

October 1961
JOHN F. KENNEDY ASSASSINATION COMMISSION
Folder Personnel Material R-8
80-101

SECRET

Official Personnel Folder

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RETURN TO RECORDS CENTER
IMMEDIATELY AFTER USE
JOB 72-60 BOX 26

315392

67 JAN 1962

ONEAL, BIRCH D. TERMINATED 68553 D

S E C R E T
(When Filled In)

CERTIFICATION OF SEPARATING EMPLOYEE

Name (Last-First-Middle)

O'NEAL, BIRCH D.

MEMORANDUM FOR THE RECORD - ATTACH TO OFFICIAL PERSONNEL FOLDER

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

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

Signature of Employee

Birch D. O'Neal

Date Signed

February 26, 1970

Address (Street, City, State, Zip Code)

5704 Ridgefield Rd.
Washington D.C.
20020

Correspondence

☒ Overt

☐ Covert

S E C R E T

SECRET

(If Not Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1 SERIAL NUMBER 058553				2 NAME (Last-First-Middle) O'NEAL BIRCH D.	
3 DEPARTMENT (VOLUNTARY) UNDER THE CIA RETIREMENT & DISABILITY SYSTEM				4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 02 28 70	
5 FUNDS X V TO V CF TO V CF TO CF				6 CATEGORY OF EMPLOYMENT Regular	
7 ORGANIZATIONAL DESIGNATIONS DDP/CI Staff				8 LEGAL AUTHORITY (Completed by Office of Personnel) P.L. 89-643 Sec. 223	
9 LOCATION OF OFFICIAL STATION Washington, D.C.				10 POSITION NUMBER 0022	
11 POSITION TITLE Ops Officer CH				12 CAREER SERVICE DESIGNATION D	
14 CLASSIFICATION SCHEDULE (GS, F, R, etc.) GS		15 OCCUPATIONAL SERIES 0156.01		16 GRADE AND STEP 16 7	
17 SALARY OR RATE \$ 30,054				18 REMARKS Last working day will be 27 February 1970. Recommended for Agency Reserve Program. 1152 telecoord. w/ [unclear] ROE, 2/25/70 cc: Finance and Security	
18A SIGNATURE OF REQUESTING OFFICIAL [Signature] CI STAFF		DATE SIGNED 2-19-70		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER [Signature] 2/23	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19 ACTION CODE 45	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC	22 STATUS CODE	23 INTEGREE CODE	24 HOURS CODE 1
25 DATE OF BIRTH MO. DA. YR. 06 10 13	26 DATE OF GRADE MO. DA. YR.	27 DATE OF LEI MO. DA. YR.	28 NTE EXPIRES MO. DA. YR.	29 SPECIAL REFERENCE 1-ESC 2-UNB 3-FICA 4-NONE	30 RETIREMENT DATA CODE C, J, CO, O, U
31 SEPARATION DATA CODE TYPE C, J, CO, O, U	32 CORRECTION CANCELLATION DATA MO. DA. YR.	33 SECURITY RTO NO	34 SEX	35 VET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT	36 SERV COMP DATE MO DA YR
37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CODE 1-YES 2-NO	39 FEDERAL HEALTH INSURANCE CODE 0-WAIVER 1-YES	40 SOCIAL SECURITY NO	41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	42 STATUS CAT CODE
43 FEDERAL TAX DATA FORM EXECUTED 1-YES 2-NO	44 STATE TAX DATA FORM EXECUTED 1-YES 2-NO	45 POSITION CONTROL CERTIFICATION 2-26-70	46 OP APPROVAL Harry B. Fisher	47 DATE APPROVED 26 Feb 70	

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

(4)

SECRET

(If Not Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
				16 February 1970	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)			
058553		O'NEAL, BIRCH D.			
3. NATURE OF PERSONNEL ACTION			4. EFFECTIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT
DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM			MONTH DAY YEAR 02 22 70		REGULAR
6. FUNDS		7. COST CENTER NO CHARGE		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
<input checked="" type="checkbox"/> V TO V <input type="checkbox"/> C TO V <input type="checkbox"/> V TO C <input type="checkbox"/> C TO C		0227 0170		PL 88-643 Sect. 203	
9. ORGANIZATIONAL DESIGNATIONS			10. LOCATION OF OFFICIAL STATION		
DDP/CI STAFF			WASHINGTON, D. C.		
11. POSITION TITLE			12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION	
				D	
14. CLASSIFICATION SCHEDULE (GS, EB, PK)		15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE	
			16	s	
18. REMARKS					
18A. SIGNATURE OF REQUESTING OFFICIAL		DATE SIGNED	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER		DATE SIGNED
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING	22. STATION CODE	23. INTEGREE CODE	24. HOURS CODE
		NUMERIC ALPHABETIC			
					1 06 01 13
25. DATE OF BIRTH	26. RATE OF GRADE	27. DATE OF LEE			
MO DA YR	MO DA YR	MO DA YR			
28. INT. EXPIRES	29. SPECIAL PREFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CORRECTION, CANCELLATION DATA	33. SECURITY REQ NO
MO DA YR		1-ESC 2-FICA 3-NONE	CCCH 2	TYPE MO DA YR	
				ECO DATA	
35. VET PREFERENCE	36. SERV COMP DATE	37. LONG COMP DATE	38. CAREER CATEGORY	39. FEGLI HEALTH INSURANCE	40. SOCIAL SECURITY NO
CODE	MO DA YR	MO DA YR	CARE RESV PROV TEMP	CODE CODE 0-WAIVER 1-YES	
41. PREVIOUS GOVERNMENT SERVICE DATA	42. LEAVE CAT	43. FEDERAL TAX DATA	44. STATE TAX DATA		
CODE	CODE	CODE	CODE		
0-NO PREVIOUS SERVICE 1-NO REPAY IN SERVICE 2-BRIEF IN SERVICE (LESS THAN 3 YEARS) 3-BRIEF IN SERVICE (MORE THAN 3 YEARS)		FORM EXECUTED 1-YES 2-NO	NO TAX EXEMPTIONS 1-YES 2-NO		
45. POSITION CONTROL CERTIFICATION			46. OP APPROVAL		DATE APPROVED
2-20-70 DB			Harry B. Fula		17 Feb 70

FORM 1152 USE PREVIOUS EDITION
6-63OP-1
1-66

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

(4)

8 SEP '70

Mr. Birch D. O'Neal
5704 Ridgefield Road
Washington, D. C. 20016

Dear Mr. O'Neal:

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

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

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

Thank you very much for your cooperation.

Sincerely yours,


Personnel Officer

Enclosures:
Questionnaire
Return Envelope

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

OP/RAD/FFAB/MLShobe:mlp (1 Sept. 1970)

12 February 1970

MEMORANDUM FOR: Chief, CI Support

SUBJECT: Resume of Employment - Birch D. O'Neal

1. Attached is a proposed resume of my employment covering the entire service to the U. S. Government.

2. I would propose to use this should the need arise. However, I would not like to be restricted to the statements therein. In 1968 I applied for admission to the Bar in the District of Columbia and prepared a detailed response to certain questions in the application. The information provided at that time went on record and should the occasion arise, I would like to be in a position to make the same statements. I do not think that such a situation will occur, but if it does, I would propose to support the attached resume with the more detailed information attached hereto and which appeared in that application.

Birch D. O'Neal
Birch D. O'Neal

Attachments:
As stated.

4-00000

RESUME

U. S. GOVERNMENT SERVICE

BIRCH D. O'NEAL

From January 10, 1938 on entering U. S. government service as a Special Agent of the Federal Bureau of Investigation to February 28, 1970 (with exception of a few months in the fall and winter of 1946-47) was employed by various Departments and Agencies of the U. S. Government, including the Federal Bureau of Investigation, U. S. Department of Justice, U. S. Department of State, and Central Intelligence Agency. In this period of more than 32 years steadily advanced in salary with commensurate responsibilities from \$3200 per annum to more than \$30,000 per annum while holding various titles including Special Agent, Legal Attache, Civil Attache, and Foreign Affairs Officer. More than 12 years of this service was performed while stationed abroad or in travel status in many foreign countries of Latin America, Europe and Africa.

While the entire service involved utilization of legal training and conduct of investigations affecting the national security interests of the United States, that from September

1942 to February 1970 (voluntary retirement) also involved direct supervision of investigative and clerical assistants (on occasions more than 50 employees and expenditure of extensive funds). The service also involved extensive liaison with foreign government and other U. S. government officials. Liaison on occasions, both domestic and foreign, related to matters of the highest sensitivity and importance and accordingly was conducted at highest levels (Cabinet and sub-Cabinet).

14-00000

SUPPLEMENTARY INFORMATION

February 1947 - March 1947. In February 1947 I entered on duty with what was known as the Central Intelligence Group, 2430 E Street, N.W., Washington, D. C., a government body created by Executive Order which was a predecessor to the Central Intelligence Agency. I was a legal liaison officer with this group.

March 1947 - December 1949. During this period I was detailed to the U. S. Department of State, 20th Street and Virginia Avenue, N.W., Washington, D. C., where I was assigned to the U. S. Embassy, Caracas, Venezuela, as Attache. In that capacity I prepared reports and advised and counselled the U.S. Ambassador on matters of a legal and political nature. In this work I employed legal knowledge, background and experience as related to the laws of the United States and the Republic of Venezuela.

January 1950 to December 1951 - Central Intelligence Agency, 2430 E Street, N.W., Washington, D. C. In this period I was assigned to duties involving liaison on legal matters with other departments of the U. S. Government including the Department of Defense, Department of Justice (Immigration and Naturalization Service and Federal Bureau of Investigation) and the Department of State. Criteria for the position included knowledge, application and interpretation of U. S. and foreign laws. The establishment of the position was at the instance of the General Counsel of the Agency and my selection to the position was with his concurrence. The assignment required close working coordination and collaboration with the General Counsel of the Agency and other governmental legal counsel. I discontinued this particular work to enable me to again undertake further assignment with the Department of State as a member of the Foreign Service Staff Corps.

December 1951 - April 1954 - U. S. Department of State, Foreign Service Staff, Washington, D. C. During this period I served as Attache, Political Officer, American Embassy, Guatemala City, Guatemala. In that capacity I gathered information concerning the legal system, laws, and enforcement thereof and counselled and advised the U. S. Ambassador on matters of a legal and political nature. In this work I employed legal knowledge and experience as related to the laws of the United States and the Republic of Guatemala. I resigned from this position in Guatemala to return to the U. S. for personal and family reasons.

-2-

April 1954 - to Present - Central Intelligence Agency,
2430 E Street, N.W., Washington, D. C. I have been employed
with this Agency since April 1954 as a Foreign Affairs Officer.
In that capacity I have had regular, almost daily contact and
liaison with the Department of Justice and Department of State
representatives on matters of a legal and political nature.
My duties involve the application of knowledge and experience
in the legal field, both foreign and domestic.

SECRET

27 FEB 1970

MEMORANDUM FOR : Mr. Birch D. O'Neal
THROUGH : Head of D Career Service
SUBJECT : Notification of Approval of Request for
Voluntary Retirement

1. I am pleased to inform you that your request for voluntary retirement under the CIA Retirement and Disability System has been approved by the Director of Central Intelligence.

2. Your retirement will become effective 28 February 1970. Your annuity will commence as of 1 March 1970 and is payable 1 April 1970. You may be assured that every effort will be made to expedite delivery of your first check following completion of the administrative processing required to effect your retirement.

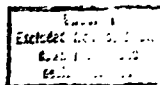
3. You will receive a lump-sum payment for your accrued annual leave up to 30 days or for whatever amount of leave credit you carried over from the last calendar year if that amount is more than 30 days.

Robert S. Wattles
Director of Personnel

Distribution:

- 0 - Addressee
- 1 - D/Pers
- 1 - OP Files
- 1 - ROB Soft File
- 1 - ROB Reader

OP/RAD/ROB/PJSeidel:jat/3257 (26 February 1970)

SECRET

FVO: 28 FEB 70

NOTIFICATION OF PERSONNEL ACTION

DEF

1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)	
058553		NEAL BIRCH D	
3 NATURE OF PERSONNEL ACTION			4 EFFECTIVE DATE
RETIREMENT (VOLUNTARY) UNDER CIA RETIREMENT & DISABILITY SYSTEM			NO DA VE 00 15 70
5 CATEGORY OF EMPLOYMENT			6 FINANCIAL ANNUITY NO CHARGEABLE
REGULAR			CSC OR OTHER LEGAL AUTHORITY
7 FUNDS	8 V TO V	9 V TO CF	10 P.L. 88-643 SECT 233
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0277 0170 (XXV)
11 ORGANIZATIONAL DESIGNATIONS		12 LOCATION OF OFFICIAL STATION	
13 POSITION TITLE		14 POSITION NUMBER	15 SERVICE DESIGNATION
OPS OFFICER CH		14122	D
16 CLASSIFICATION SCHEDULE (GS, LB, etc.)	17 OCCUPATIONAL SERIES	18 GRADE AND STEP	19 SALARY OR RATE
GS	0136.01	16 7	30054
20 REMARKS			
SIGNATURE OR OTHER AUTHENTICATION			

FORM
5-66

1150

Use Previous
Edition

(4-51)

APPROVED BY THE STANDARD REGISTRY COMMISSION U.S.A.

14-00000

70-1274

8 11 70 1553

Mr. Birch D. O'Neal
5704 Ridgefield Road
Washington, D. C. 20016

Dear Birch:

As you reach the end of your active career of Government service, I want to join your friends and colleagues in wishing you continued success and satisfaction in your retirement.

You have been privileged to face the challenge of important responsibilities during your more than thirty-one years of service to your country. The success with which you have met this challenge should be a source of lasting pride and satisfaction to you.

May I extend to you, personally and officially, my sincere appreciation for the important work you have done and my warmest hopes that you will find full enjoyment in the years ahead.

Sincerely,

/s/ Richard Helms

Richard Helms
Director

Good luck and best wishes!

Distribution:

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1 - C/EAB/OS

1 - D/Pers

1 - OPF

1 - ROB Soft File

1 - ROB Reader

Originator:

/s/ Robert S. Bastien

Director of Personnel

Concur:

SIGNED

C/EAB/OS

OP/RAD/ROB/PJSeidel:jat/3257 (6 March 1970)

SECRET

Executive Registry

7C 911

MEMORANDUM FOR : Director of Central Intelligence

SUBJECT : Request for Voluntary Retirement
Birch D. O'Neal

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

2. Mr. Birch D. O'Neal, GS-16, Operations Officer, Counter Intelligence Staff, Clandestine Service, has applied for voluntary retirement under the provisions of Headquarters Regulation 20-50j, to be effective 28 February 1970.

3. Mr. O'Neal has been designated a participant in the CIA Retirement and Disability System and meets the technical requirements for voluntary retirement under the System. He is 56 years old with over 31 years of Federal service. This service includes over 22 years with the Agency of which 3 years were in qualifying service. The Head of the Clandestine Service Career Service has recommended that his application for voluntary retirement be approved. I endorse this recommendation.

4. It is recommended that you approve the voluntary retirement of Mr. Birch D. O'Neal under the provisions of Headquarters Regulation 20-50j.

CHARTERED BY THE BOARD OF DIRECTORS

Robert S. Wattles
Director of Personnel

The recommendation contained in paragraph 4 is approved:

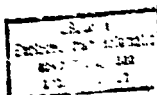
/s/ Richard Helms

Director of Central Intelligence

27 FEB 1970

Date

SECRET



1 October 1968

Mr. C. R. Locke
Director
National Conference of Bar Examiners
155 East 60th Street
Chicago, Illinois 60617

Dear Mr. Locke:

With reference to your letter of 26 September 1967 concerning Mr. Birch Dillard O'Neal, I have known Mr. O'Neal since the late 1940s. In 1947 we were establishing formal liaison with the Bureau of Immigration and Naturalization and, because of thorough knowledge of the complex immigration laws was essential, I proposed that this position must go to a lawyer. Mr. O'Neal was selected and performed very well in that job, which required constant liaison with this office on the legal aspects.

In Mr. O'Neal's assignments since that time, I have had occasion to work with him from time to time on a variety of problems. I have found he has had a good grasp of the legal aspects of these matters. From this long association my conclusion is that Mr. O'Neal's moral character is good, he has sound background in the field of law, and is generally fit for the practice of law.

Sincerely,

/s/

Lawrence R. Houston
General Counsel

OCC:LRH:jeb
OCC:chron
OCC subject R R ADMISSIONS

National Conference of Bar Examiners

AMERICAN BAR CENTER
1155 EAST 60TH STREET
CHICAGO, ILLINOIS 60637
C. RICHARD LOCKE, DIRECTOR

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ROY WILKINSON, JR. BELLEFONTE, PA.

September 25, 1968

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

Dear Sir:

Our Conference has, as one of its purposes, the work of investigating the moral character and fitness for the practice of law of those attorneys of one state who seek admission to the bar of another. In this connection, we have been asked to report on BIRCH DILWORTH O'NEAL, 55, a member of the bar of Georgia who is applying for admission to the bar of the United States District Court for the District of Columbia.

Mr. O'Neal states he has had the following employment with the Central Intelligence Agency:

February 1947 to March 1947	Central Intelligence Group	Legal Liaison Officer
January 1950 to December 1951	Legal employment with the CIA	
April 1954 to date	Foreign Affairs Officer	

We wish to verify this information with you and to obtain as well any information concerning his qualifications you may wish to present to the admitting authority.

Can you also verify for us the following government employment as given by Mr. O'Neal:

March 1947 to December 1949	Department of State	U. S. Embassy Caracas, Venezuela
December 1951 to April 1954	Department of State	U. S. Embassy Guatemala City, Guatemala

Thank you for your assistance.

Sincerely,
C. R. Locke
C. R. Locke, Director

CRL:eo

All information solicited and received for character reports is confidential and restricted to official use by the proper admitting authority.

National Conference of Bar Examiners

AMERICAN BAR CENTER
1155 EAST 60TH STREET
CHICAGO 37, ILLINOIS
C. RICHARD LOCKE, DIRECTOR

October 16, 1968

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

Dear Sir:

As our report must be filed with the admitting authority very soon, we would greatly appreciate a reply to our inquiry

Dated: September 25, 1968

Concerning: BIRCH DILWORTH O'NEAL

Applicant for admission

to the bar of U. S. Dist. Court for D.C.

For your convenience we enclose a copy of our previous letter.

Very truly yours,

C. Richard Locke

C. Richard Locke, Director

*Already answered
JDP*

National Conference of Bar Examiners

AMERICAN BAR CENTER
1155 EAST 60TH STREET
CHICAGO ILLINOIS 60637
C. RICHARD LOCKE, DIRECTOR

September 25, 1968

Director of Personnel
(Central Intelligence Agency)
2415 F Street N. W.
Washington, D. C.

