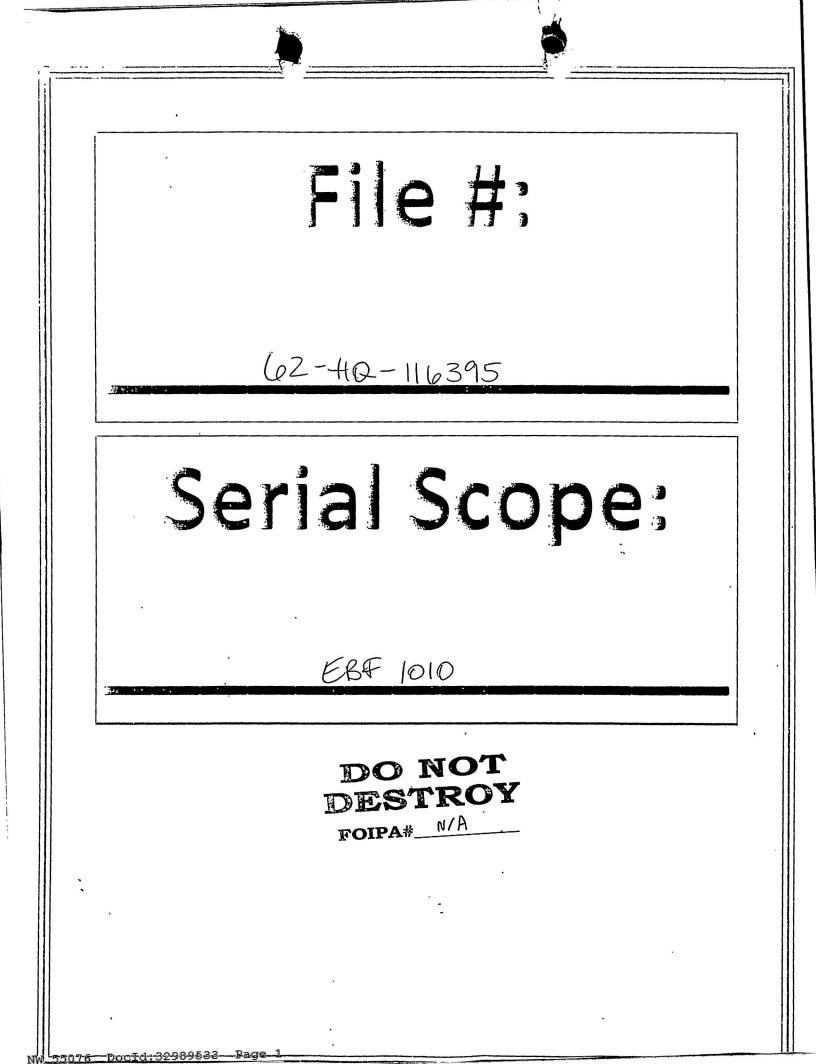
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Discover the Truth at: http://www.theblackvault.com



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OUSTUDY/SENSTUDY "JUNE" ENCLOSURE PERMANENT CHARGE OUT FORM

# RE - HOUSTUDY <u>62-116464-</u> OR SENSTUDY: <u>62-116395-1010</u>

NOTE:

THIS IS A PERMANENT CHARGE OUT FOR A XEROX COPY/COPIES OF "JUNE" MAIL THAT WAS INCLUDED IN COPIES OF FBI DOCUMENTS FURNISHED TO THE ATTORNEY GENERAL BY MEMO/LETTER DATED  $/0^2/-75$  IN RESPONSE TO REQUEST(S) MADE BY EITHER THE U. S. SENATE OR HOUSE SELECT COMMITTEES ON INTELLIGENCE. THE COPY/COPIES OF THE "JUNE" MAIL DATED AS INDICATED BELOW HAS/HAVE BEEN REMOVED FROM THIS ENCLOSURE MATERIAL TO BE FILED IN THE APPROPRIATE HOUSTUDY OR SENSTUDY "JUNE" FILE INDICATED ABOVE, LOCATED IN THE SPECIAL FILE ROOM OF THE RECORDS SECTION.

DATE(S) OF MAIL: <u>(, 10-16-63</u> REMOVED BY: <u>()</u> <u>andlaw</u> DATE REMOVED: <u>9-28-76</u> THIS THIS TO THE REMOVED: <u>9-28-76</u> THIS THIS TO THE REMOVED: <u>9-28-76</u> THIS TO THE REMOVED: <u>9-28-76</u> THIS TO THE REMOVED: <u>9-28-76</u> THIS THIS TO THE REMOVED: <u>9-28-76</u> THIS THIS TO THE REMOVED: <u>9-28-76</u> THIS TO THE REMOVED: <u>9-28-76</u> THIS THIS TO THE REMOVED: <u>9-28-76</u> THIS THIS TO THE REMOVED: <u>9-28-76</u> THIS TO THE REMOVED: <u>9-28-76</u> THIS THIS

Senate Select Committee Request Dated 9/29/75 Item 3

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NW 55076 DocId: 32989533 Page 4

FD-185 (Rev. 6-20-57) FEDERAL BUREAU UNITED STATES DEPA UNITED STATES DEPA CONTAINED INTERPORT OF PERFORMANCE INTERPORT OF PERFORMANCE INTERPORTATION CONTAINED INTERPORTATION CONTAINED INTERPORTATION CONTAINED INTERPORTATION CONTAINED ALDEN F. MILLE	ARTMENT OF JUSTICE	>
Name of Employee: ALDEN F. MILLE	R	
Where Assigned:	(Section, Unit) GS-13	
Rating Period: from <u>April 1, 1959</u>	to March 31, 1960	
ADJECTIVE RATING: Excellent Outstanding, Excellen	ent, Satisfactory, Unsatisfactory	This documen nation outside
Rated by: HENRY G. ROWSE, JR. Reviewed by: C. E. WEEKS Rating Approved by: Calledon	Supervisor 3/31/60 eror 3/31/60 eror 3/31/60 eror 56 e	
( Signature	Title Date the set	se to

## PERFORMANCE RATING GUILE FOR VESTIGATIVE PERSONN

(For use as attachment to Performance Rating Form No. FD-185)

NW 55076 DocId:32989533 Page 6

Name of Employee ALDEN F. MILLER	
	Rating Period: from <u>4/1/59</u> to <u>3/31/60</u>
RATING GUIDE A Note: Only those items having pertinent bearing on employee's performance Rate items as follows: Outstanding (exceeding excellent and deserving of special commendation EExcellent.	ce should be rated. All employees in same salary grade should be compared.
Satisfactory (good or very good). Unsatisfactory. No opportunity to appraise performance during rating period.	
Guide for determining adjective rating:	
<ol> <li>reverse of Form FD-185.</li> <li>"Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend up mechanical formulas; however, for an employee to be rated "Excellent" he mu</li> </ol>	ist not be rated unsatisfactory on any performance evaluation factors on the rating majority of such rating factors. Good judgment must be exercised to insure that ents.
E (1) Personal appearance.	(17) Firearms ability.
<ul> <li>(2) Personality and effectiveness of his personal contacts.</li> <li>(3) Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability and willingness to equitably share</li> </ul>	<ul> <li>(18) Development of informants and sources of information.</li> <li>(19) Reporting ability:</li> <li>(a) Investigative reports</li> </ul>
work load). <u>E</u> (4) Physical fitness (including health, energy, stamina).	(b) Summary reports (c) Memos, letters, wires
(5) Resourcefulness and ingenuity. (6) Forcefulness and aggressiveness as required.	(Consider: + conciseness; + clarity; + organization;
<ul> <li>(7) Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.</li> </ul>	thoroughness; <u>- accuracy;</u> - adequacy and perti- nency of leads; <u>administrative detail.</u> )
(8) Initiative and the taking of appropriate action on own	(20) Performance as a witness. (21) Executive ability:
responsibility. (9) Planning ability and its application to the work.	(a) Leadership (b) Ability to handle personnel
(10) Accuracy and attention to pertinent detail. (11) Industry, including energetic, consistent application to duties.	(c) Planning (d) Making decisions
E (12) Productivity, including amount of acceptable work produced	(e) Assignment of work (f) Training subordinates
and rate of progress on or completion of assignments. Also consider adherence to deadlines unless failure to meet is	(g) Devising procedures (h) Emotional stability
attributable to causes beyond employee's control. (13) Knowledge of duties, instructions, rules and regulations, in-	(i) Promoting high morale (j) Getting results
cluding readiness of comprehension and "know how" of application.	<u>E</u> (22) Ability on raids and dangerous assignments:
(14) Technical or mechanical skills. (15) Investigative ability and results:	$\underline{E}$ (a) As leader $\underline{E}$ (b) As participant
L (a) Internal security cases L (b) Criminal or general investigative cases	(23) Organizational interest, such as making of suggestions for improvement.
<u> </u>	(24) Ability to work under pressure. (25) Miscellaneous. Specify and rate:
(d) Applicant cases	E Dictation ability
(e) Accounting cases (16) Physical surveillance ability.	
A. Specify general nature of assignment during most of rating period (such a tor, etc.):	as security, criminal, applicant squad, or as Resident Agent, supervisor, instruc-
Security	
B. Specify employee's most noteworthy special talents (such as investigator, de Investigator	esk man, research, instructor, speaker):
<ul> <li>C. (1) Is employee available for general assignment wherever needs of service</li> <li>(2) Is employee available for special assignment wherever needs of service</li> </ul>	require: Yes (If answer is not "yes," explain in narrative comments.) require: Yes (If answer is not "yes," explain in narrative comments.)
narrative comments.)	NO 2. Has employed used more sick leave (including annual leave or LWOP during such period? NO (If answer to either question is "Yes," explain in
E. Is employee qualified to operate a motor vehicle incidental to his official du If answer is "yes," personnel file must reflect the following: (a) He physically fit to drive. (c) Past safe driving record OK or has passed	Bureau road test.
ADJECTIVE RATING: Excellent Outstanding, Excellent, Satisfactory, Un	satisfactory EMPLOYEE'S INITIALS
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Atlanta, Georgia March 31, 1960

ALDEN F. MILLER SPECIAL AGENT

#### PART I GENERAL COMMENTS

SA MILLER is a tall, heavily-built agent. He presents a neat, conservative, mature appearance. He has a quiet, good-natured personality, and is very popular among fellow employees.

During this rating period he has been assigned primarily to matters involving the Communist Party, espionage, satellite nations and related matters. He administers his work well. His reports are thorough and reveal a thorough knowledge of his subject.

SA MILLER requires little or no supervision. He has the ability to handle any type complicated case, and I would not hesitate to use him on any dangerous assignment.

He has no known limitations on his physical condition or availability that would affect his performance as an agent.

SA MILLER is the liaison agent with all local military intelligence agencies. He does an excellent liaison job and is highly respected by the local intelligence agencies.

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Initials

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#### PART II SPECIFIC COMMENTS

1.	Justificatio	n fo	r Any	Minu	us Ratings	Given
NA					,	
2.	Experience a	nd A	bilit	y as	Inspector	's Aide
NA						

#### 3. Participation in Informant Programs

SA MILLER coordinates the security informant program in the Atlanta Office. He has excellent ability in handling highly confidential sources, is alert and has an excellent attitude toward this program. SA MILLER handles the security informant program in a very satisfactory manner.

### 4. Testifying Experience and Ability

Because of the nature of his assignments during this rating period SA MILLER has not had the opportunity to testify. He has had considerable experience in testifying in the past.

#### 5. Disciplinary Action

NA

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6. Accounting Information

NA

7. <u>Police Instruction</u> SA MILLER is a qualified general police instructor. He is assigned primarily to security and sound work and for that reason has not been used as a police instructor during this rating period. 8. Sound Training

8. <u>Sound Training</u> and equipment relating to sound work and locks. He performs monthly maintenance checks on the equipment in the Atlanta Office and other <u>1111</u> <u>Employee's initials</u>

### 9. Resident Agents

NA

### 10. Foreign Language Ability

NA

### 11. Administrative Advancement

- (a) interested in: Yes No X.
- (b) completely available for: Yes \_\_\_\_ No \_\_\_\_.
- (c) considered completely qualified at present for administrative advancement, including experience, ability, personality and appearance: Yes \_\_\_\_ No \_\_\_\_.
- (d) his qualifications are: very good \_\_\_\_, excellent \_\_\_\_, outstanding \_\_\_\_.
- (e) he has potential for future administrative advancement: Yes \_\_\_\_\_ No \_\_\_\_.

initials Employee

FD-185 (Rev. 6-20-57)			-
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Name of Employee:	ALDEN F. MILLER	<u> </u>	V
Milana Assimodu	Atlanta		
Where Assigned:	(Division)	(Section, Uni	t)
		• 68	- <b>/</b>
Official Position Title:_	Special Agent GS-1	<u>3</u> ,	•
			•
	April 1, 1961	to_ March 31,	1962
Rating Period: from	ADITI I, IJOI	to March 31,	1902
			×
ADJECTIVE RATING:	Satisfactory		Employee's · Initialజ్ఞ ఆ కై
	Outstanding, Excellent, S	atisfactory, Unsatisfactory	Ada en tios
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Rated by:	p. 2. Kouse A.	Supervisor	3/31/62
	Signature	Title	Date ga
HENRY G.ROWSE, JR.	nes E. mc mahm	Special Agent	3/31/62 the m
Reviewed by:	Signature	<u>in Charge</u> Title	
JAMES E. MCMAHON	-		Date Bonte MAY 7 19620 20
Rating Approved by:	a realing	- Accintant Diractor	MM 1 130-2 2 0
(	Signature	Title	Date 9.9.1
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FD-185a (Rev. 4-14-58)

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# PERFORMANCE RATING GUIJE FOR INVESTIGATIVE PERSONNE

(For use as attachment to Performance Rating Form No. FD-185)

