MATERIAL REVIEWED OF CIA HEADQUARTERS BY HOUSE SELECT COMMUTTEE ON ASSASSINATIONS STAFF MEMBERS

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There is on file	in the Personal Affairs Branch, Be	enefits and
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This notice should	be filed in the employee's Official Pe	ersonnel Folder
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NOTICE OF OFFICIAL DISABILITY CLAIM FILE

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File on the abo	ove named employee (or his dep	pendent*) for an illness.
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#### S E C R E T EYES ONLY

2 0 OCT 1976

MEMORANDUM FOR: Chairman, GS-12 Evaluation Board

FROM : Raymond A. Warren

Chief, Latin America Division

SUBJECT: Recommendation for Promotion to

Grade GS-13, Daniel Flores

operations instructor to capitalize on his fine operational record which he developed during his two field assignments in and in and his most recent operational assignment with LA/COG. His overall performance has clearly been characterized by exceptional proficiency and he has been rated by his most recent supervisor as "outstanding" for his handling of a sensitive case and his development and pursuit of operational leads. Mr. Flores has definite growth potential and clearly meets or exceeds the criteria for promotion to Grade GS-13, a promotion which is most strongly recommended.

- 3. Mr. Flores has shown a remarkable growth potential during the last year. He is determined, persistent, serious, and commendably aggressive. He is mature, self-assured, and his operational decisions are sound. His managerial skills are in keeping with his operational potential. He was often called

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#### S E C R E T EYES ONLY

upon in the last twelve months to act as Chief of his section, a GS-14 position. He demonstrated sound leadership qualities by stimulating interest and enthusiasm in his staff. His operational programs were aggressive and imaginative. Mr. Flores' supervisory talents combined with his excellent professional skills portend a continuing and successful career in this Agency.

- While assigned to LA/COG, Mr. Flores was involved in the spotting, assessing, developing access to, and eventually pitching a who was the in a Latin American country. The recruitment pitch was not successful but the details of this operation were handled in the most professional manner. Mr. Flores developed more leads to lo during this period than any other LA/COG operations officer. He has native fluency in Spanish and feels "at home" operating in the field. While in LA/COG Mr. Flores was called upon to do a considerable amount of TDY asset anytime, travel since he was on call to meet his any place whenever the agent In addition to these travels, Mr. Flores did a lot of traveling seeking out and debriefing potential access agents. During this last year he clearly demonstrated his ability to function independently and to assume responsibilities usually reserved for officers much more senior in grade and experience.
- 5. Mr. Flores was assigned in July 1976 to OTR on a two-year rotational assignment as an operations instructor. Upon completion of this assignment, Mr. Flores will return to this Division to assume responsibilities, either at Headquarters or in the field, commensurate with his demonstrated operational and managerial talents. In recognition of Mr. Flores' outstanding agent handling skills, his overall professional competency, and his obvious growth potential, it is strongly recommended that Mr. Flores be promoted to Grade GS-13.

Raymond A. Warren

S E C R E T EYES ONLY

### SECRET

21 September 1976

MEMORANUM FOR: Chief, OIR/LID

FROM

: Walter R. Cox

Chief, ALT Unit

SUBJECT

Completion of Training Report

Trainee: Daniel Flores
Training Program:

1. For your information and for documentation in Daniel Flores' official personnel file, this memorandum certifies that he received the five-day SAI Persuasion Skills course at an NOCB in Arlington, Virginia, between 11 and 17 August 1976. The instructor was Mr. George Steitz.

- 2. Briefly, the SAI course is a program in human relations and communications effectiveness on the interpersonal level. It provides the trainee with a framework for analyzing problems usually encountered in supervisory or in agent development, recruitment, and handling situations and with a system for presenting his ideas in a way standing the best chance for success in gaining a target individual's willing acceptance. Flores was an active and most interested participant throughout the program and achieved a good understanding of the basic principles involved. A copy of his course critique is attached for your information.
- 3. Since Flores is an ALT Instructor, we plan to dispense with the formality of a post-training questionnaire.

Walter R. Cx

Originated by:

George W. Steitz

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MR/ALT Staff

Trained: Mr. Daniel Flores Instructor: Mr. Steitz August 1976

To assist us in making decisions about future SAI training or application, your answers to the following questions will be most appreciated,

- 1. Do you feel SAI training was helpful to you? (If you choose to do so, please explain why or how.) This course was extremely useful to re. One of the main features of the course how to percieve the others persons objectives before your cwn was of particular interest because, as an instructor it will be one of the main tools I will use in evaluating the level of understanding of each trainee. This experience will also be very helpful to me in my career as a case officer. I can think of several instance where SAI could have helped me turn several failures (recruitment pitches) into successes.
- 2. Did SAI training provide you with any concepts or tools which can be applied in a practical way to your work problems? To your personal life? Any examples you care to mention?

The benefits that this course will provide for me in my job as an instructor are clear. I am absolutely certain that putting the SAI concept into practice will bring forth not only self satisfication but career benefits as well. This will also be very helpful to me in my personal life. I can see now that some of the concepts will be put to work immediately.

- The greatest revelation from an operation point of view, was the clarification of perhaps an erroneous idea we have about obtaining our intelligence objectives. I always operated under the belief that the most important thing in my work was to attain my objectives, i.e. the recruitment of an agent. SAI revealed that this is true but it also revealed that it is more important to first considered the target's (agent's) objectives. Once we do this our chances (in my opinion after taking SAI) saucdess would probably increase by at least 90 per cent. If I were to stress one point it would be that more emphasis be placed on dealing with the target's rather than the CO's objectives.
- I am sure that kany people would be recovereded for this training and that all would benefit for, it. However, I would strongly recovered that personnel officers be given SAI as a prerequisite to their these would certainly help them in dealing with large numbers of different people.

5.5 What other components or categories of personnel do you believe would benefit from SAI training to a degree making it worthwhile for them to receive it?

- 6. Please comment, if you have any definite opinion, on the duration and pace of the training: too long/short? too fast/slow?

  The pace of the course was exellent. However, adding one or two more days would certainly help in putting the SAI concepts into practice by the trainee himself. That is, perhaps a live excercise with a person who is not sware of the training situation. A trainee could be tasked to elicit information from an unwitting participant. The use of videotapes and/or movies would help in testing the trainees perceptiveness through the course.
- 7. Any other comments you may wish to make:

A brief comment about the instructor. He was definitely responsible for the success of the course. Mr. Steitz showed excellent knowledge of the SAI material and throughout the course kept the student's interest alive m by showing tremendous enthusiasm in what he was teaching. The end result of the professionalism that Mr. Steitz demonstrated in the class is reflected in the comments stated here and in the confidence he instilled in me personally.

8. On a scale of 1 to 5, how would you rate SAI training in relation to other training you have received from the Agency? Please encircle applicable number:

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### SEGRET EYES GMLY



17 AUG 1971

MEMORANDUM FOR: Secretary, CSCS Panel A

SUBJECT

Recommendation for Propotion to Grade

GS-11, Daniel Flores

1. It is recommended that Mr. Daniel Flores be premoted from GS-10 to GS-11.

- 2. Ur. Plores is 36 years old and joined the Agency in March 1962. He has successively been a file clerk, translator, intelligence—assistant, career trainee and operations officer. He worked part time for several years so that he could obtain his PA degree from American University. This he did in 1967 with his specialty being Latin American Affairs.
- 3. Hr. Flores, who is bilingual in English and Spanish, has just completed his first everseas tour as an operations efficer in Guayaquil, Ecuador. It is on the basis of his very fine performance during this tour that this promotion request is based. Also as a result of his record in Guayaquil, he has been assigned to Lima Station as an operations officer in a position which is rated as GS-13.
- 4. The Chief of Base, Guayaquil, and the Chief of Station, Quito, both bave rated "r. Flores as "Strong" in his fitness reports and both have stated that his performance in Guayaquil merited a Quality Step Increase. This QSI request is currently being processed and is based on the cutstanding job Mr. Flores did in connection with a very sensitive operation. He planned the aspects, supervised the installation, located the recruited the and processed all the intelligence which was produced. The intelligence derived from this source has been of consistently high quality and the operation has been described by the Chief of Station, Quite, as the best and most productive of all the operations in Ecuador. Throughout all aspects of the operation, "Ir. Flores maintained tight central on its security and avoided any problems in this respect.

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5. By his performance in Guayaquil, Mr. Flores has demonstrated that he has found his proper role as an operations officer and that he has potential for growth in this area of endeavor. WH Division strongly recommends that he be promoted to GS-11.

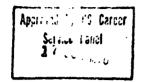
Milliam V. Brogger Chief
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2 JUN 1970

MEMORANDUM FOR: Secretary, CSCS Panel (Section C)

SUBJECT

Recommendation for Promotion to Grade GS-10, Daniel Flores

- 1. It is recommended that Mr. Daniel Flores be promoted from GS-9 to GS-10. Mr. Flores has been in his present grade since April 1969.
- 2. Mr. Flores joined the Agency in 1962. Initially he was employed on a part-time basis in the Wi Division while attending American University. He received his AB degree in 1967 and became a full-time staff employee. On the strong recommendation of his supervisors, Mr. Flores was accepted for the Career Training Program which he completed in August 1968. After rejoining the WH Division, he was selected for assignment as an operations officer at the Base, where he arrived in May 1969.
- Mr. Flores has made a most impressive beginning in the has adapted to new tasks and a new environment with a mature assurance and a professional approach. Shortly after arrival in the base was temporarily depleted of other officers. Mr. Flores carried out the duties of acting Chief of Base in a most commendable manner. His fluency in Spanish and his Latin background have been definite assets in the performance of his duties. His performance to date has demonstrated that he handles his agents securely and productively. Both Mr. Flores and his wife have been well accepted within the local community and they carry out their representational duties very effectively.
- 4. Mr. Flores has proven to be a competent operations officer. As he further develops through experience and responsibility he should become eligible for rapid advancement. In any case he is already performing at a level higher than his present grade and a prometion at this time is strongly recommended.

hilliam V. Broe Chief hestern Hemisphere Division

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GO: THINK El Bak SECRET ### .. Chief, WY Division 50 15 1 GRAY OUT HITS PASS. Chief of Statton, Quite 1204 Calef of Base, SUBFICE - Proposition for ¿ ADMINISTRATIVE/PERSONNES and the oursess rolls Approved by CS Career ACTION REQUIRED: See Below Service Panel 17 JUL 19/0 During the visit of the Chief, WHD to the Base lant November 1969 he mentioned to the COS, Quito and the COB that the promotion for in (from GS-9 to GS-10) moved be forthcoming; he also said this to ( during a private meeting. Thus far, however, there has been no notice of the promotion action. The COB assumes that the delay is related in some way to the dates set for meeting of the promotion panel If this assumption is not correct, however, and some further action by the Base is necessary in addition to the recommendation contained in Flores last Fitness Report, the COB would appreciate being aivised. Distribution: Lorig. & 2 - C/WID) 2 - COS, Quito " "] MANY 10 DEPTH CAR SCREEN AFFECTS DATE HEGT-1474 26 May 1970 CASSALT RYELT

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THE SECTION OF THE CORP SPACE  19 ACTION TO EMPLOY II OFFICE COPIES  19 WIT EMPLOY TO SPACE  20 WIT EMPLOY TO SPACE  21 WIT FEBRUARY TO SPACE  22 WIT FEBRUARY TO SPACE  11 PERFORM STRUCKER CONTRIBUTED TO SPACE  1-10 FT  1-	BRILOW FO  22 STATION CODE  MINT DATA CODE  56 (GMF BATE  DA TI	3 APR 69 R EXCLUSIVE US Z3 INTIGEES CODE  31. MPRANTION BATA CODE  18 CARRE CATE (40 ESS PROV. USAP 1 43 PORM FARCUTED 1-W3 1-W3 1-80	TODO COOS	E OF PERSON TO SIETH DA V9 LATION DATA LATION DATA DA V8 FIGGI HEALT - WATTES - TI	OTTR  REAPPROVING OFFICER  PART OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLAD  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE	DATE SIGNED  A APR 1969  DATE OF US  OF THE BASE  A APR 1969  A APR 1969  THE BASE  A APR 1969  THE BASE  A APR 1969  THE BASE  THE BASE  THE BASE  THE BASE
THE PRINCE OF REQUESTING OFFICIAL  HENRY L. BERTHOLD  SPACE  19 ACTION 70 EMPLOY 31 OFFICE CODING  CODE (CODE   100 MILE CODING  PO WIT EMPLOY 11 OFFICE CODING  O A. VE. STIFLENS 1 OFFICE CODING  15 VET PRINCES 10 MILE (COMP DATE 37 MILES  COOM 0-8078 MO DA. VE MOD  1-5 VET PRINCES (STRIAMS EXPENSES EXPELS  COOM 0-8078 MO DA. VE MOD  1-10 FT 1-8078 MILES (COMP DATE 37 MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MILES (COMP MINES)  1-8078 MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP MINES (COMP M	BRILOW FO  22 STATION CODE  MINT DATA CODE  56 (GMF BATE  DA TI	3 APR 69 R EXCLUSIVE US Z3 INTIGEES CODE  31. MPRANTION BATA CODE  18 CARRE CATE (40 ESS PROV. USAP 1 43 PORM FARCUTED 1-W3 1-W3 1-80	TE SIGNATURE OF THE OFFICE 28 HOUTS 25 DAT 100 100 100 100 100 100 100 100 100 10	E OF PERSON TO SIETH DA V9 LATION DATA LATION DATA DA V8 FIGGI HEALT - WATTES - TI	OTTR  REAPPROVING OFFICER  PART OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLAD  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE OF GLADE  TO DATE	DATE SIGNED  A APR 1969  27 BATE OF US  ADD DA. TE  CY   C. 7  33 SECURITY NO  SO MOCIAL SIGNETY NO  TAI BATA  COOL TO THE STATE COOP
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26 October 1967

MEMORANUUM FOR: Daniel Flores

THROUGH

Executive Secretary CSCT Selection Board

SUBJECT

: Application for Career Training Program

- l. I am pleased to inform you that you have been accepted for the Career Training Program. Let me congratulate you and wish you the maximum profit and pleasure from your proposed training.
- 2. You will remain with your present Component until the beginning of the next Integrated Training Program, to begin 11 December. At that time you will be reassigned to the CTP T/O where you will remain until your training has been completed.
- 3. Should you have any further questions, do not hesitate to call on the Program Officers.

ROBERT B. PRESSAN Chief, CTP

TOUR DESIGNATION

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MEMORANDUM FOR: Secretary CSCS Panel, Section D

SUBJECT

Recommendation for the Promotion of Mr. Daniel Flores From GS-05 to GS-06.

- 1. Mr. Flores has been working in WH/COG and its predecessor groups since 1963. His fitness reports have been consistently good and the comments of his supervisors laudatory. In mid-1965 Mr. Flores was changed from full-time to part-time staff employee in order to allow him to attend American University on a full-time basis. His course of study leads to a Bachelor's Degree in Political Science with emphasis in Latin American affairs. Mr. Flores has made the Dean's List the past two somesters and will receive his degree in August 1967.
- 2. Throughout his career Mr. Flores has shown himself to be a strongly motivated employee, willing and capable. The calibre of his performance has been consistently good and he has shown steady improvement as he acquired the skills and knowledge of intelligence business. He is reliable and conscientious and we have good reason to expect that he will develop into a very competent operations officer. He will apply for the CT program in September and his application will be wholeheartedly supported by WH/COG.
- 3. In WII/COG Mr. Flores has served as an Intelligence Assistant in support of CI operations. In addition he has assisted in the training of agents in communications. Mr. Flores is bi-lingual Spanish and English and is adept as an operational Translator-Interpreter.
- 4. Mr. Flores was promoted to GS-05 on 16 March 1964. He has been performing duties at GS-06 level for the past two years and it is sincerely recommended that he be promoted promptly to GS-06.

William V. Broo Chief Western Hemisphere Division

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### SECRET (When Filled in)

9 September 1966

MEMORANDUM FOR: Mr. Daniel Flores

THROUGH : Head 65 CS Career Service

SUBJECT: Notification of Non-eligibility for Designation as a

Participant in the CIA Retirement and Disability System

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

- 2. In your case, the Head of your Career Service has advised me that you do not meet the requirements of HR 20-50 for designation as a participant and I have accordingly made the formal determination required by the regulation that you are not eligible for designation. This in no way affects your current status under the Civil Service Retirement System, nor does it preclude reconsideration of your eligibility to participate in the CIA System if you should meet the requirements for designation in the future.
- 3. Should you desire further information concerning the requirements for designation as a participant in the CIA Retirement System, I suggest that your read paragraph e of IIR 20-50 and paragraph 5 of the Employee Bulletin dated 30 July 1965, entitled "Public Law 88-643, The Central Intelligence Agency Retirement Act of 1964 for Certain Employees."
- 4. It is always possible that the records upon which the determination made in your case may have been incomplete or inaccurate regarding your actual employment history with the Agency. If, after studying the materials cited above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 205, Magazine Building (extension 2847). If such discussions do not resolve any questions you have regarding your eligibility, you may request that your case be formally considered by the CIA Retirement Board. However, this request must be made within 30 days of the Gate of this memorandum.

Emmett D. Echols
Director of Personnel

SECRET

Survive tem services

# CENTRAL INTELLIGENCE AGENCY WASHINGTON, D.C. 20505

17 JAN 1966

Claimant: Daniel Flores File No.: 7000438

Mr. Wilfred J. Harren Chief of Section Division of Claims Services Bureau of Employees' Compensation Washington, D. C. 20211

Dear Mr. Harren:

Reference is made to Subject's claim for benefits of the Federal Employees' Compensation Act.

Enclosed is additional information submitted by claimant.

If we may be of further assistance in this matter, please so advise.

Very truly yours;

7e/ B. Defalice

B. DeFelice Office of Personnel

Enclosures:

As stated

Distribution:
O-addressee, l-D/Pers, l-BCB
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6 January 1965

MEMORANDUM FOR: Chief, CSPO

SUBJECT

Conversion to Part-Time Staff Employment

Mr. Daniel Flores

Assistant, GS-07, assigned to the CI Staff of WH/SA. He is currently pursuing a program of studies in Government at the American University with special concentration on Latin American Affairs. To complete the major portion of his remaining requirements for the bachelor's degree, he is planning to attend the University full-time for a year. Any requirements still outstanding at the end of that period would be completed at night.

2. The em	ployee's duties in the CI Staff involves the
translation of	messages received from and sent to
	assisting in the training of in and
	procedures, and miscellaneous support functions
in the CI Branc	h. He has proved invaluable because he has native
fluency in ever	y-day Spanish and is familiar with and commun-
ication techniq	ues, problems, and training procedures. In addi-
tion to Mr. Flo	res'utility for such cases as may arise in the
	ersonally acquainted with of the
now in place	and with the numerous problems which constantly
arise in their	handling.

3. In view of the need for Mr. Flores' services, the Chief, CI Staff, has asked the employee if he would be willing to continue in his present capacity on a part-time basis. The employee has indicated that he would accept such an arrangement. It is accordingly requested that WH/SA be permitted to convert him from a full-time staff employee to one employed on a part-time, regular tour of duty basis. Subject would be utilized for a total of 18 hours per week, the maximum time that his school program will permit him to devote to Agency duties.

