

SECRET
(When Filled In)

650

AES: 10 MAY 1960															NOTIFICATION OF PERSONNEL ACTION														
1. Serial No. 560389					2. Name (Last-First-Middle) WILLIAMSON EARL J										3. Date Of Birth Mo. Da. Yr. 03 15 15			4. Vet. Prof. Non-0 5 Pt-1 10 Pt-2 1		5. Sex M 1		6. CS - EOD Mo. Da. Yr. 06 26 52							
7. SCD Mo. Da. Yr. 11 25 52					8. CSC Rating Yes - 1 No - 2 1		9. CSC Or Other Legal Authority 50 USCA 403 J			10. Apmt Affidav Mo. Da. Yr. 06 26 52			11. FGLI Yes - 1 No - 2 1		12. LCB Mo. Da. Yr. 06 26 52		13. Mil Serv Credit, Yrs Yes - 1 No - 2 2												

PREVIOUS ASSIGNMENT

14. Organizational Designations DDP CI STAFF INTERNATIONAL COMMUNISM DIV AREA OPERATIONS BRANCH IV										Code 5430		15. Location Of Official Station WASH., D. C.										Station Code 75013	
16. Dept - Field Dept - 1 USfld - 3 Frgn - 5 1			17. Position Title ATTACHE 10 CI BR CH			18. Position No. 0211			19. Serr. FSS GS		20. Occup. Series 0136.53												
21. Grade & Step 04 14 3			22. Salary Or Rate 9380 11835			23. SD DI		24. Date Of Grade Mo. Da. Yr. 12 16 56			25. PSI Due Mo. Da. Yr. 12 13 59			26. Appropriation Number 9 2700 17 001									

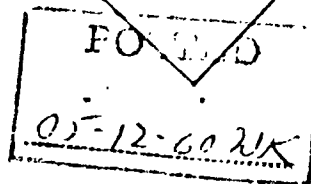
ACTION

27. Nature Of Action REASSIGNMENT			Code 57		28. Eff. Date Mo. Da. Yr. 05 15 60			29. Type Of Employee REGULAR			Code QM		30. Separation Data		
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PRESENT ASSIGNMENT

31. Organizational Designations DDP WE IBERIAN BRANCH										Code 4712		32. Location Of Official Station WASH., D.C.										Station Code 75013	
33. Dept - Field Dept - 1 USfld - 3 Frgn - 5 1			34. Position Title ATTACHE OPS OFF D BR CH			35. Position No. 0179			36. Serr. FSS GS		37. Occup. Series 0136.01												
38. Grade & Step 04 14 3			39. Salary Or Rate 9380 11835			40. SD D		41. Date Of Grade Mo. Da. Yr. 12 16 56			42. PSI Due Mo. Da. Yr. 06 11 61			43. Appropriation Number 0136 1000 1000									

44 Remarks



FORM NO 1 MAR 57 1150a

a E 5/10/60

SECRET

(4)

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.		2. NAME		3. ASSIGNED ORGAN		4. FUNDS		5. ALLOTMENT	
560389		WILLIAMSON EARL U		DDP/CI 5		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 14	2	\$11,595	06	15	58	GS 14	3	\$11,835	12 13 59
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:									
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD						10. INITIALS OF CLERK		11. AUDITED 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.I. <input type="checkbox"/> L.B.I. <input type="checkbox"/> PAY ADJUSTMENT						000			
14. AUTHENTICATION									
<div align="center">G. M. STEWART</div> <div align="center">PAY CHANGE NOTIFICATION</div>									

FORM 5-59

560 OBSOLETE PREVIOUS EDITION
REPLACES FORM 560a AND 560b.

SECRET

OFFICIAL PERSONNEL FOLDER

(4)

101

9730

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION															
ARE: 6 MAR 1959															
1. Serial No.		2. Name (Last-First-Middle)			3. Date Of Birth			4. Vet. Pref.		5. Sex		6. CS - EOB			
560389		WILLIAMSON EARL J			Mo. Da. Yr. 03 15 15			None-0 Code 5 Pt-1 10 Pt-2		M 1		Mo. Da. Yr. 06 26 52			
7. SCD		8. CSC Reemt			9. CSC Or Other Legal Authority			10. Apmt. Affidav.		11. FEGLI		12. LCD		13. <small>all other</small> <small>code</small>	
Mo. Da. Yr. 11 25 42		Yes-1 Code No-2 1			50 USCA 403 J			Mo. Da. Yr. 11 25 42		Yes-1 Code No-2		Mo. Da. Yr. 06 26 52		Yes-1 Code No-2 2	

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP WH BRANCH 11 PARAGUAY URUGUAY SECTION				4675		WASH., D.C.				75013	
16. Dept. - Field		17. Position Title		18. Position No.		19. Serv.		20. Occup. Series			
Dept - 1 USfld - 3 Frqn - 5		Code (ATTACHE) AREA OPS OFF DCOS		0458		FSS GS		0136.01			
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. Pay Due		26. Appropriation Number	
04 2 14 2		\$9300 \$11595		DI		Mo. Da. Yr. 12 16 56		Mo. Da. Yr. 12 13 59		9 3500 10 200	

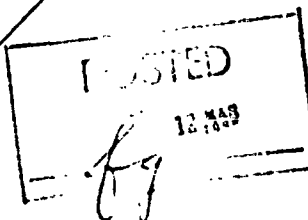
ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
REASSIGNMENT		57		Mo. Da. Yr. 03 08 59		REGULAR		OM			

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP CI STAFF INTERNATIONAL COMMUNISM DIV AREA OPERATIONS BRANCH IV				5430		WASH., D. C.				75013	
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv.		37. Occup. Series			
Dept - 1 USfld - 3 Frqn - 5		Code ATTACHE 10 CI BR CH		0211		FSS GS		0136.53			
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. Pay Due		43. Appropriation Number	
04 14 2		\$9300 \$11595		DI		Mo. Da. Yr. 12 16 56		Mo. Da. Yr. 12 13 59		9 2700 17 001	

44. Remarks



FORM 11-1
1 MAR 57 1150a

SECRET

(4)

SECRET

NOTIFICATION OF PERSONNEL ACTION

AES 15 OCT 58

1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vol. Det.		5. Sex		6. CS- EOD		
560389		WILLIAMSON EARL J				03 15 15			None		M		06 26 52		
7. SCD		8. CSC Rmt		9. CSC Or Other Legal Authority				10. Act. All. Jav.		11. FEGLI		12. CCS		13. P. No.	
Mo	Da	Yr.	Yes-1	Code					Mo	Da	Yr.	Yes-1	Code		
11	25	42	No-2	1	50 USCA 403							No-2	06	26	52

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DOP WH BRANCH III HAVANA, CUBA STATION						HAVANA, CUBA					
16. Dept. - Field		17. Position Title		18. Position No.		19. Serv.		20. Occup. Series			
Dept - 1	Code	(ATTACHE)		0115		FSS		0136.01			
USMld - 3		AREA OPS OFF (DCOS)				GS					
Frgr - 5	5										
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
04 2		\$ 9380		DI		Mo. Da. Yr.		Mo. Da. Yr.		2 3545 55 055	
14 2		11595									

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
REASSIGNMENT		67		10 19 58		REGULAR		OM			

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DOP WH BRANCH II PARAGUAY URUGUAY SECTION				4675		WASH., D.C.				75013	
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv.		37. Occup. Series			
Dept - 1	Code	(ATTACHE)		0458		FSS		0136.01			
USMld - 3		AREA OPS OFF DCOS				GS					
Frgr - 5	1										
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
04 2		\$ 9380		DI		Mo. Da. Yr.		Mo. Da. Yr.		9 3500 10 200	
14 2		11595				12 11 56		12 13 54			

44. Remarks

0115
20 OCT 58
3 B

W. M. STEWART

FORM 1150a

SECRET

12 Nov 10/16/58 (4)

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.		2. NAME			3. ASSIGNED ORGAN		4. FUND		5. ALLOTMENT		
560389		WILLIAMSON EARL J			DDP/WH 7		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 14	1	\$10,320				GS 14	2	\$11,595	06	15	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				
ROBERT N. DAHLGREN					15 May 58		<i>Robert N. Dahlgren</i> N.B.				
PERIODIC STEP INCREASE - CERTIFICATION											

FORM NO. 560
1 MAR. 58**SECRET**

PERSONNEL FOLDER (4)

SECRET

GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE
12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI
DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
WILLIAMSON EARL J	560389	GS-14-2	\$10,525	\$11,595

GORDON M. STEWART
/S/ DIRECTOR OF PERSONNEL

SECRET

SECRET
(WHEN FILLED IN)

NOTIFICATION OF PERSONNEL ACTION

BJW

1. NAME (Last - first - middle - one given name - initial - and surname) MR. EARL J. WILLIAMSON 560383		2. DATE OF BIRTH 15 Mar 1915	3. JOURNAL OR ACTION NO.	4. DATE 14 Dec 1956
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (Use standard terminology) Promotion 30		6. EFFECTIVE DATE 16 Dec 1956	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 USCA 403 J	
FROM		TO		
GS-0136.01-13 \$9205.00 per annum (FSS-5 \$7630.00 per annum)		8. POSITION TITLE Area Ops Off (DCCS) BAR-115 (Attache)	GS-0136.01-14 \$10,320.00 per annum (FSS-5 \$7630.00 per annum)	
9. SERVICE, SERIES, GRADE, SALARY		10. ORGANIZATIONAL DESIGNATIONS DDF/WH Branch III Havana, Cuba Station Havana, Cuba		
11. HEADQUARTERS 265230		12. FIELD OR DEPT. 5		
13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WWII <input type="checkbox"/> OTHER <input type="checkbox"/> 5-PT <input checked="" type="checkbox"/> 10-POINT <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> RED. <input type="checkbox"/>		
15. SEX M		16. APPROPRIATION FROM 7-3545-55-055 TO: 88MB 170-85		17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes
18. DATE OF APPOINTMENT AFFIDAVIT (INCASSION DATE)		19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: _____		
20. REMARKS 3 BOD 06/26/52 POSTED 1538				

ENTRANCE PERFORMANCE RATING:

Director of Personnel

U. S. CIVIL SERVICE COMMISSION

SECRET

1. EMPLOYEE COPY

5/12/2012

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION dah

1. NAME (MR - MISS - MRS. - ONE GIVEN NAME, INITIAL(S), AND SURNAME) Mr. Earl J. Williamson		2. DATE OF BIRTH 15 Mar 1915	3. GENERAL OR ACTION NO.	4. DATE 31 May 1956
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Reassignment		6. EFFECTIVE DATE 3 June 1956	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 USCA 403 J	
FROM		TO		
Intelligence Officer (FI) BAF-116 (Attache, GS-0136.51-13 \$9205.00 per annum (FSS-6 \$7570.00 per annum) DDP/WH Havana, Cuba		Area Ops. Officer D COS BAF-115 (Attache GS-0136.01-13 \$9205.00 per annum (FSS-6 \$7570.00 per annum) DDP/WH - Branch III Havana-Cuba Station		
8. POSITION TITLE		9. SERVICE, SERIES, GRADE, INCENT		
10. ORGANIZATIONAL DESIGNATION 465230		11. HEADQUARTERS 5		
12. FIELD OR DEPT'L		13. FIELD OR DEPT'L		
14. POSITION CLASSIFICATION ACTION		15. VETERAN'S PREFERENCE		
NEW VICE I. A. REAL		NONE WWII OTHER 5-PT. 10-POINT		
ED/DI		16. SEX M		
17. APPROPRIATION PROB. 6-9545-55-055 170-85 SAGE		18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes		19. DATE OF APPOINTMENT AFFIDAVIT (SUCCESSORS ONLY)
20. LEGAL RESIDENCE <input checked="" type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:		21. REMARKS: 3 EOD POSTED 6/9/56		

ENTRANCE PERFORMANCE RATING:
Director of Personnel

22. REASON FOR DISCONTINUATION

SECRET

1. - EMPLOYER COPY
6/6/56

PERIODIC STEP INCREASE CERTIFICATION

CONFIDENTIAL

U. S. GOVERNMENT PRINTING OFFICE: 1946-227787

1. Agency and organizational designation						2. Payroll period		3. Block No.		4. Slip No.	
5. Employee's name (and social security account number when appropriate)						6. Grade and salary					
WILLIAM J. CLARK, JR.						GS-11 60220					
PAYROLL CHANGE DATA											
	BASE PAY	OVERTIME		GROSS PAY	RET.	FEDERAL TAX	BOND	R.I.C.A.	STATE TAX	GROUP LIFE INS.	NET PAY
7. Previous normal											
8. New normal											
9. Pay this period											
10. Remarks						11. Appropriation(s)			12. Prepared by		
						WIL-6			Feb 12 502 55		
<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 increase	16. Old salary rate	17. New salary rate	18. SIGNATURE AND COMMENT							
Oct 55	11 Apr 54	60220	60220	ALL INFORMATION							
19. LWOP data (fill in appropriate spaces covering LWOP during following period(s))				(Check applicable box in case of excess LWOP)							
<input type="checkbox"/> No excess LWOP. Total excess LWOP				<input type="checkbox"/> In pay status at end of waiting period. <input type="checkbox"/> In pay status at end of waiting period.							
STANDARD FORM NO. 1126-4-Rev 46				PAYROLL CHANGE SLIP — PERSONNEL COPY							
Form prescribed by Comp. Gen., U. S.				Initials of Clerk							
October 26, 1954, General Regulations No. 102				E.H.W.							

SC - C-4-4

Combined Personnel Action in Item of SI-92.

Change of Service Designation from D to DI.

Effective date: 12 June 1955

RECDL

FI

MAAS, Joseph	13
BELL, Raymond	14
BRIGGS, Frederic J.	14
BROWN, Edward P.	13
ELBY, Herbert	13
GILFILL, Fred	14
GILL, Harry C.	13
HODGSON, James	13
HOWARD, John Elliot	13
LICHFIELD, Cyril F.	13
LECK, W. S.	13
LYCKIE, Martin J.	13
MACE, Donald T.	13
MCLELL, Frank B.	16
MITCHELL, John S.	14
WILSON, Raymond B.	13
YOUNGBLOOD, Fred R.	14

SR

BECK, Melvin	13
BYDNER, Harold I.	14
FEEL, George A.	13
GAMES, Stanley	14
KIMMELER, George	15
LEVY, Frank A.	14
MCDONALD, James	13
NEST, Bill C.	13

