity and effectiveness in the performance
of his assigned tasks. His sustained superior performance of
duty of high value over the years leaves a marked contribution
to the overall mission of the Office of Security and the Agency,
particularly in the areas of physical and technical security.

CONFIDENTIAL

DD/S 69-4658

MEMORANDUM FOR: Director of Security

SUBJECT : Commendation

1. The Committee on the Security of Headquarters Building in a series of twelve meetings between May and August 1969 conducted a detailed study and analysis of each facet of security of the Headquarters Building. I know that considerable time and effort were given to preparation of the detailed briefings, supplemental studies and reports, contributions to the formal report and implementation of the recommended corrective measures. I am appreciative of the efforts and contribution made by your staff to this important piece of business. Although I am sure that many of your staff have worked on this project, my attention has been drawn particularly to these officers:

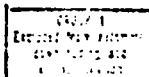
Buckley, Robert
Carriaco, H. Clifton
Elliott, Robert N.
Farrell, Francis M.
Fennessey, Robert E.
Geiss, Ermal P.
Good, Charles B.
Green, James P.
Griffin, Robert B.
Hayes, Robert J.
Herlihy, John F.

Kane, Edward J.
King, Joseph F.
Mantoni, Rudolfo
McCord, James W., Jr.
McGinn, John B.
O'Connell, James P.
Parr, Laurence
Petit, Alan F.
Sullivan, Arthur H.
Todd, Orin H.

2. I would appreciate it if you would pass this commendation on to the individuals concerned. Copies of this commendation have been forwarded to the Office of Personnel for inclusion in the Official Personnel File of each of the above officers.

R. L. Bannerman
Deputy Director
for Support

CONFIDENTIAL



REQUEST-AND-AUTHORIZATION FOR ACTIVE DUTY TRAINING, ACTIVE DUTY TOUR			
TO: HQ COMD USAF (PRP)		FROM: HQ COMD (PRP-A)	
1. <input checked="" type="checkbox"/> BY DIRECTION OF THE PRESIDENT		BY ORDER OF THE SECRETARY OF THE AIR FORCE	
2. GRADE, LAST NAME, FIRST, MIDDLE INITIAL, AFSC, SSAN: 453-22-4741		3. PAFSC	
MAJOR MCCORD, JAMES W.		8054	
4. PRESENT ADDRESS		5. ON-FLYING-STATUS	
7 Winder Court		<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
Rockville, Maryland 20850		6. AERO RATING	
7. IS ORDERED TO ACTIVE DUTY FOR <input type="checkbox"/> DAYS PLUS REQUIRED TRAVEL TIME		Acft Obsr	
8. PURPOSE (Type) <input checked="" type="checkbox"/> ANNUAL TOUR <input type="checkbox"/> SCHOOL TOUR <input type="checkbox"/> SPECIAL TOUR OF ACUTRA <input type="checkbox"/> SPECIAL TOUR OF AS			
TITLE (Indicate specific school course or special tour title)			
9. RESERVE ASSIGNMENT		10. UNIT OF ATTACHMENT	
Hq USAF (AFESS-FE)			
Washington, DC			
11. INDIVIDUAL WILL REPORT TO		12. INDIVIDUAL WILL BE RELEASED FROM ORGANIZATION ATTACHED/	
Registrar, Defense Intelligence School		ASSIGNED FOR ACTIVE DUTY TRAINING ON	
U.S. Naval Station, Anacostia Annex (Bldg T-5)			
Washington, DC 20390			
13. INDIVIDUAL <input type="checkbox"/> IS <input checked="" type="checkbox"/> IS NOT AUTHORIZED TO PARTICIPATE IN FLYING ACTIVITIES DURING THE PERIOD OF ACTIVE DUTY COVERED BY THIS ORDER.		14. AUTHORITY	
		- AFM 35-3	
15. INDIVIDUAL WILL PROCEED FROM PRESENT ADDRESS IN SUFFICIENT TIME TO COMPLY WITH REPORTING TIME AND DATE.			
16. MODES OF TRANSPORTATION <input type="checkbox"/> AUTHORIZED <input type="checkbox"/> DIRECTED			
<input type="checkbox"/> MILITARY AIRCRAFT <input type="checkbox"/> AIRCRAFT <input type="checkbox"/> RAIL <input type="checkbox"/> BUS			
17. TDY, TDN, PAY, ALLOWANCES, AND TRAVEL CHARGEABLE TO:			
PAY & ALWS: 5793700 509 4261 P723.01 S594700			
18. REMARKS TRAVEL & PER DIEM: 5793700 509 6262 P723.07 40861 40961 S668100			
Training Category - D Pay Group - D Security Clearance - TOP SECRET			
Member and dependents authorized Commissary Privileges IAW Para 1a, AFR 145-15.			
IAW Para M4201-14, JTR, member will incur no additional subsistence expenses.			
*Students reporting after 1600 hours, 8 Jun 69, should contact the school Duty Officer at OX 8-2455.			
19. DATE	21. APPROVING OFFICIAL (Typed Name and Grade)		22. SIGNATURE
29 May 69	E. E. THAYER, ASST DIRECTOR FOR ADMIN		E. E. Thayer
23. DESIGNATION AND LOCATION OF HEADQUARTERS	24. RESERVE ORDER NO.		25. DATE
DEPARTMENT OF THE AIR FORCE	A-961		29 May 69
HEADQUARTERS, HEADQUARTERS COMMAND USAF	26. FOR THE COMMANDER		
BOLLING AIR FORCE BASE, DC 20332	27. SIGNATURE ELEMENT OF OR HAS AUTHORITY		
27. DISTRIBUTION	A. L. NEWSOM, Colonel, USAF		
10 - Individual	Director, Reserve Personnel		
1 - Indiv Pers Rec			
2 - Unit of Asgmt			
2 - Unit of Atch			
2 - ARPC, 3800 York St, Denver Colo. 80205			
2 - Hq AFRES (CAFO) Dobbins AFB, Ga. 30080			
2 - Hq AFRES () Robins AFB, Ga. 31093			
2 - Records Sec			

14-00000

SECRET

9 OCT 1968

MEMORANDUM FOR: Director of Security

SUBJECT : Notification of Approval of
Quality Step Increase -
James McCord

1. I am pleased to send to you the attached official notification of the approval of a second Quality Step Increase to be awarded to this employee. The previous award was effective 28 August 1966.

2. May I again ask that you arrange an appropriate ceremony for the presentation of this Quality Step Increase which is in recognition of his continuing excellent performance.

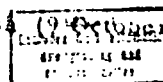
for Robert S. Wattles
Director of Personnel

Distribution:

Orig & 1 - Addressee
1 - OPE - McCORD
1 - D/Pers Chrono
1 - C/PD

OP/DD/Pers/R&P/PD/JJCaldwell:sa (9 October 1968)

SECRET



SECRET

4 October 1968

MEMORANDUM FOR: Director of Personnel
ATTENTION : Chief, Placement Division
SUBJECT : McCORD, James W., Jr. #058124
Quality Step Increase

The Deputy Director of Security for Physical, Technical, and Overseas Security has recommended, with the concurrence of the Director of Security, that Mr. James W. McCord, Jr. be granted a Quality Step Increase. The original recommendation from Mr. McCord's supervisor is attached for your consideration.

Edward K. O'Malley
Edward K. O'Malley
Secretary
Security Career Service Board

Attachment

John J. Caldwell
for Director of Personnel
14 Oct '68

SECRET

SECRET

4 OCT 1965

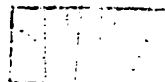
MEMORANDUM FOR: Chairman, OS Career Board

SUBJECT : Quality Step Increase for
Mr. James W. McCord, Jr.

1. Mr. McCord has served as Chief of the Technical Division since 23 July 1965. Through his leadership and fine management of the Division, he and his engineers have developed several new and valuable techniques in the audio countermeasures field. The cost of research and development in these techniques was at a minimum and saved the Government much time and money in increasing the state of the art in audio countermeasures.
2. Mr. McCord supervises his Division in a vigorous manner and instills enthusiasm and esprit de corps within his organization--a difficult task because of the extensive amount of world-wide travel demanded from his subordinates.
3. Through the efforts of Mr. McCord the establishment of an Interagency Training Center for audio countermeasures is proceeding in an orderly basis, and the first courses offered to technical personnel in the intelligence community will begin this fall. The Technical Division, PTOS, serves as the Executive Agent for the operation of such school for the Community.
4. In view of Mr. McCord's sustained high level of performance of duties and the outstanding achievement in the research and development of new hardware and techniques in the audio countermeasures field, it is recommended that Mr. McCord be awarded a Quality Step Increase.

James P. O'Connell
James P. O'Connell
Deputy Director of Security (PTOS)

SECRET



**ELECTION, DECLINATION, OR WAIVER
OF LIFE INSURANCE COVERAGE**
FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

**IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL**

TO COMPLETE THIS FORM—

1

FOLLOW THESE GENERAL INSTRUCTIONS:

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

2

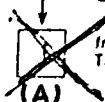
FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

NAME (last) (first) (middle) *058/24*
McLeod James W Jr
EMPLOYING DEPARTMENT OR AGENCY
DATE OF BIRTH (month, day, year) *1/26/34* SOCIAL SECURITY NUMBER *453 44 7741*
LOCATION (City, State, ZIP Code)

3

MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here
if you
WANT BOTH
optional and
regular
insurance



ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here
if you
DO NOT WANT
OPTIONAL but
do want
regular
insurance



DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here
if you
WANT NEITHER
regular nor
optional
insurance



WAIVER OF LIFE INSURANCE COVERAGE

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

4

**SIGN AND DATE. IF YOU MARKED BOX "A" OR "C",
COMPLETE THE "STATISTICAL STUB." THEN RETURN
THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.**

SIGNATURE (do not print)

James W. McLeod Jr
DATE *13 February 1968*

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

RECEIVED
FEB 13 11 04 AM '68

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM No. 176-1
(Rev. 1-5-5)
(For use only until April 14, 1968)
176-101

14-00000

CONFIDENTIAL
(When Filled In)

MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20- , Employee Conduct, dated 29 August 1961, and the information brochure for PCS returnees, dated ~~August 1960~~ MAY 1964

James W. McCord
Signature

JAMES W MC CORD

10 July 64
Date

CONFIDENTIAL
(When Filled In)

CONFIDENTIAL
(When filled in)

TRAINING REPORT

MANAGERIAL GRID SEMINAR (50 hours) DATES: 23-28 April 1967

Student : James W. McCord, Jr. Office : OS
 Year of Birth: 1924 Service Designation: SS
 Grade : 15 No. of Students : 46
 EOD Date : August 1951

COURSE OBJECTIVES AND METHOD

Course objectives are to aid participants to: learn the managerial theories contained in the Grid; understand their personal managerial styles in Grid terms; evaluate convictions about managerial values; develop team action skills; increase candidness of communication; strengthen the use of critique for problem-solving and learning; and acquire an appreciation of Organization Culture and Development.

The method of learning offers a challenge to all participants regardless of level or experience. A Grid Seminar is not "taught" in the usual sense. In Grid teams, participants solve complex management problems. Objective solutions are made available. Individual and team performance is repeatedly assessed. Various measuring instruments are used to evaluate effectiveness.

Critique sessions assist each participant to understand how he might change his own behavior to increase his problem-solving effectiveness. Thus managers are not told the best way to manage, but they learn by convincing themselves.

About twenty to thirty hours of study are completed as prework. Insights gained are deepened and personalized during the intensive 50-hour Seminar.

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:

Chief Instructor for

17 MAY 1967
Date

CONFIDENTIAL
(When filled in)

SECRET
(When Filled In)

760869 APR 1967

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 5 E 2506 Headquarters

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
7-6	(Print)	7-24		25-28
058124	MCCORD,	James	W. J.	PS

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (Only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	QUIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
2 - CORRECTION									
3 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	QUIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
2 - CORRECTION									
3 - CANCELLATION									
	✓	11	08	66	12	14	66	W E	8/1

SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE/PERIOD

C.S. / 446 / 97

8 Nov. 66 - 14 Dec. '66

REMARKS

PREPARED BY	REVIEWED BY	DATE OF REVIEW
1/15/67		

FORM 1051a

SECRET

7 MAR 1967

MEMORANDUM FOR: Deputy Director of Security for Physical,
Technical & Overseas Security

ATTENTION : Chief, Technical Security Division

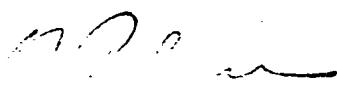
SUBJECT : Security Presentation - Support Course

1. The Office of Security presentation at the Warrenton Training Center on 2 March 1967 was extraordinarily well received. Colonel Winters, Commanding Officer, WTC, has informed me of a number of superlative comments by those in attendance.

2. I want to express my appreciation to Messrs. James McCord, Alan Petit, and Carroll Melkerson for their most effective presentation on audio countermeasures. It was a highlight of the program and contributed immeasurably to its success.

3. I'd like to express a special word of thanks to Mr. William Herron, for his splendid support in preparing visual aids for the program on extremely short notice. I am aware that Bill worked long hours over the preceding weekend and virtually all night on one occasion in order to ensure the success of this program, while fulfilling heavy commitments to get audio countermeasures teams into the field.

4. I can be justifiably proud of the success of the presentation, and attribute this success in large part to the extraordinary team effort by the Office of Security components involved. Please extend my personal commendation to Messrs. McCord, Petit, Melkerson, and Herron and advise them that a copy of this memorandum will be placed in their Official Personnel Files.


Howard J. Osborn
Director of Security

cc: Official Personnel Files



OFFICE OF THE DIRECTOR

TREASURY DEPARTMENT
UNITED STATES SECRET SERVICE

WASHINGTON, D.C. 20226

January 3, 1967

The Honorable
Richard Helms
Director, Central Intelligence
Agency
Washington, D. C.

Dear Dick:

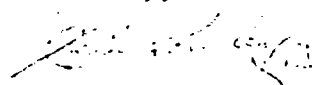
I wish to express my appreciation for the valuable assistance provided by your agency during the recent tour of President Johnson to Southeast Asia. Your response to our request for technical assistance was most gratifying.

