

SECRET

**McCord, James**

TRANSMITTAL SLIP		DATE 7/18/78
TO: NOTE FOR THE FILE		
ROOM NO.	BUILDING	
REMARKS		
<p>According to card notation in the files of C/BAH/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.</p>		
FROM: J. J. Hunsaker, C/FOIFE/OP		
ROOM NO.	BUILDING	EXTENSION

FORM NO. 241  
17 FEB 55REPLACES FORM 36-B  
WHICH MAY BE USED.

(47)

-E-T

OF FILE

tation is on file with

as 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

70-4562

OF HQ 50-5 35 00A

Mr. James W. McCord, Jr.  
7 Binder Court  
Rockville, Maryland 20850

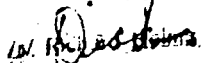
Dear June:

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,



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/ H. B. Fisher

Director of Personnel

Concur:

AC/EAB/OS

OP/RAD/ROB/MRDameron/jat/3257 (17 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.

  
Francis G. Monan

Chief, Retirement Affairs Division

ADMINISTRATIVE  
INTERNAL USE ONLY



SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1. SERIAL NUMBER 058124						2. NAME (Last-First-Middle) MC CORD, James W., Jr.	
3. NATURE OF PERSONNEL ACTION Retirement (Involuntary) Under CIA Retirement and Disability System				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 08 31 70		5. CATEGORY OF EMPLOYMENT Regular	
6. FUNDS XX V TO V C TO V				7. FINANCIAL ANALYSIS NO. CHARGEABLE 1271-0501		8. LEGAL AUTHORITY (if completed by Office of Personnel) PL 88-643 Sec. 235(a)	
9. ORGANIZATIONAL ASSIGNATIONS 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 SS	
14. CLASSIFICATION SCHEDULE (G, I, R, etc.) GS		15. OCCUPATIONAL SERIES 1810.07		16. GRADE AND STEP 15/8 9		17. SALARY OR RATE \$28,206-28,981	
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. Includes on Agency Personnel List 1152 Release and 17th Anniversary 8/30/70. cc/CSB - Info cc/Payroll							
18A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		18B. SIGNATURE OF APPROVING OFFICIAL Edward K. O'Malley C/PS/ATS/IOS	
18C. SIGNATURE OF APPROVING OFFICIAL				DATE SIGNED		2 July 70	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE 45	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC	22. STATION CODE	23. INTEGRITY CODE	24. HOURS CODE 1	25. DATE OF BIRTH MO. DA. YR. 01/26/24	26. DATE OF GRADE MO. DA. YR.
27. DATE OF LES MO. DA. YR.	28. SPECIAL REFERENCE	29. RETIREMENT DATA CODE C	30. SEPARATION DATA CODE	31. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.	32. SECURITY REG NO.	33. SOCIAL SECURITY 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 CODE LBR/BSV PROV/TIMP	39. FEDERAL HEALTH INSURANCE CODE 0-WAIVER 1-YES	40. HEALTH INS. CODE	41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NONE 1-NO PRIOR SERVICE 2-BRIEF IN SERVICE (LESS THAN 3 YEARS) 3-BRIEF IN SERVICE (MORE THAN 3 YEARS)	42. LEAVE CAT. CODE
43. POSITION CONTROL CERTIFICATION 8-21-70 noted R/S/10/70 C/69	44. OF APPROVAL C/69	45. DATE APPROVED 20 Aug 76					

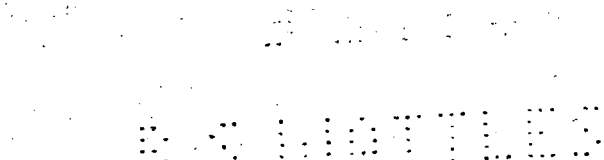
FORM 1152 USE PREVIOUS EDITION

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		5. CATEGORY OF EMPLOYMENT
RETIREMENT-INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYS-CORR			08 31 70		REGULAR
6. FUNDS		7. FUND OF ADDRESS NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY	
<input checked="" type="checkbox"/> V TO V <input type="checkbox"/> CF TO V		<input type="checkbox"/> V TO CF <input type="checkbox"/> 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, 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 28225 TO READ 28989.					
SIGNATURE OR OTHER AUTHENTICATION					
<div style="text-align: center;">  </div>					

BSJ: 27 AUG 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		5. CATEGORY OF EMPLOYMENT	
RETIREMENT- INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYSTEM				08 31 70		REGULAR	
6. FUNDS		7. V TO V		7. V TO CF		8. CSC OR OTHER LEGAL AUTHORITY	
X		CF TO V		CF TO CF		PL 8E-643 SEC 235A	
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION			
OFFICE OF THE CHIEF				OFFICE OF THE CHIEF			
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION	
PHYSICAL SEC OF				0070		SS	
14. CLASSIFICATION SCHEDULE (GS, EP, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE	
GS		1810.07		15 8		28226	
18. REMARKS							
SIGNATURE OR OTHER AUTHENTICATION							

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

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REPORT OF HONOR AND MERIT AWARDS BOARD				11 August 1970	
The Honor and Merit Awards Board having considered a recommendation that:					
FILE OR ID NO.	NAME (Last-First-Middle)	BIRTH YEAR	SEX	TYPE EMPLOYEE	
	McCord, James Walter, Jr.	1924	M		
OFFICE OF ASSIGNMENT	SS	SCHEME	GRADE	STATION	
DDS/OS			GS-15		
RE AWARDED					
Certificate of Distinction					
<input type="checkbox"/> FOR HEROIC ACTION ON					
<input checked="" type="checkbox"/> FOR MERITORIOUS SERVICE OR ACHIEVEMENT DURING THE PERIOD <b>Aug 1951 - Present</b>					
<input checked="" type="checkbox"/> RECOMMENDS APPROVAL			<input type="checkbox"/> DOES NOT RECOMMEND APPROVAL		
<input type="checkbox"/> RECOMMENDS AWARD OF					
UNCLASSIFIED CITATION					
<p>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.</p>					
(Recommendation approved by DD/S on 23 July 1970)					
REMARKS					
APPROVED			SIGNATURE		
R. E. Cushman, Jr. DIRECTOR OF CENTRAL INTELLIGENCE 25 AUG 1970 DATE			/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		

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 2585 (Authorization for Disposition of Paychecks).
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

James W. McCord

Date Signed

Aug 3, 70

Address (Street, City, State, Zip Code)

7 Windsor Court Rock Hill, S.C. 29730

Correspondence

☒ Direct

☐ Covert

SECRET

**SECRET**

14 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.

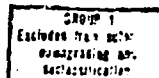
/s/ Robert S. Wattlee

**Robert S. Wattlee  
Director of Personnel****Distribution:**

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

OP/RAD/ROB/MRDameron:dam/3257

(10 Aug 70)

**SECRET**

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.

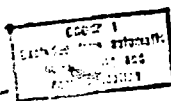
REFERENCE : Memorandum to Chief, Administrative Staff/ OS from C/OCB/CCS, dated 14 July 1970, Subject, James W. McCord, Jr.

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

*James P. O'Connell*  
James P. O'Connell  
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.

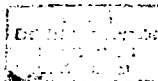
When serving overseas, responsibilities were managerial in nature as Chief of a regional staff of some ten professional and clerical personnel providing a full spectrum of security support.

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.

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**SECRET**

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.

**SECRET**

SECRET

14 Nov 1968 Rev 9-38

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1. SERIAL NUMBER 058124										18 June 1970	
2. NAME (Last-First-Middle) MCCORD, JAMES W., JR.											
3. NATURE OF PERSONNEL ACTION DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM						4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 06 28 70		5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS		<input checked="" type="checkbox"/> V TO V		<input type="checkbox"/> V TO CF		7. COST CENTER NO. CHARGE ABLE 0271 0501		8. LEGAL AUTHORITY (Completed by Office of Personnel) PL 88-643 Sect. 203			
<input type="checkbox"/> CF TO V		<input type="checkbox"/> CF TO CF									
9. ORGANIZATIONAL DESIGNATIONS DDS/SECURITY						10. LOCATION OF OFFICIAL STATION WASHINGTON, D. C.					
11. POSITION TITLE						12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION SS			
14. CLASSIFICATION SCHEDULE (GS, LS, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP 15		17. SALARY OR RATE \$			
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. MOOTRS CODE	
25. DATE OF BIRTH MO. DA. YR.		26. DATE OF GRADE MO. DA. YR.		27. DATE OF LEI MO. DA. YR.		28. DATE OF BIRTH MO. DA. YR.		29. DATE OF GRADE MO. DA. YR.		30. DATE OF LEI MO. DA. YR.	
31. VET. PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT		32. SERV. COMP. DATE MO. DA. YR.		33. LONG. COMP. DATE MO. DA. YR.		34. CAREER CATEGORY CAR RESV PROV. LEAP		35. FEGLI, HEALTH INSURANCE CODE 0-WAIVER 1-YES		36. SOCIAL SECURITY NO.	
37. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NONE 1-NONE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)				38. LEAVE CAT CODE		39. FEDERAL TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS				40. STATE TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS	
41. POSITION CONTROL CERTIFICATION						42. OP APPROVAL 7-6-70 mw				DATE APPROVED 27 JUN 70	

FORM 1152 USE PREVIOUS EDITION

OP-1  
1-66

P SECRET

GROUP 1  
EXCLUDED FROM AUTOMATIC DOWNGRADING  
AND DECLASSIFICATION

14

70 3597

31 AUG 1970

70-4562

05 AUG 50 5 35 PM

Mr. James W. McCord, Jr.  
7 Winder Court  
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,

*[Signature]*  
/s/ Richard Helms

Richard Helms  
Director

Distribution:

0 - Addressee

1 - DDCI

1 - ER

1 - AC/EAB/CS

1 - D/Pers

1 - CPF

1 - ROB Soft File

1 - ROB Reader

Originator: /s/ M. B. Fisher 27 AUG 1970  
Director of Personnel

Concur: 31 AUG 1970

AC/EAB/CS 27 AUG 1970

CP/RAD/ROB/MRDameron:jat/3257 (19 August 1970)

**SECRET**

81 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., GS-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																
TO: HQ COMD USAF (PRP)		FROM: HQ COMD USAF (PRP-A)														
<input checked="" type="checkbox"/> BY DIRECTION OF THE PRESIDENT		<input type="checkbox"/> BY ORDER OF THE SECRETARY OF THE AIR FORCE														
1. GRADE, LAST NAME, FIRST, MIDDLE INITIAL, AFSC		2. PARSEC														
LT COLONEL MC CORD, JAMES W. JR.		453-22-4741		8011												
3. PRESENT ADDRESS 7 Winder Court Rockville, Maryland 20850		4. ON FLYING STATUS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		5. AFSC RATING Aircraft Observer												
7. IT IS ORDERED TO ACTIVE DUTY FOR <u>12</u> DAYS PLUS REQUIRED TRAVEL TIME																
8. PURPOSE (Type) <input checked="" type="checkbox"/> ANNUAL TOUR <input type="checkbox"/> SCHOOL TOUR <input type="checkbox"/> SPECIAL TOUR OF AGENCIES <input type="checkbox"/> SPECIAL TOUR OF AD TITLE (Indicate specific school course or special tour title)																
9. REVENUE ASSIGNMENT HQ USAF (AFESS-FE) Washington, DC		10. UNIT OF ASSIGNMENT														
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		<table border="1"> <thead> <tr> <th>HOUR</th> <th>DAY</th> <th>MONTH</th> <th>YEAR</th> </tr> </thead> <tbody> <tr> <td>NLT 0800</td> <td>19</td> <td>Jan</td> <td>70</td> </tr> <tr> <td></td> <td>30</td> <td>Jan</td> <td>70</td> </tr> </tbody> </table>			HOUR	DAY	MONTH	YEAR	NLT 0800	19	Jan	70		30	Jan	70
HOUR	DAY	MONTH	YEAR													
NLT 0800	19	Jan	70													
	30	Jan	70													
12. INDIVIDUAL WILL BE RELEASED FROM ORGANIZATION ATTACHED/ ASSIGNED FOR ACTIVE DUTY TRAINING ON		14. AUTHORITY - AFM 35-3														
13. INDIVIDUAL <input type="checkbox"/> IS <input checked="" type="checkbox"/> IS NOT AUTHORIZED TO PARTICIPATE IN FLYING ACTIVITIES DURING THE PERIOD OF ACTIVE DUTY COVERED BY THIS ORDER.																
17. INDIVIDUAL WILL PROTECT FROM PRESENT ADDRESS IN SUFFICIENT TIME TO COMPLY WITH REPORTING TIME AND DATE.																
16. MODES OF TRANSPORTATION <input checked="" type="checkbox"/> AUTHORIZED <input type="checkbox"/> DIRECTED																
<table border="1"> <thead> <tr> <th>MILITARY</th> <th>COMMERCIAL</th> </tr> </thead> <tbody> <tr> <td><input type="checkbox"/> AIRCRAFT</td> <td><input checked="" type="checkbox"/> AIRCRAFT <input checked="" type="checkbox"/> RAIL <input checked="" type="checkbox"/> BUS</td> </tr> </tbody> </table>					MILITARY	COMMERCIAL	<input type="checkbox"/> AIRCRAFT	<input checked="" type="checkbox"/> AIRCRAFT <input checked="" type="checkbox"/> RAIL <input checked="" type="checkbox"/> BUS								
MILITARY	COMMERCIAL															
<input type="checkbox"/> AIRCRAFT	<input checked="" type="checkbox"/> AIRCRAFT <input checked="" type="checkbox"/> RAIL <input checked="" type="checkbox"/> BUS															
17. PCS, TON, PAY, ALLOWANCES, AND TRAVEL CHARGEABLE TO: PAY & ALWS: 3703700 500 4261 P 723.01 (P&A) \$594700																
18. REMARKS TRAVEL & PER DIEM: 5703700 500 6262 P 723.07 40861 40961 \$668100 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 16 Dec 69	21. APPROVING OFFICIAL (Typed Name and Grade) E. E. THAYER, GS-12		22. SIGNATURE <i>E. E. Thayer</i>													
20. PHONE NO. 4579/4279	23. RESERVATION AND LOCATION OF HEADQUARTERS DEPARTMENT OF THE AIR FORCE HEADQUARTERS, HEADQUARTERS COMMAND USAF BOLLING AIR FORCE BASE, DC 20332		24. RESERVE ORDER NO. A - 2073	25. DAY 16 Dec 69												
26. DISTRIBUTION 15 - Individual 1 - Indi 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 - Recrds Set 35 - Reserve Personnel		28. SIGNATURE ELEMENT OF ORDERS AUTHENTICATING OFFICIAL <i>E. E. Thayer</i> E. E. THAYER Asst Director for Administration														

MC CORD, James

(10-130311)

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!

*JK*  
Richard Helms  
Director

cc: Acting Executive Director

SECRET

James McCord

10 March 1969

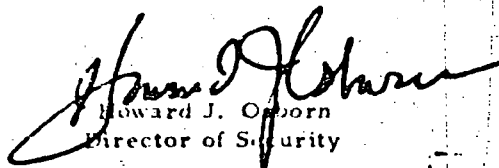
MEMORANDUM FOR: DD/PTOS

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, [ ] and [ ] for the work they did in planning our role in the ceremonies. Equally impressive was the performance of [ ] 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

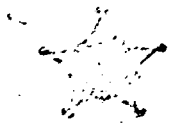


SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER				2. NAME (Last-First-Middle)	
058124				MC CORD, James W., Jr.	
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE REQUESTED	
Reassignment				MONTH DAY YEAR 10 1 68	
5. CATEGORY OF EMPLOYMENT				Regular	
6. PUNES				7. FINANCIAL ANALYSIS NO. CHARGEABLE	
X V TO V				9271-0501	
CP TO V				8. LEGAL AUTHORITY (Completed by Office of Personnel)	
CP TO CP					
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION	
DHS/Office of Security DD/Physical, Technical & Overseas Security Physical Security Division Office of the Chief				Washington, D. C.	
11. POSITION TITLE				12. POSITION NUMBER	
Physical Security Officer				0070	
13. CLASSIFICATION SCHEDULE (See (B) 4.)				14. GRADE AND STEP	
GS				15/7 S	
15. OCCUPATIONAL SERIES				16. SALARY OR RATE	
1810.07				\$21,192 = 24,393	
18. REMARKS					
From: DHS/Office of Security/Technical Division/Office of the Chief - #0642					
CC: Payroll					
19. SIGNATURE OF REQUESTING OFFICIAL		DATE SIGNED		20. SIGNATURE OF SUPERVISOR APPROVING OFFICER	
				Edward K. O'Malley, C/PR/ACT/OC 10/3/68	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
21. ACTION CODE	22. EMPLOY CODE	23. OFFICE CODING	24. STATION CODE	25. INITIALS CODE	26. HOO/RS CODE
3710	0040	0000	0000	1	01/10/68
27. DATE OF BIRTH	28. DATE OF GRADE	29. DATE OF LST	30. SECURITY REG NO.	31. SEX	
10/1/24					
32. NET PREFERENCE	33. SERV COMP DATE	34. LONG COMP DATE	35. CAREER CATEGORY	36. REGAL HEALTH INSURANCE	37. SOCIAL SECURITY NO.
1-10					
38. PREVIOUS CIVILIAN GOVERNMENT SERVICE	39. LEAVE CAT	40. FEDERAL TAX DATA	41. STATE TAX DATA	42. SOCIAL SECURITY NO.	
43. POSITION CONTROL CERTIFICATION					
10-4-68					
44. OF APPROVAL				DATE APPROVED	
10-4-68				10/3/68	

SECRET



TREASURY DEPARTMENT  
UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20216

September 5, 1968

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

Dear Mr. Osborn:

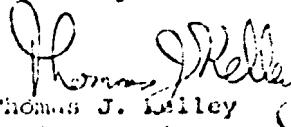
This letter is in appreciation for the valuable assistance provided by your office during the Republican National Convention at Miami Beach, Florida.

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

[Redacted]  
[Redacted]

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

Sincerely,

  
Thomas J. Bailey  
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.

Copy to:  
Mr. Georgia

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

CONFIDENTIAL

EXCLUDED FROM AUTOMATIC  
DECLASSIFICATION SCHEDULE  
DOES NOT APPLY

☐ 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:

NO

6777

DATE

TO: (Officer designation, room number, and building)

DATE

RECEIVED

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 AUG 1967

[Signature]

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.

Ch. Encl. Dir.

4/30

[Signature]

3.

Ch. Phys. Sec. Dir.

4/30

[Signature]

4.

Ch. SPS

10/17/67

[Signature]

5.

Ch. Encl. Dir.

10/17/67

[Signature]

6.

Acting Director of Security  
21 AUG 1967

7.

8.

9.

10.

11.

12.

C/ARTS

13.

14.

15.

Please document the appropriate files in AATS and the Office of Personnel.

FORM 5010

610

USE PREVIOUS EDITIONS

☐ SECRET☐ CONFIDENTIAL☐ INTERNAL  
USE ONLY☐ UNCLASSIFIED

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

12 August 1967

Executive Reg. 1
12 AUG 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

## S E C R E T

8 March 1966

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

THROUGH : Head of SS 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 Personnel

S E C R E T

GROUP 1  
EXCLUDED FROM AUTOMATIC DOWNGRADING  
AND DECLASSIFICATION

SECRET

20 July 1965

MEMORANDUM FOR: Chief, A&TS

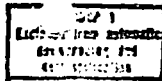
SUBJECT : (McCord, James W., Jr.)  
(Educational Matter)

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





THE COLLEGE OF GENERAL STUDIES

THE GEORGE WASHINGTON UNIVERSITY  
WASHINGTON, D. C. 20008

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. Brown*  
for Grover L. Angel  
Dean

cc: CGS File  
Registrar # 183595



SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED							
1. SERIAL NUMBER		2. NAME (Last-First-Middle)								19 July 1965							
058124		MC CORD, James W., Jr.															
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT									
REASSIGNMENT						MONTH DAY YEAR		REGULAR									
6. FUNDS						7. COST CENTER NO. CHARGE		8. LEGAL AUTHORITY (Completed by Office of Personnel)									
X V TO V						6271-0208											
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION											
DHS/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, PL, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE									
GS				0855.21		15 5		\$ 18,740									
18. REMARKS																	
19A. SIGNATURE OF REQUESTING OFFICIAL																	
DATE SIGNED																	
DATE SIGNED																	
A/Chief/Personnel																	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INITIALS CODE		24. MOOTHS CODE		25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI	
37		16		16-360		75213		1		012624							
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ. NO		34. SEN					
MO. DA. YR.				1-CSC 2-FICA 3-NONE		CODE		TYPE MO. DA. YR.		EOD DATA							
35. VET. PREFERENCE		36. SERV. COMP. DATE		37. LONG COMP. DATE		38. CAREER CATEGORY		39. LEGAL/HEALTH INSURANCE		40. SOCIAL SECURITY NO							
CODE		MO. DA. YR.		MO. DA. YR.		CODE		CODE		CODE							
8-NONE 1-5 PT. 2-10 PT.						CODE		CODE		CODE							
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CA: CODE				43. FEDERAL TAX DATA				44. STATE TAX DATA					
CODE				CODE				CODE				CODE					
0-NONE 1-NONE 2-NONE 3-NONE				1-YES 2-NONE				1-YES 2-NONE				1-YES 2-NONE					
45. POSITION CONTROL CERTIFICATION				46. O.P. APPROVAL				DATE APPROVED									
7/21/65				DATE APPROVED				7/23/65									

SECRET

GROUP 1  
EXCLUDED FROM AUTOMATIC DOWNGRADING  
AND DECLASSIFICATION

SECRET

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1. SERIAL NUMBER 058124						2. NAME (Last-First-Middle) McCord, James W., Jr.	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND TRANSFER FROM <del>ONLY VOUCHER FUNDS TO VOUCHER FUNDS</del>				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 8 16 64		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS V TO V X CF TO V CF TO CF				7. COST CENTER NO. CHARGEABLE 5271-0100		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDG/OFFICE OF SECURITY EXECUTIVE STAFF				10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.			
11. POSITION TITLE SECURITY OFFICER				12. POSITION NUMBER 0032		13. CAREER SERVICE DESIGNATION ES	
14. CLASSIFICATION SCHEDULE (G.S. 18, etc.) GS		15. OCCUPATIONAL SERIES 1810.01		16. GRADE AND STEP 15 4		17. SALARY OR RATE \$ 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 cc: DDP/EE cc: Cl Br U. H. [redacted] 18A. SIGNATURE OF REQUESTING OFFICIAL 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Ernest L. Hardt, Chief, Br. 8/20/64							
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE 15	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 15760 150	22. STATION CODE 25003	23. INITIATION CODE	24. MOTION CODE 1	25. DATE OF BIRTH MO. DA. YR. 8 16 64	26. DATE OF GRAD MO. DA. YR.
28. NTE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE 1-EM 2-FLA 3-NOM	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA TYPE MO. DA. YR.	33. SECURITY REQ. NO. 34. SER		
35. VET. PREFERENCE CODE 0-None 1-5 Yr. 2-10 Yr.	36. SERV. COMP. DATE MO. DA. YR.	37. LONG. COMP. DATE MO. DA. YR.	38. CAREER CATEGORY CODE 1-YES 2-NO	39. SIGEL HEALTH INSURANCE CODE 0-None 1-YES	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 CODE 1-YES 2-NO	44. STATE TAX DATA CODE 1-YES 2-NO		45. POSITION CONTROL CERTIFICATION from GE	
46. O.P. APPROVAL [Signature]				DATE APPROVED 5-10-64			

FORM 1152  
6-63

USE PREVIOUS EDITION:

SECRET

GROUP 1  
EXCLUDED FROM AUTOMATIC DOWNGRADING  
AND DECLASSIFICATION

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)		3. MAY 1962	
058124 ✓		MCCORD, James W. Jr.			
4. NATURE OF PERSONNEL ACTION			5. EFFECTIVE DATE REQUESTED		6. CATEGORY OF EMPLOYMENT
Reassignment and Transfer to Confidential Funds			MONTH DAY YEAR 05 27 62		Regular
7. FUNDS		8. V TO V		9. COST CENTER NO. CHARGEABLE	
CF TO V		X		2139 9300 1017	
10. ORGANIZATIONAL DESIGNATIONS			11. LOCATION OF OFFICIAL STATION		
DDP/EE German Station Deputy for Combined Services Security Branch			Frankfurt, Germany		
12. POSITION TITLE			13. POSITION NUMBER		14. CAREER SERVICE DESIGNATION
Security Officer			0363		SS
15. CLASSIFICATION SCHEDULE (GS, LD, etc.)		16. OCCUPATIONAL SERIES		17. GRADE AND STEP	
GS		1810.01		15 2	
18. REMARKS		19. SALARY OR RATE			
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		14055 ✓			
20. SIGNATURE OF REQUESTING OFFICIAL		21. DATE SIGNED		22. SIGNATURE OF CAREER SERVICE APPROVING OFFICIAL	
[Signature]		5-11-62		[Signature] 16 May 62	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
23. ACTION CODE	24. EMPLOY CODE	25. OFFICE CODE	26. STATION CODE	27. WORKING CODE	28. DATE OF BIRTH
20	10	54460	EE	22015	3 01 1962
29. DATE OF BIRTH	30. DATE OF DEATH	31. DATE OF DEATH	32. DATE OF DEATH	33. DATE OF DEATH	34. DATE OF DEATH
35. VET. PREFERENCE	36. SEPA. COMP. DATE	37. INC. COMP. DATE	38. SEPA. CHARTERED	39. REG. / HEALTH INSURANCE	40. SOCIAL SECURITY NO.
41. PREVIOUS EMPLOYMENT SERVICE DATA	42. MILITARY SER. CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA	45. POSITION CONTROL AUTHORIZATION	46. O.P. APPROVAL (M.T.)
47. DATE APPROVED				48. DATE APPROVED	
[Signature]				[Signature]	

**CIA INTERNAL USE ONLY**  
**REQUEST FOR PERSONNEL ACTION**

25 June 1959

1. Serial No. <b>158124</b>	2. Name (Last-First-Middle) <b>MCCORD JAMES W JR</b>	3. Date Of Birth Mo. Da. Yr. <b>01 26 24</b>	4. Vnt. Pref. None-0 5 Pt. 1 10 Pt. 2 <b>1</b>	5. Sex <b>M</b>	6. C. Code Mo. Da. Yr. <b>08 22 51</b>
7. SCD Mo. Da. Yr. <b>03 27 45</b>	8. CSC Rating Yes-1 No-2 <b>1</b>	9. CSC Or Other Legal Authority <b>50 USCA 403 J</b>	10. Appt. Authority Mo. Da. Yr. <b>03 22 51</b>	11. REG. Code Mo. Da. Yr. <b>03 22 51</b>	12. ICD Mo. Da. Yr. <b>03 22 51</b>
13. Grade & Step Mo. Da. Yr. <b>15-1</b>		14. Salary Or Rate Mo. Da. Yr. <b>\$ 11,835</b>		15. SD <b>SS</b>	

**PREVIOUS ASSIGNMENT**

14. Organizational Designations <b>DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF</b>	Code <b>3112</b>	15. Location Of Official Station <b>WASH., D.C.</b>	Station Code <b>75013</b>
16. Dept. - Field Dept. - USId - Frgn - <b>2</b>	17. Position Title <b>SECURITY OFFICER</b>	18. Position No. <b>0365</b>	19. Serv. Code <b>G5</b>
20. Occup. Series <b>1810.01</b>	21. Grade & Step <b>15-2</b>	22. Salary Or Rate <b>\$ 11,835</b>	23. SD <b>SS</b>
24. Date Of Grade Mo. Da. Yr. <b>07 01 56</b>	25. PSI Due Mo. Da. Yr. <b>06 28 59</b>	26. Appropriation Number <b>9 7100 20 001</b>	

**ACTION**

27. Nature Of Action <b>PROMOTION</b>	Code <b>30</b>	28. Eff. Date Mo. Da. Yr. <b>6 12 59</b>	29. Type Of Employee <b>Regular</b>	Code <b>31</b>	30. Separation Date
--	-------------------	--	--	-------------------	---------------------

**PRESENT ASSIGNMENT**

31. Organizational Designations <b>DDS Office of Security Security Research Staff Office of the Chief</b>	Code <b>3112</b>	32. Location Of Official Station <b>Washington, D. C.</b>	Station Code <b>75013</b>
33. Dept. - Field Dept. - USId - Frgn - <b>2</b>	34. Position Title <b>Security Officer</b>	35. Position No. <b>0365</b>	36. Serv. Code <b>G3</b>
37. Occup. Series <b>1810.01</b>	38. Grade & Step <b>15-1</b>	39. Salary Or Rate <b>\$ 12,770.00</b>	40. SD <b>ES</b>
41. Date Of Grade Mo. Da. Yr. <b>11 14 59</b>	42. PSI Due Mo. Da. Yr. <b>12 28 61</b>	43. Appropriation Number <b>9-7100-20-001</b>	

**SOURCE OF REQUEST**

A. Requested By (Name And Title) <b>Sheffield Edwards, Director of Security</b>	C. Request Approved By (Signature And Title) <i>Sheffield Edwards</i> <b>Director of Security</b>
B. For Additional Information Call (Name & Telephone Ext.) <b>H. E. Steele, Ch. Pers. Br., A&amp;TS/OS</b>	

**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. Prof.		5. Sex		6. C.S. Code				
158124		MCCORD JAMES W JR		Mo. Da. Yr. 01 26 24			Nono-9 5 Pt. 1 10 Pt. 9		M 1		Mo. Da. Yr. 03 22 51				
7. SCB		8. CSC Rmt.		9. CSC Or Other Legal Authority			10. Apmt. Alt. day		11. HGLI		12. LCD		13. Min. Serv. Code		
Mo. Da. Yr. 03 27 45		Yes-1 No-2		Code 1			50 U.S.A. 272 J			Mo. Da. Yr. 03 27 51		Yes-1 No-2		Code 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.	
Dept. - USIld - Frgn -		INVESTIGATOR		0033		GS	
Code 2						1810.22	
21. Grade & Step		22. Salary Or Rate		23. SS		24. Date Of Grade	
14 2		\$11,595		SS		Mo. Da. Yr. 07 01 50	
						25. PSI Due	
						Mo. Da. Yr. 06 28 50	
						26. Appropriation Number	
						9 7101 20	

## ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
REASSIGNMENT		16		Mo. Da. Yr. 1 1 59		Regular		1			

## 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		Washington, D. C.			
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv.	
Dept. - USIld - Frgn - D		Security Officer		T365		GS	
Code 2						1810.01	
38. Grade & Step		39. Salary Or Rate		40. SS		41. Date Of Grade	
14-2		\$11595.00 pa		SS		Mo. Da. Yr. 1 1 59	
						42. PSI Due	
						Mo. Da. Yr. 1 1 59	
						43. Appropriation Number	
						9-7100-20-001	

## SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
H. E. Steele, Ch. Pers. Br., A&TS/OS		H. E. Steele	
B. For Additional Information Call (Name & Telephone Etc.)		Chief, Personnel Branch, A&TS/OS	
Ext. 2023			

## CLEARANCES

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

**SECRET**  
(When Filled In)

DATE PREPARED			REQUEST FOR PERSONNEL ACTION										X		V to V		V to UV	
Mo	Da	Yr											UV to V		UV to UV			
7	10	58																
1. Serial No.			2. Name (Last-First-Middle)					3. Date of Birth			4. Vet. Pref.		5. Sex		6. CS - EOD			
			McCord, James Walter, Jr.					Mo Da Yr 1 26 24			None-0 5 Pt-1 10 Pt-2		Code /		M			
7. SCD			8. CSC Reim.		9. CSC Or Other Legal Authority			10. Appt. Affidav.			11. FEGLI		12. LCD		13. MIL. SERV. CREDIT LCC			
Mo	Da	Yr	Yes-1	Code				Mo	Da	Yr	Yes-1	Code	Mo	Da	Yr	Yes-1		
			No-2								No-2					No-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						Washington, D. C.					
16. Dept.-Field		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series	
Dept.- Usld.- Frgn.-	Code	Security Officer				365		GS		1810.01	
14-2											
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
14-2		\$ 11,595.00 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 Date	
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.- Usld.- Frgn.-	Code	Investigator				33		GS		1810.22	
14-2											
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
14-2		\$ 11,595.00 pa		SS		Mo Da Yr 07/01/56		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)	
Ch. Pers. Br. A&TS/OS			
B. For Additional Information Call (Name & Telephone Ext.)		Chief, Personnel Branch, A&TS/OS	
Ext 2063			

**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											

SECRET

STANDARD FORM 52  
 PREPARED BY THE  
 U. S. GOVERNMENT PRINTING OFFICE  
 WASHINGTON, D. C. 20540  
 GPO: 1957 O - 3487-1

## 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.		26 Jan 1924		4 Jun 57
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				
8. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED:		
FROM - Investigator (CI) T367 GS-1610.22-14 \$10,320.00 pa DDS/Office of Security Security Research Staff Internal Branch Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		TO - Security Officer T365-14 GS-1610.01-14 \$10,320.00 pa DDS/Office of Security Security Research Staff Office of the Chief Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
9. POSITION TITLE AND NUMBER		10. ORGANIZATIONAL DESIGNATIONS		
11. SERVICE, GRADE, AND SALARY		12. HEADQUARTERS		
13. FIELD OR DEPARTMENTAL		14. FIELD OR DEPARTMENTAL		
A. REMARKS (Use reverse if necessary) No Fitness Report required - no change in supervision.				
B. REQUESTED BY (Name and title)		C. REQUEST APPROVED BY (Name and title)		
Ch, Pers. Br., A&TS, OS		Signature: [Signature] Title: Ch, Personnel Branch, A&TS, OS		
D. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)		Ext. 2063		
13. VETERAN PREFERENCE		14. POSITION CLASSIFICATION ACTION		
NONE <input type="checkbox"/> OTHER <input checked="" type="checkbox"/> 15-POINT <input type="checkbox"/> USAR <input type="checkbox"/> OTHER <input checked="" type="checkbox"/>		NEW <input type="checkbox"/> VICE <input type="checkbox"/> L. A. <input type="checkbox"/> REAL <input type="checkbox"/> SD-SS		
15. SEX M	16. APPROPRIATION FROM 7-1101-20 to Same	17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes	18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:
20. STANDARD FORM 50 REMARKS				
21. CLEARANCES		INITIAL OR SIGNATURE	DATE	REMARKS
A.				
B. CER. OF POS. CONTROL			5 JUN 1957	
C. CLASSIFICATION			45/57	
D. PLACEMENT OR CHG.			6/1/57	
E.				
F. APPROVED BY [Signature]				

SECRET

~~SECRET~~

STANDARD FORM 52  
PROPOSED BY THE  
U. S. CIVIL SERVICE COMMISSION  
EMPLOYEES - FEDERAL PERSONNEL  
MANUAL CHAPTER II

### 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.		26 Jan '24		6/19/56
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)		6. EFFECTIVE DATE A. PROPOSED:		7. C. S. OFFICIAL LEGAL AUTHORITY:
PROMOTION		ASAP		
8. POSITION (Specify whether establish, change grade or title, etc.)		9. APPROVED:		

FROM— Security Res Spec T405 GS-1810.24-13 \$9205.00 pa	10. POSITION TITLE AND DOWNSIDE	TO— Investigator (CI) T367 GS-1810.22-14 \$10,320.00 pa
DDS/Office of Security Security Research Staff External Branch	11. SERVICE GRADE AND SALARY	DDS/Office of Security Security Research Staff Internal Branch
Washington, D. C.	12. ORGANIZATIONAL DELEGATIONS	Washington, D. C.
<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	13. HEADQUARTERS	<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> 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: [Redacted]
E. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)	Title: Ch, Admin & Training Staff, GS
Ext. 2063	

13. VETERAN PREFERENCE		14. POSITION CLASSIFICATION ACTION	
NONE	OTHER	NEW	VICE
	X		
15. APPROPRIATION		16. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	
FROM: 4-7101-20	TO: 6-7101-20	DATE: 6/19/56	
17. STANDARD FORM 50 REMARKS		18. LEGAL RESIDENCE	
		<input type="checkbox"/> CLAIMED <input checked="" type="checkbox"/> PROVED STATE: TEXAS	

21. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CEIL OR POS CONTROL	CPH		
C. CLASSIFICATION	SS	6/19/56	
D. PLACEMENT OR EM			
E.			
F. APPROVED BY			



E.O.