WH

CAVART, John O.	14
SWINSON, Harold F.	13
WILLIAMS, Fred	13

Robert A. Stricklin by John J. Caldwell 10 June 1955

SC - C-4-4

10. 4578

STANDARD FORM 52 FORM 52-1 (Rev. 1-1-54) U. S. GOVERNMENT PRINTING OFFICE 16-50800-100 - FEDERAL PERSONNEL SERIAL CHAPTER 17		<div style="text-align: center;">SECRET</div> <div style="text-align: center;">CONFIDENTIAL</div>	
REQUEST FOR PERSONNEL ACTION			
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.			
1. NAME (Mr., Miss, Mrs., One Given name, initial(s), and surname)		2. DATE OF BIRTH	
Mr. Earl J. WILLIAMSON		15 Mar 1915	
3. NATURE OF ACTION REQUESTED A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)		4. DATE OF REQUEST	
Reassignment		6 Feb 54	
5. POSITION (Specify whether establish, change grade or title, etc.)		6. EFFECTIVE DATE A. PROPOSED: 14 Feb 54 B. APPROVED: FEB 14 1954	
7. C. S. OR OTHER LEGAL AUTHORITY			
FROM— Ops OF -DEP CHIEF, BA-144-12 (ATTACHE, PSS-6) GS-132-12, \$7240.00 p.e. (PSS-6, \$6501.00 p.e.) DDP/WH HAVANA, CUBA		TO— IO-FI - PAF-116-12 (ATTACHE, PSS-6) GS-0136.51-12, \$7240.00 p.e. (PSS-6, \$6501.00 p.e.) DDP/WH HAVANA, CUBA	
8. POSITION TITLE AND NUMBER		9. SERVICE, GRADE, AND SALARY	
10. ORGANIZATIONAL DESIGNATIONS		11. HEADQUARTERS	
12. FIELD OR DEPARTMENTAL		13. FIELD OR DEPARTMENTAL	
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	
A. REMARKS (Use reverse if necessary) BAF-116			
B. REQUESTED BY (Name and title) V. C. Lynch DDP/WH		D. REQUEST APPROVED BY	
C. FOR ADDITIONAL INFORMATION (Name and telephone extension) V. C. Lynch X 4457		Signature: _____ Title: _____	
13. VETERAN PREFERENCE NONE <input type="checkbox"/> WWB <input type="checkbox"/> OTHER <input type="checkbox"/> 5 PT <input type="checkbox"/> 10 PT <input type="checkbox"/> 15 PT <input type="checkbox"/> 20 PT <input type="checkbox"/> 25 PT <input type="checkbox"/> 30 PT <input type="checkbox"/> 35 PT <input type="checkbox"/> 40 PT <input type="checkbox"/> 45 PT <input type="checkbox"/> 50 PT <input type="checkbox"/> 55 PT <input type="checkbox"/> 60 PT <input type="checkbox"/> 65 PT <input type="checkbox"/> 70 PT <input type="checkbox"/> 75 PT <input type="checkbox"/> 80 PT <input type="checkbox"/> 85 PT <input type="checkbox"/> 90 PT <input type="checkbox"/> 95 PT <input type="checkbox"/> 100 PT <input type="checkbox"/> 105 PT <input type="checkbox"/> 110 PT <input type="checkbox"/> 115 PT <input type="checkbox"/> 120 PT <input type="checkbox"/> 125 PT <input type="checkbox"/> 130 PT <input type="checkbox"/> 135 PT <input type="checkbox"/> 140 PT <input type="checkbox"/> 145 PT <input 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type="checkbox"/> 305 PT <input type="checkbox"/> 310 PT <input type="checkbox"/> 315 PT <input type="checkbox"/> 320 PT <input type="checkbox"/> 325 PT <input type="checkbox"/> 330 PT <input type="checkbox"/> 335 PT <input type="checkbox"/> 340 PT <input type="checkbox"/> 345 PT <input type="checkbox"/> 350 PT <input type="checkbox"/> 355 PT <input type="checkbox"/> 360 PT <input type="checkbox"/> 365 PT <input type="checkbox"/> 370 PT <input type="checkbox"/> 375 PT <input type="checkbox"/> 380 PT <input type="checkbox"/> 385 PT <input type="checkbox"/> 390 PT <input type="checkbox"/> 395 PT <input type="checkbox"/> 400 PT <input type="checkbox"/> 405 PT <input type="checkbox"/> 410 PT <input type="checkbox"/> 415 PT <input type="checkbox"/> 420 PT <input type="checkbox"/> 425 PT <input type="checkbox"/> 430 PT <input type="checkbox"/> 435 PT <input type="checkbox"/> 440 PT <input type="checkbox"/> 445 PT <input type="checkbox"/> 450 PT <input type="checkbox"/> 455 PT <input 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type="checkbox"/> 615 PT <input type="checkbox"/> 620 PT <input type="checkbox"/> 625 PT <input type="checkbox"/> 630 PT <input type="checkbox"/> 635 PT <input type="checkbox"/> 640 PT <input type="checkbox"/> 645 PT <input type="checkbox"/> 650 PT <input type="checkbox"/> 655 PT <input type="checkbox"/> 660 PT <input type="checkbox"/> 665 PT <input type="checkbox"/> 670 PT <input type="checkbox"/> 675 PT <input type="checkbox"/> 680 PT <input type="checkbox"/> 685 PT <input type="checkbox"/> 690 PT <input type="checkbox"/> 695 PT <input type="checkbox"/> 700 PT <input type="checkbox"/> 705 PT <input type="checkbox"/> 710 PT <input type="checkbox"/> 715 PT <input type="checkbox"/> 720 PT <input type="checkbox"/> 725 PT <input type="checkbox"/> 730 PT <input type="checkbox"/> 735 PT <input type="checkbox"/> 740 PT <input type="checkbox"/> 745 PT <input type="checkbox"/> 750 PT <input type="checkbox"/> 755 PT <input type="checkbox"/> 760 PT <input type="checkbox"/> 765 PT <input 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1. Agency and employee identification		2. Pay grade		3. Basic rate		4. Step rate	
5. Employee's name and social security account number when appropriate		6. Grade and rate		7. Basic rate		8. Step rate	
UTILLIKSON, Paul J.		GS-12		\$7010.00			
PAY ROLL CHANGE DATA							
	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	NET PAY
7. Previous normal							
8. New normal							
9. Pay this period							
10. Remarks				11. Appropriation(s)		12. Prepared by	
				VI-6		JK 0-25	
						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 increase	16. Old salary rate	17. New salary rate	18. Performance rating is satisfactory or better.			
27 Sept 62	2 Mar 62	\$7010.00	\$7210.00				
19. LWOP data (check appropriate space covering LWOP during following period)				(Signature or other authentication)			
<input type="checkbox"/> No extra LWOP Total extra LWOP				<input type="checkbox"/> Is pay stated at end of waiting period.			
				Initials of Clerk			
STANDARD FORM NO. 1126d—Revised Form prescribed by Comp. Gen. U.S. Nov. 8, 1950 General Regulations No. 102				PAY ROLL CHANGE SLIP—PERSONNEL UNIT			

wh 4-6

SECRET

Security Information

P. J. J. J. J.
11/52STANDARD FORM 52
FORM LATED BY
U. S. CIVIL SERVICE COMMISSION
JANUARY 1951 - OTHER PERSONNEL
MANUAL CHAPTER 11

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 - Miss - Mrs - One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
Williamson, Earl			12/22/52
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)		6. EFFECTIVE DATE A. PROPOSED:	7. C. S. OR OTHER LEGAL AUTHORITY
Integration		12/29/52	
8. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED: P. J. J. J. J.	

FROM—	9. POSITION TITLE AND NUMBER	TO—
Operations Officer GS-12, \$7040 MI/PI Havana	10. SERVICE, GRADE, AND SALARY 11. ORGANIZATIONAL DESIGNATIONS 12. HEADQUARTERS	Attache (Political Officer) FSS-5, \$6501 MI/PI Havana
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	13. FIELD OR DEPARTMENTAL	<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

Subject is to be paid the difference between CIA salary of \$7040 and FSS salary of \$6501 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.

B. REQUESTED BY (Name and title)		D. REQUEST APPROVED BY	
FI/OPS/ICB		Signature: _____	
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)		Title: _____	
Mrs. Frellie - YL03			
13. VETERAN PREFERENCE		14. POSITION CLASSIFICATION ACTION	
None	10 POINT	NEW	VICE
OTHER	OTHER	1 A.	REAL
15. SEX	16. RACE	17. APPROPRIATION	
		FROM: _____	
		TO: _____	
18. SUBJECT TO C. S. REINFORCEMENT ACT (115-82)		19. LIMIT OF APPOINTMENT APPLICANTS (ACCESSARY ONLY)	
		20. LEGAL RESIDENCE STATE: <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED	

21. STANDARD FORM 50 REMARKS

22. CLEARANCE	INITIAL OR SIGNATURE	DATE	REMARKS
A			
B. CIL OR NA CONTROL			
C. CLAIM/STATUS			
D. PLACEMENT OR EVAL			
E			

F. APPROVED BY

SECRET

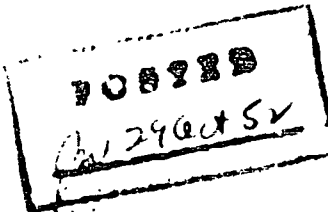
1-5-53

GPO

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME WILLIAMSON, Earl J.		DATE 26 September 1952
NATURE OF ACTION Transfer Reassignment		EFFECTIVE DATE 26 October 1952
	FROM	TO
TITLE	Operations Officer, GS-12	CPS OF PA-144-12
GRADE AND SALARY	GS-12, \$7040.00 per annum	GS-132-12, \$7040.00 p.a.
OFFICE		
DIVISION	WH	WH
BRANCH	III	III
OFFICIAL STATION	San Salvador, El Salvador (#3527)	Havana, Cuba (#3517)
QUALIFICATIONS	APPROVAL	
10-22-52 - Am Lugg	FOR ASSISTANT DIRECTOR Davis B. Powell	EXECUTIVE
CLASSIFICATION	PERSONNEL OFFICER 10-23-52	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS		
DATE OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON		
SECURITY CLEARED ON		
OVERSEAS AGREEMENT SIGNED		
ENTERED ON DUTY		
SIGNATURE OF AUTHENTICATING OFFICER		
REMARKS: 8 in app 21 Oct 52 Wa action PA-144 [Signature] Date		



SECRET

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME WILLIAMSON, Earl J.		DATE 8 April 1952
NATURE OF ACTION Appointment		EFFECTIVE DATE 26 June 1952
TITLE	FROM	TO Operations Officer, GS-12
GRADE AND SALARY		GS-12, \$7010.00 per annum
OFFICE		
DIVISION		WHI
BRANCH		Branch III
OFFICIAL STATION		San Salvador, El Salvador (#3527)
APPROVAL		
QUALIFICATIONS R.M. Gugg 8.9.52	FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION S-#2	PERSONNEL OFFICER Thomas M. Fisher	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		
OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON 27 June 1952		
SECURITY CLEARED ON 9 May 1952		
OVERSEAS AGREEMENT SIGNED 27 June 1952		
ENTERED ON DUTY 26 June 1952		
DOB - 04/11/54 CSEOD - 06/26/52 LCD - 06/26/52 Robert J. Hayes (Signature of AUTHORIZING OFFICER)		
REMARKS: S-#2 Please initiate security clearance. Addendum to PHS attached. 3 April 1952 132		

FORM NO 37-1

SECRET

SECRET
 SECRET
 (When Filled In)

MEDICAL ACTION REQUEST AND REPORT			
I REQUEST FOR PHYSICAL EXAMINATION BY			
1. NAME (Last)	(First)	ID. #	2. DATE
WILLIAMSON,	Earl	J.	6 June 1956
3. TO POSITION	4. OFFICE, DIVISION, BRANCH		5. GRADE
Area Ops Off (DCOS)	DD, WH, III		GS-13
6. TYPE OF POSITION	7. EVALUATE FOR		
<input type="checkbox"/> Departmental <input type="checkbox"/> U.S. Field <input checked="" type="checkbox"/> Overseas	<input type="checkbox"/> EOD <input checked="" type="checkbox"/> Overseas <input checked="" type="checkbox"/> Returnee		
Havana, Cuba	<input type="checkbox"/> Pre-employment <input type="checkbox"/> Annual <input type="checkbox"/> Special (Specify)		
II REPORT OF MEDICAL EVALUATION			
<input type="checkbox"/> Qualified for Full Duty (General) <input type="checkbox"/> Qualified for Departmental Duty Only		<input type="checkbox"/> Qualified for Full Duty (Special) <input type="checkbox"/> Disqualified	
<p>Remarks: Subject is qualified for proposed PUS overseas assignment (6/12/56).</p>			
SECRET		<i>Max N. Hartman</i> <hr style="width: 100%;"/> MEDICAL OFFICE	

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				060389	
SECTION A				GENERAL	
1. NAME (Last) (First) (Middle) Williamson Earl J.			2. DATE OF BIRTH 03/13/15	3. SEX M	4. GRADE GS-15
5. OFFICIAL POSITION TITLE Ops Officer, Chief			6. OFF DIV OR OF ASSIGNMENT DDP/WH/6		
7. CHECK (X) TYPE OF APPOINTMENT XX CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/>			8. CURRENT STATION Headquarters		
9. CHECK (X) TYPE OF REPORT XX INITIAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):			10. CHECK (X) TYPE OF REPORT <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
11. DATE REPORT DUE IN O.P. February 1972			12. REPORTING PERIOD (From - To) 1 April 1971 - 31 January 1972		
SECTION B 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 C.			
M-Marginal		Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C 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).					RATING LETTER
SPECIFIC DUTY NO. 1					
SPECIFIC DUTY NO. 2					
SPECIFIC DUTY NO. 3					
SPECIFIC DUTY NO. 4					
SPECIFIC DUTY NO. 5					
SPECIFIC DUTY NO. 6					
APR 1972					
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 S

SECRET

(When Filled In)

SECTION C		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 B 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 C, attach a separate sheet of paper.</p>			
<p>See MEMORANDUM IN LIEU OF FITNESS REPORT attached.</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
2. 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	
14 March 1972	Acting Deputy Chief, WHD	Richard S. Welch (signed)	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>See MEMORANDUM IN LIEU OF FITNESS REPORT attached.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
14 March 1972	Acting Chief, WHD	James E. Flannery (signed)	

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				060389			
SECTION A GENERAL							
1. NAME (Last) (First) (Middle) Williamson, Earl J.			2. DATE OF BIRTH 13 Mar. '15	3. SEX M	4. GRADE GS-15	5. SD D	
6. OFFICIAL POSITION TITLE Ops Officer/Chief of Station			7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/2		8. CURRENT STATION San Jose		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT				
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE				
SPECIAL (Specify):			SPECIAL (Specify):				
11. DATE REPORT DUE IN O.P. 30 April 1971			12. REPORTING PERIOD (From - to) 1 April 1970 - 31 March 1971				
SECTION B PERFORMANCE EVALUATION							
<p>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 C.</p> <p>M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p>P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Strong Performance is characterized by exceptional proficiency.</p> <p>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.</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 See attached memorandum.							
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 S

SECRET

(When Filled In)

SECTION C		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 B 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 C, attach a separate sheet of paper.</p> <p style="text-align: center;">See Attachment.</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
	/s/ Earl J. Williamson		
2. 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	
14 April 1971	Deputy Chief, WH Division	/s/ James E. Flannery	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
See attachment.			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
24 June 1971	Chief, WH DIVISION	/signed/ William V. Broe	

SECRET

14 April 1971

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Earl J. Williamson
1 April 1970 to 31 March 1971

Mr. Williamson departed San Jose, Costa Rica, on 21 February 1971, after having served as Chief of Station for two and one half years. The last year of his tour was highlighted by two extremely delicate, highly productive operations targeted against the Communist Party of Costa Rica, and a political action operation of a most sensitive nature stemming from them. This latter operation, focused as it was around the president of the country, called for constant good judgment on how to pursue U. S. Government interests with this highly sensitive and significant intelligence at hand. (It was highlighted at the WH Division's Chiefs of Station Conference held in February 1971 as a classic example of both the collection and use of intelligence on the real "national interest" level.)

Throughout these operations, Mr. Williamson handled himself very well, especially during the latter part of his tenure when he was under considerable pressure as an almost inevitable consequence of the impact of these operations. Ultimately, Mr. Williamson's recall from Costa Rica was requested by the Costa Rican Government. It should be stressed that this was a mark of his operational success rather than the result of any operational "flap" or miscue whatever. (The U. S. Ambassador was the government's ultimate and preferred target but, for a variety of reasons, it was desired by local authority to avoid that kind of a confrontation with the U. S. Government, so Mr. Williamson was selected as the next best target in the Embassy.) Publicity based on false and self-serving leaks by the local government placed Mr. Williamson under the most intense strain in his final weeks. The

- 2 -

fact that, under these general circumstances, he continued to function normally, responding to numerous demands being made on him by the situation and Headquarters, and set about paving the way for his successor to take up the cudgel from the best operational platform -- all this speaks for itself and certainly underlines the fine quality of Mr. Williamson's professional and personal characteristics.

In the realm of normal activity, Mr. Williamson handled his officers with both firmness and tact. He was a good manager, ran a taut Station, and had cut back on several marginal operations, streamlined others, and initiated some new ones. He writes well and quickly, and he has exceptional fluency in Spanish. He moved very well in the local community and, during his tenure, established a wide range of contacts.

Mr. Williamson's relationship with the Ambassador was excellent, and his wife was a great help to him in discharging his representational duties and in developing contacts within the Costa Rican community.

In sum, Mr. Williamson is a "pro" who turned in a strong performance both before and after the chips were down.


James E. Flannery
Deputy Chief
Western Hemisphere Division

I certify that I have seen
this memorandum:


Earl J. Williamson


Date

SECRET

Earl J. Williamson
1 April 1970 to 31 March 1971

Comments of Reviewing Official:

I fully concur with the Rater's comments. I am pleased that Mr. Flannery explained the circumstances surrounding Mr. Williamson's recall from Costa Rica so well. His tour was a fine piece of operational work and in no way should it be tarnished by misinterpretation or gossip.


William V. Broe
Chief

24 June 1971
Date

Western Hemisphere Division

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				060389	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
Williamson, Earl J.		13 Mar 15	M	GS-13	D
6. OFFICIAL POSITION TITLE		7. OFF. DIV./BR. OF ASSIGNMENT 8. CURRENT STATION			
Ops Officer/Chief of Station		DDP/WH/2 San Jose			
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) 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"/> SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.		12. REPORTING PERIOD (From - to)			
		1 April 1969 - 31 March 1970			
SECTION B 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 C.			
M-Marginal		Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C 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					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 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

SECRET

23 June 1970

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Earl J. Williamson
1 April 1969 - 31 March 1970

Costa Rica has become progressively more important to the Agency because of its very active Communist Party and signs of the imminent arrival of the Soviets. In anticipation, Mr. Williamson has geared his Station and honed his operations to cope with these problems. San Jose Station has some of the more sophisticated and interesting operations in the Central American area, and the Station is preparing to exploit its assets to the maximum to meet the expected presence of the Soviets.

Mr. Williamson is an old "pro" who has had a variety of experiences in the intelligence field and who brings to his work maturity garnished with enthusiasm and expertise.

He has done particularly well in guiding his subordinates and extracting the maximum from them. His leadership is deft but firm.

