

STANDARD FORM 52  
FORM 52 OF THE  
U. S. GOVERNMENT PRINTING OFFICE  
WASHINGTON, D. C. 20540  
MAY 1950 EDITION  
GPO : 1950 O - 475-70-0

# REQUEST FOR PERSONNEL ACTION

VOUCHERED

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed.  
If applicable, obtain resignation and fill in separation date on reverse.

1. NAME (Mr., Mrs., Miss, etc.—One given name, initial(s), and surname)

RANDALL, Frederick Crawford

2. DATE OF BIRTH

28 Oct. 1926

3. REQUEST NO.

4. DATE OF REQUEST

2 Jan. 1953

5. NATURE OF ACTION REQUESTED:

A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)

Excepted Appointment

6. EFFECTIVE DATE  
A. PROPOSED:

2 Jan. 1953

7. C. S. OR OTHER  
LEGAL AUTHORITY

B. POSITION (Specify whether establish, change grade or title, etc.)

D. APPROVED:

5X Jan 53 168

FROM—

8. POSITION TITLE AND  
NUMBER

9. SERVICE, GRADE, AND  
SALARY

10. ORGANIZATIONAL  
DESIGNATION

11. HEADQUARTERS

TO—

Intelligence Officer (OE) BF-322-9

GS-9-102 \$5,060.00 per annum

DD/P

FE/5

Counterespionage Unit

Washington, D. C.

☐ FIELD

☐ DEPARTMENTAL

12. FIELD OR DEPARTMENTAL

☐ FIELD

☒ DEPARTMENTAL

13. REMARKS (Use reverse if necessary)

Slot No. 322 (49-12)

Transfer leave from Unvouchered to Vouchered

14. REQUESTED BY (Name and title)

*R. O. Randall* *car C/F*

15. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)

*V. O. Randall* extension 3363

16. REQUEST APPROVED BY

*David B. Russell*

Signature

Title: *FI/PS*

17. VETERAN PREFERENCE

None	With	Other	5 PT.	10 POINT
				5000 OTHER

18. POSITION CLASSIFICATION ACTION

REL	VICE	L. A.	REAL

19. SEX

20. RACE

21. APPROPRIATION

FROM:

TO:

22. SUBJECT TO C. S.  
RETIREMENT ACT  
(YES - NO)

23. DATE OF APPOINT-  
MENT AFFIDAVITS  
(ACCESSIONS ONLY)

24. LEGAL RESIDENCE

☐ CLAIMED ☐ PROVED  
STATE:

25. STANDARD FORM 50 REMARKS

26. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CIVIL RIGHTS CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMP.	<i>R. O.</i>		
E.			

27. APPROVED BY

*R. Taylor* *Jan 23*

STANDARD FORM 52  
FORM 52-1  
U. S. CIVIL SERVICE COMMISSION  
JANUARY 1950 - FIDELITY PROGRAM  
BUREAU OF PERSONNEL

# REQUEST FOR PERSONNEL ACTION

VOUCH RED

REQUESTING OFFICE: Fill in Items 1 through 12 and A through D except 6B and 7 unless otherwise instructed.  
If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr - Miss - Mrs - One given name, initials, and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
Frederick C. RANDALL	28 Oct 1926		15 Oct 1953
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)		6. EFFECTIVE DATE A. PROPOSED	7. C. S. 20 OTHER LEGAL AUTHORITY
Promotion			
8. POSITION (Specify whether establish, change grade or title, etc.)		9. APPROVED: 20 DEC 1953	

FROM: Intelligence Officer (CE) 4-3-11	10. POSITION TITLE AND NUMBER	TO: Intelligence Officer (CE) 4-3-21-11
GS-9 \$5,060.00 p/a	11. SERVICE, GRADE, AND SALARY	GS-11 \$5,940.00 p/a
DDP/FE Counterespionage Unit	12. ORGANIZATIONAL DESIGNATION	DDP/FE Counterespionage Unit
Washington, D. C.	13. HEADQUARTERS	Washington, D. C.
<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	14. FIELD OR DEPARTMENTAL	<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL

15. REMARKS (Use reverse if necessary)

Form 59-44 attached.

16. REQUESTED BY (Name and title)		17. REQUEST APPROVED BY	
for Clarence E. Witt, FA Personnel		Signature: Doris B. Powell	
18. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)		Title: FI/CMO	
Christina Collins X-3363			
19. VETERAN PREFERENCE		20. POSITION CLASSIFICATION ACTION	
NONE WWII OTHER 5-PT 10 POINT INDIA OTHER		NEW VICE L.A. REAL	
X		CD: FI	
21. SEX	22. RACE	23. APPROPRIATION	24. SUBJECT TO C. S. RETIREMENT ACT (YES - NO)
M	W	FROM: 4-3700-20 TO: 3A20	Yes
25. DATE OF APPOINTMENT AFFIDAVIT (ACCESSARY ONLY)		26. LEGAL RESIDENCE	
		<input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:	

27. STANDARD FORM 50 REMARKS

15 OCT 1953

15 OCT 1953

28. CLEARANCE	INITIAL OR SIGNATURE	DATE	REMARKS
A			
B. C. S. OR P. S. CONTROL			
C. CLASSIFICATION			
D. PAYMENT OR LWF			
E			
F. APPROVED			

**SECRET**  
SECURITY INFORMATION

DD/P

**PERSONNEL DATA SHEET**

NAME: Frederick C. RANDALL      AGE: 28 Oct 1926      DATE: 15 October 1953

STATION      Washington, D. C.      PRIMARY CAREER  
AND DUTIES: Intel Officer CE      DD/P UNIT: FE      DESIGNATION: FI

PRESENT GRADE: GS-9      PRESENT T/O SLOT      322  
PROPOSED GRADE: GS-11      NUMBER AND GRADE:      GS-12  
CIA TRAINING: Phase 1,2 and 3; SIC  
CE      PROPOSED T/O SLOT      321  
NUMBER AND GRADE:      GS-13

EDUCATION: BA - University of Omaha  
MA - George Washington University  
LANGUAGE PROFICIENCY: Spanish slight

ASSESSED:      DATE:      TYPE OF POSITION:      RESULTS:

EXPERIENCE PRIOR TO CIA (excluding SSU-OSS):

1944-1946      USAF Message Center Chief  
1948-1950      Processed Foods Manufacturers      Manufacturers' Representative

SUMMARY OF CIA-SSU-OSS ASSIGNMENTS INCLUDING PREVIOUS GRADES AND DATES:

Oct 1951 to present - Counterespionage Officer (GS-9 - Jan 1953)

RECOMMENDED BY:

CONCURRENCES:

*Y. O. GODELL*  
Y. O. GODELL  
CPE/5

RECOMMENDATION OF CAREER SERVICE BOARD:

APPROVED BY  
FI CAREER SERVICE BOARD  
DEC 11 1953

**SECRET**  
SECURITY INFORMATION

ENTRANCE ON DUTY NOTICE

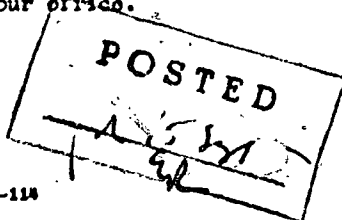
10 Sept 57  
Date 10 September 1957

TO: OSO FDZ

FROM: Personnel Officer

Processing for entrance on duty of Frederick Crawford Randall  
(Name)  
Intelligence assistant GS-7 \$3325.00  
(title, grade, and entrance salary)

has been completed and the applicant meets all standards for full employment with CIA. Signed clearance for entrance on duty has been received from Inspection and Security and made a part of the personnel file of this individual. Effective this date he/she is assigned to duty with your office.



(Signed) FRANK G. JANEJA

CENTRAL INTELLIGENCE AGENCY

2430 E STREET NW.  
WASHINGTON 25, D. C.

10 August 1951

Mr. Frederick C. Randall  
7000 Greig Street, Apt. 25-J  
East Pleasant, Maryland

Dear Mr. Randall:

This is to advise that processing is continuing on your application for employment with this organization.

We regret to inform you that the processing is taking longer than originally anticipated, but as soon as final processing is completed, you will be notified immediately.

Thank you for your continued interest and patience.

Very truly yours,

  
JOSEPH E. REEP  
Personnel Division

CENTRAL INTELLIGENCE AGENCY

2430 E STREET NW.  
WASHINGTON 25, D. C.

28 June 1951.

Mr. Frederick C. Randall  
7000 Greig Street, Apt. 25-J,  
Bent Pleasant, Maryland

Dear Mr. Randall:

In reference to your application for employment, this letter is to assure you that the processing of your papers as a GS-7, \$ ~~8225.00~~ per annum is being continued by this agency. A definite offer of employment cannot be made, however, until such time as all processing has been completed.

The processing is a rather lengthy one; but when further information is available, we shall get in touch with you immediately.

In the meantime, it would be appreciated if you would advise us of any change in your present status, such as change of address, etc.

Your continued interest and patience are appreciated.

Very truly yours,

JOSEPH S. REFF  
Personnel Division

CENTRAL INTELLIGENCE AGENCY

2430 E STREET NW.

WASHINGTON 25, D. C.

29 May 1951

In reply refer to ED-4

Mr. Frederick C. Randall  
7000 Greig Street, Apt. 25-J,  
Seat Pleasant, Md.

Dear Mr. Randall:

This is to advise that actual processing of your application for employment with this Agency has been initiated. Specific details as to the type of appointment and salary will be contained in subsequent correspondence. Please direct all future correspondence to the undersigned.

If applicable, the attached form should be completed and returned within two weeks. Thank you for your prompt attention to this matter.

Very truly yours,

JOSEPH S. REEF  
Personnel Division

Enclosure 2 37-82

CONFIDENTIAL

REPORT OF INTERVIEW

1 Vh... 1954

Name of Candidate Frederick Randall

Position Considered for I.O.-ops Office OSI Interviewer Barrell

Personal appearance	Dignified .....	Natural .....	Awkward .....
	Well-groomed .... <input checked="" type="checkbox"/>	Clean .....	Slovenly .... <input type="checkbox"/>
	Wide-Awake .....	Stolid .....	Apathetic ... <input type="checkbox"/>
	Impressive .....	Ordinary .... <input type="checkbox"/>	Insignificant <input type="checkbox"/>
Personality	Persuasive .....	Responsive .. <input checked="" type="checkbox"/>	Taciturn .... <input type="checkbox"/>
	Imperturbable ... <input type="checkbox"/>	Steady .....	Excitable ... <input type="checkbox"/>
	Cheerful .....	Tranquil .....	Defected .... <input type="checkbox"/>
	Straight-forward. <input checked="" type="checkbox"/>	Reserved .... <input type="checkbox"/>	Evasive .....
	Modest .....	Complacent .. <input type="checkbox"/>	Conceited ... <input type="checkbox"/>
	Dominant .....	Confident ... <input checked="" type="checkbox"/>	Submissive .. <input type="checkbox"/>

Is education adequate? Yes (✓) No ( ) Is language facility adequate? Yes ( ) No ( )

Area Knowledge Adequate

Previous intelligence or related experience Nil

Salary level requested \$ G5-7 Lowest salary acceptable \$ \_\_\_\_\_

GENERAL RECOMMENDATION:

- Candidate is not recommended for employment. Reasons: \_\_\_\_\_
- Candidate is recommended for employment. Justification: opinion to be of better than average intelligence suitable for I.O. duties

SPECIFIC RECOMMENDATION for employment:

Position: I.O.-ops Branch III Division Z  
 Location: S.F.A.  
 Salary level: G5-7

RECOMMENDATION as to potential value of candidate to the organization in other than the position immediately under consideration: None

suitable for any position requiring similar education.  
 (Enter any additional remarks on reverse side.)

FORM NO. 10-1  
 JAN 1953

Frederick Randall  
 Signature of Interviewer

CONFIDENTIAL



CONFIDENTIAL

REPORT OF INTERVIEW

26 April 1950

Name of Candidate FRED. RANDALL

Position Considered for I.O. Office 80 Interviewer TWINING

Personal Appearance	Dignified.....	Natural.....	Awkward....
	Well-groomed.. <input checked="" type="checkbox"/>	Clean..... <input checked="" type="checkbox"/>	Slovenly....
	Wide-Awake.... <input checked="" type="checkbox"/>	Stolid.....	Apathetic..
	Impressive....	Ordinary....	Insignificant
Personality	Persuasive....	Responsive.. <input checked="" type="checkbox"/>	Tactful....
	Imperturbable..	Steady.....	Excitable...
	Cheerful..... <input checked="" type="checkbox"/>	Tactful....	Defeated....
	Straight-forward <input checked="" type="checkbox"/>	Reserved....	Excessive....
	Modest..... <input checked="" type="checkbox"/>	Complacent..	Conceited...
	Dominant.....	Confident... <input checked="" type="checkbox"/>	Submissive..

Is education adequate? Yes ( ☒ ) No ( ) Is language facility adequate? Yes ( ) No ( ☒ )

Area Knowledge adequate

Previous intelligence or related experience Nil

Salary level requested \$ GS-7 Lowest salary acceptable \$ \_\_\_\_\_

General Recommendations:

1. Candidate is ~~not~~ recommended for employment. Remarks: Appears to be good I.O. material
2. Candidate is recommended for employment. Justification: \_\_\_\_\_

Specific Recommendation for employment:

Position: I.O. Branch II Division 2

Location: SEA

Salary level: GS-7

Recommendation as to potential value of candidate to the organization in other than the position immediately under consideration: \_\_\_\_\_

(Enter city and state for home report, if any.)

Home of 10 years  
Signature of Interviewer T

CONFIDENTIAL

SECRET

I am aware of the fact that the Central Intelligence Agency, by reason of the sensitive nature of its work, must observe very strict security measures. I agree to honor the requests of CIA relative to my application whether it be accepted or rejected. I agree not to inform anyone that I am being considered for a position in CIA. If questioned directly, I will say that I have applied for positions in various government agencies, and if pressed for an answer will acknowledge that CIA is one of them but will attach no particular significance to such application. I agree not to disclose personnel procedures I have observed in CIA. I agree not to discuss by name or otherwise, any individuals with whom I have talked in the course of my application to CIA.

Signed: Frederick C. Randall

Date: April 26, 1951

SECRET

CONFIDENTIAL

REPORT ON CANDIDATE

4/26/54

Name of Candidate

Fordell, Frederick C.

Position Considered for

Office

Interviewer

## Personal

## Appearance

Dignified.....

☒

Natural.....

☒

Awkward.....

Well-groomed.....

☒

Clean.....

☐

Slovenly.....

Wide-Awake.....

☒

Stolid.....

☐

Apathetic.....

Depressive.....

☒

Ordinary.....

☐

Insignificant.....

## Personality

Persuasive.....

☐

Responsive.....

☒

Taciturn.....

Imperturbable.....

☐

Steady.....

☒

Excitable.....

Cheerful.....

☒

Tranquil.....

☐

Defected.....

Straight-forward.....

☒

Reserved.....

☐

Responsive.....

Modest.....

☒

Complacent.....

☐

Conceited.....

Dominant.....

☒

Confident.....

☒

Submissive.....

Is education adequate? Yes ( ☒ ) No ( )Is language facility adequate? Yes ( ☒ ) No ( )

Area Knowledge

Previous intelligence or related experience

Salary level requested \$

Lowest salary acceptable \$

65-7

## General Recommendations

1. Candidate is not recommended for employment. Reason:

2. Candidate is recommended for employment. Justification:

Report - being given from all sources

## Specific Recommendation for employment:

Position:

Branch:

Division:

F-02

Location:

Salary level:

65-7

Recommendation as to potential value of candidate to the organization in other than the position immediately under consideration:

(Enter any additional remarks or remarks in this space)

CONFIDENTIAL

**CONFIDENTIAL**

[illegible]

**CONFIDENTIAL**

AREA KNOWLEDGE (RESIDENCE OR STUDY) \_\_\_\_\_

LANGUAGE FACILITY \_\_\_\_\_

EVALUATION AND RECOMMENDATIONS (BE COMPLETE AND JUSTIFY DECISIONS, NOTE ANY UNFAVORABLE CIRCUMSTANCES.)

Clear - out. above average  
mapping in SE Asia & C.T.  
Drawing tests drawing

FORM 100a (Rev. 1-60)

**CONFIDENTIAL**

SECRET

REPRODUCTION MASTERS

BIOGRAPHIC

PROFILE

H a n d l e   W i t h   C a r e

SECRET



FNMA

Federal National Mortgage Association

## REQUEST FOR VERIFICATION OF EMPLOYMENT

**INSTRUCTIONS** LENDER: Complete items 1 thru 7. Have applicant complete item 8. Forward directly to employer named in item 1.  
EMPLOYER: Please complete either Part II or Part III as applicable. Sign and return directly to lender named in item 2.

1 TO (Name and address of employer)

CIA  
Langley, Virginia

2 FROM (Name and address of lender)

STANDARD FEDERAL SAVINGS AND LOAN ASSOCIATION  
481 North Frederick Avenue  
Gaithersburg, Maryland 20760

3 SIGNATURE OF LENDER

Pat Buxton

4 TITLE

MORTGAGE LOAN DEPARTMENT

5 DATE

9/21/79

6 LENDER'S NUMBER  
(optional)

I have applied for a mortgage loan and stated that I am now or was formerly employed by you. My signature below authorizes verification of this information.

7 NAME AND ADDRESS OF APPLICANT (Include employee or badge number)

Frederick C. Randall  
1823 Deer Drive, McLean, Virginia 22101

8 SIGNATURE OF APPLICANT

Frederick C. Randall

## PART II VERIFICATION OF PRESENT EMPLOYMENT

## EMPLOYMENT DATA

9 APPLICANT'S DATE OF EMPLOYMENT

9/10/51

10 PRESENT POSITION

Intelligence Officer

11 PROBABILITY OF CONTINUED EMPLOYMENT

Good

13 IF OVERTIME OR BONUS IS APPLICABLE, IS ITS CONTINUANCE LIKELY?

OVERTIME ☐ YES ☐ NO  
BONUS ☐ YES ☐ NO

## PAY DATA

12A BASE PAY ☒ ANNUAL☐ MONTHLY☐ WEEKLY☐ HOURLY☐ OTHER

(Specify)

\$18955.00

TYPE

BASE PAY

OVERTIME

COMMISSIONS

BONUS

12B EARNINGS

YEAR TO DATE

\$5792.00

\$

\$

\$

\$

12C FOR MILITARY PERSONNEL ONLY

PAY GRADE

TYPE

MONTHLY AMOUNT

BASE PAY

\$

RATIONS

\$

FLIGHT OR HAZARD

\$

CLOTHING

\$

QUARTERS

\$

PRO PAY

\$

OVERTIME OR COMPAT

\$

14 REMARKS (If paid hourly, please indicate average hours worked each week during current and past year)

15 DATES OF EMPLOYMENT

16 SALARY ROLL AT TERMINATION (If terminated, state the date)

BASE

OVERTIME

COMMISSIONS

BONUS

17 REASON FOR LEAVING

18 POSITION HELD

19 EMPLOYER'S SIGNATURE

Abraham Schwartz

Office of Personnel  
Chief, Central Division

19 October 1979

This document contains information that is exempt from public release under the Freedom of Information Act, 5 U.S.C. 552.

FNMA Form 7-79

THIS OFFICIAL PERSONNEL FOLDER IS ESTABLISHED, MAINTAINED AND CONTROLLED BY  
THE OFFICE OF PERSONNEL PURSUANT TO REGULATION 20-800.

The following instructions have been established to govern use of this Official Personnel Folder:

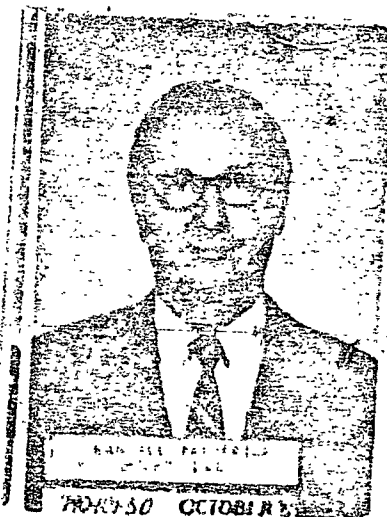
1. Folder will be HAND-CARRIED or transmitted by SPECIAL MESSENGER only.
2. Folder is security classified SECRET. In addition, the folder must be treated with strict regard for the PERSONAL and CONFIDENTIAL material concerning the employee.
3. Folder may be shown to employee covered ONLY UPON REQUEST TO and UNDER SUPERVISION of the Director of Personnel.
4. Material will be ADDED TO FOLDER ONLY by the Office of Personnel. Place any material to be incorporated in an envelope and attach to inside of folder (left-hand side).
5. Folder will be loaned only to AUTHORIZED Officials.
6. Folder MUST be returned to the Office of Personnel as soon as the need for it has been served. However, in no case will an individual loan of longer than 10 working days be authorized.

TO TRANSFER FOLDER TO ANOTHER AUTHORIZED OFFICIAL'S CUSTODY

Remove from this envelope ONE copy of Form 198a, Certified Report of Transfer, COMPLETE and FORWARD in a SEALED envelope to Personnel Files, Wing 1-H, Curle Hall. Folder remains charged to YOU unless a valid Form 198a is forwarded. ANY questions concerning the loan, release and transfer of this folder will be referred to Extension 4321.

FORM NO. 198b  
1 AUG 55

(4-7)





SECRET

NOTIFICATION OF ESTABLISHMENT OF MILITARY COVER BACKSTOP		DATE 17 August 65
TO: (Check)	<input checked="" type="checkbox"/> CHIEF, PERSONNEL OPERATIONS DIVISION	ESTABLISHED FOR RANDALL, Frederick C.
	<input checked="" type="checkbox"/> CHIEF, OPERATING COMPONENT (For action) DOD	
ATTN:	Mr. Bullock	FILE NO. 3617
REF:	Verbal request for cover	ID CARD NO. B-7476
MILITARY COVER BACKSTOP ESTABLISHED  Technical Services Group, Provisional		EMPLOYEE NO.