23 September 1954

[Redacted]  
[Redacted]  
Military Permit for Germany - James Walter McCord, Jr. *file*

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.

Special Passport # 39738  
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

SECRET

STANDARD FORM 52  
 PREPARED BY THE  
 U. S. GOVERNMENT PRINTING OFFICE  
 WASHINGTON, D. C. 20540

## 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) <b>MR. JAMES M. TOWNEY JR.</b>	2. DATE OF BIRTH <b>3/20/24</b>	3. REQUEST NO. <b>1924</b>	4. DATE OF REQUEST <b>6/1/54</b>
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <b>PROMOTION</b>		6. EFFECTIVE DATE & PROPOSED: <b>ASAP</b>	7. C. S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change (rate or title, etc.)		9. APPROVED: <b>6 June 1954</b>	

FROM— Investigator OS-1810.27-12 <b>3/240</b> \$297.01 per annum	A. POSITION TITLE AND NUMBER  B. SERVICE, GRADE, AND SALARY  10. ORGANIZATIONAL DESIGNATIONS  11. HEADQUARTERS  12. FIELD OR DEPARTMENTAL	TO— Security Officer OS-1810.01-13 \$300.00 per annum
DCA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C.		DCA/Security Office Office of the Chief Washington, D. C.
<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> 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) <b>Chief, A-13</b>		D. REQUEST APPROVED BY  Signature: _____ Title: <b>Security Officer, Security Office</b>	
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) <b>Ext. 2263</b>			
13. VETERAN PREFERENCE NONE <input type="checkbox"/> OTHER: SPT. <input type="checkbox"/> 10 POINT <input type="checkbox"/> DISAB. OTHER <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> <b>CD-SH</b>	
15. SEX <input type="checkbox"/> M <input checked="" type="checkbox"/> F	16. RACE <input type="checkbox"/> W <input checked="" type="checkbox"/> N <input type="checkbox"/> O	17. APPROPRIATION FROM: <b>4-7103-20</b> TO: <b>1-7103-20</b>	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) <input type="checkbox"/>
		19. DATE OF APPOINTMENT AFFIDAVITS (AFESSEMENTS ONLY)	20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: _____

21. STANDARD FORM 50 REMARKS

\* Partial Strike, SO -  
6/4/54

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.	<b>Jm</b>	<b>29 June 54</b>	
B. CEIL OR POS. CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	<b>CS-4924</b>		
E.			
F. APPROV			

SECRET

10 June '54

SECRET

STANDARD FORM 52 FORM 52 OF THE U. S. GOVERNMENT PRINTING OFFICE: 1965 O - 350-000 GSA GEN. REG. NO. 27			
<b>REQUEST FOR PERSONNEL ACTION</b>			
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain designation and fill in separation data on reverse.			
1. NAME (Mr - Miss - Mrs - One given name, initials, and surname) MR. J. A. DE LOACH, JR.		2. DATE OF BIRTH 7/7/26	3. REQUEST NO. 100-10
4. NATURE OF ACTION REQUESTED A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) REASSIGNMENT		5. EFFECTIVE DATE A. PROPOSER	6. C. S. OR OTHER LEGAL AUTHORITY
B. POSITION (Specify whether establish, change grade or rank, etc.)		D. APPROVED	
FROM— Investigator (Genl) 14-1010-10 \$400.00 per annum  DIA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		7. POSITION TITLE AND NUMBER  8. SERVICE, GRADE, AND SALARY  9. ORGANIZATIONAL DESIGNATIONS  10. HEADQUARTERS  11. FIELD OR DEPARTMENTAL	TO— Investigator 14-1010-20-12 \$400.00 per annum  DIA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL
A. REMARKS (Use reverse if necessary)			
B. REQUESTED BY (Name and title) Ervin W. Schmidt, CHIEF, A TS		D. REQUEST APPROVED BY  Signature: _____ Title: Chief, Admin & Training Staff, TS	
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) Ext. 2463			
13. VETERAN PREFERENCE NONE <input type="checkbox"/> WWI <input type="checkbox"/> OTHER <input checked="" type="checkbox"/> 5 PT <input type="checkbox"/> 10 POINT DISAB <input type="checkbox"/> OTHER <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> REA <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> CD-37	
15. SEX M	16. RACE W	17. APPROPRIATION FROM: 1-7103-20 TO: 1-7103-20	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)
		19. DATE OF APPOINT- MENT AFFIDAVIT (ACCESSIONS ONLY)	20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: TEXAS
21. STANDARD FORM 50 REMARKS			
22. CLEARANCES		INITIAL OR SIGNATURE	DATE
A.			
B. CEIL. OR POS. CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR ENPL			
E.			
F. APPROVED BY SECRET <i>[Signature]</i>			

SECRET

STANDARD FORM 52 PERSONNEL ACTION U. S. DEPARTMENT OF DEFENSE GENERAL INSTRUCTIONS CHAPTER 1		VOUCHERED																															
REQUEST FOR PERSONNEL ACTION																																	
REQUESTING OFFICE: Fill in Items 1 through 12 and A through D except 6E and 7 unless otherwise instructed. If applicable, obtain resignation and EU in separation data on reverse.																																	
1. NAME (Mr., Mrs., Miss, etc. — One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST																														
MR. JAMES W. McCORD, JR.	1/26/54		12/17/53																														
5. BASIS OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)		6. EFFECTIVE DATE A. PROPOSED:	7. C.S. OR OTHER LEGAL AUTHORITY																														
REASSIGNMENT																																	
8. POSITION (Specify whether establish, change grade or title, etc.)		9. APPROVED: <i>C-06</i> 3 JAN 54																															
10. FROM — Investigator (Gen) T211.01 GS-1310-12 \$7040.00 per annum DDA/Security Office Special Security Division SSD Pool Washington, D. C.	11. POSITION TITLE AND NUMBER 12. SERVICE, CLASS, AND SALARY 13. ORGANIZATIONAL UTILIZATION 14. HEADQUARTERS 15. FIELD OR DEPARTMENTAL	16. TO — Investigator (Gen) T297.01 GS-1310-12 \$7040.00 per annum DDA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C.																															
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL																																
A. REMARKS (Use reverse if necessary)																																	
Transfer TO Vouchered Funds FROM UnVouchered Funds.																																	
B. REQUESTED BY (Name and title)		B. REQUEST APPROVED BY																															
[Redacted], Chief, ASST		[Redacted]																															
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)		Signature: Chief, Admin. & Trng. Staff																															
Ext. 2063		Title: [Redacted]																															
13. VETERAN PREFERENCE		14. POSITION CLASSIFICATION ACTION																															
<table border="1"> <tr> <td>NONE</td> <td>WAR</td> <td>OTHER</td> <td>S-PT</td> <td>15 POINT</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td></td> </tr> </table>		NONE	WAR	OTHER	S-PT	15 POINT		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<table border="1"> <tr> <td>25A</td> <td>25B</td> <td>25C</td> <td>25D</td> <td>25E</td> <td>25F</td> <td>25G</td> <td>25H</td> <td>25I</td> <td>25J</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		25A	25B	25C	25D	25E	25F	25G	25H	25I	25J										
NONE	WAR	OTHER	S-PT	15 POINT																													
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>																														
25A	25B	25C	25D	25E	25F	25G	25H	25I	25J																								
15. SEX	16. RACE	17. APPROPRIATION	18. SURFER TO C.S. RETIREMENT ACT (YES-NO)																														
M	W	FROM 4-7130-30 TO 4-7103-20																															
19. DATE OF APPOINTMENT AFFIDAVIT (ACCORDING ONLY)		20. LEGAL RESIDENCE																															
		<input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:																															
21. STANDARD FORM 50 REMARKS																																	
<i>Security Concerns</i> <i>12/22/53</i>																																	
22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS																														
A.																																	
B. CEIL. OR POS. CONTROL	<i>1/26/54</i>	<i>2/1/54</i>																															
C. CLASSIFICATION																																	
D. PLACEMENT OR EMPL.																																	
E.																																	
F. APPROVED BY		12/22/53																															
<i>[Signature]</i>																																	

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

TO:

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: MCCORD, James Walter, Jr.  
DOB: 26 Jan. 1924  
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. R. B. J. Hopkins  
Chief, Personnel Division  
Central Intelligence Agency  
2430 E Street, N. W.  
Washington 25, D. C.

*Basic record  
sent to Payroll  
9-27-51*

CONFIDENTIAL

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)

CONFIDENTIAL

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

NR  
840 Pacific Avenue  
Glendale, California  
July 20, 1951

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

Dear Mr. Ragan:

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 con-  
siderable 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 over-  
seas 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 ap-  
preciated.

Very truly yours

*James Walter McCord Jr*  
James Walter McCord, Jr.

REQUEST FOR SECURITY CLEARANCE

Received by: 1-21-11  
 Date: 6-2-11

1. Full Name \_\_\_\_\_ 2. Year of Birth 1924  
Last, First Middle

3. Position Title	Special Agent	Grade	GS-11	Code	
-------------------	---------------	-------	-------	------	--

4. Location: Office US Division SA Branch             
Code            Code            Code           

5. Geographic destination FOR SALE INFO. COUNCIL  
City and state or country, as appropriate

6. Type of Employee: ☒ 1. Regular ☐ 2. Contract ☐ 3. Consultant  
☐ 4. Military ☐ 5. Other:

7. Funds: ☐ 1. Vouchered ☒ 2. Unvouchered

8. Type(s) of security clearance requested:

☒ Provisional for \_\_\_\_\_  
Show name of pool or group

 Secret

☒ Full

☒ Waiver

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

11. Recruitment Source	Code
1. Direct Recruitment	
2. Indirect Recruitment	
3. Other Recruitment	

12. Sex and Veteran status: ☒ 1. M-F ☐ 2. M-M ☐ 3. F-F ☐ 4. F-M

13. Remarks:

2 FEB 03 RECEIVED BY SAC

**Attachments:**

( ) PMS  
( ) Appendix I  
( ) Photographs

Signature



Division

Form No. 37-101  
Jun 1951



14-00000

4 June 1951

Mr. James W. McCord, Jr.  
820 Pacific Avenue  
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.  
222 Pacific Avenue  
Alhambra, 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 (3)

RESTRICTED

SECRECY AGREEMENT

1. I, James William McCardle, 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       .

James William McCardle (Seal)

Sworn to before me this        day of        19       ,

at                                 .

RESTRICTED

320 Pacific Avenue  
Alameda, California  
April 18, 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.

SECRET

REPRODUCTION MASTERSBIOGRAPHICBIOGRAPHIC PROFILE

SECRET

H a n d l e   W i t h   C a r e

14-00000

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

  
Officer Reviewing File

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

SECRET

NOTIFICATION OF ASSIGNMENT OR CANCELLATION OF OFFICIAL COVER BACKSTOP			
TO: (Check)	<input checked="" type="checkbox"/>	CHIEF, RECORDS AND CONTROL	31 AUGUST 1970
	<input type="checkbox"/>	CHIEF, CONTRACT PERSONNEL DIVISION	FILE NUMBER 13507
	<input checked="" type="checkbox"/>	CHIEF, OPERATIVE COMPONENT (For action)	EMPLOYEE NUMBER 055128
ATTN: CC/Chief Admin Staff		OFFICIAL COVER	ID CARD NUMBER
REF: Resignation Declaration		<input type="checkbox"/>	BACKSTOP ESTABLISHED
SUBJECT: McCORD, James W. Jr.		<input checked="" type="checkbox"/>	DISCONTINUED
UNIT			
<b>KEEP ON TOP OF FILE WHILE COVER IN EFFECT</b>			
ESTABLISHMENT OF OFFICIAL COVER BLOCK RECORDS (OPM 20-800-11)		CANCELLATION OF OFFICIAL COVER UNBLOCK RECORDS (OPM 20-800-11)	
A. TEMPORARILY FOR _____ DAYS EFFECTIVE DATE CON _____		DATE (no. of CCB)	
B. CONTINUING AS OF COB		August 1951	
SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HNB 20-7)		SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HNB 20-7)	
ASCERTAIN THAT CIA D-2 BEING ISSUED. (HNB 20-11)		RETURN ALL OFFICIAL DOCUMENTATION TO CCS.	
<input checked="" type="checkbox"/>		OK	
SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (HR-240-3a)		DO NOT WRITE IN THIS BLOCK - FOR CCS INTERNAL USE ONLY	
SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (HR-240-3a)			
SUBMIT FORM 2688 FOR REPLICATION CARD			
REMARKS AND/OR COVER HISTORY			
Aug 51-Jun 53 CONUS LCB			
Jun 53-May 62			
May 62-May 64 Germany			
Jun 64			
FORWARDING ADDRESS: # 7 Winder Court Rockville, Maryland 20850			
EMPLOYMENT ADDRESS: UNK			
Subject is to indicate CIA as place of employment for entire period.			
DISTRIBUTION: COPY 1 - RCD COPY 2 - OPERATIVE COMPONENT COPY 3 - S/OB COPY 4 - CL/TELSVC COPY 5 - CCS - CHROD COPY 6 - CCB - FILE		James H. Franklin CHIEF, OFFICIAL COVER, CENTRAL COVER STAFF	

FORM 1551 USE PREVIOUS EDITION  
8-68

SECRET

(13-20-43)

SECRET

NOTIFICATION OF CANCELLATION OF _____		DATE 20 Jul 64
TO: (Check)	<input checked="" type="checkbox"/> CHIEF, PERSONNEL OPERATIONS DIVISION	SUBJECT McCord, James W, Jr
	CHIEF, OPERATING COMPONENT (For Action) OS	
ATTN: OS/AATS		FILE NO. E3930
REF: _____		
_____		ID CARD NO.
<input checked="" type="checkbox"/> Unblock Records: (OP Memo 20-300-11)  Effective 11 Jun 64		
<input checked="" type="checkbox"/> Submit Form 642 To Change Limitation Category. (HB 20-800-2 to be redesignated HHB 20-7)		
<input checked="" type="checkbox"/> _____		
<input checked="" type="checkbox"/> Remarks: Subject should be acknowledged as a current employee as he is to attend the Air War College as an overt employee.		
<p style="text-align: center;">7-25-64 WR</p> <p style="text-align: center;">THIS MEMO MUST REMAIN ON TOP OF FILE</p> <p><input type="checkbox"/> COPY TO CPD/OP</p> <p style="text-align: right;"><i>James H. Franklin</i> EDF/DD CHIEF: _____</p>		

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

SECRET

GROUP 1  
Excluded from automatic  
downgrading and  
declassification



SECRET

8 March 1961

File No. K-3030

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

SUBJECT : McCORD, James W.

1. Cover arrangements ~~and in connection with~~ have been completed for the above-named Subject. TDY
2. Effective 11 Mar - 27 March 61, it is requested that your [REDACTED]  
[REDACTED]  
current Agency employment to an external inquirer.

*For* GLEN E. MOSEHOUSE  
Acting Chief, Central Cover Group

cc: SSD/OS

SECRET

FORM  
1-58 1580a

(4-13-40)

03-18-61  
LPC

14-00000

Mr. James W. McCord, Jr.  
7 Winder Court  
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,

  
Personnel Officer

Enclosures:  
Questionnaire  
Return Envelope

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

OP/RAD/EFAS/:mlp (23 April 1971)

Actions



1. LAST NAME <b>MC CORD, JAMES W JR</b>		FIRST NAME <b>JAMES W JR</b>		INITIALS <b>XX</b>		2. APPOINTMENT DATA 08/22/51		3. TOTAL SERVICE FOR LEAVE (as of date of separation) Years: 25, Months: 05, Days: 04	
4. DATE AND NATURE OF SEPARATION <b>RETIREMENT*INV*UNDER CIA RETIREMENT AND DISABILITY SYSTEM 08/31/70</b>						5. SUBJECT TO SEC 203(d), 1951 LEAVE ACT Yes <input type="checkbox"/> No <input type="checkbox"/> Coated to be subject to Sec 203(d) <input checked="" type="checkbox"/> More than 15 years			
SUMMARY OF ANNUAL AND SICK LEAVE						SUMMARY OF HOME LEAVE			
(HOURS)						(DAYS)			
3. Balance from prior leave year ended 1/10/70						14. Date arrival abroad for ML purposes			
1070						15. Current balance as of 19			
6. Current leave year accrual through 8/22/70						16. 12-month accrual rate			
128						17. Dates leave used prior 24 months			
7. Total 456						18. Monthly accrual date			
8. Reduction in credits, if any (current year)						19. Calendar days credit for next accrual date			
9. Total leave taken 367						20. Date basic service period completed			
10. Balance 89						MILITARY LEAVE			
11. Total hours paid in lump sum 89 hrs & 1 hol						21. Dates during current calendar yr to			
12. Salary rate(s) \$28,989.00						22. Dates during preceding calendar yr to			
13. Lump sum leave dates from 0830 09/01/70 09/17/70 0930						ABSENCE WITHOUT PAY			
14. Estimated (correct by) [Signature] 11/1/70						23. During leave year in which separated			
for Chief Payroll 113-2585						24. During step increase waiting period which began on 06/14/70			
(Title)						25. During 12 month ML accrual period (dates):			
(Telephone)						[WOP or AWOL or Furlough Suspension (Hours)]			

Standard Form 1150  
November 1964  
1150-106

### RECORD OF LEAVE DATA TRANSFERRED

U.S. CIVIL SERVICE COMMISSION  
FPM SUPPLEMENTS 290-31 AND 990-2

**SECRET**  
(When Filled In)

100: 14 501 1 00

## NOTIFICATION OF PERSONNEL ACTION

NOTIFICATION OF PERSONNEL ACTION															
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)													
000124		MCCORD JAMES W JR													
3. NATURE OF PERSONNEL ACTION										4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
RETIREMENT-INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYS-CORR										08/31/70		REGULAR			
6. FUNDS		7. V TO V		8. V TO CF		9. GRADE AND STEP		10. CXC OF OTHER AUTHORITY							
CF TO V		CF TO CF		1271 (001) 0000		PL 00-012 SEC COM									
11. ORGANIZATIONAL DESIGNATIONS										12. LOCATION OF OFFICIAL STATION					
DDO/OFFICE OF SECURITY DD/PHYSICAL, TECHNICAL AND OVERSEAS SECURITY PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF										WASHINGTON, D.C.					
13. POSITION TITLE										14. POSITION NUMBER		15. SERVICE DESIGNATION			
PHYSICAL SEC OF										0070		SO			
16. CLASSIFICATION SCHEDULE (GS, BS, etc.)				17. OCCUPATIONAL SERIES		18. GRADE AND STEP		19. SALARY OR RATE							
GS				1810.07		15 5		20000							
20. REMARKS															
THIS ACTION CORRECTS FORM 1150 EFFECTIVE DATE 08/31/70 AS FOLLOWS: ITEM 16, GRADE AND STEP WHICH READ 15 5 TO READ 15 6; AND ITEM 19, SALARY OR RATE WHICH READ 20000 TO READ 20005.															
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL															
21. ACTION CODE		22. ENTRY CODE		23. OFFICE CODING		24. STATION CODE		25. RETIREMENT CODE		26. DATE OF BIRTH		27. DATE OF GRADE		28. DATE OF LEL	
50		10		NUMBER ALPHABETIC		CODE		CODE		MO DA YR		MO DA YR		MO DA YR	
										01 30 24					
29. DATE EXPIRES		30. SPECIAL REFERENCE		31. RETIREMENT DATA		32. SEPARATION DATA CODE		33. COMMUNICATION DATA		34. SECURITY PLS NO		35. SEN			
MO DA YR		1		1. CIV 2. MIL 3. NA 4. NONE		00000000		00000000		00 31 70					
36. VET PREFERENCE		37. SERV COMP DATE		38. LONG COMP DATE		39. CAREER CATEGORY		40. FLIGHT HEALTH INSURANCE		41. SOCIAL SECURITY NO					
COAR		MO DA YR		MO DA YR		CAREER CATEGORY		FLIGHT HEALTH INSURANCE		SOCIAL SECURITY NO					
1. YES 2. NO		MO DA YR		MO DA YR		CAREER CATEGORY		FLIGHT HEALTH INSURANCE		SOCIAL SECURITY NO					
42. PREVIOUS CIVILIAN GOVERNMENT SERVICE				43. LEAVE STATUS CODE				44. FEDERAL TAX DATA				45. STATE TAX DATA			
1. NO PREVIOUS SERVICE 2. NO LEAVE IN SERVICE 3. LEAVE IN SERVICE (LESS THAN 3 YRS) 4. LEAVE IN SERVICE (MORE THAN 3 YRS)				1. YES 2. NO				1. YES 2. NO				1. YES 2. NO			
SIGNATURE OR OTHER AUTHENTICATION															
<div style="border: 1px solid black; padding: 10px; display: inline-block;"> <p style="font-size: 24px; margin: 0;">POSTED</p> <p style="margin-top: 10px;">9-16-70 <i>Jim</i></p> </div>															

SECRET

(When Filled In)

P-26

10510

## NOTIFICATION OF PERSONNEL ACTION

1. NAME (LAST, FIRST, MIDDLE)		2. NAME (LAST, FIRST, MIDDLE)		3. NAME (LAST, FIRST, MIDDLE)	
MOORE, JAMES W JR		MOORE, JAMES W JR		MOORE, JAMES W JR	
4. NATURE OF PERSONNEL ACTION		5. EFFECTIVE DATE		6. CATEGORY OF EMPLOYMENT	
RETIRED - II VOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYSTEM		08/31/70		REGULAR	
7. FUNDING		8. FUNDING		9. FUNDING	
X V TO V		V TO CF		CF TO V	
CF TO CF		CF TO CF		CF TO CF	
10. ORGANIZATIONAL DESIGNATION		11. LOCATION OF OFFICIAL STATION		12. SERVICE DESIGNATION	
ODS OFFICE OF SECURITY DD, PHYSICAL, TECHNICAL AND OVERSEAS SECURITY PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF		WASH., D.C.		SS	
13. CLASSIFICATION SCHEDULE (GS, IN, etc.)		14. OCCUPATIONAL SERIES		15. GRADE AND STEP	
GS		1810.07		13 19	
16. REMARKS		17. REMARKS		18. REMARKS	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL		SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL		SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL	
19. ACTION CODE		20. ACTION CODE		21. OFFICE CODE	
45		10		22. STATION CODE	
23. INTEREST CODE		24. INTEREST CODE		25. DATE OF BIRTH	
01		01		01/01/01	
26. DATE OF GRADE		27. DATE OF GRADE		28. DATE OF GRADE	
01/01/01		01/01/01		01/01/01	
29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE	
01		01		01	
32. NET PREFERENCE		33. NET PREFERENCE		34. NET PREFERENCE	
01		01		01	
35. SERVIC COMP DATE		36. SERVIC COMP DATE		37. SERVIC COMP DATE	
01		01		01	
38. LEAVE CAT CODE		39. LEAVE CAT CODE		40. LEAVE CAT CODE	
01		01		01	
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE		42. PREVIOUS CIVILIAN GOVERNMENT SERVICE		43. PREVIOUS CIVILIAN GOVERNMENT SERVICE	
01		01		01	
44. FEDERAL TAX DATA		45. FEDERAL TAX DATA		46. FEDERAL TAX DATA	
01		01		01	
47. STATE TAX DATA		48. STATE TAX DATA		49. STATE TAX DATA	
01		01		01	
50. SIGNATURE OF OFFER AUTHENTICATION		51. SIGNATURE OF OFFER AUTHENTICATION		52. SIGNATURE OF OFFER AUTHENTICATION	
POSTED		POSTED		POSTED	
8-28-70		8-28-70		8-28-70	

FORM 100-100  
1-66

Use Previous Edition

SECRET

BSI

Excluded from automatic  
downgrading and  
declassification

When Filled In

SECRET

(When Filled In)

E.O. 12812-2

## NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 05 121		2. NAME (LAST FIRST MIDDLE) FORB, JAMES W JR	
3. NATURE OF PERSONNEL ACTION DESIGNATED TO PARTICIPATE IN CIA RESERVE TO THE STABILITY CENTER		4. EFFECTIVE DATE MO DA YR 12 1 70	5. CATEGORY (A-E) EMPLOYMENT REGULAR
6. FUNDS V TO V CF TO V V TO CF CF TO CF	7. POINT OF ANALYSIS (No. Chargeable) 1001 0001 0002		8. CODE FOR OTHER LEGAL AUTHORITY PL 12-543 SECT. 103
9. ORGANIZATIONAL DESIGNATIONS DOS SEC		10. LOCATION OF OFFICIAL STATION WASH., D.C.	
11. POSITION TITLE		12. POSITION NUMBER	13. SERVICE DESIGNATION
14. CLASSIFICATION (Schedule 165, 18, etc.)	15. OCCUPATIONAL SERIES 15	16. GRADE AND STEP	17. SALARY OR RATE

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. INTEGRAL 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
28. NTE EXPIRES MO DA YR	29. SPECIAL REFERENCE 1. C 2. C/A 3. F/A 4. N/A	30. RETIREMENT DATA CODE		31. SEPARATION DATA CODE	32. COMPLETION - Completion Date TYPE MO DA YR	33. SECURITY REQ NO		34. SEN	
35. VET. PREFERENCE CODE 1. NONE 2. 10 PT 3. 20 PT	36. SERV. COMP. DATE MO DA YR	37. LONG COMP. DATE MO DA YR	38. CAREER CATEGORY CAR B12A PROV 2200	39. FIELD HEALTH INSURANCE CODE 1. YES 2. NO	40. SOCIAL SECURITY NO				
41. PREVIOUS CIV. OR GOVERNMENT SERVICE CODE 1. NO PREVIOUS SERVICE 2. BREAK IN SERVICE LESS THAN 1 YRS. 3. BREAK IN SERVICE MORE THAN 1 YRS.		42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXEMPTED CODE 1. YES 2. NO		44. STATE TAX DATA FORM EXEMPTED CODE 1. YES 2. NO				

SIGNATURE OR OTHER AUTHENTICATION

POSTED

7-8-70

FORM 1000

5-66

1155

MAY 1967

Use Previous Edition

SECRET 686

14. USE THIS SPACE FOR SIGNATURE OF THE OFFICIAL

(When Filled In)

A-38

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
050124		MCCORD JAMES W JR		16 240		V			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	Effective Date	SI	ATI
GS 15	8	<del>28,000</del> 28,226	06/13/67	GS 15	9	<del>28,000</del> 28,989	06/14/70		
9. CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE						DATE			
<i>[Signature]</i>						<i>[Date]</i>			
<input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERK'S INITIALS						COUNTER BY			
<i>[Initials]</i>						<i>[Signature]</i>			
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: 23 DECEMBER 1969

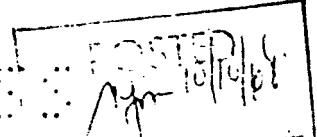
NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
MCCORD JAMES W JR	050124	16	240	V GS 15 B	\$28,226



SECRET

(When Filled In)

JLB: 10 OCT 68

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		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT				10   10   68		REGULAR			
6. FUNDS		7. Financial Analysis No. Chargeable		8. CSC OR OTHER LEGAL AUTHORITY					
X		9271 0501 0000		50 USC 403 U					
9. ORGANIZATIONAL DESIGNATIONS				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				00170		SS			
14. CLASSIFICATION SCHEDULE (GS, LB, 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		22. STATION CODE	23. INTEGRITY CODE	24. PAY GRADE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
37	10	16240 SEC		75013		1	01   26   24		
28. DATE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION / CANCELLATION DATA	
								EOD DATA	
33. VET PREFERENCE		34. SERV COMP DATE		35. LONG COMP DATE		36. CAREER CATEGORY		37. REG. HEALTH INS. FINDER	
38. PREVIOUS CIVILIAN GOVERNMENT SERVICE				39. LEAVE CAT CODE		40. FEDERAL TAX DATA		41. STATE TAX DATA	
SIGNATURE OR OTHER AUTHENTICATION									
									

FORM 1150  
5-68Use Previous  
Edition

SECRET

JLB

 (When Filled In)  
 (When Filled In)

OLD SALARY RATE		NEW SALARY RATE		TYPE ACTION	
Grade	Step	Grade	Step	PS	ADJ
GS-15	7	GS-15	8		
7-623734		8-124593		10-06-68	
QUALITY STEP INCREASE					
DATE: 10-06-68					
/s/ Robert S. Mattison					
PAY CHANGE NOTIFICATION					

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 214 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	15	240	V GS 15 7	\$22,062	\$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
MCCORD JAMES	058124	15	240	V GS 15 7	\$21,192	\$22,082

"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 8 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

A 39

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 Eff. Date	Grade	Step	Salary	Effective Date	PSI	ISI	ADI
GS 15	6	\$20,535	06/20/65	GS 15	7	\$21,192	06/14/67			
8. Remarks and Authentication										
<p>NO EXCESS LWOP  IN PAY STATUS AT END OF WAITING PERIOD  LWOP STATUS AT END OF WAITING PERIOD  CLERKS INITIALS      AUDITED BY</p> <p>I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS  OF AN ACCEPTABLE LEVEL OF COMPETENCE.</p> <p>SIGNATURE: <i>[Signature]</i> DATE <i>[Date]</i></p> <p style="text-align: center;"><b>PAY CHANGE NOTIFICATION</b></p>										

JUN 14 4 07 PM '67

RECEIVED

"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 9 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES A JR	058124	U.S.	240	V GS 15 5	118,740	119,415

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours	
058124		MCCORD, JAMES A JR		16 240 V			
5. OLD SALARY RATE				6. NEW SALARY RATE			
Grade	Step	Salary	Last EM Date	Grade	Step	Salary	Effective Date
08-15	5	81997.5	08/20/65	08-15	6	82058.5	08/28/66
7. TYPE ACTION							
PSI (S) ADJ.							
8. Remarks and Authorization							
QUALITY STEP INCREASE							
/s/ Bennett D. Behrle 08/18/66							
PAY CHANGE NOTIFICATION							

**SECRET**  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION							
FILE # (R/31/65)							
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)					
054124		MCCORD JAMES W JR					
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT	
REASSIGNMENT				MO DA YR 08 24 65			
6. FUNDS		X		7. COST CENTER NO. CHARGEABLE		8. CS OR OTHER LEGAL AUTHORITY	
		V TO V		V TO CF		0271 0503 0000	
		CF TO V		CF TO CF			
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICE/STATION			
DUS/SECURITY				WASH DC			
11. POSITION TITLE				12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION	
ELECT ENG AUDIO SUPP				0642		S1	
14. CLASSIFICATION SCHEDULE (GS, LB, etc)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY GRADE	
GS		0655.21		19			
18. REMARKS							
SIGNATURE OR OTHER AUTHENTICATION							
<div style="float: right; border: 1px solid black; padding: 5px; text-align: center;"> <b>POSTED</b>  <i>4/1/65</i> </div>							

08  
6-65

Use Previous  
Edition

**SECRET**

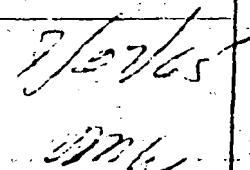
GROUP 1  
EXCLUDED FROM AUTOMATIC  
DOWNGRADING AND  
DECLASSIFICATION

(When Filled In)

(4-51)

RZR: 23 JUL 65

SECRET  
(When Filled In)

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		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT						07 23 65		REGULAR			
6. FUNDS		7. COST CENTER NO. CHARGEABLE		8. USA OR OTHER LEGAL AUTHORITY							
X		6271 0208 0000		50 USC 403 J							
9. ORGANIZATIONAL DESIGNATION						10. LOCATION OF OFFICIAL STATION					
DOS/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		22. STATION CODE		23. INTEGRATE CODE		24. HOURS	
37		10		16360 SEC		75013		1		01 26 24	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI		28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
01 26 24											
31. CORRECTION/CANCELLATION DATA		32. SECURITY REQ NO.		33. SEE		34. VET. PREFERENCE		35. SERV. COMP. DATE		36. LONG COMP. DATE	
TYPE		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
EOD DATA											
37. CAREER CATEGORY		38. FEGLI / HEALTH INSURANCE		39. SOCIAL SECURITY NO.		40. PREVIOUS GOVERNMENT SERVICE DATA		41. LEAVE CAT		42. FEDERAL TAX DATA	
CODE		CODE		CODE		CODE		CODE		CODE	
0 - NONE		0 - NONE		0 - NONE		0 - NONE		0 - NONE		0 - NONE	
1 - OPT		1 - OPT		1 - OPT		1 - OPT		1 - OPT		1 - OPT	
2 - TOP		2 - TOP		2 - TOP		2 - TOP		2 - TOP		2 - TOP	
3 - BREAK IN SERVICE (LESS THAN 3 YRS)		3 - BREAK IN SERVICE (LESS THAN 3 YRS)		3 - BREAK IN SERVICE (LESS THAN 3 YRS)		3 - BREAK IN SERVICE (LESS THAN 3 YRS)		3 - BREAK IN SERVICE (LESS THAN 3 YRS)		3 - BREAK IN SERVICE (LESS THAN 3 YRS)	
4 - BREAK IN SERVICE (MORE THAN 3 YRS)		4 - BREAK IN SERVICE (MORE THAN 3 YRS)		4 - BREAK IN SERVICE (MORE THAN 3 YRS)		4 - BREAK IN SERVICE (MORE THAN 3 YRS)		4 - BREAK IN SERVICE (MORE THAN 3 YRS)		4 - BREAK IN SERVICE (MORE THAN 3 YRS)	
SIGNATURE OR OTHER AUTHENTICATION											
											

FORM 1150  
11-62Use Previous  
Edition

SECRET

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

(When Filled In)

37.