Robert D. Cashman C/WH/Personnel

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19 December 1963

MEMORANDUM FOR: Clandestine Services,

Career Services Panel

SUBJECT : Mr. Daniel Flores -

Recommendation for Promotion

1. Mr. Flores has been with the Agency for about eighteen (18) months and has been a member of SAS since June 1963. During the six (6) months he has been with SAS he has demonstrated intelligence and initiative. In addition to his fulfilling his primary responsibility as a translator, he quickly picked up the knowledge and experience necessary for an Intelligence Assistant in the Operations Support Section. His duties and responsibilities accordingly have been broadened. He has demonstrated ability to function independently as a member of the Operations Support Staff. He is cooperative and has maintaned a cheerful disposition under presure and through many late hours and weekends of duty.

2. In view of his excellent performance in SAS, his intelligence and ability, and his growth potential for a career in CIA, I strongly recommend that he be promoted to GS-5 as soon as possible.

JOHN K. KING Chief, SAS/Intel

APPROVAL RECOMMENDED

DESMOND FITZGERALD Chief, Special Affairs Staff

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#### 14 February 1962

Mr. Daniel Flores Apartment 203 2828 Connecticut Avenue, N. W. Washington 8, D. C.

Dear Mr. Flores:

We are pleased to inform you that your appointment with this Agency has been approved at Grade GS-4, salary \$4040.00 per annum, as Clerk.

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 affidavit, participating in a final security interview. 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 dial 351-2781 and ask for Mrs. Shirley Wells, as soon as possible, in order to arrange an entrance-on-duty date. We would appreciate your selecting a Monday.

Please report to the Receptionist at 1016 - 16th Street, N. W., Room 201 at 8:15 a.m. and ask for Mrs. Wells on the reporting for duty date that you establish with this office. This address is located on 16th Street between K and L Streets opposite Hotel Statler.

Your gross earnings will be subject to deductions for Federal income tax and 6 1/2 percent for the United States Civil Service Retirement Fund. In addition, the benefits of low-cost group life insurance, which will be discussed with you at the time of your entrance on duty, are available to Federal civilian employees. This insurance is not obligatory. However, if you do not wish coverage, which is automatic, you should sign a Waiver of Life Insurance Coverage form at the time you enter on duty.

You will not receive a pay check for approximately four weeks after your entrance on duty.

If you have any problems, Mrs. Wells will be glad to discuss them with you when you call.

Very truly yours,

E. D. Echols Director of Personnel

OP/Corres/mjt File sent to: Shirley Wells

26 January 1962

Mr. Daniel Flores
Apartment 203
2828 Connecticut Avenue, N. W.
Washington 8, D. C.

Dear Mr. Flores:

Processing of your application for employment with this Agency is continuing. Please advise us if any circumstance should arise which might affect your interest in a position with us.

Your continued interest and patience are approclaied.

Very truly yours,

E. D. Echols
Director of Personnel

OP/Corres/sjm File sent to:Wells 20 October 1961

Mr. Daniel Flores Apartment 203 2828 Connecticut Avenue, N. W. Washington 8, D. C.

Dear Mr. Flores:

In connection with your application with this Agency, it will be necessary for you to come to our Medical Office in Central Building, 2430 E Street, N. W., for a pre-employment medical examination which will include determination of physical health and emotional stability.

An appointment may be scheduled by dialing 351-2781 and asking for Mrs. Shirley Wells.

Very truly yours,

E. D. Echols
Director of Personnel

OF/Corres/car
file sent to shirley wells

#### 12 October 1961

Mr. Daniel Flores Apartment 203 2828 Connecticut Avenue, N. W. Washington 8, D. C.

Dear Mr. Flores:

Your application for employment with this Agency has been reviewed with interest and the processing of your case has been initiated for a full-time position on the 3:30 p.m. to 12:00 p.m. shift at Grade GS-4, salary \$4040.00 per annum, plus a ten percent night differential for the hours from 6:00 p.m. to 12:00 p.m., as Clerk.

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 you cannot accept the position or if you have any questions concerning your application, you should write to Mrs. Shirley Wells.

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 epoperation and patience during this waiting period.

Very truly yours,

A. D. Echols
Director of Personnel

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15 September 1961

Mr. Daniel Flores
Apartment 203
2828 Connecticut Avenue, N. W.
Washington 8, D. C.

Dear Mr. Flores:

Appropriate members of our staff are reviewing your application for employment to 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, every effort will be made to reach an early decision. We will keep you as fully informed as possible regarding the status of your case.

Very-truly yours,

E. D. Echola
Director of Personnel

OP/Corres-bt file sent to Mr. Washam

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Mr. Flores is in excellent health and had known of nothing in his background that a sheck. At initial interview he stated the after contacting his family in Texas it aborn in Mexico and although bhe came to US citizen.	would be unfavorable in e nat he had no foreign con was determined that his s	went of reference mections, however, tep-mother was
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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 time-consuming 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 clearance - 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 clearence 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.

SIGNED at Washington, D. C., this tay of September, 1961.

(Signature of Applicant)

Daniel Flores

Handle With Care

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# EFFECTIVE CATE OF PAY ACJUSTMENT: C7 OCTOBER 1979

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# LIFECTIVE DATE OF PAY ADJUSTMENT: ON OCTOBER 1978

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# EFFECTIVE CATE OF PAY ACJUSTMENT: C9 OCTOBER 1577

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FOR PURPOSES OF THE FAIR LABOR STANDARUS ACT. AS AMENDED. YOU ARE DESIGNATED EXEMPL.

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"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11/39 PURSUANT TO AUTHORITY OF DOTAS PROVIDED IN THE GIA ACT OF 1949, AS AMENGED, AND DOT DIRECTIVE DATED OF OCTOBER 1962."

EFFECTIVE CATE OF PAY ACJUSTMENT: 14 OCTOBER 1973

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EFFECTIVE DATE OF PAY ACJUSTMENT: OF JANUARY 1973

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EFFECTIVE DATE OF PAY ADJUSTMENTS 10 JANUARY 1971

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EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

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

EFFECTIVE DATE OF PAY ADJUSTMENTS 14 JULY 1968

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#PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDILES OF PL 89-504 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1956

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FLORES DANIEL

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SECRET FJH: 21 SEPT 66 (When Filled In) NOTIFICATION OF PERSONNEL ACTION OCF 1. SERIAL BEBBIR Z. MAME (LAST-FIRST-MIDDLE) FLORES DANIEL 036130 A NATURE OF PERSONNEL ACTION 4 FIFECTIVE DATE S CATEGORY OF EMPLOYMENT REASSIGNMENT 09 | 19 66 PART TIME 1. COST CENTER NO CHARGEABLE S CSC OR OTHER LEGAL AUTHORITY ¥ 10 €# FUNDS (F 10 Y CF 10 CF 50 USC 403 J 7235 1162 0000 9. ORGANIZATIONAL DESIGNATIONS ID LOCATION OF OFFICIAL STATION DDP/WH WH/C INTELLIGENCE BRANCH OPERATIONAL SUPPORT SECTION WASH., D.C. II. POSITION TITLE 12 POSITION NUMBER IS SERVICE DESIGNATION INTELLIGENCE CLERK 1176 14. CLASSIFICATION SCHEDULE (65, LB, etc.) IS. OCCUPATIONAL SERIES 14. GRADE AND STEP 17 SALARY OR RATE GS 0301.27 ი5 4 5859 . REMARUS BPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PLRSONNEL

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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			Per A	nnum	Rate	s and	Steps	<del></del>	<del></del>	<del></del>
GRADE -	1	2	3	4	5	1 6	7	8	9	10
GS- 1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2	3,680	3,805	3,930					4,555	4,680	4,805
OS- 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		4,780	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	
GS- 7	6,050	6,250	6,450		6,850				7,650	
<b>GS-8</b>	6,630	6,850	7,070	7,290	7,510			8,170	8,390	
<b>GS-9</b>	7,220		7,710		8,200	8,445			9,180	
GS-10	7,900	8,170	8,440	8,710	8,980	9,250				
<b>GS-11</b>	8,650		9,240			10,125				
						12,025				
OS-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
OS-15	16,460	<b>17,030</b>	17,600	18,170	18,740	19,310	19,880	20,450	21,020	21,590
OS-16	18,935	19,590	20,245	20,900	21,555	22,210	22,865	23,520	24,175	
OS-17	21,445	22,195	22.945	23,695	24.445		[			
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IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87#793 AND DOT WEMORANDUM DATED 1 AUGUST 1956, RALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1944.

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### 4. SECTION C - NARRATIVE COMMENTS.

SHORTLY BEFURE THE DEPARTURE OF THE FORMER COS, HE SUBMITTED A SPECIAL MEMORANDUM ON SUBJECT'S PERFORMANCE (SOTOR) WHICH CONCENTRATED MOSTLY ON SUBJECT'S RESPONSTBILITIES IN THE CI FIELD. A CUPY OF THIS MEMORANDUM IS AVAILABLE IN SUBJECT'S PERSONNEL FILE. THE UNDERSIGNED FULLY ENDORSES THE LAUDATORY COMMENTS IN THAT MEMORANDUM, BUT SINCE SUBJECT HAS TAKEN ON BROADER RESPONSIBILITIES, IT IS NECESSARY TO COMMENT ON OTHER ASPECTS OF HIS WORK.

FOR THE PAST MONTHS, SUBJECT HAS BEEN DIVIDING HIS TIME AROUT EQUALLY BETWEEN HIS CI RESPONSIBILITIES AND OTHER STATION OBJECTIVES, PRINCIPALLY THE TARGET. SUBJECT WAS GIVEN THESE ADDITIONAL DUTIES BECAUSE THE CI OPERATIONS GROUP IS WELL ORGANIZED AND REQUIRES LESS DIRECT C/O INPUT, AND ALSO BECAUSE OF THE NEED TO DEDICATE ALL AVAILABLE RESOURCES AGAINST THE TARGET. THIS STATION IS OF HITHIN THE DIRECTORATE WHICH MAVE BEEN SELECTED FOR A CONCENTRATED EFFORT AGAINST AND THIS TARGET NOW RANKS NUMBER ONE AMONG THE STATION'S MANY PRIORITY OBJECTIVES. SUBJECT'S PAST EXPERIENCE IN OPERATIONS, HIS ABILITY TO AS A IN THIS COUNTRY. AND HIS OTHER STRENGTHS, WERE THE INGREDIENTS WHICH THE STATION NEEDED TO EXPLOIT IN THIS EFFORT.

SUBJECT HAS TAKEN OVER THE PRINCIPAL STATION OPERATION DIRECTED AGAINST THIS WAS A FAIRLY NEW OPERATION AT THE TIME IT HAS ASSIGNED TO SUBJECT AND IT WILL MATURE UNDER HIS DIRECTION. FUR REASONS OF SENSITIVITY, A MORE DETAILED REVIEW OF SUBJECT'S WORK ON THIS OPERATION CANNOT BE PROVIDED, BUT THE HEIGHD SHOULD NOTE THAT DURING THE PAST THREE MONTHS, HE HAS HANDLED THIS OPERATION IN A THOROUGHLY PROFESSIONAL MANNER WITH STRADY PROGRESS BEING MADE TO FULLY EXPLOIT THE OPERATIONAL AND REPORTING POTENTIAL. ALSO DURING THIS REPORTING PERIOD, SUBJECT RENEMED CONTACT THROUGH MIS OWN EFFORTS WITH A FORMER REPORTING ASSET WHO HAD DRIFTED ANA! FROM COLLABORATION WITH THE ORGANIZATION. SUBJECT IS NOW ATTEMPTING TO BREATH NEW LIFE INTO THIS OPERATION AND BRING IT BACK UNDER CONTROL.

CUNTROL SUBJECT ALSO COOPERATED WITH ANOTHER GOVERNMENT AGENCY IN ATTEMPTING TO RE-ESTABLISH CONTACT WITH A

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UNCE CONTACT WAS MADE. SUBJECT	T WAS ABLE TO DISCERN THAT	THE
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TIME DID NOT PERMIT THIS VULNE	RABILITY FROM BEING EXPLOIT	ED
BEFURE THE TARGET COMPLETED HIS		
STATION REGRETS THAT A LEAD TO		
EARLIER. BUT THIS DOES NOT DET	RACT FROM THE PROFESSIONAL	
MANNER IN WHICH SUBJECT EXPLOIT	ED EVERY OPPORTUNITY TO PU	SH
THIS CASE FORWARD AGAINST AN UP	HEALISTIC DEADLINE.	<del>-</del> · ·

THIS REPORTING PERIOD HAS AGAIN BEEN ONE OF CONSIDERABLE ACTIVITY ON THE PART OF SUBJECT IN MHICH HE HAS DEMONSTRATED HIS TALENT FOR OPERATIONS AND PARTICULARLY HIS ABILITY TO

DEFERRED TELEPOUCH

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DEVELOP AND HANDLE AGENTS. HE HAS DISPLAYED VERSATILITY AND FLEXIBITITY IN PURSUING HIS TARGETS AND IS EVER ALERT FOR VULNERABILITIES WHICH CAN BE EXPLOITED. HE USES GOOD JUDGMENT IN HANDIING HIS CASES AND HIS TRADECRAFT PROCEDURES DURING THIS PFRIOD HAVE BEEN SOUND. IT SHOULD ALSO BE NOTED THAT THE PARTICINIAR CASES WHICH HE IS INVOLVED ARE NOT EASY DNES. THEY REDUIRE HARD WORK, AND THE FULL RANGE OF CASE OFFICER EXPERISE IN ORDER TO PUSH THEM FORWARD. HIS RESPONSIBILITIES IN THE CI FIELD ARE EQUALLY DEMANDING. SUBJECT HAS MADE A VERY PUSITIVE CONTRIBUTION TO THE WORK OF THIS STATION DURING THIS REPORTING PERIOD AND WELL DESERVES A RATING OF STRONG FOR HIS VARIOUR DUTIES AND A STRONG FOR HIS OVERALL PERFORMANCE.

### 5. COMMENTS BY REVIEWING OFFICER.

I CONCUR WITH THIS EVALUATION AND BELIEVE IT IS MOST COMPREHENSIVE AND OBJECTIVE. HAVING WORKED WITH SUBJECT DURING AN EARLIER PERIOD OF HIS CAREER WHEN HE WAS THEN A GOOD OFFICER (1970-72), I AM STRUCK BY THE REMARKABLE PROGRESS. HE HAS MADE-IN THREE KEY AREAS: OPERATIONAL THINKING AND ANALYSTS, WRITING, AND SOUND, PROFESSIONAL APPLICATION OF BASIC OPERATIONAL PRINCIPLES.

I AM DELIGHTED THIS HIGHLY CAPABLE, AGGRESSIVE OFFICER WILL BE REMAINING A THIRD YEAR AT THIS STATION AND LOOK FORWARD TO A MAJOR CONTRIBUTION FROM HIM IN MOST OPERATIONAL AREAS OF PRESENT PRIORITY CONCERN.RVM 13 NOV 99 DRV D9C.3.

END UF MESSAGE

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	CTION B			·		-		** * * ***	VALUATIO				
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				Ō	VERALL PE	RFOR	MANC	E IN	CURRENT	PO	SITION		
OVERALL PERFORMANCE IN CURRENT POSITION  Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal trains or hebits, and particular limitations or talents. Based on your knowledge of employee's averall performance during the rating period, place the letter in the rating box corresponding to the statement which most accer-										: 1			
	roflects his lev				- ruing period	, p-20			Torong DOE COTT				Syl
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sessions of this repor	ting source.	;
	traveled to on various	
contacts and participa attempt required Mr. F		s. One particular recruitment the
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STATEMENT CONCERNING THIS EV. OF MY PERFORMANCE	Land long	Daniel Flores
	3. BY REVIEWING OFFICIA	
COMMENTS OF REVIEWING OFFICIAL		
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	errichmenting on angulanting participe	Tradeside Il Halind
	C/LA/COG	Frederick W. Latrash
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	CONFIDENTIAL	

FITNESS REPORT

Daniel Flores

NARRATIVE COMMENTS

cont.

, and to devise a secure and timely method of approach to the individual Cuban.

Mr. Flores is less enthusiastic when it comes to the paperwork and bureaucratic requirements of his position. While he is a good writer, he tends to handle his written tasks in a hurried manner and consequently, his work oftentimes requires review. He is also inclined to take the shorter and easier approach when handling the paper flow requirements. I mention these points not because they represent basic shortcomings, but simply to contrast them to his exceptionally high performance in his operations officer capacity.

In sum, Mr. Flores is an extremely experienced, competent and well motivated operations officer. His talent as a "street operator" with a keen sense for the human target has been amply demonstrated. He has now quite successfully been introduced to his first supervisory position and proven that he is competent for assignments of this nature. I believe Mr. Flores is capable of handling positions of increasing responsibility and should be given the opportunity to do so.

### S E C R E T

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SECTION D	NARRATIVE COMMENTS
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anna thora is usaged to combine 200	A COUNTY PROPERTY PROPERTY.
Mr. Flores jei	noow Unit in mid-
June 1976 and at	ter a week's familiarization with training materials,
	centine of the Unit, he attended a two-week Instruc-
tor Training Work	
	Subject returned to the Unit for further familiari-
	reutine of the Unit, assisted in several
	situred a two-week training program which included
	ion as a traince himself in the SAI (or persuasion
	if the program. Subsequently Mr. Flores assisted as
a in	a brief but significant program involving the train-
ing of a	assisting the Agency in
	es then assisted another instructor in devising and
	rst program this Unit has undertaken designed to
teach	to Staff Employees who are
deemed likely to	be of and
Mr. Flores then p	lanned for, and from 12 October through 19 November
conducted a tutor	ial training program in clandestine operations tech-
	(continued)
SECTION E	CERTIFICATION AND COMMENTS
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MONTHS EMPLOYEE HAS SEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
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DATE	OPPICIAL TITLE OF BUPERVISOR TYPED OR PRINTERS AND DIGHATURE
17 January 1977	Chief, ALT Unit Walter R. Cox
17 Junuary 1977	
	2. BY EMPLOYEE
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I concur in the	ratings on specific duties and on the overall
rating of STRONG fo	or Mr. Flores. Although he was assigned to this
unit for a short pe	cried of time, he was proving to be a well
qualified operation	as instructor. His home Division requested his
return in order to	give him a responsible position for which he
was well qualified,	and he should do well on that assignment.
Ala meren	and the second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second s
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### SECRET

who is scheduled to serve as an

Continuation of Section D of Fitness Report on Daniel Flores, GS-12, for period 22 June - 19 November 1976 -----

	in the		•	
The	first independent	training task	given to Mr.	Flores
was of		se	rving as an ac	cess agent,
but this	s task was cancelle	ed at the las	t minute when	the con-
	Dana diameteral una	and the first	1.1 **********	- C - A b -

but this task was cancelled at the last minute when the concerned Base discovered grounds for field termination of the agent rather than providing tutorial training for the agent in the U.S. Mr. Flores was justifiably irritated at this turn of events which denied him what held promise for being a challenging initial training program.

ing initial training program.

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It was with regret that we learned, early into what turned out to be Mr. Flores' only independent training program, that a priority requirement of his home-base Division would necessitate his return to Division duty soonest. The Division agreed to our request that Mr. Flores conclude the training program he had tailored, and begun, and Mr. Flores is to be commended for having done an exceptionally fine job in this assignment. The completion-of-training report was also well organized, and the questionnaire which asks for an evaluative follow-up from the trainee's field Station is to the point.