Dear Sir:

Our Conference has, as one of its purposes, the work of investigating the moral character and fitness for the practice of law of those attorneys of one state who seek admission to the bar of another. In this connection, we have been asked to report on BIRCH WILMOUTH O'NEAL, SR., a member of the bar of Georgia who is applying for admission to the bar of the United States District Court for the District of Columbia.

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We wish to verify this information with you and to obtain as well any information concerning his qualifications you may wish to present to the admitting authority.

Can you also verify for us the following government employment as given by Mr. O'Neal:

March 1947 to December 1949	Department of State	U. S. Embassy Caracas, Venezuela
December 1951 to April 1954	Department of State	U. S. Embassy Guatemala City, Guatemala

Thank you for your assistance.

Sincerely,

C. R. Locke, Director

CR:eo

PAUL E. RAYMOND
NATIONAL BEACH, FLA
SECRETARY
WENDELL E. BRADFORD
BARNUM, MD
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BOB WILKINSON JR
BELLEFONTE, PA

DUPLICATE

29 OCT 1968

Mr. C. Richard Locke, Director
National Conference of Bar Examiners
American Bar Center
1155 East 60th Street
Chicago, Illinois 60637

Dear Mr. Locke:

This is in reference to your letter requesting information concerning Mr. Birch Dilworth O'Neal's employment and qualifications.

Mr. O'Neal has been employed by this Agency since 11 February 1947. On two occasions, March 1947 to December 1949 and December 1951 to April 1954, he was detailed to the Department of State.

During the more than 20 years this employee has been with the Central Intelligence Agency, his performance has been consistently high. Mr. O'Neal is one of our senior officials and is highly regarded.

If I can be of further service to you, please do not hesitate to get in touch with me.

Sincerely,

/s/ Robert S. Wattles

Robert S. Wattles
Director of Personnel

Distribution:

- 0 - Addressee
- X - Subject File
- 1 - D/Pers Chrono
- 1 - EEAB

OP/EEAB/Post:dag

OD/Pers/RDKenne :mtw (28 Oct 68) - Rewritten

SECRET

11 September 1968

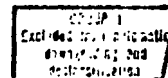
MEMORANDUM FOR: Mr. Lawrence R. Houston
General Counsel

SUBJECT: Application for Admission to the Bar of
the District of Columbia - Birch D. O'Neal.

1. You recall I spoke to you about my application for admission to the Bar in the District of Columbia. The application has been filed. You have been listed as one of three persons connected with the U. S. Government in the Washington, D. C., area with whom I am personally acquainted and who are familiar with my work in the Department of Justice and other Branches of the U. S. Government. The others are Mr. S. J. Papich of the F.B.I. and Mr. Thomas C. Mann, former Foreign Service Officer with whom I worked, Ambassador, and later President of the Automobile Manufacturer's Association.

2. My application is being considered primarily on the basis of education qualifications as provided in the rules prior to admission to the Bar and reciprocity between the states of Georgia and the District of Columbia on matters of admission. They may not contact you but for your information in case they do, attached are copies of Attachments B, D, E and F of the application for admission which I filed in the District recently. You will note that in the last paragraph of Attachment B that services performed since April 1954 is carried in the capacity of a Foreign Affairs Officer. [redacted] and primarily at their instance and I did not think it would jeopardize my case if, in fact, I could otherwise qualify under the experience provisions of the District rules. In any event, the information herein may be helpful to you in the event you are called upon to respond to an inquiry.

3. I am sending copies of this and the attachments to the Office of Security and Office of Personnel and I should hope that any response from these various elements of the



SECRET

-2-

Agency at least would be coordinated with the other respective offices to avoid any confusion and difficulties for me in the course of the investigation which will be made to determine my qualifications for admission to the Bar in the District of Columbia.

BIRCH D. O'NEAL
CI/SIG

Distribution:

Original & 1 - Addressee
1 - Director of Security
① - Director of Personnel ✓

Attachments:

As stated.

SECRET

ATTACHMENT B

The following information is provided in response to Item 5, Page 3 of Applicant's Questionnaire and Affidavit:

July 1937 - January 1938, Decatur County Courthouse, Bainbridge, Georgia - associated with father, M. E. O'Neal, Sr. I engaged in the general practice of law and served as assistant to my father in the preparation of civil cases. He was the Solicitor (Prosecuting Attorney) for the City Court of Bainbridge which had general jurisdiction throughout Decatur County. I represented defendants in criminal cases in the City Court of Bainbridge during a period in which my father was ill. My oldest brother, Maston Barrett O'Neal, Jr., presently Congressman from the Second District of Georgia, was Solicitor Pro-Tem of that Court. I represented defendants in criminal cases in the Superior Court of Decatur County (Albany Judicial Circuit) which was and is a Court of unlimited, general, jurisdiction. Practice was both civil and criminal and included contracts, torts, real and personal property law, title searches, etc. I left this practice for the purpose of entering on duty with the U. S. Department of Justice on January 10, 1938 when I became a Special Agent of the Federal Bureau of Investigation. Requirements for admission to that service included having a law degree and admission to the bar.

January 1938 - 30 May 1945 - U. S. Department of Justice, 10th Street and Pennsylvania Avenue, N.W., Washington, D. C. During this period I was engaged in gathering evidence, preparing investigative reports and prosecutive summaries, assisting U. S. Attorneys in preparation of cases for trial, and otherwise serving the U. S. Department of Justice in its many and varied peacetime and wartime responsibilities. This involved daily application of legal knowledge and experience for which I had been educated and trained and as required for the government position which I held. I served in field offices at Omaha, Nebraska, Memphis, Tennessee, Charlotte, North Carolina, New York, N. Y., Albany, New York, as Assistant Special in Charge, and in the Department in Washington, D. C. as an Administrative Assistant to Mr. J. Edgar Hoover. In addition I was designated and served as Legal Attache, American Embassy, Bogota, Colombia, from September 1942 to June 1943. In that capacity I was the highest ranking

-2-

ATTACHED, VI B (Continued)

ranking representative of the U. S. Department of Justice at that post. My duties consisted of gathering information of interest in and required in the enforcement of laws of the United States and the Republic of Colombia, handling matters requiring liaison between the Government of the Republic of Colombia and the United States Department of Justice and the U. S. Ambassador and the U. S. Secretary of State for American Republic Affairs concerning legal matters of concern to Colombia and the United States. From June 1943 to December 1944 I served in Mexico in the same capacity and with the same duties under the U. S. Ambassador, American Embassy, Mexico, D. C. At that post I was also the highest ranking U. S. Department of Justice representative.

June 1946 - February 1947. In this period I briefly engaged in general practice of law. Primarily I was engaged in writing contracts, bills of sale, deeds, wills and the like. This work was in association with and as a matter of assistance to my father, Weston Emmett O'Neal, Sr. whose offices were in the Decatur County Court House, Bainbridge, Georgia. I left this work to reenter U. S. government service at Washington, D. C. where my legal education and experience in liaison with foreign governments and between various departments and independent agencies would be employed to the benefit of our government.

February 1947 - March 1947. In February 1947 I entered on duty with what was known as the Central Intelligence Group, 430 E Street, N.W., Washington, D. C., a government body created by Executive Order which was a predecessor to the Central Intelligence Agency. I was a legal liaison officer with this group.

March 1947 - December 1949. During this period I was detailed to the U. S. Department of State, 20th Street and Virginia Avenue, N.W., Washington, D. C., where I was assigned to the U. S. Embassy, Caracas, Venezuela, as Attache. In that capacity I prepared reports and advised and counseled the U.S. Ambassador on matters of a legal and political nature. In this work I employed legal knowledge, background and experience related to the laws of the United States and the Republic of Venezuela.

-3-

ATTACHMENT F (Continued)

January 1950 to December 1951 - Central Intelligence Agency, 2450 E Street, N.W., Washington, D. C. In this period I was assigned to duties involving liaison on legal matters with other departments of the U. S. Government including the Department of Defense, Department of Justice (Immigration and Naturalization Service and Federal Bureau of Investigation) and the Department of State. Criteria for the position included knowledge, application and interpretation of U. S. and foreign laws. The stationing of the position was at the instance of the General Counsel of the Agency and my selection to the position was with the concurrence. The assignment required close working coordination and collaboration with the General Counsel of the Agency and other governmental legal counsel. I discontinued this particular work to enable me to again undertake further assignment with the Department of State as a member of the Foreign Service Staff Corps.

December 1951 - April 1954 - U. S. Department of State, Foreign Service Staff, Washington, D. C. During this period I served as Attache, Political Officer, American Embassy, Guatemala City, Guatemala. In that capacity I gathered information concerning the legal system, laws, and enforcement thereof and counseled and advised the U. S. Ambassador on matters of a legal and political nature. In this work I employed legal knowledge and experience as related to the laws of the United States and the Republic of Guatemala. I resigned from this position in Guatemala to return to the U. S. for personal and family reasons.

April 1954 - to Present - Central Intelligence Agency, 2450 E Street, N.W., Washington, D. C. I have been employed with this Agency since April 1954 as a Foreign Affairs Officer. In that capacity I have had regular, almost daily contact and liaison with the Department of Justice and Department of State representatives on matters of a legal and political nature. My duties involve the application of knowledge and experience in the legal field, both foreign and domestic.

ATTACHMENT D

The following information is provided in response to Item 7, Page 1 of Applicant's Questionnaire and Affidavit:

I am and have been since early 1967 self employed on a part time basis as an Investment Counselor with an office at my residence, 3301 Ridgely Road, Washington, D. C. 20016 (Montgomery County, Maryland). I am one of two trustees of a charitable trust with offices in my residence but the service to date to the trust is without remuneration.

[illegible]

1. The following information is provided in connection with the above-captioned matter:

[illegible]

SECRET

20 NOV 1966

MEMORANDUM FOR : Mr. Birch D. O'Neal,
CI Staff

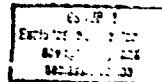
SUBJECT : Notification of Non-eligibility for Designation as a
Participant in the CIA Retirement and Disability
System

1. I have your memorandum of 27 October 1966 which refers to my memorandum advising you that in the initial screening of personnel eligible to become participants in the CIA Retirement System you have been determined to be ineligible because of an apparent deficiency in "qualifying duty". It is important that you realize that such a deficiency is only significant in the initial review of Agency personnel who have 15 or more years of Agency service since the law permits such persons to acquire at their option a vested interest in the CIA Retirement System. At the same time, the law requires a minimum of 60 months qualifying duty before one can possibly qualify for retirement benefits under the CIA Retirement System. It serves no purpose, therefore, to place a person permanently in the System if there is a possibility that he may never qualify for benefits therein.

2. In paragraph 2 of your memorandum you indicate concern that failure to contest the initial findings in your case may prejudice the possibility of a favorable decision with regard to your eligibility to participate in the CIA Retirement System at some future date. It is assumed that you were referring to the possibility that you may have some additional service that could perhaps be considered as qualifying duty under the System. As noted in paragraph 2 of my memorandum of 28 September 1966, our initial determination of ineligibility does not preclude reconsideration of your eligibility at some future date.

3. As you know, Regulation 20-50 provides for an appeal to the Director of any adverse determination under that regulation. However, the regulation also provides an opportunity for an employee to present his case to the CIA Retirement Board prior to the making of an adverse determination. Because of the large number of employees covered in the initial screening of on-duty employees to identify those eligible for participation in the System, this procedure was not applied when, as in your case, the employee's Career Service reported that he did not meet the requirements of Regulation 20-50 for nomination as a participant. Accordingly, the procedure of notifying employees of their non-eligibility for participation in the System based upon the initial finding of an employee's Career Service has been followed in all such cases. This is contrary to the implication in paragraph 2 of your memorandum that other employees in circumstances similar to yours were not so informed and I would be pleased to look more deeply into that aspect of your memorandum, if you wish.

SECRET



SECRET

4. In the event that you have performed service which you believe to be qualifying duty under the CIA Retirement System, you are most certainly entitled to present the details of such service to the Clandestine Services Career Service Board for review and formal submission to the CIA Retirement Board. A copy of this memorandum will be forwarded to the Executive Secretary of that Board.

/s/ Emmett D. Echels
Emmett D. Echels
Director of Personnel

Distribution:

- 0 & 1 - Addressee
- 1 - OPF
- 1 - D/Pers
- 1 - Exec. Sec. CIA Retirement Board
- 1 - C/BSD

OP/BSD/PCBowers:bhd (21 November 1966)

SECRET

SECRET

27 October 1966

MEMORANDUM FOR: Mr. Emmett D. Echols
Director of Personnel

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

1. Reference is made to your memorandum directed to me, dated 28 September 1966, entitled as above, in which it is stated that I may request that my case be formally considered by the CIA Retirement Board and that such request must be made within 30 days of the date of the notification. Other pressing responsibilities have not permitted me to prepare for formal consideration a challenge to the decision of non-eligibility. My request, through the support officer of the Staff to which I am assigned, for a reading on retirement benefits which I might receive should I retire on 31 December 1966 or five years from that date, would not constitute a formal request of a decision as to my eligibility for retirement under the CIA Retirement System. The figures provided me in that connection were simply to serve as a guideline for my own considerations as to possible future retirement.

2. This memorandum is directed to you and to those to whom copies are designated to preclude the expiration of this day, 27 October 1966, without protesting the notification that I must provide certain notification within 30 days of 28 September 1966. I am informed that other officers of CIA who have not qualified for retirement have not in fact been given such notifications and my inquiry concerning possible benefits should not require therefore a formal decision that I am not eligible on any specific basis.

SECRET

3. I have questions with regard to certain aspects of the law and in respect to my eligibility, and this notification to you at this time is designed to preclude a loss of any right I might have under the law to challenge the decision of non-eligibility as given by you on 28 September 1966.

4. I would appreciate a formal reply acknowledging this communication with a statement as to whether in fact the legal question of eligibility is now before the CIA Retirement Board or any other authority of the Agency, or is not. This request is intended not only for the Director of Personnel to whom it is primarily addressed and from whom such notification of non-eligibility was received, but also is intended for others receiving copies of this memorandum.

Birch D. O'Neal
Birch D. O'Neal

cc: CIA Retirement Board (Attn. [redacted])
CIA Retirement Staff
Mr. [redacted] DDP/02
C/CI Staff
C/CI/Personnel-Support

SECRET

SECRET
(When Filled In)

28 September 1966


MEMORANDUM FOR: Birch D. O'Neal
THROUGH : Head of CS Career Service
SUBJECT : Notification of Eligibility for Designation as a
Participant in the CIA Retirement and Disability System

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

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

3. Should you desire further information concerning the requirements for designation as a participant in the CIA Retirement System, I suggest that you read paragraph 4 of HR 20-50 and paragraph 5 of the Employee Bulletin dated 30 July 1965, entitled "Public Law 88-643, The Central Intelligence Agency Retirement Act of 1964 for Certain Employees."

4. It is always possible that the records upon which the determination made in your case may have been incomplete or inaccurate regarding your actual employment history with the Agency. If, after studying the materials cited above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 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 date of this memorandum.


Emmet D. Echols
Director of Personnel

GROUP 1
Excluded from automatic
downgrading and
declassification

SECRET

SECRET

(If Not Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER 53553		2. NAME (Last-First-Middle) O'NEAL, Birch D.			
3. NATURE OF PERSONNEL ACTION PROMOTION			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 1 2 1966		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS X V TO V CF TO V			7. COST CENTER NO. CHARGE 6227-0000		8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS DDP CI STAFF			10. LOCATION OF OFFICIAL STATION WASH., D.C.		
11. POSITION TITLE OPS OF-CH			12. POSITION NUMBER 0022		13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, FS, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 16 45	
17. SALARY OR RATE \$22,371					
18. REMARKS CC: Payroll					
18A. SIGNATURE OF REQUESTING OFFICIAL		DATE SIGNED		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER 2001/10/13	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC ALPHABETIC	22. STATION CODE	23. INTEGRITY CODE	24. HOURS CODE
					25. DATE OF BIRTH MO DA. YR. 1 06 01 13
26. NTE EXPIRES MO DA. YR.	27. SPECIAL REFERENCE	28. RETIREMENT DATA 1-FSC 2-FYLA 3-NONE	29. SEPARATION DATA CODE	30. CORRECTION CANCELLATION DATA TYPE MO. DA. YR.	31. SECURITY REQ NO
32. VET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT	33. SERV COMP DATE MO DA. YR.	34. LONG COMP DATE MO DA. YR.	35. CAREER CATEGORY CAP BISH PROG, TEMP	36. FEGLI/HEALTH INSURANCE CODE 0-WAIVER 1-YES	37. SOCIAL SECURITY NO
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS		44. STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO
45. POSITION CONTROL CERTIFICATION			46. OF APPROVAL 2001/10/13		DATE APPROVED 2001/10/13

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION



United States Department of Justice
Federal Bureau of Investigation
Washington 25, D. C.
May 16, 1957

IN REPLY, PLEASE REFER TO
FILE NO. _____

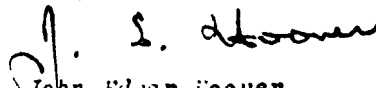
Office of Personnel
2430 E Street, Northwest
Washington, D. C.

Attention: Personnel Officer

Gentlemen:

In accordance with your request received in this Bureau on May 10, 1957, there is transmitted herewith the Official Personnel Folder of Mr. Birch D. O'Neal.

Very truly yours,


John Edgar Hoover
Director

Enclosure

STANDARD FORM 52
FORM 52-1
U. S. GOVERNMENT PRINTING OFFICE
1950 O - 71399-2

REQUEST FOR PERSONNEL ACTION

VOUCHERED

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

1. NAME (Mr., Miss, Mrs., One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
BIRCH D. O'NEAL	1 June 1933		31 Oct. 55
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)		6. EFFECTIVE DATE A. PROPOSED:	7. C. S. OR OTHER LEGAL AUTHORITY
PROMOTION		ASAP	
8. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED:	
		6 NOV 1955	

FROM— IO-CI-CH	EU 22	9. POSITION TITLE AND NUMBER	TO— IO-CI-CH	BU-22
GS-0136.53-14	\$10,905. pa	10. SERVICE, GRADE, AND SALARY	GS-0136.53-15	\$11,610. p.a.
DDP/CI Staff Office of the Chief Special Investigation Unit Washington, D.C.		11. ORGANIZATIONAL DESIGNATIONS	DDP/CI Staff Office of the Chief Special Investigation Unit Washington, D.C.	
12. HEADQUARTERS				
13. FIELD OR DEPARTMENTAL		14. FIELD OR DEPARTMENTAL		
<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		

A. REMARKS (Use reverse if necessary)

Approved by *Clandestine Services Career Service Board* on 26 Oct. 1955
John J. Caldwell
C5/CNO

B. REQUESTED BY (Name and title)	C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
S. Herman Horton, Deputy Chief, CI Staff	X-8537
D. REQUESTED BY	
Signature:	Title:

13. VETERAN PREFERENCE				14. PASTOR CLASSIFICATION ACTION				
NONE	WWII	OTHER	5 PT.	15. PART	REN	VVA	S. A. REAL	
X				DISAB. OTHER				
15. SEX M	16. RACE W	17. APPROPRIATION		18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)		19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)		20. LEGAL PREFERENCE
		FROM: 6-2705-27 TO: Same		YES				<input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: Ga.