**KEEP ON TOP OF FILE WHILE COVER IN EFFECT**

☒ Block Records:  
(OPMEMO 20-800-11)

a. Temporarily for \_\_\_\_\_ days, effective \_\_\_\_\_.

b. Continuing, effective \_\_\_\_\_ EOD \_\_\_\_\_.

☒ Submit Form 642 to change limitation category.  
(HQB 20-7)

☒ Ascertain that Army W-2 being issued.  
(HQB 20-681-1)

☒ Submit Form 1322 for any change affecting this cover.  
(B 240-250)

☒ Submit Form 1323 for transferring cover responsibility.  
(B 240-250)

☐ Remarks:

☒ Cover History

1951-1953	overt/Hdqs
1953-1959	State Integreo/Indonesia
1959-1961	overt/Hdqs
1961-1965	DAFC/Japan

*James H. Franklin*

CD/AL

DISTRIBUTION: Copy 1-PED, Copy 2-Operating Component, Copy 3-1000 OF, Copy 4-1000, Copy 5-PED DS, Copy 6-PED

1551

SECRET

110-25-1001

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FLIGHT		5. LWOP HOURS	
012176		RANDALL FREDERICK		55 716					
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Effective Date	Grade	Step	Salary	Effective Date	WGI	QSI
US 15	6	\$42,201	05/23/76	US 15	7	\$45,407	05/11/78		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE									
SIGNATURE						DATE			
[Signature]						10/11/78			
<input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> ON PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERKS BY						APPROVED BY			
TP F. J. [Signature]						[Signature]			
FORM 10-73 560E Use previous editions									
PAY CHANGE NOTIFICATION									

A11

L52,121 015

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12067 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 5 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 05 OCTOBER 1978

NAME	AL NUMBER	FLY	SENIOR-STEP	NEW SALARY
RANDALL FREDERICK	0012176	1M5	US 15 7	\$45,492

11526

ALL

L52 121 015

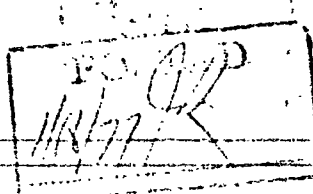
"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12010 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 09 OCTOBER 1977

NAME	ID NUMBER	ORG.	SCH-GR-STEP	NEW SALARY
HANCALL FREDERICK	0012170	ISS	GS 15 6	\$42,201

12294

**SECRET**  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION									
OJCS 01/15/77									
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)							
012170		KANDALL FREDERICK							
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT	
REASSIGNMENT						MO DA YR 01 01 77			
6. FUNDS		X V TO V		V TO CF		7. TAN AND NSCA		8. CSC OR OTHER LEGAL AUTHORITY	
		CF TO V		CF TO CF		7226 2196		0001	
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION			
000/ISS						WASH., D.C.			
11. POSITION TITLE						12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION	
OPS OFFICER SAS						FV27		UYW	
14. CLASSIFICATION SCHEDULE (GS, LS, etc.)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE		
GS			0135.01		15				
18. REMARKS									
CHANGE OF SERVICE DESIGNATION FROM DAW TO DYW									
SIGNATURE OR OTHER AUTHENTICATION									
<div style="text-align: right;">  </div>									

BEYOND ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11541 PURSUANT TO AUTHORITY OF E.O. AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND E.O. EXECUTIVE ORDER 11562.

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1976

NAME	SERIAL	GRADE	PLANS	OF-STEP	NEW SALARY
RANDALL, FREDERICK	012170	GS 14	93	050 V	CS 15 4
					\$35,415

1. SERIAL NO.	2. NAME	3. ORGANIZATION	4. FUNDS	5. LWOP HOURS
012170	RANDALL, FREDERICK	93 050	V	
A. OLD SALARY RATE		B. NEW SALARY RATE		C. TYPE ACTION
Grade	Step	Salary	Effective Date	WGI
GS 14	9	\$33,120	05/27/73	
GS 14	9	\$34,021	05/23/76	
D. CERTIFICATION AND AUTHORIZATION				
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE				
SIGNATURE		DATE		
<i>[Signature]</i>		3/11/76		
<input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD				
PAY CHANGE NOTIFICATION TO: <i>[Signature]</i> FROM: <i>[Signature]</i>				

**SECRET**  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST-MIDDLE)									
1017		DAVID L. FREDERICK									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
PROMOTION-CHANGE OF FUNCTIONAL CATEGORY						MO DA YR JUL 27 77		REGULAR			
6. FUNDS		7. FAN AND NSCA		8. CSC OR OTHER LEGAL AUTHORITY							
V TO V		V TO CF		CSC OF USC AFR J							
CF TO V		CF TO CF									
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDO/SERVICES STAFF OFFICE OF THE CHIEF, SERVICES STAFF OFFICE OF THE CHIEF						WASH., D.C.					
11. POSITION TITLE						12. POSITION NUMBER		13. SERV. DESIGNATION			
OPS OFFICER SAS						EV27		DAV			
14. CLASSIFICATION SCHEDULE (GS, LS, etc.)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE				
GS			135.01		15 5		36500				
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGRATE CODE		24. MOBILE CODE	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI		28. DATE OF EXPIRY		29. SPECIAL REFERENCE		30. RETIREMENT DATA	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
31. VET PREFERENCE		32. SERV. COMP. DATE		33. LONG COMP. DATE		34. CAREER CATEGORY		35. LEGAL / HEALTH INSURANCE		36. SOCIAL SECURITY NO.	
CODE		MO DA YR		MO DA YR		CODE		CODE		CODE	
37. PREVIOUS CIVILIAN GOVERNMENT SERVICE				38. LEAVE CAT. CODE				39. FEDERAL TAX DATA			
CODE				CODE				CODE			
SIGNATURE OR OTHER AUTHENTICATION											
<div style="text-align: right;"> <b>POSTED</b>  JUL 11 1977 </div>											

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11883 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 12 OCTOBER 1975

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
RANDALL FREDERICK	012170	53	050	V GS 14 7	\$32,231

RDJ: 8 DEC 75

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION																	
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)															
012170		RANDALL FREDERICK															
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT									
REASSIGNMENT-CHANGE OF HOME BASE AND FUNCTIONAL CATEGORY						12 01 75		REGULAR									
6. FUNDS		X		V TO V		V TO CF		7. PAN AND NSCA		8. CSC OR OTHER LEGAL AUTHORITY							
		CF TO V		CF TO CF		6226 2196 0001		50 USC 403 J									
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION											
DDO/SS OFFICE OF THE CHIEF, SERVICES STAFF OFFICE OF THE CHIEF						WASH., D.C.											
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION									
OPS OFFICER SAS						EV27		DAC									
14. CLASSIFICATION SCHEDULE (GS, TB, etc.)			15. OCCUPATIONAL SERIES			16. GRADE AND STEP			17. SALARY OR RATE								
GS			0136.01			14 8			33126								
18. REMARKS																	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTERSEE CODE		24. HOURS CODE		25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF 1ST	
37		10		NUMERIC 53050 ALPHABETIC SS		75013		1		1		MO DA YR 10 28 26		MO DA YR		MO DA YR	
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REF NO.		34. SEC		EOD DATA			
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR			
35. VET PREFERENCE		36. SERV COMP DATE		37. LONG COMP DATE		38. CAREER CATEGORY		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO.							
CODE		CODE		CODE		CODE		CODE		CODE		CODE					
0 - NONE		1 - 5 PT		2 - 10 PT		3 - 15 PT		4 - 20 PT		5 - 25 PT		6 - 30 PT					
41. PREVIOUS CIVILIAN GOVERNMENT SER/ICE		42. LEAVE CAT CODE		43. FEDERAL TAX DATA		44. STATE TAX DATA											
CODE		CODE		CODE		CODE		CODE				CODE					
0 - NO PREVIOUS SERVICE		1 - NO BREAK IN SERVICE		2 - BREAK IN SERVICE (LESS THAN 3 YRS)		3 - BREAK IN SERVICE (MORE THAN 3 YRS)		FORM EXECUTED				FORM EXECUTED					
1 - NO BREAK IN SERVICE		2 - BREAK IN SERVICE (LESS THAN 3 YRS)		3 - BREAK IN SERVICE (MORE THAN 3 YRS)		1 - YES				1 - YES							
2 - BREAK IN SERVICE (LESS THAN 3 YRS)		3 - BREAK IN SERVICE (MORE THAN 3 YRS)		2 - NO				2 - NO				2 - NO					
SIGNATURE OF OTHER AUTHENTICATION												POSTED					
												DEC 1975					

FORM 1150  
574 2010 10-74Use Previous  
Edition

SECRET

FD-302 (Rev. 6-1-65)



88-9

1 SERIAL NO		2 NAME		3 ORGANIZATION		4 FUNDS		5 LWOP REASON	
012170		RANDALL, FREDERICK		53 050		V			
6 OLD SALARY RATE				7 NEW SALARY RATE				8 TYPE ACTION	
Grade	Step	Salary	Effective Date	Grade	Step	Salary	Effective Date	SI	ADJ
GS-14	7	\$32231	05-27-73	GS-14	8	\$33126	11-09-75		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE							DATE		
/s/ F. W. M. JANNEY - QUALITY STEP INCREASE							11-04-75		
<input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERK'S INITIALS: [Signature]									
FORM 7-60 560E Use previous editions									
PAY CHANGE NOTIFICATION (4.51)									

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11811 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 28 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 OCTOBER 1974

NAME	SERIAL	CHGR.	FUNDS	CR-STEP	NEW SALARY
RANDALL FREDERICK	012170	43	300	V GS 14 7	\$30,699

FOR PURPOSES OF THE FAIR LABOR STANDARDS ACT, AS AMENDED,  
YOU ARE DESIGNATED EXEMPT.

EFFECTIVE DATE OF DESIGNATION: 01 MAY 1974.

RANDALL FREDERICK

012170

42290249

DLM: 12 MAY 75

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)									
012170		RANDALL FREDERICK									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
CHANGE OF FAN						MO DA YR 05 08 75		REGULAR			
6. FUNDS		X		V TO V		V TO CF		7. FAN AND NSCA		8. CSC OR OTHER LEGAL AUTHORITY	
				CF TO V		CF TO CF		5226 2196 0001		50 USC 403 J	
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDO/SERVICES STAFF OFFICE OF THE CHIEF, SERVICES STAFF OFFICE OF THE CHIEF						WASH., D.C.					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
OPS OFFICER SAS						EV27		DMG			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)			15. OCCUPATIONAL SERIES			16. GRADE AND STEP			17. SALARY OR RATE		
GS			0136.01			14 7			30699		
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGREE CODE	24. HOURS CODE	25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI
37	10	NUMERIC 53050	ALPHABETIC SS	75013		1	MO DA YR 10 23 26	MO DA YR	MO DA YR	MO DA YR	
28. DATE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CONNECTION / COMPLETION DATA		33. SECURITY REQ NO	
MO DA YR				CODE		TYPE		MO DA YR		EOD DATA	
35. VET PREFERENCE		36. SERV COMP DATE		37. LONG COMP DATE		38. CAREER CATEGORY		39. HEALTH INSURANCE		40. SOCIAL SECURITY NO	
CODE		MO DA YR		MO DA YR		CAR SERV CODE		CODE		HEALTH INS CODE	
0 - NONE 1 - 5 PT 2 - 10 PT						EMPV JUMP		0 - NONE 1 - YES			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT CODE		43. FEDERAL TAX DATA			44. STATE TAX DATA		
CODE				CODE		CODE			CODE		
0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)						FORM EXEMPTED 1 - YES 2 - NO			FORM EXEMPTED 1 - YES 2 - NO		
SIGNATURE OR OTHER AUTHENTICATION											
<div style="text-align: right;"> <b>POSTED</b>  <i>JK 5/13/75</i> </div>											

LMP: 20 MAR 75

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
012170		RANDALL FREDERICK									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT						MO DA YE 03 16 75		REGULAR			
6. FUNDS		V TO V		V TO CF		7. PAN AND NSCA		8. CSC OR OTHER LEGAL AUTHORITY			
X						5220 2193 0000		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDO/SERVICES STAFF OFFICE OF THE CHIEF, SERVICES STAFF OFFICE OF THE CHIEF						WASH., D.C.					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
OPS OFFICER SAS						EV27		DMG			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)			15. OCCUPATIONAL SERIES			16. GRADE AND STEP			17. SALARY OR RATE		
GS			0136.01			14 7			30699		
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTRACODE		24. HIGHER CODE	
37		10		53050 SS		75013				1	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI		28. DATE OF BIRTH		29. DATE OF GRADE		30. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
31. DATE OF BIRTH		32. DATE OF GRADE		33. DATE OF LEI		34. DATE OF BIRTH		35. DATE OF GRADE		36. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
37. DATE OF BIRTH		38. DATE OF GRADE		39. DATE OF LEI		40. DATE OF BIRTH		41. DATE OF GRADE		42. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
43. DATE OF BIRTH		44. DATE OF GRADE		45. DATE OF LEI		46. DATE OF BIRTH		47. DATE OF GRADE		48. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
49. DATE OF BIRTH		50. DATE OF GRADE		51. DATE OF LEI		52. DATE OF BIRTH		53. DATE OF GRADE		54. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
55. DATE OF BIRTH		56. DATE OF GRADE		57. DATE OF LEI		58. DATE OF BIRTH		59. DATE OF GRADE		60. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
61. DATE OF BIRTH		62. DATE OF GRADE		63. DATE OF LEI		64. DATE OF BIRTH		65. DATE OF GRADE		66. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
67. DATE OF BIRTH		68. DATE OF GRADE		69. DATE OF LEI		70. DATE OF BIRTH		71. DATE OF GRADE		72. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
73. DATE OF BIRTH		74. DATE OF GRADE		75. DATE OF LEI		76. DATE OF BIRTH		77. DATE OF GRADE		78. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
79. DATE OF BIRTH		80. DATE OF GRADE		81. DATE OF LEI		82. DATE OF BIRTH		83. DATE OF GRADE		84. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
85. DATE OF BIRTH		86. DATE OF GRADE		87. DATE OF LEI		88. DATE OF BIRTH		89. DATE OF GRADE		90. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
91. DATE OF BIRTH		92. DATE OF GRADE		93. DATE OF LEI		94. DATE OF BIRTH		95. DATE OF GRADE		96. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
97. DATE OF BIRTH		98. DATE OF GRADE		99. DATE OF LEI		100. DATE OF BIRTH		101. DATE OF GRADE		102. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
103. DATE OF BIRTH		104. DATE OF GRADE		105. DATE OF LEI		106. DATE OF BIRTH		107. DATE OF GRADE		108. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
109. DATE OF BIRTH		110. DATE OF GRADE		111. DATE OF LEI		112. DATE OF BIRTH		113. DATE OF GRADE		114. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
115. DATE OF BIRTH		116. DATE OF GRADE		117. DATE OF LEI		118. DATE OF BIRTH		119. DATE OF GRADE		120. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
121. DATE OF BIRTH		122. DATE OF GRADE		123. DATE OF LEI		124. DATE OF BIRTH		125. DATE OF GRADE		126. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
127. DATE OF BIRTH		128. DATE OF GRADE		129. DATE OF LEI		130. DATE OF BIRTH		131. DATE OF GRADE		132. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
133. DATE OF BIRTH		134. DATE OF GRADE		135. DATE OF LEI		136. DATE OF BIRTH		137. DATE OF GRADE		138. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
139. DATE OF BIRTH		140. DATE OF GRADE		141. DATE OF LEI		142. DATE OF BIRTH		143. DATE OF GRADE		144. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
145. DATE OF BIRTH		146. DATE OF GRADE		147. DATE OF LEI		148. DATE OF BIRTH		149. DATE OF GRADE		150. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
151. DATE OF BIRTH		152. DATE OF GRADE		153. DATE OF LEI		154. DATE OF BIRTH		155. DATE OF GRADE		156. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
157. DATE OF BIRTH		158. DATE OF GRADE		159. DATE OF LEI		160. DATE OF BIRTH		161. DATE OF GRADE		162. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
163. DATE OF BIRTH		164. DATE OF GRADE		165. DATE OF LEI		166. DATE OF BIRTH		167. DATE OF GRADE		168. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
169. DATE OF BIRTH		170. DATE OF GRADE		171. DATE OF LEI		172. DATE OF BIRTH		173. DATE OF GRADE		174. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
175. DATE OF BIRTH		176. DATE OF GRADE		177. DATE OF LEI		178. DATE OF BIRTH		179. DATE OF GRADE		180. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
181. DATE OF BIRTH		182. DATE OF GRADE		183. DATE OF LEI		184. DATE OF BIRTH		185. DATE OF GRADE		186. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
187. DATE OF BIRTH		188. DATE OF GRADE		189. DATE OF LEI		190. DATE OF BIRTH		191. DATE OF GRADE		192. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
193. DATE OF BIRTH		194. DATE OF GRADE		195. DATE OF LEI		196. DATE OF BIRTH		197. DATE OF GRADE		198. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
199. DATE OF BIRTH		200. DATE OF GRADE		201. DATE OF LEI		202. DATE OF BIRTH		203. DATE OF GRADE		204. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
205. DATE OF BIRTH		206. DATE OF GRADE		207. DATE OF LEI		208. DATE OF BIRTH		209. DATE OF GRADE		210. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
211. DATE OF BIRTH		212. DATE OF GRADE		213. DATE OF LEI		214. DATE OF BIRTH		215. DATE OF GRADE		216. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
217. DATE OF BIRTH		218. DATE OF GRADE		219. DATE OF LEI		220. DATE OF BIRTH		221. DATE OF GRADE		222. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
223. DATE OF BIRTH		224. DATE OF GRADE		225. DATE OF LEI		226. DATE OF BIRTH		227. DATE OF GRADE		228. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
229. DATE OF BIRTH		230. DATE OF GRADE		231. DATE OF LEI		232. DATE OF BIRTH		233. DATE OF GRADE		234. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
235. DATE OF BIRTH		236. DATE OF GRADE		237. DATE OF LEI		238. DATE OF BIRTH		239. DATE OF GRADE		240. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
241. DATE OF BIRTH		242. DATE OF GRADE		243. DATE OF LEI		244. DATE OF BIRTH		245. DATE OF GRADE		246. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
247. DATE OF BIRTH		248. DATE OF GRADE		249. DATE OF LEI		250. DATE OF BIRTH		251. DATE OF GRADE		252. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
253. DATE OF BIRTH		254. DATE OF GRADE		255. DATE OF LEI		256. DATE OF BIRTH		257. DATE OF GRADE		258. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
259. DATE OF BIRTH		260. DATE OF GRADE		261. DATE OF LEI		262. DATE OF BIRTH		263. DATE OF GRADE		264. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
265. DATE OF BIRTH		266. DATE OF GRADE		267. DATE OF LEI		268. DATE OF BIRTH		269. DATE OF GRADE		270. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
271. DATE OF BIRTH		272. DATE OF GRADE		273. DATE OF LEI		274. DATE OF BIRTH		275. DATE OF GRADE		276. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
277. DATE OF BIRTH		278. DATE OF GRADE		279. DATE OF LEI		280. DATE OF BIRTH		281. DATE OF GRADE		282. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
283. DATE OF BIRTH		284. DATE OF GRADE		285. DATE OF LEI		286. DATE OF BIRTH		287. DATE OF GRADE		288. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
289. DATE OF BIRTH		290. DATE OF GRADE		291. DATE OF LEI		292. DATE OF BIRTH		293. DATE OF GRADE		294. DATE OF LEI	
MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE		MO DA YE	
10 28 26											
295. DATE OF BIRTH		296. DATE OF GRADE		297. DATE OF							

RCS: 10 DEC 73

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
OCF											
1. SERIAL NUMBER		2. NAME (LAST, FIRST, MIDDLE)									
012170		RANDALL FREDERICK									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT						11   21   73		REGULAR			
6. FUNDS		7. V TO V		8. V TO CF		9. PAN AND NSCA		10. CSC OR OTHER LEGAL AUTHORITY			
X						4229 0269 0001		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDO/FR DIVISION BRANCH III						WASH., D.C.					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
OPS OFFICER CH						0516		D			
14. CLASSIFICATION SCHEDULE (35, 45, 46)			15. OCCUPATIONAL SERIES			16. GRADE AND STEP			17. SALARY OR RATE		
GS			0136.01			14 7			29095		
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODES		22. STATION CODE	23. INTEROFFICE CODE	24. FLIGHT CODE	25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF EE
37	10	43300 FRD		75013		1	10   28   26				
28. INT. EXP. RES.		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/COMPLAINT DATA		33. SECURITY REL. NO.	
										100 DATA	
34. VET. PREFERENCE		35. SERV. COMP. DATE		36. LONG. COMP. DATE		37. CAREER CATEGORY		38. REG. / HEALTH INSURANCE		39. SOCIAL SECURITY NO.	
40. FREEDOM OF INFORMATION ACT REQUEST				41. LEAVE CAT. CODE		42. FEDERAL PAY DATA		43. STATE PAY DATA			
SIGNATURE OF OTHER AUTHENTICATOR											
FOSTER 11/18/73											

FORM 1170  
9-72 106-11-72Use Previous  
Editions

SECRET

U.S. GOVERNMENT PRINTING OFFICE: 1972

10-111

106

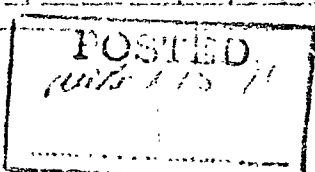
SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION					
LJCS 07/31/74					
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)			
012170		RANDALL FREDERICK			
3. NATURE OF PERSONNEL ACTION			4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT
REASSIGNMENT			07/01/74		
6. FUNDS			7. PAY AND GRADE		8. CSC OR OTHER LEGAL AUTHORITY
<input checked="" type="checkbox"/> X V TO V <input type="checkbox"/> U TO V			<input type="checkbox"/> V TO U <input type="checkbox"/> U TO U		5229 5000 b001
9. ORGANIZATIONAL DESIGNATIONS			10. LOCATION OF OFFICIAL STATION		
DDO/FRD			WASH., D.C.		
11. POSITION TITLE			12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION
LPS OFFICER CH			0516		DMG
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP	
GS		0136.01		14	
17. SALARY OR RATE					
18. REMARKS					
SIGNATURE OF OFFICER AUTHENTICATING					
<div style="float: right; border: 1px solid black; padding: 5px;">           POSTED            1974  <i>[Signature]</i> </div>					