I would particularly like to commend to you Mr. Howard J. Osborn, Director, Office of Security, Mr. James McCord, Chief, Technical Security Division, and Mr. Arthur Sheridan, Regional Security Office, Far East, for their cooperation. Their dedication to duty and extensive knowledge and experience in technical support greatly contributed to the success of our mission.

Messrs. Robert Prouty and William Flannery of Mr. McCord's office and Mr. Phil Rush of Mr. Sheridan's office also contributed immeasurably to the success of the visit.

Please extend our sincere appreciation to your staff for a job well done.

Sincerely,



James J. Rowley

14-00000

SECRET

9/1/55

9 JAN 1967

1st Endorsement

TO: Director of Security

It is always a pleasure to see commendations such as this
in recognition of jobs well done.

I would like to add my congratulations and appreciation to
you and all of the members of your staff for your fine efforts which
contributed to the successful completion of the President's trip.

R. L. Bannerman
R. L. Bannerman
Deputy Director
for Support

SECRET

CONFIDENTIAL

(When Filled In)

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave of government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. The original of this form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last) (First) (Middle) SOCIAL SECURITY NUMBER

RESIDENCE DATA

PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If applicable abroad)

6801 Elphinstone Springfield Va HOME LEAVE RESIDENCE

PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE 13128-25th St

MARITAL STATUS (Check one)

☐ SINGLE ☒ MARRIED ☐ SEPARATED ☐ DIVORCED ☐ WIDOWED ☐ ANNULLED

IF MARRIED, PLACE OF MARRIAGE DATE OF MARRIAGE

IF DIVORCED, PLACE OF DIVORCE DECREE DATE OF DECREE

IF WIDOWED, PLACE SPOUSE DIED DATE SPOUSE DIED

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

CURRENT RESIDENCE AND DEPENDENCY REPORT

CONFIDENTIAL

CONFIDENTIAL
(When Filled In)

3. VOLUNTARY ENTRIES		
<p>Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.</p> <p>INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.</p> <p style="margin-left: 40px;"><i>Bank of Prime Valley, Springfield Va - in name of wife and I</i></p>		
<p>ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO</p>		
<p>IF YES, DO YOU HAVE A JOINT ACCOUNT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO</p>		
<p>HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes" where is document located?)</p> <p style="margin-left: 100px;"><i>Reading</i></p>		
<p>HAVE YOU PRE-PLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes" give name(s) and address)</p> <p style="margin-left: 100px;"><i>Mrs. Dorothy Berry Houston Texas</i></p>		
<p>HAVE YOU EXECUTED A POWER OF ATTORNEY? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. (If "Yes", who possess the power of attorney?)</p>		
<p>4. ADDITIONAL DATA AND OR CONTINUATION OF PRECEDING ITEMS</p> <div style="height: 300px; border: 1px solid black; margin-top: 10px;"></div>		
<p>SIGNED AT</p>	<p>DATE</p> <p style="margin-top: 20px;"><i>7-1-66</i></p>	<p>SIGNATURE</p> <p style="margin-top: 20px;"><i>Yessie L. W. Bell Jr.</i></p>

CONFIDENTIAL

20 September 1953

MEMORANDUM FOR: Chief, Technical Division

FROM: ADD/PTOS

SUBJECT: Commendation

1. It is with great personal gratification that I am able to pass along to you the attached letter from Mr. James J. McCord, Director of the United States Secret Service, with its endorsement by the Deputy Director for Support and, indirectly, by the Director, commending you and members of your Division for the valuable technical support you have provided to the Secret Service over the past year.

2. Please accept my sincere appreciation for the way in which you and your staff have so ably turned in. It is the greatest credit on this Office and to the Department, and I am sure it is if you would convey my comments, as well as those of Mr. Tolson, Mr. Boardman, and Mr. Nichols to each of your staff members named in Mr. McCord's letter. When you have completed this, please forward the letter to the Administrative and Training Staff so that the requisite number of copies may be made to place in your Personnel Files.

Harold J. Clegg
Director of Security

McCord, James J. Jr.

TREASURY DEPARTMENT
UNITED STATES SECRET SERVICE

September 13, 1950

Director
Central Intelligence Agency
Washington, D.C.

Attn: Director, Office of Security/ASD

Dear Sir:

During the past year representatives of your Agency's Office of Security assisted the Secret Service in our technical security program. Mr. Howard S. Nelson, Director, Office of Security, has personally furnished us the support of his Technical Security Division headed up by Mr. James M. McFarland. In turn Mr. McFarland has given us of his time, equipment and personnel to assist the Secret Service in the technical security of the President.

The assistance furnished by Mr. McFarland's Division consisted of two special training courses, the loan of electronic equipment, maintenance assistance for search engines, Presidential and Vice Presidential travel, and loan of engineering manpower for special problems and tasks, and above all a willingness to assist the Secret Service whenever possible.

Although all of Mr. McFarland's Division should be commended for their professional competence and assistance to the Secret Service, the following are particularly involved with our problems and merit individual recognition:

Mr. Roger Johnson
Mr. Robert Miller
Mr. Jack Williamson
Mr. Alan Smith
Mr. John Simpson
Mr. Richard Lee

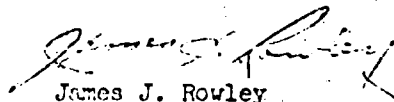
Keep Freedom in Your Heart With U.S. Savings Bonds

CONFIDENTIAL

- 2 -

On behalf of the Secret Service I would like to express our deep appreciation for the excellent and dedicated assistance furnished by your Agency over the past year in the technical security area.

Very truly yours,


James J. Rowley
Director

CONFIDENTIAL

SECRET

DD/S 65-8075

27 SEP 1966

MEMORANDUM FOR: Director of Security

SUBJECT: Commendation

1. The Director was pleased with the attached letter from Mr. Rowley in which he expressed deep appreciation for the excellent and dedicated assistance rendered to the U. S. Secret Service during the past year. The Director wishes to continue this cooperation and assistance.
2. I appreciate very much this kind of performance which reflects credit upon the Agency and I compliment you and your staff for another job well done.

R. L. Burchman
R. L. Burchman
Deputy Director
for Support

Att: Letter dtd 13 Sept 66 to DCS for
Mr. Rowley, subj: Appreciation

14-00000

SECRET

S 0 AUG 1966

MEMORANDUM FOR: Director of Security

**SUBJECT : Notification of Approval of
Quality Step Increase -
James McCord**

1. I am pleased to send to you the attached
official notification of the approval of the Quality Step
Increase which you recommended for this employee.

2. As this award is designed to encourage
excellence by recognizing and rewarding the employee,
may I ask that you arrange to have this Quality Step
Increase presented at an appropriate ceremony.

/s/ Rex E. Greaves

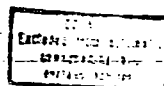
[Signature]
Emmett D. Echols
Director of Personnel

Distribution:

O & 1 - Addressee
4 - OFF - McCORD
1 - D/Pers-Chrono
1 - C/PD

OP/DD/R&P/PD/JJCaldwell:kcd (30 Aug 66)

SECRET



14-00000

SECRET

19 AUG 1966

MEMORANDUM FOR: Director of Personnel

ATTENTION : Chief, Placement Division

SUBJECT : McCORD, James W., Jr. #058124
Quality Step Increase

The Security Career Service Board has recommended, with the subsequent concurrence of the Director of Security, that Mr. James W. McCord, Jr. be granted a Quality Step Increase which would change his salary from GS-15, step 5, at \$19,978 per annum to GS-15, step 6, at \$20,585 per annum. The original recommendation from Mr. McCord's supervisor is attached for your consideration.

Ernest L. Hardt

Ernest L. Hardt
Secretary
Security Career Service Board

Attachment



SECRET

14-00000

SECRET

28 JUN 1966

MEMORANDUM FOR: Director of Security

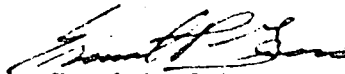
SUBJECT : Quality Step Increase -
James W. McCord, Jr.

1. Mr. James W. McCord, Jr. joined the Central Intelligence Agency, Office of Security, in August 1961.

2. He has served successfully in various capacities in the Office of Security as an Investigator, Deputy Chief, Security Research Staff, Regional Security Officer, Germany, and upon his return from overseas, he attended the Air War College, where his overall performance was rated as outstanding.

3. For the past year, Mr. McCord has been serving as Chief, Technical Division.

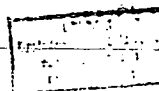
4. Through Mr. McCord's imaginative planning, guidance, and direction, the Technical Division has developed numerous improvements in both instrumentation and techniques which have greatly enhanced the Agency's capability to detect clandestine microphones and other devices targeted against the Agency both domestically and overseas. It is, therefore, recommended that he be granted a Quality Step Increase.



Ermal P. Geiss
Deputy Director of Security (PTOS)

NO 3 33 AM '66

SECRET



SECRET
(When Filled In)

RECOMMENDATION FOR HONOR OR MERIT AWARD <small>(Submit in duplicate)</small>				DATE 8 JUL 1966	
TO: Secretariat, Honor and Merit Awards Board			FROM: <i>(Reporting official)</i> Director of Security		
Section A Personal Data					
1. NAME OF PERSON RECOMMENDED (Last, First, Middle) McCord, James W., Jr.			2. POSITION/TITLE Elec. Engr.-Audio Supt.		3. GRADE 16
4. OFFICE OF ASSIGNMENT OS/Technical Division		5. STATION <input checked="" type="checkbox"/> HEADQUARTERS <input type="checkbox"/> FIELD (Specify location)		6. NO.	
7. HOME ADDRESS (No. St., City, Zone, State) 6801 Floyd Ave., Springfield, Va.			8. OFFICE EXT. (If any) 4192		9. CITIZENSHIP AND HOW ACQUIRED U. S. - Birth
10. RECOMMENDED AWARD Certificate of Merit				11. POSTHUMOUS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
12. NAME OF NEXT OF KIN Sarah Ruth McCord		13. RELATIONSHIP Wife		14. HOME ADDRESS (No. St., City, Zone, State) Same as 7	
				15. HOME PHONE 451-5279	
Section B Recommendation for Award for Heroic Action or Acceptance of Hazard					
16. WERE YOU AN EYEWITNESS TO THE ACT?			YES <input type="checkbox"/> NO <input type="checkbox"/>		
17. PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD:					
17. FULL NAME		18. ORGN. TITLE		19. GRADE	
				20. OFFICE OF ASSIGNMENT	
List any of the above persons given an award or recommended for award for participating in act:					
21. FULL NAME		22. TYPE OF AWARD			
Conditions under which act was performed:					
23. LOCATION		24. INCLUSIVE DATES		25. TIME OF DAY	
26. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED					
Section C Recommendation for Award for Achievement, Service, or Performance					
27. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO					
28. OFFICIAL ASSIGNMENT AT TIME OF SERVICE OR PERFORMANCE Chief, Technical Security Division, OS					
29. COMPONENT OR STATION (Designation and location) Headquarters					
30. DUTIES AND RESPONSIBILITIES Supervises the activities of the Technical Security Division, OS					
Personnel who assisted or contributed substantially to the service or performance					
31. FULL NAME		32. ORGN. TITLE		33. GRADE	
MARCY, William M.		Elec. Engr.		GS-10	
PETIT, Alan F.		Elec. Engr.		GS-13	
				34. OFFICE OF ASSIGNMENT	
				OS/Technical Division	
List any of the above persons given an award or recommended for award for participating in the performance					
35. FULL NAME		36. TYPE OF AWARD			
MARCY, William M.		Certificate of Merit with Distinction			
PETIT, Alan F.					
37. INCLUSIVE DATES FOR WHICH RECOMMENDED		38. ASSIGNMENT COMPLETED		39. NOW IN SAME OR RELATED ASSIGNMENT	
		<input type="checkbox"/> YES <input type="checkbox"/> NO		<input type="checkbox"/> YES <input type="checkbox"/> NO	

SECRET
(When Filled In)

Section D	Narrative Description	
<p>Award for Heroic Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding, and if it was more than normally expected. Explain, why, and how. If on aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Indicate results of the act.</p> <p>Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of assignment and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other persons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation.</p>		
<p>40. From early December 1965 through May 1966, Messrs. James W. McCord, Jr., Alan F. Petit, and William M. Marcy of the Technical Division, Office of Security, conceived and developed a unique technique for the use of a small portable X-ray machine which has been placed in extensive use in the Agency's Audio-Countermeasures Program. Experimentation during these months indicated that X-ray combined with a fluoroscopic screen had distinct advantages in terms of time and effort over the considerably more expensive X-ray film and processor. Along with this, they designed an innovation in the form of a fluoroscopic cloth which has the distinct advantage of flexibility over the fluorescent screens currently available on the commercial market.</p> <p>The combination of the X-ray and the fluorescent cloth make it possible to rapidly scan in "real time" large wall surfaces and furnishings, a capability the Agency has not had before.</p> <p>The Technical Division has greatly enhanced the world-wide use of this equipment in that they designed and developed a packaging plan whereby using two attache cases they are able to easily transport the X-ray fluoroscopic equipment, wall racks, and motor units making it possible to inconspicuously carry it into offices, residences, and safehouses.</p> <p>These men have shown initiative, ingenuity and great imagination in the application of fluoroscopic scanning with X-ray.</p> <p>This technique, much of which required many off-duty hours to develop, has greatly enhanced the Agency's capability to detect clandestine microphones and other devices targeted against the Agency both domestically and overseas.</p> <p align="right">CONTINUED ON ATTACHED SHEET</p>		
<p>41. ENCLOSURES (List Individually) If originator is not an eyewitness or does not have personal knowledge of the act or performance, attach affidavits of eyewitness or individuals having personal knowledge of the facts.</p> <p>1. PROPOSED CITATION</p> <p>2.</p> <p>3.</p>		
<p>42. RECOMMENDATION INITIATED BY</p> <p align="center">ERMAL P. GEISS</p> <p align="center">Ermal P. Geiss</p>	<p>43. TITLE AND SIGNATURE OF OFFICIAL MAKING RECOMMENDATION</p> <p align="center">Deputy Director of Security (PTOS)</p>	<p>44. DATE</p> <p align="center">22 JUN 1966</p>
<p>Section E Recommendation Forwarded Through Officials Concerned For Their Information</p>		
<p>45. Head of SS Career Service (Career service of nominee)</p>	<p>TITLE AND SIGNATURE</p> <p align="center">Director of Security</p>	<p>DATE</p> <p align="center">5</p>
<p>46. Deputy Director of Operating Component</p>	<p>TITLE AND SIGNATURE</p>	<p>DATE</p>
<p>47. Deputy Director of Career Service</p>	<p>TITLE AND SIGNATURE</p> <p align="center">Deputy Director for Support</p>	<p>DATE</p>

SECRET

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

MEMORANDUM FOR: Chief, Transactions & Records Branch/OP
FROM: Chief, External Training Branch/RS/TR
SUBJECT: Completion of External Training 16 AUG 1965

This is to advise you that McCord, James W., Jr. training request # R-12340 attended the following external training program:

COURSE: Air War College Program
INSTITUTION: Air War College
DATE: 7 August 1964-4 June 1965
GRADE: None

FOR THE DIRECTOR OF TRAINING:

Paul R. Shaw

Attachments:

- ☐ Grade Report
- ☐ Certificate of Satisfactory/Successful Completion
- ☐ Certificate of Completion
- ☐ Roster of Participants
- ☒ Training Report by Institution
- ☐ Training Report by Student
- ☐ None
- ☐ Other: _____

GROUP 1
excluded from automatic
downgrading and
declassification

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

AIR WAR COLLEGE
Air University
United States Air Force
Maxwell Air Force Base, Alabama 36112

RECEIVED
ATTN: G2

AWCA

2 June 1965

SECRET

Training Reports

TO: Director of Personnel
Central Intelligence Agency
Washington, D. C.