Name of EmployeeALDEN F. MILLER	Title Special Agent; GS-13
	Rating Period: from 4/1/61_to_3/31/62
<ul> <li>RATING GUIDE AN</li> <li>Note: Only those items having pertinent bearing on employee's performance Rate items as follows:</li> <li>+ Outstanding (exceeding excellent and deserving of special commendation)</li> <li>E. Excellent.</li> <li>✓ Satisfactory (good or very good).</li> <li>— Unsatisfactory.</li> <li>On opportunity to appraise performance during rating period.</li> <li>Guide for determining adjective rating:</li> <li>1. "Outstanding" adjective rating:</li> <li>2. "Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend upor mechanical formulas; however, for an employee to be rated "Excellent" on the must guide and check-list and must be rated "Excellent" or "Outstanding" on the must adjective rating is reasonable in the light of elements rated.</li> <li>A. Any element rated "Unsatisfactory" must be supported by narrative commen B. An "official" adjective rating of "Unsatisfactory" must comply with the requirement is reasonable in the requirement is the support of the requirement is the rated "Unsatisfactory" must comply with the requirement is the requirement is the rate of "Unsatisfactory" must comply with the requirement is the interval of the requirement is the rate of "Unsatisfactory" must comply with the requirement is the interval of the requirement is the rate of "Unsatisfactory" must comply with the requirement is the interval of the requirement is the rate of "Unsatisfactory" must comply with the requirement is the interval of the requirement is the requirement is the requirement is the interval of the requirement is the requirem</li></ul>	should be rated. All employees in same salary grade should be compared. (B) that <u>each and every</u> rated element be <u>factually</u> justified by narrative detail on In the composite result of evaluating all rated elements rather than following any not be rated unsatisfactory on any performance evaluation factors on the rating ajority of such rating factors. Good judgment must be exercised to insure that ths.
<ul> <li>(1) Personal appearance.</li> <li>(2) Personality and effectiveness of his personal contacts.</li> <li>(3) Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability and willingness to equitably share work load).</li> <li>(4) Physical fitness (including health, energy, stamina).</li> <li>(5) Resourcefulness and aggressiveness as required.</li> <li>(7) Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.</li> <li>(8) Initiative and the taking of appropriate action on own responsibility.</li> <li>(9) Planning ability and its application to the work.</li> <li>(10) Accuracy and attention to pertinent detail.</li> <li>(11) Industry, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines unless failure to meet is attributable to causes beyond employee's control.</li> <li>(13) Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.</li> <li>(14) Technical or mechanical skills.</li> <li>(15) Investigative ability and results:     <ul> <li>(a) Internal security cases</li> <li>(b) Criminal or general investigative cases</li> <li>(c) Applicant cases</li> <li>(d) Applicant cases</li> <li>(e) Accounting cases</li> </ul> </li> </ul>	<ul> <li>(17) Firearms ability.</li> <li>(18) Development of informants and sources of information.</li> <li>(19) Reporting ability: <ul> <li>(a) Investigative reports</li> <li>(b) Summary reports</li> <li>(c) Memos, letters, wires</li> <li>(Consider: conciseness; + clarity; + organization; + thoroughness; + adequacy and pertinency of leads; + administrative detail.)</li> </ul> </li> <li>(20) Performance as a witness.</li> <li>(21) Executive ability: <ul> <li>(a) Leadership</li> <li>(b) Ability to handle personnel</li> <li>(c) Planning</li> <li>(d) Making decisions</li> <li>(e) Assignment of work</li> <li>(f) Training subordinates</li> <li>(g) Devising procedures</li> <li>(h) Emotional stability</li> <li>(i) Promoting high morale</li> <li>(j) Getting results</li> </ul> </li> <li>(22) Ability on raids and dangerous assignments: <ul> <li>(a) As leader</li> <li>(b) As participant</li> </ul> </li> <li>(23) Organizational interest, such as making of suggestions for improvement.</li> <li>(24) Ability to work under pressure.</li> <li>(25) Miscellaneous. Specify and rate:</li> <li>(24) Ability to work under pressure.</li> </ul>
<ul> <li>A. Specify general nature of assignment during most of rating period (such as a</li> </ul>	security, criminal, applicant squad, or as Resident Agent, supervisor, instruc-
tor, etc.):Security	
B. Specify employee's most noteworthy special talents (such as investigator, desk Investigator	x man, research, instructor, speaker):
<ul> <li>C. (1) Is employee available for general assignment wherever needs of service re</li> <li>(2) Is employee available for special assignment wherever needs of service re</li> </ul>	equire?_YesIf answer is not "yes," explain in narrative comments.) equire?_YeSI answer is not "yes," explain in narrative comments.)
narrative comments.)	ring such period? <u>NO</u> (If answer to either question is "Yes," explain in
E. Is employee qualified to operate a motor vehicle incidental to his official dutie If answer is "yes," personnel file must reflect the following: (a) Has physically fit to drive. (c) Past safe driving record OK or has passed Bu	vand State or local operator's needse for type vehicle he is to use. (b) is
ADJECTIVE RATING: Satisfactory Outstanding, Excellent, Satisfactory, Unsat	isfactory EMPLOYEE'S INITIALS
NW 55076 DocId:32989533 Page 11	2

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#### 4. Testifying Experience and Ability

SA MILLER is a security Agent and his assignments do not lend themselves to testifying. He has had considerable testifying experience in the past.

#### 5. Disciplinary Action

On February 27, 1962, the Director censured SA MILLER and placed him on probation, as he shared in the responsibility for the failure to furnish the Birmingham Division complete information and clear instructions in a teletype sent to that office.

Consideration has been given to the above in the overall rating and also Items #7, 8 and 10 on the rating guide and checkoff list are affected by this action.

#### 6. Accounting Information

NA

#### 7. Police Instruction

SA MILLER is a qualified general police instructor. Inasmuch as he is assigned primarily to security and sound work, he has not been used as a police instructor during this rating period.

#### 8. Sound Training

SA MILLER is competent and proficient to handle any sound matters and techniques that are necessary to perform with Bureau equipment assigned to this office. He has not been called upon to make any actual installation of Mic-Tel or Tesurs during this rating period. He discusses some technical equipment at firearms and all equipment at annual Agent technical conferences, and makes a very good presentation.

....

SA MILLER makes regular telephone and microphone surveys in Headquarters Office as well as Resident Agencies, and has excellent contacts with the Telephone Company.

Atlanta, Georgia March 31, 1962

ALDEN F. MILLER Special Agent

#### PART I GENERAL COMMENTS

SA MILLER is a tall, well built Agent. He has a good natured personality and is popular among his fellow employees. He continues to be assigned to Headquarters City and handles a considerable volume of work and clearly manifests a thorough and detailed knowledge of security work. He is forceful, aggressive, conscientious, hardworking and thoroughly dependable. He is capable of handling complicated investigative matters and fully qualified to participate in raids and dangerous assignments. During this rating period he has handled primarily securitytype cases involving the Communist Party, espionage, satellite nations and related matters. He has no known limitations on his physical condition and is completely available. He continues to be liaison Agent with all local military intelligence agencies and is very popular.

SA MILLER has been interested in the Bureau's applicant program and has been responsible for recruiting applicants who have entered on duty at the SOG.

On February 5, 1962, the Bureau commented SA MILLER did an excellent job of reporting information which will be of significant value to CIA and State Department representatives, stating his memorandum was well written and indicated a proper grasp of intelligence needs in a case which did not involve espionage or subversive aspects.

#### PART II SPECIFIC COMMENTS

1. Justification for Any Minus Ratings Given

NA

2. Experience and Ability as Inspector's Aide

NA

3. Participation in Informant Programs

SA MILLER for several years has coordinated the security informant program in the Atlanta Office, and is rated as very satisfactory.

9. Resident Agents

NA

10. Foreign Language Ability

NA

11. Administrative Advancement

1

(a) Interested in: No.

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Name of Employed	ALDEN F. MILLER	ALL LUTORATION HEROIL IS U.C.	PMDR/6 NCONTAINED SSIFIED DISPLANTING
Name of Employee:		District	
Where Assigned:	Atlanta (Division)	(Section, Unit	)
Official Desires of the	Special Agent	GS-13	360 2 12
Official Position Title: Rating Period: from		<u>62 <sub>to</sub> May 28, 1962</u>	This document i ration outside q your Committee rel without the
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ADJECTIVE RATING:	Excellent Outstanding, Excellent, S	Satisfactory, Unsatisfactory	Initial gipper out
Rated by: HENRY G. ROWSE, JR. Reviewed by: Manual	J. J. Rowsey - Signature McMahm Signature	Supervisor Title Special Agent in Charge Title	e. Its we is limited t val of the FBI . 5/28/62 Date 5/28/62 Date 5/28/62 Date 5/28/62
JAMES E MCMAHON	0. 11. 0		
Rating Approver by:	Signature	Assistant: Director Title	Date
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(\$ JUN 13 1962		<ul> <li>( ) Transfer (2)</li> <li>( ) Separation from</li> <li>(X ) Special</li> </ul>	
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P	RATING GL. E
FORENVESTIGAT	IVE PERSONI

(For use as attachment to Performance Rating Form No. FD-185)

Name of EmployeeALDEN F. MILLER	
	Rating Period: from <u>2/27/6@-5/28/</u> 6
<ul> <li>Kate items as follows:</li> <li> — Outstanding (exceeding excellent and deserving of special commendation Excellent.</li> <li> — Satisfactory (good or very good).</li> <li> — Unsatisfactory.</li> <li> — Unsatisfactory.</li> <li> — Outstanding adjective rating: </li> <li> — "Outstanding" adjective rating requires (A) that all rated elements be "+" and reverse of Form FD-185. </li> <li> — "Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend upo mechanical formulas; however, for an employee to be rated "Excellent" on the mus guide and check-list and must be rated "Excellent" or "Outstanding" on the must be r</li></ul>	e should be rated. All employees in same salary grade should be compared. n). (B) that <u>each and every</u> rated element be <u>factually</u> justified by narrative detail on
adjective rating is reasonable in the light of elements rated. A. Any <u>element</u> rated "Unsatisfactory" must be supported by narrative comment B. An "official" adjective rating of "Unsatisfactory" must comply with the requ	nts. irements described on the reverse of form FD-185.
<ul> <li>(1) Personal appearance.</li> <li>(2) Personality and effectiveness of his personal contacts.</li> <li>(3) Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability and willingness to equitably share work load).</li> <li>(4) Physical fitness (including health, energy, stamina).</li> <li>(5) Resourcefulness and aggressiveness as required.</li> <li>(7) Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.</li> <li>(8) Initiative and the taking of appropriate action on own responsibility.</li> <li>(9) Planning ability and its application to the work.</li> <li>(10) Accuracy and attention to pertinent detail.</li> <li>(11) Industry, including energetic, consistent application to duties.</li> <li>(12) Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines unless failure to meet is attributable to causes beyond employee's control.</li> <li>(13) Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.</li> <li>(14) Technical or mechanical skills.</li> <li>(15) Investigative ability and results:     <ul> <li>(a) Internal security cases</li> <li>(b) Criminal or general investigative cases</li> <li>(c) Fugitive cases</li> <li>(d) Applicant cases</li> <li>(e) Accounting cases</li> <li>(f) Physical surveillance ability.</li> </ul> </li> </ul>	<ul> <li>(17) Firearms ability.</li> <li>(18) Development of informants and sources of information.</li> <li>(19) Reporting ability: <ul> <li>(a) Investigative reports</li> <li>(b) Summary reports</li> <li>(c) Memos, letters, wires</li> <li>(Consider: conciseness; clarity; organization; thoroughness; adequacy and pertinency of leads; administrative detail.)</li> </ul> </li> <li>(20) Performance as a witness.</li> <li>(21) Executive ability: <ul> <li>(a) Leadership</li> <li>(b) Ability to handle personnel</li> <li>(c) Planning</li> <li>(d) Making decisions</li> <li>(e) Assignment of work</li> <li>(f) Training subordinates</li> <li>(g) Devising procedures</li> <li>(h) Emotional stability</li> <li>(i) Promoting high morale</li> <li>(j) Getting results</li> <li>(22) Ability on raids and dangerous assignments: <ul> <li>(a) As leader</li> <li>(b) As participant</li> </ul> </li> <li>(23) Organizational interest, such as making of suggestions for improvement.</li> <li>(24) Ability to work under pressure.</li> <li>(25) Miscellaneous. Specify and rate: <ul> <li>Dictation ability</li> </ul> </li> </ul></li></ul>
A. Specify general nature of assignment during most of rating period (such as	s security, criminal, applicant squad, or as Resident Agent, supervisor, instruc-
· tor, etc.):	
3. Specify employee's most noteworthy special talents (such as investigator, des Investigator	k man, research, instructor, speaker):
<ul> <li>(1) Is employee available for general assignment wherever needs of service</li> <li>(2) Is employee available for special assignment wherever needs of service r</li> </ul>	require?Yes (If answer is not "yes," explain in narrative comments.) require? ¥es (If answer is not "yes," explain in narrative comments.)
D. 1. Has employee had an abnormal sick leave record during rating period? <u>N</u> for illness) during rating period than the amount of sick leave earned d narrative comments.)	NO_2. Has employee used more sick leave (including annual leave or LWOP luring such period? _NO_ (If answer to either question is "Yes," explain in
E. Is employee qualified to operate a motor vehicle incidental to his official dut If answer is "yes," personnel file must reflect the following: (a) Has physically fit to drive. (c) Past safe driving record OK or has passed B	s vand state or local operator's needse for type venicle he is to use. (b) is
ADJECTIVE RATING: Excellent Outstanding, Excellent, Satisfactory, Unst	atisfactory EMPLOYEE'S INITIALS
Outstanding, Excellent, Satisfactory, Uns: 55076 DocId: 32989533 Page 16	2

NW 55076 DocId:32989533

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Atlanta, Georgia May 28, 1962

ALDEN F. MILLER Special Agent

#### PART I GENERAL COMMENTS

SA MILLER is tall and well built. He presents an excellent appearance and has a friendly, good-natured personality. During this rating period, SA MILLER has spent considerable time working on bank robbery, Special Inquiry and Security of Government Employees cases, as well as handling several controversial Election Law cases in rural Georgia counties. He is a very capable Agent and consistently handles the more complicated investigative matters in the security field. He has also participated in the applicant program, all of which has been handled in a very satisfactory manner. He has an excellent attitude toward his assignments. His paper work is well prepared and requires little supervision. He has no known physical limitations or limitations on his availability which would affect his performance as an Agent. He is fully qualified to participate in raids and dangerous assignments and certainly capable of handling the more complicated Bureau investigative matters.

On May 14, 1962, the Director, through the Special Agent in Charge, commended SA MILLER in carrying out his individual responsibilities with a great deal of diligence and enthusiasm in achieving a zero delinquency for the month of April, 1962.

#### PART II SPECIFIC COMMENTS

1. Justification for Any Minus Ratings Given

NA

Utm/ Employee's Initials

HGR:hs

#### 2. Experience and Ability as Inspector's Aide

NA

#### 3. Participation in Informant Programs

SA MILLER for several years has coordinated the security informant program in the Atlanta Office, and is rated as very satisfactory.

#### 4. Testifying Experience and Ability

SA MILLER is a security agent and his assignments do not lend themselves to testifying. He has had considerable testifying experience in the past.

5. Disciplinary Action

NA

- 6. Accounting Information
  - · NA
- 7. Police Instruction

SA MILLER is a qualified general police instructor. He has not been used as a police instructor during this rating period.

#### 8. Sound Training

SA MILLER has demonstrated all the technical equipment recently during the Annual Agents Technical Conference. He is competent and proficient to handle any sound matters and techniques that are necessary to perform with Bureau equipment assigned to this office. He makes regular telephone and microphone surveys in Headquarters City, as well as in Resident Agencies and maintains excellent contacts with the Telephone Company.

He has not been called upon to make any actual installation of Mic-Tel or Tesurs during this rating period.

<u>Blow</u> Employee's Initials

DogId: 32989533

He discusses technical equipment at regularly scheduled firearms and makes a very good presentation.

9. Resident Agents

NA

10. Foreign Language Ability

NA

11. Administrative Advancement

(a) Interested in: No.