JUN 23 12 24 PM '65

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 EM Date	Grade	Step	Salary	Effective Date	PM	LSI	ADI
GS 13	4	\$18,170	06/23/63	GS 13	5	\$18,740	06/20/65			
8. Remarks and Authorization										
/X/ NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS <i>RF</i> AUDITED BY <i>WGP</i> I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. SIGNATURE: <i>W. S. P. ...</i> DATE <i>8/10/65</i> PAY CHANGE NOTIFICATION <i>mw</i>										

Form 9-61 56U

Obsolete Previous Edition

(4-31)

[illegible]



SECRET  
(When Filled In)

DD: 14 AUG 64

NOTIFICATION OF PERSONNEL ACTION																	
<p>OCF</p> <p>1. SERIAL NUMBER 2. NAME (LAST-FIRST MIDDLE)</p> <p>052124 MCCORD JAMES W JR</p>																	
<p>3. NATURE OF PERSONNEL ACTION</p> <p>REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS</p>						<p>4. EFFECTIVE DATE</p> <p>MO DA YR</p> <p>08 16 64</p>		<p>5. CATEGORY OF EMPLOYMENT</p> <p>REGULAR</p>									
<p>6. FUNDS</p> <p>X</p>		<p>V TO V</p> <p>CF TO V</p>		<p>V TO CF</p> <p>CF TO CF</p>		<p>7. COST CENTER NO. CHARGEABLE</p> <p>5271 0100 0000</p>		<p>8. CSC OR OTHER LEGAL AUTHORITY</p> <p>50 USC 403 J</p>									
<p>9. ORGANIZATIONAL DESIGNATIONS</p> <p>DDS OFFICE OF SECURITY EXECUTIVE STAFF</p>						<p>10. LOCATION OF OFFICIAL STATION</p> <p>WASH., D. C.</p>											
<p>11. POSITION TITLE</p> <p>SECURITY OFFICER</p>						<p>12. POSITION NUMBER</p> <p>0032</p>		<p>13. SERVICE DESIGNATION</p> <p>SS</p>									
<p>14. CLASSIFICATION SCHEDULE (GS, LB, etc.)</p> <p>GS</p>				<p>15. OCCUPATIONAL SERIES</p> <p>1810.01</p>		<p>16. GRADE AND STEP</p> <p>15 4</p>		<p>17. SALARY OR RATE</p> <p>18170</p>									
<p>18. REMARKS</p>																	
<p>SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL</p>																	
<p>19. ACTION CODE</p> <p>16</p>		<p>20. EMPLOY CODE</p> <p>10</p>		<p>21. OFFICE CODING</p> <p>NUMERIC ALPHABETIC</p> <p>16160 SEC</p>		<p>22. STATION CODE</p> <p>75013</p>		<p>23. INTEGREE CODE</p> <p>1</p>		<p>24. MODAL CODE</p> <p>01 26 24</p>		<p>25. DATE OF BIRTH</p> <p>MO DA YR</p>		<p>26. DATE OF GRADE</p> <p>MO DA YR</p>		<p>27. DATE OF LEI</p> <p>MO DA YR</p>	
<p>28. DTE EXPIRES</p> <p>MO DA YR</p>		<p>29. SPECIAL REFERENCE</p> <p>1 - CSC 2 - PICA 3 - NONE</p>		<p>30. RETIREMENT DATA</p> <p>CODE</p>		<p>31. SEPARATION DATA CODE</p> <p>TYPE</p>		<p>32. CORRECTION/CANCELLATION DATA</p> <p>MO DA YR</p>		<p>33. SECURITY REQ NO.</p>		<p>34. SEX</p>					
<p>35. VET PREFERENCE</p> <p>CODE</p>		<p>36. SERV. COMP. DATE</p> <p>MO DA YR</p>		<p>37. LONG COMP. DATE</p> <p>MO DA YR</p>		<p>38. CAREER CATEGORY</p> <p>CODE</p>		<p>39. FEGLI / HEALTH INSURANCE</p> <p>CODE</p>		<p>40. SOCIAL SECURITY NO.</p>							
<p>41. PREVIOUS GOVERNMENT SERVICE DATA</p> <p>CODE</p>				<p>42. LEAVE CAT. CODE</p>		<p>43. FEDERAL TAX DATA</p> <p>FORM EXECUTED CODE NO. TAX EXEMPTIONS</p>				<p>44. STATE TAX DATA</p> <p>FORM EXECUTED CODE NO. TAX EXEMPTIONS</p>							
<p>SIGNATURE OR OTHER AUTHENTICATION</p>																	
<p>FROM: EE G</p>																	

FORM 11-62 1150

Use Previous Edition

SECRET

20 AUG 1964

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

(When Filled In)

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 Authorization										
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLEMS INITIALS AUDITED BY										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.										
SIGNATURE: <i>[Signature]</i> DATE: <i>5 June 63</i>										
PAY CHANGE NOTIFICATION										

Form 9-61 560 (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	GR-ST	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	058124	54460	CF	15 3	\$14380	15 3 \$15525

028124 MCCORD JAMES W JR 24 175

OLD SALARY RATE NEW SALARY RATE

Grade Step Salary Last Eff. Date Grade Step Salary Effective Date

GS 15 2 \$14,055 12/25/60 GS 15 3 \$14,350 05/24/61

5. Remarks and Authentication

to UV 5/27/61 2 133

✓ NO EXCESS LWOP / / EXCESS LWOP

/ / IN PAY STATUS AT END OF WAITING PERIOD

/ / IN LWOP STATUS AT END OF WAITING PERIOD

20. 1500 21. 1500

HONORABLE RETIREMENT

CLERKS INITIALS AUDITED BY

EMMETT D. ECHOLS

PAY CHANGE NOTIFICATION

Form 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			POS/SEC 1		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 <input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP						9. NUMBER OF HOURS LWOP					
IF EXCESS LWOP, CHECK FOLLOWING:						10. INITIALS OF CLERK					
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD						11. AUDITED BY					
<input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD											
TO BE COMPLETED BY THE OFFICE OF PERSONNEL											
12. TYPE OF ACTION						13. REMARKS					
<input type="checkbox"/> P.S.I. <input type="checkbox"/> L.S.I. <input type="checkbox"/> PAY ADJUSTMENT											
14. AUTHENTICATION											
<p>EMMETT D. ECHOLS</p> <p>PAY CHANGE NOTIFICATION</p>											

FORM 5-59

360

OBsolete PREVIOUS EDITION

REFRNO

IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-563 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		DOS/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 <input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP						9. NUMBER OF HOURS LWOP					
IF EXCESS LWOP, CHECK FOLLOWING:						10. INITIALS OF CLERK					
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD						11. AUDITED BY					
<input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD											
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											
<div style="display: flex; justify-content: space-between;"> <div> <p>RECEIVED 22 NOV 59</p> <p>SEC. PAYROLL BRANCH</p> </div> <div> <p align="center"><b>SECRET</b></p> </div> <div> <p align="right">[Signature]</p> </div> </div>											
PERIODIC STEP INCREASE - AUTHENTICATION											

FORM NO. 560b  
1 MAR 56

**SECRET**

PERSONNEL FOLDER (4)

**SECRET**  
(When Filled In)

## NOTIFICATION OF PERSONNEL ACTION

3. SERIAL NUMBER 058124		2. NAME (LAST FIRST MIDDLE) MCCORD JAMES W JR	
1. NATURE OF PERSONNEL ACTION REASSIGNMENT AND TRANSFER TO CONFIDENTIAL FUNDS		4. EFFECTIVE DATE MO DA YR 05 27 62	
5. CATEGORY OF EMPLOYMENT REGULAR		7. COST (ENTER NO. CHARGEABLE) 2139 9300 1017	
8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J		10. LOCATION OF OFFICIAL STATION FRANKFURT, GERMANY	
9. ORGANIZATIONAL DESIGNATIONS DOP EE GERMAN STATION DEPUTY FOR COMBINED SERVICES SECURITY BRANCH		12. POSITION NUMBER 0363	
13. CAREER SERVICE DESIGNATION SS		14. CLASSIFICATION SCHEDULE (GS, LO, etc.) GS	
15. OCCUPATIONAL SERIES 1810.01		16. GRADE AND STEP 15 2	
17. SALARY OR RATE 14055		18. REMARKS SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
20. ACTION CODE 20		21. EMPLOY CODE 10	
22. OFFICE CODING 1. SYMB 2. ALPHABETIC 54460 EE		23. STATION CODE 27015	
24. INTEGRITY CODE 3		25. DATE OF BIRTH MO DA YR 01 26 24	
26. DATE OF GRADE MO DA YR		27. DATE OF LEI MO DA YR	
28. NOTE EXPIRES MO DA YR		29. SPECIAL REFERENCE 1. CSC 2. PICA 3. NONE	
30. RETIREMENT DATA CODE		31. SEPARATION DATA CODE TYPE MO DA YR	
32. CORRECTION (CANCELLATION) DATA EOD DATA		33. SECURITY REQ. NO.	
34. SEX		35. SOCIAL SECURITY NO.	
36. NET PREFERENCE 1. NONE 2. 5 PT. 3. 10 PT.		37. SERV. COMP. DATE MO DA YR	
38. LONG COMP. DATE MO DA YR		39. MIL SERV. CREDIT/LCD 1. YES 2. NO	
40. FEDERAL TAX DATA FEDERAL TAX CODE 1. YES 2. NO		41. HEALTH INSURANCE CODE 0. WAIVER 1. YES	
42. PREVIOUS GOVERNMENT SERVICE DATA 1. NO PREVIOUS SERVICE 2. BREAK IN SERVICE (LESS THAN 12 MOS) 3. BREAK IN SERVICE (MORE THAN 12 MOS)		43. STATE TAX DATA STATE TAX CODE 1. YES 2. NO	
SIGNATURE OR OTHER AUTHENTICATION			

SECRET

(When Filled In)

## NOTIFICATION OF PERSONNEL ACTION

1. Serial No.		2. Name (Last-First-Middle)		3. Date of Birth		4. Vet. Prof.		5. Sex		6. CS-FOB	
158124		MCCORD JAMES W JR		01 20 24		5 Pt-1 13 Pt-2		M 1		03 22 51	
7. SS		8. CSC Point		9. CSC Or Other Legal Authority		10. Agent Address		11. FEGLI		12. LCD	
03 27 45		No-1 No-2 1		50 1:SCA 403 J		Mo. Da. Yr. Mo. Da. Yr.		Yes-1 No-2		Code Mo. Da. Yr. Yes-1 No-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. - Fine		17. Position Title		18. Pension No.		19. Serv.	
Dept - 2 USIA - 4 From - 5		SECURITY OFFICER		0365		GS	
20. Grade & Series		22. Salary Or Rate		23. SD		24. Date Of Grade	
14 3		\$11035		SS		Mo. Da. Yr. 07 01 58	
25. PSI Due		26. Appropriation Number		27. Date Of Grade		28. Date Of Grade	
06 28 59		9 7100 20 001		Mo. Da. Yr. 06 28 59		Mo. Da. Yr. 06 28 59	

## ACTION

29. Nature Of Action		Code		30. Date		31. Type Of Employee		Code		32. Separation Date	
PROMOTION		30		06 23 59		REGULAR		01			

## PRESENT ASSIGNMENT

33. Organizational Designations		Code		34. Location Of Official Station		Station Code	
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF		3112		WASH., D. C.		75013	
35. Dept. - Fine		36. Position Title		37. Pension No.		38. Serv.	
Dept - 2 USIA - 4 From - 5		SECURITY OFFICER		0365		GS	
39. Grade & Series		40. Salary Or Rate		41. SD		42. Date Of Grade	
15 1		\$12770		SS		Mo. Da. Yr. 06 23 59	
43. PSI Due		44. Appropriation Number		45. Date Of Grade		46. Date Of Grade	
12 24 59		9 7100 20 001		Mo. Da. Yr. 12 24 59		Mo. Da. Yr. 12 24 59	
47. Remarks							
<div style="border: 1px solid black; padding: 5px; display: inline-block;">             IC              25              62           </div>							

**SECRET**  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION															
AES: 4 FEB 1959															
1. Serial No.		9. Name (Last-First-Middle)				3. Date Of Birth			4. See Prod.		5. Sex		6. CG-875		
158124		MCCORD JAMES W JR				Mo. Da. Yr.			Period Code		Mo. Da. Yr.				
01 26 24						5 to 10 to 2			1		M		08 22 51		
7. SC5		8. CSC Rept.				10. Appt. Authority				11. FE-11		12. LCD		13. Other	
Mo. Da. Yr.		Yes-1		Code		Mo. Da. Yr.		Yes-1		Code		Mo. Da. Yr.		Yes-1	
03 27 45		No-9		1		50 USCA 403		Mo. Da. Yr.		Yes-1		Code		Mo. Da. Yr.	
								No-2		08 22 51		No-2		2	

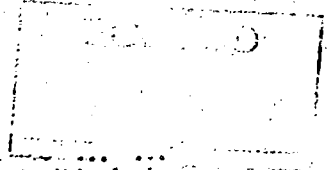
**PREVIOUS ASSIGNMENT**

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDO 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. - 2 USId - 4 Frqn - 6		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	
14 2		\$11,595		SS		Mo. Da. Yr.		Mo. Da. Yr.		9 7101 20	
						07 01 56		06 28 59			

**ACTION**

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
REASSIGNMENT		56		02 104 59		REGULAR		01			

**PRESENT ASSIGNMENT**

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDO OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF				3112		WASH., D.C.				75013	
33. Dept. Field		34. Position Title		35. Position No.		36. Serv.		37. Occup. Series			
Dept. - 2 USId - 4 Frqn - 6		2		SECURITY OFFICER		0365		GS		1810.01	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
14 2		\$11535		SS		Mo. Da. Yr.		Mo. Da. Yr.		9 7100 20 001	
						07 101 156		05 128 159			
44. Remarks											
<div style="text-align: center;">  <p><b>SECRET</b></p> </div>											

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



**SECRET**  
(When Filled In)

### NOTIFICATION OF PERSONNEL ACTION

LVL 29 JULY 58

1. Serial No.		2. Name (Last-First-Middle)		3. Date Of Birth		4. Vac. Post		5. Ser.		6. GS - 100	
158124		MCCORD JAMES W JR		01 25 24		5 Post 10 Post		M 1		03 22 51	
7. SCD		8. CSC Reint.		9. CSC Or Other Legal Authority		10. Agent Allotment		11. FEQU		12. LGS	
Mo. Da. Yr.		Yes-1 Code No-2		50 USCA 403		Mo. Da. Yr.		Yes-1 Code No-2		Mo. Da. Yr.	
03 27 45		1						08 22 51		11 2 2	

### PREVIOUS ASSIGNMENT

14. Organizational Designations		Code		15. Location Of Official Station		Section Code	
ODS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF				WASH., D.C.			
16. Dept. - Field		17. Position Title		18. Position No.		19. Ser. 20. Comp. Series	
Dept. - 2 Field - 4 Frgn - 6		SEC OF		0365		GS 1810.01	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade 25. Post Due	
14 2		\$11,595		SS		Mo. Da. Yr. Mo. Da. Yr.	
						9 7 101 20	
						26. Appropriation Number	

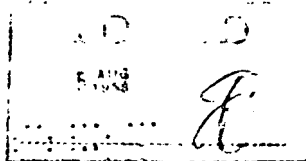
### ACTION

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

### PRESENT ASSIGNMENT

31. Organizational Designations		Code		32. Location Of Official Station		Section Code	
ODS OFFICE OF SECURITY INSPECTION STAFF		3110		WASH., D.C.		75013	
33. Dept. - Field		34. Position Title		35. Position No.		36. Ser. 37. Comp. Series	
Dept. - 2 Field - 4 Frgn - 6		INVESTIGATOR		0033		GS 1810.22	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade 42. Post Due	
14 2		\$11,595		SS		Mo. Da. Yr. Mo. Da. Yr.	
						07 01 56 06 28 59	
						9 7 101 20	
						43. Appropriation Number	

44. Remarks

  
 AUG 5 1958  
 [Signature]

**SECRET**  
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME	3. ASSIGNED ORGAN.	4. FUNDS	5. ALLOTMENT							
15C124	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.
14	1	\$10,320	07	01	56	14	2	\$10,535	12	29	57
REMARKS											
<p style="text-align: center;"><b>CERTIFICATION</b></p> <p>I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.</p>											
TYPED, OR PRINTED, NAME OF SUPERVISOR			DATE			SIGNATURE OF SUPERVISOR					
			11/8/57								
PERIODIC STEP INCREASE - CERTIFICATION											

FROM NO. 560

**SECRET**

**PERSONNEL FOLDER** (4)

STANDARD FORM NO. 18 PART I  
 MAY 1962 EDITION  
 AUTHORIZED BY  
 U.S. CIVIL SERVICE COMMISSION  
 CARRIER D., FEDERAL PERSONNEL MANUAL

## CENTRAL INTELLIGENCE AGENCY

## NOTIFICATION OF PERSONNEL ACTION

1. NAME (Last, first, middle initial, suffix and aliases) <b>MR. JAMES W. MCCORD, JR.</b>		2. DATE OF BIRTH <b>26 Jan 1924</b>	3. JOURNAL OR ACTION NO.	4. DATE <b>14 June 1957</b>
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (Use standard terminology) <b>REASSIGNMENT</b>		6. EFFECTIVE DATE <b>16 June 1957</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>50 USC 403 j</b>	
FROM		TO		
Investigator (CI) <b>T367</b> <b>OS-1810.22-14 \$10320.00 per annum</b>  <b>Internal Branch</b>		8. POSITION TITLE <b>Security Officer T365-14</b> 9. SERVICE, SENIOR, GRADE, SALARY <b>OS-1810.01-14 \$10320.00 per annum</b> 10. ORGANIZATIONAL DESIGNATIONS <b>DDS/Office of Security Security Research Staff Office of the Chief</b> 11. HEADQUARTERS <b>311201</b> <b>2</b> <b>Washington, D. C.</b>		
<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> 5 PT <input type="checkbox"/> 10 POINT <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> <b>SD/SS</b>		
15. REA <input type="checkbox"/> 16. APPROPRIATION FROM: <b>7-7101-20</b> N W TO: <b>Rome 750-13</b>		17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) <b>Yes</b>		18. DATE OF APPOINTMENT AFFIDAVIT (EXCEPTIONS ONLY) <b>STATE:</b>
20. REMARKS:  <b>2 DEC 08/22/51</b>  <div style="border: 1px solid black; padding: 5px; text-align: center;">POSTED</div>				
ENTRANCE PERFORMANCE RATING: <b>Director of Personnel</b>				

4. PERSONNEL FOLDER COPY

U.S. GOVERNMENT PRINTING OFFICE: 1956-575667

713 6/14/51

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

CENTRAL INTELLIGENCE AGENCY

## NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR - MISS - MRS - ONE GIVEN NAME, INITIALS, AND SURNAME)		2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
MR. JAMES M. MCCORD, JR.		26 Jan 1924	158124	75 Jan 1956
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERM, WORDS)		6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
PROMOTION		1 Jul 1956	50 8501 4010	
8. POSITION TITLE		9. SERVICE, SERIES, GRADE, SALARY		
Security Res Spec 7405		Investigator (CI) 7367		
GS-1810.24-13 \$9205.00 per annum		GS-1810.22-14 \$10,320.00 per annum		
10. ORGANIZATIONAL DESIGNATIONS		11. HEADQUARTERS		
External Branch		311230		
12. FIELD OR DEPT'L		13. VETERAN'S PREFERENCE		
2		NONE WWII OTHER 5-PT. 10-POINT		
Washington, D. C.		NEW VICE I. A. REAL		
14. POSITION CLASSIFICATION ACTION		15. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)		
SD-S3		16. APPROPRIATION		
17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)		18. LEGAL RESIDENCE		
Yes		19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)		
20. REMARKS:		21. SIGNATURE OF OFFICIAL		
2 EOD 08/22/51		Director of Personnel		

4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE 1950 - 200000

Form 7-6-54

## PERIODIC STEP INCREASE CERTIFICATION

CONFIDENTIAL

U. S. GOVERNMENT PRINTING OFFICE 1955-930C90

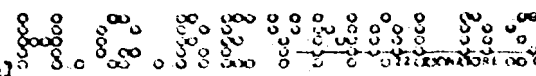
1. Agency and organizational designation				2. Payroll period		3. Place No. 7103 Vouchered		4. Slip No.				
5. Employee's name (and social security account number when appropriate) McDONN, James Walter				6. Grade and salary GS-13 - \$5,990.00								
PAYROLL CHANGE DATA												
	BASE PAY	OVERTIME		GROSS PAY	RET.	FEDERAL TAX	BOND	F. L. C. A.	STATE TAX	GROUP LIFE INS.		NET PAY
7. Previous normal												
8. New normal												
9. Pay this period												
10. Remarks								11. Appropriation(s) 08 - 1		12. Prepared by MS - 10/24/55		13. Audited by
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase												
14. Effective date Dec 55	15. Date last equivalent increase 6 Jun 54	16. Old salary rate \$5,990.00	17. New salary rate \$6,205.00	18. Performance rating is satisfactory or better EXCELLENT (Signature or other authentication)								
19. LWOP data. (Fill in appropriate spaces covering LWOP during following period(s).) <input type="checkbox"/> No excess LWOP. Total excess LWOP												
STANDARD FORM NO. 1124d—Revised Form prescribed by Comp. Gen. U. S. October 20, 1954, General Regulations No. 102												

PAYROLL CHANGE SLIP — PERSONNEL COPY

wlr

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR., MISS, MRS., ONE GIVEN NAME, INITIALS, AND SURNAME)		2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. James H. McCord, Jr.		26 Jan 1924		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 401.1	
FROM		TO		
Security Officer		Security Res Spec T-405		
GS-1310.01-13		GS-1310.24-13 \$236.00 p.a.		
DRA/Security Office Office of the Chief		DMS/Office of Security Security Research Staff External Branch		
10. ORGANIZATIONAL DESIGNATIONS		11. HEADQUARTERS		
		Washington, D. C.		
12. FIELD OR DEPT'L		12. FIELD OR DEPT'L		
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION		
NONE WWI OTHER S-PT. 10-POINT DISAB. OTHER		NEW VICE L.A. REAL		
15. SEX		16. RACE		17. APPROPRIATION
M		W		FROM: TO: 5-71-1-20
18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)		19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)		20. LEGAL RESIDENCE CLAIMED PROVED STATE: Texas
Yes				
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.				
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p>NOTED</p> <p>8 JUN 1955</p> </div>				
ENTRANCE PERFORMANCE RATING: 				
Director of Personnel				

4. PERSONNEL FOLDER COPY

72 5/24/55

CENTRAL INTELLIGENCE AG. . . Y

NOTIFICATION OF PERSONNEL ACTION

Jan

1. NAME (MR - MISS - MRS. - ONE GIVEN NAME, INITIAL(S) AND SURNAME) <b>Mr. James W. McCord, Jr.</b>		2. DATE OF BIRTH <b>26 Jan 1924</b>	3. JOURNAL OR ACTION NO.	4. DATE <b>4 June 1954</b>
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>Promotion</b>		6. EFFECTIVE DATE <b>6 June 1954</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>50 USCA 403 J</b>	
FROM		TO		
Investigator T 297.01 GS-1810.22-12 \$7240.00 per annum  Special Security Division Operations Branch Office of the Chief		8. POSITION TITLE <b>Security Officer T 403</b>  9. SERVICE, SERIES, GRADE, SALARY <b>GS-1810.01-13 \$8360.00 per annum</b>  10. ORGANIZATIONAL DESIGNATIONS <b>DDA/Security Office Office of the Chief</b>  11. HEADQUARTERS <b>Washington, D. C.</b>		
12. FIELD OR DEPTL <input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		12. FIELD OR DEPTL <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WW <input type="checkbox"/> OTHER <input type="checkbox"/> S. PT. <input checked="" type="checkbox"/> 10-POINT DISAB. OTHER		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> L. A. <input type="checkbox"/> REAL <input type="checkbox"/> <b>CD-25</b>		
15. SEX <b>M</b>	16. RACE <b>V</b>	17. APPROPRIATION FROM: <b>4-7103-60</b> TO: <b>4-7101-60</b>	18. SUBJECT TO C. S. RETIREMENT ACT (YES - NO) <b>Yes</b>	19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY) <b>STATE Texas</b>
20. 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 OF SUPERIOR OFFICIAL 4. PERSONNEL FOLDER COPY				





STANDARD FORM 50  
REV. APRIL 1961  
PROMULGATED BY  
U. S. CIVIL SERVICE COMMISSION  
CHAPTER VI, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

## NOTIFICATION OF PERSONNEL ACTION

250

1. NAME (MR - MISS - MRS - GIVE GIVEN NAME, INITIALS, AND SURNAME) <b>Mr. James V. McCord, Jr.</b>		2. DATE OF BIRTH <b>26 Jan 1924</b>	3. JOURNAL OR ACTION NO.	4. DATE <b>23 Apr 1954</b>
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>Resignment</b>		6. EFFECTIVE DATE <b>25 Apr 1954</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>50 USCA 403 J</b>	
FROM <b>Investigator (Gen) GS-1810-12</b>		8. POSITION TITLE <b>Investigator</b>	TO <b>7297.01</b>	
		9. SERVICE, SERIES, GRADE, SALARY	<b>GS-1810.22-12 \$7040.00 per annum</b>	
		10. ORGANIZATIONAL DESIGNATIONS	<b>DDA/Security Office Special Security Division Operations Branch Office of the Chief</b>	
		11. HEADQUARTERS	<b>Washington, D. C.</b>	
<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		12. FIELD OR DEPT.	<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	
13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WHITE <input type="checkbox"/> OTHER <input checked="" type="checkbox"/> S-PT. <input type="checkbox"/> 10-POINT DISAB. <input type="checkbox"/> OTHER <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> S. A. <input type="checkbox"/> REAL <input type="checkbox"/>		
15. 16. RACE <b>M W</b>		17. APPROPRIATION FROM: <b>4-7103-20</b> TO: <b>Same</b>		
		18. PAYMENT TO C. S. RETIREMENT ACT (YES NO) <b>No</b>		
		19. DATE OF APPOINTMENT AFFIDAVIT (EXCEPTIONS ONLY) <b>1954</b>		
		20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: <b>Texas</b>		
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: <b>GOOD</b>				
Deputy Assistant Director for Personnel				
22. SIGNATURE AND OTHER AUTHENTICATION				

4. PERSONNEL FOLDER COPY

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION **Cont. 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.		26 Jan 54				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 UBCA 403 J																												
FROM		TO																																
Investigator (Gen) T 211.01		Investigator (Gen) T 297.01																																
GS-1810-12 \$7040.00 per annum		GS-1810-12 \$7040.00 per annum																																
DDA/Security Office Special Security Division SSD Pool		DDA/Security Office Special Security Division Operations Branch Office of the Chief																																
Washington, D. C.		Washington, D. C.																																
12. FIELD <input checked="" type="checkbox"/> DEPARTMENTAL <input type="checkbox"/>		12. FIELD ON DEPT'L <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL <input type="checkbox"/>																																
13. VETERAN'S PREFERENCE				14. POSITION CLASSIFICATION ACTION																														
<table border="1"> <tr> <td>NONE</td> <td>WVH</td> <td>OTHER</td> <td>5-PT.</td> <td>15-POINT</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td>DISAB/OTHER</td> </tr> <tr> <td></td> <td></td> <td></td> <td><input checked="" type="checkbox"/></td> <td></td> </tr> </table>				NONE	WVH	OTHER	5-PT.	15-POINT					DISAB/OTHER				<input checked="" type="checkbox"/>		<table border="1"> <tr> <td>NEW</td> <td>VKE</td> <td>L.A.</td> <td>REAL.</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>				NEW	VKE	L.A.	REAL.								
NONE	WVH	OTHER	5-PT.	15-POINT																														
				DISAB/OTHER																														
			<input checked="" type="checkbox"/>																															
NEW	VKE	L.A.	REAL.																															
Verified				CD-62																														
15. SEX		16. RACE		17. APPROPRIATION		18. SUBJECT TO C. S. RETIREMENT ACT (YES - NO)																												
M		W		FROM: 4-7130-30 TO: 4-7103-60		Yes																												
						19. DATE OF APPOINTMENT AFFIDAVIT (INCASIONS ONLY)																												
						20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> 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."																																		
<p>ENTRANCE PERFORMANCE RATING: Personnel Director</p> <p>4. PERSONNEL FOLDER COPY</p>																																		

STANDARD FORM 42 PERSONNEL ACTION 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., One given name, initials, and surname) MR. JAMES W. BOGD		2. DATE OF BIRTH 1/26/24	
3. NATURE OF ACTION REQUESTED A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) REASSIGNMENT B. POSITION (Specify whether establish, change grade or title, etc.)		4. REQUEST NO. 7/7/53 5. EFFECTIVE DATE A. PROPOSED: 7/7/53 D. APPROVED: 22 July 1953	
6. FROM: Investigator (General) TL09.01-12 GS-1310-12 \$7640.00 per annum DDA/Security Office Special Security Division San Francisco Field Office San Francisco, California		7. TO: Investigator (General) T211.01 Same Same SSD Pool Washington, D. C.	
8. POSITION TITLE AND NUMBER		9. SERVICE, GRADE, AND SALARY	
10. ORGANIZATIONAL DESIGNATIONS		11. HEADQUARTERS	
12. FIELD OR DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		13. FIELD OR DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	
14. REMARKS (Use reverse if necessary)			
15. REQUESTED BY (Name and title) DEPUTY CHIEF, ASES		16. REQUEST APPROVED BY Signature: [Signature] Title: [Title]	
17. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) WEND F. CYRUS, EXT. 2063		18. SIGNATURE: [Signature] Title: [Title]	
19. VETERAN PREFERENCE NONE <input checked="" type="checkbox"/> WWI <input type="checkbox"/> OTHER <input type="checkbox"/> 5 PT. <input type="checkbox"/> 10 PT. <input type="checkbox"/> 15 PT. <input type="checkbox"/> DISAB. <input type="checkbox"/> OTHER <input type="checkbox"/>		20. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> P.A. <input type="checkbox"/> REAL <input type="checkbox"/> CD-SE	
21. SAL. INCL. 12. APPROPRIATION FROM: 4-7130-30 TO: 4-7130-30		22. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY) 23. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:	
24. STANDARD FORM 50 REMARKS			
25. CLEARANCES		26. INITIAL OR SIGNATURE	
A.		B.	
C. CLASSIFICATION		D. PLACEMENT OR EMPL.	
E.		F. APPROVED BY	
27. APPROVED BY		28. APPROVED BY	

## SECRET - SECURITY INFORMATION

Inspection &amp; Security Office

Page 6 of 7 pa

## UNVOUCHERED

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 series are 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.	
<u>Chicago Field Office (cont'd.)</u>					<u>Chicago Field Office</u>			
[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-112-3	T186.02-3	
<u>San Francisco Field Office</u>					<u>San Francisco Field Office</u>			
[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	
<u>Los Angeles Field Office</u>					<u>Los Angeles Field Office</u>			
[REDACTED]	Inv. Gen.	GS-13	T187.02	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-1810-7	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:

Staff or Div. Chief

App. by:

Class &amp; Wage Div.

