AES: 10 MAY 1960 NOTIFICATION OF PE	RSONNEL ACTION
1. Serial No. 2. Name (Last-First-Middle)	3. Doto Of Birth 4 Vet. Prof 5. See 6 C5-ECD
560389 WILLIAMSON EARL J	Mo. Do Yr. Name-0 Code M 1 06 26 52
SCD	Mo. Ux Yr. Yes.1 Cude M2 C2 77, Yes.1 Code No. 2 52 78 No. 2 20
PREVIOUS AS	SIGNMENT
14. Organizational Designations . Code	15. Location Of Otticial Station Code
DDP CI STAFF INTERNATIONAL COMMUNISM DIV AREA OPERATIONS BRANCH IV 5430	WASH., D. C. 75013
15. Dept - Field 17. Position Title Dept - 1 Code LISIId - 3 Fryn - 5 I IO CI BR CH	18. Position No. 12. Serv. 20. Occup. Series FSS 0136.53
	26. Appropriation Number (6. 12 13 59 9 2700 17 CO1
ACTIO	in /
27. Nature Of Action Code St. (11. Date Md. Da. Yr.	89. Typu Of Employee Code 30. Suparation Data
REASSIGNMENT 57 05 15 60	REGULAR QM
PRESENT ASSI	
31. Organizational Designations Code	32. Location Of Official Station Station Code
DDP WE IBERIAN BRANCH 4712	wash. D.C. 75013
33. Dept Field 34. Position Yitle Dept 1 Code ATTACHE USIId - 3 1 OPS OFF D BR CH	35. Position No. 35. Serv. 37. Cocup. Series 155 0179 GS 0136.01
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SHU 50, 11500 A 55/10/60 SEC	CRET (4)

SECRET-(WHEN FILLED IN)

I, EMP. SERIAL NO. ASSIGNED CREAN 4 FUNDS S. ALLOTMENT 4 DDP/CI (560389 WILLIAMSON FARL U OLD SALARY RATE NEW SALARY RATE GRADE ... SALARY SALARY GS 14 2 \$11,595 \$11,835 TO BE COMPLETED BY THE OFFICE OF COMPTROLLER ERCESS LWOP S. CHECK ONE _____ NO ESCESS LWOP IF EXCESS LWOP, CHECK FOLLOWING: 10. INITIALS OF CLERE II. AUDITED BY TH LWOP STATUS AT END OF WAITING PERIOD TO BE COMPLETED BY THE OFFICE OF PERSONNEL 12. TYPE OF ACTION 000 ... P.S.1. ... S.S.S. ... PAY ADJUSTMED? 14. AUTHENTICATION 0 PAY CHANGE NOTIFICATION 560 BEPLACES FORM BOOK AND SOCK. SECRET OFFICIAL PERSONNEL FOLDER

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SECRET (WHEN PILLED IN LEMP SEHIAL NO ASSIGNED DREAM A FUNDS | \$ ALLOTHENT 560389 WILLIAMSON EARL J DDP/WH OLD SALARY RATE NEW SALARY RATE LAST EFFECTIVE DATE GRADE STEP SALARY GRADE 11.575 GS 14 1 . \$10,320 GS 14 \$10,935

PEMARKS

14-00000

CERTIFICATION

I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.

TYPED, OR PRINTED, NAME OF SUPERVISOR ROBERT N. DAHLGREN

DATE 15 May 58 SIGNATURE OF SUPERVISOR

n.B.

(4)

FCRH NO. 560

PERIODIC STEP INCREASE - CERTIFICATION SECRET

PERSONNEL FOLDER

W

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58

SECRET

GENERAL SCHEDULE SALARY INCREASE RETPOACTIVELY EFFECTIVE 12 JANUARY 1958 AUTHORIZED BY P. L. 55 - 462 AND OCT DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME

SERIAL

GRADE-STEP

OLD SALARY

NEW CALARY

WILLIAMSON EARL J

560389

GS-14-2

\$10,535

\$11,595

CORDON ". STEWART VS/ CIRECTOR OF REDSOURCE

SECRET

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REV SPRIL 1991
PROBULATED BY
CHIL SERVICE CHEMISSION
CHAPTERS, PERSONEL MANUAL

14-00000

NOTIFICATION OF PERSONNEL ACTION I. BAME can -miss-mes -one diven hand initiation and Suchames 3. JOURNAL OR ACTION NO. 4. DATE Fire St to notify you of the following action affecting your employment: 15 Mar 1915 14 Day 1956 S. RATURE OF ACTION JUSE STANDARD TERRITORIOSES & EFFECTIVE DATE 7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 16 Dec 1956 50 USCA 403 J 30 Promotion FROM Area Ops Off (DCCS) BAF-115 (Attache) GS-0136.01-13 \$9205.00 per anniput saute, daner GS-0136.01-14 \$10,320.00 per annum (FSS-5 \$7630.00 per annum) (FSS-5 \$7630,00 per annum) 10 ORGANIZATIONAL BROWNIESCO DDF/H Branch III Havana, Ouba Station 11. HEADQUARTERS Havana, Ouba X titre Z siero DEPARTMENTAL 12. FIELD OR DEPT'L. 13. VETERAN'S PREFERENCE 14 POSITION CLASSIFICATION ACTION NONE WHIL DINEN S.PT 10-POINT HEW VICE I. A. SEA SD/DI 17. SUBJECT TO C & RETIREMENT ACT 18 DATE DE APPOINT. MENT AFFIDAVITS LACCESSION MELT) D TEEM WHINEACE -3545-55-055 CLAIMED | MOVED W TO: M 170-85 TO DEMARKS 3 BOD 06/26/52 FOSTED " "Fille ate Man binte andere ficirias" Director of Personnal

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1. IMPLOYEE COPY

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Mr. Earl J. Williamson		15 l'ar	1915		31 May 1956	
This is to notify you of the following action affecting your e	mployme			 		
5 NATURE OF ACTION (USE STANDARD TERMINOLOGY)		TELEGIAE	DATE	7. CIVIL ELEVICE OR OTHER	LEGAL AUTHORITY	
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Change of Service Designation from D to DI.