Attached are Training Reports (AF Form 475) for Central Intelligence Agency representatives in the Air War College Class of 1965. These reports are forwarded for your information and appropriate distribution.

FOR THE COMMANDANT

J. K. BROCK
Lt Colonel, USAF
Director of Administration

2 Atchs
1. TR, Mr. Copeland
2. TR, Mr. McCord

1. IDENTIFICATION DATA (Must fill 35-10 carefully before filling out any item)				
1. LAST NAME - FIRST NAME - MIDDLE INITIAL McCord, James D., Jr.		2. AFSC Civilian	3. ACTIVE DUTY GRADE Central Intelligence Agency	4. PERMANENT GRADE
5. ORGANIZATION COMMAND AND LOCATION Air University Maxwell AF Base, Alabama		6. AERO RATING CODE	8. PERIOD OF REPORT FROM 7 Aug 64 TO 4 Jun 65	7. ACADEMIC PERIOD 44 weeks
		9. REASON FOR REPORT <input checked="" type="checkbox"/> FINAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> DIRECTED		
10. NAME AND LOCATION OF SCHOOL OR INSTITUTION Air War College, Maxwell AF Base, Alabama				
11. NAME OR TITLE OF COURSE Air War College Resident Course				12. LENGTH OF COURSE 44 weeks
13. REPORT DATA (Complete on duplicate)				
1. COURSE HOURS COMPLETED 1576	2. COURSE HOURS PAID None	3. AFSC AWARDED N/A	4. AERO RATING AWARDED N/A	5. DEGREE AWARDED N/A
6. COURSE SUCCESSFULLY COMPLETED (and report only) <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO IF NO, specify reason off-duty college credits at AU Off. War Coll. Center towards MA degree			8. DISTINGUISHED GRAD (If Applicable)	
7. TITLE OF THESS The Sino-Soviet Struggle for Power in Africa, and its Implications for the U.S.			9. ACADEMIC FIELD N/A	
14. COMMENTS PROFESSIONAL EDUCATION OVERPRINT				
1. WRITING ABILITY				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input type="checkbox"/>	OUTSTANDING <input checked="" type="checkbox"/>
2. SPEAKING ABILITY				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input checked="" type="checkbox"/>	OUTSTANDING <input type="checkbox"/>
3. INDEPENDENT PROBLEM SOLVING ABILITY (Theora, Staff Study, etc)				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input type="checkbox"/>	OUTSTANDING <input checked="" type="checkbox"/>
4. GROUP PROBLEM SOLVING AND DISCUSSION				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input checked="" type="checkbox"/>	OUTSTANDING <input type="checkbox"/>
<p>ATTN: REVIEW AUTHORITIES: THIS EVALUATION COMPARES THE INDIVIDUAL REPORTED UPON WITH 278 OTHER EXCEPTIONAL OFFICERS AND CIVILIANS CAREFULLY SELECTED FOR ATTENDANCE AT THE AIR WAR COLLEGE. Mr. McCord was an outstanding member of this AWC class. As a member of the Student Entertainment Committee, he early initiated the School into a get-together; ahead of time, he attended to the many details so thoroughly that the social activities were most delightful. Mr. McCord has a most friendly and direct manner of speaking with people. He seemed well-oriented toward the group endeavors. He considerably expressed his differences toward the students of his seminars, through nice amenities appropriately made as the occasion permitted. In the seminar discussions, his participation was timely and positive, constructive and appropriately introduced so as to further the progress of the group endeavor. He was especially well-informed on the Sino-Soviet struggle for power in Africa. This student's outstanding over-all performance surpassed the high standards expected of the carefully selected members of the AWC.</p>				
15. REPORTING OFFICIAL				
TYPED NAME GRADE AFSC AND ORGANIZATION ARNO H. LUEHMAN, Maj. Gen, USAF, 1080A, Air War College		DUTY TITLE Commandant	DATE 11 June 1965	

AF 475

REVIEW COPY OF THIS FORM AND USE ONLY

TRAINING REPORT

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 5 E 2506 Headquarters

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1-6 <i>58124</i>	(Print) <i>McCord</i>	<i>JAMES W.</i>	<i>SR.</i>	25-26 <i>16</i>

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (*One only*). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	<i>GERMANY</i>	40-42
3 - CORRECTION									
5 - CANCELLATION	<i>1</i>				<i>06</i>	<i>12</i>	<i>64</i>		<i>270</i>

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
4 - CORRECTION									
6 - CANCELLATION									

SOURCE OF RECORD DOCUMENT

<input type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT

☒ OTHER (Specify) *REFERENCE PERSONNEL INFO*

DOCUMENT IDENTIFICATION NO. <i>FORM HUCB</i>	DOCUMENT DATE PERIOD <i>7-10-64</i>
---	--

REMARKS

PREPARED BY <i>ALJ</i>	REPORT ANNOTATED ON SOURCE DOCUMENT	ADDITIONAL DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE <i>4-2-68</i>	SIGNATURE <i>[Signature]</i>
FINANCE DIVISION		

14-00000

CONTINUED SERVICE AGREEMENT FOR EMPLOYEES ASSIGNED
TO TRAINING THROUGH NON-CIA FACILITIES

1. In consideration of my being assigned by the Central Intelligence
Agency to training in Air War College at
(Course)

Montgomery, Alabama
(Name of Facility)

beginning August 1965 and ending June 1965.

I agree to the following terms and conditions:

a. That, after having completed the training under the program described above, I will continue serving the Central Intelligence Agency (hereinafter the Agency) for a period of not less than 36 months, which period shall be deemed to commence the first workday after completion of the training covered by this agreement, unless I am involuntarily separated from the Agency;

b. That, if I voluntarily leave the Agency before completion of the agreed period of service and do not immediately, as determined by the Agency, enter the service of another Federal agency, I will reimburse the Agency for any additional expenses incurred by it in connection with my training, which expenses are defined to include (1) travel and per diem in lieu of subsistence, (2) transportation of immediate family, household goods and personal effects, packing, crating, temporary storage, drayage, and unpacking, (3) tuition and matriculation fees, (4) library and laboratory services, (5) purchase or rental of books, materials and supplies, (6) the cost of other services or facilities directly related to the training, but excluding salary, pay, or compensation received.

c. That, before voluntarily leaving the Agency to enter the service of another Federal agency during the agreed period of service, I will give the Agency at least ten working days' written notice, during which period it shall have the opportunity to determine whether I am to reimburse it for any additional expenses incurred; that should I fail to give such ten-day notice, or if the Agency notifies me that reimbursement is required, I will, upon demand, promptly reimburse the Agency for the additional expenses determined to be due.

d. That if I do not make prompt voluntary payment for the amount of additional expenses determined to be due under paragraphs b or c of

(McCord)

14-00000

this agreement, the Agency may recover such amounts from me or my estate by (1) set-off of accrued salary, pay, compensation, amount of retirement credit, or other amount due me from the Government, and by (2) such other methods as may be provided by law for the recovery of amounts due the Government.

e. That the assignment to training under this agreement does not commit the Government to continue my employment and, further, that I may be released in whole or in part from the terms of this agreement only by action of the Director of Central Intelligence.

(Signature)

James W. McCord
James W. McCord ✓

(Type Name)

13 July 1964
(Date)

WITNESS:

Richard R. Shaw
(Signature)

(Type Name)

13 July 1964
(Date)

HEADQUARTERS
UNITED STATES ARMY, EUROPE
Office of the Provost Marshal
P.O. Box 1, US Forces

9 MAY 1954

Dear Jim:

My tour of duty in Headquarters, United States Army, Europe will terminate in late May when I leave Europe to undertake new duties in Washington, D. C. My association with you and your staff has been a richly rewarding experience, both personally and professionally. The manner in which you have unobtrusively, yet effectively, served as the catalyst which welded together the activities of the many staff and operational agencies which share an interest in our national security, has been a source of continuing inspiration to me. Your efforts have enjoyed my unqualified personal support and have merited the admiration of those members of my staff who have been privileged to associate with you.

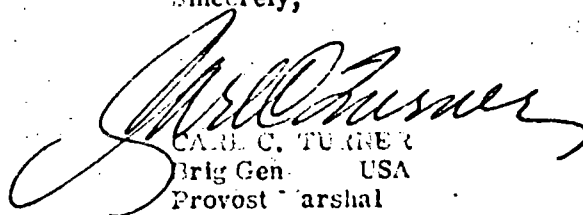
You have dramatically demonstrated a capacity for bringing together key personnel of agencies who seek, in the accomplishment of their individual missions, the realization of a common goal, in a manner calculated to preserve the individual integrity of each agency while exploiting those benefits of cohesiveness so essential to maximum effectiveness. Mindful that the application of a prescribed technique without adding the complementing ingredient of your confidence inspiring and persuasive personality would not have achieved the same measure of success, I unhesitatingly ascribe our abundant joint accomplishments to your generous personal contribution.

Walter James

14-00000

My future relationships with your associates will always reflect my admiration for the manner in which you have contributed to the attainment of our national aims and the manner in which your personal efforts have precipitated a more significant contribution from the other agencies with which yours has been associated.

Sincerely,



CARL C. TURNER
Brig Gen USA
Provost Marshal

DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
Office of Special Investigations
Office of the Deputy Director (USAFE)
APO 332, US Forces



REPLY TO
ATTENTION: AFISI-D

SUBJECT:

10 JUN 1964

to: Mr. Gordon M. Stewart
Coordinator and Special Advisor
OCA, AMCONGEN
APO 757, US Forces


Dear Mr. Stewart

On the departure of Mr. James W. McCord I wanted you to know of OSI's appreciation for his constant support and cooperation during his tour. He has given us valuable assistance in the performance of our mission.

We appreciate also Mr. McCord's constant efforts to create unity of purpose and action among the many security and counterintelligence agencies in the area. Through his efforts new liaison avenues were opened to OSI which, on several occasions, facilitated the completion of our tasks. His efforts in contingency planning also were noteworthy.

OSI in USAFE will miss Mr. McCord. Please extend our good wishes to him and Mrs. McCord for continued success in their endeavors.

Sincerely


L. L. PREE
Colonel, USAF
Deputy Director (USAFE)

filed
parson
C

HEADQUARTERS
513TH INTELLIGENCE CORPS GROUP
Office of the Commanding Officer
APO 757 US Forces

AEUMC-SD

5 June 1964

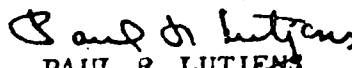
SUBJECT: Letter of Appreciation

TO: Mr. James W. McCord
United States Army Area Security Component
APO 757, US Forces

1. Upon your impending departure from overseas assignment, I wish to take this opportunity to express sincere appreciation on behalf of the 513th Intelligence Corps Group for your splendid cooperation with this organization.

2. The conference held by security officers in this area on a monthly basis, which was established largely due to your efforts, has provided an excellent opportunity for closer coordination, exchange of information, and integrated operations; and has resulted in benefits to the overall security missions of the United States agencies in this area.

3. Your professional competence, coupled with your cheerful approach to problem areas, has benefited all of those who have had the opportunity to work with you. I feel certain you will render distinguished service in your new assignment, and I wish you every success for the future.


PAUL R. LUTJENS
Colonel, AIS
Commanding

HEADQUARTERS
UNITED STATES ARMY SECURITY AGENCY EUROPE
OFFICE OF THE CHIEF
APO 757

IAEINT-I

8 June 1964

SUBJECT: Letter of Appreciation

TO: Mr. James W. McCord, Jr.
Chief, Security
USAASC
APO 757, US Forces

1. The news of your departure to a new station in the USA has been received with regret; your contributions in the intelligence community will be missed. At the same time it is gratifying to learn that you have been selected for such an important assignment of which you are most deserving.
2. I wish to express my appreciation for your efforts in organizing the Frankfurt Security Officers' Conference. I am aware that through your initiative and tenacity this organization expanded in size until all security and intelligence units in the Frankfurt area were represented, thus cementing their combined efforts into one sphere of cooperation. This, I am sure, has contributed immeasurably to the overall security mission of this community.
3. I also wish to specifically thank you for the security lecture you presented to members of my command in England. There have been many favorable comments received from personnel hearing that presentation, to the effect that the lecture indicated a very broad range of knowledge on your part and that it was presented in a truly professional manner.
4. The fine cooperation you have extended to personnel in my S2 Division has been of the greatest assistance to my command and all have voiced their appreciation and satisfaction concerning their association with you. I wish you the best of luck and success in your new endeavor.

