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104-10224-10006

FILE TITLE/NUMBER/VOLUME: McCord, James W., Jr.

INCLUSIVE DATES: 15 June 1951 – 24 April 1974

CUSTODIAL UNIT/LOCATION: OP

ROOM: 5E13

DELETIONS, IF ANY:

DATE RECEIVED	DATE RETURNED	REVIEWED BY (PRINT NAME)	SIGNATURE OF REVIEWING OFFICIAL

NO DOCUMENTS MAY BE COPIED OR REMOVED FROM THIS FILE

SECRET

McCORD, JAMES

TRANSMITTAL SLIP	DATE 7/15/75
TO: NOTE FOR THE FILE	
ROOM NO.	BUILDING

REMARKS:

According to card notation in the files of C/HAC/OP the information referred to on the attached flag was transferred to the Office of the Inspector General and the office of the Director of Security on 21 January 1965.

FROM: C/FOIPR/OP		
ROOM NO.	BUILDING	EXTENSION

FORM NO. 241 REPLACES FORM 36-8 WHICH MAY BE USED. (47)

-E-T

OF FILE

tation is on file with

s Staff, Office of

Quarters Eye, extension

☐ Hearing transcript and related papers

☒ Other EYES ONLY material

THIS MEMO MUST REMAIN ON TOP OF FILE

McCORD, JAMES W., JR.

S-E-C-R-E-T

70 3577

31 AUG 1970

Mr. James W. McCord, Jr.
[redacted]
Rockville, Maryland 20850

Dear Jim:

As you bring to a close more than twenty-five years of service to your country, I want to join your friends and co-workers in wishing you well and hoping that you find the years ahead filled with enjoyment and satisfaction.

It takes the conscientious efforts of many people to do the important work of this Agency. You leave with the knowledge that you have personally contributed notably to our success in carrying out our mission. Your faithful and loyal support has measured up to the high ideals and traditions of the Federal service.

May I express to you my appreciation and extend my best wishes for the years ahead.

Sincerely,

/s/ Richard Helms

Richard Helms
Director

Distribution:
0 - Addressee
1 - DDCI
1 - ER
1 - AC/EAB/OS
1 - D/Pers
1 - OPF
1 - ROB Soft File
1 - ROB Reader

Originator: /s/ [redacted] 27 AUG 1970
Director of Personnel

Concur: _____
AC/EAB/OS

OP/RAD/ROB/[redacted] jat/3257 (19 August 1970)

14-00000

ADMINISTRATIVE
INTERNAL USE ONLY

31 August 1970

MEMORANDUM FOR THE RECORD

SUBJECT : Retirement - James W. McCord, Jr.

1. The retirement of Subject, effected as a result of a memorandum from the Head of his Career Service stating that he is surplus to the needs of the Service and that his retirement will be recommended to the Director under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement, in no way implies an adverse action. Subject signed an application for retirement of his own volition in order to qualify for an immediate retirement annuity. The liberalized criteria for such separations was established by the Agency to parallel similar actions under the Civil Service Retirement System in accordance with FPM Letter No. 831-23, dated 10 December 1969.

2. Any inquiry received concerning the nature of the separation of Subject from the Agency should be confirmed simply as a retirement.

[redacted]
Chief, Retirement Affairs Division

ADMINISTRATIVE
INTERNAL USE ONLY

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 2 July 1970

1. SERIAL NUMBER	2. NAME (Last-First-Middle)
058124	MC CORD, James W., Jr.

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	5. CATEGORY OF EMPLOYMENT
Retirement (Involuntary) Under CIA Retirement and Disability System	08 / 31 / 70	Regular

6. FUNDS					7. FINANCIAL ANALYSIS NO. CHARGEABLE	8. LEGAL AUTHORITY (Completed by Office of Personnel)
	XX	V TO V		V TO CF	1271-0501	PL 88-643 Sec. 235(a)
		CF TO V		CF TO CF		

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDS/Office of Security DD/Physical, Technical & Overseas Security Physical Security Division Office of the Chief	Washington, D. C.

11. POSITION TITLE	12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
Physical Sec[redacted] Of[redacted]	0070	SS

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	1810.07	15/~~8~~ 9	$ ~~24,228~~ 28,226 28,989

18. REMARKS

Subject's last working day will be 31 August 1970. See attached memos.

Retirement is submitted pursuant to a request from the Head of the Security Career Service.

Included on Agency Reserve List
1152 Celesword w/ [redacted] 8/20/70.

cc/CSB - Info
cc/Payroll

18A. SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B. [redacted] OFFICER	DATE SIGNED
		C/PB/A&TS/OS	2 July 70

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY. CODE	21. OFFICE CODING (NUMERIC / ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. HDQTRS CODE	25. DATE OF BIRTH (MO. DA. YR.)	26. DATE OF GRADE (MO. DA. YR.)	27. DATE OF LEI (MO. DA. YR.)
45	10				1	01 26 24		

28. NTE EXPIRES (MO. DA. YR.)	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1-CSC, 2-OPGN, 3-FICA, 5-NONE) CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA (TYPE, MO. DA. YR.)	EOD DATA	33. SECURITY REQ NO	34. SEX
			C GU,CC,CO				

35. VET PREFERENCE (CODE: 0-NONE, 1-5 PT, 2-10 PT)	36. SERV COMP DATE (MO. DA. YR.)	37. LONG. COMP. DATE (MO. DA. YR.)	38. CAREER CATEGORY (CAR/RESV, PROV/TEMP, CODE)	39. FEGLI/HEALTH INSURANCE (CODE: 0-WAIVER, 1-YES; HEALTH INS. CODE)	40. SOCIAL SECURITY NO

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE: 0-NO PREVIOUS SERVICE, 1-NO BREAK IN SERVICE, 2-BREAK IN SERVICE (LESS THAN 3 YEARS), 3-BREAK IN SERVICE (MORE THAN 3 YEARS))	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA (FORM EXECUTED 1-YES 2-NO; CODE; NO. TAX EXEMPTIONS)	44. STATE TAX DATA (FORM EXECUTED 1-YES 2-NO; CODE; NO. TAX EXEMP.; STATE CODE)

45. POSITION CONTROL CERTIFICATION	46. O.P. APPROVAL	DATE APPROVED
8-21-70 noted [illegible] C/SASIOV 6 Aug 70	[redacted]	20 Aug 70

FORM 3-67 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

BSJ: 14 SEPT 70

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
058124	MCCORD JAMES W JR

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO. DA. YR.)	5. CATEGORY OF EMPLOYMENT
RETIREMENT-INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYS-CORR	08 31 70	REGULAR

6. FUNDS					7. Financial Analysis No. Chargeable	8. CSC OR OTHER LEGAL AUTHORITY
	X	V TO V		V TO CF	1271 0501 0000	PL 88-643 SEC 235A
		CF TO V		CF TO CF		

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
PHYSICAL SEC OF	0070	SS

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	1810.07	15 9	28989

18. REMARKS

THIS ACTION CORRECTS FORM 1150 EFFECTIVE DATE 08/31/70 AS FOLLOWS: ITEM 16, GRADE AND STEP WHICH READ 15 8 TO READ 15 9; AND ITEM 17, SALARY OR RATE WHICH READ 28226 TO READ 28989.

SIGNATURE OR OTHER AUTHENTICATION

R. S. WATTLES

Use Previous Edition

BSJ: 27 AUG 70

NOTIFICATION OF PERSONNEL ACTION

OEF

1. SERIAL NUMBER	2. NAME (LAST, FIRST, MIDDLE)
058124	MCCORD JAMES W JR

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO. DA. YR.)	5. CATEGORY OF EMPLOYMENT
RETIREMENT-INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYSTEM	08 31 70	REGULAR

6. FUNDS		V TO V		V TO CF	7. Financial Analysis No. Charge code	8. CSC OR OTHER LEGAL AUTHORITY
	X	CF TO V		CF TO CF	1271 0501 0000	PL 88-643 SEC 235A

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
PHYSICAL SEC OF	0070	SS

14. CLASSIFICATION SCHEDULE (GS, LB, WK)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	1810.07	15 8	28226

18. REMARKS

SIGNATURE OF OTHER AUTHENTICATION

FORM 566 1150 Use Previous Edition (451)

14-00000

ADMINISTRATIVE - INTERNAL USE ONLY

1 September 1970

MEMORANDUM FOR: Mr. James W. McCord, Jr.

THROUGH : Deputy Director for Support

THROUGH : Director of Security

SUBJECT : Certificate of Distinction

1. The Honor and Merit Awards Board is pleased to notify you that the award named above will be conferred on you in recognition of the excellent service you have rendered this Agency. Security considerations relevant to the award are explained in the attached memorandum from the Office of Security.

2. The award will be presented to you at a ceremony to be held in the near future. Members of your family, Agency associates, and intimate friends who are aware of your Agency affiliation may attend the ceremony.

3. Invitations to the ceremony will be extended by the Secretariat, Honor and Merit Awards Board, Office of Personnel, extension 3645. Please send to that office the names and phone numbers of the guests you would like to have invited, and indicate any dates on which you would not be available for such a ceremony.

/Sgd/ Robert M. Gaynor

ROBERT M. GAYNOR
Recorder
Honor and Merit Awards Board

Distribution:
Orig - Addressee
1 - D/S
1 - D/Pers Reader Chrono/OPF
1 - Sec't, HMAB
1 - Recorder, HMAB

ADMINISTRATIVE - INTERNAL USE ONLY

14-00000

REPORT OF HONOR AND MERIT AWARDS BOARD

DATE: 11 August 1970

The Honor and Merit Awards Board having considered a recommendation that:

INITIAL OR ID NO.	NAME (Last-First-Middle)	BIRTHYEAR	SEX	TYPE EMPLOYEE
	McCORD, James Walter, Jr.	1924	M	

OFFICE OF ASSIGNMENT	SD	SCHEDULE	GRADE	STATION
DDS/OS			GS-15	

BE AWARDED

Certificate of Distinction

☐ FOR HEROIC ACTION ON

☒ FOR MERITORIOUS SERVICE OR ACHIEVEMENT DURING THE PERIOD **Aug 1951 - Present**

☒ RECOMMENDS APPROVAL ☐ DOES NOT RECOMMEND APPROVAL

☐ RECOMMENDS AWARD OF

UNCLASSIFIED CITATION

Mr. James W. McCord, Jr., is hereby awarded the Certificate of Distinction in recognition of his exemplary performance of duty for over nineteen years. In a variety of assignments, both domestic and abroad, Mr. McCord has displayed unusual imagination, ingenuity, and effectiveness in accomplishing his assigned tasks. His achievements in the fields of audio-countermeasure techniques and physical and technical security are particularly noteworthy and represent a marked contribution to the mission of the Agency. His professionalism in the conduct of his work upholds the best traditions of service and reflects great credit on him and the Office of Security.

(Recommendation approved by DD/S on 23 July 1970)

REMARKS

APPROVED

R. E. Cushman, Jr.
DIRECTOR OF CENTRAL INTELLIGENCE

25 AUG 1970
DATE

SIGNATURE /s/ Robert S. Wattles

TYPED NAME OF CHAIRMAN, HONOR AND MERIT AWARDS BOARD
ROBERT S. WATTLES

SIGNATURE
Signed Original

TYPED NAME OF RECORDER
ROBERT M. GAYNOR

FORM 8-65 382 OBSOLETE PREVIOUS EDITION

[4]

SECRET
(When Filled In)

CERTIFICATION OF SEPARATING EMPLOYEE	Name (Last-First-Middle) McCORD, James W.

MEMORANDUM FOR THE RECORD - ATTACH TO OFFICIAL PERSONNEL FOLDER

I hereby acknowledge the receipt of the following forms and/or information concerning my separation from CIA as indicated by check mark:

	1. Standard Form 8 (Notice to Federal Employee about Unemployment Compensation).
✓	2. Standard Form 55 (Notice of Conversion Privilege, Federal Employees' Group Life Insurance).
	3. Standard Form 56 (Agency Certification of Insurance Status, Federal Employers' Group Life Insurance Act of 1954).
	4. Standard Form 2802 (Application for Refund of Retirement Deductions).
✓	5. Form 2595 (Authorization for Disposition of Paychecks). AC CHANGE
	6. Applicable to returnee (resignee from overseas assignment). I have been advised of my right to have a medical examination before my separation from this Agency and of the importance of such a medical check to my health and well-being. ☐ Appointment arranged with Office of Medical Services. ☐ Appointment for Office of Medical Services examination declined.
	7. I have been informed of "conflict of interests" policy of the Agency and foresee no problem in this regard concerning my new employment.
	8. Form 71 (Application for Leave).
	9. CSC Pamphlet 51 (Re-employment Rights of Federal Employees Performing Armed Forces Duty).
	10. Instructions for returning to duty from Extended Leave or Active Military Service.

Signature of Employee	Date Signed
James W. McCord	Aug 3, 70
Address (Street, City, State, Zip Code)	Correspondence ☑ Overt ☐ Covert
[redacted]	

SECRET

SECRET

11 AUG 1970

MEMORANDUM FOR : Mr. James W. McCord, Jr.

THROUGH : Head of SS Career Service

SUBJECT : Notification of Approval of Involuntary Retirement

1. This is to inform you that the Director of Central Intelligence has approved the recommendation of your Career Service that you be involuntarily retired under the CIA Retirement and Disability System.

2. Your retirement will become effective 31 August 1970. Your annuity will commence as of 1 September 1970 and is payable on 1 October 1970. You may be assured that every effort will be made to expedite delivery of your first check following completion of the administrative details necessary to process your retirement.

3. You will receive a lump-sum payment for your accrued annual leave up to 30 days or for whatever amount of leave credit you carried over from the last leave year if that amount is more than 30 days.

/s/ Robert S. Wattlee

Robert S. Wattlee
Director of Personnel

Distribution:
0 - Addressee
1 - D/Pers
1 - OPF
1 - ROB Soft File
1 - ROB Reader

OP/RAD/ROB/[redacted]:dam/3257 (10 Aug 70)

SECRET

GROUP 1
Excluded from automatic downgrading and declassification

14-00000

SECRET

20 JUL 1970

MEMORANDUM FOR: Chief, Official Cover Branch, Central Cover Staff, DD/P

THROUGH : Chief, Administration and Training Staff, OS

SUBJECT : Summary of Agency Employment - James W. McCord, Jr.

REFERENCE : Memorandum to Chief, Administrative Staff/ OS from C/OCB/CCS, dated 14 July 1970, Subject, James W. McCord, Jr.

Attached hereto is a summary of Agency Employment for Mr. James W. McCord, Jr., who is retiring 31 August 1970.

[redacted]

Deputy Director of Security (PTOS)

Att.

SECRET

14-00000

SECRET

SUMMARY OF AGENCY EMPLOYMENT

JAMES W. MCCORD, JR.

Service with the Central Intelligence Agency began on 22 August 1951 and continued through 31 August 1970. During his career there was a variety of assignments involving investigations, research and report writing, technical and physical security programs and a two year tour overseas.

As an investigator during the first two years of employment, there was wide involvement in a variety of support activities requiring initiative and ingenuity.

During the seven years engaged in research and report writing, there was much independence of action and success depended on initiative, imagination and resourcefulness in pioneering new areas of interest. Beginning in May 1957, managerial responsibilities began with appointment to a Deputy Chief position of a research staff of some six professional and clerical personnel.

When serving overseas, responsibilities were managerial in nature as Chief of a regional staff of some ten professional and clerical personnel providing a full spectrum of security support.

From August 1964 to June 1965 he attended the Air War College as representative of the Agency.

Since 1965 two vital line positions were held involving the Agency's programs in the technical and physical security fields.

In heading up the technical security division, from 1965 to 1968, he had primary supervisory responsibility for some 40 professional and clerical personnel, preparing the budget and programs for the Agency's technical security program, and managing the obligating of authorized funding to assure that approved programs and goals were met. He was instrumental in guiding the development of new approaches, in establishing new training concepts and in bringing the Agency to a position of recognized leadership in this field.

Since October 1968, as Chief of a division responsible for the Agency's physical security program he had primary responsibility for the supervision of some 70 professional and clerical personnel, together with the programming, budgeting and implementing of the total physical security program of the Agency. As a result of his technological experience, he developed and implemented physical security programs which produced for the Agency a physical security posture of pre-eminent quality within the US Government.

14-00000

SECRET

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 18 June 1970

1 SERIAL NUMBER	2 NAME (Last–First–Middle)
058124	MCCORD, JAMES W., JR.

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	5 CATEGORY OF EMPLOYMENT
DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM	06 / 28 / 70	REGULAR

6 FUNDS				
	X V TO V		V TO CF	
	CF TO V		CF TO CF	

7 COST CENTER NO. CHARGEABLE	8 LEGAL AUTHORITY (Compliance by Office of Personnel)
0271 0501	PL 88-643 Sect. 203

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDS/SECURITY	WASHINGTON, D. C.

11 POSITION TITLE	12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
		SS

14 CLASSIFICATION SCHEDULE (GS, FB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
		15	$

18 REMARKS

18A SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING (NUMERIC / ALPHABETIC)	22 STATION CODE	23 INTEGREE CODE	24 NOTIFS CODE	25 DATE OF BIRTH (MO. DA. YR.)	26 DATE OF GRADE (MO. DA. YR.)	27 DATE OF LEI (MO. DA. YR.)

28 NTE EXPIRES (MO. DA. YR.)	29 SPECIAL REFERENCE	30 RETIREMENT DATA (1–CSC, 2–FICS, 5–NONE) CODE	31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA TYPE	MO. DA. YR.	EOD DATA	33 SECURITY REG NO.	34 SER
		2						

35 VET. PREFERENCE CODE (0–NONE, 1–5 PT, 2–10 PT)	36 SERV COMP. DATE (MO. DA. YR.)	37 LONG COMP DATE (MO. DA. YR.)	38 CAREER CATEGORY (CAR RESV PROV./EMP CODE)	39 FEGLI, HEALTH INSURANCE CODE	0–WAIVER 1–YES	HEALTH INS. CODE	40 SOCIAL SECURITY NO.

41 PREVIOUS GOVERNMENT SERVICE DATA CODE (0–NO PREVIOUS SERVICE; 1–NO BREAK IN SERVICE; 2–BREAK IN SERVICE (LESS THAN 3 YEARS); 3–BREAK IN SERVICE (MORE THAN 3 YEARS))	42 LEAVE CAT CODE	43 FEDERAL TAX DATA: FORM EXECUTED (1–YES, 2–NO)	CODE	NO. TAX EXEMPTIONS	44 STATE TAX DATA: FORM EXECUTED (1–YES, 2–NO)	CODE	INC. TAX STATE CODE

45 POSITION CONTROL CERTIFICATION: 7-6-70 MW

46 OP APPROVAL: [signature]

DATE APPROVED: 2 JUN 70

FORM 0-63 1152 USE PREVIOUS EDITION

OP-1 1-66

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

14

70-3527

31 AUG 1970

70-4562

Mr. James W. McCord, Jr.
[redacted]
Rockville, Maryland 20850

Dear Jim:

As you bring to a close more than twenty-five years of service to your country, I want to join your friends and co-workers in wishing you well and hoping that you find the years ahead filled with enjoyment and satisfaction.

It takes the conscientious efforts of many people to do the important work of this Agency. You leave with the knowledge that you have personally contributed notably to our success in carrying out our mission. Your faithful and loyal support has measured up to the high ideals and traditions of the Federal service.

May I express to you my appreciation and extend my best wishes for the years ahead.

Sincerely,

/s/ Richard Helms

Richard Helms
Director

Distribution:
0 - Addressee
1 - DDCI
1 - ER
1 - AC/EAB/OS
1 - D/Pers
1 - OPF
1 - ROB Soft File
1 - ROB Reader

Originator: /s/ [redacted] 27 AUG 1970
Director of Personnel

Concur: _____
AC/EAB/OS 1970

OP/RAD/ROB/[redacted]jat/3257 (19 August 1970)

SECRET

31 JUL 1970

MEMORANDUM FOR : Director of Central Intelligence

SUBJECT : Recommendation for Involuntary Retirement - Mr. James W. McCord, Jr.

REFERENCE : Memorandum for Mr. James W. McCord, Jr. from Director of Security dated 30 June 1970, same subject

1. This memorandum submits a recommendation for your approval; this recommendation is contained in paragraph 4.

2. Mr. James W. McCord, Jr., CS-15, Physical Security Officer, Office of Security, Support Services, has been recommended for involuntary retirement under the provisions of Headquarters Regulation 20-50m. The purpose of this proposed retirement, to which Mr. McCord is agreeable, is to assist the Office of Security to reduce its personnel surplus. If such retirement is approved, Mr. McCord requests an effective date of 31 August 1970.

3. Mr. McCord has been designated a participant in the CIA Retirement and Disability System and will meet the technical requirements for involuntary retirement under the System prior to the effective date requested. He is 46 years old and will complete 25 years of Federal service on 21 August 1970. This service includes over 19 years with the Agency of which 5 years were in qualifying service. The CIA Retirement Board has recommended that his involuntary retirement be approved.

4. It is recommended that you approve the involuntary retirement of Mr. James W. McCord, Jr. under the provisions of Headquarters Regulation 20-50m.

/s/ Robert S. Wattles

Robert S. Wattles
Director of Personnel

The recommendation contained in paragraph 4 is approved:

/s/ Richard Helms

Director of Central Intelligence

3 AUG 1970

Date

SECRET

REQUEST AND AUTHORIZATION FOR ACTIVE DUTY TRAINING/ACTIVE DUTY TOUR

1. TO: HQ COMD USAF (PRP)

FROM: HQ COMD USAF (PR?-A)

1. [X] BY DIRECTION OF THE PRESIDENT [ ] BY ORDER OF THE SECRETARY OF THE AIR FORCE

2. GRADE, LAST NAME, FIRST, MIDDLE INITIAL, AFSN: LT COLONEL MC CORD, JAMES W.JR. [redacted]

3. PAFSC: 8011

4. PRESENT ADDRESS: [redacted] Rockville, Maryland 20850

5. ON FLYING STATUS: [ ] YES [X] NO

6. AFSC RATING: Aircraft Observer

7. IS ORDERED TO ACTIVE DUTY FOR 12 DAYS PLUS REQUIRED TRAVEL TIME

8. PURPOSE (Type) [X] ANNUAL TOUR [ ] SCHOOL TOUR [ ] SPECIAL TOUR OF ACQUISITION [ ] SPECIAL TOUR OF AD

TITLE (Indicate specific school course or special tour title)

9. RESERVE ASSIGNMENT: HQ USAF (AFESS-FE) Washington, DC

10. UNIT OF ATTACHMENT:

11. INDIVIDUAL WILL REPORT TO: JOHN F. KENNEDY CENTER FOR SPECIAL WARFARE (A) Student Dormitory, Bldg D-3601, Reilly Street and Bastogne Drive, Ft Bragg, North Carolina 28308

	HOUR	DAY	MONTH	YEAR
11.	NLT 0800	19	Jan	70
12. INDIVIDUAL WILL BE RELEASED FROM ORGANIZATION ATTACHED/ASSIGNED FOR ACTIVE DUTY TRAINING ON		30	Jan	70

13. INDIVIDUAL [ ] IS [X] IS NOT AUTHORIZED TO PARTICIPATE IN FLYING ACTIVITIES DURING THE PERIOD OF ACTIVE DUTY COVERED BY THIS ORDER

14. AUTHORITY: - AFM 35-3

15. INDIVIDUAL WILL PROCEED FROM PRESENT ADDRESS IN SUFFICIENT TIME TO COMPLY WITH REPORTING TIME AND DATE.

16. MODES OF TRANSPORTATION [X] AUTHORIZED [ ] DIRECTED

[ ] MILITARY AIRCRAFT	COMMERCIAL [X] AIRCRAFT	[X] RAIL	[X] BUS

17. PCS, TDN, PAY, ALLOWANCES, AND TRAVEL CHARGEABLE TO:

PAY & ALWS: 5703700 500 4261 P 723.01 (P&A) S594700

18. REMARKS: TRAVEL & PER DIEM: 5703700 500 6262 P 723.07 40861 40961 S668100

Security Clearance - TOP SECRET Training Category - D Pay Group - D

For period of this active duty only, mbr and dependents authorized Commissary (Para 1a, AFR 145-15), Base Exchange (Para 3-8a(1), AFR 147-14) & Base Theater (Para 3-10, AFR 34-32) privileges.

19. DATE	21. APPROVING OFFICIAL (Typed Name and Grade)	22. SIGNATURE
16 Dec 69	E. E. THAYER, GS-12	E. E. Thayer
20. PHONE NO. 4579/4279		

23. DESIGNATION AND LOCATION OF HEADQUARTERS: DEPARTMENT OF THE AIR FORCE HEADQUARTERS, HEADQUARTERS COMMAND USAF BOLLING AIR FORCE BASE, DC 20332

24. RESCIND ORDER NO.: A - 2073

25. DATED: 16 Dec 69

26. FOR THE COMMANDER

27. DISTRIBUTION:
15 - Individual
1 - Indiv Pers Rec
2 - Unit of Asgmt
2 - Unit of Atch
2 - ARPC, 3800 York St, Denver, CO 80205
2 - HQ AFRES (CAFO), Dobbins AFB, GA 30060
1 - Records Set
35 - Reserve Personnel

28. SIGNATURE ELEMENT OF ORDERS AUTHENTICATING OFFICIAL:

E. E. Thayer
E. E. THAYER
Asst Director for Administration

AF FORM 938
FEB 67

U.S. GOVERNMENT PRINTING OFFICE: 1967 O—250 000

MC CORD, James

[illegible]

10 March 1969

MEMORANDUM FOR: Mr. John W. Coffey

I want to express my appreciation to you personally and through you to Howard Osborn and the other of your associates who contributed so effectively to the visit of the President on Friday. The arrangements were flawless; the security first-class without being intrusive. I am well aware of the amount of work and planning which went into the successful outcome. I particularly want to commend the good sense and judgment which prevailed throughout. It is easy to push people around. It is difficult to take proper precautions and at the same time make everyone feel as though it were his or her party. Thank you very much. Well done!

Richard Helms
Director

cc: Acting Executive Director

SECRET

Jim McCord

10 March 1969

MEMORANDUM FOR: DD/PTOS

SUBJECT : Security Support During President Nixon's Visit

1. I have received numerous and highly complimentary comments from the Director, the Executive Director and the Acting Deputy Director for Support for the role this Office played during the visit of President Nixon to the Agency on 7 March 1969. In addition, Mr. Don Gautreau, the Secret Service Agent responsible for protective measures during the visit, told me that he had never met a more highly professional group of personnel than our Security officers. He was impressed with the comprehensive coverage inherent in our protective measures.

2. Our performance on Friday was smooth, efficient and effective and once more is a tribute to our ability to rise to any occasion. This is possible only because of the quality of the effort put forth by each Security Officer who participated. I am very proud of all of you and I would like to particularly commend Jim McCord, [redacted] and [redacted] for the work they did in planning our role in the ceremonies. Equally impressive was the performance of [redacted] and his people in the provision of audio coverage of the event.

3. I would like to have copies of this memorandum placed in the official Personnel File of every individual who participated in making this event such a great success.

Howard J. Osborn
Director of Security

SECRET

SECRET

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 2 October 1968

1 SERIAL NUMBER: 058124 | 2 NAME (Last-First-Middle): MC CORD, James W., Jr.

3 NATURE OF PERSONNEL ACTION: Reassignment

4 EFFECTIVE DATE REQUESTED: MONTH 10 | DAY | YEAR 68

5 CATEGORY OF EMPLOYMENT: Regular

6 FUNDS: X V TO V | V TO CP | CP TO V | CP TO CP

7 FINANCIAL ANALYSIS NO CHARGEABLE: 9271-0501

8 LEGAL AUTHORITY (Completed by Office of Personnel)

9 ORGANIZATIONAL DESIGNATIONS:
DDS/Office of Security
DD/Physical, Technical & Overseas Security
Physical Security Division
Office of the Chief

10 LOCATION OF OFFICIAL STATION: Washington, D. C.

11 POSITION TITLE: Physical Security Officer

12 POSITION NUMBER: 0070

13 CAREER SERVICE DESIGNATION: GS

14 CLASSIFICATION SCHEDULE (GS, FS or A): GS

15 OCCUPATIONAL SERIES: 1810.07

16 GRADE AND STEP: 15/1

17 SALARY OR RATE: $21,192 ~~24,593~~

18 REMARKS:
From: DDS/Office of Security/Technical Division/Office of the Chief - $0642

CC:Payroll

18A SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED

OFFICER: C/PB/ARTS/OS | DATE SIGNED: 10/3/68

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC	21 OFFICE CODING ALPHABETIC	22 STATION CODE	23 VETERANS CODE	24 HOURS CODE	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEI
3	10	0044	CCC	2B13		1	6/18/24		

28 WIT EXPIRES	29 SPECIAL EXPERIENCE	30 RETIREMENT DATA	31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA	33 SECURITY REQ NO.	34 SEX
		1-CSC 2-CSRS 3-FICA 4-NONE / CODE		TYPE	EOD DATA	

35 VET PREFERENCE	36 SERV COMP DATE	37 LONG COMP DATE	38 CAREER CATEGORY	39 FEGLI HEALTH INSURANCE	40 SOCIAL SECURITY NO
CODE: 0-NONE 1-5 PT 2-10 PT			CAR RES PROV ITEM	CODE: 0-WAIVED 1-YES	

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE	42 LEAVE CAT CODE	43 FEDERAL TAX DATA			44 STATE TAX DATA		
CODE: 1-NO PREVIOUS SERVICE 2-NOT CREDITABLE 3-CREDITABLE (LESS THAN 3 YEARS) 4-CREDITABLE (MORE THAN 3 YEARS)		FORM EXEMPTION: 1-YES 2-NO	CODE	NO. TAX EXEMPTIONS	FORM EXEMPTION: 1-YES 2-NO	CODE	STATE CODE

45 POSITION CONTROL CERTIFICATION: 10-4-68

46 O/P APPROVAL

DATE APPROVED: 4 Oct 68

FORM 3-67 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(6)

14-00000

TREASURY DEPARTMENT

UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

September 5, 1968

Mr. Howard J. Osborn
Director of Security
Central Intelligence Agency
Washington, D. C.

Dear Mr. Osborn:

This letter is in appreciation for the valuable assistance provided by your office during the Republican National Convention at Miami Beach, Florida.

I would particularly like to commend James W. McCord and the following members of his Division:

[redacted]

Their dedication and outstanding degree of technical competence contributed immeasurably to the success of our mission.

Sincerely,

Thomas J. Kelley
Assistant Director

CONFIDENTIAL

NATIONAL COMMUNICATIONS SYSTEM
OFFICE OF THE MANAGER
WASHINGTON, D.C. 20305

IN REPLY REFER TO:
NCS-EO

21 NOV 1967

Mr. Howard Osborn
Director of Security
Central Intelligence Agency
Washington, D. C. 20505

Dear Mr. Osborn:

On 8 November 1967, Messrs. James McCord, [redacted] and [redacted] of your agency provided a most interesting and informative briefing on the subject, "Audio Threat by the Communist Block". Included in this presentation was the display of the latest electronic techniques and technical developments in the area of audio threat.

This presentation was most enlightening and proved to be of keen interest to the Agency NCS Representatives, staff members of the Office of the Manager, NCS and selected key personnel of the Defense Communications Agency.

We very much appreciate the availability of the above mentioned personnel and I should like to commend them on their excellent manner of presentation and thorough knowledge of the subject matter.

I. R. OBENCHAIN, JR.
Brigadier General, USA
Assistant Deputy Manager,
National Communications System

Copy to:
Mr. Georgia

CONFIDENTIAL

[redacted]
DOES NOT APPLY

94-00000

☐ UNCLASSIFIED ☐ INTERNAL USE ONLY ☐ CONFIDENTIAL ☐ SECRET

ROUTING AND RECORD SHEET

SUBJECT: (Optional)
Commendation for Messrs. [redacted] James McCord and their Assistants

FROM:
Acting Director of Security
Room 4E60

EXTENSION: 6777

NO.

DATE

TO. (Officer designation, room number, and building)	DATE RECEIVED	DATE FORWARDED	OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
1. DD/PTOS	22 [illegible]	[illegible]		It is a pleasure to commend Messrs. [redacted] James McCord and their Assistants for the fine support they rendered as indicated in the attached letter. Such commendations reflect a high degree of professionalism.
2. [illegible]	[illegible]	[illegible]		
3. [illegible]	[illegible]	[illegible]		
4. [illegible]	[illegible]	[illegible]		[redacted]
5. [illegible]				Acting Director of Security 21 AUG 1967
6.				
7.				Nice work!
8.				
9.				
10.				
11.				
12. C/A&TS				Please comment the appropriate files in A&TS and the Office of Personnel.
13.				
14.				
15.				

FORM 610 USE PREVIOUS EDITIONS ☐ SECRET ☐ CONFIDENTIAL ☐ INTERNAL USE ONLY ☐ UNCLASSIFIED

14-00000

Executive Reg. [illegible]

NATIONAL SECURITY AGENCY
Office of The Director
Fort George G. Meade, Maryland, 20755

DD/S 67-4161

12 August 1967

Honorable Richard M. Helms
Director of Central Intelligence
Washington, D. C. 20505

Dear Dick:

I want to thank you for the technical security demonstration recently presented to me by Howie Osborn and members of his staff. We are very conscious of the subject and welcome opportunities to be kept up-to-date on the state-of-the-art.

I would appreciate your also conveying my personal thanks to Messrs. [redacted], James McCord, and their assistants, not only for the high degree of professionalism which they demonstrated during the session here but also for their continued advice and assistance to my security organization. I am sure you join me in encouraging continued close liaison of this type.

Faithfully yours,

MARSHALL S. CARTER
Lieutenant General, U. S. Army
Director

SECRET

8 March 1966

MEMORANDUM FOR: Mr. James W. McCord, Jr.

THROUGH : Head of [redacted] Career Service

SUBJECT : Notification of Non-eligibility for Designation as a Participant in the CIA Retirement and Disability System

1. As you may know, we are in the process of reviewing the employment history and current career field of all employees in the Agency to identify those who are eligible for designation as a participant in the new CIA Retirement and Disability System. In this process, the initial review of each case is made by the individual's Career Service. If the Head of his Career Service nominates him for participation in the system, this nomination is reviewed by the CIA Retirement Board which recommends final action to me. However, if the Head of the Career Service advises that the employee does not meet the basic requirements of HR 20-50 for participation, I have accepted this finding without further review by the CIA Retirement Board. This practice has been adopted in the interest of expediting this screening process so that those employees who are eligible to participate in the system may be designated participants as soon as possible.

2. In your case, the Head of your Career Service has advised me that you do not meet the requirements of HR 20-50 for designation as a participant and I have accordingly made the formal determination required by the regulation that you are not eligible for designation. From a review of your record it appears that the decision of your Career Service was based upon the fact that you do not have sufficient time prior to completing 15 years of service with the Agency in which you could complete a minimum of 60 months of qualifying service as required by regulation. My determination that you are not eligible at this time for designation in no way affects your current status under the Civil Service Retirement System, nor does it preclude reconsideration of your eligibility to participate in the CIA System if you should meet the requirements for designation in the future.

3. Should you desire further information concerning the requirements for designation as a participant in the CIA Retirement System, I suggest that you read paragraph e of HR 20-50 and paragraph 5 of the Employee Bulletin dated 30 July 1965, entitled "Public Law 88-643, The Central Intelligence Agency Retirement Act of 1964 for Certain Employees."

4. It is always possible that the records upon which the determination made in your case may have been incomplete or inaccurate regarding your actual employment history with the Agency. If, after studying the materials cited above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 6E-1319 Headquarters (extension 6001). If such discussions do not resolve any questions you have regarding your eligibility, you may request that your case be formally considered by the Board. However, this request must be made within 30 days of the date of this memorandum.

Emmett D. Echols
Director of Personnel

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

SECRET

20 July 1965

MEMORANDUM FOR: Chief, A&TS

SUBJECT : (McCORD, James W., Jr.)
(Educational Matter)

Attached is a letter from George Washington University showing the completion of the requirements for the degree of Master of Science in International Affairs. I understand this would be of interest to the Training and Personnel Branches for their files.

James W McCord Jr
James W. McCord, Jr.
Chief, Technical Division

Attachment:
As Stated Above

SECRET

14-00000

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D. C. 20006

THE COLLEGE OF GENERAL STUDIES

July 7, 1965

Mr. James W. McCord, Jr.
Air War College
Maxwell AFB, Ala.

Dear Mr. McCord,

I am happy to inform you that you have passed satisfactorily the Comprehensive Examination for candidates seeking the degree of Master of Science in International Affairs.

Congratulations!

Very truly yours,

James G. Bean

for Grover L. Angel
Dean

cc: CGS File
Registrar # 183595

SECRET

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 19 July 1965

1 SERIAL NUMBER	2 NAME (Last-First-Middle)
058124	MC CORD, James W., Jr.

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	5 CATEGORY OF EMPLOYMENT
REASSIGNMENT	07 / [illegible] / 65	REGULAR

6 FUNDS				
	X	V TO V		V TO O
		O TO V		O TO O

7 COST CENTER NO CHARGEABLE	8 LEGAL AUTHORITY (Completed by Office of Personnel)
0271-0208	

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDS/OFFICE OF SECURITY TECHNICAL DIVISION OFFICE OF THE CHIEF	WASHINGTON, D. C.

11 POSITION TITLE	12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
ELECT ENG - AUDIO SUPP (15)	0642	SS

14 CLASSIFICATION SCHEDULE (GS, FS, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
GS	0855.21	15 5	$ 18,740

18 REMARKS

18A SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED		DATE SIGNED
		A/Chief/Pers	7/4/65

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC	21 OFFICE CODING ALPHABETIC	22 STATION CODE	23 INTERIM CODE	24 HOURS CODE	25 DATE OF BIRTH MO. DA. YR.	26 DATE OF GRADE MO. DA. YR.	27 DATE OF LEI MO. DA. YR.
37	10	16360	DCE	75213		1	01 26 24		

28 RET EXPIRES MO. DA. YR.	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1-CSC 3-FICA 5-NONE CODE	31 SEPARATION DATA CODE	32 CORRECTION/CANCELLATION DATA TYPE	MO. DA. YR.	EOD DATA	33 SECURITY REQ NO	34 SCD

35 VET. PREFERENCE CODE	0-NONE 1-5 PT. 2-10 PT.	36 SERV. COMP. DATE MO. DA. YR.	37 LONG COMP DATE MO. DA. YR.	38 CAREER CATEGORY CAR RSVN PROV TEMP	CODE	39 FEGLI/HEALTH INSURANCE CODE	0-WAIVED 1-YES	HEALTH INS. CODE	40 SOCIAL SECURITY NO

41 PREVIOUS GOVERNMENT SERVICE DATA CODE	0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED 1-YES 2-NO	CODE	NO. TAX EXEMPTIONS	44 STATE TAX DATA FORM EXECUTED 1-YES 2-NO	CODE	NO. TAX EXEMP.	STATE CODE

45 POSITION CONTROL CERTIFICATION	46 O.P. APPROVAL	DATE APPROVED
7/21/65 DMW		7/23/65

FORM 6-63 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

14.

4-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 20 August 1964

1. SERIAL NUMBER	2. NAME (Last-First-Middle)
058124	MCCORD, James W., Jr.

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	5. CATEGORY OF EMPLOYMENT
REASSIGNMENT AND TRANSFER ~~FROM~~ ~~[illegible]~~ TO VOUCHERED FUNDS	8 / 16 / 64	REGULAR

6. FUNDS	V TO V	V TO CF	CF TO V	CF TO CF	7. COST CENTER NO. CHARGEABLE	8. LEGAL AUTHORITY (Completed by Office of Personnel)
			X		5271-0100	

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDS/OFFICE OF SECURITY EXECUTIVE STAFF	WASHINGTON, D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
SECURITY OFFICER	0032	SS

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	1810.01	15 4	$ 18,170

18. REMARKS

Verbal Concurrence: 20 August 1964 - [redacted] DDP/EE Personnel

Mr. McCord is being double slotted against position 0032 for approximately one (1) year while attending the Air War College.

Date. 20 AUG 1964

Security Approval has been granted for the use contemplated by this request

W. A. [illegible]
Chief, Personnel Security Div.

cc: DDP/EE
cc: Cl Br

18A. SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED		DATE SIGNED
		[redacted] ,ChPersBr,AMTS/OS	8/20/64

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING (NUMERIC / ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. HDQTRS CODE	25. DATE OF BIRTH (MO. DA. YR.)	26. DATE OF GRADE (MO. DA. YR.)	27. DATE OF LEI (MO. DA. YR.)
16	10	15160 / [illegible]	25000		1	07 / 06 / 29		

28. NTE EXPIRES (MO. DA. YR.)	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1-CSC, 3-FICA, 5-NONE) CODE	31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA (TYPE, MO. DA. YR.)	EOD DATA	33. SECURITY REQ. NO.	34. SEX

35. VET. PREFERENCE (CODE: 0-NONE, 1-5 PT., 2-10 PT)	36. SERV. COMP. DATE (MO. DA. YR.)	37. LONG. COMP. DATE (MO. DA. YR.)	38. CAREER CATEGORY (CAR RESV, PROV TEMP, CODE)	39. FEGLI HEALTH INSURANCE (CODE: 0-WAIVER, 1-YES; HEALTH INS. CODE)	40. SOCIAL SECURITY NO.

41. PREVIOUS GOVERNMENT SERVICE DATA (CODE: 0-NO PREVIOUS SERVICE, 1-NO BREAK IN SERVICE, 2-BREAK IN SERVICE (LESS THAN 3 YEARS), 3-BREAK IN SERVICE (MORE THAN 3 YEARS))	42. LEAVE CAT CODE	43. FEDERAL TAX DATA (FORM EXECUTED 1-YES 2-NO; CODE; NO. TAX EXEMPTIONS)	44. STATE TAX DATA (FORM EXECUTED 1-YES 2-NO; CODE; NO. TAX EXEMP.; STATE CODE)

45. POSITION CONTROL CERTIFICATION	46. O.P. APPROVAL	DATE APPROVED
From EE		5-20-64

FORM 6-63 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 8 MAY 1962

1. SERIAL NUMBER: 058124 ✓

2. NAME (Last-First-Middle): MCCORD, James W. Jr.

3. NATURE OF PERSONNEL ACTION: Reassignment and Transfer to Confidential Funds

4. EFFECTIVE DATE REQUESTED: MONTH 05 | DAY 27 | YEAR 62

5. CATEGORY OF EMPLOYMENT: Regular

6. FUNDS: ▶ | | V TO V | X | V TO CF | | CF TO V | | CF TO CF

7. COST CENTER NO. CHARGEABLE: 2139 9300 1017

8. LEGAL AUTHORITY (Completed by Office of Personnel):

9. ORGANIZATIONAL DESIGNATIONS:
DDP/EE
German Station
Deputy for Combined Services
Security Branch

10. LOCATION OF OFFICIAL STATION: Frankfurt, Germany

11. POSITION TITLE: Security Officer ~~(GS)~~

12. POSITION NUMBER: 0363

13. CAREER SERVICE DESIGNATION: SS

14. CLASSIFICATION SCHEDULE (GS, LD, WG, etc.): GS ~~GSY~~

15. OCCUPATIONAL SERIES: 1810.01

16. GRADE AND STEP: 15 2

17. SALARY OR RATE: $ 14055 ✓

18. REMARKS:

One copy has been forwarded to the Office of Security.
W-4 and D-4 forms have been forwarded to Payroll.
Medical OK, JANUARY 1962 per the Office of Security.
From: DDS/Office of Security
Security Research Staff
Office of the Chief
Washington, D.C.
#365

5/22/62

18a. [redacted] DATE SIGNED: 5-11-62

18b. SIGNATURE OF CAREER SERVICE OFFICER APPROVING: for Chief, OSR DATE SIGNED: 16 May 62

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY. CODE	21. OFFICE CODE: NUMERIC	ALPHABETIC	22. STATION CODE	23. BUREAU CODE	24. POSITION CODE	25. DATE OF ACTION: MO. DA. YR.	26. DATE OF GRADE: MO. DA. YR.	27. DATE OF LEI: MO. DA. YR.
20	10	5446	EE	27015		3	01 26 24		

28. DATE EXPIRES: MO. DA. YR.	29. SPECIAL REFERENCE	30. RET REMARKS DATA: 1 = CSC 2 = RIF 3 = MERIT	CODE	31. SEPARATION DATE CODE	32. CERTIFICATION/SEPARATION DATE: TYPE	MO. DA. YR.	EOD DATA	33. SECURITY REQ. NO.	34. SEX

35. VET. PREFERENCE: CODE (0 = NONE 1 = 5 PT 2 = 10 PT)	36. SERV. COMP. DATE: MO. DA. YR.	37. RET. ELIG. COMP. DATE: MO. DA. YR.	38. RET. SERV. CREDITED: 1 = YES 2 = NO	CODE	39. RET. PLAN: CODE	1 = EMPLOYEE 2 = EMPLOYER 3 = YES	40. RET. INSURANCE: INSURANCE CODE	41. SOCIAL SECURITY NO.

42. PREVIOUS GOVERNMENT SERVICE DATA: CODE (0 = NO PREVIOUS SERVICE 1 = NOT CREDITED IN SERVICE 2 = CREDITED IN SERVICE LESS THAN 12 MOS. 3 = CREDITED IN SERVICE MORE THAN 12 MOS.)	43. MILITARY CAT. CODE	44. FEDERAL TAX DATA: FORM EXECUTED 1 = YES 2 = NO	CODE	NO. TAX EXEMPT CRS	45. STATE TAX DATA: FORM EXECUTED 1 = YES 2 = NO	CODE	NO. TAX EXEMPT.	STATE CODE

45. POSITION CONTROL NO. CERTIFICATION: Sec. Concur. SEC
MAY 05-18 62

46. O.P. APPROVAL INITIALS:

DATE APPROVED: 5/16/62

FORM 8-61 1152 USE PREVIOUS EDITION.