RCS: 14 JAN 74

SECRET

(When Filled In)

NOTIFICATION OF PERSONNEL ACTION																																																																															
JKE																																																																															
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)																																																																													
012170		RANDALL FREDERICK																																																																													
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT																																																																									
REASSIGNMENT - CORRECTION				11/21/73		REGULAR																																																																									
6. FUNDS		7. FAN AND NSCA		8. CSC OR OTHER LEGAL AUTHORITY																																																																											
A		4229 0249 0001		50 USC 493 J																																																																											
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION																																																																											
DDO/FR DIVISION BRANCH III				WASHINGTON, D.C.																																																																											
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION																																																																									
OPS OFFICER CH				0516		D																																																																									
14. CLASSIFICATION SCHEDULE (GS, LS, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE																																																																									
GS		1136.01		14 7		29095																																																																									
18. REMARKS																																																																															
THIS ACTION CORRECTS FORM 1150 EFFECTIVE DATE 11/21/73 AS FOLLOWS: ITEM NO. 7, FAN NUMBER, WHICH READ 4229 0269 0001 TO READ 4229 0249 0001.																																																																															
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																																																																															
<table border="1"> <tr> <td>19. ACTION CODE</td> <td>20. EMPLOY CODE</td> <td>21. OFFICE CODING</td> <td>22. STATION CODE</td> <td>23. OFFICER CODE</td> <td>24. TRIPS CODE</td> <td>25. DATE OF BIRTH</td> <td>26. DATE OF GRADE</td> <td>27. DATE OF SER</td> </tr> <tr> <td>58</td> <td>10</td> <td>433J</td> <td>FRD</td> <td>75013</td> <td>1</td> <td>10/28/26</td> <td></td> <td></td> </tr> <tr> <td>28. TIME EMPLOYED</td> <td>29. SPECIAL ASSIGNMENT</td> <td>30. PAYMENT DATA</td> <td>31. SEPARATION DATA CODE</td> <td>32. Separation - Contract or Duty</td> <td>33. SEPARATION DATE</td> <td>34. SEPARATION REASON</td> <td>35. SEPARATION PAY</td> <td>36. SEPARATION PAY</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td>37</td> <td>11/21/73</td> <td></td> <td></td> </tr> <tr> <td colspan="2">38. VET PREFERENCE</td> <td colspan="2">39. SERV COMP DATE</td> <td colspan="2">40. LONG COMP DATE</td> <td colspan="2">41. LATTER CATEGORY</td> <td>42. HEALTH INSURANCE</td> </tr> <tr> <td colspan="2"></td> <td colspan="2"></td> <td colspan="2"></td> <td colspan="2"></td> <td></td> </tr> <tr> <td colspan="4">43. FEDERAL TAX DATA</td> <td colspan="4">44. STATE TAX DATA</td> </tr> <tr> <td colspan="4"></td> <td colspan="4"></td> </tr> </table>										19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING	22. STATION CODE	23. OFFICER CODE	24. TRIPS CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF SER	58	10	433J	FRD	75013	1	10/28/26			28. TIME EMPLOYED	29. SPECIAL ASSIGNMENT	30. PAYMENT DATA	31. SEPARATION DATA CODE	32. Separation - Contract or Duty	33. SEPARATION DATE	34. SEPARATION REASON	35. SEPARATION PAY	36. SEPARATION PAY						37	11/21/73			38. VET PREFERENCE		39. SERV COMP DATE		40. LONG COMP DATE		41. LATTER CATEGORY		42. HEALTH INSURANCE										43. FEDERAL TAX DATA				44. STATE TAX DATA											
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING	22. STATION CODE	23. OFFICER CODE	24. TRIPS CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF SER																																																																							
58	10	433J	FRD	75013	1	10/28/26																																																																									
28. TIME EMPLOYED	29. SPECIAL ASSIGNMENT	30. PAYMENT DATA	31. SEPARATION DATA CODE	32. Separation - Contract or Duty	33. SEPARATION DATE	34. SEPARATION REASON	35. SEPARATION PAY	36. SEPARATION PAY																																																																							
					37	11/21/73																																																																									
38. VET PREFERENCE		39. SERV COMP DATE		40. LONG COMP DATE		41. LATTER CATEGORY		42. HEALTH INSURANCE																																																																							
43. FEDERAL TAX DATA				44. STATE TAX DATA																																																																											
SIGNATURE OF OTHER AUTHENTICATION																																																																															
<div style="text-align: right;">  </div>																																																																															

SECRET

FORM 1150-1  
1-73

Use Previous  
Editions

SECRET

U.S. GOVERNMENT PRINTING OFFICE

70

14-00000

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF  
TITLE 5, U.S.C. AND EXECUTIVE ORDER 11739 PURSUANT TO AUTHORITY OF DCI  
AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE  
DATED 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 OCTOBER 1973

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
RANDALL FREDERICK	012170	43	275	V GS 14 7	\$29,095



G-28

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
012170		RANDALL FREDERICK		43 250		V			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SA	ADJ.
GS 14	6	\$26,938	05/30/71	GS 14	7	\$27,708	05/27/73		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE						DATE			
<i>William A. Lewis</i>						5 May 1973			
<input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERKS INITIALS						AUDITED BY			
<i>[Handwritten initials]</i>						<i>[Handwritten initials]</i>			
FORM 560 E Use previous editions PAY CHANGE NOTIFICATION (4-51)									

 EMPLOYMENT  
 & TAX DIVISION  
 MAY 21 1973

BDDH

SECRET

(When Filled In)

DMS: 18 JUNE 73

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
012170		RANDALL FREDERICK									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT AND DELEGATION OF NSCA						06 13 73		REGULAR			
6. FUNDS		7. V TO V		8. V TO CF		9. Financial Analysis No. Chargeable		10. CSC OR OTHER LEGAL AUTHORITY			
X		CF TO V		CF TO CF		3229 0249 0001		50 USC 403 J			
11. ORGANIZATIONAL DESIGNATIONS						12. LOCATION OF OFFICIAL STATION					
DDO/FR DIVISION BRANCH, II						WASH., D.C.					
13. POSITION TITLE						14. POSITION NUMBER		15. SERVICE DESIGNATION			
OPS OFFICER CH						0393		D			
16. CLASSIFICATION SCHEDULE (GS, LB, etc.)				17. OCCUPATIONAL SERIES		18. GRADE AND STEP		19. SALARY OR RATE			
GS				0136.01		14 7		27708			
20. REMARKS											
HOME BASE: EA											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
21. ACTION CODE		22. EMPLOY CODE		23. OFFICE CODING		24. STATION CODE		25. INTEREST CODE		26. HOURS CODE	
37		10		43275 FRD		75013				1	
27. HIRE EXPIRES		28. SPECIAL REFERENCE		29. RETIREMENT DATA		30. SEPARATION DATA CODE		31. Separation / Conciliation Date		32. SECURITY REQ NO	
MO DA YR				CODE		TYPE		MO DA YR		EOD DATA	
33. VET PREFERENCE		34. SERV COMP DATE		35. LONG COMP DATE		36. EARLIER CATEGORY		37. FEGLI / HEALTH INSURANCE		38. SOCIAL SECURITY NO	
CODE		MO DA YR		MO DA YR		CODE		CODE		CODE	
1. NONE		1. 10 YR		1. 10 YR		1. 10 YR		1. 10 YR		1. 10 YR	
2. 10 YR		2. 10 YR		2. 10 YR		2. 10 YR		2. 10 YR		2. 10 YR	
3. 10 YR		3. 10 YR		3. 10 YR		3. 10 YR		3. 10 YR		3. 10 YR	
4. 10 YR		4. 10 YR		4. 10 YR		4. 10 YR		4. 10 YR		4. 10 YR	
5. 10 YR		5. 10 YR		5. 10 YR		5. 10 YR		5. 10 YR		5. 10 YR	
6. 10 YR		6. 10 YR		6. 10 YR		6. 10 YR		6. 10 YR		6. 10 YR	
7. 10 YR		7. 10 YR		7. 10 YR		7. 10 YR		7. 10 YR		7. 10 YR	
8. 10 YR		8. 10 YR		8. 10 YR		8. 10 YR		8. 10 YR		8. 10 YR	
9. 10 YR		9. 10 YR		9. 10 YR		9. 10 YR		9. 10 YR		9. 10 YR	
10. 10 YR		10. 10 YR		10. 10 YR		10. 10 YR		10. 10 YR		10. 10 YR	
11. 10 YR		11. 10 YR		11. 10 YR		11. 10 YR		11. 10 YR		11. 10 YR	
12. 10 YR		12. 10 YR		12. 10 YR		12. 10 YR		12. 10 YR		12. 10 YR	
13. 10 YR		13. 10 YR		13. 10 YR		13. 10 YR		13. 10 YR		13. 10 YR	
14. 10 YR		14. 10 YR		14. 10 YR		14. 10 YR		14. 10 YR		14. 10 YR	
15. 10 YR		15. 10 YR		15. 10 YR		15. 10 YR		15. 10 YR		15. 10 YR	
16. 10 YR		16. 10 YR		16. 10 YR		16. 10 YR		16. 10 YR		16. 10 YR	
17. 10 YR		17. 10 YR		17. 10 YR		17. 10 YR		17. 10 YR		17. 10 YR	
18. 10 YR		18. 10 YR		18. 10 YR		18. 10 YR		18. 10 YR		18. 10 YR	
19. 10 YR		19. 10 YR		19. 10 YR		19. 10 YR		19. 10 YR		19. 10 YR	
20. 10 YR		20. 10 YR		20. 10 YR		20. 10 YR		20. 10 YR		20. 10 YR	
21. 10 YR		21. 10 YR		21. 10 YR		21. 10 YR		21. 10 YR		21. 10 YR	
22. 10 YR		22. 10 YR		22. 10 YR		22. 10 YR		22. 10 YR		22. 10 YR	
23. 10 YR		23. 10 YR		23. 10 YR		23. 10 YR		23. 10 YR		23. 10 YR	
24. 10 YR		24. 10 YR		24. 10 YR		24. 10 YR		24. 10 YR		24. 10 YR	
25. 10 YR		25. 10 YR		25. 10 YR		25. 10 YR		25. 10 YR		25. 10 YR	
26. 10 YR		26. 10 YR		26. 10 YR		26. 10 YR		26. 10 YR		26. 10 YR	
27. 10 YR		27. 10 YR		27. 10 YR		27. 10 YR		27. 10 YR		27. 10 YR	
28. 10 YR		28. 10 YR		28. 10 YR		28. 10 YR		28. 10 YR		28. 10 YR	
29. 10 YR		29. 10 YR		29. 10 YR		29. 10 YR		29. 10 YR		29. 10 YR	
30. 10 YR		30. 10 YR		30. 10 YR		30. 10 YR		30. 10 YR		30. 10 YR	
31. 10 YR		31. 10 YR		31. 10 YR		31. 10 YR		31. 10 YR		31. 10 YR	
32. 10 YR		32. 10 YR		32. 10 YR		32. 10 YR		32. 10 YR		32. 10 YR	
33. 10 YR		33. 10 YR		33. 10 YR		33. 10 YR		33. 10 YR		33. 10 YR	
34. 10 YR		34. 10 YR		34. 10 YR		34. 10 YR		34. 10 YR		34. 10 YR	
35. 10 YR		35. 10 YR		35. 10 YR		35. 10 YR		35. 10 YR		35. 10 YR	
36. 10 YR		36. 10 YR		36. 10 YR		36. 10 YR		36. 10 YR		36. 10 YR	
37. 10 YR		37. 10 YR		37. 10 YR		37. 10 YR		37. 10 YR		37. 10 YR	
38. 10 YR		38. 10 YR		38. 10 YR		38. 10 YR		38. 10 YR		38. 10 YR	
39. 10 YR		39. 10 YR		39. 10 YR		39. 10 YR		39. 10 YR		39. 10 YR	
40. 10 YR		40. 10 YR		40. 10 YR		40. 10 YR		40. 10 YR		40. 10 YR	
41. 10 YR		41. 10 YR		41. 10 YR		41. 10 YR		41. 10 YR		41. 10 YR	
42. 10 YR		42. 10 YR		42. 10 YR		42. 10 YR		42. 10 YR		42. 10 YR	
43. 10 YR		43. 10 YR		43. 10 YR		43. 10 YR		43. 10 YR		43. 10 YR	
44. 10 YR		44. 10 YR		44. 10 YR		44. 10 YR		44. 10 YR		44. 10 YR	
45. 10 YR		45. 10 YR		45. 10 YR		45. 10 YR		45. 10 YR		45. 10 YR	
46. 10 YR		46. 10 YR		46. 10 YR		46. 10 YR		46. 10 YR		46. 10 YR	
47. 10 YR		47. 10 YR		47. 10 YR		47. 10 YR		47. 10 YR		47. 10 YR	
48. 10 YR		48. 10 YR		48. 10 YR		48. 10 YR		48. 10 YR		48. 10 YR	
49. 10 YR		49. 10 YR		49. 10 YR		49. 10 YR		49. 10 YR		49. 10 YR	
50. 10 YR		50. 10 YR		50. 10 YR		50. 10 YR		50. 10 YR		50. 10 YR	
51. 10 YR		51. 10 YR		51. 10 YR		51. 10 YR		51. 10 YR		51. 10 YR	
52. 10 YR		52. 10 YR		52. 10 YR		52. 10 YR		52. 10 YR		52. 10 YR	
53. 10 YR		53. 10 YR		53. 10 YR		53. 10 YR		53. 10 YR		53. 10 YR	
54. 10 YR		54. 10 YR		54. 10 YR		54. 10 YR		54. 10 YR		54. 10 YR	
55. 10 YR		55. 10 YR		55. 10 YR		55. 10 YR		55. 10 YR		55. 10 YR	
56. 10 YR		56. 10 YR		56. 10 YR		56. 10 YR		56. 10 YR		56. 10 YR	
57. 10 YR		57. 10 YR		57. 10 YR		57. 10 YR		57. 10 YR		57. 10 YR	
58. 10 YR		58. 10 YR		58. 10 YR		58. 10 YR		58. 10 YR		58. 10 YR	
59. 10 YR		59. 10 YR		59. 10 YR		59. 10 YR		59. 10 YR		59. 10 YR	
60. 10 YR		60. 10 YR		60. 10 YR		60. 10 YR		60. 10 YR		60. 10 YR	
61. 10 YR		61. 10 YR		61. 10 YR		61. 10 YR		61. 10 YR		61. 10 YR	
62. 10 YR		62. 10 YR		62. 10 YR		62. 10 YR		62. 10 YR		62. 10 YR	
63. 10 YR		63. 10 YR		63. 10 YR		63. 10 YR		63. 10 YR		63. 10 YR	
64. 10 YR		64. 10 YR		64. 10 YR		64. 10 YR		64. 10 YR		64. 10 YR	
65. 10 YR		65. 10 YR		65. 10 YR		65. 10 YR		65. 10 YR		65. 10 YR	
66. 10 YR		66. 10 YR		66. 10 YR		66. 10 YR		66. 10 YR		66. 10 YR	
67. 10 YR		67. 10 YR		67. 10 YR		67. 10 YR		67. 10 YR		67. 10 YR	
68. 10 YR		68. 10 YR		68. 10 YR		68. 10 YR		68. 10 YR		68. 10 YR	
69. 10 YR		69. 10 YR		69. 10 YR		69. 10 YR		69. 10 YR		69. 10 YR	
70. 10 YR		70. 10 YR		70. 10 YR		70. 10 YR		70. 10 YR		70. 10 YR	
71. 10 YR		71. 10 YR		71. 10 YR		71. 10 YR		71. 10 YR		71. 10 YR	
72. 10 YR		72. 10 YR		72. 10 YR		72. 10 YR		72. 10 YR		72. 10 YR	
73. 10 YR		73. 10 YR		73. 10 YR		73. 10 YR		73. 10 YR		73. 10 YR	
74. 10 YR		74. 10 YR		74. 10 YR		74. 10 YR		74. 10 YR		74. 10 YR	
75. 10 YR		75. 10 YR		75. 10 YR		75. 10 YR		75. 10 YR		75. 10 YR	
76. 10 YR		76. 10 YR		76. 10 YR		76. 10 YR		76. 10 YR		76. 10 YR	
77. 10 YR		77. 10 YR		77. 10 YR		77. 10 YR		77. 10 YR		77. 10 YR	
78. 10 YR		78. 10 YR		78. 10 YR		78. 10 YR		78. 10 YR		78. 10 YR	
79. 10 YR		79. 10 YR		79. 10 YR		79. 10 YR		79. 10 YR		79. 10 YR	
80. 10 YR		80. 10 YR		80. 10 YR		80. 10 YR		80. 10 YR		80. 10 YR	
81. 10 YR		81. 10 YR		81. 10 YR		81. 10 YR		81. 10 YR		81. 10 YR	
82. 10 YR		82. 10 YR		82. 10 YR		82. 10 YR		82. 10 YR		82. 10 YR	
83. 10 YR		83. 10 YR		83. 10 YR		83. 10 YR		83. 10 YR		83. 10 YR	
84. 10 YR		84. 10 YR		84. 10 YR		84. 10 YR		84. 10 YR		84. 10 YR	
85. 10 YR		85. 10 YR		85. 10 YR		85. 10 YR		85. 10 YR		85. 10 YR	
86. 10 YR		86. 10 YR		86. 10 YR		86. 10 YR		86. 10 YR		86. 10 YR	
87. 10 YR		87. 10 YR		87. 10 YR		87. 10 YR		87. 10 YR		87. 10 YR	
88. 10 YR		88. 10 YR		88. 10 YR		88. 10 YR		88. 10 YR		88. 10 YR	
89. 10 YR		89. 10 YR		89. 10 YR		89. 10 YR		89. 10 YR		89. 10 YR	
90. 10 YR		90. 10 YR		90. 10 YR		90. 10 YR		90. 10 YR		90. 10 YR	
91. 10 YR		91. 10 YR		91. 10 YR		91. 10 YR		91. 10 YR		91. 10 YR	
92. 10 YR		92. 10 YR		92. 10 YR		92. 10 YR		92. 10 YR		92. 10 YR	
93. 10 YR		93. 10 YR		93. 10 YR		93. 10 YR		93. 10 YR		93. 10 YR	
94. 10 YR		94. 10 YR		94. 10 YR		94. 10 YR		94. 10 YR		94. 10 YR	
95. 10 YR		95. 10 YR		95. 10 YR		95. 10 YR		95. 10 YR		95. 10 YR	
96. 10 YR		96. 10 YR		96. 10 YR		96. 10 YR		96. 10 YR		96. 10 YR	
97. 10 YR		97. 10 YR		97. 10 YR		97. 10 YR		97. 10 YR		97. 10 YR	
98. 10 YR		98. 10 YR		98. 10 YR		98. 10 YR		98. 10 YR		98. 10 YR	
99. 10 YR		99. 10 YR		99. 10 YR		99. 10 YR		99. 10 YR		99. 10 YR	
100. 10 YR		100. 10 YR		100. 10 YR		100. 10 YR		100. 10 YR		100. 10 YR	

SECRET

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE ORDER 11637 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 9 JANUARY 1972

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
RANDALL FREDERICK	012170	43	250	V GS 14 6	\$25,620

"PAY ADJUSTMENT IN ACCORDANCE WITH 5 U.S.C. 5305 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 07 JANUARY 1973

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
RANDALL FREDERICK	012170	43	250	V GS 14 6	\$26,938

EFFECTIVE DATE OF PAY ADJUSTMENT CORRECTED FROM 7 JAN 1973 TO 1 JAN 1974. EXECUTIVE ORDER 11777, DATED 14 APR 1974.