His relationship with the past ambassador, a difficult person to deal with, who was not at first happy to have Mr. Williamson, progressed to the point that he became a valuable member of the Country Team and had the respect of the ambassador. There is a new ambassador now and it is clear that Mr. Williamson has gotten off to a very good start with him.

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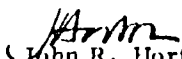
- 2 -

He has a large range of contacts in the community and he has been helped by a charming wife who is an asset to him in his work.

His subordinates have a high regard for him--from a professional as well as personal standpoint--and look to him for guidance and leadership.

He is judicious in the use of government funds, extracting the maximum from the operational dollar. His Spanish is excellent, and his experiences in Latin affairs have given him a grace in moving among the locals.

He is rated as Strong.


John R. Horton
Deputy Chief
Western Hemisphere Division

I certify that I have seen
this memorandum:


Earl J. Williamson

24 June 1970
Date

SECRET

SECRET

SUBJECT: Earl J. Williamson
1 April 1969 - 31 March 1970

Comments of Reviewing Official:

I concur completely with the Rater's comments concerning this excellent officer. Mr. Williamson has again and again shown himself to be the real professional that he is. It is a comfort to a Division Chief to have such a COS in the field.

8 JUL 1970

Date

William V. Broe
William V. Broe
Chief
Western Hemisphere Division

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				060389	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE 5. SD
Williamson, Earl J.			03/13/15	M	GS-15 D
6. OFFICIAL POSITION TITLE			7. OFF DIV BR OF ASSIGNMENT		8. CURRENT STATION
Chief of Station			DDP/WH/2		San Jose
9. CAREER TYPE OF APPOINTMENT			10. CHECK IN 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 SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - To)		
30 April 1969			1 April 1968 - 31 March 1969		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>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.</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 See attached					
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 on 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

SECRET

(When Filled In)

SECTION C		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 B to provide basis for determining future personnel action. <u>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.</u> If extra space is needed to complete Section C, attach a separate sheet of paper.</p>			
<p>See attached Memorandum in Lieu of Fitness Report.</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
	/subject in field/		
2. 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	
10 July 1969	Deputy Chief, WII Division	/signed/ John R. Horton	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>See attached.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
28 July 1969	Chief, WII Division	/signed/ William V. Hume	

SECRET

10 July 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Earl J. Williamson
1 April 1968 - 31 March 1969

Mr. Williamson began his tour as Chief of Station, San Jose, in July 1968. He was well prepared for the responsibilities of the assignment, having served in two important stations as Deputy Chief of Station, and as Deputy Chief, WH/COG.

At the outset of his assignment, Mr. Williamson was confronted with an ambassador who had reservations on several matters connected with the station, including problems concerning the establishment of a "third country" radio operation. Shortly thereafter Panamanian exile and guerrilla activities placed an additional burden on the San Jose station and on relations with the ambassador. Mr. Williamson weathered these initial rough spots well, keeping Agency interests protected.

In the seven months since his arrival in San Jose, Mr. Williamson not only succeeded in overcoming the ambassador's initial frostiness, but has mollified the ambassador's misgivings on several potential items of conflict. Furthermore, he has won a strong endorsement from the ambassador who has made it a point to inform Headquarters officers that he is highly pleased by the manner in which Mr. Williamson is handling his assignment.

14-00000

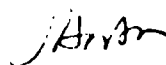
SECRET

SUBJECT: Earl J. Williamson
1 April 1968 - 31 March 1969

Mr. Williamson has an aggressive, constructive and realistic approach to operations. He has made a good assessment of the station's operational assets and personnel and has succeeded in sharpening general performances. Coordination and cooperation between the station and Headquarters leaves nothing to be desired.

He displays appropriate cost-consciousness. The morale of station personnel is high. Mr. Williamson and his wife are highly regarded by embassy personnel, and have established a wide circle of Costa Rican friends and contacts.

He has put in a Strong performance.


John R. Horton
Deputy Chief
Western Hemisphere Division

I certify that I have
seen this memorandum:

Earl J. Williamson

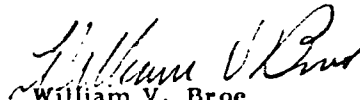
Date

14-00000

SECRET

SUBJECT: Earl J. Williamson
1 April 1968 - 31 March 1969

I concur with the rater's comments. Mr. Williamson has handled himself most professionally and adroitly and the Costa Rica Station is making fine progress under his leadership.


William V. Broe
Chief

28 July 1969
Date

Western Hemisphere Division

SECRET

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				060389			
SECTION A				GENERAL			
1. NAME (Last) (First) (Middle) Williamson, Earl J.			2. DATE OF BIRTH 03/13/15	3. SEX M	4. GRADE 15	5. SD D	
6. OFFICIAL POSITION TITLE Ops Officer D Ch			7. OFF/DIV/BR OF ASSIGNMENT WH/COG		8. CURRENT STATION Hots.		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT				
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE <input type="checkbox"/> SPECIAL (Specify):				
11. DATE REPORT DUE IN O.P. 04/68			12. REPORTING PERIOD (From - to) 1 April 1967 - 31 March 1968				
SECTION B				PERFORMANCE EVALUATION			
W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counselling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C. A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence. P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner. 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						RATING LETTER	
See attached Memorandum for the Record.							
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	
25 JUN 1968							
OVERALL PERFORMANCE IN CURRENT POSITION						RATING LETTER	
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.						S	

SECRET

(When Filled In)

SECTION C		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 B to provide basis for determining future personnel action. Manner of performance, managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</p> <p style="text-align: right;">4411 50,000</p>			
<p style="text-align: right;">53 JUN 66</p>			
SECTION D			
CERTIFICATION AND COMMENTS			
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
20 June 1968	E. J. Williamson		
2. 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	
19 June 1968	Chief, WH/COG	David A. Phillips	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>I heartily concur with the rating and comments submitted by Mr. Williamson's superior. Mr. Williamson is a fine professional who very much deserves his new assignment as Chief of Station, San Jose, Costa Rica.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
21 June 1968	Chief, WH Division	William V. Broe	

SECRET

SECRET

19 June 1968

MEMORANDUM FOR THE RECORD

SUBJECT: Memorandum in Lieu of Fitness Report -
Mr. Earl J. Williamson

1. Mr. Williamson is on the eve of his departure as an overseas Chief of Station. This is a logical and justified next step in his career development. Mr. Williamson's responsibilities have been considerable in recent years: DCOS in two important Stations; Chief, FI and then Deputy Chief of WH/COG. It should be pointed out that in the latter position he was Acting Chief for long periods, performing admirably. His new assignment indicates that the most senior officers in the Division have recognized this.


2. Mr. Williamson is a professional intelligence officer in the strictest sense of the word. He is hard-driving and tenacious; despite his seniority he is on any list of activists; he has the capability of getting things going, of getting the job done. He applies rigid standards to his subordinates, but no less rigid than those he applies to himself. He is cost-conscious to an unusual degree. He is a fluent speaker of idiomatic Spanish and can handle himself well in any milieu. If Mr. Williamson is ever less than diplomatic it is when considering ersatz operational proposals or phoney practices, neither of which he can tolerate.

3. There is no question that in his next assignment Mr. Williamson will benefit from the social graces of his charming wife. In his own private life Mr. Williamson maintains numerous important contacts.

SECRET

SECRET

4. In summary, Mr. Williamson is a dedicated and professional intelligence officer. He will undoubtedly continue his fine performance as a Chief of Station, and should in time be promoted to the next higher grade.


David A. Phillips
Chief, WH/COG

SECRET

14-00000

S E C R E T

TECHNICAL SERVICES DIVISION -- TECHNICAL SCHOOL

SHORT RANGE AGENT CONTACT SURVEY (A-106)

Training Report

Name : WILLIAMSON, Earl J.

Office: WH

Date : 10 May 1968

1. OBJECTIVES:

To provide a general knowledge in:

- a. Selected gear used for clandestine short range agent contacts. Included are representative samples of:

One way RF radio devices; two way RF radio devices; two way carrier current devices; optical communicators; and special telephone devices used for establishing agent contact.

- b. The philosophy, purpose, considerations and manageability of short range agent contact systems; including message security, link security, reliability and feasibility of agent contact systems.

Louis Capriatti
for

Lawrence S. Martin
INSTRUCTOR

TSD/TECHNICAL SCHOOL

S E C R E T

14-00000

S-E-C-R-E-T
(When Filled In)

24 May 1968
MEMORANDUM FOR: Chief, Transactions & Records Branch/OP
FROM : Chief, External Training Branch/RS/TR
SUBJECT : Completion of External Training

This is to advise you that Earl J. Williamson training request
R-022109 attended the following external training program :

COURSE : NATIONAL INTERDEPARTMENTAL SEMINAR
INSTITUTION: FSI
DATE : 26 Feb.-22 Mar. 1968
GRADE : Successfully Completed

FOR THE DIRECTOR OF TRAINING:

David P. Schulz

Attachments:

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

GROUP 1
Excluded from Automatic
Downgrading and
Declassification

S-E-C-R-E-T
(When Filled In)



Department of State • Department of Defense •
Agency for International Development • U. S. Information Agency

★
NATIONAL INTERDEPARTMENTAL SEMINAR
★

This is to certify that

Earl J. Williamson

has successfully completed the seminar on

PROBLEMS OF DEVELOPMENT
AND INTERNAL DEFENSE

at the Foreign Service Institute, Washington, D.C.

March 22, 1958

W. T. C. C.
SIGNED OFFICIAL

Seminar Coordinator

Geo. L. ...
Director of FSI

S-E-C-R-E-T

TRAINING REPORT

Chiefs of Station Seminar No. 3-68
80 hours, full time

Participant : Williamson, Earl J. Office : WH
Year of Birth: 1915 Service Designation: D
Grade : GS-15 No. of Students : 15
EOD Date : June 1952

COURSE OBJECTIVES, CONTENT AND METHODS

The COS Seminar is aimed to prepare prospective Chiefs and Deputy Chiefs of Station and Chiefs of Base for field assignments. Emphasis was upon the difficulties confronting Chiefs of small or medium-sized installations, since they must handle a peculiarly wide range of problems. Included were case studies serving to remind outgoing chiefs of various operational approaches and techniques, but more time was devoted to policy, coordination, management, reporting, and administrative responsibilities of the Chief of Station, both within CIA and in the government at large, at home and abroad.

The bulk of the course is given in lectures and question periods conducted by officials responsible for the missions, functions, programs, and services discussed. A few key items of suggested reading are included, and bibliographies of suggested reading tailored to the individual's assignment are offered for those who want them.

ACHIEVEMENT RECORD

This is a certificate of attendance. No further assessment of individual capacity or performance is made in this course.

FOR THE DIRECTOR OF TRAINING:

 26 APR 1968
Henry C. Barringer Date

S-E-C-R-E-T

SECRET
(When Filled In)

FITNESS REPORT						EMPLOYEE SERIAL NUMBER 060389	
SECTION A GENERAL							
1. NAME Last: Williamson First: Earl Middle: J.			2. DATE OF BIRTH 13 Mar 15	3. SEX M	4. GRADE GS-15	5. SD D	
6. OFFICIAL POSITION TITLE Ops Officer D Ch			7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/COG		8. CURRENT STATION WASH., D.C.		
9. CHECK (X) TYPE OF APPOINTMENT				10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY				<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR			
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)				<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE			
<input type="checkbox"/> SPECIAL (Specify):				<input type="checkbox"/> SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.				12. REPORTING PERIOD (From- to-) 19 Feb 66 - 31 March 67			
SECTION B PERFORMANCE EVALUATION							
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>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.</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).							
SPECIFIC DUTY NO. 1						RATING LETTER	
See attached memorandum.							
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	
20 JUL 1967 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 S	

SECRET

(When Filled In)

SECTION C

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 B 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 C, attach a separate sheet of paper.

JUN 14 3 27 PM '67

See attached memorandum.

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

SIGNATURE OF EMPLOYEE

Carl J. Williamson

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

12

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

DATE

1 May 1967

OFFICIAL TITLE OF SUPERVISOR

Chief, WH/COG

TYPED OR PRINTED NAME AND SIGNATURE

Thomas J. Flores
Thomas J. Flores

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Concur. Mr. Williamson is one of the relatively few Division officers who, having reached a senior position, still enjoys making recruitments and handling agents. He will be going to the field during the next calendar year to a senior assignment.

DATE

12 June 1967

OFFICIAL TITLE OF REVIEWING OFFICIAL

Deputy Chief, WH Division

TYPED OR PRINTED NAME AND SIGNATURE

Jacob D. Esterline
Jacob D. Esterline

SECRET

SECRET

MEMORANDUM FOR THE RECORD

SUBJECT: Memorandum in Lieu of Fitness Report -
Mr. Earl J. Williamson

1. Mr. Williamson reported to WH/Cuban Operations Group in February 1966 and immediately took over the functions of Chief of the FI Branch. This Branch is concerned with the conduct of positive intelligence operations on a world-wide basis against the Cuban target. A small proportion of these operations were conducted directly from Headquarters (including the direction of assets inside Cuba, a denied area). The larger number of these operations was conducted through third countries and supervision involved the provision of staff support and guidance and extensive dealings with other Divisions and, to a lesser degree, with representatives of foreign liaison services. Mr. Williamson took hold of these duties quickly and forcefully and carried them out effectively and efficiently.

2. In July 1966, Mr. Williamson was appointed Deputy Chief of the Cuban Operations Group. In this role his duties involved supervision of the totality of the operational effort, including FI, CI, maritime infiltrations, propaganda, political action, and economic warfare. Again, Mr. Williamson undertook his broader duties forcefully and efficiently. He has shown qualities of leadership and good managerial skills in dealing with personnel and organizational matters.

3. During this period, Mr. Williamson has primarily been interested in substantive operational matters. He has carried out efficiently and promptly those staff functions which I have assigned to him, but I detect a certain lack of interest in these. Probably this reflects his most outstanding ability and consuming interest in the real heart of our activities--the production of intelligence and in the conduct of actions against our target. He has participated personally in several operations and is one of the relatively few senior officers who delights in handling agents and making recruitments.

SECRET

SECRET

4. Mr. Williamson is conscientious and economical in the use of operational assets, manpower and money. He is married to a charming young woman who is socially active, entertains well and is a real asset in representational activities.

5. Mr. Williamson's Spanish is fluent and colloquial, and in combination with his extensive understanding of Latin America and its people contributes enormously to his effectiveness.

Thomas J. Flores
Thomas J. Flores
Chief, WH/COG

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 060,310			
SECTION A GENERAL							
1. NAME (Last) (First) (Middle) MILLER, JOHN J.			2. DATE OF BIRTH 1/15/37	3. SEX M	4. GRADE GS-15	5. SD L	
6. OFFICIAL POSITION TITLE Asst. Chief of Ch			7. OFF/DUTY OF ASSIGNMENT Asst. Chief		8. CURRENT STATION Headquarters		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT				
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR				
<input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL		<input type="checkbox"/> REASSIGNMENT EMPLOYEE		
<input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> SPECIAL (Specify):				
11. DATE REPORT DUE IN O.P. 31 MAY 1966			12. REPORTING PERIOD (From - to) 1 December 1965 - 10 February 1966				
SECTION B PERFORMANCE EVALUATION							
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>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.</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 SEE SECTION C.							
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

SECRET

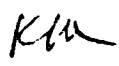
(When Filled In)

SECTION C		NARRATIVE COMMENTS		OFFICE OF THE SECRETARY
<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 B to provide basis for determining future personnel action. Manner of performance of major assignments should be stated and best consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</p>				
<p>Subject's last fitness report covered the period April - November 1965, while assigned to Madrid, Spain. He departed the Station 1 December 1965, arrived headquarters 13 December and was on home leave until his reassignment to DOP/AD Division on 14 February 1966. Therefore, no evaluation can be submitted on Subject's performance during that period. After 14 February 1966 his evaluations should be handled by DOP/AD.</p>				
<p>William C. Cooley William C. Cooley DC/Personnel European Division 30 September 1966</p>				
SECTION D				
CERTIFICATION AND COMMENTS				
1. BY EMPLOYEE				
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT				
DATE	SIGNATURE OF EMPLOYEE			
2. 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		
3. BY REVIEWING OFFICIAL				
COMMENTS OF REVIEWING OFFICIAL				
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE		

SECRET

SECRET

(WHEN FILLED IN)

CERTIFICATION OF LANGUAGE PROFICIENCY																
1. EMPLOYER NO.		2. NAME (LAST-FIRST-MIDDLE)				3. TYPE CHANGE		4. LANGUAGE DATA PRIOR TO TEST								
		WILLIAMSON, EARL J.				A=ADD C=CHANGE D=DELETE		CODE	LAN. CODE	R	W	P	S	U	I/T	YEAR
5. LANGUAGE DATA AFTER TEST								6. DATE TESTED		7. DATE OF BIRTH		8. GRADE		9. OFFICE OR DIVISION		
LAN. CODE	R	W	P	S	U	I/T	YEAR	04/11/67		05/12/15		15		WH		
NOTICE TO PERSON TESTED																
10. ON THE DATE SHOWN IN ITEM 6 ABOVE, YOU WERE TESTED IN <u>SPANISH (NEW WORLD)</u> BL18 AND YOUR TEST SCORES ARE AS FOLLOWS: (NAME OF LANGUAGE)																
READING		WRITING		PRONUNCIATION		SPEAKING		UNDERSTANDING		TEST RATINGS						
I		+		II		II		II		2 = ZERO 1 = INTERMEDIATE 3 = SLIGHT H = HIGH L = ELEMENTARY N = NATIVE						
11. REMARKS										12. SIGNATURE						
CODED 10 QUALIFICATIONS DATE																
										13. LD NUMBER						
										14653						

FORM 11-64 1273

OBSOLETE PREVIOUS EDITIONS

(16-65)

SECRETGROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

1 - OP/GB

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				060389	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE 5. SO
Williamson, Earl J.			13 Mar 1915	M	GS-15 D
6. OFFICIAL POSITION TITLE			7. OFF DIV. OR OF ASSIGNMENT		8. CURRENT STATION
Deputy Chief of Station			DDP/WE/Madrid		Madrid
9. CHECK IN TYPE OF APPOINTMENT			10. CHECK IN TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> ANNUAL <input checked="" type="checkbox"/> REASSIGNMENT EMPLOYEE <input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
			1 April 1965 - 15 November 1965		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>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.</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).					
SPECIFIC DUTY NO. 1					RATING LETTER
In charge of Cuban operations of the Madrid Station					S
SPECIFIC DUTY NO. 2					RATING LETTER
Supports other WE stations in the conduct of their Cuban operations, including recruitment, debriefing and briefing of persons of operational and intelligence interests.					S
SPECIFIC DUTY NO. 3					RATING LETTER
Liaison with officials of National Police and Spanish military intelligence service on matters relating to Cuban operations.					S
SPECIFIC DUTY NO. 4					RATING LETTER
Drafts operational dispatches and cables.					S
SPECIFIC DUTY NO. 5					RATING LETTER
In charge of Station during absences of the Chief of Station					S
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
24 JAN 1966					S

FORM 83 (Rev. 1-64)

SECRET

SECRET
(When filled in)

JAN 21 2 48 PM '66

SECTION C

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, state recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Subject is departing Spain for an assignment PCS Headquarters following a tour of over five years at the Madrid Station. During the past three and one-half years he has headed up the Station's Cuban operations, has acted as a coordinator of Cuban activities in Western Europe and has actively participated in operations in support of other WE stations.