Early in his assignment Mr. Flores took over the maintenance and improvement of the Unit's operations training slides, consolidated them into an extremely functional package, and solicited ideas from other instructors to improve the package. Much to his credit and the Unit's benefit, Mr. Flores managed to persuade another Agency component to undertake--without charge--a major revamping of some of the slides using computordesigned art work to replace some of the less impressive early work in this field.

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TO: MASHINGTON.

FOR: C/LA/PERS

Dan Flores

SUBJECT: ADMIN/RYALT/PERS/FITNESS REPORT FOR

- 1. GIVEN BELOW IS THE FITNESS REPORT ON SUBJECT FOR THE PERIOD 15 FEB 36 SEPT 7R. RATTING ON SPECIFIC DUTIES AND NARRATIVE COMMENTS WERE PREPARED BY MAROLD O. CHAIDEZ, DCOS. REVIEWING COMMENTS WERE PREPARED BY JOEL N. NEBECKER, COS. SUBJECT WAS NOT SHOWN...A. COPY OF THIS REPORT AS HE DEPARTED STATION ON EMERGENCY, LEAVE BEFORE THE REPORT COULD BE TYPED. A COPY WILL BE MADE AVAILABLE TO HIM IMMEDIATELY UPON HIS RETURN AND ANY STATEMENT BY THE EMPLOYEE WILL BE TELEPOUCHED TO HOS. A SIGNED COPY OF FORM 45A WILL BE POUCHED AT THAT TIME.
- 2. THE FOLLUMING INFO IS KEYED TO FORM 45%, SECTION AS:
  1. 036130; 4. MS 5. GS-13; 6. DGG; 9. MEXICO CITY;
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  - 3. SECTION B. PERFORMANCE EVALUTATION SPECIFIC DUTIES:

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VAPIOUS DUTIES AND AN OVERALL STRONG FOR THIS REPORTING PERIOD. HE LOOK FORWARD TO A CONTINUED HIGH LEVEL OF PERFORMANCE DUPING THE YEAR TO COME.

5. SECTION D.1. SUBJECT HAS BEEN UNDER MY SUPERVISION FOR SEVER AND ONE-HALF MONTHS. D.3: COMMENTS BY REVIEWING OFFICIAL:

I FULLY CONCUR WITH THE NARRATIVE COMMENTS OF THE REVIEWER. SUBJECT HAS DISPLAYED A GREAT AMOUNT OF IMAGINATION AND ENERGY IN DIRECTING A DIFFICULT ACTIVITY NAMELY COUNTERINTELLIGENCE ACTIVITY THAT IS SEVERELY RESTRICTED BY ATTORNEY GENERAL GUIDE-LINES TO THE EXISTING EXECUTIVE URDER. SUBJECT HAS DESPITE THIS BEEN ABLE TO KEEP A VERY POSITIVE THRUST TO HIS OPERATIONS AND HAS BEEN ABLE TO MOTIVATE THE AGENTS AND PERSONNEL UNDER HIS I AM TOTALLY SATISFIED WITH HIS ENERGY AND MOTIVATION. DESPITE THE FRUSTRATIONS INHERENT IN THE COUNTERINTELLIGENCE ACTIVITY THE CARPIES ON WITH A HIGH SPIRIT AND A TREMENDOUS AMOUNT OF GOOD WILL - NO MEAN ACHIEVEMENT AT THIS JUNCTURE OF AGENCY COUNTER-INTELLIGENCE ACTIVITIES. E3, IMPDET.

END OF MESSAGE

SECRET CLASSIFICATION

			FITNE	SS REPORT					
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IF QUALIFICATIONS WORD "YES" IN T									
SECTION C		Р	ERFORMANC	E EVALUATIO	N				
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M-Morginal	taken or recomm	mended should be	described.	s for assigning this		a	in Section D c	and tem	edial actions
P— <u>Proficient</u> S—Strong			d results are bein sceptional proficier	g produced in the	Manner	expected.			
O-Outstanding	Performance is s		lation to requireme	ents of the work and	in con	mparison to the	performance of	athers d	loing simitar
-			SPECIFI	C DUTIES					
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## S E C R E T

SECTION D	NARRATIVE COMMENTS
Indicate significant strengths or weakn	esses demanstrated in current powhow keeping in proper perspective their relationship to overall performance. State
	work performance. Give recommensations for training. Comment on foreign lunguage competence, it required for
	trings given in Section C to provide best basis for determining future personnel action. Manner of performance of
extra space is needed to complete Section	cost consciousness in the use of co-correl, space, equipment and funds, must be commented on, if applicable, if
	worked under my supervision for approximately six months. This
is the first fitness r	eport I have prepared on him. After two field tours and his
current assignment to	Cuba Operations Group, he has developed into a solid and
	s officer with the skills we hope our amployees will develop. He
	I and creative in his work. He has demonstrated, particularly in
	fying degree of drive and interest.
	t has produced, within the past six months, some of the highest
mis guidance this agent	t has produced, within the past six months, some of the highest
quality intelligence or	this Agency has obtained. Because
this agent must be ser	viced via TDV travel, the responsible case officer must be able
	le guidance and have the tradecraft skills and reports writing
	on his own. With this case Mr. Flores has demonstrated himself
	ent handler, highly attuned to operational information and
quality intelligence pr	
	I have relied upon him heavily to provide the institutional
	. He has full grasp of all operations directed against
	those countries under his direct responsibility, but throughout
Latin America. Since a	11 of the officers in this section and
agents, Mr. Flo	res has frequently acted as Section Chief during the absence of
the other officers.	a GS-14 position. He has been able to handle the job well both
SECTION E	
SECTION E	CERTIFICATION AND COMMENTS
	1. BY SUPERVISOR
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S. E C R E T

FITNESS REPORT

Daniel Flores

cont.

### SECTION D

n terms of paper flow and personnel administration. He demonstr
n ability to advance further along these lines. Also during the
eriod under review he participated in an approach against the
of in a Latin America country. Althou
he recruitment effort was not successful, it was conducted in a
rofessional manner and Mr. Flores used an
n a very effective manner.
He has been perhaps the most aggressive officer in the Cuba perations Group in pursuing leads for interviews of
, and acquaintances
uring the period under review he conducted at least such
nterviews and developed good assessment data on various targets.
As a <u>native Spanish speaker</u> , Mr. Flores has the ability to
as a and has successfully carried out roles
s a citizen, . This
has been of great assistance in
andling the key case he relinquished only on leaving LA/COG.

Mr. Flores has now overcome an earlier reluctance to be aggressive which former supervisors might have noted. I am confident he will maintain and build further on what I have found to be a highly improved sense of enthusiasm. I am sure he will be a strong contributor to his new component.

### No. 3

He is an officer who merits further responsibility and one who should continue to rise in rank as he assumes these additional responsibilities. It has been a pleasure to work with him and I should like to do so with him in the future.

SECRET

E2 IMPDET CL BY 025231 CLASSIFICATION

	FITNESS REPORT		
SECTION A	GENERAL INFORMATIO		
I. EMPLOYEE NUMBER . R. NAME (Lost, first,		S. DATE OF BIRTH 4 BEX 6. GR	
194737 Flores, Da	inicl	4 Aug 35 M GS-1	2 D
Ops Officer	DDO/LA/COG	Washington, D. C. XING	
CAREER RESERVE CONTRACT	OTHER (Spec.)	X ANNUAL REAGNIGN.	<b>OPECIAL</b>
13. REPORTING PERIOD (/rom-to-)	14. DATE REPORT	DUR IN O.P.	<b>4</b>
1 October 1974 - 30 June 1			
SECTION B	QUALIFICATIONS UPDATI	ATTACHED TO THIS REPORT, PLACE TH	:
IF QUALIFICATION'S UPDATE FORM IS BEING WORD "YES" IN THE BOX TO THE RIGHT. IF NO			
SECTION C	PERFORMANCE EVALUATIO	N	
Could range from counseling, to or proposed in Section D.  M-Marginal Performance is deficient in some taken or recommended should be P-Proficient Performance is satisfactory Desi  S-Strong Performance is characterized by	further truining, to placing an probation a aspects. The reasons for assigning this be described, used results are being produced in the mesceptional proficiency, relation to requirements of the work and	ate and positive remedial action. The nature, to reassignment or to separation. Describe rating should be stated in Section D and remainment expected.  In comparison to the performance of others	action taker
	SPECIFIC DUTIES		
ist up to six of the most important specific duties perform performs EACH specific duty. Consider ONLY effectivenes helr ability to supervise (indicate number of employees	is in performance of that duty. All employ		
PECIFIC DUTY NO. 1			RATING
Case Officer for COG's Lattional support of LA field	tin America area res I Stations Cuba prog	ponsible for opera- rams.	s
PECIFIC DUTY NO. 8			RATING
Case officer for two sensi	tive	operations.	S
pricipic buty No. 3 Develop leads to potential interview prospective acce	Cuban recruitment	targets and personaFly	RATING LETTER
PECIFIC DUTY NO. 4			RATING
Supervisor for one Intelli	gence Analyst	•	S
PECIFIC DUTY NO. 6			RATING LETTER
PECIFIC DUTY NO. 6			BATING LETTER
	* ; *	,	
OVERALL B	PERFORMANCE IN CURRENT	POSITION	
he into account everything about the employee which is aductivity, conduct on job, cooperativeness participal pa- amployee; everall performance during the rating peri- lably reliacits his level of performance.	offuences his effectiveness in his current pe risenal traits or habits, and particular limit	sitten such as performance of specific duties between ar talents. Based an your knowledge	RATING LETTER
	CLASSIFICATION	8 SEP 13/5	. (4)

ELASSIFICATION EZ. IMPORT CL ST _______ 141

SECTION D	NARRATIVE	COMMENTS	
Indicate any of each disposition or weather	esses demonstrated in current position b	sering in proper perspective their relationship to a	erall performance State
suggestions made for improvement of	work performance Gire recommendation	tor training Company or toreign language com IOE. Dair annimining turve personnel action. M	parance, if required for
current assertion Ampley or neutrin to	tings given in Section C to provi 🖁 🗗 🗗	10En. Phir Man Mining Yorke personnel action Ma	nner of performance of
extro space a meeded to complete Section	of consciousness in the use of personn	of space equipment and funds, must be comment	ed on it applicable It
		10 10175	
LA/COG is both	। a Headquarters हुन्	prordiosoment and an act	ive opera-
		As such, Mr. Flores ass	ignment is
a combination			
111	s performance is be	eing rated in both capac	ities which
	gher criteria is be	eing applied than for mo	st llead-
quarters officers.			
Mr. Flores has	proved to be a pro	fessional agent handler	and has
been used very eff	ectively in new	, sensitive operations	,
Headquarters, Alt	hough he did not no	rticipate in the recrui	tment of
these sources. Mr.	Flores was brought	in to provide initial	training.
and detailed guidage	nce necessary to de	velop the new assets int	o reporting
sources. One was	a complicated case	of a who Mr.	Flores
helped debrief, the	en trained and	Ti	e other
was a successful		of a source with exce	
access to the	, Mr.	Flores' job, after being	introduced
by the recruiting of	officer, is to make	the source into a fully	controlled
asset and maximize	the excellent pote	ntial for intelligence i	nformation.
	•	•	
SECTION E	CERTIFICATION ANI	COMMENTS	
	1. BY SUPE		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IP THIS REPORT HAS NOT BEEN B	HOWN TO EMPLOYEE, GIVE EXPLANATION	
	}		
			·
DATE	OFFICIAL TITLE OF SUPERVISOR	William St. Co. E. X. F.	CHATURE
8 August 1975	ADC/LA/COG	M. Michael Krine	
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	3 BY REVIEWIN	G OFFICIAL	
COMMENTS OF REVIEWING OFFICIAL		7	
11/COC has	operations officer	s performing duties simi	lar to
		ficer responsible for re-	
handling agents dir	ected against a ha	rd target and also staff	duties
as a Desk Chief. T		the Latin Ame	
Division as these o			lso as
Headquarters desk o			andled by
these employees	. I would rank Mr	Flores in the middle of	this
group, but it must	be taken into cons	deration that all the o	ther
officers are senior			
	8	/ 23 10	·
DATE	OFFICIAL TITLE OF REVIEWING OF	ICIAL TYPED ON PRINTED CAME AND BID	hature
· •			DE. 47.
8 August 1975	AC/LA/COG	Thomas G. Clines	ł
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### Continuation of Section D

His professional, no-nonsense handling has already contributed to highly significant information (a value quotient of 7.0 with one XX report) on some of the Agency's current Cuba priorities including Cuba's negotiating attitude vis-a-vis the U.S.

in his capacity as nesk officer for field stations in Latin
America, Mr. Flores is charged with providing guidance and support
aimed at recruitment operations against
conducted interviews of in the U.S. and initiated a
promising
. He supervisesintelligence analyst and, together
they effectively ensure timely response to field requests and help
stations to identify operational opportunities, recruitment targets
andwhere necessarykeep them aware of the priority of the Cuban
target
By his performance, Mr. Flores has demonstrated he is a versatile
case officer with good operational instincts; he is showing increasing
agressiveness and imaginative support of field stations in their
efforts to While he is an excellent agent
handler who gets maximum intelligence production from his assets, he
is less thorough when handling the administrative details involved in
his operations. He needs more supervisory experience, and still tends
to rely excessively on his IAs to search for operational leads and
conduct operational research.
· · · · · · · · · · · · · · · · · · ·
Mr. Flores was sponsored by the Division, and attended the mid-
Mr. Flores was sponsored by the Division, and attended the mid- career course in November 1974. He has excellent potential for further
advancement in the Division and has been a significant factor in
LA/COG's success over the last year in developing access to Cuba, a
recognized hard target.
Continuation of Section E
Subject excels as an agent handler motivating his agents and
disciplining them when required to obtain quality intelligence. He
handles of LA/COG's most sensitive and during
this period, he has met these in and in
. He has certainly targetted these against priority
objectives and the intelligence produced has been of vital interest to
U.S. Government policymakers in this delicate period of Cuban nego-
tiations. Latin America Division has received commendations from

: "P"

Signet

### Continuation of Section E

the intelligence community for reports acquired through Mr. Flores. Subject's staff duties include desk chief responsibilities for support and guidance to field programs including the research and targetting required to conduct an effective recruitment program. Although such duties requiring supervision are new to him, he is also making progress in this capacity. With proper guidance and assistance, he will develop into a most effective supervisor.

Mr. Flores native fluency in Spanish and his Latin background have proven most valuable to Cuban operations. In fact he represents himself as _______. For an officer his grade, he is very mature, self assured, has good common sense and is certainly a professional. Subject has completed two tours in the field and is an experienced ops officer. He is intelligent, imaginative, uses good tradecraft at all times and has a clear headed approach to the business. He expresses himself well orally and in writing, and works very well with other case officers. Mr. Flores keeps up to date on political, economic and social affairs pertaining to Cuba and he willingly accepts difficult tasks requiring frequent separations from his family.

Subject definitely has potential. He is operationally agressive and is gaining experience as a manager. Mr. Flores is already performing at a higher level than his grade. In approximately a year, he should be again dispatched to the field as a senior officer responsible for handling or targets. During the next reporting period, Mr. Flores should receive training in superivsion. He is a solid performer in the Cuban Operations Group and has contributed much to our successes during the past year.

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11. REPORTING PE		•		14. DATE REPORT	DUE IN O.P.	<del></del>	
	n 1974	- 30 Sept	ember 197		·		
SECTION B				TIONS UPDATE			
IF QUALIFICATIONS WORD "YES" IN TH	UPDATE FO	ORM IS BEING HE RIGHT, IF N	SUBMITTED WITH O CHANGES ARE !	CHANGES, AND IS	HE WORD "NO"	THIS REPORT, PL	ACE THE T RIGHT.
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O-Outstanding	Performance i		relation to requirem	•	in comparison to	the performance of	others doing similar
		·	SPECIFI	C DUTIES			
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Indicate significant strengths or weakni	esses demonstrated in current	position beeping in proj	er perspective their relationship t	o averall performance, State
suggestions made for improvement of	work performance. Givê reco	mmendations for training	Comment on foreign language	competence, if required for
current position. Amplify or explain ra	lings given in Section Cato p	rayide best basis for de	termining future personnel action	. Manner of performance of
managerial or supervisory duties and c extra space is needed to complete Section	ost consciousness in the tree o	1 notice to his by an	ipment and funds, must be com-	nented on, if applicable. If
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In a very short	rt time, Mr. F	lores has b	ecome an importa	int factor in
LA/COG's elforts to	directly han	dle 'Cuban 📗		and to
expand its recruit	nent program.	His fluent	Spanish, past c	perational
experience, versati	ility and abil	ity to		in
most Latin American	n countries, m	ake him high	hly qualified fo	r his present
assignment. He den	onstrates sou	nd operation	nal judement und	er often
trying conditions,	and good abil	ity to commi	unicate effectiv	ely both
orally and in writi	ng. His freq	uent TDYs de	emand lone and u	nusual hours
which he gives ungi	udgingly.		and a	
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of the case had bee	n maralual na	and many of	Che developmen	tal aspects
of the case had bee	adauantone ba	tor to Mr. I	iores introduc	tion, but it
still required a Ho	mayon the see	sed case off		
sary continuity whe			Ine	case is com-
plicated and time-c	onsuming, invo	iving exter	ded Turs and ut	most
adherence to good t	radecratt prod	cedures. It	nas developed	into one of
our most productive	sources of			
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FITNESS REPORT - Daniel Flores

### SECTION D (CONTINUED)

activities in Latin America, due largely to Mr. Flores' professionalism.

Mr. Flores' current assignment is a combination of operational and Headquarters desk responsibilities, the latter calling for the support of field stations in their efforts to develop individual Cuban recruitment programs. His extended TDYs have understandably prevented Mr. Flores from devoting much time to his desk responsibilities and it is somewhat difficult to judge his performance as a desk officer. He has a good grasp of what needs to be done, and his handling of specific tasks indicates good managerial potential. Nevertheless, he does need additional desk experience, especially in areas which will allow him to use his operational ability to support and guide field stations that are developing Cuban operational programs.

### COMMENTS BY REVIEWING OFFICIAL (CONTINUED)

this aspect of his performance was less noteworthy, and it is believed more attention and research could have been given to this activity. Mr. Flores writes concisely and well, and his CI/CE instincts are sharp and true. He can be expected to turn in a solid desk performance in the future.