James H. Keller
JAMES H. KELLER
Colonel, AIS
Chief

FOR OFFICIAL USE ONLY

SECRET

rec'd 21 Nov 63
HQT-2 TIL, 30 Oct 63

FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE		FOR HEADQUARTERS USE ONLY	
AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW			
NAME OF EMPLOYEE (EEUP)	DATE (from item 1)	NAME OF SUPERVISOR (EEUP)	DATE (from item 2)
JAMES W. McConell, Jr.	16/25 Oct 63	Daniel M. Kelly /s/	22 Oct 63
NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW:		DATE	
George G. Ruder		21 Nov 63	

TO BE COMPLETED BY EMPLOYEE			
1. DATE OF BIRTH	2. GRADE	3. CURRENT POSITION TITLE	
26 January 1924	GS-15	Chief, Security Branch/CSB	
4. SERVICE DESIGNATION (if known)	5. CURRENT STATION OR FIELD BASE	7. EXPECTED DATE OF DEPARTURE FROM FIELD	
Security Officer	German Station, CSB	9 June 1964	
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR		7. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS	
-----		20 July 1964	

8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (use special note on Transmittal Form):

1. Security policy advisor to COS and its Senior Station and Base Officers.
2. Supervises nine professional and four clerical employees of the Security Branch.
3. Directs conduct of LCFLUTTER, SGLATERAL, Physical Security Duties and Investigations performed by the Security Branch.
4. Reviews security of German Station and recommends ways and means for strengthening and improving.
5. Furnishes technical security support and guidance to other Bases in EE and outside of EE on request.
6. Reviews investigative reports of the Security Branch and performs such other duties as directed by COS, Chief, EE and Bases.

9. PREFERENCE FOR NEXT ASSIGNMENT:

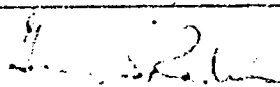
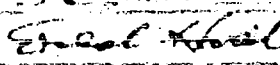
A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 3, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

Same as #8, above.

B. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):

Would like National War College training

SECRET

9. PREFERENCE FOR NEXT ASSIGNMENT (continued)	
C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (for 1st, 2nd and 3rd choice) IN THE BOXES BELOW:	
1 <input type="checkbox"/>	RETURN TO MY CURRENT STATION
2 <input type="checkbox"/>	BE ASSIGNED TO HEADQUARTERS FOR A TERM OF 24 MONTHS WITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS. INDICATE CHOICE OF COMPONENT: 1ST. CHOICE <u>OS/IOS</u> 2ND. CHOICE <u>OS/PPS</u> 3RD. CHOICE <u>OS/Staff</u>
3 <input type="checkbox"/>	BE ASSIGNED TO ANOTHER FIELD STATION WITH RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION. INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIFIC STATION, BASED ON QUALIFICATIONS: 1ST. CHOICE <u>San Francisco</u> 2ND. CHOICE <u>Los Angeles</u> 3RD. CHOICE <u>Miami</u>
10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS? <u>30 days</u> INDICATE NUMBER OF WORK DAYS <u>20</u>	
11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU: <u>four; ages, 36, 11, 9, and 7</u>	
12. SIGNATURE: COMPLETE ITEM NO. 5-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM. TO BE COMPLETED BY SUPERVISOR AT FIELD STATION	
13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING: Subject has rendered outstanding performance while assigned to the German Station. His preference to return for an additional two years after home leave is accepted with great pleasure. Full consideration should also be given in the future for his request to attend the National War College.	
14. SIGNATURE: COMPLETE ITEM NO. 5-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM. TO BE COMPLETED BY APPROPRIATE PERSONNEL OFFICER AT HEADQUARTERS	
15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE COMPONENT TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING: Events have overtaken this HQ and Subject will be returning in the summer of 1964 to attend the Air War College.	
16. NAME OF PERSONNEL OFFICER George S. Rader DATE <u>10 December 1963</u>	SIGNATURE 
17. EMPLOYEE <input checked="" type="checkbox"/> HAS <input type="checkbox"/> HAS NOT BEEN NOTIFIED OF PLANNED REASSIGNMENT	18. STATION OF <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
19. TYPED OR PRINTED NAME <u>ERNEST HAROLD</u>	20. SIGNATURE 
21. TITLE <u>OS/PPS</u>	22. DATE <u>20 Jan 64</u>
23. COMMENTS <u>Mr. McLeod selected for Air War College and subsequently decided to return for this purpose.</u>	

SECRET

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
5-6	(Print)	7-24		25-28
58124	MCCORD	JAMES	W.	ST

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
2 - CORRECTION									
3 - CANCELLATION									
	1	06	09	62				GERMANY	270

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
4 - CORRECTION									
5 - CANCELLATION									

SOURCE OF RECORD DOCUMENT

TRAVEL VOUCHER	DISPATCH
CABLE	<input checked="" type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE/PERIOD

5/13 - 6/9/62

REMARKS

PREPARED BY

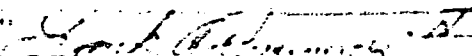
☒ REPORT ANNOTATED ON SOURCE DOCUMENT

ABOVE DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT FILED

DATE

9/14/62

SIGNATURE



FORM 1051a

SECRET

78-101

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE 253130 MAY 31 62

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Corle Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
1-8	LAST (Print)	FIRST 7-24	MIDDLE	25-26
253124	Mc (ORD)	JAMES W.	JR	54

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	25-29	30-31	32-33	34-35	36-37	38-39		40-42
3 - CORRECTION									
5 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
4 - CORRECTION									
5 - CANCELLATION									
	2	04	04	62	01	14	62	E/E	801

SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

05-655-62

DOCUMENT DATE/PERIOD

4/1-14/62

REMARKS

34
9-10-62

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	APPROVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT LISTED
FISCAL DIVISION	DATE	SIGNATURE
PERMANENT DIVISION	27 May 62	

FORM 1451a

SECRET

14-101

14-00000

CERTIFICATE

—•—
This is to certify that


James W. McCord

has attended and successfully completed the

SECURITY OFFICE SPECIAL TRAINING COURSE

Security Officer Field Course #12

during the period 14 May *to* 25 May 1962



FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON, D.C.

CERTIFICATE

This is to certify that

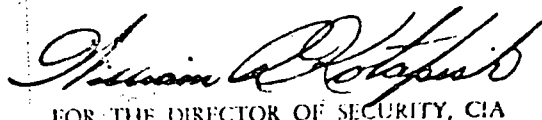
James W. McCord

has attended and successfully completed the

SECURITY OFFICE SPECIAL TRAINING COURSE

Physical Security Training Course #8

during the period 23 April *to* 11 May 1962



FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON, D.C.

CONFIDENTIAL
(When Filled In)

TRAVEL AGREEMENT BY STAFF EMPLOYEES ASSIGNED TO PERMANENT
DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

1. In accordance with the policy of the Central Intelligence Agency, I agree to serve outside the continental United States a minimum tour of Two Years from the date of my arrival at my permanent post of duty, unless said tour is sooner terminated by the Government for its convenience, or it is terminated by the Agency for circumstances that are considered by it to be beyond my control.

2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.

3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

WITNESS:

James Walter McGord, Jr.
James Walter McGord, Jr.
(Employee)

Nella Haller
Nella Haller
Office of Personnel

Date: *May 8 '62*

S-E-C-R-E-T

TRAINING REPORT

Operations Support No. 50

120 hours, full-time, Phase I 2 - 20 April 62 8 Students
80 hours, full-time, Phase II 23 April - 4 May 62 10 Students

Student : McCORD, James W., Jr.

Year of Birth: 1924

EOD Date: August 1951

Grade: GS-15

Office : 08

COURSE OBJECTIVES - CONTENT AND METHODS

The Operations Support Course emphasizes the role of support personnel in clandestine activities and their responsibility in originating material of a support nature at headquarters and in the field. The Course objectives are to provide the student with (1) an appreciation of the interrelationship between operating functions and support functions; (2) an understanding of some of the basic principles and techniques of Agency operations; (3) a knowledge of procedures, regulations and problems pertinent to the necessary support of operational activities.

a. Phase I covers instruction on organization, functions and responsibilities of the Clandestine Services; basic principles of clandestine activity accompanied by practical exercises; project and agent management; familiarization with defensive and offensive audio surveillance.

About fifty per cent of Phase I consists of lectures, briefings, and discussions; about thirty-five per cent is devoted to field exercises, practical written assignments, practice problems, and observing films as training aids in basic tradecraft. The remainder of the time is devoted to studying and testing.

b. Phase II includes name checks, records procedures, foreign travel, finance and property accounting, dispatch, pouch, cable and message-writing procedures. For this phase, problems have been developed to represent situations as they normally occur at a Class B Station.

About thirty-five per cent of Phase II is composed of lectures, briefings, and discussions; about fifty per cent is devoted to practice problems and practical written assignments. The remainder of the time is devoted to studying and testing.

ACHIEVEMENT RECORD

The adjectival ratings on this student for each major area of this course are the result of an evaluation of his work on his individual projects, on the other exercises, and on the final examination. Comparative judgment takes into account students in preceding classes as well as the present one. The numbers show how many students received each rating. An asterisk (*) shows the rating this student received. The rating the student receives represents the student's performance in the course with no allowance made for difference in age, education, experience and so forth.

S-E-C-R-E-T

S-E-C-R-E-TNAME McCorm, James W., Jr.

MAJOR CATEGORIES

PHASE I	UNSAT	SAT	EXCELLENT
1. Tradeecraft - Recognition of elementary principles.	0	2	6
2. Casings - Written observation of an assigned site.	0	2	6
3. Personal Meeting Plan - Written paper emphasizing techniques of effecting clandestine meeting.	0	5	3
4. Personal Meeting - Carrying out student's plan.	0	4	4
5. Contact Report - Written report of clandestine personal meeting.	0	2	6
6. Operational Support Procedures - General knowledge of Clandestine Services Organization and Functions; Agent and Project Management.	0	2	6
PHASE II			
1. Originating Headquarters and Field Dispatches. Indexing Requirements. Field Pouch Manifest.	0	2	8
2. Preparation of Headquarters and Field Cables. Writing and Indexing Messages. Use of Message Writing Techniques.	0	7	3
3. Type II Property Accounting - Fundamentals and Execution of Records.	0	1	9
4. Foreign Travel - Currency Conversion and Completion of Travel Voucher.	0	4	6
5. Familiarization with Class B Accounting and Preparation of Records.	0	0	10
6. Clandestine Services Headquarters and Field Support Procedures.	1	4	5
COMMENTS			
Student cancelled per Registrar/Training, 29 March 1962.			
<p>FOR THE DIRECTOR OF TRAINING: <u>Everett L. B. Jr.</u> 18 May 1962 Chief Instructor Date</p>			

S-E-C-R-E-T

CONFIDENTIAL
(When Filled In)

TJR

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave at government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. The original of this form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last) <i>McCORD</i> (First) <i>June</i> (Middle) <i>W Jr</i>		SOCIAL SECURITY NUMBER <i>453-72-4741</i>	
1. RESIDENCE DATA			
PLACE OF RESIDENCE WHEN INITIALLY APPOINTED		LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If apartment abroad)	
PLACE IN CONTINENT <i>5701 7104th Ave, Springfield Va</i>		HOME LEAVE RESIDENCE <i>Same</i>	
2. MARITAL STATUS (Check one)			
<input type="checkbox"/> SINGLE	<input checked="" type="checkbox"/> MARRIED	<input type="checkbox"/> SEPARATED	<input type="checkbox"/> DIVORCED
IF MARRIED, PLACE OF MARRIAGE <i>Lanusa Texas</i>		DATE OF MARRIAGE <i>30 M</i>	
IF DIVORCED, PLACE OF DIVORCE DECREE		DATE OF DECREE	
IF WIDOWED, PLACE SPOUSE DIED		DATE SPOUSE DIED	
IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)			
3. MEMBERS OF FAMILY			
NAME OF SPOUSE <i>SARAH RUTH McCORD</i>		ADDRESS (No., Street, City, Zone, State) <i>5701 7104th Ave, Springfield Va</i>	
TELEPHONE NO. <i>FL 4 7695</i>			
NAMES OF CHILDREN		DATE OF BIRTH	
<i>Michael Steven McCORD</i>		<i>M 4/15/52</i>	
<i>Nancy Ellen McCORD</i>		<i>F 7/24/51</i>	
<i>Carol Anne McCORD</i>		<i>F 11/7/52</i>	
NAME OF FATHER (Or male guardian) <i>James W. McCORD Sr</i>		ADDRESS <i>Box 63 7440 Knoxville TN</i>	
NAME OF MOTHER (Or female guardian) <i>Marjorie Lee McCORD</i>		TELEPHONE NO. <i>---</i>	
WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY. <i>Parents & Luther Perry 35-2-27th St Lubbock Texas (Father in law)</i>		TELEPHONE NO. <i>---</i>	
4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY			
NAME (Mr., Mrs., Miss) (Last-First-Middle) <i>Luther Perry</i>		RELATIONSHIP <i>Father in law</i>	
HOME ADDRESS (No., Street, City, Zone, State) <i>3508 35th St Lubbock Texas</i>		HOME TELEPHONE NUMBER <i>SWIFT 9-3440</i>	
BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE <i>Same</i>		BUSINESS TELEPHONE & EXTENSION <i>Same</i>	
IS THE INDIVIDUAL NAMED ABOVE WITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organizer that he believes you work for.) <i>Yes</i>		YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.) <i>Yes</i>		YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.) <i>Yes</i>		YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	
The persons named in item 3 above may also be notified in case of emergency. If such notification is not desirable because of health or other reasons, please so state in item 6 on the reverse side of this form.			
CONTINUED ON REVERSE SIDE			
CURRENT RESIDENCE AND DEPENDENCY REPORT			

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE 239754 MAR 1362

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO. 1-5	NAME OF EMPLOYEE			OFFICE/COMPONENT 24-29
	LAST (Print)	FIRST	MIDDLE	
58124✓	McCord	JAMES W.	J.P.	24

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT 39-41
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	26	27-28	29-30	31-32	33-34	35-36	37-38		
3 - CORRECTION									
5 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT 39-41
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	26	27-28	29-30	31-32	33-34	35-36	37-38		
4 - CORRECTION									
6 - CANCELLATION									
	2	10	06	61	10	16	61	EE	801

SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

05-544-62

DOCUMENT DATE/PERIOD

10/4-10/61

REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE	SIGNATURE
FINANCE DIVISION		

FORM 1451a

SECRET

(14-10)

S-E-R-E-T
(When Completed)

TRAINING REPORT

Americans Abroad Orientation - Free Europe (Germany)

28 hours 19, 20, 26 & 27 February 1962 Office :
Students : MCCORD, Sarah Ruth (Dependent- Service Designation:
James W., Jr.)
Year of Birth: No. of Students :
Grade : EOD Date :

COURSE OBJECTIVE - CONTENT AND METHOD

This course helps prepare personnel and their adult dependents for residence or travel in the general area and country of destination. Included are a briefing on "the Americans Abroad Problem," its implications for the individual employee or dependent and the agency, practical advice for successful personal adjustment to everyday problems of working and living in the area of assignment, useful information on the area, and guide lines for understanding its major problems. Advice includes cues for effective inter-personal relations in the particular country or region. Area information includes an analysis of the importance of the region to the United States and descriptions of the people, their institutions, and current living conditions. The course offers lectures, panel discussions, films, slide commentaries, and selected readings for a recommended program of self-study. Employees and dependents recently returned from the area help to keep current the information on conditions.