Effective date: 19 June 1985

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CAVALIT, John O. SHINDON, Larold F.	14 13

Robert A. Strokling by John J. Colder Cf 10 June 1955

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wh 4-6	SEINF	T.			Progreck
STANDARD FORM \$2 PRODUCTOR STANDARDS 8 S COR QUILLE INSUSTRIA B ACCEST OF STANDARDS	Name of the state				Province 11/52
REQUEST FOR PI	ERSONNEL ACTION	·	Unvouch	ered	
REQUESTING OFFICE: Fill	in items 1 through 12 a plicable, obtain resignat				otherwise instructed.
L BAME (Mr Miss-Mes One given na			OF BIRTH	L REQUEST NO.	4 DATE OF REQUES
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A PERSONNEL (Specify whether appoint	ment, promotion, separation,	eto.)		A PROPOSED:	7. C. S. OR OTHER LEGAL AUTHO
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14 March 1972	Acting Chief, WHD	James E. Flannery (signed)

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Reviewed by OP/SPD/PPB

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, 24 June 1971	Chief, WH DIVISION	William V. Broc
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14 April 1971

MEMORANDUM IN LIEU OF FITNESS REPORT

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

14-00000

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 strossed 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

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

Dato

SICRET

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.

Chief

24 June 1971

Date

Western Hemisphere Division

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		FITNE	SS REPORT					
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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.

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.

Deputy Chief Western Hemisphero Division

I certify that I have seen this memorandum:

14-00000

24 1/1/570 Date

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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

William V. Broe

Chief

Western Hemisphere Division

Date

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SECTION C	HARRATIVE COMMENTS
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28 July 1969	Chief, Wit Dietain /organd/sWilliam V. Bros

10 July 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

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

14-00000

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.

200 31

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

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 adrictly and the Costa Rica Station is making fine progress under his leader-ship.

William V. Broe

Chie

28 July 1969 Date

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Western Hemisphere Division

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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 miliou. 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.

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

SURLI

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. Solected 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.

Lawrence S. Martin INSTRUCTOR

TSD/TECHNICAL SCHOOL

LEMORALDUM FOR: Chief, Transactions & Records Branch/OP FROM : Chief, External Training Branch/85/TR SUBJECT : Completion of External Training This is to advise you that <u>Farl J. Williamson</u> 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: Doin A Stelwiller Attachments: Grade Report
Certificate of Completion Roster of Participants Training Report by Student Training Report by Institution

> GPCJP I Excluded from Automatic Downgrading and Declassification

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

None Other:



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

NATIONAL INTERDEPARTMENTAL SEMINAR

This is to certify that

Marl 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

Seminar Coordinator

Director of FSI

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 (S-15

No. of Students

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:

Henry C. Barringer Date

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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 those 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.

Citizal

- 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 Chief, WH/COG

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NARRATIVE COMMENTS

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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.	RY EMPLOY	EE
1	CERTIFY THAT I HAVE SEEN SECTIONS	A, B, AND C OF THIS REPORT
1 Dec 65	SIGNATURE OF EMPLOYER /S/ Eat	rl J. Williamson
2.	BY SUPERVIS	
MONTHS EMPLOYER HAS GEEN UNDER MT SUPERVISION 50	IF THIS REPORT HAS NOT BEEN SH	OWN TO EMPLOYEE, GIVE EXPLANATION
BTAD	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
1 Dec 65	Chief of Station	/s/ James Noel
3. COMMENTS OF REVIEWING OFFICE	BY REVIEWING OF	FICIAL
of his performanc which he and the rating period, th	e is based entirely of section which he super e station's Cuban ope	om Headquarters, my evaluation on the results and production rvised achieved. During the rations were conducted vigorously s to be fair and objective.
		and the second s
19 Jan. 1966	C/WE/5	Francis G. Coleman
	411405	•

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 Head-quarters, the rating box for this specific duty has been left blank for completion by the appropriate Headquarters official.

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.		FITHESS REPORT 0 60389								
SECTION A					SENERA					
1. NAME	Williamson,	Ear	1	J.	13	Mar. 1915 M	G	S-15	9. 9D	
8. OFFICIAL POS	orion title Ops Officer	DCOS			1	WE/Iberian		Madri.	_	4
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31	May 1965					April 1964	- 31	Marc	h 196	5
SECTION B			P	RFORMA	CE EV	LUATION				
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 	Others doing state	or work o			IFIC DU					
, -										
manner in which a with supervisory o	implayee performs E responsibilities MUS	ACH SEO	cific.	duty. Consi	der ONL	rating period. Insert re reflectiveness in perf rise (indicate number o	esnemio	of that d	loty. All	employees
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including persons	other WE s g assessmen of operatio	t; re	cru	itmont,	debr	f their Cubar iefing and br interest.				RATING LETTER S
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formance of speci forticular limitation (lare the latter in	ilie dution, produkt inn protekontn. Bene	ivily, co id on you	rduct ur kno	on job, cod wledge of d	perativen implayee*	ectiveness in his curve ets, pertinant persono s overall performance et accurately reflects	dwing.	or habiti the ratio	s, and g period,	5
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ECTION C	N/	ARRA	TIVE	COMM	EN	r

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Indicate significant strengths or weaknesses demonstrated in current position keeping in problem of the left of the left after that applicable to averall performance. State suggestions mide for improvement of work performance, there recommendations for tradining. Common on foreign language competence, if required for current position, Amplity or explain ratings given in Section B to provide bost basis to determining future personnel action. Manner of performance of managerial or supervisory durines must be described, if applicable.