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SECTION C	NARRATIVE COMME	NTS
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suggestions made for improvement of	work performiting out real months in hour	roper perspective their relationship to averall performance. State ning. Comment on foreign language competence, it required for determining future personnel action. Manner at performance of
turrent position. Amplify or explain ra	lings given in section & to provide best basis for	determining future personnel action. Manner of performance of
extra space is needed to complete Section	iost consciousness in the use of personnel, spoce, i on C, attach <u>a separate sheet</u> of paper.	equipment and funds, must be commented an, if applicable. If
Subject's t		t short by the serious
Subject 5 t	our innas been cu	
		f this illness it was also
- necessary for hi	m to spend the months of	f December and January on
		eturning without his family
In February in o	rder to transfer his op:	s workload and pack out his
personal effects	for PCS transfer to Hea	adquarters on 4 March.
Although th	e undersigned had the pr	rivilege of working with
		he had the advantage of
	ling of most of Subject'	
		as able to observe first
hand and in deta	il the human material wi	th which Subject had worked.
		their access and capabilities,
	these agents had for him	
and the respect	these agents had for him	·
Dumina tha	sanded covered by this w	eport, Subject continued
puring the	period covered by this r	eport, Subject Continued
	he MPCHEEK target as his	
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# Continuation of Narrative Comments

In carrying this heavy workload, Subject d	emonstrated that he is
a superior agent handler. He succeeded in	convoying to these
people a sense of mission and participation	n which has bont that i
monals and motification and home their and	n which has kept their
morale and motivation, and hence their pro-	duction, at a high level.
He also insisted upon work and security di	
that the record of these agents in prompt	and reliable appearance
for meetings and in responding in writing	
extraordinarily good. They all have a clea	
expected of them, confidence that performan	nce will be rewarded
and conversely that non-performance will no	ot be tolerated. Just
prior to his departure, Subject successfull	ly terminated an entire
of long standing, a measu	ure which was decided
upon simply because the had been heavi	
and from a security standpoint replace	coment seemed to be in
order. Letting old agents go is always a d	dolderto and usually a
thanklane took It to the floorer and bear	delicate and usually a
thankless task. It takes finesse and barga	aining skill. Subject
showed these and more in divesting us of th	ne team without a hitch.
During his last month in, despite	the fact that he was
burdened with the problems of closing out h	is household and the
normal operational and administrative clean	up prior to PCS depar-
ture, Subject made two very significant con	itributions to Station
objectives. First, he coordinated with the	
the official but necessarily visit officer. Since the Station is	of a senior BKHFRALD
officer. Since the Station is	Subject had to main-
tain his throughout, further c	omplicating this delicate
assignment. During the visit, he coordinat	ad fraguantly with the
head of the	and with the
chief administrative aide of the	He also
participated directly in one meeting with t	
participated directly in one meeting with t	he This
was of course not the type of assignment wh	ich would normally be
entrusted to a "junior officer", but Subjec	t is junior only in
relative grade, certainly not in maturity,	self-assurance or judg-
ment. Then with only three days left in	Subject led an
which entered a building i	recently purchased by
the MPCHEEKs, remained for al	_nd made two apparently
excellent .	•
The Station will miss Subject a great of	deal. As the above
incidents demonstrate, when the tough or ser	
ame up, he was the officer we turned to mos	st frequently He
never balks, argues inconvenience, or seeks	the way out He is
cooperative, helpful, and in a low-key way i	the may use of footies
lo boom ha will not obtact to the town #214	is diways effective.
le hope he will not object to the term "old	remaple" ne nas
een that in, and more.	

## Continuation of Comments of Reviewing Officer

first instance he was bilingual and could fade into the background. But he would not have been so regarded if he had not shown ample good sense, zeal, and balanced judgment in unfamiliar situations. We hope Subject can get overseas again within a reasonable time and consider that the Station that gets him will be fortunate.

the IS E ERIEN

I										
FITNESS I	REPORT	1		ervisor or Rev [HTIAL is not	•	•	•	•		
SECTION A.	- mg an for another distribution distribution	GEN	IERAL IN	FORMATION	1					
1 EMPLOYEE NUMBER 2.	NAME (last, first, m	iddle)				3. DATE OF	BIRTH	4. SEX	5. GRA	DE 6 50
036130	Flores, Da	aniei				4 Aug	35	M	GS1	1 D
7. OFFICIAL POSITION TITLE			1	UIV/SE OF AS	SIGNM	in 19 C	UPPENT			<del></del>
Operations Off	**	-1		10/WH/3						
CAREER	- I - I - I - I - I - I - I - I - I - I			1	''. '''	e of Peron		REASSIGN		
CAREER PROVISION	AL RESERVE	YY AMA	IVAL	21 MONTH		30 MONTH		MENT		SPECIAL
CONTRACT SPECIAL*	TEMPORARY	1	RING PERIO LIV 197	10 (frem to) 12 - 31 May	73	13. DATE P	PORT D	UE IN O.P.		
SECTION B				VALUATIO			***			
could range	is unacceptable. A from counseling, to in Section C.	rating in t further trai	his tologory ning, to plac	requires immedia Ing on probation.	te and . Io re	positive rem assignment a	edial ac r to sep	tion, the n uration. De	ature c	of the action action taken
	is deficient in some commended should be			r assigning this r	ating I	sh ed bluck	red in S	ection C a	nd rem	edial actions
	is satisfactory Desir			roduced in the m	gnner	expected.				
O-Outstanding Performance	is characterized by its so exceptional in r	relation to r		of the work and	in com	parison to th	e perlor	mance of a	ihers d	loing similar
work as to	warrant special recog		DECIEIC I	NITIES				· <del></del>		
	and given with a described supplying the party of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the		PECIFIC I							
list up to six of the most important speciforms EACH specific duty. Conside										
helr ability to supervise (indicate nu	imber of employees s	upervised).								
SPECIFIC DUTY NO. I										MATING LETTER
Station officer	responsibl	le for	opera	tions ag	ain	st the	MPC	HEEK		s
target.				-		· · · · · · · · · · · · · · · · · · ·	<u> </u>			
PECIFIÉ DUTY NO. 8				•	•				,	RATING LETTER
Handler for sensiti	ve								]	
PECIFIC DUTY NO. 8								<u> </u>		0,
Supervise principal						<del></del>	<u>-</u>	<u>'</u>		RATING LETTER
	agent					3531				RATING
PECIFIC DUTY NO. 4	agent	•				3531				RATING LETTER
PECIFIC DUTY NO. 4 Miscellaneous opera		· rt act:	ivity, i	ncluding (	dire		,			RATING LETTER S:
-		rt act	ivity, i	Including	dire		,			RATING LETTER S:
Miscellaneous opera		rt act	ivity, i	ncluding (	dire		,			RATING S: RATING LETTER
Miscellaneous opera		rt act:	ivity, i	ncluding (	dire		,			RATING LETTER S: RATING LETTER
Miscellaneous opera		rt act	ivity, i	ncluding (	dire		,			RATING LETTER S: RATING LETTER
Miscellaneous opera		rt act	ivity, i	Including	dire		,	,		RATING LETTER S: RATING LETTER
Miscellaneous opera		rt act	ivity, i	including o	dire		,			RATING LETTER S RATING LETTER S RATING LETTER
Miscellaneous opera		rt act	ivity, i	ncluding (	dire		,			RATING LETTER S RATING LETTER S RATING LETTER
Miscellaneous opera						ction o	,			RATING LETTER S: RATING LETTER S RATING LETTER
Miscellaneous operatem.  team.  PECIPIC DUTY NO. 6  The late occount sworthing about the	OVERALL PE	ERFORM	ANCE IN	CURRENT	POS	ction o	f a	spedk dvi		RATING LETTER S RATING LETTER S RATING LETTER
Miscellaneous opera	OVERALL PE	ERFORM	ANCE IN	CURRENT in his current pass of particular lawning	POS	ction o	E B	specific duti	lge	RATING LETTER S RATING LETTER RATING LETTER RATING LETTER
Miscellaneous operations team.  PECIFIC DUTY NO. 8  PECIFIC DUTY NO. 8	OVERALL PE	ERFORM	ANCE IN	CURRENT in his current pass of particular lawning	POS	ction o	E B	specific duti	ige au-	RATING LETTER S RATING LETTER RATING LETTER

SECTION C	NARRATIVE, COMMEN	TS
suggestions made for improvement of a current position. Amplify or explain ratio	rork performance. Give recommendations for training ngs given in Section B to profide beginces for de- ist consciousness in the use of personnel, space, equ	er perspective their relationship to averall performance. State 1, Comment on foreign language competence, if required for drakining luture personnel action. Manner of performance of ignment and funds, must be commented on, if applicable. If
•		nts last year, Subject was given the
		ard target". He also assumed
additional tasks in mo	re traditional areas, such as	coverage of the
of the	, and	The breadth of these
		nal ability and versatility. (This
		ction and Subject's performance at
	nd our recommendation for acce	
	the difficult MPCHEEK target,	
		tions and disappointments of work-
	e and suspicious group. During icult since the MPCHEEKS, in a	the period under review, his job
Station		bject played a major role), have
		operations verge on the impossible.
		es, and has managed to develop
		cation of his proven operational
resources, could event	ually to the	MPCHEEK Mission here. This
officer refuses to become	ome discouraged, a quality off	icers working on hard targets must
have.		
		d to make recontact and establish
		revolutionary government. The
1 -	, ,	the belief that such action was.
		bject to attempt to recontact this
	is experience in dealing with it off with tact. reading t	skittish and our belief he situation /CONTINUED/
SECTION D	CERTIFICATION AND COM	
1.	AV CLADIOVEE	
	BY EMPLOYEE	
	THAT I HAVE SEEN SECTIONS A, B, A	ND C OF THIS REPORT
		ND C OF THIS REPORT
I CERTIFY DATE 28 June 1973	THAT I HAVE SEEN SECTIONS A, B, A signature of employee  /s/ Daniel Flores	ND C OF THIS REPORT
1 CERTIFY 28 June 1973 2.	THAT I HAVE SEEN SECTIONS A, B, A  BIGNATURE OF EMPLOYEE  /S/ Daniel Flores  BY SUPERVISOR	
I CERTIFY DATE 28 June 1973	THAT I HAVE SEEN SECTIONS A, B, A signature of employee  /s/ Daniel Flores	
DAYE  28 JUNE 1973  2.  MONTHS EMPLOYEE HAS BEEN UNDER MY BUPERVISION	THAT I HAVE SEEN SECTIONS A, B, A  BIGNATURE OF EMPLOYEE  /S/ Daniel Flores  BY SUPERVISOR	
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I CERTIFY DAYE 28 June 1973 2. MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 20	THAT I HAVE SEEN SECTIONS A, B, A  BIGNATURE OF EMPLOYEE  /S/ Daniel Flores  BY SUPERVISOR  IF THIS REPORT HAS NOT BEEN SHOWN TO E  OFFICIAL TITLE OF SUPERVISOR  Deputy Chief of Station	MPLOYEE, GIVE EXPLANATION
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28 June 1973 20 DATE 28 June 1973 20 DATE 28 June 1973 3. COMMENTS OF REVIEWING OFFICIAL As described, this of case load securely, pro-	THAT I HAVE SEEN SECTIONS A, B, A  BIGHATURE OF EMPLOYEE  /S/ Daniel Flores  BY SUPERVISOR  IF THIS REPORT HAS NOT BEEN SHOWN TO E  OPPICIAL TITLE OF SUPERVISOR  Deputy Chief of Station  BY REVIEWING OFFICIAL  fficer is a steady and solid poductively, and without compla	TYPED OR PRINTED NAME AND SIGNATURE  /S/ erformer who carries a major int. He has even volunteered
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28 June 1973 2.  MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION  20 DATE  28 June 1973 3.  COMMENTS OF REVIEWING OFFICIAL AS described, this of case load securely, proto take on additional coverall mission. Becaudrafted for afl kinds of the is operationally aggoperational climate her	THAT I HAVE SEEN SECTIONS A, B, A  BIGNATURE OF EMPLOYEE  /S / Daniel Flores  BY SUPERVISOR  IF THIS REPORT HAS NOT BEEN SHOWN TO E  OFFICIAL TITLE OF SUPERVISOR  Deputy Chief of Station  BY REVIEWING OFFICIAL  Efficer is a steady and solid p oductively, and without compla work when he has seen opportunise he of ad hoc operational work. To cressive but also shows lively te and does not push beyond wh seriousness, which permits hi	erformer who carries a major int. He has even volunteered ities to help the Station's he is often his is invariably well done. awareness of the tricky at the traffic will bear.
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Section C continued....

the	complished with grea	justments to control the asset's it regard to security because of it's performance has been
effective and, given the operation of the agent is again a prime source	9	which is
crucial to developments locally.	e on the	, which is
Further, this officer conti	nues to manage an	agent who in
turn	and	assets, so directing these
efforts that they contribute effe	ctively to overall S	tation objectives. More
recently. Subject has taken over	the	of a new
targetted against a senior		and is carrying it through
successfully. This officer also		··
various operations, including man	agement of	, overseeing a small
		property There is
little doubt that some of Subject	's success can be at	tributed to his Latin background
and fluent Spanish. But both of	these advantages migl	ht be wasted by a less capable
all-round officer. In his case, enhance his superior performance. carries more than his own share h	In the view of the	reporting officer, Subject

·		EMPLOYEE SERIAL	NUMBER	
FITNESS REPO	036130			
SECTION A	GENERAL			
1. NAME (Lest) (First) (Mix Flores Daniel	date 2. DATE OF BIRTH 3. SEX	4. GRACE   3. 30		
6. OFFICIAL POSITION TITLE	4 Aug 1935; M	GS-11 D	<del></del>	
Ops Officer	DDP/WH/3	i center station	•	
9. CHECK (X) TYPE OF APPOINTMENT	10. CHECK (X) TYPE OF REPOR	· †		
X CAREER RESERVE TEMPORAR	TV INITIAL	TREASSIGNMENT	SUPERVIS	
CAREER-FROVISIONAL (See Instructions - Section C)	XX ANNUAL	RE ASSIGNMENT	EMPLOYE	
SPECIAL (Specify):	SPECIAL (Specify):			
1. DATE REPORT DUE IN O.P. 31 August 1972	12. REPORTING PERIOD (From-	•		
	24 September 197	71 - 30 June	1972	
U-Unsatisfactory Performance is unacceptable. A ruting in thi	ARMANCE EVALUATION  is category requires immediate and positive remining, to placing on probation, to reassignment or	edial action. The nature of	the action	
or proposed in Section C.  M-Marginal Performance is deficient in some aspects. The taken or recommended should be described.	e reasons for assigning this rating should be state	•		
P- <u>Proficient</u> S- <u>Strong</u> Performance is satisfactory. Desired results an Performance is characterized by exceptional	- ·			
O-Outstanding Performance is so exceptional in relation to rework as to warrant special recognition.	equirements of the work and in comparison to the	performance of others do	oing similar	
S S	SPECIFIC DUTIES			
ist up to six of the most important specific duties performanner in which employee performs EACH specific duty.  Ith supervisory responsibilities MUST be rated on their a  PECIFIC DUTY NO. 1	Consider ONLY effectiveness in performability to supervise (Indicate number of er	ince of that duty. All		
Direction of and administrative principal agents whose efforts be and	support for he directs	, , ,	s	
PECIFIC DUTY NO. 2	· · · · · · · · · · · · · · · · · · ·	·····	RATING	
Coordinator of all Station opera management of the project coveri	ations against the ing this activity.	, including	S	
PECIFIC DUTY NO. 3		D - 1 .	RATING	
Case officer in charge of the St	tation's		P	
ECIPIC DUTY NO. 4		······································	RATING	
			LETTER	
ECIPIC DUTY NO. 3	OF E O 11500. T FMOT AT \$ 55(1) (1)	7 ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) (	RATING LETTER	
ECIPIC DUTY NO. 6	4245141		RATING LETTER	
	INVEST.			
AVERALL BEREAL	OUTNEED CHOREST CONTENTS	31,,,	L	
UVERALL PERFOR	RMANCE IN CURRENT POSITION	<del></del>	RATING	
ie into account everything about the employee which inf mance of specific duties, productivity, canduct on job tricular limitations or talents. Based on your knowledge ce the letter in the rating box corresponding to the state	b, cooperativeness, pertinent personal tr e of employee's overall performance dur	aits or habits, and ing the rating period,	S	
	SECRET	cutures (XXXIII)	<del>;</del>	

14-00000

SECTION C	NARRATIVE COMMENTS
overall performance. State sugget on foreign language competence, i basis for determining future person	reaknesses demonstrated in current position keeping in proper perspective their relationship to tions made for improvement of mark performance. Give recommendations for training. Comment frequired for current position. Amplify or explain rotings given in Section B to provide best unel action. Manner of performance of mannagerial or supervisory duties and cost consciousness uigness and funds, must be garmented on, if applicable. If action space is needed to complete of paper.
family at this posoperations against by an officer two partials. He learned handling of his case requirement of the aggressive officer shown maturity and against the His intimate knowled contact with a After thoroughly decof the	grades senior to Subject. He has proved equal to the his new assignment rapidly and adapted well to the ses through agents, a security which can be frustrating for an with fluent Spanish such as Subject. However, he has superior handling ability in directing his assets and particularly the
He is careful in operations and proving a timely manner, in writing. He has that he is now comp	n management of funds entrusted to him for his rides required administrative and operational reports. There have been past comments on Subject's weakness worked hard on this, and the rating officer feels retently producing the reports required. Subject is is an area that requires continuing attention for
SECTION D	CERTIFICATION AND COMMENTS
l	BY ENDI OVER
	BY EMPLOYEE
	RTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT
DATE	RTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT SIGNATURE OF EMPLOYEE
15 August 1972	RTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT   SIGNATURE OF EMPLOYEE
15 August 1972 2.	RTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT SIGNATURE OF EMPLOYEE /S/ Daniel Flores BY SUPERVISOR
15 August 1972	RTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT   SIGNATURE OF EMPLOYEE
15 August 1972 2.	RTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT SIGNATURE OF EMPLOYEE /S/ Daniel Flores BY SUPERVISOR
15 August 1972 2. MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 10 DATE 15 August 1972	SIGNATURE OF EMPLOYEE /S/ Daniel Flores  BY SUPERVISOR  FY THIS REPORT HAS NOT BEEN SHORN TO EMPLOYEE, GIVE EXPLANATION  OFFICIAL TITLE OF SUPERVISOR  POPULY Chief of Station
DATE 15 August 1972 2.  MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION  10  DATE 15 August 1972 3.	SIGNATURE OF EMPLOYEE  /S/ Daniel Flores  BY SUPERVISOR  IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, DIVE EXPLANATION  OFFICIAL TITLE OF SUPERVISOR  POPULY Chief of Station  BY REVIEWING OFFICIAL
15 August 1972  2.  MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION  10  DATE  15 August 1972  3.  COMMENTS OF REVIEWING OFFICIAL Subject has confis education for his maturi have given Subto how much concourse, bi-linuses well. A	SIGNATURE OF EMPLOYEE  /S/ Daniel Flores  BY SUPERVISOR  FY THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, DIVE EXPLANATION  OFFICIAL TITLE OF SUPERVISOR  PREVIEWING OFFICIAL  me up the hard way, both in pushing on to finish and in BKTRUST. As a result he is way under-graded by and for his operational contributions. That we ject a major responsibility here (STPAGODA) attests in fidence we have in him and his ability. He is, of gual and mixes well with an advantage he good "street" operator, he still has a way to go in paper work and in relating to liqs needs.
15 August 1972  2.  MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION  10  DATE  15 August 1972  3.  COMMENTS OF REVIEWING OFFICIAL Subject has confis education for his maturi have given Subto how much concourse, bi-linuses well. A	SIGNATURE OF EMPLOYEE  /S/ Daniel Flores  BY SUPERVISOR  FOR THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, DIVE EXPLANATION  OFFICIAL TITLE OF SUPERVISOR  TYPED OR PRINTED NAME AND SIGNATURE  /S/  Deputy Chief of Station  BY REVIEWING OFFICIAL  me up the hard way, both in pushing on to finish and in BKTRUST. As a result he is way under-graded by and for his operational contributions. That we ject a major responsibility here (STPAGODA) attests in fidence we have in him and him ability. He is, of gual and mixes well with  good "street" operator, he still ham a way to go in

SECTION C continued....

A comment must be made on Subject's great ability to adjust rapidly to one-time and target of opportunity assignments. His performance in meeting with high level agents of who had to be met during stays in and his on-site assistance in an against a priority target have been of the highest order. No doubt his fluent Spanish greatly assisted him in these tasks, but his experience and good judgment were major factors in his excellent performance in the role of utility operations officer.