D-23

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
012170		RANDALL FREDERICK		43 JCC		V			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SA	ADI
GS 14	5	\$23,591	06/01/69	GS 14	6	\$24,265	05/30/71		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE <i>Joseph J. Dulik</i>						DATE <i>11 March 1971</i>			
<input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERKS INITIALS <i>B P R</i>						REVIEWED BY <i>127</i>			
FORM 360 E Use previous editions						PAY CHANGE NOTIFICATION <i>gld</i> (4-51)			

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL-91-636 AND EXECUTIVE ORDER 11576 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 JANUARY 1971

NAME  
RANDALL FREDERICK

SERIAL ORGN, FUNDS GR-STEP  
012170 43 JCC V GS 14 5

NEW  
SALARY  
\$23,591

SSJ: 16 JAN 70

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)									
012170		RANDALL FREDERICK									
3 NATURE OF PERSONNEL ACTION						4 EFFECTIVE DATE			5 CATEGORY OF EMPLOYMENT		
REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS						MO DA YR 01 11 70			REGULAR		
6 FUNDS		7 TO V		8 V TO CF		7 Financial Analysis No. Chargeable			8 CMC OR OTHER LEGAL AUTHORITY		
X		CF TO V		CF TO CF		0229 0249 0000			50 USC 403 J		
9 ORGANIZATIONAL DESIGNATIONS						10 LOCATION OF OFFICIAL STATION					
DDP/DOD INTELLIGENCE OPERATIONS GROUP BRANCH 1						WASH., D.C.					
11 POSITION TITLE						12 POSITION NUMBER			13 SERVICE DESIGNATION		
OPS OFFICER						0305			D		
14 CLASSIFICATION SCHEDULE (GS 18-40)				15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE			
GS				0136.01		14 5		21003			
18 REMARKS											
NONE BASE: FE											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE		20 EMPLOY CODE		21 OFFICE CODE		22 STATION CODE		23 INTEGRITY CODE		24 HOURS CODE	
15		10		45030		000		75010		1	
25 DATE OF BIRTH		26 DATE OF GRACE		27 DATE OF LET		28 DATE OF SEPARATION		29 DATE OF SEPARATION		30 DATE OF SEPARATION	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
11 24 70											
31 SECURITY		32 SECURITY		33 SECURITY		34 SECURITY		35 SECURITY		36 SECURITY	
15		10		15		10		15		10	
37 SECURITY		38 SECURITY		39 SECURITY		40 SECURITY		41 SECURITY		42 SECURITY	
15		10		15		10		15		10	
43 SECURITY		44 SECURITY		45 SECURITY		46 SECURITY		47 SECURITY		48 SECURITY	
15		10		15		10		15		10	
49 SECURITY		50 SECURITY		51 SECURITY		52 SECURITY		53 SECURITY		54 SECURITY	
15		10		15		10		15		10	
55 SECURITY		56 SECURITY		57 SECURITY		58 SECURITY		59 SECURITY		60 SECURITY	
15		10		15		10		15		10	
61 SECURITY		62 SECURITY		63 SECURITY		64 SECURITY		65 SECURITY		66 SECURITY	
15		10		15		10		15		10	
67 SECURITY		68 SECURITY		69 SECURITY		70 SECURITY		71 SECURITY		72 SECURITY	
15		10		15		10		15		10	
73 SECURITY		74 SECURITY		75 SECURITY		76 SECURITY		77 SECURITY		78 SECURITY	
15		10		15		10		15		10	
79 SECURITY		80 SECURITY		81 SECURITY		82 SECURITY		83 SECURITY		84 SECURITY	
15		10		15		10		15		10	
85 SECURITY		86 SECURITY		87 SECURITY		88 SECURITY		89 SECURITY		90 SECURITY	
15		10		15		10		15		10	
91 SECURITY		92 SECURITY		93 SECURITY		94 SECURITY		95 SECURITY		96 SECURITY	
15		10		15		10		15		10	
97 SECURITY		98 SECURITY		99 SECURITY		00 SECURITY		01 SECURITY		02 SECURITY	
15		10		15		10		15		10	
03 SECURITY		04 SECURITY		05 SECURITY		06 SECURITY		07 SECURITY		08 SECURITY	
15		10		15		10		15		10	
09 SECURITY		10 SECURITY		11 SECURITY		12 SECURITY		13 SECURITY		14 SECURITY	
15		10		15		10		15		10	
15 SECURITY		16 SECURITY		17 SECURITY		18 SECURITY		19 SECURITY		20 SECURITY	
15		10		15		10		15		10	
21 SECURITY		22 SECURITY		23 SECURITY		24 SECURITY		25 SECURITY		26 SECURITY	
15		10		15		10		15		10	
27 SECURITY		28 SECURITY		29 SECURITY		30 SECURITY		31 SECURITY		32 SECURITY	
15		10		15		10		15		10	
33 SECURITY		34 SECURITY		35 SECURITY		36 SECURITY		37 SECURITY		38 SECURITY	
15		10		15		10		15		10	
39 SECURITY		40 SECURITY		41 SECURITY		42 SECURITY		43 SECURITY		44 SECURITY	
15		10		15		10		15		10	
45 SECURITY		46 SECURITY		47 SECURITY		48 SECURITY		49 SECURITY		50 SECURITY	
15		10		15		10		15		10	
51 SECURITY		52 SECURITY		53 SECURITY		54 SECURITY		55 SECURITY		56 SECURITY	
15		10		15		10		15		10	
57 SECURITY		58 SECURITY		59 SECURITY		60 SECURITY		61 SECURITY		62 SECURITY	
15		10		15		10		15		10	
63 SECURITY		64 SECURITY		65 SECURITY		66 SECURITY		67 SECURITY		68 SECURITY	
15		10		15		10		15		10	
69 SECURITY		70 SECURITY		71 SECURITY		72 SECURITY		73 SECURITY		74 SECURITY	
15		10		15		10		15		10	
75 SECURITY		76 SECURITY		77 SECURITY		78 SECURITY		79 SECURITY		80 SECURITY	
15		10		15		10		15		10	
81 SECURITY		82 SECURITY		83 SECURITY		84 SECURITY		85 SECURITY		86 SECURITY	
15		10		15		10		15		10	
87 SECURITY		88 SECURITY		89 SECURITY		90 SECURITY		91 SECURITY		92 SECURITY	
15		10		15		10		15		10	
93 SECURITY		94 SECURITY		95 SECURITY		96 SECURITY		97 SECURITY		98 SECURITY	
15		10		15		10		15		10	
99 SECURITY		00 SECURITY		01 SECURITY		02 SECURITY		03 SECURITY		04 SECURITY	
15		10		15		10		15		10	
05 SECURITY		06 SECURITY		07 SECURITY		08 SECURITY		09 SECURITY		10 SECURITY	
15		10		15		10		15		10	
11 SECURITY		12 SECURITY		13 SECURITY		14 SECURITY		15 SECURITY		16 SECURITY	
15		10		15		10		15		10	
17 SECURITY		18 SECURITY		19 SECURITY		20 SECURITY		21 SECURITY		22 SECURITY	
15		10		15		10		15		10	
23 SECURITY		24 SECURITY		25 SECURITY		26 SECURITY		27 SECURITY		28 SECURITY	
15		10		15		10		15		10	
29 SECURITY		30 SECURITY		31 SECURITY		32 SECURITY		33 SECURITY		34 SECURITY	
15		10		15		10		15		10	
35 SECURITY		36 SECURITY		37 SECURITY		38 SECURITY		39 SECURITY		40 SECURITY	
15		10		15		10		15		10	
41 SECURITY		42 SECURITY		43 SECURITY		44 SECURITY		45 SECURITY		46 SECURITY	
15		10		15		10		15		10	
47 SECURITY		48 SECURITY		49 SECURITY		50 SECURITY		51 SECURITY		52 SECURITY	
15		10		15		10		15		10	
53 SECURITY		54 SECURITY		55 SECURITY		56 SECURITY		57 SECURITY		58 SECURITY	
15		10		15		10		15		10	
59 SECURITY		60 SECURITY		61 SECURITY		62 SECURITY		63 SECURITY		64 SECURITY	
15		10		15		10		15		10	
65 SECURITY		66 SECURITY		67 SECURITY		68 SECURITY		69 SECURITY		70 SECURITY	
15		10		15		10		15		10	
71 SECURITY		72 SECURITY		73 SECURITY		74 SECURITY		75 SECURITY		76 SECURITY	
15		10		15		10		15		10	
77 SECURITY		78 SECURITY		79 SECURITY		80 SECURITY		81 SECURITY		82 SECURITY	
15		10		15		10		15		10	
83 SECURITY		84 SECURITY		85 SECURITY		86 SECURITY		87 SECURITY		88 SECURITY	
15		10		15		10		15		10	
89 SECURITY		90 SECURITY		91 SECURITY		92 SECURITY		93 SECURITY		94 SECURITY	
15		10		15		10		15		10	
95 SECURITY		96 SECURITY		97 SECURITY		98 SECURITY		99 SECURITY		00 SECURITY	
15		10		15		10		15		10	
01 SECURITY		02 SECURITY		03 SECURITY		04 SECURITY		05 SECURITY		06 SECURITY	
15		10		15		10		15		10	
07 SECURITY		08 SECURITY		09 SECURITY		10 SECURITY		11 SECURITY		12 SECURITY	
15		10		15		10		15		10	
13 SECURITY		14 SECURITY		15 SECURITY		16 SECURITY		17 SECURITY		18 SECURITY	
15		10		15		10		15		10	
19 SECURITY		20 SECURITY		21 SECURITY		22 SECURITY		23 SECURITY		24 SECURITY	
15		10		15		10		15		10	
25 SECURITY		26 SECURITY		27 SECURITY		28 SECURITY		29 SECURITY		30 SECURITY	
15		10		15		10		15		10	
31 SECURITY		32 SECURITY		33 SECURITY		34 SECURITY		35 SECURITY		36 SECURITY	
15		10		15		10		15		10	
37 SECURITY		38 SECURITY		39 SECURITY		40 SECURITY		41 SECURITY		42 SECURITY	
15		10		15		10		15		10	
43 SECURITY		44 SECURITY		45 SECURITY		46 SECURITY		47 SECURITY		48 SECURITY	
15		10		15		10		15		10	
49 SECURITY		50 SECURITY		51 SECURITY		52 SECURITY		53 SECURITY		54 SECURITY	
15		10		15		10		15		10	
55 SECURITY		56 SECURITY		57 SECURITY		58 SECURITY		59 SECURITY		60 SECURITY	
15		10		15		10		15		10	
61 SECURITY		62 SECURITY		63 SECURITY		64 SECURITY		65 SECURITY		66 SECURITY	
15		10		15		10		15		10	
67 SECURITY		68 SECURITY		69 SECURITY		70 SECURITY		71 SECURITY		72 SECURITY	
15		10		15		10		15		10	
73 SECURITY		74 SECURITY		75 SECURITY		76 SECURITY		77 SECURITY		78 SECURITY	
15		10		15		10		15		10	
79 SECURITY		80 SECURITY		81 SECURITY		82 SECURITY		83 SECURITY		84 SECURITY	
15		10		15		10		15		10	
85 SECURITY		86 SECURITY		87 SECURITY		88 SECURITY		89 SECURITY		90 SECURITY	
15		10		15		10		15		10	
91 SECURITY		92 SECURITY		93 SECURITY		94 SECURITY		95 SECURITY		96 SECURITY	
15		10		15		10		15		10	
97 SECURITY		98 SECURITY		99 SECURITY		00 SECURITY		01 SECURITY		02 SECURITY	
15		10		15		10		15		10	
03 SECURITY		04 SECURITY		05 SECURITY		06 SECURITY		07 SECURITY		08 SECURITY	
15		10		15		10		15		10	
09 SECURITY		10 SECURITY		11 SECURITY		12 SECURITY		13 SECURITY		14 SECURITY	
15		10		15		10		15		10	
15 SECURITY		16 SECURITY		17 SECURITY		18 SECURITY		19 SECURITY		20 SECURITY	
15		10		15		10		15		10	
21 SECURITY		22 SECURITY		23 SECURITY		24 SECURITY		25 SECURITY		26 SECURITY	
15		10		15		10		15		10	
27 SECURITY		28 SECURITY		29 SECURITY		30 SECURITY		31 SECURITY		32 SECURITY	
15		10		15		10		15		10	
33 SECURITY		34 SECURITY		35 SECURITY		36 SECURITY		37 SECURITY		38 SECURITY	
15		10		15		10		15		10	
39 SECURITY		40 SECURITY		41 SECURITY		42 SECURITY		43 SECURITY		44 SECURITY	
15		10		15		10		15		10	
45 SECURITY		46 SECURITY		47 SECURITY		48 SECURITY		49 SECURITY		50 SECURITY	
15		10		15		10		15		10	
51 SECURITY		52 SECURITY		53 SECURITY		54 SECURITY		55 SECURITY		56 SECURITY	
15		10		15		10		15		10	
57 SECURITY		58 SECURITY		59 SECURITY		60 SECURITY		61 SECURITY		62 SECURITY	
15		10		15		10		15		10	
63 SECURITY		64 SECURITY		65 SECURITY		66 SECURITY		67 SECURITY		68 SECURITY	
15		10		1							

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE ORDER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 28 DECEMBER 1969

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
RANDALL FREDERICK	012170	43	300	V GS 14 5	\$22,263

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTION 212 OF PL 90-206 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1969

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
RANDALL FREDERICK	012170	43	300	GS 14 5	\$21,003

D24

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
012170		RANDALL FREDERICK		43 300		CP			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	SI	ADJ
GS 14	4	\$18,641	06/04/67	GS 14	5	\$19,206	06/01/69		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL <i>by competence</i>									
SIGNATURE <i>John B. Shaffer, Jr.</i>					DATE <i>June 1-1969</i>				
<input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERKS INITIALS		<i>DH</i> <i>R. E. WHITE</i>							
FORM 7-66 560 E Use previous editions		PAY CHANGE NOTIFICATION						(4-91)	

EQ 17

17 MAY

2  
800

N  
L

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11612 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 6 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 16 JULY 1968

NAME	SERIAL	GRN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
RANDALL FREDERICK	012170	43	300	CP GS 14 4	\$17,425	\$18,641

SECRET  
(When Filled In)

NAH: 17 OCT 67

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
012170		RANDALL FREDERICK									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT						10/16/67		REGULAR			
6. FUNDING		7. TO V		8. FROM V		9. Financial Analysis No. Chargeable		10. CSC OR OTHER LEGAL AUTHORITY			
X		X		X		0122 0109 0000		50 USC 403 J			
11. ORGANIZATIONAL DESIGNATIONS						12. LOCATION OF OFFICIAL STATION					
DDP/DOO U. S. FIELD INTELLIGENCE OPERATIONS GROUP WASHINGTON BASE						WASH., D.C.					
13. POSITION TITLE						14. POSITION NUMBER		15. SERVICE DESIGNATION			
OPS OFFICER						0415		D			
16. CLASSIFICATION SCHEDULE (GS, LB, etc.)				17. OCCUPATIONAL SERIES		18. GRADE AND STEP		19. SALARY OR RATE			
GS				0136.01		14 4		16675			
20. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
21. ACTION CODE		22. EMPLOY CODE		23. OFFICE CODING		24. STATION CODE		25. INTELL CODE		26. MGRS CODE	
37		10		43500		DOO		75013		2	
27. DATE OF BIRTH		28. DATE OF GRADE		29. DATE OF LST		30. DATE OF RETIREMENT		31. DATE OF SEPARATION		32. DATE OF CANCELLATION	
10/12/26											
33. SECURITY REQ NO		34. SEX		35. VET PREFERENCE		36. SERV COMP DATE		37. LONG COMP DATE		38. CARRIER CATEGORY	
39. PREVIOUS CIVILIAN GOVERNMENT SERVICE		40. TEST CAT		41. FEDERAL TAX DATA		42. STATE TAX DATA		43. SOCIAL SECURITY NO		44. HEALTH INSURANCE	
1. NO PREVIOUS SERVICE		1. YES		1. YES		1. YES		1. YES		1. YES	
2. DATA IN SERVICE LESS THAN 1 YR		2. NO		2. NO		2. NO		2. NO		2. NO	
3. DATA IN SERVICE MORE THAN 1 YR		3. YES		3. YES		3. YES		3. YES		3. YES	
4. DATA IN SERVICE MORE THAN 1 YR		4. NO		4. NO		4. NO		4. NO		4. NO	
SIGNATURE OR OTHER AUTHENTICATION											
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <b>POSTED</b>  <i>PS</i>  <i>10/17/67</i> </div>											

FORM 1150

Use Previous Edition

SECRET

NAH

When Filled In

When Filled In



14-00000

PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-206  
PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,  
AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 OCTOBER 1967

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
RANDALL FREDERICK	012170	43	500	CF GS 14-4	\$16,675	\$17,425

**SECRET**  
(When Filled In)

MAH: 7 JUNE 67

NOTIFICATION OF PERSONNEL ACTION												
OCF												
1. SERIAL NUMBER		2. NAME (LAST-FIRST MIDDLE)										
012170		RANDALL FREDERICK										
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT				
PROMOTION						06   04   67		REGULAR				
A. FUNDS		V TO V		V TO CF		7. Financial Analysis No. Chargeable		8. CSC OR OTHER LEGAL AUTHORITY				
CF TO V		X		CF TO CF		7129 0109 0000		50 USC 403 J				
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION						
DDP/DOD U.S. FIELD UNITED STATES STATION ORBIT OPERATIONS GROUP						WASH., D.C.						
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION				
OPS OFFICER SAT						0199		D				
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE				
GS				0136.01		14 4		16675				
18. REMARKS												
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL												
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGREE CODE	24. MONTHS CODE	25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI	
22	10	NUMERIC 43620	ALPHABETIC DOD	75013		2	MO	DA	YR	MO	DA	YR
							10	28	25	06	04	67
28. HTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ NO		34. SEX
NO. DA YR		1. CSC 2. PCA 3. PICA 4. DOD		CODE		TYPE		MO DA YR		EOD DATA		
35. VET. PREFERENCE		36. SERV. COMP. DATE		37. LONG COMP. DATE		38. CAREER CATEGORY		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO		
CODE		NO. DA YR		NO. DA YR		CODE		CODE		CODE		
1. YES 2. NO		1. YES 2. NO		1. YES 2. NO		1. YES 2. NO		1. YES 2. NO		1. YES 2. NO		
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT CODE		43. FEDERAL TAX DATA			44. STATE TAX DATA			
CODE				CODE		CODE			CODE			
1. NO PREVIOUS SERVICE 2. NO BREAK-IN SERVICE 3. BREAK-IN SERVICE - LESS THAN 3 YEARS 4. BREAK-IN SERVICE - MORE THAN 3 YEARS				1. YES 2. NO		1. YES 2. NO			1. YES 2. NO			
SIGNATURE OR OTHER AUTHENTICATION												

**POSTED**  
6-9-67 *AS*

FORM 1150

Use Previous Edition

**SECRET**

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

(When Filled In)

PUH: 9 MAR 67

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)									
012170		RANDALL FREDERICK									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE			5. CATEGORY OF EMPLOYMENT		
DESIGNATION AS PARTICIPANT IN CIA RETIREMENT AND DISABILITY SYSTEM						MO DA YR. 03 12 67			REGULAR		
A. FUNDS		V TO V		V TO CF		7. Financial Analysis No. (Chargeable)			8. CSC OR OTHER LEGAL AUTHORITY		
		CF TO V		CF TO CF		7129 0109 0000			PL 88-643 SECT. 203		
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDP/DOD						WASH., D.C.					
11. POSITION TITLE						12. POSITION NUMBER			13. SERVICE DESIGNATION		
									D		
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
						13					
18. REMARKS											
EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION.											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGREE CODE	24. MODIFI. CODE	25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI
		NUMERIC ALPHABETIC					MO DA YR.		MO DA YR.		MO DA YR.
28. HIE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ NO		34. SEX		
MO DA YR.		1. CSC 2. CIA 3. FICA 4. MODA			TYPE MO DA YR.		EOD DATA				
35. VET. PREFERENCE	36. SEX/COMP DATE	37. LCMV COMP DATE		38. CAREER CATEGORY		39. FEGLI/HEALTH INSURANCE		40. SOCIAL SECURITY NO			
CODE 0 - NONE 1 - 5 PF 2 - 10 PF	MO DA YR.	MO DA YR.		CODE 1 - YES 2 - NO		CODE 0 - WAIVER 1 - YES					
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT CODE		43. FEDERAL TAX DATA		44. STATE TAX DATA			
CODE 0 - NO PREVIOUS SERVICE 1 - NO DATA SERVICE 2 - DATA SERVICE DATA FROM 1-1954 3 - DATA SERVICE DATA FROM 1-1954				CODE 1 - YES 2 - NO		CODE 0 - NO EXEMPTIONS 1 - YES		CODE 0 - NO 1 - YES			
SIGNATURE OR OTHER AUTHENTICATION											
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <b>POSTED</b>            3-10-67/67         </div>											

FORM 1150

Use Previous Edition

SECRET

 GROUP 1  
 EXCLUDED FROM AUTOMATIC  
 DOWNGRADING AND  
 DECLASSIFICATION  
 (When Filled In)

7-1-5

RZF: 27 JUL 65

**SECRET**  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION																	
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)															
012170		RANDALL FREDERICK															
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE			5. CATEGORY OF EMPLOYMENT								
REASSIGNMENT						NO DA YR 07 27 65			REGULAR								
6. FUNDS		V TO V		V TO CF		7. COST CENTER NO. CHARGEABLE			8. CSC OR OTHER LEGAL AUTHORITY								
CF TO V		X		CF TO CF		6129 0109 0000			50 USC 403 J								
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION											
DOP/DOD US FIELD UNITED STATES STATION NON-ORBIT OPERATIONS GROUP						WASH., D.C.											
11. POSITION TITLE						12. POSITION NUMBER			13. SERVICE DESIGNATION								
OPS OFFICER						0218			D								
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP			17. SALARY OR RATE								
GS				0136.01		13 6			14175								
18. REMARKS																	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGREE CODE		24. HQT CODE		25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI	
37		10		43620 DOD		75013				2		NO DA YR 10 28 26		NO DA YR		NO DA YR	
28. WTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ. NO		34. SEX					
NO DA YR				1 CSC 2 FICA 3 NONE		CODE		TYPE NO DA YR		EOD DATA							
35. VET PREFERENCE		36. SERV. COMP DATE		37. LONG COMP DATE		38. CAREER CATEGORY		39. PEST/HEALTH INSURANCE		40. SOCIAL SECURITY NO							
CODE		NO. DA YR		NO. DA YR		CAR DES. CODE		CODE 0 WAIVER 1 YES		HEALTH INS CODE							
1. NONE 2. 1 PT 3. 10 PT																	
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAT CODE		43. FEDERAL TAX DATA				44. STATE TAX DATA							
1. NO PREVIOUS SERVICE 2. NO BREAK IN SERVICE 3. BREAK IN SERVICE MORE THAN 3 YRS. 4. BREAK IN SERVICE MORE THAN 5 YRS.				CODE		FORM EXCLUDED CODE NO TAX EXEMPTIONS				FORM EXCLUDED CODE NO TAX/STATE CODE EXEMP							
						1 YES 2 NO				1 YES 2 NO							
SIGNATURE OF OTHER AUTHENTICATION																	

FROM: FE - 2

94 1130

Use Previous  
Editions

**SECRET**

100-443888-100  
ALL INFORMATION CONTAINED  
HEREIN IS UNCLASSIFIED  
DATE 02-28-2001 BY 60322

Carbon Filament

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours	
012170		RANDALL FREDERICK		43 620 CF			
5. OLD SALARY RATE				6. NEW SALARY RATE			
Grade	Step	Salary	Last EM Date	Grade	Step	Salary	Effective Date
GS 13	6	\$13,113	10/11/64	GS 13	7	\$13,561	10/09/66
7. TYPE ACTION							
PSI	LS	ADJ					
Reports and Authentication / NO EXCESS LWOP / IN PAY STATUS AT END OF WAITING PERIOD / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS <i>He</i> . AUDITED BY I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. SIGNATURE: <i>Harold B. [Signature]</i> Date 5 Aug 1966 PAY CHANGE NOTIFICATION							

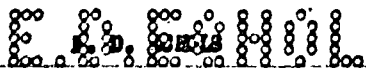
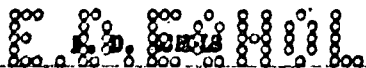
Form 560E Mfg 7-65

(4-51)

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
RANDALL FREDERICK	012170	43	620	CF GS 13 6	\$14,655	\$15,113

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours	
012170		RANDALL FREDERICK		45 380 CF			
5. OLD SALARY RATE				6. NEW SALARY RATE			
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date
GS 13	5	\$13755	10/11/64	GS 13	6	\$14175	07/04/65
7. TYPE ACTION							
PSI    INI    ADJ							
8. Remarks and Authorization							
<b>QUALITY STEP INCREASE</b>  							
<b>SIGNATURE:</b>  <b>DATE: 28 JUNE 1965</b>							
<b>PAY CHANGE NOTIFICATION</b>							

Form 961 360

Obsolete Previous Edition

(431)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301 PURSUANT TO AUTHORITY OF HCA AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 4 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGA.	FOYUS	GR-STEP	OLD SALARY	NEW SALARY
RANDALL FREDERICK	012170	47	621	CF GS 13 5	\$14,175	\$14,685

13  
1/2

1. Serial No		2. Name		3. Cost Center Number		4. LWOP Hours				
012170		RANDALL FREDERICK		45 380 556 CF						
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ.
GS 13	4	12,335	10/14/62	GS 13	5	13,755	10/11/64			
8. Remarks and Authentication										
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS                      AUDITED BY										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.										
SIGNATURE: <i>[Signature]</i> DATE: <i>14 Oct 65</i>										
PAY CHANGE NOTIFICATION										

Form 9-61 560

Obsolete, Previous Edition

(4-51)

**SECRET**  
(When Filled in)

NOTIFICATION OF PERSONNEL ACTION					
AUPD 02/18/64					
1. SERIALIZED NUMBER		2. NAME (LAST FIRST MIDDLE)			
012170		RANDALL FREDERICK			
3. NATURE OF PERSONNEL ACTION			4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT
REASSIGNMENT			MO DA YR 09 18 64		
6. FUNDS		V TO V	V TO CF	7. COST CENTER NO. CHARGABLE	8. CSC OR OTHER LEGAL AUTHORITY
		CF TO V	X CF TO CF	9137 1566 0000	
9. ORGANIZATIONAL DESIGNATION			10. LOCATION OF OFFICIAL STATION		
DDP/FE DIVISION JKO TOKYO OPB SUPPORT			TOKYO JAPAN		
11. POSITION TITLE			12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION	
OPS OFFICER			4464	D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP	17. SALARY OR RATE
GS		0136.01		13	
18. REMARKS					
SIGNATURE OR OTHER AUTHENTICATION					
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> FOOTED  9/24/64 MCF </div>					

Form 1150B  
1-A) MFG 1-A)

Use Previous  
Edition

**SECRET**

GROUP 1  
EXCLUDED FROM AUTOMATIC  
DOWNGRADING AND  
DECLASSIFICATION

(When Filled in)



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

[illegible]

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LA 87-793 AND DCI  
MEMORANDUM DATED 1 AUGUST 1966, SALARY IS ADJUSTED AS FOLLOWS,  
EFFECTIVE 9 JANUARY 1964.