MAY 10 2 - DIL SEP.

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						
1,	BY EMPLOYEE						
,	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	IP THIS REPORT HAS NOT DEEN SHOWN	O 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 OFFICE	AL .					
COMMENTS OF REVIEWING OFFICE	AL						

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 perforce 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.

10.15	Chief, WE/5	Janes & Colonean
12 Eay 1965	CHIMI, WE/J	Francis G. Coleman

SECTION C - (Cont'd.)

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"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.

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SECTION A			GEI	NERA					
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	S. Officer Pe of appointme				P/WE/Iberi				
Y CAREER	PEOPAPPOINTME	<u> </u>	TEMPORARY		INITIAL	OF REPOR	,	HONMENT	
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31 May				1	April 1963	3 - 31 M	arch 1961	4	
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S - Strong			od by exceptional pro		•				
enitratety - 0			nal in relation to requ s to warrant special i	ecogn	tion.	and in com	parison to th	o perform	ance of
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SECTION C NARR

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 13 to provide best 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 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 weeknesses. 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-talanced 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.

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.

SECTION D	CERTIFICATION AND C	COMMENTS
1.	BY EMPLOYEE	
	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 EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOW!	TO EMPLOYEE, GIVE EXPLANATION
·		
OATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
15 April 196/i	Chief of Station	/s/ James A. Noel
3. COMMENTS OF REVIEWING OFFICE	BY REVIEWING OFFIC	CIAL
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11. DATE REPORT		.Р.] '		PORTING PER		•			
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SECTION B							LUATION					
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ning, direct and recruit: ents to tary securic but wo Supports oth ment, recruit gence interconcectic but wo Conducts per gence Service but wo Drafts opera	ting ar ing of cet are is and her iE itment, ost, as conal ce and	ad super agents; a, dobr from so Station debrio woll a ion	visin coll iefin halti s in fing s warn with l Poli	g all act; ection of g of refu; we nource; conduct of and briefi; and cold leading of co (DGS)	ivitie intel gees, gf thei ing of l pitc on ma	lig ope r Co per hes	elating to once throu rations co iban opera rooms of o to potent of the Sp	e pottir igh intro inducted tions, i iperation ial cand anish E1	ng, assembly all and i idates f	of ag- ison, asses ntelli or de-	S RATING LETTER S	
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main devoted to the corbeen characterized by a Station's performance is ried out under Subject! Headquarters. In addition frequently called phases of their Cuban opposances to high level undertaken by Subject undertaken by Subject undertaken by Subject during calendar year 19. In the conduct of the shop and all activities Through personal liaison fricials, he has been more opporations. In additioning contact with agents Subject is fluent in and writes clearly. In officer. While he is we	rigor and imagination. Concrete in connection with all phases of a supervision, has been the surface to direction with all phases of supervision, has been the surface to direction the Station's upon to support other WE Station's was away from Fadrid on these 62. The Cuban operations, Subject has every supervision of the debriefing or relating to the recruitment, in with leading Spanish intellight successful in obtaining their succe	organizer and supervisor and the correctic and highly dedicated own Station, it is my hope, and	The car- from the second secon
recommendation, that he	be given a second full tour he	ore in Madrid. In my opinion, i (continued in Part 3 below)	t
SECTION D	CERTIFICATION AND COMME	ENTS	
l	BY EMPLOYEE		
	RTIFY THAT I HAVE SEEN SECTIONS A, B, AN	D C OF THIS REPORT	
10 April 1963	/s/ Barl J. Williamson	·	
10 April 1903	BY SUPERVISOR		
MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO E	MPLOYEE, GIVE EXPLANATION	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
10 April 1963	Chief of Station	/s/ James Noel	
	BY REVIEWING OFFICIAL		
ould be a great mictake nd favorable chance in	to move him from ladrid until	and unless there is a drastic	
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Yilliamson Earl J.		13 March 1	1915	K.	le //DIV/			-14		
8. SERVICE DESIGNATION 6. OPPICIAL POSITION TITLE			/. 0/	Mad:		ASSIG	HMENT			
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10. DATE REPORT DUE IN O.P. 11. REPORTING PERIO	DD T0	SPECIAL (Specif	7)							
1 April - 31 Dec 61										
SECTION B EVALUATION OF I	PERFORI	MANCE OF SPE	CIFIC D	ITIES						
List up to six of the most important specific duties perfe	ormed duri	ng the rating perio	od. Insert	rating nu	mber w	hịch b	ast de	scribes	the	
manner in which employee performs EACH specific duty, with supervisory responsibilities MUST be rated on their	ability to	subetajne (judice	ness in per ite number o	tormance Lemploye	or inar	rised),	A 11 •	mp:oye	••	
1 - Unsatisfactory 2 - Barely adequate 3 - Ac-	coptable	4 - Competent	5 · Excel	lent A	Superi	00	7 - 04	tetandi		
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specific DUYY NO. 2 Directs all liaison	RATING	SPECIFIC DUTY			_			1	ING	
operations with Spanish services and		Supervises the operations of an out- side shop run jointly with local 7							,	
supervises Station officers engaged	6	security se		ucth M	ıtn ı	ccar	•	'	·	
in liaison duties	RATING							RAT	ING	
Personally conducts liaison with a	NO.	Develops,	recruit:	s and	handl	es a	rent	e n	0,	
number of top level local officials	7	for indepen					Ç	5	5	
•	<u> </u>		·							
SECTION C EVALUATION OF OVERAL	LL PERF	ORMANCE IN	CURRENT	POSIT	ION					
Take into account everything about the amplayee which is duties, productivity, conduct on job, cooperativeness, per your knowledge of employee's averall performance during statement which most accurately reflects his level of performance.	rtinent per the rating	sonal traits or hal	bits, partic	ular limi	tations	or tal	ents.	Basedi	on	
Performance in many important respects (Performance meets most requirements but Performance clearly, meets basic requirem Performance clearly exceeds basic requirem Performance clearly exceeds basic requirem Performance in every important respect is Performance in avery respect is outstand	t is deficie nonts, rements, s superior,	ent in one or mars	important	respects	•		5/6	p.		
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In the rating boxes below, check (X) the										
1 - Least possible degree 2 - Limited degree 3 -	Normal de	0100 4 · ADOVS	NOT	NOT	5 - Out		ATING	700		
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SECTION E NAI	RRATIVE DESCRIPTION OF MANHER	OF JOB PERFORMANCE							
work. Give recommendations for	his training. Describe, it exerciptes, his	suggestions made to employee for improvement of his potential for development and for assuming greater re- 45 B, C, and D to provide the best basis for determining							
Subject is a str	one officer from every import	tent point of view, He is experienced							
intelligent, alert, a	corecsive, extremely hard we.	rking and conscientions. He is never							
catisfied with the at	atus quo but is existently a	triving to acquire new operational							
		of old or comment projects. He is							
tough_minded and abun	dently and design being a line	tual as well as abustical sources							
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									
		es, however, it has also resulted							
in improvement in the	attitude and performance of	the officer in mostion							
Subject to espec	ially affective in his dealin	ups with high level liaison officers							
		ecurity services are currently on a							
		the thought, energy and time which							
Subject has devoted to	n this important notivity	t the same time, subject has not							
		arning and development of independent							
	. In this connection he has								
	sets for third country (Cuba								
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 COM								
BY EMPLOYEE									
I certify that I have seen Sections A, B, C, D and E of this Report.									
DATE	SIGNATURE OF EMPLOYEE								
12 Jamery 1962	/s/ Earl J. Williamson	1							
2.	BY SUPERVISOR								
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERYISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOTEE, GIVE EXPLANATION							
4 months									
	IF REPORT IS NOT BEING MADE AT THIS TO								
EMPLOYEE UNCER MY SUPER	VISION LESS THAN 80 DAYS	REPORT MADE WITHIN LAST SO DAYS							
OTHER (Specify):									
DATE	OFFICIAL TITLE OF SUPERVISOR	TTPED OR PRINTED NAME AND SIGNATURE							
12 January 1962	Chief of Station	/s/ James Noel							
).	BY REVIEWING OFFICIA	L							
	PLOTEE ABOUT THE SAME STALUATION.								
	PLOTEE A LOVER EVALUATION.								
	UATIONS. I AM NOT SUPPICIENTLY FAMILI	AR WITH THE EMPLOYER'S PRESORMANCE.							
OMMENTS OF REVIEWING OFFICIA									
	he evaluation and comments of	f the supervisor. Subject is							
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-	nable, and in my opinion has	-							
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31 January 1> 2	Chief, WE's	The same of the same of the							
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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.

