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File on the abo	ove named e	employ <b>ee</b> (d	or his depen	dem*) for an i	liness,
injury, or dead	th incurred	on <u>10/5/</u>	78		
This notice she	ould be filed	in the em	ployee's Off	cial Personne	el Folder
as a permanen	t cross-ref	erence to t	he Official D	isability Clair	m File.
7 Nov 1978	STONATURE OF B	e: effetsentat	est L. Hardt		
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11/07 SECRET DATE PREPARED REQUEST FOR PERSONNEL ACTION 25 Nov 1977 2 NAME ( Law-First-Ministe) 025658 PICCOLO, JOSEPH S. 3- NATURE OF PERSONNEL ACTION S CATEGORY OF EMPLOYMENT A EFFECTIVE DATE ENGLISHED REASSIGNMENT - CHANGE OF FUNCTIONAL CATEGORY REGULAR 8 LEGAL AUTHORITY (Completed by Office of Personnel) v 10 v ¥ 10 CF & FUNDS 8027 0172 0000 10 LOCATION OF OFFICIAL STATION CF 10 V 0100 P ORGANIZATIONAL DESIGNATION DDO/CL STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH WASH., D.C. 11. POSITION TITLE 12 POSITION MAINREE 13 CARER SERVICE DESIGNATION OPERATIONS OFFICER **GK67** DAS 14 CLASSIFICATION SCHEDULE (GS. LB. ex.) 16 GRADE AND STEP 17 SALARY OR RATE 0136.01 13 \$ 29,490 I CONCUR IN THE CHANGE OF MY CATEGORY FROM B/OG TO B/OS. 18A SIGNATURE OF REQUESTING OFFICIAL -DATE SIGNED 188 SIGN 11/29/77 C/PCS/CSS/Pers CM 13 SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 10 ACTION CODE 31400 25013 10 31 SEPARATION 26 BIT EUPINS 32 CORRECTION CARALLATION DATE 33 SECURITY SPECIAL REFERENCE RETIREMENT CATA DATA (DOE EOD DATA 35 VET PREFERENCE 34 SERV COMP DATE 37 LOSS COMP DATE 38 "ARLER CATEGORY 45 SOCIAL SECURITY NO PREVIOUS CIVILIAN GOVERNMENT SERVICE 42 LEAVE CAT 43 FEDERAL TAX DATA TOOL SECURD COOL NO TAL TEL OFFI TORM THICUTED COME NO TAX STATE COM 6-00 PERVOYS SERVICE 1-00 SELAE IN MERICE 2-peral in SERVICE (IESS THAN 3 TEARS) 3-BREAK IN MERICE (IESS THAN 3 TEARS) 1 - 111 1 - 80 45 POSITION CONTROL CHRESCATION CIATE APPROVED SECRET

E 7, IMPDET CL. BY: ..

1 2 JUN 1373

Dear Joseph,

Please accept my appreciation for an assignment well done as a member of the FY 1978 GS-07 Secretarial/Clerical DO Personnel Evaluation Boards from 17 April through 19 May 1978.

I well recognize the complexities involved in the comparative evaluation of 500 clerical careerists -- a task further complicated by this being only the second year it has been undertaken. Your deliberations were vital to the Directorate's determination to bring to this group of valuable employees the advantages of the merit system.

Full-time service with the Evaluation Boards represents a major contribution to the Directorate's program of personnel assessment and management. Not only were your promotion recommendations valued, but recommendations for career development and training were also extremely helpful.

I believe that your service on the Board broadened and sharpened your own focus on personnel aspects of Agency management. Too, I think that the time spent in this endeavor could only have made you better aware of our need for complete, careful and candidly written appraisals of our employees.

Sincerely,

John N. McMahon
Deputy Director for Operations

**E** 

20.60

28 APR 1979

MEMORANDUM FOR: Chief, CI Staff

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Recommendations by the GS-13 FY 78 Evaluation Board Regarding PDP  $\phantom{\bigg|}$ **SUBJECT** 

Having carefully reviewed all personnel files of GS-13 personnel, the FY 78 DO Personnel Evaluation Board recommended that the following officer be identified in his division's Personnel Development Plan (PDP). This individual was selected because of his relatively high potential, in the estimation of the Evaluation Board, for growth to positions of leadership within the Agency.

Category BOS

Joseph Piccolo

Vice Chairman, CMS/13

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21/11.00

#### CONFIDENTIAL

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MEMORANDUM FOR: Joseph S. Piccolo

SUBJECT : Quality Step Increase

1. My congratulations on the award to you of a Quality Step Increase. This recognition of superior sustained performance reflects great credit on you and the job you have been-doing.

2. I am confident that your future performance will be of continuing high quality.

With personal best wishes,

John N. McMahon
Deputy Director for Operations

E2 IMPDET CONFIDENTIAL

23 February 1978

MEMORANDUM	FOR:	Director of Personnel
FROM	:	Wesley L. Laybourne  A/Chairman, DO Personnel Evaluation Boards
VIA	2	Chief, Career Management Staff
SUBJECT	:	Recommendation for Quality Step Increase for Joseph S. Piccolo (CI)
was promoted to C	GS-13 colo h ar as	as in LA Division and currently on the CI Staff. He on 4 February 1973.  as performed in a strong to outstanding manner described in his fitness report covering the period ber 1977.
has resulted in a		
He also was called	lupon	to support Cl activities r
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organizež and ran involvež žescribed	in	the Station  ffort "an an outstanding contribution," During the period he participated in two
and	7 7	ecause of this experience he was recently named
to head another (		in the future.
Evaluation Board t manner which exce	hat M eds th perfo	f the Fiscal Year 1978 GS-13 DO Personnel r. Piccolo has performed in a sustained high ne normal requirements of his position and that rmance promises to continue. He is, therefore, ity Step Increase.

Weslev L. Lavbourne

CONFIDENTIAL

**67**(# 1

SUBJECT: Recommendation for Quality Step Increase for Joseph S. Piccolo (CI)

CONCUR:

Chief, CI Staff Date

APPROVED:

Director of Personnel

Date

MIMORATIAM FOR: Joseph S. Piccolo

14-00000

SUBJECT : Acknowledgment of Fyaluation Board Functional Category

RETERENCE : Evaluation Board Precepts for Your Grade

1. Based upon an examination of your past assignments and duties, and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category—N/OS for Evaluation Board purposes. Precise definitions of this category are contained in the Evaluation Board precepts for your grade. This placement is made in order that your performance, growth potential, and career planning may be judged against officers similarly placed professionally. YOU ARE URGED TO STAMP THE PRECEPTS AND CONSIDER YOUR OWN CASE CAREFULLY.

2. In general, you should consider the following;

a. Categories are sharply defined. Competition is within categories, not between them. Thus, a weak B/OG performance is not strengthened by reclassifying it as B/OS.

- b. A change in category after sustained performance in a different category may cause a temporary loss of momentum in your career advancement until you-have demonstrated proficiency in your new assignment.
- c. A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.
- 3. If you believe that this is not the correct category for you because the substantive nature of your job more closely approximates another category or because you have made a permanent change of career track, please take the matter up through your command channel to secure the concurrence of your component of assignment or of your home base component, as appropriate, to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgment of change is received by the Career Management Staff.
- 4. Please sign and date this notification in the space provided and return it to your Personnel Evaluation and Management Officer or to your Personnel Officer.

ACKNOWLEDGED:

Signature of Addresse

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Date

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SECRET א אחע יוזא REQUEST FOR PERSONNEL ACTION OCF 2 NOVEMBER 1977 2 MANE (Last-Fore-Massie) 925658 PICCOLO, JOSEPH S. HATURE OF PERSONNEL ACTION S CATEGORY OF EMPLOYMENT . PREMEDAR REQUISTS PLASSIGMENT 01 REGULAR IFOM AUTHORITY (Completed by Office of 1100 8027 0172 0000 CF 10 Y 000 WANGATIONAL DESIGNATIONS DDO/CL STAFF OPERATIONS GROUP SPICIAL OPERATIONS BRANCH PELST. D.C. 2 CARRES MEVICE DESIGNATION (14) OPERATIONS OFFICER GKo" & CLASSIFICATION SCHEDULE (GS. I.B. HL) 13 OCCUPATIONA SERVE 0136,03 **5** 29,490 · E SEMARKS 10 SIGN DATE SIGNED C/PCS/CSS/Pers OI 13 SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNE Made to state of dripon of 19 MT108 29 EMPLOT 22 STATION 23 MITTERS 74 9411 05 68408 BATE OF LEI ALPRAMITIC CIS 75013 31400 SHOW DESIGNATION H KD Mittempi Bate 132 CORRECTION CHARLISTION BATA DATA CHOS EOD DATA SEGO MESTE MESTE MESTE INC SANSTORM SAN 40 SOCIAL SECURITY BO PER PIOUS CIVILIAN COVERNMENT SERVICE 42 LEAVE FAT 43 CODE NO TAR STATE COD Find Privious Service
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EZ, IMPOET CL. BY. ..

Mexico City October 1977

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MEXI 42342

#### MEMORANDUM FOR THE RECORD:

officials join station in extending appreciation to Joseph Piccolo for his outstanding contribution to the current task of moulding the KDSLEUTHS into an effective counterintelligence organization.

Their high degree of enthusiasm was matched only by the professional way in which they prepared their instruction material, the ingenuity of their delivery, and above all the high impact that they had on the students and their superiors.

Wish to complement the above two colleagues for a job well done and for having upheld in their own respective fields the high standards and prestige of the Agency in our eyes and in those of our

Request that a copy of this cable be placed in their respective personnel files.

27 October 1977

MEMORANDUM FOR: Career Management Staff

SUBJECT

14-00000

Request for Change of Career Designation to B/OS-Operational Specialist from B/OG-

Operational Generalist

- 1. It is requested that my career designation be changed to B/OS-Operational Specialist from that of B/OG-Operational Generalist. It is believed that the career activities and recent events described below clearly meet the criteria set forth in the Career Service Personnel Evaluation System Handbook.
- 2. In July 1977, I changed my home base from Latin America Division to the Counterintelligence Staff. This change of home base was precipitated by the cancellation of a planned overseas tour in Latin America which was scheduled to begin in July 1977. The cancellation of the tour was caused by publicity accorded me by Philip Agee and Counterspy Magazine.
- 3. The following is a career summary noting Operational Specialist related activities only:

January 1976 - Present	CI Staff
August 1973 - August 1975	
	Station, (Spanish language)
August 1972-June 1973	
•	Base, for a Special
	Project language)
February 1969-December 1969	Liaison Officer, Headquarters Latin America Division/Cuban
April 1968-January 1969	Station, (Spanish language)
August 1902-August 1905	Counterintelligence Section, Headquarters, Latin America Division, Cuban Task Force exploiting two intelligence
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4. Based on the above history and more recent activities since joining the CI Staff, I believe my career development and potential will be better realized as an Operational Specialist.

Joseph S. Piccolo Jr

CENCAR:

14-00000

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  ORGANIZATION.
- 2. THE IR HIGH DEGREE OF ENTHUSIASM WAS MATCHED ONLY BY THE PROFESSIONAL WAY IN WHICH THEY PREPARED THEIR INSTRUCTION MATERIAL. THE INSENDITY OF THEIR DELIVERY, AND ABOVE ALL THE HIGH IMPACT THAT THEY HAD ON THE STUDENTS AND THEIR SUPERIORS.
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<sup>4.</sup> REQUEST THAT A COPY OF THIS CABLE BE PLACED IN THEIR RESPECTIVE PERSONNEL FILES.

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MEMORANDUM FOR: Deputy Director for Operations

14-00000

Appointment of Mr. Joseph S. Piccolo, GS-13, as Deputy Chief of Station,

1. The appointment of Mr. Joseph S. Piccolo, GS-13, as Deputy Chief of Station, effective on or about 15 September 1973 is recommended. Mr. Piccolo would be replacing Mr. Ralph G. Seehafer.

2. Mr. Piccolo entered on duty with the Agency in February 1957. His Agency employment has been exclusively in the Western Hemisphere Division with field tours in Mexico City and \_\_\_\_\_ He is currently serving in as Chief of our FI Section. Mr. Piccolo has a very good command of the Spanish language.

3. A Biographic Profile, including information regarding his Agency employment and training, is attached.

> Acting Chief Western Hemisphere Division

Attachment:

Biographic Profile (Part I and Part II)

The fecommendation in Paragraph 1 is APPROVED:

Deputy Director

for Operations

E2, IMPDET 061062

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MEMORANDUM FOR: Chairman, CS-12, CS Evaluation Board

SUBJECT: Recommendation for Promotion to GS-13, Joseph S. Piccolo

1. Mr. Joseph S. Piccolo entered on duty with the Agency in February 1957 as a file clerk. He progressed rapidly from that position to that of Intelligence Assistant and subsequent acceptance into the Agency Junior Officer Trainee Program. In addition to Headquarters assignments he has served as operations officer in Mexico City Station (1965-1968) and Managua Station (1968-1969). Since February 1970 he has been assigned to \_\_\_\_\_\_ Station, Base \_\_\_\_\_\_ where he is serving on an extension of tour until June 1973. He has been in grade GS-12 since September 1968.

2. M. Piccolo has been consistently evaluated as a very Strong performer in his current grade and this in a variety of assignments which have progressed upwards in responsibility and have included field FI and liaison responsibilities, Headquarters desk officer and liaison officer; up to his current assignment as senior officer in charge of one of the Station's major operational programs, and operations including direct handling of the Station's most sensitive

He has been evaluated by the

Base Chief as the most mature, dependable and competent
case officer at the Base. He has excelled in the handling
of intricate sensitive operations where the
highest professional standards are demanded. He carries
a very heavy work load lightly and is a prodigious contributor
in both operational and information reporting. His performance
as a supervisor has been characterized by conscientiousness,
a good sense of detail, perceptiveness, fairness and firmness.
Two Chiefs of Station have emphatically endorsed the very

on convertifi

high evaluation placed on Mr. Piccolo's performance. His current COS has especially commended him on his handling of a complex current case involving \_\_\_\_\_ in which Mr. Piccolo has demonstrated an unusual grasp of detail, excellent judgment, poise under pressure, and extraordinary stamina. The COS has stated that Mr. Piccolo is already performing well above the GS-13 level.

- 3. Several supervisors have commented on Mr. Piccolo's quiet unassuming personality which belies the intensity with which he approaches his work. Underlying the quiet manner it has been noted that he is tough-minded and aggressive in his agent handling and exploitation and is highly experienced and skilled in the basic craft of the intelligence business. He is linguistically talented and can function in both the Spanish and Portuguese languages. He has had the basic Agency operations courses including some in technical operations. He is also an intelligent supervisor with a capability for lighting fires under his charges when necessary. He is highly respected and appreciated by all his colleagues and though he maintains a low-profile he moves easily in his
- 4. Mr. Piccolo has already proven his ability to perform at the next highest grade. Most supervisors have emphasized his potential for assuming ever increasing responsibilities. He has realized this potential with each succeeding assignment and particularly in his current one. He fits both the general and specific criteria for promotion. He has shown himself in possession of the requisite qualities of reliability, seriousness of purpose, imagination, and dedication. He has personally applied the specifics of his profession in a successful manner and has demonstrated his ability to supervise and inspire others in their application as well.
- 5. Mr. Piccolo's request for a one-year extension of his current tour has been approved. At the culmination of that period an appropriate assignment will be arranged for him commensurate with the Agency's needs, his desires and the continued furtherance of his career.

6. It is hereby strongly recommended that Mr. Piccolo be promoted from GS-12 to GS-13.

14-00000

Theodore G. Shackley
Chief
Western Hemisphere Division

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## TREASURY DEPARTMENT

UNITED STATES SECRET SERVICE

WASHINGTON, D.C. 20226

August 1, 1968

10.18.3266

The Honorable
Richard M. Helms
Director
Central Intelligence Agency
McLean, Virginia

Dear Dick:

As you know, the President and Mrs. Johnson visited Managua, Nicaragua on Monday, July 8, 1968, upon their return from the San Salvador Conference.

Assistant to the Special Agent in Charge Ronald M. Pontius of the Presidential Protective Division, has informed me that Mr. Joseph Piccolo and Mr. Carl Jenkins were of particular assistance in establishing and coordinating the relations with the Nicaraguan security organizations, and President Somoza's staff. Mrs. Elizabeth Jenkin's assistance as an interpretor was also greatly appreciated.

Personally and on behalf of the United States Secret Service, I wish to extend my mincere appreciation and thanks to the above mentioned personnel for the capable and professional manner in which they performed their duties.

Sincerely,

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Jamos J. Rowley

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16 JUL 1958

MEMORANDUM FOR: Secretary, CS/CS Panel (Section B)

SUBJECT

Recommendation for Promotion to Grade GS-12--Mr. Joseph S. Piccolo

It is recommended that Mr. Joseph S. Piccolo be promoted to the grade of GS-12. Mr. Piccolo has been in grade as a GS-11 since September 1966 and is presently serving as an operations officer at Managua, Nicaragua.

- 2. Mr. Piccolo is a promising young officer who first entered the Agency in 1957 as a clerk in Agency Records section (RI). He also did a tour in the Records Section of the Mexico City Station. After a short separation for military service, Mr. Piccolo returned to the Agency and later was appointed to the Junior Officer Training Program. Since his completion of that program he has served in Headquarters and Mexico City as an operations officer prior to his assignment to Managua in March of 1968.
- 3. Mr. Piccolo has consistently received high ratings from his superiors in the field and at Headquarters. He is an active operations officer with a special flair for agent handling. He has a good command of the Spanish lazguage, is a dedicated employee of the Agency and has a great deal of growth potential. Since going to Managua he has been in charge of the Managua Station during the home leave absence of the Chief of Station for a period of almost two months, during which time the Station continued its high level of performance. While this was his first period of his career where he had supervisory responsibility, he did show himself to have ability in this area and is a further indication of his growth potential.

Relation & head William V. Broe Chief

Western Hemisphere Division

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26 May 1967

Jestph Stice

MEMORANDUM FOR:

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14-00000

Chief of Station, Mexico City

SUBJECT

Notification of Designation as a Participant in the Organization

Retirement and Disability System

REFERENCE

: Book Dispatch 5096 dated 12 August 1965

- 1. You have been found to be qualified as a participant in the Organization Retirement and Disability System and have been so designated effective 7 May 1967
- 2. Although such designation under present statutes is viewed favorably by most persons, the regulation governing this retirement system gives the individual the right to appeal such a determination if he deems the designation adverse to his best interests. In order that this technical requirement may be satisfied, you are hereby notified of your right to appeal. An appeal with reasons therefore must be received in Headquarters within 60 days of the date of this memorandum or acceptance of designation will be assumed. Any questions that you may have in connection with your designation that cannot be answered by referring to referenced Book Dispatch should be forwarded to Headquarters.
- 3. We believe that the benefits of the Organization Retirement System are superior to the benefits of the Civil Service Retirement System. However, there are a few situations in which an employee at the time of retirement may have so many years of service (almost 37) that he would receive a higher annuity under the Civil Service System. Because of this, the policy decision has been made that a participant in the Organization System who would receive a higher annuity under the Civil Service System may, not later than one year prior to his retirement, apply to be removed from our system and transferred to the Civil Service System. Thus, you should not anticipate this contingency as a factor in deciding whether you regard your designation as a participant adverse to your best interests.

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JUL 1006

NEMORANDUM FOR: Secretary, CS/CS Panel (Section B)

Recommendation for Promotion to Grade GS-11, SUBJECT

Joseph S. Piccolo

1. It is recommended that Joseph S. Piccolo be promoted from GS-10 to GS-11. Subject has been stationed in Mexico City since April 1965.

- Chief of Station, Moxico City stated in his recommendation for promotion of Piccolo that Subject has been an unusually productive officer since his arrival in Mexico City. He is capable of carrying a large workload. He has initiative and drive and the quality of his work is uniformly excellent. His command of Spanish has enabled him to handle agents in that language without any difficulty. He has the ability to handle agents of widely varying ages and social levels. ability to make himself at once liked and respected has contributed to make him an excellent agent handler. He has put to good use the professional training he received as a member of the JOT program.
- The latest Fitness Report submitted on Subject dated 1 June 1966 gives subject an Outstanding in Agent Handling and an overall performance of Strong. This Fitness Report states that every operation assigned to Subject has shown marked improvement under his tutelage, that his operational reporting is exemplary, and that he has won the admiration and respect of his colleagues and agent assets alike. The Rating Officer states that he has never served with a more promising young case officer in his 18 years of KUBARK experience. Promotion of this officer is fully endorsed by the undersigned.

Chiof,

Western Hemisphere Division

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8 JH, 1965

MEMORANDUM FOR: CS/CS Panel C

BUBJECT

Proposed Nomination for Promotion to GS-10 Mr. Joseph S. Piccolo

1. Mr. Piccolo's work since completion of the Career Training Program has been reflected in a series of progress reports.

- 2. At this time, in view of his pending transfer and my own, I should like to recommend him for promotion. His performance to date merits it.
- 3. As I have stated in his fitness reports and in recommending him for the Career Training Program, Mr. Piccolo already is a capable operations officer and has unusual potential. His experience, common sense and flair for operations make him even now the equal of most officers who are serving in grades considerably higher than his.

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Milliam V. Broe Chief.
Western Hemisphere Division

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27 JUN 1963

MEMORANDUM FOR: Joseph 8. Piccolo

THROUGH Chairman/CS Panel/Section D

SUBJECT : Application for Junior Officer Training Program

1. I am pleased to inform you that you have been accepted for the JOTP in the class of January 1964. Let me congratulate you and wish for you the maximum profit and pleasure from your proposed training.

- 2. You will remain in your present component until shortly before the beginning of the Integrated Training Program. At that time you will be reassigned.
- 3. Should you have any further questions, do not becitate to call on Program staff members.

15/

MATTHEW BAIRD Director of Training

cc: Chairman/CS Panel/Sec. D

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6 March 1963

MEMORANDUM FOR: Secretary, Clandestine Services Career

Service Panel

SUBJECT

3.5

: Recommendation for Promotion of Mr.

Joseph S. Piccolo

1. It is recommended that Mr. Joseph S. Piccolo be promoted from GS-7 to G5-8. He has been in grade GS-7 since 19 July 1960 and was assigned to what is now the Special Affairs Staff (formerly Task Force W) on 27 August 1962.

- 2. As long ago as 16 June 1960 when he was a GS-6 Mr. Piccolo was considered to have merited promotion to GS-9, but an Agency policy precluding multiple grade promotions prevented his being considered for G8-9 at that time. He was promoted to GS-7 on 19 July 1960. On 4 May 1961 Mr. Piccolo was recommended for promotion to GS-8 at a time when he was expected to leave the Agency in order to comply with his obligation for military service. The recommendation was not approved on the grounds that promotion spaces were limited. Mr. Piccolo served in the Air Force between 4 October 1961 and 27 August 1962 when he returned to the Agency and began working in the CI Branch of the Special Affairs Staff.
- 3. Mr. Piccolo has demonstrated an aptitude for CI and FI operations and is one of the most promising younger men in the CI Branch. His performance since returning from military service has been superior in all respects.

4. I am happy to recommend	d Mr. Piccolo for promotion.
	Harold F. Swenson
	Harold F. Swenson C/SAS/CI
Recommend Approval:	MX 25 E BOKE E.

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Director of iersonnal Control Intelligence Agency 2430 REW Street Nove. Unchington 25, D.C.

Drar Sirs

In accordance with the instructions I received upon departing the Agency for Kilitary Duty, I hereby apply for reinstatement with the Agency, effective 27 August 1962. By Unit is scheduled for discharge on 24 August 1962.

Since 1 October 1961, I have been serving on active duty with the United States Air Force in the 121st Tactical Fighter Squadron which is a part of the 113th Tactical Fighter bing, and have been stationed at Andrews AFB, Washington, D.C. with the exception of several TDY trips as noted below. I have not left the continental limits of the United States in this term of Active Duty.

16 Cot 61 to 3 Nov 61 Nullis AFB, Las Vegns, Nevada
27 Nov 61 to 2 Doc 61 Myrtle Boach AFB, Myrtle Boach, S.C.
12 Feb 62 to 17 Mar 62 Myrtle Boach AFB, Myrtle Boach, S.C.
2 May 62 to 11 May 62 Robins AFB, Marner-Robins, Ga.

My duties have been as an Administrative Specialist, first in the Unit Maintonance Section than in the Unit Orderly Room, with an additional duty of acting First Surgeant and Disaster Control NOSIC.

My financial situation dictates that I return to gainful employment at the exclisst possible date, ergo the request for 27 August 1962. However, the need to attend to some personal affairs will require that I be absent from bashington D.C. for the week of 3 through 7 September 1962. Therefore, if at all possible, I would like to be placed on five (5) days of advanced annual leave for 3 through 7 September or five days LECF. If neither of the two aforementioned requests can be granted, then I request reinstatement effective 10 September 1962.

I do not enticipate any further travel irum the leshington D.C. area prior to my release from active duty and will be available for personal interview if desired. I may be contacted at the following address and phone number:

8307 Joseph S. Fiocolo AF22928914 121st Tactical Fighter Squadron Acress AFB, Washington 25, D.C. Tal: 981-3218

Yours Sincerely,

Joseph & Piocale &

A.

(000)

/EEM

SSGT Joseph 3. Piccole AF22928914 121st Tactical Pighter Squadron Andrews Air Force Base Washington 25, D. C.

Dear Mr. Piccolos

This will acknowledge the receipt of your letter dated 17 January 1962 regarding your unpaid annual leave.

We have been advised by our payroll office that a check for your unpaid annual leave will be mailed to you on 16 February 1962, in accordance with your request.

Very truly yours,

H. F. Heggen Office of Personnel

William St. vie . . . V. Lineard

Distribution: O-Addressee 1-OPF 1-C/BSD 1-EGB Reader

OP/BSD/ERDougherty:lab (24 Jan 62)

121st Tactical Fighter Squairon Andrews Air Force Base Washington 25, D.C. 17 January 1962

Director of Fermonnel Central Intelligence Agency 2430 "E" Street N.W. Washington, D.C.

Dear Sir:

On 4 October 1961 I separated from the Agency as I was called to active duty with the United States Air Force in the defense mobilization. I left my annual leave, sick leave, and retirement accounts in escrow status as I planned to return to the Agency upon release from the military. I still intend to return to the Agency. However, I would now like to be paid in coin of the realm for the amount of annual leave which I left in escrow. It is further requested that my sick leave and retirement accounts be maintained on an escrow status.

Please forward correspondence on the above to the following address:

SSGT Joseph S. Ficcolo AF22928914 121st Tactical Fighter Squadron Andrews Air Force Base Washington 25, D.C.

Joseph S. Piccolo

1/2h/62 Mrs. Detty McMahon Sdvired me that a oneck for unpaid annual leave would be mailed to subject on 16 Feb 62. We forwarded themsefax of this letter to Payroll Branch for attention of the This is, in advortance with her request.

HALL IN BEARING

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Oricy find to Phil Bowers- 14	Organ 11 PM
SIPlease mail check to:550T Joseph S.Piccolo,AP22928911,121st Spans of Laborat Andrews Air Force Base, Washington 25,	
I an our rently on active military duty:	(Specify distance and a spikele
Nove To Esserves: If you are applying for sich leave, complete the appropriate enterment below.  During this absence I was:  Incapacinated for duty by sichness or injury.  Disconnected for duty by pregnancy and confinement Cost Control Chargeabl  Undergoing medical, dental, or optical examination or issuement  Required to care for a member of my family (	# 2635 5000 8021 with contagious
April 27, 1962 TERE	is authorized in exem of the amount or will be charged to leave unthout pay.
DDP/MH/ &	1 16, 1962 a.m. and rading
PICCOLO, JOSEPH S.	13 April 1962
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THE TRA

A PA COMO MENTAL A SULPANIO

3 April 1962

Mr. H.F. Pepper Chief, Benefits and Services Division Central Intelligence Areroy Washington 25, D.C.

Dear Mr. Beggen:

14-00000

Enclosed please find the signed Application for Leave as requested in your letter. Your attention and consideration of this motter in my behalf is grently appreciated.

Please forward any further correspondence on this matter to my address. at Andrews Air Force Base, Washington D.C.

Horing for an early release from duty and return to the fold, I remain,

Yours Sircerely,

Joseph S. Piccolo

SSOT Joseph 5. Piccolo, AFTP928911, 121st Tactical Fighter Squadron Andrews Air Force base Washington 25, D. C.

Dear Kr. Plocolo:

We have revisued your Agency personnel file in connection with your military separation which was effective 4 October 1961.

Our interpretation of Comptroller General rulings indicate that the provisions of Public Law 87-378 would preclude any further military leave for employees in your category during the calendar year 1961. However, this is not viewed as erasing your entitlement to military leave in 1962 for this period of active duty.

Our records reveal that you were granted 3 days military leave in October 1961 for this tour of active duty, and accordingly, we believe that you are entitled to an additional 12 days of paid military leave.

we have enclosed an Application for Leave (Standard Form 71) for your signature and return to us. We will complete the form for you and forward it to your effice for their approval.

Very truly yours,

H. F. Heggan Chief, Semefite and Services Division

Standard Form 71	
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Form 1150

14-00000

Obsolete Previous Editions

# HEADQUARTERS 110TH TACTICAL FIGHTER WING District of Columbia Air National Guard Andress Air Force Base, Washington 25, D. C.

V SPECIAL GRUERS) NUMBER 228) 13 September 1961

1. By direction of the Provident, the following nowed Airmon, (ANGUS), are ordered to extended active duty IAW Special Order G-34, Hq Tactical Air Command, Dated 1 September 1961 Involuntary, IAW AFM 45-2, 1 May 1961.

ADN Number: ANGU 002.

ADN Number: ANN 002.
ASSIGNMENT: Relieved from 121st Tactical Fighter Squadron (SD), District of Columbia Air National Guard, Andrews Air Force Base, Washington 25, D. C. and assigned to 121st Tactical Fighter Squarnon (SD), Andrews Air Force Base, Washington 25, D. C., Tactical Air Command, with further assignment 12th Air

REPORTING DATA: Effective-date of entry 1 October 1961. Individuals will proceed to Andrews Air Force Base, Washington 47. D. Commenfective-date of duty. Report to Commander, 121st Tactical Fighter Squadron (SD), not later than OSCU, 1 October 1961.

ORBERAL INSTRUCTIONS: Continuation on active duty is upon successful completion of physical examination to be accomplished as soon as practicable after reporting for duty unless already accomplished. Individuals not successfully completing physical examination will be processed for release LAW APN 35-4. AUTHORITY: Authority confirmed by Public Law 117, 87th Congress; Hq USAF Mossage AFCOF 98401, 31 August 1961 and DAF APOMA Letter 653M, 29 August 1961. TRANSPORTATION: Travel as directed is necessary in the Military Service. Travel by privately cured conveyance with NO days travel time authorized. If privately owned conveyance is not used, travel time will be the time of common carrier used. Transportation of dependents and movement of household goods is not authorized except as specifically provided by AFN 45-2.

FUNDING: ANN PAY & ALMS: 5723500 248-211 F514 5503725 0100

TRAVEL: 5723500 P534.02 S503725 2132 2290

### ALBEM

SSgt ARTHUR S JETT SR, AP13476686, PAFUC 431510, DAFSC 431510, (Date of Separations 8 April 1962)(HCR: Box 322A, 300 Belle Fonte Lane, Clinton, Md)

SSgt HARRY E EMUTSOR, AF37562536, PAFSC 70250, DAFSC 70250, (Date of Separation: 12 November 1963) (HuRs 822 Green Street, Alexandria, Va)

SSgt BARRI G MADDEN, AF13463856, PAFSC 431510, DAFSC 431510, (Date of Separations 15 March 1963) (BCR: 7006 Greig St, Apt 28, Washington 27, DC)

SSgt MELVIN O MYERS, AP13535676, PAPUC 431510, DAPSC 431510, (Date of Separations 1 May 1964) (HOR: 5411 Dumphrey Drive, Hasnington 28, DC)

SSgt GRANVILLE R NICHOLS, AF13464103, PAPSC 431510, DAPSC 431710, (Date of Separation: 5 May 1963)(HUR: 6423 Pendall Drive SE, Washington 20, MC)

SO 228 hQ 113TH TACFTROES, DCAMG; Andrews AFE, Washington 23, CC. 13 Sep 61

SSgt JAMES J FERNINGTON, AF13/29/14, PAFSC 4/4-510, DAFSC 2/1510, (Date of Separation: 28 August 1962)(HCR: Cheltenham, Hi)

SSgt JCSEPH S PICCOLL, AP22928914, PARIC 70250, DAPSC 70250, (Pate of Separation: 8 September 1963) (Rick: 1850 Columbia Piko, Arlington 4, VA)

SSgtHAROLD S QUILLEN JR, AF13546060, PAFSC 27150, PAFSC 27150, (Date of Separation: 26 June 1962)(High: 3404 79th Ave 58, Washington 28, 20)

SSgt RAYMUND D SHAUVER, AF16431357, FAFSC 431510, DAFSC 431510, (Date of Separation: 24 February 1963)(HCH: Box 171, Clinton, Md)

SSgt ROBERT J SPEIDEL, AF22928352, PAPSC 431510, DAPSC 431510, (Date of Separation: 1 March 1962) (BCR: Uld Stage Rd, Mitchellville, Nd)

SSgt CLIFFORD N STONE, AF13466764, PARSC 64650, DAFSC 64670, (Date of Separation: 13 March 1964) (Holl: 909 Emergen Street Md, Washington, 60)

SSgt JUHN J TOLTOWICZ, AF13/44357, PARSC 43151C, DAFSC 43151C, (Date of Separation: 26 April 1964)(HUR: 122 78th St, Seat Pleasant, Mt)

ALC REMAID E ANDERSON, AF22928298, PATSC 431510, DAFSC 431510, (Date of Separations 24 September 1963) (BCR: 908 Hudson Ave, Takoma Park, MI) (Over 4 Yrs Svc)

AIC RUBERT D BARNES, AF18501663, PAPSC 43151C, DAFSC 43151C, (Date of Separation: 7 October 1963) (HUR: 7608 Atwood Drive, District Heights, Mi) (Over 4 Yrs Svc)

Alc with: F BLOCK, AF22928211, PAFSC 43151C, DaFSC 43151C, (Date of Separation: 10 March 1962)(HUR: 214 S. Adam Street, Arlington 4, Va) (Over 4 Yrs Svo)

AlC CARL W BRACG, AF13574198, FAFSC 43151C, DAFSC 43151C, (Date of Separation: 12 August 1963) (HeR: 4 W. Meleon Street, Apt 302, Alexandria, Va) (Over 4 Yro Svo,

AlC JIMM L CARTER, AF18496933, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 3 June 1963) (HOR: 4704 Hudson Ave, Apt 3, Washington 23, DC) (Over 4 Yrs Svc)

ALC EDWARD J JENKINS, AP22932705, PAFSC 431510, DAFSC 431510, (Date of Separations 18 January 1963)(Burk 3594 Martha Curtie Drive, Alexandria, Va)(Over 4 Yrd Sve)

ALC FRANCIS M KOSCHEKA, AF23739492, PAFSC 431510, CAFSC 431510, (Date of Deparation: 7 April 1964)(HOR: 7354 Forrest Rd, Apt 201, Ryatteville, Mi)(Uver 4 Yes ove):

FOR THE CUMMANDER:

EMERSON H CASHUUR CWO W-3, DCANG

Asc't Administrative ufficer

DISTRIBUTION

1.5

MEMORANDUM FOR: Joseph S. Piccolo

VIA Chief, WH

The problem of effective management of the operational records of the Clandestine Services is one of our most important responsibilities. In this connection, you have been selected by your Division, and authorized by the Clandestine Services Records Committee, to act as Records Officer for your component. Your selection is based on your professional qualifications to carry out an assignment requiring experience, judgment, and a knowledge of the objectives of the Clandestine Services. A copy of this memorandum will be placed in your official personnel folder to record your appointment as Records Officer.