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:

Anthony M. Lewis
Chief Instructor
ANTHONY M. LEWIS

4 June 1962
Date

S-E-R-E-T
(When Completed)

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.

NAME OF EMPLOYEE

OFFICE/COMPONENT

1-6

LAST

FIRST

MIDDLE

25-26

(Print)

7-24

57124

McCord

JAMES

W

24

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (*One only*). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	ARRIVAL			DEPARTURE			COUNTRY	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR	
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	40-41
3 - CORRECTION								
5 - CANCELLATION								

TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE			RETURN			AREA(S)	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR	
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	40-42
4 - CORRECTION								
6 - CANCELLATION								
	2	06	12	61	06	29	61	EE 801

SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER	DISPATCH
CABLE	DEPT STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE/PERIOD

T.O. OS-516-62

4/12/61 - 6/29/61

REMARKS

219883 NW1561

PREPARED BY

REPORT ANNOTATED ON
SOURCE DOCUMENTABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE
DOCUMENT CITED

FISCAL DIVISION

DATE

SIGNATURE

FINANCE DIVISION

FORM 1451a OBSOLETE PREVIOUS EDITIONS

SECRET

(4-10)

21 12/28/61

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE									
T22 Office of Personnel, Statistical Reporting Branch, ROOM 192 Carrie Hall									
EMPLOYEE SERIAL NO.		NAME OF EMPLOYEE						OFFICE/COMPONENT	
1-8		LAST		FIRST		MIDDLE		25-28	
(Print) <td colspan="2" style="text-align: center;">1/24 <td colspan="2" style="text-align: center;">1/24 <td colspan="2" style="text-align: center;">1/24 <td colspan="2" style="text-align: center;">1/24 </td></td></td></td>		1/24 <td colspan="2" style="text-align: center;">1/24 <td colspan="2" style="text-align: center;">1/24 <td colspan="2" style="text-align: center;">1/24 </td></td></td>		1/24 <td colspan="2" style="text-align: center;">1/24 <td colspan="2" style="text-align: center;">1/24 </td></td>		1/24 <td colspan="2" style="text-align: center;">1/24 </td>		1/24	
58124		McCord		James		W. Jr.		24	
INSTRUCTIONS									
USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One unit). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.									
PCS DATES OF SERVICE									
TYPE OF DATA		ARRIVAL			DEPARTURE			COUNTRY	
CODE		MONTH	DAY	YEAR	MONTH	DAY	YEAR	OMIT	
1 - PCS (Basic)		27	28-29	30-31	32-33	34-35	36-37	38-39	40-42
3 - CORRECTION									
5 - CANCELLATION									
TDY DATES OF SERVICE									
TYPE OF DATA		DEPARTURE			RETURN			AREAS	
CODE		MONTH	DAY	YEAR	MONTH	DAY	YEAR	OMIT	
2 - TDY (Basic)		27	28-29	30-31	32-33	34-35	36-37	38-39	40-42
4 - CORRECTION									
6 - CANCELLATION									
		02	03	12	61	03	22	61	WE
									801
SOURCE OF RECORD DOCUMENT									
<input checked="" type="checkbox"/> TRAVEL VOUCHER					<input type="checkbox"/> DISPATCH				
<input type="checkbox"/> CABLE					<input type="checkbox"/> STATUS OR TIME AND ATTENDANCE REPORT				
<input type="checkbox"/> OTHER (Specify)									
DOCUMENT IDENTIFICATION NO.					DOCUMENT DATE/PERIOD				
REMARKS									
PREPARED BY					REPORT ANNOTATED ON SOURCE DOCUMENT				
SPECIAL DIVISION GENERAL DIVISION					DATE SIGNATURE				
SPECIAL DIVISION GENERAL DIVISION					DATE SIGNATURE				

SECRET

(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

123189 DEC 10 60

To:

Office of Personnel, Statistical Reporting Branch, ROOM 190 Curie Hall

EMPLOYEE SERIAL NO. 1-6	NAME OF EMPLOYEE			OFFICE/COMPONENT 15-26
	LAST (Print)	FIRST 1-28	MIDDLE	
58124	McCord	JAMES	W.	24 21

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO INDICATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE MONTHS FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT 40-42
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		
3 - CORRECTION									
5 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT 40-42
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		
3 - CORRECTION									
5 - CANCELLATION									
	A2	08	15	60	08	22	60	EE, WE.	501

SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
	15-22 AUG. 60

REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
1 - SPECIAL DIVISION	DATE	SIGNATURE
2 - PERSONNEL DIVISION	12/14/60	C. A. ...

FORM 1453a OBSOLETE PREVIOUS EDITIONS.

SECRET

(4.10)

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Corie Hall

EMPLOYEE SERIAL NO. 1-9	NAME OF EMPLOYEE			OFFICE/COMPONENT 24-29
	LAST (Print)	FIRST 8-23	MIDDLE	
58124	McCord, J.	James	W.	31

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT 39-41
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1. PCS (Basic)	20	27-28	29-30	31-32	33-34	35-36	37-38		
2. CORRECTION									
3. CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT 39-41
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1. TDY (Basic)	20	27-28	29-30	31-32	33-34	35-36	37-38		
2. CORRECTION									
3. CANCELLATION									
	2	10	25	59	10	17	59	WE - EE	801

SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

OS - 278 - 60

DOCUMENT DATE/PERIOD

5-17 Oct. 1959

REMARKS

03131: FEB2160

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE 2/23/60	SIGNATURE
FINANCE DIVISION		

FORM 1451a

SECRET

(4.10)

CONFIDENTIAL

(When Filled In)

TV-R

INSTRUCTIONS: COMPLETE IN FULL. THE DATA REPORTED ON THIS FORM IS ESSENTIAL IN DETERMINING TRAVEL EXPENSES IN CONNECTION WITH LEAVE AT GOVERNMENT EXPENSE, OVERSEAS DUTY, RETURN TO RESIDENCE UPON SEPARATION, AND PAY FOR TRAVEL TO CURRENT RESIDENCE AND DEPENDENCY INFORMATION REQUIRED IN THE EVENT OF AN EMPLOYEE EMERGENCY. THE SOLE USE OF THIS FORM WILL BE BY THE EMPLOYEE'S OFFICIAL PERSONNEL FILED.

1. NAME OF EMPLOYEE (Last) McLeod (First) James (Middle) W. Jr.

2. RESIDENCE DATA

PLACE OF RESIDENCE WHEN APPOINTED 5701 Floyd Ave LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad) 5701 Floyd Ave, Springfield Va

PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE 5701 Floyd Ave, Springfield Va

3. MARITAL STATUS

CHECK ONE: ☐ SINGLE ☒ MARRIED ☐ SEPARATED ☐ DIVORCED ☐ WIDOWED ☐ ANNULLED

IF MARRIED, INDICATE PLACE OF MARRIAGE LAMESA TEXAS DATE OF MARRIAGE 7/13/30 1928

IF SEPARATED, PLACE OF DIVORCE DECREE DATE OF DECREE

IF WIDOWED, INDICATE PLACE SPOUSE DIED DATE SPOUSE DIED

IF PREVIOUSLY MARRIED, INDICATE NUMBER OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

4. MEMBERS OF FAMILY

NAME OF SPOUSE Sarah Ruth McLeod ADDRESS (No., Street, City, Zone, State) 5701 Floyd Ave TELEPHONE NUMBER FL 4-7684

NAME OF CHILDREN Michael Steven McLeod Ed Anne McLeod Henry Edna McLeod ADDRESS Same SEX M F F AGE 7 5 3

NAME OF FATHER (Or male guardian) James W. McLeod Sr. ADDRESS Burwell Okla TELEPHONE NUMBER

NAME OF MOTHER (Or female guardian) Marion McLeod ADDRESS Burwell Okla TELEPHONE NUMBER

WHAT MEMBERS OF YOUR FAMILY HAS BEEN TOLD OF YOUR AFFILIATION WITH THE AGENCY FOR EMERGENCY PURPOSES? Wife only

5. PERSONS TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss) (Last-First-Middle) Mrs. James W. McLeod Jr. RELATIONSHIP Wife

HOME ADDRESS (No., Street, City, Zone, State) 5701 Floyd Ave Springfield Va HOME TELEPHONE NUMBER FL 4-7684

BUSINESS ADDRESS (No., Street, City, Zone, State) Springfield Va NAME OF EMPLOYER, IF APPLICABLE BUSINESS TELEPHONE & EXTENSION

6. IS THE INDIVIDUAL NAMED ABOVE HAVING OF YOUR AGENCY AFFILIATION? ☒ YES ☐ NO

7. IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF? ☒ YES ☐ NO

8. DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? ☒ YES ☐ NO

THE PERSONS NAMED IN ITEM 5 ABOVE MAY ALSO BE NOTIFIED IN CASE OF EMERGENCY. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 9 ON THE REVERSE SIDE OF THIS FORM.

9. VOLUNTARY LISTINGS

10. THE DATE ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS The Springfield Bank Springfield Va NW Federal Credit Union

CONFIDENTIAL ON REVERSE SIDE

CURRENT RESIDENCE AND DEPENDENCY REPORT

CONFIDENTIAL

SECRET

REPORT OF HONOR AND MERIT AWARDS BOARD (CONVENED PURSUANT TO REGULATIONS R 20-615 AND R 20-635)			DATE 2 March 1959
The Honor and Merit Awards Board having considered a recommendation that:			
NAME: (Last)	First	Initial	POSITION TITLE
McCord	James	Walter	Actg. Dep. Chief/SSS/OS
PRESENT GRADE	OFFICE ASSIGNED TO	STATION	
GS-14	Security	Headquarters	
BE AWARDED:			
Certificate of Merit with Distinction			
<input type="checkbox"/> FOR HEROIC ACTION, OR			
<input checked="" type="checkbox"/> FOR MERITORIOUS ACHIEVEMENT OR SERVICE DURING THE PERIOD 1 July - 15 August 1958			
<input type="checkbox"/> APPROVES THE RECOMMENDATION <input checked="" type="checkbox"/> DISAPPROVES THE RECOMMENDATION			
<input type="checkbox"/> APPROVES, BUT IN LIEU THEREOF, RECOMMENDS THE AWARD OF:			
CITATION			
REASONS FOR DISAPPROVAL OF RECOMMENDED AWARD			
The Honor and Merit Awards Board concludes from the information available to it that the service performed, while of unquestionable value, is not sufficiently outstanding to merit an honor award.			
APPROVED		SIGNATURE	
DIRECTOR OF CENTRAL INTELLIGENCE		TYPED NAME OF CHAIRMAN, HONOR AND MERIT AWARDS BOARD Gordon M. Stewart	
		SIGNATURE	
		TYPED NAME OF RECORDER Rafael Boulton	

SECRET

RECOMMENDATION FOR HONOR AWARD (REGULATIONS R-20-635 & AFR 20-635)				DATE
TO: Honor Awards Board		THROUGH:	FROM: 18 December 1958	
SECTION I		Office of Security		
NAME OF PERSON RECOMMENDED (Last) (First) (Middle)		PERSONAL DATA		
McCord, James Walter		POSITION TITLE: Actg. Dep. Chief/S&S/OS GS-11		
OFFICE ASSIGNED TO: Security		GRADE: GS-11		
LEGAL RESIDENCE (number, street, city, zone, state)		CITIZENSHIP AND HOW ACQUIRED		
5701 Floyd Avenue, Springfield, Virginia		Birth		
IF ANY OF THE ABOVE ITEMS WERE DIFFERENT FOR THE INDIVIDUAL RECOMMENDED AT THE TIME OF THE ACT OR SERVICE, INDICATE SUCH DIFFERENCES.				
RECOMMENDED AWARD				
Certificate of Merit with Distinction				POSTHUMOUS
NAME OF NEXT OF KIN		RELATIONSHIP		
Ruth McCord		Wife		
IF PREVIOUS RECOMMENDATIONS WERE SUBMITTED FOR THIS ACT OR SERVICE, INDICATE TYPE OF AWARD RECOMMENDED, BY WHOM, DATE, ORIGINATING OFFICE, AND ACTION TAKEN.		5701 Floyd Avenue, Springfield, Va.		
None				
SECTION II RECOMMENDATION FOR AWARD FOR HEROIC ACTION				
WERE YOU AN EYEWITNESS TO THE ACT?		IF ORIGINATOR IS NOT AN EYEWITNESS, ATTACH AFFIDAVITS OR CERTIFICATES OF EYEWITNESSES OR INDIVIDUAL HAVING PERSONAL KNOWLEDGE OF THE FACTS.		
Yes <input type="checkbox"/> No <input type="checkbox"/>				
PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD:				
FULL NAME	POSITION TITLE	GRADE	OFFICE ASSIGNED TO	
LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT:				
FULL NAME	TYPE OF AWARD			
CONDITIONS UNDER WHICH ACT WAS PERFORMED:				
LOCATION	INCLUSIVE DATES		TIME OF DAY	
PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED:				
SECTION III RECOMMENDATION FOR AWARD FOR ACHIEVEMENT OR SERVICE				
SERVICE, COMPONENT, OR STATE OR IN OR ON DUTY WAS PERFORMED (indicate position and location)				
Germany and Washington, D.C.				
ASSIGNED		COMPLETED		NOT IN SAME OR RELATED ASSIGNMENT
1 July - 15 August 1958		Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