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D						Madri	d/WE				
A. CAREER STAFF STATUS		•.	~···	.,	TYPE OF REPORT						
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31 May 1961 3 Oct 60 - 31		<u> </u>	CE OF IDE	CIEIC 6					·····		
SECTION B EVALUATION OF											
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 - Borely adequate 3 - Ac	ceptable	4 .	Competent	3 · Erco	liont	6 - Supe	rior	7 . 0	standing		
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SPECIFIC DUTY NO. 2 Directs all operations	RATING	5PE	CIFIC DUTY N	0. 6					RATING		
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SECTION C EVALUATION OF OVERA	LL PERF	ORA	ANCE IN C	URREN	T POS	ITION					
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 4 - Performance clearly exceeds basic requisions 5 - Performance in every important respect in a contract of the con			•					- 5-	•		
8 · Performance in every respect is outstand		•			•						
SECTION D DESCRIPT	ION OF	THE	EMPLOYEE								
In the rating boxes below, check (X) tha				_~	pplies	to the se	ploye	•			
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SECTION E	HARRATIVE DES	CRIPTION OF MAN	NER OF JOB P	ERFORMANCE	ee for Improvement Office
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future personnel actions				· ·	1 2 49 PH 261
	,				~ 49 17H 1C1

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 P 5	CERTIFICATION AND C	COMMENTS
1. •	BY EMPLOYEE	
i. 10	certify that I have seen Sections A, B,	C, D and E of this Report.
DATE :	SIGNATURE OF EMPLOYEE	
5 May 1061	/s/ Earl J. Williamson	
2.	BY SUPERVISOR	R
MONTHS EMPLOYEE HAS GEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	
	. IF REPORT IS NOT BEING MAUE AT THIS	S TIME, GIVE RFASON.
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OTHER (Specify)!		
DATE	OPPICIAL TITLE OF SUPERVISOR	TTPED OR PRINTED NAME AND SIGNATURE
5 May 1961		/s/ Archibald B. Roosevelt
3.	BY REVIEWING OFFI	CIAL
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professional competens	se based on experience. He	accepted direction willi	ngly and
evidenced maturity as	d balance.	MAIL ROOM	
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	is for judging his ability		
major substantive dec	isions. Available evidence	e, however, indicates no	
weaknesses, and indee	d, gives promise of consider	erable capacity.	
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SECTION F	CERTIFICATION AND		
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2.	BY SUPERVISO	R	
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	(When Filled In)								
SECTION E NAF	RATIVE DESCRIPTION OF MANNER O	F JOB PERFORMANCE							
Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of bis 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 energ	etic 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, WIID. He is particularly well qualified for									
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2.	BY SUPERVISOR								
MONTHS EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN TO I	IMPLOYEE, GIVE EXPLANATION							
UNDER MY SUPERVISION									
14									
	IF REPORT IS NOT BEING MADE AT THIS TIME	E, GIVE REASON.							
EMPLOYEE UNDER MY SUPERY	ISION LESS THAN 90 DAYS	REPORT MADE RITHIN LAST 90 DAYS							
OTHER (Specify):		Α							
DATE	OPPICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE							
ID 13 ^{TO}	Deputy Chief, CI/ICD	Paul J. Burke Jan Sunger							
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) <u>,</u>	BY REVIEWING OFFICIAL								
	PLOYER PROUT THE SAME EVALUATION.								
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Rocordou by CSPD 27 338 prist.