Rus

FD-185*(Rev. 6-20-57)			
	CRAL BUREAU OF STATES DEPART	INVESTIGATION MENT OF JUSTICE	a survey and a survey of the s
RE ATION CONTAINED ALM AND RE	PORT OF PERFORM	ANCE RATING	M
ALL Mame of Employee: ALL	DEN F. MILLER		
(Ľ	anta	(Section, Uni	t)
Official Position Title:	cial Agent	GS-13	Thi nat nel
Rating Period: from <u>May</u>	23, 1962	toAugust 14,	1962 <i>without the</i>
ADJECTIVE RATING: Exc	ellent Outstanding, Excellent, S	Satisfactory, Unsatisfactory	prepared in resp wr Committee. mod the content of press supproval Initials upproval
JAMES E MoMAHON Rating Approved by:	Ruine h. Signature Comahon Signature Calan Signature	Supervisor Title Special Agent in Charge Title	onse to your request and is not Its use is limited to official pr of the FBI • Date 8/14/62 Date UG 29 1962 Date
( ) Offici ( ) A NW-55076DocId:32989533_Page 20	Annual REC-146	(X) Administrative () 60-Day () 90-Day	for dissemi- oceedings by rized person-

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FD-185a (Rev. 4-14-58	•	FD-185a	(Rev. 4-14-58)
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Name of Employee

PL. RATING GL. FOR INVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

#### ALDEN F. MILLER

Special	Agent,	GS-13
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Rating Period: from 5/23/62, 8/14 62

Title

	RATING GUIDE AN	D CHECK-LIST				
Not	Rate items as follows:	should be rated. All employees in same salary grade should be compared.				
	Outstanding (exceeding excellent and deserving of special commendation).					
	Satisfactory (good or very good). Unsatisfactory.					
	2 No opportunity to appraise performance during rating period.					
	le for determining adjective rating:					
	"Outstanding" adjective rating requires (A) that all rated elements be "+" and (E reverse of Form FO-185. "Excellent" ("Excellent")					
	<ol> <li>"Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend upon the composite result of evaluating all rated elements rather than following any mechanical formulas; however, for an employee to be rated "Excellent" he must not be rated unsatisfactory on any performance evaluation factors on the rating guide and check-list and must be rated "Excellent" or "Outstanding" on the majority of such rating factors. Good judgment must be exercised to insure that adjective rating is reasonable in the light of elements rated.         <ul> <li>A. Any element rated "Unsatisfactory" must be supported by narrative comments.</li> <li>B. An "official" adjective rating of "Unsatisfactory" must comply with the requirements described on the reverse of form FD-185.</li> </ul> </li> </ol>					
F	(1) Personal appearance.	(17) Firearms ability.				
F	(1) Personality and effectiveness of his personal contacts.	(18) Development of informants and sources of information.				
7	(3) Attitude (including dependability, cooperativeness, loyalty,	(10) Development of informatics and sources of information.				
	enthusiasm, amenability and willingness to equitably share	(a) Investigative reports				
<i>;</i>	work load).	(d) Investigative reports				
4	(4) Physical fitness (including health, energy, stamina).	(c) Memos, letters, wires				
土	(5) Resourcefulness and ingenuity.	(Consider: <u><u></u></u>				
1	(6) Forcefulness and aggressiveness as required.	± thoroughness; ± accuracy; ± adequacy and perti-				
E	(7) Judgment, including common sense, ability to arrive at proper	nency of leads; <u>administrative detail.</u>				
	conclusions, ability to define objectives.	(20) Performance as a witness.				
E	(8) Initiative and the taking of appropriate action on own	(20) Terrormance as a writess. (21) Executive ability:				
1	responsibility.	(21) Executive ability:				
T	(9) Planning ability and its application to the work.	(a) Leadership (b) Ability to handle personnel				
E	(10) Accuracy and attention to pertinent detail.	(c) Planning				
E	(11) Industry, including energetic, consistent application to duties.	(d) Making decisions				
E	(12) Productivity, including amount of acceptable work produced	(e) Assignment of work				
19-19-19-19-19-19-19-19-19-19-19-19-19-1	and rate of progress on or completion of assignments. Also	(f) Training subordinates				
	consider adherence to deadlines unless failure to meet is	(g) Devising procedures				
E	attributable to causes beyond employee's control.	(h) Emotional stability (i) Promoting high morale				
1	(13) Knowledge of duties, instructions, rules and regulations, in-	(j) Getting results				
	cluding readiness of comprehension and "know how" of	(22) Ability on raids and dangerous assignments:				
1	application.	(a) As leader				
1	(14) Technical or mechanical skills.	(a) As leader (b) As participant				
t	(15) Investigative ability and results:	(23) Organizational interest, such as making of suggestions for				
	$\underline{+}$ (a) Internal security cases	improvement.				
	$\underline{I} = (b)$ Criminal or general investigative cases	(24) Ability to work under pressure.				
	(c) Fugitive cases	(25) Miscellaneous. Specify and rate:				
	(d) Applicant cases	Dictation ability				
1	(e) Accounting cases	·				
1	(16) Physical surveillance ability.	••••••••••••••••••••••••••••••••••••••				
A.	Specify general nature of assignment during most of rating period (such as a tor, etc.):	security, criminal, applicant squad, or as Resident Agent, supervisor, instruc-				
	Security					
B.	Specify employee's most noteworthy, special talents (such as investigator, desk	man, research, instructor, speaker):				
	Investigator					
C.	<ol> <li>Is employee available for general assignment wherever needs of service re</li> <li>Is employee available for special assignment wherever needs of service re</li> </ol>	equire. $\underline{Yes}_{(If answer is not "yes," explain in narrative comments.)}$ quire: $\underline{Yes}_{If}$ answer is not "yes," explain in narrative comments.)				
D.	D. 1. Has employee had an abnormal sick leave record during rating period? <u>NO</u> 2. Has employee used more sick leave (including annual leave or LWOP for illness) during rating period than the amount of sick leave earned during such period? <u>NO</u> (If answer to either question is "Yes," explain in narrative comments.)					

E. Is employee qualified to operate a motor vehicle incidental to his official duties? X Yes No If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use. (b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.

9

ADJECTIVE RATING:	Excellent				
ADJECTIVE RATING.	Outstanding,	Excellent,	Satisfactory,	Unsatisfactory	

		arm
EMPLOYEE'S	INITIALS	

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Atlanta, Georgia August 14, 1962

ALDEN F. MILLER Special Agent

#### PART I GENERAL COMMENTS

SA ALDEN F. MILLER is a tall, well built Agent making an excellent personal appearance. He is friendly and goodnatured, and has a pleasing personality. During the rating period, SA MILLER has been assigned primarily to the investigation of complicated Internal Security cases. He has also spent considerable time on working controversial Civil Rights and Election Law matters, and Security of Government Employees cases. He is continually striving to develop informant coverage in the security field, and he has participated in the Bureau applicant program. He has handled all of his assignments in a very commendable manner. SA MILLER's attitude towards his assignments is outstanding. He is forcible and aggressive in connection with his investigative work, and his paper work requires little or no supervision. He has no known physical limitations, and is completely available for special and general assignments. He is fully qualified to participate in raids and dangerous assignments, and capable of handling the most complicated Bureau investigative matters.

The Director commended SA MILLER through the Special Agent in Charge for his individual responsibilities and devotion to duty, which helped the Atlanta Office achieve zero delinquency for the months of May, June, and July 1962. The Director personally commended SA MILLER by letter dated August 1, 1962, for his high degree of skill, alertness and thoroughness in discharging his responsibilities in connection with the recent racial matter of interest to the Bureau.

#### PART II SPECIFIC COMMENTS

#### 1. Justification for Any Minus Ratings Given

NA

Employee's Initials

HGR:mel

### 2. Experience and Ability as Inspector's Aide

NA

#### 3. Participation in Informant Program

SA MILLER coordinates the Security Informant Program in the Atlanta Office. He also has several individual informants under development, and his participation in this program is very satisfactory.

#### 4. Testifying Experience and Ability

SA MILLER's particular assignment does not result in testifying in court. However, he has testified in the past a number of times.

#### 5. Disciplinary Action

SA MILLER was on probation throughout the rating period, which was occasioned as a result of his responsibility for the failure to furnish another office complete information in a teletype sent to that office. He has not received any disciplinary action during the rating period.

#### 6. Accounting Information

NA

#### 7. Police Instruction

SA MILLER is a qualified general police instructor, but he has not been used as a police instructor during the rating period because of his probationary status. His presentation at the Annual Agents Technical Conference was audited, and he is considered to be an excellent police instructor.

8. Sound Training

SA MILLER has received sound training at the Bureau, and recently demonstrated all the technical equipment at an Agents Technical Conference. He is competent to handle

/bin/ Employee's Initials sound matters, and has complete knowledge of the techniques that are necessary to perform with the Bureau equipment assigned to the Atlanta Division. SA MILLER also makes telephone and microphone surveys in Headquarters City and all Resident Agencies. He is in constant contact with the telephone company, and handles this liaison in an excellent manner.

He has not been called upon to make any actual installation of Mic-Tel or Tesurs during this rating period.

9. <u>Resident Agents</u>

NA

10. Foreign Language Ability

NA

11. Administrative Advancement

(a) Interested in: No.

April Employee's Initials

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DA	TE 1018/00 DI ST 60	ALDEN F. MILLI			
N	lame of Employee:	ALUCH F. MILLI	<u>CU</u>		
		Atlanta	<i>,</i>		
	Where Assigned:	Division)	(Section, U	nit)	
		Special Agent		,	
	Official Position Title:	Dectar Mente			
		Anni 1 7 1060	Manah 21		Th nai you nel
F	Rating Period: from	April 1, 1962	to March 31,	1902	is di
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				Emplo	e e you
Α	ADJECTIVE RATING:	Satisfactory	atisfactory, Unsatisfactory	Initia	a di C
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Ŕ	Cated by:	2. Kowsep.	Supervisor	3/31/63	oonse Its a of t
	HENRY G. ROWSE, JR.	Signature	Title Special Agent	Date	e to use nut the
R	Reviewed by: Jumes V.	Mr. Maria	in Charge	3/31/63	is log
	JAMES F. MCMAHON	Signature	Title	Date	r re mit discl
न	Rating Approved by:	Clabor	Assistant Director	MAY 7 19	osques
<u>s</u> .		Signature	Title	Date	o of to
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NW 5507	6 DocId:32989533 Page :	25 \		and a set of the set o	

	PE., ORMANCE RATING GUIL
•	FOR IVESTIGATIVE PERSONNEL
	(For use as attachment to Performance Rating Form No. FD-185)

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NW 55076 DocId:32989533 Page 26

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Nan	ne of Employee ALD	EN F. MILLER	Tille Special Agent, GS-13		
			Rating Period: from 4/1/62 to 3/31/63		
<u></u>					
Note	e: Only those items having pertinent l		2 AND CHECK-LIST ance should be rated. All employees in same salary grade should be compared.		
-	Kate items as follows:				
	Outstanding (exceeding excellent and Excellent.	deserving of special commendation	ation).		
<u> </u>	Satisfactory (good or very good).				
	No opportunity to appraise performan	nce during rating period.			
	de for determining adjective rating:				
1.	"Outstanding" adjective rating requires (A) reverse of Form FD-185.	that all rated elements be "+"	and (B) that each and every rated element be factually justified by narrative detail on		
1	mechanical formulas; however, for an emplo	oyee to be rated "Excellent" he xcellent" or "Outstanding" on the elements rated.	upon the composite result of evaluating all rated elements rather than following any must not be rated unsatisfactory on any performance evaluation factors on the rating he majority of such rating factors. Good judgment must be exercised to insure that nments.		
	B. An "official" adjective rating of "Unsat	isfactory" must comply with the	requirements described on the reverse of form FD-185.		
F	(1) Personal appearance.		(17) Einanna akilita		
E	(2) Personality and effectiveness of h	is personal contacts.	(17) Firearms ability. (18) Development of informants and sources of information.		
-+	<ul> <li>(3) Attitude (including dependability,</li> </ul>	, cooperativeness, loyalty,	$- \pm$ (19) Reporting ability:		
ŗ	enthusiasm, amenability and w work load).	illingness to equitably share	$-\frac{\tau}{t}$ (a) Investigative reports		
E	(4) Physical fitness (including health,	, energy, stamina).			
-1	(5) Resourcefulness and ingenuity.		(Consider: <u>+</u> conciseness; <u>+</u> clarity; <u>+</u> organization;		
-7	<ul> <li>(6) Forcefulness and aggressiveness a</li> <li>(7) Judgment, including common sen</li> </ul>		+ thoroughness; + accuracy; + adequacy and perti-		
	conclusions ability to define al		nency of leads; <u>tadministrative detail.</u> )		
E	(8) Initiative and the taking of appropriate		(20)  Performance as a witness. $(21)  Executive ability:$		
-	t responsibility.		(a) Leadership		
-1	(9) Planning ability and its application (10) Accuracy and attention to pertine	on to the work.	(b) Ability to handle personnel		
	(10) Accuracy and attention to permit	sincucian.	(c) Planning (d) Making decisions		
-	E (12) Productivity, including amount of	of acceptable work produced	(e) Assignment of work (f) Training subordinates		
	and rate of progress on or com	pletion of assignments. Also	(f) Training subordinates (g) Devising procedures		
	consider adherence to deadli attributable to causes beyond e	amplouse's control	(h) Emotional stability (i) Promoting high morale		
<u>_</u>	= (13) Knowledge of duties, instruction	s, rules and regulations, in-	(i) Promoting high morale (j) Getting results		
	cluding readiness of comprehe	ension and "know how" of	(22) Ability on raids and dangerous assignments:		
+	application. (14) Technical or mechanical skills.		= (a) As leader		
F	(15) Investigative ability and results:		(b) As participant		
	(a) Internal security cases		(23) Organizational interest, such as making of suggestions for improvement.		
	(b) Criminal or general invest	tigative cases	(24) Ability to work under pressure.		
	(c) Fugitive cases (d) Applicant cases		(25) Miscellaneous. Specify and rate:		
	(e) Accounting cases	•	Dictation ability		
_±	(16) Physical surveillance ability.				
A.	Specify general nature of assignment du	ring most of rating period (such	h as security, criminal, applicant squad, or as Resident Agent, supervisor, instruc-		
	tor etc.).				
	Security	<u>r</u>	•		
B.	Specify employee's most noteworthy speci Investig		desk man, research, instructor, speaker):		
C	(1) Is employee available for general assi	imment wherever needs of serv	ice require C.S. (If answer is not "yes," explain in narrative comments.)		
	(2) Is employee available for special assig	gnment wherever needs of servi	ce require YES (If answer is not "yes," explain in narrative comments.)		
D.	<ol> <li>Has employee had an abnormal sick lea for illness) during rating period than t narrative comments.)</li> </ol>	ave record during rating period the amount of sick leave earned	$\frac{NO}{NO}$ 2. Has employee used more sick leave (including annual leave or LWOP d during such period? <u>NO</u> (If answer to either question is "Yes," explain in		
E.	Is employee qualified to operate a motor vehicle incidental to his official duties? X Yes No If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use. (b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.				
	ADJECTIVE RATING: Sa	tisfactory ding, Excellent, Satisfactory, U	EMPLOYEE'S INITIALS		
	Outstand	ding, Excellent, Satisfactory, U	nsatistactory		
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Atlanta, Georgia March 31, 1963

ALDEN F. MILLER Special Agent

#### PART I GENERAL COMMENTS

SA MILLER is tall, and has a well proportioned, robust build. His general demeanor is businesslike, and he always dresses in good taste. He has a very friendly personality, and conducts himself in an excellent fashion. He is capable of handling any complicated Bureau case, and is capable to participate in raids and dangerous assignments, both as a leader or as a participant. During this rating period, he has handled primarily security type matters, as well as many Civil Rights, Election Law, and Racial Matters, all in a very competent manner. His written work is well prepared, and requires less than an average amount of supervision. He is completely available, and has no known limitations on his physical condition. He is a very capable Agent, and consistently handles the more complicated investigative matters in the security field.

The Director commended SA MILLER through the Special Agent in Charge four times for his efforts in helping the Atlanta Office accomplish zero delinquency. He was also commended for the statistical accomplishments for fiscal year 1962, in that all four categories were exceeded by the Atlanta Division.

On August 1, 1962, the Director commended SA MILLER for the excellent manner in which he participated in the investigation conducted in connection with a racial matter of interest to the Bureau.

SA MILLER is a weekend supervisor, and has always discharged these responsibilities in a very satisfactory manner.

Employee's Initials

'HGR:mel

#### PART II - SPECIFIC COMMENTS

#### 1. Justification for any Minus Ratings Given

NA

#### 2. Experience and Ability as Inspector's Aide

NA

#### 3. Participation in Informant Program

SA MILLER has six Potential Security Informants under development. It is felt he is making very good progress in this phase of the Bureau's work.

#### 4. Testifying Experience and Ability

SA MILLER has not testified during this rating period. He handles primarily security type investigations, which do not lend themselves to testifying in Federal Court.

#### 5. Disciplinary Action

On 2/27/62, SA MILLER was placed on probation as a result of his responsibility for failure to furnish another office complete information in a teletype sent to that office. He has not received any disciplinary action during this rating period. The Director removed him from a probationary status on 8/21/62. This was taken into consideration when arriving at adjective rating of Satisfactory.

#### 6. Accounting Information

NA

#### 7. Police Instruction

SA MILLER is a qualified general police instructor, and has participated in two police schools. The Special Agent in Charge has personally monitored his presentation, and stated he made a very good impression.

#### 8. Sound Training

SA MILLER is competent and proficient to handle any sound matters and techniques that are necessary to perform with Bureau equipment assigned to this office. He has not been called upon to make any actual installation of Mic-Tel or Tesurs during this rating period. He discusses some technical equipment at firearms and all equipment at annual Agent technical conferences, and makes a very good presentation.

SA MILLER makes regular telephone and microphone surveys in Headquarters Office as well as Resident Agencies, and has excellent contacts with the Telephone Company.

~ litials

#### Resident Agents

#### NA

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10. Foreign Language Ability

NA

- 11. Administrative Advancement
  - (a) Is Agent interested in administrative advancement?

Yes () No (X)

(b) Is Agent completely available for administrative advancement?

Yes () No ()

(c) Is Agent considered completely qualified at present for administrative advancement, including experience, ability, personality and appearance?

Yes ( ) No ( )

(d) If answer to (c) is "Yes," would you consider his qualifications

Very Good ( ) Excellent ( ) Outstanding ( )

(e) If answer to (c) is "No," does he have potential for future administrative advancement?