SECTION IV TO BE USED FOR ALL RECOMMENDATIONS	
NARRATIVE DESCRIPTION OF <input type="checkbox"/> DEED (OR ACT) <input checked="" type="checkbox"/> ACHIEVEMENT (OR SERVICE RENDERED)	
AWARD FOR BRAVE ACTION: WAS ACT VOLUNTARY? DESCRIBE WHY ACT WAS OUTSTANDING AND IF IT WAS MORE THAN NORMALLY EXPECTED. EXPLAIN HOW. IF IN AERIAL FLIGHT, DESCRIBE TYPE AND POSITION OF AIRPLANE, CREW POSITION OF INDIVIDUAL, AND ALL UNUSUAL CIRCUMSTANCES. INDICATE RESULTS OF ACT.	
AWARD FOR ACHIEVEMENT OR SERVICE: TITLE AND DUTIES OF ASSIGNMENT, INCLUDING CHARACTER OF SERVICE DURING PERIOD FOR WHICH RECOMMENDED. GIVE COMPLETE DESCRIPTION OF TECHNICAL OR SPECIALIZED POSITIONS, INCLUDING DATES OF ASSIGNMENT AND RELIEF. WHAT DID THE INDIVIDUAL DO THAT MERITED THE AWARD? WHY WAS THIS OUTSTANDING WHEN COMPARED TO OTHERS OF LIKE GRADE AND EXPERIENCE IN SIMILAR POSITIONS? INDICATE RESULTS OF ACHIEVEMENT OR SERVICE.	
<p>Reference is made to the attached memorandum dated 1 November 1958, which is the summary excerpted from the report of the operation submitted on that date.</p> <p>Upon receipt of information, 2 July 1958, that a member of the Soviet Foreign Office in Moscow had mentioned to one of the American Embassy staff members that the Soviets had knowledge of the crew of the missing C-118, Mr. McCord was appointed head of a team of men from Headquarters to proceed immediately to Germany to plan for and debrief the crew of the C-118 in case they were released.</p> <p>At Wiesbaden, acting upon police guidance received from Headquarters, Mr. McCord made detailed plans for the interrogation of crew members; prepared news releases and made plans for the handling of the press; arranged for reunion of the crew members with their families; and arranged medical examinations, all with the view toward avoiding publicity or incidents which might reveal Central Intelligence Agency interest in the highly sensitive nature of the plane's flight.</p> <p>When the crew arrived at Wiesbaden, Mr. McCord directed the over-all interrogations and participated in portions of the interrogation of the crew members himself. He prepared cables and dispatches for Headquarters as well as the over-all report of the debriefing of the crew. He briefed the crew members regarding their conduct before the press. He also assisted in the plans for the return of the crew members to Washington, all of which entailed around-the-clock work.</p> <p>Upon return to Washington, Mr. McCord directed the detailed debriefing of the crew, covering all aspects of possible compromise of security of CIA personnel, operations, and cover unit activities, as well as various positive intelligence and counter-intelligence matters. Final reports were prepared and Mr. McCord participated in briefings of the DCI, DDCI, and various Air Force and Defense Department officials.</p> <p>The ingenuity, foresight, planning and guidance exercised by Mr. McCord from the time the team first left for Europe, through the initial debriefing, and then in following through in the debriefings back at Headquarters, resulted in rapid and thorough interview of the crew members, assessment of the compromise to the Agency, and determination of appropriate action needed by the Agency to counter such compromise. His performance in that instance was of the highest degree and did much credit to this Agency in the highly professional manner in which it was performed.</p>	
RELATED POSITION OF PERSON INITIATING RECOMMENDATION TO PERSON BEING RECOMMENDED	NAME, POSITION TITLE, AND GRADE OF PERSON MAKING RECOMMENDATION
Head of Office	Sheffield Edwards Director of Security GS-18
LIST OF ENCLOSED DOCUMENTS ACCORDING TO REPORT	SIGNATURE
Summary memorandum excerpt from report dated 1 November 1958	DATE
	18 December 1958

S E C R E T

1 November 1958

SUBJECT: American C-118 Aircraft Downed in Soviet
Azerbaijan 27 June 1958 by Soviet MIG-17's

On 27 June 1958, a C-118 cargo plane, assigned to the U. S. Air Force in Wiesbaden, was fired on and forced down near Gendarkh, Soviet Azerbaijan. The plane was carrying nine U. S. airmen, three of whom are assigned to this Agency. They are Colonel Dale D. Brannon, Major Robert E. Crans and Major Bennie A. Shupe. The other six men were regular Air Force members assigned to Wiesbaden, Germany. The nine men were en route from Wiesbaden to Teheran and Pakistan on a flight carrying cargo for CIA. Col. Brannon and Major Crans were planning to get off the plane in Teheran had the plane remained on course.

The plane, while en route to Teheran from Nicosia and as a result of bad weather and navigation error, went off its plotted course and crossed into Soviet Armenia. There it was intercepted and fired on by three MIG-17's and caught fire in the left wing. Five of the crew bailed out and the other four rode the aircraft down to a safe landing on a small airstrip at Gendarkh in Soviet Azerbaijan. The crew members who had remained on the plane to its landing got out safely and the plane was burning fiercely when the crew last saw it. The part of the crew that parachuted was surrounded by Soviet peasants, some of whom beat and struck at the crew members. One of the men, Major Bennie Shupe, CIA employee, was taken by the mob to a telephone pole and narrowly escaped hanging before being rescued by the Soviet military.

Major Shupe and the remainder of the crew were turned over to the Soviet military, and after an overnight stay in a Soviet military garrison near Stepanakert were taken to a city believed to be Yevlakh, and then flown to Baku, Russia. There they underwent interrogation by Soviet intelligence officers, at least one of whom had served in the United States, as a Soviet Purchasing Commission employee 1943-45, and later in Canada in 1949-55 as First Secretary of the Soviet Embassy. This RIS officer, Vladimir Bourdine, later served in 1955 as a personal interpreter for Khrushchev in a meeting with Prime Minister Nehru of India. Bourdine interrogated Colonel Brannon of CIA at considerable length during the period 30 June - 3 July 1958, while the crew was imprisoned in the MVD Headquarters building in Baku. Following their individual interrogations, the crew members were required to appear separately before a Commission of Soviet officials at the Baku MVD Headquarters who questioned them about the border violation by the C-118 aircraft, and requested them to sign statements attesting that they had been well-treated and received adequate medical care by the

S E C R E T

S E C R E T

Soviets. The inquiry by the Commission was perfunctory and did not involve an interrogation in the intelligence sense. The crew was then transported to Astara on the Soviet-Iranian border on 7 July 1958 and turned over to the American Air Attache.

On 2 July 1958 this Agency received information indicating that the Soviets might be considering releasing the nine fliers. Since no date or place of release was indicated, cables were sent to the various peripheral CIA stations around the Soviet border indicating the possibility of impending release. The Air Force agreed to alert its Air Attaches in the same areas of the possibility of impending release. At the same time a team of Agency personnel, including a medical officer, an Air Maritime officer, and two representatives of the Security Office were dispatched to Wiesbaden from Headquarters in anticipation of the release of the fliers. Three hours after the team arrived in Germany, the place of release was learned from the Soviets to be Astara on the Soviet-Iranian border, and a USAFE plane was dispatched that night from Wiesbaden with the Air Maritime team member aboard destined for Teheran to await the turnover of the American fliers at Astara. The fliers were turned over on 7 July 1958, were immediately flown to Wiesbaden, Germany where an initial joint CIA-AF debriefing of them was begun, and where initial press interviews were held, following careful briefing of the crew as to the text and limitations to be observed. Two days later, two members of the crew, one of whom was Major Shupe, a CIA employee, were permitted to give an interview to the Paris representative of Time-Life. Members of the CIA team were present during these press interviews, under appropriate cover arrangements, to furnish guidance to the CIA personnel.

Following the initial debriefing, the entire crew was flown to Washington, D. C. on 18 July 1958, for a more extended debriefing. These debriefings were completed on 6 August 1958 and covered the various aspects of possible compromise of the security of CIA personnel, operational and cover units activities, as well as various positive intelligence and counter-intelligence matters.

The three CIA men aboard the plane were extremely knowledgeable of highly sensitive Agency operational activities and of the identities of numerous CIA personnel. Colonel Brannon, as Commander of the CIA Air Support Operations in Europe, was knowledgeable of CIA operational activities on a world-wide basis, with many of these projects being extremely sensitive. Colonel Brannon and Major Robert Crans each carried briefcases containing classified material, and Brannon carried an address book containing several names, addresses and telephone numbers of CIA personnel and cover units. The two briefcases are believed to have been destroyed by the fire in the aircraft after landing. The address book of Brannon was taken from him by the Soviet

SECRET

peasants on landing and was later turned back to him by the Soviet Commission members at Baku. Neither he nor other members of the crew were questioned about either of the briefcases, their contents, nor about the address book and its contents. We assume that the Soviets have or will process the names in the address book through their Moscow files. Some of the other crew members carried personal notations in their wallets relating to a few other CIA personnel.

We have received no indications that Colonel Brannon or the other crewmen were drugged or otherwise tampered with by the Soviets. Brannon and some of the others did receive shots the first night and second day from the Soviet military for their wounds and burns; however, these shots are believed to have been for legitimate medical reasons.

The substance of the questioning, treatment and techniques of interrogation has been exhaustively explored with all the crew members in the course of the debriefings. In summation, the interrogations of the crew members were superficial and do not appear to have been backed up by close coordination and communication with Moscow for intelligence research purposes. It is possible that the quick acknowledgment by the Soviet Foreign Office of the landing of the C-118 in Soviet territory precluded the KTD from fully exploiting the crew members. Colonel Brannon and Captain Kane were separated from the group and given preferred treatment, apparently with the intention of developing them for information purposes. We are convinced that both men handled themselves extremely well and did not disclose any information concerning the Agency or its activities.

To date we have no indication that the Soviets knew at the time they interrogated the crew men, that the flight of the C-118 was connected with CIA in any way, nor that they knew three of the men aboard were CIA personnel. We do believe that in time the Soviets, through Brannon's address book, which lists the open Agency telephone number EX 3-6115 below his name on the first page, will connect him and possibly others in the address book with CIA. Since the Soviets questioned him about the 7170th Support Group and the 7405th Support Squadron in Wiesbaden, it is therefore presumed that they will associate those units with this Agency.

In addition to this report, debriefings of the crewmen were taped and typed, which will total some 7,000 - 9,000 pages when completed, are being distributed to the CI Staff and

14-00000

S E C R E T

other interested components of this Agency as they are completed. Questions were solicited by this Office of all interested components, in order to cover all matters in the debriefings of interest to the Agency. Careful arrangements have been made with the Air Force in order that Agency interests will be adequately protected and proper security will be maintained in the handling of information and reports derived from the debriefings, and so that no compromise of the Agency interest in the flight of the C-118 will be made to the press.

CONCLUSIONS:

- A. It is our opinion that the possible compromises arising out of this incident are relatively minor in nature and that no major compromises occurred.
- B. That the Soviets "missed" on the true nature of the flight and personnel of the C-118.
- C. That the reasons the crew members were given an early release were as follows:
 1. Primarily, the Soviet interrogators failed to use all of the leads at their command, particularly Brannon's address book, and failed to break the crewmen through interrogation.
 2. The crew did not inadvertently disclose through interrogations, the purpose of their flight, its relation to the Agency and that of three of its crew to CIA.
 3. The Soviets apparently failed to check out the names and other data in Brannon's address book through their files prior to release of the crew.
 4. No incriminating information or material was immediately recovered from the burned aircraft.
 5. Several of the crew destroyed incriminating building passes and notations in their wallets while on their way down in their parachutes, or immediately after landing in their chutes.
 6. There were either no leaks or insufficient leaks of incriminating information through any room conversations at Baku among the crew, which may have been monitored by the Soviets, or such conversations as there may have been were not properly interpreted, or interpreted soon enough to tip the Soviets that there was something unusual about the flight or the crew.

SECRET

7. The crew members were all in uniform and not in mixed civilian and Air Force clothing, which properly established their cover.
 8. Sufficient pressures were exercised by Agency, State, Air Force, and Executive action upon the Soviets to effect the release of the crew as soon as possible.
 9. A factor that probably had an important bearing was the early acknowledgment by the Soviet Foreign Office of the downing of the aircraft and the attempts by the Soviets in the early stages to make this appear as a deliberate violation of the Soviet air frontier. This tended to take the "play" away from the MVD and military intelligence. In addition, this Government was stepping up the pressure for the release of the nine Army personnel who landed in East Germany in a helicopter, and the Soviets probably had no desire to create a duplicate of this incident.
 10. Safeguards taken by the Agency and the Air Force were such that there was no leak to the press, during the crew's internment, of the fact that there was an intelligence connection of the flight and crew of the C-118.
- D. That it is not believed, based on the evidence at hand, that the crew was drugged or otherwise tampered with medically.
- E. That there are valuable points of guidance from a cover, operations, policy and code of conduct standpoint which can be gathered from experiences of these crewmen in the hands of the Soviets and can aid the Agency and its personnel in any future situation of a similar nature in which the Soviet military and RIS interrogators are encountered.

ACTION TAKEN TO SAFEGUARD AGENCY INTEREST IN THIS MATTER:

- A. All possible steps were taken during the period immediately preceding and immediately after the release of the crew to effect the minimum of publicity and to safeguard and limit such publicity as was given out, in order to avoid disclosing the CIA connection of the flight and some of its crew.
- B. Throughout the entire debriefing process in Germany and in the U. S., the maximum care has been taken to safeguard the information taken by transcript and classify it so that there would be access to the information therein on a need-to-know basis and by only properly cleared persons.