Starting completely from scratch, the Station was able, under Subject's able direction, to develop extensive operations against the priority Cuban target, including technical operations against the installation, recruitment and defection of important officials, penetration of commercial establishments, recruitment and training of internal assets, bi-lateral operations with the local services, etc.

Subject is an officer of considerable energy and drive. He has a knack of developing and exploiting interesting contacts and much of the success of the Station's Cuban program was due to his intimate connections in Cuban exile circles. Subject was also able to enlist the support of the local services in connection with certain aspects of the over-all program which could not be handled unilaterally.

Subject has shown himself to be "cost conscious" in the utilization of funds and manpower. His Cuban unit of the Station was

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

1 Dec 65

SIGNATURE OF EMPLOYEE

/s/ Earl J. Williamson

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

50

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

DATE

1 Dec 65

OFFICIAL TITLE OF SUPERVISOR

Chief of Station

TYPED OR PRINTED NAME AND SIGNATURE

/s/ James Noel

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Having observed subject's work only from Headquarters, my evaluation of his performance is based entirely on the results and production which he and the section which he supervised achieved. During the rating period, the station's Cuban operations were conducted vigorously with fine results. This report appears to be fair and objective.

DATE

10 Jan. 1966

OFFICIAL TITLE OF REVIEWING OFFICIAL

C/WE/S

SIGNATURE

Francis G. Coleman

SECRET

14-00000

SECTION C

NARRATIVE COMMENTS (continued)

composed (in addition to himself) of four case officers, two reports officers and a secretary. Although he may be considered a "tough" supervisor in demanding the best of his subordinates, the record will show that he was able to build a very successful program.

During his tour at this Station, Subject made an important contribution toward the achievement of high priority targets. He is in every sense of the word an experienced, energetic and dedicated officer.

Since Subject's activities in support of other WE stations in the conduct of Cuban operations were under the direction of Headquarters, the rating box for this specific duty has been left blank for completion by the appropriate Headquarters official.

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				060389 ✓	
SECTION A				GENERAL	
1. NAME (Last) (First) (Middle) Williamson, Earl J.			2. DATE OF BIRTH 13 Mar. 1915	3. SEX M	4. GRADE GS-15
5. OFFICIAL POSITION TITLE Ops Officer DCOS			7. OFF/DIV/RR OF ASSIGNMENT DDP/WE/Iberian	8. CURRENT STATION Madrid	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) SPECIAL (Specify):			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P. 31 May 1965			12. REPORTING PERIOD (From - to) 1 April 1964 - 31 March 1965		
SECTION B					
PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>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.</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).					
SPECIFIC DUTY NO. 1 Supervises Station's Cuban operations.					RATING LETTER S
SPECIFIC DUTY NO. 2 Supports other WE stations in conduct of their Cuban operations, including assessment, recruitment, debriefing and briefing of persons of operational and intelligence interest.					RATING LETTER S
SPECIFIC DUTY NO. 3 Coordinator of Cuban operations for Western Europe.					RATING LETTER S
SPECIFIC DUTY NO. 4 Liaison with officials of National Police (DGS) and Spanish Military intelligence service on matters relating to Cuban operations.					RATING LETTER S
SPECIFIC DUTY NO. 5 Drafts operational dispatches and cables.					RATING LETTER S
SPECIFIC DUTY NO. 6 Assumes charge of Station during absence of Chief of Station.					RATING LETTER S
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 S

FORM 15-1 OBSOLETE PREVIOUS EDITIONS.

SECRET

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective the 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 B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

During the period under review Subject's activities in support of Cuban operations elsewhere in Europe and his responsibilities as Coordinator of Cuban activities for Western Europe have kept him away from the Madrid Station approximately one half of the twelve month period. Since these activities were under the direction of Headquarters, and not this Station, the rater does not feel qualified to comment on Subject's performance of Specific Duties 2 and 3 and has therefore left those rating boxes blank for completion by the appropriate Headquarters' official.

With respect to Specific Duty 1, supervision of Station's Cuban operations, Subject has applied himself aggressively and imaginatively to this task and the rater feels that Station's Cuban operations have been maintained at a high level and have been an important contribution to KUBARK's world-wide effort against this priority target. Obviously Subject's frequent and prolonged absences from the Station have not permitted him to give this task his undivided attention or the day-to-day continuity that is so necessary and important.

In the conduct of the Station's Cuban operations Subject has direct supervision of four operations officers, one full time and one part time reports officer, and a secretary. Subject is an efficient organizer and supervisor. He thinks and writes clearly. He is fluent in Spanish. In the conduct of the extensive Cuban operations he has shown himself to be

SECTION D

CERTIFICATION AND COMMENTS

(Cont'd.)

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
1 April 1965	/s/ Earl J. Williamson	
2. 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
1 April 1965	Chief of Station	/s/ James A. Noel
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
I know subject and am thoroughly familiar with his work and performance. I concur in this report with one exception, namely the rating given subject for specific duty No. 6. Because of his travels which absented him from the Station for one-half of the past year, subject performance was inadequately qualified to take charge of the station in the absence of the COS. Specializing on Cuban operations entirely, he has but a limited knowledge of the station's other activities and considering only the effectiveness of his performance of this duty, I could not rate him higher than P. This is not a comment on his capability but rather an evaluation of his effectiveness in performance of this particular duty.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
12 May 1965	Chief, NE/S	Francis G. Coleman

SECRET

- 2 -

SECTION C - (Cont'd.)

"cost conscious" both with respect to the commitment of funds and the utilization of man power. In a word, Subject is an experienced, energetic and dedicated officer.

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				60389	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE 5. SD
Williamson Earl J.			13 Mar. 1915	M	GS-15 D
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT 8. CURRENT STATION		
Ops. Officer			DDP/WE/Iberia Madrid		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYER <input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
31 May 1964			1 April 1963 - 31 March 1964		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>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.</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).					
SPECIFIC DUTY NO. 1 In charge of Station's Cuban operations. Responsible for planning, directing and supervising all activities relating to spotting, assessing and recruiting of agents; collection of intelligence through introduction of agents to target area, debriefing of refugees, operations conducted with liaison, and					RATING LETTER S
SPECIFIC DUTY NO. 2 From sensitive sources. Supports other WE Stations in conduct of their Cuban operations, including assessment, recruitment, debriefing and briefing of persons of operational and intelligence interest, as well as warm and cold pitches to potential candidates					RATING LETTER S
SPECIFIC DUTY NO. 3 For defection. Conducts personal liaison with leading officials of the Spanish Military Intelligence Service and National Police (DCS) on matters of mutual interest.					RATING LETTER S
SPECIFIC DUTY NO. 4 Drafts operational dispatches and cables.					RATING LETTER S
SPECIFIC DUTY NO. 5 Assumes charge of Station during absence of the Chief of Station.					RATING LETTER S
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 S
4 MAY 1964					

SECRET

(When Filled In)

SECTION C		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 B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.</p> <p>During the period under review Subject's duties and activities have continued to be concentrated on the Cuban target. Subject's performance of those duties has been eminently satisfactory and have received the recognition and commendation of Headquarters. Subject is an all-round operations officer with considerable experience and no significant weaknesses. His strengths are his aggressive approach to his operational responsibilities, his sound judgment and his complete dedication to duty. Due to Subject's energy and imagination the Madrid Station has been able to develop a highly effective and well-balanced program of Cuban operations. In addition Subject has spent a good part of his time in support of high level Cuban operations outside of Spain, assignments which he has carried out with a high degree of professionalism and success. In every sense Subject can be classified as a man of action.</p> <p>In the conduct of the Cuban operations Subject has direct supervision of three operations officers, one reports officer, and one secretary. In addition he maintains indirect supervision of a debriefing center, an intelligence processing shop and all activities relating to the recruitment, training and dispatching of agents to the target country. Subject maintains contact with high level liaison officers whose cooperation and support are needed for a good part of our overall operations and the excellent cooperation we have received from those officials attests to the skill of Subject. Subject, of course, is fluent in Spanish. His drafting of cables and dispatches is excellent. Subject has at all times exhibited cost consciousness in the planning and execution of his operational responsibilities. In a word Subject is an excellent officer and a credit to the organization in every respect.</p>			
SECTION D CERTIFICATION AND COMMENTS			
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
15 April 1964	/s/ Earl J. Williamson		
2. BY SUPERVISOR			
MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
10			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
15 April 1964	Chief of Station	/s/ James A. Noel	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>The reviewing official concurs in the high evaluation given this officer. He is a hard-driving, dedicated individual who is completely dedicated to his present task and assignment.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
24 April 1964	Chief, WE/5	Fred E. Hubbard	

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
SECTION A				GENERAL			
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD	
Williamson Earl J.			13 March 1915	M	GS-15	D	
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION		
Operations Officer			605		Madrid		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT				
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE <input type="checkbox"/> SPECIAL (Specify):				
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)				
31 May 1963			1 April 1962 - 31 March 1963				
SECTION B				PERFORMANCE EVALUATION			
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>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.</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).							
SPECIFIC DUTY NO. 1 In charge of Station's Cuban operations. Responsible for planning, directing and supervising all activities relating to spotting, assessing and recruiting of agents; collection of intelligence through introduction of agents to target area, debriefing of refugees, operations conducted with liaison, and from sensitive sources							RATING LETTER S
SPECIFIC DUTY NO. 2 Supports other ME Stations in conduct of their Cuban operations, including assessment, recruitment, debriefing and briefing of persons of operational and intelligence interest, as well as warm and cold pitches to potential candidates for debriefing							RATING LETTER S
SPECIFIC DUTY NO. 3 Conducts personal liaison with leading officials of the Spanish Military Intelligence Service and National Police (DGS) on matters of mutual interest							RATING LETTER P
SPECIFIC DUTY NO. 4 Drafts operational dispatches and cables							RATING LETTER S
SPECIFIC DUTY NO. 5 Assumes charge of Station during absence of the Chief of Station							RATING LETTER P
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 S
16 MAY 1963							

SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective 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 B to provide basis for determining future personnel action. <u>Manner of performance of managerial or supervisory duties must be described, if applicable.</u></p>			
<p>During the period under review, Subject's duties and activities have been devoted to the conduct of Cuban operations. His performance of those duties has been characterized by vigor and imagination. Concrete results have been achieved. The Station's performance in connection with all phases of this top priority activity, carried out under Subject's supervision, has been the subject of commendatory comments from Headquarters. In addition to directing the Station's own Cuban operations, Subject has been frequently called upon to support other US Stations in connection with various phases of their Cuban operations, particularly in making both "warm" and "cold" approaches to high level diplomatic candidates for defection. These assignments have been undertaken by Subject with much enthusiasm and a high degree of professionalism. As a matter of fact, Subject was away from Madrid on these and similar missions for 120 days during calendar year 1962.</p> <p>In the conduct of the Cuban operations, Subject has direct supervision over four officers and indirect supervision of the debriefing center, the intelligence processing shop and all activities relating to the recruitment, training and dispatching of agents. Through personal liaison with leading Spanish intelligence and security service officials, he has been most successful in obtaining their cooperation in support of our operations. In addition, Subject has expended much of his after-hours time to maintaining contact with agents and persons of operational interest.</p> <p>Subject is fluent in Spanish. He is an efficient organizer and supervisor and thinks and writes clearly. In summary, he is an experienced, energetic and highly dedicated officer. While he is well qualified to take over his own Station, it is my hope, and recommendation, that he be given a second full tour here in Madrid. In my opinion, it</p> <p style="text-align: right;">(continued in Part 3 below)</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
10 April 1963	/s/ Earl J. Williamson		
2. 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	
10 April 1963	Chief of Station	/s/ James Noel	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>would be a great mistake to move him from Madrid until and unless there is a drastic and favorable change in the Cuban situation.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
30 April 1963	AC/uc/S	Sally G. G. G. G.	

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 6000 060389							
SECTION A GENERAL											
1. NAME (Last) <u>Williamson</u> (First) <u>Earl</u> (Middle) <u>J.</u>		2. DATE OF BIRTH <u>13 March 1915</u>		3. SEX <u>Male</u>	4. GRADE <u>GS-14</u>						
5. SERVICE DESIGNATION <u>D</u>		6. OFFICIAL POSITION TITLE <u>OPS Officer</u>		7. OFF/DIV/BR OF ASSIGNMENT <u>Madrid</u>							
8. CAREER STAFF STATUS			9. TYPE OF REPORT								
<input type="checkbox"/> NOT ELIGIBLE <input type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED <input type="checkbox"/> PENDING <input type="checkbox"/> DECLINED <input type="checkbox"/> DENIED			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT/SUPERVISOR <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT/EMPLOYEE								
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD From <u>1 April - 31 Dec 61</u> To		SPECIAL (Specify)							
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES											
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs 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).											
1 - Unsatisfactory 2 - Barely adequate 3 - Acceptable 4 - Competent 5 - Excellent 6 - Superior 7 - Outstanding											
SPECIFIC DUTY NO. 1 <u>Deputy Chief of Station</u>		RATING NO. <u>6</u>		SPECIFIC DUTY NO. 4 <u>Develops and maintains contacts with nationals of another country for third country operations</u>							
SPECIFIC DUTY NO. 2 <u>Directs all liaison operations with Spanish services and supervises Station officers engaged in liaison duties</u>		RATING NO. <u>6</u>		SPECIFIC DUTY NO. 5 <u>Supervises the operations of an outside shop run jointly with local security services</u>							
SPECIFIC DUTY NO. 3 <u>Personally conducts liaison with a number of top level local officials</u>		RATING NO. <u>7</u>		SPECIFIC DUTY NO. 6 <u>Develops, recruits and handles agents for independent operations</u>							
RATING NO.		RATING NO.		RATING NO.							
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION											
Take into account everything about the employee which influences his effectiveness in his current position: performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.											
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.					RATING NO. <u>5/6</u>						
SECTION D DESCRIPTION OF THE EMPLOYEE											
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee											
1 - Least possible degree		2 - Limited degree		3 - Normal degree		4 - Above average degree		5 - Outstanding degree			
CHARACTERISTICS					NOT APPLICABLE	NOT OBSERVED	RATING				
							1	2	3	4	5
GETS THINGS DONE											X
RESOURCEFUL											X
ACCEPTS RESPONSIBILITIES											X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES											X
DOES HIS JOB WITHOUT STRONG SUPPORT											X
FACILITATES SMOOTH OPERATION OF HIS OFFICE									X		
WRITES EFFECTIVELY									X		
SECURITY CONSCIOUS									X		
THINKS CLEARLY										X	
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS									X		
OTHER (Specify):											

SEE SECTION "E" ON REVERSE SIDE

SECRET

(When Filled In)

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Subject is a strong officer from every important point of view. He is experienced, intelligent, alert, aggressive, extremely hard working and conscientious. He is never satisfied with the status quo but is constantly striving to acquire new operational assets or to improve the functioning or production of old or current projects. He is tough-minded and abundantly endowed with intellectual as well as physical courage. If he has any one weakness, it is his impatience with subordinate officers and employees who do not tackle their operational duties with the same degree of zeal that he himself applies. His direct and forceful manner in calling such shortcomings to the attention of case officers under his direction has, on infrequent occasions, caused some minor and transitory resentment. In most cases, however, it has also resulted in improvement in the attitude and performance of the officer in question.