> ې فرز کې د بې بې

Yes () No ()



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NFOR ATION CONTAINED IN IS UNCLASSIFIED IN IS UNCLASSIFIED IN 18 00 BY SF2 ALM	DEN F. MILLER		
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At	lanta		•
Where Assigned:	(Division)	(Section, U	nit)
			,
Official Position Title:	Special Agent GS	-13	
		, ·	
Rating Period: from	April 1, 1960	to March 31	1. 1961
Rating renou. nom		, 10,,	
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1.			
ADJECTIVE RATING:	Excellent		Employee's Initials
1105001110 10111110		Satisfactory, Unsatisfactory	
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Rated by:	13. Kowert.	Supervisor	3/31/61
	Signature	- Title	Date
	OWSE, JR	Special Agent	3/31/61
Reviewed by:	Signature	<u>in Charge</u> Title	
C. E. WEEK	D C, Claba	Assistant Direc	or away av iour
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This docum	int is prepared in response	() Separation fro () Special a to your request and is n	ot for dissemi-
your Comm	ient is prepared in response ide your Committee. Its vittee and the content may t the express approval of	() Separation fro () Special e to your request and is n use is limited to official nut be disclosed to ungut	ot for dissemi- proceedings by

PERFORMANCE RATING GUIDE FOR EVESTIGATIVE PERSONN (For use as attachment to Performance Rating Form No. FD-185)

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100a (Nev. 4-14-00)

NW 55076 DocId:32989533 Page 32.

Nan	e of Employee	ALDEN F. MI	LLER		gent, GS-13
		•,		Rating Period: from $\frac{4}{1}$	/60103/31/61
<del></del>	K		RATING GUIDE AND		
-	Rate items as fo Outstanding (ez Excellent. Satisfactory (go Unsatisfactory.	ollows: xceeding excellent and deservi ood or very good).	on employee's performance s ng of special commendation).	ould be rated. All employees in same salary grad	le should be compared.
		to appraise performance durin	ng rating period.		
1. <sup>4</sup> 2. <sup>4</sup>	reverse of Form FD-1. "Excellent," "Satisface mechanical formulas; guide and check-list adjective rating is rea A. Any <u>element</u> rate	tive rating requires (A) that all 85. ctory" or "Unsatisfactory" adjec ; however, for an employee to t and must be rated "Excellent" sonable in the light of elements ed "Unsatisfactory" must be su	tive ratings will depend upon be rated "Excellent" he must r ' or "Outstanding" on the maj s rated. pported by narrative comments	that <u>each and every</u> rated element be <u>factually</u> justifi- the composite result of evaluating all rated elements to be rated unsatisfactory on any performance evaluarity of such rating factors. Good judgment must be nents described on the reverse of form FD-185.	rather than following any tion factors on the rating
	<ul> <li>(3) Attitude (in enthusias work loa work loa (4) Physical fit</li> <li>(5) Resourceful</li> <li>(6) Forcefulnes</li> <li>(7) Judgment, i conclusio</li> <li>(8) Initiative ar responsib</li> <li>(9) Planning al</li> <li>(10) Accuracy a</li> <li>(11) Industry, in</li> <li>(12) Productivity and rate consider attributat</li> <li>(13) Knowledge cluding applicatio</li> <li>(15) Investigativ</li> <li>(15) Investigativ</li> <li>(16) Crir</li> <li>(17) (17) (18) (19) (19)</li> </ul>	and effectiveness of his person netuding dependability, coopera sm, amenability and willingnest (d). ness (including health, energy, lness and ingenuity. ss and aggressiveness as requir including common sense, ability ons, ability to define objectives. and the taking of appropriate ac- bility. bility and its application to the and attention to pertinent detail acluding energetic, consistent a y, including amount of accept adherence to deadlines unle ble to causes beyond employed of duties, instructions, rules readiness of comprehension a on. or mechanical skills. rea ability and results: rnal security cases ninal or general investigative of	ativeness, loyalty, ss to equitably share , stamina). red. y to arrive at proper tion on own e work. l. application to duties. able work produced of assignments. Also ess failure to meet is e's control. and regulations, in- and "know how" of	<ul> <li>(17) Firearms ability.</li> <li>(18) Development of informants and sour</li> <li>(19) Reporting ability: <ul> <li>(a) Investigative reports</li> <li>(b) Summary reports</li> <li>(c). Memos, letters, wires</li> <li>(consider:1_conciseness; - classing - accuracy; nency of leads; - administrative</li> </ul> </li> <li>(20) Performance as a witness.</li> <li>(21) Executive ability: <ul> <li>(a) Leadership</li> <li>(b) Ability to handle personnel</li> <li>(c) Planning</li> <li>(d) Making decisions</li> <li>(e) Assignment of work</li> <li>(f) Training subordinates</li> <li>(g) Devising procedures</li> <li>(h) Emotional stability</li> <li>(i) Pornoting high morale</li> <li>(j) Getting results</li> </ul> </li> <li>(22) Ability on raids and dangerous assig</li> <li>(a) As leader</li> <li>(b) As participant</li> <li>(23) Organizational interest, such as malimprovement.</li> <li>(24) Ability to work under pressure.</li> <li>(25) Miscellaneous. Specify and rate:</li> <li>(25) Miscellaneous. Specify and rate:</li> </ul>	arity; <u>f</u> .organization; <u>f.</u> adequacy and perti- detail.) mments:
A.	Specify general nat tor, etc.):		st of rating period (such as se	urity, criminal, applicant squad, or as Resident Ag	ent, supervisor, instruc-
		Security			
B.	Specify employee's	most noteworthy special talent	ts (such as investigator, desk 1	an, research, instructor, speaker):	
C.	<ol> <li>Is employee ava</li> <li>Is employee ava</li> </ol>	ulable for general assignment ulable for special assignment	wherever needs of service req wherever needs of service req	nire? Yealf answer is not "yes," explain in narra ire? Yeaf answer is not "yes," explain in narra	ative comments.) tive comments.)
	for illness) during narrative comment	r ating period than the amor s.)	unt of sick leave earned duri	_2. Has employee used more sick leave (including g such period? <u>NO</u> (If answer to either ques	z annual leave or LWOP tion is "Yes," explain in
	physically fit t	o drive. (c) Past safe driving	record OK or has passed Bur	au road test.	le he is to use, (b) Is
	ADJECTIVE RAT	TING: Excellent	; xcellent, Satisfactory, Unsatis	EMPLOYEE'S INITIALS	xu/
				<b>•</b>	

Atlanta, Georgia March 31, 1961

ALDEN F. MILLER Special Agent

#### PART I GENERAL COMMENTS

SA MILLER is a mature agent, has a large, sturdy build, dresses neatly, is well groomed and presents an excellent personal appearance. He has a friendly, businesslike personality.

SA MILLER continues to be assigned to Headquarters City with primary responsibility for the investigation of security-type cases involving the Communist Party, espionage, satellite nations and related matters.

He is very dependable, his written work is prepared in a careful and thorough manner and requires little or no supervision, and he has an excellent knowledge of the Bureau's rules and regulations. He has no limitations on his physical condition or availability that would affect his performance as an agent. He is certainly capable of handling involved and complicated investigations, and can be used on dangerous assignments.

SA MILLER continues to be liaison agent with all local military intelligence agencies and is highly respected by them.

On January 5, 1961, SA MILLER, along with several other agents of the Atlanta Office, was commended by the Director for the excellent work done in the investigation and subsequent apprehension of Lawrence Robert Duncan, an Identification Order fugitive and a Conditional Release Violator.

<u>Avn</u> Initials

HGR:hs

#### PART II SPECIFIC COMMENTS

1. Justification for Any Minus Ratings Given

NA

2. Experience and Ability as Inspector's Aide

NA

#### 3. Participation in Informant Programs

SA MILLER continues to coordinate the security informant program in the Atlanta Office. He is alert and has an excellent attitude, and is rated as very satisfactory.

4. Testifying Experience and Ability

Because of the nature of his assignments during this rating period, SA MILLER has not had the opportunity to testify. He has had considerable experience in testifying in the past.

5. Disciplinary Action

NA

6. Accounting Information

NA

7. Police Instruction

SA MILLER is a qualified general police instructor. He is assigned primarily to security and sound work and for that reason he has not been used as a police instructor during this rating period.

8. Sound Training

During this rating period SA MILLER has been called upon to make the regular telephone and microphone security surveys in Headquarters Office as well as

arm

.Initials

the Resident Agencies. No other occasion has occurred for the utilization of the new transitorized preamplifier equipment other than practice use. SA MILLER's work with equipment is generally limited to practice and experimental use in the Atlanta Office due to the lack of demand for actual installation of Mic-Tel or TESURS.

SA MILLER feels sufficiently competent and proficient to handle any sound matters and techniques that are necessary to perform with the equipment assigned this office. He attended a refresher course in sound matters in November, 1959, and it is felt that he is sufficiently qualified to handle any sound problems in this division.

SA MILLER has sufficient telephone company contacts to handle most any request that may be made of them.

9. Resident Agents

NA

10. Foreign Language Ability

NA

- 11. Administrative Advancement

new Initials

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Name of Employee: <u>ALDEN F. MILLE</u>	R	
Where Assigned: Atlanta		
(Division)	(Section, Unit)	
Official Position Title and Grade:Special	Agent GS-13	
Official Position Title and Grade:	· ·	i
Bating Period. from April 1, 1964	Nameb 21 106	-
Rating Period: fromAPT11_1, 1984	toMarch 31, 1965	3836
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ADJECTIVE RATING: Excellent	E	mployee's the side it
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Rated by: Signature	Supervisor 3/	<u>/31/65</u> priteer Date of an
CHARLES S. HARDING	<b>.</b>	al esp
Reviewed by: Pondu	-in-Charge	/31/65 of Its
JOSEPH K. PONDER		he
Rating Approved by:	Assistant Director MA	Y 7 1965
Signature	Title	Date BI dia
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:D-185a (Rev. 4-14-58)

# PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNE

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(For use as attachment to Performance Rating Form No. FD-185)

#### ALDEN F. MILLER Name of Employee

#### Title Special Agent, GS-13 1/7/64 3/31/65

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	Rating Period: from 2/1/02 to 0/01/00
RATING GUIDE AND	) CHECK-LIST
	should be rated. All employees in same salary grade should be compared.
Rate items as follows: Outstanding (exceeding excellent and deserving of special commendation).	
Excellent. Satisfactory (good or very good).	•
Unsatisfactory.	
No opportunity to appraise performance during rating period.	
Guide for determining adjective rating: 1. "Outstanding" adjective rating requires (A) that all rated elements be "+" and (B requires of Fourier Council and the second	) that each and every rated element be factually justified by narrative detail on
<ul> <li>reverse of Form FD-185.</li> <li>"Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend upon mechanical formulas; however, for an employee to be rated "Excellent" he must r guide and check-list and must be rated "Excellent" or "Outstanding" on the ma adjective rating is reasonable in the light of elements rated.</li> <li>A. Any <u>element</u> rated "Unsatisfactory" must be supported by narrative comments: B. An "official" adjective rating of "Unsatisfactory" must comply with the required</li> </ul>	not be rated unsatisfactory on any performance evaluation factors on the rating jority of such rating factors. Good judgment must be exercised to insure that s.
Far	
<ul> <li>(1) Personal appearance.</li> <li>(2) Personality and effectiveness of his personal contacts.</li> <li>(3) Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability and willingness to equitably share work load).</li> <li>(4) Physical fitness (including health, energy, stamina).</li> <li>(5) Resourcefulness and ingenuity.</li> <li>(6) Forcefulness and aggressiveness as required.</li> <li>(7) Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.</li> <li>(8) Initiative and the taking of appropriate action on own responsibility.</li> <li>(9) Planning ability and its application to the work.</li> <li>(10) Accuracy and attention to pertinent detail.</li> <li>(11) Industry, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines unless failure to meet is attributable to causes beyond employee's control.</li> </ul>	<ul> <li>(17) Firearms ability.</li> <li>(18) Development of informants and sources of information.</li> <li>(19) Reporting ability: <ul> <li>(19) Reporting ability:</li> <li>(19) Reporting ability:</li> <li>(19) Reporting ability:</li> <li>(10) Reporting ability:</li> <li>(10) Reporting ability:</li> <li>(10) Reporting ability:</li> <li>(10) Summary reports</li> <li>(11) Consider: <u>L</u> conciseness; <u>L</u> clarity; <u>L</u> organization; <u>L</u> thoroughness; <u>L</u> adequacy and pertinency of leads; <u>L</u> administrative detail.)</li> </ul> </li> <li>(20) Performance as a witness.</li> <li>(21) Executive ability: <ul> <li>(a) Leadership</li> <li>(b) Ability to handle personnel</li> <li>(c) Planning</li> <li>(d) Making decisions</li> <li>(e) Assignment of work</li> <li>(f) Training subordinates</li> <li>(g) Devising procedures</li> <li>(h) Emotional stability</li> <li>(i) Promoting high morale</li> </ul> </li> </ul>
(13) Knowledge of duties, instructions, rules and regulations, in- cluding readiness of comprehension and "know how" of	(j) Getting results (22), Ability on raids and dangerous assignments:
application. <u>(14) — Tochnical or mechanical skills</u> .	$T_{-}$ (a) As leader
(15) Investigative ability and results:	(b) As participant (23) Organizational interest, such as making of suggestions for
$- \frac{1}{2}$ (a) Internal security cases	improvement.
$-\frac{4}{100}$ (b) Criminal or general investigative cases	- (24) Ability to work under pressure.
$\frac{O}{T}$ (c) Fugitive cases	(25) Miscellaneous. Specify and rate:
(d) Applicant cases	Dictation ability
(16) Physical surveillance ability.	<u></u>
A. Specify general nature of assignment during most of rating period (such as s	security criminal applicant squad or as Resident Agent supervisor instruc-
tor, etc.):'	
Security	
B. Specify employee's most noteworthy special talents (such as investigator, desk Investigator	man, research, instructor, speaker):
	Yes
C. (1) Is employee available for general assignment wherever needs of service rec (2) Is employee available for special assignment wherever needs of service roc	
D. 1. Has employee had an abnormal sick leave record during rating period? <u>Not</u> for illness) during rating period than the amount of sick leave earned dur narrative comments.)	
E. Is employee qualified to operate a motor vehicle incidental to his official dutie: If answer is "yes," personnel file must reflect the following: (a) Has y physically fit to drive. (c) Past safe driving record OK or has passed But	value of total operator's neerise for type vehicle he is to use. (b) is
ADJECTIVE RATING: EXCELLENT	EMPLOYEES INITIALS
ADJECTIVE RATING:Outstanding, Excellent, Satisfactory, Unsati	sfactory
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# NARRATIVE COMMENTS

1. PERSONAL APPEARANCE AND PERSONALITY:

SA ALDEN F. MILLER makes an excellent personal appearance. He dresses conservatively in good business taste. He has an excellent personality, and makes a very favorable impression.

- 2. <u>ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS</u>: SA MILLER has handled during the rating period numerous dangerous assignments in an outstanding manner. He can be utilized in this type assignment in the future.
- 3. <u>LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING</u> <u>PERFORMANCE; AND SICK LEAVE INFORMATION</u>: SA MILLER is completely available for general and special assignment. There are no physical limitations affecting his performance.
- 4. <u>TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE</u>, <u>INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND</u> <u>SUPERVISION REQUIRED:</u>

During the entire rating period SA MILLER has been assigned to the Security Squad of the Atlanta Division where he has handled the most involved Security, Racial, and Civil Rights matters. He has consistently demonstrated an excellent attitude towards his work and consistently used outstanding judgment and resourcefulness. His work requires the bare minimum of supervision.

SA MILLER has handled highly confidential investigations in connection with the Communist influence in racial matters, and his contribution to the achievements of the Atlanta Office in this respect have been outstanding. His investigative ability and results, and his reporting ability are outstanding in every respect.

SA MILLER is a qualified weekend supervisor, and periodically serves in this capacity on Saturdays.

5. NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED:

NA

6. <u>DISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS</u>: (List items taken into consideration on rating guide and check list.)