To exploit Subject's talents to the fullest, and provide him with the professional challenge equal to his ability, he has now been assigned the management and handling of the difficult ______, a top priority for the Station. This is a true measure of our confidence in him.

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Ī		FIT	NESS REPORT				EMPLOYE	E SEPIAL NUMBER
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31 Oct	ober 1971			1	May 1971	- 30	Septem	ber 1971
SECTION B			. PERFORMAN					
U-Unsatisfactory		n counseling	e. A rating in this catego , to further training, to p					
M-Marginat		eficient in s	ome aspects. The reasons d be described,	for assign	ag five secting th	ould be sta	ited in Section	C and remedial actions
P-Proficient			Desired results are being		n the missioner exp	ected.		
\$-Strong			by exceptional proficies	-				
O-Outstanding	Performance is so work as to warra	exceptions of special re				parison to th	he performance	of streets doing similar
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SECTION C	NARRATIVE COMMENT	'S
overall performance. State sugges on foreign language competence, basis for determining future personal, space, a Section C, attach a separate sheet and depart Mr. Flore two month This trai Driving, briefings	ations made for imprograph of sub-invitering it required for current position. Amplify or expensed action. Manner of performance of management and funds, must be commented on it of paper.  Daniel Flores completed he ted the field on 28 May to service the field on 28 May to service to his neighbors training prior to his neighbors family included Weapons Family, and on-the-desk Reports of Mr. Flores has been on 1	iliarization and Defensive Communist Party, TSD Writing Familiarization, leave or training status
	of this reporting period,	no meaningful rating
can be give	ven.	
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SECTION D	CERTIFICATION AND COMME BY EMPLOYEE	NTS
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DATE	SIGNATURE OF EMPLOYEE	
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UNDER MY SUPERVISION		
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DATE	OFFICIAL TITLE OF SUPERVISOR	TIPEDOR PRINTELL NAME AND SIGNATURE
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M-Marginal	Performance is deficient taken or recommended sh	esold be described.	1		•	I in Section C	and remed	dial actions
P-Proficient	Performance is satisfactor			e manner expe	icted.			
S-Strong	Performance is characteri						1-4-	
O-Outstanding	Performance is so except- work as to warrant species	i receptifica.			orison to the	periormance o	others do	ing similar
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manner in which en with supervisory re SPECIPIC DUTY NO		t esecific day. Conservated on their abilit	sider ONLY effi y to supervise	ctiveness i	n performar mber of em	ployees supe	iuty, All erriaed).	
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nevelopmen	nt of new age	no acceto.			, K.,	15%	,2	P
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ECTION C NAP	/ H A	. Ti	٧E	CON	иΜЕ	NI	1:
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Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to avail performance. State suggestions made for impresented of with performance. Give recommendations for training. Current position. Amplify or explain terings given in Section B to provide heat basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and lynds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

There has been little Unalge-3125 Bubblect's performance since the submission of his last report covering the period through 30 September 1970.

M.S. R.J. 150

The highpoint of his activities during this period, as it has been throughout his tour, has been his management of a sensitive technical operation which has been a consistent producer of unique and high level intelligence. This has been a good performance on Subject's part indicative of his professional capability to conduct clandestine operations.

Subject's writing ability has improved during this period, and there is little doubt that his efforts in this regard are paying off. Further experience should see continued improvement of his writing skills.

As Subject's first tour comes to a close he can look back on a generally strong performance in all phases of his operational activity on behalf of the Base's objectives.

SECTION D	CERTIFICATION AND	COMMENTS
1	BY EMPLOYE	E
	I CERTIFY THAT I HAVE SEEN SECTIONS A	A, B, AND C OF THIS REPORT
3 May 1971	/s/ Daniel Flore	)8
2.	BT SUPERVISO	
MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHO	WH TO EMPLOYEE, GIVE EXPLANATION
20		·
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPEU ON PRINTED NAME AND SIGNATURE
3 May 1971	COB,	/s/ Robert Fambrini
3. COMMENTS OF REVIEWING OFFICE	BY REVIEWING OFF	FICIAL
his first tour ab of activity. His persistence not o in improving hims presenting his id	proad, Subject has done s outstanding attribute only in going after ope self. He has encounter lens in written form bu	rational targets but also
DATE	OFFICIAL FIFLA OF REFIERING UPP.	
17 Mnv 71	COS. Oaito	/s/ Paul V. Harrood

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#### Continuation of Comments by Reviewing Official

Subject has a clear-headed approach to the collection of intelligence and is realistic in evaluating potential sources. His fluency in the Spanish language has facilitated his movement in the local community and he has developed several potentially useful sources and identified others.

In considering this officer for promotion, two facts should be kept in mind:

- a. He is probably older and certainly more mature than the average officer at his grade level. He is anxious to get ahead and this explains much of his initiative and drive.
- b. The rating officer has rated him very realistically which, in my view, adds to the importance of the outstanding rating given him on Specific Duty No. 2.

SECRET

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

## TRAINING REPORT

Weapons Training/Defensive Driving Course No. 1/72	2-6 August 1971
	Date
TRAINEE: FLORES, Daniel OFFICE	: WH
FURFOSE AND SCOPE OF CCURSE:	'
The course provides basic proficiency training	in the use of
weapons for self-derense and in the techniques of de	efensive driving
to counter vehicular kidnaping for Agency officers b	eing essigned
to hostile or unstable political and operational env	rironments abroad.
ACHIEVENENT RECORD:	: •
This is to certify that Mr. Flores	has satisfactorily
completed the prescribed course of instruction.	•
FOR THE DIRECTOR OF TRAINING:	
Chief, Special A	ctivities Branch
**************************************	st 1971
Date	

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

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# Certification of Handgun Qualification

	. 9 August 1971
	Date
Vr. Frederick E. Owens and (Instructor SAB Steff, OTG, ISOLATIO) Identity	•
Trainee FLORES, Daniel, WH Identity	
on 2-6 August Mr. Flores was date identity	given 28 hours
instruction in firing techniques, weapon care	and safe weapons handling
procedures. Eubsequently Mr. Flores fi	ired the handgun qualifica-
Automatic(Cal9mm)	258
tion course with aRevolver(Cal.38 achieving a sweapon	
of a possible 300 . Mr. Flores identity	demonstrated that he
had absorbed the instruction on safe weapon ha	indling and that he exercises
due care and discretion. Accordingly Mr. Floridenti	
Automatic (Cal 9mm)	
qualified with the Revolver (Cal 38) as of the	his date.
weapon	

Signed

FREDERICK E. OWENS, SAB/OTO
Instructor Identity

#### Continuation of Narrative Comments

the target is good. The project is, however, in need of good human reporting assets and it is expected that as Subject overcomes a weakness mentioned in the next paragraph he will be able to devote more of his time to this important task.

The Subject has encountered some difficulty in the preparation of written material -- dispatches, intelligence reports -- and finds it necessary to spend an extended portion of his time on its preparation. The rater has discussed this with Subject on several occasions, and it is believed that his difficulty is due to a lack of experience, and that in time and with a continuing effort on his part he will develop his writing skills.

The Subject's overall attitude and response towards his professional responsibilities during the first tour have been positive. He is interested in the kind of work he is doing, likes it and is willing to put in the kind of long hours it sometimes demands without complaint.

#### Continuation of Comments of Reviewing Official

of the Base. He responds positively to guidance and direction; he is eager for new opportunities to enlarge his experience and knowledge. He appears to be completely motivated toward the work of this organization; it is a pleasure to have him in

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	NARRATIVE COMMENT	)
overall, performance. State sugger on foreign language competence, the state for determining betwee person in the wre of personnel, secret, extend C, arock a separate when The period co of the Subject's during this period of intelligence at clandestine operat	ntone mode for improvement of work performs it required for current position. Amplify or expensed extron. Monret of performance of money with the comment of which is a comment of the comment of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the con	at he has shown the kind successfully carry out also shown a weakness which
management of a vehas been under his and careful handli to a secure, uncom of support agents, information. Subjueon especially us	as turned in fine perform ry important and sensitive care since the pre-insta- ng of all succeeding phase eplicated installation, the and the dissemination of ect's natural fluency in eful in this operation, een of a high professiona	operation which llation phase. His suro es of this operation led e recruitment and training valuable intelligence the Spanish language has llis handling of this
targetted against has been good; he	s also responsible for the His is a good agent handler; ectives of most importance.	handling of this project knows how to target his
SECTION D	CERTIFICATION AND COMME	NTS
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ICE	RTIFY THAT I HAVE SEEN SECTIONS A. B. AND	C OF THIS REPORT
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DATE	SIGNATURE OF EMPLOYEE	i
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30 Oct, 1970	/s/ Daniel Flores By Suptryison	
	/s/ Daniel Flores	
30 Oct, 1970 2. MONTHS WARTONS FAR DEEN UNLES MY SUPERVISION	/s/ Daniel Flores By Suptryison	
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30 Oct, 1970  2.  DATE  30 Oct, 1970  L.  Comments or assessing or continuous of the work of the work of the work of the work of the work of them, and throughe of them, and throughe of them, and the continuous of them, and he has continuous of them.	SY Daniel Flores  BY SUPERVISOR  From REPORT HAS NOT BEEN SHOWN TO AN  SPECIAL TITLE OF SUPERVISOR  BY REVIEWING OFFICIAL  The ratings. This has been to be a rather unusual opportion and lovel of accomplishment.  In the organization and the period and the man became, for a short in that period and the man beautiff and maturity we felt to be street tour. He has well the quantity and quality discounted were effective allocated were effective and accomplishment.	Robert L. Fambriat /s/  n a good year for Subject, cortunity to learn many one in which he has shown Shortly after his time, the Acting Chief thing change in Base Chiefs, be exceptional for a sed hard and intensely of his operational productly with the other officers (Continued)
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				1 October 1969 - :	30 September	1970
ECTION B			PERFORMAN	E EVALUATION		
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M-Marginal			in some expects. The reasons should be described.	for anogaing this rating should be stated	in Section C and second	had actions
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O-Outstanding		ormance is so escept on to warrant speci		its of the work and in comparison to the p	erlamases of others do	es semilar
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Section C

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Narrative Comments, Cont'd

disciplined, effective manner enabling him to maintain a centinuity and productivity within the Base operational requirements with security and dispatch.

Socially Subject and his wife are proving to be good mixers and both are gaining in popularity within the local communities. They both have gained the respect and appreciation of the complex not only as compatible personalities, but in her willingness to participate actively in endeavors and his professional cooperative attitude. Their optimistic and positive conduct at official and non-official functions is a credit to the Base.

Subject's native fluency in Spanish and his Latin background is proving to be a definite asset in the performance of his assigned operational tasks and ability to handle agent assets amicably and productively.

He maintains accurate accounting records and is demonstrating responsible acute cost consciousness in the use of funds and properties.

This rater's principal criticism of this employee is his tendency toward impulsiveness and too-quick judgement before weighing all the facts and implications in the pursuit of his operational requirements; however, this weakness is more a function of his inexperience in the field and will be resolved as he gains more field experience.

Subject, although exhibiting resourcefulness and imagination in performing his assigned operational tasks also has a tendency to accept the judgement of other senior grade officers too readily rather than express his own convictions and trust in his own assessment of a situation.

This rater has conseled this Officer regarding these tendencies and he is taking measures to rectify them.

In judging his over all performance, this Rater is of the opinion if he continues to apply himself in handling tasks worthy of a senior grade officer, he should be considered for a promotion to the GS-10 level at the earliest opportunity.

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SECTION C	NARRATIVE COMMEN	175
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SECTION D	CERTIFICATION AND COMM	ENIS
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ζ.	BY SUPERVISOR	
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2 October 1969	Chief of Base	/8/
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16 October 1969	Chief of Station	/h/ John S. Morgan

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# SECRET (**Non Filled In) NARRATIVE COMMENTS

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In addition Mr. Fl Mr. Flores is there is one thing officer. He is no	ores writes well and this fluent in Spanish. It i that Mr. Flores wants to wegetting that chance. H	s my impression that if be that is a field case c will soon leave on an
assignment to Mr. Flores di	I have no doubt tha d not have any managerial	t he will do very well. duties.
SECTION D	CERTIFICATION AND COMM	ENTS
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3.	BY REVIEWING OFFICIAL	
I concur	in the above assessment.	
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29 April 1969	Chief, WH/4	Raymond A. Warren
	SECRET	

(FIRST FRIPME) 1/2 A

FLORES,

Daniel 07 036130

30 November 1968 17 December 1967 - 31 October 1968

This faceur leadens has team appeared in commercial an exercised Program with extension inclaing to Clandestine Operations.

Ditabled evaluations of his perforance in early masser are recognized in the Otilelal Personnel Folder. Definition of run varing latter coaresponds to that he Section 8, Firmest Report Form 45 (4.5.).

COMMAND PROPORTATION OF THE LANGUAGE PROCESSOR

COMMENT AND UPLTING TO OBSTIVATIONS.

Mr. Flores entered the CT Program on 11 December 1967, sponsored by DDP/WH Division. His work during formal training was characterized by determination, hard work, and a strong ambition to become a successful Clandestine Services operations officer. He responded well to supervision and guidance and experienced no difficulties in assimilating the principles and techniques covered by the instruction. In Operations Course Phase I, the key course for DDP case officers, he achieved an overall performance rating of HIGH PROFICIENT.

At the previous request of his Division Chief, Mr. Flores was, effective 10 October 1968, reassigned to DDP/WH Division.

25 November 1968

			EMPLOYEL SERIAL NUMBER
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#### SECTION C

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#### NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping 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 explain rations given in Section B to provide best basis for determining future personnel action. Manner of performance of managericles account distress and to provide seast constructions to the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seas

Mr. Flores is a part-time staff employee who works a maximum of 191 hours per week while attending university full-time. In August 1967 he will obtain his bachelor's degree in political science. He will revert to full-time employment upon finishing his university studies and will be recommended to the Office of Training for admission in the CT class beginning November 1967.

The limitations imposed by part-time employment have prevented us from assigning Mr. Flores to jobs within the branch such as the monitoring of active field cases which require close, daily attention. However, he is qualified for this type of duty. His performance in the duties described above is excellent. He accomplishes his tasks quietly and efficiently with a minimum of guidance from his supervisor. Because he is bi-lingual in Spanish and English he is of great use to the Branch in screening quickly and accurately materials which are of counter-intelligence interest.

Mr. Flows agency work background, coupled with his formal education about to be completed and his own desire to make a career in intelligence make him an extremely valuable employee, one in whom the Agency should not hesitate to invest time and money for the advancement of his career training.

SECTION D	CERTIFICATION AND CO	DAMENTS
1.	BY EMPLOYEE	
	I CERTIFY THAT I HAVE SEEN SECTIONS A,	A, AND C OF THIS REPORT
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.2/	BY SUPERVISOR	<b>)</b> .
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DAYE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR POINTED NAME AND SONATURE
	DC/WH/COG/CICS	Carl Trottin
3,	BY REVIEWING OFFIC	IAL
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#### NARRATIVE COMMENTS

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JAN 30 10 48 AH '67

· Mr. Flores has continued to perform at the same proficient level cited in his previous fitness Teport. The ratings and remarks appended to this report, accordingly, still remain applicable.

SECTION D	CERTIFICATION AND CO	MENTS
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2.	BY SUPERVISOR	
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26 January 67	Chief, WH/COG/CICS	Harry T. Mahoney
	. BY REVIEWING OFFICE	

Mr. Plores turns in a good piece of finished work and has demonstrated increasing ability as a Case Officer. As soon as he graduates I plan to recommend him for CT training. I have discussed the matter with him and hepplans to make a career with the Agency which will be mutually advantageous to him and the Agency.

30 Jan 67 Doputy Chief, WH/COG Engl Williams Milliams

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8. OFFICIAL POSITION TITLE		L CURPENT STATION		
Intelligence Asst.	DDP/WH/C	Washington D.C.		
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Mr. Flores is a part-time staff employee who works a minimum of nineteen hours per week; he is also wfull time college student in his senior year, majoring in political science and specializing in Latin American studies. Subsequent comments should be prefaced by the statement that Mr. Flores' overall performance of his assigned duties would be considerably more efficient if he were able to devote full time to his assignment. On the other hand, Mr. Flores is preparing himself academically for a useful career with the Agency and in the rater's opinion shows promise of becoming a very capable and competent officer.

Mr. Flores is bilingual and has served very efficiently as a translator for the Branch. He has gained very valuable experience as a case officer in the handling of two contract agents of WH/COG/CICS and in doing so has demonstrated tact, sound judgment and a fine ability to handle people. Mr. Flores is very personable, intelligent and makes an excellent appearance. With the completion of his studies he should be able to make the transition from Intelligence Assistant to Junior Case Officer, which the rator heartly recommends.

SECTION D	CERTIFICATION AND CO	OWNER 13
1.	BY EMPLOYEE	
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2.	BY SUPERVISOR	
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11 months		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
30 November 66	DC/WH/COG/CICS	John A. Castoro
3.	BY REVIEWING OFFIC	IAL /
in the handli Specific Duty Castoro and c will make a g	ng of the two contract No. 1 and 2. I concur an only emphasize that ood Case Officer and I	under my direct supervision employees listed under r with the rating of Mr. I believe Mr. Flores plan to recommend him to be with us full time.
30 Nov 1966	Chief, WH/COG/CICS	

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P - Proficient Performance is more than satisfac	•			ng pro	duced in a	profici	ent mo	nn <b>ef</b> .	
S - Strong Performance is characterized by a  O - Outstanding Performance is so exceptional in others doing similar work as to we	rolation to require	Inemo	of the	work	and In com	npari so	n to th	e perform	ance of
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Take into account everything about the employee while the control of specific duties, productivity, conductions of specific duties. Based on your know lace the latter in the reting bas corresponding to the	on job, cooperativelend	****	s, peri	perfo	personal tr	erte of	habit o ratin	s, and	RATING LETTER
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SECTION C	NARRATIVE COMMENTS						
Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language co-setence, if required for current position. Amplity or exploit Aggraps given in Section B to provide bost basis for determining future personnel action. Manner of performance of managerial brisagery say, duties must be described, if applicable.							
Mr. Flo	ores was a particularly useful and versatile employee in the						
WH/SA counterintellige	WH/SA counterintelligence operations unit. Although he had no operational training						
or previous operationa	or previous operational experience, he learned rapidly and performed well the						
operational support typ	operational support type duties assigned to him. His fluent knowledge of the Spanish						
language, his willingne	language, his willingness to learn and perform tedious tasks, and his conscientious						
approach to his work w	ere important factors in his performance. His previous						
assignments in the RI I	Division and in WH/SA as a translator and in conducting name						
traces gave him a good							
Mr. Flores	participated in the training and preparation of agents for see first operation he interpreted for training in,						
) ai	nd related subjects. The second operation involved						
	enable Mr. Flores to perform duties (specific duty #3.)						
relating to communicat							
	res plans to continue his university education and attain a						
degree. Arrangements	have been completed so that he may work in the Agency on a						
university as a full time	ng in January 1965. He will attend classes at a local						
	res was promoted from GS-04 to GS-05 on 16 March 1964. He ties at the GS-06 level, and he should be promoted.						
ling been performing du	(see page two)						
SECTION D	CERTIFICATION AND COMMENTS						
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Mr. Flores is cost conscious and effective in the use of space, equipment and funds.

Mr. Flores does not hold a supervisory position.