- You are to act on behalf of your Division or Staff element in authorizing the destruction of makerial of no value to the Clandestine Services in accordance with criteria established for this purpose. You are empowered to authorize the destrection of documents and index cards recommended for destruction by other members of your Branch, and to desensitize KAPOK and RYBAT material which is no longer sensitive or which has been restricted in error. Your signature will be recognized by RID as that of an officially appointed Records Officer.
- 3. At the meeting of 15 March 1960 , you were briefed on the details of your duties as Records Officer. It is now considered that you will be able fully to execute your duties as Records Officer and thus make a real contribution to the CS Records Management Program.

WENDELL E. LIT

DDP/RI40

cc: Personnel Jacket of Addressee

S-E-C-R-E-T

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Air Pough

H04-7-242 RYBAT-0728

Chief, Wil Division

4 June 1958

Chief of Station, Mexico City

Administrative

Promotion Recommendation - PICCOLO, Joseph 8.

ACTICH REQUESTED: Consideration of recommended promotion

- 1. It is recommended that the recommendation of the CS-4 to CS-6. See has been in grade since 4 February 1957 and has been on duty at the Mexico City Station since 2 December 1957.
- 2. Since his arrival at this Station, where has demonstrated his ability to assume increasing responsibility and definite potential as a supervisor. He has displayed initiative and intelligence in the handling of records management problems and has come up with zoveral time saving suggestions which have been adopted with resulting efficiency. He is a conscientious and very hard worker, putting in many hours of overtime in an attempt to bring the files up to date.
- 3. A separate dispatch is being prepared which will recommend a reorganization of the slots presently on the Mexico City T/O for the Registry Section, in order to bring the gredesinto a more realistic relation to the greatly increased workload which has developed during the past two years. A request for the reduceification of salot, flot #BAP-402 to GS-7 will be included in this separate dispatch, along with appropriate jcb descriptions.

Winston H. Scott

3 June 1958

Distribution
3 - Mqs
2 - Files



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16 September 1957

PICCOLO, Joseph S.

Mexico City RAF-153

File Clark\*

Subject will be blocking Secy-Steno slot

13 February 1957

TO:

CIA Security Control Officer

VIA:

1) Chief, Interim Assignment Section 1100]

2) Chief, Exployee Services

FROM:

Joseph S. Piccolo

SUBJECT: Permission to continue in Course

1. It is requested that I be granted permission to continue in the following evening course at the University of Virginia's Northern Extension in Arlington:

U. S. History - Mondays - 7:00 to 9:40 P.M.

2. It is understood that tuition and all other expenses will be borne by the undersigned.

> Canpled Pierce Joseph S. Piccolo

Distribution:

Original and 3 - Employee Services 1 - IAS

APPROVED FOR THE DIRECTOR OF PERSONNEL

Suployee will make no reference to, or discuss his CIA connection, assignment or duties while participating in above activity.

A. Jewell S. Ref C/KSD

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## Office Memorandum

File

DATE: 1/3.0/57

SUBJECT: Ciccolo, Souph

- Surgich - called today and Ed Manday, & Frances

30 January 1957

M.r. Joseph 2. Piccolo 2210 - 20th Etreet, N. W. Washington, D. C.

Dear Mr. Piccolo:

We are steased to inform you that your appointment with this Agency has been approved at Grade GS-4, salary \$3415.00 per annum.

Your permanent employment will depend upon the completion of the following processing at the time of entering on duty: taking the oath of office, signing a loyalty affidiavit, participating in a final security interview and completing a medical examination which will include determination of physical health and emotional stability. Should anything of an unfavorable nature arise during this period, your employment will not result in a permanent appointment.

We hope you will be able to join us at an early date. Please telephone krs on Elecutive 3-6115, extension 2781, as som as possible, in order to arrange an entrance-on-duty date. If at all possible, we would appreciate your selecting a Monday.

Please report to the Receptionist at Curle Hall at 8:15 a.m. and ask for h.rs. on the reporting-for-duty date that you establish with this office. Curle Hall in located at the intersection of 23rd Street, Independence Avenue, and Ohio Drive, S. W., with entrance on Chio Drive.

The gross salary quoted will be subject to deductions for Federal income tax and 6% percent for the United States Civil Service Retirement Funi. In addition, the benefits of low-cost group life insurance are available to Federal civilian employees. The enclosed pamphlet outlines the features of the program and lists the amount which will be deducted from your salary each may period for this term insurance. This insurance is not obligatory. However, if you do not wish coverage, which is automatic, you should sign a Valver of Life Insurance Coverage form at the time you enter on duty.

You will not receive a na after your entrance on duty.	y chec	k for approxi	nately f	our we	eks
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Office Memorandum . United states government DATE 11 Jan 1957 . 11/1 PROM : )77. Smith. sunger: Percelo, Jangos The hed and Glady, M.C., some as wind that Subject will be a proce and

# Office Memorandum . UNITED STATES GOVERNMENT

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#### 19 November 1956

Mr. Joseph S. Ficcolo 2210 - 20th Street, N. W. Washington, D. C.

Dear Mr. Piccolo:

This is to assure you that processing is continuing on your application for employment with this Agency.

Please advise us if any circumstance should arise which might affect your interest in employment with this organization.

Your continued interest and patience are appreciated.

Very truly yours,

H. G. Reynolds
Director of Personnel

12 September 1956

Mr. Joseph S. Piccolo 2210 - 20th Street, N. W. Washington, D. C.

Dear Mr. Piccolo:

A review of the medical history information which you submitted indicates that for proper medical evaluation it is necessary that you come to our medical office for a pre-employment medical examination which will include determination of physical health and emotional stability.

An appointment may be scheduled at 8:30 a.m., on any Tuesday, Thursday or Friday. Please advise Miss Ruth Griffin by letter, 24:30 E Street, N.W., Washington 25, D.C., or by telephone EXecutive 3-6115, extension 2781, of the date you will be able to report. We would appreciate your giving us at least two weeks advance notice. When you come for your examination, please report to our Medical Office in Central Building, 24:30 E Street, N.W. Inasmuch as some parts of the examination are given in the morning and others in the afternoon, it is necessary that you plan to be here the entire day.

We will not be able to reimburse you for any travel or incidental expenses which you incur for this purpose.

Very truly yours,

H. G. Reynolds
Director of Personnel

OP/CORRES/tjs(Griffin)

30 August 1956

Mr. Joseph S. Piccolo 2210 - 20th Streeth N. W. Washington, D.C.

Dear Mr. Piccolo:

We are pleased to inform you that your application for employment with this Agency has been reviewed with interest by appropriate officials and that actual processing has been initiated for a position at Grade GS-4, salary \$3415.00 per annum.

Your final appointment is dependent upon a number of factors including character and reference investigations, and other processing procedures which may require as long as 120 days. You may be sure that this processing is being accomplished as rapidly as possible.

During this period please notify us of any changes in your present status such as change in address, employment, marital status, etc. If it should develop that you cannot accept the position, please let us know immediately. If you have any questions concerning your application, please do not hesitate to get in touch with us. Your future correspondence or inquiries should be directed to the attention of hiss Ruth Griffin.

Members of this Agency are entitled to the regular United States Government leave and retirement benefits. Our salaries conform to the rates prescribed by Congress for United States Government agencies.

Thank you for your cooperation and patience during this waiting period.

Very truly yours,

H. G. Reynolds Director of Personnel

OP/Correw/sed/Griffin

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Mr. Joseph Stephan Piccolo 2210 20th Street, H. W. Washington, D. C.

Dear Mr. Piccolos

Your application for employment with this Agency is presently under active review. Appropriate members of our staff will determine whether we have a position available for a person of your qualifications. Although we cannot predict the length of time needed for this review, we will make every effort to expedite a determination. Chould there be unavoidable delays in reaching a decision, we shall do our best to keep you as fully informed as possible regarding the status of your case.

In the meantime, if you should have any questions, feel free to get in touch with us by mail. We ask your patience and assure you of our desire to make the review period as short as is compatible with the careful evaluation to which we feel each case is cutitled.

Very truly yours,

H. G. Reynolds Director of Personnel

OP/Corres/evm(Hennings)

#### CONFIDENTIAL

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### CENTRAL INTELLIGENCE AGENCY WASHINGTON 25, D. C.

Applicant Information Sheet No. 1

To all persons applying for employment with the Central Intelligence Agency:

This paper is the first step in applying for employment or consultant status with the Central Intelligence Agency. No application may proceed beyond this first step if the applicant is not in agreement with the conditions stated below:

#### General Considerations:

- 1. The National Security Act of 26 July 1947 (Public Law 253, 80th Congress) which created the Central Intelligence Agency places upon the Agency the responsibility:
  - a, "to advise the National Security Council in matters concerning such intelligence activities of the Government departments and agencies as relate to the national security;
  - b. "to make recommendations to the National Security Council for the coordination of such intelligence activities of the departments and agencies of the Government as relate to the national security;
  - c. "to correlate and evaluate intelligence relating to the national security, and provide for the appropriate dissemination of such intelligence within the Government . . .;
  - d. "to perform, for the benefit of the existing intelligence agencies, such additional services of common concern as the National Security Council determines can be more efficiently accomplished centrally;
  - e. "to perform such other functions and duties related to intelligence affecting the national security as the National Security Council may from time to time direct."

The special character of this national responsibility requires the Agency to maintain correspondingly special employment criteria which may be different from the routine or normal employment standards of other Government departments and agencies which do not have the highly sensitive responsibility borne by the Central Intelligence Agency. It follows that the investigation of applicants, prerequisite to their acceptance is a timeconsuming process which, in addition to loyalty and security checks, includes evaluation of competence, physical and emotional fitness, and availability of a suitable position at such time as employment may be offered. This is called "clearance" of an applicant.

- 2. Investigation of an applicant may reveal something which prevents his elearance - perhaps something of which the applicant is genuinely unaware, perhaps something which only the special employment criteria of the Agency make unacceptable. In any event, adverse findings by the Agency are conclusive and final so far as the Agency is concerned, and no statement of specific reasons is made to the applicant.
- 3. Employment by the Central Intelligence Agency is not a right upon which an applicant can insist. Offer of employment which is subject to full clearance does not constitute a commitment on the Agency's part giving an unsuccessful applicant grounds for any claim against the Agency. Acceptance of employment upon the condition of clearance is at the applicant's risk, taken with the knowledge that a very substantial percentage of applicants are not cleared.

#### Statement of Understanding and Agreement

I have read, understand, and agree to the foregoing General Considerations. If not accepted for employment by the Central Intelligence Agency, I will make no claim or demand in conflict with those considerations.

I have also seen and read Applicant Information Sheet No. 2.

(Signature of Applicant)

#### SECRET

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#### Office Memorandum . UNITED STATES GOVERNMENT

Colonel Orner

14-00000

Gordon M. Stewart Ad Gordon M. Stewart

SUBJECT:

PICCOLO, Joseph Stephan - Cancel Permission to Leave the Country and DIRECTED 4-F Deferment

It is requested that the Permission to Leave the Country granted subject on 18 November 1957 and renewed on 8 December 1959 be cancelled. Please also cancel the DIRECTED 4-F Deferment allowed on 18 November 1957. SSS Form 110 is attached; SSS Forms 300 have been destroyed.

Mr. Piccolo was born on 8 December 1935 in Yonkers, New York. His permanent address is 1636 N. E. 20th Street, Fort Lauderdale, Florida.

### Office Memorandum . United STATES GOVERNMENT

Colonel Omer

DATE

Gordon M. Stewart Isl Gordon N. Samet

SUBJECT: PICCOLO, Joseph Stephan - Renew Permission to Leave the Country

It is requested that the Permission to Leave the Country granted subject on 18 November 1957 be renewed. SSS Form 300 issued on this date has been destroyed. Please retain the DIRECTED 4-F Deferment allowed subject on 18 November 1957. Subject will return by December 1960 at which time we will cancel his DIRECTED Deferment.

Mr. Piccolo was born on 8 December 1935 in Yonkers, New York. His permanent address is 1636 N. E. 20th Street, Fort Lauderdale, Florida.

14 December 1959

MEMORANDUM FOR: Chief, WH Personnel

SUBJECT:

SSS Form 300 for Joseph S. Piccolo

1. Forwarded is SSS Form 300 for Mr. Piccolo. While the Director of Selective Service has issued this permit for a period of two years, the files of this office and the office of the Director of Selective Service reflect a termination date of his overseas service of at least December 1960.

2. As we discussed earlier, this termination date has been set to avoid the possibility of Mr. Piccolo's authorized absence placing him in a position which might preclude the necessity of his meeting his military obligation as established by his local board.

J. L. Olmstead
Deputy Chief, Personnel
Operations Division

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Distribution:

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. SELECTIVE SERVICE ACTION REQ	DUEST 10 October 1957 01
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2 NAME (Lost-first-middle)	3 DATE OF BIRTH
PICCULU, Jeseph Stephan  * PRESENT ADDRESS (Number, alreat, city, tone, atale)	8 December 1935
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\$ PLACE OF BIRTH (City or town, state, country)	4 IF NONCITIZEN, INDICATE ALIEN REGISTRATION NUMBER
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Mail and File Clerk, GS-4	DDP/WH/III
9 SERVICE DESIGNATION TO EOD DATE	11 OFFICIAL STATION
DS 4 February 1957	Mexico City
IN SELECTIVE SERVICE SERIAL HUMBLA	13 SELECTIVE SERVICE CLASSIFICATION
18-229-289-14 8-44-35-604	1-D
14 NUMBER AND ADDRESS OF SELECTIVE SERVICE BOARD	
Local Board #44, 521 S. Andrews Avenue,	Ft. Lauderdale, Florida
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STAY SARD FORM NO. \$4

### Office Memorandum . United States Government

TO : Record

DATE: 29 Oct 57

FROM :S. Richelderfer

SUBJECT: Piccolo, Joseph Stephan

Subject was advised this date that the Agency would request a directed deferment. He was told the meaning of a "directed deferment" and advised not to contact his local board and they will not contact him. He was sent to see Captain Noble in Reserve Affaira Branch. Captain Noble was not in and subject was interviewed by Sgt. MacKenzie. I talked to MacKenzie and stressed the fact that subject should be advised to be sure to drop out of the National Guard. MacKenzie said that he would have to request to be put in a standby reserve status. This seems to be a satis factory arrangement, since we are requesting a directed deferment, the L.B. will not contact Piccolo.

MEMORANDUM FOR: Deputy Director of Personnel

SUBJECT:

Mexico City Clerical Requirements

1. PAD has attempted to locate two suitable candidates for the WH vacancies who will not be eligible for the draft. Machine runs were used, as were file referrals, checks with approriate Administrative and Personnel representatives in Agency components, and a thorough screening of Tables of Organization. A total of 25 individuals at the GS-5 or lower level were checked out. One candidate was located, a Mr. William G. Rawls, Clerk, GS-4 with ME. He has been accepted by the Division for the January requirement. The January deadline was chosen for him because he will be able to pass the typing requirement for \_\_\_\_\_\_\_ We had no success in finding a candidate for the 1 November deadline. All of the others were disqualified, largely because of marriage, unwillingness to accept the assignment.

2. Under the circumstances, it is recommended that Mr. Rawls be processed against the January requirement and that Mr. Joseph Piccolo, who was originally submitted for the November departure, be processed for the assignment, and that a directed deferment be requested for him.

Robert W. Sheay

Chief, Personnel Assignment Division

Mouris.



### NATIONAL HEADQUARTERS SELECTIVE SERVICE SYSTEM

491 INDIANA AVENUE NORTHWEST WASHINGTON 25, D. C.

ADDRESS REPLY TO THE DIRECTOR OF SELECTIVE SERVICE

July 18, 1958

Attentions Colonel Omer

FOR PERSONAL ATTENTION OF STATE DIRECTOR

State Director of Selective Service 310 Charlotte Street St. Augustine, Florida

> Subject: Joseph Stephan Piccolo SS No. 8-44-35-604

Dear Colonel Wall:

Reference is made to our letter of November 18, 1957, advising you that the Director of Schective Service had directed that the above-named registrant be classified in Class IV-F until further notice, under section 1622.60 of the Schective Service Regulations.

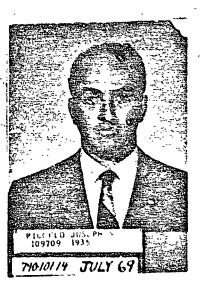
Mr. Piccolo has now received 858 Form No. 80 (Standby Reserve Questionmaire). Due to circumstances beyond his control, Mr. Piccolo is unable to complete this form, which is enclosed. Please return it to the local board with the instruction that it not be re-mailed until such time as the Director withdraws his directed classification of Mr. Piccolo under the Universal Military Training and Service Act, as amended.

For The Director,

DANIEL O. CHER Colonel, JACC General Counsel

Enclorure

cc: Mr. Gordon M. Stewart



FOR PURPUSES OF THE FAIR LABOR STANDARDS ACT, AS AMENDED, YOU ARE CESIGNATED EXEMPL.

EFFECTIVE DATE OF DESIGNATION: 01 MAY 1974.

PICCOLU JUSEPH S

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NOTIFICATION OF ESTABLISHMENT OF MILITARY COVER BACKSTOP	DATE 22 Townsons 1064
TO: X CHIEF, RECORDS AND SERVICES DIVISION	21 January 1964
CHIEF, OPERATING COMPONENT, JOTP	PICCOLO, Joseph S.
Mr. Wiley REF:	4455
Pre-employment Cover Briefing	
US Army  X BLOCK RECORDS:	
a. TEMPORARILY FOR DAYS, EFFECTIVE	
X bx continuing, effective 6 January 196	•
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ASCERTAIN THAT ARMY W-2 BEING ISSUED.	· .
SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING TH	IS COVER.
SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPO	ONSIBILITY.
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15 August 1961 4455

MEMORANDUM FOR: Chief, Records and Services Division

Office of Personnel

SUBJECT

: PICCOLO, Joseph B,

- 1. Cover arrangements are in process, and/or have been completed for the above-named Subject.
- 2. Effective 15 January 1961 , it is requested that your records be properly blocked recorded to deny suknowledge Subject's current Agency employment to an external inquirer.
  - 3. This memorandum confirms an oral request of

Acting Chief, Central over Group

cc: SSD/OS

TWO SECRETOR FORMAN

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16 October 1957 C-1661 (Biladeau)

MEMORANDUM FOR: Office of Fersonnel

Records & Services Division

Counseling Eranch/CP

SUBJECT

: Joseph Stephan Piccolo (T)

1. It is requested that you close your records concerning subject to all outside inquiries regarding Agency connection from 16 October 1957 forward. You will be advised in the future if it is deemed advisable to reopen these records.

2. Thank you for your cooperation.

28 September 1961 File No. 4455

MEMORANDUM FOR: Chief, Records and Services Division

Office of Personnel

THROUGH

Chief, PSD/OS

Attention: Mr. Robert C. Swendiman

SUBJECT

PICCOLO, Joseph S.

GS-7, WH - Cover Debriefing

1. Mr. Piccolo entered on duty with the Agency on 4 February 1957 and will resign on 4 October 1961. During his period of employment he utilized cover in MoxIco from 1 November 1957 to 14 January 1960, and from 15 January 1961 to resignation used nominal Department of the Army cover in Headquarters.

- 2. Mr. Piccolo was instructed to indicate his employer for the entire period as CIA, 2430 E Street, N. W., Washington 25, D. C.
- 3. He was further instructed to indicate, whonever necessary, that he travelled, listing various countries en route to and from Mexico, but not reveal the specific location or details of his cover assignment.
- 4. Mr. Piccolo's forwarding address will be 1636 N.E. 20th Street, Ft. Lauderdale, Florida. His new employment is 121st Tactical Fighter Sq., Andrews AFB.
- 5. The above information is furnished for your guidance and inclusion in the Subject's personnel and security files.

Chief, Military Cover Branch, CCG

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EFFECTIVE DATE OF PAY AUJUSTMENT: CT.UCTUBER 1979

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EFFECTIVE DATE OF PAY ACJUSTMENT: 09 OCTOBER 1577

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PAY CHANGE NOTIFICATION

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MPAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5. U.S.C. AND EXECUTIVE CROEK LI883 PURSUANT TO AUTHORITY DE OCT AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND DCT DIRECTIVE CATED 8 OCTORER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 12 OCTOBER 1975

NEW ORGN. FUNDS GR-STEP NAME PICCOLO JOSEPH S C25658 51 500 CF GS 13 4 \$25,198

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EFFECTIVE DATE OF PAY ABJUSTMENT: 14 OCTOBER 1973

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THIS EMPLOYEE HAS BEEN IDENTIFIED AS A C.I.A. EMPLOYEE FOR PURPOSES OF WITHOUDING STATE AND FEDERAL TAXES

DATE DESIGNATED

JANUARY 03 1961

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14-00000

"PAY ADJUSTMENT IN ACCURDANCE WITH 5 L.S.C. 5305 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED OB COTOBER 1962."

EFFECTIVE DATE OF PAY ACJUSTMENT: O7 JANUARY 1973-

NAME SERIAL ORGN. FUNCS GR-STEP SALARY
PICCULC JOSEPH S 025658 51 825 CF GS 12 5 \$18,906

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SECRET (When filled In)

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\*PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE ORDER 11637 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 ADJUSTMENTE 9 JANUARY 1972

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PICCULO JOSEPH S

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MPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-656. AND EXECUTIVE ORDER 11576 PURSUANT TO AUTHORITY OF DOLAS PROVIDED IN THE CIA ACT OF 1049, AS AMENDED, AND A DOL DIRECTIVE DATED B OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTS TO JAMBARY 1971

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gaçu, FUNDS GR-STEP SERSAL

NEW SALARY.

PICCOLO JOSEPH 5

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

## EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

NEW NAME SERIAL DRGN. FUNDS GR-STEP SALAPY PICCOLO JOSEPH S . 025658 51 997 CF G5 12 3 \$15,138

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MPAY ADJUSTMENT: IN ACCORDANCE WITH SECTION 217 OF \$1 90-206 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF DCI AS PREVICED IN THE CIA ACT OF 1949, AS AMENCED, AND A DCI DIRECTIVE DATED 8 OCTUBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTS 13 JULY 1988

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NAME

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EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

SALARY NEW SALARY HAVE SEPIAL OPEN, FUNDS GR-STEP

PICCOLD JUSEPH S 025658 51 650 CF GS 11 4 \$10,623 \$11,223

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\*PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-286 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE C1A ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTUBER 1967

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MPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504
AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962,"

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1766

NAME

PICCOLO JOSEPH S

SERIAL ORGN, FUNDS GR-STEP SALARY SALARY
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EFFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1965

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

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

# GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

CDADE	i		Per A	nnum	Rates	and	Steps			<del></del>
GRADE -	1	2	3	4	5	6	1 7	8	9	10
GS- 1	\$3,385	\$3,500	\$3,615		\$3,845	\$3,960		\$4,190	\$4,305	
GS- 2	3,680	3,805	3,930	4,055	4,180	4,305	4,430	4,555	4,680	4,805
GS- 3	4,005	4,140	4,275	4,410	4,545	4,680	4.815	4,950	5,085	5,220
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830
GS- 5	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	6,320	6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7.950	8,170	8,390	8,610
GS- 9	7,220	7,465	7,710	7,955	8,200	8,445	8.690	8,935	9,180	9,425
GS-10	7,900	8,170	8,440	8,710	8,980	9,250	9.520	9,790	10,060	10,330
GS-11	8,650	8,945	9,240	9,535	9,830	10,125	10.420	10,715	11,010	11,305
<b>GS-12</b>	10,250	10,605	10,960	11,315	11,670	12,025	12,380	12,735	13,090	13,445
GS-13	12,075	12,495	12,915	13,335	13,755	14,175	14.595	15,015	15,435	15,855
GS-14	14.170	14,660	15,150	15.640	16.130	16,620	17,110	17,600	18,090	18,580
<b>GS-15</b>	16,460	17,030	17,600	18,170	18,740	19,310	19.880	20,450	21,020	21,590
GS-16,	18,935	19,590	20,245	20,900	21,555	22,210	22,865	23,520	24,175	
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IN ACCORDANCE WITH THE PROVISIONS OF PURLIC LAW 87\*793 AND DCI MEMORANDUM DATED 1 AUGUST 1955, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

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

SFRIAL ORGN GR-ST OLD SALARY NEW SALARY

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/S/ EMMETT D. ECHOLS DIRECTOR OF PERSONNEL

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14. Organization	of Designations	Code	15. Locatio	. Location Of Official Station				
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#### ACTION

27. Nature Of Action	Code	23. Eff. Date 29. Type Of Employee	Code	30. Separation Data
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### PRESENT ASSIGNMENT

31. Organization	Organizational Designations			32. Location Of Official Station				Station Code
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SECRET 8. ABSIGNED GROAD , EMP, SERIAL NO. DDP/WH ? PICCOLO JOSEPH S NEW BALARY RATE GRASE GRADE STEP 1 \$ 3,415 Des adrices from UV Payre 12 (adduration xon REMARKS CERTIFICATION I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY. TYPES OR PRINTED, BANE OF SUPERSINGS 21 Jan 58 ROBERT N. DAKLGREN PERIODIC STEP INCREASE - CERTIFICATION SECRET PERSONNEL FOLDER 

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GENERAL SCHEDULF SALARY INCREASE RETROACTIVELY EFFECTIVE 12 JANUARY 1956 AUTHORIZED BY P. L. 65 - 462 AND DC1 DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

BMAKE SERIAL GRADE-STEP OLD SALARY NEW SALARY PICCOLO JOSEPH S 525658 GS-04-2 \$ 3,500 ... \$ 3,850

> GORDON M. STEWART /S/ DIRECTOR OF PERSONNEL

	TIFICATION OF PE	RSONNEL ACTION	
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#### NTRAL INTELLIGENCE AGEN

F.J. 20 Dec 1757 NOTIFICATION OF PERSONNEL ACTION 6091 TUB. 2 DATE OF BIRTH 1 ADURNAL OR ACTION NO. 4. DATE 4 To rary 1957 9 Dec 1935 MR. JOSHIE S. PICCLO This is to notify you of the following action affecting your employment: 7. CIVIL MENVICE OR OTHER LEGAL AUTHORITY S. RATURE OF ACTION (USE STANDARD TERMINOLOGY) 50 TE A 1603 1 4 Feb 1957 RECEPTED ASSOCIATION 8. POSITION TITLE 107-1124-09 File Clark \$3115.00 per annua با-2305-01 9. SERVICE, SERIES. GRADE, SALARY Records Integration Division 10 ORGANIZATIONAL DESIGNATIONS Analysis & Operations Branch Index Section 11. HEADQUARTERS Washington, D. C. DEPARTMENTAL 12. FIELD OR DEPT'L 71619 LI VETERAN'S PREFERENCE 14 POSITION CLASSIFICATION ACTION NONE WEIL OTHER 5 PT. 10 POINT NEW VICE I. A REAL 80 : LB 16. APPROPRIATION IT SUBJECT TO C S RETIREMENT ACT 19 LEGAL RESIDENCE FROM: 🔲 CLAIMED 📋 PROVED h Feb 1957 STATE: Florida RC-101 Surject to the astisfactory completion of a trial period of one year. Subject to the satisfactory completion of a modical constitution. Pay rate shown is subject is subject to adjustment upon verification of prior 100 . 2/1/57 CSNOD: 2/1/57 1/20: 2/1/57 8CD: 12/27/54 Personnal Folder Requested PS 1 DUB 2/9/58 Director of Persontal!

4. PERSONNEL FOLDER COPY

			FITNESS REPORT	
SECTION A	265	441974	GENERAL INFORMATION	
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	arios vien	Piccolo, Josep	oh s. 8 Dec 35 111 GS-	13   D
Ops Offic	er	on a done or	DD0/C1/0/C/LA Hqs [X]	
VAREER	REVIEW	11 MPGDARY	INSTIAL WANNIAL REATSTOCKENT SPECIAL	<del></del>
X			A HEPORTING PERSON LINCOLTED 114, DATE REPORT DUE IN	
CONTRACT	ericial	O LHT P	1 Oct 78 - 30 Sept 79	0.7.
ECTION B		Q	UALIFICATIONS UPDATE	
QUALIFICATION	S UPDATE FOR	M IS BEING SUBMI E RIGHT, IF NO CH	TITO WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THANGES ARE REQUIRED. PLACE THE WORD "NO" IN THE BOX AT RIGH	16
ECTION C		PERI	FORMANCE EVALUATION	
- Unsatisfactory	Performance is could range fro	unacceptable A rating	g in this cutegary requires inmediate and positive remedial action. The nature or truining, to placing an probation, to reassignment or to separation. Describe	of the action
Marginal	ni beroquiq 🕉	Section D.	its. The reasons for assigning this rating should be stated in Section D and re-	
	taken or recom	mended should be des	rihad	
- Proficient - Strong	Performance is	characterized by excep		· .
Outstanding	Performance is a	o exceptional in related tank special recognition	in to requirements of the work and in comparison to the performance of others i.	doing simil
			SPECIFIC DUTIES	
forms EACH specifi	ic duty. Consider (	flic,duties performed du DNLY,effectiveness in pi er of employees superv	ring the rating period. Insert rating letter which best describes the manner in which erformance of that duty. All employees with supervisory responsibilities MUST be reed).	employee rated on
ECIFIC DUTY NO		coordinator	for LA Division; to monitor the Division's CI.	RATING
ctivities;	to provide	guidance and	I support for its CI problems and operations.	S
SCIFIC DUTY NO.				RATING
	_	tanintalliaan	ce and Operational Security Surveys.	ĻĒTTĒŘ
rarcicipa :	te in coun	cerincerrigen	ce and operational security surveys.	S
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Screen LA	Division	traffic conta	ning items of CI significance: maintain	
aison with nts.	other CI	components of	the USG; perform special CI case assign-	s
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urric pull <b>no</b> .	-			LETTER
·		OVERALL DEREC	DRMANCE IN CURRENT POSITION ,	
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			on his effectiveness in his current position such as performance of specific duties. Traits at habits, and particular limitations or talents. Based an your knowledge	Ä
ng lipage p pagagit pa 'y rottogty bas broot o	primarie during Apprimarie	the rating period plan	be the letter in the rating bee corresponding to the statement which most accom-	4/1
	<del></del>		CUASSIFICATION TO THE UNITED BELL UNITED B	
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SECTION D	NARRATIVE COMMENTS		
	esses demonstrated in current position beeping in proper perspective their relationship to overall performance. Sh		
suggestions made for improvement of work performance. Give recommendations for training, Comment on foreign language competence, if required for			
managerial or superstancy duties and a	atings given in Section C to provide best basis for determining future personnel action. Manner of performance cost consciousness in the was of personnel, space, equipment and funds, must be cammented on. If applicable	쓸	
extra space is needed to complete Section			
Ma Diana III MEC	experience in LA Division and Cuban operations, his inquisitive		
mr. Piccolo's wrote	experience in LA Division and Cuban operations, his inquisitive t styleveand his keen analytical skills, superbly qualify him	;	
	CI Staff coordinator for LA Division. One obvious measure of		
	effectiveness, is that in any given week he receives more		
	CI file reviews, and other forms of CI support, than any of ou	r	
	ordinators On the other hand, because of his in-depth, across		
	LA's operational activities, he represents a unique resource		
to C/CI when the latter	r has to respond knowledgeably and rapidly to inquires from the		
	d matters. On that score alone, C/CI has commented on his deep		
satisfaction with Mr. F	Piccolo's impressive performance.		
During the year, Mr.	Piccolo led the team which conducted an in-depth CI and		
	and The final report	- 1	
was well received by th			
	recommendations before its return to Headquarters. As with		
other CI survey reports	s, thestudy was forwarded to the DDO and the DCI for		
	Piccolo is one of the more experienced survey officers, having five station survey exercises in AF and LA Divisions.	" [	
participated in or red			
	//continued//	1	
SECTION E	CERTIFICATION AND COMMENTS		
	1. BY SUPERVISOR	_	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	FITTING THE REPORT HAD POT SEEN SHOWN TO EMPLOYER, GIVE EXPLANATION	1	
14	0_2 s_13 r M U	ı	
DATE	CEFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE	一	
10 2000 1979		1	
	Chief, CI/OG/OC		
	2. BY EMPLOYEE	-1	
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EVALUATION OF NO PERFORMANCE		- 1	
	3. BY REVIEWING OFFICIAL	コ	
COMMENTS OF REVIEWING OFFICIAL	•	-	
	very competent, serious and ambitious officer. As the senior	1	
	Division, he has represented the Staff extremely well and,		
	ensured rapid, professional and informed follow-up on counter-	1	
•	and leads in that active area. He knows his client division	- [	
	support are regularly sought, and he has an unusual ability to title of a given operational matter. All with whom he deals		
in LA Division hold hi		1	
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ATE	OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED ON PRINTED NAME AND SIGNATURE	$\dashv$	
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The operational traffic Mr. Piccolo screens for the "front effice" accompanied by pertinent insights on the significance of the developmen reported. He has been praised more frequently for his commentaries that other coordinators, which is manufacture reflection on his intimate familiar than 1 commentaries.	t or event n any of our rity with
the LA operational scene. Numerous examples of his productive and vers to the Division and Staff can be cited but we will note for the sake of three to underscore out point. (1) For the past two years he has been and principal referent on a joint Agency/FBI proposal which would enable	brevity only the guiding
His perseverance in shepherding the instruction of	is finally approved the to assist NE involving
directly in the	in finally critiques
Again, Mr. Piccolo's performance during this past year, as in previous reflected a sustained superior effort, which, I am convinced, will contitue pattern in the future.	s years, nue to be
SECTION E REVIEWING COMMENTS (continued)	
Rating officer properly highlights Mr. Piccolo's determination and in pushing a major joint CIA-FBI program through Washington's often unbe bureaucracy. A lessor man would have thrown in the towel long ago. Mr. understanding the importance of this proposal, was determined to "hang is success resulted.	lievable Piccolo,
A veteran CI survey officer, Mr. Piccolo headed a team	

benefit from these.

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Major contamination via Philip Agee has severely limited this officer's ability to serve in his area of specialty, Latin America. Nonetheless, we need to identify in the not too distant future a challenging overseas assignment that will take advantage of his impressive operational skills and experience. He is patently an officer with highly developed on-the-street instincts and, if he is to achieve his considerable potential, needs additional overseas postings.

In the meantime we are fortunate indeed to have him on our Staff; he is one of our hest. I unheatfatingly concur in the Rating Officer's letter grades and narrative comments.

14 Harch 1979

Mr. Joseph S. Piccolo, Jr. CI Staff/Operations Group MEMORANDUM FOR:

Operations Coordination Branch/LA

SUBJECT

Letter of Instruction

#### General:

As the Latin America Division Coordinator for the Operations Coordination Branch, CI/OG, your basic duty is to serve as the initial and principal point of contact between the CI Staff and LA Division with respect to counterintelligence activities involving the Division and its respective Stations. While the position of Coordinator has certain Italson aspects it also requires that the incumbent, in support of the DDO's objective to reintegrate CI disciplines within the Operations Directorate, take an active role in stimulating CI practices and operations in LA Division. Accordingly, you are expected to be fully knowledgeable of the missions and responsibilities of the Cf Staff (See DDO Notice No. 1-1339, dated 16 July 1975; DDO Notice No. 51-54 Coordination on Counterintelligence Matters, dated 4 May 1976); and in general the interests and activities of the other functional branches of the Operations Group as they relate to LA Division. To enable you to accomplish your specific duties you will be supported by an Assistant LA Coordinator.

#### Specific Dutles:

- As the LA Coordinator, your major continuing duties will be:
  - To develop close and affective working relationships with LA Division to ensure you are currently and fully aware of CI problems and activities in that Division; to provide LA Division with guidance and support for its counterintelligence operations.
  - b. To participate when requested in the planning and conduct of Field Counterintalligence and Operational Security Surveys designated by the C/Cl Staff.