App. by:

Personnel Div.

10 Sept. '52

1. Agency and organizational designation CENTRAL INTELLIGENCE AGENCY					2.		3. Block No UV		4. Slip No	
5. Employee's name (and social security account number when appropriate) MC CARD, James W.					6. Grade and salary GS-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 <i>Mr. Cancellation of P.S.I. B.R.</i>					11. Appropriation(s) 1350			12. Prepared by 11		
								13. Audited by		
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase										
14. Effective date 31 Aug. '52	15. Date last equivalent 22 Aug. '51	16. Old salary rate \$5940.00	17. New salary rate \$6140.00	18. Performance rating is satisfactory or better. (Signature or other authentication)						
19. LWOP data (fill in appropriate spaces covering LWOP during following periods): Period(s): <input type="checkbox"/> 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

STANDARD FORM 52 PROVIDED BY THE U. S. CIVIL SERVICE COMMISSION JANUARY 1952—FEDERAL PERSONNEL MANUAL CHAPTER III		SECRET SECURITY INFORMATION		UNFOUNDED	
<b>REQUEST FOR PERSONNEL ACTION</b>					
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.	
JAMES W. MC CORD				11/12/52	
4. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) PROMOTION				5. EFFECTIVE DATE A. PROPOSED:	
B. POSITION (Specify whether establish, change grade or title, etc.)				B. APPROVED: DEC 7 1952	
FROM— Investigator (Gen) T190.03-11 GS-1810-11 \$6140.00 pa  Inspection & Security Office Special Security Division  San Francisco Field Office San Francisco, California		8. POSITION TITLE AND NUMBER  9. SERVICE, GRADE, AND SALARY  10. ORGANIZATIONAL DESIGNATIONS  11. HEADQUARTERS  12. FIELD OR DEPARTMENTAL		TO— Investigator (Gen) T190.03 GS-1810-12 \$7040.00 pa  Same Same  Same Same  X FIELD	
X FIELD		DEPARTMENTAL		DEPARTMENTAL	
A. REMARKS (Use reverse if necessary)					
B. REQUESTED BY (Name and title)			D. REQUEST APPROVED BY		
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)			Signature: _____ Title: EXECUTIVE OFFICER		
13. VETERAN PREFERENCE			14. POSITION CLASSIFICATION ACTION		
NONE	WWII	OTHER	9-PT.	10-POINT	
				DISAB.	OTHER
15. SEX	16. RACE	17. APPROPRIATION		18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	
		FROM:		19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	
		TO:		20. LEGAL RESIDENCE STATE: <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED	
21. STANDARD FORM 50 REMARKS					
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <b>POSTED</b>  11 Dec 52 HP </div>					
22. CLEARANCES		INITIAL OR SIGNATURE		DATE	
A.					
B. CEIL. OR POS. CONTROL					
C. CLASSIFICATION					
D. PLACEMENT OR EMPL.					
E.					
F. APPROVED BY: _____					

SECRET  
SECURITY INFORMATION

SECRET  
SECURITY INFORMATION  
INSPECTION & SECURITY OFFICE

CODE "T"

APR 1 8 1950

SPECIAL SECURITY DIVISION FIELD OFFICES

NAME	TITLE	GRADE SERIES	POSITION NUMBER
<u>CHICAGO FIELD OFFICE (CONTINUED)</u>			
[REDACTED]	Clerk(Stenography)	GS-301-5	T185
[REDACTED]	Clerk(Stenography)	GS-301-4	T185.01-4
[REDACTED]	Clerk(Stenographer)	GS-312-4	T186
<u>SAN FRANCISCO FIELD OFFICE</u>			
[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
WCCORD, 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

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME <u>McCord, James Walter, Jr.</u>		DATE <u>27 June 1951</u>
NATURE OF ACTION <u>New Appointment</u>		EFFECTIVE DATE <u>22 August 51</u>
TITLE  GRADE AND SALARY  OFFICE  DIVISION  BRANCH  OFFICIAL STATION	FROM	TO <u>Investigator (General)</u> <u>Special Agent</u> <u>GS-11 - \$5400.00 P.S.</u> <u>Inspection and Security Office</u> <u>Special Security Division</u> <u>San Francisco, Calif. (Field)</u>
APPROVAL		
QUALIFICATIONS  CLASSIFICATION <u>F-522</u> <u>17 July 1951</u>	FOR ASSISTANT <u>Administrative Officer</u> PERSONNEL OFFICER <u>JUL 23 1951</u>	EXECUTIVE
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		
OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON <u>22 August 51</u>		
SECURITY CLEARED ON <u>14 August 51</u>		
OVERSEAS AGREEMENT SIGNED <u>NA</u>		
ENTERED ON DUTY <u>22 August 51</u>		
PPD ✓		(SIGNATURE OF AUTHENTICATING OFFICER)
REMARKS:  Control No. 1544 - Slot No. 10. Two copies of PHS retained for security processing. One PHS attached. <u>DOG - 12/07/52</u> <u>EOD - 09/22/51</u> <u>LCD - 02/22/51</u> <b>REQUEST CONTACTS BE MADE BY SECURITY ONLY</b> <u>COPY IN PAYROLL FILES</u> <u>1010</u> <u>SM</u> <u>2</u>		



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SECRET

24 APR 1970

MEMORANDUM FOR: Director of Security

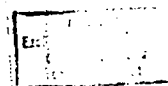
SUBJECT : McCORD, James W., Jr. Emp. Ser. No. 58124  
Fitness Report

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

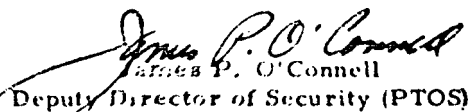


24 APR 1970  
J. C.

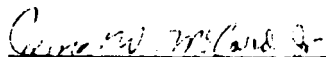
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principled individual who once convinced he has hit upon the proper course of action will usually yield only by direction. We've discussed this, and I've noted a determined effort on his part to broaden his tolerance for other opinions.

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."

  
James P. O'Connell  
Deputy Director of Security (PTOS)

Noted by Employee:

  
James W. McCord, Jr.

  
Date

Reviewed By:

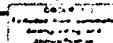
  
Howard J. Osborn  
Director of Security

29 APR 1970  
Date

## SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				658124	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE 5. SD
McCORD, James W., Jr.			01/26/24	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		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
30 April 1969			1 April 1968 - 31 March 1969		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
See Attached Memorandum					
SPECIFIC DUTY NO. 2					RATING LETTER
SPECIFIC DUTY NO. 3					RATING LETTER
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER



SECRET

10 APR 1969

MEMORANDUM FOR: Director of Security

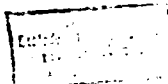
SUBJECT : McCORD, James W., Jr., Emp. Ser. No. 058124  
Fitness Report

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 Audio Countermeasures (ACM) 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 of positive audio.

2. Mr. McCord initiated the necessary planning for the activation of the Interagency Training Center (ITC) which provides ACM 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."

*James P. O'Connell*  
James P. O'Connell  
Deputy Director of Security (PTOS)

Noted by Employee:

*James W. McCord Jr*  
James W. McCord, Jr.

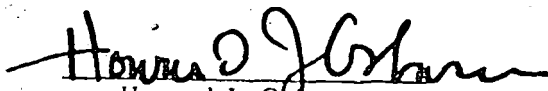
*18 April 1969*  
Date

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SUBJECT: McCORD, James W., Jr., Emp. Ser. No. 05S124  
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	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SO
MC CORD, James W., Jr.		01/26/24	M	GS-15	SS
6. OFFICIAL POSITION TITLE		7. OFF. DIV. OR 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			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY		<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR			
<input type="checkbox"/> CAREER-PROBATIONAL (See Instructions - Section C)		<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE			
<input type="checkbox"/> SPECIAL (Specify):		<input type="checkbox"/> SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.		12. REPORTING PERIOD (From - to)			
26 April 1968		1 April 1967 - 31 March 1968			
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
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 audio countermeasures 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 (1)					
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position, such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER
					S

SECRET

(When Filled In)

## SECTION C

## NARRATIVE COMMENTS

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

Mr. 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 counteraudio 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 26 APR 1968	SIGNATURE OF EMPLOYEE <i>James W. McCord</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 26	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 26 APR 1968	OFFICIAL TITLE OF SUPERVISOR Dep. Dir. of Sec. (PTOS)	TYPED OR PRINTED NAME AND SIGNATURE <i>Erma P. Weiss</i>
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
DATE 4/29/68	OFFICIAL TITLE OF REVIEWING OFFICIAL Director of Security	TYPED OR PRINTED NAME AND SIGNATURE <i>Erma P. Weiss</i>

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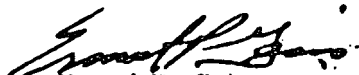


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Fitness Report - McCORD, James W., Jr. - Emp. Ser. No. 058124  
Reporting Period 1 April 1967 - 31 March 1968  
Section C. (Continued)

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

  
Ermal P. Geiss  
Deputy Director of Security (PTOS)

SECRET

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				058124	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE 5. SD
McCORD, James W., Jr.			01/26/24	M	GS-15 SS
6. OFFICIAL POSITION TITLE			7. OFF DIV/ON 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		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
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		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
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 Technical Division/OS, consisting of 29 professional employees					S
SPECIFIC DUTY NO. 2					RATING LETTER
Develops new techniques, procedures and equipment to be used in the audio countermeasures 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
<div style="position: absolute; left: -100px; top: -50px; transform: rotate(-45deg);">           01 MAY 1967            LUT         </div>					
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER
					S

SECRET

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance (e.g., promptness, efficiency, etc.) 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 pursuit of a technique having great promise in the audio-countermeasures 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	<i>[Signature]</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
14		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
19 APR 1967	Dep. Dir. of Sec. (PTOS)	<i>[Signature]</i> Ermal P. Gies
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	Director of Security	<i>[Signature]</i> J. Edgar Hoover

SECRET

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

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				058124			
<b>SECTION A</b>				<b>GENERAL</b>			
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH		3. SEX	4. GRADE	5. SD
McCord, James W., Jr.			01/26/24		M	GS-15	SS
6. OFFICIAL POSITION TITLE			7. OFFICE/BR OF ASSIGNMENT				
Electronic Engineer			OS/PT&OS/TechSecDiv/OC Wash., D.C.				
8. CHECK TYPE OF APPOINTMENT			9. CHECK TYPE OF REPORT				
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROBATIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify)			<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify)				
10. DATE REPORT DUE IN O.P.			11. REPORTING PERIOD (From - to)				
25 April 1966			1 April 1965 - 14 January 1966				
<b>SECTION B</b>				<b>PERFORMANCE EVALUATION</b>			
<p><b>W - Weak</b> 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. Descriptive action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
<b>SPECIFIC DUTIES</b>							
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 Comm. and other units							S
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
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
8 APR 1966							S

SECRET

(When Filled In)

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 to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties, if applicable, 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

22 March

SIGNATURE OF EMPLOYEE

John W. Wilson

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

6

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

DATE

23 March 1966

OFFICIAL TITLE OF SUPERVISOR

Dep. Dir. of Sec. (PTOS)

AND SIGNATURE

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPE 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 [ ] 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	
<b>SECTION A</b>			<b>GENERAL</b>		
1. NAME (Last) (First) (Middle) McCord, James W., Jr.			2. DATE OF BIRTH 1/26/24	3. SEX M	4. GRADE GS-15
					5. SD SS
6. OFFICIAL POSITION TITLE Security Officer			7. OFF/DIV/BR OF ASSIGNMENT OS/Exec Staff		8. CURRENT STATION Wash., D. C.
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
SPECIAL (Specify):			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P. 30 April 1965			12. REPORTING PERIOD (From- to-) 1 April 1964 - 31 March 1965		
<b>SECTION B</b>					
<b>PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
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  See Section C.					RATING LETTER
SPECIFIC DUTY NO. 2					RATING LETTER
SPECIFIC DUTY NO. 3					RATING LETTER
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
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
16 APR 1965					



## SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS		OFFICE OF PERSONNEL	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties described, if applicable.</p>					
<p>Since 10 August 1964, Mr. McCord has been rated 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.</p>					
<p>In view of the above, no rating is made for this reporting period.</p>					
SECTION D		CERTIFICATION AND COMMENTS			
1. BY EMPLOYEE					
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT					
DATE		SIGNATURE OF EMPLOYEE			
2. BY SUPERVISOR					
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION		IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION			
		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. Dir. of Sec. (PPS)		Howard J. Osborn	
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.  
DOB: 24 Jan 1924, Male, GS-15,  
SS German Station, Career, Annual Report  
(1 April 1963 - 31 March 1964)

- James W. McCord, Jr.
1. [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

SECRET/[REDACTED]

22 APR 1964

GROUP 1-Excluded from automatic downgrading and declassification

SECRET/[REDACTED]

-2-

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.

Read: [REDACTED]

[REDACTED]  
[REDACTED]  
/s/ Daniel M. Kelley[REDACTED]  
/s/ James W. McCord, Jr.

## Reviewer's Comments:

McCord

I agree that [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]  
[REDACTED]  
[REDACTED]

SECRET/[REDACTED]

14-00000

SECRET

058 124

28 March 1963

MEMORANDUM FOR: Director of Personnel

SUBJECT : Fitness Report (June 1962 - March 1963)

JAMES W. MCCORD

1. ~~XXXXXXXXXX~~ 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.

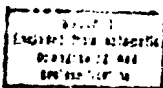
e. Furnished technical security support and guidance to other Bases in EE, and outside of EE on request.

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. ~~XXXXXXXXXX~~ <sup>MCCORD</sup> 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

SECRET

- 2 -

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]

27 Nov 64 (DATE)

JAMES W. McCORD /s/

REVIEWER'S COMMENTS:

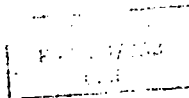
I agree with the comments of the rating officer. Subject is an outstanding staff officer and capable of assuming broader responsibilities. He never complains of obstacles, but uniformly produces excellent results.

[REDACTED] /s/

[REDACTED]

SECRET

SECRET



18 MAY 1962

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

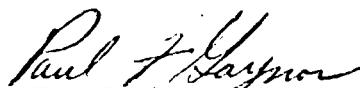
During this reporting period, Mr. McCord has continued to function as coordinator of a comprehensive highly sensitive series of investigations involving investigative representatives of all elements of the intelligence community. This assignment has been carried out by Mr. McCord with considerable initiative,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

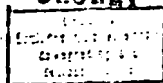
Mr. McCord has performed a liaison function with a vital element of a friendly service which has resulted in the maintenance of a cordial relationship of great value to the Office of Security and the Agency. This liaison has required Mr. McCord to perform several periods of temporary duty overseas during 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.

  
Paul F. Gaynor  
Chief/SRS/OS

SECRET

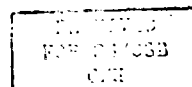


SECRET

Read by: Jamie-P.K. Carl Date: May 18 62  
Reviewed by: Seppie Edwards Date: 18 May 62

SECRET

SECRET



*2-10-61*  
*17/5/61*

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.

*Paul F. Gaynor*  
Paul F. Gaynor  
Chief/SRS/OS

Read by: *James W. White* Date: *5-10-61*  
Reviewed by: *Stefan S. Smith* Date: *17 APR 1961*

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14-00000

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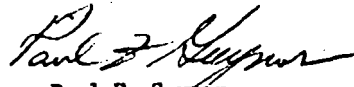
SUBJECT: James W. McCord, Jr.  
Annual Fitness Report - 1 April 1959 - 31 March 1960

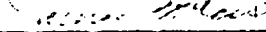
During the reporting period, Mr. McCord functioned as Acting Chief of the Security Research Staff, Office of Security for a period of six months. He discharged this function in an extremely able fashion and handled a number of highly sensitive assignments with skill and finesse.

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.

  
Paul F. Gaynor  
Chief/SRS/OS

Read by:  Date: 4/17/60

Reviewed by:  Date: 4/27/60

**SECRET**  
(When Filled In)

RECEIVED  
FOR SS/CSE  
CSE

FITNESS REPORT				28 APR 1959 <i>ms</i>		EMPLOYEE SERIAL NUMBER				
<b>SECTION A GENERAL</b>										
1. NAME (Last)		2. DATE OF BIRTH		3. SEX		4. GRADE				
McCord, James W.		26 January 1924		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				9. TYPE OF REPORT						
<input type="checkbox"/> NOT ELIGIBLE <input checked="" type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED <input type="checkbox"/> INITIAL <input type="checkbox"/> PENDING <input type="checkbox"/> DECLINED <input type="checkbox"/> DENIED <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT/SUPERVISOR <input type="checkbox"/> REASSIGNMENT/EMPLOYEE										
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD		SPECIAL (Specify)						
30 April 1959		5/22/58 3/31/59								
<b>SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES</b>										
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).										
1 - Unsatisfactory    2 - Barely adequate    3 - Acceptable    4 - Competent    5 - Excellent    6 - Superior    7 - Outstanding										
SPECIFIC DUTY NO. 1		RATING NO.		SPECIFIC DUTY NO. 4		RATING NO.				
Assists in the development, implementation and coordination of all CI programs		7		Receives, evaluates and develops information of a counter intelligence nature.		6				
SPECIFIC DUTY NO. 2		RATING NO.		SPECIFIC DUTY NO. 5		RATING NO.				
Assists in the supervision of all aspects of the CI program		6		Analyzes and evaluates results of counter intelligence operations.		7				
SPECIFIC DUTY NO. 3		RATING NO.		SPECIFIC DUTY NO. 6		RATING NO.				
Plans operations necessary to resolve counter intelligence cases		7		Conducts such personnel investigations, interrogations and interviews as deemed necessary in sensitive cases.		7				
<b>SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION</b>										
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. <div style="border: 1px solid black; width: 20px; height: 20px; margin: 0 auto; line-height: 20px;">6</div>			
<b>SECTION D DESCRIPTION OF THE EMPLOYEE</b>										
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	
DUTIES FINISHED									X	
RELIABLE									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 EFFICIENTLY									X	
RELIGIOUS CONVICTIONS									X	
FINANCIAL STABILITY									X	
DISCIPLINE IN ORGANIZING, MAINTAINING AND DISPOSING OF RECORDS									X	
OTHER (Specify)										

SEE SECTION 11 ON REVERSE SIDE

SECRET

(When Filled In)

SECTION E

NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

During the past year Mr. McCord has shown superior ~~supervisory~~ <sup>and organizational</sup> ability. During July and August he personally organized and supervised a ~~major~~ <sup>major</sup> project overseas which was of national interest. His plan of action was implemented smoothly and the CI mission was accomplished. Another major project ~~was~~ <sup>was</sup> 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 8 April 1959	SIGNATURE OF EMPLOYEE <i>James W. McCord Jr.</i>
2. BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION Since March 1954	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.	
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS
OTHER (Specify):	
DATE 8 April 1959	OFFICIAL TITLE OF SUPERVISOR Chief, Security Research Staff/OS
3. BY REVIEWING OFFICIAL	
<input checked="" type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.	
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.	
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.	
<input type="checkbox"/> I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.	
COMMENTS OF REVIEWING OFFICIAL	
DATE 13 April 1959	OFFICIAL TITLE OF REVIEWING OFFICIAL 8 Director of Security
TYPED OR PRINTED NAME AND SIGNATURE <i>James W. McCord Jr.</i>	

SECRET

SECRET

(When Filled In)

## FITNESS REPORT (Part D) PERFORMANCE

## INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any portion. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel on later than 30 days after the date indicated in item B, of Section "A" below.

## SECTION A.

## GENERAL

1. NAME (Last)	2. NAME (First)	3. NAME (Middle)	4. DATE OF BIRTH	5. SEX	6. SERVICE DESIGNATION
McCord,	James	M.	26 January 1924	male	SD - SS
7. OFFICE/DIVISION/BRANCH OF ASSIGNMENT			8. OFFICIAL POSITION TITLE		
OS/Security Research Staff			Acting Deputy Chief, SRS		
9. GRADE	10. DATE REPORT DUE IN OP	11. PERIOD COVERED BY THIS REPORT (Inclusive dates)			
GS-14	22 August 1958	21 August 1957 - 22 August 1958			
12. TYPE OF REPORT (Check one)		13. INITIAL		14. SPECIAL (Specify)	
<input checked="" type="checkbox"/> ANNUAL		<input type="checkbox"/> PERMANENT SUPERVISOR		<input type="checkbox"/> PERMANENT EMPLOYEE	

## SECTION B.

## CERTIFICATION

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

## A. CHECK (X) APPROPRIATE STATEMENTS:

<input checked="" type="checkbox"/>	THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	IF INDIVIDUAL IS RATED "1" IN C1 OR D, A WARNING LETTER HAS BEEN SENT TO HIM OR A COPY ATTACHED TO THIS REPORT.
<input type="checkbox"/>	THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.	I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HIS EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify)
<input type="checkbox"/>	I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES TO THAT HE KNOWS WHERE HE STANDS.	

15. THE DATE	16. SUPERVISOR	17. 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.

18. THIS DATE	19. SIGNED OR PRINTED (Signature)	20. 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.

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 DUTIES EXCEPTIONALLY WELL.

COMMENTS:

ROUTED FOR: [Signature]  
 RETURNED BY: [Signature]  
 PERFORMANCE

# SECRET

Form 101-1 (Rev. 1-59)

## 2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

### DIRECTIONS

- State in the spaces below up to six of the more important SPECIFIC DUTIES performed during this rating period. Place the most important first. Do not include minor or unimportant duties.
- Rate performance on each specific duty considering ONLY the person's performance of this specific duty.
- For supervisors, ability to supervise will always be rated as "Satisfactory" or "Excellent" not rate as supervisors those who supervise a secretary only.
- Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
- Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
- Be specific. Examples of the kind of duties that might be rated are:
 

ORAL BRIEFING	MAINTAINS AREA KNOWLEDGE	CONDUCTS INTERVIEWS
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
TRAINING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA
- 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.

DISCUSSIVE	1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY	6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER
RATING	2 - Barely adequate in the performance of this duty	Found in very few individuals holding similar jobs
NUMBER	3 - Performs this duty acceptably	7 - Exceeds anyone known in the performance of this duty
	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	

SPECIFIC DUTY NO. 1 Assist in the development and coordination of all counter-intelligence programs.	RATING NUMBER 6	SPECIFIC DUTY NO. 4 Analyze and evaluate results of a counter-intelligence operation.	RATING NUMBER 7
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 all 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 Conduct such interrogations, investigations and briefings as necessary.	RATING NUMBER 6

## 3. NARRATIVE DESCRIPTION OF MAJOR JOB PERFORMANCE

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

Mr. McConl 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. McConl is an excellent supervisor, can delegate responsibility, give 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 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.

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

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

SECRET

SECRET

## 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 OI no later than 30 days after the due date indicated in item 8 of Section "F" below.

## SECTION E.

## GENERAL

1. NAME (Last) <b>McCORD,</b> (First) <b>James</b> (Middle) <b>W.</b>	2. DATE OF BIRTH <b>20 January 1934</b>	3. SEX <b>male</b>	4. SERVICE DESIGNATION <b>SD - SS</b>
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT <b>OS/Security Research Staff</b>		6. OFFICIAL POSITION TITLE <b>Acting Deputy Chief, SRS</b>	
7. GRADE <b>GS-14</b>	8. DATE REPORT DUE IN OF <b>22 August 1958</b>	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) <b>21 August 1957 - 22 August 1958</b>	
10. TYPE OF REPORT (Check one) <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT-SUPERVISOR <input type="checkbox"/> REASSIGNMENT-EMPLOYEE		SPECIAL (Specify)	

## SECTION F.

## CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS AN ACCURATE STATEMENT OF THE INDIVIDUAL BEING RATED			
A. THIS DATE <b>29 Sept 1958</b>	B. TYPED	C. SUPERVISOR'S OFFICIAL TITLE <b>Chief, SRS</b>	D. SIGNATURE OF REVIEWING OFFICIAL <i>[Signature]</i>
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.			
A. THIS DATE <b>2 Oct 58</b>	B. TYPED	C. NAME AND SIGNATURE OF REVIEWING OFFICIAL <i>[Signature]</i>	D. OFFICIAL TITLE OF REVIEWING OFFICIAL <b>Dep. Dir. Security</b>

## 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.

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? ☒ 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 UNDER THE BASIC JOB (level desired, stenographers, technicians or professional specialists of various kinds) under direct supervision 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, BUT IS RESPONSIBLE FOR WORK PLANS, ORGANIZATION AND POLICY (Executive level)		
	3	WHEN CONTACT WITH IMMEDIATE SUPERVISOR IS NOT FREQUENT		
1	3	WHEN IMMEDIATE SUPERVISOR'S ACTIVITIES ARE EXTENSIVE AND NEED FREQUENT COORDINATION		
1	3	WHEN IMMEDIATE SUPERVISOR'S ACTIVITIES ARE EXTENSIVE AND NEED FREQUENT COORDINATION		
	3	OTHER (Specify)		

PERSONNEL REPORT

1. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE PAST EMPLOYEE HAS BEEN WITH YOUR SUPERVISOR

2. COMMENTS CONCERNING POTENTIAL

OCT 3 3 02 PM '58  
MAIL ROOM

Mr. McGoole has demonstrated organizational steadiness, superior presence, responsibility and has been eventually qualified for a senior position in this Agency.

**SECTION II. 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.

1 - HAVE NOT OBSERVED THIS; WANCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL  
 2 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE  
 3 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE  
 4 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE  
 5 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE  
 6 - 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 DISCUSSING WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NECESSARY	5	12. SHOWS ORIGINALITY	5	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITY	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	5	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 JUDGMENT
4	6. GOES BEHIND 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 MINDERS FOR FAULTS	5	18. IS COOPERATIVE	5	28. HIS CRITICISM IS CONSTRUCTIVE
5	9. GETS THINGS DONE	5	19. THINKS LIBERALLY	5	29. FACILITATES SWOOTH OPERATION OF HIS OFFICE
5	10. CAN GET BY WITH MINIMAL EFFORT	5	20. EMPLOYER ASSIGNS HIM TO THE MOST IMPORTANT TIME SENSITIVE	5	30. DOES NOT RESIST CHANGE AND IS WILLING TO ACCEPT IT

SECRET

SECRET

FORM 100-100-100

## 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 29.370. It is recommended that you read the entire form before completing any part of it. 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 A. 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.	26 January 1924	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-OR	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)	11. INITIAL	12. ASSIGNMENT SUPERVISOR	13. SPECIAL (Specify)
<input checked="" type="checkbox"/> ANNUAL			

## SECTION B.

## CERTIFICATION

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

## A. CHECK (X) APPROPRIATE STATEMENTS:

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

Chief/Security Research Staff OS

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

Reviewed by: JND 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	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
3/4/57		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.

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:

SECRET

Performance

(4)



SECRET

OFFICE OF PERSONNEL

3. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES			
<b>DIRECTIONS:</b> a. State in the spaces below up to six of the <del>most</del> <sup>most</sup> important SPECIFIC duties performed during the rating period. Place the most important first. Do not include <del>more</del> <sup>more</sup> than one important duty. 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 other individuals 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: <div style="display: flex; justify-content: space-between;"> <div>           ORAL BRIEFING            GIVING LECTURES            CONDUCTING SEMINARS            WRITING TECHNICAL REPORTS            CONDUCTING EXTERNAL LIAISON            TYPING            TAKING DICTATION            SUPERVISING         </div> <div>           HAS AND USES AREA KNOWLEDGE            DEVELOPS NEW PROGRAMS            ANALYZES INDUSTRIAL REPORTS            MANAGES FILES            OPERATES RADIO            COORDINATES WITH OTHER OFFICES            WRITES REGULATIONS            PREPARES CORRESPONDENCE         </div> <div>           CONDUCTS INTERROGATIONS            PREPARES SUMMARIES            TRANSLATES GERMAN            DEBRIEFING SOURCES            KEEPS BOOKS            DELIVES TRUCK            MAINTAINS AIR CONDITIONING            EVALUATES SIGNIFICANCE OF DATA         </div> </div> 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.			
<b>DESCRIPTIVE RATING NUMBER</b> 1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY 2 - UNALLY 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	Conduct such personnel invest., interrog. & interviews as deemed necessary in certain cases.	6
Receive, evaluate and develop information of counter intelligence nature	6		
<b>4. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE</b> <b>DIRECTIONS:</b> Stress strengths and weaknesses, particularly those which affect development on present job. <p>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.</p>			
<b>SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION</b> <b>DIRECTIONS:</b> 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. 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? <input type="checkbox"/> YES <input checked="" type="checkbox"/> 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 OLC no later than 30 days after the due date indicated in item 8 of Section "G" below.

SECTION E. GENERAL			
1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCord, James W., Jr.	26 January 1924	male	SD-SS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT		6. OFFICIAL POSITION/TITLE	
OS/Security Research Staff		Acting Deputy Chief, Investigator Security Research Staff	
7. GRADE	8. DATE REPORT DUE IN OLC	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)		SPECIAL (Specify)	
<input checked="" type="checkbox"/> INITIAL		<input type="checkbox"/> REASSIGNMENT-SUPERVISOR	
<input type="checkbox"/> FINAL		<input type="checkbox"/> REASSIGNMENT-EMPLOYEE	

SECTION F. CERTIFICATION		
1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED		
A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE
28 August 1957	[Signature]	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
29 August 1957	[Signature]	INVESTIGATOR

SECTION G. ESTIMATE OF POTENTIAL	
1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES	
DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.	
6	<ul style="list-style-type: none"> <li>1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED</li> <li>2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED</li> <li>3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES</li> <li>4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES</li> <li>5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING</li> <li>6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL</li> <li>7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES</li> </ul>
RATING NUMBER	

2. SUPERVISORY POTENTIAL	
DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> 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		DESCRIPTIVE SITUATION	
0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION			
1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION			
2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION			
3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION			
ACTUAL	POTENTIAL		
3	3	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)	
	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	WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION	
3	3	WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX	
		Other (Specify)	

SECRET

(When Filled In)

OFFICE OF PERSONNEL

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

36

4. COMMENTS CONCERNING POTENTIAL

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.

SEP 5 3 42 PM '57  
MAIL ROOM

## SECTION II.

## 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.

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

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

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	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 ANALYTICAL 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 JUDGMENT
4	6. SHOWS TEND 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. FOMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS HOSTILE
4	8. HAS MIND FOR PROBLEM	4	18. IS LOYAL	4	28. HIS CRITICISM IS CONSTRUCTIVE
5	9. SAYS THINGS ARE	5	19. THINKS CLEARLY	4	29. FACILITATES OTHERS' OPERATION OF HIS OFFICE
4	10. CAN JUDGE WITH ACCURACY	5	20. ACCEPTS ASSIGNMENTS WITHOUT ALLOWING TIME LIMITS	5	30. DOES NOT HOLD BACK STRENGTH AND CAPABILITY

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 M. Jr.	26 January 1924	male	SD-SS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE		
GS/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)	11. SPECIAL (Specify)		
<input checked="" type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT-SUPERVISOR		
<input type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT-EMPLOYEE		

## SECTION B.

## CERTIFICATION

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

## A. CHECK (X) APPROPRIATE STATEMENTS:

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

B. THIS DATE	C. TYPED OR PRINTED NAME	D. SUPERVISOR'S OFFICIAL TITLE
27 August 1956	Paul S. Garner	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 <i>YAL</i>	5 SEP 1956
Reviewed by PUD <i>21</i>	7 SEP 1956

☐ 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	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
27 August 1956	Paul S. Garner	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.

