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SECRET
(When Filled In)

FITNESS REPORT	EMPLOYEE SERIAL NUMBER 025658
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SECTION A GENERAL							
1. NAME (Last) (First) (Middle) PICCOLO, Joseph S.			2. DATE OF BIRTH 8DEC 35	3. SEX M	4. GRADE GS-09	5. SO SJ	
5. OFFICIAL POSITION TITLE JR. OFFICER TRAINEE				7. OFF/DIV/BR OF ASSIGNMENT OTR/JOTP		8. CURRENT STATION Hqs. (WH)	
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"/>	CAREER-PROVISIONAL (See Instructions - Section C)	<input checked="" type="checkbox"/>	ANNUAL	<input type="checkbox"/>	REASSIGNMENT SUPERVISOR	<input type="checkbox"/>	REASSIGNMENT EMPLOYEE
<input type="checkbox"/> SPECIAL (Specify)				<input type="checkbox"/> SPECIAL (Specify)			
11. DATE REPORT DUE IN O.P. 31 October 1964				12. REPORTING PERIOD (From - to) 13 July 1964 - 30 Sept. 1964			

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 counseling, 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.

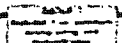
SPECIFIC DUTIES

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 Participated in the debriefing of a Cuban Intelligence Service defector in the Headquarters area	RATING LETTER S
SPECIFIC DUTY NO. 2 Handled, debriefed, and participated in the training (including S/W, ONVL, and W/T medium speed) of a newly recruited Cuban agent-- this duty performed during a 5 weeks TDY in [redacted]	RATING LETTER S
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

10 NOV 1964



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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 must be described, if applicable.

Mr. Piccolo ^{9 14 AM} was previously assigned to W1/SA/CI from September 1962 to December 1963, was reassigned to the Branch on 13 July 1964 after completing the six months Junior Officer Trainee training course.

Having had previous experience in Cuban operations, Mr. Piccolo was immediately assigned the duty of assisting in the debriefing of a Cuban Intelligence Service defector. Mr. Piccolo performed this in a very capable fashion and his efforts significantly increased the flow and quality of information from the defector.

Also during this period Mr. Piccolo was sent TDY to Belgium, to handle, debrief, and participate in the training of a very important--but difficult to handle---newly recruited Cuban agent. Inasmuch as this agent was expecting to return to Cuba soon, Mr. Piccolo was responsible for "wrapping up" in the field (with Headquarter's direction) all the necessary elements including radio communications, S/W, and concealment devices to dispatch the agent to Cuba. In this exceedingly difficult assignment Mr. Piccolo performed well, displaying considerable resourcefulness and initiative.

Mr. Piccolo's fluency in Spanish makes him a particularly valuable officer for W1/SA/CI operations. He is a conscientious, dependable, intelligent, and well-educated officer who gets along well with his fellow employees.

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE 23 Oct 64 SIGNATURE OF EMPLOYEE [Signature]

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 2 IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE 23 October 1964 OFFICIAL TITLE OF SUPERVISOR CO2S, W1/SA/CI

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Mr. Piccolo is a sensitive aggressive officer with a promising future at his feet in a practical situation.

DATE 26 x 64 OFFICIAL TITLE OF REVIEWING OFFICIAL C/W1/SA/CI SIGNATURE [Signature] Harold F. Swenson

SECRET