NAME	SERIAL	ORGN	FUNDS	GR-ST	OLD SALARY	NEW SALARY
RANDALL FREDERICK	012170	45	390	CF GS 13 4	\$12,245	\$12,840

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LA 87-793 AND  
DCI MEMORANDUM DATED 1 AUGUST 1966, SALARY IS ADJUSTED AS FOLLOWS,  
EFFECTIVE 14 OCTOBER 1962

NAME	SERIAL	ORGN	FUNDS	OLD GR-ST	OLD SALARY	NEW GR-ST	NEW SALARY
RANDALL FREDERICK	012170	34380	CF 13 3	\$11,123	13 3	\$11,880	

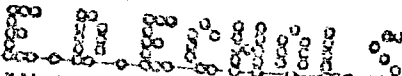
1. Serial No	2. Name	3. Cost Center Number	4. LWOP Hours
012170	PANDALL, FREDERICK	56 38 CF	
5. OLD SALARY RATE		6. NEW SALARY RATE	
Grade	Step	Salary	Last Eff. Date
GS-13	3	\$11,880	02/03/61
Grade	Step	Salary	Effective Date
GS-13	4	\$12,243	10/14/62
7. TYPE ACTION			
PSI	LBI	ADJ	
8. Remarks and Authentication			
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS AUDITED BY			
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.			
SIGNATURE: <i>[Signature]</i>		DATE: 24 October 1962	
PAY CHANGE NOTIFICATION			

**Obsolete Previous Edition**

**SECRET**

(4-81)

L. I.

SECRET (When Filled In)										
1. Serial No.		2. Name			3. Cost Center Number			4. LWOP Hours		
12170		PANDALL FREDERICK			DDP/EE // V					
6. OLD SALARY RATE					8. NEW SALARY RATE				7. TYPE ACTION	
Grade	Step	Salary	Last Fill Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ.
15	13-2	\$10,895	03/06/60	13	3	\$11,155	09/03/61			
9. Remarks and Authentication										
<p>NO EXCESS LWOP</p> <p>IN PAY STATUS AT END OF WAITING PERIOD</p> <p>IN LWOP STATUS AT END OF WAITING PERIOD</p>										
<div style="text-align: center;">  </div> <p style="text-align: center;">PAY CHANGE NOTIFICATION</p>										

Form 500

Obsolete Previous Edition

SECRET

2K

Charles F. Johnson  
Indiana

**SECRET**

44-38861

L. i.

AES: 1 SEPT 61

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
012170		RANDALL FREDERICK									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT AND TRANSFER TO CONFIDENTIAL FUNDS*						03 103 61		REGULAR			
6. FUNDS		7. TO V		8. TO V		9. TO V		10. TO V		11. TO V	
2137 7351 1000		50 USC 403 J									
12. ORGANIZATIONAL DESIGNATIONS						13. LOCATION OF OFFICIAL STATION					
DDP FE FE/JAO TOKYO STATION OFFICE OF THE CHIEF						TOKYO JAPAN					
14. POSITION TITLE						15. POSITION NUMBER		16. CAREER SERVICE DESIGNATION			
OPS OFFICER						3885		D			
17. CLASSIFICATION SCHEDULE (GS, WD, etc.)				18. OCCUPATIONAL SERIES		19. GRADE AND STEP		20. SALARY OR RATE			
GS				0136.01		13 3		11155			
21. REMARKS											
*SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
22. ACTION CODE		23. EMPLOY CODE		24. OFFICE CODING		25. STATION CODE		26. INTELLIGENCE CODE		27. DATE OF BIRTH	
20		10		56380 FE		37587		3		10 28 26	
28. DATE OF LEI		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REF. NO.	
										EOD DATA	
34. VET PREFERENCE		35. SERV COMP DATE		36. LONG COMP. DATE		37. MIL SERV CREDIT/LOS		38. HEALTH INSURANCE		39. SOCIAL SECURITY NO.	
40. PREVIOUS GOVERNMENT SERVICE DATA				41. LEAVE DATA				42. FEDERAL TAX DATA			
43. STATE TAX DATA				44. STATE TAX DATA				45. STATE TAX DATA			
46. SIGNATURE OF OFFICE AUTHENTICATION											
FOILED											
201/11/61 WK											

Form 1115  
2-65Circular Printout  
Excluded

SECRET

(4-51)

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

SD	NAME	SERIAL	ORGN	GR-ST	OLD SALARY	NEW SALARY
01	RANDALL FREDERICK	112170	51 26	GS-13 2	\$10,130	\$10,895

/S/ EMMETT D. ECHOLS  
DIRECTOR OF PERSONNEL

SECRET  
(WHEN FILLED IN)

1. EMP. SERIAL NO. 112170		2. NAME RANDALL FREDERICK			3. ASSIGNED ORGN. DDP/FE		4. FUNDS V-20		5. ALLOTMENT		
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO	DA	YR				MO	DA	YR
GS 13	1	\$ 4,890	09	07	58	GS 13	2	\$10,130	03	06	60
TO BE COMPLETED BY THE OFFICE OF COMPTROLLER											
8. CHECK ONE <input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP						9. NUMBER OF HOURS LWOP					
IF EXCESS LWOP, CHECK FOLLOWING:						10. INITIALS OF CLERK					
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD						11. ADJUSTED BY					
<input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD											
TO BE COMPLETED BY THE OFFICE OF PERSONNEL											
12. TYPE OF ACTION						13. REMARKS					
<input type="checkbox"/> P.B. <input type="checkbox"/> L.B. <input type="checkbox"/> PAY ADJUSTMENT											
14. AUTHENTICATION											
<p style="text-align: center;">11 JUL 1960</p> <p style="text-align: center;">DIRECTOR OF PERSONNEL</p>											
PAY CHANGE NOTIFICATION											

5-10

560

OFFICIAL PERSONNEL FOLDER

SECRET

OFFICIAL PERSONNEL FOLDER

171

**SECRET**  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION														
ARE: 31 JULY 1959														
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vol. Pref.		5. Sex		6. CS-EOD	
112170		RANDALL FREDERICK				Mo. Da. Yr. 10 28 26			None-0 5 Pt-1 10 Pt-2 Code 1		M 1		Mo. Da. Yr. 09 10 51	
7. SCD		8. CSC Retmt.		9. CSC Or Other Legal Authority				10. Apmt. Affidav.			11. FEGLI		12. LCD	
Mo. Da. Yr. 12 27 50		Yes-1 No-2 Code 1		50 USCA 403 J				Mo. Da. Yr. Mo. Da. Yr. Mo. Da. Yr.			Yes-1 No-2 Code 1		Mo. Da. Yr. 09 10 51	

**PREVIOUS ASSIGNMENT**

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DOP FE FE MIA INDONESIA, MAL, AUST, NEW ZEA. INDONESIA SECTION				5175		WASH., D. C.				75013	
16. Dept. - Field		Code		17. Position Title				18. Position No.		19. Serv.	
Dept - 2 USMID - 4 Frgh - 6		1		AREA OPS OFF CH				3876		GS	
20. Occup. Series		0136.01									
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
13 1		\$ 9890		D1		Mo. Da. Yr. 09 07 58		Mo. Da. Yr. 03 06 60		9 3700 10 201	

**ACTION**

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS		01		Mo. Da. Yr. 02 09 59		REGULAR		01			

**PRESENT ASSIGNMENT**

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DOP FE PLANS AND OPERATIONS STAFF FI/CI SECTION OFFICE OF THE CHIEF				5126		WASH., D. C.				75013	
33. Dept. - Field		Code		34. Position Title				35. Position No.		36. Serv.	
Dept - 2 USMID - 4 Frgh - 6		2		OPS OFFICER				2348		GS	
37. Occup. Series		0136.01									
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
13 1		\$ 9890		D1		Mo. Da. Yr. 09 07 58		Mo. Da. Yr. 03 06 60		0237 1000 1000	

44. Remarks

NOTED  
8/10/59  
H.K.

SECRET

(When Filled In)

MCM 10 APRIL 59															NOTIFICATION OF PERSONNEL ACTION									
1. Serial No.			2. Name (Last-First-Middle)						3. Date Of Birth			4. Vac. Pref.		5. Sex		6. CS-EOB								
512170			RANDALL FREDERICK						Mo. 10 Da. 28 Yr. 26			None-0 5 Pt-1 10 Pt-2		Code 1		M 1		Mo. 09 Da. 10 Yr. 51						
7. SCD			8. CSC Reent.			9. CSC Or Other Legal Authority			10. Apmt. Affidav.			11. FEGLI		12. LCD		13. mil. Serv. Credit Ltr								
Mo. 12 Da. 27 Yr. 50			Yes-1 No-2			Code 1			50 USCA 303 J			Mo. Da. Yr.			Yes-1 No-2		Code							

## PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP FE FE MIA INDONESIA, MAL., AUST., NEW ZEA. INDONESIA SECTION				5175		WASH., D. C.				75013	
16. Dept. - Field		17. Position Title		18. Position No.		19. Serv. FSR		20. Occup. Series			
Dept - 1 USMld - 3 Frgn - 5		Code 1 CONSULAR OFF AREA OPS OFF CH		3876		GS		0136.01			
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. Pay Due		26. Appropriation Number	
06 13 1		\$ 9850		DI		Mo. 09 Da. 07 Yr. 50		Mo. 03 Da. 08 Yr. 60		9 3700 10 201	

## ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
CONVERSION FROM FSR STATUS		60		Mo. 03 Da. 21 Yr. 59		REGULAR		01			

## PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP FE FE MIA INDONESIA, MAL., AUST., NEW ZEA. INDONESIA SECTION				5175		WASH., D. C.				75013	
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv. FSR		37. Occup. Series			
Dept - 1 USMld - 3 Frgn - 5		Code 1 AREA OPS OFF CH		3876		GS		0136.01			
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. Pay Due		43. Appropriation Number	
13 1		\$ 9850		DI		Mo. 09 Da. 07 Yr. 59		Mo. 03 Da. 08 Yr. 60		9 3700 10 201	

44. Remarks

SECRET

SECRET

(When Filled In)

## NOTIFICATION OF PERSONNEL ACTION

ARE: 10 NOV 1958

1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vol. Pref.		5. Sex		6. CS - EOB			
512170		RANDALL FREDERICK				Mo. Da. Yr. 10 28 26			None-0 5 Pr-1 10 Pr-2		1 M 1		Mo. Da. Yr. 09 10 51			
7. SCD		8. CSC Rmt.		9. CSC Or Other Legal Authority				10. Conf. Adv.			11. FEGLI		12. LCD		13. Min. Serv. Con.	
Mo. Da. Yr. 12 27 50		Yes-1 No-2 1		Code 1		50 USCA 403 J				Mo. Da. Yr. 12 27 50			Yes-1 No-2 1		Code 1	

## PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code			
DDP FE FE M IA INDONESIA-MAL.-AUST.-NEW ZEA. INDONESIA SECTION				5175		WASH., D. C.				75013			
16. Dept. - Field		17. Position Title		18. Position No.				19. Serv.		20. Occup. Series			
Dept - 1 USM - 3 Fgn - 5		Code 1		CONSULAR OFF 1.O. FI				3873 FSR GS				0136.51	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Day		26. Appropriation Number			
Mo. Da. Yr. 06 13 1		\$ 7150 9890		DI		Mo. Da. Yr. 09 07 58		Mo. Da. Yr. 03 06 60		9 3700 10 201			

## ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Date	
REASSIGNMENT		56		Mo. Da. Yr. 11 10 58		REGULAR		OM			

## PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code			
DDP FE FE M IA INDONESIA-MAL.-AUST.-NEW ZEA. INDONESIA SECTION				5175		WASH., D. C.				75013			
33. Dept. - Field		34. Position Title		35. Position No.				36. Serv.		37. Occup. Series			
Dept - 1 USM - 3 Fgn - 5		Code 1		CONSULAR OFF AREA OPS OFF CH				3876 FSR GS				0136.01	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Day		43. Appropriation Number			
Mo. Da. Yr. 06 13 1		\$ 7150 9890		DI		Mo. Da. Yr. 09 07 58		Mo. Da. Yr. 03 06 60		9 3700 10 201			

44. Remarks

FORM NO. 1150a

SECRET



SECRET  
(When Filled In)

MCM 29 SEPT 58															NOTIFICATION OF PERSONNEL ACTION														
1. Serial No.			2. Name (Last-First-Middle)						3. Date Of Birth			4. Vet. Pref.		5. Sex		6. CS - EOD													
512170			RANDALL FREDERICK						Mo. 10, Da. 28, Yr. 26			Non-O Code 1		M 1		Mo. 09, Da. 10, Yr. 51													
7. SCB			8. CSC Rmt.			9. CSC Or Other Legal Authority			10. Airt Affidav			11. FEGLI		12. ECD		13. Fret. Va.													
Mo. 12, Da. 27, Yr. 50			Yes-1 No-2 Code 1			50 USCA 203			Mo. , Da. , Yr. ,			Yes-1 No-2 Code 09		Mo. 10, Da. 10, Yr. 51		Yes-1 No-2 Code 2													

PREVIOUS ASSIGNMENT

14. Organizational Designation				Code		15. Location Of Official Station				Station Code	
DOP FE BRANCH 5 INDONESIA DJAKARTA STATION FI CI BRANCH						DJAKARTA, INDONESIA					
16. Dept. - Field		17. Position Title		18. Position No.		19. Serv.		20. Occup. Series			
Dept - 1 USM - 3 Fgn - 5		Code 5		CONSULAR OFF I.O. FI		0908		FSR GS		0136.51	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
Mo. 06, Da. 12, Yr. 3		\$ 7150 8810		DI		Mo. , Da. , Yr. ,		Mo. , Da. , Yr. ,		9 3730 55 170	

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
CORRECTIONS PROMOTION		67		Mo. 09, Da. 07, Yr. 58		REGULAR		OM			

PRESENT ASSIGNMENT

31. Organizational Designation				Code		32. Location Of Official Station				Station Code	
DOP FE FE MIA INDONESIA-MAL.-AUST.-NEW ZEA. INDONESIA SECTION				5175		WASH., D. C.				75013	
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv.		37. Occup. Series			
Dept - 1 USM - 3 Fgn - 5		Code 1		CONSULAR OFF I.O. FI		3873		FSR GS		0136.51	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
Mo. 06, Da. 13, Yr. 1		\$ 7150 9890		DI		Mo. 09, Da. 07, Yr. 58		Mo. 03, Da. 06, Yr. 60		9 3700 10 201	

44. Remarks											
<p>*THIS ACTION CORRECTS SF-1150 EFF DATE 7 SEPT 58, ITEM #31 THE ORGANIZATIONAL DESIG. THE SECOND LINE WHICH READ, FE MIA INDONESIA-MAL.-AUST.-NEW ZEA., TO READ FE MIA INDONESIA-MAL.-AUST.-NEW ZEA.</p> <p>10/11/58 Z.B.</p> <p>11/11/58 J.F.</p>											

SECRET

SECRET

(When Filled In)

NOTIFICATION OF PERSONNEL ACTION														
MCM 5 SEPT 58														
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vet. Prof.		5. Sex		6. CS - EOD	
512170		RANDALL FREDERICK				Mo. Da. Yr. 10 28 26			None-0 5 Pt-1 10 Pt-2		Code 1		M 1	
7. SCD		8. CSC Rating		9. CSC Or Other Legal Authority		10. Appt. Affid.			11. FEGLI		12. LCD		13. Final Pay	
Mo. Da. Yr. 12 27 50		Yes-1 No-2 1		50 USCA 403 J		Mo. Da. Yr. 12 27 50			Yes-1 No-2 1		Mo. Da. Yr. 09 10 51		Yes-1 No-2 2	

## PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DOP FE BRANCH 5 INDONESIA DJAKARTA STATION FI CI BRANCH						DJAKARTA, INDONESIA					
16. Dept. - Field		17. Position Title		18. Position No.		19. Serv.		20. Occup. Series			
Dept. - 1 US/Id - 3 Fgn - 5		Code 5		CONSULAR OFF 1.O. FI		0908		FSR GS		0136.51	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
06 12 3		\$ 7150 8810		DI		Mo. Da. Yr. 10 28 26		Mo. Da. Yr. 09 10 51		9 3730 55 170	

## ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Date	
PROMOTION		67		09 07 58		REGULAR		OM			

## PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP FE FE MCA INDONESIA-MAL.-AUST.-NEW ZEA. INDONESIA SECTION				5175		WASH., D. C.				75013	
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv.		37. Occup. Series			
Dept. - 1 US/Id - 3 Fgn - 5		Code 1		CONSULAR OFF 1.O. FI		3873		FSR GS		0136.51	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
06 13 1		\$ 7150 9860		DI		Mo. Da. Yr. 09 07 58		Mo. Da. Yr. 03 06 60		9 3700 10 201	

44. Remarks

10/1/58  
2.8  
ART

SECRET

**SECRET**  
(WHEN FILLED IN)

1 EMP SERIAL NO.		2 NAME		3 ASSIGNED ORGAN		4 FUNDS		5 ALLOTMENT			
512170		RANDALL FREDERICK		DDP/FE - 89		UV					
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO	DA	YR				MO	DA	YR
GS 12	2	\$ 8,570	02	10	57	GS 12	3	\$ 8,816	08	10	58
REMARKS											
CERTIFICATION											
I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.											
TYPED, OR PRINTED, NAME OF SUPERVISOR			DATE		SIGNATURE OF SUPERVISOR						
Joseph W. Smith			17 July 1958		<i>[Signature]</i>						
PERIODIC STEP INCREASE / CERTIFICATION											

FORM NO 560  
1 MAR 68

**SECRET**

**PERSONNEL FOLDER**

14

S E C R E T

GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE  
12 JANUARY 1950 AUTHORIZED BY P. L. 85 - 462 AND DCL  
DIRECTIVE. SALARY AS OF 15 JUNE 1950 ADJUSTED AS FOLLOWS

NAME	SERIAL	GRADE-STEP	ORG SALARY	GEN. SALARY
RANDALL FREDERICK	512170	GS-12-2	\$ 7,700	\$ 8,570

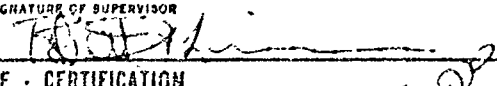
100-443887-100

1000

**SECRET**  
(WHEN FILLED IN)

FE15

3236

1. SERIAL NO.		2. NAME				3. ASSIGNED ORGAN		4. FUNDS	5. ALLOTMENT		
512170		RANDALL FREDERICK				DDP/FE 38		UV			
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO.	DA.	YR.				MO.	DA.	YR.
12	1	\$ 7,570	08	14	55	12	2	\$ 7,785	02	10	57
REMARKS											
<p align="center">CERTIFICATION</p> <p>I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.</p>											
TYPED, OR PRINTED, NAME OF SUPERVISOR			DATE		SIGNATURE OF SUPERVISOR						
ROBERT H. LINDA			19 MAY 57								
PERIODIC STEP INCREASE - CERTIFICATION											

PLAN 97  
1-640-54 560

**SECRET**

PERSONNEL FOLDER 161

RAM L. FREDERICK C.