Subject is especially effective in his dealings with high level liaison officers and the fact that our relations with the various security services are currently on a cordial and more productive basis is due mainly to the thought, energy and time which Subject has devoted to this important activity. At the same time, subject has not permitted liaison considerations to inhibit the planning and development of independent operations and agents. In this connection he has been especially effective in developing valuable assets for third country (Cuban) operations.

Subject has an outgoing personality; makes friends easily, especially among Latins. He is a mature person who is respected by his Station colleagues and by the senior ODACID and other agency representatives with whom he maintains contact. He has direct supervision over nine officers and clerks. He is a good administrator. He writes effectively.

(Continued on attached sheet)

SECTION F CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I certify that I have seen Sections A, B, C, D and E of this Report.		
DATE	SIGNATURE OF EMPLOYEE	
12 January 1962	/s/ Earl J. Williamson	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
4 months		
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.		
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS	
OTHER (Specify):		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
12 January 1962	Chief of Station	/s/ James Noel
3. BY REVIEWING OFFICIAL		
XX	I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.	
	I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.	
	I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.	
	I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.	
COMMENTS OF REVIEWING OFFICIAL		
I fully endorse the evaluation and comments of the supervisor. Subject is noteworthy for his calculated aggressiveness, initiative and determination. His stewardship of the Madrid Station while he was Acting Chief was commendable. He reports well, is reasonable, and in my opinion has fully earned promotion to GS-15.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
31 January 1962	Chief, WFO	

SECRET

SECRET

As a well rounded operations officer and administrator, Subject is qualified to run his own station and, in my opinion, it would be an injustice to him if he is not assigned as chief of a medium sized station when his service in Spain is completed. It is my hope, however, that Subject will be given a second tour at Madrid when his current tour ends in October 1962.

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER
60389

SECTION A

GENERAL

1. NAME (Last) (First) (Middle) WILLIAMSON, Earl J.		2. DATE OF BIRTH 13 March 1915	3. SEX Male	4. GRADE GS-14
5. SERVICE DESIGNATION D		6. OFFICIAL POSITION TITLE		7. OFF/DIV/BR OF ASSIGNMENT Madrid/WE
8. CAREER STAFF STATUS			9. TYPE OF REPORT	
<input type="checkbox"/> NOT ELIGIBLE <input checked="" type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED <input type="checkbox"/> PENDING <input type="checkbox"/> DECLINED <input type="checkbox"/> DENIED			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT/SUPERVISOR <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT/EMPLOYEE	
10. DATE REPORT DUE IN O.P. 31 Mar 1961		11. REPORTING PERIOD From 3 Oct 60 - To 31 Mar 61		

SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs 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).

1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding
SPECIFIC DUTY NO. 1 Deputy Chief of Station		RATING NO. 6	SPECIFIC DUTY NO. 4 Contacts with nationals of another area in connection with operations in another area		RATING NO. 7	
SPECIFIC DUTY NO. 2 Directs all operations connected with liaison and supervises other officers conducting same		RATING NO. 6	SPECIFIC DUTY NO. 5		RATING NO.	
SPECIFIC DUTY NO. 3 Liaison with number of local officials		RATING NO. 7	SPECIFIC DUTY NO. 6		RATING NO.	

SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

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

- 1 - Performance in many important respects fails to meet requirements.
- 2 - Performance meets most requirements but is deficient in one or more important respects.
- 3 - Performance clearly meets basic requirements.
- 4 - Performance clearly exceeds basic requirements.
- 5 - Performance in every important respect is superior.
- 6 - Performance in every respect is outstanding.

RATING NO.
5-6

SECTION D DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree		
CHARACTERISTICS						
NOT APPLICABLE	NOT OBSERVED	RATING				
		1	2	3	4	5
						<input checked="" type="checkbox"/>
						<input checked="" type="checkbox"/>
						<input checked="" type="checkbox"/>
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						<input checked="" type="checkbox"/>
						<input checked="" type="checkbox"/>
						<input checked="" type="checkbox"/>
						<input checked="" type="checkbox"/>
OTHER (Specify):						

SEE SECTION 20 IN AFM 17-121 1-21-60

SECRET

(When Filled In)

SECTION E

NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

OFFICE OF PERSONNEL

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

JUN 1 2 49 PM '61

This officer, who is Deputy Chief of Station and also Chief of Liaison, directly supervises a sizeable number of personnel involved in joint operations with liaison and directs the operations in which they are engaged. In the comparatively short time he has been in this Station he has succeeded in making major advances in our liaison relationship to the point where we can now accomplish considerably more than before his arrival. He is energetic, imaginative, gets things done, and works round the clock — his off duty hours he employs mainly in developing further his liaison and other operational relationships. Furthermore, unlike some officers in liaison he is also most active developing independent operations. As for his qualities as a deputy, suffice it to say that he is the best deputy I have had in my entire career with this organization — a truly outstanding officer, as reflected in the numerical ratings I have given him, whom I would be glad to have with me any place I may be assigned.

SECTION F

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

I certify that I have seen Sections A, B, C, D and E of this Report.

DATE

SIGNATURE OF EMPLOYEE

5 May 1961

/s/ Earl J. Williamson

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

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

7

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN LAST 90 DAYS

OTHER (Specify):

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

5 May 1961

/s/ Archibald B. Roosevelt

3.

BY REVIEWING OFFICIAL

I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.

I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

As new to Mr. Williamson's relatively short tenure in his present job, I do not feel sufficiently familiar with his performance to comment.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

May 1961

2/10/61

Archibald B. Roosevelt

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER							
SECTION A GENERAL											
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH		3. SEX	4. GRADE						
Williamson Earl J.		15 March 1915		M	GS-14						
5. SERVICE DESIGNATION		6. OFFICIAL POSITION TITLE		7. OFF/DIV/BR OF ASSIGNMENT							
D		Ops Officer - Dep. Br. Chief		DDP/WE/5							
8. CAREER STAFF STATUS			9. TYPE OF REPORT								
<input type="checkbox"/> NOT ELIGIBLE <input type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED <input type="checkbox"/> PENDING <input type="checkbox"/> DECLINED <input type="checkbox"/> DENIED			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT/SUPERVISOR <input type="checkbox"/> ANNUAL <input checked="" type="checkbox"/> REASSIGNMENT/EMPLOYEE								
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD From To		12. SPECIAL (Specify)							
		15 June - 3 October 44									
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES											
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs 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).											
1 - Unsatisfactory 2 - Barely adequate 3 - Acceptable 4 - Competent 5 - Excellent 6 - Superior 7 - Outstanding											
SPECIFIC DUTY NO. 1		RATING NO.	SPECIFIC DUTY NO. 4		RATING NO.						
Read, study and prepare for assignment to Madrid as Chief of Liaison and DCOS Madrid		5/6									
SPECIFIC DUTY NO. 2		RATING NO.	SPECIFIC DUTY NO. 5		RATING NO.						
Handle specific operational traffic involving WH activities in or related to Spain		5									
SPECIFIC DUTY NO. 3		RATING NO.	SPECIFIC DUTY NO. 6		RATING NO.						
Prepare an assessment and plan for Spanish liaison		5									
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION											
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.											
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.					RATING NO. 5						
SECTION D DESCRIPTION OF THE EMPLOYEE											
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee											
1 - Least possible degree		2 - Limited degree		3 - Normal degree		4 - Above average degree		5 - Outstanding degree			
CHARACTERISTICS					NOT APPLICABLE	NOT OBSERVED	RATING				
							1	2	3	4	5
GETS THINGS DONE										X	
RESOURCEFUL										X	
ACCEPTS RESPONSIBILITIES											X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES										X	
DOES HIS JOB WITHOUT STRONG SUPPORT										X	
FACILITATES SMOOTH OPERATION OF HIS OFFICE										X	
WRITES EFFECTIVELY										X	
SECURITY CONSCIOUS									X		
THINKS CLEARLY										X	
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS										X	
OTHER (Specify):											
SEE SECTION "E" ON REVERSE SIDE											

~~SECRET~~
~~Given Filled In~~

SECTION E	NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and assuming greater responsibilities. Augment or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

In the limited period covered by this report Mr. William F. Williams, SR. PH. 104, had a professional competence based on experience. He accepted direction willingly and evidenced sagacity and balance.

MAIL ROOM

Given the limited time on the desk and the preparatory nature of his tasks, there is no firm basis for judging his ability to handle subordinates or to make major substantive decisions. Available evidence, however, indicates no major weaknesses, and indeed, gives promise of considerable capacity.

SECTION F	CERTIFICATION AND COMMENTS
-----------	----------------------------

1. BY EMPLOYEE

I certify that I have seen Sections A, B, C, D and E of this Report.

DATE	SIGNATURE OF EMPLOYEE
------	-----------------------

7. BY SUPERVISOR

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

Mr. Williams is in Madrid

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.

EMPLOYEE UNDER MY SUPERVISION LESS THAN 30 DAYS

REPORT MADE WITHIN LAST 90 DAYS

QAYB

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

2 May 1961

Chief, WZ/5

Thomas F. Thiele

3. BY REVIEWING OFFICIAL

X I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.

I CANNOT ~~MAKE~~ THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF THE ISSUING OFFICIAL

॥ श्रीगणेशाय नमः ॥

OFFICIAL TITLE OF SUBJECT: 240 OFFICIAL

FOR THE NAME AND SIGNATURE

3rd Mar, 6,

AD Cites, VE

[illegible]

SECRET

ROBERT L. PORTER JR.

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
SECTION A GENERAL				560389	
1. NAME (Last) (First) (Middle) WILLIAMSON, Earl J.			2. DATE OF BIRTH 15 March 1915		3. SEX M
4. GRADE GS-14		7. OFF/DIV/BR OF ASSIGNMENT DDP/CI/ICD			
8. SERVICE DESIGNATION D		9. OFFICIAL POSITION TITLE IO CI			
10. CAREER STAFF STATUS			11. TYPE OF REPORT		
<input type="checkbox"/> NOT ELIGIBLE <input checked="" type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED <input type="checkbox"/> INITIAL <input type="checkbox"/> PENDING <input type="checkbox"/> DECLINED <input type="checkbox"/> DENIED <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT/SUPERVISOR <input type="checkbox"/> REASSIGNMENT/EMPLOYEE					
10. DATE REPORT DUE IN O.P. 30 April 1960			11. REPORTING PERIOD From 5 March 59 To 31 March 60 SPECIAL (Specify)		
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs 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).					
1 - Unsatisfactory 2 - Barely adequate 3 - Acceptable 4 - Competent 5 - Excellent 6 - Superior 7 - Outstanding					
SPECIFIC DUTY NO. 1 Supervision of CI/ICD Branch IV (WH). (3 research officers and one clerk-typist)		RATING NO. 5		SPECIFIC DUTY NO. 4 Review of WH Projects re CP operations; making of appropriate recommendations.	
SPECIFIC DUTY NO. 2 Guidance & support of CP operations in WH, at Headquarters		RATING NO. 5		SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 3 Direct, on-the-scene (TDY) support of CP operations in the field (recruitment of agents)		RATING NO. 5		SPECIFIC DUTY NO. 6	
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.					
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.					RATING NO. 5
SECTION D DESCRIPTION OF THE EMPLOYEE					
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee					
1 - Least possible degree 2 - Limited degree 3 - Normal degree 4 - Above average degree 5 - Outstanding degree					
CHARACTERISTICS				RATING	
				NOT APPLICABLE	NOT OBSERVED
GETS THINGS DONE					
RESOURCEFUL					
ACCEPTS RESPONSIBILITIES					
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES					
DOES HIS JOB WITHOUT STRONG SUPPORT					
FACILITATES SMOOTH OPERATION OF HIS OFFICE					
WRITES EFFECTIVELY					
SECURITY CONSCIOUS					
THINKS CLEARLY					
DISCIPLINE IN ORIGINATING, MAINTAINING AND EXPOSING OF RECORDS					
OTHER (Specify):					

SECRET

(When Filled In)

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Mr. Williamson is very energetic and enthusiastic. He maintains excellent working relations with the WH Division. He has performed special operational tasks in the Field at the specific request of Chief, WHD. He is particularly well qualified for foreign liaison work in a Spanish-speaking country (e.g. Spain, or an important Latin American country).

OFFICE OF PERSONNEL

FEB 24 3 07 PM '60

MAIL ROOM

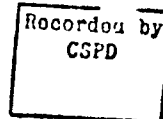
SECTION F CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I certify that I have seen Sections A, B, C, D and E of this Report.		
DATE 18 Feb 1960	SIGNATURE OF EMPLOYEE Earl J. Williamson	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 14	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.		
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS	
OTHER (Specify):		
DATE 18 Feb	OFFICIAL TITLE OF SUPERVISOR Deputy Chief, CI/ICD	TYPED OR PRINTED NAME AND SIGNATURE Paul J. Burke
3. BY REVIEWING OFFICIAL		
I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.		
I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.		
I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.		
I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.		
COMMENTS OF REVIEWING OFFICIAL		
DATE 18 Feb	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, CI/ICD	TYPED OR PRINTED NAME AND SIGNATURE Lothar Merz

SECRET

14-00000

SECRET



27 NOV 1959

[Handwritten signature]

24 November 1959

MEMORANDUM FOR: CS/Career Service Panel/Section A

SUBJECT: Fitness Report - Earl J. Williamson

A fitness report was due on Mr. Earl J. Williamson for the period 31 March 1959. Mr. Williamson was assigned to the CI Staff on 8 March 1959 after completion of an overseas tour with WH Division. A fitness report for the CI Staff for such a short period of time would serve no useful purpose.

Byron B. Burnes
Byron B. Burnes
C/CI/Support

SECRET

VIA: AIR
(SPECIFY AIR OR SEA ROUTE)

DISPATCH NO HNH-T-143

CONFIDENTIAL

CLASSIFICATION

TO : Chief, WMD

DATE: 4 September 1958

FROM : Chief of Station, Habana *SPR*

SUBJECT: GENERAL— Administrative/Personnel

SPECIFIC— Field Fitness Report - [REDACTED] *WILLIAMSON, Earl J.*

Reference: HKH-A-4049, 21 November 1957

Action Required: None; for Headquarters' information only

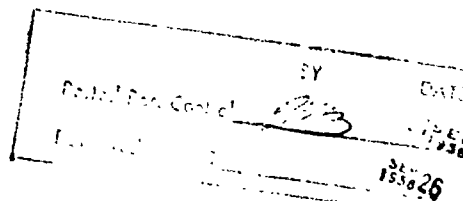
There has been no material change in the duties or performance of [REDACTED] since the submission of his last annual Field Fitness Report. Therefore, the above report, which was forwarded in the reference, may also be considered as the writer's final fitness report on [REDACTED]

WILLIAM B. CALDWELL

Distributions:
3 - Headquarters
2 - Files

SPR/mnr

3 September 1958



SP-DE

CONFIDENTIAL

CLASSIFICATION

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

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

SECTION A.

GENERAL

1. NAME (Last) (First) (Middle) WILLIAMSON, Earl J.	2. DATE OF BIRTH 13 March 1915	3. SEX M	4. SERVICE DESIGNATION DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT DDP/44/Habana Station	6. OFFICIAL POSITION TITLE Deputy Chief of Station		
7. GRADE GS-14	8. DATE REPORT DUE IN OP 30 September 1957	9. PERIOD COVERED BY THIS REPORT (Inclusive dates): 30 September 1956 - 30 September 1957	
10. TYPE OF REPORT (Check one) <input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL	11. REASSIGNMENT: SUPERVISOR <input type="checkbox"/> SPECIAL (Specify)		

SECTION B.

CERTIFICATION

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

4. CHECK (X) APPROPRIATE STATEMENTS:

<input checked="" type="checkbox"/> THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	IF INDIVIDUAL IS RATED "I" IN C-1 OR D, A WARNING LETTER HAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
<input type="checkbox"/> THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.	I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):
<input checked="" type="checkbox"/> I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	

B. THIS DATE 15 November 1957	C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR William B. CALDWELL	D. SUPERVISOR'S OFFICIAL TITLE Chief of Station
-----------------------------------------	------------------------------------------------------------------------------------	-----------------------------------------------------------

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

BY W	DATE 21 Nov 57
Ported Pcs Control	
Reviewed by PUS W 12/11/57	

☐ CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE 29 Nov 57	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL JCKing	C. OFFICIAL TITLE OF REVIEWING OFFICIAL C/WITB
----------------------------------	-------------------------------------------------------------------------------	----------------------------------------------------------

SECTION C.

JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

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

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

REMARKS

SECRET

Performance

SECRET

Dec 3 4 02 PM '57

7. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES		OFFICE OF PERSONNEL MAIL ROOM																									
<p>DIRECTIONS:</p> <p>a. State in the spaces below up to six of the more important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.</p> <p>b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.</p> <p>c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as a supervisor (those who supervise a secretary only)).</p> <p>d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.</p> <p>e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.</p> <p>f. Be specific. Examples of the kind of duties that might be rated are:</p> <table border="0"> <tr> <td>ORAL BRIEFING</td> <td>MAN AND USES AREA KNOWLEDGE</td> <td>CONDUCTS INTERROGATIONS</td> </tr> <tr> <td>GIVING LECTURES</td> <td>DEVELOPS NEW PROGRAMS</td> <td>PREPARES SUMMARIES</td> </tr> <tr> <td>CONDUCTING SEMINARS</td> <td>ANALYZES INDUSTRIAL REPORTS</td> <td>TRANSLATES GERMAN</td> </tr> <tr> <td>WRITING TECHNICAL REPORTS</td> <td>MANAGES FILES</td> <td>DEBRIEFING SOURCES</td> </tr> <tr> <td>CONDUCTING EXTERNAL LIAISON</td> <td>OPERATES RADIO</td> <td>KEEPS BOOKS</td> </tr> <tr> <td>TYPING</td> <td>COORDINATES WITH OTHER OFFICES</td> <td>DRIVES TRUCK</td> </tr> <tr> <td>TAKING DICTATION</td> <td>WRITES REGISTATIONS</td> <td>MAINTAINS AIR-CONDITIONING</td> </tr> <tr> <td>SUPERVISING</td> <td>PREPARES CORRESPONDENCE</td> <td>EVALUATES SIGNIFICANCE OF DATA</td> </tr> </table> <p>g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.</p>				ORAL BRIEFING	MAN AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS	GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES	CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN	WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES	CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS	TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK	TAKING DICTATION	WRITES REGISTATIONS	MAINTAINS AIR-CONDITIONING	SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA
ORAL BRIEFING	MAN AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS																									
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES																									
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN																									
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES																									
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS																									
TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK																									
TAKING DICTATION	WRITES REGISTATIONS	MAINTAINS AIR-CONDITIONING																									
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA																									
<p>DESCRIPTIVE RATING NUMBER</p> <p>1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY</p> <p>2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY</p> <p>3 - PERFORMS THIS DUTY ACCEPTABLY</p> <p>4 - PERFORMS THIS DUTY IN A COMPETENT MANNER</p> <p>5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB</p> <p>6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS</p> <p>7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY</p>																											
SPECIFIC DUTY NO. 1		RATING NUMBER	SPECIFIC DUTY NO. 4																								
Deputy Chief of Station		5	Handling agents and ops																								
SPECIFIC DUTY NO. 2		RATING NUMBER	SPECIFIC DUTY NO. 5																								
Liaison with Department of Investigation		5	Reporting																								
SPECIFIC DUTY NO. 3		RATING NUMBER	SPECIFIC DUTY NO. 6																								
Contact and development of operational assets		6																									
<p>8. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE</p> <p>DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.</p> <p>Subject is an excellent Deputy Chief of Station. He is liked and respected by his co-workers in the Station and by superiors and colleagues in the cover establishment. His perseverance in developing and maintaining operational contacts in all fields has paid dividends. He has contributed sound advice and operational know-how to all Station officers' operations and has maintained our liaison on a productive basis. He is extremely thoughtful. He prefers (and excels at) operational work as contrasted to routine paper work.</p>																											
<p>SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION</p> <p>DIRECTIONS: Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.</p> <p>1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED</p> <p>2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW</p> <p>3 - A BARELY ACCEPTABLE EMPLOYEE...BETTER AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION</p> <p>4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION</p> <p>5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS</p> <p>6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION</p> <p>7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION</p> <p>IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. IF YES EXPLAIN FULLY.</p>																											

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision 90 days or LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL RATING on the employee, however, it MUST be completed and forwarded to the HQ no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E.

GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
WILLIAMSON, Earl J.	13 March 1915	M	DI
5. OFFICE/DIVISION BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION/TITLE		
DDP/HH/Habana Station	Deputy Chief of Station		
7. GRADE	8. DATE REPORT DUE IN HQ	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-14	30 September 1957	30 September 1956 - 30 September 1957	
10. TYPE OF REPORT (Check one)	11. SPECIAL (Specify)		
<input checked="" type="checkbox"/> INITIAL			
<input type="checkbox"/> ANNUAL			
<input type="checkbox"/> REASSIGNMENT-SUPERVISOR			
<input type="checkbox"/> REASSIGNMENT-EMPLOYEE			

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED.		
2. THIS DATE	3. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	
15 November 1957	William B. CALDWELL	
	Chief of Station	
4. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED MY EXERCISE OF OPINION IN ATTACHED MEMO.		
5. THIS DATE	6. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	
29 Nov 57	J. King	
	C/W/H/D	

SECTION G.

ESTIMATE OF POTENTIAL

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

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

2. SUPERVISORY POTENTIAL

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

DESCRIPTIVE RATING NUMBER	0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION
1	BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION
2	BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION
3	BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION
ACTUAL	POTENTIAL
3	
3	
3	
2	
2	
3	
	Other (Specify)

FORM NO. 1 NOV 55

45 (Part II)

REPLACES PREVIOUS EDITIONS OF FORMS 45 AND 45 WHICH ARE OBSOLETE

SECRET

Potential

(10)

SECRET

OFFICE OF PERSONNEL

9. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION
 4 1/2 months

8. COMMENTS CONCERNING POTENTIAL

DEC 3 4 02 PM '57

Subject is qualified to have his own station

MAIL ROOM

SECTION M.

FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Training upon re-assignment

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

Subject is very adaptable - is single - and will accept assignment anywhere. His liaison duties, briefly suspended through no fault of his own, have been fully re-established.

SECTION I.

DESCRIPTION OF INDIVIDUAL

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

X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL

CATEGORY NUMBER
 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

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

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

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

SECTION A.

GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
WILLIAMSON, Earl J.	13 March 1915	M	DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT		6. OFFICIAL POSITION TITLE	
DDP/AM/Havana		DCOS	
7. GRADE	8. DATE REPORT DUE IN OF	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-13	30 September 1956	30 September 1955 - 30 September 1956	
10. TYPE OF REPORT (Check one)	INITIAL	DEPARTMENT SUPERVISOR	SPECIAL (Specify)
<input checked="" type="checkbox"/> ANNUAL			

SECTION B.

CERTIFICATION

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

A. CHECK (X) APPROPRIATE STATEMENT(S):

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

11. THIS DATE	12. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	13. SUPERVISOR'S OFFICIAL TITLE
16 October 1956	CALDWELL, William	Chief of Station

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

BY *J. C. King* DATE 11/19/56
 11/20/56

☐ CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

14. THIS DATE	15. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	16. OFFICIAL TITLE OF REVIEWING OFFICIAL
13 Nov 1956	J. C. KING	Chief, WHD

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

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

5 INSTANT RATING NUMBER	1 - DOES NOT PERFORM DUTIES ADEQUATELY. HE IS INCOMPETENT.
	2 - BARELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
	3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY. OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
	4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
	5 - A FINE PERFORMANCE. CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.

COMMENTS

SECRET

(When Filled In)

OFFICE OF PERSONNEL
Nov 19 61 59 AM '66
MAIL ROOM

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS

- a. State in the spaces below up to six of the more important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.
- b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
- c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as a supervisor those who supervise a secretary only).
- d. Compare in your mind, when possible, the individual being rated with others performing the same or at a similar level of responsibility.
- e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
- f. Be specific. Examples of the kind of duties that might be rated are:
- | | | |
|-----------------------------|--------------------------------|--------------------------------|
| ORAL BRIEFING | HAS AND USES AREA KNOWLEDGE | CONDUCTS INTERROGATIONS |
| GIVING LECTURES | DEVELOPS NEW PROGRAMS | PREPARES SUMMARIES |
| CONDUCTING SEMINARS | ANALYZES INDUSTRIAL REPORTS | TRANSLATES GERMAN |
| WRITING TECHNICAL REPORTS | MANAGES FILES | DEBRIEFING SOURCES |
| CONDUCTING EXTERNAL LIAISON | OPERATES RADIO | KEEPS INDEX |
| TYPIST | COORDINATES WITH OTHER OFFICES | DRIVES TRUCK |
| TAKING DICTATION | WRITES REGULATIONS | MAINTAINS AIR CONDITIONING |
| SUPERVISING | PREPARES CORRESPONDENCE | EVALUATES SIGNIFICANCE OF DATA |
- g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

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

SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING NUMBER
Deputy Chief of Station	5	Handling agents and operations	5
SPECIFIC DUTY NO. 2	RATING NUMBER	SPECIFIC DUTY NO. 5	RATING NUMBER
Liaison with Bureau of Investigations	5	Reporting	4
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6	RATING NUMBER
Contact and development of operational assets	6		

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Subject is outstanding in the development and maintenance of high-level assets. He has a wide acquaintance among local people and Americans. He has demonstrated administrative and executive ability. He prefers outside contact work to routine desk work.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

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

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

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

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision for AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the HQ no later than 30 days after the due date indicated in item 8 of Section F below.

SECTION E.

GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
WILLIAMSON, Earl J.	13 March 1915	M	OI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE		
DDP/AM/Havana	DOOS		
7. GRADE	8. DATE REPORT DUE IN CP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-13	30 September 1956	30 September 1955 - 30 September 1956	
10. TYPE OF REPORT (Check one)	SPECIAL (Specify)		
<input checked="" type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT-SUPERVISOR		
<input type="checkbox"/> ADD'L	<input type="checkbox"/> REASSIGNMENT-EMPLOYEE		

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED.		
A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE
16 October 1956	CALDWELL, William	Chief of Station
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.		
A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
13 Nov 1956	J. C. KING	Chief/AM

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

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

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

2. SUPERVISORY POTENTIAL

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

DESCRIPTIVE RATING NUMBER	0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION	1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION	2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION	3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION
ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION		
3		A. ABOVE THE BASIC JOB (First line supervisors, stenographers, technicians or professional specialists of various kinds) whose contact with immediate subordinates is frequent (First line supervisors)		
3		B. ABOVE THE BASIC JOB AND DIRECT THE BASIC JOB (Second line supervisors)		
3		C. ABOVE THE BASIC JOB AND MAY BE SUPERVISORY, BUT IS RESPONSIBLE FOR NO OTHER PLANS, COORDINATION OR POLICY (Executive level)		
2		D. ABOVE THE BASIC JOB BUT IMMEDIATE SUBORDINATES IS NOT FREQUENT		
2		E. ABOVE THE BASIC JOB BUT IMMEDIATE SUBORDINATES ARE FREQUENT AND NEED CLOSE SUPERVISION		
3		F. ABOVE THE BASIC JOB BUT IMMEDIATE SUBORDINATES IS LESS FREQUENT THAN THE AVERAGE JOB		

SECRET

(When Filled In)

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION
25

4. COMMENTS CONCERNING POTENTIAL
Subject is capable of having a station of his own.

OFFICE OF PERSONNEL
Nov 19 10 53 AM '58
MAIL ROOM

SECTION II. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL
None at present.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS
Subject is single and willing to go anywhere.

SECTION I. DESCRIPTION OF INDIVIDUAL

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

X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL

CATEGORY NUMBER

1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	4	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	4	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITIES	5	23. IS THOUGHTFUL OF OTHERS
4	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	5	24. BORES WELL UNDER PRESSURE
4	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	5	15. RESPONDS WELL TO SUPERVISION	5	25. DISPLAYS JUDGEMENT
4	6. KNOWS WHEN TO SEEK ASSISTANCE	5	16. DOES HIS JOB WITHOUT STRONG SUPPORT	4	26. IS SECURITY CONSCIOUS
5	7. CAN GET ALONG WITH PEOPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS	5	27. IS VEGETABLE
4	8. USE MIND FOR FACTS	4	18. IS OBSERVANT	4	28. HIS INITIATION IS EX-STRUCTURE
4	9. KEEPS THINGS DONE	4	19. THINKS CLEARLY	5	29. FACILITATES OTHERS' ORGANIZATION OF HIS OFFICE
4	10. CAN KEEP WITH EMERGENCIES	4	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	5	30. DOES NOT REQUIRE STRONG AND VIGILANT SUPERVISION

SECRET

SECRET
(When Filled In)

FIELD FITNESS REPORT

The Fitness Report is an important factor in organization personnel management. It seeks to provide:
1. The organization selection board with information of value when considering the appointment of an individual for membership in the career staff, and
2. A periodic record of job performance and effective utilization.

1955-061-20-14-2-84
INSTRUCTIONS

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

TO THE FIELD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as

revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stands.

A copy sent due 25 Mar 56

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

SECTION I

LEAVE BLANK - FOR HEADQUARTERS USE ONLY

1. NAME OF INDIVIDUAL WILLIAMSON, EARL J		2. DATE OF BIRTH 15 March 1915	3. SEX M	4. SERVICE DESIGNATION D1
5. GRADE GS-13				
6. STATION DESIGNATION (Current) Intelligence Officer - KUTUBE				
7. DUE DATE OF THIS REPORT 30 September 1955		8. PERIOD COVERED BY THIS REPORT (Inclusive dates) 30 September 1954 - 30 September 1955		

SECTION II (To be completed by field supervisor)

1. CURRENT POSITION Intelligence Officer - KUTUBE (Acting Deputy Chief of Station) 0136.51	2. DATE ASSUMED RESPONSIBILITY FOR POSITION 10 August 1955
3. STATE THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)	
<ul style="list-style-type: none"> a. Acting Deputy Chief of Station b. Liaison with Bureau of Investigations c. Contacts and development of operational assets d. Handling agents e. Reporting 	

SECTION III (To be completed at headquarters only)

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF REPORT AND SIGNATURES	
1. NAME OF RATER (Type) Caldwell, William B	2. NAME OF REVIEWING OFFICIAL IN FIELD (Type)
3. THIS REPORT WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED	
4. DATE REPORT RECEIVED Oct 13, 1955	5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES G. King

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

SECRET
(When Filled In)

SECTION IV

This section is provided as an aid in describing the individual. Your description should be as accurate as possible, or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

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

STATEMENTS		CATEGORIES					
		NOT OBSERVED	DOES NOT APPLY	APPLIES TO A LIMITED DEGREE	APPLIES TO A REASONABLE DEGREE	APPLIES TO AN ABOVE AVERAGE DEGREE	APPLIES TO AN OUTSTANDING DEGREE
A. ABLE TO SEE ANOTHER'S POINT OF VIEW.	SAMPLES			X			
B. PRACTICAL.						X	
1. A GOOD REPORTER OF EVENTS.					X		
2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.						X	
3. CAUTIOUS IN ACTION.					X		
4. HAS INITIATIVE.						X	
5. UNEMOTIONAL.						X	
6. ANALYTIC IN HIS THINKING.					X		
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.					X		
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.							X
9. HAS SENSE OF HUMOR.							X
10. KNOWS WHEN TO SEEK ASSISTANCE.						X	
11. CALM.						X	
12. CAN GET ALONG WITH PEOPLE.							X
13. MEMORY FOR FACTS.					X		
14. GETS THINGS DONE.						X	
15. KEEPS ORIENTED TOWARD LONG TERM GOALS.					X		
16. CAN COPE WITH EMERGENCIES.						X	
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.						X	
18. HAS STAMINA. CAN KEEP GOING A LONG TIME.						X	
19. HAS WIDE RANGE OF INFORMATION.							X
20. SHOWS ORIGINALITY.					X		
21. ACCEPTS RESPONSIBILITIES.						X	
22. ADMITS HIS ERRORS.					X		
23. RESPONDS WELL TO SUPERVISION.						X	
24. EVEN DISPOSITION.							X
25. ENJOYS WORKING WITH OTHERS.						X	

SECRET

(2200 3000 100)

76. CAN THINK ON HIS FEET.					X				
77. COMES UP WITH SOLUTIONS TO PROBLEMS.					X				
78. STIMULATING TO ASSOCIATES; A "SPARK PLUG".					X				
79. TOUGH MINDED.							X		
80. OBSERVANT.					X				
81. CAPABLE.						X			
82. CLEAR THINKING.					X				
83. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.					X				
84. EVALUATES SELF REALISTICALLY.							X		
85. WELL INFORMED ABOUT CURRENT EVENTS.							X		
86. DELIBERATE.					X				
87. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.						X			
88. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS.						X			
89. THOUGHTFUL OF OTHERS.								X	
90. WORKS WELL UNDER PRESSURE.						X			
91. DISPLAYS JUDGEMENT.					X				
92. GIVES CREDIT WHERE CREDIT IS DUE.						X			
93. HAS DRIVE.					X				
94. IS SECURITY CONSCIOUS.					X				
95. VERSATILE.						X			
96. HIS CRITICISM IS CONSTRUCTIVE.					X				
97. ABLE TO INFLUENCE OTHERS.					X				
98. FACILITATES SMOOTH OPERATION OF HIS OFFICE.						X			
99. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.					X				
100. A GOOD SUPERVISOR.					X				

SECTION V

A. WHAT ARE HIS OUTSTANDING STRENGTHS?

2. WHAT ARE HIS OUTSTANDING STRENGTHS?
Subject is an excellent liaison officer and outside contact man. He speaks fluent Spanish and has developed many valuable and productive contacts and assets among all classes of natives. He is enthusiastic, thoughtful, considerate, friendly, and gets along well with his co-workers. While acting as Deputy Chief of Station he has demonstrated administrative and supervisory ability.