24 November 1959

MEMORANDUM FOR: CS/Career Service Panel/Section A

SUBJECT:

Pitness 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 C/CI/Support

CONFIDENTIAL

CLASSIFICATION

TO

Chief, With

DATE: _ 4 September 1958

DISPATCH NO

FROM :

Chief of Station, Habana

SUBJECT: GENERAL - Administrative/Personnel

SPECIFIC- Field Fitness Report -

WILLIAMSUN Earl J.

HAH-T-143

Reference: HKH-A-4049, 21 November 1957

Action Required: None; for Headquarters' information only

There has been no material change in the suties or performance of 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



Distribution:

3 - Headquarters 2 - Files

SPR/mnr

3 September 1958

WILLIAM B. CALDIVELL

52-0-

COMPRESSIVE

CLASSIFICATION

1000 00 51-28 A

4	SECRET (When Filled In)				
FITNESS REP	PORT (Part I) PERFORMANCE				
	INSTRUCTIONS				
FOR THE ALPHANISTRATIVE OFFICER Consult curren	·				
this evaluation to your supervisor and sensor nate where he stands with you. Completion o strengths and weaknesses. It is also organize under conditions specified in Regulation 20-3:	to help you express your evaluation of your subordinest end to transmir officials. Organization policy requires that you inform the subordinof the report can help you prepare for a discussion with him of his ration noticy that you show Part Lof this report to the employee exception. It is recommended that you read the entire form before completing to on the employee, it must be completed and forwarded to the Office of the conficuency of the employee.				
SECTION A.	GENERAL				
WILLIAMSON, Tarl J.	(Widdle) 2. Date of BIRTH 3. SLR 4 SERVICE DEGIGNATION 13 March 1915 M DI  6. OFFICIAL POSITION TITLE				
DDP/Wid/Habana Station	Deputy Chief of Station				
	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)				
©S-14 30 September 1957	30 September 1956 - 30 September 1957				
10. Tret us steppe   Initial	REASTS CONTROL SUPER COSE SPECIAL (Specify)				
SECTION B.	CERTIFICATION				
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15 November 1957 William	B. CALDWELL Chief of Station				
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VICE PLOT OF BETTER BROKE	Ported Pas Control / W 2 164;  Reviewed by PUD / 1/57				
• .	CONTINUED CO ATTACHED SHEET				
	opinion with the supervisor is reflected in the above section.				
29 Time 57 B. TYPED OF PRINTED NAW	Kmg C/WIto				
SECTION C. / JOB: PATING ON GENERAL PERFORMANCE OF DUTIES	D PERFORMANCE EVALUATION				
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THE SUPERVISOR.					

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c. For supervisors, ability to supervisor will who supervise a secretary unity.  d. Compare in your mind, when possible, the similar level of responsibility.	niwaya b	r rated as a special	re duty (d	o noi Diti	3 200	"OU #2"
d. Compare in your mind, when possible, the	individ	lunk being ented v	ith other	s performs	og the seed	∴ <u>,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</u>
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FITNESS REPORT (Part I) PERFORMANCE
INSTRUCTIONS
FOR THE APPINISTRATIVE OFFICIP: Consult current Instructions for completing this report.
For THE SIGNATURE This report is designed to help you express your evaluation of your subordinete and to treat this evaluation to your supervisor and senior officials. Organization policy requires that you inform the submate where he stands with you. Completion of the report can belo you prepare for a discussion with him of strengths and weaknesses. It is also organization policy that you show Part Lof this report to the employee or under conditions specified in Pegulation 20.370. It is recommended that you read the entire form before comple any pure tion. If this is the initial report on the employee, it must be completed and forwarded to the Office Irrannel on later than 30 days after the date indicated to item 8, of Section "2" below.
SECTION A. GENERAL
1. NAME (LANE) (PERME) (Middle) 2. DATE OF BIRTH 1. SER. 4. SERVICE DESIGNAL
MILLIANSON, Earl J. 13 Earch 1915 M DI
DDI//IH/Havana DCOS  7. CHADE 8. DATE PLACET OUT IN OF 8. PIRIOD COSTAGO BY THIS REPORT (Inclusive dates)
GS-13 30 September 1956 30 September 1955 - 30 September 1956
10. Type of RIPORT   Initial   Plansing   Animal (Specify)
1. FOR THE RATER: THIS ASSOCRET HAS MAS NOT BEEN SOURCE TO THE INDIVIDUAL RATED. IF NOT SHORE, EFFLAIR
not.
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G. THIS DATE C. TYPED OF PRINTED NAME AND SEGNATURE OF SUPERVISOR D. SUPERVISOR'S DEFICIAL FIELE
16 October 1956   CALULLI, William   Chief of Station
FORMATION, WHICH MILL LEAS TO A WETTER UNDERSTANDING OF THIS REPORT.
Posted for the first DATE
certify that any substantial difference of opinion with the supervisor is reflected in the above section.
13 Nov 1956  2. TOPED OR PRINTED HAVE AND SIGNATURE OF REVIEWING C. OFFICIAL TITLE OF REVIEWING OFFICIAL TOTAL J. C. KILG. Chief, WILD.
SECTION C. JOB PERFORMANCE EVALUATION
SATING ON GIVERAL PROFCHMANCE OF DUTIES
offictions: Consider 1961Y the productivity and effectiveness with which the individual being rated has perform its duties during the rating period. Compare him 1961Y with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken since account later in Section D.
1 - DOES NOT PERFORM DUTIES ACTUUATELY. HE IS INCOMPETENT.  2 - BARELY NOES, ATE IN PERFORMANCE. ALTHOUGH HE WAS HAD SPECIFIC QUIDANCE OR TRAINING. HE OFTEN FAILS 1
CARRY OUT RESPONSIBILITIES.  5 - PERFORMS WOST OF HIS OUTERS ACCEPTABLY, OCCASIONALLY REYEALS SOME ABER OF BEARNERS
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#### SECTION IV