21. STANDARD FORM 50 REMARKS

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

F. APPROVED BY

Approved by *John J. Caldwell* 3 Nov '55

16-57399-2

SECRET



APPLICATION FOR MEMBERSHIP
in the CAREER STAFF of the
CENTRAL INTELLIGENCE AGENCY

To the Director of Central Intelligence

Sir:

I submit herewith my application for membership in the Career Staff of the Central Intelligence Agency as defined below:

"The Career Staff of the Central Intelligence Agency is a group of carefully selected and trained individuals who accept an obligation to devote themselves to the needs of the Agency, and who intend to make a career with the Agency."

In accordance with this definition, I desire to devote myself to the faithful performance of duty in the Central Intelligence Agency, and I accept the obligations and conditions of that service which are determined to be essential to the furtherance of its mission.

I am aware of the many restrictions necessarily placed upon me by virtue of the security requirements inherent in my employment by the Central Intelligence Agency. I am also aware that as a member of the Career Staff, it will be my obligation to serve anywhere and at any time and for any kind of duty as determined by the needs of the Agency, and I have been assured that in order to carry out this policy, full consideration will be given to my particular capabilities, interests, and personal circumstances. By virtue of this application for membership and upon my acceptance in the Career Staff, I am assured that, with continuing satisfactory work performance and conduct on my part, just and equitable attention will be accorded my personal progress during my tenure in the Career Staff. I am also assured that, on my satisfactory completion of any assignments, I will be offered reassignments which are compatible insofar as possible with my abilities and career interests, and that I shall be entitled to the benefits now available or to be made available in the future to members of the Career Staff of the Central Intelligence Agency.

MEMBERSHIP IN THE CAREER STAFF OF
THE CENTRAL INTELLIGENCE AGENCY
APPROVED, TO TAKE EFFECT 1 JUL 1954
FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:
EXECUTIVE DIRECTOR
THE CIA SELECTION BOARD

Birch D. O'Neal
(Signature)

18 October 1954
(Date)

SECRET

100-441
25 June 52

MEMORANDUM FOR: Special Assistant, Intelligence
Department of State

SUBJECT : O'NEAL, Birch Dilworth
Transmission of Affidavit for Leave Purposes
Forms

REFERENCE : Memorandum for Mr. F. Park Armstrong, Jr.
from this office, subject, O'NEAL, Birch
Dilworth, Request for Appointment in the
Foreign Service dated 1 October 1951

Attached hereto is original of affidavit for leave purposes
form, marked #1, which was completed by subject at his post,
American Embassy, Guatemala City, Guatemala, and forwarded to
this office for transmission to the Department of State.

LYMAN B. KIRKPATRICK
Assistant Director

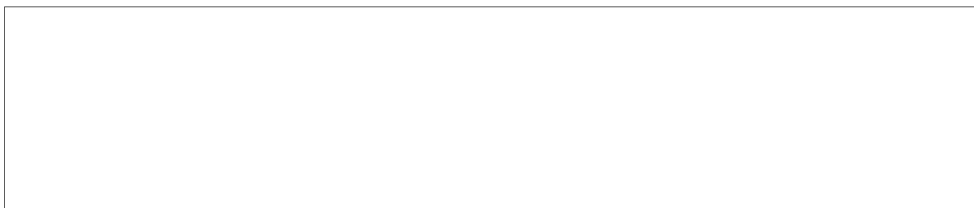
Attachments: a. Affidavit for Leave Purposes form #1
b. Affidavit for Leave Purposes form #2

SECRET
Security Information

7 May 1952

MEMORANDUM FOR: Liaison Control
Attention:

SUBJECT: Transmission of Affidavit forms -
Birch D. O'NEAL



J. Caldwell King

J. Caldwell King
Chief, WH

Attachment: Memorandum for Department of State
Orig & 5 copies

SECRET
Security Information



DEPARTMENT OF STATE
WASHINGTON

File

December 4, 1951

Central Intelligence Agency,
Washington, D.C.

Gentlemen:

In accordance with the provisions of Chapter RI-35 of the Federal Personnel Manual, it is requested that the official personnel file and leave record of Birch Dilworth O'Neal, Legal Liaison Officer who e.o.d. December 3, 1951 with this agency, date of birth June 1, 1913, employed by your agency from December, 1949 to 1951 at Washington, be forwarded to the following address at the earliest practicable date:

Department of State,
Division of Foreign Service Personnel Records,
Room 600-A, SA-12,
Washington 25, D. C.

Very truly yours,

Howard Mace

Chief, Field Operations Branch
Division of Foreign Service Personnel

PER:FP: nn

Form FS-349

Nov. 27, 1951

2A

O'Neal,

Birch

D.

June 1, 1913

PL 724 79th

FSS

Indefinite Appointment EO 10180

12/3/51

12/3/51

Guatemala City

FSS-3 \$84.81

2A 5011

GT-20

Indef

x

x

x

Male

Married - 2

Georgia

Items: a, b, c, d, 1(61a)

Standard Forms 85 and 87 executed 12/3/51

Dependents:

Authorize travel for appointee from Washington, D. C. to Guatemala City.
Family direct from Washington, D. C. to Guatemala City.

Shipment of effects from Washington, D. C. and Bainbridge, Georgia to
Guatemala City.

No reserve status.

SECRET

1 October 1951

MEMORANDUM FOR: THE SECRETARY OF STATE

ATTENTION : Mr. W. Park Armstrong, Jr.

SUBJECT : O'NEAL, Birch Dilworth, Request for
Appointment in the Foreign Service

ENCLOSURE : a. Application Forms DSP-34
b. Medical Forms 88 and 89
c. Occupational History Supplement

1. It is requested that Mr. Birch Dilworth O'Neal be appointed in the Foreign Service with the title of First Secretary, FSR-3, \$8,330.00, for duty in the American Embassy at Guatemala City, Guatemala. Mr. O'Neal will receive from CIA a basic salary of \$8,600.00 per annum.

2. Mr. O'Neal, who is 38 years of age, received his A.B. and LL.B. Degrees from the University of Georgia. He has had approximately thirteen years experience as an attorney, investigator, and intelligence officer in Government service. From September 1942 to August 1943 he was Legal Attache in Bogota, where he was responsible for all FBI activities in Colombia. From August 1943 to December 1944 he was Civil Attache in Mexico City, Mexico, where he was responsible for all FBI activities in Mexico, having under his supervision more than fifty special agents of the FBI. From March 1947 to December 1949 he served as Attache in Caracas, Venezuela, where he was CSO station chief, having as his responsibility all CIA activities in Venezuela. Since December 1949 Mr. O'Neal has served in a very responsible position at CIA headquarters in Washington, in which position he has represented the Director of Central Intelligence in liaison with all other Government agencies in connection with all matters relating to aliens of interest to CIA. It is believed that Mr. O'Neal possesses the professional qualifications for the duties planned for him and, in addition, has the cultural qualifications required of an American representative serving abroad.

SECRET

SECRET

Memorandum for: The Secretary of State - 2

3. A commissioned title as First Secretary is requested for Mr. O'Neal in order that he may be enabled to carry out his duties in a secure and efficient manner. The use of a commissioned title in this instance, which has been discussed at length with appropriate offices of ARA, is believed necessary in order to make possible the appearance of a complete break between Mr. O'Neal and the previous OSO station chief, and in order to provide him with adequate cover which will integrate him completely into the Embassy in a country whose present Government is noticeably hostile and vigilant with regard to American intelligence activities. It is proposed that Mr. O'Neal will serve in the Political Section of the Embassy. He will replace Mr. Collins D. Almon, who returned to the United States in March 1951.

4. The proposed biography for Mr. O'Neal will be forwarded at a later date.

5. It is requested that subject arrive at his destination on or about 15 November 1951.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:

/s/ Harry W. Lide, Jr.

LYMAN B. KIRKPATRICK
Acting Assistant Director

WH/WMW/cap

Distribution: Orig & One to Addressee

cc: OS/PDC

LCO

WH Front Office Files

WH Admin Office

SECRET

10-24-51 Payroll *mk*

PERSONNEL ACTION REQUEST				REGISTER NO. <i>74</i> <i>10/3/51</i>	
NAME O'NEAL, Birch D.			REQUESTED EFFECTIVE DATE <i>2-1-52</i> <i>101</i> <i>COB</i>		
NATURE OF ACTION Resignation *			WHEN LEAVING (CHECKED) LAST WORKING DAY: EMPLOYEE'S SIGNATURE <i>Birch D. O'Neal</i>		
TITLE <i>FROM</i> Intelligence Officer					
(Chief, Alien Affairs) <i>Division</i> , GS-14					
GRADE AND SALARY GS-14, \$7,500.00 per annum (130)					
OFFICE					
DIVISION Inspection & Security Staff					
BRANCH AND SECTION Alien Affairs Branch					
OFFICIAL STATION Security Control Staff					
Washington, D. C.					
DEPARTMENTAL <input checked="" type="checkbox"/>		FIELD <input type="checkbox"/>	DEPARTMENTAL <input type="checkbox"/>		FIELD <input type="checkbox"/>
REMARKS: * To accept other employment Please transfer leave to unvouchered funds. <i>for H.R. Graham</i> ACTED: _____					
RECOMMENDED: 6 August 1951 DATE: _____ SIGNATURE: <i>[Signature]</i> POSITION: CHIEF, DIVISION CHIEF OR ADM. OFFICER					
FOR USE OF PERSONNEL ONLY					
PLACEMENT				TRANSACTIONS AND RECORDS	
DATE QUALIFICATIONS APPROVED				APPROPRIATION: 2123900	
CLEARANCE REQUESTED				ALLOTMENT: 7101	
CLEARANCE APPROVED				C. S. C. AUTHORITY: Schedule A-b-116(A)	
DATE	TYPE	DATE	TYPE	DATE SIGNATURE	SIGNATURE
				<i>10-20-51</i>	<i>M. Meier</i>
CLASSIFICATION				PERSONNEL RELATIONS	
BUREAU NO. 5625		C. S. C. NO.		DATE	SIGNATURE
				<i>10-14-51</i>	<i>[Signature]</i>
NEW	VICE <input checked="" type="checkbox"/>	L. A.	REAL	APPROVALS	SUBJECT TO SECURITY CLEARANCE
				DATE	SIGNATURE OF EXECUTIVE
EFFECTIVE DATE				DATE	SIGNATURE OF DIVISION CHIEF
				<i>9/15/51</i>	<i>[Signature]</i>

FORM NO. 37-3 JUL 1950 U. S. GOVERNMENT PRINTING OFFICE 10-22400-5 *Joseph B. Ryan*

C
O
P
Y

Willis Smith
Oscar Leach
John H. Anderson, Jr.
J. K. Dorsett, Jr.
Willis Smith, Jr.

SMITH, LEACH & ANDERSON
Lawyers
Security Bank Building
Raleigh, North Carolina

September 26, 1951

Mr. Birch D. O'Neal
4703 Crescent Street, N. W.
Washington 16, D. C.

Dear Mr. O'Neal:

Several days ago I had a call from your agency advising me that an existing vacancy must be filled by November 1, and that a definite commitment was necessary by October 1. Actually I had intended to be in Washington during the early part of September for a further talk with you, but two court trials have prevented this.

If convenient to you, I would like to see you in Washington this coming Monday morning, October 1. If that day happens to be inconvenient, please telegraph or telephone me collect. I will assume this time to be agreeable unless I hear to the contrary.

I certainly appreciate the necessity for a positive commitment on my part, and will be prepared to give a definite answer when I am in Washington. Since our talk last June, quite a few personal complications have arisen, which I have been attempting to resolve.

With kind personal regards,

Sincerely yours,

/s/ J. K. Dorsett, Jr.

JKDjr/h

Mr. Dorsett conferred with the writer and Col. Sheffield Edwards on 1 October. He was still in a position of not being able to state that he would enter on duty on 1 November 1951. He mentioned various personal reasons and the necessity of conferring with his father-in-law Senator Willis Smith. He later called me at my home at 9:00 P.M. 1 October 1951 and stated he could not enter on duty 1 November 1951, but he continued to be interested in the job and would probably be in contact with Col. Edwards in the spring of 1952 to determine if there continued to be a vacancy in which he could be placed.

/s/ Birch D. O'Neal
Alien Affairs Officer
12SC
2 October 1951

4-00000

SECRET

10 September 1951

MEMORANDUM FOR THE GUATEMALA SECTION, EAC

SUBJECT: Request for Appointment, Birch D. O'NEILL

It is requested that the Guatemala Section, Personnel Division
Covert, take the necessary steps to obtain a Foreign Service appointment
for the following employee:

- a. Name: Birch D. O'NEILL
- b. Station of Assignment: Guatemala City, Guatemala
- c. Foreign Service title requested: First Secretary
- d. Employee is a replacement for Collins D. WICK, who held
the title of Attaché at Guatemala City, Guatemala.
- e. Availability date for departure: 15 October 1951

The Guatemala City station has been without a Chief for six months.
The appointment being requested is referred to Birch, then the cover of
our representative.

[Signature]
10-1

Attachment: EOP's (2)

SECRET

X.

D R A F T

PROPOSED BIOGRAPHY

O'NEAL, Birch Dilworth.—b. Bainbridge, Ga., June 1, 1913;
U. of Ga., A.B. 1935; U. of Ga., Law Sch., LL.B. 1937; atty. pvt.
prac., 1937-38; atty., Dept. of Justice, 1938-42; to the Dept. of
State, att., Mexico City, D. F. and Bogota, Colombia, 1942-45;
atty., self 1946-47; to the Dept. of State, att., Caracas, 1947-49;
Legal officer, Dept. of Defense 1949-51; married.

SECRET

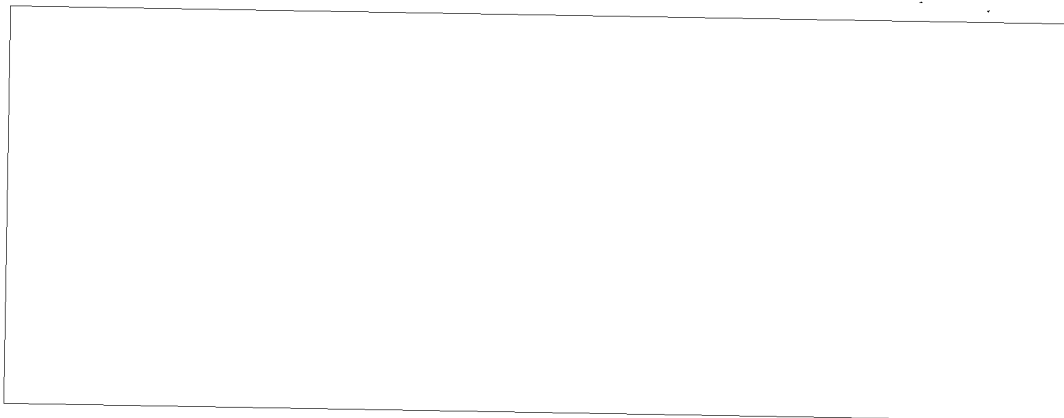
ad-1087

6 August 1951

MEMORANDUM

TO: Chief, Administrative Staff

SUBJECT: Reclassification of Chief of Station Slot in Guatemala City



W. H. WHEELER JR.
ASST.

*Approved - [redacted]
asst Chief Class & wage
4 Sept 51*

*orig in
class & wage
dir.*

(mf)

SECRET

SECRET (1)

Office Memorandum • UNITED STATES GOVERNMENT

TO : Assistant Director/Special Operations

DATE: 13 February 1951

FROM : Security Officer

SUBJECT: O'NEAL, Birch D.

Reference to your memorandum concerning return to duty of Subject sometime prior to 1 December 1951, this office will endeavor to comply with your proposals. I might say that Mr. O'Neal has done a superior job as Alien Affairs Officer for the Agency. There has been some thought given to transferring the Alien Affairs Branch from I&S to the immediate office of Mr. Dulles, and it is impossible to give a positive guarantee of his availability, which in that case would be dependent upon Mr. Dulles' decision.

I feel, however, that OSO could at least tentatively plan along the line of your proposal. The cooperation of the ADSO and Chief, FDT, in making Mr. O'Neal available has been sincerely appreciated.