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1. NAME	FLORES Daniel (Mubile)	4 Aug. 1935 Male	GS-L D	
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SECTION B	PERFORMANC	E EVALUATION		
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A - Adequate	Performance meets oil requirements. It is entirexcellence.	ely satisfactory and is character	zed noither by defici	oncy nor
P - Proficient	Performance is more than satisfactory. Desired	I results are being produced in a	proficient manner.	
S - Strong	Performance is characterized by exceptional pro	oficiancy.		
O - Outstanding	Performance is so exceptional in relation to requirements doing similar work as to warrant special		parison to the perforn	nance of
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manner in which ei with supervisory to SPECIFIC OUTY NO	plates material from Spanish to B	ONLY effectiveness in performa supervise (indicate number of en	nce of that duty. All splayers europethod).	RATING LETTER
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proficiency in Spanish he was assigned to translating duties and immediately proved to be an invaluable asset to this office as well as to the Staff as a whole. He worked many late hours and weekends helping to facilitate the flow of translations from this office to the different components within SAS. His performance of these duties can best be characterized as "exceptional" in all degrees.

Mr. Flores expressed a desire to move into a position of greater responsibility and this request was readily granted approximately one month ago. He is currently being trained as an intelligence assistant in Ops Support functions and his performance to date has been excellent. In his new duties Mr. Flores requires very little supervision. This can be attributed in part to his degree of intelligence as well as the background he obtained for his present duties while assigned to his previous job in RID/INDEX. Mr. Flores spent approximately one year in his former job and the knowledge he brought with him reallting to name tracing procedures has enabled him to grasp the duties of his new position quite rapidly.

As a means of furthering his education Mr. Flores is attending American University at night. He has expressed a desire to obtain some agency training and would like very much to be enrolled in the Intelligence Orientation Course as soon as possible.

Mr. Flores entered the agency as a GS-4 in March 1962. It is strongly precommended that he be promoted at the earliest possible date to a GS-5.

SECTION D	CERTIFICATION AND	COMMENTS
1.	BY EMPLOYE	E
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NARRATIVE COMMENTS

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During this reporting period, Mr. Flores continued to conduct himself in the exceptionally proficient manner which was noted in the Mist fitness Report. He is one of two name tracers who specialize in a particular area, a fact which tends to increase the difficulty as well as the responsibility of name tracing. In spite of this burden, Mr. Flores has consistently maintained an above average level of production and an exceptionally high quality in his finished products.

Mr. Flores is a conscientious and highly motivated employee who evidences a sound sense of responsibility. He has frequently voiced a desire to take advantage of any career opportunities the Agency may offer to him. He is currently enrolled as a full-time student at the American University.

SECTION D	CERTIFICATION AND COMM	IEHTS -
1.	BY EMPLOYEE	
	CERTIFY THAT   HAVE SEEN SECTIONS A, B, A	ND C OF THIS REPORT .
10 april 1963	Signature of EMPLOYEE	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, SIVE EXPLANATION
10 months		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPES DA PRINTED NAME AND SYNATURE
10 Usul 1963	Deputy Chief, RID/EI (H/S)	JAMES J. RALEY, Jr.
3.	BY REVIEWING OFFICIAL	
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#### SECTION C

#### NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section 8 to avoide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

From the outset Mr. Flores has shown many characteristics of an above-average employee. His initial training in the intricacies of his duty assignment was marked by a high degree of application, interest, and achievement. Since that time Mr. Flores has provem himself a conscientious and responsible employee, one whose work record is distinguished by a high calibre of quality and quantity.

Because of his fine record, Mr. Flores was chosen one of the three are specialists for this section. He specializes in the Spanish-Portuguese area and his work is characterized by exceptional proficiency.

At present Mr. Flores is registered at American University as a sophomore. Inasmuch as he has exhibited both potentiality and strong working habits, I recommend that Mr. Flores be given the Professional Rattery Test at the earliest opportunity.

SECTION D	CERTIFICATION AND CO	MICNITE											
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2.	BY SUPERVISOR												
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3.	BY REVIEWING OFFICIA	NL .											
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### REPORT OF TEST RESULTS (CLERICAL SKILLS)

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## CONFIDENTIAL (TYPE FILLS IN)

	THIS INFORMATION IS FUR AUTHORISED.	PARSONS ONLY TEST SCORES ARE NOT	TO DE REVEALED TO EXAMINER.			
-	OFFICE OF TRAINING, ASSESSMENT EVALUATION OF TEST RESUL	1h Farch 1962				
NAME	FIORES, Daniel (DE)	GB-1. The Clerk	PERSONNEL OFFICER			

TEST RESULTS ARE AN INTEGRAL PART OF THE FACT FINGING PHASE OF MOST PERSONNEL OPERATION". EVALUATION OF THESE MEASUREMENTS IN RELATION TO OTHER FACTUAL MATERIAL IN THE PERSONNEL DEFORD PROVIDES ONE OF THE BASES FOR THE SELECTION AND PLACEMENT OF APPLICANTS AND FOR COUNSELING WITH NEW EMPLOYEES. HOWEVER, THE DECISION AS TO BRETHER AN INDIVIDUAL CAN AND WILL PERFORM THE DUTIES OF A SPECIFIC JOB MUST REST ON THE JUDGMENT OF THE RECRUITER OF PLACEMENT OFFICER, WHO CONSISES ALL ASPECTS OF THE INDIVIDUAL'S ABILLTY, BACAGROUND, AND PERSONALITY IN RELATION TO THE REQUIREMENTS OF THE AGENCY.

THIS REPORT EVALUATES THE SUBJECT'S PERFORMANCE BY COMPARING HIS SCORED BITH THOSE OF A HATIONWIDE GROUP OF TWELFTH GRADE STUCENTS OF THE SAME SER. SPECIFIC APPITUDES ARE IDENTIFIED BY USING A VARIETY OF TESTS RANGING FROM BORK SAMPLES OF FILING AND CHECKING TO MEASURES OF REASONING ABILITY. IN EVALUATING THESE TEST SCORES FOUR GENERAL CONCEPTS SHOULD BE REPT IN WIND. (1) TESTS ARE MORE EFFECTIVE IN SCREENING OUT POTENTIAL FAILURES THAN IN IDENTIFYING THOSE WHO BILL PERFORM SUCCESSFULLY. (2) PERSONS WHOSE SCORES ARE PREDOMINANTLY IN THE LOBEST 16% ORDINABILY ARE NOT SULTED FOR OFFICE WAY. (3) MOST JOBS DO NOT REQUIRE HIGH SCORES ON ALL TESTS. BUT HAVE A RANGE BIFMIN WHICH PEOPLE CAN DO THE WOR EFFECTIVELY AND TEND TO REMAIN ON THE JOB. (4) EFFICIENCY IN PLACEMENT MECEDITARES MATCHING THE JOB AND THE TINDIVIDUAL, BOTH THOSE BHO ARE OVERQUALIFIED AND THOSE WHO ARE UNDERGUALIFIED ARE LIKELY TO GUIT.

A DESCRIPTION OF THE SIX TESTS IN THE BATTERY IS GIVEN ON THE BACK OF THIS FORM. IN CASIS WHERE THE PATTERW OF THE TEST SCORES APPEARS TO INDICATE AFTITUDE IN PARTICULAR AREAS THIS WILL BE NOTED IN THE REMARKS DECTION, WHERE RESEARCH STUDIES HAVE BEEN CONDUCTED ON THE BELATIONSHIP OF THE TESTS TO JOS PERFORMANCE THESE COMMENTS WILL RELATE TO SPECIFIC JOSS. THIS SECTION MAY ALSO INCLUDE A BRIEF ANALYSIS OF THE INDIVIDUAL'S POTENTIAL IN RELATION TO HIS INTERESTS AND BACKGROUND.

CONSULTATION OF FURTHER INFORMATION REGARDING INTERPRETATION OF TEST SCORES IS AVAILABLE BY CALLING EXTENSION 8017.

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Nr. Flores should be referred for PaTH, preferably unite the is still in the 1AS.

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amenable to an extension in _______ for a period of 12 to 10 months depending on the timing of the assignment. If I were to be assigned to a country where an additional language is needed, time for language training should be taken into consideration.

In the event that a position as Chief of Base does not become available within the next year or two, my second choice is to be considered for a War College either for calendar year 1980 or 1981. This would enable me to more fully participate in the Agency's rotational program and would provide me with a higher level of training needed for career mobility in the Agency.

My third choice is to be considered as a candidate for the agency's management program at one of the participating Universities in the United States with the intention of accepting a field as ignment immediately after the termination of this training. I am prepared to make all the necessary arrangements toward this end (i.e., applying for admission, etc.) provided a list of Universities is furnished to me.

As noted above, I am willing to remain in _______ through the summer of 1981 if my first choice is approved. In the event that my first choice cannot be granted I would be available to return to the United States in the summer of 1980 to prepare for my second or third choice. Should my second or third choice not be granted, I would prefer to return to the United States for an assignment in Washington.

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Central Processing Branch has been charged with responsibility for ensuring that all employees processing RS to the field have reviewed the field version of the imployee Commet Hamiltook. You will not be checked cut for your proposed travel until you sign the following statement and return it to CPB. Your Personnel Officer can provide you with a copy of the Hamiltook.

# MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-k, Employee Conduct, dated 9 July 1970.

DANIEL FLORES

(Please Print)

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#### HOTE TO OUTGOING PCS TRAVELERS

Central Processing Branch has been charged with responsibility for ensuring that all employees processing PUS to the field have reviewed the field version of the Employee Conduct Handbook. You will not be checked out for your proposed travel until you sign the following statement and return it to CPB. Your Personnel Officer can provide you with a copy of the Handbook.

### MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Conduct, dated 9 July 1970.

Daniel Flores

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#### I. GENERAL

IT IS UNDERSTOOD THAT YOU AGREE TO SERVE THE PERIOD OF SERVICE ABROAD PRESCRIBED IN SECTION II BELOW AND THAT THE GOVERNMENT IS OBLIGATED TO RETURN YOU, YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS UPON THE SATISFACTORY COMPLETION OF THIS PERIOD. YOUR ALLOWABLE ENPENSES BILL BE DETERMINED IN ACCORDANCE WITH AGENCY REGULATIONS.

IF YOU TERMINATE YOUR RERMANENT ASSIGNMENT OUTSIDE THE CONTINENTAL UNITED STATES BEFORE YOU COMPLETE 12 MONTHS OF CHEDITABLE SERVICE FOLLOWING THE DATE OF YOUR ARRIVAL ABROAD, YOU WILL BE REQUIRED TO REIMBURSE THE GOVERNMENT FOR ALL EXPENSES IT INCURS IN THE TRAVEL AND TRANSPORTATION OF YOU, YOUR DEPENDENTS, YOUR SOUSEHOLD AND PERSONAL EFFECTS TO YOUR POST. IF YOU FAIL TO COMPLETE YOUR PRESCRIBED TOWN OF DUTY ABROAD YOU WILL NOT BE ENTITLED TO THE SETURN TRAVEL AND TRANSPORTATION OF YOURSELF, YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS TO THE UNITED STATES IF, HOWEVER, AGENCY OFFICIALS DETERMINE THAT YOUR EARLY DEPARTURE IS NECESSARY FOR OFFICIAL REASONS, OR FOR PERSONAL REASONS OF SIGNIFICANT INTEREST TO THE GOVERNMENT. THEY MAY WAIVE THE REIMBURSEMENT OF EVENSES ALREADY INCURRED, OR AUTHORIZE YOUR RETURN TRAVEL AND TRANSPORTATION.

IF ELIGIBLE UNDER THE TERMS OF HR 20-30, YOU WILL BE GRANTED HOME LEAVE AS SOON AS IT CAN BE ARRANGED AT GOVERNMENT CONVENIENCE AFTER COMPLETION OF YOUR PRESCRIBED TOUR OF DUTY, PROVIDED YOU HAVE SERVED AT LEAST 18 MONTHS OF CONTINUOUS CREDITABLE SERVICE OUTSIDE THE UNITED STATES, HOME LEAVE AND HOME LEAVE TRAVEL.ARE CONTINGENT UPON YOUR WILLLINGNESS TO RETURN, AND CONTEMPLATION BY AGENCY OFFICIALS THAT YOU WILL RETURN TO SERVICE OUTSIDE THE UNITED STATES IMMEDIATELY AFTER HOME LEAVE OR UPON COMPLETION OF AN ASSIGNMENT IN THE UNITED STATES.

YOU ARE ADVISED THAT ANY MONIES DUE YOU FROM THE GOVERNMENT MAY BE APPLIED IN LIQUIDATION OF ANY INDEBTEDNESS ARISING FROM VIOLATION OF THIS AGREEMENT. YOU WILL BE AFFORDED ALL NORMAL RECOURSE IN APPEALING DECISIONS MADE PURSUANT TO THIS AGREEMENT.

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Daniel Flores		D				
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SE TRAIN	ING REPORT	SOVIET/EAST EUROPEAN OPERATIONS COURSE							
STUDENT		L	YEAR OF BIRTH	GRADE					
Flores, Daniel			1935	GS-12					
ECO DATE	011166	SIRVICE DES	SIGNATION COUNSE DATES						
March 1962	LA	D	7 - 15	November 1977					
for collecting info Soviet/East Europe		and preparing t	recruitment opera	tions against					
This is a ceri	ificate of attendance		on is made of ind	ividual					
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# OFFICE OF TECHNICAL SERVICES BEHAVIORAL ACTIVITIES BRANCH

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comp	1. This certifies that Daniel Flores - LA leted five days of training in the course,	has
	2. Primary goals of the course are to familiarize A	genc
case	officers with	

E2 IMPDET CL BY 019432

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

## TRAINING REPORT/CERTIFICATION OF HANDAIN QUALIFICATION

STUDENT: FIDIDA, Daniel OFFICE: LA SD:	D
PURPOSE AND SCOPE OF COURSE:	
(S) This course stressed countermeasures to thwart terroris U.S. personnel abroad.	st acts against
PERFORMANCE RECORD:	
(U/AIUO) This is to certify that the student has satisfacto the prescribed course of instruction.	rily completed
HANTOIN CUALIFICATION:	•
(C) Student completed 24 hours of instruction on handguns on 23 September 1977; subsequently fired the lk cation test achieving a score of:	at the undgum Qualifi-
Revolver (Cal38)	
Automatic (Cal 9mm) 255	
out of a possible 300.	
(U/AIVO) The student demonstrated satisfactory application of procedures; mechanical aptitude; marksmanship techniques; and main range firing/classroom sessions; and is qualified to use the handgrams) listed above.	tenance during
FOR THE DIRECTOR OF TRAINING:	
Chief, Special Activities Branch/OTD  S-E-C-R-E-T	9/26/77 Date E2 IMPDET CL by 056382

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5. VOLUNTARY ENTRIES	
Experience in the handling of employee emergencies has shown that the absence of certain personal data often d lays and Complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.	
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ARE YOU A MEMBER OF THE HORTHHEST FEDERAL CREDIT UNION! VES NO	
IF YES, DO YOU HAVE A JOINT ACCOUNT! YES NO	
HAVE YOU COMPLETED A LAST WILL AND TESTAMENTS YES NO. (If "Yes" where so do ument located?)	
HAVE YOU PREPLANNED AN ANNAHOED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS!  VES NO. (Ef "Yee" give name(s) and address)	
HAVE YOU EXECUTED A POWER OF ATTORNEY? VIS NO. (If "Yes", who powers the power of attorney")	
6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS	$\dashv$
7. RESIDENCE DATA - TO BE COMPLETED ONLY BY EMPLOYEES ENTERING ON DUTY	ᅥ
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### TRAINING PEPOPT

### Instructor Training Workshop

Student: Flores, Daniel '

Office: OTR

Year of Birth: 1935 SD: D

Grade: CS-12 EOD Date: 1962

Number of Students Estalled: 6 Date of Course: 7/26 - 8/8/76

### COURSE OBJECTIVES -- CONTENT AND METHODS

The Workshop objectives provide participants with a knowledge of the major principles, methods, and practices of effective instruction, and an opportunity to develop skills as an instructor by applying this knowledge in an instructional actting. Participants are able to analyze their audience and teaching objectives, prepare lesson plans, effectively present the material to be learned, and then evaluate the results of their training efforts.

The instruction required maximum student involvement with major emphasis on the application of instructional methods in the students presentation of units of instruction. Students were not graded during the Workshop, but they were constructively evaluated by the instructor and fellow participants both verbally and through the use of video tape.

Students were required to give a fifteen-minute lecture, a twenty-minute demonstration, and a fifty-minute lesson in his basic subject.

### ACHIEVEMENT RECORD

This is a certificate of attendance only, since examinations are not used in the course.

FOR THE DIRECTOR OF TRAINING

STANCEY W. SPECKE

Chief Instructor

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MEMORANDUM FOR THE RECORD

SUBJECT: Meritorious Unit Citation -- Cuban Operations Group, Latin America Division

On 13 November 1975 the Director of Central Intelligence approved award of the Meritorious Unit Citation to the Cuban Operations Group in recognition of the outstanding performance of the following employees from 1 October 1974 to 30 September 1975:

Thomas G. Clines

Mary D. Felton
Daniel Flores

Ann Goldsworthy
Clyde I. Hinkley
Christine Hopkins

Myron M. Kline

Mary Musgrave

Mary Musgrave

Mary Musgrave

Len Therry

Len Therry

Donald Venute
William Watkins

R. L. Austin, Jr. Recorder Honor and Merit Awards Board

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14. PREFERENCE TON NEXT ASSIGNMENT	
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At this point in my career the and targets are of maj interest to me. Although I would prefer to work on operation in my next assignment, as an alternative I would consider working on operations.	or ns
IIB. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT FOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERE	ic €
FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, 9 3 (for See, 2nd, and 3rd choice) IN REMAINING BUFFS, COMPLETE ALL ALTERNATE CHOICES AND OPPIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOU TOUR.	ran ea
EXTEND TOUR 14 MONTHS AT CURRENT STATION TO 31 NOVEMBER 1974  (DATE)  OF DESTRICTION OF PORTS FOR A TOUR OF DUTY- INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE,	
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TO BE COMPLETED BY FIELD STATION	
F. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR HEXT ASSECULATE, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSECULATED AND TRAINING.	
Concur. This officer is doing a good job on his assigned targets and his overall abilities give the Station a flexibility it often needs t call on.	0
TO BE COMPLETED BY MPROPPIATE HEADQUARTERS OFFICE	コ
13. IN CUMBIDERATION 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's tour has been extended fourteen months to 31 November 1974.	
DATE 4/23/73 TITLE C/NII/Pers SIGNATURE III. Beythold	
FOR USE BY CAMEED SERVICE	
14 APPROVID ASSIGNMENT,	
18. 18010111 SOTIFIED ST DISPATES SO. HPLS-3284 DATE (typed 23 Apr 73)	~
(49578-8595/cs-84785818788	į

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	REPORT	OF SERVICE ABROAD	FILE
TO: Orrice of Po	rsonnel, Transactions	and Records Branch, St	PUNCHED VILLE SECTION
SERIAL NO.		HAME	
	LAST	FIRST	KIROLI
036130	FLORES	DANIEL	
		NSTRUCTIONS	
TO DESIGNATE WHETHER S	DELOW TO REPORT DATA FOR EITH UDMISSION IS OF BASIC DATA, CO THY. AND LAST TWO DIGITS ONLY I	PRRECTION, OR CANCELLATION (O	PATE CODE NUMBER IN "CODE" COLUMN (* CATE). REPORT DATES BY USING (* REVISED.
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	OFFICE OF PERSON	IEL USE ONLY - PUNCH AREA	
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TRAVEL VOUCHER		DISPATCH	
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OTHER (Specify)			
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16318		29 hay 1971	
BARES			
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POLPAGED BY	****** ******** **	ABOVE DATA CHATIFIES CO.	
	X	OCCUMI N	1 (1110
	6/9/71	Signature Signature	_
<u> </u>	THIS REPORT WILL BE FILE	ED IN THE OFFICE OF PERSONS OFFICIAL PERSONNEL FOLDER	(L
; 1951a ;;;;;;; ***	•••••	ECRET	10.101

1951a :::::::

SERVICE ABI	ROAD	AGREEMENT
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#### 1. GENERAL

LT IS UNDERSTOOD THAT YOU AGREE TO SERVE THE PERIOD OF SERVICE ABROAD PRESCRIBED IN SECTION II BLOW AND THAT THE SOVERNMENT IS OBLIGHTED TO RETURN YOU, YOUR DEPENDENCE AND YOUR HOUSEHOLD AND PERSONAL EFFECTS UPON THE SATISFACTORY COMPLETION OF THIS PERIOD, YOUR ALLOWABLE EXPENSES WILL BE DETERMINED IN ACCOMPLANCE WITH AGENCY REGULATIONS.