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DIRECTO INCH.

- c. To monitor and screen LA cable traffic and select items of CI significance for routing to appropriate CI Staff components, together with supplemental information as needed; to maintain liaison with other USG components as appropriate; to perform special assignments on CI cases as may be required by CI Staff.
- d. To maintain CI working files, including basic information with respect to the CI Objectives of each LA Division Station.
- e. To serve as back-up Coordinator for other divisions as may be required, and as your work schedule permits.
- 3. During your assignment to CI/OG/OCB Fitness Reports on your performance will be based on the provisions of this LOI. Any major changes in this LOI will be made in writing and will require your signature to be effective.

Chief, CI/OG/OC

I have read and understood the above.

Joseph S. Piccolo, Sr. IA Division Cl Coordinator

14/han 79

#### S, E, C, R, E, T CLASSIFICATION

1865-44-1	114	FITNESS REPORT		
SECTION A		GENERAL INFORMATION		
025658 P	icon, Jose		1 1 ~	J DAG
merations Officer		DIO/CIOC/LANE Hys.	XI my	7. DF
11, THE OF APPOI	410141	eg, Type (ie Memi	u f	
A. Zubita ufelnbe	TEUPURARY	AND THE AND LESS AND THE COLUMN TO THE COLUMN THE COLUM		
FASSETBAFF SPECIAL	01H1 4	1 Oct. 77 - 30 Sept. 78	October 78	).r.
SECTION B		QUALIFICATIONS UPDATE		
		MITTED WITH CHANGES, AND IS AFFACHED TO THIS HANGES ARE REQUIRED, PLACE THE WORD "NO IN	BEFORT, PLACE THE THE BOX AT RIGHT	
could range fro ar proposed in	unocceptable. A ret in counseling, to fur Section D.	RFORMANCE EVALUATION  ling in this category requires immediate and positive remediation from the training to placing an probation, to reassignment or h	s separation. Describe	action takes
	deficient in some or; mended should be d	pacts. The reasons for assigning this rating should be stated testribed.	in Section D and ren	edial action
	•	results are being produced to the manner expected.		•
Communicacy Performance is a		otion to requirements of the work and in comparison to the p	performance of others	doing umildi
	rant special recognit	liga -		
والداء المحالة المجان سياري والمحالة ا		SPECIFIC DUTIES		
turf up to six of the most important speci partisons EACM specific duty. Consider C tion: stullity to supervise (indicate numb	ONLY offertrement in	during the rating period. Insert rating letter which best describ- performance of that duty. All employees with supervisory re- priseds.	ps the manner in which i spansibilities MUST be	emplayee rated on
		king relationships with LA Division		RATING
		ence operations and activities; and erance of those activities.	l provide	S
MECHIC DUTY, NO. E ASSIST	in the revie	my and coordination of	,	RATING
cases in your geograph	lc area which	ch are	and other	LETTER
U.S. agencies; and help	p manage cei	rtain select foreign CI cases.		S
PECSIC DUTY NO. 8 MONITOR	•		in your	RATING
peographic area.				LETTER
		•	•	S
Staff annual evaluation		IAM Section contribution to an overthetthouse programs in IA Division	erali Ci	RATING
orarions.	,	interpretate programs in 12 priss	on field	LETTER
PEZOR OUTT NO S Screen i	um-restrict	ed DD) operational telecommunication		BATING LETTER
estar buting & Screen i	um-restrict			BATING
escas outing & Screen i	um-restrict			BATING LEFTER
Para our no s Screen i fame of Cl aignificant	on-restrict	ed DED operational telecommunication		BATING LEFTER
come of CI significant	on-restrict	ed (E) operational telecommunication		BATING LETTER
Composition of Clarent School	OVIBALL PUB	ed (E) operational telecommunication		BATING LETTER

S T C R T T CLASSIFICATION

14-00000

SECTION D	NARRATIVE COMMENTS	
	are demonstrated in current position begang in strayer parspective their relations in to averall performance. State	
	cek embermance. Give recommendations her theming. Comment on foreign language competence, if required for	
	ngs given in Section C to provide best basis for determining future personnel action. Manner of performance of	
managerial or supervisory duhes and te- estra space is needed to complete Section	st commowness in the use of personnel soone equipment and funds, must be commented on, if applicable. If	
During the per	iod under review Mr. Piccolo was the senior referent	
	A Pivision affairs. In this capacity he functioned	
	defficiently, and fully exploited his more than 17	
year's association		
	o Specific Duties, No's 3 and 5 are pretty much self	
	the bread-and-butter type activities that provide you	
	reaching other responsibilities and keep you au	
	nal conditions. There is no rating for No. 4 as this	
	ras handled by O/C/CI.	
	cific Duty No. 1., Mr. Piccolo has had several field	
	in LA Division plus several at Headquarters. He	
	continuing contact with country desks and staff offi-	
cers and when approp	riate has initiated operational comments and sugges-	
	when reviewing the traffic from an	
reporting source	lana faminal a wamannalim analimina ahana indignalan	
	sent forward a memorandum outlining these indications	
when a	g to them for further action. On another occasion he again approached COG	
when a		
	-Continued -	
SECTION E	CERTIFICATION AND COMMENTS	
	-1. BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS BEPORT HAS NOT BEEN SHOWN TO EMPLOYEE GIVE EXPLANATION	
	<u></u>	
12		
Dec 79	OFFICIAL TITLE OF SUPERVISOR TYPED ON ANIMED HAMS AND PIGNATURE	
1 Dec 101	DC/OG/OCB John F. Markhame 212024	
	2. BY EMPLOYEE	
F HAVE TO OR HAVE NOT THE AT	Tolder of Part Over	
STATEMENT CONCERNING THE SOME		
EVALUATION OF MY PERFORMANCE.	Anseph S. Piccolo	
	1. BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICIAL	-	
	is one of the most thorough and balanced from a substantive 🦈 📗	
	ed in some time. I find it to be accurate from my perspective	
	ention that Mr. Piccolo is for his grade one of the most	
productive, aggressive a	nd versatile officers we have in the DO,	
Earlier this year Mr.	Piccolo received a QSI in recognition of his fine performance	
	he previous year. There is no question that a sustained	
	iccolo's part will continue to be the pattern in the future.	
He has a prosperous care		
• •		
ATE O	TYPEQ DE PRINTER DE BEVIEWING DEFINICAL TYPEQ DE PRINTE NEW CANE SIGNATURS	
i		
1 December 1978	Chief, CI/O/C	
4 BY IMPORT		
The first the control of the control		
The company of the contract of	40.31	
	CIASHIN Aligh	

**A** 

Continuation of Fitness

Joseph S. Piccolo

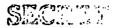
and outlined to them the reasons he believed the
COG agreed to withold any attempts at operational exploitation
<u>With respect to Duty No. 2, usually focused on the activities of</u>
while his colleague focused on those of In any event,
each could readily fill in as substitute if the other were absent. The
range of operational initiatives available to us in these cases is, for
the most part, limited and our main in-put is in terms of area knowledge
and operational experience. Nevertheless, Mr. Piccolo did address him
self to the problem of coverage of
when travelling overseas and drafted a general consent agreement for
The
suggestion is in the hands of the military services the FBI and Agency
legal authorities and its ultimate fate is not known.
In terms of ad hoc assignments Mr. Piccolo has participated in two
CI Operational Surveys, n
he was the team leader. A
by and
determine the capabilities
and to
The are time
consuming and taxing, requiring a review of all pertinent Headquarters
files, all
operational personnel, and then return to Hqs. to compile a report that
may run as few as fifty pages or more than one hundred. The reports
are addressed the DDO, although the DCI has instructed
that he be routinely included on the distribution of each report. Mr.
Piccolo's level of performance is reflected in the fact that was
his fourth survey,
In another ad hoc activity Mr. Piccolo was responsible for retriev
ing a proposal regarding joint activities with the FBI in a very sensit
area from the Bench Mark paper being submitted to the National Security
Council/Special Coordination Committee NSC/SCC) on counterintelligence
programs, and suggesting that it be submitted jointly with the FBI to
appropriate USG authorities. This suggestion is currently being imple-

mented and in so doing has required consultation and meetings with the IBI from the working level to very senior officers.

Mr. Piccolo is an experienced and professional officer requiring a minimum of supervision. He is aggressive, imaginative and has demonstrated his initiative. He writes well and is even stronger in his verbal skills. He can defend his position vigorously and skillfully but is disciplined and will accept the final decision if contrary to his own view without growsing. He has an engaging personality. I would be happy to serve

alth him again either at higs or overseas.

SICRIT



1 September 1978

MEMORANDUM FOR: Mr. Joseph S. Piccolo

CI/LANE Section

SUBJECT

Letter of Instruction

### I. Introduction

This LOI is intended to provide you with the general missions and goals of the Operations Coordination Branch (CI/OC) and the specific duties which you, as an officer in the LANE Section, have been assigned.

### II. Operations Coordination Branch - General Missions and Goals

CI/OC is responsible for monitoring and coordinating the activities of CIA and other U.S. agencies, and providing appropriate support and guidance to such activities. It conducts CI and Operational Security Surveys of Directorate field stations, and manages certain select, sensitive foreign CI operations. It investigates and issues the necessary approvals for the operational use of all and assists in the monitoring of agent performance for CI purposes. It contributes critiques annually to EPDS on the progress of and in general monitors the counterintelligence performance of CIA elements in accordance with the pertinent protions of Executive Order 12036.

III. The Operations Group was reorganized in December 1977 and its functions and responsibilities were restructured along geographic lines. The effect was an amalgamation of the former Area Operations Branch and the functional branches into three geographic components consisting of an EAAF Section, a EURFR Section, and a LANE Section. Also at that time, the Clearance Section, formerly the Ops Clearance Branch, R&A Group, was transferred to CI/OC

### IV. Specific Duties

As an officer in the LANF Section, CI/OC, your duties are as follows.

P2 IMPDET CL BY 057250 2. To screen non-restricted DDO operational telecommunications in the LA area for selection and routing of items of CI significance to appropriate Branch and Staff officers.

3. To assist in the review and coordinat	ion, in
conjunction with the central referent, of cases in vour geographic area which are	
and other U.S. agencies;	and to help
manage certain select, foreign CI cases.	-
4. To monitor	·to
in your geographic area, including	<b>,</b>
and	and

5. To participate in the LANE Section contribution to an overall CI Staff annual evaluation of the counterintelligence program conducted under the Operating Directive of the respective stations in the LA area.

During your tour with CI/OC fitness reports on your per formance will be prepared and based on the provisions of this LOI. Any major changes in your duties will be made in writing with your concurrence and will require your signature to be effective.

I have read and understood the above:

Joseph S. Piccolo

/ John F. Markhan

1 Sep. 7 ) 8

14-00000



1 September 1978

MEMORANDUM FOR: Mr. Joseph S. Piccolo

CI/LANE Section

SUBJECT

Letter of Instruction

### Introduction

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### Specific Duties

As an officer in the LANE Section, CI/OC, your duties are as follows.

> F2 PUPPET CL BY 057250

Develop and maintain close and effective working relationships with LA Division personnel in support of DDO counterintelligence operations and activities; and to provide guidance and support in the furtherance of those operations and activities.

2. To screen non-restricted DDO operational telecommunications in the LA area for selection and routingof items of CI significance to appropriate Branch and Staff officers.

	3. To assist in the review and coordination, in
	unction with the central referent, of:
	cases in your geographic area which are
by	and other U.S. agencies; and to help
manag	e certain select, foreign CI cases.
	4. To monitor
	in your geographic area, including
	and

To participate in the LANE Section contribution to an overall CI Staff annual evaluation of the counterintelligence program conducted under the Operating Directive of the respective stations in the LA area.

During your tour with CI/OC fitness reports on your per formance will be prepared and based on the provisions of this LOI. Any major changes in your duties will be made in writing with your concurrence and will require your signature to be effective.

I have read and understood the above;

	CLASSIFICATION		· · · · · · · · · · · · · · · · · · ·
· .	FITNESS REPORT		\
SECTION A	GENERAL INFORMATION		· · · · · ·
1. TMPLUYEE NUMBER 2. NAME (LASE, )		D. DATE OF BIRTH 4, SER 5.0	. 1 '
025658 Piccolo,	, Joseph		13 DAG
Operations Officer	DDO/C1/0G/S0	l land	105
11. TYPE OF APPOINTMENT		12, TEPE OF REPORT	
	INITIAL VANNUAL	PEASSIGNMENT SPECIA	<del></del>
X CAREER PESTHUS TEMPOPA	X ANNUAL X		
CONTRACT SPECIAL OTHER	1 Oct 76-30 Sep	77 31 Oct 77	
SECTION B	QUALIFICATIONS UPDATE		1
IF QUALIFICATIONS UPDATE FORM IS BEING- WORD "YES" IN THE BOX TO THE RIGHT, IF A			
SECTION C	PERFORMANCE EVALUATION	4	
U-Unsatisfactory  Performance is unacceptable, could range from counseling, 1 or proposed in Section D,	A ruting in this category requires immedia is further training, to placing on probation,	to and positive remedial action. The natur, is resessignment or to separation. Describ	ol the action oction taken
		oring should be stated in Section D and r	emedial actions
P-Proficient Performance is satisfactory. De	sired results are being produced in the m	oncer expected.	
\$-Strong Performance is characterized by O-Outstanding Performance is so exceptional in		 In comparison to the performance of other	doing similar
work as to warrant special rea	ognition.		1
	SPECIFIC DUTIES		
List up to six of the most important specific duries perfor performs FACH specific duty. Consider ONLY effectives holr ability to supervise (indicate number of employees	ess in performance of that duty. All employs		
SPECIFIC DUTY NO. S			RATING LETTER
Operations officer for		CI	1
project.			S
SPECIFIC DUTY NO. 8			PATING
Case officer for CI/FBI	project involving ext	ensive	LETTER
travel.	in the second se	•	0
PECIFIC DUTY NO. 8			RATING
Investigation and	de	rived from Agency	
and/or operations.			S
PECIFIC SUTY NO. 4			PATING
Ad hoc assignments; i.e.	CI	CI training of	LETTER
, etc.			0
PECIFIC DUTY NO. 5	and the state of t	red hardwellered elektronium enterprisente men men men elektronium enterprisente de des des des des des des de	RATING LETTER
To serve as Acting Branch	Chief.		S
PECIFIC DUTY NO. 6	ya ayaan ayay ayaan ahaa a daabaa ahaa daabaa daabaa ayaa ahaa ayaa ahaa ayaa ahaa ayaa ahaa ahaa ayaa ahaa ah		BATIMO
			LETTER
OVERALL	PERFORMANCE IN CURRENT	POSITION	<del></del>
			BATING
he into account everything about the employee which adultivity, conduct on job, cooperativeness, pertinent p	ersenal traits or habits and particular limite	stem er telents. Bound on your knowledge.	
employee's everall performance during the reting per- tely reflects his level of performance.	ed, pizce the letter in the rating bea carre-	pending to the statement which most title	5,6
	CLASSIFICATION	061197	<del>- () [[</del>
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NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demanstrated in current position keeping in proper perspective their relationship to averall performance. State tragestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for surrent pashion. Amplify or expluin ratings given in Section C to provide best basis for determining future personnel ection. Manner of performance of nanogerial or supervisory duties and cost contribusness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

Mr. Piccolo is an integral part of the Special Operations Branch which, in way of explanation, is charged with undertaking certain sensitive operations assigned by Chief, CI; it is also responsible for a variety of ad hoc requirements not normally found elsewhere in the DDO which require the handling of off beat but CI related investigations; and in rendering support to the Mr. Piccolo in the fulfillment of these assorted tasks of the Branch has demonstrated discretion, tact, flexibility, open mindedness, operational knowhow and good common sense. He is viewed as a highly experienced, completely dependable officer, requiring a minimum of supervision. He does, however, know when to seek guidance and accepts it with good cheer. His approach to operational problems is based on a solid appreciation of what is required and is not afraid to express his views on a problem when necessary, but he will implement a decision once made. These attributes coupled with his fairness, single minded approach to his work and dedication, mark him as a professional in the true sense of the word.

				/(	ontinued
SECTION E	CER	TIFICATION	AND COM	MENTS	
,	·	1. BY	SUPERVISOR		
MONTHS EMPLOYEE MAS SEEN UNDER MY SUPERVISION	IF THIS REPO	A TON BAH TRO	EEN BHOWN TO	EMPLOYEE, GIVE EXPL	ANATION
15					,
DATE A A	OFFICIAL TIT	LE OF SUPERV	IOOR	TYPED OR PRINTED	AND SIGNATURE
25 Cetober 1977	AC/C1/0	og/ <b>s</b> 0	<u></u>	Daniel R.	Niesciur
		2. BY	EMPLOYEE		
I HAVE OR HAVE NOT STATEMENT CONCERNING THE SUF	FHVISOR'S	25 OF	777	JOSOPH S.	
		3. BY REVI	EWING OFFIC	IAL	
OMMENTS OF REVIEWING OFFICIAL					
impressed by his print plain hard worted to do quickly and word of project mentioned gence surveys has havites well. Based and his deep dedicated able growth potentiatingly concur in 26 00f 13/7	rk. He well. He do by the cen con is on his ition to al. He the rate	has done is work e rating sistent1 hroad f the Age is one	everyth both on officer y first- ield exp ncy, he of our v cer's le	ing that we he the sensitive and on sever rate. He this erience, his would appear ery best offi	ave asked him and productive al counterintell nks well and he language skill to have consider cers. I unhesind narrative comp
CENTERS FRANCE SERVICES TO SECTION BETWEEN CONTRACT OF THE STATEMENT CONTRACT OF THE SACENT OF THE SERVICES	THEORY THE ATT AND MONTH THE	ATTA 10 0	MPLOTEE	Sosph S. P	Secolo (6)
	•	SECR	L CATION/	j-	

FITNESS REPORT October 1977 Joseph S. Piccolo

### SECTION D NARRATIVE COMMENTS - /Continued/

In addressing the specific duties, Mr. Piccolo has
been engaged during the past year in the exploitation of
a which has resulted in
a of some
In the furtherance of this project he supervised, with an
even hand, one intelligence assistant. Mr. Piccolo has
been called upon to support CI activities requiring
in support of joint Agency and
objectives. He executed these assignments with a singular
degree of professionalism. Recently he organized and ran
a CI training course This required
the preparation of course material in and person-
ally delivering lectures in the language. The
Station described this effort as an outstanding contributio
to the current task of into an
efficient and effective counterintelligence organization.
More recently, based on previous experience and partici-
pation in CI Operational Surveys, he has been designated
to head a CI Survey team going to Finally,
during the period of this report, due to the absence of
the Branch Chief, Mr. Piccolo has served well as the Acting
Branch Chief and during his tenure kept work flowing
smoothly, efficiently and without change of pace. To sum
up, Mr. Piccolo is in the opinion of this rater a solid
first class officer whose judgment is totally dependable
and whose accomplishments have been significant. We would
commend Mr. Piccolo for any assignment in field operations
above any of his teers

25 October 1977

MENORANDUM FOR: Joseph S. Piccolo, Jr.

SUBJECT : Letter of Instruction

Dear Mr. Piccolo:

This Letter of Instruction sets forth your responsibilities and duties as an operations officer assigned to the Counter-intelligence Staff. Your performance of the duties described below will serve as the basis of the preparation of your fitness report. Any questions, clarification or elaboration regarding these instructions should be discussed with the Chief, CI/OG/SO and/or Chief, CI/OG.

### General

1. Working under the supervis you are responsible for the initiat	ion of the Chief, CI/OG/SO, ion, coordination and support
of certain counterintelligence oper	at ions and
CIA) as well as any	with which CIA
	To do this effectively you will
be expected to develop and maintain	
other components of this Agency as	
agencies involved in counterintelli	
2. Through perusal of pertine	nt cable traffic and other
available data you should keep abrea	ast on a continuing basis of
the activities, personnel and polit	
	ems which confront
	itions overseas. It is further
expected that you will contribute so	
participate actively in decisions re	
counterintelligence operations assig	
be expected to keep your immediate s	
of all major developments and proble	
administrative nature.	
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SECRET

3. In the absence of the Chief and/or Deputy Chief, CI/OG/SO, you will act in his place, assuming all the responsibilities and duties of that job.

### Duties

- 4. In fulfilling your responsibilities you will be expected to perform the following duties:
  - a. Operations officer for multiple lead highly sensitive CI project.
  - b. Case officer for project involving extensive
  - c. Investigation and exploitation of CI leads derived from Agency and/or operations.
  - d. Ad hoc assignments; i.e. CI Operational Surveys, CI training of \_\_\_\_\_\_ etc.
    - e. To serve as Acting Branch Chief.

Jack Friedlander Chief, CI Staff Operations Group

I have read and understood the above.

Joseph S. Piccolo, Jr.

	FITNESS			
SECTION A	GENERAL IN	FORMATION		مارسوست و هاري تاريخ مراو مستحسر مساورها
025658 Piccolo, J	oseph S.	. p zambonomowa po skuliki kiloji ili spini sa skulik	12/08/35	M GS-13 DQG
7. OFFICIAL POSITION TITLE		THE OF ASCIENMENT		
Operations Officer	DIXYCI/C	XG/ΛΟ & SO	HQS	X Has.   Dr
11. THE OF APPOINTMENT	<del></del>	12.	TYPE OF REPORT	·
X CAREER RESERVE TEMPORAR		X ANNUAL .	REASSIGNMENT	SPECIAL
CONTRACT SPECIAL OTHER	01/12/7	6 - 09/30/76		neport but in o.F. ober 1976
SECTION B	QUALIFICATIO	NS UPDATE		
IF QUALIFICATIONS UPDATE FORM IS BEING WORD "YES" IN THE BOX TO THE RIGHT, IF N				
SECTION C	PERFORMANCE	EVALUATION		
cauld range from counseling, to ar proposed in Section D.  M—Marginal Performance is deficient in som taken or recommended should P—Prolicient Performance is satisfactory. De Strong Performance is characterized by	o further training, to plac be aspects. The reasons fo be described, sired results are being p y exceptional proficiency.	ing on probation, to re r assigning this rating roduced in the manner	rassignment or to s should be stated in expected.	action. The nature of the action eparation. Describe action taken Section D and remedial actions
O-Outstanding Performance is so exceptional in work as to warrant special rec	retation to requirements ognition.	of the work and in con	sportion to the perf	ormance of others doing similar
	SPECIFIC	DUTIES	<del></del>	
List up to six of the most important specific duties perfor performs EACH specific duty. Consider ONLY effectivenes their ability to supervise (indicate number of employees SPECIFIC DUTY NO. 1	ess in performance of that	duty. All employees wi	mich best describes fi th supervisory respo	he manner in which employee nsibilities MUST be rated on RATING
Conduct CI operational survey	· · · · · · · · · · · · · · · · · · ·	·	:	S
To serve as acting branch chi	ef			RATING LETTER S
SPECIFIC DUTY NO. 9			· · · · · · · · ·	RATING
To serve as operations office	r for a multipl	le lead CI pro	ject.	S
SPECIFIC DUTY NO. 4				RATING LETTER
To case officer a CI project				S
BPECIFIC DUTY NO. 8			1	RATING LETTER
	,		1	·
SPECIFIC DUTY NO. 6				RATING LETTER
OVERALL	PERFORMANCE II	N CURRENT PO	SITION	
lake take attraunt everything about the emphases which productivity, conduct as just important evers portioner performance during the rating series during the rating series.	personal tracts or habits, a	ed particular facilities,	or talants Based at	pour bacalades
phy reflects his level of certainmones	CLASSIFIC			
45 : 23 : 33 : 33	1		MARCHA CLAY OF	18885

SECRETION

SECTION D .	NARRATIVE	COMMINIS
3		seping in proper perspective their relationship to overall performance. State
		ns for training. Comment on foreign language competence, if required for at basis for determining future personnel action. Manner at performance of
		of, space, equipment and funds, must be commented on, if applicable the
	on D, attach a separate sheet of paper	
Mr. Piccolo joined	the Cl Staff at his i	initiative and has served in several
		rt. These included positions as survey
		six months, operations officer in the
		and then acting chief of that branch for
		luties in these positions with efficiency
and thoroughness.	me pertormed mas a	detes in their ferrores with entire entire ,
During the six mon	th period Mr. Piccolo	was assigned to the Area Operations Branch
	<u>of p</u> articipation in CI	operational surveys of two
e.g.,	By way of explana	tion, n Cl operational survey is defined
as an		
		·
[ ]		
		least the a soom of sup on more enquesions
officers and their fir	ine surveys are con-	ducted by a team of two or more operations or more pages in length. The report is
		Chief and gives them a detailed CI profile
of the Station.	ing the Area Division	chief and gives them a detailed of profile
or the station.		(CONTINUED)
		`
SECTION E	CERTIFICATION ANI	
MONTHS EMPLOYEE HAS SEEN	1. BY SUPE	RVISOR
UNDER MY SUPERVISION	I THIS REPORT HAS NOT BEEN S	MONN TO SMILECTER, SITE EXPENSION
		\ \ \ \ .
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND BIGNATURE
1.4 DEC <sup>1976</sup>		( ) ( ) ( ) ( )
	DC/CI Staff Ops Group	
	2. BY EMP	
I HAVE OR HAVE NOT A		History C. Diagola
STATEMENT CONCERNING THE SUPI EVALUATION OF MY PERFORMANCE		Joseph S. Piccolo
	3. BY REVIEWIN	
COMMENTS OF REVIEWING OFFICIAL	,	
I fully concur with	the comments of the	supervisor. I have been most pleased
with the manner in whi	ch Mr. Piccolo has mov	yed in and taken over the management
of his branch in the a	bsence of the branch of	chief who departed with little warning.
Mr. Piccolo is a hard-	nosed, honest evaluate	or of CI problems. He has, however,
the ability to manage	problems and people wi	th tact and professionalism.
		•
		,
ATE	PPICIAL TITLE OF REVIEWING OFF	TOTAL TYPED OR PRINTED MAME AND BIGHATURE
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FITNESS REPORT

Joseph S. Piccolo, Employee #025658

SECTION D - NARRATIVE COMMENTS (Continued)

The two countries which Mr. Piccolo helped survey represent widely varying operational and social environments. In both instances, however, the Station Chiefs cabled Headquarters at the end of the field aspect of the survey complimenting the team on the thoroughness and understanding with which they conducted the survey, and commented on the usefulness and practicality of the team's recommendations. It should noted that these cables had considerable impact on DDO management and were used widely in the extension of the survey program into other areas.

Although Mr. Piccolo's field exposure has been exclusively in the Latin American area, he has a widely varied operational background, having served in varying operational capacities in several stations, and he is perceptive in his understanding of operational realities. His personality is positive and outgoing, and in most instances he is able to initiate very quickly a responsive dialogue with fellow officers. He is adaptable in outlook and reads quickly and with understanding; qualities almost indispensible in an activity of this kind. Im sum, Mr. Piccolo approached both Surveys with enthusiasm and a sense of responsibility, completed his written report (he had a different partner in each case) promptly and accurately. He undoubtedly would have been engaged in a third survey except his temporary tour ended and he was assigned permanently elsewhere in the Staff.

The most impressive aspect of Mr. Piccolo's performance and one deserving special mention in this fitness report is his ability with the written word. It is fully accurate to say that the survey reports to which he contributed were much better written than were those of his peers. He has the ability to describe an operational situation in terms which are at the same time meaningful, concise and easy to read. It is a pleasure to read his material and to compliment him on this ability in this report.

SECRET

15 December 1976

MEMORANDUM FOR: Joseph S. Piccolo, Jr.

SUBJECT. : Letter of Instruction

Dear Mr. Piccolo:

This Letter of Instruction sets forth your responsibilities and duties as an operations officer assigned to the Counter-intelligence Staff. Your performance of the duties described below will serve as the basis of the preparation of your fitness report. Any questions, clarification or elaboration regarding these instructions should be discussed with the Chief, CI/OG/SO and/or Chief, CI/OG.

### General

1. Working under the supervision of the Chief, CI/OG/S you are responsible for the initiation, coordination and supof certain	SO, op <b>ort</b> :
To do this effectively yo	u will
be expected to develop and maintain close working contact wi	
other components of this Agency as well as officers of other	U.S.
agencies involved in counterintelligence.	1
2. Through perusal of pertinent cable traffic and othe available data you should keep abreast on a continuing basis the activities, personnel and political factors affecting the as well as problems which confront and Agency installations overseas. It is feepected that you will contribute sound operational planning	of e urther
participate actively in decisions reached concerning those	,and
counterintelligence operations assigned to you. You will all be expected to keep your immediate supervisor fully informed of all major developments and problems of an operational or administrative nature.	
	1

E2 IMPDET CL BY 00888\$ 3. In the absence of the Chief and/or Deputy Chief, CI/OG/SO, you will act in his place, assuming all the responsibilities and duties of that job.

### Duties

14-00000

- 4. In fulfilling your responsibilities you will be expected to perform the following duties:
  - a. To carry out <u>ad hoc</u> operational requirements as may be assigned such <u>as</u> the conduct of CI Surveys at overseas stations.
  - b. To serve as Branch Chief or Deputy Branch Chief as required in the absence of the incumbent.
  - c. To serve as the Headquarters case officer for certain highly sensitive CI operations.

Lawrence M. Sternfield Chief, CI Staff Operations Group

I have read and understood the above.

Joseph S. Piccolo, Jr.

2

FITNESS REPORT	NOTE: Supervisor or Reviewing Official may assign a higher if CONFIDENTIAL is not adequate for the report when con	
SECTION, A.	GENERAL INFORMATION	,
1. EMPLOYEE NUMBER 2. NAME (last, first, middle)	2. DATE OF BIRTH 4. SEX 5	RADE 6. SO
Joseph S.	Piccolo B Dec 1935 M GS	-13 n
7. OFFICIAL POSITION TITLE	8. OFF, DIV/BR OF ASSIGNMENT 9. CURRENT STATION	
Operations Office	11. TYPE OF REPORT	<del></del>
V CAREER PROVISIONAL RESERVE	ANNUAL 21-MONTH 30-MONTH X MENT	SPECIAL
12.	PEPORTING PERIOD (From-to-) 13. DATE REPORT DUE IN O.P.	
	Jan - 7 Aug 1975	
	ORMANCE EVALUATION  In this category requires immediate and positive remedial action. The nature	
could range from counseling, to further	r training, to placing an probation, to reassignment or his separation. Describ	e oction taken
or proposed in Section C.  34—Marginal Performance is deficient in some aspec	ts. The reasons for assigning this rating should be stated in Section C and s	emedial actions
taken or recommended should be desc P—Proficient Performance is satisfactory. Desired re	ribed. sults are being produced in the manner expected.	
S-Strong Performance is characterized by except	lonal proficiency.	
O-Outstanding Performance is so exceptional in relation work as to warrant special recognition	n to requirements of the work and in comparison to the performance of other	s doing similar
	SPECIFIC DUTIES	
List up to six of the most important specific duties performed dur performs EACH specific duty. Consider ONLY effectiveness in pe their ability to supervise (indicate number of employees supervi	ing the rating period. Insert rating letter which best describes the manner in which rformance of that duty. All employees with supervisory responsibilities MUST beed).	h employee e rated on
SPECIFIC DUTY NO. 1		PATING
Responsible for the Station's	Operational Program targetted	
	and target	S
SPECIFIC DUTY NO. &	3	RATING LETTER
Conducts daily operational support for Stati	on efforts and to assess	
and cultivate or othe	r	S
SPECIFIC DUTY NO. 8		RATING LETTER
Cultivates a ta	rget for eventual	
		S
PRECIPIE DUTY NO. 4		RATING LETTER
Acts as DCOS and, in the absen	nce of the COS, as ACOS	S
SPECIFIC DUTY NO. 8	And the second second section of the second	RATING LETTER
nevelops in	the MHABYSS	(*)
PECIPIC DUTY NO. 8		HATING LETTER
Serves as Station Technical Re	eferent	(*)
OVERALL PERFO	RMANCE IN CURRENT POSITION	
the tele access everything about the employee which influence	a his effectiveness to his surrest pasting but as partermence of specific duties	187788
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Mary refreet his tores of perferences	20 prc 11/3	

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CONFIDENTIAL

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I SECTION C	NARRATIVE COMME	NIS
suggestions made for improvement of a current position. Amplify or explain ret managerial or supervisory duries and so extra space is needed to complete Section	uses demonstrated in current position keeping in pro- early performance. Give responsendations for traini- ingle given in Section 8 to provide best basis for di- out consciousness in the use of personnel, space, econ. C. attack a separate sheet of paper.	per perspective their relationship to overall performance. State no. Comment on foreign fenguage competence, if required for etermining future personnel ection. Manner of performance of guipment and funds, where he commented on, if applicable. If
which this Officer has just submitted the newly-establish this report combine LOI's which run frough 31 July 197 those to be reflect	ned MBO reporting system es Subject's duties as sp om 1 June 1974 to 30 May	Accomplishment Goals under and schedule. Consequently, pecified in two previous 1975 and from 1 June 1975 to therefore broader than a being formulated as a
or substance associ meaningless. The existent and there support approved op	ated with these duties a target in is no current need for t	here is so little content s to make a Letter Rating is practically non- echnical operations to he duties are listed only
DUTY NO. 1		·
targe	r the operational progra t, this officer handles [ highly proficient manne	agents and a
SECTION A	CERTIFICATION AND COM	(See Attached Sheet)
SECTION D	CERTIFICATION AND COM	
1.	BY EMPLOYEE	MENTS
1.	- Company of the comp	MENTS
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#### NARRATIVE COMMENTS (Continued)

from agents than most Case Officers. His two new recruitments represent the Station's most promising propects against the in the long history of is suggested that this Officer's contribution of only two recruitments (at the very end of his tour of duty) could well be more meaningful and productive than the efforts of a super-salesman whose acquisitions later prove to be marginal or useless. DUTY NO. 2 Subject conducts Station two contacts. His main job is the maintenance of the relationship, an effort handicapped by considerations which oblige him to take but never give, to cancel scheduled training, and to maintain a low profile. Nevertheless he does manage of interest on the targets, and the relationship does provide him with certain Additionally, this Officer shares the task with the COS of 🗌 an even more difficult. and less productive effort. Subject's warm and winning personality and extensive experience are key factors in his ability to maintain the relationship at all, which results in clear net gain to the Organization. DUTY NO. 3 and

Subject has done exceedingly well in the of ERLANK-1 for of and ullet have been submitted, and ERLANK-1 is responding to Subject's ERLANK-1 and this was accomplished very recently. has agreed to a

#### DUTY NO. 4

In this very small Station, the DCOS function is not a critical one, but when obliged to exercise his authority in this

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### NARRATIVE COMMENTS (Continued)

function, Subject has done very well. More importantly, in his several stints as ACOS (during COS illness which required hospitalization and medical consultations out of country), Subject really shone in his performance. He was obliged to deal with the most difficult ever encountered by this rater, and represented and protected Station interests with skill and dignity.

Subject requires little supervision, by virtue of his thorough knowledge and extensive experience in practically every aspect of the mechanics of clandestine operations in Latin America. His avocation is "Administration", in the full sense of the word, and he administers his work load impeccably. The assignment just completed was his first command job, and he has acquired the additional managerial skills necessary for him to progress in his career. There is no question of his additional potential, and it is natural to envision him as a Deputy Chief of Station at a larger Latin American Station, or, better, as a Chief of Base in his next field assignment. He is above average in security and cost-consciousness. He is fluent not only in Spanish, but also in Portuguese, and more importantly, in human relations. He can establish rapport with people at all levels of society.

His personality is a pleasant one. He is low-keyed, soft-spoken, sincere and methodical and establishes natural excellent rapport with his co-workers, both subordinate and superior. While easy to get along with, he still knows how to effectively administer training, guidance, advice and discipline to his subordinates without alienating them. This rater has gutten on well with Subject. His experience, self-confidence and directness are such, however, that he might well be difficult to supervise it there were any kind of personality clash involved. In sum he knows what he is doing, and would be inclined to resent and testal advice of guidance which he might judge as unround. Shile some might consider the trait a shortcoming, this later considers it a strength, overall.