Sheepfeld Edwards
SHEEPFELD EDWARDS
Colonel, GSC

SECRET

PERSONNEL ACTION REQUEST				REGISTER NUMBER	
NAME O'NEAL, Birch D.			REQUESTED EFFECTIVE DATE ASAP 9-17-50		
NATURE OF ACTION Promotion			WHEN LEAVING (VOUCHERED) LAST WORKING DAY: EMPLOYEE'S SIGNATURE:		
TITLE <i>Intelligence Officer</i> (Chief, Alien Affairs) 9-13			<i>Intelligence Officer</i> (Chief, Alien Affairs) GS-14		
GRADE AND SALARY GS-13 -- \$7800.00 p.a. (130)			GS-14 -- \$8800.00 p.a.		
OFFICE Inspection & Security Staff			Inspection & Security Staff		
DIVISION Security Control Staff			Security Control Staff		
BRANCH AND SECTION Alien Affairs Branch			Alien Affairs Branch		
OFFICIAL STATION Washington, D. C.			Washington, D. C.		
DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/>			DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> 130		
REMARKS: The requirements of Administrative Instruction 20-1 dated 9 December 1949 have been met. <i>initialed 8/13/50</i>					
RECOMMENDED: 25 August 1950 DATE <i>Edward J. ...</i> CHIEF, INSPECTION & SECURITY STAFF SIGNATURE OF OFFICE CHIEF, DIVISION CHIEF OR ADM. OFFICER					
FOR USE OF PERSONNEL ONLY					
PLACEMENT			TRANSACTIONS AND RECORDS		
DATE QUALIFICATIONS APPROVED <i>9-5-50</i>			APPROPRIATION: <i>2115900</i>		
CLEARANCE REQUESTED			ALLOTMENT: <i>161-101</i>		
DATE TYPE			CSC AUTHORITY: <i>Sch A-6.116(4)</i>		
DATE TYPE			DATE SIGNATURE SIGNATURE <i>9-18-50</i> <i>[Signature]</i>		
DATE SIGNATURE			PERSONNEL RELATIONS		
CLASSIFICATION			DATE SIGNATURE		
BUREAU NO. <i>5625</i> C.S.C. NO. DATE APPROVED <i>6-9-50</i>			APPROVALS		
NEW VICE <input checked="" type="checkbox"/> I.A. REAL			SUBJECT TO SECURITY CLEARANCE		
DATE <i>8-30-50</i> SIGNATURE <i>[Signature]</i>			DATE SIGNATURE OF EXECUTIVE		
EFFECTIVE DATE			DATE <i>15 Sept 50</i> SIGNATURE <i>[Signature]</i>		

Sec. 4-20-50

PERSONNEL ACTION REQUEST			
NAME O'NEAL, Birch D.		PLACEMENT EFFECTIVE DATE 17 April 1950 6/11/50	
NATURE OF ACTION New Appointment Transfer-Reassignment		WHEN LEAVING (OPTIONAL) LAST WORKING DAY: EMPLOYEE'S SIGNATURE:	
FROM Intelligence Officer (Chief)		TO INTELLIGENCE OFFICER (Chief, Alien Affairs) GS-13	
GRADE AND SALARY GS 13 7800.00 per annum		GS-13 \$ 7800.00 p.a.	
OFFICE OSO		Inspection and Security Staff	
BRANCH FBT		Alien Affairs	
DIVISION AND		Security Control Staff	
OFFICIAL STATION Wash. D.C.		Washington, D. C.	
DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/>		DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> 130	
REMARKS: Revised 20th 6/13/50			
RECOMMENDED: 12 April 1950 Col. Sheffield Edwards, Chief, I & S Staff DATE SIGNATURE OF OFFICE CHIEF, BRANCH CHIEF OR ADM. OFFICER			
FOR PERSONNEL OFFICE USE ONLY			
PLACEMENT		TRANSACTIONS AND RECORDS	
DATE QUALIFICATIONS APPROVE 6-9-50		APPROPRIATION: 2105900	
CLEARANCE REQUESTED		ALLOTMENT: 160-101	
DATE	TYPE	DATE	TYPE
DATE	SIGNATURE	DATE	SIGNATURE
		6/19/50	
CLASSIFICATION		PERSONNEL RELATIONS	
BUREAU NO. 5626	C.S.C. NO.	DATE	SIGNATURE
NEW	VICE X	I.A.	REAL
DATE 4/9/50		APPROVALS	SUBJECT TO SECURITY CLEARANCE
EFFECTIVE DATE		DATE 6-20	SIGNATURE OF EXECUTIVE
		DATE 4-9-50	SIGNATURE OF PERSONNEL OFFICER 6-20

19 April 1950

TO : Personnel Div, North Building
FROM : H. E. Eisner, Employees Div, "L" Building *RE*
SUBJECT : Transmittal of 37-2 and Personnel Folder


Transmitted herewith is the personnel folder of
Mr. Birch D. O'Neal.

Attached is a 37-2 from I&S placing Mr. O'Neal
in one of their slots, the T/O of which Employees Division
does not carry.

SECRET

CONFIDENTIAL

RESTRICTED

ENTRANCE ON DUTY RECORD		DATE	
TO: OSO, FDT		21 March 1950	
FROM: PERSONNEL OFFICER		BUILDING L	ROOM
NAME OF EMPLOYEE O'Neal, Birch D.		EOD-DATE 20 March 1950	
POSITION TITLE Intell. Officer	GRADE GS-13	SALARY \$7800.00	
PAYROLL Vouchered	DUTY STATION Washington, D. C.		
DATE SECURITY CLEARED Concurrence 10 March 1950	DATE OATH OF OFFICE ADMINISTERED 20 March 1950		
DATE PERMANENT IDENTIFICATION REQUESTED N. A.	DATE FINGERPRINTED N. A.		
DATE BRIEFED BY SECURITY N. A.	DATE OF PHYSICAL EXAMINATION N. A.		
DATE 24 MONTH AGREEMENT SIGNED N. A.			
EMPLOYEE'S EMERGENCY ADDRESS		Mrs. Birch D. O'Neal 4703 Crescent N. W. Washington, D. C. OL 0821	
EMPLOYEE'S LOCAL ADDRESS		Same as above	
REMARKS: Subject transferred from Unvouchered to Vouchered Funds. <div style="text-align: center;"></div>			
SIGNATURE		PERSONNEL OFFICER	

FORM NO.
DEC 1949 37-75

RESTRICTED

CONFIDENTIAL

SECRET

PERSONAL STATUS REPORT

file

FULL NAME MR. <input checked="" type="checkbox"/> MRS. <input type="checkbox"/> MISS <input type="checkbox"/>		FIRST	MIDDLE	LAST	DATE
		BIRCH	DILWORTH	O'NEAL	21 March 1950
HOME ADDRESS		STREET AND NUMBER	CITY	STATE	COUNTRY
4703 CRESCENT ST.		WASH. D.C.			USA
HOME TELEPHONE OL-0821					
PRESENT ASSIGNMENT					
DIVISION		BRANCH		OFFICE	
OSC		FDT			
MARITAL STATUS					
NAME OF SPOUSE		FIRST	MIDDLE (OR MAIDEN)	LAST	
		FRANCES	PAULY	O'NEAL	
ADDRESS		STREET AND NUMBER	CITY	STATE	COUNTRY
4703 CRESCENT ST.		WASHINGTON	DC.		USA
DATE OF BIRTH		PLACE OF BIRTH	CITY	STATE	CITIZENSHIP
APRIL 30 1920		GLENPOOL	OKLA.	USA	U.S.A.
NAME OF FATHER-IN-LAW					
		FIRST	MIDDLE	LAST	
		FRANK	ROBERT	PAULY	
PRESENT OR LAST ADDRESS		STREET AND NUMBER	CITY	STATE	COUNTRY
220 EAST 27 TH PLACE		TULSA	OKLA.		USA
DATE OF BIRTH		PLACE OF BIRTH	CITY	STATE	CITIZENSHIP
2/4/92		EDMOND	OKLA.	USA	USA.
NAME OF MOTHER-IN-LAW					
		FIRST	MAIDEN	LAST	
		GRACE	MERCHANT	PAULY	
PRESENT OR LAST ADDRESS		STREET AND NUMBER	CITY	STATE	COUNTRY
220 EAST 27 TH PLACE		TULSA	OKLA.		USA.
DATE OF BIRTH		PLACE OF BIRTH	CITY	STATE	CITIZENSHIP
8/4/91		LA FAYETTE	IND.	USA	USA.
EMERGENCY ADDRESSEE					
NAME		FIRST	MIDDLE	LAST	
MRS. BIRCH D.		O'NEAL			
ADDRESS		STREET AND NUMBER	CITY	STATE	COUNTRY
4703 CRESCENT ST.		WASH. D.C.			USA
SIGNATURE OF SUPERVISOR			SIGNATURE OF EMPLOYEE		
[Signature]			Birch D. O'Neal		

PERSONNEL ACTION REQUEST				REGISTER NUMBER 708	
NAME O'NEAL, Birch D.			REQ. DATE EFFECTIVE DATE 20 March 1950		
NATURE OF ACTION <i>Exempt Appointment</i>			WHEN LEAVING (SUGGESTED) # 2072		
FROM			TO		
TITLE			Intelligence Officer (Chief) GS-13		
GRADE AND SALARY			GS-13 \$7800.00 <i>per annum</i>		
OFFICE			OSO		
BRANCH			FDT		
DIVISION AND SECTION					
OFFICIAL STATION			Washington, D. C.		
DEPARTMENTAL <input type="checkbox"/> FIELD <input type="checkbox"/>			DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/>		
REMARKS: 130					
S-1 Please transfer leave from UV funds.					
Security concurrence requested 7 March 1950					
<i>Previously employed with the Executive Department of the Government as GS-13, \$7800.00 per annum.</i>					
RECOMMENDED:					
6 March 1950 DATE			<i>Max P. Butler</i> SIGNATURE OF OFFICE CHIEF, BRANCH CHIEF OR ADM. OFFICER		
FOR PERSONNEL OFFICE USE ONLY					
PLACEMENT			TRANSACTIONS AND RECORDS		
DATE QUALIFICATIONS APPROVED <i>A. C. Clark</i> 15 March 50			APPROPRIATION: 2105400		
CLEARANCE REQUESTED			ALLOTMENT: 930-106		
DATE TYPE			CSC Authority: <i>Sch. 6.11.41</i>		
DATE TYPE			DATE SIGNATURE 3-16-50		
DATE SIGNATURE			PERSONNEL RELATIONS		
CLASSIFICATION			DATE SIGNATURE		
BUREAU NO. 485		G.S.C. NO. 1441	DATE APPROVED 10/11/47		
NEW VICE		I.A. <input checked="" type="checkbox"/>	APPROVALS <input type="checkbox"/> SUBJECT TO SECURITY CLEARANCE		
DATE <i>9 Mar 50</i>		SEAL	DATE SIGNATURE OF EXECUTIVE		
EFFECTIVE DATE			DATE SIGNATURE OF PERSONNEL OFFICER 14 Mar		

CONTROL
885

March 9, 1950

CAHUACAS.

The assignment of Attaché Birch D. O'Neal,
CV-1003, to your Mission has been cancelled.

UNCLASSIFIED

14-00000

21

SECRET

*file
gls*

MAR 1 1950

(6.)

MEMORANDUM FOR THE SECRETARY OF STATE

ATTENTION: Mr. W. Park Armstrong, Jr.

Subject :

ROBERT A. SCHOW
Assistant Director

Attachment: Diplomatic Passports No. 210
and No. 211

POSTED

18 7 Mar 50

SECRET

VIA: Air
Air or Sea

DISPATCH NO. TVG-A-778

CONFIDENTIAL
Classification

TO : Chief, Foreign Division 7

DATE 29 November 1949

FROM : Chief of Station, Caracas

SUBJECT: General Administrative
Specific

Brick D.C. Neal

1. With reference to the above employee, you are advised that his present travel plans on permanent change of station to Washington, D.C., are as follows:

13 December 1949	Depart Caracas, Venezuela, via Alcoa Steamship Line
19 "	" Arrive Mobile, Alabama, at 7 a.m.
19 "	" Depart Mobile via air at 10:30 a.m.
19 "	" Arrive Tulsa, Oklahoma

In Tulsa he can be contacted by letter or telegram directed to him at 220 East 27th Place. He expects to obtain an automobile in Tulsa and proceed to his home & dress via car on or about 10 January 1950. He can be reached through his home address until approximately 17 February, at which time he expects to depart by car for Washington, D.C., and report for duty 20 February 1950.

2. This proposed schedule of travel is in line with approved sixty days' calendar leave plus travel time.

VBO:JIH



CONFIDENTIAL
Classification

9054
(See Note 13, Part 4 of Consular Regulations)

PERSONNEL REPORT ON REPRESENTATIVES OF
OTHER DEPARTMENTS ABROAD

C
O
P
Y

Name of officer . . . Birch D. O'Neal

Title . . .

Post . . .

Mr. O'Neal has done extremely satisfactory work since he has been here and I wish to reiterate the satisfaction shown respecting him in [] by stating that I am very happy that he is not to be transferred but is to remain another year in []

He has been exceptionally helpful to the Embassy, and his level head and good sense have been of extreme usefulness.

Both he and his wife are extremely well liked by their colleagues in the Embassy and by the [] and American Communities.

C
O
P
Y

CONFIDENTIAL

CONFIDENTIAL

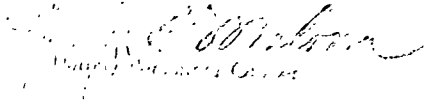
26 January 1949

MEMORANDUM

TO : Deputy Budget Officer
FROM : Deputy Personnel Officer
SUBJECT: Foreign Post Differential

1. In accordance with Part 325, Sub-Chapter B,
Chapter III, Title 5, Code of Federal Regulations,

Burch D. O'Neal
is eligible to receive foreign post differential pay
as prescribed by regulations.


George E. Wilson
Deputy Personnel Officer

CONFIDENTIAL

CONFIDENTIAL

SECRET

CARACAS

ROUTINE

SPECIAL OPERATIONS

13 MAY 49

COPS 1

OUT 81388

ADSO 2-3, FBT 4-5, PERS 6

WASH 3578

TO: CARA CITE: WASHF

RE: CARA 546 (IN 31421) AND CARA 547 (IN 31483)

EYES ALONE -

1. NOT CONSIDERED SUITABLE TO ACT AS STATION CHIEF FOR PROLONGED PERIOD.
2. TIME WILL NOT PERMIT TAKING HOME LEAVE IN ADDITION TO NECESSARY 30 DAYS TDY HERE PRIOR TO DEPARTURE.
3. FOR THESE REASONS DESIRE POSTPONE HOME LEAVE UNTIL AFTER CRIMMINS HAS BECOME WELL INDOCTRINATED.

Encl. 8/24/49

0119Z 14 MAY 49

Encl. 8/24/49

ADDRESS OFFICIAL COMMUNICATIONS TO
THE SECRETARY OF STATE
WASHINGTON 25, D. C.



DEPARTMENT OF STATE
WASHINGTON

In reply refer to
FC - LEM

May 17, 1948

SECRET

To: Donald H. Galloway, Esquire,
Assistant Director,
Central Intelligence Agency.

From: Jack D. Neal, *gon*
Chief, Division of
Foreign Activity Correlation.

Reference is made to your memorandum dated May 7, 1948 re-
garding Mr. Birch D. O'Neal.

The Embassy at Caracas has been notified by telegram May 14,
1948 that Mr. O'Neal's travel from Caracas to Habana and return
for conference approximately May 19, 1948 is authorized by travel
order No. 8-9649, May 4, 1948, chargeable allotment Z-137295.

31210

1-37295-11 IS 17

SECRET

14-00000

SECRET

(6)

MAY 7 1948

MEMORANDUM FOR THE SECRETARY OF STATE

ATTENTION: Mr. Jack D. Neal

Subject : Clearance for Travel for Mr. Birch D. O'Neal

1. This memorandum is to confirm the telephone conversation between Mr. Neal's office and Mr. Green's office on 4 May 1948 at which time verbal clearance was obtained for Mr. Birch D. O'Neal, presently serving as [] of the American Embassy at Caracas, Venezuela, to proceed to Habana, Cuba for conference purposes.

2. Mr. O'Neal will arrive in Habana on or about 19 May 1948 and will return to his post at Caracas upon completion of the conference in Habana.

ALAN R. MCCracken
Acting Assistant Director

0'2'0'

1948 MAY 11 AM 11 20

RECORDED

SECRET

23 January, 1948

MEMORANDUM

TO : Chief Personnel Division, OCO
via Executive Secretary for Information of
Assistant Director, Special Operations

FROM : Acting Chief, FBT

SUBJECT: Recognition of Service - Birch D. O'Neal

1. In compliance with S.O. Circular No. 46, Recognition of Service, the following information is submitted for your observation and for inclusion in the personnel file of Mr. Birch D. O'Neal.

2. A State Department dispatch, dated 11 December, 1947, from Walter J. Donnelly, American Ambassador, Caracas, Venezuela to the Secretary of State, read as follows:

"I have the honor to forward herewith three photostatic copies of a memorandum prepared [redacted] entitled "The Communist Movement in Venezuela."

"I consider this memorandum an excellent piece of work which is particularly useful in that it brings together in a brief scope the essential facts regarding the development of Communism in this country and gives the names of the principal Communist leaders. Attention is invited especially to page 7 of the memorandum which gives the campaign platform that the Communist Party is using in the election scheduled to be held December 14, 1947."

3. Mr. Birch D. O'Neal, chief of [redacted] prepared the memorandum mentioned in Ambassador Donnelly's dispatch.

Splendid.

*Place in O'Neal's
file*

*Adm!
HDOO*

[redacted]
Acting Chief, FBT

SECRET

10 March 1947

NOTE TO FILES:

The following officials are approved for
the Group II classification for overseas quarters,
under provisions of Bureau of the Budget Circular
A-8, and CIG Administrative Order No. 31.

William B. Caldwell

CAF-12	Chief of Station, Santiago, Chile
CAF-2	Chief of Station, Lima, Peru
CAF-12	Chief of Station, La Paz, Bolivia
CAF-12	Chief of Station, Quito, Ecuador
CAF-12	Chief of Station, Caracas, Venezuela

✓ Birch D. O'Neal

WED

14-00000

SECRET

5 March 1947

ADDENDUM TO TRANSFER LETTER DATED 25 FEBRUARY 1947

TO: Birch D. O'Neal

1. Authorization is granted for the crating and shipping of your personal car at the expense of this organization in accordance with an agreement dated 25 February 1947. The weight of such automobile will not be deductible from the total weight allowed for personal and household effects.

(Signed) Ronald H. Galloway
(Approving Officer)

SECRET

SECRET

3 March 1947

MEMORANDUM FOR THE DIRECTOR, CENTRAL INTELLIGENCE:

SUBJECT: CIG Administrative Order No. 31

1. CIG Administrative Order No. 31, dated October 31, 1946, makes provision for Group II classification for civilian employees who are Chiefs of Missions or principal officers directly subordinate to Washington, D.C. The Order specifies that these officials will fall in grade CAF-13 or P-6 or above, unless otherwise approved by the Director.

2. I recommend the Group II classification for Mr. B. Caldwell, [redacted], and Birch D. O'Neal, who will be Chiefs of their respective Stations and directly subordinate to Washington, but whose grades are below the CAF-13 or P-6 level.

3. It is believed in each case that the fulfillment of the obligations at the Station concerned justifies the Group II classification. Therefore, there is attached a proposed letter of authorization for the Director's signature. The Director's approval of this proposed letter will permit the Special Funds Section to pay the Group II classification to the individuals concerned.

4. It is recommended that the payment under the Group II classification be made effective as of the dates the individuals concerned assume the responsibility at the overseas post.

cc: Registry - Admin. Bldg.

[redacted]
Mr. Farrell
Special Funds
Central Registry -2

DONALD H. GALLOWAY
Assistant Director
Special Operations

SECRET

2
1

SECRET

23 February 1947

TRANSFER LETTER AUTHORIZING PERMANENT CHANGE OF OFFICIAL STATION

To: **Alfred D. O'Neal**

1. Pursuant to authority vested in me, the transfer of your official station from Washington, D.C. to Caracas, Venezuela is hereby ordered and approved.
2. This change of official station is to be effected as soon as practicable and is to be effective upon arrival at your new post. The transfer is not for your convenience or benefit, or at your request, but in the best interests of the Government. The reimbursement of travel expenses is authorized. Per diem in lieu of subsistence is authorized, and shall be in accordance with the provisions of Administrative Order No. 43. Living and quarters allowances at the rates authorized by Budget Circular A-3 shall be paid, effective upon arrival.
3. In accordance with the provisions of EO 9805, and subject to the availability of funds, the shipment at Government expense of your household goods and personal effects, including packing, crating, unloading, uncrating, drayage, and temporary storage not to exceed 60 days, within the prescribed weight allowance, is authorized.
4. Subject to the availability of funds, the movement of your immediate family at Government expense is authorized in accordance with regulations prescribed in EO 9805.