SECRET

(4)

CIA INTERNAL USE ONLY

REQUEST FOR PERSONNEL ACTION

25 June 1959

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth Mo. Da. Yr.	4. Vet. Pref. None-0 5 Pt-1 10 Pt-2	Code	5. Sex	6. CS - EOD Mo. Da. Yr.
158124	MCCORD JAMES W JR			1	M	08 22 51

7. SCD Mo. Da. Yr.	8. CSC Retmt. Yes-1 No-2	Code	9. CSC Or Other Legal Authority	10. Apmt. Affidav. Mo. Da. Yr.	11. FEGLI Yes-1 No-2	Code	12. ED Mo. Da. Yr.	13. Ret. Plan Yes-1 No-2	Code
03 27 45		1	50 USCA 403 J				08 22 51		2

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF	3112	WASH., D.C.	75013

16. Dept. - Field Dept. - USfld - Frgn	Code	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series
	2	SECURITY OFFICER	0365	GS	1810.01

21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade Mo. Da. Yr.	25. PSI Due Mo. Da. Yr.	26. Appropriation Number
14 2 3	$ 11,835 11595	SS	07 01 56	06 28 59	9 7100 20 001

ACTION

27. Nature Of Action	Code	28. Eff. Date Mo. Da. Yr.	29. Type Of Employee	Code	30. Separation Date
PROMOTION	30	6 12 59	Regular	01	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
DDS Office of Security Security Research Staff Office of the Chief	3112	Washington, D. C.	75013

33. Dept. - Field Dept. - USfld - Frgn - D	Code	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series
	2	Security Officer	0365	GS	1810.01

38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade Mo. Da. Yr.	42. PSI Due Mo. Da. Yr.	43. Appropriation Number
15-1	$ 12,770.00	ES	11 17 59	12 28 60	9-7100-20-001

SOURCE OF REQUEST

A. Requested By (Name And Title)
Sheffield Edwards, Director of Security

B. For Additional Information Call (Name & Telephone Ext.)
Ch. Pers. Br., A&TS/OS

C. Request Approved By (Signature And Title)
Director of Security

CLEARANCES

Clearance	Signature	Date	Clearance	Signature
A. Career Board			D. Placement	
B. Pos. Control			E.	
C. Classification			F. Approved By	

Remarks

FORM NO. 1152
1 MAR 57

CIA INTERNAL USE ONLY

REQUEST FOR PERSONNEL ACTION

21 January 1959

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth	4. Vet. Pref.	5. Sex	6. CS Eligibility
158124	MCCORD JAMES W JR		None-0 5 Pt-1 10 Pt-2 Code 1	M 1	Mo. 08 Da. 22 Yr. 51

7. SCD			8. CSC Retmt.		9. CSC Or Other Legal Authority	10. Apmt. Affidav.			11. FEGLI	12. LCD			13. Annuity Credit Elig.	
Mo.	Da.	Yr.	Yes-1 No-2	Code		Mo.	Da.	Yr.	Yes-1 No-2 Code	Mo.	Da.	Yr.	Yes-1 No-2	Code
03	27	45		1	50 USC 403 c					08	22	51		2

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DDS OFFICE OF SECURITY INSPECTION STAFF	3110	WASH., D.C.	75013

16. Dept. - Field		17. Position Title	18. Position No.	19. Serv.	20. Occup. Series
Dept. - USIld - Frgn.	Code 2	INVESTIGATOR	0033	GS	1810.22

21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade			25. PSI Due			26. Appropriation Number
			Mo.	Da.	Yr.	Mo.	Da.	Yr.	
14 2	$11,595		07	01	56	06	28	59	9 7101 20

ACTION

27. Nature Of Action	Code	28. EH. Date			29. Type Of Employee	Code	30. Separation Data
		Mo.	Da.	Yr.			
REASSIGNMENT	10				Regular	01	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
DDS/Office of Security Security Research Staff Office of the Chief	3110 3111	Washington, D. C.	

33. Dept. - Field		34. Position Title	35. Position No.	36. Serv.	37. Occup. Series
Dept. - USIld - Frgn. - D	Code	Security Officer	T365	GS	1810.01

38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade			42. PSI Due			43. Appropriation Number
			Mo.	Da.	Yr.	Mo.	Da.	Yr.	
14-2	$11595.00 pa	55							9-7100-20-001

SOURCE OF REQUEST

A. Requested By (Name And Title)
Ch. Pers. Br., A&TS/OS

B. For Additional Information Call (Name & Telephone Ext.)
Ext. 2053

C. Request Approved By (Signature And Title)
Chief, Personnel Branch, A&TS/OS

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board			D. Placement		1/28/59
B. Pos. Control		23 [illegible]	E.		
C. Classification			F. Approved By		1-28-59

Remarks

FORM NO. 1152
1 MAR 57

(4)

4-00000

SECRET
(When Filled In)

DATE PREPARED Mo	Da	Yr	REQUEST FOR PERSONNEL ACTION	X	V to V		V to UV
7	10	58			UV to V		UV to UV

1. Serial No.	2. Name (Last-First-Middle)	3. Date of Birth	4. Vet. Pref.	5. Sex	6. CS - EOD
	McCORD, James Walter, Jr.		None-0 5 Pt-1 10 Pt-2 Code 1	M	Mo Da Yr

7. SCD	8. CSC Retmt.	9. CSC Or Other Legal Authority	10. Appt. Affidav.	11. FEGLI	12. LCD	13. MIL. SERV. CREDIT, LCD
Mo Da Yr	Yes - 1 No - 2 Code		Mo Da Yr	Yes-1 No-2 Code	Mo Da Yr	Yes - 1 No - 2 Code

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DDS/Office of Security Security Research Staff Office of the Chief		Washington, D. C.	

16. Dept.-Field	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series
Dept - Usfld - Frgn - D Code	Security Officer	365	GS	1810.01

21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade	25. PSI Due	26. Appropriation Number
14-~~1~~ 2	11,595 $ ~~11355~~.00 pa	SS	Mo Da Yr	Mo Da Yr	8-7101-20

ACTION

27. Nature Of Action	Code	28. Eff. Date	29. Type Of Employee	Code	30. Separation Data
REASSIGNMENT		Mo Da Yr	Regular		

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
DDS/Office of Security Inspection Staff	3110	Washington, D. C.	

33. Dept.-Field	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series
Dept - Usfld - Frgn - D Code	Investigator	33	GS	1810.22

38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade	42. PSI Due	43. Appropriation Number
14-~~1~~ 2	11,595 $ ~~11355~~.00 pa	SS	Mo Da Yr 01 01 56	Mo Da Yr 06 28 59	8-7101-20

SOURCE OF REQUEST

A. Requested By (Name And Title)	C. Request Approved By (Signature And Title)
Cn. Pers. Br. A&TS/OS	
B. For Additional Information Call (Name & Telephone Ext.)	
Ext 2063	Chief, Personnel Branch, A&TS/OS

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board			D. Placement		7/16/58
B. Pos. Control			E.		
C. Classification			F. Approved By		7-16-58

Remarks

FORM 12-57 1152a (USE PREVIOUS EDITION)

SECRET

(4)

4-00000

SECRET

STANDARD FORM 52
PROMULGATED BY THE
U. S. CIVIL SERVICE COMMISSION
JANUARY 1955—FEDERAL PERSONNEL
MANUAL CHAPTER 1

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
MR. JAMES W. McCORD, Jr.			4 Jun 57

5. NATURE OF ACTION REQUESTED:
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)
REASSIGNMENT

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

6. EFFECTIVE DATE
A. PROPOSED:
B. APPROVED:

7. C.S. OR OTHER LEGAL AUTHORITY

FROM—		TO—
Investigator (CI) T367	8. POSITION TITLE AND NUMBER	Security Officer T365-14
GS-1810.22-14 $10,320.00 pa	9. SERVICE, GRADE, AND SALARY	GS-1810.01-14 $10,320.00 pa
DDS/Office of Security Security Research Staff Internal Branch	10. ORGANIZATIONAL DESIGNATIONS 311201	DDS/Office of Security Security Research Staff Office of the Chief
Washington, D. C.	11. HEADQUARTERS 2	Washington, D. C.
[ ] FIELD [XX] DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	[ ] FIELD [XX] DEPARTMENTAL

A. REMARKS (Use reverse if necessary)
No Fitness Report required - no change in supervision.

B. REQUESTED BY (Name and title)
Ch, Pers. Br., A&TS, OS

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
Ext. 2063

D. REQUEST APPROVED BY
Signature:
Title: Ch, Personnel Branch, A&TS, OS

13. VETERAN PREFERENCE

NONE	WWII	OTHER	5-PT	10-POINT DISAB.	10-POINT OTHER
	X		X		

14. POSITION CLASSIFICATION ACTION

NEW	VICE	I. A.	REAL.

SD-SS

15. SEX	16. APPROPRIATION	17. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	19. LEGAL RESIDENCE
M	FROM 7-7101-20 TO Same	YES		[ ] CLAIMED [ ] PROVED STATE:

20. STANDARD FORM 50 REMARKS

21. CLEARANCES	INITIAL OR SIGNATURE	DATE
A.		
B. CEIL. OR POS. CONTROL		5 JUN 1957
C. CLASSIFICATION	[signature]	4/5/57
D. PLACEMENT OR EMPL.	[signature]	6/11/57
E.		

REMARKS:

F. APPROVED BY

SECRET

19—65437-2

SECRET

STANDARD FORM 52
PRESCRIBED BY THE U. S. CIVIL SERVICE COMMISSION
JANUARY 1954—FEDERAL PERSONNEL MANUAL CHAPTER 31

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr.—Miss—Mrs.—Give given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
MR. JAMES W. McCORD, Jr.			6/13/56

5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)	6. EFFECTIVE DATE A. PROPOSED:	7. C. S. OR OTHER LEGAL AUTHORITY
PROMOTION	ASAP	
B. POSITION (Specify whether establish, change grade or title, etc.)	B. APPROVED:	

FROM—	8. POSITION TITLE AND NUMBER	TO—
Security Res Spec T405 GS-1810.24-13 $9205.00 pa	9. SERVICE, GRADE, AND SALARY	Investigator (CI) T367 GS-1810.22-14 $10,320.00 pa
DDS/Office of Security Security Research Staff External Branch	10. ORGANIZATIONAL DESIGNATIONS	DDS/Office of Security Security Research Staff Internal Branch
Washington, D. C.	11. HEADQUARTERS	Washington, D. C.
☐ FIELD ☒ DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	☐ FIELD ☒ DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

No Fitness Report required - no change in supervision.

B. REQUESTED BY (Name and title)	D. REQUEST APPROVED BY
, Ch, Pers. Br., A&TS, OS	Signature:
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) Ext. 2063	Title: Ch, Admin & Training Staff, OS

13. VETERAN PREFERENCE						14. POSITION CLASSIFICATION ACTION				
NONE	WWII	OTHER	5-PT.	10 POINT DISAB.	10 POINT OTHER	NEW	VICE	L.A.	REAL.	SD-SS
	X		X							

15. SEX	16. APPROPRIATION	17. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	19. LEGAL RESIDENCE
M W	FROM: 4-7101-20 TO: 6-7101-20	Yes		☐ CLAIMED ☐ PROVED STATE: Texas

20. STANDARD FORM 50 REMARKS

21. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			
B. CEIL. OR POS. CONTROL	[illegible]		
C. CLASSIFICATION	[illegible]	[illegible]	
D. PLACEMENT OR EX			
E.			
F. APPROVED BY			

16—67329-4

SECRET

E.v.O.

[redacted]

23 September 1954

[redacted]

Military Permit for Germany - James Walter McCord, Jr.

1. It is requested that a Military Permit for Germany be affixed to the Special Passport issued to the above subject.

2. Travel for the above subject is sponsored by the CENTRAL INTELLIGENCE AGENCY. Housing accommodations are available.

3. It is further requested that any reference to the CENTRAL INTELLIGENCE AGENCY be excluded from the permit issued.

[redacted]

Date of issue: 15 September 1954
Place of issue: Washington, D.C.
Valid Until: 14 September 1956
Occupation: Government Employee
Destination: Frankfurt
Duration in Germany: 2yrs.
Date of entry: 30 September 1954

14-00000

SECRET

STANDARD FORM 52

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname): MR. JAMES W. McCORDY, JR.

2. DATE [redacted]: 3/[redacted]

4. DATE OF REQUEST: 6/[illegible]/54

5. NATURE OF ACTION REQUESTED
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.): PROMOTION
B. POSITION (Specify whether establish, change grade or title, etc.):

6. EFFECTIVE DATE
A. PROPOSED: ASAP
B. APPROVED: 6 June 1954

7. C. S. OR OTHER LEGAL AUTHORITY:

FROM—		TO—
Investigator CS-1810.27-12 $1240 T297.01 per annum	A. POSITION TITLE AND NUMBER	Security Officer T405 CS-1810.01-13 $6300.00 per annum
	B. SERVICE, GRADE, AND SALARY	
DDA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C.	10. ORGANIZATIONAL DESIGNATIONS	DDA/Security Office Office of the Chief
	11. HEADQUARTERS	Washington, D. C.
[ ] FIELD [XX] DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	[ ] FIELD [XXX] DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

PSI eff 6 June 54 - not in folder

approved by SE/CSB 8 June 54

B. REQUESTED BY (Name and title): [redacted] Chief, A[illegible]

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension): [redacted] Ext. [illegible]

D. REQUEST APPROVED BY: [redacted]
Signature:
Title: Executive Officer, Security Office

13. VETERAN PREFERENCE

NONE	DWD	OTHER	5 PT.	10 POINT DISAB.	10 POINT OTHER
	X		X		

14. POSITION CLASSIFICATION ACTION

NEW	VICE	I. A.	REAL.

CD-SE

15. SEX: [illegible]
16. RACE: [illegible]
17. APPROPRIATION
FROM: 4-7103-20
TO: 4-7103-20

18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO):

19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY):

20. LEGAL RESIDENCE [ ] CLAIMED [ ] PROVED
STATE:

21. STANDARD FORM 50 REMARKS

* Per the [redacted] 50 - [illegible] 6/8/54

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			
B. CEIL. OR POS. CONTROL	[illegible]	9 June 54	
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	[illegible]	9/6/54	
E.			
F. APPRO[redacted]			

SECRET

10 June '54

16—57320-8

4-00000

SECRET

STANDARD FORM 52
PROPOSED BY THE
U. S. CIVIL SERVICE COMMISSION
AGENCY FOR INTERNAL PURPOSES
MANUAL CHAPTER 51

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
[illegible]	[illegible]		[illegible]

5. NATURE OF ACTION REQUESTED A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)	6. EFFECTIVE DATE A. PROPOSED:	7. C. S. OR OTHER LEGAL AUTHORITY
REASSIGNMENT		
B. POSITION (Specify whether establish, change grade or title, etc.)	D. APPROVED:	

FROM—		TO—
Investigator (Gen) T2 [illegible]	8. POSITION TITLE AND NUMBER	Investigator T2[illegible]
GS-1810-12 [illegible].00 per annum	9. SERVICE, GRADE, AND SALARY	GS-1810.22-12 [illegible].00 per annum
DDA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C.	10. ORGANIZATIONAL DESIGNATIONS	DDA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C.
	11. HEADQUARTERS	
[ ] FIELD [X] DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	[ ] FIELD [X] DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title)	D. REQUEST APPROVED BY
[redacted], Chief, A TS	Signature:
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)	Title: Chief, Admin & Training Staff, [illegible]
[redacted] Ext. 2063	

13. VETERAN PREFERENCE						14. POSITION CLASSIFICATION ACTION				
NONE	WWII	OTHER	5 PT.	10 POINT DISAB.	10 POINT OTHER	NEW	VICE	I. A.	REAL.	CD-[illegible]
			X							

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM: 4-7103-20 TO: 4-7103-20			[ ] CLAIMED [ ] PROVED STATE: TEXAS

21. STANDARD FORM 50 REMARKS

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			
B. CEIL. OR POS. CONTROL	[illegible]	[illegible]	
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	[illegible]	[illegible]	
E.			

F. APPROVED BY [illegible]

SECRET

[illegible]

SECRET

STANDARD FORM 52

REQUEST FOR PERSONNEL ACTION

VOUCHERED

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

1. NAME (Mr., Mrs., Miss – Give given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
MR. JAMES W. McCORD, JR.			12/17/53

5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)	6. EFFECTIVE DATE A. PROPOSED:	7. C.S. OR OTHER LEGAL AUTHORITY
REASSIGNMENT	B. APPROVED: 3 JAN 54	
B. POSITION (Specify whether establish, change grade or title, etc.)		

FROM	8. POSITION TITLE AND NUMBER 9. SERVICE, CLASS, AND SALARY 10. ORGANIZATIONAL DESIGNATION 11. HEADQUARTERS 12. FIELD OR DEPARTMENTAL	TO
Investigator(Gen) T211.01 GS-1810-12 $7040.00 per annum DDA/Security Office Special Security Division SSD Pool Washington, D. C. [X] FIELD [ ] DEPARTMENTAL		Investigator(Gen) T297.01 GS-1810-12 $7040.00 per annum DDA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C. [ ] FIELD [X] DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

Transfer TO Vouchered Funds FROM UnVouchered Funds.

B. REQUESTED BY (Name and title)	B. REQUEST APPROVED BY
Chief, ASTS	Signature:
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) Ext. 2063	Title: Chief, Admin. & Trng. Staff CO

13. VETERAN PREFERENCE						14. POSITION CLASSIFICATION ACTION				
NONE	WWI	OTHER	5-PT.	10 POINT DISAB	10 POINT OTHER	RES.	SVC.	T. A.	PROM.	
	X		X							CD-SE

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C.S. RETIREMENT ACT (YES–NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCEPTIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM 4-7130-30 TO 4-7103-20			[ ] CLAIMED [ ] PROVED STATE:

21. STANDARD FORM 50 REMARKS

Security Commitment 12/22/53

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CEIL. OR POS. CONTROL	[illegible]	[illegible]	
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.			
E.			

F. APPROVED BY [signature] 12/22/53

SECRET

10—67729-6

TO: Director of Personnel
Department of Justice-F.B.I.
Washington, D. C.

DATE: 17 September 1951

In accordance with the requirements of the *Federal Personnel Manual*, it is requested that the Official Personnel Folder and Leave Record of:

NAME: [redacted]

DOB : [redacted]

PREVIOUSLY EMPLOYED IN: Department of Justice-F.B.I.

BRANCH OR DIVISION :

LOCATION : Washington, D. C.

DATES OF EMPLOYMENT : October 1948 to February 1951

Be forwarded to:

Mr. K. B. J. Hopkins
Chief, Personnel Division
Central Intelligence Agency
2430 E Street, N. W.
Washington 25, D. C.

Leave record
sent to Payroll
9-21-51

C O N F I D E N T I A L

22 August 1951
(Date)

I, James Walter McCord, Jr., hereby certify that the information appearing on my Personal History Statement dated 13 May 1951 is still accurate and correct, except as follows: No corrections

1. However an addition may be made to the education section inasmuch as one summer semester in evening Law School, Lincoln University, Oakland, Calif., was completed since the date of the application. This semester began 4 June 1951 and ended 10 August 1951.
2. In the certificate regarding Reserve Status filed with the original application it was reflected that I was in the Volunteer Air Reserve, USAF. On August 14 a letter Reserve Order from Hamilton AFB, Calif., was sent to me advising that I was being transferred from the Volunteer Air Reserve to

James Walter McCord Jr.
(Signature)

C O N F I D E N T I A L

the Organized Reserve with a mobilization assignment with the 19th District CONAI, Travis AFB, California. (See Military Status Questionnaire)

NK

[redacted]
Alameda, California
July 20, 1951

Mr. Joseph B. Hagan
Chief, Personnel Procurement
Central Intelligence Agency
2430 E Street, N. W.
Washington, D. C.

Dear Mr. Hagan:

Reference is made to your letter dated June 4, 1951.

At the present time I am in the position of finding it necessary in the very near future to make several decisions of considerable financial importance to me. Should your organization be in a position to indicate whether favorable consideration has been given my application, or to indicate by what date you may be in a position to make a decision in that regard, such information would be of very great help to me at this time. As you have been advised earlier, I am interested in the CIA as a career, am willing to accept an assignment either overseas or in this country at your discretion, and at the starting salary you believe commensurate with my past experience.

Any assistance you can furnish concerning the above request will be indeed appreciated.

Very truly yours

James Walter McCord Jr

James Walter McCord, Jr.

14-00000

REQUEST FOR SECURITY CLEARANCE

Request No. [illegible]
Date: 6 July

1. Full Name [illegible] Last, First, Middle 2. Year of Birth [ ]

3. Position Title SPECIAL AGENT Grade [illegible] Code ___

4. Location: Office [illegible] Division [illegible] Branch ___

Code ___ Code ___ Code ___

5. Geographic destination SAN FRANCISCO, CALIF.
City and state or country, as appropriate

6. Type of Employee: [X] 1. Regular [ ] 2. Contract [ ] 3. Consultant
[ ] 4. Military [ ] 5. Other: ___

7. Funds: [ ] 1. Vouchered [X] 2. Unvouchered

8. Type(s) of security clearance requested:

[X] Provisional for ___
Show name of pool or group

[X] Secret

[X] Full

[ ] Waiver

9. Availability date: ___ Day-Month-Year 10. Estimated clearance date ___ Month-Year

11. Recruitment Source ___ Code ___

12. Sex and Veteran status: [X] 1. M-V [ ] 2. M-NV [ ] 3. F-V [ ] 4. F-NV

13. Remarks:

2 PHS'S RETAINED BY IAS

Attachments:
( ) PHS
( ) Appendix I
( ) Photographs

___
Signature
PDC
___
Division

Form No. 37-104
Jun 1951

14-00000

4 June 1951

Mr. James W. McCord, Jr.
[redacted]
Alameda, California

Dear Mr. McCord:

This is to acknowledge receipt of your application for employment with the Central Intelligence Agency.

Your application is being given consideration for current employment possibilities. This process is somewhat time consuming; however, we shall advise you as soon as a definite decision has been reached.

Any requests for further information should be addressed to the undersigned.

Very truly yours,

JOSEPH B. RAGAN
Chief, Personnel Procurement

Pool

10 May 1951

Mr. James Walter McCord, Jr.
[redacted]
Alameda, California

Dear Mr. McCord:

Thank you for your recent application for employment in our organization.

Enclosed you will find the forms which we require all prospective applicants to fill out in order that we may become more thoroughly acquainted with their background and experience. If you will be good enough to fill them out and return them with three passport size photographs of yourself, we will be in a better position to review your qualifications and will then advise you further. You may retain the fourth copy of the Personal History Statement for your own records.

We sincerely appreciate your interest in our organization and look forward to hearing from you in the near future.

Very truly yours,

JOSEPH B. RAGAN
Chief, Personnel Procurement

Enclosures (9)

RESTRICTED

SECRECY AGREEMENT

1. I, _____, understand that by virtue of my duties in the Central Intelligence Agency, I may be the recipient of information and intelligence which concerns the present and future security of the United States and which belongs to the United States. This information and intelligence, together with the methods of collecting and handling it, are classified according to security standards set by the Central Intelligence Agency. I have read and understand the provisions of the Act of Congress of June 15, 1917 (Espionage Act), as amended, concerning the disclosure of information relating to the National Defense and I am familiar with the penalties provided for violation thereof.

2. I agree that I do not now, nor shall I ever possess any right, interest, title or claim in or to any of the information or intelligence or the methods of collecting or handling of it which has come or shall come to my attention by virtue of my connection with the Central Intelligence Agency, but shall always recognize the property right of the United States of America in and to such matters.

3. I do solemnly swear that I will never divulge, publish nor reveal either by word, conduct, or by any other means such classified information, intelligence or knowledge, except in the performance of my official duties and in accordance with the laws of the United States, unless specifically authorized in writing in each case by the Director of Central Intelligence.

4. I understand that no change in my assignment or employment will relieve me of my obligation under this oath and that the provisions of this oath will remain binding upon me even after the termination of my services with the United States.

5. I understand that my employment by the Central Intelligence Agency is conditioned upon my understanding of and strict compliance with "Security Regulations CIA", and the appendices thereto.

6. I take this obligation freely, without any mental reservation or purpose of evasion.

In witness whereof I have set my hand and seal this___day of_____19___.

_____(Seal)

Sworn to before me this____day of_____19___,

at _____.

_____

FORM NO. 38-33
APR 1950

RESTRICTED

[redacted]
Alameda, California
April 13, 1951

Director
Central Intelligence Agency
Washington, D. C.

Dear Sir:

I am interested in securing an interview with your local Agent-In-Charge regarding the position of Special Agent with your organization. My prior investigative experience includes four years with the Federal Bureau of Investigation, two years as a Special Agent and two years as a Radio Technician. I hold a commission in the U. S. Air Force Reserve, and have held an assignment as Intelligence Officer in a Reserve Unit. My last annual two-week tour of duty in the Air Force Reserve was an Intelligence Officer Refresher Course at Lowry Air Force Base, Colorado in March, 1950. My age is twenty-seven, and I am married, no children.

Should it appear that an interview may be arranged, I shall be glad to talk with your representative at his convenience.

Very truly yours

James Walter McCord, Jr.

James Walter McCord, Jr.

14-00000

REPRODUCTION MASTERS

BIOGRAPHIC

BIOGRAPHIC PROFILE

Handle With Care

WATERGATE FILE REVIEW FLAG

SUBJECT: McCORD, James

FILE NO: 58124 DATE FLAGGED: 24 April 1974

-- All information contained in this file through the above date was reviewed for possible significance to "Watergate" or other related matters. This review was conducted by Office of Security personnel. Additionally, this file was in the custody of the Office of the Inspector General from 26 February 1974 until released to the Office of Security on 15 April 1974.

No action is required through date cited above for further "Watergate" related file review reporting.

File Cross Reference - 625000

[redacted]

Officer Reviewing File

DO NOT REMOVE OR DESTROY THIS FLAG WITHOUT THE CONCURRENCE OF THE DEPUTY DIRECTOR OF SECURITY.

SECRET

NOTIFICATION OF [illegible] SHMENT OR CANCELLATION OF OFFIC [illegible]

31 August 1970

TO: (Check)
- X — CHIEF, RECORDS AND CONTROL
- [ ] — CHIEF, CONTRACT PERSONNEL DIVISION
- X — CHIEF, OPERATING COMPONENT (For action) OC

FILE NUMBER: 13507
EMPLOYEE NUMBER:
ID CARD NUMBER:

ATTN: OS/Chief Admin Staff
REF: Resignation Debriefing
SUBJECT:

OFFICIAL: [ ] ESTABLISHED; X DISCONTINUED
UNIT:

KEEP ON TOP OF FILE WHILE [ ] IN EFFECT

[ ] ESTABLISHMENT OF OFFICIAL [ ] RECORDS (OFM 20-800-11)

X CANCELLATION OF OFFICIAL [ ] RECORDS (OFM 20-800-11)

A. TEMPORARILY FOR _____ DAYS
EFFECTIVE DATE COB _____

B. CONTINUING AS OF COB

DATE (eo. of CCB)
August 1951

[ ] SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HHB 20-7)

NA SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HHB 20-7)

X ASCERTAIN THAT CIA a-2 BEING ISSUED. (HHB 20-11)

OK RETURN ALL OFFICIAL DOCUMENTATION TO [ ]

[ ] SUBMIT FORM [ ] 1322 FOR ANY CHANGE AFFECTING THIS (HB-240-3a)

DO NOT WRITE IN THIS BLOCK - FOR [ ] INTERNAL USE ONLY

[ ] SUBMIT FORM 1323 FOR TRANSFERRING [ ] RESPONSIBILITY. (HB-240-3a)

[ ] SUBMIT FORM 2688 [X] FOR HOSPITALIZATION CARD

REMARKS AND/OR COVER-HISTORY

Aug 51-Jun 53 CONUS [illegible]
Jun 53-May 62
May 62-May 64 Germany [ ]
Jun 64 [ ]

FORWARDING ADDRESS: [ ]
Rockville, Maryland 20850
EMPLOYMENT ADDRESS: [illegible]

Subject is to indicate CIA as place of employment for entire period.

DTH/pb

DISTRIBUTION: COPY 1 - OCD
COPY 2 - OPERATING COMPONENT
COPY 3 - S/OS
COPY 4 - CL/TELSEC
COPY 5 - [ ] - CHRONO
COPY 6 - [ ] - FILE

CHIEF [ ]

FORM 1551 8-68 USE PREVIOUS EDITION

SECRET

(13-20-43)

SECRET

NOTIFICATION OF CANCELLATION OF [redacted]	DATE: 20 Jul 64
TO: (Check) X CHIEF, PERSONNEL OPERATIONS DIVISION CHIEF, OPERATING COMPONENT (For Action) OS	SUBJECT: McCORD, JAMES W, Jr
ATTN: OS/A&TS	
REF: [redacted]	FILE NO. K3930
[redacted]	ID CARD NO.

X [redacted] Records: (TOP Memo 20-800-11)

Effective 11 Jun 64.

X Submit Form 642 To Change Limitation Category. (HB 20-800-2 to be redesignated HHB 20-7)

X [redacted]

X Remarks: Subject should be acknowledged as a current employee as he is to attend the Air War College [redacted]

THIS MEMO MUST REMAIN ON TOP OF FILE

7-22-64 WR

[redacted] COPY TO CPD/OP

[redacted]/pp CHIEF, [redacted]

DISTRIBUTION: 1-OSD/OS 1-PSD/OS

FORM 12-61 1551a

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

(13-20-63)

SECRET

8 March 1961

File No. K-3030

MEMORANDUM FOR: Chief, Records and Services Division
Office of Personnel

SUBJECT : McCORD, James W.

1. [redacted] arrangements ~~[redacted]~~ have been completed for the above-named Subject. TDY

2. Effective 11 Mar - 27 March 61, it is requested that your [redacted] current Agency employment to an external inquirer.

[redacted]

For [redacted]
Acting Chief, [redacted]

cc: SSD/OS

SECRET

FORM 1-58 1580a (4-13-40)

13-1861

Mr. James W. McCord, Jr.
[redacted]
Rockville, Maryland 20850

Dear Mr. McCord:

It is the practice of the Organization to follow up with former employees six months after their retirement. We hope by such inquiry to obtain information on what our retirees are doing and where they are located, invite suggestions for improving the retirement program and to learn if the Organization might be of some assistance on any post-retirement matters.

We should like very much to hear from you on the above points and on any other topics you think would be useful to us.

For your convenience in replying, we have enclosed a sheet somewhat akin to a form on which we have listed those standard items of information we'd like to have on every retiree. The remainder of the sheet, including the reverse side, is for your comments and suggestions. We shall be most appreciative of your fullest response to this inquiry.

Thank you very much for your cooperation.

Sincerely yours,

[redacted]
Personnel Officer

Enclosures:
Questionnaire
Return Envelope

Distribution:
Original - Addressee
1 - OPF
1 - RAD Subject's File

OP/RAD/EEAB/[redacted]:mlp (23 April 1971)

Actions

790-101-43 OCTOBER '69

1. LAST NAME / FIRST NAME / INITIAL(S)	2. APPOINTMENT DATA	3. TOTAL SERVICE FOR LEAVE (as of date of separation)
MC CORD, JAMES W JR	Entered on duty 08/22/51 — F.T. XX — P.T.	Years 25 — Months 05 — Days 04
4. DATE AND NATURE OF SEPARATION: RETIREMENT*INV*UNDER CIA RETIREMENT AND DISABILITY SYSTEM 08/31/70	Subject to Sec. 203(d), 1951 Leave Act: Yes [ ] No [ ] Ceased to be subject to Sec. 203(d) on _____ annual leave Bal.	[X] More than 15 years

SUMMARY OF ANNUAL AND SICK LEAVE (HOURS)

	Annual	Sick
5. Balance from prior leave year ended 1/10 1970	328	1729
6. Current leave year accrual through 8/22 1970	128	64
7. Total	456	1793
8. Reduction in credits, if any (current year)		
9. Total leave taken	367	4
10. Balance	89	~~1789~~

11. Total hours paid in lump sum 89 hrs & 1 hol
12. Salary rate(s) $28,989.00
13. Lump sum leave dates From 0830 09/01/70 09/17/70 0930 (Hours)

14. Certified correct by: [signature] (Signature) [illegible] (Date)
for Chief Payroll (Title) 143-2585 (Telephone)

SUMMARY OF HOME LEAVE (DAYS)

14. Date arrival abroad for HL purposes
15. Current balance as of _____ 19__
16. 12-month accrual rate
17. Dates leave used prior 24 months
18. Monthly accrual date
19. Calendar days credit for next accrual date
20. Date basic service period completed

MILITARY LEAVE

21. Dates during current calendar yr _____ to _____
22. Dates during preceding calendar yr _____ to _____

ABSENCE WITHOUT PAY

	LWOP or Furlough (Hours)	AWOL or Suspension (Hours)
23. During leave year in which separated		
24. During step increase waiting period which began on 06/14/70		
25. During 12-month HL accrual period (dates):		

REMARKS

SCD 03/27/45

*S/L TRANS TO CIARDS 5 USC CH 63

Standard Form 1150
November 1965
1150-106

RECORD OF LEAVE DATA TRANSFERRED

U.S. CIVIL SERVICE COMMISSION
FPM SUPPLEMENTS 296-31 AND 990-2

14-00000

SECRET
(When Filled In)

DSJ: 14 SEPT 70

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
058124	MCCORD JAMES W JR

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO DA YR)	5. CATEGORY OF EMPLOYMENT
RETIREMENT-INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYS-CORR	08 31 70	REGULAR

6. FUNDS	V TO V	V TO CF	CF TO V	CF TO CF	7. Financial Analysis No. Chargeable	8. CSC OR OTHER LEGAL AUTHORITY
					1271 0301 0000	PL 88-643 SEC 203A

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDS/OFFICE OF SECURITY DD/PHYSICAL, TECHNICAL AND OVERSEAS PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF	SECURITY WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
PHYSICAL SEC OF	0070	SS

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	1810.07	15 3	28983

18. REMARKS

THIS ACTION CORRECTS FORM 1150 EFFECTIVE DATE 08/31/70 AS FOLLOWS: ITEM 16, GRADE AND STEP WHICH READ 15 3 TO READ 15 3; AND ITEM 17, SALARY OR RATE WHICH READ 28228 TO READ 28983.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ Code	21. OFFICE CODING (NUMERIC / ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. Hdqtrs Code	25. DATE OF BIRTH (MO DA YR)	26. DATE OF GRADE (MO DA YR)	27. DATE OF LEI (MO DA YR)
59	10							

28. NTE EXPIRES (MO DA YR)	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1 CSC, 2 CIA, 3 FICA, 5 NONE) CODE	31. SEPARATION DATA CODE	32. Correction/Cancellation Data (TYPE, MO DA YR)	EOD DATA	33. SECURITY REQ NO	34. SEX
			0GU0000	45 08 31 70			

35. VET PREFERENCE (CODE: 0 NONE, 1 5 PT, 2 10 PT)	36. SERV COMP DATE (MO DA YR)	37. LONG COMP DATE (MO DA YR)	38. CAREER CATEGORY (CAR, RESV, PROV, TEMP) CODE	39. FEGLI HEALTH INSURANCE (CODE: 0 WAIVER, 1 YES; HEALTH INS CODE)	40. SOCIAL SECURITY NO

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE: 0 NO PREVIOUS SERVICE, 1 NO BREAK IN SERVICE, 2 BREAK IN SERVICE (LESS THAN 3 YRS), 3 BREAK IN SERVICE (MORE THAN 3 YRS))	42. LEAVE CAT CODE	43. FEDERAL TAX DATA (FORM EXECUTED: 1 YES, 2 NO; CODE; NO. TAX EXEMPTIONS)	44. STATE TAX DATA (FORM EXECUTED: 1 YES, 2 NO; CODE; NO. TAX EXEMP; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

POSTED
9-16-70 [illegible]

FORM 5-64 1150 Mfg 6-70 Use Previous Edition

SECRET

BSJ

Excluded from automatic downgrading and declassification

(When

14-00000

SECRET

NOTIFICATION OF PERSONNEL ACTION

1 SEE... NO.	2 NAME (LAST, FIRST, MIDDLE)
[redacted]	RICCARD JAMES W Jr.

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE (MO. DA. YR.)	5 CATEGORY OF EMPLOYMENT
RETIRED CIA-II VOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYSTEM	08 31 70	REGULAR

6 FUNDS		V TO V		V TO CF
	A	CF TO V		CF TO CF

7 Program Analysis No. Chargeable	8 CSC OR OTHER LEGAL AUTHORITY
1171 0001 0800	PL 88-382 SEC 203A

9 ORGANIZATIONAL DESIGNATION	10 LOCATION OF OFFICIAL STATION
DOS, OFFICE OF SECURITY DD, PHYSICAL, TECHNICAL AND OVERSEAS PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF	SECURITY WASH., D.C.

11 POSITION TITLE	12 POSITION NUMBER	13 SERVICE DESIGNATION
PHYSICAL SEC OF	0470	GS

14 CLASSIFICATION SCHEDULE (GS, FR, WG, ETC.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
GS	1810.07	13 10	23225 23989

18 REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 [illegible] CODE	21 OFFICE CODING (NUMBER / ALPHABETIC)	22 STATION CODE	23 INTEGREE CODE	24 [illegible] CODE	25 DATE OF BIRTH (MO. DA. YR.)	26 DATE OF GRADE (MO. DA. YR.)	27 DATE OF [illegible] (MO. DA. YR.)
45	10							

28 NTE EXPIRES (MO. DA. YR.)	29 SPECIAL REFERENCE	30 RETIREMENT DATA (1 CS, 2 CA, 3 FICA, 4 FEAR) / CODE	31 SEPARATION DATA CODE	32 Correction Cancellation Data (TYPE / MO. DA. YR.)	EOD DATA	33 [illegible] REG. NO.	34 SEX
			000000				

35 VET PREFERENCE (CODE / 1 5 PT, 2 10 PT)	36 SERV COMP DATE (MO. DA. YR.)	37 TENURE COMP DATE (MO. DA. YR.)	38 CAREER CATEGORY (CAR / PROF)	39 FEGLI (CODE)	HEALTH INSURANCE (CODE / 0 WAIVER 1 YES)	40 SOCIAL SECURITY NO.

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE: 1 NO PREVIOUS SERVICE; 2 NO BREAK IN SERVICE; 3 BREAK IN SERVICE LESS THAN 3 YRS.; 4 BREAK IN SERVICE MORE THAN 3 YRS.)	42 LEAVE CAT CODE	43 FEDERAL TAX DATA (TOWN EXECUTED / CODE / NO. TAX EXEMPTIONS)	44 STATE TAX DATA (TOWN EXECUTED / [illegible] / [illegible] / STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

POSTED
8-28-70

SECRET

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BSJ

Enclosure to Separation Notice

Withdrawal Rights

14-00000

14-00000

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1 SOCIAL NUMBER	2 NAME (LAST, FIRST, MIDDLE)
[illegible]	[illegible] JAMES W JR

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE	5 CATEGORY OF EMPLOYMENT
DESIGNATION OF PARTICIPATION IN SUPPLEMENTAL DISABILITY ANNUITY	MO DA YR [illegible]	REGULAR

6 FUNDS	V TO V		V TO CF		7 Symbols of Analysis No. Charged	8 CSC OR OTHER LEGAL AUTHORITY
	CF TO V		CF TO CF		[illegible]	PL 93-643 SECT. .03

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DOS [illegible]	WASH., D.C.

11 POSITION TITLE	12 POSITION NUMBER	13 SERVICE DESIGNATION
		[illegible]

14 CLASSIFICATION SCHEDULE (GS, FB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 BASIC PAY OR RATE
		15	

18 REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employee Code	21 OFFICE CODING NUMERIC	21 OFFICE CODING ALPHABETIC	22 STATION CODE	23 INSTALLATION CODE	24 Hours / Comp	25 DATE OF BIRTH MO DA YR	26 DATE OF GRADE MO DA YR	27 DATE OF LEI MO DA YR

28 NTE EXPIRES MO DA YR	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1 CSC 2 FICA 3 FICA 4 NONE / CODE	31 SEPARATION DATA CODE	32 Corr. No. / Cancellation Date TYPE MO DA YR	EOD DATA	33 SECURITY REQ NO	34 SER
		2					

35 VET PREFERENCE CODE	0 NONE 1 5 PT 2 10 PT	36 SERV COMP DATE MO DA YR	37 LOAD COMP DATE MO DA YR	38 CAREER CATEGORY CAR / PROV	39 TENURE / CODE	39 TENURE / CODE	39 HEALTH INSURANCE 0 WAIVED 1 YES / HEALTH INS CODE	40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE	0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE LESS THAN 1 YEAR 3 BREAK IN SERVICE MORE THAN 1 YEAR	42 SERVICE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED 1 YES 2 NO / CODE / NO. TAX EXEMPTIONS	44 STATE TAX DATA FORM EXECUTED YES 2 NO / CODE / NO. TAX EXEMP / STATE CODE

SIGNATURE OR OTHER AUTHENTICATION

POSTED
2-5-20 [illegible]

FORM 50-B
5-66 1155
MFG (347)

Use Previous Edition

SECRET BBG

(When Filled In)

PRINTED BY THE STANDARD REGISTER COMPANY U.S.A.

A-38

1 SERIAL NO.	2 NAME	3 ORGANIZATION	4 FUNDS	5 LWOP HOURS
058124	MCCORD JAMES W JR	16 240	V	

6 OLD SALARY RATE				7 NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last EST Date	Grade	Step	Salary	EFFECTIVE DATE	51	A 51
GS 15	8	~~XXXXX~~ 28,226	06/13/67	GS 15	9	~~XXXXX~~ 28,989	05/14/70		

CERTIFICATION AND AUTHENTICATION

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE | DATE

- [X] NO EXCESS LWOP
- [ ] IN PAY STATUS AT END OF WAITING PERIOD
- [ ] LWOP STATUS AT END OF WAITING PERIOD

CLERKS INITIALS | APPROVED BY

FORM 7 66 560 E Use previous editions **PAY CHANGE NOTIFICATION** (4-51)

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 28 DECEMBER 1969

NAME	SERIAL	ORGN, FUNDS OR-STEP	NEW SALARY
MCCORD JAMES W JR	058124	16 240 V GS 15 8	$28,226

14-00000

JLB: 10 OCT 65

SECRET
(When Filled In)

OCF

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER	2 NAME (LAST, FIRST, MIDDLE)
058124	MCCORD JAMES W JR

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE (MO DA YR)	5 CATEGORY OF EMPLOYMENT
REASSIGNMENT	10 10 65	REGULAR

6 FUNDS					7 Financial Analysis No. Chargeable	8 CSC OR OTHER LEGAL AUTHORITY
	X	V TO V		V TO CF	9271 0501 0000	50 USC 403
		CF TO V		CF TO CF		

9 ORGANIZATIONAL DESIGNATION	10 LOCATION OF OFFICIAL STATION
DDS/OFFICE OF SECURITY DD/PHYSICAL, TECHNICAL & OVERSEAS SECURITY PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF	WASH., D.C.

11 POSITION TITLE	12 POSITION NUMBER	13 SERVICE DESIGNATION
PHYSICAL SEC OF	0070	GS

14 CLASSIFICATION SCHEDULE (GS, WB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
GS	1810.07	15 8	24393

18 REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ Code	21 OFFICE CODING (NUMERIC / ALPHABETIC)	22 STATION CODE	23 INTEGREE CODE	24 Hdqtrs Code	25 DATE OF BIRTH (MO DA YR)	26 DATE OF GRADE (MO DA YR)	27 DATE OF LEI (MO DA YR)
37	10	16240 / SEC	75013		1			

28 TYE EXPIRES (MO DA YR)	29 SPEC A, REFERENCE	30 RET-REMENT DATA (1 CSC, 2 FICA, 3 None) / CODE	31 SEPARATION DATA CODE	32 Correction / Cancellation Data (TYPE / MO DA YR)	EOD DATA	33 SECURITY REQ NO	34 SER

35 VET PREFERENCE (CODE: 0 NONE, 1 5 PT, 2 10 PT)	36 SERV COMP DATE (MO DA YR)	37 LONG COMP DATE (MO DA YR)	38 CAREER CATEGORY (CAR RESV / PRVT SERV) / CODE	39 REGIS HEALTH INS YANCE (CODE / 0 WAIVER, 1 YES)	40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE: 0 NO PREVIOUS SERVICE, 1 NO BREAK IN SERVICE, 2 BREAK IN SERVICE (LESS THAN 3 YRS.), 3 BREAK IN SERVICE (MORE THAN 3 YRS.))	42 LEAVE CAT CODE	43 FEDERAL TAX DATA (FORM EXECUTED: 1 YES, 2 NO / CODE / NO TAX EXEMPTIONS)	44 STATE TAX DATA (FORM EXECUTED: 1 YES, 2 NO / CODE / NO TAX EXEMPTIONS / STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

FORSTER 10/14/65

FORM 5-66 1150 Mfg 10-67 Use Previous Edition

SECRET

JLB

(When Filled In)

14-00000

058124 [illegible] 16 240 V

3 OLD SALARY RATE				4 NEW SALARY RATE				7 TYPE ACTION		
Grade	Step	Salary	Last EP Date	Grade	Step	Salary	Effective Date	PA	LV	ADJ
GS-15	7	$23734	06-18-67	GS-15	8	$24393	10-06-68			

8 Remarks and Authorization

QUALITY STEP INCREASE

/S/Robert S. Wattles DATE: 10-04-68

PAY CHANGE NOTIFICATION

(4-51)

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	058124	16 240	V	GS 15 7	$22,082	$23,734

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
[redacted]	[redacted]	16 240	V	GS 15 7	$21,192	$22,082

14-00000

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 6 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	058124	16 240	V	GS 15 5	$19,415	$19,979

A39

1. Serial No.	2. Name	3. Cost Center Number	4. LWOP Hours
058124	MCCORD JAMES	16 240 V	

5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last EH Date	Grade	Step	Salary	Effective Date	PSI	ISI	ADJ.
GS 15	6	$20,535	06/20/66	GS 15	7	$21,192	06/19/67			

8. Remarks and Authentication

NO EXCESS LWOP
IN PAY STATUS AT END OF WAITING PERIOD
LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS AUDITED BY

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: DATE

PAY CHANGE NOTIFICATION

(4-51)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301
PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,
AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGN.	FUNDS	GRADE	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	058124	DS 240	V	GS 15 5	$18,740	$19,415

1. Serial No.	2. Name	3. Cost Center Number	4. LWOP Hours
058124	McCORD, JAMES	16 240 V	

5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last EH Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ.
GS-15	5	$19973	06/20/65	GS-15	6	$20585	08/28/66			

8. Remarks and Authentication

QUALITY STEP INCREASE

/s/ Emmett D. Echols DATE: 08/28/66

PAY CHANGE NOTIFICATION

Form 961 560 Obsolete Previous Edition (4-51)

14-00000

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

DLS 08/31/65

1 SERIAL NUMBER	2 NAME (LAST, FIRST, MIDDLE)
058124	MCCORD JAMES W JR

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE (MO. DA. YR.)	5 CATEGORY OF EMPLOYMENT
REASSIGNMENT	08 29 65	

6 FUNDS					7 COST CENTER NO CHARGEABLE	8 CS OR OTHER LEGAL AUTHORITY
	X	V TO V		V TO CF	6271 0503 0000	
		CF TO V		CF TO CF		

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDS/SECURITY	WASH., D.C.