Q. WHAT ARE HIS OUTSTANDING DEBTS?

Being particularly interested in operational matters, he perhaps is not as thorough in the paper work and reporting that goes with it; however, since acting as Deputy Chief of Station, as indicated above, he has demonstrated increased aptitude in this respect.

SECRET

SECRET
(When Filled In)

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS ALL OTHER CONSIDERATIONS No. _____ OFFICE OF PERSONNEL	
D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? <input checked="" type="checkbox"/> NO <input type="checkbox"/> YES. IF YES, IF "OCT 17" 9 52 AM '55	
E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL? MAIL ROOM Additional experience in field and at Headquarters and refresher courses.	
F. OTHER COMMENTS (Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person). I would be pleased to have Subject serve with me at any post.	
SECTION VI Read all descriptions before rating. Place "X" in the most appropriate box under subsections A, B, C, & D.	
A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly. <input type="checkbox"/> 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT. <input type="checkbox"/> 2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY. <input type="checkbox"/> 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS. <input checked="" type="checkbox"/> 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER. <input type="checkbox"/> 5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL. <input type="checkbox"/> 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER. IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? <input checked="" type="checkbox"/> NO <input type="checkbox"/> YES. IF YES, WHAT?	C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization. <input type="checkbox"/> 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE ORGANIZATION... WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY. <input type="checkbox"/> 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZATION... IRRITATED BY RESTRICTIONS... REGARDS ORGANIZATION AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER. <input type="checkbox"/> 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION... IRRITATED BY MINOR FRUSTRATIONS... WILL GOIT IF THESE CONTINUE. <input type="checkbox"/> 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFFERENT... HAS "BAST AND SEAT" ATTITUDE... WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER. <input checked="" type="checkbox"/> 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANIZATION... MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION... THINKS IN TERMS OF A CAREER IN THE ORGANIZATION. <input type="checkbox"/> 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION... BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION. <input type="checkbox"/> 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION... WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.
B. DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities normally indicated by promotion. <input type="checkbox"/> 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED. <input checked="" type="checkbox"/> 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED. <input type="checkbox"/> 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS. <input type="checkbox"/> 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE. <input type="checkbox"/> 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE. <input type="checkbox"/> 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.	D. DIRECTIONS: Consider everything you know about this person in making your rating... skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents. <input type="checkbox"/> 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED. <input type="checkbox"/> 2. OF DOUBTFUL SUITABILITY... WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN THAT I WOULD KNOW. <input type="checkbox"/> 3. A BARELY ACCEPTABLE EMPLOYEE... DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION. <input type="checkbox"/> 4. A TYPICAL EMPLOYEE... HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION. <input checked="" type="checkbox"/> 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS. <input type="checkbox"/> 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION. <input type="checkbox"/> 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.

SECRET

SECRET
(When Filled In)

WH/6

FIELD FITNESS REPORT

The Fitness Report is an important factor in organization personnel management. It serves to provide:

1. The organization selection board with information of value when considering the application of an individual for membership in the career staff; and
2. A periodic record of job performance as an aid to the effective utilization of personnel.

INSTRUCTIONS

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

TO THE FIELD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as

revealed by his day-to-day activities. In this individual, you will collaborate with his previous supervisors to ensure that the report is accurate and complete. *It is assumed that throughout the period this individual has been under your supervision, you have directed him to the best of your ability and that in a general way he knows where he stands.*

F1
H

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

SECTION I

LEAVE BLANK - FOR HEADQUARTERS USE ONLY

WILLIAMSON, Earl J.

1. DATE OF BIRTH 13 March 1915 2. SLA M 3. SERVICE DESIGNATION KUFIRE SD-F1

4. GRADE GS-13 5. STATION DESIGNATION (Current) Intelligence Officer - KUFIRE

6. DUE DATE OF THIS REPORT 30 September 1954 7. PERIOD COVERED BY THIS REPORT (Inclusive dates) 17 June - 30 September 1954

SECTION II (To be completed by field supervisor)

1. CURRENT POSITION Intelligence Officer - KUFIRE 6-013651-17 2. DATE OF REVIEW 14 February 1955 3. REVIEWER'S SIGNATURE BAF-116

1. STATE THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)

- A. Liaison with Servicio de Inteligencia Militar and Buro de Investigaciones
- B. Contacts and development of operational assets
- C. Handling agents
- D. Reporting

SECTION III (To be completed at Headquarters only)

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF REPORT AND SIGNATURES

1. NAME OF RATER (True) Robert E. WHEDBEE 2. NAME OF REVIEWING OFFICIAL IN FIELD (True) William B. CALDWELL

3. THIS REPORT WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED

4. DATE REPORT AUTHENTICATED AT HQS. 18 Jan 1955 5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES *g. King*

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

SECRET
(When Filled In)

SECTION IV

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

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

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

SECRET

SECTION V

He is an excellent liaison and contact man. His unflinching good humor and friendly manner have made him very popular with all classes of Americans and natives. Even when carrying out disagreeable tasks, he manages to do it with the least possible offense to others.

He is not a desk man. Although he writes well he would be bored with the routine involved in processing, collating and reporting.

SECRET

(When Filled In)

OFFICE OF PERSONNEL

INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS ALL OTHER CONSIDERATIONS.

No. See above.

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? ☒ NO ☐ YES. IF YES, WHY?
 But his gregarious nature makes him seek counsel and advice when he is quite capable of making the right decision himself.

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?
 Additional experience in the field and at Headquarters, plus refresher courses.

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

SECTION VI

Read all descriptions before rating. Place "X" in the most appropriate box under subsections A,B,C,D.

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

☐ 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.

☐ 2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPLETELY.

☐ 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.

☒ 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.

☐ 5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.

☐ 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

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

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

☐ 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY... WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.

☐ 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZATION... IMPEDED BY RESTRICTIONS... REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.

☐ 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION... BOTHERED BY MINOR FRUSTRATIONS... WILL WAIT IF THESE CONTINUE.

☐ 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFFERENT... HAS "WAIT AND SEE" ATTITUDE... WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.

☒ 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANIZATION... MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION... THINKS IN TERMS OF A CAREER IN THE ORGANIZATION.

☐ 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION... BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY... WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.

☐ 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION... WILL PROBABLY NEVER CONSIDER SORRING ANY PLACE BUT IN THE ORGANIZATION.

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

☐ 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.

☒ 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.

☐ 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.

☐ 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.

☐ 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.

☐ 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

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

☐ 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.

☐ 2. OF DOUBTFUL SUITABILITY... WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.

☐ 3. A BARELY ACCEPTABLE EMPLOYEE... DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.

☐ 4. A TYPICAL EMPLOYEE... HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.

☒ 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.

☐ 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.

☐ 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.

SECRET

1. NAME (PRINTED) [REDACTED] LAST NAME [REDACTED] FIRST NAME [REDACTED] MIDDLE NAME [REDACTED] GRADE [REDACTED] DATE 11 June 53

2. DESCRIPTION OF DUTIES SINCE LAST REPORT. (ONLY REPORT, LIST MOST RECENT FIRST, DESCRIBE CONCISELY BUT FULLY)
 Zone Officer for three MAFSA projects, including agent direction, preparation of agent requests and instructions and preparation of reports. Developmental activity with new MAFSA agents, liaison with two security agencies of Chilean Government. Deputy Chief of Mission and during absence of Chief responsible for over-all direction of MAFSA activities.

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED. None

4. PROFICIENCY IN FOREIGN LANG.

Language	Reading		Speaking		Understanding	
	Good	Fair	Good	Fair	Good	Fair
Spanish	X		X		X	

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: IF IN US-50 STATE, TYPE OF DUTY Operations Officer LOCATION Mexico City
Lima, Peru
Santiago, Chile
 (LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATEST?
 MARITAL STATUS ☒ YES ☐ NO NUMBER OF DEPENDENTS ☒ YES ☐ NO EMERGENCY ADDRESSES ☒ YES ☐ NO LEGAL ADDRESS ☒ YES ☐ NO
 IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

9 June 1954

DATE

SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT DATE FROM 1 June '53 DATE TO 1 June '54 OCCASION FOR REPORT ANNUAL ☒ REASSIGNMENT OF REPORTING OFFICER ☒ PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON ☐ COVERING INITIAL 90 DAYS OF EMPLOYMENT ☐

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? ☒ YES ☐ NO IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? ☒ YES ☐ NO IF SO, WHAT DUTY OR DUTIES

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2? ☒ YES ☐ NO IF NO, EXPLAIN IN SECTION 11
 HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? ☒ YES ☐ NO DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? ☒ YES ☐ NO IF SO, TO WHAT GRADE AND FOR WHAT POSITION? because recently promoted

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK "NOT OBSERVED" ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSERVED	UNSATISFACTORY	FAIR	GOOD	VERY GOOD	EXCELLENT	OUTSTANDING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE						X	
B. INTEREST AND ENTHUSIASM IN WORK						X	
C. SECURITY CONSCIOUSNESS						X	
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS						X	
E. ATTENTION TO DUTY						X	
F. JUDGMENT AND COMMON SENSE						X	
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE						X	
H. DISCRETION					X		
I. INITIATIVE						X	
J. ABILITY TO HANDLE AND DIRECT PEOPLE					X		
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)						X	
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						X	
M. TACT						X	
N. SAGACITY (NON-GULLIBILITY)					X		
O. LEADERSHIP					X		
P. PHYSICAL STAMINA						X	
Q. MENTAL STAMINA					X		

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU DEFINITELY ☐ PREFER NOT ☐ BE SATISFIED ☐ BE PLEASED ☐ PARTICULARLY ☒ NOT WANT HIM? ☐ TO HAVE HIM? ☐ TO HAVE HIM? ☐ TO HAVE HIM? ☐ DESIRE HIM? ☒

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

12. OPTIONAL SPACE IS PROVIDED FOR OTHER REMARKS

13. SIGNATURE OFFICER OR AGENT OF STATION WHO HAS REVIEWED THIS REPORT. SIGNATURES SHALL BE STATED IN SPACE PROVIDED ON THE DISTRICT SIDE HEREOF.

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE GIVEN TO THE EMPLOYEE REPORTED ON

CONFIDENTIAL

1. NAME: [REDACTED] FIRST: [REDACTED] MIDDLE: [REDACTED] LAST: [REDACTED] GRADE: [REDACTED] SALARY: [REDACTED] DATE: [REDACTED]
2. OPERATION'S OFFICER, base officer for one agent, liaison duties with local security organizations, developmental work on additional sources of intelligence information, research work on leading Communist Party personalities to examine penetration potentialities.

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED. None

4. PROFICIENCY IN FOREIGN LANG.	READING			SPEAKING			UNDERSTANDING		
	EXC	GOOD	FAIR	EXC	GOOD	FAIR	EXC	GOOD	FAIR
		X			X			X	

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS (IF IN US-50 STATE)

TYPE OF DUTY LOCATION
Operation Officer Chile
" " Peru
" " Mexico

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATEST?

MARITAL STATUS YES NO NUMBER OF DEPENDENTS YES NO EMERGENCY ADDRESSEE YES NO LEGAL ADDRESS YES NO
X NO X NO X NO X NO

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO, IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

1 June 1953
DATE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT OCCASION FOR REPORT
DATE FROM DATE TO ANNUAL ☒ REASSIGNMENT OF ☐ PROPOSED REASSIGNMENT ☐ COVERING INITIAL 90
20 April '53 1 June '53 REPORTING OFFICER ☐ OF EMPLOYEE REPORTED ON ☐ DAYS OF EMPLOYMENT ☐

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? YES NO IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? YES NO IF SO, WHAT DUTY OR DUTIES
X YES X NO

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2? YES NO IF NO, EXPLAIN IN SECTION 11
HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? YES NO DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? YES NO IF SO, TO WHAT GRADE AND FOR WHAT POSITION?
X YES X YES Due to short time in field

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK 'NOT OBSERVED' ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSERVED	UNSATISFACTORY	FAIR	GOOD	VERY GOOD	EXCELLENT	OUTSTANDING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE						X	
B. INTEREST AND ENTHUSIASM IN WORK						X	
C. SECURITY CONSCIOUSNESS						X	
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS						X	
E. ATTENTION TO DUTY						X	
F. JUDGMENT AND COMMON SENSE						X	
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE					X		
H. DISCRETION					X		
I. INITIATIVE						X	
J. ABILITY TO HANDLE AND DIRECT PEOPLE					X		
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)						X	
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						X	
M. TACT						X	
N. SACACITY (IRON-GULLIBILITY)					X		
O. LEADERSHIP					X		
P. PHYSICAL STAMINA					X		
Q. MENTAL STAMINA					X		

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU DEFINITELY PREFER NOT TO HAVE HIM? BE SATISFIED BE PLEASED PARTICULARLY NOT WANT HIM? TO HAVE HIM? TO HAVE HIM? TO HAVE HIM? DESIRE HIM?
X PREFER NOT TO HAVE HIM

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

13 June 1953

SUP. SIGNATURE REQUIRED AS POINT OF STARTING DATE AND DATE OF THIS REPORT. SIGNATURES WILL BE STAMPED IN SPACE PROVIDED ON THE BACK OF THIS REPORT.

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE GIVEN TO THE EMPLOYEE REPORTED ON

1. DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT (LIST MOST RECENT FIRST, DESCRIBE CONCISELY BUT FULLY)

Case officer for one active liaison office with the local security organizations. Developmental work on additional sources of intelligence information, research work on leading communist party personalities to examine emigration possibilities.

2. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED. none

3. PROFICIENCY IN FOREIGN LANG.	READING			SPEAKING			UNDERSTANDING		
	EXC	GOOD	FAIR	EXC	GOOD	FAIR	EXC	GOOD	FAIR
Spanish		X			X			X	

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN US-50 STATE)

TYPE OF DUTY LOCATION
 Case officer Chile
 " " Peru
 " " Mexico
 (LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATEST?

MARITAL STATUS ☒ YES ☒ NO NUMBER OF DEPENDENTS ☒ YES ☒ NO EMERGENCY ADDRESSEE ☒ YES ☒ NO LEGAL ADDRESS ☒ YES ☒ NO

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

14 May 1953

DATE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT OCCASION FOR REPORT
 DATE FROM DATE TO ANNUAL ☐ REASSIGNMENT OF ☐ PROPOSED REASSIGNMENT ☐ COVERING INITIAL 90
 19 Jan. 20 April 1953 REPORTING OFFICER ☐ OF EMPLOYEE REPORTED ON ☐ DAYS OF EMPLOYMENT ☒

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? ☒ YES ☐ NO IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? ☒ YES ☐ NO IF SO, WHAT DUTY OR DUTIES

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2? ☒ YES ☐ NO IF NO, EXPLAIN IN SECTION 11

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? ☒ YES ☐ NO DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? ☒ YES ☐ NO IF SO, TO WHAT GRADE AND FOR WHAT POSITION?

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK "NOT OBSERVED" ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSER- VED	UNSAT- ISFAC- TORY	FAIR	GOOD	VERY GOOD	EXCEL- LENT	OUT- STAN- DING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE							X
B. INTEREST AND ENTHUSIASM IN WORK						X	
C. SECURITY CONSCIOUSNESS					X		
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS						X	
E. ATTENTION TO DUTY					X		
F. JUDGMENT AND COMMON SENSE					X		
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE					X		
H. DISCRETION						X	
I. INITIATIVE					X		
J. ABILITY TO HANDLE AND DIRECT PEOPLE					X		
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)					X		
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION					X		
M. TACT						X	
N. SAGACITY (NON-GULLIBILITY)						X	
O. LEADERSHIP					X		
P. PHYSICAL STAMINA					X		
Q. MENTAL STAMINA					X		

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU DEFINITELY ☐ PREFER NOT ☐ BE SATISFIED ☐ BE PLEASED ☐ PARTICULARLY ☒
 NOT WANT HIM? ☐ TO HAVE HIM? ☐ TO HAVE HIM? ☐ TO HAVE HIM? ☐ TO HAVE HIM? ☒ DESIRE HIM?