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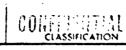
- 5 -

### NARRATIVE COMMENTS (Continued)

If forced to search for a deficiency in his performance
over the past fourteen months under my supervision, it would
be necessary to point to a weak showing in operational and
representational In the former category,
particularly, he could have spent more and
with and other
purposes. In his regular work hours, however,
which included some nights and weekends, he was more than
gainfully employed in the accomplishment of his assigned
duties. He is not a clock-watcher, but stays with the
and, as well as with the paperwork until they
are completed.

This Officer is the victim of personnel requirements, which has resulted in an Organizational failure to challenge his talents and ingenuity. His re-assignment to the Cuban Operations Section next, for example, will be his fifth assignment in that area in 15 years. It is recommended that he obtain rotational experience in another geographical or functional area, to broaden him.

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SECTION A			GENERAL	INFORMATIC					
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XX CAREER	RESERVE	CONTRACT	OTHER (Spec)	TEMPORARY	XX AMM		REAGGION.		PECIAL
6 June	1974 - 30	Septembe	r 1974	14. DATE REPOR	T DUE IN C	).P.			
SECTION B			QUALIFICAT	IONS UPDAT	E				
F QUALIFICATIONS	MRDATE FORM B BOX TO THE F	IS BEING SUB- RIGHT, IF NO C	MITTED WITH HANGES ARE B	CHANGES, AND I	S ATTACHED	10 THIS			
SECTION C	could runge from or proposed in Se	acceptable. A raticounseling, to furticition D.	ing in this categ ther training, to	E EVALUATION or requires samed placing on probation	ate and pos- n, to reassing	nment or t	o teparation, C	ekilbe as	tion take
4- <u>Morginal</u> Prolicions	taken or, recommen	nded should be d	escribed.	s for assigning this g produced in the			in Section D	and semed	lial action
-Strong - Outstanding	Performance is cha	tractorized by esc exceptional in rela	aptional proficier tion to requireme				performance of	others du	ing simila
		, tperior recognic		C DUTIES					
erforms EACH apacific	ost Important specific c duty, Consider ONI co (indicate number	LY effectiveness in	performance of						
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SECTION D		NARRATIVE COMM	ENTS	
suggestions made for improvement of current position. Amplify or explain ro	work perform tings given it tost conscious	vance. Give recommendations for train in Section C to provide best basis for ness in the use of personnel, suppose, a	ung Co determ emprupme	erspective their relationship to averall performance. State imment on foreign language competence, if required for ining future personnel action. Munner of performance of int and funds, must be commented on, if applicable. If
See atta	ched C	able in Lieu of F	itne	ss Report
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SECTION E	CF	ERTIFICATION AND COM	MENI	· · · · · · · · · · · · · · · · · · ·
		1. BY SUPERVISOR		
MONTHS EMPLOYEE HAS SEEN UNDER MY SUPERVISION	IF THIS RI	eport has not been shown to	EMPLO	DYEE, GIVE EXPLANATION
DATE	OFFICIAL	TITLE OF SUPERVISOR	TYPE	ED OR PRINTED NAME AND BIGNATURE
20 January 1975	Chie	f of Station	1	s/ Raymond J. Swider
		2. BY EMPLOYES	10.00	NATURE OF EMPLOYEE
STATEMENT CONCERNING THIS EVO OF MY PRAFORMANCE	ALUATION	DATE	1	
MAVE ATTACHED XX HAVE NOT	ATTACHED	20 January 1975		s/ Joseph Piccolo
OMMENTS OF REVIEWING OFFICIAL		3. BY REVIEWING OFFIC	IAL	
See Attached		·		
Ve.		IPLE OF BEVIEWING OFFICIAL.	****	O OR PRINTED NAME AND BIGNATURE
05 February 75		Division 4. BY EMPLOYEE	!	Raymond A. Warren
CESTIFY THAT I MAVE OFFN THE EN NA. BECTIONS OF THIS SEMINET	19:88 14	20 February 1975	•	/s/ Joseph S. Piccolo
	مسا	Collinguenous		#HNMT-2529-

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SECRET 2113302 JAI CLTE 11575 SECTOR DIRECTOR	N 75 STAFF TION 1 OF 2		
ADMIN PERS	*CALLE STO BUGGESTS DISSE IF DESIRED, SEND FORM 1604	M-TO: NOP TO CABLE SI	EC.
REF: DIRECTOR 644201	ED PER REFERENCE. SECTION #1	BN 1	
•	EL STATION OFFICER RESPONSI		
	DIRECTED AGAINST COMMUNIST		147
<u>':</u>	L LEFT. RATING LETTER "S";	,	•
SPECIFIC DUTY NUMBER TH	OI STATION OFFICER.		
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,	RATING LETTER "S";	· .	. fr '
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но			colo,
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2. 550	TION	N "C" NARRATI	VE COMMENTS FOLLOW:	;
(1) 11	, HIS	CAPACITY AS	THE STATION OFFICER RESPON	NSIBLE FOR
OPERAT	TONE	AGAINST THE	COMMUNIST AND POLITICAL LE	EFT AND
_			SUBJECT HAS PERFORM	i .
UE 27 1	(C)	AL PRADECH MAT		,
,			YET SUCCESSFUL IN EFFECTIVE	
ADDITI			NOT HIS STRE	•
POINT.	ADU	ITIONALLY, HE	WAS BURDENED WITH TOO MUC	CH AND
TOU DI	VERS	IFIED A WORKL	OAD. THIS OFFICER WILL REC	CEIVE A NEW
LETTER	05	INSTRUCTION S	HORTLY, REFLECTING THE SUI	DEN AND URGENT
NEED 0	F SU	CCESSFUL EFFO	RTS AGAINST THE	
WHICH	HA S	EMERGED AS RE	AL THREAT TO PHYSICAL SECU	RITY
05 055	ICIA	L PERSONNEL A	ND TO POLITICAL STABILITY	05
. •		1	OF ESTABLISHED ASSETS IN	
Ptc. A	C			
			R THE PAST SIX MONTHS, TRE	
THE IN	TELL	ISENCE REPORT	ING OVER THE PREVIOUS SIX	MONTH
PERIOD	. 48	ADJUNCT TO T	HESE DUTIES IS THE HANDLIN	3 OF
		AGHYT	<b>ж</b> н0	
OF THE			THIS AG	

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WHO COMPLEMENTS STATION COVERAGE OF THE

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SCENE WITH VITAL INFORMATION CURRENTLY NOT AVAILABRE FROM ANY OTHER SOURCE, THIS ACTIVITY TAKES MUCH LATE HOUR EFFORT TO ENSURE GOOD OPERATIONAL SECURITY, WHICH SUBJECT PERFORMS FAITHFULLY TO HIGH STANDARDS AND WITH GOOD CHEEH.

- (3) DCOS AND OCCASIONAL ACOS, SUPERVISING \_\_\_ CLERICAL.
- CONTRACT AND COMMUNICATORS, SUBJECT SHOWS MUCH STRENGTH AND POTENTIAL FOR INCREASED RESPONSIBILITY IN THE FUTURE, HIS LOW KEY AND DELIBERATE SPEECH AND BODY MOVEMENTS ARE MOST DECEPTIVE, HE IS, IN FACT,
- 9 PAGE 3 11575 S E C R E T

  SELF CONFIDENT, PLEASANT, AND FIRM BUT COMPASSIONATE

  HITH SUBGRDINATES, AS ACOS HE DOES AN EXCELLENT JOB

  OF DEALING HITH THE MOST DIFFICULT EVER

  ENCOUNTERED BY THE RATER.
- (4) IN THE SEVEN AND A HALF MONTHS IN WHICH THE OFFICER HAS BEEN UNDER MY SUPERVISION, HE HAS ALWAYS IMPRESSED HITH THE DEPTH OF HIS KNOWLEDGE OF THE FUNCTION AND MISSIGN OF A FIELD STATION, HE IS A "NATURAL" FIELD INTELLIGENCE OFFICER, HIGHLY FLEXIBLE, HARD WORKING

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AND with the invaluable ability to get along with a wide variety of people at all social and educational levels, from the president of the country to the most

UPON ARRIVING AT THE

STATION FIFTEEN MONTHS AGO. IN THE WAKE OF THE DISASTROUS

HE SET ABOUT TO INSTITUTE SOME SEMBLANCE

OF SECURITY OVER STATION DOCUMENTS, ESTABLISHED A
SECURE PAPER FLOW ROUTINE, SET UP MISSING FILES AND
SUGGESTED MANY NEW OFFICE PROCEDURES WHICH HAVE CONTINUED
TO THE PRESENT. WHEN THE STATION WAS BURDENED WITH A
PERSONNEL SITUATION IN WHICH THE STATION FINANCES,
LOGISTICS AND SUPPORT HERE NOT BEING HANDLED COMPETENTLY,
SUBJECT STEPPED IN QUIETLY AND ENSURED THAT THESE
ESSENTIAL DUTIES WERE BEING PERFORMED TO ACCEPTABLE
STANDARDS, THAT BURDEN LASTED FOR A YEAR BUT HE NEVER
COMPLAINED OR RECEIVED RECOGNITION. HE IS REMARKABLE
IN THAT HE KNOWS ALMOST EVERY ASPECT OF EACH FIELD
STATION JOB, BY VIRTUE OF MAVING DONE THEM PROFESSIONALLY
MIMSELF IN THE PAST. HE MAS SERVED AS A FILE
CLERA, AN INTELLIGENCE ASSISTANT AND CASE OFFICER. NOW.

5 6 C A E T

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-					TOR12114322 JAN 75			11575	

AT THIRTY NINE YEARS OF AGE, HE STANDS IN MY OPINION, HEAD AND SHOULDERS ABOVE HIS GRADE PEERS IN EXPERIENCE. MATURITY, RELIABILITY, DEPENDABILITY AND UNFAILINGLY. GOOD COMMON SENSE, HIS 17 YEARS OF SERVICE IN THE ORGANIZATION, 12 OF THEM ABROAD, HAVE RESULTED IN HIS FORMATION AS JA UNUSUALLY VERSATILE, HIGHLY KNOHLEDGE-ABLE AND COMPLETELY PROFESSIONAL OPERATIONS OFFICER. HIS OPERATIONAL EXPERIENCE OVER THE YEARS HAS RUN THE

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TO F DIRECTOR.			• , .	
ADMIN PERS		•		
PABAT		4,	1.	
PROGRAMS, TO HIS CURR	RENT DUTIES. AND INCLUDE EXTE	NS IVE		•
SUCCES SPUL MANAGEMEN	T OF HE IS ABOVE AVER	AGE IN		:
HIS COST-AND SECURIT	Y- CO NS CI OU SN ES S. KEE PS E XCEL	LE NT		
RECORDS, SPEAKS FLUE	ENT SPANISH AND IS A VALUABLE	MEMBER	,	
OF THE TEAM.				
(5) THE RATER APPREC	TATES THE ROCK-SOLID RELIABL	LITY		
OF THIS OFFICER, CON	SIDERS HIM TO BE AN IDEAL DE	PU TY		
CHIEF OF STATION, AN	D HOULD GLADLY SERVE AGAIN W	ITH HIM		
	NY TIME. IN VIEW OF HIS PERF			
	NCEPT OF STATION FUNCTION PL	-		
	FOR ADVANCEMENT, HE SHOULD BE			
	N FOR ADVANCEMENT TO THE NEX	T GRADE,		
AT THE NEXT APPROPRI	ATE CPPORTUNITY			
3, SUBJECT HAS SEEN	AND SIGNED ABOVÉ ON 20 JANUA!	RY		
1979, E2, IMPCET,	<u>'</u> : · ·		¥	

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SECRET

5 February 1975

COMMENTS OF REVIEWING OFFICIAL:

Subject:

Joseph S. Piccolo 6 June 1974 - 30 September 1974

I concur in the above assessment. As indicated above Mr. Piccolo is a quiet officer but at the same time solid and dependable.

Raymond A. Warren Deputy Chief Latin America Division

E2 IMPDET CL BY 009560

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FITNESS REPORT		•	nrvisor or Rev NTIAL is not	_		• •	-	Ŧ .	
SECTION A.	GENER	AL IN	FORMATION	N					
1. EMPLOYEE NUMBER 2. NAME (last, first, mide	dle)				J. DATE C	F BIRTH	4. SEX	5. GRAI	DE 6. 50
025658 Piccolo,	Joseph	s.			1935		М	œ-J	3 D
7. OFFICIAL POSITION TITLE Ups Officer-DCOS		8. Off	/div/br of AS )/WH/2	SIGNME	NT 9.	CURRENT	STATION		
13. TYPE OF APPOINTMENT	, /, Of Sup						ervi	or	
CAREER PROVISIONAL RESERVE	ANNUA		21-MONTH		HINOM	x	REASSIONS MENT		SPECIAL
CONTRACT SPECIAL TEMPORARY	20 Sep		0 (f1400-10-) 35 June 1		I3. DATE	repórt di A	UE IN O.J	<b>?.</b> .	
The state of the s	•		VALUATIO				~~~		
U-Unsatisfactory Performance is unsacceptable. A rai could range from counseling, to fur or proposed in Section C.  M-Marginal Performance is deficient in some as taken or recommended should be a	rther training	, to placi	ng on probution	, to rea	ssignment	or to sep	aration. D	excibe c	iction taken
P—Proficient S—Strong Performance is sharacterized by exi D—Outstanding Performance is so exceptional in relewant as to worrent special recognit	ceptional pro ation to requ tion.	ficioncy. iromonts c	of the work and		•	the perfor	mance of	others d	olng similar
	SPE	CIFIC (	OUTIES						-
tied up to als of the most important specific duties performed performs EACH specific duty. Consider OMET effectiveness in fusion oblifty to supervise (indicate number of employees superposition of the Constant of the Acting COS Duties. Supervise	performance ervised).		duty. All employ	ees -with		y responsi			
communicators		16110	#1,	01.		DNIZ	٠,		3
Station operations officer for and rel			agent hand	lling	<b>176810</b>	nsibil	ities		RATING LETTER S
specific duty no. s Liaison Officer	. •				•				FATING LETTER S
Station operations officer target	for ope	ration	s directe	d aga			•		RATING LETTER
					))(i	98 :	٠,		P
Operations Officer handling	a sens:	i tive				opera	tion		RATING LETTER
·					DI	13		1	P
PECIFIC DUTY NO. 8	•	:							RATING LETTER
OVERALL PER	FORMAN	ICE IN	CURRENT	POSI	TION				
the into account everything about the employee which influe reductivity, tenduct on jab, cooperationness particent person I amployee's everall performance during the reting persod, paly reflects his level of performance.	ing proper to	abits on	d particular limit	etions or	Belents B	esed on 10		Has.	BATING LETTER S
** 45N		CIOCA		;			0.742	<del></del>	11/2

SECTION C NARKATIVE COMMENTS							
suggestions made for improvement of current position. Amplify or explain rul managerial or supervisory duties and c extra space is needed to complete Section	work performance. Give recommendations for train tings given in Section B to provide best basis for c cast consciouness in the use of personnel, space, e on C, attach a separate sheet of paper.	oper-person their relationship to averall performance. State ing Comment on foreign language competence, if required for letermining future personnel action. Manner of performance of quipment and funds, must be commented on, if applicable. If					
(The following is	directly keyed to Subject's '	Letter of Instructions")					
regulations. He works while diligently instruction worked well with Senio	well with those he supervises ucting and correcting employe	tanding of Agency policies and and has exhibited unusual patience less. During my absences, he has has been accepted by experienced officer.					
. As Idedam OCNee	n Can the Station behave done	an excellent job of improving					
the effectiveness of the physical working condi-	he "Special Unit" by offerring tions and convincing them to	his expertise, improving their expand their horizons. The unit should prove more productive					
Wa hamilian of a	non at him	han manildad da					
His handling of a obtaining what informat		has resulted in Although categorized					
as a tho	operation is more that of a						
to	clarify certain cituations and	i events rather than an agressive					
contuct with whom a goo	od Working relationship must l	This is a on maintained and such a relationship					
dos exist.	· · · · · · · · · · · · · · · · · · ·						
	ittle progress in operations	against the target. Subject only any new prospects. (Continued)					
SECTION D	CERTIFICATION AND COM						
1.	BY EMPLOYEE						
	Y THAT I HAVE SEEN SECTIONS A, B,	AND C OF THIS REPORT					
4 June 1974	/s/ Joseph Piccolo	·					
2.	BY SUPERVISOR						
MONTHS EMPLOYEE HAS SEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION					
8		·					
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE					
4 June 1974	cos	/s/ George Fill					
3.							
way that I would, be is a mature and cor operations and adm developmental work be very inspiring of believed to be capal	o be a fair report which rate ased on my understanding of mpetent officer who does a finistrative tasks but has not to the atmos	his performance. Subject ne job of handling existing been very aggressive in sphere of may not us is needed and Subject is erformance in that area.					
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED ON MINTED NAME AND BIGHATURE					

CONFIDENTIAL

ENFLOYEE NUMBER: 25658

Section C - Name tive Comments (Continued)

Subject's performance is strong in handling the present unilateral sources directed against the internal domentic target. Specifically, he has a thorough understanding and knowledge of the and Subject, however, has not made an effort to develop new potential sources.

In summation, it is clear that Subject has the background, experience and knowledge to perform the tasks in an outstanding manner. Some of these tasks, those that interest him most, he does very well now, Others, that he has determined are not of sufficient value or interest, he disregards. Where Subject must take steps to improve is in his overall attitude towards work to be accomplished. This being a very small station can be a handicap to an officer who must work harder to produce the little intelligence of interest that is available. Subject must spend more of his free time among the local community in an attempt to expand his contacts, contacts that could result in the development and recruitment of now sources.

Subject is well liked and accepted by the American Community. He and his wife entertain well and his good command of the local language makes him a strong member on this very small team.

Subject keeps excellent records and has done much to improve the records management of the Station. He is careful with organizational funds and his bookeeping is consistently up to date.

COMPIDENTIAL

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	FITNESS REI	PO	RT		1	•	ervisor or Rev NTIAL is not	•		•		•	_		
SECTION A.				G	ENERAL	IN	FORMATION	4	•						
1. EMPLOYEE NUM	BER 2. H/	ME	(last, first, mic	(elbb			***************************************		3 DA	TE OF BIE	TH	4 SEX	5 GR	ADE 6	30
025658 Piccolo, Joseph S. B Dec 35 M GS									GS-	-13	D				
7. OFFICIAL POSITI	<del></del>				,		DIV/BE OF AS	RIGHM	₹ > 4 T	PCURRE	NT S	STATION			
Ops Offic				ı —		טטט	/wh/5								
10. 17	PE OF APPOINTM	1270) [ - ]	<u> </u>					11. 110		PEPORT			<del>-,-</del>	<del></del>	
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SECTION B			P	ERFC	RMAN	CEE	VALUATIO	N.							
M- Marginal P- Proficient S- Strong	could range from proposed in Performance is taken or recom Performance is Performance is	Socialis deli men sosi chai	tounseling, to fi thon C. icient in some o ded should be afactory. Desire restorized by e	urther aspects descri d resu sceptio	training, to The reason bed. Its are beingling proficient	o placi ons for ing pr ency,	requires immediang on probation assigning this a	, to re rating s	assigna koyld   especto	nent or tu be stated id.	sepe in Se	oration. D	oscribo	action medial c	taten scrions
O-Outstanding	Performance is a				to requiren	nonts c	if the work and	in com	parison	to the p	erfori	mance of	others	doing s	imilar
	· · · · · · · · · · · · · · · · · · ·				SPECIF	וכ נ	DUTIES			<del></del>					
List up to six of the m performs EACH specifi their ability to superv SPECIFIC DUTY NO	ic duty. Consider ( lse (indicate numb	DHI	f affectiveness	in perf	vimance of										<b>14</b>
As Deputy Chief of Base, sharing in supervision of the whole Base								LET							
(includia	ng direct		unervis	ini	of [	111 5	tuper vis	and	ser	ving	as	net	ng		8
Base Chief during the COB's absonce.  PECIFIC DUTY NO. 2  Serving as senior FI/CI case officer for the Base and as consultant on ALSOBER/ALPALOOKA matters for other Bases and								LET	TEA						
Station.															)
Providing	; informa					ca	se offic	:ers	co	ncern	in	g ope	ra-	LETT	T R.A
tional and other related problems.									)						
PPECIFIC DUTY NO. 4								BATI							
Development of new operations: and of new assets.								F							
PECIPIC DUTY NO				******										DATI	200
Operation		nŧ	elligon	CO	repor	tin	g and co	rre	s po	ndonc	€,			S	4.0
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paragraphic and a second of the second of th												al tree!		6	
		-		-								<del></del>	-	7737	

CONFIDENTIAL

SECTION C	NARRATIVE COMMEN	NTS						
Indicate significant strengths or weeknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel whom Adannes of performance of managerial or supervisory duties and cost consciousness in the use of consumers, space, equipment and funds, must be commented on, if applicable, If extra space is needed to complete Section C, offach a separate sheet of pages.								
Subject is an exceptionally responsible and mature officer who also combines with these virtues outstanding ability in the fine								
tuning, analysis and direction of highly complex human cases.  During the period under review he handled a most complex and delicate								
exploitation and of a ALSOBER								
with CKPOLAR ramifications with a substantial degree of success. He has also served, in his capacity as deputy base chief, as counsellor								
and provider of guidance to case officers concerning virtually all								
of the Base's operations and particularly the more complex and								
-difficult agent cases. His unusually keen intuition and perceptiveness have consistently helped the Base to avoid pitfalls and recognize								
important but obscure operational factors. His operational judgement								
is extremely sound.								
During the period under review Subject has had an opportunity to demonstrate his ability as a supervisor and the results have been impressive. He is naturally careful and thoughtful as well as objective in his dealings with people and he adds elements of sensibility and sympathy as well which enable him to get good								
responses and inspire confidence. Case officers and other personnel								
tend to gravitate to him naturally seeking help and guidance and								
he gives of himself generously in these situations. He has shown excellent leadership potential also during the occasions on which he								
has taken over as acting base chief and has not been afraid to take								
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	THE COT THIS REPORT						
9 July 73	/s/ Joseph Piccolo	,						
2.	BY SUPERVISOR							
MONTHS EMPLOYEE HAS SEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO R	MPLOTEE, GIVE EXPLANATION						
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED CA PRINTED NAME AND SIGNATURE						
July 73	Chief of Base	/s/						
),	BY REVIEWING OFFICIAL							
I concur in this excellent rating in all respects. The performance of this fine officer has been superior. He played a crucial role								
at the Base. He is a strong considerate supervisor with potential								
for growth. The failure to get out on the street and recruit during								
the past year (I am not familiar with previous experience) can be								
partly attributed to immersion in the complex, time consuming surfacing/disposal case, but must also be attributed partly to his								
personality (or at least his mood at that stage of his tour). Subject								
is purhaps more comfortable, or seemed to be during the rating period,								
handling going agents which he does superbly,								
magness are a superson was a summer		(continued)						
	COS	/s/						

### CONFIDENTIAL

new initiatives during these occasions, after due thought and consultation, if he thought they were warranted. And he has been an excellent judge of men (and women) and their quality. In his dealings with LNFALL, its various LNBUZZ agencies and their directors he has held up the Base's interests and image well while seeking fair and practical answers and solutions. He has a good sense of economy in monetary as well as other affairs. As he becomes more senior and more exclusively a supervisor and executive he should become more and more effective.

Subject is an excellent operational manager and agent handler who gets the best out of his assets. He is probably not so strong as an operational starter and developer and this appears to be due in part to an instinct to avoid exposure and eschew the glad hand. On the other hand, he has undertaken \_\_\_\_ rather operations starting from scratch during difficult the past six months and has at least proven that he can do this kind of work when it is necessary. In both these cases he may have -tried to move too fast in order to reach [ before. his departure but this is understandable. His written work is well conceived and conscientious and perhaps even somewhat above average for case officers of his grade and experience. Like most BKHERALD officers, however, he does not take sufficient pains to achieve simple, clear, forceful expression with the result that, while his best efforts are effective his second best is apt to result in lack of organization and clarity. He should work on this a suggestion might be that he practice avoiding metaphors and adopt a straight declarative sentence style.

In conclusion, Subject's performance has been first class in the most important respects and his relatively minor weaknesses are not incurable. He should have an excellent future as a senior case officer and supervisor, particularly if he attacks and cures these weaknesses. His overall performance in his present tour has been very strong indeed.

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#### CONFIDENTIAL

#### FITNESS REPORT CONTINUATION SHEET

Section D - 3

14-00000

Comments by Reviewing Official

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(3) on	Filled Int	
FITNESS REPORT	FMPLUTEE SERIA	LHUMBER
FIINESS REFORT	. 0256	58
	NERAL	
1. NAME (Last) (First) (Middle)	A. DATE OF BIRTH P. SER .4. GRADE \$. 50	
Piccolo, Joseph S.	8 Dec 35 M G9-12 D	
Operations Officer	DDP/WH/5	ION
. CHECK (X) TYPE OF APPOINTMENT	10. CHECK (A) TYPE OF REPORT	*
CARPER RESERVE TEMPORARY	- <del> </del>	NT SUPERVIS
CAREEN-PROVISIONAL (See instructions - Section C)	X ANNUAL PEASSIGNME	HTEMPLOY
. SPECIAL (Tymcify):	SPECIAL (Specify);	
1. DATE REPORT DUE IN O.P. ~	12. REPORTING PERIOD (Frame for)	
	1 August 1971 - 31 July 197	2
ECTION B PERFORMANC	E EVALUATION	
could range from counseling, to further training, to pl or proposed in Section C.  M-Marginal  Performance is deficient in some aspects. The reasons f taken or recommended should be described.	r requires immediate and positive remedial action. The naturation on probation, to reassignment or to separation. Describ or assigning this rating should be stated in Section C and re	e action taken
P-Proficient Performance is satisfactory. Desired results are being p	aduced in the manner expected.	
S-Strong Performance is characterized by esceptional proficience	•	
work as to warrant special recognition,	is of the work and in comparison to the performance of other	doing similar
SPECIF	C DUTIES	· · · · · · · · · · · · · · · · · · ·
lat up to six of the most important specific duries performed duri anner in which employee performs EACH specific didy. Consider th supervisory responsibilities MUST be rated on their ability to PECIFIC DUTY NO. I	ONLY effectiveness in performance of that duty, supervise (indicate number of employees supervised	All employee
Senior FI officer with supervisory r	esponsibilities over	s
PECIFIC DUTY NO. Z		RATING
Station CP officer with coordinating and Base activities and	responsibilities over Station functions against	n s
CP and related targets.		
Case officer for sensitive,	nomnlay .	LETTER
of various high priorit		s
ECIFIC DUTY NO. 4		MATING
		LETTER
ECIPIC DUTY NO. 8		MATING
ECIPIC DUTY NO. 4		LETTER
FCIFIC DUTY NO. 4		RATING
	23,000	
OVERALL PERFORMANCE	IN CURRENT POSITION	
to into account averything about the ampleyes which influences among af specific duties, productivity, conduct on job, eneper	eliveness, pertinent personel weits or habits, and	1
rtiquier limitations or talants. Based on your knowledge of easy one the letter in the rating bas corresponding to the statement wh		

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Benjamed by OP/SPD/PPB

14-00000

	NARRATEVE-COMMENT	· .
averall performance. State suggested for furtion longuage competence, basis for determining lattice persons for the new of personnel, page, a section C, attach a reparate when and will undoubted undor the new staff his operational savisory functions how handles case officer) who government as well in past fitness recapability for lighthorough knowledge fields has earned.  Like the rest over the past year side and he should direction in order not be easy because serious and complete the demands of his	when made for improvement and active in the action. Monnet of province of the straint of the poper.  It of poper.  It is partern. The fundamental interpretation of the straint of the poper.  It is poper.  It is partern. The fundamental interpretation of the straint of the poper.  Officers that is not perfect than and understanding of the him the respect of all him of us, he is not perfect has been less strong on shift some of the emphasite and provided the parter of the par	at' is considered and sound, t invaluable. His super- e last evaluation, and he than and of operations including  As we have noted at supervisor with a rees when necessary. His ALSOBER and ALPALOOKA s colleagues.  The operational development is of his efforts in this need performance. This will lably saddled with some of his own making) and the operational development is of his own making and the operation of his own making and the operation of his own making and the operation of his own making and the operation of his own making and op
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SECTION D	CERTIFICATION AND COMME BY EMPLOYEE	
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ł.	BY EMPLOYEE RTIFY THAT I HAVE SEEN SECTIONS A. B. AND SIGNATURE OF EMPLOYEE	NTS .
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2 Aug 1972  2 Aug 1972  3 Aug 1972  3 Aug 1972  13 DATE  2 Aug 1972  COMMENTS OF REVIEWING OFFICIAL Tho rating of 3 Very corobral, expensioness, linguistic handling and exploit during the reporting decision to keep a 1 the particularly see still applies to some remaining months of officer's consideral absets. I strongly	BY EMPLOYEE  RTIFY THAT I HAVE SEEN SCHOOLS A. B. AND  SIGNATURE OF EMPLOYEE  /S/  BY SUPERVISOR  OFFICIAL TITLE OF SUPERVISOR  Chief of Base  BY REVIEWES OFFICIAL  Strong is deserved. This rienced and skilled in the cally talented, toughmind tation. His lack of devolution, His lack of devolution of lects to some low profile  Institute nature of outgoing me degree but we all now a his tour an effort can be colored talents in the crucial endorse the recommendation.	Joseph S. Piccolo  IPLOVEE, GIVE EXPLANATION  TYPEO OR PRINTED NAME AND SIGNATURE  /S/  is a really fine officer, basic craft of our ed and agressive in agent lopment/recruitment activity degree a deliberate and in the city due to projects handled. This agree that during the made to exploit this area of creating new on for promotion.

#### SECTION C - NARRATIVE COMMENTS CONTINUED

no serious doubts that he will do this.

Subject was denied a promotion on the previous round, which represents, in our opinion a lack of recognition of his fine performance and potential. He deserves a promotion and his proper career development demands one.

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<u> </u>						EMPLOYER	SERIAL N	MATR
	F	ITNESS REPORT		·		023	5658	
SECTION A			ENERA					
I NAME		First) (Middle)	1	ATE OF BIRTH	i	4. OHADE	5. 30	
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	erations Offi	cer	1 .	P/WH/5		1	31 41101	
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I DATE REPORT	T DUE IN O.P.		1	EPORTING PER				
				January 1	971 -	3 Novom	bor 19	71_
ECTION B		PERFORMAN			•			
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M-Marginal	taken or recommended i				•	d in Section C	and remedia	ol action
P-Proficient		ory. Desired results are being	•	in the manner exp	pected.			
S-Strong		rized by exceptional proficies	-			,		
O-Outstanding	Performance is so except work as to warrant speci	tional in relation to requireme al recognition.	nts of the	work and in com	parison to the	performance a	of others doin	g similar
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nd Base a	P officer wit activities an lated targets	al sensitive,	comp	dling fu	ities onctions	ver Sta	t	RATING S RATING LETTE:
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mance of specif trauler limitation	lie dutiaë, praductivit na ortolania. Bosad o	nplayer which influences y, conduct on jub, coops in your bnowledge of em inding to the statement wi	rativeni playee'i	ett, partinent , t Oversii pario	personal tra	its or habits ng the teting	roriod.	
					Hosts his le			3

SECTION C	HARRATIVE CO	MMENTS
Subject is pe case of five personnel, poce, e Section C, attach a separate sheet in the use of personnel, poce, e Section C, attach a separate sheet sensitive standards are doma and is a prodigious reporting. His perby conscientious nead firmness. He complex and obscure theoretical problem than of intellect.	rhaps the most mature operations when the formance of the most mature of the most mature operations when the comment of the most mature operations when the carries a vector operations when the carries a vector operation of the carries a vector operation of the carries a vector operation of the carries of	performance. Give recommendations for training. Commentally or explain ratingly given in Section B to provide best of manageral or experiency divises and cost consciousness of manageral or experiency divises and cost consciousness of manageral or experiency divises and cost consciousness of manageral or experiency divises and cost consciousness of manageral or experiency. Herefor experiency divises and competent in the handling of intricate, the highest professional ery heavy work load lightly operational and information isor has been characterized etail, perceptiveness, fairness ctical situations, however ling with philosophical or sly more a matter of inclination, ted and appreciated by all his visor.
responsibilities.	He is of all the Bas	formance, experience and officers most deserving of to this effect is being
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• ,		•
SECTION D	CERTIFICATION AND	COMENTS
	BY EMPLOYE	
1.		
DATE	RTIFY THAT I HAVE SEEN SECTIONS I	· · · · · · · · · · · · · · · · · · ·
3 Nov 1971	/8/	Joseph S. Piccolo
2.	BY SUPERVISO	R
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT GEEN SHOT	N TO EMPLOYER, GIVE EXPLANATION
DATE	OPPICIAL TITLE OF SUPERVISOR	TIPED OR PRINTED NAME AND SIGNATURE
3 Nov 1971	Chief of Base	/8/
3.	BY REVIEWING OFF	CIAL
The subject is vast. quiet, unassuming peofficer. His abilidetract from his over	s emphatically with t ly under-rated in JKL orsonality. But ho i ty to handle the most	his well-written evaluation. ANCE, perhaps because of his s a strong, very strong, difficult detail should not lie is sound as a rock, and by the COS.
) A T E	UPPICIAL TITLE OF BEHIRDING OFFI	A
3 Nov 1971	Chief of Station	/m/ David A. Phillips
	(FFOF T	

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

### THAINING REPORT

Weapons Training/Defensive Driving	Course No.  2/72   4-8 October 1971   Date
TRAINEE: Piccolo, Joseph 8.	OFFICE: WH
FURPOSE AND SCOPE OF COURSE:	
The course provides basic prof	iciency training in the use of
weapons for self-defense and in the	techniques of defensive driving
ACHIEVEMENT RECORD:	,
This is to certify that Mr.	Piccolo has satisfactorily
completed the prescribed course of i	instruction.
FOR THE DIRECTOR OF TRAINING:	
	Chief, Special Activities Branch
	12 October 1971 Date

C-O-R-P-1-B-E-R-T-1-A-L

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			LIINE	:33 KEPUK I				02	2565	.N	•
SECTION A				GEI	IERA	L	<del></del>				
1. NAME	(La	()	(First)	(Middle)	2. DA	TE OF BIRTH	J. SER	4. GR	ADE	9. 30	
	colo		seph	S		08/35	<u>' M</u>	GS-		D	
6. OFFICIAL POS					1		ASSIGNMENT	ا <del>•. دن</del>	RENT	TATION	<b>-</b>
005		icer	<del></del>			MH/Bran		<u> </u>			
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<del></del>	ROVISI	DNAL (See Inst	ructions	<u> </u>	XX	ANNUAL			-		EMPLOYER
SPECIAL (S	pecity):	·		<u></u>	٠	SPECIAL (SING	:ify):	·	·		•
11. DATE REPORT	BUE I	N 0.P.				PORTING PER				_	
		<u> </u>			23	June 19	70 - 3	l De	cem	ber 1	970
SECTION B				PERFORMANC	E EY	LUATION					
U-Unsatisfactory	could	mance is unacc range from cou posed in Section	inseling, t	A rating in this category to further training, to pla	require	rs immediate and probalion, to rei	positive reme ossignment or	dial ac to sepo	tion. Th iration.	nature of Describe a	the action ction taken
M-Marginal	Perfor taken	mance is deficie or recommende	ent in som d should i	e aspects. The reasons fa be described.	r ossign	ing this rating sh	ould be state	d in Se	ction C	and temed	fial actions
P-Proficient				sired results are being pro		in the manner ess	rected.				
S-Strong O-Outstanding				y exceptional proficiency							
0-Outstanding		mance is so exce is to warrant spi					parison to the	perfor	nonce o	of others do	oing similar
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Reviewed by OP/SCO, PPB

# SECRET (3120 1) (101 101) NARRATIVE COMMENTS

SECTION C

overall on fore basis	I performance. State sugge tign language competence, for determining future persi use <u>of personnel, space, e</u> n C, attach a separate she	istions made for improvement of work performing the sequired for current position. Amplify or expense cation. Manner of performance of mona despress and funds, must be communited on set of papers by the community on set of papers by the community of sections.	keeping in proper perspective their relationship to ance. Give recommendations for training. Comment splain ratings given in Section B to provide best perial or supervisory duties and cost consciousness applicable. If extra space is needed to complete
juni soli	This rating o ts over the pas lor position to ld performance	t ten years. During this his present grade and re	or a solid performance.  bject on a number of assign- time he has risen from a very sponsibility due to steady, ns; i.e. he gets out into the
viso	or of a profess as his experience	ionally conducted recruits ce against a hard target	ject was on-the-scene super- ment attempt. In such opera- (PBRUMEN) has been evident.
inte supe full uses	seas tour, and rnational acces rvision one of y been moved in	includes. He makes them all worthe Station's moderately	useful agents has success-
		of money and records and main and his wife mix well with	•
SECTIO		CERTIFICATION AND COMM	
1.		BY EMPLOYEE	
	10	ERTIFY THAT I HAVE SEEN SECTIONS A, B, AN	D C OF THIS REPORT
DATE		SIGNATURE OF EMPLOYEE	
	Jan. 1971	/s/ Joseph S. Piccolo	
MONTHS	EMPLOYEE HAS BEEN MY SUPERVISION	BY SUPERVISOR IF THIS REPORT HAS NOT DEEN SHOWN TO B	MPLOYEE, GIVE EXPLANATION
DATE		OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
10	'Jan. 1971	cos	David A. Phillips
3.	Jan. 1571	BY REVIEWING OFFICIAL	· DAVIG A. FILLITES
	TS OF REVIEWING OFFICIAL		***************************************
	like to cite	with the evaluating office for emphasis the high degr prizes Subject's attitude	ree of professionalism
U = 7 e	<del></del>	OFFICIAL TITLE OF BEVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
20	Jan. 1971	DCO3	
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FITNESS REPORT - HOWARD A, TRECKLER

#### SECTION C (CONT'D)

enhance the LNCUFF image generally. Previously fluent in Spanish, Subject speaks well after only a few months in

In short, Subject is a solid, professional officer, with his eye and his actions always on the target. He maintains his forward thrust within a framework of prudent judgment, and is maturely deliberate in deciding to take a risk. That's the name of the game.