11 POSITION TITLE	12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
ELECT ENG AUDIO SUPP	0642	GS

14 CLASSIFICATION SCHEDULE (GS, SB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY GRADE
GS	0855.21	13	

18 REMARKS

SIGNATURE OR OTHER AUTHENTICATION

POSTED
9/1/65

08 6-65 Use Previous Edition

SECRET

(When Filled In)

RZR: 23 JUL 65

SECRET
(When Filled In)

OCF

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
058124	MCCORD JAMES W JR

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO. DA. YR.)	5. CATEGORY OF EMPLOYMENT
REASSIGNMENT	07 23 65	REGULAR

6. FUNDS	X	V TO V		V TO CF	7. COST CENTER NO. CHARGEABLE	8. CSC OR OTHER LEGAL AUTHORITY
		CF TO V		CF TO CF	6271 0208 0000	50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDS/OFFICE OF SECURITY TECHNICAL DIVISION OFFICE OF THE CHIEF	WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
ELECT ENG AUDIO SUPP	0642	SS

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0855.21	15 5	18740

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ. Code	21. OFFICE CODING NUMERIC	ALPHABETIC	22. STATION CODE	23. INTEGREE CODE	24. Hdqtrs. Code	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
37	10	16360	SEC	75013		1			

28. NTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1 - CSC, 2 - FICA, 3 - NONE)	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA	EOD DATA	33. SECURITY REQ NO.	34. SEX

35. VET. PREFERENCE	36. SERV. COMP. DATE	37. LONG COMP. DATE	38. CAREER CATEGORY	39. FEGLI / HEALTH INSURANCE	40. SOCIAL SECURITY NO.

41. PREVIOUS GOVERNMENT SERVICE DATA	42. LEAVE CAT CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

7/27/65

FORM 11-62 1150 Use Previous Edition

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

(When Filled In)

37.

1. Serial No	2. Name	3. Cost Center Number	4. LWOP Hours
098124	MCCORD JAMES W JR	16 160 V	

5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last RI Date	Grade	Step	Salary	Effective Date	PN	LN	ADJ
GS 15	4	$18,170	06/23/63	GS 15	5	$18,740	06/20/65			

8. Remarks and Authentication

/X/ NO EXCESS LWOP
/ / IN PAY STATUS AT END OF WAITING PERIOD
/ / LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS AUDITED BY

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: [signature] DATE 8/6/65

PAY CHANGE NOTIFICATION

Form 9-61 560 Obsolete Previous Edition (4-51)

JUN 23 12 24 PM '65

14-00000

ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

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

GENERAL SCHEDULE RATES

Federal Employees Salary Act of 1964

GRADE	*Per Annum Rates and Steps*									
	1	2	3	4	5	6	7	8	9	10
GS– 1	$3,385	$3,500	$3,615	$3,730	$3,845	$3,960	$4,075	$4,190	$4,305	$4,420
GS– 2	3,680	3,805	3,930	4,055	4,180	4,305	4,430	4,555	4,680	4,805
GS– 3	4,005	4,140	4,275	4,410	4,545	4,680	4,815	4,950	5,085	5,220
GS– 4	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830
GS– 5	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	6,320	6,485
GS– 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS– 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
GS– 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	8,610
GS– 9	7,220	7,465	7,710	7,955	8,200	8,445	8,690	8,935	9,180	9,425
GS–10	7,900	8,170	8,440	8,710	8,980	9,250	9,520	9,790	10,060	10,330
GS–11	8,650	8,945	9,240	9,535	9,830	10,125	10,420	10,715	11,010	11,305
GS–12	10,250	10,605	10,960	11,315	11,670	12,025	12,380	12,735	13,090	13,445
GS–13	12,075	12,495	12,915	13,335	13,755	14,175	14,595	15,015	15,435	15,855
GS–14	14,170	14,660	15,150	15,640	16,130	16,620	17,110	17,600	18,090	18,580
GS–15	16,460	17,030	17,600	18,170	18,740	19,310	19,880	20,450	21,020	21,590
GS–16	18,935	19,590	20,245	20,900	21,555	22,210	22,865	23,520	24,175	.....
GS–17	21,445	22,195	22,945	23,695	24,445	.....	.....	.....	.....	.....
GS–18	24,500	.....	.....	.....	.....	.....	.....	.....	.....	.....

14-00000

SECRET
(When Filled In)

DLD: 14 AUG 64

NOTIFICATION OF PERSONNEL ACTION

OCF

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
058124	MCCORD JAMES W JR

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO DA YR)	5. CATEGORY OF EMPLOYMENT
REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS	08 16 64	REGULAR

6. FUNDS	V TO V	V TO CF	CF TO V	CF TO CF	7. COST CENTER NO. CHARGEABLE	8. CSC OR OTHER LEGAL AUTHORITY
			X		5271 0100 0000	50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDS OFFICE OF SECURITY EXECUTIVE STAFF	WASH., D. C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
SECURITY OFFICER	0032	SS

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	1810.01	15 4	18170

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ. Code	21. OFFICE CODING NUMERIC	ALPHABETIC	22. STATION CODE	23. INTEGREE CODE	24. Hdqtrs. Code	25. DATE OF BIRTH (MO DA YR)	26. DATE OF GRADE (MO DA YR)	27. DATE OF LEI (MO DA YR)
16	10	16160	SEC	75013		1			

28. NTE EXPIRES (MO DA YR)	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1 - CSC, 3 - FICA, 5 - NONE) CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA (TYPE, MO DA YR)	EOD DATA	33. SECURITY REQ NO.	34. SEX

35. VET PREFERENCE (CODE; 0 - NONE, 1 - 5 PT, 2 - 10 PT)	36. SERV. COMP. DATE (MO DA YR)	37. LONG COMP. DATE (MO DA YR)	38. CAREER CATEGORY (CAR, RESV, PROV, TEMP) CODE	39. FEGLI / HEALTH INSURANCE (CODE; 0 - WAIVER, 1 - YES; HEALTH INS CODE)	40. SOCIAL SECURITY NO.

41. PREVIOUS GOVERNMENT SERVICE DATA (CODE; 0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE (LESS THAN 3 YRS), 3 - BREAK IN SERVICE (MORE THAN 3 YRS))	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA (FORM EXECUTED 1 - YES 2 - NO; CODE; NO TAX EXEMPTIONS)	44. STATE TAX DATA (FORM EXECUTED 1 - YES 2 - NO; CODE; NO TAX EXEMP.; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

FROM: EE
G

3 SEP 1964

FORM 11-62 1150 Use Previous Edition

SECRET 20 AUG 1964

GROUP 1 Excluded from automatic downgrading and declassification

(4-61)

(When Filled In)

14-00000

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

NAME	SERIAL	ORGN	FUNDS	GR-ST	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	058124	44 400	CF	GS 15 4	$16,005	$17,210

1. Serial No.	2. Name	3. Cost Center Number	4. LWOP Hours
058124	MCCORD JAMES W JR	54 460 CF	

5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ.
GS 15	3	$15,525	06/24/62	GS 15	4	$16,005	06/23/63			

8. Remarks and Authentication

/ / NO EXCESS LWOP
/ / IN PAY STATUS AT END OF WAITING PERIOD
/ / LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS AUDITED BY 133

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: [signature] DATE 5 June 63

PAY CHANGE NOTIFICATION

Form 9-61 560 Supersede Previous Edition (4-51)

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 14 OCTOBER 1962

NAME	SERIAL	ORGN	FUNDS	OLD GR-ST	OLD SALARY	NEW GR-ST	NEW SALARY
		54460	CF	15 3	$14380	15 3	$15525

14-00000

158124 RECORD JAMES W JR 25 179

GS 15 2 $14,055 12/25/60 GS 15 3 $14,390 06/24/61

8 Remarks and Authentication

to OV 5/27/60 2 133

/ ✓ / NO EXCESS LWOP / / EXCESS LWOP

/ / IN PAY STATUS AT END OF WAITING PERIOD

/ / IN LWOP STATUS AT END OF WAITING PERIOD

CLERKS INITIALS AUDITED BY

CHECKED

PAY CHANGE NOTIFICATION

Form 9-61 560 Obsolete Previous Edition (4-51)

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME	3. ASSIGNED ORGAN.	4. FUNDS	5. ALLOTMENT
158124	MCCORD JAMES W JR	[illegible]	V-20	

6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO.	DA.	YR.				MO	DA.	YR.
GS 15	1	$13,730	06	20	59	GS 15	2	$14,055	12	25	60

TO BE COMPLETED BY THE OFFICE OF COMPTROLLER

8. CHECK ONE ☑ NO EXCESS LWOP ☐ EXCESS LWOP
IF EXCESS LWOP, CHECK FOLLOWING:
☐ IN PAY STATUS AT END OF WAITING PERIOD
☐ IN LWOP STATUS AT END OF WAITING PERIOD

9. NUMBER OF HOURS LWOP

10. INITIALS OF CLERK

11 AUDITED BY

TO BE COMPLETED BY THE OFFICE OF PERSONNEL

12. TYPE OF ACTION
☐ P.S.I. ☐ L.S.I. ☐ PAY ADJUSTMENT

13. REMARKS

14. AUTHENTICATION

CHECKED

PAY CHANGE NOTIFICATION

FORM 2-59 560 OBSOLETE PREVIOUS EDITION

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

SD	NAME	SERIAL	ORGN	GR-ST	OLD SALARY	NEW SALARY
SS	MCCORD JAMES W JR	158124	31 12	GS-15 1	$12,770	$13,730

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME	3. ASSIGNED ORGAN	4. FUNDS	5. ALLOTMENT
159124	MCCORD JAMES W JR	DDS/SEC	V-20	

6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO.	DA.	YR.				MO.	DA.	YR.
GS 14	2	$11,595	12	29	57	GS 14	3	11 835	06	28	59

TO BE COMPLETED BY THE OFFICE OF THE COMPTROLLER

8. CHECK ONE ☒ NO EXCESS LWOP ☐ EXCESS LWOP

IF EXCESS LWOP, CHECK FOLLOWING:

☐ IN PAY STATUS AT END OF WAITING PERIOD

☐ IN LWOP STATUS AT END OF WAITING PERIOD

9. NUMBER OF HOURS LWOP

10. INITIALS OF CLERK

11. AUDITED BY

TO BE COMPLETED BY THE OFFICE OF PERSONNEL

12. PROJECTED SALARY RATE AND EFFECTIVE DATE						13. REMARKS
GRADE	STEP	SALARY	MO.	DA.	YR.	

14. AUTHENTICATION

REC PAYROLL BRANCH

PERIODIC STEP INCREASE - AUTHENTICATION

FORM NO. 5 MAR. 56 560b

SECRET

PERSONNEL FOLDER (4)

14-00000

PSC: 24 MAY 62

SECRET
(When Filled In)

OCF

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 2. NAME (LAST FIRST MIDDLE)

058124 MCCORD JAMES W JR

3. NATURE OF PERSONNEL ACTION
REASSIGNMENT AND TRANSFER
TO CONFIDENTIAL FUNDS

4. EFFECTIVE DATE (MO DA YR): 05 27 62

5. CATEGORY OF EMPLOYMENT: REGULAR

6. FUNDS: W TO W | X | W TO CF; CF TO W | | CF TO CF

7. COST CENTER NO. CHARGEABLE: 2139 9300 1017

8. CSC OR OTHER LEGAL AUTHORITY: 50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS
DOP EE
GERMAN STATION
DEPUTY FOR COMBINED SERVICES
SECURITY BRANCH

10. LOCATION OF OFFICIAL STATION
FRANKFURT, GERMANY

11. POSITION TITLE	12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
SECURITY OFFICER	0363	SS

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	1810.01	15 2	14055

18. REMARKS
SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ. Code	21. OFFICE CODING NUMERIC	ALPHABETIC	22. STATION CODE	23. INTEGREF CODE	24. Hdqtrs Code	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
20	10	54460	EE	27015		3			

28. NTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1 - CSC, 3 - FICA, 5 - NONE)	CODE	31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA TYPE		EOD DATA	33. SECURITY REQ. NO	34. SEX

35. VET PREFERENCE (0 - NONE, 1 - 5 PT, 2 - 10 PT.)	36. SERV. COMP. DATE	37. LONG. COMP. DATE	38. MIL. SERV. CREDIT/LCD (1 - YES, 2 - NO)	CODE	39. FEGLI / HEALTH INSURANCE CODE	(0 - WAIVER, 1 - YES)	HEALTH INS CODE	40. SOCIAL SECURITY NO.

41. PREVIOUS GOVERNMENT SERVICE DATA (0 - NO PREVIOUS SERVICE; 1 - NO BREAK IN SERVICE; 2 - BREAK IN SERVICE LESS THAN 12 MOS; 3 - BREAK IN SERVICE MORE THAN 12 MOS)	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA: FORM EXECUTED (1 - YES, 2 - NO)	CODE	NO. TAX EXEMPTIONS	44. STATE TAX DATA: FORM EXECUTED (1 - YES, 2 - NO)	CODE	NO. TAX EXEMP	STATE CODE

SIGNATURE OR OTHER AUTHENTICATION

POSTED
MAY 1962
EOD

Form 848 1150 Use Previous Edition

SECRET

(4-61)

14-00000

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

JEC:[illegible] JUNE 59

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth (Mo. Da. Yr.)	4. Vet. Pref. (None-0, 5 Pt-1, 10 Pt-2) Code	5. Sex	6. CS - EOD (Mo. Da. Yr.)
158124	MCCORD JAMES W JR		1	M 1	05 22 51

7. SSN (Mo. Da. Yr.)	8. CSC Retmt. (Yes-1, No-2) Code	9. CSC Or Other Legal Authority	10. Apmt. Affidav. (Mo. Da. Yr.)	11. FEGLI (Yes-1, No-2) Code	12. LCD (Mo. Da. Yr.)	13. Mil. Serv. Credit, LCD (Yes-1, No-2) Code
03 27 45	1	50 USCA 403 J			08 22 51	2

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF	3112	WASH., D.C.	75013

16. Dept. - Field (Dept - 2, USfld - 4, Frgn - 6) Code	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series
2	SECURITY OFFICER	0365	GS	1810.01

21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade (Mo. Da. Yr.)	25. PSI Due (Mo. Da. Yr.)	26. Appropriation Number
14 3	$11835	SS	07 01 56	06 28 59	9 7100 20 001

ACTION

27. Nature Of Action	Code	28. Eff. Date (Mo. Da. Yr.)	29. Type Of Employee	Code	30. Separation Data
PROMOTION	30	06 28 59	REGULAR	01	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF	3112	WASH., D. C.	75013

33. Dept. - Field (Dept - 2, USfld - 4, Frgn - 6) Code	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series
2	SECURITY OFFICER	0365	GS	1810.01

38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade (Mo. Da. Yr.)	42. PSI Due (Mo. Da. Yr.)	43. Appropriation Number
15 1	$12770	SS	06 28 59	12 28 60	9 7100 20 001

44. Remarks

FORM NO. 1150
1 MAR 57

SECRET

(4)

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

AES: 4 FEB 1959

1. Serial No.	9. Name (Last-First-Middle)	3. Date Of Birth (Mo. Da. Yr.)	4. Ver. Pref.	5. Sex	6. CS-EOD (Mo. Da. Yr.)
158124	MCCORD JAMES W JR		5 Pt-1 10 Pt-2 1	M 1	08 22 51

7. SCD (Mo. Da. Yr.)	8. CSC Retmt. (Yes-1 No-2)	Code	9. CSC Or Other Legal Authority	10. Apmt. Affidav. (Mo. Da. Yr.)	11. RESLI (Yes-1 No-2)	Code	12. LCD (Mo. Da. Yr.)	13. Mil. Svc. (Yes-1 No-2)	Code
03 27 45		1	50 USCA 403 d				08 22 51		2

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DDS OFFICE OF SECURITY INSPECTION STAFF	3110	WASH., D.C.	75013

16. Dept. - Field (Dept - 2 USfld - 4 Frgn - 6)	Code	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series
	2	INVESTIGATOR	0033	GS	1810.22

21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade (Mo. Da. Yr.)	25. WGI Due (Mo. Da. Yr.)	26. Appropriation Number
14 2	$11,595	SS	07 01 56	06 28 59	9 7101 20

ACTION

27. Nature Of Action	Code	28. Eff. Date (Mo. Da. Yr.)	29. Type Of Employee	Code	30. Separation Data
REASSIGNMENT	56	02 04 59	REGULAR	01	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF	3112	WASH., D.C.	75013

33. Dept. - Field (Dept - 2 USfld - 4 Frgn - 6)	Code	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series
	2	SECURITY OFFICER	0365	GS	1810.01

38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade (Mo. Da. Yr.)	42. WGI Due (Mo. Da. Yr.)	43. Appropriation Number
14 2	$11585	SS	07 01 56	06 28 59	9 7100 20 001

44. Remarks

[redacted]

FORM NO. 1 MAR 57 1150

SECRET

(4)

14-00000

SECRET

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

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	158124	GS-14-2	$10,535	$11,595

GORDON M. STEWART
/S/ DIRECTOR OF PERSONNEL

SECRET

14-00000

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

.LVL 29 JULY 58

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth (Mo. Da. Yr.)	4. Vet. Pref. (None-0, 5 Pt-1, 10 Pt-2) Code	5. Sex	6. CS - FOD (Mo. Da. Yr.)
158124	MCCORD JAMES W JR		1	M 1	03 22 51

7. SCD (Mo. Da. Yr.)	8. CSC Retmt. (Yes-1, No-2) Code	9. CSC Or Other Legal Authority	10. Appt. Affidav. (Mo. Da. Yr.)	11. FEGLI (Yes-1, No-2) Code	12. LCS (Mo. Da. Yr.)	13. Mil. Serv. Credit (Yes-1, No-2) Code
03 27 45	1	50 USCA 403 J			08 22 51	2

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF		WASH., D.C.	

16. Dept. - Field (Dept - 2, USfld - 4, Frgn - 6) Code	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series
2	SEC OF	0365	GS	1810.01

21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade (Mo. Da. Yr.)	25. PSI Due (Mo. Da. Yr.)	26. Appropriation Number
14 2	$11,595	SS			9 7101 20

ACTION

27. Nature Of Action	Code	28. Eff. Date (Mo. Da. Yr.)	29. Type Of Employee	Code	30. Separation Data
REASSIGNMENT	56	07 29 58	REGULAR	01	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
DDS OFFICE OF SECURITY INSPECTION STAFF	3110	WASH., D.C.	75013

33. Dept. - Field (Dept - 2, USfld - 4, Frgn - 6) Code	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series
2	INVESTIGATOR	0033	GS	1810.22

38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade (Mo. Da. Yr.)	42. PSI Due (Mo. Da. Yr.)	43. Appropriation Number
14 2	$11,595	SS	07 01 56	06 28 59	9 7101 20

44. Remarks

FORM NO. 1150
1 MAR 57

SECRET

(4)

14-00000

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME	3. ASSIGNED ORGAN.	4. FUNDS	5. ALLOTMENT
19C124	MCCORD JAMES W JR	DDS/SEC /	V-20	

6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE MO.	DA.	YR.	GRADE	STEP	SALARY	EFFECTIVE DATE MO.	DA.	YR.
14	1	$10,320	07	01	56	14	2	$10,535	12	29	57

REMARKS

CERTIFICATION

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

TYPED OR PRINTED NAME OF SUPERVISOR	DATE	SIGNATURE OF SUPERVISOR
	11/8/57	

PERIODIC STEP INCREASE - CERTIFICATION

FORM NO. 560
1 MAR. 56

SECRET

PERSONNEL FOLDER (4)

STANDARD FORM 50 (8 PART)
REV. APRIL 1951
PROMULGATED BY
U.S. CIVIL SERVICE COMMISSION
CHAPTER 0... FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (Last - First - Middle - Give entire name, initial, Jr., and Roman numeral)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
MR. JAMES W. MCCORD, JR. 15?124			14 June 1957

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (Use standard terminology)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
REASSIGNMENT 56	16 June 1957	50 USC 403 j

FROM		TO
Investigator (CI) T367	8. POSITION TITLE	Security Officer T365-14
GS-1810.22-14 $10320.00 per annum	9. SERVICE, SERIES, GRADE, SALARY	GS-1810.01-14 $10320.00 per annum
Internal Branch	10. ORGANIZATIONAL DESIGNATIONS	DDS/Office of Security Security Research Staff Office of the Chief
	311201	
	11. HEADQUARTERS	
	2	Washington, D. C.
☐ FIELD ☐ DEPARTMENTAL	12. FIELD OR DEPT'L	☐ FIELD ☒ DEPARTMENTAL

13. VETERAN'S PREFERENCE					14. POSITION CLASSIFICATION ACTION				
NONE	DISABILITY	OTHER	5-POINT	10-POINT	NEW	VICE	I. A.	REALL.	
1			X						SD/SS

15. SEX	16. APPROPRIATION	17. SUBJECT TO C. S. RETIREMENT ACT (YES - NO)	18. DATE OF APPOINTMENT AFFIDAVITS (ACCEPTANCE DUE)	19. LEGAL RESIDENCE
1 M W	FROM: 7-7101-20 TO: Same 750-13	Yes		☐ CLAIMED ☐ PROVED STATE:

20. REMARKS:

2 EOD 08/22/51

POSTED
17 JUN 57

ENTRANCE PERFORMANCE RATING:

Director of Personnel

(Official Title) (Signature of Official Authorized to Sign)

4. PERSONNEL FOLDER COPY

☆ U. S. GOVERNMENT PRINTING OFFICE: 1956: 373647

713 6/24/51

STANDARD FORM 50 (8 PART)
REV. APRIL 1951
PROMULGATED BY
U.S. CIVIL SERVICE COMMISSION
CHAPTER III, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR.—MISS—MRS.—CHE GIVEN NAME, INITIALS, AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
MR. JAMES W. MC COID, JR. 158124			25 Jun 1956

This is to notify you of the following action affecting your employment.

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
PROMOTION FROM 30	1 Jul 1956	50 USCA 403 j

Security Res Spec T405	8. POSITION TITLE	Investigator (CI) T367
GS—1810.24-13 $9205.00 per annum	9. SERVICE, SERIES, GRADE, SALARY	GS-1810.22-14 $10,320.00 per annum
External Branch	10. ORGANIZATIONAL DESIGNATIONS 311230	DDS/Office of Security Security Research Staff Internal Branch
	11. HEADQUARTERS 2	Washington, D. C.
FIELD / DEPARTMENTAL	12. FIELD OR DEPT'L	FIELD / DEPARTMENTAL

13. VETERAN'S PREFERENCE						14. POSITION CLASSIFICATION ACTION				
NONE	WWII	OTHER	5-PT.	10-POINT DISAB	10-POINT OTHER	NEW	VICE	I. A.	REAL.	XXX SD-SS

15. SEX	16. APPROPRIATION	17. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	19. LEGAL RESIDENCE
1	FROM: TO: 7-7101-20			CLAIMED / PROVED STATE:

1 N M Same 750-13 Yes

20. REMARKS:

2 EOD 08/22/51

POSTED
6 JUL

ENTRANCE PERFORMANCE RATING:

Director of Personnel

21. SIGNATURE OR OTHER AUTHENTICATION

4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE 1955 - 380000

Fm 7-6-54

PERIODIC STEP INCREASE CERTIFICATION CONFIDENTIAL

U. S. GOVERNMENT PRINTING OFFICE 1955-220C50

1. Agency and organizational designations	2. Payroll period	3. Block No.	4. Slip No.
		7103 Vouchered	

5. Employee's name (and social security account number when appropriate)	6. Grade and salary
McCORD, James Walter	GS-13 - $8990.00

PAYROLL CHANGE DATA

	BASE PAY	OVERTIME		GROSS PAY	RET.	FEDERAL TAX	BOND	F. I. C. A.	STATE TAX	GROUP LIFE INS.			NET PAY
7. Previous normal													
8. New normal													
9. Pay this period													

10. Remarks	11. Appropriation(s)	12. Prepared by
	GS - 1	MG - 10/24/55
		13. Audited by

[X] Periodic step-increase [ ] Pay adjustment [ ] Other step-increase

14. Effective date	15. Date last equivalent increase	16. Old salary rate	17. New salary rate	18. Performance rating is satisfactory or better.
4 Dec 55	6 Jun 54	$8990.00	$9205.00	[illegible] SERVICE AND CONDUCT [illegible] (Signature or other authentication)

19. LWOP data (Fill in appropriate spaces covering LWOP during following periods:) Period(s):

[ ] No excess LWOP. Total excess LWOP

(Check applicable box in case of excess LWOP)

[ ] Pay status at end of waiting period

[ ] LWOP status at end of waiting period

Initials of Clerk

STANDARD FORM NO. 1126d—Revised

Form prescribed by Comp. Gen., U. S. October 26, 1954, General Regulations No. 102

PAYROLL CHANGE SLIP — PERSONNEL COPY

wh/2

STANDARD FORM 50 (8 PART)
REV. APR'' 1951
PROMULGATED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER 31, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR.—MISS—MRS.—GIVE GIVEN NAME, INITIAL(S), AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. James W. McCord, Jr.			21 May 1955

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
Reassignment	8 May 1955	50 USCA 403 1

	FROM		TO
8. POSITION TITLE	Security Officer		Security Res Spec T-405
9. SERVICE, SERIES, GRADE, SALARY	GS-1810.01-13		GS-1810.21-13 $9350.00 p.a.
10. ORGANIZATIONAL DESIGNATIONS	DDA/Security Office Office of the Chief		DDS/Office of Security Security Research Staff External Branch
11. HEADQUARTERS			Washington, D. C.
12. FIELD OR DEPT'L	☐ FIELD ☐ DEPARTMENTAL		☐ FIELD ☒ DEPARTMENTAL

13. VETERAN'S PREFERENCE						14. POSITION CLASSIFICATION ACTION			
NONE	WWII	OTHER	5-PT.	10-POINT DISAB.	10-POINT OTHER	NEW	VICE	C. A.	REAL.
			X						

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM: TO: 5-71-1-20	Yes		☐ CLAIMED ☐ PROVED STATE: Texas

21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.

ISSUED
8 JUN 1955

ENTRANCE PERFORMANCE RATING:

Director of Personnel

SIGNATURE OR OTHER AUTHENTICATION

4. PERSONNEL FOLDER COPY

☆ U. S. GOVERNMENT PRINTING OFFICE: 1954—913139

JJ 5/24/55

STANDARD FORM 50
REV. APRIL 1957
PROMULGATED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER 31, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AG. ..Y

NOTIFICATION OF PERSONNEL ACTION

Jan

1. NAME (MR. - MISS - MRS. - GIVE GIVEN NAME, INITIAL(S), AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. James W. McCord, Jr.			4 June 1954

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
Promotion	6 June 1954	50 USCA 403 j

	FROM		TO
8. POSITION TITLE	Investigator P 297.01		Security Officer P 405
9. SERVICE, SERIES, GRADE, SALARY	GS-1810.22-12 $7240.00 per annum		GS-1810.01-13 $8360.00 per annum
10. ORGANIZATIONAL DESIGNATIONS	Special Security Division Operations Branch Office of the Chief		DDM/Security Office Office of the Chief
11. HEADQUARTERS			Washington, D. C.
12. FIELD OR DEPT'L	☐ FIELD ☐ DEPARTMENTAL		☐ FIELD ☒ DEPARTMENTAL

13. VETERAN'S PREFERENCE						14. POSITION CLASSIFICATION ACTION				
NONE	WWII	OTHER	5-PT.	10-POINT DISAB.	10-POINT OTHER	NEW	VICE	L.A.	REAL.	
			X							CD-6S

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES, NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM: 4-7103-60 TO: 4-7101-60	Yes		☐ CLAIMED ☐ ALLOWED STATE Texas

21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.

ENTRANCE PERFORMANCE RATING:

Deputy Assistant Director for Personnel

SIGNATURE OR OTHER AUTHENTICATION

4. PERSONNEL FOLDER COPY

6/11/54

U. S. GOVERNMENT PRINTING OFFICE

U. S. GOVERNMENT PRINTING OFFICE: 1953 - 997974

1. Agency and organizational designation	2. Pay period	3. Block No.	4. Slip No.
	[illegible]/54	4-7103-20	

5. Employee's name (and social security account number when appropriate)	6. Grade and salary
McCORD, JAMES WALTER	GS 12 $7040.00

PAY ROLL CHANGE DATA

	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	BOND	F. I. C. A.			NET PAY
7. Previous normal											
8. New normal											
9. Pay this period											

10. Remarks	11. Appropriation(s)	12. Prepared by
	SECURITY 7	rea/3/10/54
		13. Audited by

☒ Periodic step-increase ☐ Pay adjustment ☐ Other step-increase

14. Effective date	15. Date last equivalent increase	16. Old salary rate	17. New salary rate	18. Performance rating is satisfactory or better.
6JUN54	7DEC52	$7040.00	$7240.00	(Signature or other authentication)

19. LWOP data (Fill in appropriate spaces covering LWOP during following period(s)) Period(s)

(Check applicable box in case of excess LWOP)

☐ No excess LWOP. Total excess LWOP SEE REPORT ☐ In [illegible] ☐ In [illegible] Initials of Clerk

STANDARD FORM NO. 1126d—Revised
Form prescribed by Comp. Gen., U. S.
Nov. 8, 1950, General Regulations No. 102

PAY ROLL CHANGE SLIP—PERSONNEL COPY

STANDARD FORM 50
REV. APRIL 1957
PRESCRIBED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER 31, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR. - MISS - MRS. - GIVEN NAME, INITIAL(S), AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. James V. McCord, Jr.			23 Apr 1954

This is to notify you of the following action affecting your employment.

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
Reassignment	25 Apr 1954	50 USCA 403 j

FROM		TO
Investigator (Gen)	8. POSITION TITLE	Investigator T297.01
GS-1810-12	9. SERVICE, SERIES, GRADE, SALARY	GS-1810.22-12 $7040.00 per annum
	10. ORGANIZATIONAL DESIGNATIONS	DDA/Security Office Special Security Division Operations Branch Office of the Chief
	11. HEADQUARTERS	Washington, D. C.
☐ FIELD ☐ DEPARTMENTAL	12. FIELD OR DEPTL	☐ FIELD ☒ DEPARTMENTAL

13. VETERAN'S PREFERENCE						14. POSITION CLASSIFICATION ACTION				
NONE	WWII	OTHER	5-PT.	10-POINT DISAB.	10-POINT OTHER	NEW	VICE	L.A.	REAL.	
			X							CD-SE

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES OR NO)	19. DATE OF APPOINTMENT AFFIDAVITS (EXCEPTIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM: 4-7103-20 TO: Same	Yes		☐ CLAIMED ☐ PROVED STATE: Texas

21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.

ENTRANCE PERFORMANCE RATING:

Deputy Assistant Director for Personnel

22. SIGNATURE OR OTHER AUTHENTICATION

4. PERSONNEL FOLDER COPY

☆ U. S. GOVERNMENT PRINTING OFFICE: 1955 — 840247

14-00000

STANDARD FORM 50
REV. APRIL 1951
PROMULGATED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER 21, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION Canc. 22 Dec 53 Jan

1. NAME (MR. - MISS - MRS. - ONE GIVEN NAME, INITIAL(S), AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. James W. McCord, Jr.			28 Dec 53

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
Reassignment	B.O.B. 3 Jan 54	50 USCA 403 j

FROM		TO	
Investigator (Gen) P 211.01	8. POSITION TITLE	Investigator (Gen) P 297.01	
GS-1810-12 $7040.00 per annum	9. SERVICE, SERIES, GRADE, SALARY	GS-1810-12 $7040.00 per annum	
DDA/Security Office Special Security Division SSD Pool	10. ORGANIZATIONAL DESIGNATIONS	DDA/Security Office Special Security Division Operations Branch Office of the Chief	
Washington, D. C.	11. HEADQUARTERS	Washington, D. C.	
[X] FIELD [ ] DEPARTMENTAL	12. FIELD OR DEPT'L	[ ] FIELD [X] DEPARTMENTAL	

13. VETERAN'S PREFERENCE						14. POSITION CLASSIFICATION ACTION				
NONE	WWII	OTHER	5 PT.	10-POINT DISAB	10-POINT OTHER	NEW	VICE	L. A.	REAL.	
			X							CD-6Z

Verified

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES - NO)	19. DATE OF APPOINTMENT OATH AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM: 4-7130-30 TO: 4-7103-40	Yes		[ ] CLAIMED [ ] PROVED STATE:

21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.

"Transfer TO Vouchered Funds FROM Unvouchered Funds."

ENTRANCE PERFORMANCE RATING:
Personnel Director

22. SIGNATURE OR OTHER AUTHENTICATION

KAG 12853

U. S. GOVERNMENT PRINTING OFFICE: 1953 — 348347

4. PERSONNEL FOLDER COPY

STANDARD FORM 52

REQUEST FOR PERSONNEL ACTION

SECRET
SECURITY INFORMATION

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

1. NAME (Mr. – Miss – Mrs. Use given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
MR. JAMES W. [redacted]D			7/7/53

5. NATURE OF ACTION REQUESTED
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.): REASSIGNMENT
B. POSITION (Specify whether establish, change grade or title, etc.)

6. EFFECTIVE DATE A. PROPOSED: 7/7/53 B. APPROVED: 7 July 1953

7. C. S. OR OTHER LEGAL AUTHORITY

FROM	8. POSITION TITLE AND NUMBER / 9. SERVICE, GRADE, AND SALARY / 10. ORGANIZATIONAL DESIGNATIONS / 11. HEADQUARTERS / 12. FIELD OR DEPARTMENTAL	TO
Investigator(General) T109.01-12 GS-1810-12 $7040.00 per annum DDA/Security Office Special Security Division Field Office [X] FIELD [ ] DEPARTMENTAL		Investigator(General) T211.01 Same Same Same SSD Pool Washington, D. C. [X] FIELD [ ] DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title): [redacted] DEPUTY CHIEF, ASTS
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension): [redacted] 2063
D. REQUEST APPROVED BY: Signature: [redacted] Title: [redacted] Chief, Assm. & Trng. Staff

13. VETERAN PREFERENCE						14. POSITION CLASSIFICATION ACTION				
NONE	WWII	OTHER	5 PT.	10 POINT DISAB	10 POINT OTHER	NEW	UPG.	U.A.	REAL.	CD-5E
	X		X							

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES – NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM: [redacted]-7130-30 TO: [redacted]-7130-30			☐ CLAIMED ☐ PROVED STATE:

21. STANDARD FORM 50 REMARKS

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			RECEIVED 7 July 53
B. CEIL. OR POS. CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	OCD [illegible]	[illegible]	
E.			
F. APPROVED BY			16 July 1953

10—67329-0

SECRET - SECURITY INFORMATION

'INVOUCHERED — Inspection & Security Office — Page 6 of 7 pa

Used in lieu of SF-52 &/or or SF-50 to document the following types of personnel action involving no change in grade or salary; (a) Change in Title (b) Change of Position No. (c) Reassignment within Division without series Code change All Class seriesare the same on the From and To sides.

W/O App.: 1/14/53 — Eff. Date: 2/15/53

NAME	ORG.INF.& POS.TITLE	SCHEDULE SERIES-GRADE	SLOT NOS.	ACTION	ORG.INF.& POS.TITLE	SCHEDULE SERIES-GRADE	SLOT NOS.
[redacted] Field office (cont'd.)					[redacted] Field Office		
[redacted]	Inv. Gen.	GS-11	T180.01	b,c	Inv. Gen.	GS-1810-11	T180.05-11
[redacted]	Inv. Gen.	GS-11	T181	b,c	Inv. Gen.	GS-1810-11	T180.06-11
[redacted]	Inv. Gen.	GS-11	T181.04	b,c	Inv. Gen.	GS-1810-11	T180.07-11
[redacted]	Inv. Gen.	GS-11	T180.04	b,c	Inv. Gen.	GS-1810-11	T181
[redacted]	Inv. Gen.	GS-11	T211.07	b,c	Inv. Gen.	GS-1810-11	T181.01
[redacted]	Inv. Gen.	GS-11	T181.03	b,c	Inv. Gen.	GS-1810-11	T181.02
[redacted]	Inv. Gen.	GS-10	T181.02	b,c	Inv. Gen.	GS-1810-10	T181.03-10
[redacted]	Inv. Gen.	GS-10	T181.08	b,c	Inv. Gen.	GS-1810-10	T181.04-10
[redacted]	Inv. Gen.	GS-10	T181.07	b,c	Inv. Gen.	GS-1810-10	T181.05-10
[redacted]	Clerk Steno.	GS-3	T215	b,c	Clerk Steno.	GS-312-3	T186.02-3
[redacted] Field Office					[redacted] Field Office		
[redacted]	Inv. Gen.	GS-13	T189.01	b,c	Inv. Gen.	GS-1810-13	T188
[redacted]	Inv. Gen.	GS-12	T189.02	b,c	Inv. Gen.	GS-1810-12	T189-12
McCord, James W.	Inv. Gen.	GS-12	T190.03	b,c	Inv. Gen.	GS-1810-12	T189.01-12
[redacted]	Inv. Gen.	GS-11	T190.02	b,c	Inv. Gen.	GS-1810-11	T190.01-11
[redacted]	Inv. Gen.	GS-11	T207.02	b,c	Inv. Gen.	GS-1810-11	T190.02-11
[redacted]	Inv. Gen.	GS-12	T190.05	b,c	Inv. Gen.	GS-1810-12	T190.03
[redacted]	Inv. Gen.	GS-9	T212.06	b,c	Inv. Gen.	GS-1810-9	T191.04-9
[redacted]	Inv. Gen.	GS-10	T216.08	b,c	Inv. Gen.	GS-1810-10	T191.05-10
[redacted]	Inv. Gen.	GS-9	T212.05	b,c	Inv. Gen.	GS-1810-9	T191.06-9
[redacted] Field Office					[redacted] Field Office		
[redacted]	Inv. Gen.	GS-13	T147.02	b,c	Inv. Gen.	GS-1810-13	T326-13
[redacted]	Inv. Gen.	GS-13	T189	b,c	Inv. Gen.	GS-1810-13	T327
[redacted]	Inv. Gen.	GS-12	T188	b,c	Inv. Gen.	GS-1810-12	T328-12
[redacted]	Inv. Gen.	GS-13	T179	b,c	Inv. Gen.	GS-1810-13	T328.01
[redacted]	Inv. Gen.	GS-12	T190.01	b,c	Inv. Gen.	GS-1810-12	T329
[redacted]	Inv. Gen.	GS-12	T190.04	b,c	Inv. Gen.	GS-1810-12	T329.01
[redacted]	Inv. Gen.	GS-12	T172	b,c	Inv. Gen.	GS-1810-12	T329.02
[redacted]	Inv. Gen.	GS-9	T172.12	b,c	Inv. Gen.	GS-1810-9	T329.03-9
[redacted]	Inv. Gen.	GS-9	T191.04	b,c	Inv. Gen.	GS-1810-9	T329.04-9
[redacted]	Inv. Gen.	GS-7	T172.03	b,c	Inv. Gen.	GS-1810-9	T330-7
[redacted]	Inv. Gen.	GS-7	T212	b,c	Inv. Gen.	GS-1810-7	T330.01-7
[redacted]	Inv. Gen.	GS-9	T213.03	b,c	Inv. Gen.	GS-1810-9	T330.02-9

SECRET -SECURITY INFORMATION

App.by: [redacted] Staff or Div. Chief

App.by: [redacted] Grade & Wage Div.

App.by: [redacted] Personnel Div.

14-00000

10 Sept. '52

1. Agency and organizational designation	2.	3. Block No	4. Slip No
CENTRAL INTELLIGENCE AGENCY		UV	

5. Employee's name (and social security account number when appropriate)	6. Grade and salary
MC CORD, James W.	CS-11 $5940.00

PAY ROLL CHANGE DATA

	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	BOND	F.I.C.A.			NET PAY
7. Previous normal											
8. New normal											
9. Pay this period											

10. Remarks	11. Appropriation(s)	12. Prepared by
Cancellation of PSI BR	1350 11	13. Audited by

☒ Periodic step-increase ☐ Pay adjustment ☐ Other step-increase

14. Effective date	15. Date last equivalent	16. Old salary rate	17. New salary rate	18. Performance rating is satisfactory or better.
31Aug. '52	22Aug. '51	$5940.00	$6140.00	(Signature or other authentication)

19. LWOP data (Fill in appropriate spaces covering LWOP during following periods):
Period(s):
☐ No excess LWOP. Total excess LWOP

(Check applicable box in case of LWOP)

STANDARD FORM NO. 1126d—Revised
Form prescribed by Comp. Gen., U. S.
Nov. 8, 1950, General Regulations No. 102

PAY ROLL CHANGE SLIP—PERSONNEL COPY

16—61111-2a U. S. GOVERNMENT PRINTING OFFICE

SECRET

SECURITY INFORMATION

STANDARD FORM 52
PROMULGATED BY THE U. S. CIVIL SERVICE COMMISSION JANUARY 1952 — FEDERAL PERSONNEL MANUAL CHAPTER 31

UNCLASSIFIED

REQUEST FOR PERSONNEL ACTION

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

1. NAME (*Mr.—Miss—Mrs.—One given name, initial(s), and surname*)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
JAMES W. MC CORD			11/12/52

5. NATURE OF ACTION REQUESTED: A. PERSONNEL (*Specify whether appointment, promotion, separation, etc.*)	6. EFFECTIVE DATE A. PROPOSED:	7. C. S. OR OTHER LEGAL AUTHORITY
PROMOTION		
B. POSITION (*Specify whether establish, change grade or title, etc.*)	B. APPROVED: DEC 7 1952	

FROM—		TO—
Investigator (Gen) T190.03-11 GS-1810-11 $6140.00 pa	8. POSITION TITLE AND NUMBER	Investigator (Gen) T190.03 GS-1810-12 $7040.00 pa
	9. SERVICE, GRADE, AND SALARY	
Inspection & Security Office Special Security Division	10. ORGANIZATIONAL DESIGNATIONS	Same Same
Field Office	11. HEADQUARTERS	Same Same
[X] FIELD [ ] DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	[X] FIELD [ ] DEPARTMENTAL

A. REMARKS (*Use reverse if necessary*)

B. REQUESTED BY (*Name and title*)

C. FOR ADDITIONAL INFORMATION CALL (*Name and telephone extension*)

D. REQUEST APPROVED BY

Signature:

Title: EXECUTIVE OFFICER

13. VETERAN PREFERENCE: NONE | WWII | OTHER | 5-PT. | 10-POINT (DISAB. | OTHER)

14. POSITION CLASSIFICATION ACTION: NEW | VICE | L. A. | REAL.

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
		FROM: TO:			[ ] CLAIMED [ ] PROVED STATE:

21. STANDARD FORM 50 REMARKS

POSTED
11 Dec 52 HP

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			
B. CEIL. OR POS. CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	[illegible]	11-26-52	
E.			

F. APPROVED BY

SECRET
SECURITY INFORMATION
11-26-52

13—67329-8

INSPECTION & SECURITY OFFICE

CODE "T"

APR 1 3 1954

SPECIAL SECURITY DIVISION FIELD OFFICES

NAME	TITLE	GRADE SERIES	POSITION NUMBER
[redacted] FIELD OFFICE (CONTINUED)			
[redacted]	Clerk(Stenography)	GS-301-5	T185
[redacted]	Clerk(Stenography)	GS-301-4	T185.01-4
[redacted]	Clerk(Stenographer)	GS-312-4	T186
[redacted] FIELD OFFICE			
[redacted]	Investigator(Gen)	GS-1810-13	T187-13
[redacted]	Investigator(Gen)	GS-1810-12	T188-12
[redacted]	Investigator(Gen)	GS-1810-12	T189-12
[redacted]	Investigator(Gen)	GS-1810-12	T189.01-12
[redacted]	Investigator(Gen)	GS-1810-11	T189.02-11
[redacted]	Investigator(Gen)	GS-1810-12	T190
[redacted]	Investigator(Gen)	GS-1810-11	T190.01-11
[redacted]	Investigator(Gen)	GS-1810-11	T190.02-11
MCCORD, James W.	Investigator(Gen)	GS-1810-11	T190.03-11
[redacted]	Investigator(Gen)	GS-1810-11	T190.04-11
[redacted]	Investigator(Gen)	GS-1810-12	T190.05
[redacted]	Investigator(Gen)	GS-1810-11	T191
[redacted]	Investigator(Gen)	GS-1810-11	T191.01
[redacted]	Investigator(Gen)	GS-1810-9	T191.02-9
[redacted]	Investigator(Gen)	GS-1810-9	T191.03-9
[redacted]	Investigator(Gen)	GS-1810-7	T191.04-7
[redacted]	Adm. Assistant	GS-301-5	T192-5
[redacted]	Clerk	GS-301-5	T193-5
[redacted]	Secretary(Steno)	GS-318-5	T194

14-00000

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME: McCORD, James Walter, Jr.	DATE: 27 June 1951
NATURE OF ACTION: New Appointment	EFFECTIVE DATE: 22 August 51

	FROM	TO
TITLE		Investigator (Concept) Special Agent
GRADE AND SALARY		GS-11 - $5400.00 p.a.
OFFICE		Inspection and Security Office
DIVISION		Special Security Division
BRANCH		
OFFICIAL STATION		[redacted] (Field)

APPROVAL

QUALIFICATIONS: [redacted]	FOR ASSISTANT: [redacted] Administrative Officer	EXECUTIVE:
CLASSIFICATION: [redacted] F-522 (27 July 1950) 17 July 1951	PERSONNEL OFFICER: [redacted] JUL 23 1951	

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS: YES [X] NO [ ]

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON: 22 August 51

SECURITY CLEARED ON: 14 August 51

OVERSEAS AGREEMENT SIGNED: NA

ENTERED ON DUTY: 22 August 51

[redacted]
(SIGNATURE OF AUTHENTICATING OFFICER)

PPD ✓

REMARKS:

1010

Control No. 1544 - Slot No. 10.
Two copies of PHS retained for security processing. One PHS attached.