Foreign Service Officer and Foreign Service Reserve  
Officer Schedule  
Revised by 1956 Pay Act

*Randall, Frederick C.*

BASIC PAY RATES

FBO-1 & FSR-1	\$13,760 14,600	\$14,150 15,000	\$14,620 15,400	\$14,800 15,800	\$14,800 16,200	16,600	17,000
FBO-2 & FSR-2	\$11,965 12,600	\$11,990 12,900	\$12,365 13,200	\$12,740 13,500	\$13,115 13,800	\$13,495 14,100	\$13,655 14,400
FBO-3 & FSR-3	\$ 9,815 10,600	\$10,140 10,900	\$10,460 11,200	\$10,785 11,500	\$11,105 11,800	\$11,430 12,160	\$11,750 12,400
FBO-4 & FSR-4	\$ 7,490 9,000	\$ 7,810 9,250	\$ 8,135 9,500	\$ 8,455 9,750	\$ 8,780 10,000	\$ 9,100 10,250	\$ 9,425 10,500
FBO-5 & FSR-5	\$ 5,715 7,400	\$ 5,930 7,650	\$ 6,145 7,900	\$ 6,360 8,150	\$ 6,575 8,400	\$ 6,790 8,650	\$ 7,005 8,900
FBO-6 & FSR-6	\$ 4,295 6,100	\$ 4,510 6,300	\$ 4,725 (6,500)	\$ 4,940 6,700	\$ 5,155 6,900	\$ 5,370 7,100	\$ 5,475 7,300
FSR-7	\$ 5,100	\$ 5,250	\$ 5,400	\$ 5,550	\$ 5,700	\$ 5,850	\$ 6,000
FSR-8	\$ 4,300	\$ 4,450	\$ 4,600	\$ 4,750	\$ 4,900	\$ 5,050	\$ 5,200

The above basic pay rates are effective 29 July 1956.

STANDARD FORM 52  
PREPARED BY THE  
U. S. CIVIL SERVICE COMMISSION  
WASH. D. C. 20540 - PERSONNEL (1) FORM 52  
REVISION 1-55

# REQUEST FOR PERSONNEL ACTION

UNVOUCHERED

REQUESTING OFFICE: Fill in Items 1 through 12 and A through D except 6B and 7 unless otherwise instructed.  
If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr., Mrs., Miss, etc. - One given name, initial(s), and surname) <b>Mr. Frederick C. Randall</b> 572/70	2. DATE OF BIRTH <b>28 Oct 1926</b>	3. REQUEST NO.	4. DATE OF REQUEST <b>12 June 56</b>
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <b>Reassignment</b>		6. EFFECTIVE DATE A. PROPOSED:	7. C S OR OTHER LEGAL AUTHORITY
B. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED: <b>JUL 1 1956</b>	

FROM - <b>Intell Officer(FI) EFF-908</b> <b>Consular Officer</b> <b>GS-0136.51-12 \$7570.00 P/A</b> <b>FSR-5 \$6360.00 P/A</b> <b>DDP/FE</b> <b>Branch 5 - Indonesia</b> <b>Djakarta Station</b> <b>Djakarta Indonesia</b>	8. POSITION TITLE AND NUMBER  9. SERVICE GRADE AND SALARY  10. ORGANIZATIONAL DESIGNATION  11. HEADQUARTERS  12. FIELD OR DEPARTMENTAL	TO - <b>Intell Officer(FI) EFF-908</b> <b>Consular Officer</b> <b>GS-0136.51-12 \$7570.00 P/A</b> <b>FSR-5 \$6360.00 P/A</b> <b>DDP/FE</b> <b>Branch 5</b> <b>Indonesia-Djakarta Station</b> <b>FI/CI Branch</b> <b>Djakarta, Indonesia</b>	13. FIELD <input checked="" type="checkbox"/> DEPARTMENTAL <input type="checkbox"/>
--	---	--	---

A. REMARKS (Use reverse if necessary)

**T/O Change**

B. REQUESTED BY (Name and title) <b>Henry P. Gilbert, FE Personnel Officer</b> FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) <b>Dorothy Tweedie x3780</b>	D. REQUEST APPROVED BY Signature: <i>Robert A. [illegible]</i> Title: <i>Asst Dir of [illegible]</i>
---	--

13. VETERAN PREFERENCE		14. POSITION CLASSIFICATION ACTION	
NAME	WVH OTHER S PT	NEW	VICE
15. SEX	16. APPROPRIATION	17. SUBJECT TO C S RETIREMENT ACT (YES-NO)	18. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSIONS ONLY)
	FROM TO		
20. STANDARD FORM 50 REMARKS		19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:	

21. CLEARANCES

A.	INITIAL OR SIGNATURE	DATE
B. FEEL OR POS CONTROL	<i>WPR</i>	<i>21 JUN 56</i>
C. CLASSIFICATION		
D. PLACEMENT OR EVAL	<i>SEE 5/19/56</i>	
E.		

F. APPROVED BY

*Robert A. [illegible]* *6/19/56*

USED IN LIEU OF SF50  
NOTIFICATION OF PERSONNEL  
ACTION

POSTED  
24 JUN 56

PCS

Department of State  
Personnel Action

Mr. Frederick C. Randall

10/28/26

FSA

10/11/55

Limited Appointment

1-27/55

Section 522.1  
PL 724 79th Congress

Consular Officer

FSR-5 \$ 6360

Djakarta

5pt veterans preference

New

3-3011-060

Male

6A-9013

Civil Service Retirement Reductions

10/27/55

Maryland

Submit 61A

Married--Two

No Reserve Status

SECRET  
(WHEN FILLED IN)

NOTIFICATION OF PERSONNEL ACTION

TVS

1. NAME (MR., MISS, MRS., ONE GIVEN NAME, INITIAL(S), AND SURNAME) <b>MR. FREDERICK C. RANDALL</b>		2. DATE OF BIRTH <b>28 Oct 1926</b>		3. JOURNAL OR ACTION NO.		4. DATE <b>3 Nov. 1955</b>	
This is to notify you of the following action affecting your employment:							
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>INTEGRATION - DEPARTMENT OF STATE</b>				6. EFFECTIVE DATE <b>27 Oct 1955</b>		7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>50 USCA 403 j</b>	
FROM <b>Intell Officer (FI) BFF-908</b>  <b>GS-0136.51-12 \$7570.00 per annum</b>				TO <b>Vice Consul (When confirmed) Consular Officer BFF-908</b>  <b>FBR-5 \$6360.00 per annum</b>			
8. POSITION TITLE				9. SERVICE SERIES, GRADE, SALARY			
10. ORGANIZATIONAL DESIGNATION				11. HEADQUARTERS			
12. FIELD OR DEPT'L				13. VETERAN'S PREFERENCE			
14. POSITION CLASSIFICATION ACTION				15. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)			
16. SEX				17. RACE			
18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)				19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)			
20. LEGAL RESIDENCE				21. REMARKS			
22. ENTRANCE PERFORMANCE RATING				23. SIGNATURE OR OTHER AUTHENTICATION			

21. REMARKS:

Subject is to be paid the difference between CIA salary of \$7570 and FBR salary of \$6360, to be paid by the Department of State and allowances in accordance therewith

Sick and annual leave are to be held in escrow until subject reverts to GS status

23. SIGNATURE OR OTHER AUTHENTICATION

4 NOV 1955

SECRET

1. EMPLOYEE COPY

11/1/55



CONFIDENTIAL  
CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1vr

1. NAME (MR., MRS., ONE OTHER NAME, INITIALS, AND SURNAME) <b>Mr. Frederick C. Randall</b>		2. DATE OF BIRTH <b>28 Oct 1926</b>	3. JOURNAL ACTION NO.	4. DATE <b>23 Sep 1955</b>
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>Reassignment</b>		6. EFFECTIVE DATE <b>23 Sep 1955</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>50 USCA 403 j</b>	
FROM		TO		
Intelligence Off. (FI) <b>BF298-12</b> <b>GS-0136.51-12 \$7570.00 per annum</b> <b>DGP/FS</b> <b>Branch 5</b> <b>Indonesian Field Activity Unit</b>		Intelligence Officer (FI) <b>BF7908</b> <b>GS-0136.51-12 \$7570.00 per annum</b> <b>DGP/FS</b> <b>Branch 5</b> <b>Indonesia Djakarta Station</b>		
Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		Djakarta, Indonesia <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WWI <input type="checkbox"/> OTHER <input type="checkbox"/> 5-PT. <input type="checkbox"/> 10-POINT <input type="checkbox"/> DISAB. OTHER <input checked="" type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> T.A. <input type="checkbox"/> REAL <input type="checkbox"/> <b>ED/DI</b>		
15. SEX <b>M</b>	16. RACE <b>W</b>	17. APPROPRIATION FQMI <b>6-3700-20</b> <b>6-3750-55-170</b>		18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) <b>Yes</b>
19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)		20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: <b>MS.</b>		
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				
Subject to approved medical clearance prior to being sent overseas.				
"Transfer TO Encumbered funds FROM Vouchered funds."				
10-120 30 SEP 1955				
ENTRANCE PERFORMANCE RATING: Director of Personnel				
CONFIDENTIAL				
4. PERSONNEL FOLDER COPY 713 7/27/55				
12 U. S. GOVERNMENT PRINTING OFFICE: 1955-312722				

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

dah

1. NAME (MR., MISS, MRS., OR MRS. SUE, INITIALS, AND SURNAME) <b>Mr. Frederick C. Randall</b>		2. DATE OF BIRTH <b>28 Oct 1926</b>	3. JOURNAL OR ACTION NO.	4. DATE <b>5 Aug 1955</b>
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>Promotion</b>		6. EFFECTIVE DATE <b>14 Aug 1955</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>50 USCA 401 j</b>	
FROM <b>Intelligence Off. (FI) HF-296-11 GS-0136.51-11 \$6605.00 Per Annum</b>		TO <b>Intelligence Off. (FI) HF-296-12 GS-0136.51-12 \$7570.00 Per Annum</b>		
8. POSITION TITLE		9. SERVICE, SERIES, GRADE, SALARY		
10. ORGANIZATIONAL DESIGNATIONS		11. HEADQUARTERS		
12. FIELD OR DEPT'L		13. POSITION CLASSIFICATION ACTION		
14. VETERAN'S PREFERENCE		15. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)		
16. SEX RACE		17. APPROPRIATION		
18. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.		19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)		
20. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.		21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.		

d. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE: 1959 - 507572

1. Agency and organizational designation				2. Pay roll		3. Sick pay		4. Step pay	
5. Employee's name (and social security account number when appropriate) <b>RANDALL, Frederick C.</b>				6. Grade and salary <b>GS-11 \$5940.00</b>					
<b>PAY ROLL CHANGE DATA</b>									
	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	BOND	F. I. C. A.	NET PAY
7. Previous period									
8. New period									
9. Pay this period									
10. Remarks:						11. Appropriation(s)  <b>78 10</b>		12. Proposed by <b>afu 5/5</b> 13. Audited by	
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase									
14. Effective date <b>19 Jun 55</b>	15. Date last equivalent increase <b>20 Jun 54</b>	16. Old salary rate <b>\$5940.00</b>	17. New salary rate <b>\$6140.00</b>	18. Performance rating is satisfactory or better.					
19. LWOP days (if it is appropriate space covering LWOP during following period(s):  <b>6605.00</b>				(Check applicable box in case of excess LWOP) <input type="checkbox"/> Excess LWOP due to absence <input type="checkbox"/> Excess LWOP due to other cause <input type="checkbox"/> Excess LWOP due to other cause					
<input type="checkbox"/> No excess LWOP. Total excess LWOP									
STANDARD FORM NO. 1126-6—Revised Form prescribed by Comp. Gen., U. S. Nov. 8, 1950, General Regulations No. 102									
PAY ROLL CHANGE SLIP—PERSONNEL COPY <i>af</i>									

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR.—MRS.—MISS—ONE GIVEN NAME, INITIAL(S), AND SURNAME) <b>MR. FREDERICK C. RAEDALL</b>		2. DATE OF BIRTH <b>28 Oct. 1926</b>	3. JOURNAL OR ACTION NO.	4. DATE <b>26 May 1954</b>
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>REASSIGNMENT</b>		6. EFFECTIVE DATE <b>6 June 1954</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>50 USCA 403 j</b>	
FROM		TO		
Ops Officer (CE) <b>RF-311-11</b> <b>GS-0136.33-11</b>  <b>CE Unit</b>		8. POSITION TITLE  9. SERVICE, SERIES, GRADE, SALARY  10. ORGANIZATIONAL DESIGNATIONS  11. HEADQUARTERS	L. O. (VI) <b>RF-298-11</b> <b>GS-0136.33-11 \$5940.00 per annum</b> <b>DDP/VE</b> <b>Br. 5</b> <b>Indonesian Field Activity Unit</b>  <b>Washington, D. C.</b>	
<input type="checkbox"/> FIELD	<input type="checkbox"/> DEPARTMENTAL	12. FIELD OR DEPT.	<input type="checkbox"/> FIELD	<input checked="" type="checkbox"/> DEPARTMENTAL
13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> 10% <input type="checkbox"/> OTHER <input type="checkbox"/> 5-PT. <input type="checkbox"/> 15-POINT <input type="checkbox"/> DISAB. OTHER <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> L. A. <input type="checkbox"/> REAL <input type="checkbox"/> <b>SDPI</b>		
15. SEX <b>M</b>	16. RACE <b>M</b>	17. APPROPRIATION FROM: <b>4-3700-20</b> TO: <b>2000</b>	18. SUBJECT TO C. & R. RETIREMENT ACT (YES NO) <b>Yes</b>	19. DATE OF APPOINT. WHEN AFFIDAVIT (WARRANT ONLY)  20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: <b>Md.</b>
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				
<p>PROPOSED TO GO SUPERVISOR EFFECTIVE 10/1/54 SALARY ADJUSTED TO: <b>\$6390.00</b></p> <p style="text-align: right;"><i>Wm</i></p>				

2. PERFORMANCE RATED

Assistant Director for Personnel

PERSONNEL FOLDER COPY

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION *alb*

1. NAME (Last—first—middle—initials and surname) <b>Mr. Frederick C. Randall</b>		2. DATE OF BIRTH <b>23 Oct 26</b>	3. JOURNAL OR ACTION NO.	4. DATE <b>12 Feb 58</b>
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>Reassignment</b>		6. EFFECTIVE DATE <b>14 Feb 58</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>50 USC A 403 j</b>	
FROM		TO		
<b>Intel. Officer (CE) EF-321-11</b>  <b>OS-132-11 85940 p/a</b>  <b>EE. S-Indonesia &amp; Malaya</b>		<b>Ops Officer (CE) EF 311-11</b>  <b>OS-0136.52-11 85940 p/a</b>  <b>DDP/FE</b> <b>Br. S-</b> <b>Counterespionage Unit</b>  <b>Washington, D. C.</b>		
<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
8. VETERAN'S PREFERENCE		9. POSITION CLASSIFICATION ACTION		
REG. <input type="checkbox"/> DIS. <input type="checkbox"/> OTHER <input type="checkbox"/> 10-PT. <input type="checkbox"/> 12-PT. <input type="checkbox"/> DIS. <input type="checkbox"/> OTHER <input type="checkbox"/>		NEW <input type="checkbox"/> VICE <input type="checkbox"/> L.A. <input type="checkbox"/> REAL <input type="checkbox"/> <b>CD:FI</b>		
10. APPROPRIATION		11. SUBJECT TO C. S. RETIREMENT ACT (YES NO)		12. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)
FROM: <b>37 0-20</b> TO: <b>8899</b>		<b>Yes</b>		13. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:
14. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				

4. PERSONNEL FOLDER COPY

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR., MRS., MISS, ONE GIVEN NAME, INITIAL(S), AND SURNAME) <b>Mr. Frederick C. Randall</b>		2. DATE OF BIRTH <b>28 Oct. 1926</b>	3. JOURNAL OR ACTION NO.	4. DATE <b>5 January 1953</b>
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>Exempted Appointment</b>		6. EFFECTIVE DATE <b>5 Jan. 1953</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>Schedule A-6.116 (b)</b>	
FROM		TO		
8. POSITION TITLE <b>Intelligence Officer (GS) EF-322-9</b>		9. SERVICE, SERIES, GRADE, SALARY <b>GS-132-9 \$5060.00</b>		
10. ORGANIZATIONAL DESIGNATION <b>DD/P FE/5 Counterespionage Unit</b>		11. HEADQUARTERS <b>Washington, D. C.</b>		
12. FIELD OR DEPTL <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WWI <input type="checkbox"/> OTHER <input type="checkbox"/> D-PT. <input type="checkbox"/> D-PT. OTHER <input type="checkbox"/>		
14. POSITION CLASSIFICATION ACTION RES <input type="checkbox"/> VICE <input type="checkbox"/> S. & L. <input type="checkbox"/> REAL <input type="checkbox"/>		15. DATE OF APPOINTMENT AFFIDAVIT (ACCESSION ONLY) <b>2 Jan. 1953</b>		
16. DATE OF APPOINTMENT <b>2 Jan. 1953</b>		17. LEGAL RESIDENCE <input checked="" type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE <b>Maryland</b>		
18. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.  <b>EF # 61 affidavit has been executed subject to satisfactory trial period of 12 months and a medical examination.</b>				
Chief, Personnel Division ENTRANCE PERFORMANCE RATING				

STANDARD FORM 52  
FORM 52 OF THE  
U. S. CIVIL SERVICE COMMISSION  
JANUARY 1953 - FEDERAL PERSONNEL  
MANUAL, CHAPTER II

## REQUEST FOR PERSONNEL ACTION

UNCLASSIFIED

3-11-53  
1/14/53

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed.  
If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr., Miss, Mrs., One given name, initial(s), and surname) RANDALL, Frederick Crawford		2. DATE OF BIRTH 26 Oct. 1926	3. REQUEST NO.	4. DATE OF REQUEST 2 Jan 1953
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) Resignation			6. EFFECTIVE DATE A. PROPOSED: 3 Jan. 1953 B. APPROVED: 4 Jan 1953	7. C.S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.) FROM— Intelligence Assistant GS-7 \$4,320.00 per annum OCO FDZ Branch III Djakarta, Indonesia		9. POSITION TITLE AND NUMBER	10. SERVICE GRADE AND SALARY	11. ORGANIZATIONAL DESIGNATIONS
12. FIELD OR DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		13. HEADQUARTERS	14. FIELD OR DEPARTMENTAL <input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	
A. REMARKS (Use reverse if necessary) Slot #145 Resigning to accept other employment				
B. REQUESTED BY (Name and title) R. Brockman for C. A. T.		D. REQUEST APPROVED BY Signature: Morris B. Powell Title: FI/PO.		
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) W. C. Goodall, extension 3367				
13. VETERAN PREFERENCE NONE <input type="checkbox"/> WWI <input type="checkbox"/> OTHER 5-PT. <input type="checkbox"/> 10-POINT <input type="checkbox"/> OSAS <input type="checkbox"/> OTHER <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/>		
15. SEX: <input type="checkbox"/> M <input type="checkbox"/> F	16. RACE: <input type="checkbox"/> W <input type="checkbox"/> N <input type="checkbox"/> O	17. APPROPRIATION FROM: TO:	18. SUBJECT TO C.S. REPLACEMENT ACT (YES-NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)
20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:				
21. STANDARD FORM 50 REMARKS V				
22. CLEARANCES A. <input type="checkbox"/> B. <input type="checkbox"/> C. <input type="checkbox"/> D. <input type="checkbox"/> E. <input type="checkbox"/>				
23. APPROVED BY C. Taylor 8 Jan 53				

1. Agency and organizational designations <b>CENTRAL INTELLIGENCE AGENCY</b>		2. Pay period		3. Block No. <b>UV</b>		4. Slip No.	
5. Employee's name (and social security account number when appropriate) <b>RANDALL, Frederick C.</b>		6. Grade and salary <b>GS - 7 \$4205</b>					
<b>PAY ROLL CHANGE DATA</b>							
	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	NET PAY
7. Previous normal							
8. New normal							
9. Pay this period							
10. Remarks						11. Appropriation	
						31A-65	
						CSC/73	
						12. Prepared by	
						13. Audited by	
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase							
14. Effective date	15. Date last equivalent	16. Old salary rate	17. New salary rate	18. Performance rating is satisfactory or better.			
14 Sep 52	10 Sep 51	\$4205	\$4370				
				(Signature or other authentication)			
19. LWOP data Fill in appropriate spaces covering LWOP during following periods: Period(s):				(Check applicable box in case of LWOP) <input type="checkbox"/> In pay status during period <input type="checkbox"/> In LWOP status during period			
<input type="checkbox"/> No excess LWOP. Total excess LWOP				Initials of Clerk			
STANDARD FORM NO. 1126d-Revised Form prescribed by Comp. Gen., U. S. Nov. 8, 1950. General Regulations No. 102							
<b>PAY ROLL CHANGE SLIP - PERSONNEL COPY</b>							



SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION		
NAME <b>RANDALL, Frederick Crawford</b>		DATE <b>10 May 1951</b>
NATURE OF ACTION <b>Excepted Appointment</b>		EFFECTIVE DATE <b>10 September 51</b>
	FROM	TO
TITLE		<b>Intelligence Assistant</b>
GRADE AND SALARY		<b>GS-7 \$3825 p.a.</b>
OFFICE		<b>OSO</b>
DIVISION		<b>FDZ</b>
BRANCH		<b>Branch III</b>
OFFICIAL STATION		<b>JAKARTA Indonesia</b>
QUALIFICATIONS	APPROVAL	
<i>SM Gant</i>	FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION: <b>11 1951 F598</b>	PERSONNEL OFFICER	
<i>Inf</i>	<i>DMulcahy</i>	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS		YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
DATE OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON		<b>10 September 51</b>
SECURITY CLEARED ON		<b>16 August 51</b>
OVERSEAS AGREEMENT SIGNED		<b>11 September 51</b>
ENTERED ON DUTY		<b>10 September 51</b>
SIGNATURE OF AUTHENTICATING OFFICER <i>Pauline C. Brown</i>		
REMARKS:  <div style="text-align: center;">Slot #145</div> <div> DoG - 12/20/53  CSD - 03/18/51  HCO - 09/10/51 </div> <div style="text-align: right;"> M  E </div> <div style="text-align: center;"> COPY IN PAYROLL FILES  CONFIDENTIAL FUNDS BRANCH </div>		

FORM NO. 37-1  
MAY 1949

SECRET

490 83-10011

CONFIDENTIAL

MEMORANDUM FOR: Frederick C. Randall

SUBJECT : Acknowledgment of Evaluation Board Functional Category

REFERENCE : Evaluation Board Precepts for Your Grade

1. Based upon an examination of your past assignments and duties, and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category W for Evaluation Board purposes. Precise definitions of this category are contained in the Evaluation Board precepts for your grade. This placement is made in order that your performance, growth potential, and career planning may be judged against officers similarly placed professionally. YOU ARE URGED TO STUDY THE PRECEPTS AND CONSIDER YOUR OWN CASE CAREFULLY.