S E C R E T

- C. Steps were taken immediately by the German Station after the downing of the C-118 to change the combinations of the safes and locks in the buildings to which the crew had access.
- D. The three men from this Agency who were aboard the flight, Brannon, Crans and Shupe, and the aircraft commander, Lyles, are being removed from the German area, being returned to the U. S. The three CIA crewmen are being returned to duty with the Air Force from the Agency.
- E. Steps are continuing to be taken to properly safeguard Agency interests and personnel in regard to names of Agency personnel who appeared in Brannon's address book or in other notations appearing in any papers carried by other members of the crew.

RECOMMENDATIONS:

- A. Continue to take all possible steps to prevent any disclosure to any unauthorized persons, particularly the press, about the CIA personnel aboard the C-118, or the true nature of the flight.
- B. Continue to take all possible steps to change the cover designation of the units appearing in Brannon's address book to prevent any further compromise of these units.
- C. Permit no further publicity about the flight itself, in order to minimize the possibility of the press learning of the CIA interest in the flight of the C-118.
- D. Carefully follow all matters relating to the International Court of Justice interest in this flight, in order to prevent any compromise of Agency interests.

SECRET
(When Filled In)

15-8124	LANGUAGE DATA RECORD			
PART I-GENERAL				
1. NAME (Last-First-Middle) McCord James W Jr	2. DATE OF BIRTH (25-30) <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">MONTH JAN</td> <td style="width: 33%;">DAY 26</td> <td style="width: 33%;">YEAR 24</td> </tr> </table>	MONTH JAN	DAY 26	YEAR 24
MONTH JAN	DAY 26	YEAR 24		
3. LANGUAGE (31-33) Russian 654	4. TODAY'S DATE (34-39) <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">MONTH Nov</td> <td style="width: 33%;">DAY 18</td> <td style="width: 33%;">YEAR 58</td> </tr> </table> 5. <input type="checkbox"/> I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE	MONTH Nov	DAY 18	YEAR 58
MONTH Nov	DAY 18	YEAR 58		
PART II-LANGUAGE ELEMENTS				
SECTION A. Reading (40)				
1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.				
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.				
3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY.				
<input checked="" type="checkbox"/> 4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.				
5. I HAVE NO READING ABILITY IN THE LANGUAGE.				
SECTION B. Writing (41)				
1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.				
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.				
3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, ABBRVED STYLE, USING THE DICTIONARY OCCASIONALLY.				
<input checked="" type="checkbox"/> 4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, ABBRVED STYLE, USING THE DICTIONARY FREQUENTLY.				
5. I CANNOT WRITE IN THE LANGUAGE.				
SECTION C. Pronunciation (42)				
1. MY PRONUNCIATION IS NATIVE.				
2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.				
3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.				
<input checked="" type="checkbox"/> 4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.				
5. I HAVE NO SKILL IN PRONUNCIATION.				
CONTINUE ON REVERSE SIDE				

FORM NO. 444C
1 FEB 57

SECRET

(4-65)

CONTINUATION OF PART II—LANGUAGE ELEMENTS

SECTION D.

Speaking (43)

1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I SUPPLY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
- ☒ 4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

SECTION E.

Understanding (44)

1. I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
2. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND PUNS.
3. I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.
- ☒ 4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

PART III—EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3. BOTH OF THE ABOVE STATEMENTS APPLY.
- ☒ 4. NONE OF THE ABOVE STATEMENTS APPLY.

PART IV—CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 25-115, PAR. 1C(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED

17 Nov 58

SIGNATURE

James W. McGold Jr.

CLASS

C

E

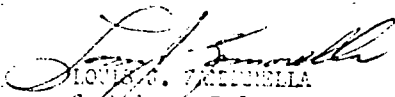
HEADQUARTERS
USAF, HHS, OFFICE OF THE SECRETARY OF THE AIR STAFF
(FIELD EXTENSION)
Washington 25, D.C.

C E R T I F I C A T E

I concur in the Reserve assignment of James W. McCord, Jr.
Captain AO 2 099 263 with this organization. In the
(Grade) (SN)
event of partial or full mobilization, he will be made available for active
military service.

I certify that no delay in his entry on active duty will be requested
by this employing agency if he is ordered to active military service during
a period of mobilization.

Date: 12 Jan 1956


LOUIS G. ZAMBELLA
Captain, Infantry
Mobilization Training Officer

14-00000

SECRET



CENTRAL INTELLIGENCE AGENCY

WASHINGTON 25, D. C.

OFFICE OF THE DIRECTOR

9 DEC 1955

MEMORANDUM FOR: James W. McCord, Jr.

SUBJECT: Notification of Membership in the Career Staff

1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 22 August 1954.
2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.
3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds
Chairman, CIA Selection Board

Noted:

Date: 10 January 1956

SECRET

CAREER SERVICE QUESTIONNAIRE

SECTION I

(To be completed by employee)

NAME - (Last) McCORD,		(First) James W.		(Middle)	AGE 30	GRADE GS-13	NO. OF MOS. IN GRADE 2	CAREER DESIGNATION Security
STAFF OR DIVISION Office of Director of Security				BRANCH Special Assistant to Director of Security				
NO. OF MOS. IN PRESENT POSITION 10		NO. OF MOS. IN OSS		NO. OF MOS. IN CIG		NO. OF MOS. IN CIA 36		

DATA ON ALL PERMANENT DUTY OVERSEAS OR IN U.S. FIELD (Include any TDY during last two years)

APPROXIMATE DATES OF SERVICE		LOCATION	STATION	TDY	PCS	COMMENTS
FROM	TO	COUNTRY				
August 1951	June 1953	U.S.	San Francisco Field Office		X	

INDICATE WILLINGNESS TO SERVE TOUR OF DUTY OVERSEAS PCS

A ☒ YESB ☐ ONLY UNDER CERTAIN CONDITIONSC ☐ NO

INDICATE ASSIGNMENT PREFERENCE IF PRECEDING ANSWER IS "A" OR "B"

PREFERENCE	COUNTRY	STATION	TYPE OF POSITION
1ST	Japan	Tokyo	Security
2ND	Germany	Frankfurt	Security
3RD	South America	Rio de Janeiro	Security

IF ANSWER ABOVE IS "B," STATE CONDITIONS. IF ANSWER ABOVE IS "C," EXPLAIN YOUR REASONS

INDICATE GEOGRAPHIC AREAS OVERSEAS IN WHICH YOU WILL NOT SERVE AND EXPLAIN REASONS

None

INDICATE RELATIONSHIP AND AGE OF EACH DEPENDENT TO BE MOVED OVERSEAS

Wife - 26 Daughter - 9 yrs.
 Son - 2

INDICATE KNOWN MEDICAL RESTRICTIONS WHICH THE AGENCY HAS IMPOSED ON YOUR SERVICE

None

SECRET

INDICATE ANY UNUSUAL CIRCUMSTANCES CONCERNING DEPENDENTS (old age, chronic illness, need for special educational facilities, etc.) OR ANY UNUSUAL PERSONAL SITUATION WHICH WOULD AFFECT YOUR OVERSEAS ASSIGNMENT

None

DESCRIBE TYPES OF HEADQUARTERS AND U.S. FIELD POSITIONS FOR WHICH YOU WOULD LIKE TO BE CONSIDERED AND THE ORGANIZATIONAL COMPONENT IN WHICH YOU WOULD LIKE TO SERVE

Security assignments in same or similar position as my present assignment.

REMARKS

DATE 30 August 1954

SECTION II (To be completed by employee's supervisor)

INDICATE APPROXIMATE TIME (MONTHS) WHEN EMPLOYEE CAN BE MADE AVAILABLE FOR OVERSEAS SERVICE 9 mos

INDICATE APPROXIMATE TIME (MONTHS) WHEN EMPLOYEE CAN BE MADE AVAILABLE FOR ANOTHER HEADQUARTERS OR U.S. FIELD ASSIGNMENT 3 mos

COMMENTS ON AVAILABILITY AND EMPLOYEE'S PREFERENCE FOR NEXT ASSIGNMENT

Do not contemplate considering for rotation for one year.

DATE 10 Sept 54

PERMANENT OFFICER WILL FORWARD ORIGINAL TO OFFICE OF PERSONNEL AND FIRST COPY TO APPROPRIATE CAREER SERVICE BOARD

SECRET

•V2• OF CONFIDENTIAL VALUE 0144021

JAMES W. McCOORD, JR.

27 August 1951

14 September 1951

FOR THE

A. F. Henry

3 October

1

CERTIFICATION:

This is to certify that I personally witnessed James Walter McCord, Jr., subscribe his signature to these papers on this date.

24 August 1951

Ervin W. Schmidt

Ervin W. Schmidt

OFFICE 145	DIVISION
BRANCH	SECTION

1 FEDERAL CIVILIAN SERVICE (BEGIN WITH THIS AGENCY AND FOLLOW IN REVERSE CHRONOLOGICAL ORDER)

506 - 277/15
12/27/15
New York City

Total Civilian Service

11 MILITARY SERVICE (INCLUDE ONLY PERIODS OF ACTIVE DUTY; DO NOT INCLUDE TERMINAL LEAVE)

Total Military Service

PII CERTIFICATION

I hereby certify that the above Civilian and Military service is complete and accurate to the best of my knowledge.

~~21 December 1951~~
244

SIGNATURE OF IMPROVER

BY ADAMS: (CONCERNING ABOVE SERVICE)

FOR PERSONNEL OFFICE USE ONLY

TOTAL MILITARY SERVICE

COPIES	DATE	YEAR
--------	------	------

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
---	---	---	---	---	---	---	---	---	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	-----

130

NOT BE CONTINUED ON NON-CITIZABLE OFFICIAL SIDE

666

SECRET

PERSONNEL QUALIFICATION QUESTIONNAIRE

128134

1. Serial No. (no entry)	2. NAME: (last) (first) (middle) McGord James W., Jr.			3. Office R-50
4. Date of Birth 20 January 1921	5. Sex: <input checked="" type="checkbox"/> male (1) <input type="checkbox"/> female (2)	Marital Status <input type="checkbox"/> Nr. Dependents <input type="checkbox"/>		6. Employment Date: 22 August 1951
7. Citizenship: <input checked="" type="checkbox"/> U.S. <input type="checkbox"/> Other	8. Acquired By: (1) <input checked="" type="checkbox"/> Birth (2) <input type="checkbox"/> Marriage (3) <input type="checkbox"/> Naturalization (4) <input type="checkbox"/> Other (specify) Year U.S. citizenship acquired, if not by birth			

SEC. I. EDUCATION

1. Extent: (circle one)

1. Less than high school	4. Two years college, or less	8. Masters degree
2. High school graduate	5. Over two years, no degree	9. Doctors degree
3. Trade, Business or Commercial school graduate	6. Bachelor degree	
	7. Post-graduate study (minimum 8 sem. hrs.)	

2. College or University Study:

Name and location of College or University	Major	Minor	Dates att'd		Yrs Compl		Degree Recd		Sem Hrs
			From	To	Day	Night	Title	Date	
University of Texas at Austin, Texas	Engineering		1/2	12/1953	4		B.S. in Eng.	1/59	120
Kilgore College, Kilgore, Texas	Engineering		2/54	7/54	1 sem		n one		16
Lawrence Univ., Oakland, Calif	Law		1/52	7/51	1 sem		n one		8

3. Trade, Commercial, and Specialized Training:

School	Attendance Dates			Study or Specialization
	From	To	Tot. mo's	

CODED

DATE 20 JUL 1954

4. Military, Intelligence or Investigative training (full time duty as a student in specialized schools such as intelligence, communications, ordnance disposal, etc.)

School	Attendance Dates			Study or Specialization
	From	To	Tot. mo's	
U.S. Army Air School, Ft. Rucker, Ala.	6/51	7/51	1	Operation of 52 bandion and navigation part of Air Corps
Intelligence School, Lowry Air Force Base, Colo.	1/52	7/52	6 weeks	Air Force Intelligence Officer in Training Course
Intelligence School, Lowry Air Force Base, Colo.	7/52	11/52	4	Special Agent (Investigator) Radio Operator Monitor

SECRET

SECRET

SEC. II. WORK EXPERIENCE

1. State the nature of duties performed with this organization, starting with your present position. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to adequately describe your duties.

From <u>6/1</u> To <u>12/31</u> Tot. mos. <u>1</u>	Description of Duties: <u>Express for defense in year 1 and year 2</u>
Grade <u>GS-11</u> Salary <u>20,000</u>	
Office <u>I-60</u>	
Position	
Title: <u>Technical Officer, Technical</u>	
Duty	
Title: <u>General</u>	Duty Station, if overseas:
From <u> </u> To <u> </u> Tot. mos. <u> </u>	Description of Duties:
Grade <u> </u> Salary <u> </u>	
Office <u> </u>	
Position	
Title: <u> </u>	
Duty	
Title: <u> </u>	Duty Station, if overseas:
From <u> </u> To <u> </u> Tot. mos. <u> </u>	Description of Duties:
Grade <u> </u> Salary <u> </u>	
Office <u> </u>	
Position	
Title: <u> </u>	
Duty	
Title: <u> </u>	Duty Station, if overseas:
From <u> </u> To <u> </u> Tot. mos. <u> </u>	Description of Duties:
Grade <u> </u> Salary <u> </u>	
Office <u> </u>	
Position	
Title: <u> </u>	
Duty	
Title: <u> </u>	Duty Station, if overseas:
From <u> </u> To <u> </u> Tot. mos. <u> </u>	Description of Duties:
Grade <u> </u> Salary <u> </u>	
Office <u> </u>	
Position	
Title: <u> </u>	
Duty	
Title: <u> </u>	Duty Station, if overseas:

SECRET

SECRET

SEC. II. WORK EXPERIENCE (CONT'D.)

2. Previous Employment: Describe your previous work experience in sufficient detail to permit full recognition of your qualifications. Include military work experience. List last position first.