IF YOU TERMINATE YOUR PERMANERS ASSIGNMENT OUTSIDE THE CONTINENTAL UNITED STATES BEFORE YOU COMPLETE 12 MONTHS OF CREDITABLE DERVICE FOLLOWING THE DATE OF YOUR APPIAL ABROAD, YOU WILL BE REQUIRED TO PEIMBURSE THE GOVERNMENT FOR ALL EPPENSES IT INCOME IN THE TRAVEL AND THANSPORTATION OF YOU, YOUR DEPENDENTS, YOUR MOUSEHOLD AND PERSONAL EFFECTS TO YOUR POST. IF YOU FAIL TO COMPLETE YOUR PRESCRIBED TOUR OF DUTY ABROAD FOR WILL NOT BE INTITLED TO THE PETURN TRAVEL AND TRANSPORTATION OF FOURSELF. YOUR DEPENDS THIS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS TO THE UNITED STATES. IF, HOWEVER, ASENCE OFFICIALS DITEMENTED THAT YOUR EARLY DEPARTURE IS MECESSARY FOR OFFICIAL RESONS, OR TOP PERSONAL REASONS OF SIGNIFICANT INTEREST TO THE GOVERNMENT, THE MAY WAIVE THE RELIMBURGE-MENT OF EXPENSES ALREADY INCURRED, OR AUTHORIZE YOUR RETURN SPAYEL AND TRANSPORTATION, WHICHEVER IS APPLICABLE.

IF ELIGIBLE UNDER THE TERMS OF HR 20-30, YOU WILL BE SPECIFUL HOME LEAVE AS 300M AS IT CAN BE ARRANGED AT GOVER-BMENR CONVENIENCE AFTER COMPLETION OF YOUR PRESCRIBES TOUR OF DUTY, PROVIDED YOU HAVE SERVED AT LEAST 18 MOSTING OF CONTINUOUS CHEDITABLE SERVICE OUTSING THE UNITED STATES. HOME LEAVE AND HOME LEAVE TRAVEL ARE CONTINGEST UPON YOUR WILLINGNESS TO RETURN, AND CONTIMPLATION BY ACTURY OFFICIALS THAT YOU WILL HETURN TO SERVICE OUTSIDE THE UNITED STATES IMMEDIATELY AFTER HOME LEAVE OR UPON COMPLETION OF AN ASSIGNMENT IN THE UNITED STATES.

YOU ARE ADVISED THAT ARY MONIES DUE YOU FROM THE COVERNMENT MAY BE APPLIED IN LIQUIDATION OF ANY INDEBTEDNESS ARISING FROM VIOLATION OF THIS ACREEMENT. YOU WILL BE AFFORDED ALL NORMAL RECOURSE IS APPEALING DECISIONS MADE PURSUANT TO THIS AGREEMENT.

name of two cover Daniel Flores		D .	
88. TOUR OF	DUTY ABROAD		
Currently Gunyaquil, Ecuador And	Next Assignment:	Lima Peru	
2. PERIOD OF SERVICE ARROAD AS PRESCRIBES IN A. B. ON C. DE	r.cow		
A. STANDARD TOUR OF DUTY OF 24 MONTHS X	C, NONSTANDADO TOUR OF OUT THIS TOUR COLF FOR THE (See NO 20-10)	TY OF WASTHS BUT EMPLOYER SIGNING THIS ACRESMENT.	
	REQUESTED	(Nemo attached)	
	OPERATING GFFICIAL		
8.	CONCUR		
PREVIOUSLY APPROVED PER HR 20-18.	CAREER SIPFICE	OFPUTY DIRECTOR	
OPTRATING OFFICIAL	APPROYED		
Jan Lucy 110/4/1/Pas	DIRECTOR OF PERSONNEL		
JII. PERMANENT PL	ACE OF RESIDENCE		
3. Your "PERMANENT PLACE OF RESIDENCE" IS A PLACE TO BE AUTHORIZED IN CERTAIN CLACUMSTANCES PLOSUART TO HE PERSONNEL FOLDER.  4. IN REQUISITING YOUR PERMANENT PLACE OF RESIDENCE IN AN \$27.33 NORMALLY INCICATE THE PLACE OF RESIDENCE IN OR HE COMMONBEATH OF PUESTO BICG AT THE TIME OF TOUTIES BE AUTHORITOR OF ANOTHER PLACE AS TOLD PERMANENT OF ANOTHER PLACE AS TOLD PERMANENT OF ANOTHER PLACE AS TOLD PERMANENT OF ANOTHER PLACE AS TOLD PERMANENT OF ANOTHER PLACE AS TOLD PERMANENT OF ANOTHER PLACE AS TOLD PERMANENT OF ANOTHER PLACE AS TOLD PERMANENT OF AN AND LEASE OF TOLD PERMANENT OF AN AND LEASE OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT OF THE PERMANENT O	22. Its designation ellipsis some services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of the services of	L BE REPT IN YOUR SEESCHAL  DE, YOU WILL EAR STREEFERANT ITTED STATES, ETS POISESSIONS ARROAD, YOU MAY RESIEST IN F YOU CAN ENTARLISH FRAT TOUR COMICILE OF MAS RESENTED IN AN ACTACHES	

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B. PHYSICAL DRELLING PLACE (Per unifera address in item 6 in			
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1	-	DEPUTY DIRECTOR	""
APPROV	ED	APPROVED	
TUTY DIBECTOR	DATE	DIRECTOR OF PERSONNEL	DATE
IIR	5.20.7		
1. Dung			
		E LEAVE POINT OMF LEAVE POINT ARE: YOUR PER A, AND WHERE YOUR CHILDREN, PA	····
Milwaukte, Orego	n	FULL ADDRESS	
		CONCUR	
Parents-in-law	LEAVE POINT	DEPUTY DIRECTOR	GATE
APPROVED		APPROVED	
TY DIRECTOR	DATE	DIRECTOR OF PERSONNEL	547E
	5-20.71		
1.1.2. 9			
1. Bung	EMPLOYEE	CERTIFICATION	
I have read and as described in this	understand my serv	rice obligations and travel en	titlements
	understand my serv	vice obligations and travel en	titlements

SECRET

## CONFIDENTIAL

·	· Chien Filled In)		
Ri	ESIDENCE AND DEPENDENCY REPORT		
TO THE ENCORMATION SHOWN DELOW. ITEMS ( PENALSSEE OF THE EDRING TREET THE EMPLOY)	LO BY FACH EMPLOYER AT THE TIME OF HIS APPOINTMENT OF CHANGE MAY BE REPORTED IN THE APPOINTMENT BLOCK FE'S SIGNATURE AND DATE. WHEN PRECYPTION ITEM A AL THIS FORM WILL BE COMPLETED ONLY BY HEADQUARTER EMPLOYEE'S DEFICIAL PEPSONNEL FOLDER.	S WITHOUT	COMPLETING THE
	GENERAL	<del></del>	<del></del>
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FLORES	Daniel.		
•	MARITAL STATUS (Check one)		
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F MARRIED, PLATE OF MARRIAGE			November 19
Limn, Peru			of DECREE
P DIFFORCED, PEACE, OF DIFFORCE DECREE	u liVu		OF BECARE
·	HEMBERS OF FAMILY		
AMI OF SPOUNT	ADDRESS (No. ,Street, City, State, Zip Code)	TELEPHO	NE NO.
			· · · · · · · · · · · · · · · · · · ·
HAMIS OF CHILDREN	ADDH 89	3 E X	DATE OF BIRTH
	(Same as above.)	F	
	(Sitting its a love.)		
			·
WE OF FATHER (or male guardien)	ADDRESS	TELEPHO	NE NO,
Jose S. Flores	Pox 39, Conzales, Texas 78629	512-67	2-6061
MF OF MOTHER, INCLUDING MAIGEN NAME (OF	ADDRESS	TELEPHOI	NE NO.
Agustina Flores (Deceased)			
THE IN AN EMERGENCY.	BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZAT	ION IF CON	TACT IS RE-
Yr.			
	UPON ME FOR AT LEAST 51% OF THEIR SUPPORT AN	D MEET OT	HER REQUIRE-
WE.	DATE OF BIRTH	RELATION	ISHIP
•			
			<del></del>
PERSON RESIDING WE (Mr., Mrs., Miss) (Last-Firs	S IN U.S. TO BE NOTIFIED IN CASE OF EMERGENCY	IONSHIP	
Mr.	·	or-in-l	<b>จ</b> พ
ME ACONESS (No. , Street, City, State, Zip C.		LELEPHONE N	
Seguin, I	PERS 78155	379-7620	
INESS ACQUESS (No., Stroat, City, State, Zi	P CODP) AND NAME OF EMPLOYEN. IF APPLICABLE OUT INF	SS FELEPHO	NE & EXTENSION
THE INDIVIDUAL NAMED ABOVE BIFFING OF	TOUR AGENCY AFFELFATIGHT (If "No" give name and ad	dress of	
genisetion he helieves you eark for.)	, <u> </u>		*** X
•	. ,		40
THE INDIVIDUAL AUTHORIZED TO MAKE GECIS	IGNS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPABL	E1 (11 "No	•
ve name and address of person, if any, w	the can make such decisions in case of emergency.)	l	***
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(5 TH) STADIVICUAL KNOW THAT HE HAS BEER Plain why in item 6.)	DESIGNATED AS YOUR EMERGENCY AUGRESSELT (EF ANAM	## 18 "No"	X X
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NAME OF EMPLOYEE (use pa Daniel Flores	i i	tE(from Item 5-1)	Robert Fa		Dare tfree ites \$-2)
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1935	GS-10		Guayaqui	1	LNGUFF
64. DATE OF PCS ARRIVAL	SE. REQUESTED DATE		ED CATE OF FIRST	45, DESIRED DATE AFTER LEAVE	to elecat to outs
13 May 1969	15 May 197	1 1 Ju	ne 1971	1 August	1971
7. NUMBER AND AGES OF DE	I PEŅDYNTS WHO WILL TR	AVEL WITH YOU:		L	
Spouse (Expect	ing child in	March 197	1)		
B. PERSONAL CIRCUMSTANCE	S THAT SHOULD BE CON	SIDERED IN DETER	MINING NEXT ASS	I SHWENT:	
NA.					
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S. LIST YOUR MAJOR DUTIES	DURING CURRENT TOUR	(see apecial n	ote on transmitt	al form).	<del></del>
(also attach personal Case Officer r	cover questionnaire	in accordance w	Hh CSI-P 240-8)		urzetted
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including				<u>-</u>	and
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ID. TRAINING DESIRED: INDICATE WHAT TRAINING	YOU BELIEVE YOU SH	OULD HAVE DURING	THE MENT SEVERA	L YEARS	
1. Soviet Ope	rations Cours	e. (If po	esible, I	would like	to
2. Language to	e this course ra <u>ining.</u> Pre	eferably	g exert emon	in the sums ecause I wo	er of 1971.) uld like
to serve i	n some	time in th	e future.		
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11. PREFERENCE FOR NEXT ASSIGNMENT:				
ITA. DETCHIOF BRIEFLY THE TYPE OF WORK YOU BOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.				
I would like a position of increased responsibility, preferably as a Case Officer for Soviet Operations in Latin America. If this				
is possible I would like to take the Soviet Operations Course at Headquarters prior to my next assignment.				
·				
118. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT FOUR BY CHECKING IN APPROPRIATE BOF. ALSO INDICATE PREFERENCE FOR NEBT REGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (for lat, 2nd, and 3rd choice) in memaining boxes. Complete all alternate choices and options in all cases even though you are reguesting an extension of your tour.				
EXTEND TOUR MONTHS AT CURRENT STATION TO (DATE)				
BE ASSIGNED TO HOGTES FOR A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION. STAFF OR OFFICE.  151 CHOICE				
BE ASSIGNED TO ANOTHER FIELD STATION: INDICATE CHOICE OF GEOGRAPHIC AREA GA SPECIALIZATION IST CHOICE CAPACOES, VONC PAO CHOICE MEXICO SAR CHOICE LINE, PETU				
RETURN TO MY CURRENT STATION				
TO BE COMPLETED BY FIELD STATION				
11. 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.  It is believed that this officer's performance at his present post				
of assignment has provided sufficient indication of his competence as a field case officer, and that he sould have no problem filling a Soviet Operations Officer slot at a medium sized field				
installation. He should attend the Soviet Operations Course prior to such assignment.				
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AND THE STEFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS HEXT ASSIGNMENT AND TRAINING.				
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MEMORANDUM FOR: Secretary, CSCS Panel (Section C)

SUBJECT

Recommendation for Promotion to Grade

GS-10, Daniel Flores

1. It is recommended that Mr. Daniel Flores be promoted from GS-09 to GS-10.  $\hdots$ 

- 2. Mr. Flores joined the Agency in 1962; initially he was employed on a part-time basis in the Wil Division while attending the American University. He received his AB degree in 1967 and became a full-time staff employee. On the strong recommendation of his supervisors, Hr. Flores was accepted for the Career Training Program which he completed in August 1968. After rejoining the Wil Division, he was selected for assignment as an operations officer at the Base where he arrived in May 1969. Hr. Flores is bi-lingual in Spanish.
- 3. Both as a Headquarters and field operations officer Er. Flores has carried out his assignments with intelligence, enthusiasm and initiative. As the Base officer in charge of operations, his performance has been of high caliber. In August 1969, during the forced absence of the Chief of Base and other senior officers, Er. Flores assumed the full responsibilities for running the base for a period of several weeks. He performed the duties of Acting Chief of Base in a superior manner. In addition to his operational competence, the Chief of Base has observed that Er. Flores ability to develop social relations with ease has been a distinct asset for the Base.
- 4. Mr. Flores has already proven to be a competent operations officer. As he further develops through experience and responsibility he should become eligible for rapid advancement. In any case he is already performing at a level far higher than his current grade and a promotion at this time is strongly recommended.

William V. Broe Chief bestern demisphere Division

STATE

CONFIDENTIAL (When filled in)

### IMPORTANT

Central Processing Branch has been charged with responsibility for ensuring that all employees processing PC3 to the field have reviewed the field version of the Employee Conduct Handbook. You will not be checked out for your proposed travel until you sign the following statement and return it to CPB. Your Personnel Officer can provide you with a copy of the Handbook.

### MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Conduct, dated 28 Cetober 1964.

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DANTEL PLOPES

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CONFIDENTIAL

Group 1 - Excluded from automatic downgrading and declassification.

## CONFIDENTIAL (When Filted In)

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# CONFIDENTIAL (When Filled In)

• VOLUNTARY ENTRIES
Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and compli- cates the settlement of estate and financial matters. The information requested in this section may prove very useful to your familiar attorney in the event of your disability or death and will be disclosed only when circumstances warrant.
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UNITED STATES GOVERNMENT

Personnel Office

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#### ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

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#### - TRAILING REFORT -

#### Operational Interrogation Course No. 2-69 (Full time - three weeks) 4 - 22 November 1968

Student: Flores, Daniel

Office: WH

Grade : 08

EOD : Mar 62

Number of Students Enrolled: 9

Service Designation: D

#### COURSE OBJECTIVE

To teach the student to interrogate and to manage interrogation.

#### **PATING**

Class Performance

: Satisfactory

Interrogation Aptitude: Average

#### GENERAL CLASS PERFORMANCE

Excellent: 3

Satisfactory: 6

Unsatisfactory: 0

#### GENERAL CLASS APTITUDE POR INTERROGATION

High: 2

Average: 6

FOR THE DIRECTOR OF TRAINING:

27 DEC 1958

Chief Instructor

C

6-E-C-R-E-T

TRAINING REPORT OPERATIONS COURSE (FULL TIME)	OC-1-3/4-65		No. of Began	Finished 'O	Dates of Of May 16, August	-
(FCLE 11ME)	STUDENT IDENT	IFYING INFO	RNATION		110 110 200	· · · · · · · · · · · · · · · · · · ·
NAME OF STUDENT	YOB		D PAIE	OFFICE	C5	BL
FLORES, Daniel	1036	March b	₩ '	CTP	<b>0</b> 0	55
	PERFORMA	NCE EVALUAT	168			
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A - Adequate	Hes echieved ized neither		•		actory, ch	aracte:
P - Proficient	More than sat ficiency. Th "average" on	is rating ma	w be inter	ed a solid preted as r		
S - Strong	Exceptional pitive, originathe case office	Lity, and ar	exception	al student	understand.	
O - Outstanding	Performance is the work and i doing similar	n compariso	n to the p	erformance o	of other st	
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14-00000

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

#### LARRATIVE COMMENTS

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

Mr. Flores' overall performance in this course was at the high proficient level. He is a very friendly and personable individual who put forth a good deal of effort to do well in the course. Mr. Flores takes a very practical approach to solving problems and his attitude throughout the course was excellent.

Mr. Flores acquired a good understanding of the principles and techniques of Clandestine Services operations, and in problems requiring face-to-face encounters with simulated agents in the live exercises he came through as a very friendly and personable individual. He was particularly effective in debriefing situations and demonstrated flexibility in meeting the problems that arose during the simulated agent meetings.

Mr. Flores demonstrated a good understanding of Claudestine Services programs in Foreign Intelligence, Counterintelligence and Covert Action. His performance was graded strong in handling of a simulated walk-in defector, and in a Counterintelligence case study and a Covert Action case study his understanding and analyses were judged highly proficient. He received a rating of adequate in photography.

Mr. Flores has good writing skills and acquired a thorough understanding of intelligence and operational reporting procedures and formats of the Clandestine Services. His intelligence reports were consistently complete, accurate and clear. His operational reports suffered occasionally from weak organization, and on one occasion he had difficulty distinguishing operational from intelligence information; but his reports were generally complete and accurate and showed a sound : understanding of operational reporting requirements.

Mr. Flores is a personable and intelligent individual who got along very well with his colleagues and with the instructors. With his excellent attitude and strong desire for a career in the Clandestine Services together with his willingness to work hard, Mr. Flores should have little difficulty in developing into an effective case officer as he gets greater experience.