(Signed) Donald H. Callaway
(Approving Officer)

SECRET

22 February 1947

MEMORANDUM FOR MR. FREDERICK B. LYON
DIRECTOR, OFFICE OF CONTROLS
DEPARTMENT OF STATE

Subject: Request for Foreign Service Title as Attache
at [] for Mr. Birch D. O'Neal

Enclosure: Personal History Statement of Birch D. O'Neal

1. It is requested that the Department of State grant to Mr. Birch D. O'Neal the Foreign Service title of Attache of Embassy []

2. Mr. O'Neal received his A.B. and M.L.B. Degrees from the University of Georgia. He was a Special Agent in the Federal Bureau of Investigation for nine years, with service in Latin America, and he practiced law one year. It is believed that he possesses the professional qualifications for the duties planned for him and, in addition, has the representative qualifications expected of an American official serving abroad.

3. Mr. O'Neal will receive from CIS a basic salary of \$5,905.00 per annum.

4. It is requested that a diplomatic passport be issued to Mr. O'Neal. in view of the fact that he will be the []

5. There is transmitted herewith a biographical sketch on Mr. O'Neal which sets forth in detail pertinent information on him and on his special qualifications for the duties it is intended that he perform at []

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:

DONALD E. GALLOWAY
Assistant Director

Passport ready at EC State
on 14 March 1947.

Notified EC-

cc:

Ind. 100-100000

SECRET

28 FEB 1947

MEMORANDUM

TO : Chief, Special Funds Section

FROM : Director, CIG

THRU : ADSO

SUBJECT : Group II Classification under Bureau of Budget Circular A-8

1. The following officials of the Office of Special Operations are approved for the Group II classification for overseas quarters, under provisions of Bureau of the Budget Circular A-8, and CIG Administrative Order No. 31.

William E. Caldwell	CAF-12	Chief of Station, Santiago, Chile
	CAF-12	Chief of Station, Lima, Peru
	CAF-12	Chief of Station, La Paz, Bolivia
	CAF-12	Chief of Station, Quito, Ecuador
Birch D. O'Neal	CAF-12	Chief of Station, Caracas, Venezuela

2. This authorization will remain valid only so long as the above named individuals remain in their respective posts and directly subordinate to Washington, D. C.

3. This authorization will be effective as of the date that the individual concerned assumes his duties at the overseas post.

CC: Registry - Admin. Bldg.

Mr. Terrell
Special Funds
Central Registry - 2

ROYT S. VANDENBERG
Lieutenant General, USA
Director, CIG

Signed by Gen. V. 28 Feb. 1947

SECRET

14-00000

SECRET

20 February 1947

MEMORANDUM

TO: Control, Special Operations

FROM: R. G. Luddy
Acting Chief, FBI

VIA: Chief, Special Operations

SUBJECT: Request for Designation of Birch D. O'Neal.

1. Will you kindly request the State Department to designate Birch D. O'Neal as Attache, American Embassy, [redacted]

2. The [redacted] has not previously been in operation [redacted] and will be opened upon the arrival of Mr. O'Neal. [redacted] work is, at the present time, being carried on in the [redacted] Embassy by the Federal Bureau of Investigation, whose representative in that city carries the title of [redacted]

3. The FBI has approximately seven of its personnel stationed at this post.

4. Mr. O'Neal served from January 1938 to May 1940 as a Special Agent of the Federal Bureau of Investigation. In 1942 he spent [redacted] 1942-1943 he spent nine months in [redacted] and in 1943-1944 he spent [redacted] He was [redacted]

5. Mr. O'Neal is now located in Washington where he is completing arrangements for the opening of the [redacted]

6. [redacted] Subject will perform the duties [redacted] and will be [redacted] reporting directly to Washington.

7. [redacted]

8. This designation does not involve a replacement or an increase in personnel [redacted]

[redacted]

Info for Miss Bailey:
5900.00, OAT, 1

SECRET

7

Index, 1st

SECRET

10. Subject has

11. Mr. O'Neal will be accompanied to his station by his wife, Gladys F. O'Neal, an American-born citizen whose parents are also American citizens.

APP: Personal History Statement
cc: JEC
HJ/er

SECRET

20 February 1950

MEMORANDUM

TO: Employees Division
 FROM: Chief, Foreign Division T
 SUBJECT: Arch D. O'NEAL

It is requested that Mr. Arch D. O'Neal be transferred from Unvouchered Funds to Vouchered Funds, to occupy Slot No. 17, Chief, on the FDT Washington T/O.



37-1 Resig
 Q.O. GS-13
 GS-13 \$7800.00
 OSO
 FDT

Wash DC (Field)
 Please trans leave
 to V Funds.

37-3 Appmt
 Q.O. GS-13
 (chief)



Wash DC
dept
 S-1 Please trans leave
 from UV Funds.

14-00000

CONFIDENTIAL

11 February, 1947

FOR INFORMATION

Mr. Birch P. O'Neal entered on duty 11 February, 1947, with OSG, FBI. His foreign assignment will be Chief of Station, Caracas, Venezuela, at grade CAF-12 at a salary of \$6905.20, and he will be carried on the Special Funds payroll.

The oath of office was completed on 11 February, 1947, and photographs, fingerprints, and other credentials required were requested this date. Request for physical examination and inoculations also made this date.

Agreement to remain at his station for the prescribed length of time (24 months) was also completed by Mr. O'Neal this date. In this connection, Mr. O'Neal posed a question with regard to releases granted to foreign service personnel when they wish to transfer to other government organizations while in the field. Captain Hillsman called Mr. Turner in General Counsel to obtain an opinion from him in this matter. Captain Hillsman was given the following information:

If a CIG employee wishes to transfer to another government agency while on duty at a foreign station, and prior to the end of his first year abroad, the employee, if released by CIG, will not be required to reimburse CIG for the cost of his own transportation, that of his family, nor the transportation of his personal effects to his original duty post. Return transportation to the States or to a new post with another government agency will be the responsibility of the individual, not CIG.

Assessment approval was given 10 February, 1947; security cleared 20 January, 1947.

Emergency address given by Mr. O'Neal:

Mrs. ~~M. E.~~ O'Neal, 211 Evans Street, Dublinbridge, Ga.
Tel: 312-J

Temporary local residence: Plaza Hotel, Washington, D. C.

cc: FAT

CONFIDENTIAL

~~SECRET~~
(When Filled In)

SECRET

REPRODUCTION MASTERS

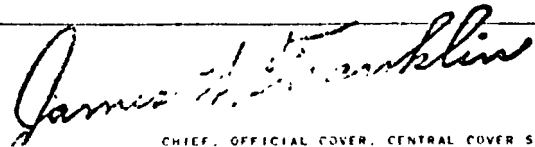
BIOGRAPHIC

BIOGRAPHIC PROFILE

SECRET

H a n d l e W i t h C a r e

SECRET

NOTIFICATION OF ESTABLISHMENT OR CANCELLATION OF OFFICIAL COVER BACKSTOP		DATE 24 February 1970	
TO: (Check)	<input checked="" type="checkbox"/> CHIEF, RECORDS AND CONTROL	FILE NUMBER 236	
	<input type="checkbox"/> CHIEF, CONTRACT PERSONNEL DIVISION	EMPLOYEE NUMBER 058553	
	<input checked="" type="checkbox"/> CHIEF, OPERATING COMPONENT (For action) CI	ID CARD NUMBER	
ATTN: Chief Support Staff		OFFICIAL COVER	BACKSTOP ESTABLISHED
REF: Retirement Debriefing			<input checked="" type="checkbox"/> DISCONTINUED
SUBJECT O'NEAL, Birch D.		UNIT Department of State	
KEEP ON TOP OF FILE WHILE COVER IN EFFECT			
ESTABLISHMENT OF OFFICIAL COVER BLOCK RECORDS (OPM 20-800-11)		<input checked="" type="checkbox"/> CANCELLATION OF OFFICIAL COVER UNBLOCK RECORDS (OPM 20-800-11)	
A. TEMPORARILY FOR _____ DAYS EFFECTIVE DATE COB _____		DATE XXXXXXXXXX	
B. CONTINUING AS OF COB		From EOD	
SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY (HNB 20-7)		<input checked="" type="checkbox"/> SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HNB 20-7)	
<input checked="" type="checkbox"/> ASCERTAIN THAT <u>CIA</u> W-2 BEING ISSUED. (HNB 20-11)		<input checked="" type="checkbox"/> RETURN ALL OFFICIAL DOCUMENTATION TO CCS.	
SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (HR-240-30)		DO NOT WRITE IN THIS BLOCK - FOR CCS INTERNAL USE ONLY	
SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (HR-240-20)			
SUBMIT FORM 2688 <input checked="" type="checkbox"/> FOR HOSPITALIZATION CARD			
REMARKS AND/OR COVER HISTORY			
1947 - MAR 47 MAR 47 - DEC 49 DEC 49 - DEC 51 DEC 51 - APR 54 APR 54 - PRESENT			
DISTRIBUTION: COPY 1 - RCD COPY 2 - OPERATING COMPONENT COPY 3 - D/O COPY 4 - OL/TELSVC COPY 5 - CCS - CHADRO COPY 6 - CCS - FILE		 CHIEF, OFFICIAL COVER, CENTRAL COVER STAFF	

FORM 8-68 1551 USE PREVIOUS EDITION

SECRET

(13-20-63)

S E C R E T

4 December 1956

(Date)

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

THROUGH : Security Support Division
Office of Security

SUBJECT : Birch D. O'NEAL

1. [] arrangements have been completed for the above named subject who will be visiting a foreign country for a _____ day TDY trip.

2. Effective this date, it is requested that your records be properly ~~XXXXXX~~ (re-opened) to ~~XXXX~~ (acknowledge) subject's current Agency employment by an external inquirer.

[]
Chief, Official Cover Liaison, CCS

CC: SSD/OS

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 12-11-54 BY 12-11-54

SECRET
ON TOP OF FILE

SECRET

DEC 5 1956
(Late)MEMORANDUM FOR: Chief, Records & Services Division
Office of PersonnelTHROUGH : Security Support Division
Office of SecuritySUBJECT :

1. arrangements have been completed for the above named subject who will be visiting a foreign country for a _____ day TDY trip.

2. Effective this date it is requested that your records be properly ~~XXXXXX~~ (re-opened) to ~~(xxx)~~ (acknowledge) subject's current Agency employment by an external inquirer.

Chief, Official Cover & Liaison, CCB

CC: SSD/AS

SECRET

NOTED
ON TOP OF FILEJR
12-11-56

S E C R E T

12 October 1956
(Date)

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

THROUGH Security Support Division,
Office of Security

SUBJECT: O'NEAL, Birch D.

1. [] arrangements have been completed for the above named subject who will be visiting a foreign country for a 30 day TDY trip.

2. Effective 24 October 1956, it is requested that your records be properly (blocked) (~~redacted~~) to (deny) (~~redacted~~) subject's current Agency employment by an external inquirer.

[]
Chief, Official Cover & Liaison, CCB

CC: 35D/OS

S E C R E T

THIS MEMO MUST BE PLACED
ON TOP OF FILE

Please file
for
10-24-56

"PAY ADJUSTMENT IN ACCORDANCE WITH SRA SCHEDULES & PL 91-231 AND EXECUTIVE ORDER 11924 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI INACTIVE DTD 1 OCT 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT 12 DEC 1962

NAME SERIAL ORGN. F. IN GR-STEP GRADE SALARY
 ONEAL, BIRCH D. 050953 31 10 7 GS-10 7 \$31,97


1. LAST NAME ONEAL		FIRST NAME BIRCH		INITIAL(S) D		2. APPOINTMENT DATA Entered on duty <input checked="" type="checkbox"/> F <input type="checkbox"/> P T		3. TOTAL SERVICE FOR LEAVE (at date of separation)			
4. DATE AND NATURE OF SEPARATION RETIREMENT(VOL) UNDER CIA RETIREMENT & DISABILITY SYSTEM 2/28/70						Subject to Sec 203(d), 1951 Leave Act Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Ceased to be subject to Sec 203(d) on _____ Annual Leave Bal _____		Years 31	Months 5	Days 10	
SUMMARY OF ANNUAL AND SICK LEAVE (HOURS)						SUMMARY OF HOME LEAVE (DAYS)					
5. Balance from prior leave year ended 1-10-70		ANNUAL		SICK		14. Date arrival abroad for HL purposes		REMARKS 300s 9-18-38 * 1/11/70 C. H. H. S.			
19 70		240		1076		15. Current balance as of 19					
6. Current leave y or accrual through 2-21-70		24		12		16. 12 month accrual rate					
19 70		264		1088		17. Dates leave used, prior 24 months					
7. Total		264		1088		18. Monthly accrual date					
8. Reduction in credits, if any (current year)		0		0		19. Calendar days credit for next accrual date					
9. Total leave taken		0		0		20. Date basic service period completed					
10. Balance		264		1088		MILITARY LEAVE					
11. Total hours paid in lump sum 240 HOURS						21. Dates during current calendar yr					
12. Salary rate(s) 30,054.00						22. Dates during preceding calendar yr					
13. Leave dates 830 3-2-70 to 4-10-70 1700 (Hours)						ABSENCE WITHOUT PAY					
26. Certified correct by [Signature] FOR CHIEF PAYROLL (T.H.)						23. During leave year in which separated		SWOP or AWOL or Furlough, Suspension (Hours)			
351-2585 (Telephone)						24. During step increase waiting period which began on 4-2-69					
						25. During 12 month HL accrual period (dates)					

Standard Form 1150
November 1963
1150-106

RECORD OF LEAVE DATA TRANSFERRED

U.S. CIVIL SERVICE COMMISSION
FPM SUPPLEMENTS 296-51 AND 990-2

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)							
000733		ONAL BIRCH D							
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
A. TYPE: (VOLUNTARY) UNL. R. 1A B. TYPE: (CITIZENSHIP) C. CT				MO DA YR 11 17 70		RELEASABLE			
6. FUNDS		X		V TO V		V TO CF		7. Financial Analysis No. Chargeable: CSC OR OTHER LEGAL AUTHORITY	
				CF TO V		CF TO CF		2.6. 11-643 5277 732	
9. ORGANIZATIONAL DESIGNATIONS					10. LOCATION OF OFFICIAL STATION				
DOD/1 STAGE					WAS., D.C.				
11. POSITION TITLE					12. POSITION NUMBER		13. SERVICE DESIGNATION		
OPS OFFICER CH					0021		D		
14. CLASSIFICATION SCHEDULE (GS, LB, OR)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY GR. RATE		
GS			0136.01		16 7		30054		
18. REMARKS									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STA. CODE		23. DATE OF BIRTH	
115		111		NUMERIC ALPHABETIC				MO DA YR	
24. NTE EXPIRES		25. SPECIAL REFERENCE		30. RETIREMENT DATA		31. DATE OF DEATH		32. DATE OF DEATH	
MO DA YR				1. CIV 2. CIV 3. CIV 4. NONE		MO DA YR		MO DA YR	
35. VET. PREFERENCE		36. SERV. COMP. DATE		37. LONG COMP.		38. HEALTH INSURANCE		39. SOCIAL SECURITY NO.	
CODE		MO DA YR		MO DA YR		HEALTH INS. TYPE			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE		42. LEAV. CODE		43. STATE TAX DATA		44. TERM EMPLOYED		45. STATE CODE	
CODE		CODE		1. YES 2. NO		1. YES 2. NO		STATE CODE	
0. NO PREVIOUS SERVICE 1. NO BREAK IN SERVICE 2. BREAK IN SERVICE (LESS THAN 3 YRS) 3. BREAK IN SERVICE (MORE THAN 3 YRS)									
 <p align="center">ONAL BIRCH D</p> <p align="center">SECRET</p> <p align="center">BBG</p> <p align="center">POSTED 2-27-70 (un)</p>									

FORM 566

1159
Mtg 10 67Use Previous
Edition

SECRET

BBG

Excluded from automatic
downgrading and
declassification

(When Filled In)

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER 50000		2. NAME (LAST FIRST MIDDLE) ONAL BIRN									
3. NATURE OF PERSONNEL ACTION DESIGNATION AS PARTI INACT IN CIA RETIREMENT AND DISABILITY SYSTEM						4. EFFECTIVE DATE MO DA YR 12 22 70		5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS 		V TO V		V TO CF		7. Financial Analysis No Chargeable		8. CSC OR OTHER LEGAL AUTHORITY TPL 68-643 SECT 203			
CF TO V		CF TO CF		9. ORGANIZATIONAL DESIGNATIONS SPC STAFF							
10. LOCATION OF OFFICIAL STATION WASH, D.C.								11. POSITION TITLE			
12. POSITION NUMBER								13. SERVICE DESIGNATION D			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP 16		17. SALARY OR RATE			
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING NUMERIC ALPHABETIC		22. STATION CODE		23. INTEGRITY CODE		24. MODALS CODE	
25. DATE OF BIRTH MO DA YR		26. DATE OF GRADE MO DA YR		27. DATE OF LEI MO DA YR		28. NTE EXPIRES MO DA YR		29. SPECIAL REFERENCE		30. RETIREMENT DATA 1. CSC 2. CIA 3. FICA 4. NONE	
31. SEPARATION DATA CODE		32. SEPARATION / Cancellation Date MO DA YR		33. SECURITY REF NO		34. SEX		 EOD DATA			
35. NET PREFERENCE CODE 1. NONE 2. TO PT		36. SERV COMP DATE MO DA YR		37. LONG COMP DATE MO DA YR		38. CAREER CATEGORY CAN RESV PRIV TEMP					
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1. NO PREVIOUS SERVICE 2. NO BREAK IN SERVICE 3. BREAK IN SERVICE (LESS THAN 3 YRS) 4. BREAK IN SERVICE (MORE THAN 3 YRS)				42. LEAVE CAT CODE		43. FEDERAL TAX DATA FORM EXECUTED 1. YES 2. NO		44. STATE TAX DATA FORM EXECUTED 1. YES 2. NO		45. TAX EXEMPTIONS CODE 1. YES 2. NO	
SIGNATURE OR OTHER AUTHENTICATION											
<div style="float: right; border: 2px solid black; padding: 5px; text-align: center;"> POSTED 2-24-70 DB </div>											

FORM 5-66

1150
MAY 10-67Use Previous
Edition**SECRET****FVD**

14-00000
(Excluded from automatic
downgrading and
declassification)

(When Filled In)

I-50

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
058553		ONEAL, BIRCH D		31 250		V			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ
GS 16	6	\$29,219	12/31/67	GS 16	7	\$30,054	12/29/69		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE <i>[Signature]</i>						DATE 10/10/69			
<input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERKS INITIALS		AUDITED BY							
mox		[Signature]							
FORM 7-66 560 E		Use previous editions		PAY CHANGE NOTIFICATION				(4-31)	

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTION 212 OF 90-206 AND EXECUTIVE ORDER 11474 PURSUANT TO THE POLICY OF DOJ AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DOJ DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1969

NAME
ONEAL, BIRCH D

SERIAL: 058553 FUNDS: 31-250
GRADE: GS 16

NEW
SALARY
\$29,219

14-00000

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1966

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
ONEAL BIRCH D	058553	31	250	V GS 16 5	\$24,477	\$26,640

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
ONEAL BIRCH D	058553	31	250	V GS 16 5	\$22,755	\$23,778

I 50

1 SERIAL NO		2 NAME		3 ORGANIZATION		4 FUNDS		5 LWOP HOURS	
058553		ONEAL BIRCH D		31 250		V			
6 OLD SALARY RATE				7 NEW SALARY RATE				8 TYPE ACTION	
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.
GS 16	5	223,778	01/02/66	GS 16	6	224,477	12/31/67		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE <i>[Signature]</i>						DATE <i>13 Jul 1966</i>			
<input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERKS INITIALS <i>nm</i>		<div style="border: 1px solid black; padding: 2px;"> E C C I L L E </div>						AUDITED BY <i>[Signature]</i>	
FORM 7-66 560 E Use previous editions		PAY CHANGE NOTIFICATION						(4-31)	

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
ONEAL BIRCH D	058553	31	250	V GS 16 5	\$22,331	\$22,755

RZ: 10 JAN 66

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION							
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)					
058553		ONEAL BIRCH D					
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT	
PROMOTION - CORRECTION				01 02 66		REGULAR	
6. FUNDS		7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY			
X		6227 0170 0000		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION			
DDP/CI STAFF				WASH., D.C.			
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION	
OPS OFFICER CH				0022		D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE	
GS		0136.01		16 5		22331	
18. REMARKS							
THIS ACTION CORRECTS FORM 1150 EFFECTIVE 01/02/66 AS FOLLOWS: ITEM #7 WHICH READ 6227 0000 0000 TO READ 6227 0170 0000.							