It is requested that Subject's name be placed on the list of officers being considered for promotion.

Review of the OP SPD TPB

Proficiency Level SUAGE TREE BEPORT Date of Report fore and After Training 11217 erfore 1 19 May 1970 rai Cemp Student Names Offices Read Comp. PICCOLO, JOSEPH S. WH instructors Estimate vice Official Test Courses Inclusive Dates mours of Instruction Scheduled 44 Actual 258 FULL-TIME 01/05/70-04/23/70 Absences 74 ca patrane and sell enthant exposura The general aim of this course of study was to provide the student with a command of a foreign language in a skill and at the level set by the sponsoring office. Speaking, aural comprehension and reading comprehension, as required, were emphasized. Fluency and accuracy were given equal importance in training and in evaluation of the student. Cultural matters were covered only incidentally. This student evaluation is based on (1) Instructor and Linguist observations; (2) regularly administered oral and written achievement tests; (3) a final comprehensive achievement examination. The achievement rating reflects only performance and achievement in the course and is conditioned by the length of time the student spent in training, achievement potential based upon his or her abtitude for language study and upon motivation. This rating should not be confused with the Proficiency Rating which is submitted separately on Form 1273, Certification of Language Proficiency. PROGRESS IN ACH EVING COURCE AIMS (Overall progress in the crurse is snown as unsatisfactory, marginal, satisfactory, above average, superior when compared against established standards for such training). Speaking fural Comprehension Preding Comprehension ABOVE AVERAGE ABOVE AVERAGE ABOVE AVERAGE PERFORMINCE FVALUETION This student, with no experience in held his own extremely well in a class with three other students, all of whom had had previous training in the language. He did especially well in pronunciation and soms succeeded unusually well in eliminating any interference from Spanish. Because of his knowledge of Spanish, the student's ability to read and understand is greater than his ability to speak. His mastery of the course material was very good. His oral use of the language was generally limited to short sentences. In longer sentences he had a tendency to get lost in mistakes of syntax. He was almost always aware of his mistakes and would correct them himself, at the completion of a sentence. He always responded well to correction. The areas in grasmar presenting problems were 1) use of the subjunctive 2) a tendency to overlook, or sidestep, idiomatic expressions 3) failure to

For the Director of Trainings

See reverse side for additional comment

SECRET

Instructor

Instructor

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use the preposition with certain verbs requiring the use of a preposition with dependent infinitives.

In my judgment, the student already has the ability to use the language effectively in basic, every-day situations. After a matter of months in the foreign environment he should be able to function effectively in all jobrelated situations. Because he was extremely diligent and conscientious, he would be an excellent candidate for further language training.

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ECTION A					GENERAL						
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SECTION C	NARRATIY	E COMMENTS	
overall performance. State on foreign language compet basis for determining luture in the use of personnel, up Section C, attach a separat	suggestions made for improvement of ence, if required for current position, personnel action. Manner of perform ace, equipment aid funds, must be co- e sheet of paper.	trent position keeping in proper perspective, their relations wisk performance. Give recommendations for training. Con Amplify or explain ratings given in Section B to provide be ance of managerial or supervisory duties and cost conscious meeted up, if applicable. If extra space is needed to comp	ivm ent
Subject ge	ts an "S" across the	board for a solid performance.	
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ments over the	nest ton veers Diri	ng this time he has risen from a	u— vori
		and responsibility due to steady	
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street to pract:	lce what he has learn	eJ.	
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	ence against a hard	target (PBRUMEN) has been evident.	
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overseas tour, a		including one of considerable	
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supervision fully been moved		Subject	
		ork (and handles Station JMROD	,
assignments).	an individual all and	- Committee and a different differen	
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His handlin	g of money and record	is and materials is impeccable.	
		ll with their colleagues, and	
SECTION D	CERTIFICATION	The state of the s	
l,	BY EMPL		
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FITNESS REPORT - HOWARD A. TRECKLER

#### SECTION C (CONT'D)

enhance the LNCUFF image generally. Previously fluent in Spanish, Subject speaks well after only a few months in

In short, Subject is a solid, professional officer, with his eye and his actions always on the target. He maintains his forward thrust within a framework of prudent judgment, and is maturely deliberate in deciding to take a risk. That's the name of the game.

It is requested that Subject's name be placed on the list of officers being considered for promotion.

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II. DATE REPORT	<u> </u>			EPORTING PER		-	
January 19 SECTION B	970	PERFORMAN			1969 -	31 Decem	ber 1969
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0-Onsarisraciory		rling, to further training, to					
M-Marginal	Performance is deficient taken or recommended s	in some aspects. The reason hould be described.	s for assign	ing this rating sk	ould be state	d in Section C and i	emedial actions
P-Proficient	Performance is satisfacto	ry. Desired results are being	produced	in the manner exp	secred.		
S-Strong		rised by exceptional proficie					
O-Outstanding	Performance is so except work as to warrant speci-	ional in relation to requiremi al recognition.	ents of the	work and in com	pairson to the	performance of othe	te goind emigal
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BY EMPLOYEE  ICERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT    SIGNATURE	SECTION C	NARRATIVE COMMENT	5
is by definition difficult and frustrating and has recently become more so owing to developments beyond his control. Despite this situation he has continued to support successfully the most productive that the Agency has.  The of a major during the reporting period was due not to any deficiency on Subject's part but rather to a general lack of Agency control over the operation from its inception. In any case, it is to Subject's credit that he wrote a candid and thorough analysis and damage report on the case (Writer).  SECTION D CERTIFICATION AND COMMENTS  BY EMPLOYEE  I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND COF THIS REPORT  SIGNAL AND COMMENTS  BY SUPERVISOR  OF THIS NEPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EAPLANATION  PLS SEC A BEVE  Chief, WII/COG/OPS Glenn O, Brown  BY REVIEWING OFFICIAL  Based on 3 months experience in dealing with subject I have found him to be a thoroughly professional operations officer who shows good judgement and makes good use of his field experience in carrying out his function as COC's case officer. He performs with a minimum of supervision and is most perceptive in monitoring activities and events related to his area of activity. I believe Mr. Piccolo has considerable potential for moving up to more important positions.	overall performance. State sugge on foreign language competence has a foreign language competence in the variety of personnel, water personnel, water for the report with, Subject's it elsewhere. The wivision of Subject In what follows, supervisor and the tributed to one of	strong mode for improvement of work performer, it required for current position. Amplify or expensed action. Manner of performance of manage assignment and lunds, must be communication of the poper.  is being written not by, mmediate supervisor, who in the contract of and has worked with him of there is no difference of a writer, and statements in	but after consultation  stemporarily assigned  from immediate super- only since October 1969, opinion between the
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			Wesley/L. Laybourne

SECTION C

NARRATIVE COMMENTS

/continued/

Subject's in-house liaison has been effective, as has his liaison with the (Supervisor). It does not appear that liaison with the

operational matters has been used to its fullest potential, although it should also be noted that this responsibility is not purely Subject's.

Subject appears to be a thoughtful and effective supervisor who is concerned with the further training and development of those under his supervision (Supervisor).

TUCHNICA	AL SERVICES DIVISION TECHNICAL SCHOOL
	Training Report
Name : v	PICCOLO Joseph S.
<del></del>	UL/COG
Date :6	June 1969
1. OBJECTIVE	s:
To provi	de a general knowledge in:
<b>a.</b>	Included are representative samples of:
<b>b.</b>	The philosophy, purpose, considerations and manageability of systems; including security, reliability and feasibility of security.
•	INSTRUCTOR TSD/TECHNICAL SCHOOL

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3.

SECTION C	. NARRATIVE COMMEN	TS
on foreign language competence, basis for determining future perso	Il required for current position. Amplify or e nnet action. <u>Manner of performance of mana</u>	heeping in proper perspective their relationship to ance. Give recommendations for training. Comment aplein ratings given in Section B to provide best gerial or supervisory duties must be described, if
and direct rather t	r made excellent progress was notable in his effor han simply sit back and a	to opagalical train,
	and it could not have bee	
based on mutual fri	ps with personnel of the endship and respect and t	hat service was agrorry
and respect of his levels and had rare	was the Station. He als colleages and success in his dealings	personnel of all
personnel of the		· ·
flatly objective above and wars standing and war and officer of rare of	t for the rating officer out this fine employee wh who impressed the rating potential. His tour in M	o is a friend of many officer years ago as anagua was cut short
by a personal traged	ly (illness and death of a	a minor dependent)
Despite the pressure	es of this tragedy, this	employee performed at.
a high level through	nout this service in Manag roved outstanding example:	gua and both he and
tour in Managua prov	red him once again to be	a mature, competent
professional who sho	uld be able to advance to	high positions in the
<u> </u>		lacted without hesitation (continued)
SECTION D	CERTIFICATION AND COMM	ENTS SCOTTERTION
1.	BY EMPLOYEE  RETIFY THAT I HAVE SEEN SECTIONS A, B, AN	IN C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	O COP THIS REPORT
11 Feb 1968	Somet of D	- San
2.	BY SUPERVISOR	
HONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION  9 months	Employee left PCS prior Should be shown to a	to preparation of report.
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
15 January 1969	Chief of Station	/s/ Robert T. Shaw
COMMENTS OF REVIEWING OFFICIAL		
I concur with	the rating officer's eva	luation of Mr. Piccolo.
•	· ·	Í
•		·
ATE	OPPICIAL TITLE OF REVIEWING OPPICIAL	TYPEO OR MANTED NAVE AND SIGNATURE
· · · · · · · · · · · · · · · · · · ·	C/W11/2	Edwin W. Forrell

#### SECTION C, continued

when serving as Acting Chief of Station during the COS' absence on home leave. He has rare ability to see the relevant and has the courage of his convictions—will argue a point. Physically slow moving—given to ambling like a tired old bear—he can be quite deceiving in an age which seems to specialize in rapidly moving young men-on-the-go. There is no wheel spinning about this officer and no sham. He has his eye on the future and moves along relentlessly in that direction. Obstacles bother him but don't deter him. He is in short a steady, dependable man with forward momentum.

One area in which he could use some improvement is in his writing. This has been discussed with him. The rating officer has recommended that he take a course in effective written English. His writing is at times vague and convoluted.

His fine performance was rewarded in September 1968 with a much-merited grade promotion so he cannot be recommended for promotion at this time. It is recommended, nowever, that he be given a position with head room-to allow for advancement to higher grade as soon as he is eligible. The rating officer would be pleased to serve with this officer at any time, any place.

S-E-C-R-E-T

	A FILLER CO.	EMPLOYEE SERIAL	NUMBER			
FITNESS REPORT 025658						
SECTION A .	GENERAL					
1. NAME (Last) (First) (MinNie) Piccolo, Joseph S.	12/8/35 M	GS-11 E				
Ops Officer	TO OFF CIL OR OF ASSIGNMENT	Mexico City				
P. CHECK (X) TYPE OF APPOINTMENT	10. CHECK (X) TYPE OF REPORT	<del></del>				
CAPEER RESERVE TEMPORARY  CAPEER-PROVISIONAL (See instructions - Section C)	INITIAL	MEASSIGNMENT				
SPECIAL (Specify):	XX : ANNUAL SPECIAL (Specify):	XX	EMPLOYE			
11. DATE REPORT DUE IN G.P.	12. REPORTING PERIOD (From- to May 1966 - 30 Oct					
SECTION B PERFORMAN	NCE EVALUATION	.0501 1507				
W - Week  Performance ranges from wholly inadequate in positive remedial action. The nature of the approbation, to reassignment or to separation.  A - Adequate  Performance meets all requirements. It is encellence.	action could range from counseling, to Describe action taken or proposed i	o further training, to n Section C.	placing on			
P - Proficient Performance is more than satisfactory. Desi	e a ni beautog priod era stluser ber	roficient manner.	:			
5 - Strong Performance is characterized by exceptional	• • • • • • • • • • • • • • • • • • • •		- 1			
O - Outstanding Performance is so exceptional in relation to others doing similar work as to warrant speci	requirements of the work and in complat recognition.	arison to the perform	ance of			
SPEC	IFIC DUTIES					
List up to aix 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	グレ ゲン		LETTER			
Agent handling and exploitation. a variety of operations including		er for ration.	s			
Administrative management of pro	leat notivities	-	- RATING LETTER			
Administrative menagement of pro-	1,1%) 2	; ;				
PECIFIC DUTY NO. 3			RATING			
Operational planning (target ana	lysis etc.) $_{OA}$ $^{12}$		ģ			
PECIFIC DUTY NO. 4		31,50°	RATING LETTER			
Programming and handling of covert action activities.						
ECIPIC DUTY NO. 8						
Reporting and processing of intelligence information p						
PRCIPIC DUTT NO. 8						
Un like 17th						
OVERALL PERFORMANCE IN CURRENT POSITION						
ake take account everything about the ampleyee which influence	to his effectiveness in his current po		BATINO			
ormance of specific dutics, productivity, conduct on job, con orticular limitations or talents. Based on your knowledge of a loca the latter in the eating bus corresponding to the atatoment	mployes's everall performance durin	a the toting parted.	8			
			1			

14-00000

ECTION C		
		LATIVE COMMENT

14-00000

Indicate significant strengths or weaknesses demonstrated in current position beoping in proper perspective their relationship to everall 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 papilate, raifigus, given in Section B to provide best basis for determining future personnal action. Manner of performance of reconstructions or supervisory duties and cost consciousness in the use of personnel, 1975, savigment and lands, must be commented and 1975, populately. If extra space is needed to complete Section C, attach a separate sheet of paper.

This young case officer has displayed considerable professionalism after only a relatively short time in the clandestine operations field. He is very versatile and resourceful and has shown a high amount of initiative. He is at his best as an agent handler and has developed close relationship with the assets entrusted to him. He has been helped in this by a high degree of fluency in Spanish and his pleasant personality. His reporting, particularly his calbe writing still leave room for improvement, but on the whole, this officer has been one of the mainstays of the PBRUMEN Section during his tour, which unfortunately has been marred by poor health.

	•	r w	• **	•
SECTION D	CERTIFICATION AND CO	MMENTS		
1.	BY EMPLOYEE			1 ,
,	CERTIFY THAT I HAVE SEEN SECTIONS, A B	, AND C OF THIS REI	PORT	
30 May 67	BIGNA		/s/	Joseph S.
2.	BYSUPERVISION		THE COLUMN	Piccolo
under my supervision  18 months	IF THIS REPORT HAS NOT GREN SHOPM	to employee, give	EXPLANATION	
DATE	OPPICIAL TITLE OF SUPERVISOR	TYPEO OR PRI	NTED NAME AND	SIGNATURE
30 Nov. 1967	Ops Officer			,
3.	BY REVIEWING OFFICE	AL.		
is an excellent or under official work, however, a	cur with the comments of case officer suitable for all cover. He needs furthend at a convenient mose tensive training in reported.	or assignment bor training nt in his ca	nt oither g in writ! ireer wou!	outmide ten staff ld bonefit
30 Nov. 1967	Chief of Station	**************************************	ITEO NAME AND	31-5% 4 Tue 8

#### S-E-C-R-E-T

#### Training Report

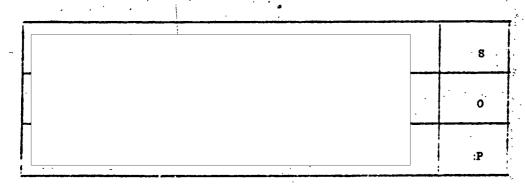
and Logistics Course	No. 5 -68 18 March - 5 April 19	268
full time) 120 hours	(date)	
	. ·	•
Pie <del>colo,</del> Joseph	• •	
1935	Office	: WH
GS-11	Service Designation	<b>D</b> ;
0862	0	
	full time) 120 hours  Piccolo, Joseph  1935 GS-11	Piccolo, Joseph 1935 Office GS-11 Service Designation 0862 Number of Students - Logistics

#### COURSE OBJECTIVES

The principal objective of this course is to prepare students for logistics and finance responsibilities at Class B or C and Type II or III field stations. The course familiarizes students with techniques, regulations, and procedures as they pertain to finance, logistics, foreign travel, personnel and physical security at a field station. Emphasis is placed on practical applications; therefore, students concentrate on

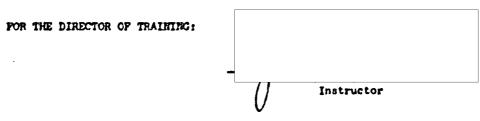
ACHIEVEMENT RECORD	· · · · · · · · · · · · · · · · · · ·	
Grades are given in a (Weak, Adequate, Proficient		ystem.

TEST RESULTS:



#### HARRATIVE COMMENTS:

Mr. Piccolo had difficulty in the computation of per diem. If his future duties will include responsibility for travel, I suggest that additional instruction in per diem computation be given him.



5-E-C-R-E-T

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SECTION A	·		GE	NERA	<del></del>	······································			
1. NAME	PICCOLO	(Firet) Joseph	(Middle)	2. DA	TE OF BIRTH	3. SEX	4. GRADE	5. 50	
Ops Of				7. OF	POW SR OF	SSIGNMENT	S. CURRENT		
<u> </u>	PE OF APPOINTMEN	•		<del></del>	HECK (X) TYPE	05 85 808		<del>v Cltv</del>	
X CAREER			PORARY	10.0	INITIAL	OF REPORT	,	SIGNMENT	SUPERVISO
	ROVISIONAL (See the			<del> </del>	ANNUAL		Arriage		EMPLOYE
SPECIAL (S	pocetric		<del> </del>	<del> </del>	SPECIAL (Spec	:Ify): •	·		
11. DATE REPORT	DUE IN O.P.	,		-	EPORTING PER				
	<u> </u>			<u> </u>	<u>Jure 1966</u>	to Sente	+-icen 10/	96	
W - Week	Performance range		ERFORMANC						·
A - Adequate P - Proficient S - Strong	positive remedial probation, to reas "Performance meet excellence." Performance is mo Performance is ch	signment or to a all requirement on than satisfi	o separation. D onts. It is entir actory. Desired	oscribe oly sat Frosult	action taken isfactory and i s are being pro	or proposed s characteri	in Section C zed neither	by deficie	
O - Outstanding	Performence is so others doing simil					and In com	parison to ti	he perform	ance of
		`\	SPECIFI	C DU	TIES				
nannor in which e	he most important s mployee performs E esponsibilities MU!	ACH specific	duty. Consider	ONLY	effectiveness	in performa	nce of that	duty. All	
PECIFIC DUTY NO		``			· · · · · · · · · · · · · · · · · · ·				RATING
Agent hand agents inc	ling and expl luding	oitation.	Serves a	s cas	e officer	to a var	riety of		0
Administra funcing, e	tive manageme to.	nt of pro	Ject activ	itics	including	account	dms,		RATING
	l reporting,	including	contest re	rort	s, operati	oml pro	ogrens re	eronts,	LETTER
PECIFIC DUTY NO	. 4		<del></del>		· · · · · · · · · · · · · · · · · · ·				PATING LETTER
Reporting a	ind disseriim	tion of ir	ntelligenog	infe	ormation			,	3
PECIFIC DUTY NO	<del>, , ,</del>			····					RATING
Tarret analysis; pregunation and implementation of plans for new operations p					P				
ECIPIC DUTY NO.	. •	<del> </del>				<del></del> :	<del></del>		RATING
Conception and initiation of covert action programs in appear of TVCT operations									
	C	VERALL PI	ERFORMANCE	IN C	URRENT PO	SITION			
rmance of specification of the contraction of the letter in t	everything about the lie duties, productions or tolophis. Bese the rotting besidence	rity, conduct d on your bri	on job, coaper age to ephelm	ativers Legent	itt, pertinent E everall perte	personal tra	nate of Rebit mg the total	e, and g parted,	887164 L8778#
" ė	7 49 4							f	

AS HAR PRESIDENT ADITION

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ECTION C	-	NARRATIVE COMMEN

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

This employee has continued to perform the last fittings report or produced by the same rating detail under this section in the last fittings report or produced by the same rating officers (form 1966). To be a built to perform the produced by the same rating officers (form 1966). To be a built to perform the produced by the same rating officers (form 1966).

This employee has continued to perform in the 3.30 PM or manner described in detail under this section in the last fitness report project by the same rating officer (May 1966). He has had to assume an even heavier work load ewing to the imminent transfer of his supervisor whose Drail III Rogarding assets have of necessity been turned over to this employee. His health has not improved as expected and it is felt that he should be sent to MOLADY for a complete modical check-up as soon as he can be spared for the time required.

Once again, it is recommended that this officer be promoted as soon as possible to GS-11.

SECTION D	CERTIFICATION AND COMM	ENTS
1.	BY EMPLOYEE	
	ERTIFY THAT I HAVE SEEN SECTIONS A, B, A	ID C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
9 September 1966	/s/ Joseph S. Piccolo	
2.	BY SUPERVISOR	
months employee has been under my supergrision 4 months DY 11 months PCS	IF THIS REPORT HAS NOT BEEN SHOWN TO I	EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
9 September 1966	Ops Officer	/s/ Robert T. Shaw
3.	BY REVIEWING OFFICIAL	
Comments of t	Officer agrees with the he Supervisor of this off this Fitness Report.	
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND BIGNATURE
•	Chief of Station	/s/ Binston Scott

Administrative management of project activities including accountings, funding, etc.  Specific Duty No. 3			<u> </u>		( Then	Filled	10)			
SECTION A    Canada	İ			EITNE	CC DEDONT				EMPLOYEL SERIAL N	UMBER .
PICCOLO, Joseph S. 12/8/35 M GS-10 D  - OFFICIAL POLITOR TILE  ODS OFFICER  CORE SILVERY OF APPOINTMENT  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  THE STATE OF APPLICATION  ANALY  THE STATE OF APPLICATION TO PROPORT TO THE CAREER TEMPORARY  THE STATE OF APPLICATION TO PROPORT TO THE CAREER TEMPORARY  THE STATE OF APPLICATION TO THE CAREER TEM				FIINC	33 KEPUKI				02565	8
PICCOLO, Joseph S. 12/8/35 M CS-10 D  **OPFICIAL POLITOR TITLE OPS Officer DDD/WH/11 **PERCOCATY **CONTROL OF ASSIGNMENT STATE	time on a financial management in the continuous in				G					
Ops Officer  CORECALITYPE OF APPOINTMENT  CAMERA INTERIOR APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT INTERIOR OF APPO						1		3. SE X	4. GRADE 3. SD	
Opp Officer  Center in type or appointment  Center in type or appointment  Center in type or appointment  Center in type or appointment  Center in type or appointment  Center in type or appointment  Center in type or appointment  Center in type or appointment  Center in type or appointment  Center in type or appointment  Center in type or appointment in the content of the center of the cente				seph	<u>s.</u>		12/8/35			
C. CHECK 131 TYPE OF APPOINTMENT   10. CHECK 131 TYPE OF REPORT   CAREER   RESERVE   TEMPORARY   INTERAL   CAREER   RESERVE   TEMPORARY   INTERAL   CAREER   RESERVE   TEMPORARY   INTERAL   CAREER   RESERVE   TEMPORARY   INTERAL   CAREER   RESERVE   TEMPORARY   INTERAL   CAREER   RESERVE   TEMPORARY   INTERAL   CAREER   RESERVE   TEMPORARY   INTERAL   CAREER   TEMPORARY   TE						1		ASSIGNMENT	1	
cancer   Reserve   Temponary   Residence   Temponary   Residence   Temponary   Residence   Temponary   Residence   Temponary				<del></del>	<del></del>			. OF DE COD	Mexico City	
Care to Provisional (See Instructions - Section C)   I Dark Report (Specify)   IXX   Sectial (Specify)   IX   Dark Report Promotion Peq.   Its arts color (From: to:)   I Dark Report Out in op.   Its arts color (From: to:)   Cotober 1965 to May 1966		PE OF A			754808484		!	- OF ME FOR	·	5.197 for 150
SPECIFIC DUTIES   Service   Servic		Li		l			ļ	· · · · · · · · · · · · · · · · · · ·	·	
1. September Due in o.P.   1. September Due in o.P.   October 1965 to May 1966						YYY	·	city/To si	I	
1 June 1966  PERFORMANCE EVALUATION  W. Week  Performance ranges from wholly inadequate to slightly less than sotisfactory. 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 resustancement or to superiorison. Describe action team or proposed in the placing on probation, to resustancement or to superiorison. Describe action team or proposed in a category and is characterized neither by deficiency nor excellence.  P. Proficient  Performance is more than sortisfactory. Desired results are being produced in a proficient manner.  Performance is characterized by exceptional proficiency.  O Quistending  O Quistending  O Outstanding  O Outstanding  O Outstanding  SPECIFIC DUTIES  List up to six of the most important specific duvies performed during the rating period. Insert rating letter which best describes with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of amployees supervised).  SPECIFIC DUTIES  Agent handling and exploitation. Serves as case officer to a variety of agents including  Operational reporting, including contact reports, operational progress reports, etc.  S. Conception and dissemination of intelligence information.  S. Conception and initiation of covert action programs in support of FL/CI operations.  OVERALL PERFORMANCE IN CURRENT POSITION  (As less excess acceptage the supervised was a surface, and a surface of the surface and a surface of the surface and a surface of the surface and a surface of the surface and a surface of the surface and a surface of the surface and a surface of the surface and a surface of the surface and a surface of the surface and a surface of the surface and a surface of the surface and a surface of the surface and a surface of the surface and a surface of the surface and a surface of the surface and a surface of the surface and a surface of the surface of the surface and a surface of the surface and a surface of the			1 O.P.							
Performance ranges from wholly inodequots to slightly less than satisfactory. A rating in this category requires probabilism, to recasing ment of the separation. Describe action taken activation, to further this probabilism, to recasing ment of the separation. Describe action taken or proposed in Section C.  A - Adaquate Performance meets all requirements. It is entirely satisfactory and is characterised neither by deficiency nor escalence.  P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.  S - Stong Performance is consciptional in relations to requirement of the work and in comparison to the performance of others doing similar work as to warrant special recognition.  SPECIFIC DUTY MS.  List up to six of the most important specific duries performed during the rating period. Insert rating letter which best describes the monner in which employee perform EACH specific duty. Consider ONLY effectiveness in performance of that dury. All employees with topervisory responsibilities MUST be rated on their duly. Consider ONLY effectiveness in performance of that dury. All employees perform EACH specific duty. Consider ONLY effectiveness in performance of that dury. All employees specific to a variety of agents including and exploitation. Serves as case officer to a variety of agents including and exploitation. Serves as case officer to a variety of agents including effect.  Administrative management of project activities including accountings, Server and an exploitation of intelligence information.  Server outy no. 2  Administrative management of intelligence information.  Server outy no. 3  Target analysis and preparation of plans for mounting new operations.  Overall Performance in the confidence of the employees which influences has efficienced in a support of FL/CI operations.  OVERALL PERFORMANCE IN CURRENT POSITION  Server of the performance of the performance of the performance of the performance of the performance of the performance of the performanc						[	October 1	965 to M	av 1966 .	
positive remedial action. The nature of the action could range from counselling, to further training, to placing on probation, to reassignment or to separation. Describe action token or proposed in Section C.  A - Adaquete Parformance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency now excellence.  P - Proficient Parformance is more than satisfactory. Desired results are being produced in a proficient manner.  P - Proficient Parformance is characterized by exceptional proficiency.  O - Quittending Performance is characterized by exceptional proficiency.  SPECIFIC DUTIES  List up to six of the most important specific dunies 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 employee with supervisory responsibilities MUST be reted on their ability to supervise (indicate number of employees supervised).  SPECIFIC DUTY NO. 1  Agent handling and exploitation. Serves as case officer to a variety of agents including and exploitation. Serves as case officer to a variety of agents including etc.  Serveric DUTY NO. 1  Administrative management of project activities including accountings, funding, etc.  Serveric DUTY NO. 3  CATING CONTROL 1  PRECIFIC DUTY NO. 4  Reporting and dissemination of intelligence information.  Serveric DUTY NO. 5  CERTIFIC DUTY NO. 6  CERTIFIC DUTY NO			-237		PERFORMAN	CE EV		<u> </u>		
SPECIFIC DUTIES  List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the monner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be reted on their shilling to supervise (indicate number of employees supervised).  Agent hardling and exploitation. Serves as case officer to a variety of agents including  Agent hardling and exploitation. Serves as case officer to a variety of agents including  Administrative management of project activities including accountings,  Audministrative management of project activities including accountings,  Serverice duty No. 3  Operational reporting, including contact reports, operational progress reports, etc.  Serverice duty No. 4  Reporting and dissemination of intelligence information.  Serverice duty No. 5  Target analysis and preparation of plans for mounting new operations.  Parting Letter  Conception and initiation of covert action programs in support of PI/CI operations.  OVERALL PERFORMANCE in CURRENT POSITION  OVERALL PERFORMANCE in CURRENT POSITION  Serverice in the current position such as performance of specific stations, paddingles, pageting performance during the rating period.  Since the length of the specific duty has a performance during the rating period.  Solvers the length of the performance of the performance during the rating period.  Solvers the length of the performance of the performance of the performance of the performance of the period of performance of the perfo	A • <u>Adequate</u> P • <u>Proficient</u> S • <u>Strong</u>	positi probat Perfor excell Perfor Perfor	ve remedial ion, to reas mance meet enco. mance is mo mance is change is change is so	action. T signment s all requ oro than s aracterize exceptio	he nature of the a or to separation, irements. It is en atisfactory. Desired by exceptional and in relation to r	ction con Describ Pirely so ed resul- proficient equirement	uld range from e action taken tisfactory and ts are being procey, this of the worl	counseling, or proposed is character oduced in a	to further training, to in Section C. In Section C. Ized neither by deficient manner.	placing on
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Agent handling and exploitation. Serves as case officer to a variety of agents including   PATTING SPECIFIC DUTY NO. 2  Administrative management of project activities including accountings, funding, etc.  SPECIFIC DUTY NO. 3  Operational reporting, including contact reports, operational progress reports, etc.  SPECIFIC DUTY NO. 4  Reporting and dissemination of intelligence information.  S,  SPECIFIC DUTY NO. 5  Target analysis and preparation of plans for mounting new operations.  P  Conception and initiation of covert action programs in support of PI/CI operations.  OVERALL PERFORMANCE IN CURRENT POSITION  Take into account everything about the applease which influences his effectiveness in his current position such as performance of apprinting duties, predoctivity, tember' on pth. coaperativeness, periment personal mains or bability and contacted inside the series periment personal mains or habits, and contacted inside the series periment acting period.  S  S  S  Contacted inside the series of apprinting sebout the applease which influences his effectiveness in his current position such as periment personal mains or habits, and contacted inside the string perimente.	manner in which ei with supervisory r	mployer esponsi	performs E	ACH spe	cific duty. Consid	ler ONL	l'effectivenes:	in perform	ince of that duty. All	employees
Administrative management of project activities including accountings, funding, etc.  SPECIFIC DUTY NO. 3  Operational reporting, including contact reports, operational progress reports, etc.  SPECIFIC DUTY NO. 4  Reporting and dissemination of intelligence information.  S,  PATIMO CETTER  Target analysis and preparation of plans for mounting new operations.  P  Conception and initiation of covert action programs in support of PI/CI operations.  OVERALL PERFORMANCE IN CURRENT POSITION  Toke into excount everything about the employee which influences his effectiveness in his current position such as performance of specific duties, predestivity, tendent on job, cooperativeness, positions personal waits or habits, and particular limitations of specific duties, predestivity, tendent on job, cooperativeness, positions personal waits or habits, and particular limitations or telephone Based on your homeous set employees a complete account programs to the rating period.  S	Agent handl	ing a		oitati	on. Serves	as cas	e officer	to a va	riety of	
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OVERALL PERFORMANCE IN CURRENT POSITION  Tobe into account everything about the amplayee which influences his effectiveness in his current position such as partlemente of specific duties, praductivity, conduct on job, cooperativeness, partlement personal theirs or habits, and instituted limitativity at stelenge. Based on your knowledge of employee's severall performance during the rating period. So leave the latter in the letting has a surresponding to the strength mapting acquariety reflects his least of partnermance.	PECIFIC OUTT NO.	, .			To the desired of the second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a section in the second section in the section is a section in the section in the section in the section in the section is a section in the section in the section in the section is a section in the section in the section in the section is a section in the section in the section in the section is a section in the section in the section in the section in the section is a section in the section in		1			BATING LETTER
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SECTION C	NARRATIVE COMMEN						
Indicate significant strengths or	weaknesses demonstrated in current position	Ageping in proper perspective their relationship to					
overall performance. State sugges	Indicate significant strengths or weaknesses demonstrated in current position beginn in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Auditosphyliptions for training. Comment						
on foreign language competence,	on foreign language competence, if required for current position. Amplify or explain ratings given the best on B to provide best						
in the use of necessary and	nnot action. Manner of performance of manage	eriol or supervisory duties and cost consciousness					
1	· · · · · · · ·	any cable. If extra space is needed to complete					
		e performing office his assignment					
		him has shown marked improvement					
	ost notably the PURUMEN	much has					
		se under the guidance of this office					
He is handling a sensi	tive PERUFEN case	in a most professional manner.					
		ing style, once somewhat obtuse, has					
		t period in the role of field case					
		olleagues and agent assets alike.					
		his sincere interest in them. He					
		ative and resourceful. In operation ervisory ability, except as exercise					
im blooms a welcome deg	the of aktheoniveness. The Soliter	ently put to the test to emble the					
mating officer to miss	a determination but it come	rs that he already possesses the					
		alth problems in Mexico but in spite					
		eed, one wonders what he would be					
		sh level of performance to date.					
		n record as stating that never					
		d the pleasure of serving with a					
more promising young c		The factor of th					
	that he be promoted to GS-11	as soon as eligible.					
In addition to the	e period covered by this recor	t (Cct 65-May 66) this employee					
served at the Mexico C	ity Station in TDY status from	April 65 to Aug. 65. His performance					
		NTSEEparation of this report.					
1.	BY EMPLOYEE	in iv					
	RTIFY THAT I HAVE SEEN SECTIONS A. B. AN	D C OF THIS REPORT					
DATE	SIGNATURE OF EMPLOYEE						
12 May 1966	/s/ Joseph S. Piccolo						
2.	BY SUPERVISOR						
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPPRYISION	IF THIS REPORT HAS NOT BEEN SHOWN TO E	MPLOYEE, GIVE EXPLANATION					
4 months TDY		. 1					
7 months PCS		-					
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED ON PRINTED NAME AND SIGNATURE					
12 May 1966	Ops Officor	/c/ Pohont T Show					
LE MAY 1900	BY REVIEWING OFFICIAL	/s/ Robert T, Shaw					
OMMENTS OF REVIEWING OFFICIAL	and the state of t	The state of the s					
The reviewing officer concurs in the comments of the rater. I have							
observed this officer closely during his tour at the Station. He							
has largely overcome a tendency to freewheel somewhat and shows an							
increasing willingness to accept guidance from more experienced							
officers. Compared with other officers of the same grade at this							
Station, it is my	belief that his overall	performance should be					
rated O rather th	an S.	For a commission of mindred of					
In the Station's view he is a young officer who should advance							
steadily and with more experience should be able to handle a demanding assignment.							
		a sa paramete a construction of the same and					
	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE					
12 May 1966	Deputy Chief ofStation	/s/ Alan P. White					
		,,					

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FITNESS REPORT 025658						8			
ECTION A				GENERA	- <del></del>	<del></del>			
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	/	oph S.		6	Jecomber 3\$	.1	00 <u>-10</u>	a	
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	s Officer				WW Buba		leadq	larteri	·
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	ROVISIONAL (See In	etructione	<del></del>	X	ANNUAL		<b></b>	HONMENT	
SPECIAL (S					SPECIAL (Speci	<u></u>			
DATE REPORT	T DUE IN O.P.			12.5	FORTING PERM	30 Sept			
CTION B	-		PERFORMA	NCE EV					
· Wask	Performance range positive remedial probution, to reas	action. signment	The nature of the or to separation	action con. Describ	ild range from co e action taken or	unseling, to proposed in	further tra Section C	ining, to	placing
- Adequate	Performance meet excellence.	s ou requ	iiremants. It is c	entirety so	iistoctory and is	CHOROCYOFIZE	15 NO 11 NOT	by device	ney nor
- Proficient	Performance is mo	ore than :	atlafactory. Dec	etrod rosul	is are boing prod	ucod In a pro	oficient ma	nner,	•
- Strong	Performance is ch				•				
· Quistanding	Performance is so others doing simil					and in compo	rison to th	e perform	ance of
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SECTION C NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current partition to Physical Partitions for training to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on loreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best is for determining future personnel action. Manner of performance of managerial or superson, duties must be described, if licoble.