DOG - 12/07/52
EOD - 08/22/51
LCD - 08/22/51

REQUEST CONTACTS BE MADE BY SECURITY ONLY

COPY IN PAYROLL FILES

FORM NO. 37-1 NOV 1949

SECRET

GPO 14-63208-1 (2)

SECRET

24 APR 1970

MEMORANDUM FOR: Director of Security

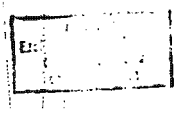
SUBJECT : McCORD, James W., Jr. Emp. Ser. No. 58124
Fitness Report

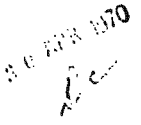
1. This is an annual fitness report covering the period 1 April 1969 through 31 March 1970. Mr. McCord completed his first full year as Chief, Physical Security Division. During 1969 the Division underwent many changes, a direct result of the personal efforts of this employee. He has shown the initiative to seek out new ways and means to harden the security of our domestic and overseas facilities by tapping all possible technological sources both in and out of Government. His efforts have produced tangible results and in my judgment, our posture in the physical security field is far superior to any of our contemporaries.

2. With the spiraling costs of manpower, Mr. McCord has concentrated on the potential for use of technical devices to replace the human asset. He has made remarkable inroads into this field by way of imagination, ingenuity and drive.

3. Mr. McCord has the quality to inspire his subordinates. He is demanding, but understanding. On more than one occasion he was asked to take under his wing employees who were labeled "problems." Through personal interest and effort, he has salvaged the majority of these individuals to a point where they are performing in a highly satisfactory manner.

4. In the previous fitness report, I alluded to the fact that employee has a tendency to find it difficult to see another person's point of view. This, I feel, is attributable to an innate stubbornness which obviously is difficult to overcome. Mr. McCord is a very





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principled individual who once convinced he has hit upon the proper course of action will usually yield only by direction. We've discussed this, and I've noted a determined effort on his part to broaden his tolerance for other opinions.

5. Overall, the employee has made a substantial contribution to the Office of Security by his dedication to his job, his tenacious attitude toward upgrading our physical security standards, a curious and inventive mind ever searching for better ways to solve a problem in his area of responsibility, and a cost consciousness in the administration of his division. I rate him an overall "Strong."

[redacted]
Deputy Director of Security (PTOS)

Noted by Employee:

James W. McCord, Jr. — Date

Reviewed By:

Howard J. Osborn
Director of Security — 29 APR 1970 Date

14-00000

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 058124

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SO
McCORD, James W., Jr.		M	GS-15	SS

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
Physical Security Officer	OS/PTOS/PhySD/OC	Washington, D. C.

9. CHECK (X) TYPE OF APPOINTMENT				10. CHECK (X) TYPE OF REPORT	
X CAREER	RESERVE	TEMPORARY		INITIAL	REASSIGNMENT SUPERVISOR
CAREER-PROVISIONAL (See Instructions - Section C)			X	ANNUAL	REASSIGNMENT EMPLOYEE
SPECIAL (Specify):				SPECIAL (Specify):	

11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From - To)
30 April 1969	1 April 1968 - 31 March 1969

SECTION B — PERFORMANCE EVALUATION

W - Weak	Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.
A - Adequate	Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.
P - Proficient	Performance is more than satisfactory. Desired results are being produced in a proficient manner.
S - Strong	Performance is characterized by exceptional proficiency.
O - Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

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

	RATING LETTER
SPECIFIC DUTY NO. 1 See Attached Memorandum	
SPECIFIC DUTY NO. 2	
SPECIFIC DUTY NO. 3	
SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

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

FORM 4-68 45 USE PREVIOUS EDITIONS

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SECRET

31 MAR 1969

MEMORANDUM FOR: Director of Security

SUBJECT : McCORD, James W., Jr., Emp. Ser. No. 058124
Fitness Report

1. This is an annual fitness report covering the period 1 April 1968 through 31 March 1969. During the first period of this report, Mr. McCord served as the Chief, Technical Division/ PTOS and continued to display a very high degree of professionalism in administering the Agency's world-wide [redacted] program. Under his guidance, several new devices and techniques were developed which have helped the Agency and the intelligence community to maintain pace with the sophisticated advances by the opposition in the field [redacted]

2. Mr. McCord initiated the necessary planning for the activation of the Interagency Training Center (ITC) which provides [redacted] instruction to all members of the community in the latest of equipment and techniques.

3. On 14 October 1968, he was reassigned to the position of Chief, Physical Security Division. Although he had relatively little experience in this particular field, he has quickly assimilated the necessary details to manage this Agency effort. He has taken steps toward the development and use of the most advanced [redacted] to protect the Agency. Under the supervision of Mr. McCord, the Agency Security Command Center operations have been expanded and improved. He has been assigned the responsibility to organize and direct the Security efforts relating to the protection of Agency assets in time of demonstrations, riots, and other civil disturbances. He coordinated the Agency Security effort with the U. S. Secret Service in protection of the President of the United States during his recent visit to the CIA Headquarters.

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4. Mr. McCord is considered to be economical in his use of equipment, manpower and funds.

5. Perhaps one of the stronger attributes this employee possesses is his ability to organize. In a relatively short time, he has deliberated the Physical Security Division's mission and already taken steps to restructure it within existing manpower limitations to more effectively react to its responsibilities.

6. He inspires his subordinates and has the respect of his superiors. There have been instances, however, when Mr. McCord has exhibited a certain intolerance with individuals who do not agree with his point of view, resulting in some friction in their working relations. There has been much improvement in this regard, and I do not feel it will present any problem in the future.

7. I anticipate this employee will continue to absorb knowledge and experience in the physical security field at the rapid rate he has during his short tenure and am confident his efforts will result in a major contribution to the Office and Agency. I rate Mr. McCord a high "Strong."

[redacted]
Deputy Director of Security (PTOS)

Noted by Employee:

James W McCord Jr
James W. McCord, Jr.

4 April 1969
Date

SECRET

SECRET

SUBJECT: McCORD, James W., Jr., Emp. Ser. No. 058124
Fitness Report - 1 April 1968 through 31 March 1969

Reviewed By:

Howard J. Osborn
Director of Security

21 APR 1969
Date

SECRET

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 058124

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
MC CORD, James W., Jr.		M	GS-15	SS

6. OFFICIAL POSITION TITLE	7. OFF. DIV. OR OF ASSIGNMENT	8. CURRENT STATION
Elect. Eng - Audio Support	OS/PTOS/TD/OC	Washington, D. C.

9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
X CAREER	RESERVE	TEMPORARY		INITIAL	REASSIGNMENT SUPERVISOR
CAREER-PROVISIONAL (See Instructions - Section C)			X	ANNUAL	REASSIGNMENT EMPLOYEE
SPECIAL (Specify):				SPECIAL (Specify):	

11. DATE REPORT DUE TO O.P.	12. REPORTING PERIOD (From - to)
26 April 1968	1 April 1967 - 31 March 1968

SECTION B — PERFORMANCE EVALUATION

W - Weak — Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate — Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient — Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong — Performance is characterized by exceptional proficiency.

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

SPECIFIC DUTIES

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

SPECIFIC DUTY NO. 1	RATING LETTER
Supervises the Technical Division/OS.	S
SPECIFIC DUTY NO. 2	RATING LETTER
Develops new techniques, procedures, and equipment to be used in the field.	O
SPECIFIC DUTY NO. 3	RATING LETTER
Plans operating programs for implementation by the Technical Division.	O
SPECIFIC DUTY NO. 4	RATING LETTER
Selects and trains personnel in an expanding Division.	S
SPECIFIC DUTY NO. 5	RATING LETTER
Maintains liaison with his counterpart organizations throughout the U. S. Government.	S
SPECIFIC DUTY NO. 6	RATING LETTER
30 APR 1968 (14)	

OVERALL PERFORMANCE IN CURRENT POSITION

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

RATING LETTER: S

FORM 0-62 45 OBSOLETE PREVIOUS EDITIONS.

SECRET

SECRET

(When Filled In)

SECTION C — **NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Mr. McCord supervises a technical operation with considerable skill. Although not an engineer by training, he has breached the difficult gap of communication between the administrative and technical aspects of his Division. He has maintained a high esprit de corps under difficult conditions which involve the necessity of his personnel to travel extensively throughout the world. Although such duty carries with it numerous family problems, Mr. McCord is able to manage the Division in such a manner as to maintain a high state of morale. Perhaps the most outstanding accomplishments which I attribute to Mr. McCord's fine management of his Division lies in the field of developing useful and esoteric equipment in the [redacted] field. I have a distinct impression that he and his Division are considerably ahead of other Government departments in this area of activity. This fact alone is a high tribute to his management skill. Because of the success in this field, I consider him to be economical in the use of manpower and funds.

During this rating period, the Technical Division has had operational success in the overseas area. I attribute this success to the careful planning and training which the incumbent has accomplished and directed. Further, he has already shown a high degree of skill in planning for a new activity of considerable responsibility which he will undertake during the coming fiscal year. I am highly

(Continued)

SECTION D — **CERTIFICATION AND COMMENTS**

1. **BY EMPLOYEE**

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

DATE	SIGNATURE OF EMPLOYEE
26 APR 1968	James W McCord Jr

2. **BY SUPERVISOR**

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
26	

DATE	OFFICIAL TITLE OF SUPERVISOR	TYPE	TYPE
26 APR 1968	Dep. Dir. of Sec. (PTOS)	[redacted]	130

3. **BY REVIEWING OFFICIAL**

COMMENTS OF REVIEWING OFFICIAL

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
4/29/68	Director of Security	Howard R Stans

SECRET

14-00000

Fitness Report - McCORD, James W., Jr. - Emp. Ser. No. 058124
Reporting Period 1 April 1967 - 31 March 1968
Section C. (Continued)

pleased to have Mr. McCord serve in his current position and consider him capable of advancement into broader areas.

[redacted]
Deputy Director of Security (PTOS)

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 058124

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
McCORD, James W., Jr.		M	GS-15	SS

6. OFFICIAL POSITION TITLE	7. OFF/DIV/OR OF ASSIGNMENT	8. CURRENT STATION
Elec Eng-Audio Supp	OS/PT&OS/TSD/OC	Washington, D. C.

9. CHECK (X) TYPE OF APPOINTMENT				10. CHECK (X) TYPE OF REPORT			
X	CAREER		RESERVE		TEMPORARY		INITIAL		REASSIGNMENT SUPERVISOR
	CAREER-PROVISIONAL (See Instructions - Section C)			X	ANNUAL		REASSIGNMENT EMPLOYEE
	SPECIAL (Specify):				SPECIAL (Specify):		

11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-)
21 April 1967	15 January 1966 - 31 March 1967

SECTION B — PERFORMANCE EVALUATION

W - Weak — Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate — Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient — Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong — Performance is characterized by exceptional proficiency.

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

SPECIFIC DUTIES

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

SPECIFIC DUTY NO.		RATING LETTER
1	Supervises Technical Division/OS, consisting of 29 professional employees	S
2	Develops new techniques, procedures and equipment to be used in the [redacted] field.	O
3	Plans operating programs for implementation by the Technical Division.	O
4	Selects and trains personnel in an expanding Division.	S
5	Maintains liaison with his counterpart organizations throughout the U. S. Government.	S
6	01 MAY 1967	

OVERALL PERFORMANCE IN CURRENT POSITION

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

RATING LETTER: S

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SECRET

SECRET

SECTION C	NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of emergency or additional duties must be described, if applicable.

Mr. McCord supervises his Division in a vigorous manner. He is capable of instilling enthusiasm and esprit de corps within his organization--a difficult task because of the extensive amount of world-wide travel demanded from his subordinates. This travel is so extensive as to result in personal hardships.

During the rating period, Mr. McCord and two of his employees received the Certificate of Merit. These awards resulted from the vigorous and successful pursual of a technique having great promise in the [redacted] field.

Mr. McCord's performance of his liaison and coordination with other components of the intelligence community, which received special mention in his last Fitness Report, is now at a status which warrants a designation of "Strong." He is conscientiously working at the liaison problem in a difficult interdepartmental atmosphere.

Mr. McCord has an excellent grasp of the technical requirements of his position even though he is not an engineer. He has an exceptional environmental knowledge and appreciation. He sets his goals high. He is cost conscious in the field involving expensive equipment, which normally is costly to develop.

(Continued)

SECTION D	CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE	SIGNATURE OF EMPLOYEE
17 April 67	[redacted]

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
14		
DATE: 19 APR 1967	OFFICIAL TITLE OF SUPERVISOR: Dep. Dir. of Sec. (PTOS)	TYPED OR PRINTED NAME AND SIGNATURE

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	Director of Security	[redacted]

SECRET

McCORD, James W., Jr. - Serial #058124
Annual Fitness Report 15 January 1966 - 31 March 1967

SECTION C. (Continued)

I am highly pleased to have Mr. McCord serving in his current position and consider him capable of advancement into broader areas.

SECRET
(when Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 058124

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
McCORD, James W., Jr.		M	GS-15	SS

6. OFFICIAL POSITION TITLE	7. OFFICE/DIV OR ASSIGNMENT	8. CURRENT STATION
Electronic Engineer	OS/PTA/OS/TechSecDiv/OC	Wash., D.C.

9. CHECK (X) TYPE OF APPOINTMENT

	CAREER	RESERVE	TEMPORARY
	CAREER-PROVISIONAL (See instructions - Section C)		
X	SPECIAL (Specify)//		

10. CHECK (X) TYPE OF REPORT

	INITIAL	X	REASSIGNMENT SUPERVISOR
X	ANNUAL		REASSIGNMENT EMPLOYEE
	SPECIAL (Specify)//		

11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-)
25 April 1966	1 April 1965 - 14 January 1966

SECTION B — PERFORMANCE EVALUATION

U - Unsatisfactory	Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.
A - Adequate	Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.
P - Proficient	Performance is more than satisfactory. Desired results are being produced in a proficient manner.
S - Strong	Performance is characterized by exceptional proficiency.
O - Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

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

SPECIFIC DUTY NO. 1	RATING LETTER
Supervises the Tech Division/OS	S
SPECIFIC DUTY NO. 2	RATING LETTER
Plans and programs for the Division	O
SPECIFIC DUTY NO. 3	RATING LETTER
Schedules and plans overseas coverage	S
SPECIFIC DUTY NO. 4	RATING LETTER
Protection of Washington Area Buildings from penetration	S
SPECIFIC DUTY NO. 5	RATING LETTER
Training of Division and other personnel	S
SPECIFIC DUTY NO. 6	RATING LETTER
Works with Tech Cov't and other units	S

OVERALL PERFORMANCE IN CURRENT POSITION

	RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance. 8 APR 1966	S

45 PREVIOUS EDITIONS.

SECRET

SECRET

OFFICE OF PERSONNEL

SECTION C	NARRATIVE COMMENTS

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

MAIL ROOM

Mr. McCord was attending the Air War College during part of the reporting period. He became Chief of the Technical Division/OS on 20 July 1965.

Mr. McCord took hold of this Division with a heartening vigor and enthusiasm. Although not an Engineer, he soon learned enough of the technical business to meet many crash assignments with exceptional skill and judgment. By trying to get these assignments done within set time limits, he sometimes short-circuited a few coordinations in other offices, but this did not seriously detract, in my opinion, from a very proficient job.

While Mr. McCord has not had the Technical Division a sufficiently long time for me to judge his long range performance, I feel he will become an exceptionally proficient Chief. There was insufficient time for me to judge his cost and manpower consciousness.

SECTION D	CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE	SIGNATURE OF EMPLOYEE
22 Mar 66	[signature]

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
6	

DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
23 March 1966	Dep. Dir. of Sec. (PTOS)	

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE

SECRET

FITNESS REPORT - James W. McCord, Jr.

SECTION D CERTIFICATION AND COMMENTS

3. *Comments of Reviewing Official*

I concur thoroughly with [redacted] evaluation of Mr. McCord's vigor and enthusiasm, skill and judgment. I would add to this that he has demonstrated extraordinary ingenuity and leadership in supervising the development of several new and valuable techniques in the counter-measures field. However, I would rate him only "Proficient" in Specific Duty Number 6, for I believe that he has not been as effective as he might be in liaison and coordination with other components of the Intelligence Community represented on the Technical Committee. This is unfortunate, for it detracts from his outstanding performance in all other elements of his assigned responsibilities. He must work on improving these relationships and he has been counseled to this effect by his current supervisor.

Date	Official Title of Reviewing Official	Typed Name and Signature
31 March 1966	Director of Security	Howard J. Osborn

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: O 58124

SECTION A — GENERAL

1. NAME (Last)	(First)	(Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
McCORD,	James	W., Jr.		M	GS-15	SS

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
Security Officer	OS/Exec Staff	Wash., D. C.

9. CHECK (X) TYPE OF APPOINTMENT				10. CHECK (X) TYPE OF REPORT			
X	CAREER		RESERVE		TEMPORARY		INITIAL		REASSIGNMENT SUPERVISOR
	CAREER-PROVISIONAL (See Instructions - Section C)			X	ANNUAL		REASSIGNMENT EMPLOYEE		
	SPECIAL (Specify):				SPECIAL (Specify):				

11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-)
30 April 1965	1 April 1964 - 31 March 1965

SECTION B — PERFORMANCE EVALUATION

W - Weak	Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.
A - Adequate	Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.
P - Proficient	Performance is more than satisfactory. Desired results are being produced in a proficient manner.
S - Strong	Performance is characterized by exceptional proficiency.
O - Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

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

	RATING LETTER
SPECIFIC DUTY NO. 1 See Section C.	
SPECIFIC DUTY NO. 2	
SPECIFIC DUTY NO. 3	
SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

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

10 APR 1965

FORM 4-62 45 OBSOLETE PREVIOUS EDITIONS.

SECRET

SECRET

(When Filled In)

SECTION C — NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory responsibilities described, if applicable.

Since 10 August 1964, Mr. McCord has been enrolled as a student at the Air War College, Maxwell Air Force Base, Montgomery, Alabama. He will complete his course there on 4 June 1965. Prior to 10 August 1964, Mr. McCord was in a travel status from his assignment as Chief, Security Branch, Frankfurt, Germany.

In view of the above, no rating is made for this reporting period.

SECTION D — CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE	SIGNATURE OF EMPLOYEE

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
	Mr. McCord will be advised that he has not been rated for this period.

DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
30 Mar 65	Asst. Dep. Dir of Sec. (PPS)	

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
30 March 1965	Director of Security	Howard J. Osborn

SECRET

17 APR 1964

SECRET/[redacted]

17 March 1964

58124

MEMORANDUM FOR: Director of Personnel

SUBJECT : Fitness Report - James W. McCord, Jr. [redacted]
DOB: 24 Jan 1924, Male, GS-15,
SS German Station, Career, Annual Report
(1 April 1963 - 31 March 1964)

1. James W. McCord, Jr. [redacted], GS-15, has served as Chief, Security Branch, under my supervision for the subject period.

2. His duties were as follow:

a. Security policy advisor to COS and its senior Station and Base officers.

b. Supervised nine professional and four clerical employees of the Security Branch and the Military Personnel Unit.

c. Directed conduct of LCFLUTTER, SGLATERAL, Physical Security duties, and Investigations performed by the Security Branch.

d. Reviewed security of German Station and recommended ways and means for strengthening and improving.

e. Furnished technical security support and guidance to other Bases in EE, and outside of EE on request.

f. Reviewed investigative reports of the Security Branch and performed such other duties as directed by the COS; Chief, CSB; and Chief, Administrative Staff.

3. This individual is an outstanding security officer. He efficiently performs his broad responsibilities, effectively manages those he supervises and is cost conscious. On the last-mentioned item, he weighs both cost and security factor and has been flexible where he has felt security could be relaxed -- but recognizes that there are areas where cost is secondary. He continues to keep the proper personnel informed of his activities and he is one of the best security

22 APR 1964

SECRET/[redacted]

GROUP 1-Excluded from automatic downgrading and declassification

officers with whom I have had the pleasure to be associated. During this period he has been assigned responsibility for supervision of the Military Personnel Branch. This consolidation has given the Security Branch greater flexibility and has increased the utilization of available personnel. Subject has also instituted off-duty security training courses for those interested military personnel.

4. I would rate him from Strong to Outstanding on the duties in paragraph 2 above with an overall rating of Strong.

[redacted]
/s/ Daniel M. Kelley

Read: [redacted]
/s/ James W. McCord, Jr.

Reviewer's Comments;

I agree that McCord [redacted] is a very strong security officer. He tends to be conservative in his views and judgments. He maintains excellent morale in his Branch. In the never-ending conflict between economy and a desirable level of security, he usually leans toward the latter. [redacted]

SECRET

28 March 1963

MEMORANDUM FOR: Director of Personnel

SUBJECT : Fitness Report (June 1962 - March 1963)

JAMES W. MCCORD

1. [redacted] GS-15, has served as Chief, Security Branch, under my supervision for the subject period.

2. His duties were as follows:

a. Security policy advisor to COS and its senior Station and Base officers.

b. Supervised nine professional and four clerical employees of the Security Branch.

c. Directed conduct of LCFLUTTER, SGLATERAL, Physical Security duties, and Investigations performed by the Security Branch.

d. Reviewed security of German Station and recommended ways and means for strengthening and improving.

e. Furnished technical security support and guidance to other Bases in EE, and outside of EE on request.

f. Reviewed investigative reports of the Security Branch and performed such other duties as directed by the Chief of Station, Deputy for Coordination and Services, and Chief, Administrative Staff.

3. McCord [redacted] has demonstrated time and again his ability to efficiently perform his broad responsibilities in a most efficient manner. His position is not an easy one. He is under the general supervision of the undersigned, while also working on activities directly for the COS and the DCS. He has been able to coordinate these activities in such a way as to earn the respect of all those with whom he deals. He has respected confidences, but also insured that the undersigned has been adequately briefed. He has acted for the undersigned in his absence and will continue to do so.

4. I would rate . . .

15 MAY 1963

SECRET

4. I would rate him from Strong to Outstanding on the individual functions, with an over-all rating of Strong. He is a good supervisor.

DANIEL M. KELLY /s/

[redacted]

READ:

[redacted] (DATE)

JAMES W. McCORD /s/

REVIEWER'S COMMENTS:

I agree with the comments of the rating officer. Subject is an outstanding staff officer and capable of assuming broader responsibilities. He never complains of obstacles, but uniformly produces excellent results.

[redacted] /s/

[redacted]

SECRET

16 MAY 1962

SUBJECT: James W. McCord, Jr.
Annual Fitness Report - 1 April 1961 to 31 March 1962

During this reporting period, Mr. McCord has continued to function as coordinator of a comprehensive highly sensitive series of investigations involving investigative representatives of all elements of the intelligence community. This assignment has been carried out by Mr. McCord with considerable initiative, skill and enthusiasm.

Mr. McCord, during this reporting period, served as Case Officer on a sensitive and very important personnel security case which due to his efforts was brought to a successful conclusion with favorable results to the Agency.

Mr. McCord has performed a liaison function with a vital element of a friendly service which has resulted in the maintenance of a cordial relationship of great value to the Office of Security and the Agency. This liaison has required Mr. McCord to perform several periods of temporary duty overseas during which he not only carried out his liaison function, but handled other special investigative assignments in a successful manner.

On various occasions during the reporting period in the absence of the Chief, Mr. McCord has functioned as Acting Chief of SRS and has performed his duties in an extremely competent manner.

It is felt that Mr. McCord's forthcoming assignment as Security Officer, German Station will give him additional varied experience of value in his career development.

[redacted]
Chief/SRS/OS

SECRET

SECRET

Read by: James McCord Date: May 18 '62

Reviewed by: Seffred Edwards Date: 18 May '62

SECRET

SECRET

SUBJECT: James W. McCord, Jr.
Annual Fitness Report - 1 April 1960 - 31 March 1961

During the reporting period, Mr. McCord on various occasions has functioned as Acting Chief/SRS, during absences of the Chief and has discharged this function in a highly competent fashion.

Mr. McCord, since last report was rendered, has coordinated a comprehensive investigation of a highly sensitive security matter involving investigative representatives from all members of the U. S. intelligence community. This assignment has required a high degree of tact, patience and investigative skill on the part of Mr. McCord.

In addition, during the reporting period, Mr. McCord has served as Case Officer on a counter-intelligence case of considerable importance to the security of the Agency and has displayed rare qualities of initiative, energy, and imagination in developing this case.

Mr. McCord is considered particularly well-adapted by virtue of his experience, training and personality for his present assignment.

[redacted]
Chief/SRS/OS

Read by: [redacted] Date: [redacted]

Reviewed by: [redacted] Date: 17 Feb 1961

SECRET

SECRET

SUBJECT: James F. McCord, Jr.
Annual Fitness Report - 1 April 1959 - 31 March 1960

During the reporting period, Mr. McCord functioned as Acting Chief of the Security Research Staff, Office of Security for a period of six months. He discharged this function in an extremely able fashion and handled a number of highly sensitive assignments with skill and finesse.

Mr. McCord has demonstrated on many occasions the ability to subordinate his personal interests to the necessity for performing his assigned tasks.

In the latter two months of the reporting period, Mr. McCord has been coordinating a very important investigation being conducted in the intelligence community of a leak of highly sensitive information which has caused serious damage to U. S. intelligence collection capabilities. He has displayed rare qualities of initiative, imagination and coordination in the course of this investigation.

Mr. McCord has demonstrated repeatedly his ability to perform sensitive assignments of the utmost importance during the reporting period.

[redacted]
Chief/SRS/OS

Read by: [redacted] Date: 4/27/60

Reviewed by [redacted] Date 4/27/60

RECEIVED
FOR SS/CSB
CTR

SECRET
(When Filled In)

FITNESS REPORT

28 APR 1959

EMPLOYEE SERIAL NUMBER

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE
McCORD, James W.		male	GS-14

5. SERVICE DESIGNATION	6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT
SD - SS	Security Officer	OS/SRS/Office of the Chief

8. CAREER STAFF STATUS

	NOT ELIGIBLE	X	MEMBER		DEFERRED
	PENDING		DECLINED		DENIED

9. TYPE OF REPORT

	INITIAL		REASSIGNMENT/SUPERVISOR
X	ANNUAL		REASSIGNMENT/EMPLOYEE

10. DATE REPORT DUE IN O.P.	11. REPORTING PERIOD	SPECIAL (Specify)
30 April 1959	From 5/22/58 To 3/31/59	

SECTION B — EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

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

1 - Unsatisfactory | 2 - Barely adequate | 3 - Acceptable | 4 - Competent | 5 - Excellent | 6 - Superior | 7 - Outstanding

SPECIFIC DUTY	RATING NO.	SPECIFIC DUTY	RATING NO.
NO. 1: Assists in the development, implementation and coordination of all CI programs	7	NO. 4: Receives, evaluates and develops information of a counter intelligence nature.	6
NO. 2: Assists in the supervision of all aspects of the CI program	6	NO. 5: Analyzes and evaluates results of counter intelligence operations.	7
NO. 3: Plans operations necessary to resolve counter intelligence cases	7	NO. 6: Conducts such personnel investigations, interrogations and interviews as deemed necessary in sensitive cases.	7

SECTION C — EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

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

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

RATING NO. 6

SECTION D — DESCRIPTION OF THE EMPLOYEE

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

1 - Least possible degree | 2 - Limited degree | 3 - Normal degree | 4 - Above average degree | 5 - Outstanding degree

CHARACTERISTICS	NOT APPLICABLE	NOT OBSERVED	RATING 1	2	3	4	5
GETS THINGS DONE							X
RESOURCEFUL						X	
ACCEPTS RESPONSIBILITIES							X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES						X	
DOES HIS JOB WITHOUT STRONG SUPPORT							X
FACILITATES SMOOTH OPERATION OF HIS OFFICE						X	
WRITES EFFECTIVELY							X
SECURITY CONSCIOUS							X
THINKS CLEARLY							X
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS						X	
OTHER (Specify)							

SEE SECTION "F" ON REVERSE SIDE

FORM 43 OBSOLETE PREVIOUS EDITIONS

SECRET

SECRET
(When Filled In)

SECTION E — NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

During the past year Mr. McCord has shown superior supervisory and organizational ability. During July and August he personally organized and supervised a major CI project overseas which was of national interest. His plan of action was implemented smoothly and the CI mission was accomplished. Another major project was successfully directed by Mr. McCord with outstanding results.

Mr. McCord has the proven ability to organize complex problems into workable and seemingly simple plans of action. He is a good supervisor, delegates responsibility, and uses imagination and tenacity of purpose in meeting problems. He is continuing to improve himself. No special training is planned for the next year. Mr. McCord will continue to "grow." He is ready to assume greater responsibility and with further experience will qualify for a senior position in this Agency.

SECTION F — CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE	SIGNATURE OF EMPLOYEE
8 April 1959	James W McCord Jr

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
Since March 1954	

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

	EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS		REPORT MADE WITHIN LAST 90 DAYS
	OTHER (Specify):		

DATE	OFFICIAL TITLE OF SUPERVISOR
8 April 1959	Chief, Security Research Staff/OS

3. BY REVIEWING OFFICIAL

✓	I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.
	I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.
	I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.
	I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
13 April 1959	Director of Security	Signature illegible

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-320. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section 'A' below.

SECTION A. GENERAL

1. NAME (Last)	(First)	(Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCORD,	James	M.		male	SD - SS

5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE
OS/Security Research Staff	Acting Deputy Chief, SRS

7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-14	22 August 1958	21 August 1957 - 22 August 1958

10. TYPE OF REPORT (Check one)					
		INITIAL			SPECIAL (Specify)
	X	ANNUAL			

SECTION B. CERTIFICATION

1. FOR THE RATER: THIS REPORT [X] HAS [ ] HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:

4. CHECK (X) APPROPRIATE STATEMENTS:

X	THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.		IF INDIVIDUAL IS RATED BY IN C OR D, A BRIEFING LETTER HAS BEEN SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
	THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.		I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify)
	I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS WITH ME.		

8. THIS DATE	C.	SUPERVISOR	D. SUPERVISOR'S OFFICIAL TITLE
29 Sept 1958			Chief, SRS

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

Mr. McCord has demonstrated marked ability in all fields of responsibility. His work involves constant dealings with senior officials of the Agency concerning substantive, policy and procedural matters. In this he has displayed exceptional judgment and balance in promoting and protecting the interests of the Agency.

[ ] CONTINUED ON ATTACHED SHEET

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

A. THIS DATE	B. TYPED OR PRINTED NAME OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
2 October 1958	R. L. Bannerman	Deputy Director of Security

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

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

INSERT RATING NUMBER
6

1 - DOES NOT PERFORM DUTIES ADEQUATELY. HE IS INCOMPETENT.
2 - BARELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY. OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
5 - A FINE PERFORMANCE. CARRIES OUT MOST OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER AS TO BE OF GREAT VALUE TO THE SUPERVISOR.

COMMENTS:

Noted Per Conf. Ltr. dtd 1 Oct 58

Returned by [illegible]

FORM NO. 45 (Part I) REPLACES FORMS 45 AND 45a WHICH ARE OBSOLETE

SECRET

Performance

SECRET

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES — OFFICE OF PERSONNEL

DIRECTIONS

a. State in the spaces below up to six of the more important specific duties performed during this rating period. Have the most important listed first. Do not include minor or unimportant duties.

b. Rate performance on each specific duty considering ONLY the effectiveness of performance of this specific duty.

c. For supervisors, ability to supervise will always be rated under a specific duty. Do not rate as supervisors those who supervise a secretary only.

d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.

e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.

f. Be specific. Examples of the kind of duties that might be rated follow:

ORAL BRIEFING	MAN AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
RATING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING REFERRAL LIAISON	OPERATES RADIO	KEEPS BOOKS
TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA

g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

DESCRIPTIVE RATING NUMBER

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

SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING NUMBER
Assist in the development and coordination of all counter intelligence programs.	6	Analyze and evaluate results of a counter-intelligence operation.	6
SPECIFIC DUTY NO. 2 Plan operations necessary to resolve counter-intelligence cases.	RATING NUMBER 6	SPECIFIC DUTY NO. 5 Maintain liaison with various sensitive government agencies as well as components of CIA regarding CI cases.	RATING NUMBER 6
SPECIFIC DUTY NO. 3 Receive, evaluate and develop information of a counter-intelligence nature.	RATING NUMBER 6	SPECIFIC DUTY NO. 6 Confer at such interrogations, investigations and briefings as necessary.	RATING NUMBER 6

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Mr. McCord continues to exhibit superior organizational ability, as well as being a fine supervisor. His imaginative and analytical approach to complex problems quickly reduces them to useable plans. Mr. McCord is an excellent supervisor, can delegate responsibility, gives credit to his subordinates and continually works for self-improvement.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

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

RATING NUMBER: 7

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

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

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

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

SECTION E. GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCORD, James W.		male	SD - SS

5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE
OS/Security Research Staff	Acting Deputy Chief, SRS

7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-14	22 August 1958	21 August 1957 - 22 August 1958

10. TYPE OF REPORT (Check one): [ ] INITIAL [X] ANNUAL [ ] REASSIGNMENT-SUPERVISOR [ ] REASSIGNMENT-EMPLOYEE [ ] SPECIAL (Specify)

SECTION F. CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS [illegible] MENT OF THE INDIVIDUAL BEING RATED

A. THIS DATE	B. TYPED [redacted] VISOR	C. SUPERVISOR'S OFFICIAL TITLE
29 Sept 1958		Chief, SRS

2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
2 Oct. 58	R. J. Bannerman	Dep. Dir. Security

SECTION G. ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

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

RATING NUMBER: 7

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

2. SUPERVISORY POTENTIAL

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

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

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
3	3	A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor)
3	3	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
2	3	A GROUP WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
	3	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
3	3	WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION
3	3	WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX
		OTHER (Specify)

FORM NO. 45 (Part II) REPLACES PREVIOUS EDITIONS OF FORMS 45 AND 45A WHICH ARE OBSOLETE. SECRET Potential

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

[illegible]

4. COMMENTS CONCERNING POTENTIAL

Mr. McCordt's demonstrated organizational [illegible] initiative, steadiness under pressure, personality and [illegible] eventually qualify his for a senior position in this Agency.

OFFICE OF PERSONNEL
OCT 3 3 02 PM '58
MAIL ROOM

SECTION H. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

None at present - recommend that he remain in his present position for at least two more years.

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

None

SECTION I. DESCRIPTION OF INDIVIDUAL

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

CATEGORY NUMBER
- X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
- 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
- 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
- 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
- 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
- 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

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

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

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

SECTION A. GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCORD, James W., Jr.	[redacted]	male	SD-SS

5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE
OS/Security Research Staff	Investigator Acting Deputy Chief, Security Research Staff

7. GRADE	8. DATE REPORT DUE IN-OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-14	22 August 1957	22 August 1956 - 21 August 1957

10. TYPE OF REPORT (Check one): [ ] INITIAL [X] ANNUAL [ ] REASSIGNMENT-SUPERVISOR [ ] REASSIGNMENT-EMPLOYEE [ ] SPECIAL (Specify)

SECTION B. CERTIFICATION

1. FOR THE RATER: THIS REPORT [X] HAS [ ] HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:

A. CHECK (X) APPROPRIATE STATEMENTS:

X	THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.		IF INDIVIDUAL IS RATED "E" IN C1 OR D, A WARNING LETTER WAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
	THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.		I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):
	I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.		

B. THIS DATE	C. TYPED OR PRINTED NAME	D. SUPERVISOR'S OFFICIAL TITLE
28 August 1957	[redacted]	Chief/Security Research Staff/OS

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

[illegible] 17 SEP 1957

Reviewed by [illegible] WND 9/19/57

[ ] CONTINUED ON ATTACHED SHEET

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

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
3 Sept 57	[redacted]	EXECUTIVE OFFICER

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

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

INSERT RATING NUMBER: 6

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

COMMENTS:

FORM NO. 45 (Part I) 1 NOV 55 REPLACES PREVIOUS EDITIONS OF FORMS 45 AND 45A WHICH ARE OBSOLETE. SECRET Performance (4)

SECRET

(when filled in)

OFFICE OF PERSONNEL

SEP 5 3 42 PM '57

MAIL ROOM

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

a. State in the spaces below up to six of the most important SPECIFIC duties performed during the rating period. Place the most important first. Do not include minor or unimportant duties.

b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.

c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).

d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.

e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.

f. Be specific. Examples of the kind of duties that might be rated are:

ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS
TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA

g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

DESCRIPTIVE RATING NUMBER

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

SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING NUMBER
Assist in the development and coordination of all counter intelligence programs	5	Analyze and evaluate results of a counter intelligence operation	6
SPECIFIC DUTY NO. 2	RATING NUMBER	SPECIFIC DUTY NO. 5	RATING NUMBER
Plan operations necessary to resolve counter intelligence cases	7	Maintain liaison with various other sensitive govt agencies as well as other components of CIA in conn. with CIA operations.	6
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6	RATING NUMBER
Receive, evaluate and develop information of counter intelligence nature	6	Conduct such personnel invest., interrog. & interviews as deemed necessary in certain cases.	6

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Mr. McCord has a great organizational ability. This combined with an analytical mind, imagination and tenacity of purposes enables him to organize complex problems into workable and seemingly simple plans of action. He is a good supervisor, can delegate responsibility, gives credit to his subordinates and, in turn, is well liked by them. He is continually working to improve himself by both formal and informal training.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

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

RATING NUMBER: 7

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

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? [ ] YES [X] NO. IF YES, EXPLAIN BELOW:

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

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

SECTION E. GENERAL

1. NAME (Last)	(First)	(Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCORD,	James	W., Jr.	[redacted]	male	SD-SS

5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE
OS/Security Research Staff	Investigator Acting Deputy Chief, Security Research Staff

7. GRADE	8. DATE REPORT DUE IN CS	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-14	22 August 1957	22 August 1956 - 21 August 1957

10. TYPE OF REPORT (Check one)							
		INITIAL		REASSIGNMENT-SUPERVISOR		SPECIAL (Specify)	
	X	ANNUAL		REASSIGNMENT-EMPLOYEE			

SECTION F. CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF RATER	C. SUPERVISOR'S OFFICIAL TITLE
28 August 1957		Chief/Security Research Staff/OS

2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
28 August 1957		[redacted]

SECTION G. ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

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

RATING NUMBER: 6

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

2. SUPERVISORY POTENTIAL

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

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

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
3	3	A GROUP DOING THE BASIC JOB (Truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisors)
3	3	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
	3	A GROUP, BUT NOT ALL OF WHOM ARE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
	3	WORK CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
	3	WORK IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION
3	3	WORK IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX
		OTHER (Specify)

FORM NO. 45 (Part II) REPLACES FORM 45 (Part II) WHICH IS OBSOLETE SECRET Potential (4)
1 JUL 55 OF SAME TITLE AND USE WHICH MAY BE USED

SECRET
(When Filled In)

OFFICE OF PERSONNEL

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

36

4. COMMENTS CONCERNING POTENTIAL

SEP 5 3 42 PM '57

Mr. McCord has a good educational background, well rounded personality, which combined with his organizational ability and further experience should equip him for a senior position in this Agency.

MAIL ROOM

SECTION H. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

McCord should continue in his present assignment as Deputy Chief/SRS for at least two more years.

McCord wishes to continue his study of Russian.

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

SECTION I. DESCRIPTION OF INDIVIDUAL

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

CATEGORY NUMBER
- X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
- 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
- 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
- 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
- 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
- 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	5	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITIES	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	5	24. WORKS WELL UNDER PRESSURE
5	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	5	25. DISPLAYS JUDGEMENT
4	6. SHOWS WHEN TO SEEK ASSISTANCE	5	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
5	7. CAN GET ALONG WITH PEOPLE	5	17. TAKES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
4	8. HAS MEMORY FOR FACTS	4	18. IS OBSERVANT	4	28. HIS CRITICISM IS CONSTRUCTIVE
5	9. SETS THINGS AWAY	5	19. THINKS CLEARLY	4	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
4	10. CAN COPE WITH EMERGENCIES	5	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	5	30. [illegible]

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS.

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

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

SECTION A. GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCORD James W.	[redacted]	male	SD-SS

5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE
OS/Security Research Staff	Investigator

7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-12	22 August 1956	22 August 1955 - 21 August 1956

10. TYPE OF REPORT (Check one)						SPECIAL (Specify)
		INITIAL		PROBATIONARY SUPERVISOR		
	X	ANNUAL		PROBATIONARY EMPLOYEE		

SECTION B. CERTIFICATION

1. FOR THE RATER: THIS REPORT [X] HAS [ ] HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:

A. CHECK (X) APPROPRIATE STATEMENTS:

X	THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.		IF INDIVIDUAL IS RATED "1" IN C1 OR D, A RATING LETTER HAS BEEN SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
	THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.		I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):
	I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.		

B. THIS DATE	C. TYPED OR PRINTED NAME	D. SUPERVISOR'S OFFICIAL TITLE
27 August 1956	[redacted]	Chief, CI/SRS

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

	BY	DATE
Posted Pos. Control	[redacted]	5 SEP 1956
Reviewed by PUD	[redacted]	[illegible]

[ ] CONTINUED ON ATTACHED SHEET

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

A. THIS DATE	B. TYPED OR PRINTED NAME OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
27 August 1956	[redacted]	Chief, Security Research Staff

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

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

INSERT RATING NUMBER
6

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

COMMENTS:

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

OFFICE OF SECURITY
SEP 5 10-30 AM '56
MAIL ROOM

DIRECTIONS:
a. State in the spaces below up to six of the most important SPECIFIC duties performed during the rating period. Place the most important first. Do not include minor or unimportant duties.
b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
c. For supervisors, ability to supervise will always be rated as a specific duty. Do not rate as supervisors those who supervise a secretary only).
d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
f. Be specific. Examples of the kind of duties that might be rated are:

ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS
TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA

g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

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

SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING NUMBER
Receives, evaluates and develops information of a counterintelligence nature.	6	Evaluates results of counter-intelligence operations.	6
SPECIFIC DUTY NO. 2 Plans operations necessary to resolve counter-intelligence matters.	6	SPECIFIC DUTY NO. 5 Maintains liaison with various other sensitive government agencies as well as other components of CIA in connection with CI operations.	6
SPECIFIC DUTY NO. 3 Coordinates SO resources in implementation of CI operations.	7	SPECIFIC DUTY NO. 6 Conducts such personal investigation, interrogations and interviews as deemed necessary in certain cases.	6

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Mr. McCord's greatest strength is his ability to follow tenuous counter-intelligence leads without becoming enmeshed in extraneous material. He organizes his work well, then proceeds to follow through to completion. He has ability to do vast quantities of work, shows iniative and imagination and gets along well with all classes of people.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

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

RATING NUMBER: 7

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

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

SECRET

(when filled in)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the CS no later than 10 days after the due date indicated in item 8 of Section "E" below.

SECTION E. GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCORD, James B. Wm. Jr.		male	SP-SS

5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE
OS/Security Research Staff	Investigator

7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-13	22 August 1956	22 August 1955 - 21 August 1956

10. TYPE OF REPORT (Check one)						SPECIAL (Specify)
	INITIAL		REASSIGNMENT-SUPERVISOR			
X	ANNUAL		REASSIGNMENT-EMPLOYEE			

SECTION F. CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE	C. SUPERVISOR'S OFFICIAL TITLE
27 August 1956		Chief, OI/Sec. Research Staff

2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
27 August 1956		Chief, Security Research Staff

SECTION G. ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

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

RATING NUMBER: 6

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

DATE (illegible) 56

2. SUPERVISORY POTENTIAL

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

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

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
3		A GROUP DOING THE BASIC JOB (Truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS REQUIRED (First line supervisor)
3		A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
	3	A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
3		WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT REQUIRED
3		WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION
3		WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX
		OTHER (Specify)

SECRET
(When Filled In)

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

29 months

OFFICE OF PERSONNEL

4. COMMENTS CONCERNING POTENTIAL

Mr. McCord is an outstanding individual who should continue to develop into a key employee. He is particularly good at organizing and directing [illegible] operations. He does need further experience in his present position, but within two years should be ready to assume a senior position in the Security Office or in CI/DDP.

10 JAN '56

MAIL ROOM

SECTION H. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

None planned for the present. Should continue to work in present position.

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

SECTION I. DESCRIPTION OF INDIVIDUAL

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

CATEGORY NUMBER

X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

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

SECRET

SECRET
(When Filled In)

FITNESS REPORT

The Fitness Report is an important factor in agency personnel management. It serves to provide:
1. The agency selection board with information of value when considering the [illegible] of an individual for membership in the career service; and
2. A periodic record of job performance as an aid to the effective utilization of personnel.

CODED

INSTRUCTIONS

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

TO THE SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stands.

A. NEXT DUE DATE - 22 AUG 56

Posted Per [illegible] 10/21/55

[illegible] 1976

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

SECTION I (To be filled in by Administrative Officer)

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. CAREER DESIGNATION
McCORD, James J., Jr.	[redacted]	M	SD:SE

5. DATE OF ENTRANCE ON DUTY	6. OFFICE ASSIGNED TO	7. DIVISION	8. BRANCH
22 August 1951	Security	Security Research Staff	

9. NATURE OF ASSIGNMENT	10. IF FIELD, SPECIFY STATION:	11. GRADE
[XX] DEPARTMENTAL [ ] FIELD		GS-13

12. DATE THAT THIS REPORT IS DUE	13. PERIOD COVERED BY THIS REPORT (Inclusive dates)
31 August 1955	22 August 1954 to 22 August 1955

SECTION II (To be filled in by Supervisor)

1. CURRENT POSITION	2. DATE ASSUMED RESPONSIBILITY FOR POSITION
1810.24 Chief, External Branch, Security Research Staff	1 January 1955

3. WHAT SPECIFIC ASSIGNMENTS OR TASKS ARE TYPICAL OF THOSE GIVEN TO HIM DURING THE PAST THREE TO SIX MONTHS (List in order of frequency):

As Chief, External Branch (CI), planned and directed sensitive CI investigations; coordinated action with other Government investigative services; analyzed results of investigations, conducted and directed detailed research on CI problems; conducted interrogations and interviews on all phases of CI activity; wrote detailed reports on CI cases; supervised activities of SRS employees assigned to External Branch.