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

ACTION CODE	20. Employ Code	21. OFFICE CODING		22. STATION CODE	23. INTEGREE CODE	24. Mgmt Code	25. DATE OF BIRTH			26. DATE OF GRADE			27. DATE OF LEI		
		NUMERIC	ALPHABETIC				MO.	DA.	YR.	MO.	DA.	YR.	MO.	DA.	YR.
							06	01	13						
28. EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA			33. SECURITY REQ NO		34. SEX		
DA YR				1. CSC 2. FICA 3. NONE		TYPE		NO. DA YR			EOD DATA				
PREFERENCE		36. SERV. COMP. DATE		37. LONG. COMP. DATE		38. CAREER CATEGORY		39. FEGLI / HEALTH INSURANCE			40. SOCIAL SECURITY NO.				
0. NONE 1. 5 PT 2. 10 PT		NO DA YR		NO DA YR		CODE		CODE			HEALTH INS CODE				
PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAT CODE		43. FEDERAL TAX DATA			44. STATE TAX DATA						
0. NO PREVIOUS SERVICE 1. NO BREAK IN SERVICE 2. BREAK IN SERVICE (LESS THAN 3 YRS) 3. BREAK IN SERVICE (MORE THAN 3 YRS)						FORM EXECUTED: CODE			NO. TAX EXEMPTIONS			FORM EXECUTED			
						1. YES 2. NO			1. YES 2. NO			CODE NO TAX EXEMP STATE CODE			

SIGNATURE OR OTHER AUTHENTICATION

JAN 11 1966

RZF: 29 DEC 65

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
058553		ONEAL BIRCH D									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
PROMOTION						MO DA YR 01 02 66		REGULAR			
6. FUNDS		V TO V		V TO CF		7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY			
X		CF TO V		CF TO CF		6227 0000 0000		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDP/CI STAFF						WASH., D.C.					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
OPS OFFICER CH						0022		D			
14. CLASSIFICATION SCHEDULE (GS, LB, etc)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS				0136.01		16 5		22331			
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTERSEE CODE	24. HGT CODE	25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LES
22	10	31250	CI	75013		1	MO DA YR 06 01 13		MO DA YR 01 02 66		MO DA YR 01 02 66
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ NO.	
MO DA YR				1 - CSC 2 - FICA 3 - NONE		CODE		TYPE MO DA YR		EOD DATA	
35. VET. PREFERENCE		36. SERV COMP DATE		37. LONG COMP. DATE		38. CAREER CATEGORY		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO.	
CODE		0 - NONE 1 - 5 PT 2 - 10 PT		MO DA YR		CAH RET PHYS TEMP		CODE CODE 0 - WAIVER 1 - YES		HEALTH INS CODE	
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAT. CODE		43. FEDERAL TAX DATA		44. STATE TAX DATA			
CODE				0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)		FORM EXECUTED CODE NO TAX EXEMPTIONS		FORM EXECUTED CODE NO TAX EXEMPT. STATE CODE			
						1 - YES 2 - NO		1 - YES 2 - NO			
SIGNATURE OR OTHER AUTHENTICATION											
<div style="text-align: right;"> <div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED DEC 17 66 </div> </div>											

FORM 11-62 1150

Use Previous Edition

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

(When Filled In)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PRT 49-301
PURSUANT TO AUTHORITY OF RCI AS PROVIDED IN THE CIA ACT OF 1949,
AS AMENDED, AND A-DCI POLICY EFFECTIVE DATED 1 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
ONEAL BIRCH D	058553	31	250	V. GS 15 6	\$19,310	\$20,005

ISA

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours	
058553		ONEAL BIRCH D		31 250 V			
5. OLD SALARY RATE				6. NEW SALARY RATE			
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date
GS 15	6	\$19,310	10/27/63	GS 15	7	\$20,005	10/24/65
7. TYPE ACTION							
PSI LSI ADJ.							
8. Remarks and Authentication							
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS <i>RL</i> AUDITED BY							
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.							
SIGNATURE: <i>[Signature]</i>				DATE: 11/1/65			
PAY CHANGE NOTIFICATION							

Form
9-61 560

Obsolete Previous
Edition

(4-51)

Oct 25 3 03 PM '65

[illegible]

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

NAME	SERIAL	DEGN	FUNDS	GR-ST	OLD SALARY	NEW SALARY
ONEAL BIRCH D	058553	31	250	V GS 15 6	\$16,965	\$18,240

277-1001

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours	
058553		ONEAL BIRCH D		32 250 V			
5. OLD SALARY RATE				6. NEW SALARY RATE			
Grade	Step	Salary	Last EM. Date	Grade	Step	Salary	Effective Date
GS 15	5	\$16,485	10/29/61	GS 15	6	\$16,965	10/27/63
7. TYPE ACTION							
PSI LSI A							
8. Remarks and Authentication							
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLEHKS INITIALS AUDITED BY							
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.							
SIGNATURE: <i>[Signature]</i>				DATE: 10 Aug 63			
PAY CHANGE NOTIFICATION							

REC-07201-030000

Form 9-61 560

Obsolete Previous Edition

(4-51)

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 97-793 AND
 DCI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS.
 EFFECTIVE 14 OCTOBER 1962

NAME	SERIAL	ORGN	FUNDS	OLD GRST	OLD SALARY	NEW GRST	NEW SALARY
ONEAL BIRCH D	058553	32250	V	15	5 \$15030	15	5 \$14485

SECRET
 (When Filled In)

1. Serial No.		2. Name		3. Civil Center Number		4. LWOP Hours				
58553		ONEAL BIRCH D		DDP/CI / V						
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ.
GS	15	4	\$14,705	05/01/60	15	5	\$15,030	10/29/61		
8. Remarks and Authentication										
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / IN LWOP STATUS AT END OF WAITING PERIOD										
ED ECHOLS PAY CHANGE NOTIFICATION										

Form 560

Obsolete Previous Edition

SECRET

(4-31)

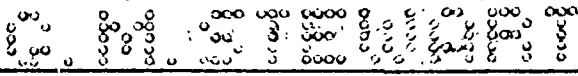
L I

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

SO	NAME	SERIAL	ORGN	GR-ST	OLD SALARY	NEW SALARY
01	ONEAL PIRCH D	158553	54 18	GS-15 4	\$13,670	\$14,705

15/ ENMETT D. SCHOLS
DIRECTOR OF PERSONNEL

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO. 158553		2. NAME ONEAL PIRCH D				3. ASSIGNED ORGN. DDP/CI		4. FUNDS V-20		5. ALLOTMENT	
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO	DA.	YR				MO	DA.	YR
GS 15	3	\$13,370	11	02	58	GS 15	4	\$13,670	05	01	60
TO BE COMPLETED BY THE OFFICE OF COMPTROLLER											
8. CHECK ONE <input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP						9. NUMBER OF HOURS LWOP <i>None</i>					
IF EXCESS LWOP, CHECK FOLLOWING:						10. INITIALS OF CLERK <i>SM</i>					
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD						11. RECEIVED BY					
<input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD											
TO BE COMPLETED BY THE OFFICE OF PERSONNEL											
12. TYPE OF ACTION						13. REMARKS					
<input type="checkbox"/> P.B.I. <input type="checkbox"/> L.S.I. <input type="checkbox"/> PAY ADJUSTMENT											
14. AUTHENTICATION											
<div style="text-align: center;">  </div>											

FORM
8-60

560 OBSOLETE PREVIOUS EDITION
REPLACES FORM 560a. AND 560b.

SECRET

OFFICIAL PERSONNEL FOLDER (4)

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.		2. NAME				3. ASSIGNED ORGAN.		4. FUNDS		5. ALLOTMENT	
158553		ONEAL RIRCH D				DOP/CI		V-20			
6. OLD SALARY RATE						7. NEW SALARY RATE					
			LAST EFFECTIVE DATE						EFFECTIVE DATE		
GRADE	STEP	SALARY	MO.	DA.	YR.	GRADE	STEP	SALARY	MO.	DA.	YR.
GS 15	2	\$13,070	05	05	57	GS 15	3	\$13,370	11	02	58
REMARKS											
CERTIFICATION											
I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.											
TYPED, OR PRINTED, NAME OF SUPERVISOR			DATE		SIGNATURE OF SUPERVISOR						
S. H. HORTON			12/21/57		[Signature]						
PERIODIC STEP INCREASE - CERTIFICATION											

FORM NO. 560
1 MAR. 56**SECRET**

PERSONNEL FOLDER (4)

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.		2. NAME				3. ASSIGNED ORGAN.		4. FUNDS		5. ALLOTMENT	
158553		ONEAL RIRCH D				DOP/CI		V-20			
6. OLD SALARY RATE						7. NEW SALARY RATE					
			LAST EFFECTIVE DATE						EFFECTIVE DATE		
GRADE	STEP	SALARY	MO.	DA.	YR.	GRADE	STEP	SALARY	MO.	DA.	YR.
GS 15	2	\$13,070	05	05	57	GS 15	3	\$13,370	11	02	58
TO BE COMPLETED BY THE OFFICE OF THE COMPTROLLER											
8. CHECK ONE <input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP						9. NUMBER OF HOURS LWOP					
IF EXCESS LWOP, CHECK FOLLOWING:						10. INITIALS OF CLERK					
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD						[Signature]					
<input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD						11. AUDITED BY					
TO BE COMPLETED BY THE OFFICE OF PERSONNEL											
12. PROJECTED SALARY RATE AND EFFECTIVE DATE						13. REMARKS					
GRADE	STEP	SALARY	MO.	DA.	YR.						
14. AUTHENTICATION											
<div style="display: flex; justify-content: space-between;"> <div> <p>Oct 27 3 06 PM '58</p> <p>REC. PAYROLL BRANCH</p> </div> <div> <p>C. M. STEWART</p> </div> <div> <p>[Signature]</p> </div> </div>											
PERIODIC STEP INCREASE - AUTHENTICATION											

FORM NO. 560b
1 MAR. 56**SECRET**

PERSONNEL FOLDER (4)

GENERAL PERIODIC SALARY INCREASE ACT ACTIVELY EFFECTIVE
12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 467 AND DCI
DIRECTIVE. SALARY AS OF 15 JUNE 1957 ADJUSTED AS FOLLOWS

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
ONEAL BIRCH D	158553	GS-15-2	\$11,880	\$13,070

GORDON W. STEWART
157 DIRECTOR OF PERSONNEL

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO. 158553		2. NAME ONEAL BIRCH D			3. ASSIGNED ORGAN DDP/CI-7		4. FUNDS V-20		5. ALLOTMENT		
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO	DA	YR				MO	DA	YR
15	1	\$11,610	11	06	55	15	2	\$11,880	05	05	57
REMARKS											
CERTIFICATION											
I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.											
SIGNATURE OF SUPERVISOR <i>John A. [unclear]</i>											

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO. 158553		2. NAME ONEAL BIRCH D			3. ASSIGNED ORGAN DDP/CI		4. FUNDS V-20		5. ALLOTMENT		
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO	DA	YR				MO	DA	YR
15	1	\$11,610	11	06	55	15	2	\$11,880	05	05	57
TO BE COMPLETED BY THE OFFICE OF COMPTROLLER											
9. CHECK ONE <input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP						9. NUMBER OF HOURS LWOP					
IF EXCESS LEAVE LWOP, CHECK FOLLOWING: <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD						10. INITIALS OF CLERK			11. AUDITED BY		
TO BE COMPLETED BY THE OFFICE OF PERSONNEL											
12. PROJECTED SALARY RATE AND EFFECTIVE DATE						13. REMARKS					
GRADE	STEP	SALARY	MO	DA	YR	<i>[Handwritten initials]</i>					
14. AUTHENTICATION											
SECRET											
PERIODIC STEP INCREASE - AUTHENTICATION											

1. NAME (MR., MISS, MRS., OR OTHER NAME, INITIALS, AND SURNAME)		2. DATE OF BIRTH		3. JOURNAL OR ACTION NO.		4. DATE	
Mr. Birch D. O'Real <i>138563</i>		1 June 1913				4 Nov 1955	
This is to notify you of the following action affecting your employment:							
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)				6. EFFECTIVE DATE		7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
Promotion				6 Nov 1955		50 USCA 403 j	
FROM				TO			
IO-CI-CH		BU-22		IO-CI-CH		BU-22	
GS-0136.53-14 \$10,965.00 Per Annum		8. POSITION TITLE		GS-0136.53-15 \$11,610.00 Per Annum		9. SERVICE, SERIES, GRADE, SALARY	
		10. ORGANIZATIONAL DESIGNATIONS		DDP/CI Staff Office of the Chief			
		11. HEADQUARTERS		Washington, D.C.			
<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		12. FIELD OR DEPT'L		<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL			
13. VETERAN'S PREFERENCE				14. POSITION CLASSIFICATION ACTION			
NONE <input checked="" type="checkbox"/> WWI <input type="checkbox"/> OTHER <input type="checkbox"/> S-PT. <input type="checkbox"/> 15-POINT <input type="checkbox"/> DISAB <input type="checkbox"/> OTHER <input type="checkbox"/>				NEW <input type="checkbox"/> VICE <input type="checkbox"/> L. A. <input type="checkbox"/> REAL <input type="checkbox"/> SD/DI			
15. SEX <input checked="" type="checkbox"/> M <input type="checkbox"/> F		16. RACE <input type="checkbox"/> W <input type="checkbox"/> N <input type="checkbox"/> O		17. APPROPRIATION		18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)	
				FROM: 6-2705-27		19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	
				TO: Same		20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:	
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.							
<div style="text-align: right;"><i>John P. [Signature]</i></div>							

4. PERSONNEL FOLDER COPY

☆ U. S. GOVERNMENT PRINTING OFFICE: 1954-913736

CENTRAL INTELLIGENCE AGENCY
NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR.-MISS.-MRS.-OR OTHER GIVEN NAME, INITIALS, AND SURNAME) Mr. Birch D. O'Neal		2. DATE OF BIRTH 1 June 1913	3. JOURNAL OR ACTION NO.	4. DATE 17 May 1955
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Reassignment (Correction)*		6. EFFECTIVE DATE B.O.B. 3 May 1955	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 USC 403.1	
FROM		TO		
Area Ops. Of (Sta Ch) BAF 102-14 OS-0136.01-14 \$10,200.00 per annum DDP/MH Guatemala City, Guatemala		8. POSITION TITLE IO-CI-CH BU 22-14 9. SERVICE, SERIES, GRADE, SALARY OS-0136.93-14 \$10,200.00 per annum 10. ORGANIZATIONAL DESIGNATIONS DDP/CI Staff Office of the Chief 11. HEADQUARTERS Washington, D. C.		
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE NONE <input checked="" type="checkbox"/> WWI <input type="checkbox"/> OTHER <input type="checkbox"/> 5-PT. <input type="checkbox"/> 10-POINT <input type="checkbox"/> DISAB <input type="checkbox"/> OTHER <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> L.A. <input type="checkbox"/> REAL <input type="checkbox"/> SD-DI		
15. SEX M	16. RACE M	17. APPROPRIATION FROM: 5-3560-55-053 TO: 5-2725-27		18. SUBJECT TO C.S. RETIREMENT ACT (YES-NO) <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
		19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)		20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: CA
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				
*This action corrects Item #9, on notification dated 6 May 1955, to show the correct salary, previously PURCHASE \$10,000.00 per annum. EFFECTIVE 3 May 1955 SALARY RECORDED TO: 70,000.00 "Transfer TO Vouchered funds FROM Unvouchered funds."				