Dispatch HMHT - 5685 dated 13 August 1965 form 1965 - Maxico City basis for determining future personnel action. Manner of performance of managerial applicable.

" In view of the fact that Subject's recend serving in the Mexico Station was done while he was on TDY, this Station is not in a position to prepare a fitness report covering Subject's performance for the period. Since he was absent from Headquarters, it is felt that he might possibly not be credited for his fine work unless the Station expresses its views.

\* Subject plunged into work with the PERUMEN Section immediately upon arrival and was given a wide variety of assignments ranging from surveillances on a rainy street at 4:00 a.m. to the preparation of operational reviews. He was given a number of existing agent assets to handle with a minimum of overlap with the provious case officer. He performed very well in every instance. He is able, enthusiastic, and capable of carrying a large work load. His colleagues in the office and his agents and contacts outside found him a pleasure to work with. The only weakness noted during his TDY assignment was in his written work--a tendency to be unclear -- but this is something the Station is certain he can work out satisfactorily and it is not a serious shortcoming."

Mr. Piccalo returned to Mexico City PCS 29 Sept 1965

SECTION D	CERTIFICATION AND CO	MMENTS .
1.	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A, E	, AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
	,	<u> </u>
2.	BY SUPERVISOR	
MONTHS EMPLOYER HAS BEEN Under my supervision	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
	Employee had left the St.	ation and will be shown report upon hi
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
13 August 1 <b>96</b> 5	COS, Mexico City	Winston M. Scott /s/
3.	BY REVIEWING OFFICE	AL
COMMENTS OF REVIEWING OFFICE	,	es este da la la compania del compania del compania de la compania del compania del compania de la compania de la compania del compan
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DA18	OFFICIAL TITLE OF REVIEWING OFFICIA	TTPED OR PRINTED NAME AND SIGNATURE
13 August 1965	cos	Winston M. Scott /s/

Operations officer for handling communications training of a			naAF)	Filled In)			<del></del>			
SECTION A GENERAL  1. TABLE (Latt) (FIRD ON MANNE)  PICCOLO Joseph S.  8. Dec 35 M G3-09 SJ  7. OPPICIAL POLITION TITLE  ODD Officer  1. DDP/WH/C/RR/OS  WIShington, D. C.  1. CAREEN INTER OF APPOINTMENT  CAREEN-PROVISIONAL SID MEMBERS - Section C)  SPECIAL (Specify)  1. THE CAREEN INTER OF APPOINTMENT INTER OF APPOINTMENT SECTION CAREEN SECTION B  PERFORMANCE EVALUATION  FREGULA (Specify)  1. THE CAREEN OF APPOINTMENT INTER OF APPOINTMENT SUPLO  SPECIAL (Specify)  1. THE CAREEN OF APPOINTMENT INTER OF APPOINTMENT SUPLO  SPECIAL (Specify)  1. THE CAREEN OF						SERIAL	NUMBER			
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PICCOLO Joseph S. 8 Dec 35 M G3-09 SJ  **OPSIGIFUT**  **OPSOSTICE**  **OPSOSTICE**  **OPSOSTICE**  **OPSOSTICE**  **OPSOSTICE**  **OPSOSTICE**  **OPSOSTICE**  **OPSOSTICE**  **OPSOSTICE**  **OPSOSTICE**  **OPSOSTICE**  **CHECK (\$17 TYPE OF APPOINTMENT)*  **CLERCE (\$17 TYPE OF APPOINTMENT)*  **CLERCE (\$17 TYPE OF APPOINTMENT)*  **CLERCE (\$17 TYPE OF APPOINTMENT)*  **CLERCE (\$17 TYPE OF APPOINTMENT)*  **CLERCE (\$17 TYPE OF APPOINTMENT)*  **CLERCE (\$17 TYPE OF APPOINTMENT)*  **CLERCE (\$17 TYPE OF APPOINTMENT)*  **CLERCE (\$17 TYPE OF APPOINTMENT)*  **CLERCE (\$17 TYPE OF APPOINTMENT)*  **CLERCE (\$17 TYPE OF APPOINTMENT)*  **SPECIAL (\$19 TYPE OF APPOINTMENT)*  **CLERCE (\$17 TYPE OF APPOINTMENT)*  **SPECIAL (\$19 TYPE OF APPOINTMENT)*  **CLERCE (\$17 TYPE OF APPOINTMENT)*  **SPECIAL (\$19 TYPE OF APPOINTMENT)*  **CLERCE (\$17 TYPE OF APPOINTMENT)*  **SPECIAL (\$19 TYPE OF APPOINTMENT)*  **CLERCE (\$17 TYPE OF APPOINTMENT)*  **SPECIAL (\$19 TYPE	SECTION A	<del> </del>	GE	NERAL						
ODS Officer  ODS Officer  DDP/WH/C/RR/OS  Washington, D. C  S. CARCE IST TYPE OF APPOINTMENT  CAREEN RESERVED TECHNOLOGY  EAREN RESERVED TECHNOLOGY  SPECIAL (Specify)  SPECIAL (Specify)  SPECIAL (Specify)  SPECIAL (Specify)  W. Machington, D. C  SPECIAL (Specify)  SPECIAL (Specify)  W. Machington, D. C  SPECIAL (Specify)  SPECIAL (Spe	I. NAME	(Lost) · ()	First) (MnMle)	A. DATE OF B	IRTH	3. 3E X	4. GR	ADE	5. SD	
Ops Officer    Cancer   Stryee or Appointment   Occasion   Occasio	PiCCOL	O Jose	ph S.				G3-	09_	SJ	
2. CERCEAL TYPE OF APPOINTMENT  CAREER RESEAUR TERMODARY  CAREER RESEAUR TERMODARY  CAREER RESEAUR TERMODARY  CAREER RESEAUR TERMODARY  CAREER RESEAUR TERMODARY  SPECIAL (Specify):  SPEC			•	[			i i			
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ECTION B  PERFORMANCE EVALUATION  W- Week  Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires a single probation, to resustingment or to supervision. Describe action could range from counseling, to further training, to placing probation, to resustingment or to supervision. Describe action took on proposed in Section C.  A- Adequate  Performance meets all requirements. It is entirely satisfactory and is characterized neither by delicioncy nor excellence.  P- Proficient Performance is meast-than satisfactory. Desired results are being produced in a proficient manner.  S- Strong O- Quistanding Performance is characterized by exceptional proficiency.  Performance is characterized by exceptional proficiency.  SPECIFIC DUTIES  SPECIFIC DUTIES  SPECIFIC DUTIES  SPECIFIC DUTIES  SPECIFIC DUTIES  CECIFIC OUTY NO.  Operations officer for handling communications training of  A CIFIC DUTY NO.  Operations officer assisting in handling and debriefing a  Being utilized in operations.  Operations officer assisting in handling and debriefing a  SECIFIC DUTY NO.  OVERALL PERFORMANCE IN CURRENT POSITION  In the account everything about the exployer which induces his affectionate to his correct position has been produced as polyments of a specific duties, productivity, conduct on the applicance of appetition to the produced as polyments as a specific position to the produced and produced as a specific position to the polyment of the duty. All amplements of the duty of the dut				_1			0.1		<del></del>	
PERFORMANCE EVALUATION  W. Wedk Wedk Porformance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires the positive remedial action. The nature of the action could range from counsaling, to further training, to placing positive remedial action. The nature of the action could range from counsaling, to further training, to placing positive remedial action. The nature of the action could range from counsaling, to further training, to placing positive remedial action. The nature position could range from counsaling, to further training, to placing positive remedial action. The nature position of the posi	T. CLARK R. HE SON!	DOE IN 0.P.						ch i	085	•
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PORM 45 DESCRIPTIONS ADDITIONS

SECTION C

NARRATIVE COMMENTS FICE.

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 recommendation for training. Comment on foreign language competence, if required for current position. Amplify or earlying efficiently in Section B to provide best basis for determining future personnel action. Manner of performance of managed little supervisory duties must be described. If applicable.

Mr. Piccolo is an energetic, capable, all-around officer with a flair for operations and a great deal of common sense. He reacts correctly and institutely when operational problems arise. His agent handling has been superior. He has a good knowledge of tradecraft and also understands records management. Although young, he is mature and self-reliant, needing little supervision.

Mr. Piccolo's promotion is being recommended in a separate memorandum.

Mr. Piccolo is cost conscious and effective in the use of space, equipment and funds. He does not hold a supervisory position.

SECTION D	CERTIFICATION AND COMME	: 13				
1.	BY EMPLOYEE					
	CERTIFY THAT I HAVE SEEN SECTIONS A, B, AN	D C OF THIS REPORT				
23/110,65	SIGNATURE OF EMPLOYEE	. 2: 7.				
2.	BY SUPERVISOR					
MONTHS EMPLOYEE HAS BEEN UNGER MT SUPERVISION		MPLOYEE, GIVE EXPLANATION				
16 months						
28 TE 65	C/WH/SA 'CI (WH/C/SP)	Harold F. Swenson				
2.	BY REVIEWING OFFICIAL	<u> </u>				
Concur in r	ating of Supervisor.					
·.						
24 March 1965	Asst. Doputy Chief, WH/C	John T. Flynd				

### CONFIDENTIAL

17 August 1964

MEMORANDUM FOR: Chief, Western Hemisphere Division, DD/P

ATTENTION

: Administrative Officer

FROM

: Chief, Junior Officer Training Program

SUBJECT

Trial Attachment of Junior Officer Trainee Joseph S. Piccolo for on-the-job training

1. This memorandum confirms the attachment of Subject for on-the-job training in your Division as the second phase of the JOT Program undertaken with your cooperation.

- 2. The purposes of this trial attachment are:
- a. To test his abilities in the practical application of his formal training;
- b. To evaluate his potential and suitability for permanent assignment;
- c. To train him for a specific assignment appropriate to his aptitudes and development;
- d. To stimulate his motivation for a career in the Agency.
- 3. The attachment for six months effective 13 July 1964 can be adjusted by mutual consent according to circumstances or need for additional training. It is especially important that the Chief/JOTP be notified immediately if the trainee is not appropriately placed or is not effective in his work.
- 4. The JCT has been fully informed of the significance of this trial period in his career development.
  - 5. Details of administrative procedures are attached.

FOR THE DIRECTOR OF TRAINING

R.B. Trum

ROBERT B. PREEMAN

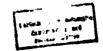
Attachment Distributions

1 - Addressee w/att.

1 - C/CSPD w/att. O/Pora. Official Piles w/att.

1 - JOT Piccolo w/att.

CONFIDENTIAL



#### CONFIGERTIAL

#### DETAILS FOR ADMINISTRATION OF ATTACRED DOU'S

#### For Supervisor.

- 1. The office or division will maintain time and attendance records during the period of this attachment.
- I Overtime can be authorized only after supervisor has checked with the 307 Irateing Officer. OTR will be reimbursed by division or office for evertime payments. The TSA clerk should report to JCTP at the end of each pay period any overtime worked by a JOT.
- 3. Any security violations by this JOT will be handled in the manner that in appropriate to the division or staff. Culei/JOTP will be notified in this event.
- 4. Supervisors will execute any fitness reports covering the period of this attachment. Chief/JCTP will countersign such reports.
- 5. Supervisors will provide job performance data to the Chief/JOTP when the JOT enters a promotion zone of consideration.
- 6. JOTP is located in Room 743, Scophill Building, Extension 3261. Any questions should be addressed to Mr. JOHN GERRY
- 7. It is requested that each supervisor submit a progress report after three months of attachment. In the event of rotational mesignments within a division where supervisors change, a progress report should be submitted at the end of each phase of the rotation.

#### Ecr JOT:

- 8. Any leave will be worked out with the supervisor and if approved must be communicated by telephone to the JOTP office. See paragraph (1) above.
- 9. The JOT will furnish Chief/JOTP with a progress report after the first month of attachment and every two months thereafter. Items desired include:
  - a Description of activities
  - b. Plane for next reporting period
  - c liams and titles of supervisors
  - d. Assessment of value of present experience
  - e. Any constructive suggestions

These reports about to routed to Cutof/1919 wis the supervisor.

10. The JOT will advise this office of his room number and extension and mane of his supervisor as soon as possible after attachment.

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### CONFIDENTIAL

#### 11 August 1964

MEMORANDUM FOR: Chief, Western Europe Division, Diyr

ATTENTION

: Administrative Officer

FROM

: Chief, Junior Officer Training Program

SUBJECT

: Trial Attachment of Junior Officer Trainee
Joseph S. Piccole for on-the-job training

- 1. This memorandum confirms the attachment of Subject for on-the-job training in your Division as the second phase of the JOT Program undertaken with your cooperation.
  - 2. The purposes of this trial attachment are:
  - a. To test his abilities in the practical application of his formal training;
  - b. To evaluate his potential and suitability for permanent assignment;
  - c. To train him for a specific assignment appropriate to his aptitudes and development;
  - d. To stimulate his motivation for a career in the Agency.
- 3. The attachment for six months effective 13 July 1964 can be adjusted by mutual consent according to circumstances or need for additional training. It is especially important that the Chief/JOTP be notified immediately if the trainee is not appropriately placed or is not effective in his work.
- 4. The JOT has been fully informed of the significance of this trial period in his career development.
  - 5. Details of administrative procedures are attached.

FOR THE DIRECTOR OF TRAINING

R.B. Truman

ROBERT B. PREEMAN

Attachment

Distributions

1 - Addresses w/att.

1 - JOT Piccolo whit.

1 - C/CSPD w/acc.

1 - O/Pers. Official Files w/act.

CONFIDENTIAL

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#### Yor Suncirition:

- 1. The office or division will unintain tive and entendance records during the period of this attachment.
- 2. Overtime can be authorized only after papervisor has checked with the JOT Training Officer. GTR will be reinbursed by division or office for overtime payments. The TGA clock chould report to JOSP at the end of each pay period any eventice worked by a JOY.
- 3. Any accurate violentions by this 301 will be headled in the manner that is appropriate to the division or staff. Chief/JOTP will be notified in this event.
- 4. Supervisors will execute any Elithers reports covering the period of this accomment. Chief/JOSP will countersign such reports.
- 5. Supervisors will provide job performance data to the Chief/JOIP when the JOT curers a promotion rose of consideration, .
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- 7. It is requested that each supervisor subsit a progress report after three mouths of attachment. In the event of rotational assignments within a diviulan where supervisors change, a progress report should be substitted at the end of each phase of the rotation.

#### For JOE:

- 8. Any leave will be worked out with the supervisor and if approved must be communicated by telephone to the JOTP office. See paragraph (1) above.
- 9. The JOT will furnish Chief/JOTP with a progress report after the first month of attechment and every two months thereafter. Items desired include:

  - a. Description of activitiesb. Plans for next reporting partied
  - c. Rames and titles of supervisors
  - d. Assessment of value of present experience
  - e. Any constructive suggestions

These reports should be rested to Chief/JOIP via the supervisor

10. The AM will addice this office of his room number and extension and have of his supervisor as even to possible effer attachment.

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7/23/64

COPTIBERVIAL

#### S-E-C-R-E-T

#### OFFICE OF TRAINING

#### TRAINING REPORT OPERATIONS COURSE

#### SECTION A

14-00000

#### **GENERAL**

Operations Course No. 17 (720 hours, full-time)

9 March - 10 July 1964 (Date)

Student : PICCOLO, Joseph S. Office

: OTR/JOTP

Year of Birth: 1935

Service Designation: gj

Grade

: G3-08.

Number of Students:

began

ECD Date : February 1957 finished

#### SECTION B

#### PERFORMANCE EVALUATION

W - Weak

Ranges from inadequate to less than satisfactory (in terms of a new and inexperienced case officer).

A - Adequate

Has achieved the basic level required. Satisfactory, characterized neither by deficiency nor excellence.

P - Proficient

More than satisfactory. Has acquired a solid beginner's proficiency. This rating may be interpreted as representing "average" on our rating scale.

8 - Strong

Exceptional proficiency, characterized by thoroughness, initiative, originality, and an exceptional student understanding of the case officer role in clandestine operations.

0 - Outstanding

Performance is so exceptional in relation to requirements of the work and in comparison to the performance of other students doing similar work as to warrant special recognition.

8-R-C-R-E-T

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the	This rating is a reflection instructors feel that the competent for overseas as	student is both s	uitable	P

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S-R-G-P-E-T

S-E-C-R-E-T

#### SECTION C

#### NARRATIVE COMMENTS

Significant strengths and weaknesses and their relationship to overall performance in the Operations Course. This section amplifies and explains, as necessary, the rating letters given above.

Mr. Piccolo's performance throughout the course seldom deviated from the "Proficient" level. His strongest showings were frequently in areas where he used knowledge gained from previous Agency experience together with his natural ability to get along with people in face-to-face situations. He excelled in agent handling because he made an extra effort to establish and maintain rapport, was competent in solving
operational administration and support matters with a minimum of guidance, and was imaginative in and in establishing claudestine Chortcomings, however, arose in other areas because he
occasionally relied too much on his ability to improvise, rather than to spend extra time in analyzing, planning and otherwise preparing for agent meetings.
Mr. Piccolo easily recognized leads of operational or intelligence value, and as the course progressed, displayed marked improvement in his writing of cables, dispatches and reports.

Mr. Piccolo acquired a more than satisfactory knowledge of the principles and techniques taught during the course.

FOR THE DIRECTOR OF TRAINING:

Chief	Instructor

24 July 1964 Date

# OPERATIONS COURSE NO. 17 9 March 1984 - 10 July 1984

	·	Numl	or att	ending	course:	54
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S-3-C-R-X-1

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S E & S & L (seem filled in)

#### JOI LEADEING REPORT

#### COMMITTED AS INITIAL PUINESS REPOST IN LIEU OF FORM 45

		(HIDDLE) GRADE SAPLOYEE SERIAL S. GS-08 025658	NO,
DATE REPORT DUE 1	N O.P. 7/31/64	REPORTING PERIOD TO	/30/64
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#### COMMENT AND PERTIMENT OBSERVATIONS:

During his training, Mr. Piccolo has acquired a good knowledge of the principles and techniques of clandestine operations. He has demonstrated a good intelligence sense and a particular ability for handling agents.

He has had no supervisory responsibilities yet, and he appears to be cost-conscious as far as the undersigned can judge.

#### S-E-C-R-E-T

#### PERFORMANCE RECORD .

#### International Communism - Challenge and Response

#### JOT Class 10 February - 6 March 1964

#### Course Description

- A. Statement of Objectives.
  - To develup a familiarization with the doctrine, organization and tactics of International Communism as represented by the Communist parties and organizations in the free world; and in addition, to make the student aware of the capabilities, methods and problems of the Soviet Union and China.
  - To develop an understanding of the challenges facing the United States and the free world from the objectives, activities and capabilities of International Communism; and to assist the student to articulate the U.S. position at home and abroad to meet these challenges.

#### B. Course Method

- Approximately one-half of the course is devoted to lectures, one-fourth to seminars, exercises and demonstrations, and onefourth to individual study.
- Student achievement is judged on the basis of performance in two written examinations and participation in seminars, and exercises.

Name: Piccolo, Joseph
Written Work
lst Examination: Doctrine, CP Organization & USSR Proficient
2nd Examination: China, CP Activities Proficient
Over-all Written Work Proficient
Oral Work
Seminars, Exercises Strong
Comment.

S-E-C R-E-T Excluded from automatic downgrading and declassification

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#### TRATUTUO REPORT

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Year of Bir	th: 1935	Service Desi	amottoni ST	
Grade	: GS-08	pervice pest	Rustion: 00	
EOD Date	: February 1957	No. of Studen	nts :	
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FOR THE DERE	CTOR OF TRAINING:			
•		Chief Instructor	1 1 FEE 1954 Pate	

		(When Fi	lled In)						
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		IDENTIFYING	INFORMAT	ION			<u></u>	1303	
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P - Proficient	More then estisfacto	ry. Had acqu	ulred a so	lid begins	nes'a prof	iciency.	٠		
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Introduction to Intelligence (40 hours, full-time)

NOT INTEGRATED PRODUCTION (CLASS OF GREGARY 1967)

6 - 10 January 1964

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SECTION C	•	HARRATIVE	COMMENT

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

Employee returned to duty with the Agency in September 1962 after completing a tour of military duty. At that time he was assigned to TFW/CI. Although employee expressed a desire to work in operations at that time, he agreed to perform the duties outlined in Section B. He was called upon to perform these duties because of the dire need within TFW/CI for someone with his talents to establish and manage Branch systems for mail routing-control and files. Employee was promised an operational assignment as soon as the systems were established and functioning in an orderly and efficient manner. Employee has performed his duties exceptionally well and has established systems for mail routing-control, and files for the Branch which are functioning well. It is strongly recommended that this employee be assigned to duties of an operational nature and relieved from his present duties as soon as possible. Employee has the capability of assuming more and greater responsibility.

SECTION D	CERTIFICATION AND COMMENTS
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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE OF PERSONNE.

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 for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the past basis for determining future personnel actions.

One of Mr. Piccolo's outstanding characteristics is his desire to improve himself. This is evidenced by both his continued educational program on the outside and by his successful effort to learn everything possible about his for RODMalso wents very much to obtain further career training within the DDP area, particularly in the FI field. I believe he has a definite potential for such work and that he should be given an opportunity for appropriate operational training as soon as possible.

His performance while under my supervision has consistently been well above that to be expected of an employee in his present grade, and I strongly recommend that he be promoted at once to GS-8. He has more than carned it.

I certify that I have seen Sections A, B, C, D and E of this Report.    I certify that I have seen Sections A, B, C, D and E of this Report.	1 SECTION P	CERTIFICATION AND CO	MM E 14 1 9
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ECTION E	NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE
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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 full-levelopping and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the pass for determining future personnel actions.

During the rating period Mr. Piccolo has been norforming tasks that are normally assigned to personnel who hold a minimum is rating of open. Without exception he has performed each of his assignments expeditiously and thoroughly. In addition to his normal administrative functions Mr. Piccolo has been acting as a case officer on certain sensitive and complicated clandestine operations. He has performed these duties in a superior fashion. It is my unqualified opinion that Mr. Piccolo should receive at least a two-grade promotion immediately. However it is recognized that this is contrary to current Agency policy and therefore it is strongly recommended that he be promoted to the grade of GS-7 immediately. Mr. Piccolo is intelligent and extremely industrious. He has worked long hours performing a variety of important tasks. It is my opinion that Mr. Piccolo has the attributes required of career personnel working in the Foreign Intelligence area and that he should be permitted to have his career designation changed to FI. Mr. Piccolo should also be given the opportunity to receive Agency training so that he might be better qualified to perform tasks in this area of activity. There is no question that he would become a professional case officer. The Section C rating has been given after careful consideration of the rated individual's grade and grade level performance.

SECTION F	CERTIFICATION AND	COMMENTS
1.	BY EMPLOYEE	
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DATE 16 June 1960	SIUNDFURB OF EMPLOYEE	D316-
2.	./ BY SUPERVISO	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IP THIS REPORT HAS NOT BEEN SHOW!	N TO EMPLOYEE, GIVE EXPLANATION
	IF REPORT IS NOT BEING MADE AT THE	S TIME, GIVE REASON.
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OTHER (Specify):		
16 June 1960	Deputy Chief, WH/4	Robert Reynolds
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SECTION C E	VALUATION OF	OVERAL	L PERF	ORM	ANCE IN	CURR	ENT PO	SITI	ON				
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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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Since the previous Fitness Report, employée has been designated as the alternate to the Station's Records Officer. During periods when the Records Officer has been on duty elsewhere, this employee has assumed responsibility for the Station's records establishment and performed his duties in a competent manner. Based on these considerations, the ratings contained in Sections B, C, and D were determined. (Note Section D, Items 1, 2, 3, 5, and 10.) Employee needs more experience in the following:

- 1. The analysis of intelligence material for file categorization (note Section D. Item 4);
- 2. Records Management techniques;
- 3. More experience in the interpretation of data in memoranda preparation (note Section D, items 7 and 9).

His supervisor feels that considerable progress has been made on the points enumerated above, and as the employee gains experience, these weaknesses should reconcile themselves. His supervisor will continue to assign him duties designed to broaden his knowledge and effectiveness in records management. (Cont'd)

SECTION F	CERTIFICATION AND C	OMMENTS .	
1.	BY EMPLOYEE		
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2) & v 1959	Acting Chief of Station	Farres L. Bean	

#### SECTION E (Continued)

His supervisor recommends the promotion of this employee to GS-6. It is belt that his promotion would assure the continued development of an employee who has the potential of a good records officer.

C. S. J. Ch. EL.

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(then filled In)

L	FITNESS REPOR	T (Part I) PERF	ORMANCE	
<del></del>		INSTRUCTIONS		
FOR THE ADVINISTRATIV	E OFFICER. Consult eurrent i		ng this report.	and the same and the characteristic and the contract of the co
FOR THE STEPRYLSOR T	his report is designed to be ur supervisor and senior off	Ip you express your eval	untion of your su	bordinate and to transmi
nate where he stends	with you, Completion of t	he report can help you	prepare for a d	lacuses on with him of hi
under conditions spec	wer. It is also organization ified in Regulation 20-370.	It is recommended that	you read the entir	ic form before completing
eny prestion. If the	s is the initial report on an 30 days after the date so	the employee, it must be discreted in item A, of Sec	e completed and fo ction "A" below	orwarded to the Office o
SECTION A.		GENERAL		····
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F. BATIMES ON PERIORMANCE OF SPECIFIC POTIES				•
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3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMA	NC E	•		
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SECTION O. SUITABILITY FOR	CURREN	T JOB IN ORGANIZATION		
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Then Filled In)

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	,	-	FITNESS R	EPORT (	Part II) POTE	N a f	۱L				
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 90% 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 concleted only after the employee has been under your supervision NW AT LEAST 90 LAYS. If less than 90 days, hold and complete after the 90 days has elepsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the CF no later than 30 days after the due date indicated in item 8 of Section "F" below.											
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S OFFICE / DIVISION / BRANCH OF ASSIGNMENT WHID/III/Mexico City  ### File Clerk											
7. GRADE 8. DATE REPORT DUE IN OF 2. PERIOD COVERED BY THIS REPORT (Inclusive dates)  GS-4 2 December 1957 - 2 March 1958											
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(Lnec	k one)		*****	### 1 1 0 mm	[ 4 1 - 7 4 - 6 0 - 6 4						
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INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYER HAS BEEN UNDER YOUR SUPERVISION Three months

COMMENTS CONCERNING POTENTIAL

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Employee has the potential for a good records officer. Should be develop as rapidly throughout his tour as he has done in this initial period, he will be ready to assume the responsibility for the records establish MAH Ref my medium sized field station in his next assignment.

SECTION H.

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FUTURE PLANS

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Supervisor will give employee instruction in Records Management techniques, and every opportunity to gain experience in analysis of record material.

NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

Employee should be given a grade promotion as soon as practicable because he deserves it and so as to encourage him.

SECTION 1.

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.

HAVE NOT OBSERVED THIS: HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE HATE NOT OBSERVED INTO THE LEAST POSSIBLE DEGREE

1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE

2 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE

4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE OEGREE

5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

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		FITNESS R	EPORT (P	Part I) PERFORM	ANCE	
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FOR THE	ADUNISTRATIV	E OFFICER: Consult cu	rrent instruct	ions for completing this	report.	
this evaluate when	ination to yo re he stands stand weaknes nditions socc	ur supervisor and sen- with you. Completion ses. It is siso orga- ified in Regulation 2	ior officials.  of the reponisation polic  0-170. It is	express your emploation Organization policy re- rt can help you prepar y that you show Part I of recommended that you rea	quires that e for a di this recor d the entir	you inform the subordi- scussion with him of his t to the employee except e form before completing
SECTION	no later th	en 30 days after the	late indicated	ployee, it must be compling in item 8, of Section "	A below.	warded to the office of
I. NAVE	(Last)	(First)	(Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
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GS-4	S. DATE REP	PORT DUE IN OP		1957 - 18 Oct 195		
	OF REPORT	19171AL ANSUAL	-4-64	WENT-SUPERVISOR WENT-EMPLOYEE	PECIAL	(Specify)
SECTION .	<u> </u>	1 14401				
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THES		TS MY OWN OPINIONS O	F THIS ENDI-	IF INCLVIOUS IS BE TER BAR SENT TO HIM		CT OR D. A WARNING LET- TTACHED TO THIS REPORT.
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X 400 00		WITH THIS EMPLOYEE . THAT HE REGUS PHEAR H	. STANDS.		·	;
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SECTION C.			OB PERFORMANC	CE EVALUATION		
		RFORMANCE OF DUTIES				
his duties	during the r	ating period. Compare	e him CNLY with	eness with which the ind h others doing similar w nto account later in Sec	ork at a si	
14	2 - DARELY AS	PERFORM OUTIES ADEQUI DECUATE IN PERFORMANCE T RESPONSIBILITIES.		NCOMPETENT. HAS HAD SPECIFIC QUIDAN	CE OR TRAIN	ING. HE OFTEN FAILS TO
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2. RATINGS ON PESSONANCE OF SPECIFIC DUTIES					
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b. Nate performance on each specific duty cons	idering (	MY elfe	tiveness in pe	formance of the Mecif	ic duty.
c. For supervisors, solliery to supervise will	always be	rated a	<ul> <li>a specific dut</li> </ul>	y ( do not tate as superv	isors the
who supervise a secretary only).		unt hain	e ested with a	th <b>All</b> amentum une the som	a duty at
d. Compare in your mind, when possible, the similar level of responsibility.	**********		, , , , , , , , , , , , , , , , , , , ,	"MAIL RUGN"	, 2.
e. Two individuals with the same job title	may be p	erforming	different dut.	irs. If so, rate them o	n differe
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f. Be specific. Examples of the kind of duties ORG SRIFRING			A KNOWLEDGE	CONDUCTS INTERROGATI	1073
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ECTION D. SUITABILITY FOR	R CURREN	T JOB TH	ORGAN I ZATION		
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re him with others doing similar work of about the	die same l	level.			
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e. Two individuals with the same job title duties.	may be i	performing different duties.	MAIL	differen
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ECTION D. SUITABILITY FOR	CURREN	T JOB IN CREANIZATION		
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	(Then Filled In)
TEST	DESCRIPTION
CLERICAL SPEED AND ACCURACY	A test of speed and accuracy of response in a simple perceptual task. Measures ability to perceive, retain momentarily, and correctly respond to simple number and letter combinations.  July 6   10 1 AM '55
SPELLING	A test of ability to distinguish between correctly and incorrectly spelled words of everyday usage found to be most frequently mispelled.
SENTENCES	A test of ability to distinguish errors in spelling, punctuation, and grammar in sentences.
NUMERICAL ABILITY	A test of ability to reason with numbers, to manipulate numerical relationships, and to deal with quantitative materials. No verbal element is present in the format of the problems.
ABSTRACT REASONING	A non-verbal test of reasoning ability. Measures ability to perceive relationsh ps in changing abstract figure patterns and to generalize changes into operating principles.
SPACE RELATIONS	A test of ability to visualize and mentally manipulate forms and patterns in three-dimensional space.
MECHANICAL REASONING	A test of ability to understand and apply mechanical and physical principles presented pictorially in familiar settings.
VERBAL REASONING	A verbal test of reasoning ability. Measures ability to abstract, generalize, and think constructively from concepts presented in word analogies.
LEARNING ABILITY FORM 5	A test of general mental ability consisting of questions on vocabulary, arithmetical reasoning, and verbal analogies.
- TYPING	A ten-minute straight copy test of speed and accuracy in typing material of average difficulty. Typing scores are reported as follows:  Gross — Total words per minute.  Net — Gross words per minute minus I for each error made.  Errors — Total Number
SHORTHAND	A test composed of three typical business letters dictated at different speeds as follows: Letter 1: 60 words per minute; Letter 11: 50 words per minute; Letter 11: 100 words per minute. Maximum possible scores are as follows:    Form A

## ADMINISTRATIVE Internal Use Only

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MIMORANDIM FOR: Joseph S. Piccolo

SUBJECT : Acknowledgment of Evaluation Board Functional Category

REFERENCE : Evaluation Found Precepts for Your Grade

1. Based upon an examination of your past assignments and duties, and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category recontained purposes. Precise definitions of this category are contained in the Evaluation Board precepts for your grade. This placement is made in order that your performance, grown potential, and career planning may be judged against officers similarly placed professionally. YOU ARE URGED TO STUPP THE PRECEPTS AND CONSIDER YOUR OWN CASE CAREFULLY.