From <u>7/1</u> To <u>7/1</u> Tot. mo's <u>12</u> Classification Grade (if in Federal Service) <u>GS-11</u> Salary <u>\$11,000</u> Number and Class of Employees Supervised: <u>one person</u> Employer <u>NSA</u> Kind of Business or organization (i.e., paper products mfr, public utility) <u>NSA</u>	Exact Title of your position <u>Chief Clerk</u> Description of Duties: <u>to the Chief Clerk</u> _____ _____ _____ _____ Duty Station if overseas: _____
From <u>7/1</u> To <u>7/1</u> Tot. mo's <u>12</u> Classification Grade (if in Federal Service) <u>GS-11</u> Salary <u>\$11,000</u> Number and Class of Employees Supervised: <u>one person</u> Employer <u>NSA</u> Kind of Business or organization (i.e., paper products mfr, public utility) <u>NSA</u>	Exact Title of your position <u>Chief Clerk</u> Description of Duties: <u>to the Chief Clerk</u> _____ _____ _____ _____ Duty Station if overseas: _____
From <u>7/1</u> To <u>7/1</u> Tot. mo's <u>12</u> Classification Grade (if in Federal Service) <u>GS-11</u> Salary <u>\$11,000</u> Number and Class of Employees Supervised: <u>one person</u> Employer <u>NSA</u> Kind of Business or organization (i.e., paper products mfr, public utility) <u>NSA</u>	Exact Title of your position <u>Chief Clerk</u> Description of Duties: <u>to the Chief Clerk</u> _____ _____ _____ _____ Duty Station if overseas: _____
From <u>7/1</u> To <u>7/1</u> Tot. mo's <u>12</u> Classification Grade (if in Federal Service) <u>GS-11</u> Salary <u>\$11,000</u> Number and Class of Employees Supervised: <u>one person</u> Employer <u>NSA</u> Kind of Business or organization (i.e., paper products mfr, public utility) <u>NSA</u>	Exact Title of your position <u>Chief Clerk</u> Description of Duties: <u>to the Chief Clerk</u> _____ _____ _____ _____ Duty Station if overseas: _____
From <u>7/1</u> To <u>7/1</u> Tot. mo's <u>12</u> Classification Grade (if in Federal Service) <u>GS-11</u> Salary <u>\$11,000</u> Number and Class of Employees Supervised: <u>one person</u> Employer <u>NSA</u> Kind of Business or organization (i.e., paper products mfr, public utility) <u>NSA</u>	Exact Title of your position <u>Chief Clerk</u> Description of Duties: <u>to the Chief Clerk</u> _____ _____ _____ _____ Duty Station if overseas: _____
From <u>7/1</u> To <u>7/1</u> Tot. mo's <u>12</u> Classification Grade (if in Federal Service) <u>GS-11</u> Salary <u>\$11,000</u> Number and Class of Employees Supervised: <u>one person</u> Employer <u>NSA</u> Kind of Business or organization (i.e., paper products mfr, public utility) <u>NSA</u>	Exact Title of your position <u>Chief Clerk</u> Description of Duties: <u>to the Chief Clerk</u> _____ _____ _____ _____ Duty Station if overseas: _____
From <u>7/1</u> To <u>7/1</u> Tot. mo's <u>12</u> Classification Grade (if in Federal Service) <u>GS-11</u> Salary <u>\$11,000</u> Number and Class of Employees Supervised: <u>one person</u> Employer <u>NSA</u> Kind of Business or organization (i.e., paper products mfr, public utility) <u>NSA</u>	Exact Title of your position <u>Chief Clerk</u> Description of Duties: <u>to the Chief Clerk</u> _____ _____ _____ _____ Duty Station if overseas: _____

SECRET

SECRET

SEC. II. WORK EXPERIENCE (CONT'D)

3. Special Work Experience: Check any of the following organizations by which you may have been employed.

- | | |
|--|--|
| 01 <input type="checkbox"/> U.S. Secret Service | 24 <input type="checkbox"/> Air Force A-2 |
| 02 <input type="checkbox"/> Civil Police | 25 <input type="checkbox"/> Foreign Economic Admin. |
| 03 <input type="checkbox"/> Military Police | 26 <input type="checkbox"/> Counter Intelligence Corps |
| 04 <input type="checkbox"/> U.S. Border Patrol | 27 <input type="checkbox"/> Immigration & Naturalization |
| 05 <input type="checkbox"/> U.S. Narcotics Squad | 28 <input type="checkbox"/> Strategic Services Unit |
| 06 <input type="checkbox"/> FBI | 29 <input type="checkbox"/> Foreign Service, State Dept. |
| 07 <input type="checkbox"/> Criminal Investigation Div. | 30 <input type="checkbox"/> Central Intelligence Group |
| 21 <input type="checkbox"/> Office of Naval Intelligence | 31 <input type="checkbox"/> Armed Forces Security Agency |
| 22 <input type="checkbox"/> Office of War Information | 32 <input type="checkbox"/> Coordinator of Information |
| 23 <input type="checkbox"/> Army G-2 | 33 <input type="checkbox"/> Office of Facts & Figures |
| 20 <input type="checkbox"/> Office of Strategic Services | 34 <input type="checkbox"/> Board of Economic Warfare |
| | 35 <input type="checkbox"/> Federal Communications Comm. |

SEC. III. FOREIGN LANGUAGES

List below the foreign languages in which you have some competence. Be sure to include uncommon modern languages. Check (X) your competence and how acquired.

LANGUAGE	COMPETENCE						HOW ACQUIRED			
	Equivalent to Native Fluency *	Fluent but obviously Foreign *	Adequate for Research **	Adequate for Travel	Limited Knowledge		Native of Country	Prolonged Residence	Contact (Parents, etc.)	Academic Study

* If you have checked 'Fluent' for a language that has significant difference in spoken and written form (e.g., Arabic), explain your competence herein _____

**Specialized Language Competence: Describe ability to do specialized language work involving vocabularies and terminology in the scientific, engineering, telecommunications, and military fields. List the language with the type of specialty. _____

SECRET

SECRET

SEC. IV. AREA KNOWLEDGE

1. List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military, commercial or professional work assignment.

Country or Region	Dates of Residence, Study Etc.	Manner in Which Knowledge Was Acquired (check (X) one)		
		Residence	Travel	Study
None				

2. **Specialized Knowledge of Area**

List specialized knowledge of foreign country such as knowledge of terrain, coasts and harbors, utilities, railroads, industries, political parties, etc., gained as a result of study or work assignment. Include name of employer or organization.

Country	Type of Knowledge	How and When Gained

SEC. V. TYPING AND STENOGRAPHIC SKILLS (PRESENT UTILIZATION)

Skill	Per Cent of Time Used	Not Used	WPM (Approximate Proficiency)	Prefer Assignment Using Skill Ottener	
Typing	1. . .	2. . .	1. . .	1. Yes	2. No
Shorthand	1. . .	2. . .	1. . .	1. Yes	2. No
Shorthand System: 1. Manual 2. Machine 3. Speedwriting.					

SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

1. Licenses: List any licenses or certification such as teachers, pilot, marine, etc. _____	2. Hobbies: List any hobbies such as sailing, skiing, writing, or other special qualifications. _____
_____	_____
_____	_____

SEC. VII. PROFESSIONAL AND ACADEMIC HONORS

List any professional or academic associations or honorary societies in which you hold membership. _____

SECRET

SECRET

SEC. VIII. PUBLICATIONS

List below the type of writing (non-fiction: professional or scientific articles, general interest subjects, current events, etc; fiction: novels, short stories, etc.) of any published materials of which you were author or co-author.

None

SEC. IX. INVENTIONS

Describe any devices you have invented as to type of work for which intended and whether patented.

Device	Patented	
None	(1) Yes	(2) No
	(1) Yes	(2) No
	(1) Yes	(2) No

SEC. X. TESTS (Within present organization)

Describe below the type of tests which you have taken.

Type of Test	Date Taken
None	

SEC. XI. PHYSICAL HANDICAPS

List any physical handicaps you may have.

None

SEC. XII. OVERSEAS ASSIGNMENT

Are you willing to accept periodic tour of duty overseas?

(1) 2 year Tour 7 (2) 4 year Tour yes (3) Not interested

SEC. XIII. WORK ASSIGNMENT

In view of your total experience and education, for what assignment do you think you are best qualified?

Overseas assignment

SECRET

SECRET

SEC. XIV. MILITARY STATUS

1. Present Draft Status
 Have you registered under the Selective Service Act of 1948? Yes No.
 If yes, indicate your present draft classification V-A

2. Present Reserve or National Guard Status
 Do you now have Reserve or National Guard Status Yes No.
 If yes, complete the following. X

1. National Guard
 2. Air National Guard
 3. X Active Reserve Status (member of organized unit)
 4. Inactive Reserve Status

Service Grade Serial Number
 Reserve Unit with which currently affiliated 1st Lt. AD-2009063
 Service Mobilization Assignment, if any 1st Lt. S. D. A. (O A S)
 Location of Service Records, if known

SEC. XV. TRAINING

List the training courses or subjects you have taken in this organization.

Course or Subject	(from) Dates (to)	Hours
U.S. Army Airborne Course	1/1/7-2/1/7	120

SEC. XVI. REMARKS

Use this space to indicate any other qualifications you may have which you do not describe above.

DATE 10 November 1962

SIGNATURE

SECRET

RESIDENCE AND DEPENDENCY REPORT

INSTRUCTIONS: Submit in triplicate when ordered overseas and whenever designated place of residence or marital or dependency status changes. IMPORTANT in determining travel expenses allowable in connection with leave at Government expense, return to residence upon separation, and in determining transportation expenses allowable in connection with shipment of remains of employee or member of family.

NAME OF EMPLOYEE

McCond, James Walter Jr.

RESIDENCE DATA

PLACE OF RESIDENCE WHEN APPOINTED TO SERVICE

LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (IF APPOINTED ABROAD)

820 Kessler Ave. Alhambra, Calif.

PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT OR LEGAL RESIDENCE

Austin, Texas

MARITAL STATUS

☐ SINGLE

PLACE OF MARRIAGE

☒ MARRIED

Alhambra, Texas

DATE OF MARRIAGE

☐ DIVORCED

PLACE OF DIVORCE DECREE

MAY 30, 1948

DATE OF DIVORCE DECREE

☐ WIDOWED

PLACE SPOUSE DIED

DATE SPOUSE DIED

MEMBERS OF FAMILY (DEPENDENTS ONLY)

IDENTIFICATION OF MEMBERS OF IMMEDIATE FAMILY

RELATIONSHIP

DATE OF BIRTH

Sarah Ruth McCond

Wife

April 12, 1926

August 22, 1951

DATE

James Walter McCond Jr.

SIGNATURE

CENTRAL INTELLIGENCE AGENCY

2430 E STREET NW.

WASHINGTON 25, D. C.

Date 22 August 1951

Dear Mr. McCord:

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

Position: GS-11

Base Salary: \$5400 per annum

2. You will be:

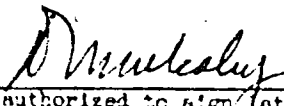
a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.

b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.

c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.

3. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

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


Official authorized to sign letters of appointment

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

James Walter McCord Jr.
Employee

22 August 1951
Date

Form No. 51-105
June 1948

APPOINTMENT AFFIDAVITS

IMPORTANT.—Before swearing to these Appointment affidavits, you should read and understand the attached information for appointees

Central Intelligence Agency

(Department or agency)

(Bureau or division)

(Place of employment)

I, James Walter McCord, Jr., do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, **SO HELP ME GOD.**

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

22 August 1951

(Date of entrance on duty)

James Walter McCord, Jr.
(Signature of appointee)

Subscribed and sworn before me this _____ day of _____, A. D. 19____,

at _____ (City) _____ (State)

[SEAL]

[Signature]
(Signature of officer)
(Title)

NOTE. If the oath is taken before a Notary Public the date of expiration of his commission should be shown.

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO
A ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
B ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? <i>If your answer is "Yes", give details in Item 10.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
C DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? <i>If your answer is "Yes", give in Item 10 reasons for retirement; state its date, official disability, or the reason of voluntary or involuntary separation after 3 years' service; amount of retirement pay, and under what retirement act, and rating, if retired from military or naval service.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
D HAVE YOU FILED APPLICATIONS RESULTING IN THE APPOINTMENT WHERE YOU WERE DISCHARGED OR FORCED TO RESIGN FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<i>If your answer is "Yes", give in Item 10 the name and address of employer, date and reason in each case.</i>	<input type="checkbox"/>	<input type="checkbox"/>
E HAVE YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED \$5 OR LESS OR FINE AND/OR DETENTION OF 15 DAYS OR LESS) SINCE YOU FILED APPLICATIONS RESULTING IN THE APPOINTMENT?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<i>If your answer is "Yes", list all such cases under Item 10. Give in each case: (1) The date of the offense, of the offense or violation; (2) the name and location of the court; (3) the penalty imposed, if any, or other disposition of the case. If appointed, your fingerprints must be taken.</i>	<input type="checkbox"/>	<input type="checkbox"/>

The appointing officer before whom the foregoing certificate is made shall determine if the same complies with the requirements and shall be a recommendation to the Civil Service Act, and with the Civil Service Rules and Regulations and with the Commission pertaining to appointment.

This form should be checked for the listing of duties, position, locality in connection with any record of recent change of record, and particularly for the following:

[illegible]

(3) Age - If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Unless such determination is made, the appointment may not be recommended.

(3) Conspicuous - The appointing office is responsible for observing the citizenship status of all of the Civil Service Units and its appointing acts, items of certificates an affidavit for each person and is a verifiable proof of all requirements in the absence of conflicting evidence. In addition, since the appointing office will not be concerned if any evidence has been declared false the appointing office of the Civil Service Unit must:

(1) Members of Family Members of the Civil Service Act providing that whenever there are already two or more members of a family serving under the Civil Service Act, no other member of the family shall be appointed or promoted to a position in the Civil Service Act, except by promotion or transfer from a position in the Civil Service Act, and no member of the family shall be promoted or transferred to a position in the Civil Service Act, except by promotion or transfer from a position in the Civil Service Act, and no member of the family shall be promoted or transferred to a position in the Civil Service Act, except by promotion or transfer from a position in the Civil Service Act.