NA

#### 7. PARTICIPATION IN INFORMANT PROGRAMS:

SA MILLER has a Security Informant assigned to him which he has developed. He has also developed numerous vital Sources of Information in private industry who have been able to greatly (See 2A)

# 8. <u>TESTIFYING EXPERIENCE AND ABILITY:</u>

SA MILLER has not testified during the rating period, but has testified previously and was an excellent witness.

9. ACCOUNTING INFORMATION:

NA

#### 10. POLICE INSTRUCTION:

SA MILLER is a general police instructor; however, because of his assignments in the Security field, and his confidential work it has only been possible to assign him to one police school during the rating period. Judging by previous performance his delivery is excellent, and favorable comments have been received concerning his performance. His one performance during the rating period was not audited.

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### 11. RESIDENT AGENTS:

NA

7. assist the Atlanta Division in accomplishing its desired results. His performance in this phase of the Bureau's program is excellent. ŕ

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# 12. EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:

# NA

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13.	FO	REIGN LANGUAGE ABILITY:				
		NA				
	Con Flu	guage in which proficient	e typi	cal inv	vestigat	 tive
		(2) Written form Yes No Iluate language proficiency in each phase as excellent, very go	od, go	ood, fa	ir or	
		atisfactory		Speak		erstand
		Language Read Write		opean	Unde	rstanu
					-	
	Fre	quency language ability used during rating per	riod:			
	Fre	quency of use of language ability anticipated	durin	g ensui	ing yea	r:
14.	<u>AD</u>	MINISTRATIVE ADVANCEMENT:			•	
	(a)	Agent is interested in administrative advancement.	<u> </u>	es (	X No	
	(b)	Agent is completely available for administrative advancement.	$\Box$	es [	🗌 No	
	(c)	Agent is considéred completely qualified at present for administrative advancement, including experience, ability, personality and appearance.	Y	es (	⊡·No	
	(d)	If answer to (c) is "Yes," Agent's qualifications considered very good excellent outstanding				
	(e)	If answer to (c) is "No," Agent considered to have potential for future administrative advancement. (If applicable, explanatory comments required.)	□ Y	es (	No	

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Nº ES	REPORT OF PERFORMANCE RATING		
N AN AN	Name of Employee:ALDEN F. MILLER		
->·	rame of Employee.	· · · · · · · · · · · · · · · · · · ·	
	Atlanta Atlanta		·
	Where Assigned: (Division) (Section, Unit)		
	Official Position Title and Grade:Special Agent GS-13		
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	Bating Period. from April 1, 1965 to March 31, 19	966 •	r Con wit
•	Rating Period: from APPIL 1, 1905 to March 51, 1.		docume 1 outsic Commi rithout
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	ADJECTIVE RATING: Outstanding, Excellent, Satisfactory, Unsatisfactory	_ Initials	oare Som She
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	Rated by: Charles A Manding Supervisor	3/31/66	sponse Its u u of t
	CHARLES S. HARDING	Date	se i
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PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL

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lome c	of Employe	20	ALDEN	F.	MILLE	R		Title _	Spec	ial	Agen	t,	GS-13	•
								Rating F	eriod:	from'	4/1/	65	to	/31/66
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lote: + F	compare RATE I	d. FEMS AS Jing (exce	FOLLOWS:		J		performance al commenda		be rate	d. All	employee	es in so	ame salary gr	ade should be
~	Satisfac	tory (good	l or very go	od).										
0	Unsatis No oppo	rtunity to	appraise p	erforma	nce during	rating perio	od.	3						
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Ifn	nswer is	"ves." ne	rsonnel file	must r	eflect the	following:	his official (a) Has va K or has pas	lid State	or loc	al opera	∩ No itor's lic	ense fo	or type vehic	le he is to use.
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#### NARRATIVE COMMENTS

#### 1. PERSONAL APPEARANCE AND PERSONALITY:

SA ALDEN F. MILLER makes an excellent personal appearance. He dresses conservatively in good business taste. He is extremely personable and effective in his contacts.

#### 2. ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS:

SA MILLER has handled numerous highly dangerous assignments during the rating period in an outstanding manner. He is especially adept at working under pressure.

#### 3. <u>LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING</u> <u>PERFORMANCE; AND SICK LEAVE INFORMATION</u>:

SA MILLER is completely available for general and special assignment. There are no physical limitations affecting his performance.

#### 4. <u>TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE</u>, <u>INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND</u> <u>SUPERVISION REQUIRED:</u>

During the entire rating period SA MILLER has been assigned to the #3 Squad of the Atlanta Division. He has handled the most involved Security, Racial, and Civil Rights Matters. He is qualified to handle the most complicated investigative matters, and requires a minimum of supervision. He consistently uses outstanding judgment, and his forcefulness and resourcefulness can be rated as outstanding. His attitude towards all assignments is excellent. SA MILLER is an outstanding investigator, and his reporting ability can be rated as outstanding. He has made a very significant contribution to the investigation of communist influence in racial matters through his technical knowledge and ability. SA MILLER is a qualified weekend supervisor, and periodically serves in this capacity on Saturdays.

SA MILLER has not made a contribution to the applicant program in the Atlanta Division.

> <u>N410</u> Initials

# 5. NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED:

NA 🔅

6. <u>DISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS:</u> (List items taken into consideration on rating guide and check list.)

NA

# 7. PARTICIPATION IN INFORMANT PROGRAMS:

SA MILLER has developed numerous vital Sources of Information which have enabled the Atlanta Office to participate in highly confidential investigative techniques. He has handled this phase of the Bureau's program in an excellent manner.
8. <u>TESTIFYING EXPERIENCE AND ABILITY:</u>

8. <u>TESTIFYING EXPERIENCE AND ABILITY:</u> SA MILLER has not testified during the rating period.

9. ACCOUNTING INFORMATION:

NA

#### 10. POLICE INSTRUCTION:

SA MILLER is a general police instructor and handles occasional police schools. Due to his confidential assignments in the security field, he is only used in police schools when absolutely necessary. His performance in technical conferences has been audited by the SAC and ASAC, and he is considered an excellent instructor.

Initials

11. RESIDENT AGENTS:

NA

# 12. EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:

NA

# 13. FOREIGN LANGUAGE ABILITY:

	Language in which proficient	<u> </u>
	Completed language school Yes No	
	Fluent in language to extent Agent can handle typical	investigative
	problems as follows: (1) Conversation form 🗌 Yes 🗌 No	
	(2) Written form Yes No	fair an
	Evaluate language proficiency in each phase as excellent, very good, good, unsatisfactory	lair or
	Language Read Write Spe	ak Understand
	· · · · · · · · · · · · · · · · · · ·	
	Frequency language ability used during rating period:	
	Frequency of use of language ability anticipated during er	suing year:
	•	
14.	ADMINISTRATIVE ADVANCEMENT:	
	(a) Agent is interested in administrative advancement.	X No
	(b) Agent is completely available for administrative advancement.  Yes	🖂 No
	(c) Agent is considered completely qualified at present for	
	administrative advancement, including experience, ability,	
	personality and appearance. $\Box$ Yes	🗀 No
	(d) If answer to (c) is "Yes," Agent's qualifications are considered very good excellent outstanding	
	(e) If answer to (c) is "No," is Agent considered to have potential	
	for future administrative advancement? (If applicable,	
	explanatory comments required.)	□ No
,		
		2
	·	Initials
	- 3 -	

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COL ST	A TO LIVE REPORT		BUREAU OF TES DEPART			tor-al	loov
			ст •		Net	8	
OFFICE	Name of Employees		/ V.F. MILLEI	1			
	Name of Employee:						
	Where Assigned:	Atlar			,		
		(Divisi			(Section, Unit)	)	
	Official Position	Title and Grade:	Spec	ial Age	nt GS-13		
		A	1 1066	,	March 31,		202
•	Rating Period: fro	m <u>April</u>	1, 1966	to	March 51,	1901	ution
			•				thor
	ADJECTIVE RATING	G:Outstar	Excellent ading, Excellent		ory, Unsatisfactory	Employee's Initials	your your e and e expr
×		G:Outstar		, Satisfacto		afri	e and the content our Committe cand the content cant and the content contents
	ADJECTIVE RATING	Outstar	Adding, Excellent	, Satisfacto	visor	<u>Ufr</u> 3/31/67	gour Committee. your Committee. e and the content m e express approval
		Outstar	Adding, Excellent	, Satisfacto Super Speci	visor Title .al Agent	<u>Ufr</u> 3/31/67 Date	Its may ul of
	Rated by: CHARLES S. I Reviewed by:	Outstar	Adding, Excellent	, Satisfacto	rvisor Title al Agent arge Title	3/31/67 Date 3/31/67	n n m
	Rated by: CHARLES S. I Reviewed by: FRANK V. P.T.	Outstar	Adding, Excellent	, Satisfacto Super Speci	visor Tille al Agent arge	3/31/67 Date 3/31/67	Its may ul of
	Rated by: CHARLES S. I Reviewed by:	Outstar	Accellent Accelling ure V. 1 L 5 ure	, Satisfacto Super Speci	rvisor Title al Agent arge Title	3/31/67 Date 3/31/67	Its use is lin may not by da ul of the FBI
	Rated by: CHARLES S. I Reviewed by: FRANK V. P.T.	Outstar Alls Signation HARDING Mande Signation Sig	Accellent Accelling ure V. 1 Los ure	, Satisfacto Super Speci	rvisor Title al Agent harge Title Assistant Directo	<u>Ufr</u> 3/31/67 Date 3/31/67 APR 25	Its use is limited to may not by disclosed t ul of the F31
	Rated by: CHARLES S. I Reviewed by: FRANK V. P.T.	Outstar Alls Signation HARDING Mande Signation Sig	Accellent Accelling ure V. 1 Los ure	Super Speci	rvisor Title al Agent harge Title Assistant Directo	<u>Ufr</u> 3/31/67 Date 3/31/67 APR 25	Its use of Junited to a may not Fr disclosed to a f the FBI
	Rated by: CHARLES S. I Reviewed by: FRANK V. P.T.	Outstar Alls Signation HARDING Mande Signation Sig	Aucling, Excellent Aucling ure V. / A 5 ure ure TYPE OF F	Super Speci	rvisor Title al Agent harge Title Assistant Directo	<u>Ufn</u> <u>3/31/67</u> Date <u>3/31/67</u> APR 25 Date	Its use is limited to may not by disclosed t al of the F31

PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

Name of Employee ALDEN F. MILLER		Specia	1 Agent,	GS-13	ż
Name of EmployeeALIDEN F . MILLIER	Title Rating Pa	eriod: from _	4/1/66	to 3/31/	67
RATING GUIDE AN					
Note: Only those items having pertinent bearing on employee's performation compared. RATE ITEMS AS FOLLOWS: Outstanding (exceeding excellent and deserving of special commet Satisfactory (good or very good). Unsatisfactory.	ince should be		mployees in same	z salary grade shoi	uld be
No opportunity to appraise performance during rating period.					
<ul> <li>Guide for determining adjective rating:</li> <li>"Outstanding" adjective rating requires (A) that all elements be + ar narrative details, including reasons for considering each worthy of Spider at the second se</li></ul>	depend upon depend upon vee to be rated and must be ra adjective ratin e comments. g stating (1) w	dation and be a the composite d "Excellent" - ated "Exceller g is reasonabl wherein the per-	attached to FD-1 result of evaluat he must not be ra nt" or "Outstandi le in the light of formance is unsa	85a. ting all rated elemented unsatisfactory ing" on the majority elements rated. tisfactory, (2) the	ents on y of facts
<ul> <li>(1) Personal appearance.</li> <li>(2) Personality and effectiveness of his personal contacts.</li> <li>(3) Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability and willingness to equitably share work load).</li> <li>(4) Physical fitness (including health, energy, stamina).</li> <li>(5) Resourcefulness and ingenuity.</li> <li>(6) Forcefulness and aggressiveness as required.</li> <li>(7) Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.</li> <li>(8) Initiative and the taking of appropriate action on own responsibility.</li> <li>(9) Planning ability and its application to the work.</li> <li>(10) Accuracy and attention to pertinent detail.</li> <li>(11) Industry, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines unless failure to meet is attributable to causes beyond employee's control.</li> <li>(13) Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.</li> <li>(14) Investigative ability and results:     <ul> <li>(a) Internal security cases</li> <li>(b) Criminal or general investigative cases</li> <li>(c) Fugitive cases</li> <li>(d) Applicant cases</li> <li>(e) Accounting cases</li> <li>(f) Physical surveillance ability.</li> </ul> </li> </ul>		(18) Reportin (18) Reportin (19) Performa (20) Executiv (20) Executiv (21) Ability of (21) Ability of (22) Organiza gestions (23) Ability t	ment of informant ion. g ability: (a) Investigative (b) Summary rep (c) Memos, lette (Consider: - 	norts pers, wires deconciseness; deconciseness; deconciseness; deconciseness; deconciseness; deconcisenes; decon	s:
A. Specify general nature of assignment during most of rating period (suc supervisor, instructor, etc.): Security	h as security,	, criminal, app	licant squad, or	as Resident Agent	
8. Specify employee's most noteworthy special talents (such as investig Investigator					
<ul> <li>C. (1) Is employee available for general assignment wherever needs of s comments.)</li> <li>(2) Is employee available for special assignment wherever needs of s comments.)</li> </ul>	service require	? Yes (If a	nnswer is not "ye	es," explain in nar	rative
<ol> <li>1. Has employee had an abnormal sick leave record during rating perileave or LWOP for illness) during rating period than the amount of siquestion is "yes," explain in narrative comments.)</li> </ol>					
<ul> <li>Is employee qualified to operate a motor vehicle incidental to his offiling answer is "yes," personnel file must reflect the following: (a) Has (b) Is physically fit to drive. (c) Past safe driving record OK or has</li> </ul>	cial duties? [ s valid State o passed Burea	X Yes or local operato au road test.	No or's license for t	ype vehicle he is t	to use.
ADJECTIVE RATING: Excellent Outstanding, Excellent, Satisfactor	ry, Unsatisfac		EMPLOYEE'S IN	IITIALS _ (21M	<u> </u>
	2		e	5. ₩4. <b>6.5 8</b> . ₩ <sup>1.</sup>	

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#### NARRATIVE COMMENTS

1. PERSONAL APPEARANCE AND PERSONALITY:

SA MILLER makes an excellent personal appearance, dressing conservatively in good business taste. He is personable and effective in his contacts.

2. ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS:

SA MILLER has handled highly dangerous assignments during the rating period as a leader and participant in an outstanding manner.

3. <u>LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING</u> <u>PERFORMANCE; AND SICK LEAVE INFORMATION</u>:

SA MILLER is completely available for general or special assignment. There are no physical limitations affecting his performance.

4. <u>TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE</u>, <u>INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND</u> <u>SUPERVISION REQUIRED:</u>

During the entire rating period, SA MILLER has been assigned to the #3 Squad of the Atlanta Division. He has handled the most involved security, racial and civil rights matters, and has been responsible for the development of numerous highly placed sources in institutions of learning and Government agencies which sources have made significant contributions to Atlanta's overall investigative responsibilities. He has also handled involved SGE investigations.

SA MILLER is an outstanding investigator, and his reporting ability is outstanding in every respect. He has demonstrated an outstanding attitude towards his assignments, and has consistently used outstanding judgment. He requires a minimum of supervision. He has made a very significant contribution to the investigation of the communist influence in racial matters through his technical knowledge and ability. He is a qualified weekend supervisor and periodically serves in this capacity on Saturdays.

SA MILLER is aware of the Bureau's needs with respect to applicant recruiting; however, his efforts have not resulted in the appointment of any Bureau applicants.

Initials

#### 5. NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED:

SA MILLER received a personal letter of commendation from the Director on 5/25/66, for his exemplary services in connection with an operation of much interest to the Bureau in the security field. SA MILLER shared the commendation of the (See 2-A)

6. <u>DISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS:</u> (List items taken into consideration on rating guide and check list.)