READ THE ENTIRE FORM BEFORE ATTEMPTING TO COMPLETE ANY ITEM

SECTION III

I certify that, during the latter half of the period covered by this report, I have discussed with the rated individual the manner in which he has performed his job and provided suggestions and criticisms wherever needed. I believe that his understanding of my evaluation of his performance is consistent with my evaluation of him as evidenced by this fitness report and I have informed him of his strengths, weaknesses, and on-the-job effectiveness. If performance during the report period has been unsatisfactory, there is attached a copy of the memorandum notifying him of unsatisfactory performance.

This report [XX] has [ ] has not been shown to the individual rated.

THIS DATE	NAME (Supervisor)
9/28/55	[redacted]

I HAVE REVIEWED THIS REPORT (Comments, if any, are reflected by attached memorandum)

THIS DATE	NAME (Official next higher in line of authority)
9-28-55	[redacted]

FORM NO. 45 REPLACES FORM 37-19 WHICH MAY BE USED.
1 OCT 54

SECRET

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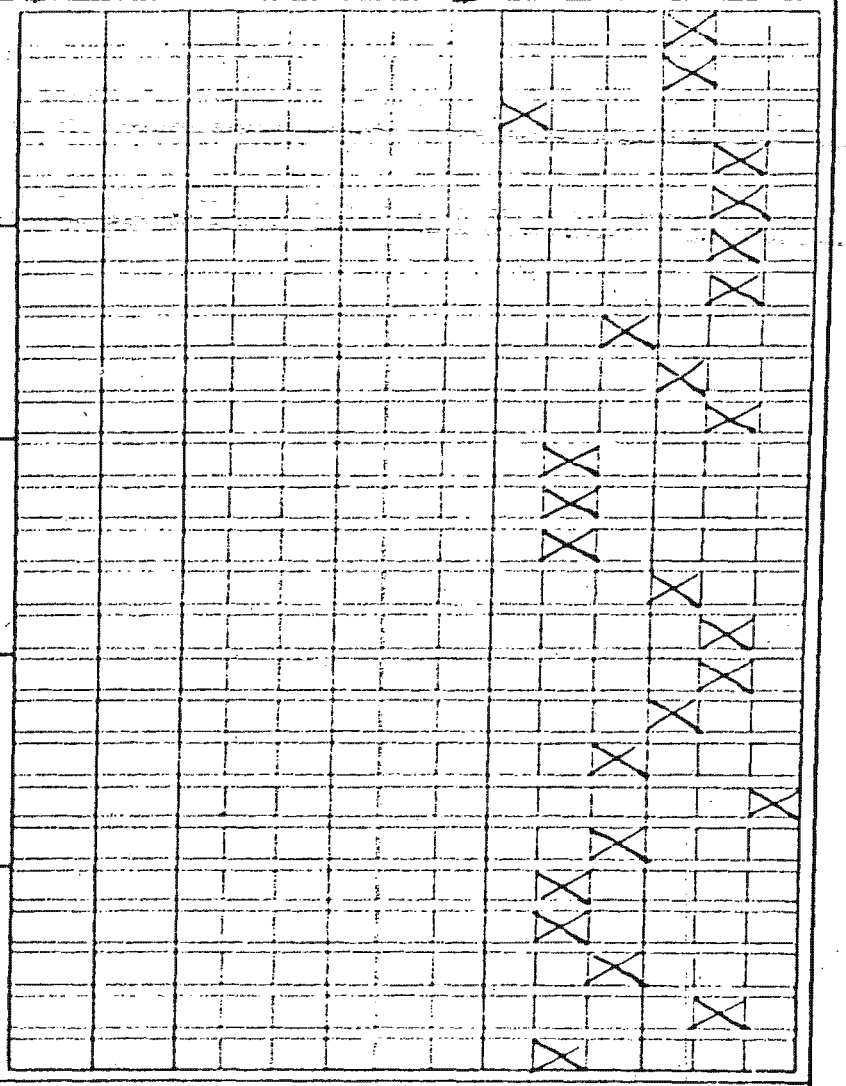
SECTION IV

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

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

Sep 11 1 04 PM '55

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



SECTION V

A. WHAT ARE HIS OUTSTANDING STRENGTHS?

Ability to go into details of a CI case, following all pertinent leads without becoming involved in extraneous matters.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES?

None

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

None

6. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? [XX] NO [ ] YES. IF YES, WHY?

7. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

Employee has expressed desire to study Russian

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

SECTION VI

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

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

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

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

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

[ ] 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
[ ] 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
[ ] 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
[ ] 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
[ ] 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
[XX] 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

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

[ ] 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY ..WILL DEFINITELY LEAVE THE AGENCY AT THE FIRST OPPORTUNITY.
[ ] 2. HAS STRONG NEGATIVE ATTITUDE TOWARD AGENCY... ERKED BY RESTRICTIONS...REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
[ ] 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE AGENCY...BOTHERED BY MINOR FRUSTRATIONS.. WILL QUIT IF THESE CONTINUE.
[ ] 4. HIS ATTITUDE TOWARD THE AGENCY IS INDIFFERENT ... HAS "WAIT AND SEE" ATTITUDE...WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
[ ] 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD AGENCY ..MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR AGENCY...THINKS IN TERMS OF A CAREER IN THE AGENCY.
[XX] 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE AGENCY...BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE AGENCY.
[ ] 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE AGENCY ..WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE AGENCY.

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

[ ] 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
[ ] 2. OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
[ ] 3. A BARELY ACCEPTABLE EMPLOYEE...DEFINITELY BELOW AVERAGE BUT GIVEN NO OUTSTANDING WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
[ ] 4. A TYPICAL EMPLOYEE...HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE AGENCY.
[ ] 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.
[XX] 6. AN EXCEPTIONALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE AGENCY.
[ ] 7. EXCELLENT IN ONLY A FEW IN SUITABILITY FOR WORK IN THE AGENCY.

SECRET

SECURITY INFORMATION

PERSONNEL EVALUATION REPORT

Items 1 through 6 will be completed by Administrative or Personnel Officer

1. NAME (Last)	(First)	(Middle)	2. GRADE	3. POSITION TITLE
McCORD	James	W.	GS-13	Security Officer CD-SE

4. OFFICE	STAFF OR DIVISION	BRANCH		IF FIELD, SPECIFY STATION
Security	Office of Chief		XX DEPTL. / FIELD	

5. PERIOD COVERED BY REPORT From	To	6. TYPE OF REPORT
22 Aug. 1953	21 Aug. 1954	Initial / XX Annual / Special / Reassignment / Reassignment of Supervisor

Items 7 through 10 will be completed by the person evaluated

7. LIST YOUR MAJOR DUTIES IN APPROXIMATE ORDER OF IMPORTANCE, WITH A BRIEF DESCRIPTION OF EACH. OMIT MINOR DUTIES.

To handle certain special assignments and conduct certain sensitive research for the Security Office, CIA. Research in many cases is of such high sensitivity that the conduct of same must be limited.

8. LIST COURSES OF INSTRUCTION COMPLETED DURING REPORT PERIOD.

Name of Course	Location	Length of Course	Date Completed
none			

9. IN WHAT TYPE OF WORK ARE YOU PRIMARILY INTERESTED?

Same as my present assignments

IF DIFFERENT FROM YOUR PRESENT JOB, EXPLAIN YOUR QUALIFICATIONS (APTITUDE, KNOWLEDGE, SKILLS).

10

29 July 1954 — DATE

James W. McCord Jr. — SIGNATURE

Items 11 through 18 will be completed by Supervisor

11. BRIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE MAJOR DUTIES LISTED UNDER ITEM 7 ABOVE.

Mr. McCord has performed the above duties in an excellent manner. He has an unusual ability to develop information thru both research and investigation and in this instance has produced results which have been of great value to high authorities of this Agency.

FORM NO. 37-404 SECRET

12. IN WHAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT JOB MOST NOTICEABLY GOOD OR OUTSTANDING?

In his "knack" for developing information from research and investigation, and in his utmost discretion in sensitive assignments.

13. ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF IMPROVEMENT?

None noted.

14. COMMENT ON THIS PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN THE FUTURE.

Yes, he has definite promise of future increased responsibilities.

15. ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate reassignment, if possible.)

Not at this time.

16. WHAT TRAINING OR ROTATION DO YOU RECOMMEND FOR THIS PERSON?

None at this time. Will consider for Phase II Operations Course when work load permits.

17. IF PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM NOTIFYING THIS PERSON OF UNSATISFACTORY PERFORMANCE. NOT APPLICABLE.

18. THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING COMMENT ON ITEMS 7, 8 AND 9, ARE SHOWN BELOW UNDER ITEM 20.

11 Oct 1954
DATE

[signature]
SIGNATURE OF SUPERVISOR

19. I HAVE REVIEWED THE ABOVE REPORT. (Comments, if any, are shown in Item 20.)

[illegible]
DATE

SIGNATURE OF REVIEWING OFFICIAL

20. COMMENTS: (If necessary, may be continued on reverse side of cover sheet.)

20. COMMENTS (Continued):

INSTRUCTIONS

1. Instruction to the Administrative or Personnel Officer

Consult current Administrative Instructions regarding the initiation and transmittal of this report.

2. Instruction to the person evaluated

Since this evaluation will become an important part of your record, you will want to give to it as much care and attention as you would like to have it receive from your Supervisor and the Reviewing Official. With respect to Items 8 and 9, you should include courses of instruction or assignments, either within or outside of the Agency, which you consider pertinent to your career development.

3. Instruction to the Supervisor and the Reviewing Official

a. As the supervisor who assigns, directs and reviews the work of others, you bear primary responsibility for planning and fostering the development of each person under your supervision, commensurate with his capacity, aptitude, knowledge and skills. As an alert supervisor, you judge the people working with you on a job-by-job and day-by-day basis and use this information in carrying out your supervisory responsibilities. Although evaluation is a continuous process, it is necessary periodically to record your observations and recommendations for appropriate action. In preparing the report you should consider the individual's capabilities for further development in his present assignment and his potentialities for more effective utilization in other positions, including work of a more responsible and difficult nature.

b. The following traits are generally regarded as having some bearing on a person's performance and development. Although you are not asked for specific ratings, do not hesitate to refer to these or similar traits in your comments, which should be terse and precise.

COOPERATION	RESOURCEFULNESS
DEPENDABILITY	STABILITY UNDER PRESSURE
ACCURACY	ABILITY TO OBTAIN RESULTS
SECURITY CONSCIOUSNESS	JUDGMENT
INITIATIVE	LEADERSHIP

c. In fairness to the individual and in the interest of the Agency, the importance of carefully prepared and accurate Personnel Evaluation Reports can not be overstressed. The following basic principles of evaluation should be kept in mind:

(1) Base your judgment on

(a) What you have observed the individual do or fail to do.
(b) Typical performance as well as critical incidents.
(c) Examples relevant to the duties under consideration.

(2) Different standards prevail in different assignments. Every effort should be made to arrive at a just estimate of the qualities of the individual as demonstrated during the report period. Avoid exaggerations. They detract from the value of the report and are unfair to others.

(3) BIASED OPINIONS BASED ON PERSONAL LIKES AND DISLIKES MUST BE SCRUPULOUSLY AVOIDED. IT SHOULD BE BORNE IN MIND THAT THE PREPARATION OF EVALUATION REPORTS IS AN IMPORTANT RESPONSIBILITY OF ALL SUPERVISORS AND THEIR CAREFUL PREPARATION IS AN INDICATION OF THE SUPERVISOR'S OWN ABILITY AND QUALIFICATION FOR THE POSITION HE HOLDS.

4. A FRANK DISCUSSION BETWEEN SUPERVISOR AND INDIVIDUAL CONCERNING THIS REPORT IS NECESSARY IN ORDER TO ASSIST IN THE DEVELOPMENT AND BEST USE OF EVERY INDIVIDUAL'S CAPABILITIES.

THIS PORTION TO BE DETACHED ONLY BY AUTHORIZED OFFICIAL

SECRET
SECURITY INFORMATION

ITEMS 1 THROUGH 8 WILL BE COMPLETED BY TRANSACTIONS AND RECORDS BRANCH WHEN ACTION IS INITIATED IN PERSONNEL DIVISION

ROUTING AND ACTION SLIP FOR PERSONNEL EVALUATION REPORT

DATE: 15 July 1954

1. NAME (LAST) (FIRST) (MIDDLE)	2. GRADE	3. POSITION TITLE
McCORD, James W.	GS-13	Security Officer CD-SE

4. OFFICE	STAFF OR DIVISION	BRANCH	[XX] DEPTL. [ ] FIELD	IF FIELD, SPECIFY STATION
Security	Office of Chief			

5. PERIOD COVERED BY REPORT From To	6. TYPE OF REPORT
22 August 1953 21 August 1954	[ ] Initial [XX] Annual [ ] Special [ ] Reassignment [ ] Reassignment of Supervisor

7. DATE REPORT DUE IN PERSONNEL OFFICE	8. AUTHENTICATION (T&R BRANCH)
21 September 1954	

ROUTING AND ACTION

REQUIRED ACTION	PERSON TO TAKE ACTION	DATE ACTION COMPLETED	INITIALS
9. a. Obtain two copies of CIA Form 37-151. b. Enter data in Items 1 through 6, above, in corresponding spaces of PER forms. c. Attach this action form and pamphlet "Your Evaluation Report" to PER forms. d. Deliver forms to immediate supervisor of person to be evaluated.	Evaluations Officer		
10. a. Deliver forms to person to be evaluated. b. Offer advice and assistance.	Supervisor		
11. a. Complete Items 7 through 10. b. Deliver forms to supervisor.	Person to be Evaluated	15 Sep 54	[illegible]
12. a. Complete Items 11 through 17. b. Attach warning memo, if required. c. Deliver forms to reviewing official (supervisor next in line).	Supervisor		
13. a. Review the evaluation. b. Discuss complete evaluation and recommendations with supervisor. c. Record additional comments on forms. d. Sign forms in Item 19. e. Deliver forms to supervisor.	Reviewing Official	1/30/55	[illegible]
14. a. Discuss all aspects of evaluation with person being evaluated. (Explain right of appeal, if warning memo is prepared.) b. Sign forms in Item 18. c. Deliver forms to Evaluations Officer.	Supervisor		
15. a. Deliver original copy of evaluation form to Transactions and Records Branch, Personnel Division. b. Retain the carbon copy for use of operating office and Office Career Service Board. c. Detach Instruction Sheet of Form 37-151 if Item 20 (continued) is unused.	Evaluations Officer		

FORM NO. 37-151A
SEP 1952

SECRET

SECRET
(When Filled In)

RECOMMENDATION FOR HONOR OR MERIT AWARD

(Submit in triplicate - see HR 20-371)

SECTION A — PERSONAL DATA

1. EMP. SER. NO.	2. NAME OF PERSON RECOMMENDED (Last, First, Middle)	3. POSITION TITLE	4. GRADE	5. SD
058124	McCORD, James Walter, Jr.	Physical Sec. Off.	GS-15	SS

6. OFFICE OF ASSIGNMENT	7. BUILDING—EXT.—(If Any)	8. STATION	
OS/Phys. Sec. Div.	6821	X Headquarters	Field (Specify location)

9. HOME ADDRESS (No., St., City, State, ZIP Code)	10. HOME PHONE	11. CITIZENSHIP AND HOW ACQUIRED
Rockville, Md. 20853		U. S. A. - Birth

12. RECOMMENDED AWARD	13. IF RETIRING, DATE OF RETIREMENT	14. POSTHUMOUS
Certificate of Distinction	31 August 1970	yes X no

15. NAME OF NEXT OF KIN	16. RELATIONSHIP	17. HOME ADDRESS (No., St., City, State, ZIP Code)	18. HOME PHONE
Marjorie Lee McCord	Wife	Same	Same

SECTION B — RECOMMENDATION FOR AWARD FOR HEROIC ACTION OR ACCEPTANCE OF HAZARD

19. WERE YOU AN EYEWITNESS TO THE ACT — yes — no

PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD:

20. FULL NAME	21. ORGN. TITLE	22. GRADE	23. OFFICE OF ASSIGNMENT

LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT:

24. FULL NAME	25. AWARD RECOMMENDED

CONDITIONS UNDER WHICH ACT WAS PERFORMED:

26. LOCATION	27. INCLUSIVE DATES	28. TIME OF DAY

29. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED

30. DATES FOR WHICH AWARD RECOMMENDED	31. ASSIGNMENT COMPLETED	32. NOW IN SAME OR RELATED ASSIGNMENT
	yes — no	yes — no

SECTION C — RECOMMENDATION FOR AWARD FOR ACHIEVEMENT, SERVICE, OR PERFORMANCE

33. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE — X yes — no

34. OFFICIAL ASSIGNMENT OF PERSON RECOMMENDED AT TIME OF SERVICE OR PERFORMANCE
Chief, Physical Security Division, PTOS, OS

35. COMPONENT OR STATION (Designation and location)
Headquarters

36. DUTIES AND RESPONSIBILITIES OF ASSIGNED POSITION
To plan and direct an Agency-wide physical security program for protecting Agency installations against unauthorized physical penetration and Agency information and material against loss, compromise or disclosure.

37. INCLUSIVE DATES FOR WHICH RECOMMENDED	38. ASSIGNMENT COMPLETED	39. NOW IN SAME OR RELATED ASSIGNMENT
	yes — no	yes — no

PERSONNEL WHO ASSISTED OR CONTRIBUTED SUBSTANTIALLY TO THE SERVICE OR PERFORMANCE:

40. FULL NAME	41. ORGN. TITLE	42. GRADE	43. OFFICE OF ASSIGNMENT

LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATION IN THE PERFORMANCE:

44. FULL NAME	45. TYPE OF AWARD

SECRET

(When Filled In)

SECTION D — NARRATIVE DESCRIPTION

Award for Heroic Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding and if it was more than normally expected. Explain, why, and how. If an aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Indicate results of the act. Enclose unclassified citation.

Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C, include dates of assignment and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance received by other persons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation. Enclose unclassified citation.

When he retires 31 August 1970, Mr. James W. McCord, Jr., will have completed 25 years of Government service, 15 years of which were with the CIA in a variety of assignments covering the investigative, counter-intelligence, overseas security support, [redacted] and physical security fields within the Security Career Service.

During his early years of employment when assigned to the [redacted] Field Office, Office of Security, August 1951 to May 1953, Mr. McCord assisted [redacted] personnel [redacted] duties and related tasks designed to ensure the protection [redacted] of such personnel.

When serving with the Security Research Staff, 1955 to 1962, Mr. McCord worked in direct support of Agency activities abroad of a specialized nature exploiting highly sensitive intelligence source material [redacted]

[redacted]

Mr. McCord

[X] CONTINUED ON ATTACHED SHEET

46. ENCLOSURES (List individually) IF ORIGINATOR IS NOT AN EYEWITNESS OR DOES NOT HAVE PERSONAL KNOWLEDGE OF THE ACT OR PERFORMANCE, ATTACH AFFIDAVITS OF EYEWITNESS OR INDIVIDUALS HAVING PERSONAL KNOWLEDGE OF THE FACTS.

1. PROPOSED CITATION
2.
3.

47. RECOMMENDATION INITIATED BY	48. TITLE AND SIGNATURE OF EMPLOYEE MAKING RECOMMENDATION	49. DATE
[redacted]	Deputy Director of Security (PTOS)	14 July 1970

SECTION E — RECOMMENDATION FORWARDED THROUGH OFFICIALS CONCERNED FOR THEIR INFORMATION

	TITLE AND SIGNATURE	DATE
50. HEAD OF DS CAREER SERVICE (Career service of nominee)	Director of Security	
51. DEPUTY DIRECTOR OF CAREER SERVICE	Deputy Director for Support	
52. DEPUTY DIRECTOR OF OPERATING COMPONENT		

SECRET

Section D-Continued--James Walter McCord, Jr.

[redacted] This activity led to close liaison with [redacted] intelligence representatives involving numerous trips to Europe. This liaison activity with representatives [redacted] established a direct channel of communications resulting in a continuous exchange of leads and a flow of operational data over the years of benefit to the Agency.

During the period of his work with the Security Research Staff, in which he served as Deputy Chief from May 1957, Mr. McCord was the Agency's case officer in a number of [redacted]

From 1962 to 1964, Mr. McCord served overseas as Chief of the Regional Security Support Staff located at Frankfurt, Germany with responsibility for the overall personnel and physical security and [redacted] programs applicable to the Stations and Bases of the European area. This assignment was followed by attendance at the Air War College, August 1964 to June 1965.

For the past five years, Mr. McCord has held two vital line positions with world-wide responsibilities involving the Agency's [redacted] and physical security programs.

As Chief of the Technical Division from 23 July 1965 to 10 October 1968, Mr. McCord supervised a technical operation with considerable skill. Although not an engineer by training, he spanned a difficult gap between the administrative and technical demands of his responsibilities, guiding the development of useful and esoteric equipment in the [redacted] field to a point where the Agency became the recognized leader among Government departments in this area of activity. This leadership is evidenced by the

Section D Continued - James Walter McCord, Jr.

establishment of an Inter-Agency Technical Training Center under the Executive Agency of the Technical Division for the Technical [redacted] Committee of the United States Intelligence Board. Much of Mr. McCord's ideas, talents, and imagination went into the creation of this training activity which commenced operations about the time of his reassignment to the Physical Security Division.

Mr. McCord participated with two subordinate employees [redacted] The responsibility for ensuring that appropriate protective methods for the safe use of this equipment was also associated with this development. The significance of this achievement was recognized by the Agency when Mr. McCord and his participating colleagues were awarded Certificates of Merit with Distinction in October 1966.

In his current position as Chief, Physical Security Division, Mr. McCord demonstrated his ability to quickly assimilate the necessary details of a field in which he had relatively little experience. He showed initiative in seeking out new ways and means [redacted] by tapping all possible technological resources, both in and out of Government, to produce for the Agency a posture in the physical security field which is the equal of, if not superior to, those of other elements of the United States Government. Illustrative of this effort is the expansion and improvement of the Agency's Security Command Center relating to the protection of Agency assets in time of demonstrations, riots and civil disturbances.

Throughout his Agency career, Mr. McCord has engaged his curious and inventive mind to search out even better ways to solve problems within his area of responsibility. As a result, his

Section D Continued - James Walter McCord, Jr.

Agency career is a record of sustained superior performance of duty of high value. The value of his exemplary performance over the years has often been recognized and commended by senior officials of the Agency. It is on this basis that Mr. McCord is nominated for the Certificate of Distinction upon the occasion of his retirement.

Mr. James W. McCord, Jr.
Certificate of Distinction

CITATION

Mr. James W. McCord, Jr. is hereby awarded the Central Intelligence Agency's Certificate of Distinction.

During his nineteen years of Agency service, both domestic and foreign, Mr. McCord displayed remarkable imagination, ingenuity and effectiveness in the performance of his assigned tasks. His sustained superior performance of duty of high value over the years leaves a marked contribution to the overall mission of the Office of Security and the Agency, particularly in the areas of physical and technical security.

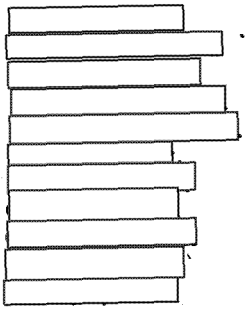
CONFIDENTIAL

DD/S 69-4658

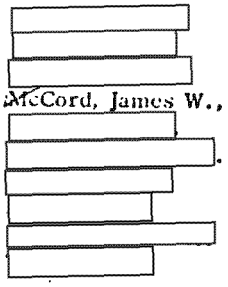
MEMORANDUM FOR: Director of Security

SUBJECT : Commendation

1. The Committee on the Security of Headquarters Building in a series of twelve meetings between May and August 1969 conducted a detailed study and analysis of each facet of security of the Headquarters Building. I know that considerable time and effort were given to preparation of the detailed briefings, supplemental studies and reports, contributions to the formal report and implementation of the recommended corrective measures. I am appreciative of the efforts and contribution made by your staff to this important piece of business. Although I am sure that many of your staff have worked on this project, my attention has been drawn particularly to these officers:



- McCord, James W., Jr.



2. I would appreciate it if you would pass this commendation on to the individuals concerned. Copies of this commendation have been forwarded to the Office of Personnel for inclusion in the Official Personnel File of each of the above officers.

R. L. Bannerman
Deputy Director
for Support

CONFIDENTIAL

REQUEST AND AUTHORIZATION FOR ACTIVE DUTY TRAINING, ACTIVE DUTY TOUR

TO: HQ COMD USAF (PRP)

FROM: HQ COMD (PRP-A)

1. [X] BY DIRECTION OF THE PRESIDENT [ ] BY ORDER OF THE SECRETARY OF THE AIR FORCE

2. GRADE, LAST NAME, FIRST, MIDDLE INITIAL, AFSN, SSAN: MAJOR MCCORD, JAMES W.

3. PAFSC: 8054

4. PRESENT ADDRESS: Rockville, Maryland 20850

5. ON FLYING STATUS: [ ] YES [X] NO

6. AERO RATING: Acft Obsr

7. IS ORDERED TO ACTIVE DUTY FOR 13 DAYS PLUS REQUIRED TRAVEL TIME

8. PURPOSE (Type) [X] ANNUAL TOUR [ ] SCHOOL TOUR [ ] SPECIAL TOUR OF ACDUTRA [ ] SPECIAL TOUR OF AT

TITLE (Indicate specific school course or special tour title)

9. RESERVE ASSIGNMENT: Hq USAF (AFRSS-FE) Washington, DC

10. UNIT OF ATTACHMENT:

11. INDIVIDUAL WILL REPORT TO: Registrar, Defense Intelligence School, U.S. Naval Station, Anacostia Annex (Bldg T-5), Washington, DC 20390

HOUR	DAY	MONTH	YEAR
NET 1300 NLT 1600	*8	Jun	69

12. INDIVIDUAL WILL BE RELEASED FROM ORGANIZATION ATTACHED/ASSIGNED FOR ACTIVE DUTY TRAINING ON: 20 Jun 69

13. INDIVIDUAL [ ] IS [X] IS NOT AUTHORIZED TO PARTICIPATE IN FLYING ACTIVITIES DURING THE PERIOD OF ACTIVE DUTY COVERED BY THIS ORDER.

14. AUTHORITY: - AFM 35-3

15. INDIVIDUAL WILL PROCEED FROM PRESENT ADDRESS IN SUFFICIENT TIME TO COMPLY WITH REPORTING TIME AND DATE.

16. MODES OF TRANSPORTATION [ ] AUTHORIZED [ ] DIRECTED

[ ] MILITARY AIRCRAFT COMMERCIAL: [ ] AIRCRAFT [ ] RAIL [ ] BUS

17. TDY, TDN, PAY, ALLOWANCES, AND TRAVEL CHARGEABLE TO:
PAY & ALWS: 5793700 509 4261 P723.01 S594700

18. REMARKS TRAVEL & PER DIEM: 5793700 509 6262 P723.07 40861 40961 S668100
Training Category - D Pay Group - D Security Clearance - TOP SECRET
Member and dependents authorized Commissary Privileges IAW Para 1a, AFR 145-15.
IAW Para M4201-14, JTR, member will incur no additional subsistence expenses.
*Students reporting after 1600 hours, 8 Jun 69, should contact the school Duty Officer at OX 8-2455.

19. DATE: 29 May 69

20. 4279/4069

21. APPROVING OFFICIAL (Typed Name and Grade): E. E. THAYER, ASST DIRECTOR FOR ADMIN

22. SIGNATURE: E. E. Thayer

23. DESIGNATION AND LOCATION OF HEADQUARTERS:
DEPARTMENT OF THE AIR FORCE
HEADQUARTERS, HEADQUARTERS COMMAND USAF
BOLLING AIR FORCE BASE, DC 20332

24. RESERVE ORDER NO.: A-961

25. DATE: 29 May 69

26. FOR THE COMMANDER

27. DISTRIBUTION:
10 - Individual
1 - Indiv Pers Rec
2 - Unit of Asgmt
2 - Unit of Attch
2 - ARPC, 3800 York St, Denver Colo. 80205
2 - Hq AFRES (CAFO) Dobbins AFB, Ga. 30060
2 - Hq AFRES ( ) Robins AFB, Ga. 31093
2 - Records Set

28. SIGNATURE ELEMENT OF OR THE AUTHENTICATING OFFICER

A. L. Newsom

A. L. NEWSOM, Colonel, USAF
Director, Reserve Personnel

AF FORM 938

SECRET

9 OCT 1968

MEMORANDUM FOR: Director of Security

SUBJECT : Notification of Approval of Quality Step Increase - James McCord

1. I am pleased to send to you the attached official notification of the approval of a second Quality Step Increase to be awarded to this employee. The previous award was effective 28 August 1966.

2. May I again ask that you arrange an appropriate ceremony for the presentation of this Quality Step Increase which is in recognition of his continuing excellent performance.

/s/ [illegible]
Robert S. Wattles
Director of Personnel

Distribution:
Orig & 1 - Addressee
1 - OPF - McCORD
1 - D/Pers Chrono
1 - C/PD

OP/DD/Pers/R&P/PD/[redacted]:sb (9 October 1963)

SECRET

SECRET

4 October 1968

MEMORANDUM FOR: Director of Personnel

ATTENTION : Chief, Placement Division

SUBJECT : McCORD, James W., Jr. #058124
Quality Step Increase

The Deputy Director of Security for Physical, Technical, and Overseas Security has recommended, with the concurrence of the Director of Security, that Mr. James W. McCord, Jr. be granted a Quality Step Increase. The original recommendation from Mr. McCord's supervisor is attached for your consideration.

[redacted]
Secretary
Security Career Service Board

Attachment

[redacted]
for Director of Personnel

SECRET

A 001 1966

MEMORANDUM FOR: Chairman, OS Career Board

SUBJECT : Quality Step Increase for Mr. James W. McCord, Jr.

1. Mr. McCord has served as Chief of the Technical Division since 23 July 1965. Through his leadership and fine management of the Division, he and his engineers have developed several new and valuable techniques in the [redacted] field. The cost of research and development in these techniques was at a minimum and saved the Government much time and money in increasing the state of the art in [redacted]

2. Mr. McCord supervises his Division in a vigorous manner and instills enthusiasm and esprit de corps within his organization--a difficult task because of the extensive amount of world-wide travel demanded from his subordinates.

3. Through the efforts of Mr. McCord the establishment of an Interagency Training Center for [redacted] is proceeding in an orderly basis, and the first courses offered to technical personnel in the intelligence community will begin this fall. The Technical Division, PTOS, serves as the Executive Agent for the operation of such school for the Community.

4. In view of Mr. McCord's sustained high level of performance of duties and the outstanding achievement in the research and development of new hardware and techniques in the audio countermeasures field, it is recommended that Mr. McCord be awarded a Quality Step Increase.

[redacted]
Deputy Director of Security (PTOS)

SECRET [redacted]

ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO COMPLETE THIS FORM—

1 FOLLOW THESE GENERAL INSTRUCTIONS:

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

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

NAME (last)	(first)	(middle) 058124	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
McCord	James	W Jr	1/26/[illegible]	

EMPLOYING DEPARTMENT OR AGENCY	LOCATION (City, State, ZIP Code)
[redacted]	[redacted]

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

Mark here if you WANT BOTH optional and regular insurance → [X] (A)

ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

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

Mark here if you DO NOT WANT OPTIONAL but do want regular insurance → [ ] (B)

DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

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

Mark here if you WANT NEITHER regular nor optional insurance → [ ] (C)

WAIVER OF LIFE INSURANCE COVERAGE

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

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

SIGNATURE (do not print) James W McCord

DATE 13 February 68

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

FEB 13 11 09 AM '68

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM No. 176-E
JANUARY 1965
(for use only until April 16, 1968)
176-101

CONFIDENTIAL
(When Filled In)

MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20- , Employee Conduct, dated 29 August 1961, and the information brochure for PCS returnees, dated ~~August 1960~~ MAY 1964

James W McCord
Signature

10 July 64
Date

JAMES W MC COID

CONFIDENTIAL
(When Filled In)

CONFIDENTIAL
(When filled in)

TRAINING REPORT

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

Student : James W. McCord, Jr. Office : OS

Year of Birth: 1924 Service Designation: SS

Grade : 15 No. of Students : 46

EOD Date : August 1951

COURSE OBJECTIVES AND METHOD

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

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

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

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

ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING:

[redacted] 17 May

Chief Instructor Date

CONFIDENTIAL
(When filled in)

SECRET
(When Filled In)

760869 APR 1967

VERIFIED RECORD OF OVERSEAS SERVICE

TO:
Office of Personnel, Statistical Reporting Branch, 5004 5 E 2506 Headquarters

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1-6	(Print)	7-24		25-26
C58124	MCCORD,	James	W.	PP CS

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA		ARRIVAL			DEPARTURE			COUNTRY	SUIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42

TDY DATES OF SERVICE

TYPE OF DATA		DEPARTURE			RETURN			AREA(S)	SUIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
	✓	11	08	66	12	14	66	WE	911

SOURCE OF RECORD DOCUMENT

X	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
CS/416/17	8 Nov 66 - 14 Dec 66

REMARKS

PREPARED BY | DOCUMENT RECEIVED BY | DATE OF A SUBSEQUENT SUMMARY REPORT (When Applicable)

CSR
U.S. Embassy
Date: 4/5/67
Signature

7 MAR 1967

MEMORANDUM FOR: Deputy Director of Security for Physical, Technical & Overseas Security

ATTENTION : Chief, Technical Security Division

SUBJECT : Security Presentation - Support Course

1. The Office of Security presentation at the [redacted] Training Center on 2 March 1967 was extraordinarily well received. Colonel [redacted] Commanding Officer, [redacted] has informed me of a number of superlative comments by those in attendance.

2. I want to express my appreciation to Messrs. James McCord, [redacted] and [redacted] for their most effective presentation on [redacted] It was a highlight of the program and contributed immeasurably to its success.

3. I'd like to express a special word of thanks to [redacted] for his splendid support in preparing visual aids for the program on extremely short notice. I am aware that Bill worked long hours over the preceding weekend and virtually all night on one occasion in order to ensure the success of this program, while fulfilling heavy commitments to get [redacted] teams into the field.

4. I can be justifiably proud of the success of the presentation, and attribute this success in large part to the extraordinary team effort by the Office of Security components involved. Please extend my personal commendation to Messrs. McCord, [redacted] and [redacted] and advise them that a copy of this memorandum will be placed in their Official Personnel Files.

Howard J. Osborn
Director of Security

cc: Official Personnel Files

14-00000

67-70

DD/S 67-0042

TREASURY DEPARTMENT

UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

January 3, 1967

The Honorable
Richard Helms
Director, Central Intelligence
Agency
Washington, D. C.

Dear Dick:

I wish to express my appreciation for the valuable assistance provided by your agency during the recent tour of President Johnson to Southeast Asia. Your response to our request for technical assistance was most gratifying.

I would particularly like to commend to you Mr. Howard J. Osborn, Director, Office of Security, Mr. James McCord, Chief, Technical Security Division, and Mr. [redacted], Regional Security Office, Far East, for their cooperation. Their dedication to duty and extensive knowledge and experience in technical support greatly contributed to the success of our mission.

Messrs. [redacted] and [redacted] of Mr. McCord's office and [redacted] of [redacted] office also contributed immeasurably to the success of the visit.

Please extend our sincere appreciation to your staff for a job well done.

Sincerely,

James J. Rowley

SECRET

9 JAN 1967

1st Endorsement

TO: Director of Security

It is always a pleasure to see commendations such as this in recognition of jobs well done.

I would like to add my congratulations and appreciation to you and all of the members of your staff for your fine efforts which contributed to the successful completion of the President's trip.

R. L. Bannerman
Deputy Director
for Support

SECRET

14-00000

CONFIDENTIAL

(When Filled In)

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave at government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. The original of this form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last)	(First)	(Middle)	SOCIAL SECURITY NUMBER
McCord	[illegible]	W. J.	

1. RESIDENCE DATA

PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY	LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)
Springfield Va	
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE: Same	HOME LEAVE RESIDENCE:

2. MARITAL STATUS (Check one)

SINGLE ☐ MARRIED ☑ SEPARATED ☐ DIVORCED ☐ WIDOWED ☐ ANNULLED ☐

IF MARRIED, PLACE OF MARRIAGE	DATE OF MARRIAGE
Lawrence Tex	30 May 1948
IF DIVORCED, PLACE OF DIVORCE DECREE	DATE OF DECREE
IF WIDOWED, PLACE SPOUSE DIED	DATE SPOUSE DIED

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

3. MEMBERS OF FAMILY

NAME OF SPOUSE	ADDRESS (No., Street, City, Zone, State)	TELEPHONE NO.
Sarah Ruth McCord	Same as 1	451-5279

NAMES OF CHILDREN	ADDRESS	SEX	DATE OF BIRTH
Michael Steven McCord	Same as 1.	M	Apr 15, 51
Carol Anne McCord		F	Aug 7 53
Nancy Ellen McCord		F	28 Nov 55

NAME OF YOUR FATHER (Or male guardian)	ADDRESS	TELEPHONE NO.
James W. McCord Sr.	Box 63	
NAME OF YOUR MOTHER (Or female guardian)	ADDRESS	TELEPHONE NO.
Marjorie L. McCord	Box 63	

WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY. Wife

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss) (Last-First-Middle)	RELATIONSHIP
Mrs. McCord, Sarah Ruth	Wife
HOME ADDRESS (No., Street, City, Zone, State): Same as 1	HOME TELEPHONE NUMBER:
BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE: Same as 1.	BUSINESS TELEPHONE & EXTENSION: —

IS THE INDIVIDUAL NAMED ABOVE WITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.) YES ✓ NO

IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPABLE? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.) YES ✓ NO

DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.) YES — NO

The persons named in item 3 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 6 ON THE REVERSE SIDE OF THIS FORM.

CONTINUED ON REVERSE SIDE

CURRENT RESIDENCE AND DEPENDENCY REPORT

FORM 61 USE PREVIOUS EDITIONS

CONFIDENTIAL

14-00000

CONFIDENTIAL
(When Filled In)

5. VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

Bank [redacted], Lexington Va - [illegible]

ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION? ☑ YES ☐ NO

IF YES, DO YOU HAVE A JOINT ACCOUNT? ☑ YES ☐ NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? ☑ YES ☐ NO. (If "Yes" where is document located?)

Richmond

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?
☑ YES ☐ NO. (If "Yes" give name(s) and address)

Mrs. Smith, [redacted] Houston Texas

HAVE YOU EXECUTED A POWER OF ATTORNEY? ☐ YES ☑ NO. (If "Yes", who possesses the power of attorney?)

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

SIGNED AT	DATE	SIGNATURE
	7-1-66	[redacted]

CONFIDENTIAL

23 September [illegible]

MEMORANDUM FOR: Chief, Technical Division

THROUGH : ADD/PTOS

SUBJECT : Commendation

1. It is with great personal gratification that I am [illegible] to pass along to you the attached letter from Mr. James [illegible], Director of the United States Secret Service, with its [illegible] by the Deputy Director for Support and, indirectly, by the [illegible] commending you and members of your Division for the [illegible] support you have provided to the Secret Service over [illegible] past year.

2. Please accept my sincere appreciation for the [illegible] performance that you and your staff consistently turn in. It [illegible] the greatest credit on this Office and upon the Agency. [illegible] appreciate it if you would convey my sentiments, as well as [illegible] Mr. [illegible], Mr. Bannerman, and Mr. [illegible] to each of you [illegible] in Mr. [illegible] letter. Thus you have [illegible] Inwoald appreciate it if you would return [illegible] Administrative and Training Staff so that the requisite [illegible] may be made to place in your Personnel Files.

[illegible] J. [illegible]
Director of Secur[illegible]

McCORD, JAMES W. JR.

4-00000

TREASURY DEPARTMENT

UNITED STATES SECRET SERVICE

September 15, 1959

Director
Central Intelligence Agency
Washington, D.C.

Attn: Director, Office of Security/[illegible]

Dear Sir:

During the past year representatives of your Agency's Office of Security assisted the Secret Service in our technical security program. Mr. Howard J. [illegible], Director, Office of Security, has generously furnished us the support of his Technical Security Division [illegible] by Mr. James W. McCord. In turn Mr. McCord has [illegible] freely of his time, equipment and manpower to assist the Secret Service in the technical security of the President.

The assistance furnished by Mr. McCord's Division consisted of two special training courses, the loan of electronic equipment, manpower assistance for [illegible] during Presidential and Vice Presidential [illegible], [illegible] of engineering manpower for special problems [illegible], and above all a willingness to assist the Secret Service whenever possible.

Although all of Mr. McCord's Division should be recognized for their professional competence and assistance to the Secret Service, the [illegible] individually involved with our problems and merit [illegible] recognition:

[redacted]

Keep Freedom in Your Future With U.S. Savings Bonds

14-00000

On behalf of the Secret Service I would like to express our deep appreciation for the excellent and dedicated assistance furnished by your Agency over the past year in the technical security area.

Very truly yours,

James J. Rowley
Director

SECRET

DD/S 66-5075

27 SEP 1966

MEMORANDUM FOR: Director of Security

SUBJECT : Commendation

1. The Director was pleased with the attached letter from Mr. Rowley in which he expressed deep appreciation for the excellent and dedicated assistance rendered to the U. S. Secret Service during the past year. The Director wishes to continue this cooperation and assistance.

2. I appreciate very much this kind of performance which reflects credit upon the Agency and I compliment you and your staff for another job well done.

R. L. Bannerman
Deputy Director
for Support

Att: Letter dtd 15 Sept 66 to DCI fr Mr. Rowley, subj: Appreciation

14-00000

SECRET

30 AUG 1966

MEMORANDUM FOR: Director of Security

SUBJECT : Notification of Approval of Quality Step Increase - James McCord

1. I am pleased to send to you the attached official notification of the approval of the Quality Step Increase which you recommended for this employee.

2. As this award is designed to encourage excellence by recognizing and rewarding the employee, may I ask that you arrange to have this Quality Step Increase presented at an appropriate ceremony.

[redacted]

Emmett D. Echols
Director of Personnel

Distribution:
O & 1 - Addressee
1 - OPF - McCORD
1 - D/Pers-Chrono
1 - C/PD

OP/DD/R&P/PD/[redacted]:ksd (30 Aug 66)

SECRET

[illegible]

14-00000

SECRET

19 AUG 1966

MEMORANDUM FOR: Director of Personnel

ATTENTION : Chief, Placement Division

SUBJECT : McCORD, James W., Jr. #058124
Quality Step Increase

The Security Career Service Board has recommended, with the subsequent concurrence of the Director of Security, that Mr. James W. McCord, Jr. be granted a Quality Step Increase which would change his salary from GS-15, step 5, at $19,978 per annum to GS-15, step 6, at $20,585 per annum. The original recommendation from [redacted] supervisor is attached for your consideration.

[redacted]

Secretary
Security Career Service Board

Attachment

APPROVED

[redacted]

18 Aug 66

Deputy Director of Personnel

SECRET

14-00000

SECRET

28 JUN 1966

MEMORANDUM FOR: Director of Security

SUBJECT : Quality Step Increase - James W. McCord, Jr.

1. Mr. James W. McCord, Jr. joined the Central Intelligence Agency, Office of Security, in August 1961.

2. He has served successfully in various capacities in the Office of Security as an Investigator, Deputy Chief, Security Research Staff, Regional Security Officer, Germany, and upon his return from overseas, he attended the Air War College, where his overall performance was rated as outstanding.

3. For the past year, Mr. McCord has been serving as Chief, Technical Division.

4. Through Mr. McCord's imaginative planning, guidance, and direction, the Technical Division has developed numerous improvements in both instrumentation and techniques which have greatly enhanced the Agency's capability [redacted] targeted against the Agency both domestically and overseas. It is, therefore, recommended that he be granted a Quality Step Increase.

[redacted]

Deputy Director of Security (PTOS)

SECRET

SECRET
(When Filled In)

RECOMMENDATION FOR HONOR OR MERIT AWARD
(Submit in duplicate)

DATE: 8 JUL 1969

TO: Secretariat, Honor and Merit Awards Board

FROM: (Operating official) Director of Security

Section A — Personal Data

1. NAME OF PERSON RECOMMENDED (Last, First, Middle)	2. POSITION TITLE	3. GRADE	4. SD
McCORD, James W., Jr.	Elec. Engr.-Audio Supt.	15	SS

5. OFFICE OF ASSIGNMENT	6. STATION	
OS/Technical Division	X HEADQUARTERS	FIELD (Specify location)

7. HOME ADDRESS (No., St., City, Zone, State)	8. OFFICE EXT. (If App.)	9. CITIZENSHIP AND HOW ACQUIRED
, Springfield, Va.	4192	U. S. - Birth

10. RECOMMENDED AWARD	11. POSTHUMOUS	
Certificate of Merit	YES	X NO

12. NAME OF NEXT OF KIN	13. RELATIONSHIP	14. HOME ADDRESS (No., St., City, Zone, State)	15. HOME PHONE
Sarah Ruth McCord	Wife	Same as 7	

Section B — Recommendation for Award for Heroic Action or Acceptance of Hazard

16. WERE YOU AN EYEWITNESS TO THE ACT — YES — NO

Personnel in immediate vicinity or who assisted in act or shared in same hazard:

17. FULL NAME	18. ORGN. TITLE	19. GRADE	20. OFFICE OF ASSIGNMENT

List any of the above persons given an award or recommended for award for participating in act:

21. FULL NAME	22. TYPE OF AWARD

Conditions under which act was performed:

23. LOCATION	24. INCLUSIVE DATES	25. TIME OF DAY

26. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED

Section C — Recommendation for Award for Achievement, Service, or Performance

27. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE — X YES — NO

28. OFFICIAL ASSIGNMENT AT TIME OF SERVICE OR PERFORMANCE
Chief, Technical Security Division, OS

29. COMPONENT OR STATION (Designation and location)
Headquarters

30. DUTIES AND RESPONSIBILITIES
Supervises the activities of the Technical Security Division, OS

Personnel who assisted or contributed substantially to the service or performance

31. FULL NAME	32. ORGN. TITLE	33. GRADE	34. OFFICE OF ASSIGNMENT
	Elec. Engr.	GS-10	OS/Technical Division
	Elec. Engr.	GS-13	OS/Technical Division

List any of the above persons given an award or recommended for award for participating in the performance

35. FULL NAME	36. TYPE OF AWARD
	Certificate of Merit with Distinction

37. INCLUSIVE DATES FOR WHICH RECOMMENDED	38. ASSIGNMENT COMPLETED		39. NOW IN SAME OR RELATED ASSIGNMENT	
	YES	NO	YES	NO

FORM 11-43 600 USE PREVIOUS EDITION.