- In general, you should consider the following;
   a. Categories are sharply defined. Competition is within categories, not between them. Thus, a weak B/OG performance is not strengthened by reclassifying it as B/OS.
  - b. A change in category after sustained performance in a different category may cause a temporary loss of momentum in your career advancement until you have demonstrated proficiency in your new assignment.
  - c. A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.
- 3. If you believe that this is not the correct category for you because the substantive nature of your job more closely approximates another category or because you have made a permanent change of career track, please take the matter up through your command channel to secure the concurrence of your component of assignment or of your home base component, as appropriate, to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgeent of change is received by the Career Management Staff.

4. Please sign and date this notification in the space provided and return it to your Personnel Evaluation and Management Officer or to your Personnel Officer.

ACKNOWLEDGED:

Significant of Addressee

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# ADMINISTRATIVE Internal Use Only

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NAME OF FATHER (or male guardian)	4009833		711194661 00.
Joseph Piccolo Sr.	1636 N.E. 20th	Stroot	(305)
	Port Lauderdale	Fla 33305	564-5224
NAME OF MOTHER, INCLUDING MAIDEN HAUE COT	ACCRESS	111111111111111111111111111111111111111	564-5834 Textender 65.
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### SERVICE ABROAD AGREEMENT

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Mexico City, Mexico	
7. PERIOD OF SERVICE ABROAD AS PASTITIONS IN A. G. OR C. BI	LG#
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3. PHYSICAL COLLLY, PLACE (Permanent Place of Besidence unless address in stee \$ is approved in list thereof)	S. Given Place Registing (Progressed Press Residence if different from 1800 \$)	anent Flace of
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·	DEPUTY DIRECTOR	11 Á T
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APPROVED	APPROVED	
1/1 Contal 3/4/91	DIRECTOR OF PERSONNEL	DATE
IV. HOME	LEAVE POINT	•
7. AMONG THE PLACES YOU MAY REGUEST AS A HOM RESIDENCE SHOWN ABOVE, HEADQUARTERS AREA. IN-LAW, BROTHERS, SISTERS, BROTHERS-IN-LAW, BROTHERS, SISTERS, BROTHERS-IN-LAW, BROTHERS, SISTERS, BROTHER P. 400 MAY REQUEST FOR APPROVAL SOME OTHER P. HR 20-30B(3)(C). THE REQUEST MUST BE ACC.	W, OR SISTERS-IN-LAD PESIDE. Dint subject to the PPOVISIONS OF	
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Parents-in-law	• .	
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T 232600 30375 S E C R E T 2813052 JUN 76 STAFF CITE 30375 TO: DIRECTOR. WISH COMMEND MESSERS PICCOLO AND THOMPSON FOR EXCELLENT PRO-FESSIONAL WORK IN DURING RECENT CI SURVEY. BOTH OFFICERS MADE DETAILED STUDIES OF CASES, FILES AND STATION ACTIVITIES THAT RESULTED IN SOUND ORAL RECOMMENDATIONS FOR IMPROVEMENT. HE ARE IMPLEMENTING THESE RECOMMENDATIONS AT ONCE. SURVEY WAS EXTREMELY VALUABLE FOR ALL STATION PERSONNEL. E2 IMPDET:

Joseph & Procolo

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22 December 1975

MEMORANDUM FOR: Chief, LA Division

**SUBJECT** 

Mr. Joseph S. Piccolo - Completion of Senior Operations Course #2/76

- 1. Mr. Piccolo attended the Schior Operations Course from 3 November to 12 December 1975 (SOC #2/76). Individual student grades and class rankings have not been used to evaluate student performance. The diverse background of the students and the nature of the course material used in the SOC preclude formal testing. This memorandum attests to Mr. Piccolo's satisfactory completion of the course.
- 2. During the six weeks of the course, 59% of the time was devoted to subjects and activities directly related to operations, including 30% devoted to "hands-on" time with technical equipment and "on-the-street" practice of tradecraft. 31% of the time was devoted to material broadly categorized as "ops management," including about 10% on the Soviet and China targets. The final 10% of the time was devoted to subjects categorized as "management over-view and ops support," which consisted of meetings with DO division and staff chiefs and visits to labs and other ops support facilities in the Headquarters area. The \_\_\_\_\_ officers in the class ranged in grade from GS-12 to GS-14 (average grade 12.9), average age was 43.6 (Mr. Piccolo's age is 40). The class members' average years of Agency service was 16.8, and their average years of overseas service was 9.2.

<ol><li>The six weeks, normally 30 days of instruction time, was shortened</li></ol>
to 28 days by the Thanksgiving Day weekend. Of these 28 days, Mr. Piccolo
spent six days in intensive training in Persuasion and Manipulation Skills as
taught He spent approximately another eight and one-half
days on technical tradecraft
and usage) and street tradecraft
etc.) including three days intensive practice of these skills in a live
exercise conducted Another five days were spent at Headquarters
meeting with the chiefs of all DO divisions and staffs, and visiting three
operational support laboratories in the metropolitan area. The approximately
eight and one-half remaining days were consumed by a combination of miscel-
lancous operations management subjects, student seminars, and term paper
writing (though the latter was accomplished mostly on the students' own time).
This running of the course was keynoted by remarks by the ADDO, and the
Headquarters week was climaxed by an hour and a half with the DDO. The guest
speaker at the graduation dinner of SOC #2/76 was Agency Historian
Dr. Walter Pforzheimer.

E2 IMPDET CL by 056184

SUBJECT: Mr. Joseph S. Piccolo - Completion of Senior Operations Course #2/76

4. Mr. Piccolo, as a 40-year-old CS-13/4, was at about the average age for this class and slightly above average in grade. Although formal grades are not given to graduates of the SOC, it was the consensus of DTS staff instructors involved in SOC #2/76 that Mr. Piccolo would almost certainly rank number one in this particular group. Bringing to the class broad operational experience and understanding. Mr. Piccolo was an active participant in the six-day	- n
operational past. The tradecraft instructors who conducted the live problem described Mr. Piccolo as the best student in street tradecraft.	
One of the Course Coordinators commented that Mr. Piccolo, "exhibited, more than any of the others, the ability to lead the group." Mr. Piccolo's term	
paper on the subject of how	_
was careful and thorough and was described by the panel as "an excellent over plan." To a man of Mr. Piccolo's experience, at least some of the course may have seemed a little basic or redundant, but he never let it show, and always took part with the same enthusiasm as the more junior members of the class.	,
5. A copy of this memorandum is being placed in Mr. Piccolo's official	,
personnel file.	*)
FOR THE DIRECTOR OF TRAINING:	;
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Course Coordinator Senior Operations Course

ADMINISTRATIVE Internal Use Only FILE REPORT OF SERVICE ABROAD PUNCHED Office of Personnel, Control Division, Statistical Reporting SERIAL NO. LAST WIDDLE : INSTRUCTIONS USE APPROPRIATE SPACE BELOR TO REPORT DATA FOR LITTLE PCS OR TDY. INSERT APPROPRIATE FUDE NUMBER IN "CODE" COLUMN TO DESCENATE WHETHER SUBMISSION IS OF BASIC CATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST THO DIGITS ONLY FOR YEAR. REFER TO OFF NO. 58. REVISED. PCS DATES OF SERVICE 0/P ARRIVAL D/S DEPARTURE 0/S TYPE OF DATA COUNTRY ----WON1# DAY 76 8 8 1001 ONLY 1 . PCS (Basic) 3 . CORRECTION 3 . CANCELLATION 28-26 27-20 29-30 31.38 33-34 33-36 37 38 39 40-42 5 3 TOY DATES OF SERVICE O/P USF ONLY TYPE OF DATA OFPARTURE O'S AREA(S) ARRIVAL O/S 047 ---\*\*\*\* 7 . . . ... .... \* TOY (Basie) 25-26 27-28 29-30 35-36 30 39 40-42 31-32 33-34 37 . CANCELLATION OFFICE OF PERSONNEL USE ONLY .- PUNCH AREA SOURCE DOCUMENT AND CERTIFICATION TRAVEL VOUCHER DISPATCH DUTY STATUS OR TIME AND ATTENDANCE REPORT CABLE OTHER (Specify) DOCUMENT IDENTIFICATION NO. IN 655934 --SICHATURE THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL.

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6. PREFERENCE BL. NEXT ASSESSMENT
I am interested in remaining in the "managerial cone" and in obtaining a
position that will give me increased responsibility as well as careet
growth through promotion. Based on my experience and performance as
Acting Chief of Station for two months in 1968, Deputy Chief of
dase for the last 10 months of my tour in 1972-73 and
present assignment as Deputy Chief of Station . I request assign-
ment to a position which entails supervision of several employees and
requires exercise of managerial skills and judgement. If assigned to
another tour overseas, a position as Deputy Chief of Station in a medium
to large size Station would be preferred. If assigned to Headquarters,
I would like to work where an overview of the related operational and
managerial activities can be experienced. If the above assignments are
not available, a tour which would breaden my operational knowledge would
he desired le: SE Division One activity of OTS  68. INDICATE F YOU DESIRE TO EXTEND FOUR FUREET TOLD BY CHECKIGE IN APPROPRIATE BOX. ALSO INDICATE PRIFERENCE FOR KEXT RECULAR ASSIGNMENT BY INDEPTING 1. 2. 3 CM 4 (for ist. 3nd. 3rd and 4th choice) IN REMAINING BOXES.
FOR NEXT RECULAR ASSIGNMENT BY 15-SEPTING 1. 2. 3 CG 4 (for let. 2nd. 3rd and 4th choice) IN RIMAINING BOXES. Complete all alternate choices and options in all cases even though you are requesting an extension of your Tour.
EXTEND TOUR 3 MONTHS AT CURRENT STATION TO 5 JANUARY 1976.
The assistant to hoote for a tour of duty: Indigate your choice of division water or office.
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3 RETURN TO MY CURRENT STATION.
PREPARE UPDATING OF PERSONAL SECURITY INFORMATION IN ACCORDANCE WITH DOI-F 240-8 AND FORWARD UNDER SEPARATE COVER. INDICATE DATE FORWARDED OR TO SE FORWARDED.
TO BE COMPLETED BY FIELD STATION
7. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:
Given his steady, reliable and productive performance, every effort
should be made to accommodate his expressed preferences. There can be no
doubt that by temperament and experience he would be of greater value to the Organization in the field rather than at Headquarters, but a tour at
deadquarters does appear timely now, following the past 5 years in the
field. I do not honestly know how he will perform in Staff work, being a
Pield Station activist, but the experience should have a further
broadening effect upon him,
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE
8. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.
Subject has been approved for assignment to Headquarters, LA/COG.
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PICCOLO, Joseph S.,		ATTORNALO OF OLIVEROLATE	76-0015
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NOTICE OF OFFICIAL DISABILITY CLAIM FILE

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11. PREFERENCE FOR NEST ASSIGNMENT.  11a. DESCRIBE BRISELY THE TYPE OF BURE YOU BOULD PRIFER FOR HELT ASSIGNMENT IF DIFFERENT EROW THAT INDICATED
Deputy Chief of Station of a small Station or Senior FI Officer position with supervisory responsibilities at a large Station. These choices for next assignment are made on the basis of the increasing responsibility of positions I have held as my career has developed. This career has included experience in most types of FI and CI operations as well as some CA activities. It has also provided me with supervisory experience, including Acting Chief of Station for a two month period. Assignment to a position of greater responsibility is desirable for the continued development of my career.
118. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSTRING 1, 2, 5 2 (for 2st, 2nd, and 3rd choice) IN REMAINING SOMES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.
W. EXTEND TOUR 12 MONTHS AT CURRENT STATION TO 30 June 1973
BE ASSIGNED TO HOUTES FOR A TOUR OF DUTY: INDIFATE TOUR CHOICE OF DIVISION, STAFF OR OFFICE.
OF ASSIGNED TO ANOTHER FILE STATION, INDICATE CHOICE OF GLOGRAPHIC AREA OF SPICIALIZATION
. ACTURN TO NY CUMMENT STATION
TO BE COMPLETED BY FIELD STATION
COB Comment: I recommend that Subject's desire for a 12-month extension be honored. His other choices also appear sound as alternatives.  COS Comment: COS strongly recommends that Subject extend for one
year. He is handling an extremely important agent, and we would hate to change this relationship now. After one year, however, Subject's career would best be served by a new assignment.
2. IN CONSIDERATION OF the expensioner and provious are the employee. His preference for next assicument, are the stateful foundation to your compount indicate your compount's recommendation for his next assignment and training.  Per IBRS 4729, Subject's request for a one year's extension of tour is approved.
DAM 6 Dec 71 TITLE C/WH/Pers SIGNATORE Henry L. Berthold
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## CONFIDENTIAL (A) on Palled In)

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IF DIVORCED, PLACE OF DIFFREE BECKEE	147 et 67
NO DIVORCED, PLACE OF CITORICE DECREE	DATE OF DECREE
IF WIDOWED, PLACE SPYNE DIED	DATE SPOUSE DIED
IF PREVIOUSLY MARRIED, INDICATE MAME(S) OF SPOUSE, REASONISI FOR TERMINATION, AND DATE(S)	·
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NAMES OF CHILDREN ADDRESS	91-9059 M DATE OF BIRTH
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MAME OF YOUR MOTHER "IN Landle Quardier). ADDRESS TO	-64-5834
HAME OF YOUR SOTHER 'Ca temple duardier). ADDRESS //	EPHONE NO.
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QUIRED IN AN EMBAGENCE. FOR A 15 And In- 100 5	·
4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY	
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HOME ADDRESS (Po . Servet City, State /718 Code) HOME TRIEF	PHONE HUMBER (305")
GT / a 2 and C/a	CRIU
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The persons named in term I about may also be notified in case of emergency. IF SUCH HOTIFICATION IS N CAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 6 OH THE REVESSE SIDE OF TH	
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CURRENT RESIDENCE AND DEPENDENCY REPORT	
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## CONFIDENTIAL (When Filled In)

3.	VOLUNTARY ENTRIES	
cates the settlement of estate and finan	emergencies has shown that the absence of certain personal data often delays and compicial matters. The information requested in this section may prove very useful to your face death and will be disclosed only when circumstances warrant.	ili- imily
INDICATE NAME AND ADDRESS OF ANY E	BANAING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE	AC.
POTOMAC	Bunk and TRUST Co. (checking + Savines)	
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Jeseph 5.	Precelo JA,	
ARE YOU A MEMBER OF THE NORTHWEST	T FEDERAL CREDIT UNION? THE YES NO	
IF YES, DO YOU HAVE A JOINT ACCOUNT	· □ · ·	į
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# TREASURY DEPARTMENT UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

August 1, 1968

12.83266

The Honorable
Richard M. Helms
Director
Central Intelligence Agency
McLean, Virginia

Dear Dick:

As you know, the President and Mrs. Johnson visited Managua, Nicaragua on Monday, July 8, 1968, upon their return from the San Salvador Conference.

Assistant to the Special Agent in Charge Ronald M. Pontius of the Presidential Protective Division, has informed me that Mr. Joseph Piccolo and Mr. Carl Jonkins were of particular assistance in establishing and coordinating the relations with the Nicaraguan security organizations, and President Somoza's staff. Mrs. Elizabeth Jenkin's assistance as an interpreter was also greatly appreciated.

Personally and on behalf of the United States Secret Service, I wish to extend my sincere appreciation and thanks to the above mentioned personnel for the capable and professional manner in which they performed their duties.

Sincerely.

James J. Rowley

SECKEL

# 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-

### 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.

7	FILL IN THE IDENTIFYI	ig information below	(please print or type):	
	NAME (lost)  PICCLE TO EMPLOYING DEPARTMENT OR A	(list) (middle)  025658	DATE OF BIRTH (month, day, year)  Dec 9 35  LOCATION (City, State, ZIP Code)	SOCIAL SECURITY NUMBER
3	Mark here if you WANT BOTH optional and	ELECTION OF OPTION  I elect the \$10,000 and from my salary, compa	do NOT mark more than one)  AL (IN ADDITION TO REGULAR)  A-onal optional insurance and au  neation, or annuity to pay the full  is in addition to my regular insu	INSURANCE thorize the required deductions cost of the optional insurance.
	Mark here if you DO NOT WANT OPTIONAL but do want regular insurance	I decline the \$10,550 at tional insurance until at at the time I apply for	NONAL (BUT NOT REQUEAR) IN Mathemal optional insurance. I und least 1 year after the effective dat it is munder age 50 and present and also that my regular insurance insurance.	lerstand that I cannot elect op- e of this declination and unless satisfactory medical evidence
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SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB." THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.	FOR EMPLOYING OFFICE USE ONLY (official receiving date stamp)
SIGNATURE (do not print)	DENESS A SERVING OFFICE BESSONNED
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1 15 Mart 68	Ses Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder CEET.

grammann rome to 176-9 .Ab.abr (166 the see only most April 14 1965)

#### INSTRUCTIONS TO EMPLOYING AGENCY

- Who must file. All employees not excluded by law or regulation from insurance coverage, including those who have previously waived coverage, are required to complete and file Standard Form 176. T. Employees who are in the service on February 14, 1968, as well as those who are appointed after that date but before April 14, 1968, must file the form.
- 2 Automatic cancellation of previously filed waters.—All "Waivers of Life Insurance Coverage" (SF 53) on file are automatically canceled as of the first day of the first pay period beginning on or after February 14, 1968. Payroll offices are to begin regular insurance deductions on the automatic cancellation date for employees who do not file a new waiver, i.e., those who do not check box C of SF 176-T, on or before that date.
- 3. Employees fulling to file.—If an employee does not return a completed SF 176-T, contact him and urge him to do so even if he does not want optional insurance (he will, of course, be automatically covered for regular insurance). If he still fails to file SF 176-T by April 14, 1968, or 31 days after appointment, whichever is later, file one for him as of that date: mark box B, and note in the space provided for his signature "employee contacted—failed to elect optional insurance." See note 2 below.
- Review of completed forms.—(a) Review both copies of the SF 176-T for legibility, completeness, and consistency. Reconcile with the employee any obvious major

discrepancy such as a mark in more than one box.

(b) If the employee marked box A or box C, make sure the Statistical Stab is complete. Then detach and mail

stubs, in a bundle, weekly to:
Office of Federal Employees' Group Life Insurance
(Statistical Study)

4 East 24th Street New York, New York 10010

- (c) If the employee marked box 8, detach and destroy
- Date of receipt and effective date...(a) Stamp date of receipt by employing office in the space provided for this purpose on both the Original and the Duplicate.
  - (b) The effective date is determined from the table below.
- Disposition of forms,—(a) File the Original SF 176-T in the official personnel folder in all cases.
  - (b) Any necessary payroll change, with effective date, may be posted in the space reserved on the Duplicate for employing office.
  - (c) The Duplicate may be destroyed, if no payroll action is required, or after the requirements of the agency's payroll system have been met.
- Use of SF 176-T.—SF 176-T "Election, Declination, or Waiver of Life Insurance Coverage" should not be used after the initial filing period (after April 14, 1968). A revised edition will be available for use after that date.

### TABLE OF EFFECTIVE DATES

DATE SF 176-T RECEIVED BY	EMPLOYEE'S DECISION		IVE DATE SF 53, IN EFFECT)
EMPLOYING OFFICE		OF DECISION	OF DEDUCTIONS
	Elects optional (in addition to regular) (box A).	Coverage effective February 14, 1968	Deductions begin 1st day of 1st pay period beginning on or after february 14, 1968
On or before February 14, 1968.	Declines optional (but not regular) (box 8).	Declination effective February 14, 1968.	
	Walves regular (so ineligible for optional) (box C).	Warver effective last day of pay per- od in which February 14, 1968 falls.	Deductions stop last day of pay period in which February 14, 1968 falls.
,	Elects optional (in addition to regu- lar) (box A).	Coverage effective on date of receigt	Deductions begin 1st day of 1st pay period beginning on or after date of receipt.
After February 14 but not later than April 14, 1968.	Declines optional (but not regular) (box B).	Declination effective on date of ro- ceipt, but employee toses auto- matic optional protection on Feb- ruary 14, 1968	
· · · · · · · · · · · · · · · · · · ·	Cancels previously elected optional (but not regular) (bux B)	Cancellation effective last day of pay period in which received	Deductions for optional stop last des of pay period in which re- ceived
;	Waives regular (so ineligible for optional) (box C)	Warver effective last day of pay per- od in which received	Dedictions ship last day of pay po- ried in which received.

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11 PREFERENCE FOR HERE ASSIGNMENT OPERALIONS OFFICER Western Hemisphere Division
To date, I have worked in operational activities of primarily CI and FI orientation with a greater emphasis on the former. In order to round out my early career stage as an operations officer, an assignment with more CA orientation would be beneficial.
If available, my grade not withstanding, an assignment as supervisor of a section or as Chief of Base would be desirable in preparation for the eventual assumption of duties with higher responsibility in the future.
IIB. INDICATE IF YOU DESIRE TO FATEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, 6 3 (for let, 2nd, and 3rd choice) in remaining boxes. Complete all alternate choices and options in all cases even though you are requesting an extension of your tour.
EXTERD FOUR Three MONTHS AT CURRENT STATION TO 31 January 1968
DE ASSIGNED TO HOSTES FOR A TOUR OF DUTY: INDICATE SOUR CHOICE OF DIVISION. STAFFACE PROCECULAR SEND CHOICE SEND CHOICE SAN CHOICE SEND CHOICE
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A RETURN TO MY CURRENT STATION
TO BE COMPLETED BY FIELD STATION
It is recommended, primarily because of problems of health (at the high altitude in this post) that this officer beallowed one of the doices he has listed under 11 B. The departure of this officer will mean a loss to the operational capacity of his Section; and it is with regret that Chief of Station, Mexico City concurs with his
request for re-assignment,
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE  13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFEDENCE FOR HEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.
WH Division proposes that Mr. Piccolo be extended to December 1967. He will then be assigned to Managua under replacing James D. ZABOTH.
CATE LO May 67 TITLE C/WII/Pers SIGNATURE Robert D. Cashman
FOR USE BY CAREER SERVICE
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Implicate - To Employing Office

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Supplement to Staff Employee Parsonnel

Mr. Joseph Piccolo

Effective August 27. 1965

The purpose of this memorandum is to call your attention to existing item which are particularly material to you while you are

and to set forth certain rights and obligations which are incident to your status as an appointed employee. It is hereby agreed and understood that:

1. As an employee of this organization, at the present grade and salary of 05-10 & \$8170 \( \text{17.10.00} \) per annum, you vill accept employ-

You vill, insofar as consistent with your basic responsibility to this organization, abide by all the rules, regulations, practices and policies

You are prohibited, except as specifically authorized herein,

It is understood and agreed that the minimum period of your overseas tour of duty is governed by and coincident with the prescribed Currently, your prescribed tour consists of a period of Two Years from the date of your arrival at your overseas post of duty. Your assignment may be terminated earlier for the convenience of this organization and the length of your tour of duty, as currently specified, may be unilaterally changed by this organization in order to conform with subsequent changes in the prescribed tour If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or 1f you are terminated for cause under the regulations of this organization before you have completed the minimum period of service prescribed above from the date of arrival at your overseas post of duty, you will not be entitled to return travel or transportation for yourself or your dependents to the United States at Government expense. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed one (1) year of service from the date of your arrival at your overseas post of duty, you will be required to reimburse the Government for all of its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas post of duty.

Form 1535 Complete Previous Edition

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6. You will be required to keep forever secret this agreement and all other information which you may obtain by reason hereof, unless you are released in writing by this organization from this obligation. Violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations. The termination of your employment with this organization will not release you from the obligation of any security oath you may be required to take.

UNITED STATES GOVERNMENT

Personnel Office

ACCEPTED:

Jagl & San 16

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#### IMPORTANT

Central Processing France has been charged with responsibility (OPM 20.5 1 mated 12 October 1951) for ensuring that all employees processing PC5 to the france have reviewed the field version of the Employee Conduct Handbook. You will not be checkefout for your proposed travel until you wish the following statement and return it to CPB. Your Personnel Officer can pro the you with a copy of the Handbook.

#### MENORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Consuct, dated 30 July 1962

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JOSEPH PICCOLO

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FT. LAUPERDALE FT. LAUPERDALE	Florion	( s h or	Mine 4 3/1 VINE	s )
Jeseph Steph	nn Piccolo	•••		
ARE YOU A MEMBER OF THE NORTHWEST	PEDERAL CREDIT UNION!	S 7€5		
IF YES, DO YOU HAVE A JOINT ACCOUNT			·	
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HAVE YOU PREPLANNED AN ARRANGED NO. (II "Yes" dive name	efe) end eddrese)			INTS <sup>†</sup>
HAVE YOU EXECUTED A POWER OF ATTO	HANEY! TES MO	. (II "You", who posses	e the power of altomey?)	
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e. ADDITIONA	L DATA AND/OR CONTINU	IATION OF PRECED	ING ITEMS	<del></del>
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Piccolo, Joseph	12/8/35 059869
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(CITY AND ZONE NUMBER) (STATE)	•
	8/3/62
B. TERA	MOITANIM
ENGUMENT TERMINATES ENTERTIVE ON THE DATE SHOWN	N IN ITEM 7. ABOVE, WITH ELIGIBLE? TO CONVERT TO A
C. CHANG	SE IN PLAN
ENECLEMENT SHOWN BY HEM 6, ABOVE, HAS BEEN TERM	PATED BECAUSE OF ELECTION OF ANOTHER PLAN,
D. TRANSFER OUT	E. TRANSFER IN
NAME AND ADDRESS OF NEW PAYROLL OFFICE ICE RETIREMENT SYSTEM) TO WHICH IRANSFERRING.	ENROLLMENT ACCEPTED BY THIS AGENCY
F. SUSPENSION	G. REINSTATEMENT
ENPOLIMENT HAS BEEN SUSPENDED, EFFECTIVE ON DATE SHOWN IN ITEM 7, ABOVE WHILE EN ROLLEE IS ON ACTIVE MILITARY DUTY OR FOR THE REASON STATED IN BEMARKS	ENPOLLMENT HAS BEEN REINSTATED. EFFECTIVE ON DATE SHOWN IN ITEM 7, ABOVE.
H. CHANGE IN NA	AME OF ENROLLEE
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NAME ADDRESS IF	DEFFERENT FROM LIEW 4 ABOVE DATE OF BIRTH
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	ATUS QUESTIONNAIRE	DO NOT WRITE	IN SPACES BELOW							
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2. NAME (Last-list-middle)		7-24. NAME								
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3. DATE OF BIRTH (Monthlyson)	seph Slephan	23-29. 008	29. SEX							
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B. OFFICE TO WHICH ASSIGNED	X 11) MALE 121 PEMALE	12-35	/							
5. OFFICE TO WHICH ASSIGNED	6. SCHEDULE AND GRADE	30-31. OFFICE CODE								
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7. SUBJECT TO CURRENT DRAFT	8. INDICATE BEAFT CLASSIFICATION,	37. DRAFT STATUS	38-39. CLASS.							
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(2) NAVY (4) AIR FORCE	10A, YRS/MOS OF ACTIVE	•/	F-5							
	SERVICE	9								
<u> </u>	yr no	43. STATUS AT SEPAR	AZION							
11. STATUS AT TIME OF SEPARATION (										
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12. TYPE OF SEPARATION (Check one)		Marie Committee of the	14 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1							
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	ICE CONNECTED DISABILITY, DO NOT CHECK	]	,							
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15. SERVICE SERIAL NO.	18. MOS, APSC, DESIGNATOR, OR RATING	10-39. SERY, SER, NO.	60-64. MOS, AFSC.							
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17. MIL. ORADE :	18. RESERVE CATEGORY (Check one)	45-44. MIL. GRADE	87. CATEGORY							
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STANDARD FORM 61
BYUSED BUYE 1997
U. S. CIYIL SLEVICE COMMISSION
F. P. M. CHAPTER 46

### APPOINTMENT AFFIDAVITS

IMPORTANT.—Before swearing to these appointment affidavits, you should read and understand
the attached information for appointee

	the attached	information for appoi	intee	- ;
***************************************	INTELLIGENCE AGENCY	(Bureau or division)	LANGLEY, VINGT!	
JOSEPH 1	L. PICCOLO		do solemnly swear (or	r affirm) that—
A. OATH OF OFFICE			,	
domestic; that I wil without any mental	nd defend the Constitut I bear true faith and al reservation or purpose n which I am about to	llegiance to the same; of evasion; that I wil	that I take this ob	ligation freely
B. AFFIDAVIT AS TO	SUBVERSIVE ACTIVITY A	ND AFFILIATION		
organization that ac United States, or w Constitution of the nor will I knowingly	nmunist or Fascist. I divocates the overthrow hich seeks by force or United States. I do become a member of I Government or any a	of the constitutional violence to deny oth further swear (or afti- such organization du	I form of the Government persons their righter irm) that I will not	rnment of the hts under the so advocate,
C. AFFIDAVIT AS TO	STRIKING AGAINST THE	FEDERAL GOVERNME	NT	
agency thereof, and States or any agency ment of the United United States or any member of an organ Government of the U	ipating in any strike. I will not so participate thereof. I do not and States or any agency agency thereof. I do ization of Government Juited States or any aguited States or an	e while an employee of will not assert the ri- thereof while an empo further swear (or af- employees that asser- gency thereof and I w	of the Government ight to strike agains ployee of the Gover firm) that I am not to the right to strik will not, while an em	of the United t the Govern- ment of the t knowingly a te against the apployee of the
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35 AUGUST	1942 pefore me this 274	Josepho	Bignature of appoints of	G
Subscribed and sworn b	sefore me this 27th	any or (LALY u	ust	A. D. 19.63
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4OTE — The nath of white must be administered by a person specified in 3 U.S.C. 18, or by a person designated to administer maths under Smithon 378. Act of June 26, 1943, 3 U.S.C. 18a.—If he a Notary Public, the date of separation of his commission should be shown.

Contractor

### **DECLARATION OF APPOINTEE**

This form is to be completed before entrance on duty. Answer all questions. Admitted unfavorable information about such matters as arrests or discharges will be considered together with the favorable information in your record in determining your present fitness for Federal employment. However, a false statement or dishonest answer to any question may be grounds for dismossal after appointment and is punishable by law.

1 PRESENT String 35 (afreet and r	umber, city and State)					<u>-</u>			
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INSTRUCTIONS TO APPOINTING OFFICER, ... You must determine that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations, and acts of Congress perfaining to appointment.

This form should be checked for holding of office, principle, any record of record discharge or arrest, age, citternship, and members of family. Also, to establish the identity of the appointer, you should particularly check (1) his signature and handwriting against the application and/or other pertinent papers and (1) his physical appearance against the medical certificate.

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CONFIDENTIAL (when filled in)

#### **ACKNOWLEDGEMENT**

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 29 August 1961.

Signature

14-00000

27 august 1962

CONFIDENTIAL

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W.	SECRET	
7	FIELD REASSIGNMENT QUESTIONNAIRE	
ı	DO NOT CONFLETE . FOR HEADQUARTERS USE ON	(LY , z
	AUTHENTICATION OF SIGNATURES AND NEW FICATION OF ITEMS 1 THROUGH 7, RELOR-	
ł	NAME OF EMPLOYEE ( true)   CATE( from item a-1) NAME OF SUPERVISOR ( true	, ,
l	PICOLU. JOSEPH S. 18 Jun 59 SCUTT, Winston N.	18 Jun 59
ı	E AUTHORIZED TO AUTHENTICATE SIGNATURES AND	
1	S VERIEV DATA IN LITEMS NOS. 1 THROUGH 7. SELOS. YT/Perso	noel   1 Jul 59 =
I	TO BE COMPLETED BY EMPLOYEE	
ı	8 December 1935   S. GRADE   S. CURRENT POSITION TITLE   S. Mail and File Su	
ł	4. SERVICE DESIGNATION (if known) S. CERRENT STATION OR FIELD BASE	TA EXPECTED HATE OF DEPAR
ı	RID Mexico City	2 lan 1954
I	6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR	70. EXPECTED DATE OF ACRESAS
١	None  . GRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (	30 Jan 1966" ***
ľ		because note on transmitter forest
ı	and preparation of outgoing pouches, processing	ng of incoming
Ì	pouches, analysis of mail for filing, name checks and prepa	ration of memoranda,
I	records liaison, operation of Registry during absence of Ch	icf, during
ı	absence of KURIOT representative.	
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Ŀ	9. PREFERENCE FOR NEXT ASSIGNMENT:	
Ĺ	A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU HOULD PHEFER FOR YOUR NEX THAT INDICATED IN ITEM NO. 8, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE. I	T ASSIGNMENT IF IT DIFFERS FROM NDICATE YOUR CHOICES.
ı	Return to WHD or RID in analysis or report work with the in	tention of entering
ı	the IO or JOT program upon completion of studies at George	town University
l	(approximately 1-1/2 years).	
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L		ALL DATE OF THE ORGANIZATION
	<ol> <li>Indicate mat fraining you believe you should have in order to increase t frofor to catalog of courses, if available;</li> </ol>	OUR VALUE TO THE DROSSITE
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	The same and the same of the s	
	These courses that would be preparatory for entrance into th	e operational field.
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9. PRIFFRENCE FOR NEXT ASSIGNMENT (continued)  ( INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY IN THE BOXES BELOW:	INSERTING NUMBERS 1 2 AND 3 (for 1st, 2nd and 3rd c	hoicel
2- RETURN TO MY CURRENT STATION		
INDICATE CHOICE OF COMPONENT:	DUTY. BITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUAR	1688.
IST. CHOICE WHD 2ND. CHO	ICE RID 380. CHOICE WED	<b>-</b>
INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECI	N RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STIFFIC STATION BASED ON QUALIFICATIONS	ATION,
191. CHOICE MADRID AND. CHO.	ICE ROME JAD. CHOICE SALVADOR	
10. HOR MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS?		
	INDICATE NUMBER OF BORK DAYS 15	
11. INDICATE THE NUMBER AND AGE OF DEPENDENTS AND WILL	BE TRAVELLING OR MOVING WITH YOU:	
None	t	
12. SIGNATURE: COMPLETE ITEM NO. S. I. TRANSMITTAL SHEE	T. TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FOR	
. TO BE COMPLETED BY SU	PERVISOR AT FIELD STATION	
13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERF ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE ST AND TRAINING:		NEXT MUCHT
It is recommended that this employee b	e returned to Headquarters in Jahuary 19	960
in order that he may complete his colle	ege education at Georgetown University,	
His replacement, who should be a train	ed RID specialist, should arrive in	- 1
Mexico in early December 1959.		}
This employee should be allowed to take	KUBARK training courses which would	.
lead to his becoming an I.O. upon comp		ł
believed he can become a very good I. (		ŀ.
<del>_</del>	TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.	<del>-</del>
	ATE PERSONNEL OFFICER AT HEADQUARTERS	
18. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFO	RMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR COMPONENT TO MICH HE IS CURRENTLY ASSIGNED, INDICATE	
Concur with Crief of Station recommon	dution for assignment at Headquarters	
in RID since there are no appropriate	nosttices in Mi Han to abiet he	ı
could be assigned.	bearateus iff av ida to Aufeu us	• 1
	•	Ì
10. NAME OF PERSONNEL OFFICEN	SIGNATURE	
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	1 sc/Januar	- 1
DATE 1-July 1959		
17- EMPLOYEE HAS HAS NOT BEEN NOTHING OF PLANNED	ARENA SEASICE TIB. REFARINGE	
REASSIGNMENT	DISPATCH NOCABLE NO	- 1
19. TYPED OR PRINTED NAME	20. \$1045-086	
21. 11100	22. DATE	
23. COMMENTS		7
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## TRAVEL AGREEMENT BY STAFF ENGLOYEES 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 24 months 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.