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

12. ADDITIONAL SPACE IS ORDERED WHEN ENTERED HERE

13. DATE OF REPORT

14. DESCRIBING OFFICER OR CHIEF OF STATION DOES NOT SIGNIFY THAT THIS OFFICER OR CHIEF OF STATION WILL BE STATED IN ABOVE REPORTS AS THE DESCRIBING OFFICER

Thurston C. Hubbell
 REPORTING OFFICER

J. K. King
 SUPERVISOR OF DESCRIBING OFFICER

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE GIVEN TO THE EMPLOYEE REPORTED ON

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MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 9 July 1970, and the information brochure for ACS returnees, dated May 1964.

Earl J. Williamson
Signature

Earl J. WILLIAMSON

19 July 1971
Date

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(When Filled In)

MEMORANDUM OF UNDERSTANDING

14-00000

SECRET

*file under
BOT 1968
in opt*

14 June 1968

MEMORANDUM FOR: Director of Personnel

THRU: Chief, WH Personnel

SUBJECT: Immediate Family of
Earl J. Williamson

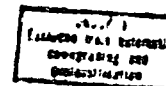
It is hereby requested that Mrs. Estella Lobo, mother-in-law of the writer, be added to Agency personnel records as one of his dependents.

The writer is personally responsible for over 51% of Mrs. Lobo's support which is reflected in his federal income tax returns.

Earl J. Williamson
Earl J. Williamson
Deputy Chief, WH/COG

cc: C/WH Personnel

SECRET



SECRET

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

IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL

TO COMPLETE THIS FORM—

1 FOLLOW THESE GENERAL INSTRUCTIONS:

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

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

NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
Williamson	Earl	J.	13 March 1915	069 03 9635
EMPLOYING DEPARTMENT OR AGENCY			LOCATION (City, State, ZIP Code)	

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

Mark here
if you
WANT BOTH
optional and
regular
insurance

☐
(A)

ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

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

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

☒
(B)

DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

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

Mark here
if you
WANT NEITHER
regular nor
optional
insurance

☐
(C)

WAIVER OF LIFE INSURANCE COVERAGE

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

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

SIGNATURE (do not print)

Earl J. Williamson
Earl J. Williamson

DATE

14 February 1968

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

RECEIVED
GENERAL PERSONNEL
FEB 19 1968

89. WJ 2 61 873

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

SECRET

STANDARD FORM No. 176-1
JANUARY 1963
(For use only until April 14, 1968)
176-122

CONFIDENTIAL
(When filled in)

TRAINING REPORT

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

Student : Earl J. Williamson Office : WH

Year of Birth: 1915 Service Designation: D

Grade : 15 No. of Students : 46

EOD Date : June 1952

COURSE OBJECTIVES AND METHOD

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

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

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

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

ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING:

Rob. B. Allen 17 MAY 1967
Chief Instructor Date

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(When filled in)

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE				
DO NOT COMPLETE FOR HEADQUARTERS USE ONLY				
NAME OF EMPLOYEE (use pseudo only if SA)		DATE (from item 5-2)	NAME OF SUPERVISOR (if no)	
Earl J. Williamson		29 Sep 64	James Noel	
DATE RECEIVED AT HEADQUARTERS:		DISPATCH NUMBER:	DATE RECEIVED BY CAREER SERVICE:	
8 October 1964		OSMT-3550		
TO BE COMPLETED BY EMPLOYEE				
1. DATE OF BIRTH	2. SERVICE DESIGN	3. YOUR CURRENT POSITION, TITLE AND GRADE	4. STATION OR BASE	5. CRYPT FOR CURRENT COVER
13 March 1915	KUTUBE	D/Chief of Station WS-15 W. European Coordinator for Cuban Activities	Madrid, Spain	ODACID
6A. DATE OF PCS ARRIVAL IN FIELD	6B. REQUESTED DATE OF DEPARTURE	6C. EXPECTED DATE OF FIRST CHECK-IN AT HQ	6D. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE	
3 October 1960	10 November 1964	30 November 1964	9 December 1964	
7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:				
None				
8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:				
None				
9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). (also attach personal cover questionnaire in accordance with CSI-P 240-8)				
<p>D/Chief of Station Chief, Cuban Ops Coordinator for Cuban operational activities throughout WS area.</p>				
10. TRAINING DESIRED: INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS				
<p>Believe would profit from attending Senior seminars on CA and CP activities.</p>				

SECRET

11. PREFERENCE FOR NEXT ASSIGNMENT

11a. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 3 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.

COS - WE or LA

Chief, Ops - At large station with diversified activities.

11b. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (for 1st, 2nd, and 3rd choice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.

Present tour ends 3 Oct. 1964 and home leave has been approved.

☒ EXTEND TOUR _____ MONTHS AT CURRENT STATION TO _____ (DATE)

☒ BE ASSIGNED TO MONTHS FOR A TOUR OF DUTY. INDICATE YOUR CHOICE OF DIVISION, STAFF, OR OFFICE.

1ST CHOICE WE 2ND CHOICE LA 3RD CHOICE EE

☒ BE ASSIGNED TO ANOTHER FIELD STATION. INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION.

1ST CHOICE WE 2ND CHOICE LA 3RD CHOICE EE

☐ RETURN TO MY CURRENT STATION

TO BE COMPLETED BY FIELD STATION

12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

Subject has done an outstanding job at this Station during his four years in Madrid. I recommend that he be returned to this Station following home leave in view of the high priority given to his present duties and responsibilities and the obvious fact that the important program which he is now heading up would suffer greatly if he were to be rotated, at this time, to another assignment. When he is eventually transferred from Madrid I feel strongly that he should be given a chief of station assignment within the Division in view of his consistently fine record, his experience, maturity and devotion to duty.

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.

Mr. Williamson's desire for home leave and return to Madrid for another tour has been discussed with the Secretary, CSPO/A, and he has been advised by WE Division that this has been approved.

DATE 2 Oct 1964 TITLE C/WE/PT SIGNATURE [Signature]

FOR USE BY CAPER SERVICE

14. APPROVED ASSIGNMENT:

15. EMPLOYEE NOTICE BY _____ C/WE who obtained approval for 2nd CSPO was by: present on this. No decision on this FRP has been reached. No decision on this FRP taken by CSPO. The Co. 10/10/64

SECRET

SECRET

File 162
22

FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE FOR HEADQUARTERS USE ONLY			
AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW:			
NAME OF EMPLOYEE (Type)	DATE (from item 5.1)	NAME OF SUPERVISOR (Type)	DATE (from item 5.2)
Earl J. Williamson	6 April 1968	James Noel	5 April 1968
NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW:			DATE
TO BE COMPLETED BY EMPLOYEE			
1. DATE OF BIRTH	2. GRADE	3. CURRENT POSITION TITLE AND GRADE	7A. DATE OF PCS ARRIVAL IN FIELD ON THIS TOUR
13 March 1919	GS-14	Deputy Chief of Station	3 October 1968
4. SERVICE DESIGNATION (if known)	5. CURRENT STATION OR FIELD BASE		7B. EXPECTED DATE OF DEPARTURE FROM PWLO
	Madrid		March 1969
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR			7C. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS
None			
8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on Transmittal Form):			
Deputy Chief of Station, Chief, Liaison and Operations.			
9. PREFERENCE FOR NEXT ASSIGNMENT:			
A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 8, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.			
See item 8 above.			
B. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):			
None at this time.			

SECRET

9. PREFERENCE FOR NEXT ASSIGNMENT (continued)	
C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (for 1st, 2nd and 3rd choice) IN THE BOXES BELOW.	
<input type="checkbox"/> RETURN TO MY CURRENT STATION <input type="checkbox"/> BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY. WITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS, INDICATE CHOICE OF COMPONENT: 1ST CHOICE <u>ME</u> 2ND CHOICE <u>WH</u> 3RD CHOICE <u>CI</u>	
<input type="checkbox"/> BE ASSIGNED TO ANOTHER FIELD STATION. WITH RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION, INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIFIC STATION, BASED ON QUALIFICATIONS: 1ST CHOICE <u>Pono</u> 2ND CHOICE <u>Mexico City</u> 3RD CHOICE <u>Lima, Peru</u>	
10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS? INDICATE NUMBER OF WORK DAYS <u>20</u>	
11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU: <u>None</u>	
11A. INDICATE ANY CHANGE IN YOUR PERSONAL OR FAMILY SITUATION WHICH SHOULD BE CONSIDERED IN DETERMINING YOUR NEXT ASSIGNMENT: <u>None</u>	
12. SIGNATURE. COMPLETE ITEM NO. 5-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM. TO BE COMPLETED BY SUPERVISOR AT FIELD STATION	
13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING: I strongly recommend that Subject return to this post for a second tour of duty. Additional training while on home leave in the United States is not deemed necessary.	
14. SIGNATURE. COMPLETE ITEM NO. 5-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM. TO BE COMPLETED BY APPROPRIATE CAREER SERVICE OFFICER OR PERSONNEL OFFICER AT HEADQUARTERS	
15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE COMPONENT TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING: 202 forwarded for record purposes. Extension already approved by Chairman, Personnel Management Committee.	
16. NAME OF CAREER SERVICE OFFICER OR PERSONNEL OFFICER DATE <u>THOMAS M. FISHER</u> <u>5 October 1962</u>	SIGNATURE <u>Thomas M. Fisher</u>
FOR USE OF CAREER SERVICE	
17. EMPLOYEE <input type="checkbox"/> HAS <input type="checkbox"/> HAS NOT BEEN NOTIFIED OF PLANNED 18. REFERENCE REASSIGNMENT	DISPATCH NO. _____ CABLE NO. _____
19. TYPED OR PRINTED NAME	20. SIGNATURE
21. TITLE	22. DATE
23. COMMENTS <u>Second tour exp 10 Oct 62.</u> <u>Medicine</u>	

SECRET

CONFIDENTIAL

(When Filled In)

INSTRUCTIONS: COMPLETE IN DUPLICATE. THE DATA RECORDED ON THIS FORM IS ESSENTIAL IN DETERMINING TRAVEL EXPENSES ALLOWABLE IN CONNECTION WITH LEAVE AT GOVERNMENT EXPENSE, OVERSEAS DUTY, RETURN TO RESIDENCE UPON SEPARATION, AND FOR PROVIDING CURRENT RESIDENCE AND DEPENDENCY INFORMATION REQUIRED IN THE EVENT OF AN EMPLOYEE EMERGENCY. THE ORIGINAL OF THIS FORM WILL BE FILED IN THE EMPLOYEE'S OFFICIAL PERSONNEL FILE.			
NAME OF EMPLOYEE (Last) (First) (Middle)			
WILLIAMSON Earl J.			
1. RESIDENCE DATA			
PLACE OF RESIDENCE WHEN APPOINTED		LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)	
41 First Ave., Auburn, N.Y.			
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE <i>Home Leave Address: 337 MARSHAL ROAD PLEASANT HILL, CALIF</i>			
3208 Herschel St. Jacksonville, Fla (Legal residence)			
2. MARITAL STATUS			
CHECK (X) ONE: <input checked="" type="checkbox"/> SINGLE <input type="checkbox"/> MARRIED <input type="checkbox"/> SEPARATED <input type="checkbox"/> DIVORCED <input type="checkbox"/> WIDOWED <input type="checkbox"/> ANNULLED			
IF MARRIED, INDICATE PLACE OF MARRIAGE		DATE OF MARRIAGE	
IF DIVORCED, PLACE OF DIVORCE DECREE		DATE OF DECREE	
IF WIDOWED, INDICATE PLACE SPOUSE DIED		DATE SPOUSE DIED	
IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)			
3. MEMBERS OF FAMILY			
NAME OF SPOUSE		ADDRESS (No., Street, City, Zone, State)	
NA			
NAME(S) OF CHILDREN		SEX	
NA		AGE	
NAME OF FATHER (Or male guardian)		ADDRESS	
Deceased			
NAME OF MOTHER (Or female guardian)		ADDRESS	
Deceased			
WHAT MEMBER(S) OF YOUR FAMILY HAS BEEN TOLD OF YOUR AFFILIATION WITH THE AGENCY FOR EMERGENCY PURPOSES?			
None			
4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY			
NAME (Mr., Mrs., Miss) (Last-First-Middle)		RELATIONSHIP	
Mr. Edwin J. Williamson		Brother	
HOME ADDRESS (No., Street, City, Zone, State)		HOME TELEPHONE NUMBER	
4227 E. 50th Street, Kansas City 19, Mo.			
BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE		BUSINESS TELEPHONE & EXTENSION	
IS THE INDIVIDUAL NAMED ABOVE BITTING OF YOUR AGENCY AFFILIATION?			
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF?			
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY SUCCESSOR?			
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
THE PERSONS NAMED IN ITEM 4 ABOVE MAY ALSO BE NOTIFIED IN CASE OF EMERGENCY. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 8 ON THE REVERSE SIDE OF THIS FORM			
5. VOLUNTARY ENTRIES			
INDICATE ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS			
National Bank of Washington			
CONTINUED ON REVERSE SIDE			
CURRENT RESIDENCE AND DEPENDENCY REPORT			

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(When Filled In)

5. (CONTINUED)

IN WHOSE NAME(S) ARE THE ACCOUNTS LISTED?

My name only

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? ☒ YES ☐ NO. IF "YES", WHERE IS DOCUMENT LOCATED?

With me in my personal papers.

HAVE YOU EXECUTED A POWER OF ATTORNEY? ☐ YES ☒ NO. IF "YES", WHO POSSESSES THE POWER OF ATTORNEY?

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

STARTED AT

DATE

SIGNATURE

CONFIDENTIAL

14 December 1959

TO: Chief, CI/Support
VIA: Deputy Chief, CI Staff
FROM: Chief, CI/ICD
SUBJECT: Earl J. Williamson

1. Subject is mentioned in a book by Jules Dubois, entitled Fidel Castro. Page 379 of this book is attached.

2. It is suggested that this be included in subject's personnel folder.

Attachment: (1)

Fidel Castro - published in 1959 by The New Bobbs-Merrill Company, an Associate of Howard W. Sams & Co., Inc. Indianapolis and New York

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mistaken policy, that was ultimately rectified when the Platt Amendment, which had allowed our government to intervene in Cuba, was abolished in 1934.

There are diplomatic and military lessons to learn from the recent civil war in Cuba. A policy of winning governments and losing people must definitely be discarded if we are going to win and maintain the sincere friendship of the people of Latin America. We are looked upon as the champions of freedom, freedom of the people, by the people and for the people, and our message in that regard should be transmitted to the peoples of the Americas.

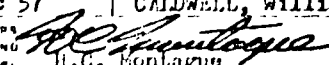
The retention of the Military Missions in Cuba was a serious mistake, compounded by the fact that there was a proviso in the agreement that permitted their immediate withdrawal in the event of a civil war. Yet it was stated that their continued presence was necessary for hemisphere defense. In February 1959 the Missions were withdrawn at the request of the Cuban government because Castro felt that officers who trained an army he had defeated could not teach him anything about warfare in his country.

The Central Intelligence Agency, I understand, reported the steady and inevitable collapse of the Batista regime and the indignation over the retention of the Military Missions. Did the other government agencies who were responsible for co-ordinating policy regarding Cuba make adequate and sensible use of this evaluated intelligence? If not, why not?

And there were other members of the embassy staff in Havana who did not spend all their after-office time at useless cocky-pushing cocktail parties but had their ears to the ground and developed friendships with the man in the street, the student and the rebel. Earl Williamson was one and he is now in Washington, and so was Ignacio Carranza, now on duty in Guatemala. The Cuban people are grateful for their understanding and objective approach to their problems and their discreet inquiries which helped save the lives of political prisoners.

No ambassador should be sent to any post unless he can speak the language of the country. A new relationship with Cuba began with the arrival of Ambassador Philip W. Brownell in

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE			
DO NOT COMPLETE FOR HEADQUARTERS USE ONLY			
AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW:			
NAME OF EMPLOYEE (Last)	DATE (from item 1-3)	NAME OF SUPERVISOR (Last)	DATE (from item 2-3)
WILLIAMSON, Earl J.	5 Dec 57	CALDWELL, William B.	5 Dec 57
NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW:		DATE	
 H.C. Montague		17 Dec 57	
TO BE COMPLETED BY EMPLOYEE			
1. DATE OF BIRTH	2. GRADE	3. CURRENT POSITION TITLE	
13 March 1915	GS-14	Deputy Chief of Station	
4. SERVICE DESIGNATION (if known)	5. CURRENT STATION OR FIELD BASE		
DI	Habana, Cuba		
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR			7. EXPECTED DATE OF DEPARTURE
None			July 1958
8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on Transmittal Form):			
Deputy Chief of Station - supervise 12 employees External liaison with Cuban Department of Investigation KUTUBE Operations Officer			
9. PREFERENCE FOR NEXT ASSIGNMENT:			
A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 3, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.			
1st Choice: See Item 3 2nd Choice: Office of the Inspector General			
B. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):			
Refresher Operations Course			