This section is provided as an old in describing the individual. Your descripted recomplishing the unfavorable in lively but as sures its meaning in relation to a particular job or assignment. The description but de interpreted literally.

On the left hand side of the page below are a series of statements that apply it some degree to most people. On the right hand side of the page are four eajor categories of descriptions. But field Oil progree, category is disvided into three small blocks; this is to allow you to make finer distinctions if you entered all land 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 retries. Placing an "X" in the "Not Observed" column nears you have no opinion on whether a phree applies to an individual. Placing an "X" in the "Does Not Apply" column nears that you have the definite notation that the description is not at all suited to the individual.

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S. PRACTICAL.	"									$\boxtimes$				
1. A GOOD REPORTER OF EVENTS.								X	!					
2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.									*					
3. CAUTIOUS IN ACTION.								X						
€. HAS INITIATIVE.									X					
5. UNEMOTIONAL.									3					
8. ANALYTIC IN HIS THINKING.							x							二
7. CONSTANTLY STRIVING FOR REW KNOWLEDGE AND IDEAS.								3						
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.											I			二
9. HAS SENSE OF MUMOR.											x			
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11. CALM.			$\Box$						34					
12. CAN SET ALONG WITH PEOPLE.											x			
13. MEMORY FOR FACTS.		·						*						
14. GETS THINGS DONE.									Z					
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32.	CLEAR THINKING.	L				L		.]	1	X	l	<u> </u>	.	L	ـــــــــــــــــــــــــــــــــــ
<b>33</b> .	COMPLETES ASSIGNMENTS BITHIN ALLOHABLE TIME LIMITS.							L	<u> </u>	X	l				<u> </u>
34.	EVALUATES SELF REALISTICALLY,											*			<u> </u>
36.	RELL INFORMED ABOUT CURRENT EVENTS.				<u></u>		-	<u> </u>	<u> </u>		<u> </u>	×		1	<u> </u> :
38.	DELIBERATE.				1	L		L	1	×	<u> </u>		l		1
37.	EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.										×				
38.	IMPLEMENTS DECISIONS REGARD. LESS OF OWN FEELINGS.							<u> </u>	<u></u>		X	<u> </u>			
39 -	THOUGHTFUL OF OTHERS.			==	<u> </u>	<u> </u>	:=:	]					X		
49.	WORKS WELL UNDER PRESSURE.				l	l		l			X	<u> </u>			
41	DISPLAYS JUDGEMENT.									X		<u></u>			
42.	GIVED CREDIT WHERE CREDIT IS										X				
43.	HAS DRIVE.				<u> </u>					X		l			
44.	IS SECURITY CONSCIOUS.		100 mm - 100 mm		<u></u>					*		<u> </u>			
45.	VERSATILE.				L						X				
48 -	HIS CRITICISM IS CONSTRUCTIVE.									_x			<u> </u>		===
47.	ABLE TO INFLUENCE OTHERS.									*				<u></u> ļ	
44.	FACILITATES SMOOTH OPERATION OF HIS OFFICE.									<u>l</u>	7				
49.	DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.									X					=
50.	A GOOD SUPERVISOR.									X				i	

SECTION V

A. WHAT ARE HIS COTSTANDING STRINGTHS?
Subject is an excellent limison 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.

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.