NA

# 7. PARTICIPATION IN INFORMANT PROGRAMS:

SA MILLER has been instrumental in developing numerous highly placed sources in Government and institutions of learning, which have been of significant service to the Bureau. He has also developed sources which have enabled the Atlanta (See 2-A)

8. <u>TESTIFYING EXPERIENCE AND ABILITY:</u>

SA MILLER testified before a United States Commissioner during the rating period in a very satisfactory manner.

9. ACCOUNTING INFORMATION:

NA

#### **10. POLICE INSTRUCTION:**

SA MILLER is a general police instructor; however, due to his confidential assignments he has not been used on police schools during the rating period.

#### **11. RESIDENT AGENTS:**

NA

Continuation

Item 5.

Atlanta Office for its splendid statistical accomplishments during Fiscal Year 1966.

Item 7.

Office to participate in highly confidential investigative techniques, these sources having been of inestimable value to the Bureau.

- 2-A -

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# 12. EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:

NA

13.	<u>F0</u>	REIGN LANGUAGE ABILITY:
		NA
	Cor Flu pro	nguage in which proficient npleted language school Yes No ent in language to extent Agent can handle typical investigative blems as follows: (1) Conversation form Yes No (2) Written form Yes No aluate language proficiency in each phase as excellent, very good, good, fair or satisfactory
	unt	Language Read Write Speak Understand
	Fre	quency language ability used during rating period:
	Fre	quency of use of language ability anticipated during ensuing year:
14.	AD	MINISTRATIVE ADVANCEMENT:
	(a)	Agent is interested in administrative advancement. 🗌 Yes 🏹 No
	(b)	Agent is completely available for administrative advancement. 🗌 Yes 🛛 No
	(c)	Agent is considered completely qualified at present for administrative advancement, including experience, ability, personality and appearance.
	(d)	If answer to (c) is "Yes," Agent's qualifications are considered very good excellent outstanding
	(e)	If answer to (c) is "No," is Agent considered to have potential for future administrative advancement? (If applicable, explanatory comments required.)

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<u>Ar</u> Initials

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The state of the s	FEDERAL BUREAU OF JNITED STATES DEPARTN	INVESTIGATION MENT OF JUSTICE	for a	
THE REAL PROPERTY AND A DECK	REPORT OF PERFORM	ANCE RATING	Transford.	
Name of Employee:	ALDEN F. MILLE	R		
Where Assigned:	Atlanta (Division)	(Section, Unit)	· .	This d nation your C nel wi
Official Position Ti	tle and Grade:Special A	gent, GS-13		ocume outsi ommi thout
· Rating Period: from .	April 1, 1967	toMarch 31, 1	1958	nt is prepar de your Cor ttee and the the express
				20
ADJECTIVE RATING:	<u>Excellent</u> Outstanding, Excellent,	Satisfactory, Unsatisfactory	Employee's Initials (CAM	<u>d in response</u> mittee. Its us approval of th
Rated by: CHARLES S	les S. Daring HARDS Mature	Subervisor Title Special Agent	3/31/38 Date	to your-request se is limited to ot be disclosed le FBI
Reviewed by:	Trank V. 1 Str	in Charge Title Assistant Director	3/31/68 Date	tof
Rating Approved by:	Signature	Title	ΑΡΚ <b>5</b> 1968' Date	and_15_not_141_4 official proceed o unauthorized
				ceedings zed pers
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PERFORMANCE RATING GUIDE

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		FOR INVESTIGATIV (For use as attachment to Performa		
News of Em	-1	ALDEN F. MILLER		
Nome of Emp	510yee		•	
<u></u>		RATING GUIDE AND	CHECK-LIST	
Com RAT Out EExc Soti	pared. TE ITEMS AS FOLI	OWS: excellent and deserving of special commen		. All employees in same salary grade should be
No o	opportunity to appra	ise performance during rating period.		
<ol> <li>"Outstan narrative</li> <li>"Excelle rather tha any perfor such ratii</li> <li>A. Any <u>e</u></li> <li>B. An of of the level</li> </ol>	details, including nt," "Satisfactory" an following any me rmance evaluation ng factors. Good ju <u>lement</u> rated "Unse ficial rating of "Un	ng requires (A) that all elements be + and reasons for considering each worthy of <u>Spec</u> or "Unsatisfactory" adjective ratings will d chanical formulas; however, for an employe actors on the rating guide and check-list an dgment must be exercised to insure that ad tisfactory" must be supported by narrative satisfactory" must be supported in writing a ning, and (3) the efforts made after the warm	<u>ial Commendation</u> lepend upon the cor e to be rated "Exce ud must be rated "E jective rating is re- comments. stating (1) wherein	nposite result of evaluating all rated elements ellent" he must not be rated unsatisfactory on Excellent" or "Outstanding" on the majority of
_ <u>E</u> (2)	Attitude (includin	fectiveness of his personal contacts. g dependability, cooperativeness,	10	Virearms ability. Development of informants and sources of aformation.
E (4) + (5) + (6)	loyalty, enthusias equitably share w. Physical fitness ( Resourcefulness and Forcefulness and Judgment, including	m, amenability and willingness to ork load). including health, energy, stamina).	(18) F	<ul> <li>incontation.</li> <li>iceporting ability:</li> <li>f (a) Investigative reports</li> <li>f (b) Summary reports</li> <li>f (c) Memos, letters, wires</li> <li>(Consider: f conciseness; f clarity; f concisent f conciseness; f clarity; f concisent f conciseness; f clarity; f concisent f concisent f</li></ul>
(9) (10)	Initiative and the responsibility. Planning ability a Accuracy and atte	taking of appropriate action on own nd its application to the work. ntion to pertinent detail. g energetic, consistent application to		<ul> <li>Verformance as a witness.</li> <li>Executive ability:</li> <li>(a) Leadership</li> <li>(b) Ability to handle personnel</li> <li>(c) Planning</li> </ul>
<u>E</u> (13)	Productivity, incl produced and rate assignments. Als unless failure to r employee's contro Knowledge of duti including readiness of application.	es, instructions, rules and regulations, s of comprehension and "know how"		<ul> <li>(d) Making decisions</li> <li>(e) Assignment of work</li> <li>(f) Training subordinates</li> <li>(g) Devising procedures</li> <li>(h) Emotional stability</li> <li>(i) Promoting high morale</li> <li>(j) Getting results</li> <li>(bility on raids and dangerous assignments;</li> </ul>
(14)		al security cases tal or general investigative cases ve cases ant cases	(23) <sup>·</sup> Å	(a) As leader (b) As participant organizational interest, such as making of sug- estions for improvement. bility to work under pressure.
<u>+</u> (15)	<u>O</u> (e) Accou Physical surveille	nting cases ince ability.	(24) N	fiscellaneous. Specify and rate:
	general nature of as or, instructor, etc.)		as security, crimin	nal, applicant squad, or as Resident Agent,
		Security		
B. Specify e	employee's most no	eworthy special talents (such as investigat Investigator	or, desk man, rese	arch, instructor, speaker):
<b>C.</b> (1) Is er	nployee available f	or general assignment wherever needs of se	rvice require? Yes	<u>5</u> (If answer is not "yes," explain in narrative
comm (2) Is er comm	nents.) nployee available f nents.)	or special assignment wherever needs of se	rvice require? Yes	(If answer is not "yes," explain in narrative
D. 1. Has e leave or question	employee had an ab LWOP for illness) is "yes," explain	normal sick leave record during rating perio during rating period than the amount of sick n narrative comments.)	d? <u>NO</u> 2. Has a leave earned during	employee used more sick leave (including annual ag such period? <u>LVO</u> (If answer to either
If answe	r is "yes," personn	rate a motor vehicle incidental to his officient of the following: (a) Has e. (c) Past safe driving record OK or has p	valid State or local	operator's license for type vehicle he is to use.
ADJECT	IVE RATING:	Excellent		EMPLOYEE'S INITIALS
		Outstanding, Excellent, Satisfactory	, Unsatistactory	
NW 5507/	. D T.J. 200	89533 Page 54	2	.¥

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NARRATIVE COMMENTS

#### 1. PERSONAL APPEARANCE AND PERSONALITY:

SA MILLER makes an excellent personal appearance, dressing in good business taste. He is effective in his contacts and is extremely personable.

#### 2. ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS:

SA MILLER has participated in highly dangerous assignments during the period in an outstanding manner.

#### 3. <u>LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING</u> PERFORMANCE; AND SICK LEAVE INFORMATION:

SA MILLER is completely available for general or special assignment, and there are no known physical limitations affecting his performance.

4. <u>TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE</u>, <u>INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND</u> <u>SUPERVISION REQUIRED</u>:

During the entire rating period SA MILLER has been assigned to the #3 Squad of the Atlanta Division and has handled involved investigative matters in the racial, security, and civil rights fields. He can handle involved investigative matters with a minimum of supervision and has handled numerous complicated SGE and applicant investigations with a security connotation.

SA MILLER is an outstanding investigator and his written communications are outstanding in every respect. He has consistently demonstrated an outstanding attitude toward his assignments, and his penetrative and thorough investigations involving security subjects and individuals with intelligence training have been of immeasurable value to the Bureau. SA MILLER is a qualified weekend supervisor and periodically serves in this capacity on Saturdays.

SA MILLER has recruited an applicant for the Bureau and his contribution is considered excellent in this vital Bureau program.

Initials

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- 5. <u>NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED</u>: SA MILLER shared the commendation of the Atlanta Office for its splendid statistical accomplishments achieved during fiscal year 1967. He also shared the commendation of the Atlanta Office for his participation in the clerical applicant recruiting program (continued on page 4)
- 6. <u>DISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS</u>: (List items taken into consideration on rating guide and check list.)

By letter dated January 5, 1968, SA MILLER was censured for violating specific instructions restricting the investigation which could be conducted without Bureau approval. He was downgraded from outstanding to excellent in number 7 and number 13 on the rating guide sheet.

#### 7. PARTICIPATION IN INFORMANT PROGRAMS:

SA MILLER has 2 informants in ghetto areas under development and also has a source whom he has developed sufficiently in the security field to be furnishing current and valuable information. SA MILLER has also developed excellent sources in private industry who have been of immeasurable service to the Bureau in security investigations.
 8. TESTIFYING EXPERIENCE AND ABILITY:

SA MILLER testified before a U.S. Commissioner during the rating period in an excellent manner.

9. ACCOUNTING INFORMATION:

NA

#### **10.** POLICE INSTRUCTION:

SA MILLER is a general police instructor; however, his confidential assignments have precluded his use during the rating period.

Initials

#### **11. RESIDENT AGENTS:**

NA

12. EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:

NA

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13. <u>FOREIGN LANGUA</u>	AGE ABILITY
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	UStort Brittoonal Horbin L.				
NA					
	guage in which proficient				•
	npleted language school 📋 Yes 🏾 [				
	ent in language			e typical i	nvestigative
pro	olems as follows: (1) Conversation :				
<b>D</b>	(2) Written form	🖂 Ye		ad mood 4	lain an
	luate language proficiency in each participation of the second se	nase as exce	llent, very go	oa, gooa, i	air or
una	Language	Rea	d Write	Speal	Understand
	Dungaago	<u></u>		<u>-pou</u>	·
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Fre	quency language at	oility used du	ring rating pe	riod:	
		1 • 1 • .		<b>1</b>	
r re	quency of use of la	nguage abilit	y anticipated	during ens	uing year:
AD	MINISTRATIVE ADVANCEMENT:			٠	
	······				
(a)	Agent is interested in administrative	e advancemen	t.	🗀 Yes	Ž No
(b)	Agent is completely available for ad	lministrative	advancement.	🗀 Yes	🗀 No
(c)	Agent is considered completely qual	lified at prese	ent for		
	administrative advancement, including		•		
	personality and appearance.			🗀 Yes	🔲 No
(d)	If answer to (c) is "Yes," Agent's q	ualifications	are considere	d	
	very good excellent o				
(e)	If answer to (c) is "No," is Agent co	onsidered to h	ave potential		201
	for future administrative advancement				
	explanatory comments required.) .			🗀 Yes	🗀 No
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# Item 5 continued

By letter dated September 6, 1967, SA MILLER was personally commended by the Director for the fine job he did in preparation of a lengthy prosecutive summary report relative to a sedition matter.

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INFORMATION CONTA INFORMATION CONTA STATIS UNCLASSIFIT RELINIS UNCLASSIFIT ATE 1018/00 BY ST	FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE	A)
Name of Emp	ALDEN F MILLER	
Where Ass	(Division) (Section, Unit)	
Official H	Position Title and Grade:Special Agent, GS-13	
Rating Period	d: from August 22, 1968 to November 22, 1968	your Comr nel withou
ADJECTIVE	EXCELLENT Employee's	ittee and the cost the express a
Rated by:	Charles T. HAYNES Special Agent Date	content may
Reviewed by:	Trank V. ( )in Charge11/22/68SignatureTitleDate	nut be the FBI
Rating Appro		disclosed t
	TYPE OF REPORT	to unauthorized person-
55076 DocId:329	ردراً. 189533 Page 59	

PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL (For use as attachment to Performance Rating Form No. FD-185) ALDEN F. MILLER Name of Employee \_ RATING GUIDE AND CHECK-LIST Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared. RATE ITEMS AS FOLLOWS: Outstanding (exceeding excellent and deserving of special commendation). Excellent. Satisfactory (good or very good). Unsatisfactory No opportunity to appraise performance during rating period. Guide for determining adjective rating: "Outstanding" adjective rating requires (A) that all elements be + and (B) that <u>ench and every</u> rated element be <u>factually</u> justified by marrative details, including reasons for considering each worthy of <u>Special Commendation</u> and be attached to FD-185a. "Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend upon the composite result of evaluating all rated elements rather than following any mechanical formulas; however, for an employee to be rated "Excellent" he must not be rated unsatisfactory on any performance evaluation factors on the rating guide and check-list and must be rated "Excellent" or "Outstanding" on the majority of 1. any performance evaluation ractors on the rating guide and check-rist and must be rated "Excertent or "Outstanding" on the majority of such rating factors. Good judgment must be exercised to insure that adjective rating is reasonable in the light of elements rated.
A. Any element rated "Unsatisfactory" must be supported by narrative comments.
B. An official rating of "Unsatisfactory" must be supported in writing stating (1) wherein the performance is unsatisfactory, (2) the facts of the (90-day) prior warning, and (3) the efforts made after the warning to help the employee bring his performance up to a satisfactory built wherein the performance up to a satisfactory. level and must be attached to FD-185a. (16) Firearms ability.(17) Development of informants and sources of (1) Personal appearance. Personality and effectiveness of his personal contacts. (2) (3) Attitude (including dependability, cooperativeness, information. loyalty, enthusiasm, amenability and willingness to equitably share work load). Physical fitness (including health, energy, stamina). Resourcefulness and ingenuity. Forcefulness and aggressiveness as required. . (18). Reporting ability: rting ability: (a) Investigative reports (b) Summary reports (c) Memos, letters, wires (Consider: \_\_\_\_\_conciseness; \_\_\_\_clarity; \_\_\_\_\_forganization; \_\_\_\_thoroughness; \_\_\_\_\_accuracy; \_\_\_\_adequacy and pertinency of leads; \_\_\_\_administrative detail.) (1) (5)(6) Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives. (7)(8) Initiative and the taking of appropriate action on own (19) Performance as a witness. responsibility. (9) Planning ability and its application to the work. (20) Executive ability: Accuracy and attention to pertinent detail. (a) Leadership Industry, including energetic, consistent application to (b) Ability to handle personnel (11)(c) Planning duties. (12)Productivity, including amount of acceptable work (d) Making decisions (c) Assignment of work (f) Training subordinates produced and rate of progress on or completion of assignments. Also consider adherence to deadlines unless failure to meet is attributable to causes beyond (g) Devising procedures employee's control. (h) Emotional stability Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" (i) Promoting high morale (j) Getting results (13) F 1 (21) Ability on raids and dangerous assignments: of application. (14) Investigative ability and results: (a) As leader (b) As participant (22) Organizational interest, such as making of sug- (a) Internal security cases
 (b) Criminal or general investigative cases
 (c) Fugitive cases
 (d) Applicant cases
 (e) Accounting cases gestions for improvement. Ability to work under pressure.

- (15) Physical surveillance ability.