WITHESS:

14-00000

Potrice of Personnel enfe

Joseph S. Piccolo

Date: 4 Nov 1957

CONFIDENTIAL

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STANDARD FORM 61

PENDED MARCH 1956

S. S. CIVIL SERVICE COMMISSION
F. P. M. CHAPTER AS

# APPOINTMENT AFFIDAVITS IMPORTANT.—Before swearing to these appointment affidavite, you should read and understand

	the attached i	information for	appointee	•
CENTRAL INTELLIGENCE (Department or agency)	AGENCY	(Bureau or diviseo)	Washing ton, D. C. (Place of employment)	
1,Joseph Stephan Piccol	o		, do solemnly swear (or	effirm) that—
A DATH OF OFFICE			•	
I will support and defend to domestic; that I will bear true without any mental reservation duties of the office on which I	e faith and all n or purpose o	legiance to the sof evasion; that	ame; that I take this ob I will well and faithfully	ligation freely
B. AFFIDAVIT AS TO SUBVERSIV	E ACTIVITY AN	ID AFFILIATION		
I am not a Communist or organization that advocates the United States, or which seeks Constitution of the United States will I knowingly become a ployee of the Federal Government.	he overthrow by force or vates. I do for a member of some nent or any ag	of the constitu- violence to den- urther swear (o such organizatio gency thereof.	tional form of the Gover y other persons their rig r affirm) that I will not in during the period that	nment of the hits under the so advocate
C. AFFIDAVIT AS TO STRIKING I	AGAINST THE I	FEDERAL GOVER	NMENT	
I am not participating in agency thereof, and I will not States or any agency thereof, ment of the United States or United States or any agency to member of an organization of Government of the United States or any agency to a covernment of the United States organization.	so participate I do not and any agency t hereof. I do Government o tes or any age	while an emplo will not assert thereof while an further swear ( employees that ency thereof and	byce of the Government of the right to strike against the employee of the Governor affirm) that I am not asserts the right to strik I will not, while an em	of the United the Government of the knowingly are against the ployee of the
D. AFFIDAVIT AS TO PURCHASE I have not, nor has anyone ideration for or in expectation	e acting in my	behalf, given,		
The answers given in the largert.			the reverse of this form	are true and
L. Feb. 1957(Deter of entrence on duty)	٠,	Sample	(Bigneriure of appointer)	······································
isbacribed and sworn before me tl	hie <u>lith</u>	day ofFal	munity	A. D. 19.57.,

Appointment Glark (tide)

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

[SEAL]

	NAME OF EXPLORE	EMPLOYEE SE	RIAL NO	<u> </u>	Count ETED	DA EMILOALS	TEI PPHONE EL	rr I e	Conce.
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~	STRUCTIONS ON ACCOMPANYING	•					-		1
- 1	CARD, THEN FILL OUT THIS FORM				·!		.		
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•	INDICATE ANSWER BY PLACING "X" IN	PROPER COLUMN	YES NO	INDICA	TE ANSWER	BY PLACING '	'X" IN PROPER	COLUMN	YES NO
i	(A) ARE YOU A CITIZEN OF THE UNITED STATES C RATIVE OF AMERICAN SAMOA DO YOU OWE ALLE STATES OF AMERICAN	OF AMERICA, OR (B) AS A GLANCE TO THE UNITED	X	10 (A) H UNDL	AVE YOU EVER THE FEDERAL	FILED A WAIVER	OF LIFE INSURANCE A	COVERAGE	X
ē	ARF YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE MUNICIPALITY! If your answer is "Yes," give details in i		X	(B) IF	YOU HAVE FI	LED SUCH A WATER	TR, HAS IT BEEN CA	NCTLED OR	X
7.	DO YOU RECEIVE OR HAVE YOU APPLIED FOR AN AN STATES OR DISTRICT OF COLUMBIA GUVERNMENT	NUITY FROM THE UNITED					a in this appointm		<del></del> -
	ACT OR ANY PERSION OR OTHER COMPENSATION BERVICES	FOR MILITARY OR NAVAL				ISCHARGED FROM E WAS NOT SATISFA	MPLOYMENT BECAU CYORYI	SE:	_\ <u>X</u>
	If your enewer is "Yes," give details in I SINCE YOU FILED APPLICATION RESULTING IN THIS I	PPOINTMENT, HAVE YOU	-	1		AS NOT SATISFACTO		i	
	BREN ARRESTED, CHARGED, OR HILD BY FYDERAL ENFIRCEMENT AUTHORITICS, FOR ANY YEMATION BYATP LAW, COUNTY OR MUNICIPAL LAW, REGULAT	OF ANY FEDERAL LAW.		3		LD AFTER OFFICIAL WAS NOT BATISFA	MOTIFICATION THAT CTORYS	"	X
-	NOT IN LUDE TRAFFIC VIOLATIONS FUN WHICH A FI IMPOSED - ALL OTHER CHANGES MUST BE INCLUD	NE OF \$25 OR LESS WAS	X			AS NOT BATISFACTO		I	$- \overline{X} $
	DISMISSED. If your answer is "Yea," fire in Item (I) approximate date, (I) charge, (I) ples	12 for each cases		C. HAV	E YOU BEEN E	DISCHARGED FROM MABLE CONDITIONS	THE ARMED SCRVI	CES UNDER	x
-	SINCE YOU FILED APPLICATION RESULTING IN TH	IS APPOINTMENT, HAVE		1:2	rous answer	to A. B. or C	is "Yes," give u semember, snclu r, approximate u	tetails in	^
	TOU BEEN BARRED BY THE U.S. CIVIL SERVICE CON- EXAMINATIONS OR ACCEPTING CIVIL SERVICE APPU-	HNIMENTS!	l X	nar rea	ne and addr ione in eac	es of employed h case.	r, approximate c	late, and	
-	LIAMINATIONS OR ACCEPTING CIVIL SERVICE APPO If your answer is "Yee," give dates i such debarment in Item I? SPACE POR DETAILD ANSWERS TO OTHER QUEST:	DMS (Indicate them		il					!
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INSTRUCTIONS TO APPOINTING OFFICER.—You must determine that that appointment would be in tenformment with the Civil Bervice Act, applicable Civil Bervice Rules and Regulations, and acts of Congress pertaining to appointment.

This form should be checked for holding of office, pension, any record of recent dischapes of errest, age, citizenship, and members of family. Also, to establish the identity of the appointer, you should perturbately here! (1) his agnature and handwriting against the application and, or other perturbate papers and (2) his physical appearance against the medical certificate.

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STANDARO FORM 144	.TA	TEME:	it o	F PR	IÒR FI	EDER	RAL		AN A	ND MIL	ITARY S	FRVICE
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PART I.	—EMPL	OYĖE'S S	TATEM	ENT			·	* 4 to,		FART I	THIS CORSONNEL C	OLUMN IS OFFICE USE
1. NAME (Last, Brat, middle initial)					2 DATE	E CAE B	HTH			9, RETEN	TION GROUP	,
Piccolo Josep	۸.	5			5	55		1930		10 A CS	STATUS	YES NO
3. LIST THE FOLLOWING INFORMATION CONCERNING PRIOR TO YOUR PREZENT APPUREMENT LOS NOT	IG AI L F	EDEPAL A	AND DI	TRICT	OF COLU	\314 S	ERVICE	YOU H	VE HAD	B. TV	T OF PRESENT	
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THE NAME OF

Date 4 February 1957

#### Dear Mr. Piccolo:

1. This is to notify you that the United States Government, as represented by the Central Intelligence Agency, has accepted your employment effective & February 1957.

Position:

File Clerk

Base Salary:

\$3415.00 per annum

- 2. You will be entitled to receive annual and sick leave, retirement coverage and such other employee benefits as may be provided by Agency regulations or applicable Federal laws and regulations.
- 3. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, the duration of the tour of duty will be prescribed in advance and will normally consist of a period of 24 months. You will be required to serve the prescribed period of the overseas tour of duty from the date of arrival at your overseas post of duty unless this tour is sooner terminated by the Government for its convenience or it is terminated for circumstances that are considered by the Agency to be beyond your control.
- 4. If you terminate your assignment at an overseas post of duty for reasons within your control in less than 12 months from the date of arrival at the overseas post of duty, it is understood and agreed that you will be liable for reimbursing CIA for all travel expenses, including storage and per diem, incurred by the Government in the transportation of yourself, your dependents, household effects and automobile to your overseas post of duty, and you will pay all return travel and transportation expenses to the United States.
- 5. It is further understood and agreed that if you terminate your overseas assignment for reasons within your control subsequent to the twelfth month but prior to the completion of your prescribed tour of duty, you will pay all return expenses for the travel and transportation of yourself, your dependents, household effects and automobile to the United States.
- 6. If you wish to return to the United States for personal reasons during your overseas tour of duty, all travel and transportation costs incident to such return will be borne by you, with no expense to the Government.

- 7. Your employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of 12 months from the date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be considered for other types of available employment for which you are suited, or your employment will be terminated.
- 8. Your appointment is for such time as your services may be required and available funds permit.

Office of Personnel

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

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Joseph & Picala (Employee)

4 7.6 mary 1957

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### CONFIDENTIAL

# MEMORANDUM OF UNDERSTANDING REGARDING MILITARY SERVICE OBLIGATION

I understand that in accepting a position with the Central Intelligence Agency while subject to induction into the Armed Forces under the Selective Service Act, I cannot and will not expect deferment from such military service by virtue of my employment with the Central Intelligence Agency.

SIGNED

WITNESS

DATE SI May 5

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	PART II-LANGUAGE ELEMENTS				;			
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4. I CAN READ SIMPLE TEFTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.								
5. I HAVE NO READING AN	ILITY 19 FME LANGUAGE.	· . ·			Ē			
SECTION 8.	Writing (41)				Ž			
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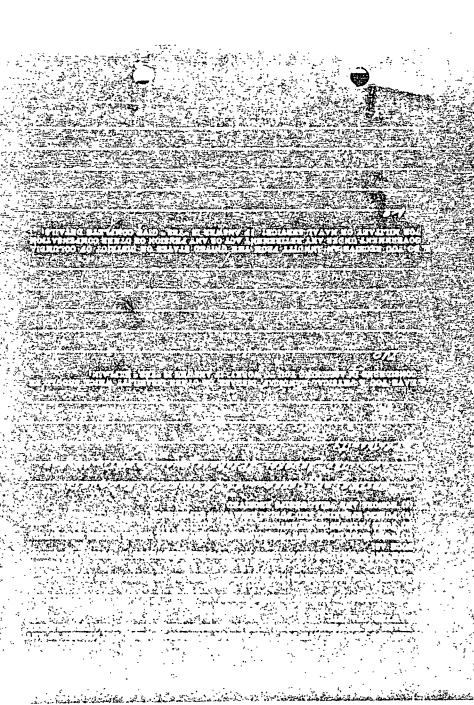
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### CONFIDENTIAL WHEN FILLED IND

### SECURITY APPROVAL

DATE , 20 July 1962
YOUR REFERENCE: 10775 DDF/TFW
CASE NO. : 109709
10 : Director of Personnel
FROM : Director of Security
SUBJECT : PICCOLO, Joseph Stephens
<ol> <li>This is to inform you of security approval of the subject person as follows:</li> </ol>
Subject has been approved for the appointment specified in your request under the provisions of Regulations 10-210 and 20-730 including access to classified information through Top Secret as required in the performance of his duties.
Subject has been approved for appointment under the authority of Paragraph 4(d) of Regulation 10-210, and under Regulation 20-730 including access to classified information through Top Secret as required in the performance of his duties.
2. Unless arrangements are made within 60 days for entrance on duty within 120 days, this approval becomes invalid.
3. As part of the entrance on duty processing:
A personal interview in the Office of Security must be arranged.
XX A personal interview is not necessary.
FOR THE DIRECTOR OF SECURITY:
Chief, Personnel Security Division

FORM NO 1177 NAME AND FROM DE NO

CONFIDENTIAL

LIND I Linked tra status 0-2014 to 40144 4044

# CONFIDENTIAL SECURITY INFORMATION SECURITY APPROVAL

Date: 20 December 1956

TO: Chief, Records & Services Divston Personnel Office

Your Reference: C-6351 FI

FROM: Chief./Security Division

Case Number: 109709

Personnel
SUBJECT: PICCOLO, Joseph Stephan

 This is to advise you of security action in the subject case as indicated below:

Security approval is granted the subject person for access to classified information.

Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9.

2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.

Subject is to be polygraphed as part of EOD procedures.

D. Tr. Fruit

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TRANS SECTION

Dec 21 1 20 FT '55

STRUMBENING

FORM NO. 38-101

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U.S. DEPARTMENT OF JUSTICE

#### U. S. DEPARTMENT OF JUSTICE

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POTMULCATED OF
U. S. (FINE 188 MARKET COMMISSION
CHAPTER BY PEOPRE PROSENES MANUEL

### FL\_LRAL BUREAU OF INVESTIGATION WASHINGTON 25, D. C.

FORM APPROVED BUDGET BUFFAU HC 50 R064 . Depart by:

Checked by:

NOTIFICATION	OF	PERSO	NNE	L ACTION	171714		
1. NAME : HE - HISS - HES, FIRST - HIDOLE INITIAL - LASTS		A DATE OF	BIRTH	F. B. I.	10. 4. DATE		
JOSEPH S. PICCOLO #1818	35	12-8-	-35	5714	9-9-55		
This is to notify you of the following action affecting your employment	1						
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FROM				. 10			
	B. POSITI	ON TITLE					
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Forwarding Address: 2210 20th Washington	Street	t, Nort	hwest		•		
Leave in the amount of 55 hours ext	-		10 p.m	. 9-20-55.			
Owes for 216 hours plus 1 holiday LHCP for the period 6-1-55 (9:00 a The above listed 55 hours leave is	for adv	enced al- cb 7-6-	rk les 55.	ive which is be			
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I. PERSONNEL PILE

STAPIDARD FORM 55 STEELINGS 194 U.S. CIVIL SERVICE COMMISSION CHAPTER 13 F.P. M.

### NOTICE OF CONVERSION PRIVILEGE Federal Employees' Group Life Insurance Act of 1954

An employee is entitled to convert to an individual policy when his group insurance terminates because of separation from an agency, transfer or appointment to a group excluded by law or regulation from insurance coverage, expiration of 12 continuous months in a nonpay status, or entry into the military service of the United States and acquisition of coverage under the Servicemen's Indemnity Act of 1951.

An employee whose group insurance terminates as indicated above may, under provisions set forth in his Certificate of Group Insurance, purchase an individual policy of life insurance without medical examination. The individual policy may be in an amount not exceeding the employee's group life insurance and will be issued at rates applicable to the type of policy purchased and to his current age and class of risk.

If you are entitled to convert group life insurance to an individual policy and wish to exercise this privilege, you must:

- 1. Ask the agency identified in the block below to give you a completed Agency Certification of Insurance Status, and
- 2. Follow the instructions printed on the Agency Certification of Insurance Status, and mail it to the Office of Federal Employees' Group Life Insurance, 330 Fourth Avenue, New York 10, N. Y. That office will promptly mail to you detailed information on how to apply for conversion.

#### IMPORTANT

THE TIME IN WHICH AN EMPLOYEE MAY CONVERT IS LIMITED. THE COMPLETED "AGENCY CER-TIFICATION OF INSURANCE STATUS" (NOT THIS FORM) MUST BE MAILED TO THE OFFICE OF FED-ERAL EMPLOYEES GROUP LIFE INSURANCE WITHIN 31 DAYS AFTER YOUR GROUP INSURANCE TERMINATES, OR WITHIN 15 DAYS AFTER THE DATE OF THIS NOTICE, WHICHEVER BASIS GIVES YOU THE MOST TIME.

UNDER CERTAIN CONDITIONS, LIFE INSURANCE IS PAYABLE IF DEATH OCCURS WITHIN 31 DAYS AFTER AN EMPLOYEE'S GROUP INSURANCE TERMINATES, EVEN THOUGH HE HAS NOT APPLIED FOR CONVERSION. IF DEATH OCCURS WITHIN THIS PERIOD FURTHER INFORMATION CONCERNING POSSIBLE BUNEFITS MAY BE ODIAINED FROM THE AGENCY NAMED BELOW.

Ur. Joseph S. Piccolo

DATE OF THIS NOTICE

NAME AND MAILING ADDRESS OF AGENCY

Washington Ub. 9.0.

### INSTRUCTIONS TO EMPLOYING AGENCY

- 1. Fill in the name and address of the office which issues this notice (overprint or stamp if desired).
- 2. Fill in the date this notice is issued, and note this date in your records for possible future reference.
- 3. Give this notice, as required, to every employee on the date his insurance terminates (except by waiver).

Federal Comment of Surestignation Reem Act,
Units Comment of Justice

Q. 6. 00173939007 PERDITOR OFFICE | \$0 -70949-8

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### ". U. S. DEPARTMENT OF JUSTICE

STANDARD FORM 50

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U.S. CIVIL SERVICE COMMISSION
CHAPTED BY, FOURAL PERSONNEL MANUAL

## FELERAL BUREAU OF INVESTIGA (ON WASHINGTON 25, D. C.

PORM APPROVED BUDGET BUREAU NO. BO-R984

Prepared by: graft Checked by:

NOTIFICATION	1 OF 1	PERSC	NNE	L ACTION	filed by:
1, NAME		E. DATE OF BIRTH		F. B. I.	No. 4. DATE
MR. JOSEPH S. PICCOLO		12-8-35		12088	10-3-54
This is to notify you of the following action affecting your employ	ment;				
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I. PERBONNEL FILE

# FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE

#### REPORT OF PERFORMANCE RATING

Name of Employee:	JOSEPH S.	PICCOLO	
Where Assigned: .	RECORDS & COMMUNICA (Division)	TIQEC RECORDS SECTI	ON: FILE BEYTEW AN
Payroll Title:		HERK CS-3	
Rating Period: from	1-1-54	. to <u>9-30-51</u>	
			3
ADJECTIVE RATING	• • • • • • • • • • • • • • • • • • • •	ISFACTORY stialactory, Unsatialactory	Employee's Initials QLP
Rated by:	Man, C. Strep	- Superior	9/30/54 Date
Reviewed by:	F W WAIKART Signature	Supervisor in Charge Tule	CED 9.0 10E4
Rating approved by	Signature	Accessor to proceed CCC Table	21 1954 Date
	TYPE OF	REPORT	
000.21	(X) Official  (X) Annual = 15	( ) Administrative ( ) 60 day ( ) Transfer	e e e e e e e e e e e e e e e e e e e
J 00: 21	14 <b>04.</b>	( ) Spread	m service

#### U S. DEPARTMENT OF JUSTICE

STANDARD FURM 80 PER SPRICTEST FRIMINGETORS US CELL CORRECT CHEMISSION CHAPTER OF, PERSONNEL MANUAL

### FEDERAL BUREAU OF INVESTIGATIOS WASHINGTON 25, D. C.

FORM APPROVED

BUDGET BURGAU NO. 80-R06

NOTIFICATION OF PERCONNEL ACTION

			·	Filed by:	
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1. PERSONNEL PILE

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# FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE

#### REPORT OF PERFORMANCE RATING

Name of Employee	JOSEPH S. PICCOLO			•
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Rating Period:	from <u>8-3-53</u>	to	1	2-31-53
ADJECTIVE RAT		ISFACTORY ng, Satislaeory, Unsa	tisfactory	Employee's Initials
Rated by:	Signature	we	piùsas Tile	12-31-53 Date
Reviewed by:	Signature	ASSISTANT	Tule DIRECTOR	DEC 3 1 1953  Date  JAN 8 1954
Rating approved by:	Signature	,	Title	Date
	TYPE	OF REPORT	- Jug	- All Andrews and the Andrews of
	(X) Official (X) Annual	(	dministrative ) 60 day ) Transfer ) Separation fro ) Special	en en en en en en en en en en en en en e
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#### S. DEPARTMENT OF JUSTICE

STANDERO FORM 50

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EMPLES AL, FLORENCE PERSONNEL WHICH

14-00000

## FEDERAL BUREAU OF INVESTIGATION WASHINGTON 25. D. C.

Prepared by :

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MR. JOSEPH S. PICCOLO		12-8-35	5	10703	12-4-53		
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#### VETERAN'S PREFERENCE AND SOCIAL SECURITY STATEMENT

Date 8-3-53

- 1. Are you eligible to claim Veteran's Preference under any of the existing Veterans Preference Bills? Yes \_\_\_\_\_ No \_\_\_\_.
- Furnish information substantiating Veteran's Preference claim, including disability rating, if any.
- 3. Are you currently receiving any Social Security benefit payments?

  Yes \_\_\_\_\_ No \_\_\_\_.

  (If you are receiving any Social Security benefit payments at the present time you should immediately contact the local Social Security field office as to whether you will still be entitled to such payment.)

Signature

89 AUG 24 1953 112

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STANDARD FORM 61 /REVISED AUGUST 190) PROMULGATED BY CIVIL SERVICE COMMISSION FEDERAL PERSONNEL MANUAL

# APPOINTMENT AFFIDAVITS IMPORTANT.—Before swearing to these appointment affidavits, you should read and understand the

allaci	hed information for a	ppointee	
JUSTICE (Department or agency)	F. E. I.	WAS HIN	FTON P.C.
1, JOSEPH STEPHAN PI	ccoto	, do solemnly swear (or	affirm) that—
A. OATH OF OFFICE			•
I will support and defend the Condomestic; that I will bear true faith without any mental reservation or puduties of the office on which I am about	and allegiance to the pose of evasion; that	e same; that I take the t I will well and faith	is obligation freely
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C. AFFIDAVIT AS TO STRIKING AGAINST	THE FEDERAL GOVE	RNMENT	•
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D. AFFIDAVIT AS TO PURCHASE AND SA	LE OF OFFICE	•	
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E. AFFIDAVIT AS TO DECLARATION OF A			•
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ic Washington		(Resp.)	······ •
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## DECLARATION OF APPOINTEE

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INDICATE "YES" OR "NO" ANSWER BY IN PROPER COLUMN	PLACING "X"	YES	NO	PERMI	N. SPACE FOR DETAIL			
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ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE. T	ERRITORY, COUNTY, C	R		ļ ¦		***************************************	•••	**** * ********
If your answer is "Yes", give details in Its	m 10.		ľΧ		***********	***************************************		
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in the of Congress performing to appendicement, This force should be also had been been ingled office, pression, such after the in comtes took much any record of recent discharge, or arrest, and particularly for the followment.

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#### OFFICIAL ENTRANCE PERFORMANCE RATING

Date: August 3, 1953

Name: Joseph S. Piccolo

Eod: August 3, 1943

14-00000

Under the Federal Bureau of Investigation performance rating plan, every new employee is given an entrance performance rating which will constitute his official rating until superseded by a subsequent official rating.

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The official entrance rating for this employee is satisfactory.

### M240RANDUM

RE: Mr. JOSEPH S. PICCOLO

A character and fitness investigation including an appropriate loyalty check was conducted concerning this employee and he was found suitable for employment with this Bureau.

#### U. S. DEPARTMENT OF JUSTICE

STANDARD FURM 50

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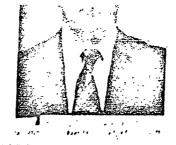
# FEDERAL BUREAU OF INVESTIGATION WASHINGTON 25. D. C.

Prepared by 1 A. Chrohed by:

#### NOTIFICATION OF PERSONNEL ACTION

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7. Present Re	sidence Address: H.E. B.	th st. Pt Laudordal	e, Fla.	31636	T95.Dote1epho	ne, 33344	
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j) Do you claim Veteran's Preference? no k) Basis for claim	
p) country name c) Branch name forces of a foreign country name a) Dates name  b) country name c) Branch name d) Circumstances name  country name d) Circumstances name  a) Date passport issued name h) Place issued name  countries visited forces of the name forces of the name name  name name  to Reason for the name  to Reason for the name name  countries visited forces of the name name  name name  countries visited forces of the name name  name name name  countries visited forces of the name name  name name name  countries visited forces of the name name  name name name  countries visited forces of the name name name  name name name  countries visited forces of the name name name name name  name name name name name name name name	
b) Country Name c) Branch Rope d) Circumstances Name  30. Have you ever visited or resided in any foreign country (except for travel in the Armed Forces of the a) Date passport Issued Name h) Place Issued Name  COUNTRIES VISITED FROM TO REASON FOR TRA  Name name name name  1. List any close relatives, including in-laws, now residing outside the United States (except those in Armed Forces of the U.S.)  BAME RELATION AGE CITY COUNTRY	·
A Date passport issued NOTE h) Place issued NOTE TO REASON FOR TRA  COUNTRIES VISITED FROM TO REASON FOR TRA  NOTE NOTE NOTE NOTE NOTE NOTE NOTE NOTE	i 
a) Date passport Issued_NON6 h) Place Issued_BON8  COUNTRIES VISITED FROM TO REASON FOR TRA  PON6 NON6 NON6 NON6  1. List any close relatives, including in-laws, now residing outside the United States (except those in Armed Forces of the U.S.)  NAME RELATION AGE CITY COUNTRY	<del></del>
COUNTRIES VISITED FROM TO REASON FOR TRA  pone none none none  1. List any close relatives, including in-laws, now residing outside the United States (except those in Armed Forces of the U.S.)  BAME RELATION AGE CITY COUNTRY	e U.S.) 7 no
none none none none none  1. List any close relatives, including in-laws, now residing outside the United States (except those in armed forces of the U.S.)  BAME RELATION AGE CITY COUNTRY	
1. List any close relatives, including in-laws, now residing outside the United States (except those in Armed Forces of the U.S.)  BAME RELATION AGE CITY COUNTRY	VEL
Have relative and the u.S.)  RELATION AGE CITY COUNTRY	
NAME RELATION AGE CITY COUNTRY	<del>~~~~~</del>
NAME RELATION AGE CITY COUNTRY	
none none none	
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Write "IES" or "NO" in the appropriate column. If the answers to any of the following question		$\Box$	
are "TES" you MUST give full details, using additional sheets if secessary, and numbering answe to correspond with questions.	, r s	- 1	
7. Have you had any serious illnesses or operations in the past 5 years?		1_	. <b>n</b>
a) If so, describe and give dates			
At.,			
b) Were you hospitalized?			- 204
Dates: Hospital Location		- 1	
c) How many days' work have you lost in the past 5 years due to illness.		ł	
d) Do you have any service disability?			na
e) Percentage:f) Wature of disability?		- 1	
. Do you have any sources of income other than your salary?		L_	ń
		$\neg \Gamma$	-
a) what are they? b) Total amount of such income \$	1	-	
. Has your credit record ever been considered unsatisfactory, or have you ever been refused credita			ne
a) If so, give dates, places, names of creditors and circumstances			
. Are you now indebted to anyonet			nc
a) Name: Address , Amount	.	-	
77-07-48-70-48-70-48-68-68-68-68-68-68-68-68-68-68-68-68-68		1	
		- 1	
		1	
		- [	
Have you ever been arrested (include traffic violations, but not parking tickets)?	уе	<b>a</b>	
	.	1	
Jan. 8, 1753 Ft Landordela speeding fined \$10,00		1	
		1	
***************************************	i		
Has any member of your immediate family or close relative (including in-laws) ever been arrested	- 1		
for other than traffic violations?  NAME RELATION DATE PLACE CHAPGE DISPOSITION		·-  <del>*</del>	nç
	- 1	1	
		1	
		1	
were you ever dismissed from a school, or was any disciplinary action, including scholastic probat ever taken against you, during your scholastic careers	ion,	١.	ne
School: Date: Type of Action		1	
wave you ever been dismissed or asked to resign from any employment or position you have held?		١.	na
Employer's name: Date: Reasons:	F		-
	. 1	-	
Nave you ever been a defendant in a court action?	ye.	B	
(If so, give date, place, court, names of parties involved, nature of action, and final disposition	"	1	
Attached sheet			
ire you now, or have you ever been a member of the Communist Party U.S.A. or any Communist organize	at Ion	- <del> -^</del>	10
are you now, or have you ever been a momber of a fascist organizations			20
are you now, or have you ever been a member of any organization, association, movement, group, or combination of persons which advocates the overthrow of our constitutional form of government, or a has adopted a policy of advocating or approving the commission of acts of force or violence to deny other persons their rights under the Constitution of the United States, or of seeming to alter the			
has adopted a policy of advocating or approving the commission of acts of force or violance to deny	,		
ther persons their rights under the Constitution of the United States, or of seeming to after the	Torm	1 .	

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dive three personal references (not relatives, former employers, fellow employees or school teachers) who are responsible adults of reputable standing in their communities, such as householders, property owners, business or professional med or women including your family physician if you have one, who have known you will during the past 5 years.

No. OF

RESIDENCE ADDRESS  ACCUMINED  A) Paul F. Gorke  3025 N.E. Centor Ave. City Visual Beach. Fla.  C) Dr. F.C. Haharman  C) Harry F. Kontiner  205 N.E. 18t. stroet City F. Leuderdele, Fla.  A. Year  A. List the names of any of your relatives who are now employed by the Federal Government  NAME  RELATION  AGENCY BY WAICH EMPLOYED  LOCATION  A) Prances Carpinelli  cousin  Veterans Administration  New York City  b)  c)  L6. List names in Full of any friends or acquaintances who are now employed in the Federal Bureau of Investigation, Give the name of the city in which they are working, or were working when you last neard from them.  NAME IN Full  100ATION  LENGTH OF ACQUAINTANCE  a)  none  Done  Done
The Position AND AND AND AND AND AND AND AND AND AND
C) Harry F.Kostner  205 N.E. lat street City F. Lauderdale, Fla.  2 year  as. List the names of any of your relatives who are now employed by the Federal Government  NAME  RELATION  AGENCY BY WHICH EMPLOYED  LOCATION  D)  C)  46. List names in Full of any friends or acquaintances who are now employed in the Federal Bureau of Investigation. Give the name of the city in which they are working, or were working when you last neard from them.  NAME IN FULL  LOCATION  LENGTH OF ACQUAINTANCE  A)  none  none
AS. List the names of any of your relatives who are now employed by the Several Government  NAME  RELATION  AGENCY BY WHICH EMPLOYED  LOCATION  AGENCY BY WHICH EMPLOYED  LOCATION  WENT City  BY  C)  46. List names in Full of any friends or acquaintances who are now employed in the Federal Sureau of Investigation. Give the name of the city in which they are working, or were working when you last heard from them.  NAME IN FULL  LOCATION  LENGTH OF ACQUAINTANCE  A)  RODE  DOR
Trancas Carpinalli comâin Vaterans Administration New York City  b)  c)  46. List names in FULL of any friends or acquaintances who are now emplaced in the Federal Bureau of Investigation. Give the name of the city in which they are working, or were working when you last heard from them.  NAME IN FULL LOCATION LENGTH OF ACQUAINTANCE  a)  none  none
a) Frances Carpinalli comain Veterans Administration New York City  b)  c)  46. List names in Full of any friends or acquaintances who are now emplaced in the Federal Sureau of Investigation. Give the name of the city in which they are working, or were working when you last heard from them.  NAME IN FULL LOCATION LENGTH OF ACQUAINTANCE  a) none none
c)  46. List names in FULL of any friends or acquaintances who are now emplaced in the Federal Bureau of Investigation. Give the name of the city in which they are working, or we're working when you last heard from them.  NAME IN FULL LOCATION LENGTH OF ACQUAINTANCE  a) none none
c)  46. List names in FULL of any friends or acquaintances who are now emplaced in the Federal Bureau of Investigation. Give the name of the city in which they are working, or were working when you last heard from them.  NAME IN FULL LOCATION LENGTH OF ACQUAINTANCE  A) none none none
to, List names in FULL of any friends or acquaintances who are now emplaced in the Federal Bureau of Investigation. Give the name of the city in which they are working, or were working when you last heard from them.  NAME IN FULL LOCATION LENGTH OF ACQUAINTANCE  a) none none
gation. Give the name of the city in which they are working, or were working when you last heard from them.  NAME IN FULL LOCATION LENGTH OF ACQUAINTANCE  none none
gation. Give the name of the city in which they are working, or were working when you last heard from them.  NAME IN FULL LOCATION LENGTH OF ACQUAINTANCE  none none
name in full LENGTH OF ACQUAINTANCE  a) none none  b)
b)
(ه
c) 47. List chromologically ALL of your residences for the past 10 years
FROM TO STREET APT. NO. CITY STATE
51 1945 1948 676 East Street none Pittsfield Mass.
1948 1950 1100 N.E. 7th Ave. none Pt Lauderdale Fla. Fla.
(d) 1950 1951 507 N.E. 11th Ave. none Pt Leminoriale Fla.
/
Ve) 1952 1953 1335 H.E. 20th atreat none Pt Landerdele Fla.
<u>r)</u>
9)
i)
j)
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48- 4	Are you single, married, wido	med, separated or divorced?	aingle			
,	a) If divorced, give date of o	divorce none Place no	ne	Court_	000e	
49.	Maiden name of wife or husband	d's full name: none				
• • ,	a) Occupation none :	Employer's name and address:	_ none			
	•	address_nON@				
		d) Date of Birth non9				
		ne g) Place none				
		QQ				
_						
						·
_	• ,					
NOTE:	If you have been married more tven though a relative is do death. Include step-brother guardians, or others who have concerning them as well as y	e than once, give the above in ceased, give all information re 5 and sisters, and if you or yi • raised you instead of your pa our real parents: RELATIV	formatio equested our wife arents t	n concerning each , and indicate la or husband have ne requested info	former husband st residence a step-parents, rmation should	d or wife. nd year of legal be furnished
	FULL NAME	ADDPESS	AGE	PLACE OF BIRTH	OCCUPATION	DATE & PLACE OF
•••	·		1	l grayii	driving	Pittsfield
21.	ATMER Joseph Piccolo	1636 N.E. 20th streat	48	Naples, Italy	Instructo	r_Mass
52. M	WTHER Trana Anna Piccolo	1636 N.E. 20th Street		Yonkers N.Y. Pittsfield	houserdfo	none
· Aj	Francis Donald	вале	$-\mu$	MASE	student	none
b)	Lomis Brian		9	Pittsfield,	student	
	Z LONGE BETAN	<b>有名用</b> 鱼	13	MASS	B DOMESTIC	none
c)	and on the one of the triple		_ _			
54. W	IVES OR MUSBANDS OF ENOTHERS (	1		*		
	none	none		none	nona	nona
_2)_						
c)			- 1 - 1			
55, 81	ATHER-IN-LAW	•				
56. MO	)IHER-IN-LAW	none		none	none	none
,		nona.		none		none
57 <b>.</b> 96	OTHERS AND SISTERS OF IGUR HU	SBAND OR WIFE				
a)		nona		none	nona	none
·6)						
	<del></del>		1			
c)						
a)				į		
e. 011	#ERS (indicate relation - see	nate above)	11	none	. Doba	
0)		·	1			- none'

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A market Charles (	:112h	+	Location	Ft Lauderdale
c)				
٥١			Location	
O. Farelyn languages	speak	understand	read	write
a) none	none	none	none	none:
6)				•
c)				
List any special abilities  Ability at mil	lic apeaking. Al	ollity_tobold_chauff	ers-licenso	•
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			***************************************	
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securely with paste tape or staples	re Attack not le plain must le date con NO AFT	h an unmounted full arger than 2 3/4 x 2 iy on the back of th have been taken not of this application. OINTIVE CONSIDERATI	face photographich inches. Printe photograph. Tomore than 3 monton Will BE AFFOR	of yourself, t your name The photograph this prior to th

I understand that all appointments are probationary for a period of one year, during which time the employee must demonstrate his fitness for continued employment by the Federal Bureau of Investigation. I also understand that any appointment tendered me will be contingent upon the results of a complete character and fitness investigation, and I am aware that willfully withholding information or making false statements on this application will be the basis for dismissal from the service. I agree to these conditions, and I hereby certify that all statements made by me on this application are true and complete, to the best of my knowledge.

Respectfully,

(Signature of the applicant as usually written)

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Question #40.

Jan. 10, 1953, Ft Landerdale, Fla, Traffic court, Joseph Piccolo-City of Ft Landerdale, Fla. Traffic violation, Fined \$ 10.00.

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