14-00000

C. INDICATE IF FOU THINK THAT ANY SINGLE STRENGTH OR BE	Apples outer the Atl Office Considerations
No.	
****	OFFICE OF PERSONNEL
,	
D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVICIONS [ 3	" "Uct 17" 9 s2 AH 355
	MAIL BOOM
F. BHAT TRAINING DU YOU RECOMMEND FOR THIS INDIVIDUAL!	MAIL ROOM
Additional experience in field and at He	adquarters and refreeher courses.
•	
	ic habits us characteristics not covered elsewhere in the
topoil but which have a beering on effective utilizati	lion of this prison).
I would be pleased to have Subject serve	with me at any post.
•	• •
SECT	ION YI
Read all descriptions before rating. Place "X"	in the evet appropriate has under subsections A,B,C,&D
A. DIRECTIONS: Consider only the shill with which the person has performed the duties of his job and rate him accordingly.	C. DIBECTIONS: Based upon what he has eard, his extreme, and any other indications, give your opinion of this person's attitude toward the organization.
1, DOES NOT PERFORM DUTIES ADEQUATELY, HE IS INCOMPETENT.  2. BARELY ADEQUATE IN PERFORMANCE, ALTHOUGH HE HAS HAD SPECIFIC QUIDANCE OF TRAINING, HE OPTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.  3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY, OCCA- SIGNALLY REVEALS SOME ARRA OF BEAKETSS, A. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.  3. A FINE PERFORMANCE, CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY BELL, A. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALED BY FEW OTHER PER- SOND KNOWN TO THE RATER.  IS THIS INDIVIDUAL BETTER QUALIFIED FOR SOME OTHER PER- OTHER AREA?  A. HO	1, HAS AN ANTAGONISTIC ATTITUTE "SPACE" "ME ORGAN- IZATION, WILL DIFINITELY LEAVE THE OPGANITATION AT THE FIRST OPPOSITION IT.  2. HAS STRONG REGATIVE ATTITUDE TOWARD SEVANITA- TION., IRRIU BY RESTRICTIONS., DECARDS CHOANITA- TION AS A TEMPORARY STOP ONT. HE SAM GET SOMETHING DETTEN.  3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION., NOTHERED BY MINGS FRYSTRA- TIONS., WILL CUIT IF THESE COSTINUS.  4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF- FERENT., HAS "BAIT AND SEC" ATTITUDE TOWARD ORGANI- LIAVE IF DOMFORE OFFIRED HIM SECURITOR UTTER.  5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANI- TATION, MAKES ALLOWANCES FOR RESTRICTION.  6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD ORGANI- TRINS OF A CARFER IN THE ORGANIZATION.  6. DEFINITELY HAS FAVORABLE ATTITUDE "SMAND THE ORGANIZATION., BARRING AN UNEFFECTED SUTSIDE  OPPONIUNITY, WILL PROBABLY ENDEADED "ME URGAN- IZATION. WILL PROBABLY ENDEADED "ME URGAN- IZATION. WILL PROBABLY ENDEADED "ME URGAN- IZATION. WILL PROBABLY ENDEADED "ME URGAN- IZATION. WILL PROBABLY RESERVED SOME ORGAN- IZATION. WILL PROBABLY RESERVED.
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. MAS BEACHED THE HIGHEST GRADE LEVEL AT SHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.  3. IS MAINED PROGRESS. DUT NEEDS MORE TIME IN PRESENT GRADE STORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.  3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEST WIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.	D. DIBECTIONS: Consider everything you know about this person is making your reting, shill in jab duties, conduct on the jab, personal characterietics or habits, and apecial defects or felents.  1. Difinitely unsuifable - Mt Smo,LG bt SEPARATED.  2. OF DOUBTPUL SUITABILITY. MULLS MS MAYE ACCOMPTED HIM IF I HAD ADVEN BY I FACE AUS.  3. A BARELY ACCEPTABLE EMPLOYEE. LETTINITELY BILDS AVERAGE BUT WITH MY MIRACESTERS SUFFICIENT.  OUTSTANDING TO BARBANT MID SEPARATION.  4. A TYPICAL EMPLOYEE. ME SISPLAYS "HE SMEE SUITABILITY AS MOST OF THE FEMALS I MAYE OF THE
BESPONSIBLE DUTIES OF THE REST HIGHER GRADE,  8. IS ALBEACY PERFORMING AT THE LEVAL OF THE MEST HIGHES GRADE,  8. AN EXCEPTIONAL PERSON THIS ONE OF THE FEW THIS SHOULD BE CONSIDERED FOR MAPID SOVANCE, WINT.	DOGANIZATION  B. A FIRE EMPLOYEE . MAB SOME OUTSTANDING STREAGERS.  B. AN UNUSUALLY STRONG PROSON IN TRIMS OF THE BEGUIREMENTS OF THE ORGANIZATION  F. EXCELLED BY ONLY A FEW IN BUITTERILS TO FOR MORE IN THE ORGANIZATION.

SECRET

Secret (over Filled In)	110
FIELD FITHESS REPORT.	
The Fitness Report is an important factor in organization personnel management. It seeks to receive in the organization selection ward with information of value show considering the application of an individual for memberahip in the career staff; and I speriodic record of job performance as an aid to the effective utilization of programs.	
INSTRUCTIONS	
TO THE PIND APPLYITERATIVE ON PERSONAL OFFICER: Consult outrent field administrative instructions regarding the initiation and transactial of this report to head quarters.  IN THE PIND SPREYIME. Read the entire form before attempting to complete any item. As the supervisor shows assigns, directs and reviews the sort of the individual, you have primary responsibility for evaluating his attempting, we admosses, and one the job effectiveness as and any persons of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard of the standard	Javedo Lin. 30 h his cur ete h ithe prithe is the
IT IS OFTIONAL WHETHER OR NOT THEN FIRESS REPORT IS SHOWN TO THE PERSON BEING RATED	
SECTION 1	
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4. GRADE B. STATION DISTUNCTION (Current)	
GS-13 Intelligence Officer - KUFIRE  6. DOE DATE OF THIS REPORT   7. FERIOD COVERED BY THIS REPORT (Inclusive dates)	
30 Soptember 1954 17 June - 30 September 1954	
SECTION 11 (To be completed by field supervieor).	
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Intelligence Officer - KUFIRE (-0/3(5/1) 19 benutury 1955 15 F-/	6
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 CUMPLETE . FOR HEADQUARTERS USE ONLY	
AUTHENTICATION OF REPORT AND SIGNATURES	
1. NAME OF BATER (True)  2. NAME OF BEVILLING OFFICIAL IN FIELD (True)	7
Robert E. WHEDREE William B. CALDWEIL	
4. DATE BEFORE AUTHEN-  3. NAME AND SIGNATURE OF ACMINISTRATIVE OF PERCENTS OFFICER AT NEADQUARTERS TICATED AT POR.  AUTHORIZED TO AUTHENTICATE PETTIESS REPORT AND SIGNATURES  18 Jan 1955 SChing	11
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This section is provided as an aid in describing the individual. Your description is not favorable or unferorable in itself but acquires its meaning in relation to a particular job or essignment. The descriptive sords are to be interpreted literally.

interpreted literally.