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

COMMENTS:

SECRET

Performance

(4)

## SECRET

(When Filled In)

7. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES																									
<p><b>DIRECTIONS:</b></p> <p>a. State in the spaces below up to six of the more important SPECIFIC duties performed during rating period. Place the most important first. Do not include minor or unimportant duties.</p> <p>b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.</p> <p>c. For supervisors, ability to supervise will always be rated as a specific duty (rate as supervisors those who supervise a secretary only).</p> <p>d. Compare in your mind, when possible, the individual being rated with others performing same duty at a similar level of responsibility.</p> <p>e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.</p> <p>f. Be specific. Examples of the kind of duties that might be rated are:</p> <table border="0"> <tr> <td>ORAL BRIEFING</td> <td>HAS AND USES AREA KNOWLEDGE</td> <td>CONDUCTS INTERROGATIONS</td> </tr> <tr> <td>GIVING LECTURES</td> <td>DEVELOPS NEW PROGRAMS</td> <td>PREPARES SUMMARIES</td> </tr> <tr> <td>CONDUCTING SEMINARS</td> <td>ANALYZES INDUSTRIAL REPORTS</td> <td>TRANSLATES GERMAN</td> </tr> <tr> <td>WRITING TECHNICAL REPORTS</td> <td>MANAGES FILES</td> <td>DEBRIEFING SOURCES</td> </tr> <tr> <td>CONDUCTING EXTERNAL LIAISON</td> <td>OPERATES RADIO</td> <td>KEEPS BOOKS</td> </tr> <tr> <td>Typing</td> <td>COORDINATES WITH OTHER OFFICES</td> <td>DRIVES TRUCK</td> </tr> <tr> <td>TAKING DICTATION</td> <td>WRITES REGULATIONS</td> <td>MAINTAINS AIR CONDITIONING</td> </tr> <tr> <td>SUPERVISING</td> <td>PREPARES CORRESPONDENCE</td> <td>EVALUATES SIGNIFICANCE OF DATA</td> </tr> </table> <p>g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.</p>		ORAL BRIEFING	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
ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS																							
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Typing	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK																							
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING																							
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA																							
<p><b>DESCRIPTIVE RATING NUMBER</b></p> <p>1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY</p> <p>2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY</p> <p>3 - PERFORMS THIS DUTY ACCEPTABLY</p> <p>4 - PERFORMS THIS DUTY IN A COMPETENT MANNER</p> <p>5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB</p> <p>6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS</p> <p>7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY</p>																									
SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING NUMBER																						
Receives, evaluates and develops information of a counterintelligence nature.	6	Evaluates results of counterintelligence operations.	6																						
SPECIFIC DUTY NO. 2	RATING NUMBER	SPECIFIC DUTY NO. 5	RATING NUMBER																						
Plans operations necessary to resolve counterintelligence matters.	6	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	RATING NUMBER	SPECIFIC DUTY NO. 6	RATING NUMBER																						
Coordinates SO resources in implementation of CI operations.	7	Conducts such personal investigation, interrogations and interviews as deemed necessary in certain cases.	6																						
<p><b>3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE</b></p> <p><b>DIRECTIONS:</b> Stress strengths and weaknesses, particularly those which affect development on present job.</p> <p>Mr. McCord's greatest strength is his ability to follow tenuous counterintelligence 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 initiative and imagination and gets along well with all classes of people.</p>																									
<p><b>SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION</b></p> <p><b>DIRECTIONS:</b> Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.</p> <p>1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED</p> <p>2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW</p> <p>3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION</p> <p>4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION</p> <p>5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS</p> <p>6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION</p> <p>7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION</p>																									
<p>IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO IF YES EXPLAIN FULLY:</p>																									

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(When Filled In)

1. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE NAMED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION		OFFICE OF PERSONNEL	
29 months			
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 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.			
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.			
<p>1 - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL</p> <p>2 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE</p> <p>3 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE</p> <p>4 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE</p> <p>5 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE</p> <p>6 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE</p>			
CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	4	12. SHOWS ORIGINALITY
5	3. HAS INITIATIVE	4	13. ACCEPTS RESPONSIBILITY
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS
4	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION
4	6. WANTS OTHERS TO BEER ASSISTANCE	5	16. DOES HIS JOB WITHOUT STRONG SUPPORT
4	7. CAN GET ALONG WITH PEOPLE	4	17. LOOKS UP WITH SOLUTIONS TO PROBLEMS
4	8. HAS MEMORY FOR FACTS	5	18. IS OBSERVANT
5	9. GETS THINGS DONE	5	19. THINKS CLEARLY
4	10. CAN cope WITH EMERGENCIES	5	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS
		4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
		4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
		5	23. IS THOUGHTFUL OF OTHERS
		5	24. DOES WELL UNDER PRESSURE
		4	25. DISPLAYS JUDGMENT
		5	26. IS SECURITY CONSCIOUS
		5	27. IS VERSATILE
		4	28. HIS CRITICISM IS CONSTRUCTIVE
		5	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
		5	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

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(When Filled In)

## FITNESS REPORT

The Fitness Report is an important factor in agency personnel management. It provides:

1. The agency selection board with information of value when considering the promotion 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.

## 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 responsibility 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. 898 10/21/55

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
McGOWAN, James H. Jr.	26 Jan. 1924	M	SO:SS
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	
<input checked="" type="checkbox"/> DEPARTMENTAL <input type="checkbox"/> 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
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 ☒ has ☐ has not been shown to the individual rated.

THIS DATE 9/28/55 NAME AND SIGNATURE OF RATER (Employee's immediate supervisor)

I HAVE REVIEWED THIS REPORT (Comments, if any, are reflected by attached memorandum)

THIS DATE 9-28-55 NAME AND SIGNATURE OF REVIEWING OFFICIAL (Official next higher in line of authority)

SECRET



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(When Filled In)

**SECTION IV**

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

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

STATEMENTS	CATEGORIES					
	NOT OBSERVED	DOES NOT APPLY	APPLIES TO A LIMITED DEGREE	APPLIES TO A REASONABLE DEGREE	APPLIES TO AN ABOVE AVERAGE DEGREE	APPLIES TO AN OUTSTANDING DEGREE
A. ABLE TO SEE ANOTHER'S POINT OF VIEW.			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	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 STAMINAL CAN KEEP GOING A LONG TIME.						X
19. HAS WIDE RANGE OF INFORMATION.					X	
20. SHOWS ORIGINALITY.						X
21. ACCEPTS RESPONSIBILITIES.						X
22. ADMITS HIS ERRORS.					X	
23. RESPONDS WELL TO SUPERVISION.						X
24. EVEN DISPOSITION.					X	
25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT.					X	

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(When Filled In)

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

None

2. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? ☒ NO ☐ YES. IF YES, WHY?

3. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

Employee has expressed desire to study Russian

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

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

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

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

- ☐ 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
- ☐ 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
- ☐ 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
- ☐ 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
- ☐ 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
- ☒ 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

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

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

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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	<input checked="" type="checkbox"/> DEPTAL	IF FIELD, SPECIFY STATION
Security Office of Chief			<input type="checkbox"/> FIELD	
5. PERIOD COVERED BY REPORT From To		6. TYPE OF REPORT		
22 Aug. 1953 21 Aug. 1954		<input type="checkbox"/> Initial <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Reassignment <input type="checkbox"/> 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 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

22 July 1954  
DATE

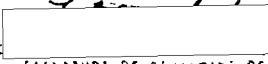
*James W. McCord Jr.*  
SIGNATURE

Items 11 through 13 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.

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SECURITY INFORMATION

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	<i>Edgar Edwards</i> SIGNATURE OF SUPERVISOR
19. I HAVE REVIEWED THE ABOVE REPORT. (Comments, if any, are shown in Item 20.)	
20 Jan 55 DATE	 SIGNATURE OF REVIEWING OFFICIAL
20. COMMENTS: (If necessary, may be continued on reverse side of cover sheet.)	

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SECURITY INFORMATION

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  
DEPENDABILITY

ACCURACY

SECURITY CONSCIOUSNESS  
INITIATIVE

RESOURCEFULNESS

STABILITY UNDER PRESSURE

ABILITY TO OBTAIN RESULTS

JUDGMENT

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 LINES AND DISLIKES MUST BE SCRUPULOUSLY AVOIDED. IT SHOULD BE BORN 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

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SECURITY INFORMATION

ITEMS 1 THROUGH 6 WILL BE COMPLETED BY TRANSACTIONS AND RECORDS BRANCH WHEN ACTION IS INITIATED IN PERSONNEL DIVISION					
<b>ROUTING AND ACTION SLIP FOR PERSONNEL EVALUATION REPORT</b>					DATE 15 July 1954
1. NAME McCord, James W.	2. GRADE GS-13	3. POSITION TITLE Security Officer CD-33			
4. OFFICE Security	5. DIVISION Office of Chief	6. BRANCH	<input checked="" type="checkbox"/> DEPT.	<input type="checkbox"/> FIELD, SPECIFIC STATION	
7. PERIOD COVERED BY REPORT From 22 August 1953 To 21 August 1954		8. TYPE OF REPORT <input type="checkbox"/> Initial <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Reassignment <input type="checkbox"/> Reassignment of Supervisor			
9. DATE REPORT DUE IN PERSONNEL OFFICE 21 September 1954			10. AUTHENTICATION (SEE INSTRUCTIONS)		

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 Aug 54	James
12. a. Complete Items 11 through 12. 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 13. e. Deliver forms to supervisor.	Reviewing Official	1/30/55	Miller
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 13. 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. Retach instruction sheet of Form 37-151 if Item 20 (continued) is unused.	Evaluations Officer		

FORM NO. 37-151A  
SEP 1954

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*End Item 216*

RECOMMENDATION FOR HONOR OR MERIT AWARD (Submit in triplicate - see HR 20-37)				
<b>SECTION A PERSONAL DATA</b>				
1. LUP. SER. NO. <b>058124</b>	2. NAME OF PERSON RECOMMENDED (Last, First, Middle) <b>McCord, James Walter, Jr.</b>	3. POSITION TITLE <b>Physical Sec. Off.</b>	4. GRADE <b>GS-15</b>	5. DO <b>SS</b>
6. OFFICE OF ASSIGNMENT <b>OS/Phys. Sec. Div.</b>	7. DESIG. INT. (IF Any) <b>6821</b>	8. STATION <input checked="" type="checkbox"/> HEADQUARTERS <input type="checkbox"/> FIELD (Specify location)		
9. HOME ADDRESS (No. St., City, State, ZIP Code) <b>7 Winder Court, Rockville, Md. 20850</b>		10. HOME PHONE <b>762-7678</b>	11. CITIZENSHIP AND HOW ACQUIRED <b>U. S. A. - Birth</b>	
12. RECOMMENDED AWARD <b>Certificate of Distinction</b>		13. IF RETIRING (Date of Retirement) <b>31 August 1970</b>	14. POSTHUMOUS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
15. NAME OF NEXT OF KIN <b>Marjorie Lee McCord</b>	16. RELATIONSHIP <b>Wife</b>	17. HOME ADDRESS (No. St., City, State, ZIP Code) <b>Same</b>	18. HOME PHONE <b>Same</b>	
<b>SECTION B RECOMMENDATION FOR AWARD FOR HEROIC ACTION OR ACCEPTANCE OF HAZARD</b>				
19. WERE YOU AN EYEWITNESS TO THE ACT <input type="checkbox"/> YES <input checked="" type="checkbox"/> 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 <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	32. NOW IN SAME OR RELATED ASSIGNMENT <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
<b>SECTION C RECOMMENDATION FOR AWARD FOR ACHIEVEMENT, SERVICE, OR PERFORMANCE</b>				
33. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO				
34. OFFICIAL ASSIGNMENT OF PERSON RECOMMENDED AT TIME OF SERVICE OR PERFORMANCE <b>Chief, Physical Security Division, PTOs, OS</b>				
35. COMPONENT OR STATION (Designation and location) <b>Headquarters</b>				
36. DUTIES AND RESPONSIBILITIES OF ASSIGNED POSITION <b>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.</b>				
37. INCLUSIVE DATES FOR WHICH RECOMMENDED		38. ASSIGNMENT COMPLETED <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	39. NOW IN SAME OR RELATED ASSIGNMENT <input type="checkbox"/> YES <input checked="" type="checkbox"/> 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 PARTICIPATING IN THE PERFORMANCE:				
44. FULL NAME	45. TYPE OF AWARD			



## SECRET

(When Filled In)

SECTION D		NARRATIVE DESCRIPTION	
<p><b>Award for Meritorious Action or Acceptance of Hazard:</b> 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.</p> <p><b>Award for Achievement, Service, or Performance:</b> 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. Enclose unclassified citation.</p>			
<p>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, audio countermeasures and physical security fields within the Security Career Service.</p> <p>During his early years of employment when assigned to the San Francisco 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.</p> <p>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]</p> <p>[redacted]</p> <p>[redacted] Mr. McCord [redacted]</p>			
<input checked="" type="checkbox"/> CONTINUED ON ATTACHED SHEET			
<p>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.</p> <p>1. PROPOSED CITATION</p> <p>2.</p> <p>3.</p>			
<p>47. RECOMMENDATION INITIATED BY</p> <p>James P. O'Connell</p>		<p>48. TITLE AND SIGNATURE OF EMPLOYEE MAKING RECOMMENDATION</p> <p>James P. O'Connell Deputy Director of Security (PTOM)</p>	
<p>49. DATE</p> <p>14 July 1970</p>			
SECTION E RECOMMENDATION FORWARDED THROUGH OFFICIALS CONCERNED FOR THEIR INFORMATION			
<p>50. HEAD OF [redacted] CAREER SERVICE (Career Service of [redacted])</p>	<p>TITLE AND SIGNATURE</p> <p>Director of Security</p>		<p>DATE</p>
<p>51. DEPUTY DIRECTOR OF CAREER SERVICE</p>	<p>TITLE AND SIGNATURE</p> <p>Deputy Director for Support</p>		<p>DATE</p>
<p>52. DEPUTY DIRECTOR OF OPERATING COMPONENT</p>	<p>TITLE AND SIGNATURE</p>		<p>DATE</p>

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**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]  
[redacted]  
[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 audio countermeasures 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 audio countermeasures 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 counter-audio 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

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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 Surveillance Countermasures 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

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**SECRET****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.

**SECRET**

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:

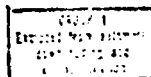
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]  
- McCord, James W., Jr.  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

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. <input checked="" type="checkbox"/> BY DIRECTION OF THE PRESIDENT <input type="checkbox"/> BY ORDER OF THE SECRETARY OF THE AIR FORCE				
2. GRADE, LAST NAME, FIRST, MIDDLE INITIAL, AFSC, SSAN: 453-22-4741 MAJOR MCCORD, JAMES W.		3. PARSC 8053		
4. PRESENT ADDRESS 7 Winder Court Rockville, Maryland 20850		5. ON-FLYING STATUS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		6. AERO RATING Acft Obsr
7. IS ORDERED TO ACTIVE DUTY FOR <u>13</u> DAYS PLUS REQUIRED TRAVEL TIME				
8. PURPOSE (Type) <input checked="" type="checkbox"/> ANNUAL TOUR <input type="checkbox"/> SCHOOL TOUR <input type="checkbox"/> SPECIAL TOUR OF ACOUTRA <input type="checkbox"/> 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 Registrar, Defense Intelligence School U.S. Naval Station, Anacostia Annex (Bldg T-5) Washington, DC 20390		12. HOUR NET 1300 NLT 1600	13. DAY *8	14. MONTH Jun
12. INDIVIDUAL WILL BE RELEASED FROM ORGANIZATION ATTACHED ASSIGNED FOR ACTIVE DUTY TRAINING ON		15. HOUR 20	16. DAY Jun	17. MONTH 69
13. INDIVIDUAL <input checked="" type="checkbox"/> 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 <input type="checkbox"/> AUTHORIZED <input type="checkbox"/> DIRECTED				
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. APPROVING OFFICIAL (Typed Name and Grade) E. E. THAYER, ASST DIRECTOR FOR ADMIN		21. SIGNATURE E. E. Thayer	
22. ADDRESS 2259/4069	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. DISTRIBUTION 10 - Individual 1 - Indiv Pers Rec 2 - Unit of Asgmt 2 - Unit of Atch 2 - ARPC, 3800 York St, Denver Colo. 80295 2 - Hq AFRES (CAFO) Dobbins AFB, Ga. 30080 2 - Hq AFRES ( ) Robins AFB, Ga. 31093 2 - Records Sec		27. SIGNATURE ELEMENT OF OR HAS AUTHORITY A. L. NEWSOM, Colonel, USAF Director, Reserve Personnel		

**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.

*for* Robert S. Wattles  
Director of Personnel

**Distribution:**

Orig &amp; 1 - Addressee

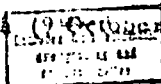
1 - OPE - McCORD

1 - D/Pers Chrono

1 - C/PD

OP/DD/Pers/R&amp;P/PD/

:sa (9 October 1968)

**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.

*Edward K. O'Malley*  
Edward K. O'Malley  
Secretary  
Security Career Service Board

Attachment

[Redacted]

*for Director of Personnel*

SECRET

SECRET

A OCT 1965

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 audio countermeasures 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 audio countermeasures.

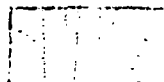
2. Mr. McCord supervises his Division in a vigorous manner and instills enthusiasm and esprit de corps within his organization--a difficult task because of the extensive amount of world-wide travel demanded from his subordinates.

3. Through the efforts of Mr. McCord the establishment of an Interagency Training Center for audio countermeasures 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.

*James P. O'Connell*  
James P. O'Connell  
Deputy Director of Security (PTOS)

SECRET



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

**IMPORTANT  
AGENCY INSTRUCTIONS  
ON BACK OF ORIGINAL**

**TO COMPLETE THIS FORM—**

- 1 FOLLOW THESE GENERAL INSTRUCTIONS:**
- Read the back of the "Duplicate" carefully before you fill in the form.
  - Fill in BOTH COPIES of the form. Type or use ink.
  - Do not detach any part.

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

NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
McCord	James	W	1/26/24	453 22 7771
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** ☒ **(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, 1968

**FOR EMPLOYING OFFICE USE ONLY**

(Official receiving date stamp)

RECEIVED  
OFFICE OF PERSONNEL  
FEB 19 11 04 AM '68

See Table of Effective Dates on back of Original

**ORIGINAL COPY—Retain in Official Personnel Folder**

STANDARD FORM NO. 176-1  
JANUARY 1963  
(For use only until April 14, 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. Mc Coid  
Signature

JAMES W MC COID

10 July 64  
Date

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:

\_\_\_\_\_  
Chief Instructor

\_\_\_\_\_  
Date

**CONFIDENTIAL**  
(When filled in)

**SECRET**

7 MAR 1967

MEMORANDUM FOR: Deputy Director of Security for Physical,  
Technical & Overseas Security

ATTENTION : Chief, Technical Security Division

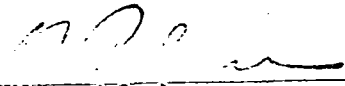
SUBJECT : Security Presentation - Support Course

1. The Office of Security presentation at the [ ] Training Center on 2 March 1967 was extraordinarily well received. Colonel [ ] Commanding Officer, [ ] has informed me of a number of superlative comments by those in attendance.


2. I want to express my appreciation to Messrs. James McCord, [ ], and [ ] for their most effective presentation on audio countermeasures. 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 [ ] 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 audio countermeasures 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, [ ], and [ ] 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



OFFICE OF THE DIRECTOR

TREASURY DEPARTMENT  
UNITED STATES SECRET SERVICE

WASHINGTON, D.C. 20226

January 3, 1967

The Honorable  
Richard Helms  
Director, Central Intelligence  
Agency  
Washington, D. C.

Dear Dick:

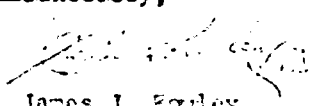
I wish to express my appreciation for the valuable assistance provided by your agency during the recent tour of President Johnson to Southeast Asia. Your response to our request for technical assistance was most gratifying.

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 Mr. Sheridan's 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

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*  
R. L. Bannerman  
Deputy Director  
for Support

SECRET

## CONFIDENTIAL

(When Filled In)

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave of 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

1. RESIDENCE DATA

PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)

6801 E. Bay View Springfield Va HOME LEAVE RESIDENCE

PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE 1311 W. 75th St

2. MARITAL STATUS (Check one)

☐ SINGLE ☒ MARRIED ☐ SEPARATED ☐ DIVORCED ☐ WIDOWED ☐ ANNULLED

IF MARRIED, PLACE OF MARRIAGE DATE OF MARRIAGE

Laurens, Tenn. 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 McLean 5411 1st St 451-5279

NAMES OF CHILDREN ADDRESS SEX DATE OF BIRTH

Michael Steven McLean 5411 1st St M April 11, 51

Carol Anne McLean 5411 1st St F Nov 25, 53

Nancy Ellen McLean 5411 1st St F 28 Nov 55

NAME OF YOUR FATHER (Or male guardian) ADDRESS TELEPHONE NO.

James W. McLean Sr. Box 63, Rockwell, Okla

NAME OF YOUR MOTHER (Or female guardian) ADDRESS TELEPHONE NO.

Margaret L. McLean Box 63, Rockwell, Okla

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

Mr. McLean, Sarah Ruth Wife

HOME ADDRESS (No., Street, City, Zone, State) HOME TELEPHONE NUMBER

5411 1st St 451-5279

BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE BUSINESS TELEPHONE EXTENSION

5411 1st St

IS THE INDIVIDUAL NAMED ABOVE BITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organizer (then 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 5.)

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

**CONFIDENTIAL**  
(When Filled In)

<b>3. VOLUNTARY ENTRIES</b>		
<p>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.</p> <p>INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.</p> <p style="margin-left: 40px;"><i>Bank of Prime Valley, Springfield Va - in name of wife and I</i></p>		
<p>ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION?    <input checked="" type="checkbox"/> YES    <input type="checkbox"/> NO</p>		
<p>IF YES, DO YOU HAVE A JOINT ACCOUNT?    <input checked="" type="checkbox"/> YES    <input type="checkbox"/> NO</p>		
<p>HAVE YOU COMPLETED A LAST WILL AND TESTAMENT?    <input checked="" type="checkbox"/> YES    <input type="checkbox"/> NO. (If "Yes" where is document located?)</p> <p style="margin-left: 100px;"><i>Reading</i></p>		
<p>HAVE YOU PRE-PLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?    <input checked="" type="checkbox"/> YES    <input type="checkbox"/> NO. (If "Yes" give name(s) and address)</p> <p style="margin-left: 100px;"><i>Mrs. Dorothy Berry, Houston Texas</i></p>		
<p>HAVE YOU EXECUTED A POWER OF ATTORNEY?    <input type="checkbox"/> YES    <input checked="" type="checkbox"/> NO. (If "Yes", who possess the power of attorney?)</p>		
<p><b>4. ADDITIONAL DATA AND OR CONTINUATION OF PRECEDING ITEMS</b></p> <div style="height: 300px; border: 1px solid black; margin-top: 10px;"></div>		
SIGNED AT	DATE	SIGNATURE
	<i>7-1-66</i>	<i>Yessie L. W. Bell Jr.</i>

**CONFIDENTIAL**

23 September 1954

MEMORANDUM FOR: Chief, Technical Division

FROM: ADD/PTOS

SUBJECT: Commendation

1. It is with great personal gratification that I am able to pass along to you the attached letter from Mr. James J. [redacted] Director of the United States Secret Service, with its endorsement by the Deputy Director for Support and, indirectly, by the Chief, commending you and members of your Division for the valuable support you have provided to the Secret Service over the past year.

2. Please accept my sincere appreciation for the way in which you and your staff have so ably served the Office and the Agency. It is a pleasure to have you and your staff in the Office and I am sure that you will convey my comments, as well as the appreciation of the Office, to each of your staff members. I am sure that you have a high regard for the work of the Administrative and Training Staff to the requisite standard and I am sure that they will be able to place in your Division if I have.

Harold J. Quinn  
Director of Security

McCord, James A. Jr.

CONFIDENTIAL

TREASURY DEPARTMENT  
UNITED STATES SECRET SERVICE

September 18, 1955

Director  
Central Intelligence Agency  
Washington, D.C.

Acting Director, Office of Security/ASD

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 S. McFarland, Director, Office of Security, has personally furnished us the support of his Technical Security Division headed up by Mr. James M. McFarland. In turn Mr. McFarland has given freely of his time, equipment and personnel to assist the Secret Service in the technical security of the President.

The assistance furnished by Mr. McFarland's Division consisted of two special training courses, the loan of electronic equipment, maintenance assistance for search engines, Presidential and Vice Presidential motorcade, loan of engineering manpower for special problems and last, and above all a willingness to assist the Secret Service whenever possible.

Although all of Mr. McFarland's Division should be commended for their professional competence and assistance to the Secret Service, the following are particularly involved with our problems and merit individual recognition:

[REDACTED]

CONFIDENTIAL

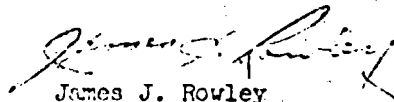
Keep Freedom in Your Heart With U.S. Savings Bonds

CONFIDENTIAL

- 2 -

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

CONFIDENTIAL

SECRET

DD/S 65-5075

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. [Signature]*  
R. L. [Name]  
Deputy Director  
for Support

Att: Letter dtd 13 Sept 66 to DCI re  
Mr. Rowley, subj: Appreciation

**SECRET**


S 0 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.

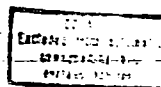
  
Emmett D. Echols  
Director of Personnel

**Distribution:**

- O & 1 - Addressee
- 2 - OPF - McCORD
- 1 - D/Pers-Chrono
- 1 - C/PD

OP/DD/R&F/PD/:ksd (30 Aug 66)

**SECRET**





**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 Mr. McCord's supervisor is attached for your consideration.

*Ernest L. Hardt*

Ernest L. Hardt  
Secretary  
Security Career Service Board

Attachment

APPROVED

*Copy to Director of Personnel**15 Aug '66**10 31 14 66***SECRET**

SECRET

28 JUN 1966

MEMORANDUM FOR: Director of Security

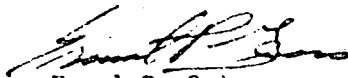
SUBJECT : Quality Step Increase -  
James W. McCord, Jr.

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.

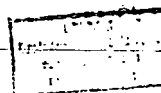


Ermal P. Geiss  
Deputy Director of Security (PTOS)

REVISED

JUN 30 1966

SECRET



SECRET  
(When Filled In)

RECOMMENDATION FOR HONOR OR MERIT AWARD <small>(Submit in duplicate)</small>				DATE  8 JUL 1960	
TO: Secretariat, Honor and Merit Awards Board			FROM: <small>(Reporting official)</small> Director of Security		
<b>Section A Personal Data</b>					
1. NAME OF PERSON RECOMMENDED (Last, First, Middle) <b>McCord, James W., Jr.</b>			2. POSITION/TITLE <b>Elec. Engr.-Audio Supt.</b>		3. GRADE <b>15</b>
4. OFFICE OF ASSIGNMENT <b>OS/Technical Division</b>			5. STATION <b>4192</b>		6. SS <b>SS</b>
7. HOME ADDRESS (No., St., City, Zone, State) <b>6801 Floyd Ave., Springfield, Va.</b>			8. OFFICE EXT. (If any.) <b>4192</b>		9. CITIZENSHIP AND HOW ACQUIRED <b>U. S. - Birth</b>
10. RECOMMENDED AWARD <b>Certificate of Merit</b>				11. POSTHUMOUS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
12. NAME OF NEXT OF KIN <b>Sarah Ruth McCord</b>		13. RELATIONSHIP <b>Wife</b>		14. HOME ADDRESS (No., St., City, Zone, State) <b>Same as 7</b>	
				15. HOME PHONE <b>451-5279</b>	
<b>Section B Recommendation for Award for Heroic Action or Acceptance of Hazard</b>					
16. WERE YOU AN EYEWITNESS TO THE ACT <input type="checkbox"/> YES <input checked="" type="checkbox"/> 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					
<b>Section C Recommendation for Award for Achievement, Service, or Performance</b>					
27. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO					
28. OFFICIAL ASSIGNMENT AT TIME OF SERVICE OR PERFORMANCE <b>Chief, Technical Security Division, OS</b>					
29. COMPONENT OR STATION (Designation and location) <b>Headquarters</b>					
30. DUTIES AND RESPONSIBILITIES <b>Supervises the activities of the Technical Security Division, OS</b>					
Personnel who assisted or contributed substantially to the service or performance					
31. FULL NAME		32. ORGN. TITLE		33. GRADE	
		<b>Elec. Engr.</b>		<b>GS-10</b>	
		<b>Elec. Engr.</b>		<b>GS-13</b>	
		34. OFFICE OF ASSIGNMENT <b>OS/Technical Division</b>			
		<b>OS/Technical Division</b>			
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			
		<b>Certificate of Merit with Distinction</b>			
37. INCLUSIVE DATES FOR WHICH RECOMMENDED		38. ASSIGNMENT COMPLETED		39. NOW IN SAME OR RELATED ASSIGNMENT	
		<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	

## SECRET

(When Filled In)

Section D		Narrative Description	
<p><b>Award for Heroic Action or Acceptance of Hazard:</b> 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.</p> <p><b>Award for Achievement, Service, or Performance:</b> 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.</p>			
<p>40. From early December 1965 through May 1966, Messrs. James W. McCord, Jr., [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.</p> <p>The combination [redacted] make it possible [redacted] a capability the Agency has not had before.</p> <p>The Technical Division has greatly enhanced the world-wide use of this equipment [redacted]</p> <p>[redacted]</p> <p>These men have shown initiative, ingenuity and great imagination in the application [redacted]</p> <p>This technique, much of which required many off-duty hours to develop, has greatly enhanced the Agency's capability [redacted]</p> <p>[redacted] <input type="checkbox"/> CONTINUED ON ATTACHED SHEET</p>			
<p>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.</p> <p>1. PROPOSED CITATION</p> <p>2.</p> <p>3.</p>			
<p>42. RECOMMENDATION INITIATED BY</p> <p>ERMAL P. GEISS</p> <p>Erma P. Geiss</p>		<p>43. TITLE AND SIGNATURE OF OFFICIAL MAKING RECOMMENDATION</p> <p>Deputy Director of Security (PTOS)</p>	
<p>44. DATE</p> <p>22 JUN 1966</p>			
<p>Section E Recommendation Forwarded Through Officials Concerned For Their Information</p>			
<p>45. Head of <b>SS</b> Career Service</p> <p>(Career service of nominee)</p>		<p>TITLE AND SIGNATURE</p> <p>Director of Security</p>	
<p>46. Deputy Director of Operating Component</p>		<p>TITLE AND SIGNATURE</p>	
<p>47. Deputy Director of Career Service</p>		<p>TITLE AND SIGNATURE</p> <p>Deputy Director for Support</p>	

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
- ☒ 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

ADMINISTRATIVE  
ATTN: G-1

AWCA

8 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,
2. TR, Mr. McCord

1. IDENTIFICATION DATA (Read AFM 35-10 carefully before filling out any item)				
1. LAST NAME - FIRST NAME - MIDDLE INITIAL <b>McCORD, James H. Jr.</b>		2. AFSC <b>Civilian - Central Intelligence Agency</b>	3. ACTIVE DUTY GRADE	4. PERMANENT GRADE
5. ORGANIZATION COMMAND AND LOCATION <b>Air University Maxwell AF Base, Alabama</b>		6. AERO RATING CODE	8. PERIOD OF REPORT FROM <b>7 Aug 64</b> TO <b>4 Jun 65</b>	
		7. ACADEMIC PERIOD <b>44 weeks</b>	9. REASON FOR REPORT <input checked="" type="checkbox"/> FINAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> DIRECTED	
10. NAME AND LOCATION OF SCHOOL OR INSTITUTION <b>Air War College, Maxwell AF Base, Alabama</b>				
11. NAME OR TITLE OF COURSE <b>Air War College Resident Course</b>				12. LENGTH OF COURSE <b>44 weeks</b>
II. REPORT DATA (Complete as applicable)				
1. COURSE HOURS COMPLETED <b>1576</b>	2. COURSE HOURS FAILED <b>None</b>	3. APC AWARDED <b>N/A</b>	4. AERO RATING AWARDED <b>N/A</b>	5. DEGREE AWARDED <b>N/A</b>
6. COURSE SUCCESSFULLY COMPLETED (and report only) <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (If No, explain)			8. B DISTINGUISHED GRAD (If Applicable)	
7. TITLE OF THESS <b>The Sino-Soviet Struggle for Power in Africa, and its Implications for the U.S.</b>			8. ACADEMIC FIELD <b>N/A</b>	
III. COMMENTS PROFESSIONAL EDUCATION OVERPRINT				
1. WRITING ABILITY				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input type="checkbox"/>	OUTSTANDING <input checked="" type="checkbox"/>
2. SPEAKING ABILITY				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input checked="" type="checkbox"/>	OUTSTANDING <input type="checkbox"/>
3. INDEPENDENT PROBLEM SOLVING ABILITY (Thesis, Self Study, etc)				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input type="checkbox"/>	OUTSTANDING <input checked="" type="checkbox"/>
4. GROUP PROBLEM SOLVING AND DISCUSSION				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input checked="" type="checkbox"/>	OUTSTANDING <input type="checkbox"/>
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 considerably 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 AFSC AND ORGANIZATION <b>ARNO H. LUEHMAN, Maj Gen, USAF, 1080A, Air War College</b>		DUTY TITLE <b>Commandant</b>	SIGNATURE <i>Arno H. Luehman</i> DATE <b>11 June 1965</b>	

AFM 35-10 475

REVIEW COPY OF THIS FORM AND COMMENTS

TRAINING REPORT

FORM 10-1-64 (1-64)

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	OFFICE/COMPONENT
1-6	LAST FIRST MIDDLE	25-26
58124	(Print) 7-24 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	ARRIVAL				DEPARTURE			COUNTRY	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	GERMANY	40-42
3 - CORRECTION									
5 - CANCELLATION	1				06	12	64		270

## TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE				RETURN			AREA(S)	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
4 - CORRECTION									
6 - CANCELLATION									

## SOURCE OF RECORD DOCUMENT

<input type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input checked="" type="checkbox"/> OTHER (Specify) RETURNIC PERSONAL INFO	

DOCUMENT IDENTIFICATION NO. FORM H40C	DOCUMENT DATE PERIOD 7-10-64
--	---------------------------------

REMARKS	
PREPARED BY [Signature]	REPORT ANNOTATED ON SOURCE DOCUMENT
FISCAL DIVISION	DATE 4-26-64
FINANCE DIVISION	SIGNATURE [Signature]



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 at  
(Course)

Montgomery, Alabama  
(Name of Facility)

beginning August 1965 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

(McCard)

14-00000

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.