FOR THE DIRECTOR OF TRAINING:

Chief Ingtructor

23 August 1968

5

3-E-C-R-E-T

#### TRAINING REPORT

Operations Course, Phase II-3-68 (_416 hours, full-time)

4 March - 3 May 1968 (Date)

Student

FLORES, Daniel

Office

: CTP/OTR

Year of Birth:

1935

Service Pesignation: BJ

Grade : GS-07

No. of Students: 60 Began; 60 Finished

EOD

March 1962

#### COURSE OBJECTIVES:

The course is designed to prepare junior clandestine services officers for duties related to the conduct of Special Operations. Upon completion of training, the officer will be capable of developing and implementing actions which will contribute to the elimination of subversive insurgency in the underdeveloped area of the world in furtherance of U.S. policy. He shall also be capable of developing plans for the conduct of Special Operations in support of United States military operations in wartime; and will be able to plan for the use of special ground, air, and maritime operations in direct support of other intelligence activities.

#### ACHIEVEMENT RECORD:

The performance rating and narrative comments below are derived from a synthesis of all observations and evaluations submitted on each trainee by the instructor staff. Student rating is indicated by the asterisk.

INCOMPLETE O

ADEQUATE O

PROFICIENT + 48

STRONG 12

#### NARRATIVE COMMENTS:

Mr. Flores is a self-sufficient, steady worker, who demonstrated an excellent ability to adapt himself to the various training situations. His proficient performance during Operations Course, Phase II-3-03 did not fluctuate appreciably from beginning to end.

Mr. Flores was always mentally alert, receptive to instruction and responsive to instructional exercises. He cheerfully accepted all responsibilities, consistently produced satisfactory results, and appeared to demonstrate a sense of pride in his accomplishments. His conscientious effort, sincerity, and cooperative attitude enabled him to develop a sound working relationship with his colleagues.

Continued on Page 2

#### TRAININI HEPORT

Operations Course, Phase II-3-68 (416 hours, full-time)

4 March - 3 May 1968

Student

: FLORES, Daniel

Office

: CTP/OTR

Service Designation: 8J

NARRATIVE COMMENTS (Continued)

The degree of performance attained in the course indicates Mr. Flores has gained a sound familiarization of the Special Operations activities, responsibilities, skills, and concepts.

FOR THE DIRECTOR OF TRAINING:

Chief Instructor, operations foursy, Phase II

2

S-E-C-R-E-T

#### TRAINING REFORT

NAME OF TRAINEE: Flores, Daniel CCURSE: CS RECORDS II

(Bicgraphic Research)

DOB: 1935 3D: SJ

DATE: 9 - 16 May 1968

OFFICE: CTP GS: 07

HCURS: 30 - part time

#### **OBJECTIVES**

1. To provide briefing in the C3 requirement for bicgraphic research, the importance of this research in the investigative process, and in the importance of the role of the bicgraphic researcher.

2. To provide instruction in the nature, content and means of access to repositories of biographic information in the CS and other elements of the Agency and the community.

3. To introduce the concept of research and investigation and the processes involved therein, and to provide practical work in research as done at headquarters.

4. To alert the students to the nature of analysis in producing finished reports of biographic research.

5. To provide practice in writing the report of biographic research.

#### METHOD OF INSTRUCTION

The course is presented by means of lecture, discussion and demonstration. More than fifty percent of the class time is devoted to an exercise in biographic research, an exercise in analysis of the materials recovered, and preparation of a report of the research.

#### ADJECTIVAL RATINGS USED IN THE TRAINING REPORT

EXCELLENT

Student demonstrated unusual competence in achieving the course objectives. His understanding of the course content was unusually thorough and perceptive. Where skills were taught, he demonstrated particular facility

in their use.

SATISFACTORY Student's achievement of the course objectives was competent. He demonstrated good understanding of the course content. Where skills were taught, he demon-

strated basic facility in their use.

UNSATISFACTORY Student did not demonstrate adequate competence.

Although he may have made some progress, he fell
short of the minimum standards for achievement of
the course objectives.

#### NARRATIVE RATING OF ACHIEVEMENT:

Mr. Flores showed considerable ability and experience in his handling of the practical problem. He should have no trouble in doing work of this kind with a minimum of supervision.

Overall adjectival rating of achievement:

Satisfactory |

Overall adjectival ratings of achievement of all employees in the course:

EXCELLENT:

2 SATISFACTORY:

14 UNSATISFACTORY:

Attendance at this course does not provide the student with operational knowledge and background sufficient to qualify him as an independent researcher, capable of making operational judgments.

NOTE: CS Records I (Introduction to Records) is a prerequisite for this course.

FOR THE DIRECTOR OF TRAINING:

2 4 MAY 1968

Date

Afolige

Charles H. Schafer Chief Instructor

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FLORES, Daniel		35	Mar	1962		СТР		07	SJ
			RATINGS						
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#### S-E-C-R-E-T

#### FERFORMANCE RECORD

#### The Challenge of World-Wide Communism

CT Class 12 For = 1 " p 102"

#### Course Pescription

14-00000

#### A. Statement of Objectives

- The student should recognize the challenge confronting the United States and the free world posed by the objectives, activities, and capabilities of World-Wide Communism.
- 2. The student should schieve a knowledge of the doctrine, organization and tectics of free-world Communist parties; and, similarly, of the capabilities, the policies, and the problems of the USSR and the People's Republic of China.

#### 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 besis of performance in one written examination and perticipation in seminars and exercises.

NAME	Flores, Espiel	
Writ	tten Work	٠.
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	Seminare, Exercises	Profinite Comment
Comm	ent:	

GROUP I Excluded from automotic downgroding and declassification

3-8-C-R-K-T

# THAINING REPORT

OPERATIONS FACILITATION COUNTRY TO 2-68 (152 hours, full-time)

2 Jan. - 26 Jan. 1968

(1)C GOOLS, INTE-LINE

: FLORES, Doniel

TCB

· CIP

YEAR OF STRIES: 1935

STATICE DESIGNATION: SJ

GRADE

: G3-07

FIREIR OF STUDENTS : 111 Began

BOD DATE

STUDENT

: March 1962

114 Finished

#### COURCE GEFECTIVE AND CONTENT

The Operations Familierisation Course is a four-week course designed to provide the student with an understanding of the Claudestine Pervices programs, operational methods and reporting techniques - operate expansis is given the basic claumits of

#### HETHODS

The instructional methods used included class discussions, lectures, films demonstrations, practical exercises and case studies. Fractical exercises were

The operational programs of various Clandestine Services Divisions were discussed by representatives of the respective Headquarters economies.

#### BIALLIATION OF PERFORMANCE

The student's rating is based on understanding of the internal presented as demonstrated by his participation is class discussions, the preparation of intelligence and operational reports, the application of operational principles in the practical exercises and the grade received on a comprehensive written examination given in the final week of the course which covered all areas of exerce content. Other factors considered in determining the final rating were the student's interest, attitude and preparation for assignments. The number of students receiving each adjectival rating on overall course parformance is shown below. This student's rating is indicated by an asterisk. Explanatory sarrative comments are included with a rating of ADMMATS or STROWD. When considered partinent by the training staff, comments may also be included with a PROFICIENT (average) rating.

UNS4	TISPA	CTORY	ADECCHICA

* PROFICIES

87

97770NQ 25

1

Mr. Flores' overall performance in the course was at the solid proficient level. It should be noted that he demonstrated a particularly good attitude throughout the course. He took full advantage of the training offered to increase his knowledge of the Clandestine Services.

The tile of the state of the state of

9 Feb. 1963

3-4-C-8-4-1

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

# ORIENTATION TO INTELLIGENCE FOR CT'S (Class of December 1967)

Nuration: 11-22 December 1987

(30 hours, full time)

YEAR OF BIRTH: 1935

OFFICE

: CT

193

. . .

GRADE : GS-07

SERVICE DESIGNATION: SJ

EOD

14-00000

March 1962

Daniel FLORES

NUMBER OF STUDENTS: 88

#### COURSE UBJECTIVES - CONTENT AND METHODS

In the Orientation to intelligence Course the objectives are: (1) to instruct the student in the basic roncepts and terminology of intelligence; (2) to describe the history of U.S. intelligence and the current role of intelligence in the national security structure; (3) to outline the composition and mission of the intelligence community, noting the Agency's significant role therein; (4) to define the mission of CIA in supporting the DCI and to identify the functions of the Agency's major components, particularly in the collection, production, and dissemination of intelligence; and (5) to identify and discuss major problems facing the Agency. The area surveys and "Articulating the United States" elements of the course are designed to introduce the students briefly to some of the intelligence problems presented by major regions of the free world and to stimulate thought about the American way of life and its relationship to these areas.

Instructional techniques include lectures given by members of the Orientation and Briefing Faculty, guest speakers from Agency components, seminars, directed reading, review exarcises, training films, and intelligence exhibits.

#### ACHIEVEMENT RECORD

The individual student evaluation is based on his score achieved on a written examination given at the conclusion of the course. This test, consisting of 100 items, covered all major aspects of the course content. The rating assigned to this student is:

**PROFICIENT** 

The evaluation system used was as follows:

0 = Outstanding - 0-3 wrong S = Strong - 4-8 wrong P = Proficient - 9-15 wrong A = Adequate - 15-25 wrong W = Weak - 26- wrong

FUR THE DIRECTOR OF TRAINING: Lawrence C. Bason Str. 8 January 1968
Chief, Urientation & Brieffing Faculty Date

S-E-C-R-E-T

CACO S En ALC DO SERVINA NO SERVINO CON A AND NO CONTRACTOR COUNTY ITAL

26 October 1967

MEMORANDUM FOR: Daniel Flores

THROUGH

Executive Secretary
CSCT Selection Board

SUBJECT

: Application for Unrear Training Program

- 1. I am pleased to inform you that you have been accepted for the Career Training Program. Let me congratulate you and wish you the maximum profit and pleasure from your proposed training.
- 2. You will remain with your present Component until the beginning of the next Integrated Training Program, to begin 11 December. At that time you will be reassigned to the CTP T/O where you will remain until your training has been completed.
- 3. Should you have any further questions, do not hesitate to call on the Program Officers.

ROUGET B: FREEMAN Chief, CTP

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#### MEMORANDUM OF UNDERSTANDING

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

Signature

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### APPOINTMENT AFFIDAVITS

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

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### DECLARATION OF APPOINTEE

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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 dismissal after appointment and is punishable by law.

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31 August 1976 William T. Golder, OMS/PEO	İ				

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Flores, Daniel (NMN)	4-35	Ops Office	er GS-12
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REPORT OF EVALUATION			
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1 April 1975	William	T. Golder,	OMS/Registrar
259 USE PREVIOUS SEC	RET + 1/2	1.8	. 20

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SPERT PRESTOR

SIGNATURE FOR CHIEF OF MEDICAL STAFF

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QUALIFICATIONS UPDATE

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Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444. "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 58-13 Headquarters, whether information is added or not.

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1. LANGUAGE (1)	. 3))	4. TODAY'S DATE	174	- 13)	3.		
SHANISH 1	20	MARCH	12	1962		NO PROFI Forces	CIENTY LANGUAGE
		PART II-LANGUAG	E ELEMEN	ITS			
SECTION A.		Reading ((40)				
I CAN READ TEXTS OF ALL I. ONLY BARELY.	NY DIFFICULTY, OF	A GENERAL NATURI	09 IN F	TELES I AM	FAMILIAN WITH, US	NG THE	PICTIONARY
O I CAN READ TENTS OF ME DECTIONARY OCCASIONALE		FIGULTY, OF A GIN	FRAL NAT	TURT OR IN F	IFLUS 1 AM FAMILIA	W WITH,	USING THE
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4. I CAN READ SIMPLE TEXT	19, SUCH AS STRFF	T BIGNS; NEWSPAPE	R HEADLI	NES, ETC.,	USING THE DICTIONA	AY FALQI	JENTLY,
5. I HAVE NO READING ABIL	. ITY IN THE LANGU	AGE .					
SECTION B.		Writing (41)				
I CAN WRITE PERSONAL I I- BRITE FACTUAL NARRATIN NATINE STYLE, USING TH	E AND EXPOSITORY	MATERIAL WITH HE					
? CAN WRITE PERSONAL L 2. RAMELY. I CAN WHITE P EMPORS, BUT IN A STYLE	ACTUAL HARRATIVE	AND EXPOSITORY MA	ATEPIAL :	BITH REASON	LBLF CLARITY, WITH	CTIONARY FEW GRA	ONLY WMATICAL
1 CAN BRITE PERSONAL L BUT BITH OCCASIONAL MIS OCCASIONALLY.	ETTERS AND SIMILA NOR CRABMATICAL E	R SIMPLE MATERIAL RRORS AND IN OBVI	. WITH A	IFASONABLE S Daeign, Awk#	UCCESS IN CONVEYING SARD STYLE, USING S	G MY ME	ANING, IONARY
4. I CAN BRETE PERSONAL L BUT BETH MANY GRAMMATE							
5. I CANNOT GRITE IN THE I	L AN GU AGE ,						
SECTION C.		Pronunciation	(42)]
() MY PROMUNCIATION IS NA	TIVE.						
2. WHILE NATIVES CAN DETEC	T AN ACCENT IN M	Y PRONUNCIATION TO	H F Y H A Y E	NO DIFFICU	LTY UNDERSTANDING	w£.	
3. MY PRONUNCIATION IS OB	FIGUSLY FOREIGN.	BUT ONLY MARELY C	AUSES DI	FFICULTY FO	N NATIVES TO UNDER	STAND.	
4. MY PROMUNCIATION IS OCC	ASIONALLY DIFFIC	ULT FOR NATIVES TO) U40ER4	TAND.			
5. I HAVE NO SAILL IN PRON	UNCIATION.						
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<u> </u>	CONTINUATION OF PART 11-LANGUAGE ELEMENTS	
SECTI	SECTION D. Spraking (43)	
Í	1 SPEAR FLUENTLY AND ACCUPATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS IT CONFERS PRICLY A 19 ALL PIELDS WITH MICH I AM FAMILIAR.	ND IDIOMATICALLY
7.	2. BETH BUICK E AM BAUGURATELY IN MEANLY ALD PRACTICAL AND SOCIAL NETWATIONS, E CAN CONVER 2. BETH BUICK E AM FAMILIAR AND E CUPICY SOME POPULAR SAVINGS, CITCHARY QUOTATIONS, AND COMMON	SE IN MOST FIFEDS PHOVERHS.
3.	3. I GET ALONG GOLFF BELL IN SITUATIONS OF DAILY 21FF AND THANK AND CAN CONDUCT ROUTINE DUSINESS I	N PARTICULAR FIELDS
. 4.	4. I MANASE IS SET ALONG IN THE MOST COMMON SETURTIONS OF DAILY LIFE AND TRAVEL,	
5.	5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.	
SECTIO	SECTION E. (34)	
J	I UNDERSTAND NON-TECHNICAL CONVENSATION ON ALL SUBJECTS. BOTH FACE-TO-FACE AND ON THE TELEP REAPLY EXPERITING I HEAR ON THE PAGIS AND AT THE MOVIES, PLANS, AND LECTURES.	HONE: I UNDERSTAND
z.	3 3957PSTAND NON-TICHNICAL CONVENSATION ON NÉABLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON TH 2- 5955ESTAND MOST OF WHAT 3 HEAR ON THE RADIO AND AT THE MONIES, PLAYS, AND LECTURES, INCLUDI FURS,	
3.	3. PASSEL I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LEFT AND TRAVEL. BOTH FACE-TO-FACE BASSEL I UNDERSTAND MUCH OF WHAT I HEAR ON THE PADIO, AND AT THE MOVIES, PLAYS, AND LECTURE	
4.	4. I UNGLESTAGO THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONES I UNDERSTAND I PERCONDICATE HADIO AND AT THE MOVIES, PLAYS, AND LECTURES.	SOME OF WHAT
5 ,	S. I AM NOT ABLE TO UNDERSTAND THE SPOYEN LANGUAGE.	
	BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTI	ON.
	PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)	
1.	1. I HAVE MAD EXPERIENCE AS A TRANSLATOR.	
2.	2. I MAYE MAD EXPERIENCE AS AN INTERPRETER.	
3.	3. BOTH OF THE ABOVE STATEMENTS APPLY.	
<u>(3)</u> .	A) BONE OF THE ABOVE STATEMENTS APPLY.	
	PART IV-CERTIFICATION	
BICO	I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE ABARD PROVIDED I AM ELIGIBLE UNIBEOLEFICM NO. 25-115- PAR. ICC4). I UNCEDSTANG THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICE SECONE ELIGIBLE FOR AN ABARD. AND THAT INTESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE IS COMPLETING THIS FORM.	ER THE TERMS OF
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' ł	SECTION XXVI CERTIFICATION
	YOU ARE INFORMED THAT THE CORRECTNESS OF ANY STATEMENT MADE IN THIS APPLICATION WILL BE INVESTIGATED.
	I have read and understand the instructions. I Certify that the foreigning anewers are true and correct to the best of a knowledge and belief. I agree that are misstances on mission is to a record fact will constitute groups for impediant said or rejection of my application, I also understand that any false statement made herein may be punishable to the U.S. Code, Title 18, section 1961;
ŀ	Toofe so signatures
1	Sufficient Con States S
-	dashington, Sistrict of Columbia Calley Co
	MITE. Use the following space for extra details. Reference each continued item by section/fold item number to which it is using your name at the end of the added material. If additional space is the following page and sign each such page.
	MARITAL STATUS: Item Wa, Soction XII September 1, 1956 to Cotabor 6, 1996. Married to Lt. Col. in Portland, Oregon, by Circuit Court Judge. Used mane of a until Hovember La, 1960, when changed to Piores.
	PATHER-IN-DAW: Item #5, Section XVII Short name for Raymond
	GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL: Item #1, Section VI
	Argentina - 2 July 1959 to 3 July 1959 Travel
	Panama . 10 November 1953 to 13 November 1958 Trave
	SEE ATTACHED SHEET FOR PERTINENT INFORMATION RELATIVE TO STEP-MOT
	•
	•
	Signed at Washington, D. C., this The day of September, 1961.
	Land Dlace

ATTACHMENT TO FORM NO. While - PERSONAL HISTORY STATEMENT

Section XV - STEPMOTHER

Full name: Concepcion R. Flores
Living: Yes
Other Names She Has Used: None to my knowledge
Current Address: 501 S. Guadalupe Street, Sin Marsos, Fexus
Date of Birth: December S, 1914
Place of Birth: Mexico
Citizenship: Mexican
If Born Gutsile U.S. - Date of Entry: December 8, 1922
Place of Entry: Unknown
Former Citizenships: None
Occupation: Homemaker and Missionary
Present Employer: Mexican Baptist Church, SanMarsos, Texas
Never served in Military or other Government service to my knowledge.

This paper is attuched to and hereby made a part of Form No. 444.

Lawel Dlove

SECURITY APPROVAL

DATE : 19 January 1962
REFERENCE: 07100 OPEER
CASE NO. : 195281
70 : Director of Personnel
FROM : Director of Security
SUBJECT : FLORES, Daniel
1. This is to inform you of security approval of the subject person as follows:
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 hegulation 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 favalid.
3. As part of the entrance on duty processing:
. A personal interview in the Office of Security must be arrange
A personal interview is not necessary.
POR THE DIRECTOR OF SECURITY:
W. A. Ostone

14-00000

Chief. Poruminel Simurity Division

PLEICE OF PERP 8 PO.

DRM NO 1173 BAPLACES PORM SOLITO

CONFIDENTIAL

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