FD-185a (Rev. 11-8-65)

A. Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, or as Resident Agent, supervisor, instructor, etc.):

(23) (24)

Miscellaneous. Specify and rate: <u>E</u> Dictation ability <u>E</u> Bureau applicant program

#### Security

в.	Specify employee's most noteworthy special talents (such as investigator, desk man, research, instructor, speaker):
	<ol> <li>Is employee available for general assignment wherever needs of service require? Yes (If answer is not "yes," explain in narrative comments.)</li> <li>Is employee available for special assignment wherever needs of service require? Yes (If answer is not "yes," explain in narrative comments.)</li> </ol>
D.	1. Has employee had an abnormal sick leave record during rating period? <u>No</u> 2. Has employee used more sick leave (including annual leave or LWOP for illness) during rating period than the amount of sick leave earned during such period? <u>NO</u> (If answer to either question is "yes," explain in narrative comments.)
E.	Is employee qualified to operate a motor vehicle incidental to his official duties? 🏝 Yes 📋 No If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use. (b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau roud test.
	ADJECTIVE RATING:EXCELLENT EMPLOYEE'S INITIALS
1	W 55076 DocId:32989533 Page 60 . 2

1. PERSONAL APPEARANCE AND PERSONALITY:

SA MILLER presents an excellent personal appearance, dressing conservatively and in good business taste. He is extremely personable and effective in his contacts.

#### 2. <u>ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS:</u>

SA MILLER has participated in highly dangerous assignments during the rating period in an outstanding manner.

3. <u>LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING</u> <u>PERFORMANCE; AND SICK LEAVE INFORMATION</u>:

SA MILLER is completely available for general or special assignment, and there are no known physical limitations affecting his performance.

4. <u>TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE</u>, <u>INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND</u> <u>SUPERVISION REQUIRED</u>:

During the entire rating period SA MILLER has been assigned to the #3 Squad in the Atlanta Division, handling most involved security, racial, and civil rights matters. He has also handled very involved SGE investigations, and in connection with fulfilling his responsibility regarding these delicate matters has developed numerous highly placed sources in institutions of learning and other Government agencies which have made significant contributions to these investigations. SA MILLER is qualified to handle the most complicated investigative matters, requiring a minimum of supervision. He has demonstrated an outstanding attitude towards his assignments consistently using outstanding judgment, resourcefulness, and sufficient forcefulness when warranted. SA MILLER's technical knowledge and ability is used periodically to insure the existence of adequate security in connection with Bureau communication facilities. SA MILLER is a qualified weekend supervisor and periodically serves in this capacity on Saturday.

SA MILLER has not recruited an applicant during the rating period; however, he is aware of the Bureau's needs with respect to applicant recruiting and has displayed sincere efforts in regard to this responsibility even though he has not been successful in securing an applicant who received an appointment.

14:0

#### 5. NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED:

N/A

6. <u>DISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS</u>: (List items taken into consideration on rating guide and check list.) SA MILLER was censured by letter from the Bureau dated  $\beta/29/68$ , for a delinquency found during the recent Atlanta Office inspection, for failing to disseminate a copy of a report to another Government agency which procedure was required by Bureau regulations. Item #10 on the rating guide and check-list was affected by this disciplinary action.

#### 7. PARTICIPATION IN INFORMANT PROGRAMS:

SA MILLER has developed sources among students and faculty members in educational institutions which have been of considerable significance in revealing information regarding activities of the New Left movement on college campuses. (continued 8. <u>TESTIFYING EXPERIENCE AND ABILITY</u>: on page 2a)

SA MILLER has not testified during the rating period.

9. ACCOUNTING INFORMATION:

N/A

#### 10. POLICE INSTRUCTION:

SA MILLER is a general police instructor; however, due to his confidential assignments in the security field, he has not been used on police schools during the rating period.

#### **11. RESIDENT AGENTS:**

N/A

- 2 -

# (Number 7 continued)

The highly placed sources in Government as well as institutions of learning have been of significant service in furnishing information which would have been difficult to obtain otherwise.

-2a -

# 12. EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:

# N/A

# 13. FOREIGN LANGUAGE ABILITY:

	N/A Language in which proficient Completed language school Yes No Fluent in language to extent Agent can handle typical investigative problems as follows: (1) Conversation form Yes No (2) Written form Yes No Evaluate language proficiency in each phase as excellent, very good, good, fair or						
		satisfactory					
		Language Read	Write	Speal	<u>Understand</u>		
	1	· .					
		· · · · · · · · · · · · · · · · · · ·	. <u>.</u>				
	Fre	quency language ability used durin	ng rating per	riod:			
	Fre	quency of use of language ability	anticipated	during ens	uing year:		
14.	AD	MINISTRATIVE ADVANCEMENT:		•			
X	(a)	Agent is interested in administrative advancement.		🗌 Yes	X No		
	(b)	Agent is completely available for administrative ad	lvancement.	🗀 Yes	[] No		
-	(c)	Agent is considered completely qualified at presen administrative advancement, including experience,		T Yes	⊡ No		
	(d)	personality and appearance. If answer to (c) is "Yes," Agent's qualifications an very good excellent outstanding	re considere				
	(e)	If answer to (c) is "No," is Agent considered to ha for future administrative advancement? (If applicable					
•		explanatory comments required.)		🗌 Yes	🖂 No		

Initials

- 3 -

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~	FEDERAL BUREAU O	F INVESTIGATION	
UN	NITED STATES DEPAR		
5 M. S. S. S. J. ALM.		MANCE RATING WW MULLANSO MULLANSO MULLANSO	To 1
5	REPORT OF PERFOR	MANCE RATING	N. And M. O
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L INFORMATIO REIN IS UNCLASSIFIED REIN IS UNCLASSIFIED ATE 10/18/00 BY SP-2 ALM		er yz	
Name of Employee:	ALDEN F. MILLER	~ TN	
	147		
Where Assigned:	<u>Atlanta</u> (Division)	(Section, U	nit)
Official Position Title:	Special Agent G	S-13	
Official Position Title:		,	•
Rating Period: from	April 1, 1963	to March 31,	1964
Nating Terrou. noni	99 <u></u>		•
•			
ADIECTIVE DATING.	Excellent	•	Employee's
			Initiala
ADJECTIVE RATING:		, Satisfactory, Unsatisfactory	· Initials
ADJECTIVE RATING:		, Satisfactory, Unsatisfactory	Initials
ADJECTIVE RATING:		, Satisfactory, Unsatisfactory	Initials
Rated by:	Outstanding, Excellent,	Supervisor	<u>arn/</u> 3/31/64
/	Outstanding, Excellent,	Supervisor Title Special Agent	<u>asn/</u> 3/31/64 Date
Rated by: HENRY G. ROWSE Reviewed by:	Outstanding, Excellent, <u>A. River</u> Signature <u>J. E. Mc. Maho</u>	Supervisor Title Special Agent in Charge	<u>asn/</u> <u>3/31/64</u> Date <u>3/31/64</u>
Rated by: HENRY G. ROWSE	Outstanding, Excellent,	Supervisor Title Special Agent	<u>asn/</u> 3/31/64 Date
Rated by: HENRY G. ROWSE Reviewed by:	Outstanding, Excellent, <u>J. R. Signature</u> <u>J. E. Me. Maho</u> Signature <u>Signature</u>	Supervisor Title Special Agent in Charge Title Assistant Div	<u>241/64</u> <u>3/31/64</u> <u>3/31/64</u> Date <u>actor</u> <u>APR 23</u> 19
Rated by: HENRY G. ROWSE Reviewed by: JAMES E. MCMAHON	Outstanding, Excellent, <u>A. River</u> Signature <u>J. E. Mc. Maho</u>	Supervisor Title Special Agent in Charge Title	<u>asn/</u> 3/31/64 Date 3/31/64 Date
Rated by: HENRY G. ROWSE Reviewed by: JAMES E. MCMAHON	Outstanding, Excellent, <u>J. R. Signature</u> <u>J. E. Me. Maho</u> Signature <u>Signature</u>	Supervisor Title Special Agent in Charge Title Assistant Div	<u>241/64</u> <u>3/31/64</u> <u>3/31/64</u> Date <u>actor</u> <u>APR 23</u> 19
Rated by: HENRY G. ROWSE Reviewed by: JAMES E. MCMAHON	Outstanding, Excellent, <u>J. R. Signature</u> <u>J. E. Me. Maho</u> Signature <u>Signature</u>	Supervisor Title Special Agent in Charge Title Assistant Dir Title	<u>241/64</u> <u>3/31/64</u> <u>3/31/64</u> Date <u>actor</u> <u>APR 23</u> 19
Rated by: HENRY G. ROWSE Reviewed by: JAMES E. MCMAHON Rating Approved by:	Outstanding, Excellent, D. C. Signature Signature Signature Signature Signature TYPE OF R	Supervisor Title Special Agent in Charge Title Assistant Dir Title EPORT	<u>241/64</u> <u>3/31/64</u> <u>3/31/64</u> Date <u>actor</u> <u>APR 23</u> 19
Rated by: HENRY G. ROWSE Reviewed by: JAMES E. MCMAHON Rating Approved by:	Outstanding, Excellent, <u>A. River</u> Signature <u>Signature</u> Signature Signature TYPE OF R Official	Supervisor Special Agent in Charge Title Assistant Div Title EPORT () Administrative	<u>241/64</u> <u>3/31/64</u> <u>3/31/64</u> Date <u>actor</u> <u>APR 23</u> 19
Rated by: HENRY G. ROWSE Reviewed by: JAMES E. MCMAHON Rating Approved by:	Outstanding, Excellent, D. C. Signature Signature Signature Signature Signature TYPE OF R	Supervisor Title Special Agent in Charge Title Assistant Dir Title EPORT	<u>241/64</u> <u>3/31/64</u> <u>3/31/64</u> Date <u>actor</u> <u>APR 23</u> 19
Rated by: HENRY G. ROWSE Reviewed by: JAMES E. MCMAHON Rating Approved by:	Outstanding, Excellent, <u>A. River</u> Signature <u>Signature</u> Signature Signature TYPE OF R Official	Supervisor Special Agent in Charge Title Assistant Dir Title EPORT ()/Administrative ) 60-Day () 90-Day () Transfer	<u>arn</u> <u>3/31/64</u> Date <u>3/31/64</u> Date Date Date
Rated by: HENRY G. ROWSE Reviewed by: JAMES E. McMAHON Rating Approved by: (X	Outstanding, Excellent, <u>A. Carre</u> Signature <u>Signature</u> Signature Signature TYPE OF R ) Official (X) Annual G-137	Supervisor Title Special Agent In Charge Title Assistant Dir Title EPORT () Administrative ) 60-Day () 90-Day () Transfer () Separation fro	<u>3/31/64</u> Date <u>3/31/64</u> Date Date Date Marker 23 36
Rated by: HENRY G. ROWSE Reviewed by: JAMES E. MCMAHON Rating Approved by: (X This document nation outside your Committe	Outstanding, Excellent, <u>A. Course</u> Signature <u>Signature</u> Signature Signature TYPE OF R ) Official (X) Annual G-137 is prepared in response to your Committee. Its use	Supervisor Title Special Agent In Charge Title Assistant Dir Title EPORT () Administrative ) 60-Day () 90-Day () 90-Day () Transfer () Separation fro your request and is not for is limited to official proc. be disclosed to ynauthoriz	<u>3/31/64</u> Date <u>3/31/64</u> Date Date Date Mark 23 36

# PERFORMANCE RATING GUIDE FOR NVESTIGATIVE PERSON

(For use as attachment to Performance Rating Form No. FD-185)

Name of Employee	ALDEN F. MILLER	
1400 S		Rating Period: from <u>4/1/63 to 3/31/6</u> 4
<b>Anne:</b>	RATING GUIDE A	AND CHECK-LIST
Note: Only those items Rate items as follo	having pertinent bearing on employee's performance	ce should be rated. All employees in same salary grade should be compared.
Outstanding (exce	eding excellent and deserving of special commendation	on).
Excellent. Satisfactory (good	or very good)	· .
Unsatisfactory.		
	appraise performance during rating period.	
Buide for determining adje		
reverse of Form FD-185.		d (B) that <u>each and every</u> rated element be <u>factually</u> justified by narrative detail on
mechanical formulas; he guide and check-list and adjective rating is reason A. Any element rated '	owever, for an employee to be rated "Excellent" he mu	oon the composite result of evaluating all rated elements rather than following any ust not be rated unsatisfactory on any performance evaluation factors on the rating majority of such rating factors. Good judgment must be exercised to insure that the tents.
E (1) Personal appe	arance.	(17) Firearms ability.
	d effectiveness of his personal contacts.	(18) Development of informants and sources of information.
(3) Attitude (inclu	ding dependability, cooperativeness, loyalty, amenability and willingness to equitably share	(19) Reporting ability:
work load).	amenability and winnighess to equilably share	(a) Investigative reports (b) Summary reports
	s (including health, energy, stamina).	(c) Memos, letters, wires
(5) Resourcefulnes		(Consider: <u>+</u> conciseness; <u>+</u> clarity; <u>+</u> organization;
	nd aggressiveness as required.	± thoroughness; ± accuracy; ± adequacy and perti-
	uding common sense, ability to arrive at proper ability to define objectives.	nency of leads; = administrative detail.)
	the taking of appropriate action on own	(20) Performance as a witness.
, responsibilit	у.	(21) Executive ability: (a) Leadership
(9) Planning abili	ty and its application to the work.	(a) Leadership (b) Ability to handle personnel
	attention to pertinent detail.	(c) Planning
F (11) Industry, inclu	ding energetic, consistent application to duties.	(d) Making decisions
	ncluding amount of acceptable work produced progress on or completion of assignments. Also	(f) Training subordinates
consider ac	lherence to deadlines unless failure to meet is	(g) Devising procedures
E (12) r attributable	to causes beyond employee's control.	(i) Promoting high morale
Lis Knowledge of	duties, instructions, rules and regulations, in- diness of comprehension and "know how" of	(i) Promoting high morale (j) Getting results
application.	amess of comprehension and know now of	(22) Ability on raids and dangerous assignments:
+ (14) Technical or 1	nechanical skills.	(a) As leader (b) As participant
E (15) Investigative a		(23) Organizational interest, such as making of suggestions for
	l security cases	improvement.
(b) Crimin (c) Fugitiv	al or general investigative cases	$\underline{E}$ (24) Ability to work under pressure.
E (d) Applica		- <u>E</u> (25) Miscellaneous. Specify and rate:
(e) Accour	ting cases	Dictation ability
16) Physical surve	illance ability.	·····
. Specify general nature tor, etc.):	e of assignment during most of rating period (such a	as security, criminal, applicant squad, or as Resident Agent, supervisor, instruc-
, (or, etc), <u></u>	Security	
<ol> <li>Specify employee's mo</li> </ol>	st noteworthy special talents (such as investigator, de Investigator	esk man, research, instructor, speaker):
C. (1) Is employee availa	ble for general assignment wherever needs of service	e require? YesII answer is not "yes," explain in narrative comments.) require? Ye (If answer is not "yes," explain in narrative comments.)
	100 I.M.	
for illness) during ra narrative comments.)	ting period than the amount of sick leave earned	NO_2. Has employee used more sick leave (including annual leave or LWOF during such period? <u>NO</u> (If answer to either question is "Yes," explain in
It answer is ves	to operate a motor vehicle incidental to his official da ," personnel file must reflect the following: (a) Ha Irive. (c) Past safe driving record OK or has passed	as valid State of local operator's license for type vehicle he is to use. (0) is
	C. EXCELLENT	non and and and
ADJECTIVE RATIN	G: EACEMENT Outstanding, Excellent, Satisfactory, Un	satisfactory EMPLOYEE'S INITIALS
	, <u> </u>	-
55076 DocId::	32989533 Page 66 \	- ,

ľ ş Atlanta, Georgia March 31, 1964

ALDEN F. MILLER Special Agent, GS-13

#### PART I GENERAL COMMENTS

SA MILLER is tall, and has a well proportioned, robust build. He has a very friendly personality, always dresses neatly, and is well liked by his fellow employees.