SECRET

SECRET
(When Filled In)

Section D — Narrative Description

Award for Heroic Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding, and if it was more than normally expected. Explain, why, and how. If an aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Indicate results of the act.

Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of assignment and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other persons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation.

40.

From early December 1965 through May 1966, Messrs. James W. McCord, [redacted] and [redacted] of the Technical Division, Office of Security, conceived and developed a unique technique for the use of a [redacted] Program. Experimentation during these months indicated [redacted] distinct advantages in terms of time and effort over the considerably more expensive [redacted] which has the distinct advantage of flexibility [redacted] currently available on the commercial market.

The combination [redacted] make it possible [redacted] a capability the Agency has not had before.

The Technical Division has greatly enhanced the world-wide use of this equipment [redacted]

These men have shown initiative, ingenuity and great imagination in the application [redacted]

This technique, much of which required many off-duty hours to develop, has greatly enhanced the Agency's capability [redacted]

[redacted] ☐ CONTINUED ON ATTACHED SHEET

41. ENCLOSURES (List individually) If originator is not an eyewitness or does not have personal knowledge of the act or performance, attach affidavits of eyewitness or individuals having personal knowledge of the facts.

1. PROPOSED CITATION
2.
3.

42. RECOMMENDATION INITIATED BY	43. TITLE AND SIGNATURE OF OFFICIAL MAKING RECOMMENDATION	44. DATE
[redacted]	Deputy Director of Security (PTOS)	22 JUN 1966

Section E — Recommendation Forwarded Through Officials Concerned For Their Information

	TITLE AND SIGNATURE	DATE
45. Head of SS Career Service (Career service of nominee)	Director of Security	
46. Deputy Director of Operating Component		
47. Deputy Director of Career Service	Deputy Director for Support	

SECRET

S-E-C-R-E-T
(When filled in)

MEMORANDUM FOR: Chief, Transactions & Records Branch/OP

FROM: Chief, External Training Branch/KS/TR

SUBJECT: Completion of External Training 16 AUG 1965

This is to advise you that McCORD, James W., Jr. training request # R-12340 attended the following external training program:

COURSE: Air War College Program

INSTITUTION: Air War College

DATE: 7 August 1964-4 June 1965

GRADE: None

FOR THE DIRECTOR OF TRAINING:

Attachments:

__ Grade Report
__ Certificate of Satisfactory/Successful Completion
__ Certificate of Completion
__ Roster of Participants
X Training Report by Institution
__ Training Report by Student
__ None
__ Other: _____

GROUP 1
excluded from automatic
downgrading and
declassification

S-E-C-R-E-T
(When filled in)

AIR WAR COLLEGE
Air University
United States Air Force
Maxwell Air Force Base, Alabama 36112

REPLY TO ATTN OF: AWCA

6 June 1965

SUBJECT: Training Reports

TO: Director of Personnel
Central Intelligence Agency
Washington, D. C.

Attached are Training Reports (AF Form 475) for Central Intelligence Agency representatives in the Air War College Class of 1965. These reports are forwarded for your information and appropriate distribution.

FOR THE COMMANDANT

J. K. BROCK
Lt Colonel, USAF
Director of Administration

2 Atchs
1. TR, [redacted]
2. TR, Mr. McCord

4-00000

I. IDENTIFICATION DATA (Read AFM 36-10 carefully before filling out any item)

1. LAST NAME — FIRST NAME — MIDDLE INITIAL	2. AFSN	3. ACTIVE DUTY GRADE	4. PERMANENT GRADE
McCORD, James W., Jr.	Civilian, Central Intelligence Agency		

5. ORGANIZATION COMMAND AND LOCATION	6. AERO RATING	CODE	8. PERIOD OF REPORT	
Air University Maxwell AF Base, Alabama			FROM 7 Aug 64	TO 4 Jun 65
	7. ACADEMIC PERIOD 44 weeks		9. REASON FOR REPORT [X] FINAL [ ] ANNUAL [ ] DIRECTED	

10. NAME AND LOCATION OF SCHOOL OR INSTITUTION

Air War College, Maxwell AF Base, Alabama

11. NAME OR TITLE OF COURSE	12. LENGTH OF COURSE
Air War College Resident Course	44 weeks

II. REPORT DATA (Complete as applicable)

1. COURSE HOURS COMPLETED	2. COURSE HOURS FAILED	3. APSC AWARDED	4. AERO RATING AWARDED	5. DEGREE AWARDED
1576	None	N/A	N/A	N/A

6. COURSE SUCCESSFULLY COMPLETED (Final report only)

[X] YES [ ] NO (If "No," state reason) Officer earned off-duty college credits at AU Geo. Wash. Univ. Center towards MA degree.

6 B DISTINGUISHED GRAD (If Applicable)

7. TITLE OF THESIS The Sino-Soviet Struggle for Power in Africa, and its Implications for the U.S.

8. ACADEMIC FIELD N/A

III. COMMENTS — PROFESSIONAL EDUCATION OVERPRINT

1. WRITING ABILITY

NOT OBSERVED	UNSATISFACTORY	SATISFACTORY	EXCELLENT	OUTSTANDING
[ ]	[ ]	[ ]	[ ]	[X]

2. SPEAKING ABILITY

NOT OBSERVED	UNSATISFACTORY	SATISFACTORY	EXCELLENT	OUTSTANDING
[ ]	[ ]	[ ]	[X]	[ ]

3. INDEPENDENT PROBLEM SOLVING ABILITY (Thesis, Staff Study, etc)

NOT OBSERVED	UNSATISFACTORY	SATISFACTORY	EXCELLENT	OUTSTANDING
[ ]	[ ]	[ ]	[ ]	[X]

4. GROUP PROBLEM SOLVING AND DISCUSSION

NOT OBSERVED	UNSATISFACTORY	SATISFACTORY	EXCELLENT	OUTSTANDING
[ ]	[ ]	[ ]	[X]	[ ]

a. ATTN: REVIEW AUTHORITIES: THIS EVALUATION COMPARES THE INDIVIDUAL REPORTED UPON WITH 278 OTHER EXCEPTIONAL OFFICERS AND CIVILIANS CAREFULLY SELECTED FOR ATTENDANCE AT THE AIR WAR COLLEGE. Mr. McCord was an outstanding member of this AWC class. As a member of the Student entertainment Committee, he early initiated the School into a get-together; ahead of time, he attended to the many details so thoroughly that the social activities were most delightful. Mr. McCord has a most friendly and direct manner of speaking with people. He seemed well-oriented toward the group endeavors. He considerately expressed his deferences toward the students of his seminars, through nice amenities appropriately made as the occasion permitted. In the seminar discussions, his participation was timely and positive, constructive and appropriately introduced so as to further the progress of the group endeavor. He was especially well-informed on the Sino-Soviet struggle for power in Africa. This student's outstanding over-all performance surpassed the high standards expected of the carefully selected members of the AWC.

IV. REPORTING OFFICIAL

TYPED NAME, GRADE, AFSN AND ORGANIZATION	DUTY TITLE	SIGNATURE
ARNO H. LUEHMAN, Maj-Gen, USAF, 1080A, Air War College	Commandant	Arno H. Luehman DATE 11 June 1965

AF FORM 475 PREVIOUS EDITIONS OF THIS FORM ARE OBSOLETE

TRAINING REPORT

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:
Office of Personnel, Statistical Reporting Branch, ROOM 5 E 2506 Headquarters

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE (LAST / FIRST / MIDDLE)	OFFICE/COMPONENT
1-6	(Print) 7-24	25-26
58124	McCORD, JAMES W. JR.	16

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION *(One only)*. REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL MONTH	ARRIVAL DAY	ARRIVAL YEAR	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	COUNTRY	OMIT
1 - PCS *(Basic)* 3 - CORRECTION 5 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
	1				06	12	64	GERMANY	270

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	RETURN MONTH	RETURN DAY	RETURN YEAR	AREA(S)	OMIT
2 - TDY *(Basic)* 4 - CORRECTION 6 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42

SOURCE OF RECORD DOCUMENT

	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
X	OTHER *(Specify)* Returned Payroll Info		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE PERIOD
FORM 1400C	7-10-64

REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE 9-25-64	SIGNATURE [signature]
FINANCE DIVISION		

FORM 8-62 1451a USE PREVIOUS EDITION. SECRET

14-00000

CONTINUED SERVICE AGREEMENT FOR EMPLOYEES ASSIGNED TO TRAINING THROUGH NON-CIA FACILITIES

1. In consideration of my being assigned by the Central Intelligence Agency to training in Air War College (Course) at Montgomery, Alabama (Name of Facility) beginning August 1963 and ending June 1965, I agree to the following terms and conditions:

a. That, after having completed the training under the program described above, I will continue serving the Central Intelligence Agency (hereinafter the Agency) for a period of not less than 36 months, which period shall be deemed to commence the first workday after completion of the training covered by this agreement, unless I am involuntarily separated from the Agency;

b. That, if I voluntarily leave the Agency before completion of the agreed period of service and do not immediately, as determined by the Agency, enter the service of another Federal agency, I will reimburse the Agency for any additional expenses incurred by it in connection with my training, which expenses are defined to include (1) travel and per diem in lieu of subsistence, (2) transportation of immediate family, household goods and personal effects, packing, crating, temporary storage, drayage, and unpacking, (3) tuition and matriculation fees, (4) library and laboratory services, (5) purchase or rental of books, materials and supplies, (6) the cost of other services or facilities directly related to the training, but excluding salary, pay, or compensation received.

c. That, before voluntarily leaving the Agency to enter the service of another Federal agency during the agreed period of service, I will give the Agency at least ten working days' written notice, during which period it shall have the opportunity to determine whether I am to reimburse it for any additional expenses incurred; that should I fail to give such ten-day notice, or if the Agency notifies me that reimbursement is required, I will, upon demand, promptly reimburse the Agency for the additional expenses determined to be due.

d. That if I do not make prompt voluntary payment for the amount of additional expenses determined to be due under paragraphs b or c of

(HoCord)

this agreement, the Agency may recover such amounts from me or my estate by (1) set-off of accrued salary, pay, compensation, amount of retirement credit, or other amount due me from the Government, and by (2) such other methods as may be provided by law for the recovery of amounts due the Government.

e. That the assignment to training under this agreement does not commit the Government to continue my employment and, further, that I may be released in whole or in part from the terms of this agreement only by action of the Director of Central Intelligence.

James W. McCord
(Signature)

James W. McCord
(Type Name)

13 July 1964
(Date)

WITNESS:

(Signature)

(Type Name)

13 July 1964
(Date)

14-00000

[redacted]

5 MAY 1954

Dear Jim:

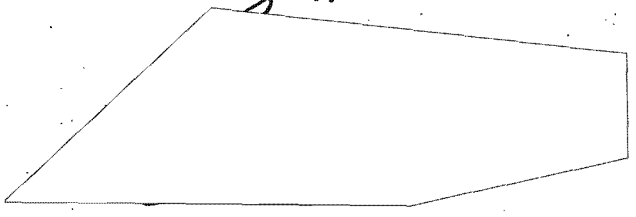
My tour of duty in [redacted] Europe will terminate in late May when I leave Europe to undertake new duties in Washington, D. C. My association with you and your staff has been a richly rewarding experience, both personally and professionally. The manner in which you have unobtrusively, yet effectively, served as the catalyst which welded together the activities of the many staff and operational agencies which share an interest in our national security, has been a source of continuing inspiration to me. Your efforts have enjoyed my unqualified personal support and have merited the admiration of those members of my staff who have been privileged to associate with you.

You have dramatically demonstrated a capacity for bringing together key personnel of agencies who seek, in the accomplishment of their individual missions, the realization of a common goal, in a manner calculated to preserve the individual integrity of each agency while exploiting those benefits of cohesiveness so essential to maximum effectiveness. Mindful that the application of a prescribed technique without adding the complementing ingredient of your confidence inspiring and persuasive personality would not have achieved the same measure of success, I unhesitatingly ascribe our abundant joint accomplishments to your generous personal contribution.

[redacted]

My future relationships with your associates will always reflect my admiration for the manner in which you have contributed to the attainment of our national aims and the manner in which your personal efforts have precipitated a more significant contribution from the other agencies with which yours has been associated.

Sincerely,



[redacted]

[redacted]

REPLY TO
ATTN OF: [redacted]

SUBJECT:

10 JUN 1964

TO: [redacted]

Dear Mr. [redacted]

On the departure of Mr. James W. McCord I wanted you to know of OSI's appreciation for his constant support and cooperation during his tour. He has given us valuable assistance in the performance of our mission.

We appreciate also Mr. McCord's constant efforts to create unity of purpose and action among the many security and counterintelligence agencies in the area. Through his efforts new liaison avenues were opened to OSI which, on several occasions, facilitated the completion of our tasks. His efforts in contingency planning also were noteworthy.

OSI in [redacted] will miss Mr. McCord. Please extend our good wishes to him and Mrs. McCord for continued success in their endeavors.

Sincerely

[redacted]

Colonel, USAF
Deputy Director [redacted]

[redacted]

[redacted]

[redacted] 5 June 1964

SUBJECT: Letter of Appreciation

TO: Mr. James W. McCord
[redacted]
[redacted]

1. Upon your impending departure from overseas assignment, I wish to take this opportunity to express sincere appreciation on behalf of the [redacted] for your splendid cooperation with this organization.

2. The conference held by security officers in this area on a monthly basis, which was established largely due to your efforts, has provided an excellent opportunity for closer coordination, exchange of information, and integrated operations; and has resulted in benefits to the overall security missions of the United States agencies in this area.

3. Your professional competence, coupled with your cheerful approach to problem areas, has benefited all of those who have had the opportunity to work with you. I feel certain you will render distinguished service in your new assignment, and I wish you every success for the future.

[redacted]

14-00000

[redacted]

[redacted]

8 June 1964

SUBJECT: Letter of Appreciation

TO: Mr. James W. McCord, Jr.
[redacted]
[redacted]
[redacted]

1. The news of your departure to a new station in the USA has been received with regret; your contributions in the intelligence community will be missed. At the same time it is gratifying to learn that you have been selected for such an important assignment of which you are most deserving.

2. I wish to express my appreciation for your efforts in organizing the [redacted] Security Officers' Conference. I am aware that through your initiative and tenacity this organization expanded in size until all security and intelligence units in the [redacted] area were represented, thus cementing their combined efforts into one sphere of cooperation. This, I am sure, has contributed immeasurably to the overall security mission of this community.

3. I also wish to specifically thank you for the security lecture you presented to members of my command [redacted] There have been many favorable comments received from personnel hearing that presentation, to the effect that the lecture indicated a very broad range of knowledge on your part and that it was presented in a truly professional manner.

4. The fine cooperation you have extended to personnel in my [redacted] Division has been of the greatest assistance to my command and all have voiced their appreciation and satisfaction concerning their association with you. I wish you the best of luck and success in your new endeavor.

[redacted]

FOR OFFICIAL USE ONLY

14-00000

SECRET

rec'd 21 Nov 63

30 Oct 63

FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE — FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW

NAME OF EMPLOYEE (Type)	DATE (From item 8-E)	NAME OF SUPERVISOR (Type)	DATE (From item 8-F)
James W. McCord, Jr.	23 Oct 63		23 Oct 63

NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW:

DATE: 21 Nov 63

DO NOT COMPLETE

TO BE COMPLETED BY EMPLOYEE — Arr O/S 9 June 62

1. DATE OF BIRTH	2. GRADE	3. CURRENT POSITION TITLE
	GS-15	Chief, Security Branch/CSB

4. SERVICE DESIGNATION (If Known)	5. CURRENT STATION OR FIELD BASE	6a. EXPECTED DATE OF DEPARTURE FROM FIELD
Security Officer	German Station, CSB	9 June 1964

6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR	6b. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS
-----	20 July 1964

8. BRIEF A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on transmittal form):

1. Security policy advisor to COS and its Senior Station and Base Officers.
2. Supervises nine professional and four clerical employees of the Security Branch.
3. Directs conduct of LCFLUTTER, SGLATERAL, Physical Security Duties and Investigations performed by the Security Branch.
4. Reviews security of German Station and recommends ways and means for strengthening and improving.
5. Furnishes technical security support and guidance to other Bases in EE and outside of EE on request.
6. Reviews investigative reports of the Security Branch and performs such other duties as directed by COS, Chief, EE and Bases.

9. PREFERENCE FOR NEXT ASSIGNMENT.

A. BRIEF A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 8, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

Same as #8, above.

B. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):

Would like National War College training

FORM NO. 202 REPLACES PREVIOUS EDITION

SECRET

9. PREFERENCE FOR NEXT ASSIGNMENT (Complete only)

C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (for 1st, 2nd and 3rd choice) IN THE BOXES BELOW:

1 ☐ RETURN TO MY CURRENT STATION

2 ☐ BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY. WITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS, INDICATE CHOICE OF COMPONENT:
1ST. CHOICE OS/IOS 2ND. CHOICE OS/PPS 3RD. CHOICE OS/Staff

3 ☐ BE ASSIGNED TO ANOTHER FIELD STATION. WITH RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION, INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIFIC STATION, BASED ON QUALIFICATIONS:
1ST. CHOICE _____ 2ND. CHOICE _____ 3RD. CHOICE _____

10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS?
30 days INDICATE NUMBER OF WORK DAYS 20

11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU:
four; ages, 36, 11, 9, and 7

12. SIGNATURE: COMPLETE ITEM NO. S-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM.

TO BE COMPLETED BY SUPERVISOR AT FIELD STATION

13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

Subject has rendered outstanding performance while assigned to the German Station. His preference to return for an additional two years after home leave is accepted with great pleasure.

Full consideration should also be given in the future for his request to attend the National War College.

14. SIGNATURE: COMPLETE ITEM NO. S-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.

TO BE COMPLETED BY APPROPRIATE PERSONNEL OFFICER AT HEADQUARTERS

15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE COMPONENT TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING:

Events have overtaken this req and Subject will be returning in the Summer of 1964 to attend the Air War College.

16. NAME OF PERSONNEL OFFICER _____ SIGNATURE _____
DATE 10 December 1963

17. EMPLOYEE [X] WAS [ ] WAS NOT BEEN NOTIFIED OF PLANNED REASSIGNMENT

18. TYPED OR _____ 19. SIGNATURE _____

20. TITLE OS/Area 20 Dec 63

21. COMMENTS Mr. McCord selected for Air War College and subsequently decided to return for this purpose.

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:
Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1-6	(Print) 7-24			25-26
58124	MCCORD	JAMES	W.	37

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	ARRIVAL				DEPARTURE			COUNTRY	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
	1	06	09	62				GERMANY	270

TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE				RETURN			AREA(S)	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42

SOURCE OF RECORD DOCUMENT

	TRAVEL VOUCHER		DISPATCH
	CABLE	X	DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
	5/13 - 6/9/62

REMARKS

PREPARED BY		REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT CITED
TYPED NAME AND TITLE	X	DATE 8/10/62	SIGNATURE

SECRET

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE 253130 MAY 31 62

TO:
Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE (LAST / FIRST / MIDDLE)	OFFICE/COMPONENT
1-8	(Print) 7-24	25-26
250124	MC CORD JAMES W. JR.	54

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL MONTH	ARRIVAL DAY	ARRIVAL YEAR	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	COUNTRY	OMIT
1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	RETURN MONTH	RETURN DAY	RETURN YEAR	AREA(S)	OMIT
2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
	2	04	01	62	04	14	62	E/E	801

SOURCE OF RECORD DOCUMENT

✓	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
05-655-62	4/1-14/62

REMARKS

[illegible] 9-10-62

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT DATES
FISCAL DIVISION FINANCE DIVISION	DATE 29 May 62	SIGNATURE [illegible]

FORM 9-58 1451a OBSOLETE PREVIOUS EDITIONS.

SECRET

FA-101

14-00000

CERTIFICATE

This is to certify that

James W. McCord

has attended and successfully completed the

SECURITY OFFICE
SPECIAL TRAINING COURSE

Security Officer Field Course #12

during the period 14 May *to* 25 May 1962

FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON, D.C.

14-00000

CERTIFICATE

This is to certify that

James W. McCord

has attended and successfully completed the

SECURITY OFFICE

SPECIAL TRAINING COURSE

Physical Security Training Course #8

during the period 23 April *to* 11 May 1962

[redacted]

FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON, D.C.

CONFIDENTIAL
(When Filled In)

TRAVEL AGREEMENT BY STAFF EMPLOYEES ASSIGNED TO PERMANENT DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

1. In accordance with the policy of the Central Intelligence Agency, I agree to serve outside the continental United States a minimum tour of Two Years from the date of my arrival at my permanent post of duty, unless said tour is sooner terminated by the Government for its convenience, or it is terminated by the Agency for circumstances that are considered by it to be beyond my control.

2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.

3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

WITNESS:

James Walter McCord, Jr.
(Employee)

Office of Personnel

Date: May 8 '62

FORM NO. 911a 1 FEB 56 REPLACES FORM NO. 55-1CA WHICH IS OBSOLETE.

CONFIDENTIAL

S-E-C-R-E-T

TRAINING REPORT

Operations Support No. 50
120 hours, full-time, Phase I 2 - 20 April 62 8 Students
80 hours, full-time, Phase II 23 April - 4 May 62 10 Students

Student : McCORD, James W., Jr. Year of Birth: 1924

EOD Date: August 1951 Grade: GS-15 Office : 08

COURSE OBJECTIVES - CONTENT AND METHODS

The Operations Support Course emphasizes the role of support personnel in clandestine activities and their responsibility in originating material of a support nature at headquarters and in the field. The Course objectives are to provide the student with (1) an appreciation of the interrelationship between operating functions and support functions; (2) an understanding of some of the basic principles and techniques of Agency operations; (3) a knowledge of procedures, regulations and problems pertinent to the necessary support of operational activities.

a. Phase I covers instruction on organization, functions and responsibilities of the Clandestine Services; basic principles of clandestine activity accompanied by practical exercises; project and [redacted] management; familiarization [redacted]

About fifty per cent of Phase I consists of lectures, briefings, and discussions; about thirty-five per cent is devoted to field exercises, practical written assignments, practice problems, and observing films as training aids in basic tradecraft. The remainder of the time is devoted to studying and testing.

b. Phase II includes name checks, records procedures, foreign travel, finance and property accounting, dispatch, pouch, cable and message-writing procedures. For this phase, problems have been developed to represent situations as they normally occur at a [redacted] Station.

About thirty-five per cent of Phase II is composed of lectures, briefings, and discussions; about fifty per cent is devoted to practice problems and practical written assignments. The remainder of the time is devoted to studying and testing.

ACHIEVEMENT RECORD

The adjectival ratings on this student for each major area of this course are the result of an evaluation of his work on his individual projects, on the other exercises, and on the final examination. Comparative judgment takes into account students in preceding classes as well as the present one. The numbers show how many students received each rating. An asterisk (*) shows the rating this student received. The rating the student receives represents the student's performance in the course with no allowance made for difference in age, education, experience and so forth.

S-E-C-R-E-T

NAME McCord, James W., Jr.

MAJOR CATEGORIES

PHASE I	UNSAT	SAT	EXCELLENT
1.	0	2	6
2.	0	2	6
3.	0	5	3
4.	0	4	4
5.	0	2	6
6.	0	2	6
PHASE II			
1. Originating Headquarters and Field Dispatches. Indexing Requirements. Field Pouch Manifest.	0	2	8
2. Preparation of Headquarters and Field Cables. Writing and Indexing Messages. Use of Message Writing Techniques.	0	7	3
3. Type II Property Accounting - Fundamentals and Execution of Records.	0	1	9
4. Foreign Travel - Currency Conversion and Completion of Travel Voucher.	0	4	6
5. Familiarization with [redacted] Accounting and Preparation of Records.	0	0	10
6. Clandestine Services Headquarters and Field Support Procedures.	1	4	5

COMMENTS

Student cancelled per Registrar/Training, 29 March 1962.

FOR THE DIRECTOR OF TRAINING: [redacted]
Chief Instructor

18 May 1962
Date

S-E-C-R-E-T

14-00000

THC

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(When Filled In)

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave at government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. The original of this form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last) McCord (First) Jesse (Middle) W Jr — SOCIAL SECURITY NUMBER

1. RESIDENCE DATA

PLACE OF RESIDENCE WHEN INITIALLY APPOINTED — LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad) S

PLACE IN CONTINENTAL U.S. OF PRESENT RESIDENCE Springfield Va — HOME LEAVE RESIDENCE Same

2. MARITAL STATUS (Check one)

SINGLE | MARRIED ✓ | SEPARATED | DIVORCED | WIDOWED | ANNULLED

IF MARRIED, PLACE OF MARRIAGE: Laredo Texas — DATE OF MARRIAGE: 30 Ap

IF DIVORCED, PLACE OF DIVORCE DECREE — DATE OF DECREE

IF WIDOWED, PLACE SPOUSE DIED — DATE SPOUSE DIED

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

3. MEMBERS OF FAMILY

NAME OF SPOUSE	ADDRESS (No., Street, City, Zone, State)	TELEPHONE NO.
Sarah Ruth McCord	Springfield Va	

NAMES OF CHILDREN	ADDRESS	SEX	DATE OF BIRTH
Michael Steven McCord	Same	M	4/15/54
Nancy Ellen McCord	Same	F	7/25/57
Carol Anne McCord	Same	F	11/7/52

NAME OF FATHER (Or male guardian)	ADDRESS	TELEPHONE NO.
James W McCord Sr	Gainesville Okla	—
NAME OF MOTHER (Or female guardian)	ADDRESS	TELEPHONE NO.
Margaret Lee McCord	" "	—

WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.

Parents + Luther — Texas (Father in law)

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss) (Last-First-Middle): Luther — RELATIONSHIP: Father in law

HOME ADDRESS (No., Street, City, Zone, State): Texas — HOME TELEPHONE NUMBER

BUSINESS ADDRESS (No., Street, City, Zone, State; and name of employer, if applicable): Same — BUSINESS TELEPHONE & EXTENSION: Same

	YES	NO
IS THE INDIVIDUAL NAMED ABOVE AWARE OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.) Yes	✓	
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.) Yes	✓	
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.)	✓	

The persons named in item 3 above may also be notified in case of emergency. If such notification is not desirable because of health or other reasons, please so state in item 6 on the reverse side of this form.

CONTINUED ON REVERSE SIDE

CURRENT RESIDENCE AND DEPENDENCY REPORT

FORM 61 4-60 USE PREVIOUS EDITIONS.

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141

14-00000

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(When Filled In)

5. VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

1ST NATIONAL BANK of [redacted] and [redacted]

[redacted] Credit Union

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? ☑ YES ☐ NO. *(If "Yes" where is document located?)*

W. to W. Pac

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?
☐ YES ☐ NO. *(If "Yes" give name(s) and address)*

Dorothy [redacted] Houston Texas

HAVE YOU EXECUTED A POWER OF ATTORNEY? ☐ YES ☐ NO. *(If "Yes", who possess the power of attorney?)*

1ST National Bank [redacted]

6. ADDITIONAL DATA AND/OR ITEMS

SIGNED AT	DATE	SIGNATURE
Washington DC	May 8 62	[redacted]

CONFIDENTIAL

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE 239754 MAR 1362

TO:
Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1-5	(Print)	6-23		24-29
058124V	Mc Cord	JAMES	W. J.R	24

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA		ARRIVAL			DEPARTURE			COUNTRY	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	26	27-28	29-30	31-32	33-34	35-36	37-38		39-41

TDY DATES OF SERVICE

TYPE OF DATA		DEPARTURE			RETURN			AREA(S)	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	26	27-28	29-30	31-32	33-34	35-36	37-38		39-41
	2	10	06	61	10	16	61	EE	801

SOURCE OF RECORD DOCUMENT

✓	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
OS - 5-44-62	10/4-10/61

REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION FINANCE DIVISION	DATE	SIGNATURE

FORM 1451a

SECRET

16-101

14-00000

SECRET
(When Completed)

TRAINING REPORT

Americans Abroad Orientation - [redacted] (Germany)

28 hours 19, 20, 26 & 27 February 1962 Office :

Students : MCCORD, Sarah Ruth (Dependent-James W., Jr.) Service Designation:

Year of Birth: No. of Students :

Grade : EOD Date :

COURSE OBJECTIVE - CONTENT AND METHOD

This course helps prepare personnel and their adult dependents for residence or travel in the general area and country of destination. Included are a briefing on "the Americans Abroad Problem," its implications for the individual employee or dependent and the Agency, practical advice for successful personal adjustment to everyday problems of working and living in the area of assignment, useful information on the area, and guide lines for understanding its major problems. Advice includes cues for effective inter-personal relations in the particular country or region. Area information includes an analysis of the importance of the region to the United States and descriptions of the people, their institutions, and current living conditions. The course offers lectures, panel discussions, films, slide commentaries, and selected readings for a recommended program of self-study. Employees and dependents recently returned from the area help to keep current the information on conditions.

ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING: [redacted] 4 June 1962
Chief Instructor Date
[redacted]

SECRET
(When Completed)

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:
Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE (LAST / FIRST / MIDDLE)	OFFICE/COMPONENT
1-8	(Print) 7-24	25-26
57124	McCORD JAMES W	24

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL MONTH	ARRIVAL DAY	ARRIVAL YEAR	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	COUNTRY	OMIT
1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-41

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	RETURN MONTH	RETURN DAY	RETURN YEAR	AREA(S)	OMIT
2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
	2	06	12	61	06	29	61	EE	801

SOURCE OF RECORD DOCUMENT

✓	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
T.O. 05-516-62	6/12/61 - 6/29/61

REMARKS

219883 NOV 15 61

PREPARED BY		REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE
	FISCAL DIVISION	DATE	SIGNATURE
✓	FINANCE DIVISION	14 Nov 61	

FORM 1451a OBSOLETE PREVIOUS EDITIONS. SECRET (4-10)

12/28/61

14-00000

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:
Office of Personnel, Statistical Reporting Branch, ROOM 192 Carle Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE (Print) LAST	FIRST	MIDDLE	OFFICE/COMPONENT
1-9		11-24		25-26
58124	McCord	James	W. Jr.	24

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER POS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

POS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL MONTH	ARRIVAL DAY	ARRIVAL YEAR	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	COUNTRY	OMIT
1 - POS (Basic) 3 - CORRECTION 5 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	RETURN MONTH	RETURN DAY	RETURN YEAR	AREA(S)	OMIT
2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
	02	03	12	61	03	22	61	WE	801

SOURCE OF RECORD DOCUMENT

X TRAVEL VOUCHER	DISPATCH
CABLE	LEAVE STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD

REMARKS

PREPARED BY	REPORT ANNOTATED ON (Which Document)	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED.
FISCAL DIVISION	DATE 5/22/61	SIGNATURE
X FINANCE DIVISION		

FORM 1451a OBSOLETE PREVIOUS EDITIONS

SECRET

(4-101)

14-00000

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

123189 DEC 1960

TO: Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE LAST	FIRST	MIDDLE	OFFICE/COMPONENT
1-6	(Print)	7-28		25-26
58124	McCORD	JAMES	W.	24 ~~31~~

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO SIGNIFICATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL MONTH	ARRIVAL DAY	ARRIVAL YEAR	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	COUNTRY	OMIT
1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE MONTH	DEPARTURE DAY	DEPARTURE YEAR	RETURN MONTH	RETURN DAY	RETURN YEAR	AREA(S)	OMIT
1 - TDY (Basic) 3 - CORRECTION 5 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39	EE. WE.	40-42
	42	08	15	60	08	22	60		801

SOURCE OF RECORD DOCUMENT

X	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
	15-22 AUG. 60

REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE 12/14/60	SIGNATURE
X PERSONNEL DIVISION		

FORM 5-58 1451a OBSOLETE PREVIOUS EDITIONS.

SECRET

14-101

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:
Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE (LAST / FIRST / MIDDLE)	OFFICE/COMPONENT
1-9	(Print) 9-23	24-29
58124	Mc Coul, K. James W.	31

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL MONTH 27-28	ARRIVAL DAY 29-30	ARRIVAL YEAR 31-32	DEPARTURE MONTH 33-34	DEPARTURE DAY 35-36	DEPARTURE YEAR 37-38	COUNTRY	OMIT 39-41
1 . PCS (Basic) 3 . CORRECTION 8 . CANCELLATION	26								

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE MONTH 27-28	DEPARTURE DAY 29-30	DEPARTURE YEAR 31-32	RETURN MONTH 33-34	RETURN DAY 35-36	RETURN YEAR 37-38	AREA(S)	OMIT 39-41
2 . TDY (Basic) 4 . CORRECTION 6 . CANCELLATION	26								
	2	10	25	59	10	17	59	WE - CE	801

SOURCE OF RECORD DOCUMENT

✓	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
OS-278-60	5-17 Oct. 1959

REMARKS 03134: FEB2160

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE 2/23/60	SIGNATURE
✓ FINANCE DIVISION		

FORM 1451a (4-58)

SECRET

CONFIDENTIAL
(When Filled In)

N-R

INSTRUCTIONS: COMPLETE IN DUPLICATE. THE DATA RECORDED ON THIS FORM IS ESSENTIAL IN DETERMINING TRAVEL EXPENSES ACCOUNTED IN CONNECTION WITH LEAVE AT GOVERNMENT EXPENSE, OVERSEAS DUTY, RETURN TO RESIDENCE UPON SEPARATION, AND FOR PROVIDING CURRENT RESIDENCE AND DEPENDENCY INFORMATION REQUIRED IN THE EVENT OF AN EMPLOYEE EMERGENCY. THE ORIGINAL OF THIS FORM WILL BE FILED IN THE EMPLOYEE'S OFFICIAL PERSONNEL FOLDER.

NAME OF EMPLOYEE (Last) McCord (First) James (Middle) W. Jr

1. RESIDENCE DATA

PLACE OF RESIDENCE WHEN APPOINTED: [redacted]

LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad): [redacted] Springfield Va

PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE: [redacted], Springfield Va

2. MARITAL STATUS

CHECK (X) ONE: [ ] SINGLE [X] MARRIED [ ] SEPARATED [ ] DIVORCED [ ] WIDOWED [ ] ANNULLED

IF MARRIED, INDICATE PLACE OF MARRIAGE: Lamesa Texas

DATE OF MARRIAGE: May 30 1958

IF DIVORCED, PLACE OF DIVORCE DECREE:

DATE OF DECREE:

IF WIDOWED, INDICATE PLACE SPOUSE DIED:

DATE SPOUSE DIED:

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S):

3. MEMBERS OF FAMILY

NAME OF SPOUSE	ADDRESS (No., Street, City, Zone, State)	TELEPHONE NUMBER
Sarah Ruth McCord	[redacted]	[redacted]

NAMES OF CHILDREN	ADDRESS	SEX	AGE
Michael Steven McCord	Same	M	7
Carol Anne McCord		F	5
Nancy Ellen McCord		F	3

NAME OF FATHER (Or male guardian)	ADDRESS	TELEPHONE NUMBER
James W McCord Sr	[redacted] Oklahoma	—

NAME OF MOTHER (Or female guardian)	ADDRESS	TELEPHONE NUMBER
Marjorie Lee McCord	[redacted] Okla	—

WHAT MEMBER(S) OF YOUR FAMILY HAS BEEN TOLD OF YOUR AFFILIATION WITH THE AGENCY FOR EMERGENCY PURPOSES?
Wife only

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss) (Last-First-Middle)	RELATIONSHIP
Mrs. James W McCord Jr	Wife

HOME ADDRESS (No., Street, City, Zone, State)	HOME TELEPHONE NUMBER
[redacted] Springfield Va	[redacted]

BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE	BUSINESS TELEPHONE & EXTENSION

IS THE INDIVIDUAL NAMED ABOVE WITTING OF YOUR AGENCY AFFILIATION?
[X] YES [ ] NO

IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF?
[X] YES [ ] NO

DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE?
[X] YES [ ] NO

THE PERSONS NAMED IN ITEM 3 ABOVE MAY ALSO BE NOTIFIED IN CASE OF EMERGENCY. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 6 ON THE REVERSE SIDE OF THIS FORM.

5. VOLUNTARY ENTRIES

INDICATE ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS: [redacted] Credit Union

The [redacted] Springfield Va

NOTE ON REVERSE SIDE

CURRENT RESIDENCE AND DEPENDENCY REPORT

FORM NO. 61 USE PREVIOUS EDITIONS

CONFIDENTIAL

CONFIDENTIAL
(When Filled In)

5. (CONTINUED)

IN WHOSE NAME(S) ARE THE ACCOUNTS LISTED?

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? [ ] YES [X] NO. IF "YES", WHERE IS DOCUMENT LOCATED?

HAVE YOU EXECUTED A POWER OF ATTORNEY? [X] YES [ ] NO. IF "YES", WHO POSSESSES THE POWER OF ATTORNEY?

My wife

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS:

SIGNED BY	DATE	SIGNATURE
[illegible]	1/20/15	

CONFIDENTIAL

SECRET

REPORT OF HONOR AND MERIT AWARDS BOARD

(CONVENED PURSUANT TO REGULATIONS R 20-635 AND [illegible] 20-635)

DATE: 2 March 1959

The Honor and Merit Awards Board having considered a recommendation that:

NAME: (Last)	(First)	(Middle)	POSITION TITLE
McCORD	James	Walter	Actg. Dep. Chief/SRS/OS
PRESENT GRADE	OFFICE ASSIGNED TO		STATION
GS-14	Security		Headquarters

BE AWARDED:

Certificate of Merit with Distinction

☐ FOR HEROIC ACTION, ON

☒ FOR MERITORIOUS ACHIEVEMENT OR SERVICE DURING THE PERIOD

1 July - 15 August 1958

☐ APPROVES THE RECOMMENDATION ☒ DISAPPROVES THE RECOMMENDATION

☐ APPROVES, BUT IN LIEU THEREOF, RECOMMENDS THE AWARD OF:

CITATION

REASONS FOR DISAPPROVAL OF RECOMMENDED AWARD

The Honor and Merit Awards Board concludes from the information available to it that the service performed, while of unquestionable value, is not sufficiently outstanding to merit an honor award.

APPROVED

DIRECTOR OF CENTRAL INTELLIGENCE

DATE

SECRET

SIGNATURE

TYPED NAME OF CHAIRMAN, HONOR AND MERIT AWARDS BOARD

Gordon M. Stewart

SIGNATURE

TYPED NAME OF RECORDER

FORM 382 [illegible]

SECRET

RECOMMENDATION FOR HONOR AWARD

(REGULATIONS R-20-635 & AFR 20-635)

DATE: 18 December 1958

TO: Honor Awards Board

THROUGH:

FROM: Office of Security

SECTION I — PERSONAL DATA

NAME OF PERSON RECOMMENDED (Last) (First) (Middle): McCORD, James Walter

POSITION TITLE: Actg. Dep. Chief/SRS/OS

GRADE: GS-14

OFFICE ASSIGNED TO: Security

STATION: [X] Headquarters [ ] Field (Specify location)

LEGAL RESIDENCE (Number, street, city, zone, state): [redacted] Springfield, Virginia

CITIZENSHIP AND HOW ACQUIRED: Birth

IF ANY OF THE ABOVE ITEMS WERE DIFFERENT FOR THE INDIVIDUAL RECOMMENDED AT THE TIME OF THE ACT OR SERVICE, INDICATE SUCH DIFFERENCES.

RECOMMENDED AWARD: Certificate of Merit with Distinction

POSTHUMOUS: [ ] Yes [X] No

NAME OF NEXT OF KIN: [redacted]

RELATIONSHIP: Wife

ADDRESS (Number, street, city, zone, state): [redacted] Springfield, Va.

IF PREVIOUS RECOMMENDATIONS WERE SUBMITTED FOR THIS ACT OR SERVICE, INDICATE TYPE OF AWARD RECOMMENDED, BY WHOM, DATE, ORIGINATING OFFICE, AND ACTION TAKEN.

None

SECTION II — RECOMMENDATION FOR AWARD FOR HEROIC ACTION

WERE YOU AN EYEWITNESS TO THE ACT? [ ] Yes [ ] No

IF ORIGINATOR IS NOT AN EYEWITNESS, ATTACH AFFIDAVITS OR CERTIFICATES OF EYEWITNESSES OR INDIVIDUAL HAVING PERSONAL KNOWLEDGE OF THE FACTS.

PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD:

FULL NAME	POSITION TITLE	GRADE	OFFICE ASSIGNED TO

LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT:

FULL NAME	TYPE OF AWARD

CONDITIONS UNDER WHICH ACT WAS PERFORMED:

LOCATION	INCLUSIVE DATES	TIME OF DAY

PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED.

SECTION III — RECOMMENDATION FOR AWARD FOR ACHIEVEMENT OR SERVICE

OFFICE, COMPONENT, OR STATION IN WHICH DUTY WAS PERFORMED (Designation and location): [redacted] and Washington, Virginia

INCLUSIVE DATES FOR WHICH AWARD IS RECOMMENDED: 1 July - 15 August 1960

ASSIGNMENT COMPLETED: [X] Yes [ ] No

NOW IN SAME OR RELATED ASSIGNMENT: [X] Yes [ ] No

FORM 600 USE PREVIOUS EDITIONS

(USER)

14-00000

SECTION IV — TO BE USED FOR ALL RECOMMENDATIONS

NARRATIVE DESCRIPTION OF [ ] DEED (OR ACT) [x] ACHIEVEMENT OR PERFORMANCE (OR SERVICE RENDERED)

BASIS FOR HEROIC ACTION: WAS ACT VOLUNTARY? DESCRIBE WHY ACT WAS OUTSTANDING AND IF IT WAS MORE THAN NORMALLY EXPECTED. EXPLAIN HOW. IF IN AERIAL FLIGHT, DESCRIBE TYPE AND POSITION OF AIRPLANE, CREW POSITION OF INDIVIDUAL, AND ALL UNUSUAL CIRCUMSTANCES. INDICATE RESULTS OF ACT.

BASIS FOR ACHIEVEMENT OR SERVICE: TITLE AND DUTIES OF ASSIGNMENT, INCLUDING CHARACTER OF SERVICE DURING PERIOD FOR WHICH RECOMMENDED (GIVE COMPLETE DESCRIPTION OF TECHNICAL OR SPECIALIZED POSITIONS, INCLUDING DATES OF ASSIGNMENT AND RELIEF). WHAT DID THE INDIVIDUAL DO THAT MERITS THE AWARD? WHY WAS THIS OUTSTANDING WHEN COMPARED TO OTHERS OF THAT GRADE AND EXPERIENCE IN SIMILAR POSITIONS? INDICATE RESULTS OF ACHIEVEMENT OR SERVICE.

Reference is made to the attached memorandum dated 1 November 1958, which is the summary excerpted from the report of the operation submitted on that date.

Upon receipt of information, [ ] Mr. McCord [ ]

At Wiesbaden, acting upon polic[illegible] guidance [ ], Mr. McCord [ ] prepared news releases and made plans for the handling of the press; [ ] and arranged medical examinations, all with the view toward avoiding publicity or incidents [ ]

Mr. McCord [ ] He prepared cables and dispatches [ ] as well as the over-all report [ ] He also assisted in the plans [ ] all of which entailed around-the-clock work.

Upon return to Washington, Mr. McCord [ ] covering all aspects of [ ] activities, as well as [ ] matters. Final reports were prepared and Mr. McCord participated in briefings of [ ] various [ ] officials.

The ingenuity, foresight, planning and guidance exercised by Mr. McCord from the time the team first left [ ] resulted in rapid and thorough interview [ ] assessment [ ] and determination of appropriate action needed [ ] His performance in that instance was of the highest degree and did much credit [ ] in the highly professional manner in which it was performed.

RELATED POSITION OF PERSON INITIATING RECOMMENDATION TO PERSON BEING RECOMMENDED

Head of Office

NAME, POSITION TITLE, AND GRADE OF PERSON MAKING RECOMMENDATION

Sheffield Edwards
Director of Security GS-18

LIST OF ENCLOSURES (Include attached list of)

Summary memorandum excerpt from report dated 1 November 1958

SIGNATURE

DATE

18 December 1958

SECRET

1 November 1958

SUBJECT: American C-118 Aircraft Downed in Soviet Azerbaijan 27 June 1958 by Soviet MIG-17's

On 27 June 1958, a C-118 cargo plane, assigned to the U. S. Air Force in Wiesbaden, was fired on and forced down near Gendarkh, Soviet Azerbaijan. The plane was carrying nine U. S. airmen, [redacted] assigned to Wiesbaden, Germany. The nine men were en route from Wiesbaden to Teheran and Pakistan on a flight carrying cargo [redacted] had the plane remained on course.

The plane, while en route to Teheran from Nicosia and as a result of bad weather and navigation error, went off its plotted course and crossed into Soviet Armenia. There it was intercepted and fired on by three MIG-17's and caught fire in the left wing. Five of the crew bailed out and the other four rode the aircraft down to a safe landing on a small airstrip at Gendarkh in Soviet Azerbaijan. The crew members who had remained on the plane to its landing got out safely and the plane was burning fiercely when the crew last saw it. The part of the crew that parachuted was surrounded by Soviet peasants, some of whom beat and struck at the crew members. One of the men, [redacted] was taken by the mob to a telephone pole and narrowly escaped hanging before being rescued by the Soviet military.