(Signature)

*James W. McCord*  
James W. McCord ✓

(Type Name)

*13 July 1964*  
(Date)

WITNESS:

(Signature)

(Type Name)

*13 July 1964*  
(Date)

9 MAY 1954

Dear Jim:

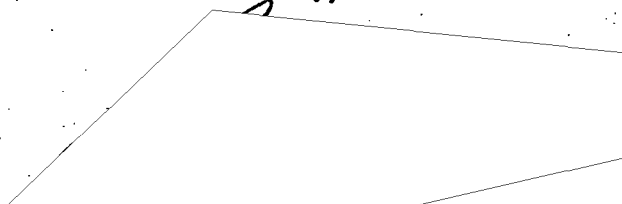
My tour of duty in [redacted] Europe will terminate in late May when I leave Europe to undertake new duties in Washington, D. C. My association with you and your staff has been a richly rewarding experience, both personally and professionally. The manner in which you have unobtrusively, yet effectively, 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.

*Walter James*

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,



14-00000

REPLY TO

ATTN OF:

SUBJECT:

10 JUN 1964

TO:

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]

*John Spasson*  
C

[REDACTED]

[REDACTED] 5 June 1964

**SUBJECT:** Letter of Appreciation

**TO:** Mr. James W. McCord

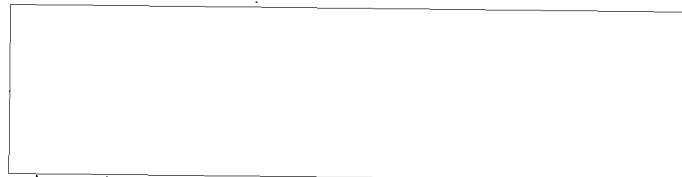
[REDACTED]

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]



8 June 1964

SUBJECT: Letter of Appreciation


TO: Mr. James W. McCord, Jr.



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 Frankfurt 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 Frankfurt 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 in England. 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  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.



FOR OFFICIAL USE ONLY

SECRET

rec'd 21 Nov 63  
SEC-2 T11, 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 (Typed)	DATE (from item 1)	NAME OF SUPERVISOR (Typed)	DATE (from item 2)
James H. McConell, Jr.	15 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	

TO BE COMPLETED BY EMPLOYEE			
1. DATE OF BIRTH	2. GRADE	3. CURRENT POSITION TITLE	
26 January 1924	GS-15	Chief, Security Branch/CSB	
4. SERVICE DESIGNATION (if known)	5. CURRENT STATION OR FIELD BASE	16. EXPECTED DATE OF DEPARTURE FROM FIELD	
Security Officer	German Station, CSB	9 June 1964	
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR		17. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS	
-----		20 July 1964	

8. WRITE 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. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 3, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

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



SECRET

9. PREFERENCE FOR NEXT ASSIGNMENT (Continued)	
C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (for 1st, 2nd and 3rd choice) IN THE BOXES BELOW:	
1 <input type="checkbox"/>	RETURN TO MY CURRENT STATION
2 <input type="checkbox"/>	BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY WITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS. INDICATE CHOICE OF COMPONENT: 1ST. CHOICE <u>OS/IOS</u> 2ND. CHOICE <u>OS/PPS</u> 3RD. CHOICE <u>OS/Staff</u>
3 <input type="checkbox"/>	BE ASSIGNED TO ANOTHER FIELD STATION WITH RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION. INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIFIC STATION, BASED ON QUALIFICATIONS: 1ST. CHOICE <u>San Francisco</u> 2ND. CHOICE <u>Los Angeles</u> 3RD. CHOICE <u>Miami</u>
10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS? <u>30 days</u> INDICATE NUMBER OF WORK DAYS <u>20</u>	
11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU: <u>four; ages, 36, 11, 9, and 7</u>	
12. SIGNATURE: COMPLETE ITEM NO. 5-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM. TO BE COMPLETED BY SUPERVISOR AT FIELD STATION	
13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:  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. 5-2, 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 HQ and Subject will be returning in the summer of 1964 to attend the Air War College.	
16. NAME OF PERSONNEL OFFICER  DATE <u>10 December 1963</u>	SIGNATURE  <u>Ernest Harold</u>
17. EMPLOYEE (X) HAS [ ] HAS NOT BEEN NOTIFIED OF PLANNING REASSIGNMENT	18. TYPED OR PRINTED NAME <u>ERNEST HAROLD</u>
19. TITLE <u>OS/PPS</u>	20. SIGNATURE <u>Ernest Harold</u>
21. COMMENTS <u>Mr. McLeod selected for Air War College and subsequently decided to return for this purpose.</u>	

SECRET

**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	
58124	(Print) MCCORD	7-28 JAMES	W.	25-26 <i>ST</i>

## 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			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	GERMANY	40-42
2 - CORRECTION									
3 - CANCELLATION	1	06	09	62					270

## TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
2 - CORRECTION									
3 - CANCELLATION									

## SOURCE OF RECORD DOCUMENT

<input type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input checked="" type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE/PERIOD

5/13 - 6/9/62

REMARKS

PREPARED BY	<input checked="" type="checkbox"/> REPORT ANNOTATED ON SOURCE DOCUMENT	DATE	5/14/62	SECRETARY	<i>ST</i>
APPROVED BY		6002 DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT FILED			

FORM 1851a

SECRET

**SECRET**  
(When Filled In)

**VERIFIED RECORD OF OVERSEAS SERVICE 253130 MAY 31 62**

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curle Hall

EMPLOYEE SERIAL NO. 1-6	NAME OF EMPLOYEE			OFFICE/COMPONENT 25-26
	LAST (Print)	FIRST	MIDDLE	
253124	McCORD	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			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
3 - CORRECTION									
5 - CANCELLATION									

## TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
4 - CORRECTION									
5 - CANCELLATION									
	2	04	01	62	06	14	62	4/E	801

## SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

OS-655-62

DOCUMENT DATE/PERIOD

4/1-14/62

REMARKS

Bk  
9-10-62

PREPARED BY	REPORT ASSIGNED ON SOURCE DOCUMENT	APPROVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT ENTERED
REVIEWER'S SIGNATURE	DATE	SIGNATURE
	25 May 62	

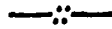
FORM 1451a

SECRET

19-101

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*

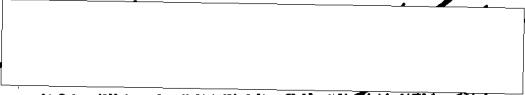
James W. McCord

*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

  
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.*  
James Walter McCord, Jr.  
(Employee)

Office of Personnel

Date:

*May 8 '62*

S-E-C-R-E-T

## TRAINING REPORT

Operations Support No. 50

120 hours, full-time, Phase I	2 - 20 April 62	<u>2</u> Students
80 hours, full-time, Phase II	23 April - 4 May 62	<u>10</u> Students

Student : McCORD, James W., Jr.

Year of Birth: 1924

EOD Date: August 1951

Grade: OS-15

Office : OS

## 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 agent management; familiarization with defensive and offensive audio surveillance.

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   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

S-E-C-R-E-TNAME McCord, James W., Jr.

## MAJOR CATEGORIES

PHASE I	UNSAT	SAT	EXCELLENT
1. Tradeecraft - Recognition of elementary principles.	0	2	6
2. Casing - Written observation of an assigned site.	0	2	6
3. Personal Meeting Plan - Written paper emphasizing techniques of effecting clandestine meeting.	0	5	3
4. Personal Meeting - Carrying out student's plan.	0	4	4
5. Contact Report - Written report of clandestine personal meeting.	0	2	6
6. Operational Support Procedures - General knowledge of Clandestine Services Organization and Functions; Agent and Project Management.	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 <input type="text"/> 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.			
<div style="display: flex; justify-content: space-between; align-items: flex-end;"> <div>FOR THE DIRECTOR OF TRAINING: <input type="text"/></div> <div> <div style="border: 1px solid black; width: 150px; height: 30px; margin-bottom: 5px;"></div> <div>Chief Instructor</div> </div> <div> <div>18 May 1962</div> <div>Date</div> </div> </div>			

S-E-C-R-E-T



## CONFIDENTIAL

(When Filled In)

TMR

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave of 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) <b>McCORD James W Jr</b>		SOCIAL SECURITY NUMBER <b>453-72-4741</b>	
1. RESIDENCE DATA			
PLACE OF RESIDENCE WHEN INITIALLY APPOINTED		LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)	
PLACE IN CONTINENT (If appointed in U.S.) <b>5701 Floyd Ave, Springfield Va</b>		HOME LEAVE RESIDENCE <b>Same</b>	
2. MARITAL STATUS (Check one)			
SINGLE <input type="checkbox"/>		MARRIED <input checked="" type="checkbox"/>	
SEPARATED <input type="checkbox"/>		DIVORCED <input type="checkbox"/>	
WIDOWED <input type="checkbox"/>		ANNULLED <input type="checkbox"/>	
IF MARRIED, PLACE OF MARRIAGE <b>Lanona Texas</b>		DATE OF MARRIAGE <b>30 Apr</b>	
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 <b>SARAH RUTH McCORD</b>		ADDRESS (No., Street, City, Zone, State) <b>5701 Floyd Ave, Springfield Va</b>	
TELEPHONE NO. <b>FL 4 7685</b>			
NAMES OF CHILDREN		ADDRESS	
<b>Michael Steven McCORD</b>		<b>Same</b>	
<b>Nancy Ellen McCORD</b>		<b>Same</b>	
<b>Carol Anne McCORD</b>		<b>Same</b>	
NAME OF FATHER (Or male guardian) <b>James W. McCORD Sr</b>		ADDRESS <b>Rte 63, Hackberryville Okla</b>	
NAME OF MOTHER (Or female guardian) <b>Marjorie Lu McCORD</b>		ADDRESS <b>" " " "</b>	
TELEPHONE NO.		TELEPHONE NO.	
WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY. <b>Parents &amp; Luther Perry, 3508 39th St Lubbock Texas (Mother in law)</b>			
4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY			
NAME (Mr., Mrs., Miss) (Last-First-Middle) <b>Luther Perry</b>		RELATIONSHIP <b>Father in law</b>	
HOME ADDRESS (No., Street, City, Zone, State) <b>3508 39th St Lubbock Texas</b>		HOME TELEPHONE NUMBER <b>SW 1st 2-3440</b>	
BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE <b>Same</b>		BUSINESS TELEPHONE & EXTENSION <b>Same</b>	
IS THE INDIVIDUAL NAMED ABOVE WITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.) <b>Yes</b>		YES <input checked="" type="checkbox"/>	
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.) <b>Yes</b>		YES <input checked="" type="checkbox"/>	
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.) <b>Yes</b>		YES <input checked="" type="checkbox"/>	
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

## CONFIDENTIAL

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5. VOLUNTARY ENTRIES								
Experience in the handling of employee emergencies has shown that the absence of certain persons often delays and complicates the settlement of estate and financial matters. The information requested in this section may be 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 Vienna Virginia - James W Jr and Social Paul McGee								
NEW FEDERAL CREDIT UNION								
HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes" where is document located?)								
Wife Wife								
HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes" give name(s) and address)								
Dorothy Berry, Suite in law, 2217-B Marshall St. Houston Texas								
HAVE YOU EXECUTED A POWER OF ATTORNEY? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes", who possess the power of attorney?)								
1ST NATIONAL BANK, Vienna Virginia								
6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS								
<table border="1"> <tr> <td>SIGNED BY</td> <td>DATE</td> <td>SIGNATURE</td> </tr> <tr> <td>Paul McGee</td> <td>May 8 67</td> <td>James W McGee</td> </tr> </table>			SIGNED BY	DATE	SIGNATURE	Paul McGee	May 8 67	James W McGee
SIGNED BY	DATE	SIGNATURE						
Paul McGee	May 8 67	James W McGee						

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			
1-5		LAST (Print)		FIRST 6-23		MIDDLE		24-25			
058124✓		McCORD		JAMES W.		J.P.		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			39-41	
1 - PCS (Basic)		26	27-28	29-30	31-32	33-34	35-36	37-38			
3 - CORRECTION											
5 - CANCELLATION											
TDY DATES OF SERVICE											
TYPE OF DATA		DEPARTURE			RETURN			AREA(S)		OMIT	
CODE		MONTH	DAY	YEAR	MONTH	DAY	YEAR			39-41	
2 - TDY (Basic)		26	27-28	29-30	31-32	33-34	35-36	37-38			
4 - CORRECTION											
6 - CANCELLATION		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						
05-544-62					10/4-10/61						
REMARKS											
PREPARED BY			REPORT ANNOTATED ON SOURCE DOCUMENT			ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED					
FISCAL DIVISION			DATE			SIGNATURE					
FINANCE DIVISION			DATE			SIGNATURE					

FORM 1451a

SECRET

(14-101)

SECRET  
(When Completed)

# TRAINING REPORT

Americans Abroad Orientation - [ ] (Germany)

28 hours 19, 20, 26 & 27 February 1962 Office :

Students : MCCORD, Sarah Ruth (Dependent- Service Designation:  
James W., Jr.)

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: [ ]

Chief Instructor

4 June 1962  
Date

SECRET  
(When Completed)

SECRET  
(When Filled In)

### VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curle Hall

EMPLOYEE SERIAL NO.

NAME OF EMPLOYEE

OFFICE/COMPONENT

1-8

LAST

FIRST

MIDDLE

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	ARRIVAL				DEPARTURE				COUNTRY	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR			
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39			40-41
3 - CORRECTION										
5 - CANCELLATION										

## TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE				RETURN				AREA(S)	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR			
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39			40-42
4 - CORRECTION										
6 - CANCELLATION										
	2	06	12	61	06	29	61	EE		801

## SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE/PERIOD

T.O. OS-516-62

4/12/61 - 6/29/61

REMARKS

219883 NEW 1561

PREPARED BY

REPORT ANNOTATED ON  
SOURCE DOCUMENT

ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE

FISCAL DIVISION

DATE

SI

FINANCE DIVISION

12/28/61

FORM 1451a OBSOLETE PREVIOUS EDITIONS

SECRET

(4-10)

25/12/61

SECRET  
(When Filled In)

### VERIFIED RECORD OF OVERSEAS SERVICE

T22

Office of Personnel, Statistical Reporting Branch, ROOM 102 Curle Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE		OFFICE/COMPONENT
1-0	LAST (Print)	FIRST MIDDLE	20-26
58124	McCord	James W. Jr.	24

#### INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TOY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (ONE UNIT). 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)	27	28-29	30-31	32-33	34-35	36-37	38-39	40-42	
3 - CORRECTION									
5 - CANCELLATION									

#### TOY DATES OF SERVICE

TYPE OF DATA	DEPARTURE				RETURN			AREA(S)	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TOY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	40-42	
4 - CORRECTION									
6 - CANCELLATION									
	002	03	12	61	03	22	61	WE	801

#### SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER <input type="checkbox"/> CABLE <input type="checkbox"/> OTHER (Specify)	<input type="checkbox"/> DISPATCH <input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
--	---

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
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PREPARED BY	REVIEW ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED.
OFFICIAL DIVISION	DATE	SIGNATURE
OFFICE DIVISION	9/22/61	

FORM 1451a  
1-60 EDITION PREVIOUS EDITIONS

SECRET

(4-10)

SECRET

(When Filled In)

## VERIFIED RECORD OF OVERSEAS SERVICE

123189 DEC 16 60

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 190 Curle Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST (Print)	FIRST I-28	MIDDLE	
58124	McCORD	JAMES	W.	24 <del>21</del>

## INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO INDICATE 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			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	77	28-29	30-31	32-33	34-35	36-37	38-39		40-42
3 - CORRECTION									
5 - CANCELLATION									

## TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			ANALYST	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		
3 - CORRECTION									
5 - CANCELLATION									
	A2	08	15	60	08	22	60	EE, WE.	501

## SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS ON TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE/PERIOD

15-27 AUG. 60

REMARKS

PREPARED BY

REPORT ANNOTATED ON  
SOURCE DOCUMENTABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE  
DOCUMENT CITED

1. PREPARED BY

DATE

SIGNATURE

2. APPROVED BY

12/14/60

SIGNATURE

FORM 123189-1  
1-58 PREVIOUS EDITIONS.

SECRET

14-101

**SECRET**  
(When Filled In)

### VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Corie Hall

EMPLOYEE SERIAL NO.  I-B	NAME OF EMPLOYEE			OFFICE/COMPONENT  24-29
	LAST  (Print)	FIRST  O-23	MIDDLE  W.	
58124	McCord, J.	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			DEPARTURE			COUNTRY	OMIT							
		MONTH	DAY	YEAR	MONTH	DAY	YEAR									
1. PCS (Basic)	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41
2. CORRECTION																
3. CANCELLATION																

## TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT							
		MONTH	DAY	YEAR	MONTH	DAY	YEAR									
1. TDY (Basic)	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41
2. CORRECTION																
3. CANCELLATION																

## SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.  OS - 278 - 60	DOCUMENT DATE/PERIOD  5-17 Oct. 1959
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REMARKS  03131 FEB 21 60
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PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT - BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE 2/23/60	SIGNATURE
<input checked="" type="checkbox"/> FINANCE DIVISION		

FORM 1451a

SECRET

(4.10)



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(When Filled In)

TV-R

INSTRUCTIONS: COMPLETE IN DUPLICATE. THE DATA RECORDED ON THIS FORM IS ESSENTIAL IN DETERMINING TRAVEL EXPENSES IN CONNECTION WITH LEAVE OF ABSENCE, OVERSEAS DUTY, RETURN TO RESIDENCE UPON SEPARATION, AND PAY ADVANCING CURRENT RESIDENCE AND DEPENDENCY INFORMATION REQUIRED IN THE EVENT OF AN EMERGENCY. THE SOLE USE OF THIS FORM WILL BE FOR THE EMPLOYER'S OFFICIAL PERSONNEL FILES.

NAME OF EMPLOYEE (Last) (First) (Middle)  
M. Card Jones W. Jr.

1. RESIDENCE DATA  
PLACE OF RESIDENCE WHEN APPOINTED: 5701 Floyd Ave.  
LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad): 5701 Floyd Ave, Springfield Va.  
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE: 5701 Floyd Ave, Springfield Va.

2. MARITAL STATUS  
CHECK ONE: ☐ SINGLE ☒ MARRIED ☐ SEPARATED ☐ DIVORCED ☐ BIGGED ☐ ANNULLED  
IF MARRIED, INDICATE PLACE OF MARRIAGE: LAMESA TEXAS  
DATE OF MARRIAGE: 11/20/58  
IF DIVORCED, PLACE OF DIVORCE DECREE: \_\_\_\_\_  
DATE OF DECREE: \_\_\_\_\_  
IF BIGGED, 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: Sarah Ruth McCard  
ADDRESS (No., Street, City, Zone, State): 5701 Floyd Ave  
TELEPHONE NUMBER: FL 4-7684  
NAME OF CHILDREN:  
Michael Steven McCard  
Age: 7  
Linda Anne McCard  
Age: 5  
Robert Paul McCard  
Age: 3  
NAME OF FATHER (Or sole guardian): James W. McCard Sr.  
ADDRESS: Russell Ct & Lane  
TELEPHONE NUMBER: \_\_\_\_\_  
NAME OF MOTHER (Or female guardian): Catherine Lee McCard  
ADDRESS: Russell Ct & Lane  
TELEPHONE NUMBER: \_\_\_\_\_  
WHAT MEMBER(S) OF YOUR FAMILY HAS BEEN TOLD OF YOUR AFFILIATION WITH THE AGENCY FOR EMERGENCY PURPOSES?  
Wife only

4. PERSONS TO BE NOTIFIED IN CASE OF EMERGENCY  
NAME (Mr., Mrs., Miss) (Last-First-Middle): Mrs. James W. McCard Jr.  
RELATIONSHIP: WIFE  
HOME ADDRESS (No., Street, City, Zone, State): 5701 Floyd Ave, Springfield Va.  
HOME TELEPHONE NUMBER: FL 4-7684  
BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE: \_\_\_\_\_  
BUSINESS TELEPHONE & EXTENSION: \_\_\_\_\_

5. IS THE INDIVIDUAL NAMED ABOVE NOTIFYING OF YOUR AGENCY AFFILIATION?  
☒ YES ☐ NO  
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF?  
☒ YES ☐ NO  
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE?  
☒ 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 5 ON THE REVERSE SIDE OF THIS FORM.

6. VOLUNTARY ENTRUST  
DOES ANY BANKING INSTITUTION WITH WHICH YOU HAVE ACCOUNTS  
The Springfield Bank, Springfield Va.  
CONTAINED ON REVERSE SIDE

CURRENT RESIDENCE AND DEPENDENCY REPORT

CONFIDENTIAL  
(When Filled In)

5. (CONTINUED)		
IN WHOSE NAME(S) ARE THE ACCOUNTS LISTED?		
<i>James W. and Sarah Ruth McCall</i>		
HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. IF "YES", WHERE IS DOCUMENT LOCATED?		
HAVE YOU EXECUTED A POWER OF ATTORNEY? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. IF "YES", WHO POSSESSES THE POWER OF ATTORNEY?		
<i>My Wife</i>		
6. ADDITIONAL DATA FOR CONTINUATION OF PRECEDING ITEMS		
SIGNED BY	DATE	SIGNATURE
<i>W. H. Longley, Jr.</i>	<i>1 Oct 58</i>	<i>James W. McCall</i>

CONFIDENTIAL

SECRET

REPORT OF HONOR AND MERIT AWARDS BOARD (CONVENED PURSUANT TO REGULATIONS R 20-635 AND R 20-835)			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/SSS/OS
PRESENT GRADE	OFFICE ASSIGNED TO		STATION
GS-14	Security		Headquarters
BE AWARDED:			
Certificate of Merit with Distinction			
<input type="checkbox"/> FOR HEROIC ACTION, ON			
<input checked="" type="checkbox"/> FOR MERITORIOUS ACHIEVEMENT OR SERVICE DURING THE PERIOD 1 July - 15 August 1958			
<input type="checkbox"/> APPROVES THE RECOMMENDATION <input checked="" type="checkbox"/> DISAPPROVES THE RECOMMENDATION			
<input type="checkbox"/> APPROVES, BUT IN LIEU THEREOF, RECOMMENDS THE AWARD OF:			
CITATION			
REASONS FOR DISAPPROVAL OF RECOMMENDED AWARD			
<p>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.</p>			
APPROVED		SIGNATURE	
_____ DIRECTOR OF CENTRAL INTELLIGENCE		SIGNED NAME OF CHAIRMAN, HONOR AND MERIT AWARDS BOARD Gordon M. Stewart	
		SIGNATURE	
_____ SIGNED NAME OF RECORDED		_____ SIGNED NAME OF RECORDED	

SECRET

RECOMMENDATION FOR HONOR AWARD (REGULATIONS R-20-635 & AFR 20-635)				DATE
TO: Honor Awards Board		THROUGH:	FROM: 18 December 1958	
SECTION I		Office of Security		
PERSONAL DATA				
NAME OF PERSON RECOMMENDED (Last)	(First)	(Middle)	POSITION TITLE	GRADE
McCord,	James	Walter	Actg. Sup. Chief/SAS/OS	GS-11
OFFICE ASSIGNED TO		STATION <input checked="" type="checkbox"/> Headquarters <input type="checkbox"/> Field (Specify location)		
Security				
LEGAL RESIDENCE (number, street, city, zone, state)			CITIZENSHIP AND HOW ACQUIRED	
5701 Floyd Avenue, Springfield, Virginia			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			POSTHUMOUS	
Certificate of Merit with Distinction			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
NAME OF NEXT OF KIN		RELATIONSHIP	ADDRESS (number, street, city, zone, state)	
Ruth McCord		Wife	5701 Floyd Avenue, 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?		IF ORIGINATOR IS NOT AN EYEWITNESS, ATTACH AFFIDAVITS OR CERTIFICATES OF EYEWITNESSES OR INDIVIDUAL HAVING PERSONAL KNOWLEDGE OF THE FACTS.		
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No				
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 STATE OR IN OR OUT OF THE UNITED STATES PERFORMED (number, street, city, zone, state)				
Germany and Washington, State				
1 July - 15 August 1958		ASSIGNED	COMPLETED	HOW IN SAME OR RELATED ASSIGNMENT
		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

SECTION IV TO BE USED FOR ALL RECOMMENDATIONS	
NARRATIVE DESCRIPTION OF <input type="checkbox"/> DEED (OR ACT) <input checked="" type="checkbox"/> ACHIEVEMENT (OR SERVICE RENDERED)	
AWARD FOR HARBOR 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.	
AWARD 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 MERITED THE AWARD? WHY WAS THIS OUTSTANDING WHEN COMPARED TO OTHERS OF LIKE GRADE AND EXPERIENCE IN SIMILAR POSITIONS? INDICATE RESULTS OF ACHIEVEMENT OR SERVICE.	
<p>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.</p> <p>Upon receipt of information, _____</p> <p>_____ Mr. McCord _____</p> <p>_____</p> <p>At Wiesbaden, acting upon police 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 _____</p> <p>When the _____ Mr. McCord _____ He prepared cables and dispatches _____ as well as the over-all report _____</p> <p>He also assisted in the plans _____ all of which entailed around-the-clock work.</p> <p>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.</p> <p>The ingenuity, foresight, planning and guidance exercised by Mr. McCord from the time the team first left _____ resulted in rapid and thorough inter-view _____ 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.</p>	
RELATED POSITION OF PERSON INITIATING RECOMMENDATION TO PERSON BEING RECOMMENDED	NAME, POSITION, TITLE, AND GRADE OF PERSON MAKING RECOMMENDATION
Head of Office	Sheffield Edwards Director of Security GS-18
LIST OF ENCLOSED DOCUMENTS (Indicate date of)	SIGNATURE
Summary memorandum excerpt from report dated 1 November 1958	DATE
	18 December 1958

S E C R E T

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]

[redacted] assigned to Wiesbaden, Germany. The nine men were en route from Wiesbaden to Teheran and Pakistan on a flight carrying cargo for CIA. [redacted]

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] and 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

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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 this Agency received information indicating that the Soviets might be considering releasing the nine fliers. Since no date or place of release was indicated, cables were sent to the various peripheral [ ] stations around the Soviet border indicating the possibility of impending release. The Air Force agreed to alert its Air Attaches in the same areas of the possibility of impending release. At the same time a team of Agency personnel, including a medical officer, an Air Maritime officer, and two representatives of the Security Office were dispatched to Wiesbaden from Headquarters 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 USAF plane was dispatched that night from Wiesbaden with the Air Maritime team member aboard 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 joint CIA-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 [ ] were permitted to give an interview to the Paris representative of Time-Life. Members of the CIA team were present during these press interviews, under appropriate cover arrangements, to furnish guidance to [ ] 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 CIA personnel, operational and cover units activities, as well as various positive intelligence and counter-intelligence matters.

[ ] men aboard the plane were extremely knowledgeable of highly sensitive Agency operational activities and of the identities of numerous CIA personnel. [ ], was knowledgeable of CIA operational activities on a world-wide basis, with many of these projects being extremely sensitive. [ ] each carried briefcases containing classified material, and Brannon carried an address book containing several names, addresses and telephone numbers of CIA personnel and cover units. The two briefcases are believed to have been destroyed by the fire in the aircraft after landing. The address book of [ ] was taken from him by the Soviet

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peasants on landing and was later turned back to him by the Soviet Commission members at Baku. Neither he nor other members of the crew were questioned about either of the briefcases, their contents, nor about the address book and its contents. We assume that the Soviets have or will process the names in the address book through their Moscow files. Some of the other crew members carried personal notations in their wallets relating to a few other CIA personnel.

We have received no indications that [ ] or the other crewmen were drugged or otherwise tampered with by the Soviets. [ ] and some of the others did receive shots the first night and second day from the Soviet military for their wounds and burns; however, these shots are believed to have been for legitimate medical reasons.

The substance of the questioning, treatment and techniques of interrogation has been exhaustively explored with all the crew members in the course of the debriefings. In summation, the interrogations of the crew members were superficial and do not appear to have been backed up by close coordination and communication with Moscow for intelligence research purposes. It is possible that the quick acknowledgment by the Soviet Foreign Office of the landing of the C-118 in Soviet territory precluded the KVD from fully exploiting the crew members. [ ] were separated from the group and given preferred treatment, apparently with the intention of developing them for information purposes. We are convinced that both men handled themselves extremely well and did not disclose any information concerning the Agency or its activities.

To date we have no indication that the Soviets knew at the time they interrogated the crew men, that the flight of the C-118 was connected with CIA in any way, nor that they knew [ ] were CIA personnel. We do believe that in time the Soviets, through [ ] address book, which lists the open Agency telephone number EX 3-6115 below his name on the first page, will connect him and possibly others in the address book with CIA. Since the Soviets questioned him about the 7170th Support Group and the 7405th Support Squadron in Wiesbaden, it is therefore presumed that they will associate those units with this Agency.

In addition to this report, debriefings of the crewmen were taped and typed, which will total some 7,000 - 9,000 pages when completed, are being distributed to the CI Staff and

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other interested components of this Agency as they are completed. Questions were solicited by this Office of all interested components, in order to cover all matters in the debriefings of interest to the Agency. Careful arrangements have been made with the Air Force in order that Agency interests will be adequately protected and proper security will be maintained in the handling of information and reports derived from the debriefings, and so that no compromise of the Agency interest in the flight of the C-118 will be made to the press.

CONCLUSIONS:

- A. It is our opinion that the possible compromises arising out of this incident are relatively minor in nature and that no major compromises occurred.
- B. That the Soviets "missed" on the true nature of the flight and personnel of the C-118.
- C. That the reasons the crew members were given an early release were as follows:
  1. Primarily, the Soviet interrogators failed to use all of the leads at their command, particularly [ ] address book, and failed to break the crewmen through interrogation.
  2. The crew did not inadvertently disclose through interrogations, the purpose of their flight, its relation to the Agency and that of [ ] of its crew to CIA.
  3. The Soviets apparently failed to check out the names and other data in [ ] address book through their files prior to release of the crew.
  4. No incriminating information or material was immediately recovered from the burned aircraft.
  5. Several of the crew destroyed incriminating building passes and notations in their wallets while on their way down in their parachutes, or immediately after landing in their chutes.
  6. There were either no leaks or insufficient leaks of incriminating information through any room conversations at Baku among the crew, which may have been monitored by the Soviets, or such conversations as there may have been were not properly interpreted, or interpreted soon enough to tip the Soviets that there was something unusual about the flight or the crew.

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7. The crew members were all in uniform and not in mixed civilian and Air Force clothing, which properly established their cover.
  8. Sufficient pressures were exercised by Agency, State, Air Force, and Executive action upon the Soviets to effect the release of the crew as soon as possible.
  9. A factor that probably had an important bearing was the early acknowledgment by the Soviet Foreign Office of the downing of the aircraft and the attempts by the Soviets in the early stages to make this appear as a deliberate violation of the Soviet air frontier. This tended to take the "play" away from the MVD and military intelligence. In addition, 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. Safeguards taken by the Agency and the Air Force were such that there was no leak to the press, during the crew's internment, of the fact that there was an intelligence connection of the flight and crew of the C-118.
- D. That it is not believed, based on the evidence at hand, that the crew was drugged or otherwise tampered with medically.
- E. That there are valuable points of guidance from a cover, operations, policy and code of conduct standpoint which can be gathered from experiences of these crewmen in the hands of the Soviets and can aid the Agency and its personnel in any future situation of a similar nature in which the Soviet military and RIS interrogators are encountered.