2. In general, you should consider the following:
  - a. Categories are sharply defined. Competition is within categories, not between them. Thus, a weak B/OG performance is not strengthened by reclassifying it as B/OS.
  - b. A change in category after sustained performance in a different category may cause a temporary loss of momentum in your career advancement until you have demonstrated proficiency in your new assignment.
  - c. A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.

3. If you believe that this is not the correct category for you because the substantive nature of your job more closely approximates another category or because you have made a permanent change of career track, please take the matter up through your command channel to secure the concurrence of your component of assignment or of your home base component, as appropriate, to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgment of change is received by the Career Management Staff.

4. Please sign and date this notification in the space provided and return it to your Personnel Evaluation and Management Officer or to your Personnel Officer.

ACKNOWLEDGED:

*Frederick C. Randall*  
Signature of Addressee

*14 May 1979*  
Date

CONFIDENTIAL

**CONFIDENTIAL**  
CLASSIFICATION

505-20-4069		<b>FITNESS REPORT</b>			
<b>SECTION A GENERAL INFORMATION</b>					
1. EMPLOYEE NUMBER 012170		2. NAME (Last, first, middle) Randall, Frederick C.		3. DATE OF BIRTH 28 Oct 26	4. SEX M
5. GRADE 15		6. SD D		7. OFFICIAL POSITION TITLE Ops Officer	
8. OFF DIV NO OF ASSIGNMENT DO/INS/C/EPG		9. CURRENT STATION Headquarters		10. LEAD (CA 1) <input checked="" type="checkbox"/> MGR <input type="checkbox"/> OF	
11. TYPE OF APPOINTMENT			12. TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> OTHER	13. REPORTING PERIOD (FROM TO) 6 Mar - 30 Nov 1978		14. DATE REPORT DUE IN O.P.
<b>SECTION B QUALIFICATIONS UPDATE</b>					
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.					
<b>SECTION C PERFORMANCE EVALUATION</b>					
<p><b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.</p> <p><b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.</p> <p><b>P-Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S-Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O-Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Manages and coordinates review of all DO records subject to disclosure via FOIA, Privacy Act and E.O. 12065. Supervises 24 full- and part-time personnel.					RATING LETTER  O
SPECIFIC DUTY NO. 2 As one of six senior INS officers, serves as voting member of INS PRC (for 550 people) and on thrice-weekly general planning meetings with Chief, INS.					RATING LETTER  P
SPECIFIC DUTY NO. 3 Supplies factual and legal advice to the DDO, Chief INS, DDO/IRO, IRC, and OCC on trends and implications pertinent to release of DO information via statute or regulation.					RATING LETTER  S
SPECIFIC DUTY NO. 4 Generates policy initiatives to protect DO sources and methods from disclosure via statute or executive order.					RATING LETTER  S
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					RATING LETTER
Take this segment carefully about the employee which encompasses his effectiveness in his current position such as performance of specific duties, productivity, conduct, and other supervisory responsibilities. Consider ONLY effectiveness in performance of that duty. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the description which best describes the employee's level of performance.					S
DERIVATIVE CL BY					

CONFIDENTIAL

SECTION D

NARRATIVE COMMENTS

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

I rate Mr. Randall as "outstanding" for Duty Number 1 (his principal responsibility) for this period. He had done an exceptional job of supervising, motivating, training and guiding his group in a remorseless and pressure-laden atmosphere, requiring both close attention to detail and constant alertness to broad operational and policy implications. The workload is larger and more complicated than anything I know of handled by any line operational officer with equivalent grade and responsibility. The preceding two fitness reports describe well the nature of the job. It remains only to be noted that Mr. Randall is the perfect man for the job, combining a remarkable match of leadership, operational savvy, legal and policy awareness and, perhaps most important, negotiating ability with both the Agency lawyers and legislative counsels, and the operating divisions in a bizarre situation that completely transcends the DO's need-to-know practices (Top Secret and compartmented, bigotted information must be reviewed) and yet requires the protection of our sources and methods. Dedicated, discreet, smart, and honest, Mr. Randall is very likely one of very few DO officers of his grade who could have handled this job from scratch, done so with virtually flawless output, and created a body of judgments and advice that is trusted, proven and amounts to de facto DO policy on how to protect our secrets.

Mr. Randall also has major planning obligations within INS, serving as a voting member of the PMC and three times a week with Chief, INS and other (continued)

SECTION E

CERTIFICATION AND COMMENTS

1. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
9 months	Placed in last rating profile	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
18 December 1978	Deputy Chief, INS	James R. Fletcher, Jr.
2. BY EMPLOYEE		
I HAVE <input type="checkbox"/> OR HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	DATE	SIGNATURE OF EMPLOYEE
	18 Dec 1978	Fredrick C. Randall
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
I agree with the letter ratings and the narrative comments above, particularly those in paragraph 1 of the narrative.		
Mr. Randall is a dedicated, forceful, purposeful, dependable, disciplined officer. Although his personal preference would have been to do something else, he effectively manages and leads the Freedom of Information and Privacy Group of INS--demonstrating a self reliant style which has brought great credit to work in this area in the DO and to himself. Mr. Randall's past several fitness reports attested to his talents and growth in this assignment.		
As was observed in Mr. Randall's last fitness report, a new assignment must be found.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
30 January 1979	Chief, INS	William F. Dannelly
4. BY EMPLOYEE		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	SIGNATURE OF EMPLOYEE
11/79		Fredrick C. Randall

CLASSIFICATION  
CONFIDENTIAL

CONFIDENTIAL

NARRATIVE COMMENTS - continued

Randall, Frederick

Group chiefs in a broad review of disparate IMS operations: computers, information management planning for the DO and its current services. He is articulate and effective in presenting views from the IMS/FPG vantage, but at this level, I want to see more concern about the people and activities of companion IMS elements, more brainstorming of common problems. He is the least active of the four group chiefs in this area, although he has the inquisitiveness and intellect to contribute importantly in cross-discipline problems. I find no weakness here, but Mr. Randall's contributions here do not measure up comparatively to his exceptional performance in all other areas.

In these other areas, covering duties 3 and 4, Mr. Randall and his group stimulated, staffed out and justified three remarkably successful policy changes: a Presidential statement that sources and methods information need not be classified to be protected; a DCI policy that DO records ipso facto are not releasable (despite an OGC opinion to the contrary), and a policy allowing employees access to their files without going through the FOIA or Privacy Act folderol. While not individual accomplishments by Mr. Randall, they bespeak ~~from~~ the leadership and guidance he gave, and they are typical of the kind of case officer professionalism he has and we have needed to help protect agents, operations and officers from exposure. I do think it is sad to have to divert good DO talent to disclosure law problems; but if we must, then Mr. Randall's experience and abilities have counted a great deal in such successes we have had in keeping our secrets.

Mr. Randall's fitness reporting is accurate and fair. Per HR 20-20, it is noted for the record that Mr. Randall displays appropriate concern in equal employment opportunity areas: women comprise more than half of his group. He has three minority officers. Levels of responsibility here are above Agency norm.

REVIEWING OFFICIAL'S COMMENTS - continued

for this experienced supervisor. He has demonstrated his versatility and commitment by doing a job for four years that probably few other DO ops officers/managers would or could do as well as he has. For the good of his morale, the interest of his further development and in the interest of the Directorate, he has earned a change.

CONFIDENTIAL

CLASSIFICATION

## FITNESS REPORT

## SECTION A

## GENERAL INFORMATION

1. EMPLOYEE NUMBER <b>012180</b>	2. NAME (Last, first, middle) <b>Randall, Frederick Crawford</b>	3. DATE OF BIRTH <b>28 Oct 26</b>	4. SEX <b>M</b>	5. GRADE <b>GS-15</b>	6. SD <b>D</b>
7. OFFICIAL POSITION TITLE <b>Ops Officer</b>	8. OFFICE/STATION OF ASSIGNMENT <b>ISS/Chief, PIAG</b>	9. CURRENT STATION <b>Hqs</b>	10. CODE (C, E, F) <b>XX</b>	11. HQS. <b>XX</b>	12. DP <b>DP</b>
11. TYPE OF APPOINTMENT			12. TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input checked="" type="checkbox"/> ANNUAL	<input checked="" type="checkbox"/> REASSIGNMENT OF SUPERVISOR
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> OTHER	13. REPORTING PERIOD (FROM-TO) <b>1 January 1977-31 December 1977</b>		

## SECTION B

## QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

## SECTION C

## PERFORMANCE EVALUATION

**U-Unsatisfactory** Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.

**M-Marginal** Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

**P-Profligate** Performance is satisfactory. Desired results are being produced in the manner expected.

**S-Strong** Performance is distinguished by exceptional proficiency.

**O-Outstanding** Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

## SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1 <b>Chief, Privacy Information Action Group</b>	RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 2	RATING LETTER
SPECIFIC DUTY NO. 3	RATING LETTER
SPECIFIC DUTY NO. 4	RATING LETTER
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

## OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, attitude on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most closely reflects his level of performance.

RATING LETTER

**S**

CLASSIFICATION

REPORT CL BY

01178

## CLASSIFICATION

SECTION D		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.</p>			
<p>The merger of units which created the Information Services Staff brought Mr. Randall and his staff under my supervision for the first time. Prior to that we had been colleagues in Services Staff, whose chief wrote Mr. Randall's Fitness Report. No change in function accompanied the change in organization, however, and the praise contained in those earlier reports could be echoed here.</p> <p>During 1977, Mr. Randall and his group have continued to render this Directorate outstanding service in an arena where there is little glory but the constant threat of disaster. In the preparation of materials for release under FOIA, the Privacy Act or E.O. 11652, the researcher treads a fine, barely visible line between protection of operational secrets and revelation of material properly releasable under the law. He is denied the easy choice of over-protection because each decision is subject to the scrutiny of the courts, and the Agency's credibility is on the line each time a judge challenges a deletion or the denial of a document. (That credibility is apparently quite high in the courts. We have yet to be reversed in appeals cases on information denied by PIAG on grounds of classification or sources/methods.) The research on which we rely is almost autonomous; reviews of finished cases are necessarily limited and (cont'd)</p>			
SECTION E: CERTIFICATION AND COMMENTS			
MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION		1. BY SUPERVISOR	
		IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE		OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
12 January 1978		Deputy Chief, ISS	Bruce T. Johnson
I HAVE <input type="checkbox"/> OR HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.		2. BY EMPLOYEE	
DATE		DATE	SIGNATURE OF EMPLOYEE
		13/1/78	Federick C. Randall
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>I think it is important first to echo the remarks in the last paragraph of the narrative above. Mr. Randall is an exceptionally proficient performer in a position that few other DO officers want to occupy. The DO is fortunate to have a person of his caliber handling FOIA and related matters.</p> <p>As I see his performance, Mr. Randall has made a significant effort in advancing national intelligence objectives by doing everything possible to protect DO "sources and methods." He has represented us exceedingly well in this area and as a result, to his credit, little has gotten away through the FOIA channel. The way things are organized,</p>			
DATE		OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
16 January 1978		Chief, Staff	William F. Donnelly
I HAVE <input type="checkbox"/> OR HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE REVIEWING OFFICIAL'S EVALUATION OF MY PERFORMANCE.		4. BY EMPLOYEE	
DATE		DATE	SIGNATURE OF EMPLOYEE
		1/11/78	Federick C. Randall

CLASSIFICATION

14-00000

NARRATIVE COMMENTS - cont'd

cursory, and from the beginning there has been a high premium on both technical accuracy and sound substantive judgment. As Mr. Randall himself noted in a report on his deputy, we have an enviable record as far as "flaps" are concerned; in a situation fraught with danger of inappropriate release of information we have had only five cases where release has led to embarrassment -- out of 7,000 "possibles." Mr. Randall, with typical modesty, uses the statistic in praise of others; I choose to use it to praise him. The Group's record to date is nothing short of astonishing, and Mr. Randall can take great pride in his team's accomplishments.

He has built an extremely able and dedicated team, and he is as quick as anyone I know to ascribe to individual members of that team credit for actions, ideas or progress. They respond to his fairness with loyalty and affection, and their morale in the face of constant harrassment and frustration is testimony to his leadership.

New responsibilities for support to the Office of General Counsel were added to PIAG's burdens this year. Mr. Randall opposed the move and argues (and lobbied) intelligently to preclude it, to no avail. It is to his credit that, having urged a different course of action, he set about to ensure that the unpopular new function received the same careful attention which has been the hallmark of PIAG's other work. As a consequence, our OGC-related efforts, which are very demanding and time-consuming, have the PIAG stamp of excellence on them.

Mr. Randall created the system he manages, and continues to seek ways to improve upon it. Our move to an automated index of reviewed and released documents was urged and supported by Mr. Randall, and he has been equally supportive of a new branch chief's efforts to restructure our Initial Review process. He is also quick to see and to comment on the way our efforts affect larger Agency and government equities, and vice versa.

During this year his responsibilities were broadened by the addition of our Declassification Review Branch to his Group, a reflection of our recognition of the inevitable relationship between scheduled declassification and selective declassification and release under FOIA/PA/E.O. 11652. This Branch will shortly be absorbed by the new Records Review Branch of the DDA, but PIAG will continue to be the focal point for policy formulation on declassification of DO records.



NARRATIVE COMMENTS - cont'd

Mr. Randall has expressed to me his concern about what may be viewed as a drop in his rating from my predecessor's "O" to my "S." I have assured him, and assure the reader, that this change signals no diminution in his performance or effectiveness, but rather a personal inclination to use "Outstanding" very rarely. The narrative comments above should clearly attest to that fact that I view Mr. Randall's performance as very strong, bordering on Outstanding. The Agency and the DO have been fortunate to have a man of this caliber in charge of PIAG.

REVIEWING COMMENTS - cont'd

Mr. Randall is one of the key policy makers in this area. His policies have stood the test up to now as our excellent record in the courts attests.

Having said this, it should be noted that Mr. Randall's numerous accomplishments are partly because the job was there to be created. Within the DO he cut the path which is now followed when handling FOIA matters. He has corrected and improved upon that path several times over. Thus, the time is coming for him to be given a change in assignment; an opportunity to use his managerial and supervisory skills elsewhere. He will have been in his present assignment three years in March 1978. One grows stale reviewing, sanitizing and making judgment calls in the FOIA arena day after day. Mr. Randall isn't stale yet but we should not wait until he reaches that stage to give him a new area in which to work.

CONFIDENTIAL  
CLASSIFICATION

FITNESS REPORT									
SECTION A GENERAL INFORMATION									
1. EMPLOYEE NUMBER 012170	2. NAME (Last, first, middle) RANDALL, Frederick Crawford			3. DATE OF BIRTH 28 Oct 26	4. SEX M	5. GRADE GS-15	6. SD D		
7. OFFICIAL POSITION TITLE Ops Officer			8. OFF/DIV/BR OF ASSIGNMENT DO/ISS/PICG		9. CURRENT STATION X HQS		10. CODE (GPO) DR		
11. TYPE OF APPOINTMENT					12. TYPE OF REPORT				
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec.)	<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> ANNUAL	<input checked="" type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL		
13. REPORTING PERIOD (from-to) 1 November 1975-31 December 1976					14. DATE REPORT DUE IN O.P.				
SECTION B QUALIFICATIONS UPDATE									
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.									
SECTION C PERFORMANCE EVALUATION									
<p><b>U—Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.</p> <p><b>M—Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.</p> <p><b>P—Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S—Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O—Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>									
SPECIFIC DUTIES									
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).								RATING LETTER	
SPECIFIC DUTY NO. 1 Chief, Policy & Information Coordination Group (DDO/ISS/PICG)								0	
SPECIFIC DUTY NO. 2								RATING LETTER	
SPECIFIC DUTY NO. 3								RATING LETTER	
SPECIFIC DUTY NO. 4								RATING LETTER	
SPECIFIC DUTY NO. 5								RATING LETTER	
SPECIFIC DUTY NO. 6								RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION									
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.								RATING LETTER 0	

CLASSIFICATION  
CONFIDENTIAL

CONFIDENTIAL  
CLASSIFICATION

SECTION D

NARRATIVE COMMENTS

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

My qualitative assessment and comments in Fred's February 1976 Fitness Report apply equally today; in fact, they fall short, in view of the quantitative and administrative changes of the past year.

The news headlines, the new oversight demands, an increasingly sophisticated FOIA requester group and judiciary, plus a highly organized hostile element, epitomized by the Center for National Security Studies, has made the PICG function all the more significant. Cases in litigation involving DDO materials now number 58 and the appeal pattern is now running 1:2 (i.e., one appeal for two initial requests, with subsequent litigation--anticipating deep analysis and Deputy Director-level review) compared to 1:3 last year. Appeal-level analysis is much more time-consuming, hence the backlog reduction process suffers; hence, overtime and fire-fighting remain the norm. Double-encumbered personnel detailing has raised the on-board PICG total from the 18 stated in last year's FR to 25. The managerial task of motivating workers in this continuously grinding and frustrating environment was harder this year, yet was met by Fred with the same qualities as those which led his people to write

SECTION E

CERTIFICATION AND COMMENTS

(over)

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

3/17/77

OFFICIAL TITLE OF SUPERVISOR

DDO Information Review Off

TYPED OR PRINTED NAME AND SIGNATURE

Charles A. Briggs

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE

DATE

11/13/77

SIGNATURE OF EMPLOYEE

Fredrick C. Randall

HAVE ATTACHED

HAVE NOT ATTACHED

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

No appropriate reviewing official.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

4. BY EMPLOYEE

I CERTIFY THAT I HAVE BEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT

DATE

SIGNATURE OF EMPLOYEE

CONFIDENTIAL  
CLASSIFICATION

CONFIDENTIAL

FITNESS REPORT - Frederick C. Randall  
Section D - Narrative Comments

me an unsolicited letter of appreciation for his efforts as their supervisor. We have all felt that one burns out in this kind of thing after about a year and a half; Fred and some of the first people to come aboard are a bit ground down, but, if anything, the quality has improved--witness the fact that we have yet to lose a case in court or to be forced to release a document we thought should be denied.

Adding to the complexity of Fred's life during this period, was increasing involvement in non-FOIA litigation support, (e.g., ITT/Chile, the Socialist Workers Party case, etc.) both to me and to SA/DDO/O. Additional administrative complexity results from my having changed staffs, while being asked to retain the DDO Information Review Officer function. Hence, split daily support to me as well as periodic support to SA/DDO/O, poses a potentially ticklish situation with Fred's organizational supervisor who is Chief, ISS. In fact, Fred walks this tightrope quite well.

Finally, Fred has persistently tried to convince others that there is a critical need for a centralized capability to assess the total Agency impact of decentralized information release, whether to FOIA, congressional, judicial, news media or other non-intelligence requesters. His efforts are about to bear fruit, since this will be an EAG agenda item next month.

Whether it's bringing his professional overseas background to bear on the analysis for release process; protecting sources and methods in the now "open sunshine" context; trying to save resources and ensure efficient procedures; deal effectively and impressively with senior officers in this Agency and others; or supervise a collection of dedicated and hardworking people, firmly but with good humor and understanding, Fred has done an Outstanding job. He will be very hard to replace, and yet, he should move on.

*Bob*  
Charles A. Briggs

CONFIDENTIAL

**CONFIDENTIAL**  
CLASSIFICATION

### FITNESS REPORT

#### SECTION A

#### GENERAL INFORMATION

1. EMPLOYEE NUMBER <b>012170</b>	2. NAME (Last, first, middle) <b>Randall, Frederick C.</b>	3. DATE OF BIRTH <b>28 Oct 26</b>	4. SEX <b>M</b>	5. GRADE <b>GS-14</b>	6. SD <b>D</b>
7. OFFICIAL POSITION TITLE <b>Ops Officer</b>		8. OFF/DIV/BR OF ASSIGNMENT <b>DDO/SS/PIC</b>		9. CURRENT STATION <b>hqs.</b>	
11. TYPE OF APPOINTMENT			12. TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec.)	<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> ANNUAL
			<input type="checkbox"/> REASSIGNMENT		
			<input type="checkbox"/> SPECIAL		
13. REPORTING PERIOD (from-to) <b>1 November 1974 - 30 October 1975</b>			14. DATE REPORT DUE IN O.P. <b>November 1975</b>		

#### SECTION B

#### QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

#### SECTION C

#### PERFORMANCE EVALUATION

**U-Unsatisfactory** Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.

**M-Marginal** Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

**P-Proficient** Performance is satisfactory. Desired results are being produced in the manner expected.

**S-Strong** Performance is characterized by exceptional proficiency.

**O-Outstanding** Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

#### SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1 <b>Chief, Privacy and Information Coordination Staff (DDO/PIC)</b>	RATING LETTER <b>O</b>
SPECIFIC DUTY NO. 2	RATING LETTER
SPECIFIC DUTY NO. 3	RATING LETTER
SPECIFIC DUTY NO. 4	RATING LETTER
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

#### OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER  
**O**

1 MAR 1976

**CONFIDENTIAL**  
CLASSIFICATION

**CONFIDENTIAL**  
CLASSIFICATION

**SECTION D**

**NARRATIVE COMMENTS**

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

Mr. Randall supervises the unit responsible for developing the DDO answer to Freedom of Information Act and Privacy Act requests, both at the initial request level and, increasingly, at the appeal and litigation levels. His organization is still less than one year old but has gone through several growth surges as the public reacted to the past year's publicity about CIA, demanding great amounts of information. Last March, Randall and his secretary played the role, then the T/O went from 6 to 12 to its current level of 18. In this period, initial requests received by the Agency reached nearly 10,000; appeals number about 300, and there are currently 31 cases in litigation, the DDO being involved in 27. Much overtime is the norm, in a backlogged, firefighting environment.