SA MILLER continues to be assigned to Headquarters City handling primarily security type cases, involved racial matters, as well as some sensitive Civil Rights and Election Law investigations in rural Georgia counties. He is forceful, aggressive, enthusiastic, and displays a high degree of initiative. His written work is well prepared, and requires little supervision. He is a very capable Agent, and has a mature type judgment that is necessary for the handling of controversial and sensitive type investigations. He can handle any complicated Bureau investigation, and is capable of participating in raids and dangerous assignments. He has no known limitations on his physical condition, and is completely available.

SA MILLER is a weekend supervisor, and always discharges his responsibilities in a very satisfactory manner.

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Employee's Initials

#### PART II - SPECIFIC COMMENTS

1. Justification for Any Minus Ratings Given

NA

#### 2. Experience and Ability as Inspector's Aide

NA

3. Participation in Informant Program

During this rating period, SA MILLER has developed four Potential Security Informants, and three Potential Racial Informants. He is making satisfactory progress in this phase of the Bureau's work.

4. Testifying Experience and Ability

Due to the nature of his assignments, SA MILLER has not testified during this rating period. He has testified considerably in the past in all Federal tribunals, and has made an excellent witness.

nitials

5. Disciplinary Action

NA

6. Accounting Information

NA

# . Police Instruction

SA MILLER is a qualified general police instructor, and during . this rating period has participated in three police schools.. He works primarily security type investigations.

The SAC or the ASAC did not have the opportunity to audit SA MILLER's presentation during this rating period due to the limited number of police schools he participated in. SA MILLER makes an excellent personal appearance, has a very friendly personality, and gets along well with police officers.

# . Sound Training

SA MILLER is competent and proficient to handle any sound matters and techniques that are necessary to perform with Bureau equipment assigned to this office. During this rating period he has been called upon to make two actual installations of TESURS. He also discusses technical equipment at firearms, and all equipment at the annual Agent technical conferences. He makes an excellent presentation.

SA MILLER makes the regular telephone and microphone surveys in headquarters office, as well as Resident Agencies, and has excellent liaison with the Southern Bell Telephone Company.

agen

Initials

).	Resid	ent Agents	
	NA		
.0.	Forei	gn Language Ability	
1.	NA Admi	nistrative Advancement	
	(a)	Is Agent interested in administrative advancement?	
•		Yes ( ) No (X )	
•	<b>(</b> b)	Is Agent completely available for administrative advancement?	
		Yes ( ) No ( )	
	(c)	Is Agent considered completely qualified at present for administrative advancement, including experience, ability, personality and appearance?	
		Yes ( ) No ( )	
	(d)	If answer to (c) is "Yes," would you consider his qualifications	
		Very Good ( ) Excellent ( ) Outstanding ( )	
	(e)	If answer to (c) is "No," does he have potential for future administrative advancement?	
		Yes ( ) No ( )	

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Arrow 1910 VIII			INVESTIGATION IENT OF JUSTICE		500
	REPORT	OF PERFORM	ANCE RATING		
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11100		( )			•10
	ALDEN	F. MILLEI	R		
Name of Employ	JCC				-
Where Assig	med:		-		-
•••••••	(Division		(Section, U	Init)	
Official Pos	sition Title and Grade: _	Special	Agent, GS-13		-
_1	▲	1069	14	1060	yo nei
Rating Period:	from April 1,	1902	toMarch 31	, 1909	ur ( 1 wi
					Iomi thou
					t th
					6
	ATING SATIS	FACTORY		Employee's	tee an the ex
ADJECTIVE R			Satisfactory, Unsatisfacto	Employee's Initials	e and ti re expres
ADJECTIVE R/			Satisfactory, Unsatisfacto	Employee's Initials	and the opress of
ADJECTIVE R	Outstand	ling, Excellent,		_ Arm	and the opress of
ADJECTIVE RA	Outstand	ling, Excellent,	> Supervisor		and the content express approva
	Outstand Charles T. Signatur CHARLES T. HAYN	ling, Excellent,	<u>Supervisor</u> Title Special Agent		and the content may r express approval of t
	Outstand Charles T. CHARLES T. Signatur TVank V	ling, Excellent,	Supervisor Title Special Agent in Charge	Dry <u>3/31/69</u> Date <u>3/31/69</u>	and the content may not express approval of the
Rated by: C	Outstand Charles T. Signatur CHARLES T. HAYN	ling, Excellent,	<u>Supervisor</u> Title Special Agent in Charge Title		and the content may not be c express approval of the FBI
Rated by: C	Outstand Charles T. CHARLES T. HAYN Wark V FRANK V. HITT HAYN	ling, Excellent, Rayner IES 1657 e	Supervisor Title Special Agent in Charge Title Assistant Director	Date APR 17 1969	and the content may not be c express approval of the FBI
Rated by: C	Outstand Charles T. CHARLES T. HAYN Mark V FRANK V. HITT	ling, Excellent, Rayner IES 1657 e	<u>Supervisor</u> Title Special Agent in Charge Title		and the content may not ver express approval of the FBI
Rated by: C	Outstand Charles T. Signatur CHARLES T. HAYN Wark V FRANK V. HITT Government	ling, Excellent, Rayner IES 1657 e	Supervisor Title Special Agent in Charge Title Assistant Director	Date APR 17 1969	and the content may not be used to express approval of the FBI
Rated by: C	Outstand Charles T. Signatur CHARLES T. HAYN Wark V FRANK V. HITT Government	ling, Excellent, Rayner IES 1657 e	Supervisor Title Special Agent in Charge Title Assistant Director Title	Date APR 17 1969	and the content may not be used to express approval of the FBI
Rated by: C	Outstand Charles T. Signatur CHARLES T. HAYN Mark V. HITT FRANK V. HITT Signature Signature	TYPE OF R	Supervisor Title Special Agent in Charge Title Assistant Director Title EPORT	<u>3/31/69</u> Date <u>3/31/69</u> Date APR 17 1969 Date	and the content may not be unsurved to minute express approval of the FBI
Rated by: C	Outstand Charles T. Signotur CHARLES T. HAYN Wark V. FRANK V. HITT Signature Signature	TYPE OF R	Supervisor Title Special Agent in Charge Title Assistant Director Title EPORT Adminis G 60-	<u>3/31/69</u> Date <u>3/31/69</u> Date APR 17 1969 Date	and the content may not be unsubset to minimum express approval of the FBI.
Rated by: C	Outstand Charles T. Signatur CHARLES T. HAYN Mark V. HITT FRANK V. HITT Signature Signature	TYPE OF R	Supervisor Title Special Agent in Charge Title Assistant Director Title EPORT Adminis 60- 90- Tre	APR 17 1969 Date APR 17 1969 Date APR 17 1969 Date	and the content may not be unsclosed to unumore express approval of the FBI.
Rated by: C	Outstand Charles T. Signatur CHARLES T. HAYN Wark V FRANK V. HITT Signature Signature Signature	TYPE OF R	Supervisor Title Special Agent in Charge Title Assistant Director Title EPORT Adminis 60- 90- Tra Ser	<u>3/31/69</u> Date <u>3/31/69</u> Date <u>3/31/69</u> Date APR 17 1969 Date	and the content may not be unsclosed to unumore express approval of the FBI.
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FC	-185a (Rev. 11-8-65)
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	PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL (For use as attachment to Performance Rating Form No. FD-185)
Na	Me of Employee
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	RATING GUIDE AND CHECK-LIST
	<ul> <li>Conly those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared. RATE ITEMS AS FOLLOWS:         <ul> <li>Outstanding (exceeding excellent and deserving of special commendation).</li> <li>Excellent.</li> <li>Satisfactory (good or very good).</li> <li>Unsatisfactory.</li> <li>No opportunity to appraise performance during rating period.</li> </ul> </li> </ul>
1.	<ul> <li>The oppetituity to appearing the upperiod.</li> <li>ide for determining adjective rating: "Outstanding" adjective rating requires (A) that all elements be + and (B) that <u>each and every</u> rated element be <u>factually</u> justified by narrative details, including reasons for considering each worthy of <u>Special Commendation</u> and be attached to FD-185a.</li> <li>"Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend upon the composite result of evaluating all rated elements rather than following any mechanical formulas; however, for an employee to be rated "Excellent" ne must not be rated unsatisfactory on any performance evaluation factors on the rating guide and check-list and must be rated "Excellent" or "Outstanding" on the majority of such rating factors. Good judgment must be exercised to insure that adjective rating is reasonable in the light of elements rated.</li> <li>A. Any <u>element</u> rated "Unsatisfactory" must be supported by narrative comments.</li> <li>B. An official rating of "Unsatisfactory" must be supported in writing stating (1) wherein the performance is unsatisfactory, (2) the facts of the (90-day) prior warning, and (3) the efforts made after the warning to help the employee bring his performance up to a satisfactory level and must be attached to FD-185a.</li> </ul>
	<ul> <li>E (1) Personal appearance.</li> <li>E (1) Personal appearance.</li> <li>(2) Personality and effectiveness of his personal contacts.</li> <li>(3) Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability and willingness to equitably share work load).</li> <li>(4) Physical fitness (including health, energy, stamina).</li> <li>(5) Resourcefulness and negenity.</li> <li>(6) Forcefulness and negenity.</li> <li>(7) Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives. Influtative and the taking of appropriate action on wire responsibility.</li> <li>(9) Planning ability and its application to the work.</li> <li>(10) Accuracy and attention to pertinent detail.</li> <li>(11) Industry, including emergetic, consistent application to duties.</li> <li>(12) Productivity, including amount of acceptable work produced and rate of progress on o completion of assignments. Also consider adherence to deadlines unless failure to meet is attributable to causes beyond employee's control.</li> <li>(13) Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.</li> <li>(14) Investigative ability and results:         <ul> <li>(15) Physical surveillance ability.</li> </ul> </li> <li>(16) Firearms ability.</li> <li>(17) Development of informatis and sources of information.</li> <li>(18) Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.</li> <li>(19) Profounci high morale</li> <li>(10) Investigative ability and results:         <ul> <li>(10) Accuracy and pertinence of additions including readiness of comprehension and "know how" of application.</li> <li>(11) Investigative ability and results:         <ul> <li>(12) Productive ability and results:</li> <li>(13) Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.</li> <li>(14) Investigative abi</li></ul></li></ul></li></ul>
<b>A.</b>	Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, or as Resident Agent, supervisor, instructor, etc.):
	Security
	Specify employee's most noteworthy special talents (such as investigator, desk man, research, instructor, speaker):
c.	<ol> <li>Is employee available for general assignment wherever needs of service require? Yes (If answer is not "yes," explain in narrative comments.)</li> <li>Is employee available for special assignment wherever needs of service require? Yes (If answer is not "yes," explain in narrative comments.)</li> </ol>
	1. Has employee had an abnormal sick leave record during rating period?2. Has employee used more sick leave (including annual leave or LWOP for illness) during rating period than the amount of sick leave earned during such period? NO_(If answer to either question is "yes," explain in narrative comments.)
E.	Is employee qualified to operate a motor vehicle incidental to his official duties? XX Yes No If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use. (b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.
	ADJECTIVE RATING: SATISFACTORY EMPLOYEE'S INITIALS
	ADJECTIVE RATING: EMPLOTEE STRITTALS Outstanding, Excellent, Satisfactory, Unsatisfactory

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NW 55076 DocId:32989533 Page 72 NARRATIVE COMMENTS

1. PERSONAL APPEARANCE AND PERSONALITY:

SA Miller presents an excellent appearance, dressing in good business taste, and possessing a pleasant personality which is effective in his personal contacts.

### 2. ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS:

SA Miller has not actually participated in any raids during the rating period; however, he is fully qualified to participate in raids and dangerous assignments.

3. <u>LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING</u> <u>PERFORMANCE; AND SICK LEAVE INFORMATION</u>:

SA Miller is completely available for any assignment, and there are no known physical limitations affecting his performance.

4. <u>TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE,</u> <u>INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND</u> <u>SUPERVISION REQUIRED:</u>

During the entire rating period SA Miller has been assigned to the #3 Squad in the Atlanta Division handling in most cases very involved investigative matters in the security, racial, and civil rights field, as well as very delicate SGE investigations. He is qualified to handle the most complicated investigative matters, requiring an absolute minimum of supervision, and has demonstrated an outstanding attitude towards these assignments using outstanding ingenuity and initiative with sufficient forcefulness to produce outstanding investigative results. SA Miller has been successful in developing informants who have furnished valuable information, particularly regarding New Left activities. SA Miller's technical knowledge and ability is utilized periodically to insure the existence of adequate security in connection with Bureau communication facilities.

SA Miller was given specific applicant recruiting assignments but was not successful in obtaining any applicants; however, he is aware of the importance of this program.

SA Miller is a weekend and holiday supervisor and periodically serves in that capacity in an excellent manner.

5. NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED:

During the rating period, the Director commended the personnel of the Atlanta Division on 4/18/68, for handling the heavy volume of work engendered by the death and funeral of Dr. Martin Luther King, Jr.; on 6/13/68, for participation in the (continued on page

6. <u>DISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS</u>: (List items taken into consideration on rating guide and check list.)

Bureau letter dated 8/22/68, placed SA Miller on probation for failure to meet Bureau physical standards. Bureau letter dated 12/12/68, removed SA Miller from probation. Items 3 and 7 on the performance rating guide were affected by this. By letter dated 8/29/68, SA Miller was censured for a delinquency found in a security matter case in which he failed to disseminate a copy of a report to another Government agency. Item 10 on the rating guide was affected by this. Agent's overall adjective rating was reduced because of this disciplinary action.

7. PARTICIPATION IN INFORMANT PROGRAMS:

At the beginning of the rating period SA Miller had 1 probationary racial informant, 1 security informant, 1 potential security informant, and 1 probationary racial informant-ghetto. During the rating period he developed 1 security informant, (cont'd on

page 2a)

2a)

8. TESTIFYING EXPERIENCE AND ABILITY:

SA Miller has not testified in Federal court during the rating period; however, he has previously testified in an excellent manner.

9. ACCOUNTING INFORMATION:

·NA

10. POLICE INSTRUCTION:

SA Miller is a general police instructor; however, due to his confidential assignments in the security field, he has not been used on police schools during the rating period.

11. RESIDENT AGENTS:

NA

### (Item 5 continued)

investigation to locate James Earl Ray after the death of Dr. Martin Luther King, Jr.; and on 12/26/68, for performance in the investigation of Gary Steven Krist and Ruth Eisemann-Schier, subjects of a kidnaping case. SA Miller shared in these commendations.

(Item 7 continued)

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1 potential security informant, 4 probationary racial informants-ghetto, and 1 racial liaison source. He is currently assigned 1 security informant, 1 potential security informant, 1 probationary racial informant-ghetto, and 2 racial liaison sources, the others having been re-assigned or closed. SA Miller has been particularly effective in developing sources among students and faculty members and obtaining considerable information regarding New Left activities on college campuses. His participation in this area is considered excellent.

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# 12. EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:

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NA

# 13. <u>FOREIGN LANGUAGE ABILITY:</u> NA

	Complete Fluent ir problems	e in which pr ed language s as follows:	chool [ (1) Con (2) Writ	Yes [ language versation ten form	form	] Yes ] Yes	🔲 No 🔲 No			-
	Evaluate language proficiency in each phase as excellent, very good, good, fair or unsatisfactory								r	
	unoution	Language	5 -			Read	, Write	Spea	<u>ak I</u>	<b>Jnderstand</b>
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	Frequenc	у	la	anguage ab	oility use	d during	rating per	riod:		
	Frequenc	y of use of _	, <u>,,,,,,,,,,,,,,,,,,,,,</u>	la	nguage a	bility an	aticipated	during en	suing	year:
14.	ADMINIS	TRATIVE AI	<b>VANCE</b>	MENT:	,					
	(a) Agen	nt is intereste	ed in adm	inistrative	e advance	ement.		🗀 Yes	XX	No
	(b) Agen	it is complete	ely availa	able for ad	ministra	tive adva	ancement.	🗌 Yes		No
	admi	t is consider nistrative ad onality and a	vancemei	nt, includi				T Yes		No
	(d) If an	swer to (c) i ery good [	s "Yes,"	Agent's q			considere			
٠	for fu	swer to (c) is uture adminis <i>matory comm</i>	trative a	dvancemen				🖂 Yes		No

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