ACTION TAKEN TO SAFEGUARD AGENCY INTEREST IN THIS MATTER:

- 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, in order to avoid disclosing the CIA connection of the flight and some of its crew.
- B. Throughout the entire debriefing process in Germany and in the U. S., the maximum care has been taken to safeguard the information taken by transcript and classify it so that there would be access to the information therein on a need-to-know basis and by only properly cleared persons.

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- C. Steps were taken immediately by the German Station after the downing of the C-118 to change the combinations of the safes and locks in the buildings to which the crew had access.
- D. The three men from this Agency who were aboard the flight, [redacted] and the aircraft commander, [redacted], are being removed from the German area, being returned to the U. S. The three CIA crewmen [redacted]
- E. Steps are continuing to be taken to properly safeguard Agency interests and personnel in regard to names of Agency personnel who appeared in [redacted] address book or in other notations appearing in any papers carried by other members of the crew.

RECOMMENDATIONS:

- A. Continue to take all possible steps to prevent any disclosure to any unauthorized persons, particularly the press, about the CIA personnel aboard the C-118, or the true nature of the flight.
- B. Continue to take all possible steps to change the cover designation of the units appearing in [redacted] address book to prevent any further compromise of these units.
- C. Permit no further publicity about the flight itself, in order to minimize the possibility of the press learning of the CIA interest in the flight of the C-118.
- D. Carefully follow all matters relating to the International Court of Justice interest in this flight, in order to prevent any compromise of Agency interests.

SECRET  
(When Filled In)

158124		LANGUAGE DATA RECORD			
PART I-GENERAL					
1. NAME (Last-First-Middle) (17-24)			2. DATE OF BIRTH (12-30)		
McCord James W Jr			MONTH	DAY	YEAR
JAN			26	27	
3. LANGUAGE (13-33)		4. TODAY'S DATE (134-33)		5.	
RUSSIAN 654		MONTH	DAY	YEAR	<input type="checkbox"/> I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE
		NOV	18	58	
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.					
<input checked="" type="checkbox"/> 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, ABBRIVATED STYLE, USING THE DICTIONARY OCCASIONALLY.					
<input checked="" type="checkbox"/> 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, ABBRIVATED 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.					
<input checked="" type="checkbox"/> 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 EXPECT 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.
<input checked="" type="checkbox"/> 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 MOST 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.
<input checked="" type="checkbox"/> 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.
<input checked="" type="checkbox"/> 4.	NONE OF THE ABOVE STATEMENTS APPLY.
PART IV-CERTIFICATION	
<p>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. 25-115, PART 1C(4). 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.</p>	
DATE SIGNED	SIGNATURE
17 Nov 58	James W. McGee Jr.
1481	E

HEADQUARTERS


(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 AO 2 099 263 with this organization. In the  
 (Grade) (SN)  
 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

  
 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**

Handwritten signature of Harrison G. Reynolds in dark ink.

Harrison G. Reynolds  
Chairman, CIA Selection Board

**Noted:**

Handwritten signature of James W. McCord, Jr. in dark ink.

**Date:** 10 January 1956

SECRET

CAREER SERVICE QUESTIONNAIRE						
<b>SECTION I</b> <span style="float: right;">(To be completed by employee)</span>						
NAME (Last) <b>McCORD,</b>		NAME (First) <b>James W.</b>		AGE <b>30</b>	GRADE <b>GS-13</b>	NO. OF MOS. IN GRADE <b>2</b>
CAREER DESIGNATION <b>Security</b>						
STAFF OR DIVISION <b>Office of Director of Security</b>		BRANCH		POSITION TITLE <b>Special Assistant to Director of Security</b>		
NO. OF MOS. IN PRESENT POSITION <b>10</b>		NO. OF MOS. IN OSS		NO. OF MOS. IN CIG		NO. OF MOS. IN CIA <b>36</b>
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.	San Francisco Field Office		X	
INDICATE WILLINGNESS TO SERVE TOUR OF DUTY OVERSEAS PCS						
A <input checked="" type="checkbox"/> YES      B <input type="checkbox"/> ONLY UNDER CERTAIN CONDITIONS      C <input type="checkbox"/> NO						
INDICATE ASSIGNMENT PREFERENCE IF PRECEDING ANSWER IS "A" OR "B"						
PREFERENCE	COUNTRY	STATION	TYPE OF POSITION			
1ST	Japan	Tokyo	Security			
2ND	Germany	Frankfurt	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						

FORM NO. 59-174

SECRET

MAY BE CONTINUED UNDER  
REMARKS ON REVERSE SIDE.

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Page 1 of 1

JAMES W. McCOORD, JR.

27 August 1951

14 September 1951

FOR THE



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

<b>STATEMENT OF FEDERAL CIVILIAN AND MILITARY SERVICE</b>		OFFICE <b>145</b>		DIVISION	
		BRANCH		SECTION	

**I. FEDERAL CIVILIAN SERVICE (BEGIN WITH THIS AGENCY AND FOLLOW IN REVERSE CHRONOLOGICAL ORDER)**

AGENCY	LOCATION	FROM			TO			TOTAL SERVICE				
		DA.	MO.	YR.	DA.	MO.	YR.	DA.	MO.	YR.		
Present Agency	San Francisco	22	Aug	1951	Present							
Federal Bureau of Investigation	San Francisco											
	San Diego, Wash	25	Oct	1948	12	Feb	1951	25	3	2		
	ington D. C.											
Federal Bureau of Investigation	Washington D.C.											
	New York City	9	Mar	1942	22	Nov	1943	14		1		
Total Civilian Service										17	4	4

*500-12/2/51*

**II. MILITARY SERVICE (INCLUDE ONLY PERIODS OF ACTIVE DUTY; DO NOT INCLUDE TERMINAL LEAVE)**

BRANCH OF SERVICE	FROM			TO			TOTAL SERVICE					
	DA.	MO.	YR.	DA.	MO.	YR.	DA.	MO.	YR.			
U. S. Army Air Corps	27	Nov	1943	30	Oct	1945						
Total Military Service												

**III. CERTIFICATION**

I hereby certify that the above Civilian and Military service is complete and accurate to the best of my knowledge.

21 December 1951  
 DATE

James M. [Signature]  
 SIGNATURE OF EMPLOYEE

**IV. REMARKS: (CONCERNING ABOVE SERVICE)**

FOR PERSONNEL OFFICE USE ONLY		
TOTAL CREDITABLE SERVICE		
DAYS	MONTHS	YEARS
17	30	6
17 30 6		

MAY BE CONTINUED ON NON-DETACHABLE REVERSE SIDE

# SECRET

## PERSONNEL QUALIFICATION QUESTIONNAIRE

128134

1. Serial No. (no entry)	2. NAME: (last) (first) (middle) McGord James W., Jr.			3. Office R-50
4. Date of Birth 20 January 1921	5. Sex: <input checked="" type="checkbox"/> male (1) <input type="checkbox"/> female (2)	Marital Status <input type="checkbox"/> Nr. Dependents <input type="checkbox"/>		6. Employment Date: 22 August 1951
7. Citizenship: <input checked="" type="checkbox"/> U.S. <input type="checkbox"/> Other	8. Acquired By: (1) <input checked="" type="checkbox"/> Birth (2) <input type="checkbox"/> Marriage (3) <input type="checkbox"/> Naturalization (4) <input type="checkbox"/> Other (specify) Year U.S. citizenship acquired, if not by birth			

**SEC. I. EDUCATION**

1. Extent: (circle one)

1. Less than high school	4. Two years college, or less	8. Masters degree
2. High school graduate	5. Over two years, no degree	9. Doctors degree
3. Trade, Business or Commercial school graduate	6. Bachelor degree	
	7. Post-graduate study (minimum 8 sem. hrs.)	

2. College or University Study:

Name and location of College or University	Major	Minor	Dates att'd		Yrs Compl		Degree Recd		Sem Hrs
			From	To	Day	Night	Title	Date	
University of Texas at Austin, Texas	Engineering		1/22	12/1953	4		B.S. in Eng.	1/29	120
Kilgore College, Kilgore, Texas	Engineering		2/53	7/53	1 sem		n one		16
Univ. of Calif., Oakland, Calif	Law		1/54	7/54	1 sem		n one		8

3. Trade, Commercial, and Specialized Training:

School	Attendance Dates			Study or Specialization
	From	To	Tot. mo's	

CODED  
QUALIFIED  
DATE 20 JUL 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			Study or Specialization
	From	To	Tot. mo's	
U.S. Army Air School, Ft. Rucker, Ala.	6/51	7/51	1	Operation of C-54 squadron and maintenance of C-54
Intelligence School, Lowry Air Force Base, Colo.	1/52	7/52	6 weeks	Air Force Intelligence Officer in Training Course
Intelligence School, Lowry Air Force Base, Colo.	7/52	11/52	4	Special Agent (Investigator) Radio Operator Monitor

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## 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 <u>5/1</u> To <u>10/1</u> Tot. mos. <u>1</u>	Description of Duties:
Grade <u>11</u> Salary <u>10.00</u>	
Office <u>I 30</u>	
Position	
Title: <u>Investigator</u>	
Duty	
Title: <u>Special Agent</u>	Duty Station, if overseas:
From <u>    </u> To <u>    </u> Tot. mos. <u>    </u>	Description of Duties:
Grade <u>    </u> Salary <u>    </u>	
Office <u>    </u>	
Position	
Title: <u>    </u>	
Duty	
Title: <u>    </u>	Duty Station, if overseas:
From <u>    </u> To <u>    </u> Tot. mos. <u>    </u>	Description of Duties:
Grade <u>    </u> Salary <u>    </u>	
Office <u>    </u>	
Position	
Title: <u>    </u>	
Duty	
Title: <u>    </u>	Duty Station, if overseas:
From <u>    </u> To <u>    </u> Tot. mos. <u>    </u>	Description of Duties:
Grade <u>    </u> Salary <u>    </u>	
Office <u>    </u>	
Position	
Title: <u>    </u>	
Duty	
Title: <u>    </u>	Duty Station, if overseas:
From <u>    </u> To <u>    </u> Tot. mos. <u>    </u>	Description of Duties:
Grade <u>    </u> Salary <u>    </u>	
Office <u>    </u>	
Position	
Title: <u>    </u>	
Duty	
Title: <u>    </u>	Duty Station, if overseas:

SECRET

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.

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## SEC. II. WORK EXPERIENCE (CONT'D)

3. Special Work Experience: Check any of the following organizations by which you may have been employed.

- |   |   |
|---|---|
| 01 <input type="checkbox"/> U.S. Secret Service<br>02 <input type="checkbox"/> Civil Police<br>03 <input type="checkbox"/> Military Police<br>04 <input type="checkbox"/> U.S. Border Patrol<br>05 <input type="checkbox"/> U.S. Narcotics Squad<br>06 <input type="checkbox"/> FBI<br>07 <input type="checkbox"/> Criminal Investigation Div.<br>21 <input type="checkbox"/> Office of Naval Intelligence<br>22 <input type="checkbox"/> Office of War Information<br>23 <input type="checkbox"/> Army G-2<br>20 <input type="checkbox"/> Office of Strategic Services | 24 <input type="checkbox"/> Air Force A-2<br>25 <input type="checkbox"/> Foreign Economic Admin.<br>26 <input type="checkbox"/> Counter Intelligence Corps<br>27 <input type="checkbox"/> Immigration & Naturalization<br>28 <input type="checkbox"/> Strategic Services Unit<br>29 <input type="checkbox"/> Foreign Service, State Dept.<br>30 <input type="checkbox"/> Central Intelligence Group<br>31 <input type="checkbox"/> Armed Forces Security Agency<br>32 <input type="checkbox"/> Coordinator of Information<br>33 <input type="checkbox"/> Office of Facts & Figures<br>34 <input type="checkbox"/> Board of Economic Warfare<br>35 <input type="checkbox"/> 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

\* 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. \_\_\_\_\_

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## 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 Acquired (check (X) one)		
		Residence	Travel	Study
None				

### 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. . . . .	1. Yes	2. No
Shorthand	1. . . . .	2. . . . .	1. . . . .	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. _____
_____
_____

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# SECRET

## 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 no

## SEC. XIII. WORK ASSIGNMENT

In view of your total experience and education, for what assignment do you think you are best qualified?

None

# SECRET

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## 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. Active Reserve Status (member of organized unit)  
 4. Inactive Reserve Status

Service                      Grade                      Serial Number                       
 Reserve Unit with which currently affiliated 1st Lt. AC-809 J63  
 Service Mobilization Assignment, if any 1st Lt. S-1, USAF (DA 1)  
 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. Army Airborne Course	1/1/51-3/1/51	100

## 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                     

# SECRET

## RESIDENCE AND DEPENDENCY REPORT

**INSTRUCTIONS:** Submit in triplicate when ordered overseas and whenever 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)

820 Pacific Ave. Alameda, Calif.

PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT OR LEGAL RESIDENCE

Austin, Texas

## MARITAL STATUS

☐ SINGLE☒ MARRIED☐ DIVORCED☐ WIDOWED

PLACE OF MARRIAGE

Houston, Texas

PLACE OF DIVORCE DECREE

PLACE SPOUSE DIED

DATE OF MARRIAGE

May 30, 1948

DATE OF DIVORCE DECREE

DATE SPOUSE DIED

## MEMBERS OF FAMILY (DEPENDENTS ONLY)

IDENTIFICATION OF MEMBERS OF IMMEDIATE FAMILY	RELATIONSHIP	DATE OF BIRTH
Sarah Ruth McCord	Wife	April 12, 1922

August 22, 1951

DATE

James Walter McCord Jr.

SIGNATURE

## 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.

*D. M. M. M. M.*  
Official authorized to sign letters of appointment

I accept the above agreement as a condition of my employment by CIA.

*James Walter McCord Jr.*  
Employee

*22 August 1951*  
Date

Form No. 51-105  
June 1948

STANDARD FORM 61 (REVISED 1-25-50)  
 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 appointees

Central Intelligence Agency

(Department or agency)

(Bureau or division)

(Office 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

(Date of entrance on duty)

James Walter McCord, Jr.  
 (Signature of appointee)

Subscribed and sworn before me this \_\_\_\_\_ day of \_\_\_\_\_, A. D. 19\_\_\_\_,

at \_\_\_\_\_ (City) \_\_\_\_\_ (State)

[SEAL]

Robert M. White  
 (Signature of officer)  
 \_\_\_\_\_ (Title)

NOTE. If the oath is taken before a Notary Public the date of expiration of his commission should be shown.

15-52100-2

# 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)  
820 Pacific Ave. Alameda, California

2. (a) DATE OF BIRTH Jan 26, 1924 (b) PLACE OF BIRTH (city or town and State or country) Alameda, California

3. (a) IN CASE OF EMERGENCY PLEASE NOTIFY Samuel Ruth Mason (b) RELATIONSHIP Wife (c) STREET AND NUMBER, CITY AND STATE 820 Pacific Ave. Alameda, California (d) TELEPHONE NO. 644-1111

4. DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (OTHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS? ☐ YES ☒ NO

If no, 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)	(1) POSITION (2) TEMPORARY OR NOT (3) 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	ITEM NO.	10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY
5. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
6. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY?	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
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?	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
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 FINED FOR REASON OF MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY EMPLOYER?	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
If your answer is "Yes", give in item 10 the name and address of employer, date and reason in each case.				
9. HAVE YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED \$10 OR LESS, OR CITED FOR CITATION OF \$100 OR LESS) SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT?	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
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 must be taken.				

## INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine that applicant is not otherwise disqualified for appointment under the Civil Service Act, Executive Order, Rules and Regulations and Acts of Congress pertaining to appointment.

This form should be checked for printing of office, personnel, suitability in connection with any record of record discharge or arrest, and particularly for the following:

(1) **Identity of appointee** - It is the duty of the appointing officer to guard against impersonation and to determine that the appointee is the person named in the certificate. The appointing officer should be satisfied that the appointee is the person named in the certificate and should not be satisfied with the application of a person who is not the person named in the certificate.

(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. Otherwise, no determination is made. The appointing officer need not be concerned with this.

(3) **Disqualification** - The appointing officer is responsible for checking the citizenship of applicant. If the Civil Service Rules and Regulations require that applicant be a citizen of the United States, the appointing officer should be satisfied that applicant is a citizen of the United States. If the position is one for which the appointing officer is not responsible for checking the citizenship of applicant, the appointing officer need not be concerned with this.

(4) **Members of family** - Section 5 of the Civil Service Act provides that whenever there are directly related persons members of a family serving under the Federal Government, appointment in the competitive service is subject to the restriction that no two members of the family shall be appointed to positions of the same grade or class in the same department or agency. The appointing officer should be satisfied that no two members of the family of the appointee are serving under the Federal Government in positions of the same grade or class in the same department or agency.

**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) <u>McLeod</u> (First) <u>Thomas</u> (Middle) <u>Walter Jr</u>														
2. RESIDENCE DATA PLACE OF RESIDENCE WHEN APPOINTED <u>Alameda, California</u> LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (if appointed abroad) PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT OR LEGAL RESIDENCE <u>5701 Floyd Ave, Springfield Virginia</u>														
3. MARITAL STATUS <input type="checkbox"/> SINGLE <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> DIVORCED <input type="checkbox"/> WIDOWED PLACE OF MARRIAGE <u>Lynchburg, Texas</u> DATE OF MARRIAGE <u>October 6, 1944</u> PLACE OF DIVORCE DECREE DATE SPOUSE DIED														
4. MEMBERS OF FAMILY <table border="1"> <tr> <td>NAME OF SPOUSE <u>Sarah Ruth McLeod</u></td> <td>ADDRESS (Number) (Street) (City) (State) <u>5701 Floyd Ave, Springfield Virginia</u></td> <td>TELEPHONE <u>470-2</u></td> </tr> <tr> <td colspan="3">NAMES OF CHILDREN  <u>Michael Steven McLeod</u>  <u>Carolyn Anne McLeod</u>  <u>Nancy Ellen McLeod</u> </td> </tr> <tr> <td>NAME OF FATHER (or male guardian) <u>James W. McLeod Sr.</u></td> <td>ADDRESS (Number) (Street) (City) (State) <u>San Antonio, Texas</u></td> <td>TELEPHONE</td> </tr> <tr> <td>NAME OF MOTHER (or female guardian) <u>Mayme Lee McLeod</u></td> <td>ADDRESS (Number) (Street) (City) (State)</td> <td>TELEPHONE</td> </tr> </table>			NAME OF SPOUSE <u>Sarah Ruth McLeod</u>	ADDRESS (Number) (Street) (City) (State) <u>5701 Floyd Ave, Springfield Virginia</u>	TELEPHONE <u>470-2</u>	NAMES OF CHILDREN <u>Michael Steven McLeod</u> <u>Carolyn Anne McLeod</u> <u>Nancy Ellen McLeod</u>			NAME OF FATHER (or male guardian) <u>James W. McLeod Sr.</u>	ADDRESS (Number) (Street) (City) (State) <u>San Antonio, Texas</u>	TELEPHONE	NAME OF MOTHER (or female guardian) <u>Mayme Lee McLeod</u>	ADDRESS (Number) (Street) (City) (State)	TELEPHONE
NAME OF SPOUSE <u>Sarah Ruth McLeod</u>	ADDRESS (Number) (Street) (City) (State) <u>5701 Floyd Ave, Springfield Virginia</u>	TELEPHONE <u>470-2</u>												
NAMES OF CHILDREN <u>Michael Steven McLeod</u> <u>Carolyn Anne McLeod</u> <u>Nancy Ellen McLeod</u>														
NAME OF FATHER (or male guardian) <u>James W. McLeod Sr.</u>	ADDRESS (Number) (Street) (City) (State) <u>San Antonio, Texas</u>	TELEPHONE												
NAME OF MOTHER (or female guardian) <u>Mayme Lee McLeod</u>	ADDRESS (Number) (Street) (City) (State)	TELEPHONE												
5. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY NAME <u>Sarah Ruth McLeod</u> RELATIONSHIP <u>Wife</u> ADDRESS (Number) (Street) (City) (State) <u>5701 Floyd Ave, Springfield, Va</u> TELEPHONE <u>470-2</u> THE PERSONS NAMED IN ITEM 4 ABOVE, WILL ALSO BE NOTIFIED 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 <u>Metropolitan Benefit</u> <u>Trust Co.</u> <u>1861</u>	ADDRESS OF HOME OFFICE <u>Washington</u>	POLICY NO.												
7. I HAVE COMPLETED THE FOLLOWING: BILL <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO POWER OF ATTORNEY <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO														
8. REMARKS: <u>All bank of record to family</u>														
SIGNED AT	DATE	SIGNATURE <u>James W. McLeod Jr.</u>												

**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. EMPLOYEE'S EXT.	
6. OFFICE, DIVISION, BRANCH SFC			
7. PURPOSE OF EVALUATION			
<input type="checkbox"/> PRE-EMPLOYMENT  <input type="checkbox"/> ENTRANCE ON DUTY  <input type="checkbox"/> TDY STANDBY  <input type="checkbox"/> SPECIAL TRAINING  <input checked="" type="checkbox"/> ANNUAL EXECUTIVE  <input type="checkbox"/> RETURN TO DUTY  <input type="checkbox"/> FITNESS FOR DUTY  <input type="checkbox"/> MEDICAL RETIREMENT		<input type="checkbox"/> HQS/TDY <input type="checkbox"/> OVERSEAS ASSIGNMENT <div style="border: 1px solid black; padding: 2px; margin-top: 5px;">           ETD            STATION            TDY OR PCS            TYPE OF COVER            NO. OF DEPENDENTS TO ACCOMPANY            NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SP 87) ATTACHED         </div> <input type="checkbox"/> RETURN FROM OVERSEAS <div style="border: 1px solid black; padding: 2px; margin-top: 5px;">           ETA            STATION            NO. OF DEP.'S         </div>	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER	
<input type="checkbox"/> YES  <input type="checkbox"/> NO		SIGNATURE	
		ROOM NO. & BUILDING	
		EXT.	
10. COMMENTS			
SCHEDULE FOR TDY STANDBY UNTIL 1 Nov 1969			
11. REPORT OF EVALUATION			
DATE 16 12 68		SIGNATURE FOR CHIEF OF MEDICAL STAFF	

**SECRET**  
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST <b>6 May 1966</b>
<b>2. NAME (Last, First, Middle)</b> <b>McCord, James W., Jr.</b>	<b>3. POSITION TITLE</b>  	<b>4. GRADE</b> <b>GS-15</b>
<b>5. OFFICE, DIVISION, BRANCH</b> <b>SFC</b>	<b>6. EMPLOYMENT DATA</b> <b>Room # LE 63</b>	
<b>7. PURPOSE OF EVALUATION</b>		
<div style="display: flex; flex-direction: column; gap: 10px;"> <div><input type="checkbox"/> PRE-EMPLOYMENT</div> <div><input type="checkbox"/> ENTRANCE ON DUTY</div> <div><input type="checkbox"/> TDY STANDBY</div> <div><input type="checkbox"/> SPECIAL TRAINING</div> <div><input checked="" type="checkbox"/> ANNUAL - Executive</div> <div><input type="checkbox"/> RETURN TO DUTY</div> <div><input type="checkbox"/> FITNESS FOR DUTY</div> <div><input type="checkbox"/> MEDICAL RETIREMENT</div> </div>	<div style="display: flex; flex-direction: column; gap: 10px;"> <div> <input type="checkbox"/> HQS/TDY  <input type="checkbox"/> OVERSEAS ASSIGNMENT         </div> <div style="border: 1px solid black; padding: 5px;">           ETD            STATION            TDY OR PCS            TYPE OF COVER            NO. OF DEPENDENTS TO ACCOMPANY            NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED         </div> <div> <input type="checkbox"/> RETURN FROM OVERSEAS  <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">             LTA              STATION              NO. OF DEP.'S           </div> </div> </div>	
<b>8. OVERSEAS PLANNING EVALUATION (One block must be checked)</b>		
<div style="display: flex; flex-direction: column; gap: 10px;"> <div><input type="checkbox"/> YES</div> <div><input type="checkbox"/> NO</div> </div>		<b>9. REQUESTING OFFICER</b> SIGNATURE  ROOM NO. & BUILDING      EXT.
<b>10. COMMENTS</b> <div style="text-align: right; margin-top: 20px;"> <b>QUALIFIED FOR TDY STANDBY UNTIL May 67</b> </div>		
<b>11. REPORT OF EVALUATION</b>		
DATE		SIGNATURE FOR CHIEF OF MEDICAL STAFF <div style="border: 1px solid black; width: 100px; height: 20px; margin-top: 5px;"></div>

**SECRET**  
(When Filled In)

<b>REQUEST FOR MEDICAL EVALUATION</b>		1. DATE OF REQUEST <b>10 July 1966</b>	
2. NAME (Last, First, Middle) <b>MCCOY, JAMES</b>		3. POSITION TITLE	
4. OFFICE, DIVISION, BRANCH <b>SECURITY</b>		5. EMPLOYEE'S EXT.	
7. PURPOSE OF EVALUATION			
<input type="checkbox"/> PRE-EMPLOYMENT  <input type="checkbox"/> ENTRANCE ON DUTY  <input type="checkbox"/> TDY STANDBY  <input type="checkbox"/> SPECIAL TRAINING  <input type="checkbox"/> ANNUAL  <input type="checkbox"/> RETURN TO DUTY  <input type="checkbox"/> FITNESS FOR DUTY  <input type="checkbox"/> MEDICAL RETIREMENT		<input type="checkbox"/> HQU/TOY  <input type="checkbox"/> OVERSEAS ASSIGNMENT  <div style="border: 1px solid black; padding: 2px; margin-top: 5px;">         RTD          STATION          TDY OR PCS          TYPE OF COVER          NO. OF DEPENDENTS TO ACCOMPANY          NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED       </div> <div style="text-align: center; margin-top: 10px;"> <b>XXX</b> <del>XXXXXXXX</del> RETURN FROM OVERSEAS  <div style="border: 1px solid black; padding: 2px; margin-top: 5px;">           ETA            STATION  <b>FRANKFURT</b>            NO. OF DEP.'S         </div> </div>	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER	
<input type="checkbox"/> YES  <input type="checkbox"/> NO		SIGNATURE	
		ROOM NO. & BUILDING	
		EXT.	

10. COMMENTS	
<b>QUALIFIED FOR DEPARTMENTAL DUTIES</b>	
11. REPORT OF EVALUATION	
DATE	SIGNATURE FOR CHIEF OF MEDICAL STAFF

**SECRET**  
(WHEN FILLED IN)

## REQUEST FOR MEDICAL EVALUATION

1. NAME (LAST) <b>MC COID, James W.</b> (FIRST) (MIDDLE)		2. DATE OF REQUEST <b>11 Feb. 1959</b>
3. POSITION TITLE	4. OFFICE, DIVISION AND BRANCH <b>Security</b>	5. GRADE <b>GS-13</b>
6. REQUESTING OFFICER	7. BUILDING AND ROOM NO.	8. EXTENSION <b>1161</b>

<p align="center"><b>TYPE OF EVALUATION</b></p> <p><input type="checkbox"/> PRE-EMPLOYMENT</p> <p><input type="checkbox"/> ENTRANCE ON DUTY</p> <p><input type="checkbox"/> OVERSEAS</p> <div style="border: 1px solid black; padding: 2px; margin-top: 5px;">         EIO          STATION          TOY-PCS       </div> <p><input type="checkbox"/> OVERSEAS RETURN</p> <p><input type="checkbox"/> TOY STANDBY</p> <p><input type="checkbox"/> SPECIAL TRAINING</p> <p><input checked="" type="checkbox"/> ANNUAL</p> <p><input type="checkbox"/> RETURN TO DUTY</p> <p><input type="checkbox"/> FITNESS FOR DUTY</p> <p><input type="checkbox"/> MEDICAL RETIREMENT</p>	<p align="center"><b>TYPE OF EVALUATION AND REPORT</b></p> <p>10. OVERSEAS PLANNING EVALUATION DEFINED IN ACCORDANCE WITH H 10-200</p> <p><input type="checkbox"/> YES      <input type="checkbox"/> NO</p>
---	---

<p>9A. REPORT OF MEDICAL EVALUATION</p> <p><input type="checkbox"/> QUALIFIED</p> <p><input type="checkbox"/> DISQUALIFIED</p>	<p>10A. REPORT OF OVERSEAS PLANNING EVALUATION</p> <p><input type="checkbox"/> QUALIFIED</p> <p><input type="checkbox"/> DISQUALIFIED</p>
--	---

11. COMMENTS

DATE OF EVALUATION **10 FEB 1959**

SECRET  
(WHEN FILLED IN)

### REQUEST FOR MEDICAL EVALUATION

1. NAME (LAST) <b>MCCORD</b>		(FIRST) <b>JAMES</b>	(MIDDLE) <b>W., JR.</b>	2. DATE OF REQUEST <b>15 January 1962</b>
3. POSITION TITLE <b>Security Officer</b>		4. OFFICE, DIVISION AND BRANCH <b>Security</b>		5. GRADE <b>GS-15</b>
6. RESIDENTIAL ADDRESS [Redacted]		7. BUILDING AND ROOM NO. <b>4803 Langley</b>		8. EXTENSION <b>5643</b>
TYPE OF EVALUATION AND REPORT				
9. OVERSEAS PLANNING EVALUATION DEFINED IN ACCORDANCE WITH R 15-200 <input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> OVERSEAS <div style="border: 1px solid black; padding: 2px;">           ETD            STATION            TDY-PCS         </div> <input type="checkbox"/> OVERSEAS RETURN <input checked="" type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		<input type="checkbox"/> YES <input type="checkbox"/> NO		
9A. REPORT OF MEDICAL EVALUATION <input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED		9B. REPORT OF OVERSEAS PLANNING EVALUATION <input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED		
11. COMMENTS <i>Re evaluation for TDY Stand by</i> <i>Lo 3 Jan 1963</i>				
DATE OF EVALUATION <i>3 JAN 62</i>		SIGNATURE FOR [Redacted]		

**SECRET**  
WHEN FILLED IN

REQUEST FOR MEDICAL EVALUATION :

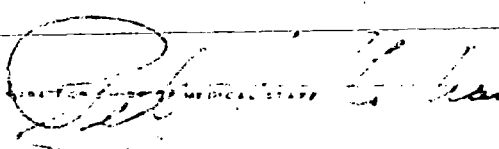
REQUEST FOR MEDICAL EVALUATION			
1. NAME (LAST) McCORD	(FIRST) JAMES	(MIDDLE) W.	2. DATE OF REQUEST 18 December 1961
3. POSITION TITLE Security Officer	4. OFFICE, DIVISION AND BRANCH Security	5. GRADE GS-15	
6. REQUESTING OFFICER [Redacted]	7. BUILDING AND ROOM NO. 4163 Langley	8. EXTENSION 5643	
TYPE OF EVALUATION AND REPORT			
9. TYPE OF EVALUATION		10. OVERSEAS PLANNING EVALUATION DESIRED IN ACCORDANCE WITH R 10-200	
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input checked="" type="checkbox"/> OVERSEAS <div style="border: 1px solid black; padding: 5px; margin-top: 10px;">           KTD May 1962            STATION Frankfurt, Germany            TDY-PCS PCS            [Redacted]         </div> <input type="checkbox"/> OVERSEAS RETURN <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
9A. REPORT OF MEDICAL EVALUATION		10A. REPORT OF OVERSEAS PLANNING EVALUATION	
<input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED		<input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED	
11. COMMENTS			
<div style="text-align: center;"> <p>10-10000</p> <p>10-10000</p> </div>			
DATE OF EVALUATION		SIGNATURE FOR CHIEF, MEDICAL STAFF	

**SECRET**  
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST						
2. NAME (Last, First, Middle) <b>McCORD, James B.</b>		15 August 1960						
3. OFFICE, DIVISION, BRANCH <b>Security</b>		4. GRADE <b>GS-15</b>						
5. POSITION TITLE <b>Investigator</b>		6. EMPLOYEE'S EXT. <b>2063</b>						
7. PURPOSE OF EVALUATION								
<input type="checkbox"/> PRE-EMPLOYMENT  <input type="checkbox"/> ENTRANCE ON DUTY  <input type="checkbox"/> OVERSEAS RETURN  <input checked="" type="checkbox"/> TDY STANDBY  <input type="checkbox"/> SPECIAL TRAINING  <input type="checkbox"/> ANNUAL  <input type="checkbox"/> RETURN TO DUTY  <input type="checkbox"/> FITNESS FOR DUTY  <input type="checkbox"/> MEDICAL RETIREMENT	<input type="checkbox"/> OVERSEAS ASSIGNMENT  <table border="1" style="width:100%; border-collapse: collapse;"> <tr><td>8. ID</td></tr> <tr><td>STATION</td></tr> <tr><td>TDY OR PCS</td></tr> <tr><td>TYPE OF COVER</td></tr> <tr><td>NO. OF DEPENDENTS TO ACCOMPANY</td></tr> <tr><td>NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (ISP 40) ATTACHED</td></tr> </table>		8. ID	STATION	TDY OR PCS	TYPE OF COVER	NO. OF DEPENDENTS TO ACCOMPANY	NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (ISP 40) ATTACHED
8. ID								
STATION								
TDY OR PCS								
TYPE OF COVER								
NO. OF DEPENDENTS TO ACCOMPANY								
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (ISP 40) ATTACHED								
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER						
<input type="checkbox"/> YES  <input type="checkbox"/> NO		SIGNATURE  <div style="border: 1px solid black; width: 100px; height: 20px; margin: 5px auto;"></div> EXT.						