This has been uncharted sailing. Years of conditioning in sources and methods protection made analysis of DDO materials for release agonizing. The Watergate and Congressional investigation experience produced over-reaction tendencies in the Agency. As the individual responsible for releasing or denying DDO materials in the first instance, and subsequently defending DDO decisions in affidavits and adversarial oral depositions, I not only attest to the excellence of Mr. Randall's analysis and recommendations, but gratefully thank those who brought him to the job in the first instance. Frustrating and often demoralizing as his job is, he does it with real

(cont'd)

**SECTION E**

**CERTIFICATION AND COMMENTS**

**1. BY SUPERVISOR**

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

12 Feb 76

OFFICIAL TITLE OF SUPERVISOR

Chief, Services Staff

TYPED OR PRINTED NAME AND SIGNATURE

Charles A. Briggs

**2. BY EMPLOYEE**

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE

DATE

14 Feb 76

SIGNATURE OF EMPLOYEE

Frederick C. Randall

HAVE ATTACHED

HAVE NOT ATTACHED

**3. BY REVIEWING OFFICIAL**

COMMENTS OF REVIEWING OFFICIAL

I concur in the overall rating of "Outstanding". Mr. Randall is the right man in the right job at the right time. Not many would want his job, but it is an extremely important one to CIA at this period. His performance could not reasonably be improved upon.

DATE

25 FEB 1976

OFFICIAL TITLE OF REVIEWING OFFICIAL  
Associate Deputy Director  
For Operations

TYPED OR PRINTED NAME AND SIGNATURE

David H. Blee

**4. BY EMPLOYEE**

I CERTIFY THAT I HAVE READ THE ENTRIES IN ALL SECTIONS OF THIS REPORT

DATE

27 Feb 1976

SIGNATURE OF EMPLOYEE

Frederick C. Randall

CLASSIFICATION

**CONFIDENTIAL**

CONFIDENTIAL

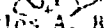
FITNESS REPORT - Frederick C. Randall  
Section D - Narrative Comments (Cont'd)

professionalism and seems to have been made for it. As I said in a memo last October which resulted in a QSI for him, in spite of the ambiguity of the guidelines, constant pressure of short deadlines, very large volume of work and cultural trauma generated by the Acts, his performance has been Outstanding.

Earlier fitness reports, in a different context, stated or implied some reservation about his energy or initiative or independent action. I can't imagine that we're talking about the same man. Close to 95% of the mass of Agency FOIA receipts have involved the DDO. I know all of the persons involved in other directorates and said, only 6 months into this year, that Fred was head and shoulders above the others, combining professionalism, tact, persuasiveness, analytic skills, tough-mindedness and pragmatism in sources and methods protection. He suggested policy, strongly influenced implementation, and debated, usually successfully, with the lawyers, with DDO branch, division and staff chiefs, with other Agency contacts and others above his current grade level--all with a sustaining sense of humor.

As to management of his unit: he has consistently resisted empire-building opportunities, trying to keep his staff small. When growth was inevitable, he concentrated on quality in personnel selected for this atypical DDO work rather than accepting the short fix to the statistical backlog problem because routine or "passable" effort is not good enough in litigation. The best reflection of his managerial ability can be seen in an unsolicited testimony from his staff which I have attached to this report to make it a part of the official record; it is the first of its kind to come to my attention in my 23 plus years in the Agency. (If some jaded cynics in these days of non-credibility doubt the spontaneity and true feeling of Mr. Randall's staff in this action, and one or two of my staff have, I can only feel sad for them. This is a breath of fresh air to me.)

Randall has made a singularly impressive shift in direction, has changed career category and, in my judgment, has unqualifiedly demonstrated his command of the position he holds. I have recommended recognition of that fact.

  
Charles A. Briggs  
C/SS

CONFIDENTIAL

CONFIDENTIAL

4 February 1976

MEMORANDUM FOR: Chief, Services Staff

SUBJECT: Fred Randall, C/DDO/PIC

1. This memorandum is intended to state what we, the staff of DDO/PIC, think of our Chief, Mr. Fred Randall. Mr. Randall is not aware of this memorandum.

2. We believe he is outstanding as a manager and fellow worker! His sensitive understanding of human relationships is balanced by a no-nonsense firmness to get the job done. Using extraordinary patience, brains, tact, and diplomacy, along with long hours and weekend time, he has set an example for his entire staff. Mr. Randall's deep knowledge of operations, his grasp of the implications of past operations on current activity, his determination to protect the Agency and the DDO from the devastating impact of unwarranted and unauthorized release of information, and his judgement of the fine line between what should and should not be released under appropriate law and policy, have formed a major line of protection for the USG and the Agency.

3. He has not hesitated to make decisions, nor to disagree when he felt disagreement warranted. A strong aversion to pyramid building has underlined his cost-consciousness to get the most done with the least amount of expenditures. Yet, his determination and firmness are based upon an open, objective mind, willing to listen to different views, and to change his position if he is convinced of the need for change.

4. His strong desire to aid employees in career development is re-inforced by concrete actions, positive suggestions, defined tasks, and frequent checks to assess the quality and quantity of work product.

E2 IMPDET  
CL BY 012170

CONFIDENTIAL



CONFIDENTIAL

5. The nature of the task assigned to DDO/PIC includes the word by word review of thousands of pages of documents. The impact on the Agency, and the USG, of unauthorized disclosure of secrets, adds to the weight of constant decision making, and to the strain and tension of defending a crucial perimeter. And this perimeter is under an almost daily attack of erupting crises. Mr. Randall's dedication and superior ability in handling an onerous, difficult, and complex job, filled with frustrations that would dismay and discourage others, has been truly outstanding.

6. Mr. Randall has had his finger in the dike for an incredibly long time. He has been operating in a hazardous, high pressure environment, fraught with penalties if he does not make the right decisions, and little recognized when he does. Yet, his common sense decisions have been accepted, and have become policy--policy that ordinarily is made by very senior super-grade officers of the Agency. An assignment in DDO/PIC can burn out rapidly many competent individuals. Fred Randall is still going strong, and continuing to do an outstanding job!

Andy Addona  
Anna J. Langford  
Dorothy B. Cross  
Harold C. Cretter  
Robert H. D. Brown  
Gordon E. Walcott  
Annette B. Switzer  
Anthony J. S. Brown

CONFIDENTIAL

CONFIDENTIAL

CLASSIFICATION

## FITNESS REPORT

## SECTION A

## GENERAL INFORMATION

1. EMPLOYEE NUMBER	2. NAME (Last, first, middle)	3. DATE OF BIRTH	4. SEX	5. GRADE	6. GD
12170	Randall, Frederick C.	28 Oct. 26	M	GS-14	DAC
7. OFFICIAL POSITION TITLE	8. OFF/DIV ER OF ASSIGNMENT	9. CURRENT STATION	10. CODE (if any)		
Ops Officer Chief	DDO/SS/PIC	Headquarters	X HQS. OF		
11. TYPE OF APPOINTMENT			12. TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec.)	<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> ANNUAL
13. REPORTING PERIOD (from-to)			14. DATE REPORT DUE IN O.P.		
3 February 1975 to 10 October 1975			30 November 1975		

## SECTION B

## QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

## SECTION C

## PERFORMANCE EVALUATION

<u>U—Unsatisfactory</u>	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.
<u>M—Marginal</u>	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.
<u>P—Proficient</u>	Performance is satisfactory. Desired results are being produced in the manner expected.
<u>S—Strong</u>	Performance is characterized by exceptional proficiency.
<u>O—Outstanding</u>	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

## SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1	RATING LETTER
SEE ATTACHED MEMORANDUM IN LIEU OF FITNESS REPORT	
SPECIFIC DUTY NO. 2	RATING LETTER
SPECIFIC DUTY NO. 3	RATING LETTER
SPECIFIC DUTY NO. 4	RATING LETTER
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

## OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct, etc. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised). During the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER

O

CLASSIFICATION  
CONFIDENTIAL

12. REPORT CI 87

## CLASSIFICATION

## SECTION D

## NARRATIVE COMMENTS

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

REC 3  
11 1975

## SECTION E

## CERTIFICATION AND COMMENTS

## 1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

## 2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE

DATE

SIGNATURE OF EMPLOYEE

HAVE ATTACHED

HAVE NOT ATTACHED

## 3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

There is no reviewing official for this report.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

## 4. BY EMPLOYEE

I CERTIFY THAT I HAVE READ THE ENTIRE IN ALL SECTIONS OF THIS REPORT

DATE

SIGNATURE OF EMPLOYEE

CLASSIFICATION

CONFIDENTIAL

10 October 1975

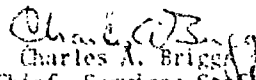
MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. Frederick C. Randall, GS-14/7

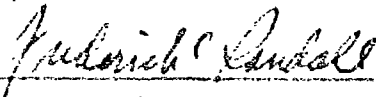
1. This report is submitted as part of a package suggesting that Mr. Randall be awarded a QSI for his performance since becoming the DDO Freedom of Information Officer in February of this year. In this context, it is not appropriate that he see and sign this memorandum, since I want this to be a surprise. Nor, it seems, is it necessary to have a Reviewing Official for this interim report; the DDO has suggested, in commenting on my out-of-cycle recommendation of 8 August, 75 for Mr. Randall's promotion, that a memorandum be submitted recommending a QSI at this time.

2. I consider Mr. Randall's performance as DDO/FIO (now DDO/PIC, for Privacy Act and FOIA Coordinator) to be Outstanding. As I have said elsewhere, he is, in my view, the most impressive of all the Agency FIO's combining DDO professionalism, tact, persuasiveness, analytic skills and an informed, tough-minded approach toward sources and methods protection. I have received considerable laudatory comment about his work from OGC, OLC, O/DDA and within the DO.

3. From a one-man operation with secretary, the FOIA activity expanded in four months to an approved T/O of 7, with a pending request for 5 more, and the possibility of further increases depending on public reaction to the Privacy Act and the amount of litigation that develops. Fred has done an excellent job of selecting his staff for what is an often frantic, frustrating and long-houred environment; he also manages them well, with humor and compassion and with high analysis and output standards. He is conscious of cost, particularly in human effort, in this exercise and of the need for balance in the application of secrecy criteria in today's environment. I am, obviously, impressed and pleased with his assistance, and feel comfortably supported by his group's efforts in avoiding or preparing for litigation actions in FOIA and Privacy Act cases.

  
Charles A. Briggs  
Chief, Services Staff

I certify that I have read the above report.



CONFIDENTIAL

CL BY 011078 E2 135947

CLASSIFICATION

## FITNESS REPORT

## SECTION A

## GENERAL INFORMATION

1. EMPLOYEE NUMBER 012170	2. NAME (last, first, middle) Randall, Frederick C.	3. DATE OF BIRTH 28 Oct 26	4. SEX M	5. GRADE GS-14	6. SD D
7. OFFICIAL POSITION TITLE Ops Officer		8. OFF/DIV/BR OF ASSIGNMENT DDO/FRD/III	9. CURRENT STATION Headquarters		10. CODE (if any) HOS DP
11. TYPE OF APPOINTMENT XX CAREER RESERVE CONTRACT OTHER (Spec.) TEMPORARY			12. TYPE OF REPORT XX ANNUAL REASSIGNMENT SPECIAL		
13. REPORTING PERIOD (from-to) 1 November 1973 - 31 October 1974			14. DATE REPORT DUE IN O.R. 30 November 1974		

## SECTION B

## QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

## SECTION C

## PERFORMANCE EVALUATION

- U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.
- M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.
- P-Satisfactory Performance is satisfactory. Desired results are being produced in the manner expected.
- S-Strong Performance is characterized by exceptional proficiency.
- O-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

## SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1 See attached memorandum.	RATING LETTER
SPECIFIC DUTY NO. 2	RATING LETTER
SPECIFIC DUTY NO. 3	RATING LETTER
SPECIFIC DUTY NO. 4	RATING LETTER
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

## OVERALL PERFORMANCE IN CURRENT POSITION

Take the current everything about the employee into account by effectiveness in his current position and by performance of specific duties previously noted. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

RATING LETTER

S

CLASSIFICATION

11. REPORT NO. 11119

## CLASSIFICATION

SECTION D		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.</p>			
<p>SECTION E</p>			
<p>CERTIFICATION AND COMMENTS</p>			
<p>1. BY SUPERVISOR</p>			
<p>MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION</p>		<p>IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION</p>	
<p>DATE</p>	<p>OFFICIAL TITLE OF SUPERVISOR</p>	<p>TYPED OR PRINTED NAME AND SIGNATURE</p>	
<p>2. BY EMPLOYEE</p>			
<p>STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE</p>		<p>DATE</p>	<p>SIGNATURE OF EMPLOYEE</p>
<p>HAVE ATTACHED</p>	<p>HAVE NOT ATTACHED</p>		
<p>3. BY REVIEWING OFFICIAL</p>			
<p>COMMENTS OF REVIEWING OFFICIAL</p>			
<p>DATE</p>	<p>OFFICIAL TITLE OF REVIEWING OFFICIAL</p>	<p>TYPED OR PRINTED NAME AND SIGNATURE</p>	
<p>4. BY EMPLOYEE</p>			
<p>FACTORS THAT HAVE BEEN THE BASIS OF MY RATINGS OF THIS REPORT</p>		<p>DATE</p>	<p>SIGNATURE OF EMPLOYEE</p>

CLASSIFICATION

CONFIDENTIAL

MEMORANDUM IN LIEU OF FITNESS REPORT

NAME:	Frederick C. Randall
DATE OF BIRTH:	28 October 1926
SEX:	Male
GRADE:	GS-14
SD:	D
POSITION TITLE:	Chief, FR Division, Branch III
OFFICE OF ASSIGNMENT:	DDO/FR Division
CURRENT STATION:	Headquarters
TYPE OF APPOINTMENT:	Career
TYPE OF REPORT:	Annual
DATE REPORT DUE:	30 November 1974
REPORTING PERIOD:	1 November 1973 - 31 October 1974
EMPLOYEE SERIAL NO.	012170

Mr. Randall has now functioned as a Branch Chief under my supervision for a period of about sixteen months and we have had ample time to observe him in action in this position. I rate him as an overall "Strong" and give him good marks for a steadily improved performance.

E2 IMPDET  
CL NY: 056030

~~CONFIDENTIAL~~  
/2/

(Memorandum in Lieu of Fitness Report - Frederick C. Randall)

during the rating period. Whereas I had indicated in his last fitness report a need for him to be more demanding in challenging faulty proposals or resolving problems which come to him at his Branch Chief level, he now exerts a good degree of initiative in independent action and offers good completed staff work to the Division Chief level for scrutiny. Mr. Randall's branch encompasses four (4) busy Bases (Atlanta, Boston, Los Angeles and San Francisco). He keeps effectively abreast of the operational developments coming out of each Base and represents this Division very persuasively in obtaining good guidance messages going back out to the Bases. He has also kept himself well informed on the Management by Objectives targets assigned to each of his Bases where a total of about forty (40) personnel are assigned, and has been strong in supporting his Bases' efforts to achieve these objectives.

Mr. Randall has matured nicely as a manager these past months and is on top of the many administrative, personnel and operational support problems which are of a frequently recurring nature in our type operational activity. He is also a good team player, has the best interests of this Division at heart, and gives thoroughly of himself in his job. He has worked hard in bringing himself up to his present level of performance which I appraise as an unqualified "Strong".

CERTIFICATION AND COMMENTS

1. By Employee: I certify that I have seen this report.

Frederick C. Randall  
Frederick C. Randall

Nov 20, 1974  
Date

2. By Supervisor: Employee has been under my supervision 16 months

Russell F. Miller  
Russell F. Miller DC/FR

20 Nov 74  
Date

~~CONFIDENTIAL~~



CONFIDENTIAL

/3/

REVIEWING OFFICIALS COMMENTS (Frederick C. Randall)

I concur generally with the comments of the rating officer. I believe Mr. Randall has shown improvement in his handling of his Branch Chief responsibilities. I agree that he has shown greater initiative in this reporting period than in the previous ones, however, I would still like to see a somewhat greater and quicker recognition on Mr. Randall's part of operational problem areas. Granted that this is a talent that is frequently hard to develop, it is nonetheless, essential for all Branch Chiefs in this Division to achieve a high degree of operational perspicacity. Mr. Randall has the ability and needs only additional experience to improve his focus on the operational targeting efforts of his respective Bases. He is a thoughtful and considerate supervisor, respected by his subordinates and he represents the Division very well indeed. Mr. Randall's career would be enhanced were he in a position to accept a field assignment which would get him into direct operational contact, i. e., recruiting and handling agents. Unfortunately, for family medical reasons he will apparently be confined to the Headquarters area for an indefinite period. On balance, I consider him to be a good Branch Chief who willingly works long hours and does his job well.

Walter L. O'Brien  
Walter L. O'Brien  
Chief, FR Division

11 Dec 74  
Date

I certify that I have seen the above Reviewing Officials comments.

Frederick C. Randall  
Frederick C. Randall

5 Dec 1974  
Date

CONFIDENTIAL

S E C R E T

MEMORANDUM IN LIEU OF FITNESS REPORT

NAME: Frederick Randall 012170  
DATE OF BIRTH: 28 October 1926  
SEX: Male  
GRADE: GS-14  
SD: D  
POSITION TITLE: Chief, FR Division, Branch III  
OFFICE OF ASSIGNMENT: DDO/FR Division  
CURRENT STATION: Headquarters  
TYPE OF APPOINTMENT: Career  
TYPE OF REPORT: Annual  
DATE REPORT DUE: 30 November 1973  
REPORTING PERIOD: 16 June 1973 - 31 October 1973  
EMPLOYEE SERIAL NO. 012170

Mr. Randall has served under me for slightly more than three months and had just taken over his new position duties when I arrived for duty in this Division. During this brief period, however, he has displayed considerable dedication and interest in applying himself to his newly assigned tasks as Chief of one of our three operating branches. This branch which comprises Los Angeles, San Francisco, Boston and Atlanta Bases, is shaping up nicely thus far under this supervision, and appears well organized to support the four bases in the months ahead. He could at times be a bit more demanding in challenging some aspects of proposals or problems at the Branch level instead of allowing them to pass on up to the Division Chief level for decision, but it is hoped that he will gradually develop his style in this direction as he becomes more accustomed to his expanded responsibilities as

S E C R E T

2006  
E2 IMPDET  
CL BY 056030

S E C R E T

MEMORANDUM IN LIEU OF FITNESS REPORT - Frederick Randall

Page 2

Branch Chief. The thorough test of his managerial skills, however, will occur in this upcoming period when all the Bases in his Branch become operationally active on a broad front and will require a continuing high quality of supervision, guidance and support from the Branch Chief's office. I would rate his performance to date as an overall "Strong".

CERTIFICATION AND COMMENTS

1. By Employee: I certify that I have seen this report.

Frederick Randall  
Frederick Randall

13/11/73  
Date

2. By Supervisor: Employee has been under my supervision  
3 months

Russell F. Miller  
Russell F. Miller

23 November 73  
Date

3. Reviewing Official's Comments:

I concur generally with the above rating. I also observed in the early days of Mr. Randall's assignment as Branch Chief, that his performance could certainly have been stronger. It took him somewhat longer than I had anticipated to really take charge of his Branch. However, I feel that as he has continued in this assignment he has made very definite progress. He is now generally well informed on the operational activities taking place in his area and has begun to exercise a greater degree of initiative and aggressiveness in handling the operational matters that cross his desk. Had I been the rating officer I probably would have given Mr. Randall a somewhat lower, more qualified "Strong" rating. If he continues to improve in the months ahead as he has in the past several, I believe he can earn an unqualified "Strong" rating for this performance.

Walter L. O'Brien  
Walter L. O'Brien C/FR

13/12/73  
Date

S E C R E T

**SECRET**  
CLASSIFICATION

FITNESS REPORT									
<b>SECTION A GENERAL INFORMATION</b>									
1. EMPLOYEE NUMBER 012170		2. NAME (Last, first, middle) Randall, Frederick C.			3. DATE OF BIRTH 10/28/26		4. SEX M	5. GRADE GS-14	6. SD D
7. OFFICIAL POSITION TITLE Ops Officer				8. OFF/DIV/RR OF ASSIGNMENT DDO/FRD/Br. I		9. CURRENT STATION Headquarters		10. HQ CO	
11. TYPE OF APPOINTMENT					12. TYPE OF REPORT				
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec.)	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> ANNUAL	<input checked="" type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL		
13. REPORTING PERIOD (from-to) 1 November 1972 - 15 June 1973					14. DATE REPORT DUE IN O.P. Supervisor				
<b>SECTION B QUALIFICATIONS UPDATE</b>									
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD, "NO" IN THE BOX AT RIGHT.									
<b>SECTION C PERFORMANCE EVALUATION</b>									
<p><b>U—Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.</p> <p><b>M—Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.</p> <p><b>P—Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S—Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O—Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>									
<b>SPECIFIC DUTIES</b>									
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).									
SPECIFIC DUTY NO. 1 Provides primary direction and support to the San Francisco and Los Angeles Bases on the running of clandestine operations in their geographic areas.								RATING LETTER S	
SPECIFIC DUTY NO. 2 Provides guidance and support to the San Francisco and Los Angeles Bases on the management of their Bases.								RATING LETTER S	
SPECIFIC DUTY NO. 3 Maintains continuing relations with all elements of the Directorate of Operations necessary to support and direct the operational activities of the San Francisco and Los Angeles Bases.								RATING LETTER S	
SPECIFIC DUTY NO. 4 Supervises one Intelligence Analyst.								RATING LETTER S	
SPECIFIC DUTY NO. 5								RATING LETTER	
SPECIFIC DUTY NO. 6								RATING LETTER	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>									
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.								RATING LETTER S	