CODED

FOR

QUALIFICATIONS
DATE 11/1/55

EDITOR OF PERSONNEL

4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE: 1954-513758

STANDARD FORM 50-18 PAN,
REV. APRIL 1951
PROMULGATED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER VI, FEDERAL PERSONNEL MANUAL

CONFIDENTIAL
CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR., MISS, MRS., OR MISS; GIVE NAME, INITIALS, AND SURNAME) Mr. Birch D. O'NEAL		2. DATE OF BIRTH 1 June 1913	3. JOURNAL OF ACTION NO. 50-UBA-473,01	4. DATE 6 May 1955
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Reassignment		6. EFFECTIVE DATE D.O.B. 8 May 1955	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
FROM Area Ops. Of (Sta Ch) DAF 102-14 GS-0136.01-14 \$10,000.00 per annum DDP/WE Guatemala City, Guatemala		8. POSITION TITLE IO-CI-CH BU 22-14	9. SERVICE, SERIES, GRADE, SALARY GS-0136.53-14 \$10,000.00 per annum DDP/CI Staff Office of the Chief	
10. ORGANIZATIONAL DESIGNATIONS		11. HEADQUARTERS Washington, D. C.		
12. FIELD OR DEPT'L <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		13. VETERAN'S PREFERENCE NONE <input checked="" type="checkbox"/> WWI <input type="checkbox"/> OTHER <input type="checkbox"/> 5-PT <input type="checkbox"/> 10-POINT DISC. OTHER		
14. POSITION CLASSIFICATION ACTION SD-DI		15. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) <input checked="" type="checkbox"/> YES		
16. DATE OF APPOINTMENT ASSIGNED (SUCCESSORS ONLY)		17. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:		
18. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				
"Transfer TO Vouchered funds FROM Unvouchered funds."				
CONFIDENTIAL				
ENTRANCE PERFORMANCE RATING: 100-100-100				
Director of Personnel				
22. SIGNATURE OF CIVIL SERVICE COMMISSIONER				

4. PERSONNEL FOLDER COPY

74 51355

U. S. GOVERNMENT PRINTING OFFICE: 1954-313728

1. Agency and organizational designation		2. Payroll period		3. Book No.		4. Slip No.	
5. Employee's name (and social security account number when appropriate)		6. Grade and salary		7. Date		8. Amount	
ORIGINAL, BIRTH D.		ON 11		\$10000.00			

PAYROLL CHANGE DATA											
	BASE PAY	OVERTIME		GROSS PAY	RET.	FEDERAL TAX	BOND	F.I.C.A.	STATE TAX	GROUP LIFE INS.	NET
7. Previous normal											
8. New normal		100									
9. Pay this period		0									

10. Remarks		11. Appropriation(s)		12. Prepared by	
		WH 4		gpb/8FE:55	
				13. Audited by	

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

14. Effective date	15. Date last equivalent increase	16. Old salary rate	17. New salary rate	18. Performance rating & satisfactory or better
27MAR55	27SLPT53	\$10000.00	\$10200.00	Signature or other authentication (Check applicable box in case of excess LWOP) <input type="checkbox"/> In pay status at end of waiting period. <input type="checkbox"/> In LWOP status at end of waiting period.

19. LWOP date (fill in appropriate spaces covering LWOP during following period(s))
 Period(s)

☐ No excess LWOP. Total excess LWOP.

STANDARD FORM NO. 1176d—Revised
 Form prescribed by Comp. Gen., U. S.
 October 26, 1954, General Regulation No. 102

PAYROLL CHANGE SLIP — PERSONNEL COPY

STANDARD FORM 52
PROPOSED CHANGES BY THE
U. S. CIVIL SERVICE COMMISSION
AND APPROVED BY FEDERAL PERSONNEL
MANAGEMENT SYSTEM

SECRET

REQUEST FOR PERSONNEL ACTION

CONFIDENTIAL FUNDS

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

1. NAME (Mr., Miss, Mrs., One given name, initial(s), and surname) MR. O'NEAL, BIRCH D.		2. DATE OF BIRTH 1 June 1913	3. REQUEST NO. -	4. DATE OF REQUEST 7 Apr. 54
5. NATURE OF ACTION REQUESTED A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) CONVERSION FROM FBS STATUS		6. EFFECTIVE DATE A. PROPOSED: 000 8 Apr. 54		7. C. S. OR OTHER LEGAL AUTHORITY
B. POSITION (Specify whether establish, change grade or title, etc.)		D. APPROVED: Bob 9 Apr. 54		
FROM— AREA OPS OF (STA CH), BAF-102-14 GS-0136.01-14, \$10,000.00 p.a. (FSS-3, \$8961.00 p.a.) DDP/WH GUATEMALA CITY, GUATEMALA		8. POSITION TITLE AND NUMBER	AREA OPS OF (STA CH), BAF-102-14	
9. SERVICE, GRADE, AND SALARY		GS-0136.01-14, \$10,000.00 p.a.		
10. ORGANIZATIONAL DESIGNATIONS		DDP /WH		
11. HEADQUARTERS		GUATEMALA CITY, GUATEMALA		
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		
A. REMARKS (Use reverse if necessary) BAF-102 *Date of resignation from State				
B. REQUESTED BY (Name and title) <i>[Signature]</i>		D. REQUEST APPROVED BY <i>[Signature]</i>		
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) V. C. LYNCH, x-4457		Title Asst. Dir. Admin 4/13/54		
13. VETERAN PREPREFERENCE NONE <input checked="" type="checkbox"/> WWI <input type="checkbox"/> OTHER <input type="checkbox"/> S. P. <input type="checkbox"/> 10 POINT WAR. OTHER		14. POSITION CLASSIFICATION ACTION CD: FI		
15. SEX M	16. RACE W	17. APPROPRIATION FROM: 4-3560-55-058 TO: Same		18. SUBJECT TO C. S. HITTING MINT ACT (YES-NO)
19. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSIONS ONLY)		20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: Georgia		
21. STANDARD FORM 50 REMARKS <div style="text-align: center;">POSTED APR 13 1954 <i>[Signature]</i></div> <div style="text-align: right;">APPROVED BY FI CAREER SERVICE BOARD DATE: APR 13 1954</div>				
22. CLEARANCES				
A.	INITIAL OR SIGNATURE		DATE	REMARKS
B. CEIL. OR POC CONTROL	<i>[Signature]</i>		4/21	
C. CLASSIFICATION				
D. PLACEMENT OR EMPL.	<i>[Signature]</i>		22 Apr. 54	
E.				
F. APPROVED BY <i>[Signature]</i> 22 Apr. 54				

23. RESIGNATION	
I RESIGN FOR THE FOLLOWING REASON:	
OFFICE OF PERSONNEL MAIL ROOM	
MY LAST WORKING DAY WILL BE _____ (SIGNATURE)	
24. SEPARATION DATA	
FORWARD COMMUNICATIONS, INCLUDING SALARY CHECKS AND BONDS, TO THE FOLLOWING ADDRESS:	
(ADDRESS) (CITY) (STATE)	
BRIEF DESCRIPTION OF DUTIES	
C S 51	
QUALIFICATIONS	
(if pertinent)	
EDUCATION	AGE RANGE _____ SEX _____
Essential:	
Desired:	
ESSENTIAL QUALIFICATIONS (Experience, Skills, Languages, Area Knowledge, etc.)	
DESIRED QUALIFICATIONS (Experience, Skills, Languages, Area Knowledge, etc.)	

STANDARD FORM 52
FORM 52-1
U. S. CIVIL SERVICE COMMISSION
BUREAU OF PERSONNEL
MANUAL CHAPTER 11

SECRET

UNVOUCHERED

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr., Miss, Mrs.—One given name, initials, and surname) Mr. Birch D. O'NEAL	2. DATE OF BIRTH 1 June 1913	3. REQUEST NO. -	4. DATE OF REQUEST 16 Feb. 54
5. NATURE OF ACTION REQUESTED A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) Reassignment		6. EFFECTIVE DATE A. PROPOSED: 28 Feb. 54	7. C. S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED: FEB 28 1954	

FROM— OPS OF (CHIEF) BA-131 GS-132-14, \$10,000.00 p.a. \$8961.00 p.a.) DDP/WH GUATEMALA CITY, GUATEMALA	9. POSITION TITLE AND NUMBER AREA OPS OF (STA CH) BAF-102-14 GS-0130-01-14, \$10,000.00 p.a. \$8961.00 p.a.) DDP/WH GUATEMALA CITY, GUATEMALA
10. SERVICE, GRADE, AND SALARY	11. ORGANIZATIONAL DESIGNATIONS
12. HEADQUARTERS	13. FIELD OR DEPARTMENTAL

14. REMARKS (Use reverse if necessary)
BAF-102

15. REQUESTED BY (Name and title) V. C. Lynch C/WH	16. REQUEST APPROVED BY Signature: _____ Title: _____
17. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) V. C. LYNCH, x-14457	

18. VETERAN PREFERENCE NONE <input checked="" type="checkbox"/> WWI <input type="checkbox"/> OTHER <input type="checkbox"/> D-PT. <input type="checkbox"/> 10-POINT DISAB. <input type="checkbox"/> OTHER <input type="checkbox"/>	19. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> CD: FI
--	--

20. 15. SEX <input checked="" type="checkbox"/> M <input type="checkbox"/> F 16. RACE <input checked="" type="checkbox"/> W <input type="checkbox"/> N	17. APPROPRIATION FROM. 4-3560-55-058 TO. SAME	18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	19. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:
---	--	--	--	---

21. STANDARD FORM 50 REMARKS
POSTED
JK 26 54

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CEIL. OR POS. CONTROL	RW	2/19	
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	P Taylor	19 Feb 54	
E.			

F. APPROVED BY
P Taylor 19 Feb 54

1. Employee's name (and social security account number when appropriate)		2. Pay roll		3. Blank No.		4. Slip No.	
O'NEAL, Elmer D.		6. Grade and salary		UY			
		OS-14		\$2000.00			
PAY ROLL CHANGE DATA							
	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	NET PAY
7. Previous normal							
8. New normal							
9. Pay this period							
10. Remarks				11. Appropriation(s)		12. Prepared by	
				W-6		JS 8-25	
						13. Audited by	
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase 14. Effective date 15. Date last equivalent increase 16. Old salary rate 17. New salary rate 18. Performance rating is satisfactory or better,							
27 Sept-53		30 Mar-54		\$1900.00		\$2000.00	
19. LWOP data (fill in appropriate spaces covering LWOP during following periods):				(Check applicable box in case of excess LWOP)			
<input type="checkbox"/> No excess LWOP Total excess LWOP				<input checked="" type="checkbox"/> 13 or more days of working period, 14 or more days of nonworking period, and 14 or more days of nonworking period			
				Initials of Clerk			
PAY ROLL CHANGE SLIP—PERSONNEL COPY							

STANDARD FORM 52
PREPARED BY THE
U. S. CIVIL SERVICE COMMISSION
JANUARY 1951 - FEDERAL PERSONNEL
MANUAL, CHAPTER II

REQUEST FOR PERSONNEL ACTION

UNVOUCHERED

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 68 and 7 unless otherwise instructed.
If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr., Miss, Mrs., One given name, initials, and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
Mr. Birch D. O'NEAL	1 Jun. 1913	-	7 Mar. 53
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)		6. EFFECTIVE DATE A. PROPOSED	7. C. S. OR OTHER LEGAL AUTHORITY
Reassignment			
8. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED: APR 12 1953	

FROM— Chief of Station (Intel. Ofcr), GS-14 GS-14, \$8431 p.a. 7700 \$8431) DDP WH MID Guatemala City, Guatemala <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	9. POSITION TITLE AND NUMBER 10. SERVICE, GRADE, AND SALARY 11. ORGANIZATIONAL DESIGNATIONS 12. HEADQUARTERS 13. FIELD OR DEPARTMENTAL	TO— OPS OF (CHIEF), BA-131 GS-132-14, \$8431 p.a. 7700 \$8431) DDP WH III Guatemala City, Guatemala <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL
--	---	---

A. REMARKS (Use reverse if necessary)

BA-131

APPROVED BY
FI CAREER SERVICE BOARD

B. REQUESTED BY (Name and title)

C/W

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

V. C. LYNCH, X-457

D. REQUEST APPROVED BY (Signature)

DATE: 11 March 1953

Signature: Edward C. McManus

Title: Asst. FI/PO

13. VETERAN PREFERENCE

NONE	WWII	OTHER	5-PT	10 POINT
				DEAB OTHER

14. POSITION CLASSIFICATION ACTION

NEW	VICE	I	A	REAL
-----	------	---	---	------

15. SEX	16. RACE	17. APPROPRIATION
		FROM: 3520
		TO: 3520

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

19. DATE OF APPOINT-
MENT AFFIDAVIT
(ACCESSIONS ONLY)

20. LEGAL RESIDENCE
☐ CLAIMED ☐ PROVED
STATE:

21. STANDARD FORM 50 REMARKS

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

F. APPROVED BY

M. L. Shobe 4/3/53

and organizational designations INTELLIGENCE AGENCY					2. Pay roll code		3. Block No. 117		4. Slip No.	
Employee's name (and social security account number when appropriate) O'REAL, Birch					6. Grade and salary GS - 14 \$9600					
PAY ROLL CHANGE DATA										
	BACE PAY	OVERTIME		GROSS PAY	RET.	TAX	BOND	P.T.C.R.		NET PAY
7. Previous normal										
8. New normal										
9. Pay this period										
10. Remarks: <div style="border: 1px solid black; border-radius: 50%; padding: 5px; display: inline-block;">Note year of PSI</div>					11. Appropriation(s) WH			12. Prepared by dn 3/23/53		
								13. Audited by		
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase										
14. Effective date 30 May 52	15. Date last equivalent 17 Aug 50	16. Old salary rate \$9600	17. New salary rate \$9800	18. Performance rating is satisfactory or better.						
19. LWOP data (fill in appropriate spaces covering LWOP during following periods): <input type="checkbox"/> No excess LWOP. Total excess LWOP				(Check applicable box in case of excess LWOP) <input type="checkbox"/> in pay status at end of waiting period <input type="checkbox"/> in LWOP status at end of waiting period Initials of Clerk: gml						

STANDARD FORM NO. 1126d—Revised
Prescribed by Comp. Gen., U. S.
1950, General Regulations No. 102

PAY ROLL CHANGE SLIP—PERSONNEL COPY

SECRET
SECURITY INFORMATION

CONFIDENTIAL FUNDS PERSONNEL ACTION


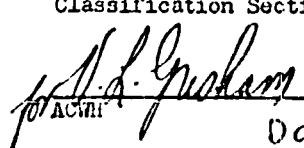
NAME O'NEAL, Birch D.		DATE 29 November 1951	
NATURE OF ACTION [Redacted]		EFFECTIVE DATE 3 December 1951	
	FROM		TO
TITLE	Intelligence Officer	[Redacted]	
GRADE AND SALARY	GS-14, 19222.00 \$9600.00	[Redacted]	\$8481.00
OFFICE	OSO	OSO	
DIVISION	FDT	FDT	
BRANCH	MID	MID	
OFFICIAL STATION	Guatemala City, Guatemala	Guatemala City, Guatemala	
QUALIFICATIONS	APPROVAL FOR ASSISTANT DIRECTOR		EXECUTIVE
CLASSIFICATION	PERSONNEL OFFICER <i>[Signature]</i>		
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS		YES <input type="checkbox"/>	NO <input type="checkbox"/>
PATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____			
SECURITY CLEARED ON _____			
OVERSEAS AGREEMENT SIGNED _____			
ENTERED ON DUTY _____			
SIGNATURE OF AUTHENTICATING OFFICER _____			
REMARKS: <div style="border: 1px solid black; width: 500px; height: 50px; margin: 10px auto;"></div> <p align="center">Subject is due a lump sum payment for annual leave to be paid up to 2 December 1951.</p> <p align="right">CONFIDENTIAL FUNDS BRANCH <i>[Signature]</i></p>			

FORM NO. 37-1
NOV 1949

SECRET

SECRET

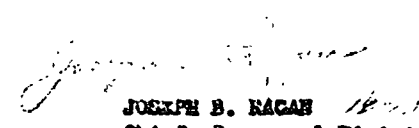
CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME O'NEAL, Birch D.		DATE 6 August 1951
NATURE OF ACTION Appointment		EFFECTIVE DATE 30 September 1951
TITLE	FROM	(Intelligence Office) Chief of Station, GS-14*
GRADE AND SALARY		GS-14, \$8,800.00 per annum
OFFICE		OSO
DIVISION		FDT
BRANCH		LID
OFFICIAL STATION		Guatemala City, Guatemala
APPROVAL		
QUALIFICATIONS <i>J. C. Lumbard</i>	FOR ASSISTANT DIRECTOR <i>[Signature]</i>	EXECUTIVE
CLASSIFICATION F-647	PERSONNEL OFFICER <i>J. C. Lumbard 9/5/51</i>	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS		YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> 5:130
OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON		2 October 1951
SECURITY CLEARED ON		16 August 1951 concurrence
OVERSEAS AGREEMENT SIGNED		2 October 1951
ENTERED ON DUTY		30 September 1951
 (SIGNATURE OF AUTHENTICATING OFFICIAL)		
REMARKS: Please transfer leave from vouchered to unvouchered funds. * Request for reclassification of grade from GS-13 to GS-14 submitted to Classification Section, PDC on 6 August 1951.		
<div style="display: flex; justify-content: space-between;"> <div>  J. D. Graham DOB - 09/17/50 CSE00 - 09/17/47 LEO 09/18/47 </div> <div> PURSUANT TO DCI DIRECTIVE EFFECTIVE 24 OCT. 1951 SALARY ADJUSTED TO \$ 9,600.00 GW </div> </div> <div style="text-align: center;"> COPY TO PAYROLL FILE CONFIDENTIAL FUNDS </div>		

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

129

1. NAME (LAST, FIRST, MIDDLE, ONE GIVEN NAME, INITIALS, AND SURNAME)		2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. PAGE
Mr. Birch D. O'Neal		6/1/51	10/26/51	
THIS is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)		6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
Resignation*		9/29/51 eob	Schedule A-6.116(b)	
FROM		TO		
Intelligence Officer GS-14		8. POSITION TITLE		
GS-130-14 \$8800.00 per annum		9. SERVICE, SERIES, GRADE, SALARY		
Inspection & Security Staff		10. ORGANIZATIONAL DESIGNATIONS		
Security Control Staff		11. HEADQUARTERS		
Washington, D. C.		12. FIELD OR DEPT'L		
FIELD <input checked="" type="checkbox"/> DEPT'L <input type="checkbox"/>		FIELD <input type="checkbox"/> DEPT'L <input type="checkbox"/>		
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION		
NONE <input type="checkbox"/> WWII <input type="checkbox"/> OTHER <input type="checkbox"/> S-PT. <input type="checkbox"/> 10-POINT <input type="checkbox"/> DISAB. <input type="checkbox"/> OTHER <input type="checkbox"/>		NEW <input type="checkbox"/> VICE <input checked="" type="checkbox"/> L.A. <input type="checkbox"/> REAL <input type="checkbox"/> Du. 6-623 6/9/50		
15. SEX <input checked="" type="checkbox"/> M <input type="checkbox"/> F	16. RACE <input checked="" type="checkbox"/> W <input type="checkbox"/> N	17. APPROPRIATION FROM 2123900 TO 7101	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes	19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSION ONLY) 6/9/50
		20. LEGAL RESIDENCE CLAIMED <input checked="" type="checkbox"/> PROVED <input type="checkbox"/>		STATE Georgia
21. REMARKS: THIS ACTION IS SUBJECT TO ALL APPLICABLE LAWS, RULES, AND REGULATIONS AND MAY BE SUBJECT TO INVESTIGATION AND APPROVAL BY THE UNITED STATES CIVIL SERVICE COMMISSION. THE ACTION MAY BE CORRECTED OR CANCELLED IF NOT IN ACCORDANCE WITH ALL REQUIREMENTS.				
*To accept other employment.				
END: 9/28/51 LGL: 449 hours, 10/1/51 thru 1 hour 12/20/51 and 2 holidays 11/12/51, 11/22/51.				
ENTRANCE EFFICIENCY RATING.				
 JOSEPH B. NACAN Chief, Personnel Division 22. SIGNATURE OR OTHER AUTHENTICATION.				