*1309 190 816*

*2064*

10. REPORT OF EVALUATION  <p align="center"><i>QUALIFIED FOR PROMOTED TDY STANDBY till 6 Sept 61</i></p>	
DATE	SIGNATURE FOR RECORD OF MEDICAL STAFF
	

FORM 259 USE PREVIOUS EDITIONS

**SECRET**

(10)

**SECRET**  
(When Filled In)

MEDICAL ACTION REQUEST AND REPORT			
<b>I REQUEST FOR PHYSICAL EXAMINATION BY</b>			
1. NAME (Last)		2. DATE	
McCord		19 June 1956	
3. TO POSITION		4. OFFICE, DIVISION, BRANCH	
Investigator (CI)		Security	
5. TYPE OF POSITION		6. GRADE	
<input checked="" type="checkbox"/> Departmental <input type="checkbox"/> U.S. Field <input type="checkbox"/> Overseas		7. EVALUATE FOR <input type="checkbox"/> 100-- <input checked="" type="checkbox"/> Overseas <input type="checkbox"/> Returned <input type="checkbox"/> Pre-Employment <input type="checkbox"/> Annual <input type="checkbox"/> Special (Specify)	
		Tdy - [ ]	
<b>II REPORT OF MEDICAL EVALUATION</b>			
<input type="checkbox"/> Qualified for Full Duty (General) <input type="checkbox"/> Qualified for Departmental Duty Only		<input type="checkbox"/> Qualified for Full Duty (Special) <input type="checkbox"/> Disqualified	
Remarks: Subject is qualified for Departmental Action and F.M., 1 months. (6/26/56) May be re-evaluated upon request.			
<div style="text-align: right;">[ ]</div>			

**SECRET**

MEDICAL OFFICE



MEDICAL ACTION REQUEST AND REPORT			
I. REQUEST FOR PHYSICAL EXAMINATION BY			
1. NAME (Last)	2. FIRST NAME	3. MIDDLE NAME	4. DATE
McCORM, JAMES	JAMES	WALTER JR.	8 September 1954
5. TO POSITION	6. OFFICE, DIVISION, BRANCH		7. GRADE
S.O.	Security		GS-13
8. TYPE OF POSITION	9. EVALUATE FOR		
<input type="checkbox"/> Departmental <input type="checkbox"/> U.S. Field <input type="checkbox"/> Overseas	<input type="checkbox"/> FOD <input type="checkbox"/> Overseas <input type="checkbox"/> Returned <input type="checkbox"/> Pre-employment <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special (Specify)		
II. REPORT OF MEDICAL EVALUATION			
<input checked="" type="checkbox"/> Qualified for Full Duty (General) <input type="checkbox"/> Qualified for Departmental Duty Only <input type="checkbox"/> Qualified for Full Duty (Special) <input type="checkbox"/> Disqualified			
Remarks: Full duty/General (9-28-54) <i>Notified</i> <span style="border: 1px solid black; padding: 2px;">[redacted]</span> <i>6 Oct 54</i>  <i>File</i>			
SECRET <span style="border: 1px solid black; padding: 10px 50px; display: inline-block; vertical-align: middle;">[redacted]</span>			

SECRET

(When Filled In)

LLC

## 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 444, "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. 058124	NAME (Last-First-Middle) MC CORD, James Walter, Jr.	DATE OF BIRTH 26 January 1924
-------------------------	--	----------------------------------

## SECTION II

## EDUCATION

HIGH SCHOOL	
LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)
YEARS ATTENDED (From-To)	GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO

## COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM--TO--	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/QUA. HRS. (Specify)
	MAJOR	MINOR				
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.	<input type="checkbox"/> ADD				
	<input type="checkbox"/> DELETE				
	<input type="checkbox"/> ADD				
2.	<input type="checkbox"/> DELETE				

FORM 444

SECRET

14-511

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 IN	OTHER	STUDY	TRAVEL
			MAY 1 - 11-00 AM '69				

SECTION VI TYPING AND STENOGRAPHIC SKILLS	
1. TYPING (FPM)	2. SHORTHAND (FPM) 10. INDICATE SHORTHAND SYSTEM USED - CHECK IN APPROPRIATE ITEM
	<input type="checkbox"/> CREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENOGRAPH <input type="checkbox"/> OTHER SPECIFY

SECTION VII SPECIAL QUALIFICATIONS	
PROVIDE INFORMATION ON HORSES, 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?	2. NEW CLASSIFICATION
<input type="checkbox"/> YES <input type="checkbox"/> NO	
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	<input type="checkbox"/> ARMY <input type="checkbox"/> MARINE CORPS <input type="checkbox"/> COAST GUARD <input type="checkbox"/> NATIONAL GUARD
	<input type="checkbox"/> NAVY <input type="checkbox"/> AIR FORCE <input type="checkbox"/> 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	<input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (ACTIVE) <input type="checkbox"/> STANDBY (DEFERRED) <input type="checkbox"/> RETIRED <input type="checkbox"/> 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 OF SPECIALIZATION
	DATE COMPLETED
	RESIDENT
	NON-RESIDENT

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	SIGNATURE OF EMPLOYEE
17 April 1969	

SECRET

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 144, "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 Pay 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	
1. EMP. SER. NO.	2. NAME (Last, First-Middle)	3. DATE OF BIRTH	
056124	McCORD, James W., Jr.	26 Jan 1924	
SECTION II			
EDUCATION			
HIGH SCHOOL			
1. LAST HIGH SCHOOL ATTENDED	2. ADDRESS (Street, Number, City, State, Zip)	3. YEARS ATTENDED (From-To)	4. GRADUATE
No Change			<input type="checkbox"/> YES <input type="checkbox"/> NO
COLLEGE OR UNIVERSITY STUDY			
NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT	YEARS ATTENDED (From-To)	DEGREE RECEIVED
1. No Change			
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
OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE			
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO
SECTION III			
MARITAL STATUS			
1. PRESENT STATUS (Single, Married, Widowed, Separated, Annulled, Divorced, etc.)			
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. DATE U.S. CITIZENSHIP ACQUIRED		
SECTION IV			
DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE			
NAME (Last, First-Middle) DATE OF BIRTH (MM/DD/YYYY) PERMANENT ADDRESS			
No Change			

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## 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. 098124	2. NAME (Last, first, middle) MCCORD JAMES W JR	3. SEX M	4. DATE OF BIRTH 01/24/24	5. SCHEDULE, GRADE, STEP GS-15-06
6. NO. SS	7. POSITION TITLE SUPP	8. OFFICE OF ASSIGNMENT SEC	9. LOCATION (City, County, State) WASH., D.C.	

## SECTION II

## AGENCY OVERSEAS SERVICE

AREA	DATE TOUR	FROM	TO
EUROPEAN AREA	TDY 24	56/07/01	56/08/01
EUROPEAN AREA	TDY 31	59/10/09	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 34	62/04/01	62/04/14
GERMANY	PCS 16	62/06/09	64/06/12

X M D

X M D

OVERSEAS DATA

CODED

DATE:

INITIALS:

7 JUL 67

JMS

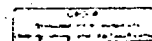
## SECTION III

## EDUCATION

DEGREE	MAJOR FIELD	COLLEGE	YEARS
M.S.	International Affairs	George Washington University	1945
BBA	Business Administration	University of Texas	1946

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SECTION III						
EDUCATION (Continued)						
HIGH SCHOOL						
NAME AND ADDRESS OF SCHOOL	ADDRESS	YEARS ATTENDED	DEGREE			
Electra High School	Electra, Texas	1939-40	<input checked="" type="checkbox"/> BS <input type="checkbox"/> MS			
COLLEGE OR UNIVERSITY STUDY						
NAME AND LOCATION OF COLLEGE OR UNIVERSITY	DEGREE	YEARS ATTENDED	DEGREE RECEIVED	YEAR RECEIVED	NO. SEMESTERS (1945-1946)	
George Washington University and American Univ., Washington, DC	PhD work in Internat. Affairs	1960-67	---	---	50	
George Wash. Univ., Wash., DC	Internat. Affairs	1964-65	M.S.	1965	30	
Lincoln Law School, Oakland, Calif.	Law	1961	---	---	1 year	
University of Texas, Austin, Tex.	Business	1946-48	BBA	1948	120	
<p>If a graduate degree has been noted above, an abbreviated summary of a written thesis indicate the title of the thesis and briefly describe its content.</p> <p>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.</p>						
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 when, 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		
Air War College, Montgomery, Ala.	National Strategy and International Affairs	1964	1965	10		
2						
3						
4						
5						

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SECTION VII		MILITARY SERVICE	
CURRENT DRAFT STATUS			
1. ARE YOU REGISTERED FOR THE DRAFT		2. SELECTIVE SERVICE CLASSIFICATION	
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
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 COMB	3. DATES OF SERVICE extended active duty	
Army	Air Corps	FROM 1945 TO 1945	
4. STATUS Regular, Reserve, etc. specify	5. RANK, GRADE OR RATE of separation if past service	6. SERIAL SERVICE OR FILE NUMBER	
Regular	Lt.		
7. CHECK TYPE OF SEPARATION			
<input checked="" type="checkbox"/> HONORABLE DISCHARGE <input type="checkbox"/> RETIREMENT FOR SERVICE <input type="checkbox"/> UNDEE HARDSHIPS <input type="checkbox"/> RELEASE TO INACTIVE DUTY <input type="checkbox"/> RETIREMENT FOR COMBAT DISABILITY <input type="checkbox"/> OTHER (specify) <input type="checkbox"/> RETIREMENT FOR AGE <input type="checkbox"/> RETIREMENT FOR PHYSICAL DISABILITY			
8. BRIEF DESCRIPTION OF MILITARY DUTIES record the duties and tasks 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			
<input type="checkbox"/> ARMY <input type="checkbox"/> MARINE CORPS <input type="checkbox"/> COAST GUARD <input type="checkbox"/> NATIONAL GUARD <input type="checkbox"/> NAVY <input checked="" type="checkbox"/> AIR FORCE <input type="checkbox"/> AIR NATIONAL GUARD			
1. CURRENT RANK, GRADE OR RATE	2. DATE OF APPOINTMENT IN CURRENT RANK	3. EXPIRATION DATE OF CURRENT RESERVE OBLIGATION	
Major	1982	---	
4. CHECK CURRENT RESERVE CATEGORY			
<input checked="" type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (active) <input type="checkbox"/> STANDBY (inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED			
5. BRIEF DESCRIPTION OF MILITARY RESERVE DUTIES record the duties and tasks 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	COURSE OR SPECIALIZATION	DATE COMPLETED	REMARKS
1. Air War College, Montgomery, Ala.	National Strategy	1985	
2.			
3.			
4.			
5.			

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(When Filled In)

SECTION VIII AGENCY EMPLOYMENT HISTORY		
1. INCLUSIVE DATES (from - to - by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH
August 1945 - present	Washington, D.C.	CS/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 audio countermeasures 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	CS
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 polygraph and audio countermeasures, performed elsewhere in Western European area for the Agency.		

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When filled in:

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-June 62	USA/Washington, D.C.	OS/Security Research Staff
4. TITLE OF JOB		5. GRADES HELD IN JOB
Deputy Chief		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-June 60	USA/Washington, D.C.	OS/Security Research Staff
4. TITLE OF JOB		5. GRADES HELD IN JOB
Security Research Officer		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
June 53-Aug 53	USA/Washington, D.C.	OS/IOS
4. TITLE OF JOB		5. GRADES HELD IN JOB
Investigator		GS-12
6. DESCRIPTION OF DUTIES		
Investigative supervision of certain field investigations of IOS.		

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(When Filled In)

PERSONNEL SERIAL NO.		CERTIFICATION FOR LANGUAGE AWARD				AD NO.	
158124						192	
1. NAME (Last, First, Middle) McCord, James Walter				2. DATE OF BIRTH (Month, Day, Year) January 26, 1924			
3. CAREER STATUS		4. SO		5. COMPONENT 08			
6. LANGUAGE Russian		CODE 654		7. DATE OF TEST (Month, Day, Year) August 29, 1957		8. ANNIVERSARY DATE (Month, Day, Year) 29 Aug 57	
9. TEST SCORES		READING 8		WRITING --		PRONUNCIATION 8	
		SPEAKING 8		UNDERSTANDING 8			
10. AWARDABLE LEVEL		COMPREHENSIVE		SPECIALIZED-READING		SPECIALIZED-SPEAKING	
		ELEM. INTER. HIGH		ELEM. INTER. HIGH		ELEM. INTER. HIGH	
		LSP				NOT QUALIFIED AT ANY LEVEL	
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 AVR		13. I CERTIFY FUNDS ARE AVAILABLE	
				OBLIGATION REF. NO.		SIGNATURE	
DATE		SIGNATURE		AMOUNT OF AWARD \$100.00		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							

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## 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

A. FULL NAME Mr. James Walter Howell Sr. Telephone: \_\_\_\_\_  
(Use No Initials) (Last) (Middle) (First) Office \_\_\_\_\_  
 Ext. 3-1000  
 Home 3-1000

PRESENT ADDRESS 620 Pacific Avenue, Alameda, California, USA  
(St. and Number) (City) (State) (Country)

PERMANENT ADDRESS 620 Pacific Avenue, Alameda, California, USA  
(St. and Number) (City) (State) (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 \_\_\_\_\_

C. DATE OF BIRTH 1/2/22 PLACE OF BIRTH Umaria, Ocala, FLA, USA  
(Where?) (By what authority) (City) (State) (Country)

D. PRESENT CITIZENSHIP U. S. BY BIRTH? YES BY MARRIAGE? \_\_\_\_\_  
(Country)

BY NATURALIZATION CERTIFICATE NO. \_\_\_\_\_ ISSUED \_\_\_\_\_ BY \_\_\_\_\_  
(Date) (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: \_\_\_\_\_

(2)

E. IF BORN OUTSIDE U. S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? 1944PORT 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 5'10 1/2" WEIGHT 170EYES Brown HAIR Brown COMPLEXION Medium SCARS noneBUILD 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 Ruth Meyer McGowan  
(First) (Middle) (Last)PLACE AND DATE OF MARRIAGE Lemoore, Texas, U.S.A., May 30, 1948HIS (OR HER) ADDRESS BEFORE MARRIAGE Route C Lemoore, Texas U.S.A.  
(St. and Number) (City) (State) (Country)LIVING OR DECEASED Living DATE OF DECEASE   CAUSE  PRESENT, OR LAST, ADDRESS 820 Pacific Ave Alameda, Calif U.S.A.  
(St. and Number) (City) (State) (Country)DATE OF BIRTH 1/17/21 PLACE OF BIRTH Lemoore, Texas U.S.A.  
(City) (State) (Country)IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY 1944CITIZENSHIP U. S. WHEN ACQUIRED? 1944 WHERE?    
(City) (State) (Country)OCCUPATION Secretary-Alameda LAST EMPLOYER University of CaliforniaEMPLOYER'S OR BUSINESS ADDRESS Berkeley, California  
(St. and Number) (City) (State) (Country)MILITARY SERVICE FROM none TO   BRANCH OF SERVICE    
(Date) (Date)COUNTRY   DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGNSecretary-Alameda, U. S. Army, in Force Central California, 1st Cavalry Div., Alameda, U. S. Nov. 1945 - Jan 1946

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## SEC. 4. CHILDREN OR DEPENDENTS (Include partial dependents):

1. NAME None, no dependents other 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 Simon Dalton McLeod 3rd  
(First) (Middle) (Last)

LIVING OR DECEASED Living DATE OF DECEASE \_\_\_\_\_ CAUSE \_\_\_\_\_

PRESENT, OR LAST, ADDRESS Box 136 Thornhill Illinois USA  
(St. and Number) (City) (State) (Country)

DATE OF BIRTH 12/15/01 PLACE OF BIRTH Walden, Vermont, USA  
(City) (State) (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY \_\_\_\_\_

CITIZENSHIP U. S. WHEN ACQUIRED? Birth WHERE? \_\_\_\_\_  
(City) (State) (Country)

OCCUPATION School Teacher LAST EMPLOYER Thornhill High School

EMPLOYER'S OR OWN BUSINESS ADDRESS Walden, Vermont, USA  
(St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM none TO \_\_\_\_\_ BRANCH OF SERVICE \_\_\_\_\_  
(Date) (Date)

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 Beatrice Loe McLeod  
(First) (Middle) (Last)

LIVING OR DECEASED Living DATE OF DECEASE \_\_\_\_\_ CAUSE \_\_\_\_\_

PRESENT, OR LAST, ADDRESS Box 136 Thornhill Illinois USA  
(St. and Number) (City) (State) (Country)

DATE OF BIRTH 3/2/07 PLACE OF BIRTH Colon, Texas, U. S.

CITIZENSHIP U. S. WHEN ACQUIRED? Birth WHERE? \_\_\_\_\_  
(City) (State) (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY \_\_\_\_\_



(4)

OCCUPATION Housewife LAST EMPLOYER None

EMPLOYEE'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 Dorothy Marie McGord AGE 17  
(First) (Middle) (Last)

PRESENT ADDRESS Box 336 Terre Haute Indiana U. S.  
(St. and Number) (City) (State) (Country) (Citizenship)

2. FULL NAME William Gayle McGord AGE 3  
(First) (Middle) (Last)

PRESENT ADDRESS Box 336 Terre Haute Indiana U. S.  
(St. and Number) (City) (State) (Country) (Citizenship)

3. FULL NAME Gertrude Lee McGord AGE 25  
(First) (Middle) (Last)

PRESENT ADDRESS Box 304 Holliday Indiana U. S.  
(St. and Number) (City) (State) (Country) (Citizenship)

4. FULL NAME \_\_\_\_\_ AGE \_\_\_\_\_  
(First) (Middle) (Last)

PRESENT ADDRESS \_\_\_\_\_  
(St. and Number) (City) (State) (Country) (Citizenship)

5. FULL NAME \_\_\_\_\_ AGE \_\_\_\_\_  
(First) (Middle) (Last)

PRESENT ADDRESS \_\_\_\_\_  
(St. and Number) (City) (State) (Country) (Citizenship)

# SEC. 8. FATHER-IN-LAW

FULL NAME Arthur (None) Dorothy  
(First) (Middle) (Last)

LIVING OR DECEASED Living DATE OF DECEASE \_\_\_\_\_ CAUSE \_\_\_\_\_

PRESENT, OR LAST, ADDRESS 313 North 17th St., Terre Haute Indiana  
(St. and Number) (City) (State) (Country)

DATE OF BIRTH 11/17/07 PLACE OF BIRTH Darriott County Indiana

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY NA

CITIZENSHIP US WHEN ACQUIRED? Birth WHERE? (Country)

OCCUPATION Farmer LAST EMPLOYER Self

## SEC. 9. MOTHER-IN-LAW

FULL NAME Smith IV Barry  
(First) (Middle) (Last)  
 LIVING OR DECEASED Living DATE OF DECEASE          CAUSE           
 PRESENT, OR LAST, ADDRESS 313 North 17th Street, Dallas, Texas, USA  
(St. and Number) (City) (State) (Country)  
 DATE OF BIRTH 1/1/25 PLACE OF BIRTH Horton, Texas  
 IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY LA  
 CITIZENSHIP US WHEN ACQUIRED? Birth WHERE?           
(City) (State) (Country)  
 OCCUPATION Housewife LAST EMPLOYER Unemployed

## 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)

(6)

## SEC. 12. POSITION DATA

A. KIND OF POSITION APPLIED FOR Agent, Central Intelligence Agency

B. WHAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT? Also starting salary \$4000  
(You Will Not Be Considered For Any Position With A Lower Entrance Salary.)

C. IF YOU ARE WILLING TO TRAVEL, SPECIFY: OCCASIONALLY \_\_\_\_\_  
FREQUENTLY \_\_\_\_\_, CONSTANTLY ✓

D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C. ✓  
ANYWHERE IN THE UNITED STATES ✓, OUTSIDE THE UNITED STATES ✓

E. IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, SPECIFY LOCATIONS: \_\_\_\_\_

## SEC. 13. EDUCATION

ELEMENTARY SCHOOL North Ward ADDRESS Cambridge, Texas, U.S.A.  
(City) (State) (Country)  
DATES ATTENDED 1934-36 GRADUATE? yes

HIGH SCHOOL McLean ADDRESS McLean, Texas, U.S.A.  
(City) (State) (Country)  
DATES ATTENDED McLean, 1936-39 GRADUATE? Undergraduate  
" " McLean, 1939-1940 " Yes

COLLEGE U.S.A. ADDRESS U.S.A.  
(City) (State) (Country)  
MAJOR AND SPECIALTY Business, Major YEARS COMPLETED 1 semester  
DATES ATTENDED Jan. 1940 - May 1940 DEGREE No, undergraduate

COLLEGE University of Texas ADDRESS Austin, Texas, U.S.A.  
(City) (State) (Country)  
MAJOR AND SPECIALTY Business Administration YEARS COMPLETED 4  
DATES ATTENDED 9/40 to 10/40 DEGREE Bachelor of Business Administration

CHIEF UNDERGRADUATE COLLEGE SUBJECTS Accounting, General Business

CHIEF GRADUATE COLLEGE SUBJECTS \_\_\_\_\_

SEC. 14. ACTIVE U. S. OR FOREIGN MILITARY SERVICE

U. S. Army Air Corps 2nd Lieutenant 1/30/43-12/1/45  
 (Rank) (Dates of Service)  
 Las Vegas, Nevada 10-3072263 Honorable Cert. of Service  
 (Last Station) (Serial Number) (Type of Discharge)

REMARKS:

SELECTIVE SERVICE BOARD NUMBER 119 ADDRESS Austin, Texas

IF DEFERRED GIVE REASON Classified V-A

INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS Harbor UCAF  
 Volunteer Air Reserve, Hamilton 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 2/41 TO Present CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA

EMPLOYING FIRM OR AGENCY self

ADDRESS 320 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 \$ 3000 PER Annum

YOUR DUTIES Install credit systems for retail business firms

REASONS FOR LEAVING To re-enter investigative field

FROM 10/43 TO 7/51 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 (last)

TITLE OF JOB Special Agent SALARY \$ 5000 PER Annum

YOUR DUTIES To investigate violations of Federal Law.

REASONS FOR LEAVING To enter private business

(8)

FROM 1/1 TO 10/13 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) IA

EMPLOYING FIRM OR AGENCY University of Texas

ADDRESS Austin, Texas  
(St. and Number) (City) (State) (Country)

KIND OF BUSINESS University NAME OF SUPERVISOR IA

TITLE OF JOB Student SALARY: IA PER

YOUR DUTIES Full-time student

REASONS FOR LEAVING accepted position with FBI

FROM 3/1 TO 3/10 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) IA

EMPLOYING FIRM OR AGENCY Veterans Housing Office, University of Texas

ADDRESS Austin, Texas  
(St. and Number) (City) (State) (Country)

KIND OF BUSINESS Vet. Housing NAME OF SUPERVISOR P. C.

TITLE OF JOB Assistant Manager SALARY: 1320 PER year (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 11/13 TO 11/15 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) IA

EMPLOYING FIRM OR AGENCY U. S. Army Air Corps

ADDRESS IA  
(St. and Number) (City) (State) (Country)

KIND OF BUSINESS IA NAME OF SUPERVISOR

TITLE OF JOB Bombardier SALARY: 1970 PER year

YOUR DUTIES Aircraft Observer-Bombardier performing duties of operation of bombing and navigation equipment aboard aircraft of U. S. Army Air Corps.

REASONS FOR LEAVING Conv. of Government

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 Radio Technician in FBI, capable of operating short-wave radio by voice or c.w., encoding or decoding messages related thereto, and trained in monitoring and identifying clandestine enemy radio stations in world war II.

D. LIST ANY SPECIAL SKILLS YOU POSSESS AND MACHINES AND EQUIPMENT YOU CAN USE, SUCH AS OPERATION OF SHORT-WAVE RADIO, MULTILITH, COMPTON, KEY PUNCH, TURRET LATHE, SCIENTIFIC OR PROFESSIONAL DEVICES:

Operate short-wave radio by voice or c.w. Code speed of 25 words per minute.

APPROXIMATE NUMBER OF WORDS PER MINUTE IN TYPING 45

SHORTHAND

(10)

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 11000176 21 10070

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

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. Geo. Derbyshire	BUS. ADD. 531-22nd St., Oakland, Calif. RES. ADD. 917 Franklin Ave., Oakland, Cal.		
2. Paul A. Martin	BUS. ADD. RES. ADD. 320 Pacific Ave., Alameda, Cal.		
3. P. C. McConnell	BUS. ADD. c/o Veterans Housing Office, Univ. RES. ADD. 01 Texas, Austin, Texas		
4. W. C. Martin	BUS. ADD. c/o Electric State Bank, Electric, RES. ADD. Texas		
5. Dr. C. C. Hayley	BUS. ADD. c/o Drs. Harbison and Hayley, RES. ADD. Wichita Falls, Texas		

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. W. Hood Long	BUS. ADD. Rural Route, Rio Hondo, Texas RES. ADD.		
2. Thomas Clifton	BUS. ADD. Box 267 Marshall, Texas RES. ADD. 320		
3. Richard Ellis	BUS. ADD. RES. ADD. 631 Fairbridge, Alameda, Cal.		
4. Bruno England	BUS. ADD. RES. ADD. 1132 Ford St., Alameda, Cal.		
5. Mrs. G. F. McCall	BUS. ADD. RES. ADD. 2207 Salado St., Austin, Texas		

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. Martin	BUS. ADD. RES. ADD. 320 Pacific Ave., Alameda, Cal.		
2. Alexander Oljajczyk	BUS. ADD. RES. ADD. 320A Pacific Ave., Alameda, Cal.		
3. Mrs. Margaret Dowlen	BUS. ADD. RES. ADD. 6131 Pacific Ave., Alameda, Cal.		

SEC. 21. FINANCIAL BACKGROUND

A. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? Yes IF NOT, STATE SOURCES OF OTHER INCOME

B. NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS Bank of America, 1111 Broadway, New York, N.Y.



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 W. G. Crowell Co. ADDRESS 2001 Broadway, Oakland, Cal.  
(City) (State) (Country)  
2. NAME W. G. Crowell Co. ADDRESS 2001 Broadway, Oakland, Cal.  
(City) (State) (Country)  
3. NAME W. G. Crowell Co. ADDRESS 2001 Broadway, Oakland, Cal.  
(City) (State) (Country)

SEC. 22. RESIDENCES FOR THE PAST 15 YEARS

FROM 1/10 TO Present 2001 Broadway, Oakland, Cal.  
(City and Number) (City) (State) (Country)  
FROM 7/12 TO 1/13 2001 Broadway, Oakland, Cal.  
(City and Number) (City) (State) (Country)  
FROM 1/12 TO 7/12 2001 Broadway, Oakland, Cal.  
(City and Number) (City) (State) (Country)  
FROM 10/13 TO 1/12 2001 Broadway, Oakland, Cal.  
(City and Number) (City) (State) (Country)  
FROM 6/18 TO 10/12 2001 Broadway, Oakland, Cal.  
(City and Number) (City) (State) (Country)  
FROM 9/16 TO 6/12 2001 Broadway, Oakland, Cal.  
(City and Number) (City) (State) (Country)  
FROM 11/15 TO 9/16 2001 Broadway, Oakland, Cal.  
(City and Number) (City) (State) (Country)  
FROM 11/13 TO 11/15 2001 Broadway, Oakland, Cal.  
(City and Number) (City) (State) (Country)

SEC. 23. RESIDENCE OR TRAVEL OUTSIDE OF THE UNITED STATES

A. FROM 6/12/19 TO 6/12/19 Mexico Vacation trip  
(City or Section) (Country) (Purpose)  
FROM \_\_\_\_\_ TO \_\_\_\_\_  
(City or Section) (Country) (Purpose)  
FROM \_\_\_\_\_ TO \_\_\_\_\_  
(City or Section) (Country) (Purpose)  
FROM \_\_\_\_\_ TO \_\_\_\_\_  
(City or Section) (Country) (Purpose)  
FROM \_\_\_\_\_ TO \_\_\_\_\_  
(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. Air Honorvo Association, Univ. of Texas Chapter, Austin, Texas, USA  
(Name and Chapter) (City and Number) (City) (State) (Country)

DATES OF MEMBERSHIP: 9/15 to 9/15

2. \_\_\_\_\_  
(Name and Chapter) (City and Number) (City) (State) (Country)

DATES OF MEMBERSHIP: \_\_\_\_\_

3. \_\_\_\_\_  
(Name and Chapter) (City 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? No 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:

D. HAVE YOU EVER BEEN COURT-MARTIALED WHILE A MEMBER OF THE ARMED FORCES? IF ANSWER IS "YES," GIVE DETAILS BELOW:

E. LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE 1940:

U. S. Civil Service Commission

E. 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, 1940

SEC. 26. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME Sarah Ruth McCord RELATIONSHIP Wife  
 ADDRESS 320 Pacific Avenue Alameda California USA  
(St. and Number) (City) (State) (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 DATE May 16, 1951  
(City and State)

Sarah Ruth McCord James Walter McCord Jr.  
(Witness) (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.

Sec. 15 (cont.)

FROM 3/2/43 TO 12/29/43 CLASSIFICATION GRADE 3A-5

EMPLOYING FIRM OR AGENCY Federal Bureau of Investigation

ADDRESS Washington D. C., USA

KIND OF BUSINESS Federal Investigative Agency

SUPERVISOR H. H. V. Coffey (last)

TYPE OF JOB Radio Technician SALARY \$2450 per annum

JOBS DUTIES Send and receive messages by radio by voice or c. w., encode and decode messages, monitor and identify clandestine enemy radio stations.

REASON FOR LEAVING On military leave to enter U. S. Army Air Corps.

FROM 4/1 to 3/43 CLASSIFICATION GRADE 3A

EMPLOYING FIRM OR AGENCY Electra St to Bank

ADDRESS Electra Texas

KIND OF BUSINESS State Bank SUPERVISOR W. C. Martin

TYPE OF JOB Bookkeeper SALARY \$1200 per annum

JOBS DUTIES Posted bank ledger and at tenant accounts and assisted in preparation of financial statements.

REASON FOR LEAVING To accept better paying position with FBI

FROM 5/10 to 4/1 CLASSIFICATION GRADE 3A

EMPLOYING FIRM OR AGENCY Tomlinson and Son

ADDRESS Electra Texas

KIND OF BUSINESS Retail Chain Store SUPERVISOR EARL H. CLARK

TYPE 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 5/30 to 5/40 High Sch of Student, see Sec. 13

SEC. 22 LEAVING GRADE 3A 15 Texas (cont.)

FROM 3/42 to 11/43 321 Massachusetts Ave, N. W., Washington, D. C.

FROM 3/37 to 7/42 301 West Ida St., Electra, Texas

FROM 9/30 to 9/40 not recalled Hollerville, Texas

CONFIDENTIAL

DATE 21 May 1962PROT. 2-6/5

TO : Chief, CS

Director of Security

Director of Personnel

FROM : Chief, Communications Security Staff

SUBJECT: Notification of Cryptographic Clearance - James W. McFarland, Jr.

1. Subject employee has been granted a cryptographic clearance under the provisions of CIA Regulation 90-500. Clearance is effective 23 May 62.

2. Subject has been informed of the granting of clearance, has been briefed concerning cryptographic and related communications security matters, and has signed a Briefing Statement acknowledging responsibility for the protection of cryptographic information.

3. When Subject employee no longer requires the clearance in order to perform his assigned duties, it is requested that the Communications Security Staff (2411 "I" Bldg., Ext. 3021) be notified by Chief, CS, that the clearance may be revoked.

FOR THE CHIEF, COMMUNICATIONS:

James W. McFarland, Jr.  
Chief, Protective Branch

## Distribution:

- 1 - Chief, CS
- 1 - Security Office (Briefing Statement Attached)
- 1 - Personnel Office
- 1 - CC-S/PROT File

FORM 1597a

CONFIDENTIAL

(1)

CONFIDENTIAL

## SECURITY APPROVAL

Date: 14 August 1951

Your reference:

Case Number: 52049

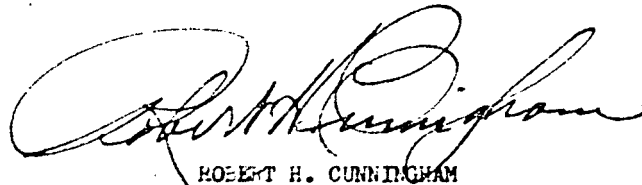
TO : Chief, Employees Division  
Special Support Staff  
FROM : ~~Chief, Security Division~~  
Chief, Special Security Division  
SUBJECT: McCORD, James Walter, Jr.

## 1. Note "X" below:

- ☒ 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.

  
ROBERT H. CUNNINGHAM

*Dr. Kuyper  
17 Aug*

*MM*

CONFIDENTIAL

E-9

97

3rd Agency material  
enveloped at request  
of Office of Security