On the left hand eide of the page helds are a series of statements that apply in some degree in most people. On the left hand eide of the page are four asjor rategories of descriptions. The scale sithin each cetegory is distinction and the scale sethin each cetegory is distinctions of you so descre. Look at the state-wided into three seelf blacks; this is to allow you to make finer distinctions if you so descre. Look at the effective ment on the left is then check the category on the right ship has been not to the estatement applies to the period the category on the right ship has been more you have no opinion on abother a phrase son you are rating. Placing an "X" in the "Obes Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.

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2. CAN MADE DECIBIONS ON HIS OWN							<u></u>	<u> </u>	I	<u> </u>	<u></u>		<del></del>	
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BQ. A GOOD 20. C. T. T.			32	CTION	Y									
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# A. WHAT ARE HES OUTSTANDING STRENGTHST

He is an excellent liaison and contact man. His unflagging 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.

## D. MIAT ARE HIS OUTSTANDING BEARNESSEST

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

	Pilled (n)
C. INDICATE IF FOU INIME THAT ARE STRUCK STRENGTH OF BE	ACMESS CONTRETIONS AND CHICH CONSIDERATIONSERS CHICAL
No. See above.	JAN 24 12 38 FH 55
D. DO YOU FEEL THAT HE PEGGIPES SLOSE SUPERVISION!	X las is as any
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quite capable of making the rig	kes him seek commet and advice when he is the decision himself.
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courses,	field and at Headquarters, plus refresher
2. Other Counties (Indicate here general trails, specifing report but which have a hearing on effective utilisa	ic habits or characteristics not covered slasshers in the tion of this person):
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Read all descriptions before rating. Place "X"	in the sout appropriate hus under subsections A.B.C.AD
A. DIRECTIONS: Consider only the shill with shich the person has performed the duties of his job and rate his accordingly.	C. DIRECTIONS: Rase-I upon what he has eaid, his actions, and any other indications, give your opinion of this person's attitude twent the ordenization.
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E. BARELY ACTIONATE TO PERFORMANCE ALTHOUGH HE	einet netuniumity.
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3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA-	BETTER,
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	T. MAS AN INTHUSTASTIC ATTITUDE TOWARD THE ORGAN-
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B. Directions: Considering athers of this person's grade and type of assignment, his sould you rate him on	D. DIRECTIONS: Consider everything you know about this person is saling your roting, abill in job duties,
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ties sormally indicated by prosotion.	habits, and special defects of felents.
1. HAS BEACHED THE MIGHEST GRADE LEVEL AT BUICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.	s. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
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#### DKICKATEREGKU TO KUCKAROKEK

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

St 275 271793

Earl J. WILLIAMSON

19 (1/11/107)

CONFIDENTIAL (Webs Filled Is)

MEMORAXDUM OF UNDERSTANDING

A CONTRACTOR

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.

Edvi/j. Williamson Deputy Chief, WH/COG

cc: C/WH Personnel

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# ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL

TO COMPLETE THIS	s form—
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#### FOLLOW THESE GENERAL INSTRUCTIONS:

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2	FILL IN THE IDENTIFYING INFORM  NAME (last) (first)  Williamson Earl  EMPLOYING DEPARTMENT OR AGENCY	(middle) 60389 J.	(please print or type):  DATE OF BIRTH (month, day, year)  13 March 1915  LOCATION (City, State, ZIP Code)	SOCIAL SECURITY NUMBER  069 03 9635
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See Fable of Effective Dates on back of Original

#### CCNFIDENTIAL (When filled in)

#### TRAINING REPORT

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

Student : Earl J. Williamson Cffice · Wff

Year of Birth: 1915 Service Designation D

Grade No. of Students

: June 1952 **EOD Date** 

#### 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 cadidness 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:

P. ( 17 MAY 1957

CONFIDENTIAL (When filled in)

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FATEND TOUR MUNTHS AT CURRENT STATION TO
UE ASSIGNED TO HOOTIS FOR A TOUR OF DUTE: SUBJECTE YOUR CHOICE OF DIVISION, STATE OR OFFICE.
BE ASSIGNED TO ANOTHER FIELD STATION, INDICATE CHOSES OF GEOGRAPHIC APEA OR SPECIALIZATION
ARTURN TO MY CURRENT STATION
TO BE COMPLETED BY FIELD STATION
17. IN CONSIDERATION OF THE EXPERIENCE AND PINFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR MEXT ASSEGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS BEST ASSIGNMENT AND FRAINING.
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 described by Property and Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Madrid Ma
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Mr. Williamson's desire for home leave and return to Matrid for another tour has been discussed with the Secretary, CSPO/A, and he has been advised by WR Division that this has been approved.
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114. INDICATE ANY CHANGE IN YOUR PERSONAL OR FAMILY SITU	ATION WHICH SHOULD BE CONSIDERED IN DETERMINING YOUR NEXT
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5. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING STEMS CONFIDENTIAL

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Fy name only

HAVE YOU COMPLITED A LAST BILL AND TESTAMENTS X 125 00. IF THE 5 BHIRE IS DOCUMENT LOCATED?

With me in my personal papers

5. (CONTINUED)
IN SHORE NAME (5) ARE THE ACCOUNTS LISTED!

#### 14 December 1959

TQ:

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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