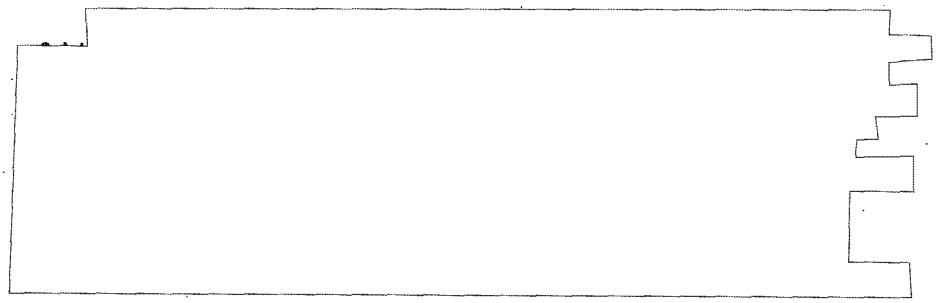
[redacted] the remainder of the crew were turned over to the Soviet military, and after an overnight stay in a Soviet military garrison near Stepanakert were taken to a city believed to be Yevlakh, and then flown to Baku, Russia. There they underwent interrogation by Soviet intelligence officers, at least one of whom had served in the United States, as a Soviet Purchasing Commission employee 1943-45, and later in Canada in 1949-55 as First Secretary of the Soviet Embassy. This RIS officer, Vladimir Bourdine, later served in 1955 as a personal interpreter for Khrushchev in a meeting with Prime Minister Nehru of India. Bourdine interrogated [redacted] at considerable length during the period 30 June - 3 July 1958, while the crew was imprisoned in the MVD Headquarters building in Baku. Following their individual interrogations, the crew members were required to appear separately before a Commission of Soviet officials at the Baku MVD Headquarters who questioned them about the border violation by the C-118 aircraft, and requested them to sign statements attesting that they had been well-treated and received adequate medical care by the

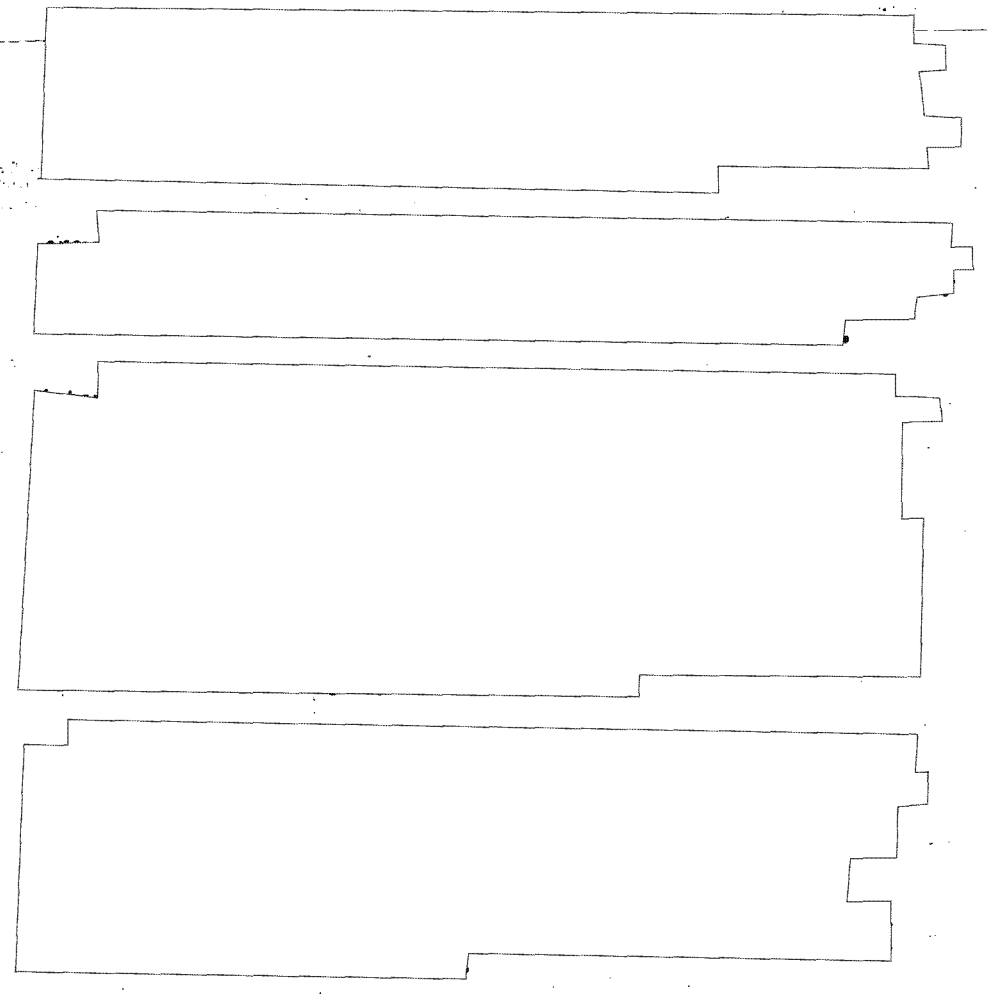
SECRET

Soviets. The inquiry by the Commission was perfunctory and did not involve an interrogation in the intelligence sense. The crew was then transported to Astara on the Soviet-Iranian border on 7 July 1958 and turned over to the American Air Attache.

On 2 July 1958 [redacted] information indicating that the Soviets might be considering releasing the nine fliers. Since no date or place of release was indicated, cables were sent [redacted] around the Soviet border indicating the possibility of impending release. The Air Force agreed to alert its Air Attaches [redacted] of the possibility of impending release. At the same time a team of [redacted] two representatives of the Security Office were dispatched to Wiesbaden [redacted] in anticipation of the release of the fliers. Three hours after the team arrived in Germany, the place of release was learned from the Soviets to be Astara on the Soviet-Iranian border, and a USAFE plane was dispatched that night from Wiesbaden [redacted] destined for Teheran to await the turnover of the American fliers at Astara. The fliers were turned over on 7 July 1958, were immediately flown to Wiesbaden, Germany where an initial [redacted] AF debriefing of them was begun, and where initial press interviews were held, following careful briefing of the crew as to the text and limitations to be observed. Two days later, two members of the crew, one of whom was [redacted] permitted to give an interview to the Paris representative of Time-Life. Members [redacted] were present during these press interviews, under appropriate [redacted] arrangements, to furnish guidance to [redacted] personnel.

Following the initial debriefing, the entire crew was flown to Washington, D. C. on 18 July 1958, for a more extended debriefing. These debriefings were completed on 6 August 1958 and covered the various aspects of possible compromise of the security of [redacted] units activities, as well as various [redacted] matters.





In addition to this report, debriefings

are being distributed to

other interested components [redacted]
Questions were solicited by this Office of all interested components, in order to cover all matters in the debriefings of interest to the [redacted] the Air Force [redacted]

CONCLUSIONS:

A. [redacted]

B. [redacted]

C. That the reasons the crew members were given an early release were as follows:

1. [redacted]

2. [redacted]

3. [redacted]

4. [redacted]

5. [redacted]

6. [redacted]

7. [redacted]

8. [redacted]

9. [redacted] this Government was stepping up the pressure for the release of the nine Army personnel who landed in East Germany in a helicopter, and the Soviets probably had no desire to create a duplicate of this incident.

10. [redacted]

D. [redacted]

E. [redacted]

[redacted]

A. All possible steps were taken during the period immediately preceding and immediately after the release of the crew to effect the minimum of publicity and to safeguard and limit such publicity as was given out [redacted]

B. [redacted]

C. [redacted]

D. [redacted]

E. [redacted]

RECOMMENDATIONS:

A. [redacted]

B. [redacted]

C. Permit no further publicity about the flight itself, in order to minimize [redacted] press interest in the flight of the C-118.

D. Carefully follow all matters relating to the International Court of Justice interest in this flight, [redacted]

SECRET
(When Filled In)

(1-6) 158124

LANGUAGE DATA RECORD

PART I-GENERAL

1. NAME (Last-First-Middle) (7-24)	2. DATE OF BIRTH (25-30) MONTH
McCord James W Jr	

3. LANGUAGE (31-33)	4. TODAY'S DATE (34-39) MONTH	DAY	YEAR	5.
Russian 654	Nov	18	58	☐ I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE

PART II-LANGUAGE ELEMENTS

SECTION A. Reading (40)

1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.
3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (*newspapers, reference materials, etc.*), USING THE DICTIONARY FREQUENTLY.
4. ✓ I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.
5. I HAVE NO READING ABILITY IN THE LANGUAGE.

SECTION B. Writing (41)

1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.
3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.
4. ✓ I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.
5. I CANNOT WRITE IN THE LANGUAGE.

SECTION C. Pronunciation (42)

1. MY PRONUNCIATION IS NATIVE.
2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.
3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.
4. ✓ MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.
5. I HAVE NO SKILL IN PRONUNCIATION.

CONTINUE ON REVERSE SIDE

CONTINUATION OF PART II-LANGUAGE ELEMENTS

SECTION D. Speaking (43)

1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS. I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.

2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS. I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR, AND I KNOW SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.

3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.

✓ 4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.

5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

SECTION E. Understanding (44)

1. I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE. I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.

2. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE. I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND PUNS.

3. I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE. I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.

✓ 4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE. I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.

5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.

2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.

3. BOTH OF THE ABOVE STATEMENTS APPLY.

✓ 4. NONE OF THE ABOVE STATEMENTS APPLY.

PART IV-CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 23-175, PAR. 1C(6). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED	SIGNATURE
17 Nov 58	James W McCord Jr

(48) C J (47) E

HEADQUARTERS

[redacted]

(FIELD EXTENSION)
Washington 25, D.C.

C E R T I F I C A T E

I concur in the Reserve assignment of **James W. McCord, Jr.**
(Name)

Captain [redacted]
(Grade) (SN)

with this organization. In the event of partial or full mobilization, he will be made available for active military service.

I certify that no delay in his entry on active duty will be requested by this employing agency if he is ordered to active military service during a period of mobilization.

Date: **12 Jan 1956**

[redacted]
Captain, Infantry
Mobilization Training Officer

SECRET

CENTRAL INTELLIGENCE AGENCY

WASHINGTON 25, D. C.

OFFICE OF THE DIRECTOR

9 DEC 1955

MEMORANDUM FOR: James W. McCord, Jr.

SUBJECT: Notification of Membership in the Career Staff

1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 22 August 1954.

2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.

3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds
Chairman, CIA Selection Board

Noted:

James W. McCord Jr

Date: 10 January 1956

SECRET

CAREER SERVICE QUESTIONNAIRE

SECTION I *(To be completed by employee)*

NAME (Last) (First) (Middle)	AGE	GRADE	NO. OF MOS. IN GRADE	CAREER DESIGNATION
McCORD, James W.	30	GS-13	2	Security

STAFF OR DIVISION	BRANCH	POSITION TITLE
Office of Director of Security		Special Assistant to Director of Security

NO. OF MOS. IN PRESENT POSITION	NO. OF MOS. IN OSS	NO. OF MOS. IN CIG	NO. OF MOS. IN CIA
10	-	-	36

DATA ON ALL PERMANENT DUTY OVERSEAS OR IN U.S. FIELD *(Include any TDY during last two years)*

APPROXIMATE DATES OF SERVICE		LOCATION		TDY	PCS	COMMENTS
FROM	TO	COUNTRY	STATION			
August 1951	June 1953	U.S.	Field Office		X	

INDICATE WILLINGNESS TO SERVE TOUR OF DUTY OVERSEAS PCS

A [X] YES B [ ] ONLY UNDER CERTAIN CONDITIONS C [ ] NO

INDICATE ASSIGNMENT PREFERENCE IF PRECEDING ANSWER IS "A" OR "B"

PREFERENCE	COUNTRY	STATION	TYPE OF POSITION
1ST			Security
2ND			Security
3RD			Security

IF ANSWER ABOVE IS "B," STATE CONDITIONS. IF ANSWER ABOVE IS "C," EXPLAIN YOUR REASONS

INDICATE GEOGRAPHIC AREAS OVERSEAS IN WHICH YOU WILL NOT SERVE AND EXPLAIN REASONS

None

INDICATE RELATIONSHIP AND AGE OF EACH DEPENDENT TO BE MOVED OVERSEAS

Wife - 26 Daughter - 9 yrs.
Son - 2

INDICATE KNOWN MEDICAL RESTRICTIONS WHICH THE AGENCY HAS IMPOSED ON YOUR SERVICE

None

SECRET

INDICATE ANY UNUSUAL CIRCUMSTANCES CONCERNING DEPENDENTS (old age, chronic illness, need for special educational facilities, etc.) OR ANY UNUSUAL PERSONAL SITUATION WHICH WOULD AFFECT YOUR OVERSEAS ASSIGNMENT

None

DESCRIBE TYPES OF HEADQUARTERS AND U.S. FIELD POSITIONS FOR WHICH YOU WOULD LIKE TO BE CONSIDERED AND THE ORGANIZATIONAL COMPONENT IN WHICH YOU WOULD LIKE TO SERVE

Security assignments In same or similar position as my present assignment.

REMARKS

DATE	SIGNATURE OF EMPLOYEE
30 August 1954	[signature]

SECTION II (To be completed by employee's supervisor)

INDICATE APPROXIMATE TIME (months) WHEN EMPLOYEE CAN BE MADE AVAILABLE FOR OVERSEAS SERVICE	INDICATE APPROXIMATE TIME (months) WHEN EMPLOYEE CAN BE MADE AVAILABLE FOR ANOTHER HEADQUARTERS OR U.S. FIELD ASSIGNMENT
9 mos	3 mos

COMMENTS ON AVAILABILITY AND EMPLOYEE'S PREFERENCE FOR NEXT ASSIGNMENT

Do not contemplate considering for rotation for one year.

DATE	SIGNATURE OF SUPERVISOR
16 Sept 54	[signature]

PERSONNEL OFFICER WILL FORWARD ORIGINAL TO OFFICE OF PERSONNEL, AND ONE COPY TO APPROPRIATE CAREER SERVICE BOARD

SECRET

PAGE OF CONSECUTIVE PAGES

14-00000

JAMES W. McCORD, JR.

27 August 1951 14 September 1951

FOR THE [redacted]

3 October 1

CERTIFICATION:

This is to certify that I personally witnessed James Walter McCord, Jr., subscribe his signature to these papers on this date.

24 August 1951

PLEASE READ INSTRUCTION SHEET BEFORE PREPARING THIS FORM

STATEMENT OF FEDERAL CIVILIAN AND MILITARY SERVICE

OFFICE: 195 | DIVISION: | BRANCH: | SECTION:

I FEDERAL CIVILIAN SERVICE (BEGIN WITH THIS AGENCY AND FOLLOW IN REVERSE CHRONOLOGICAL ORDER)

AGENCY	LOCATION	FROM DA.	FROM MO.	FROM YR.	TO DA.	TO MO.	TO YR.	TOTAL SERVICE DA.	TOTAL SERVICE MO.	TOTAL SERVICE YR.
Present Agency		22	Aug	1951	Present					
Federal Bureau of Investigation	San Francisco, San Diego, Washington D. C.	25	Oct	1949	10	Feb	1951	25	3	22
Federal Bureau of Investigation	Washington D. C. New York City	9	Mar	1942	22	Nov	1943	11		1

14-00000

SECRET

PERSONNEL QUALIFICATION QUESTIONNAIRE

158104

1. Serial No. (no entry)	2. NAME: (last) (first) (middle)	3. Office
[redacted]	McCord James W., Jr.	IMSO

4. Date of Birth	5. Sex:	Marital Status / Nr. Dependents	6. Employment Date:
26 January 19[illegible]	x male (1) / female (2)	[illegible] / 2	22 August 1951

7. Citizenship:	8. Acquired By:
x U.S. / Other	(1) x Birth (2) Marriage (3) Naturalization (4) Other (specify) Year U.S. citizenship acquired, if not by birth

SEC. I. EDUCATION

1. Extent: (circle one)
   1. Less than high school
   2. High school graduate
   3. Trade, Business or Commercial school graduate
   4. Two years college, or less
   5. Over two years, no degree
   6. Bachelor degree
   7. Post-graduate study (minimum 8 sem. hrs.)
   8. Masters degree
   9. Doctors degree

[illegible] DATE 29 NOV 1952

2. College or University Study:

Name and location of College or University	Major	Minor	Dates att'd From	Dates att'd To	Yrs Compl Day	Yrs Compl Night	Degree Recd Title	Degree Recd Date	Sem Hrs
University of Texas Austin, Texas	Accounting		[illegible]	12/[illegible]	4		Bach. Bus. [illegible]	1/[illegible]9	120
Kilgore College Kilgore, Texas	[illegible]		2/[illegible]	[illegible]	1sem		none		16
Lincoln Univ. Oakland, Calif	Law		[illegible]	[illegible]		1sem	none		8

3. Trade, Commercial, and Specialized Training:

CODED

School	Attendance Dates From	Attendance Dates To	Attendance Dates Tot. mo's	Study or Specialization
				QUALIFIED
				DATE 20 [illegible] 1954

4. Military, Intelligence or Investigative training (full time duty as a student in specialized schools such as intelligence, communications, ordnance disposal, etc.)

School	Attendance Dates From	Attendance Dates To	Attendance Dates Tot. mo's	Study or Specialization
USAF Advanced [illegible] School, [illegible]	[illegible]	[illegible]	[illegible]	Operation of [illegible] bardier and [illegible]
Intelligence School Lowry Air Force [illegible]	1/[illegible]	[illegible]	[illegible]	Air Force Intelligence Officer [illegible] Course
[illegible]	[illegible]	[illegible]	[illegible]	Special Agent (Investigator) Radio Operator [illegible] Course

SECRET

SECRET

SEC. II. WORK EXPERIENCE

1. State the nature of duties performed with this organization, starting with your present position. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to adequately describe your duties.

From 9/ 2 To [illegible] Tot. mos. 2	Description of Duties:
Grade [illegible] 11 Salary [illegible]	[illegible]
Office I 30	
Position Title: [illegible]	
Duty Title: [illegible]	Duty Station, if overseas:
From ____ To ____ Tot. mos. ____	Description of Duties:
Grade ____ Salary ____	
Office ____	
Position Title: ____	
Duty Title: ____	Duty Station, if overseas:
From ____ To ____ Tot. mos. ____	Description of Duties:
Grade ____ Salary ____	
Office ____	
Position Title: ____	
Duty Title: ____	Duty Station, if overseas:
From ____ To ____ Tot. mos. ____	Description of Duties:
Grade ____ Salary ____	
Office ____	
Position Title: ____	
Duty Title: ____	Duty Station, if overseas:
From ____ To ____ Tot. mos. ____	Description of Duties:
Grade ____ Salary ____	
Office ____	
Position Title: ____	
Duty Title: ____	Duty Station, if overseas:

SECRET

SEC. II. WORK EXPERIENCE (CONT'D.)

2. Previous Employment: Describe your previous work experience in sufficient detail to permit full recognition of your qualifications. Include military work experience. List last position first.

From / To / Tot. mo's Classification Grade (if in Federal Service) Salary Number and Class of Employees Supervised: Employer Kind of Business or organization (i.e., paper products mfr, public utility)	Exact Title of your position Description of Duties: Duty Station if overseas:
From / To / Tot. mo's Classification Grade (if in Federal Service) Salary Number and Class of Employees Supervised: Employer Kind of Business or organization (i.e., paper products mfr, public utility)	Exact Title of your position Description of Duties: Duty Station if overseas:
From / To / Tot. mo's Classification Grade (if in Federal Service) Salary Number and Class of Employees Supervised: Employer Kind of Business or organization (i.e., paper products mfr, public utility)	Exact Title of your position Description of Duties: Duty Station if overseas:
From / To / Tot. mo's Classification Grade (if in Federal Service) Salary Number and Class of Employees Supervised: Employer Kind of Business or organization (i.e., paper products mfr, public utility)	Exact Title of your position Description of Duties: Duty Station if overseas:
From / To / Tot. mo's Classification Grade (if in Federal Service) Salary Number and Class of Employees Supervised: Employer Kind of Business or organization (i.e., paper products mfr, public utility)	Exact Title of your position Description of Duties: Duty Station if overseas:

14-00000

SECRET

SEC. II. WORK EXPERIENCE (CONT'D)

3. Special Work Experience: Check any of the following organizations by which you may have been employed.

01	U.S. Secret Service	24	Air Force A-2
02	Civil Police	25	Foreign Economic Admin.
03	Military Police	26	Counter Intelligence Corps
04	U.S. Border Patrol	27	Immigration & Naturalization
05	U.S. Narcotics Squad	28	Strategic Services Unit
06	FBI	29	Foreign Service, State Dept.
07	Criminal Investigation Div.	30	Central Intelligence Group
21	Office of Naval Intelligence	31	Armed Forces Security Agency
22	Office of War Information	32	Coordinator of Information
23	Army G-2	33	Office of Facts & Figures
20	Office of Strategic Services	34	Board of Economic Warfare
		35	Federal Communications Comm.

SEC. III. FOREIGN LANGUAGES

List below the foreign languages in which you have some competence. Be sure to include uncommon modern languages. Check (X) your competence and how acquired.

LANGUAGE	COMPETENCE						HOW ACQUIRED				
	Equivalent to Native Fluency *	Fluent but obviously Foreign *	Adequate for Research **	Adequate for Travel	Limited Knowledge		Native of Country	Prolonged Residence	Contact (Parents, etc.)	Academic Study	
[illegible]											

* If you have checked 'Fluent' for a language that has significant difference in spoken and written form (e.g., Arabic), explain your competence herein _____

**Specialized Language Competence: Describe ability to do specialized language work involving vocabularies and terminology in the scientific, engineering, telecommunications, and military fields. List the language with the type of speciality. _____

SEC. IV. AREA KNOWLEDGE

1. List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military, commercial or professional work assignment.

Country or Region	Dates of Residence, Study Etc.	Manner in Which Knowledge Was Aquired (check (X) one)		
		Residence	Travel	Study

2. Specialized Knowledge of Area

List specialized knowledge of foreign country such as knowledge of terrain, coasts and harbors, utilities, railroads, industries, political parties, etc., gained as a result of study or work assignment. Include name of employer or organization.

Country	Type of Knowledge	How and When Gained

SEC. V. TYPING AND STENOGRAPHIC SKILLS (PRESENT UTILIZATION)

Skill	Per Cent of Time Used	Not Used	WPM (Approximate Proficiency)	Prefer Assignment Using Skill Oftener
Typing	1.	2.		1. Yes 2. No
Shorthand	1.	2.		1. Yes 2. No
Shorthand System: 1. Manual 2. Machine 3. Speedwriting.				

SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

1. Licenses: List any licenses or certification such as teachers, pilot, marine, etc.	2. Hobbies: List any hobbies such as sailing, skiing, writing, or other special qualifications.

SEC. VII. PROFESSIONAL AND ACADEMIC HONORS

List any professional or academic associations or honorary societies in which you hold membership.

SEC. VIII. PUBLICATIONS

List below the type of writing (non-fiction: professional or scientific articles, general interest subjects, current events, etc; fiction: novels, short stories, etc.) of any published materials of which you were author or co-author.

NONE

SEC. IX. INVENTIONS

Describe any devices you have invented as to type of work for which intended and whether patented.

Device	Patented			
NONE	(1)	Yes	(2)	No
	(1)	Yes	(2)	No
	(1)	Yes	(2)	No

SEC. X. TESTS (Within present organization)

Describe below the type of tests which you have taken,

Type of Test	Date Taken
NONE	

SEC. XI. PHYSICAL HANDICAPS

List any physical handicaps you may have.

NONE

SEC. XII. OVERSEAS ASSIGNMENT

Are you willing to accept periodic tour of duty overseas?

(1) 2 year Tour Yes (2) 4 year Tour Yes (3) Not interested ___.

SEC. XIII. WORK ASSIGNMENT

In view of your total experience and education, for what assignment do you think you are best qualified?

Unspecified

SEC. XIV. MILITARY STATUS

1. Present Draft Status

Have you registered under the Selective Service Act of 1948? ___ Yes ___ No.

If yes, indicate your present draft classification V-A

2. Present Reserve or National Guard Status

Do you now have Reserve or National Guard Status ___ Yes ___ No.

If yes, complete the following. x

1. ___ National Guard
2. ___ Air National Guard
3. x Active Reserve Status (member of organized unit)
4. ___ Inactive Reserve Status

Service _____ Grade _____ Serial Number _____

Reserve Unit with which currently affiliated [illegible]

Service Mobilization Assignment, if any [illegible]

Location of Service Records, if known _____

SEC. XV. TRAINING

List the training courses or subjects you have taken in this organization.

Course or Subject	(from) Dates (to)	Hours
U.S. Investigators Course	[illegible]	120

SEC. XVI. REMARKS

Use this space to indicate any other qualifications you may have which you do not describe above.

DATE 10 November 1952 SIGNATURE _____

RESIDENCE AND DEPENDENCY REPORT

INSTRUCTIONS: Submit in triplicate when ordered overseas and wherever designated place of residence or marital or dependency status changes. IMPORTANT in determining travel expenses allowable in connection with leave at Government expense, return to residence upon separation, and in determining transportation expenses allowable in connection with shipment of remains of employee or member of family.

NAME OF EMPLOYEE: McCord, James Walter Jr.

RESIDENCE DATA

PLACE OF RESIDENCE WHEN APPOINTED TO SERVICE	LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (IF APPOINTED ABROAD)
Alameda, Calif.	—

PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT OR LEGAL RESIDENCE: Austin, Texas

MARITAL STATUS

	PLACE OF MARRIAGE	DATE OF MARRIAGE
☐ SINGLE		
☒ MARRIED	Seguin, Texas	May 30, 1948
☐ DIVORCED	PLACE OF DIVORCE DECREE	DATE OF DIVORCE DECREE
☐ WIDOWED	PLACE SPOUSE DIED	DATE SPOUSE DIED

MEMBERS OF FAMILY (DEPENDENTS ONLY)

IDENTIFICATION OF MEMBERS OF IMMEDIATE FAMILY	RELATIONSHIP	DATE OF BIRTH
Sarah Ruth McCord	Wife	April 12, 1928

August 22, 1951
DATE

SIGNATURE

FORM NO. 37-79
MAY 1950

CENTRAL INTELLIGENCE AGENCY

2430 E STREET NW.

WASHINGTON 25, D. C.

Date 22 August 1951

Dear Mr. McCord:

1. This is to notify you that the United States Government as represented by the Central Intelligence Agency, has accepted your employment effective.

Position: GS-11

Base Salary: $5400 per annum

2. You will be:

a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.

b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.

c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.

3. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

4. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.

[redacted]

Official authorized to sign letters of appointment

I accept the above agreement as a condition of my employment by CIA.

James Walter McCord Jr. 22 August 1951

Employee Date

Form No. 51-109
June 1948

STANDARD FORM 61 (REVISED AUGUST 1949)
PROMULGATED BY CIVIL SERVICE COMMISSION
FEDERAL PERSONNEL MANUAL

APPOINTMENT AFFIDAVITS

IMPORTANT.—*Before swearing to these appointment affidavits, you should read and understand the attached information for appointee*

Central Intelligence Agency
(Department or agency) (Bureau or division) (Place of employment)

I, James Walter McCord, Jr., do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

22 August 1951 James Walter McCord, Jr.
(Date of signature on oath) (Signature of appointee)

Subscribed and sworn before me this ..... day of ....., A. D. 19.....,

at .....
(City)

[SEAL]

.....
(Title)

NOTE. *If the oath is taken before a Notary Public the date of expiration of his commission should be shown.*

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

1. PRESENT ADDRESS (street and number, city and State) — LAS Vegas

2. (a) DATE OF BIRTH — (b) PLACE OF BIRTH (city or town and State or country) — Laurie Alabama

3. (a) IN CASE OF EMERGENCY PLEASE NOTIFY — (b) RELATIONSHIP — (c) STREET AND NUMBER, CITY AND STATE — (d) TELEPHONE NO.

Sarah Ruth — wife — Montana

4. DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OR TOUCHSTEPPER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS? ☐ YES ☒ NO

If so, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.

NAME	POST OFFICE ADDRESS (Give street number, if any)	(a) POSITION (b) TEMPORARY OR NOT (c) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATIONSHIP	MARRIED (Check one)	SINGLE
		1. 2. 3.			
		1. 2. 3.			
		1. 2. 3.			

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO
5. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	✓	
6. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? *If your answer is "Yes", give details in Item 10.*		✓
7. DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? *If your answer is "Yes", give in Item 10 reason for retirement, that is, age, optional disability, or by reason of voluntary or involuntary separation after 5 years' service; amount of retirement pay, and under what retirement act, and rating, if retired from military or naval service*		✓
8. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU BEEN DISCHARGED OR FORCED TO RESIGN FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? *If your answer is "Yes", give in Item 10 the name and address of employer, date and reasons in each case.*		✓
9. HAVE YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED $5.00 OR LESS IN POLICE COURT) OR CHARGED OR INDICTED BY ANY LAW-ENFORCEMENT AGENCY OR COURT? SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT? *If your answer is "Yes", list all such cases under Item 10. Give in each case: (1) The date, (2) the nature of the offense or violation; (3) the name and location of the court; (4) the penalty imposed, if any, or other disposition of the case.* If appointed, your fingerprints will be taken ___.		✓

10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS

ITEM NO.	WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY

INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine to his own satisfaction that the appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations and acts of Congress pertaining to appointment.

This form should be checked for showing of active, positive, suitability in connection with any record of arrest, charge or arrest, and particularly for the following:

(1) *Identity of applicant* — It is the duty of the appointing officer to guard against impersonation and he should require reasonable proof of the applicant's identity. The applicant's signature and thumb mark are to be compared with the signature and thumb mark appearing on the application and other papers filed in connection with the examination, which have been signed in the presence of witness. If the signatures do not appear to be the same, the applicant's identity may be questioned on his personal entry to the service and his appointment withheld pending investigation.

(2) *Age* — If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Unless such determination is made the appointment may not be consummated.

(3) *Citizenship* — The appointing officer is responsible for observing the citizenship requirements of (1) the Civil Service Rules and (2) appropriation acts. Proof of citizenship or allegiance for each appointee must be available for inspection in the absence of conflicting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Commission.

(4) *Members of Family* — Section 9 of the Civil Service Act provides that no person shall be employed who is a member of a family in which one member is employed in the competitive service in a position supervising or having immediate authority over the employment, promotion, or compensation of persons employed in the same unit, or who is employed in a position the duties of which are subject to the official supervision or inspection of any member of his family. Members of a family are husband, wife, father, mother, son, daughter, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, half sister, uncle, aunt, first cousin, nephew, niece, husband's grandparents, wife's grandparents, grandson, granddaughter, and the corresponding members of the family of the spouse of any individual mentioned in the above enumeration. If any doubt exists as to the relationship of any person to the appointing officer, the question should be referred to the Civil Service Commission for decision.

U. S. GOVERNMENT PRINTING OFFICE 16-38611-1

CONFIDENTIAL
(When Filled In)

RESIDENCE AND DEPENDENCY REPORT

INSTRUCTIONS: Submit in duplicate when ordered overseas or whenever designated place of residence, marital or dependency status changes. This information is important in determining travel expenses allowable in connection with leave at Government expense, overseas duty, return to residence upon separation, and in determining transportation expenses allowable in connection with shipment of remains of employee or member of family.

1. NAME OF EMPLOYEE (Last) McCord (First) James (Middle) Walter Jr

2. RESIDENCE DATA

PLACE OF RESIDENCE WHEN APPOINTED: Alameda California

LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (if appointed abroad): [redacted] Virginia

PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT: [redacted] Virginia

3. MARITAL STATUS

☐ SINGLE ☑ MARRIED	PLACE OF MARRIAGE: Lamesa Texas	DATE OF MARRIAGE: [illegible]
☐ DIVORCED	PLACE OF DIVORCE DECREE:	DATE OF DIVORCE DECREE:
☐ WIDOWED	PLACE SPOUSE DIED:	DATE SPOUSE DIED:

4. MEMBERS OF FAMILY

NAME OF SPOUSE	ADDRESS (Number) (Street) (City) (State)	TELEPHONE
Sarah Ruth McCord	[redacted] Greenbelt Va	[redacted]
NAMES OF CHILDREN		
Michael Steven McCord		M 4½
Carolyn Anne McCord		F 2½
Nancy Ellen McCord		F [illegible]
NAME OF FATHER (or male guardian)	ADDRESS (Number) (Street) (City) (State)	TELEPHONE
James W McCord Sr	[redacted] Texas	
NAME OF MOTHER (or female guardian)	ADDRESS (Number) (Street) (City) (State)	TELEPHONE
Marjorie Lee McCord	[illegible]	

5. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

NAME: Sarah Ruth McCord

RELATIONSHIP: WIFE

ADDRESS (Number) (Street) (City) (State): [redacted] VC

THE PERSONS NAMED IN ITEM [illegible] IN CASE OF EMERGENCY. IF SUCH NOTIFICATION IS NOT DESIRABLE, DUE TO HEALTH OR OTHER PERTINENT REASONS, PLEASE SO STATE UNDER "REMARKS."

VOLUNTARY ENTRIES

THE FOLLOWING AGENCY ENDORSED LIFE AND HOSPITALIZATION INSURANCE POLICIES ARE IN FORCE IN MY NAME: THE "POLICY NO." SHOULD BE ENTERED IF POSSIBLE, SINCE THIS INFORMATION WILL ASSIST IN EXPEDITING ACTION BY THE INSURANCE COMPANY SHOULD A CLAIM BECOME PAYABLE.

6. FULL NAME OF COMPANY	ADDRESS OF HOME OFFICE	POLICY NO.
~~[illegible]~~ Mutual Benefit Hospitalization (BEL)	Mobo Nebraska	

7. I HAVE COMPLETED THE FOLLOWING: WILL ☐ YES ☐ NO POWER OF ATTORNEY ☑ YES ☐ NO

8. REMARKS:

All bank a/c [illegible] to family

SIGNED AT	DATE	SIGNATURE
		[illegible]

FORM NO. 61 REPLACES FORM 37-78 WHICH MAY BE USED.
1 JUL 84

CONFIDENTIAL

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST: 2 May 1968

2. NAME (Last, First, Middle): MCCORD, JAMES W., JR.

3. POSITION TITLE:

4. GRADE:

5. OFFICE, DIVISION, BRANCH: SEC

6. EMPLOYEE'S EXT.:

7. PURPOSE OF EVALUATION

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- [ ] TDY STANDBY
- [ ] SPECIAL TRAINING
- [XXX] ANNUAL EXECUTIVE
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT
- [ ] MDQS/TDY
- [ ] OVERSEAS ASSIGNMENT

ETD
STATION
TDY OR PCS
TYPE OF COVER
NO. OF DEPENDENTS TO ACCOMPANY
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED

- [ ] RETURN FROM OVERSEAS

ETA
STATION
NO. OF DEP.'S

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

- [ ] YES
- [ ] NO

9. REQUESTING OFFICER

SIGNATURE

ROOM NO. & BUILDING | EXT.

10. COMMENTS

CLEARED FOR TDY STANDBY
UNTIL [illegible]

11. REPORT OF EVALUATION

DATE: 6 12 68

SIGNATURE FOR CHIEF OF MEDICAL STAFF

FORM 10-50 259 USE PREVIOUS EDITIONS.

SECRET

(24)

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST: 6 May 1966

2. NAME (Last, First, Middle): McCord, James W., Jr.

3. POSITION TITLE:

4. GRADE: GS-15

5. OFFICE, DIVISION, BRANCH: SFC

6. EMPLOYEE'S EXT.: [redacted] 4172

7. PURPOSE OF EVALUATION — Room # LE 63

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- [ ] TDY STANDBY
- [ ] SPECIAL TRAINING
- [x] ANNUAL - Executive
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT
- [ ] HDQS/TDY
- [ ] OVERSEAS ASSIGNMENT

ETD	
STATION	
TDY OR PCS	
TYPE OF COVER	
NO. OF DEPENDENTS TO ACCOMPANY	
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED	

- [ ] RETURN FROM OVERSEAS

ETA	
STATION	
NO. OF DEP.'S	

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

- [ ] YES
- [ ] NO

9. REQUESTING OFFICER

SIGNATURE

ROOM NO. & BUILDING | EXT.

10. COMMENTS

QUALIFIED FOR TDY ST[illegible] UNTIL May 67

11. REPORT OF EVALUATION

[redacted] 10 0 66

QUALIFIED FOR CURRENT DUTIES

DATE

SIGNATURE FOR CHIEF OF MEDICAL STAFF

FORM 10-64 259 USE PREVIOUS EDITIONS.

SECRET

(20)

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST: 10 July 1964

2. NAME (Last, First, Middle): M MCCORD, JAMES

3. POSITION TITLE:

4. GRADE:

5. OFFICE, DIVISION, BRANCH: SECURITY

6. EMPLOYEE'S EXT.:

7. PURPOSE OF EVALUATION

- ☐ PRE-EMPLOYMENT
- ☐ ENTRANCE ON DUTY
- ☐ TDY STANDBY
- ☐ SPECIAL TRAINING
- ☐ ANNUAL
- ☐ RETURN TO DUTY
- ☐ FITNESS FOR DUTY
- ☐ MEDICAL RETIREMENT
- ☐ HDQS/TDY
- ☐ OVERSEAS ASSIGNMENT

RTD	
STATION	
TDY OR PCS	
TYPE OF COVER	
NO. OF DEPENDENTS TO ACCOMPANY	
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 93) ATTACHED	

XXXXXXX ☐ RETURN FROM OVERSEAS
XXX

ETA	
STATION	FRANKFURT
NO. OF DEP.'S	

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

- ☐ YES
- ☐ NO

9. REQUESTING OFFICER

SIGNATURE

ROOM NO. & BUILDING | EXT.

10. COMMENTS

QUALIFIED FOR DEPARTMENTAL DUTIES

11. REPORT OF EVALUATION

DATE | SIGNATURE FOR CHIEF OF MEDICAL STAFF

FORM 10-59 259 EDITIONS

SECRET

(30)

SECRET
(WHEN FILLED IN)

REQUEST FOR MEDICAL EVALUATION

1. NAME (LAST) (FIRST) (MIDDLE)		2. DATE OF REQUEST
[redacted], James W.		11 Feb. 19[illegible]
3. POSITION TITLE	4. OFFICE, DIVISION AND BRANCH	5. GRADE
	Security	GS-13
6. REQUESTING OFFICER	7. BUILDING AND ROOM NO.	8. EXTENSION
		4161

TYPE OF EVALUATION AND REPORT

9. TYPE OF EVALUATION

- ☐ PRE-EMPLOYMENT
- ☐ ENTRANCE ON DUTY
- ☐ OVERSEAS
  - ETD
  - STATION
  - TDY-PCS
- ☐ OVERSEAS RETURN
- ☐ TDY STANDBY
- ☐ SPECIAL TRAINING
- ☐ ANNUAL
- ☐ RETURN TO DUTY
- ☐ FITNESS FOR DUTY
- ☐ MEDICAL RETIREMENT

10. OVERSEAS PLANNING EVALUATION DESIRED IN ACCORDANCE WITH H 10-700

☐ YES ☐ NO

9A. REPORT OF MEDICAL EVALUATION

- ☐ QUALIFIED FOR [illegible] DUTIES
- ☐ DISQUALIFIED

10A. REPORT OF OVERSEAS PLANNING EVALUATION

- ☐ QUALIFIED
- ☐ DISQUALIFIED

11. COMMENTS

DATE OF EVALUATION

16 FEB 1955

FORM 259 OBSOLETE PREVIOUS EDITIONS. SECRET (20)

SECRET
(WHEN FILLED IN)

REQUEST FOR MEDICAL EVALUATION

1. NAME (LAST)	(FIRST)	(MIDDLE)	2. DATE OF REQUEST
MCCORD	JAMES	W., JR.	15 January 1962

3. POSITION TITLE	4. OFFICE, DIVISION AND BRANCH	5. GRADE
Security Officer	Security	GS-15
6. [illegible]	7. BUILDING AND ROOM NO.	8. EXTENSION
	4863 Langley	5643

TYPE OF EVALUATION AND REPORT

9.

- ☐ PRE-EMPLOYMENT
- ☐ ENTRANCE ON DUTY
- ☐ OVERSEAS
  - ETD
  - STATION
  - TOY-PCS
- ☐ OVERSEAS RETURN
- ☒ TDY STANDBY
- ☐ SPECIAL TRAINING
- ☐ ANNUAL
- ☐ RETURN TO DUTY
- ☐ FITNESS FOR DUTY
- ☐ MEDICAL RETIREMENT

10. OVERSEAS PLANNING EVALUATION BEHIND IN ACCORDANCE WITH R 15-200

☐ YES ☐ NO

9A. REPORT OF MEDICAL EVALUATION

☐ QUALIFIED
☐ DISQUALIFIED

10A. REPORT OF OVERSEAS PLANNING EVALUATION

☐ QUALIFIED
☐ DISQUALIFIED

11. COMMENTS

Re evaluation for TDY Stand by

[illegible] 3 Jan 1963

DATE OF EVALUATION	SIGNATURE FOR	
3 JAN [illegible]		

FORM 3-62 259 OBSOLETE PREVIOUS EDITIONS.

SECRET

(88)

SECRET
(WHEN FILLED IN)

REQUEST FOR MEDICAL EVALUATION

1. NAME (Last)	(First)	(Middle)	2. DATE OF REQUEST
McCORD	JAMES	W.	18 December 1961

3. POSITION TITLE	4. OFFICE, DIVISION AND BRANCH	5. GRADE
Security Officer	Security	GS-15

6. REQUESTING OFFICER	7. BUILDING AND ROOM NO.	8. EXTENSION
	4163 Langley	5643

TYPE OF EVALUATION AND REPORT

9. TYPE OF EVALUATION

- ☐ PRE-EMPLOYMENT
- ☐ ENTRANCE ON DUTY
- ☒ OVERSEAS
  - ETD: May 1962
  - STATION: Frankfurt, Germany
  - TDY-PCS: PCS
- ☐ OVERSEAS RETURN
- ☐ TDY STANDBY
- ☐ SPECIAL TRAINING
- ☐ ANNUAL
- ☐ RETURN TO DUTY
- ☐ FITNESS FOR DUTY
- ☐ MEDICAL RETIREMENT

10. OVERSEAS PLANNING EVALUATION DESIRED IN ACCORDANCE WITH R 10-200

☒ YES ☐ NO

9A. REPORT OF MEDICAL EVALUATION

- ☐ QUALIFIED
- ☐ DISQUALIFIED

10A. REPORT OF OVERSEAS PLANNING EVALUATION

- ☐ QUALIFIED
- ☐ DISQUALIFIED

11. COMMENTS

DATE OF EVALUATION

SIGNATURE FOR CHIEF, MEDICAL STAFF

FORM 259 OBSOLETE PREVIOUS EDITIONS

SECRET

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST: 15 August 1960

2. NAME (Last, First, Middle): MCCORD, James W.

3. POSITION TITLE: Investigator

4. GRADE: GS-15

5. OFFICE, DIVISION, BRANCH: Security

6. EMPLOYEE'S EXT.: 2063

7. PURPOSE OF EVALUATION

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- [ ] OVERSEAS RETURN
- [x] TDY STANDBY
- [ ] SPECIAL TRAINING
- [ ] ANNUAL
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT
- [ ] OVERSEAS ASSIGNMENT

ETD	
STATION	
TDY OR PCS	
TYPE OF COVER	
NO. OF DEPENDENTS TO ACCOMPANY	
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 49) ATTACHED	

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

- [ ] YES
- [ ] NO

9. REQUESTING OFFICER

SIGNATURE

ROOM NO. ~~1309 Lyc Bld.~~

EXT. ~~2064~~

10. REPORT OF EVALUATION

QUALIFIED FOR PROPOSED TDY STAND BY
till 6 Sept 61

DATE

SIGNATURE FOR CHIEF OF MEDICAL STAFF

FORM 10-59 259 USE PREVIOUS EDITIONS

SECRET

SECRET
(When Filled In)

MEDICAL ACTION REQUEST AND REPORT

I REQUEST FOR PHYSICAL EXAMINATION BY

1. NAME (Last)	(First)	(Middle)	2. DATE
McCord	James	W., Jr.	19 June 1956

3. TO POSITION	4. OFFICE, DIVISION, BRANCH	5. GRADE
Investigator (CI)	Security	GS-13

6. TYPE OF POSITION
- [XXX] Departmental
- [ ] U.S. Field
- [ ] Overseas

7. EVALUATE FOR
- [ ] 200--
- [XXX] Overseas
- [ ] Returnee
- [ ] Pre-Employment
- [ ] Annual
- [ ] Special (Specify)

Tdy - [ ]

II REPORT OF MEDICAL EVALUATION
- [ ] Qualified for Full Duty (General)
- [ ] Qualified for Full Duty (Special)
- [ ] Qualified for Departmental Duty Only
- [ ] Disqualified

Remarks: Subject is qualified for Departmental duties and F.N., 1 months. (6/26/56)
May be re-evaluated upon request.

[ ]
MEDICAL OFFICER

SECRET

MEDICAL ACTION REQUEST AND REPORT

I REQUEST FOR PHYSICAL EXAMINATION BY

1. NAME (Last)	(First)	(Middle)	2. DATE
McCORD,	JAMES	WALTER JR.	8 September 1954

3. TO POSITION	4. OFFICE, DIVISION, BRANCH	5. GRADE
S.O.	Security	GS-13

6. TYPE OF POSITION
- [ ] Departmental
- [ ] U.S. Field
- [ ] Overseas

7. EVALUATE FOR
- [ ] EOD
- [ ] Overseas
- [ ] Returnee
- [ ] Pre-Employment
- [XX] Annual
- [ ] Special (Specify)

II REPORT OF MEDICAL EVALUATION

- [X] Qualified for Full Duty (General)
- [ ] Qualified for Departmental Duty Only
- [ ] Qualified for Full Duty (Special)
- [ ] Disqualified

Remarks: Full duty/General (9-28-54)

notified [redacted] 6 Oct 54

File

SECRET [redacted]

LLC

SECRET
(When Filled In)

QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose.

Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444j, "Qualifications Supplement to the Personal History Statement," or a previous update form.

If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.

Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I — BIOGRAPHIC AND POSITION DATA

EMP. SER. NO.	NAME (Last-First-Middle)	DATE OF BIRTH
058124	MC CORD, James Walter, Jr.	

SECTION II — EDUCATION

HIGH SCHOOL

LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	GRADUATE
			☐ YES ☐ NO

COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT: MAJOR	SUBJECT: MINOR	YEARS ATTENDED FROM--TO--	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/QTR. HRS. (Specify)
1.						
2.						

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1.				
2.				

SECTION III — MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:
2. NAME OF SPOUSE (Last) (First) (Middle) (Maiden)
3. DATE OF BIRTH
4. PLACE OF BIRTH (City, State, Country)
5. OCCUPATION
6. PRESENT EMPLOYER
7. CITIZENSHIP
8. FORMER CITIZENSHIP(S) COUNTRY(IES)
9. DATE U.S. CITIZENSHIP ACQUIRED

SECTION IV — DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
1. ☐ ADD ☐ DELETE				
2. ☐ ADD ☐ DELETE				

FORM 444 SECRET (4-51)

SECRET
(When Filled In)

SECTION V — GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL

	NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY—CHECK (X): RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
1				MAY 1 11 00 AM '69				
2								

SECTION VI — TYPING AND STENOGRAPHIC SKILLS

1. TYPING (WPM) | 2. SHORTHAND (WPM) | 3. INDICATE SHORTHAND SYSTEM USED—CHECK (X) APPROPRIATE ITEM: ☐ GREGG ☐ SPEEDWRITING ☐ STENOTYPE ☐ OTHER (SPECIFY)

SECTION VII — SPECIAL QUALIFICATIONS

PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED

SECTION VIII — MILITARY SERVICE

CURRENT DRAFT STATUS

1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED? ☐ YES ☐ NO
2. NEW CLASSIFICATION
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS
4. IF DEFERRED, GIVE REASON

MILITARY RESERVE, NATIONAL GUARD STATUS

CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG: ☐ ARMY ☐ NAVY ☐ MARINE CORPS ☐ AIR FORCE ☐ COAST GUARD ☐ NATIONAL GUARD ☐ AIR NATIONAL GUARD

1. CURRENT RANK, GRADE OR RATE
2. DATE OF APPOINTMENT IN CURRENT RANK
3. EXPIRATION DATE OF CURRENT OBLIGATION
4. CHECK CURRENT RESERVE CATEGORY: ☐ READY RESERVE ☐ STANDBY (active) ☐ STANDBY (inactive) ☐ RETIRED ☐ DISCHARGED
5. MILITARY MOBILIZATION ASSIGNMENT
6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED

MILITARY SCHOOLS COMPLETED *(Extended Active, Reserve Duty, or as Civilian)*

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	DATE COMPLETED	
			☐ RESIDENT ☐ AGENCY-SPONSORED

SECTION IX — PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS

	NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)	DATE OF MEMBERSHIP FROM	TO
1.	Council on Exceptional Children (CEC)	1201 16th Street, NW Washington, D.C.	1968	1969
2.	National Association on Retarded Children (NARC)	450 Lexington Avenue New York City	1968	1969
3				

SECTION X — REMARKS

DATE: 17 April 1969

SIGNATURE OF EMPLOYEE

SECRET

14-00000

SECRET
(When Filled In)

QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose.

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Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I — BIOGRAPHIC AND POSITION DATA

EMP. SSN NO.	NAME (Last-First-Middle)	DATE OF BIRTH
058124	McCORD, James W., Jr.	

SECTION II — EDUCATION

HIGH SCHOOL

LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	GRADUATE
No Change			☐ YES ☐ NO

COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT: MAJOR	SUBJECT: MINOR	YEARS ATTENDED (From-To)	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM. QTR. HRS. (Specify)
1.						
2. No Change						

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1.				
2.				

SECTION III — MARITAL STATUS

1. PRESENT STATUS (Single Married Widowed Separated Divorced Annulled Remarried) SPECIFY
2. NAME OF SPOUSE (Last) (First) (Middle) (Maiden)
   No Change
3. DATE OF BIRTH
4. PLACE OF BIRTH (City, State, Country)
5. OCCUPATION
6. PRESENT EMPLOYER
7. CITIZENSHIP
8. FORMER CITIZENSHIP(S) COUNTRY(S)
9. DATE U.S. CITIZENSHIP ACQUIRED

SECTION IV — DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
1. No Change				
2.				

FORM 6430

SECRET

SECRET
(When Filled In)

SECTION V — GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL

NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF WORK	KNOWLEDGE ACQUIRED BY: CHECK (X) RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
1. No Change							
2.							

SECTION VI — TYPING AND STENOGRAPHIC SKILLS

1. TYPING (WPM) 2. SHORTHAND (WPM) 3. INDICATE SHORTHAND SYSTEM USED (CHECK (X) APPROPRIATE ITEM) ☐ GREGG ☐ SPEEDWRITING ☐ STENOTYPE ☐ OTHER SPECIFY

SECTION VII — SPECIAL QUALIFICATIONS

PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED

No Change

SECTION VIII — MILITARY SERVICE

No Change

CURRENT DRAFT STATUS

1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED? ☐ YES ☐ NO
2. NEW CLASSIFICATION
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS
4. IF DEFERRED, GIVE REASON

MILITARY RESERVE, NATIONAL GUARD STATUS

CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG: ☐ ARMY ☐ NAVY ☐ MARINE CORPS ☐ AIR FORCE ☐ COAST GUARD ☐ NATIONAL GUARD ☐ AIR NATIONAL GUARD

1. CURRENT RANK, GRADE OR RATE
2. DATE OF APPOINTMENT IN CURRENT RANK
3. EXPIRATION DATE OF CURRENT OBLIGATION
4. CHECK CURRENT RESERVE CATEGORY ☐ READY RESERVE ☐ STANDBY (active) ☐ STANDBY (inactive) ☐ RETIRED ☐ DISCHARGED
5. MILITARY MOBILIZATION ASSIGNMENT
6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED

MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	DATE COMPLETED	
Add: Air Special Warfare Course		Mar. 68	☐ RESIDENT ☒ AGENCY-SPONSORED

SECTION IX — PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS

NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)	DATE OF MEMBERSHIP FROM	TO
1. No Change			
2.			
3.			

SECTION X — REMARKS

DATE: 29 April 1968

SIGNATURE:

14-00000

SECRET
(When Filled In)

OFFICIAL USE ONLY (Unclassified)

QUALIFICATIONS SUPPLEMENT TO PERSONAL HISTORY STATEMENT

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS.

SECTION I — BIOGRAPHIC AND POSITION DATA

1. EMP. SER. NO.	2. NAME (Last-First-Middle)	3. SEX	4. DATE OF BIRTH	5. SCHEDULE, GRADE, STEP
058124	MCCORD JAMES W JR	M	[redacted]	GS -15-06

6. SD	7. POSITION TITLE	8. OFFICE OF ASSIGNMENT	9. LOCATION (Country, City)
SS	[redacted] SUPP	SEC	WASH., D.C.

SECTION II — AGENCY OVERSEAS SERVICE

AREA	TYPE TOUR	FROM	TO
EUROPEAN AREA	TDY 24	56/07/01	56/08/01
EUROPEAN AREA	TDY 31	59/10/05	59/10/17
EUROPEAN AREA	TDY 24	60/08/15	60/08/22
EUROPEAN AREA	TDY 24	61/03/12	61/03/22
EUROPEAN AREA	TDY 24	61/06/12	61/06/29
EUROPEAN AREA	TDY 24	61/10/06	61/10/16
EUROPEAN AREA	TDY 54	62/04/01	62/04/14
GERMANY	PCS 16	62/06/09	64/06/12
		Y M D	Y M D

OVERSEAS DATA
CODED
DATE: 7 JUL 67 INITIALS: [illegible]

SECTION III — EDUCATION

DEGREE	MAJOR FIELD	COLLEGE	YEAR
	NO COLLEGE DEGREE ON RECORD		
M.S.	International Affairs	[redacted] University	1965
BBA	Business Administration	University of [redacted]	1948

FORM 1-57 (44) Mfg 2-67

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

(4-51)

6 7 SEP ENTD

SECTION III — EDUCATION (Cont'd)

HIGH SCHOOL

HIGH SCHOOL ATTENDED	ADDRESS	YEARS ATTENDED	GRADUATE
Electra High School	Electra, Texas	1938-40	[X] YES [ ] NO

COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT MAJOR	SUBJECT MINOR	YEARS ATTENDED FROM TO	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM./QTR. HRS. (Specify)
George Washington University and American Univ., Washington, DC	PhD work in Internat. Affairs		1966-67	---	---	50
George Wash. Univ., Wash., DC	Internat. Affairs		1964-65	M.S.	1965	30
Lincoln Law School, Oakland, Calif.	Law		1951	---	---	1 year
University of Texas, Austin, Tex.	Business		1946-48	BBA	1948	120

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE, WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT

1965 Masters Thesis: "The Sino-Soviet Struggle for Power in Africa," a 200-page thesis from unclassified sources comparing the efforts of the Sino-Soviets for influence in Africa and the comparative strengths of the local communist parties there.

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1				
2				
3				

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1				
2				
3				
4				
5				

AGENCY-SPONSORED EDUCATION

Specify which, if any, of the education shown in Section III was Agency sponsored

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1 Air War College, Montgomery, Ala.	National Strategy and International Affairs	1964	1965	10
2				
3				
4				
5				

SECTION IV — GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL

NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY — CHECK (X): RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
Europe (Germany & WE)	TDY & PCS	1957-64	Germany & Western Europe	x	x		x

SECTION V — TYPING AND STENOGRAPHIC SKILLS

1. TYPING (WPM)
2. SHORTHAND (WPM)
3. INDICATE SHORTHAND SYSTEM USED — CHECK (X) APPROPRIATE ITEM: ☐ GREGG ☐ SPEEDWRITING ☐ STENOTYPE ☐ OTHER SPECIFY

4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (comptometer, mimeograph, card punch, etc.)

SECTION VI — SPECIAL QUALIFICATIONS

1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH

Golf - fair

2. EXCLUDING BUSINESS EQUIPMENT OR MACHINES WHICH YOU MAY HAVE LISTED IN ITEM 4 — SECTION V — LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT AND MACHINES, SUCH AS OPERATION OF RADIO TRANSMITTERS (indicate CW speed, sending & receiving), OFFSET PRESS, TURRET LATHE, EDP AND OTHER SCIENTIFIC & PROFESSIONAL DEVICES

3. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, MEDICAL TECHNICIAN, PSYCHOLOGIST, PHYSICIAN, ETC.? ☐ YES ☒ NO

4. IF YOU HAVE ANSWERED "YES" TO ITEM 3 ABOVE, INDICATE KIND OF LICENSE OR CERTIFICATION AND THE ISSUING STATE, MUNICIPALITY, ETC. (Provide license registry number if known)

5. FIRST LICENSE/CERTIFICATE (year of issue)

6. LATEST LICENSE/CERTIFICATE (year of issue)

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR. (Do NOT submit copies unless requested.) INDICATE THE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (non-fiction or scientific articles, general interest, subjects, words, short stories, etc.)

8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED

9. PUBLIC SPEAKING [illegible]

Presentations at [illegible] schools and
Internally at Agency-sponsored courses

SECTION VII — MILITARY SERVICE

CURRENT DRAFT STATUS

1 ARE YOU REGISTERED FOR THE DRAFT? ☐ YES ☒ NO

2 SELECTIVE SERVICE CLASSIFICATION

3 LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS

4 IF DEFERRED GIVE REASON

MILITARY SERVICE RECORD (Active Duty Only)

1 MILITARY ORGANIZATION (Army, Navy, etc. specify)	2 BRANCH OF SERVICE	3 DATES OF SERVICE (enlisted or active duty)
Army	Air Corps	FROM 1945 TO 1945

4 STATUS (Regular, Reserve, etc. specify)	5 RANK, GRADE OR RATE (at separation from service)	6 SERIAL, SERVICE OR FILE NUMBER
Regular	Lt.	

7 CHECK TYPE OF SEPARATION
☒ HONORABLE DISCHARGE ☐ RELEASE TO INACTIVE DUTY ☐ RETIREMENT FOR AGE
☐ RETIREMENT FOR SERVICE ☐ RETIREMENT FOR COMBAT DISABILITY ☐ RETIREMENT FOR PHYSICAL DISABILITY
☐ UNDUE HARDSHIPS ☐ OTHER (Specify)

8 BRIEF DESCRIPTION OF MILITARY DUTIES (record the duties and titles which best describe your work or function in the military service)

Active Duty - Navigator - Bombardier duties
Reserve - Intelligence Officer

MILITARY RESERVE, NATIONAL GUARD STATUS

CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG
☐ ARMY ☐ NAVY ☐ MARINE CORPS ☒ AIR FORCE ☐ COAST GUARD ☐ NATIONAL GUARD ☐ AIR NATIONAL GUARD

1 CURRENT RANK, GRADE OR RATE	2 DATE OF APPOINTMENT IN CURRENT RANK	3 EXPIRATION DATE OF CURRENT RESERVE OBLIGATION
Major	1962	---

4 CHECK CURRENT RESERVE CATEGORY ☒ READY RESERVE ☐ STANDBY (active) ☐ STANDBY (inactive) ☐ RETIRED ☐ DISCHARGED

5 BRIEF DESCRIPTION OF MILITARY RESERVE DUTIES (record the duties and titles which best describe your work or function in the military service)

Intelligence Officer

6 IF YOU ARE CURRENTLY ASSIGNED TO A RESERVE OR NATIONAL GUARD TRAINING UNIT, IDENTIFY THE UNIT AND ITS ADDRESS

MILITARY SCHOOLS COMPLETED (Active Duty, Reserve Status or as Civilian)

NAME AND ADDRESS OF SCHOOL	MAJOR OR SPECIALIZATION	DATE COMPLETED	
1 Air War College, Montgomery, Ala.	National Strategy	1965	
2			
3			
4			
5			

SECTION VIII - AGENCY EMPLOYMENT HISTORY

1. INCLUSIVE DATES From-To-by month & year	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH
August 1965 - present	Washington, D.C.	C-3/Technical Division
4. TITLE OF JOB		**5. GRADES HELD IN JOB**
Chief, Technical Division		GS-15

6. DESCRIPTION OF DUTIES

Supervision of the Office of Security [redacted] program domestically and overseas.

1. INCLUSIVE DATES From-To-by month & year	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH
Aug 64-Aug 65	Montgomery, Alabama	OS
4. TITLE OF JOB		**5. GRADES HELD IN JOB**
Student-Air War College		GS-15

6. DESCRIPTION OF DUTIES

Agency-sponsored - student at Air War College, study of national strategy & international affairs.

1. INCLUSIVE DATES (From-To-by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH
June 62-Aug 64	Germany, Frankfurt	EE/Security Branch
4. TITLE OF JOB		**5. GRADES HELD IN JOB**
Chief, Security Branch, German Station		GS-15

6. DESCRIPTION OF DUTIES

Chief of Security Branch activities in behalf of the German Station and supervision of certain security functions, such as [redacted] performed elsewhere in Western European area for the Agency.

SECTION VIII — AGENCY EMPLOYMENT HISTORY (Cont'd)

1. INCLUSIVE DATES (From-To- by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE, OFFICE OR DIVISION, BRANCH
June 60-Jun 62	USA/Washington, D.C.	CS/Security Research Staff
4. TITLE OF JOB: Deputy Chief		5. GRADES HELD IN JOB: GS-15

6. DESCRIPTION OF DUTIES

Deputy Staff Chief, supervision of security research activities in behalf of the Office of Security

1. INCLUSIVE DATES (From- To- by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE, OFFICE OR DIVISION, BRANCH
Aug 53-Jun 60	USA/Washington, D.C.	CS/Security Research Staff
4. TITLE OF JOB: Security Research Officer		5. GRADES HELD IN JOB: GS-12 to GS-15

6. DESCRIPTION OF DUTIES

Security research in behalf of the Office of Security

1. INCLUSIVE DATES (From-To-by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE, OFFICE OR DIVISION, BRANCH
Jun 53-Aug 53	USA/Washington, D.C.	CS/IOS
4. TITLE OF JOB: Investigator		5. GRADES HELD IN JOB: GS-12

6. DESCRIPTION OF DUTIES

Investigative supervision of certain field investigations of IOS.

(When Filled In)

SECTION IV — MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) Married

2. NAME OF SPOUSE — Last	First	Middle	Maiden
McCORD	Sarah	Ruth	

3. DATE OF BIRTH	4. PLACE OF BIRTH (City, State, Country)
1927	Texas

5. OCCUPATION	6. PRESENT EMPLOYER
Housewife	---

7. CITIZENSHIP	8. FORMER CITIZENSHIP (Countries)	9. DATE U.S. CITIZENSHIP ACQUIRED
USA	---	---

SECTION X — DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
Michael Steven McCord	Son	1951 Oakland, Calif	US	Springfield, Va.
Carol Anne McCord	Dau.	1953 Washington, DC	US	"
Nancy Ellen McCord	Dau.	1955 Washington, DC	US	"

SECTION XI — PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS

NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)	DATE OF MEMBERSHIP FROM	TO
Air Force Association	Washington, D.C.	1951	Pres.

DATE	SIGNATURE OF EMPLOYEE
13 Sept 67	James W. McCord Jr

14-00000

SECRET
(When Filled In)

PERSONNEL SERIAL NO.	CERTIFICATION FOR LANGUAGE AWAR	CD NO.
158124		192

1. NAME (Last, First, Middle): McCORD, James Walter	2. DATE OF BIRTH (Month, Day, Year):
3. CAREER STATUS:	4. SD:
5. COMPONENT: 08	

6. LANGUAGE	CODE	7. DATE OF TEST (Month, Day, Year)	8. ANNIVERSARY DATE (Month, Day, Year)
Russian	654	August 29, 1957	29 Aug 57

9. TEST SCORES	READING	WRITING	PRONUNCIATION	SPEAKING	UNDERSTANDING
	B	--	S	S	S

10. AWARDABLE LEVEL	COMPREHENSIVE			SPECIALIZED-READING			SPECIALIZED-SPEAKING			NOT QUALIFIED AT ANY LEVEL
	ELEM.	INTER.	HIGH	ELEM.	INTER.	HIGH	ELEM.	INTER.	HIGH	
				[illegible]						

11. I CERTIFY THAT THE ABOVE NAMED EMPLOYEE IS ELIGIBLE FOR THE AWARD INDICATED, HAVING MET ALL THE REQUIREMENTS FOR SAID AWARD.	12. TYPE OF AWARD	13. I CERTIFY FUNDS ARE AVAILABLE	
	GP: II; A-M: A; D-V: V; C-R-S: R; E-I-H: CLE	OBLIGATION REF. NO.	SIGNATURE
DATE	SIGNATURE	AMOUNT OF AWARD: $100.—	CHARGE ALLOTMENT NO. / DATE

14. FEDERAL TAX DEDUCTION	$	15. EMPLOYEE PAYROLL NO.	
16. STATE/DC TAX DEDUCTION	$	17. ALLOTMENT OF ASSIGNMENT	
18. NET AMOUNT OF AWARD PAID	$	19. CHECK NUMBER ISSUED	DATE

20. FORWARD CHECK TO

FORM 7-57 1273 SECRET (45)

14-00000

PERSONAL HISTORY STATEMENT

Instructions: 1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.

2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? ..... (Yes or No)

SEC. 1. PERSONAL BACKGROUND

Telephone:
Office .....
Ext. .....
Home [ ]

A. FULL NAME (Use No Initials) ~~Miss~~ Mr. ~~Mrs.~~ James (First) Walter (Middle) McCord Jr. (Last)

PRESENT ADDRESS [ ] (St. and Number) (City) [ ] (State) California, USA (Country)

PERMANENT ADDRESS [ ] (St. and Number) (City) [ ] (State) California, USA (Country)

B. NICKNAME Jim WHAT OTHER NAMES HAVE YOU USED? none

..... UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? .....

HOW LONG? ..... IF A LEGAL CHANGE, GIVE PARTICULARS .....

..... (Where?) ..... (By what authority)

C. DATE OF BIRTH [ ] PLACE OF BIRTH [ ] (City) Oklahoma (State) USA (Country)

D. PRESENT CITIZENSHIP U. S. (Country) BY BIRTH? Yes BY MARRIAGE? .....

BY NATURALIZATION CERTIFICATE NO. ..... ISSUED ..... (Date) BY ..... (Court)

AT ..... (City) ..... (State) ..... (Country)

HAVE YOU HAD A PREVIOUS NATIONALITY? No (Yes or No) ..... (Country)

HELD BETWEEN WHAT DATES? ..... TO ..... ANY OTHER NATIONALITY? ..... (Country)

GIVE PARTICULARS .....

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? No GIVE PARTICULARS:

.....

FORM NO. 38-1 SEP 1959

10-62858-1

E. IF BORN OUTSIDE U. S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? Nil

PORT OF ENTRY? ..... ON PASSPORT OF WHAT COUNTRY? .....

LAST U. S. VISA ..... (Number) ..... (Type) ..... (Place of Issue) ..... (Date of Issue)

SEC. 2. PHYSICAL DESCRIPTION

AGE 27 SEX Male HEIGHT 5'10½" WEIGHT 170

EYES Brown HAIR Brown COMPLEXION Medium SCARS none

BUILD Medium OTHER DISTINGUISHING FEATURES none

SEC. 3. MARITAL STATUS

A. SINGLE ..... MARRIED X DIVORCED ..... WIDOWED .....

STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS ..... none

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE—INCLUDING ANNULMENTS—USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.)

NAME OF SPOUSE Sarah (First) Faith (Middle) Norris (Maiden) Rogers (Last)

PLACE AND DATE OF MARRIAGE Fresno, Fresno, Cal., May 30, 1948

HIS (OR HER) ADDRESS BEFORE MARRIAGE Route 6 (St. and Number) Fresno (City) Calif. (State) USA (Country)

LIVING OR DECEASED Living DATE OF DECEASE ..... CAUSE .....

PRESENT, OR LAST, ADDRESS 820 Pacific Ave (St. and Number) Alameda (City) Calif. (State) USA (Country)

DATE OF BIRTH [redacted] PLACE OF BIRTH Fresno (City) Calif. (State) USA (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY Nil

CITIZENSHIP U. S. WHEN ACQUIRED? Birth WHERE? ..... (City) (State) (Country)

OCCUPATION Secretary-Steno LAST EMPLOYER University of California

EMPLOYER'S OR BUSINESS ADDRESS ..... Berkeley, California (St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM none (Date) TO ..... (Date) BRANCH OF SERVICE .....

COUNTRY ..... DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

Secretary-Steno, U. S. Army Air Force Central Clearance Unit, Pentagon Bldg., Washington, D. C. Nov. 1943 - Jan 1945

(PEPC) MENT

SEC. 4. CHILDREN OR DEPENDENTS (Include partial dependents):

1. NAME none, no dependents other than self RELATIONSHIP ..... AGE .....

CITIZENSHIP ..... ADDRESS ..... (St. and Number) (City) (State) (Country)

2. NAME ..... RELATIONSHIP ..... AGE .....

CITIZENSHIP ..... ADDRESS ..... (St. and Number) (City) (State) (Country)

3. NAME ..... RELATIONSHIP ..... AGE .....

CITIZENSHIP ..... ADDRESS ..... (St. and Number) (City) (State) (Country)

SEC. 5. FATHER (Give the same information for stepfather and/or guardian on a separate sheet)

FULL NAME James (First) Alton (Middle) Holland (Last) Sr.

LIVING OR DECEASED living DATE OF DECEASE ..... CAUSE .....

PRESENT, OR LAST, ADDRESS [redacted] (St. and Number) [redacted] (City) Norco (State) USA (Country)

DATE OF BIRTH [redacted] PLACE OF BIRTH [redacted] (City) [redacted] (State) USA (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY n/a

CITIZENSHIP U. S. WHEN ACQUIRED? Birth WHERE? ..... (City) (State) (Country)

OCCUPATION School teacher LAST EMPLOYER [redacted] High School

EMPLOYER'S OR OWN BUSINESS ADDRESS [redacted] (St. and Number) (City) Norco, (State) USA (Country)

MILITARY SERVICE FROM none (Date) TO ..... (Date) BRANCH OF SERVICE .....

COUNTRY ..... DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

none

SEC. 6. MOTHER (Give the same information for stepmother on a separate sheet)

FULL NAME Imelda Zoo (First) (Middle) Holland (Last)

LIVING OR DECEASED living DATE OF DECEASE ..... CAUSE .....

PRESENT, OR LAST, ADDRESS [redacted] (St. and Number) (City) Corona (State) USA (Country)

DATE OF BIRTH [redacted] PLACE OF BIRTH [redacted] Corona, U.S.A.

CITIZENSHIP U. S. WHEN ACQUIRED? Birth WHERE? ..... (City) (State) (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY n/a

OCCUPATION [illegible] LAST EMPLOYER [illegible]

EMPLOYER'S OR OWN BUSINESS ADDRESS ..... (St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM None TO ..... BRANCH OF SERVICE .....

COUNTRY ..... DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

None

SEC. 7. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters):

1. FULL NAME Bobby (First) Leo (Middle) McCord (Last) AGE 27

PRESENT ADDRESS [redacted] (St. and Number) (City) Texas (State) USA (Country) U. S. (Citizenship)

2. FULL NAME [illegible] (First) [illegible] (Middle) [illegible] (Last) AGE 0

PRESENT ADDRESS [redacted] (St. and Number) (City) Texas (State) USA (Country) U. S. (Citizenship)

3. FULL NAME Geneva (First) Mae (Middle) [redacted] (Last) AGE 25

PRESENT ADDRESS [redacted] (St. and Number) (City) Texas (State) USA (Country) U. S. (Citizenship)

4. FULL NAME ..... (First) (Middle) (Last) AGE .....

PRESENT ADDRESS ..... (St. and Number) (City) (State) (Country) (Citizenship)

5. FULL NAME ..... (First) (Middle) (Last) AGE .....

PRESENT ADDRESS ..... (St. and Number) (City) (State) (Country) (Citizenship)

SEC. 8. FATHER-IN-LAW

FULL NAME [illegible] (First) (None) (Middle) [illegible] (Last)

LIVING OR DECEASED [illegible] DATE OF DECEASE ..... CAUSE .....

PRESENT, OR LAST, ADDRESS 813 North 17th St., Ranger (St. and Number) (City) (State) Texas (Country)

DATE OF BIRTH 11/27/07 PLACE OF BIRTH Dumott County Texas

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY USA

.....

CITIZENSHIP US WHEN ACQUIRED? Birth WHERE? ..... (City) (State) (Country)

OCCUPATION [illegible] LAST EMPLOYER [illegible]

SEC. 9. MOTHER-IN-LAW

FULL NAME [illegible] (First) [illegible] (Middle) [illegible] (Last)

LIVING OR DECEASED [illegible] DATE OF DECEASE ..... CAUSE .....

PRESENT, OR LAST, ADDRESS 313 North 17th Street, Kenora, Ontario, Canada (St. and Number) (City) (State) (Country)

DATE OF BIRTH [illegible] PLACE OF BIRTH [illegible]

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY .....

CITIZENSHIP [illegible] WHEN ACQUIRED? [illegible] WHERE? ..... (City) (State) (Country)

OCCUPATION [illegible] LAST EMPLOYER [illegible]

SEC. 10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:

1. NAME none RELATIONSHIP ..... AGE .....

CITIZENSHIP ..... ADDRESS ..... (St. and Number) (City) (State) (Country)

2. NAME ..... RELATIONSHIP ..... AGE .....

CITIZENSHIP ..... ADDRESS ..... (St. and Number) (City) (State) (Country)

3. NAME ..... RELATIONSHIP ..... AGE .....

CITIZENSHIP ..... ADDRESS ..... (St. and Number) (City) (State) (Country)

SEC. 11. RELATIVES BY BLOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U. S. OR OF A FOREIGN GOVERNMENT:

1. NAME none RELATIONSHIP ..... AGE .....

CITIZENSHIP ..... ADDRESS ..... (St. and Number) (City) (State) (Country)

TYPE AND LOCATION OF SERVICE (IF KNOWN) .....

2. NAME ..... RELATIONSHIP ..... AGE .....

CITIZENSHIP ..... ADDRESS ..... (St. and Number) (City) (State) (Country)

TYPE AND LOCATION OF SERVICE (IF KNOWN) .....

3. NAME ..... RELATIONSHIP ..... AGE .....

CITIZENSHIP ..... ADDRESS ..... (St. and Number) (City) (State) (Country)

TYPE AND LOCATION OF SERVICE (IF KNOWN) .....

SEC. 12. POSITION DATA

A. KIND OF POSITION APPLIED FOR [illegible]

B. WHAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT? $ [illegible]
(You Will Not Be Considered For Any Position With A Lower Entrance Salary.)

C. IF YOU ARE WILLING TO TRAVEL, SPECIFY: OCCASIONALLY .....

FREQUENTLY ....., CONSTANTLY X

D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C. X

ANYWHERE IN THE UNITED STATES X, OUTSIDE THE UNITED STATES X

E. IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, SPECIFY LOCATIONS:

SEC. 13. EDUCATION

ELEMENTARY SCHOOL [illegible] ADDRESS [illegible] (City) (State) (Country)

DATES ATTENDED 1932-36 GRADUATE? yes

HIGH SCHOOL [illegible] ADDRESS [illegible] (City) (State) (Country)

DATES ATTENDED [illegible] GRADUATE? [illegible]

COLLEGE [illegible] ADDRESS [illegible] (City) (State) (Country)

MAJOR AND SPECIALTY [illegible] YEARS COMPLETED 1 semester

DATES ATTENDED Jan. 1946 - May 1946 DEGREE no, undergraduate

COLLEGE University of Texas ADDRESS Austin, Texas, USA (City) (State) (Country)

MAJOR AND SPECIALTY Business Administration YEARS COMPLETED 4

DATES ATTENDED 9/42 to 10/46 DEGREE Bachelor of Business Administration

CHIEF UNDERGRADUATE COLLEGE SUBJECTS Accounting, General Business

CHIEF GRADUATE COLLEGE SUBJECTS n/a

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SEC. 14. ACTIVE U. S. OR FOREIGN MILITARY SERVICE

U. S. Army Air Corps 2nd Lieutenant 1[illegible]/[illegible]-11/1[illegible]/[illegible]
(Country) (Rank) (Dates of Service)

Las Vegas Army Air Field
Las Vegas, Nevada [redacted] Honorable Cert. of Service
(Last Station) (Serial Number) (Type of Discharge)

REMARKS:

SELECTIVE SERVICE BOARD NUMBER [redacted] ADDRESS [redacted] Texas

IF DEFERRED GIVE REASON Classified V-A

INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS Member USAF
Volunteer Air Reserve, [redacted] Air Force Base, Calif.

SEC. 15. CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 15 YEARS. ACCOUNT FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST. (List all civilian employment by a foreign government, regardless of dates.)

FROM 2/51 TO Present CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA

EMPLOYING FIRM OR AGENCY self

ADDRESS 820 Pacific Ave, Alameda, California USA
(St. and Number) (City) (State) (Country)

KIND OF BUSINESS Credit Org. NAME OF SUPERVISOR NA

TITLE OF JOB Manager SALARY $ 8000 PER Annum

YOUR DUTIES Install credit systems for retail business firms

REASONS FOR LEAVING To re-enter investigative field

FROM 10/48 TO 2/51 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) GS-10

EMPLOYING FIRM OR AGENCY Federal Bureau of Investigation

ADDRESS Washington, D. C. USA
(St. and Number) (City) (State) (Country)

KIND OF BUSINESS Investigative NAME OF SUPERVISOR [redacted] (last)

TITLE OF JOB Special Agent SALARY $ 5250 PER Annum

YOUR DUTIES To investigate violations of Federal Law.

REASONS FOR LEAVING To enter private business

FROM 1/[illegible] TO 10/43 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA

EMPLOYING FIRM OR AGENCY University of Texas

ADDRESS (St. and Number) Austin, (City) Texas (State) U.S. (Country)

KIND OF BUSINESS University NAME OF SUPERVISOR NA

TITLE OF JOB Student SALARY $ NA PER

YOUR DUTIES Full-time student

REASONS FOR LEAVING accepted position with WSA

FROM 3/42 TO 3/43 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA

EMPLOYING FIRM OR AGENCY Veterans Housing Office, University of Texas

ADDRESS (St. and Number) Austin, (City) Texas (State) USA (Country)

KIND OF BUSINESS Vet. Housing NAME OF SUPERVISOR P. C. [redacted]

TITLE OF JOB Assistant Manager SALARY $ 1320 PER annum (part-time)

YOUR DUTIES assist manager in operation of nine veterans dormitories located on University of Texas campus. Position was part-time while attending the University of Texas

REASONS FOR LEAVING To devote full time to studies just prior to graduation.

FROM 11/43 TO 11/45 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA

EMPLOYING FIRM OR AGENCY U. S. Army Air Corps

ADDRESS NA (St. and Number) (City) (State) (Country)

KIND OF BUSINESS NA NAME OF SUPERVISOR

TITLE OF JOB Bombardier SALARY $ 1970 PER annum

YOUR DUTIES Aircraft Observer-Bombardier performing duties of operation of bombing and navigational control aboard aircraft of U. S. Army Air Corps.

REASONS FOR LEAVING Close of enlistment

SEC. 16. HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN FROM ANY POSITION? HAVE YOU LEFT A POSITION UNDER CIRCUMSTANCES WHICH YOU DESIRE TO EXPLAIN? GIVE DETAILS:

No

SEC. 17. GENERAL QUALIFICATIONS

A. FOREIGN LANGUAGES (STATE DEGREE OR PROFICIENCY AS "SLIGHT," "FAIR," OR "FLUENT")

LANGUAGE none SPEAK ..... READ ..... WRITE .....

LANGUAGE ..... SPEAK ..... READ ..... WRITE .....

LANGUAGE ..... SPEAK ..... READ ..... WRITE .....

B. LIST ALL SPORTS AND HOBBIES WHICH INTEREST YOU; INDICATE DEGREE OF PROFICIENCY IN EACH:

Boxing-good prof.; baseball-good prof.; tennis-good prof.; football-fair prof.; golf-fair prof.

C. HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION?

Trained as [redacted] in RDF, capable of operating [redacted] messages related thereto, and trained in [redacted] and identifying [redacted] stations in [redacted]

D. LIST ANY SPECIAL SKILLS YOU POSSESS AND MACHINES AND EQUIPMENT YOU CAN USE, SUCH AS OPERATION OF SHORT-WAVE RADIO, MULTILITH, COMPTOMETER, KEY PUNCH, TURRET LATHE, SCIENTIFIC OR PROFESSIONAL DEVICES:

Operate short-wave radio [redacted] at 25 words per minute.

APPROXIMATE NUMBER OF WORDS PER MINUTE IN TYPING 25 SHORTHAND

14-00000

E. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION, SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, ETC. No license in above

IF YES, INDICATE KIND OF LICENSE AND STATE .....

FIRST LIC. OR CERTIFICATE (YR) ..... LATEST LIC. OR CERTIFICATE (YR) .....

F. GIVE ANY SPECIAL QUALIFICATIONS NOT COVERED ELSEWHERE IN YOUR APPLICATION SUCH AS:

(1) YOUR MORE IMPORTANT PUBLICATIONS (DO NOT SUBMIT COPIES UNLESS REQUESTED)
(2) YOUR PATENTS OR INVENTIONS
(3) PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE
(4) HONORS AND FELLOWSHIPS RECEIVED

.....

.....

.....

.....

.....

G. HAVE YOU A PHYSICAL HANDICAP, DISEASE, OR OTHER DISABILITY WHICH SHOULD BE CONSIDERED IN ASSIGNING YOU TO WORK? IF ANSWER IS "YES," EXPLAIN:

No

.....

.....

.....

.....

H. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? IF ANSWER IS "YES," GIVE COMPLETE DETAILS:

No

.....

.....

14-00000

SEC. 18. GIVE FIVE CHARACTER REFERENCES—IN THE U. S.—WHO KNOW YOU INTIMATELY—(Give residence and business addresses where possible.)

Street and Number *City* *State*

1. Dr. Goo [redacted] BUS. ADD. [redacted] Cal.
   RES. ADD. [redacted] Cal.
2. Paul A. [redacted] BUS. ADD. [redacted] Cal.
   RES. ADD. [redacted] Cal.
3. E. C. [redacted] BUS. ADD. c/o Veterans Hospital Palo Alto, Calif.
   RES. ADD. [redacted] Iowa
4. W. C. [redacted] BUS. ADD. c/o [redacted] Des Moines [redacted]
   RES. ADD. Iowa
5. Dr. C. C. [redacted] BUS. ADD. c/o [redacted]
   RES. ADD. [redacted] Iowa

SEC. 19. NAMES OF FIVE PERSONS WHO KNOW YOU SOCIALLY IN THE UNITED STATES—NOT REFERENCES, RELATIVES, SUPERVISORS, OR EMPLOYERS—(Give residence and business addresses where possible.)

Street and Number *City* *State*

1. Mr. Hood [redacted] BUS. ADD. [redacted] Iowa
   RES. ADD.
2. Thomas [redacted] BUS. ADD. [redacted] Iowa
   RES. ADD. [redacted]
3. Richard [redacted] BUS. ADD.
   RES. ADD. [redacted] Cal.
4. Irene [redacted] BUS. ADD.
   RES. ADD. [redacted] Cal.
5. Mrs. G. F. [redacted] BUS. ADD.
   RES. ADD. [redacted] Iowa

SEC. 20. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U. S.—(Give residence and business addresses where possible.)

Street and Number *City* *State*

1. Mrs. P. [redacted] BUS. ADD. [redacted]
   RES. ADD. [redacted] Cal.
2. Alexander [redacted] BUS. ADD. [redacted]
   RES. ADD. [redacted] Cal.
3. Mrs. Harwood [redacted] BUS. ADD. [redacted]
   RES. ADD. [redacted] Cal.

SEC. 21. FINANCIAL BACKGROUND

A. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? Yes IF NOT, STATE SOURCES OF OTHER INCOME [redacted] Bank of

B. NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS [redacted] Bank of [redacted] State.

C. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY? No
GIVE PARTICULARS, INCLUDING COURT:

D. GIVE THREE CREDIT REFERENCES—IN THE U. S.

1. NAME [redacted] ADDRESS [redacted] (St. and Number) Oakland (City) Cal. (State)
2. NAME [redacted] Co. ADDRESS [redacted] (St. and Number) Oakland (City) Cal. (State)
3. NAME [redacted] Co ADDRESS [redacted] (St. and Number) Oakland (City) Cal (State)

SEC. 22. RESIDENCES FOR THE PAST 15 YEARS

FROM 1/30 TO Present [redacted] (St. and number) Laredo (City) Texas (State) U.S.A. (Country)
FROM 7/29 TO 1/30 [redacted] (St. and number) Laredo (City) Texas (State) U.S.A. (Country)
FROM 1/29 TO 7/29 [redacted] (St. and number) San Antonio (City) Texas (State) U.S.A. (Country)
FROM 10/28 TO 1/29 [redacted] (St. and number) (City) Washington (State) D. C. (Country)
FROM 6/28 TO 10/28 [redacted] (St. and number) (City) Austin (State) Texas (Country) U.S.A.
FROM 9/26 TO 6/28 [redacted] (St. and number) (City) Waco (State) Texas (Country) U.S.A.
FROM 11/25 TO 9/26 [redacted] (St. and number) (City) Waco (State) Texas (Country) U.S.A.
FROM 11/13 TO 11/25 [redacted] (St. and Number) (City) (State) (Country)

SEC. 23. RESIDENCE OR TRAVEL OUTSIDE OF THE UNITED STATES

A. FROM 6/1/29 TO 6/29/29 [redacted] (City or section) Mexico (Country) Vacation trip (Purpose)
FROM [redacted] TO [redacted] (City or section) (Country) (Purpose)
FROM [redacted] TO [redacted] (City or section) (Country) (Purpose)
FROM [redacted] TO [redacted] (City or section) (Country) (Purpose)
FROM [redacted] TO [redacted] (City or section) (Country) (Purpose)

SEC. 24. CLUBS, SOCIETIES, AND OTHER ORGANIZATIONS

LIST NAMES AND ADDRESSES OF ALL CLUBS, SOCIETIES, PROFESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIND (INCLUDE MEMBERSHIP IN, OR SUPPORT OF, ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCH IN A FOREIGN COUNTRY) TO WHICH YOU BELONG OR HAVE BELONGED:

1. Am. Reserve Association, Univ. of Texas Chapter, Austin, Texas, U.S.A.
(Name and Chapter) (St. and Number) (City) (State) (Country)
DATES OF MEMBERSHIP: 9/25 to 9/29

2. [redacted]
(Name and Chapter) (St. and Number) (City) (State) (Country)
DATES OF MEMBERSHIP:

3. [redacted]
(Name and Chapter) (St. and Number) (City) (State) (Country)
DATES OF MEMBERSHIP:

4. ..... (Name and Chapter) ..... (St. and Number) ..... (City) ..... (State) ..... (Country)

DATES OF MEMBERSHIP: .....

5. ..... (Name and Chapter) ..... (St. and Number) ..... (City) ..... (State) ..... (Country)

DATES OF MEMBERSHIP: .....

6. ..... (Name and Chapter) ..... (St. and Number) ..... (City) ..... (State) ..... (Country)

DATES OF MEMBERSHIP: .....

7. ..... (Name and Chapter) ..... (St. and Number) ..... (City) ..... (State) ..... (Country)

DATES OF MEMBERSHIP: .....

SEC. 25. MISCELLANEOUS

A. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED; OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF, OR HAVE YOU SUPPORTED, ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES? No

IF "YES," EXPLAIN: .....

.....

B. DO YOU USE, OR HAVE YOU USED, INTOXICANTS? Occasionally, in moderation Yes ..... IF SO, TO WHAT EXTENT? .....

C. HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? IF SO, STATE NAME OF COURT, CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE: No

.....

.....

D. HAVE YOU EVER BEEN COURT-MARTIALED WHILE A MEMBER OF THE ARMED FORCES? IF ANSWER IS "YES," GIVE DETAILS BELOW: No

.....

.....

E. LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE 1941: Post Office Dept; U. S. Civil Service Commission

.....

.....

.....

.....

F. IF, TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:

Federal Bureau of Investigation, August, 1948

SEC. 26. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME Sarah Ruth McCord RELATIONSHIP Wife

ADDRESS [redacted] (St. and Number) Alameda (City) California (State) USA (Country)

SEC. 27. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED.

ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANSWER "NO."

no

SEC. 28. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT Alameda, California (City and State) DATE May 16, 1951

Sarah Ruth [redacted] (Witness) [redacted] (Signature of Applicant)

USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

14-00000

Sec. 15 (cont.)

FROM 3/9/43 TO 11/23/43 CLASSIFICATION GRADE CA-5

EMPLOYING FIRM OR AGENCY Federal Bureau of Investigation

ADDRESS Washington D. C., USA

KIND OF BUSINESS Federal Investigative Agency

SUPERVISOR Mr. E. P. [redacted] (last)

TITLE OF JOB Radio Technician SALARY $2450 per annum

YOUR DUTIES Send and receive messages by radio by voice or c. w., encode and decode messages, monitor and identify clandestine enemy radio stations.

REASONS FOR LEAVING On military leave to enter U. S. Army Air Corps.

FROM 4/41 to 3/43 CLASSIFICATION GRADE NA

EMPLOYING FIRM OR AGENCY Electra St to Bank

ADDRESS Electra Texas

KIND OF BUSINESS State Bank SUPERVISOR W. C. [redacted]

TITLE OF JOB Bookkeeper SALARY $1200 per annum

YOUR DUTIES Posted bank ledger and statement accounts and assisted in preparation of financial statements.

REASONS FOR LEAVING To accept better paying position with FBI

From 5/40 to 4/41 CLASSIFICATION GRADE NA

EMPLOYING FIRM OR AGENCY Tomlinson and Son

ADDRESS Electra Texas

KIND OF BUSINESS Retail Chain Store SUPERVISOR [illegible] [redacted]

TITLE OF JOB Clerk SALARY $600 per annum, part-time

REASON FOR LEAVING To accept full-time and better paying position with the Electra St to Bank, Electra, Texas.

FROM 5/36 to 5/40 High School Student, see Sec. 13 EDUCATION

SEC. 22 [illegible] 15 Years (cont.)

From 3/42 to 11/43 231 Massachusetts Ave, N. E., Washington, D. C.
From 9/39 to 3/42 204 East Ida St., Electra, Texas
From 9/36 to 9/39 not recalled Nellerville, Texas

14-00000

CONFIDENTIAL

DATE [redacted]

PROT. [redacted]

TO : Chief, CS

Director of Security

Director of Personnel

FROM : Chief, [redacted] Security Staff

SUBJECT: Notification of [redacted] Clearance - [redacted]

1. Subject employee has been granted a [redacted] clearance under the provisions of CIA Regulation 90-500. Clearance is effective [redacted].

2. Subject has been informed of the granting of clearance, has been briefed concerning [redacted] and related [redacted] security matters, and has signed a Briefing Statement acknowledging responsibility for the protection of [redacted] information.

3. When Subject employee no longer requires the clearance in order to perform his assigned duties, it is requested that the [redacted] Security Staff (2411 "I" Bldg., Ext. 3021) be notified by [redacted], that the clearance may be revoked.

FOR THE CHIEF, [redacted]

[redacted]
Chief, Protective Branch

Distribution:
1 - [redacted], CS
1 - Security Office (Briefing Statement attached)
1 - Personnel Office
1 - [redacted]S/PROT File

CONFIDENTIAL

FORM 1597a

(8)

14-00000

~~CONFIDENTIAL~~

SECURITY APPROVAL

Date: 14 August 1951

Your reference:

Case Number: 52049

TO : Chief, Employees Division
Special Support Staff

FROM : ~~Chief, Security Division~~
Chief, Special Security Division

SUBJECT: McCORD, James Walter, Jr.

1. Note "X" below:

   [X] Security approval is granted subject for access to classified information.

   [ ] Provisional clearance for full duty with CIA is granted under the provisions of paragraph 4, Administrative Instruction 10-2, which provides for a temporary appointment pending the completion of full security investigation.

2. Unless the applicant enters upon duty within 60 days from above date, this approval becomes invalid.

3. Subject is an applicant for a position in I & S.

[redacted]

Br. Kolfield 17 Aug

~~CONFIDENTIAL~~

FORM NO. 38-101
MAR 1951

3rd Agency material enclosed at request of Security