* U. S. GOVERNMENT PRINTING OFFICE : 1950-090475

4. PERSONNEL FOLDER COPY

CENTRAL INTELLIGENCE AGENCY
NOTIFICATION OF PERSONNEL ACTION

2*

1. NAME (MR - MISS - MRS - ONE GIVEN NAME, INITIALS, AND SURNAME) Mr. Birch D. O'Neal		2. DATE OF BIRTH 6/1/13	3. JOURNAL OR ACTION NO.	4. DATE 9/15/50
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Promotion		6. EFFECTIVE DATE 9/17/50	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY Schedule A-6.116 (b)	
FROM		TO		
Intelligence Officer GS-13 GS-130-13 \$7800.00 per annum Bu.#5626 Inspection and Security Staff Security Control Staff Washington, D.C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		Intelligence Officer GS-14 GS-130-14 \$8300.00 per annum Inspection and Security Staff Security Control Staff Washington, D.C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
8. POSITION TITLE		9. SERVICE, SERIES, GRADE, SALARY		
10. ORGANIZATIONAL DESIGNATIONS		11. HEADQUARTERS		
12. FIELD OR DEPT'L		13. VETERAN'S PREFERENCE		
14. POSITION CLASSIFICATION ACTION		15. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)		
16. LEGAL RESIDENCE		17. REMARKS		
18. SIGNATURE OR OTHER AUTHORITY		19. ENTRANCE EFFICIENCY RATING		

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

22. SIGNATURE OR OTHER AUTHORITY: **Robert A. Stricklin**
ROBERT A. STRICKLIN
Acting Chief, Personnel Division

ENTRANCE EFFICIENCY RATING:

4. PERSONNEL FOLDER COPY

CENTRAL INTELLIGENCE AGENCY
 NOTIFICATION OF PERSONNEL ACTION CS

1. NAME (MR., MISS, MRS., ONE GIVEN NAME, INITIAL(S), AND SURNAME) Mr. Arch. A. Hall		2. DATE OF BIRTH 1/1/1913	3. JOURNAL OR ACTION NO.	4. DATE 6/9/1950
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Transfer & Reassignment		6. EFFECTIVE DATE 1/1/1950	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY Schedule A-6.11. (1)	
FROM		TO		
Intelligence Officer (Chief) GS-13 (N-130-13) \$7800.00 per annum Bu. #1485 OSO FBT Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		Intelligence Officer GS-13 (N-130-13) \$7800.00 per annum Inspection and Security Staff Security Control Staff Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
8. POSITION TITLE		9. SERVICE, SERIES, GRADE, SALARY		
10. ORGANIZATIONAL DESIGNATIONS		11. HEADQUARTERS		
12. FIELD OR DEPT'L		13. VETERAN'S PREFERENCE		
14. POSITION CLASSIFICATION ACTION		15. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)		
16. LEGAL RESIDENCE		17. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.		
18. SEX		19. RACE		
20. APPROPRIATION		21. FROM: TO:		
22. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)		23. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)		
24. LEGAL RESIDENCE		25. CLAIMED PROVED		
26. ENTRANCE EFFICIENCY RATING:		27. SIGNATURE OR OTHER AUTHENTICATION		

Entrance Efficiency Rating:

Signature: *[Handwritten Signature]*
A. P. FLIPP
 Assistant Chief, Personnel Division

6/21/50

4. PERSONNEL FOLDER COPY

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

F. C. 3/10/50
(ref) 150

1. NAME (MR., MISS, MRS., ONE S. (or NAME, INITIALS) AND SURNAME)		2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. Birch D. McNeal		1 June 1913	12072	20 March 1950
This is to notify you of the following action affecting your employment				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)		6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
Exempted Appointment		20 Mar. 1950	Schedule A-6.116(b)	
FROM		TO		
		8. POSITION TITLE Intelligence Officer (Chief) GS-13		
		9. SERVICE, SERIES, GRADE, SALARY GS-13, \$7300.00 per annum		
		10. ORGANIZATIONAL DESIGNATIONS OSO FDT		
		11. HEADQUARTERS Washington, D. C.		
12. FIELD OR DEPT'L		12. FIELD OR DEPT'L		
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION		
15. DATE OF APPOINTMENT		16. DATE OF APPOINTMENT		
17. APPROPRIATION		18. SUBJECT TO C. S. RETIREMENT ACT (YES - NO)		
19. DATE OF APPOINTMENT		20. LEGAL RESIDENCE		
21. REMARKS		22. SIGNATURE OR OTHER AUTHENTICATION		

ENTRANCE EFFICIENCY RATING:

4. PERSONNEL FOLDER COPY

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION		
NAME O'NEAL, Birch D.		DATE 6 March 1950
NATURE OF ACTION Resignation		EFFECTIVE DATE 19 March 1950
	FROM	TO
TITLE	Intell. Officer GS-13	
GRADE AND SALARY	GS-13 \$7800.00	
OFFICE	OSO	
DIVISION	FDT	
BRANCH		
OFFICIAL STATION	Washington, D. C. (Field)	
QUALIFICATIONS	APPROVAL FOR ASSISTANT DIRECTOR <i>[Signature]</i>	EXECUTIVE <i>[Signature]</i>
CLASSIFICATION	PERSONNEL OFFICER <i>[Signature]</i>	<i>[Signature]</i>
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS		YES <input type="checkbox"/> NO <input type="checkbox"/>
DAY OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
SIGNATURE OF AUTHENTICATING OFFICER <i>[Signature]</i>		
REMARKS: Please transfer leave to V funds. <i>[Signature]</i> Harry H. Hendricks Authorized Signatory		

FORM NO. 37-1
NOV 1949

SECRET

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

CONFIDENTIAL FUNDS PERSONNEL ACTION		
NAME O'NEAL, Birch D.		DATE 23 February 1950
NATURE OF ACTION Transfer		EFFECTIVE DATE 20 February 1950
	FROM	TO
TITLE	Chief of Station Intelligence Officer GS-13	Intelligence Officer GS-13
GRADE AND SALARY	GS-13, \$7800.00	GS-13, \$7800.00
OFFICE	OSO	OSO
DIVISION	FDT	FDT
BRANCH		
OFFICIAL STATION	Caracas	Washington, D. C. (Field)
QUALIFICATIONS	APPROVAL FOR ASSISTANT DIRECTOR <i>[Signature]</i>	EXECUTIVE CONFIDENTIAL FUNDS OFFICER <i>[Signature]</i>
CLASSIFICATION	PERSONNEL OFFICER <i>[Signature]</i> 27 Feb	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS		YES <input type="checkbox"/> NO <input type="checkbox"/>
DA N OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
SIGNATURE OF AUTHENTICATING OFFICER _____		
REMARKS:		

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION		
NAME OSWALD, Birch D.	DATE 14 November 1949	
NATURE OF ACTION Conversion-Class. Act of 1949*	EFFECTIVE DATE 30 October 1949	
	FROM	TO
TITLE	Chief of Station	Chief of Station
GRADE AND SALARY	CAF-13 \$7671.60	GS-13 \$7300.00
OFFICE	OSO	OSO
BRANCH	FDT	FDT
DIVISION		
OFFICIAL STATION	Caracas	Caracas
QUALIFICATIONS	<div style="text-align: center;">APPROVAL</div> <div style="display: flex; justify-content: space-between;"> <div style="width: 30%;">FOR ASSISTANT DIRECTOR</div> <div style="width: 30%; border: 1px solid black; padding: 5px;"> EXECUTIVE COPY IN PAYROLL FILES CONFIDENTIAL FUNDS BRANCH - 11-15-49 </div> </div>	
CLASSIFICATION	PERSONNEL OFFICER	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS <div style="float: right; text-align: right;"> YES <input type="checkbox"/> NO <input type="checkbox"/> </div>		
DATE OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
<div style="text-align: right; margin-bottom: 10px;"> _____ SIGNATURE OF AUTHENTICATING OFFICER </div> <div>REMARKS:</div> <div style="margin-top: 10px;"> <p>*Per authority contained in letter - DCI - 10/23/49.</p> </div>		

FORM NO. 37-1 PREVIOUS EDITIONS ARE NOT TO BE USED.
AUG 1949

SECRET

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION					
NAME <u>Walter D. GUNDEL</u>				DATE <u>30 March 1949</u>	
RESIDENCE AT TIME OF EMPLOYMENT					
LOCAL ADDRESS					
CITIZENSHIP <u>U.S.</u>	SEX <u>"</u>	DATE OF BIRTH <u>1 June 1912</u>	MARITAL STATUS <u>Married</u>	NO. OF DEPENDENTS	DATE OF APPOINTMENT
NATURE OF ACTION <u>Periodic Pay Increase</u>				EFFECTIVE DATE <u>1 March 1949</u>	
	FROM		TO		
TITLE	Chief of Station		Chief of Station		
GRADE AND SALARY	CAF-13 \$7,22.70		CAF-13 \$7,22.60		
OFFICE	OSO-PRT		OSO-PRT		
BRANCH					
DIVISION					
OFFICIAL STATION	C. FROM		C. TO		
APPROVAL					
FIELD			HEADQUARTERS		
CHIEF OF STATION COPY IN PAYROLL FILES CONFIDENTIAL FUNDS BRANCH - INITIALS			FOR THE ASSISTANT DIRECTOR <i>E. M. Sewell</i>		
			PERSONNEL OFFICER <i>George E. Nelson</i>		
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS				<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____					
SECURITY CLEARED ON _____					
OVERSEAS AGREEMENT SIGNED _____					
ENTERED ON DUTY _____					
AUTHENTICATED BY					
REMARKS Subject has had no increase in salary since 24 August 1947. I certify that the service and conduct of the employee during the period have been satisfactory in all respects. <i>Robert D. Dolgan</i> Branch Chief					

FORM NO. 37-1 PREVIOUS EDITIONS ARE NOT TO BE USED.
FEB 1947

SECRET

2 July 1947

TO : FBT

FROM : OGC, Personnel Division

SUBJECT: Personnel Action Data

The following personnel actions have been approved:

<u>Name</u>	<u>Nature of Action</u>	<u>From</u>	<u>To</u>	<u>Effective</u>
[REDACTED]	SPCN	[REDACTED]	[REDACTED]	29 June 1947
[REDACTED]	EN	[REDACTED]	[REDACTED]	29 June 1947
[REDACTED]	PCS	[REDACTED]	[REDACTED]	29 June 1947
Marelius, Donald C.	PCS	[REDACTED]	[REDACTED]	29 June 1947
[REDACTED]	PCS	[REDACTED]	[REDACTED]	29 June 1947
O'Neal, Birch D.	Promotion	CAF-12, \$5905.20	CAF-13, \$7102.20	24 Aug. 1947
[REDACTED]	Promotion	CAF-11, \$5152.80	CAF-12, \$5905.20	24 Aug. 1947
Herbert, Rafeord	Promotion	CAF-12, \$5152.80	CAF-13, \$7102.20	24 Aug. 1947
Calowell, William E.	Promotion	CAF-12, \$5152.80	CAF-13, \$7102.20	24 Aug. 1947
[REDACTED]	Promotion	CAF-12, \$5905.20	CAF-13, \$7102.20	21 Sept. 1947
[REDACTED]	Promotion	CAF-5, \$2644.80	CAF-6, \$3021.00	29 June 1947

The proposed promotion of Edward A. Mallus from Operations Officer, CAF-9, \$4119.60 to Operations Officer, CAF-11, \$5902.80 was returned with the recommendation that it be resubmitted about 15 August 1947. This action has not been cancelled and is being held in the employees official personnel folder and will be returned to the Personnel Review Committee on or about the suggested date.

* Permanent change of station.

CONFIDENTIAL

PERSONNEL ACTION FORM

This form is to be initiated in duplicate by the appropriate branch or office. Chief of Station must sign in duplicate with existing personnel procedures. Upon approval, the original and one copy will be retained by the Disbursing Office and one copy returned to the originating office.

crust
GP

NAME O'Neal, Birch D.DATE 20 June 1947NATURE OF ACTION Promotion

NUMBER OF DEPENDENTS _____

EFFECTIVE DATE 24 AUG
29 June 1947

LOCATION OF DEPENDENTS _____

MARITAL STATUS MarriedCITIZENSHIP USSEX MAGE 34

FROM

TO

POSITION Chief of StationPOSITION Chief of Station

CONTROL NO. _____

CONTROL NO. _____

CLASSIFICATION CAF-12CLASSIFICATION CAF-13ANNUAL GROSS SALARY \$5905.20ANNUAL GROSS SALARY \$7102.20OFFICIAL STATION CaracasOFFICIAL STATION Caracas, L-12-2

ALLOWANCES:

QUARTERS _____

ALLOWANCES:

QUARTERS _____

COST OF LIVING _____

COST OF LIVING _____

SPECIAL FOREIGN LIVING _____

SPECIAL FOREIGN LIVING _____

TOTAL _____

TOTAL _____

OFFICE:

BRANCH OSU/FBT

OFFICE:

BRANCH OSU/FBT

DIVISION _____

DIVISION _____

TO BE PAID BY _____ OFFICE

\$ _____

(Field)

TAX WITHHELD IN UNITED STATES _____

INSURANCE TO BE WITHHELD IN UNITED STATES _____

(Amount subject to change if premium is increased or decreased)

SAVINGS BONDS _____

RETIREMENT WITHHELD IN UNITED STATES _____

OTHER (Specify in detail) _____

ALLOTMENTS _____

(Name of Allottee)

Address _____

TOTAL GROSS SALARY PER PAY PERIOD _____

\$ _____

I hereby authorize and direct the Disbursing Office to make above allotments from my compensation.

Form No. 37-1
Sep 1946

(Signature of Employee)

Smith

JOB DESCRIPTION:SPECIAL QUALIFICATIONSREASONS FOR ACTIONDATE OF LAST PROMOTION

Slot #1, Employee #20 with organization 11 Feb. 1947 and has been at present station since 17 March 1947.

APPROVED _____ OFFICE
(Field)

(Chief of Mission) Date _____

(Security Officer) Date _____

(Special Funds Officer) Date _____

Wm. T. Fisher 30 June 47

APPROVED - U.S. OFFICE

E. M. J. Smith Date *6-23-47*
(~~Assistant Chief of Mission~~)

John A. Davidson Date *6/24/47*
(Branch Chief) *in Rm*

Samuel Edwards Date *6/23/47*
(Chairman, Funds Review Com.)

W. J. Scholz Date *7/2/47*
(Special Funds Officer)

PERSONNEL ENGAGEMENT SHEET

SECRET

1. To be filled out in duplicate by the Unit Administrative Officer for all prospective employees to be paid from Special Funds. (2)
2. To be accompanied by detailed job description, complete biographical sketch, and a formal notice of security clearance, and Personnel Action Request if engagement is overseas.
3. To be approved or accepted by the officers in the order listed below.
4. Original to be retained by S.F.; copy to be returned to initiating Administrative Officer.

9 January 1947

1. NAME: Brian D. O'NEAL
2. LEGAL RESIDENCE: Georgia -- 102 Pine Street, Bainbridge, Georgia
3. ADDRESS OF LOCAL LIVING QUARTERS: Plaza Hotel TEL. _____
4. ENTRANCE ON DUTY DATE: 11 February 1947
5. ANNUAL SALARY: \$5905.20 CLASSIFICATION: CAF-12
6. PERMANENT STATION: Latin America -- Caracas, Venezuela
7. POSITION: Chief of Station, FBI CONTROL NO. FBI
8. IF SUBJECT HAS BEEN TRANSFERRED, STATE BUREAU, BRANCH, OR DEPARTMENT OF THE U.S. GOVERNMENT FROM WHICH TRANSFERRED: _____
9. GENERAL REMARKS: Security investigation requested 9 January 1947.

Checked 20 Jan 47 attached
ass. with 10 Feb 47

Personnel Folder Requested	<u>7/8/57</u>
from	<u>FBI</u>
Initials	<u>om</u>

APPROVAL AND ACCEPTANCE
(in accordance with existing personnel engagement procedures)

- A. ADMINISTRATIVE OFFICER [Signature] DATE 9 Jan 47
- B. BRANCH CHIEF Raymond G. [Signature] DATE " "
- C. CHAIRMAN, PERSONNEL REVIEW COMMITTEE [Signature] DATE 1/10/47
- D. (For the) ASSISTANT DIRECTOR [Signature] DATE 10 Jan 47
- E. CHIEF, SPECIAL FUNDS _____ DATE _____

FORM NO.
SEP 1946 33-1

SECRET

SECRET

27 NOV 1968

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Birch D. O'NEAL
Q April 1967 - 22 November 1968

Mr. O'Neal has had years of experience in the field of special investigations, Domestic and foreign. This includes prior service with the FBI. Special complex and sensitive counterintelligence cases requiring detailed research and analysis are handled by Mr. O'Neal. He seeks economy where applicable and he is a competent supervisor.

James R. Hunt
James R. Hunt
Acting Chief
Counter Intelligence Staff

EMPLOYEE SIGNATURE:

Birch D. O'Neal

29 November 1968
Date

REVIEWING OFFICIAL:

James Angleton
James Angleton
Chief, Counter Intelligence Staff

Date

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 058553	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) O'NEAL, BIRCH D.			2. DATE OF BIRTH 06/01/13	3. SEX M	4. GRADE 5. SD GS-16 D
6. OFFICIAL POSITION TITLE Ops Officer Ch			7. OFF DIV/BR OF ASSIGNMENT DDP/CI	8. CURRENT STATION Washington, D. C.	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) SPECIAL (Specify):			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P. April 1968			12. REPORTING PERIOD (From- to-) 1 April 1967 - 31 March 1968		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).					RATING LETTER
SPECIFIC DUTY NO. 1					RATING LETTER
SPECIFIC DUTY NO. 2					RATING LETTER
SPECIFIC DUTY NO. 3					RATING LETTER
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					S

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				058553 ✓	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) O'NEAL, BIRCH D.			2. DATE OF BIRTH 06/01/13	3. SEX M	4. GRADE GS-16
5. OFFICIAL POSITION TITLE OPS OFFICER CH			7. OFF/DIV/BR OF ASSIGNMENT DDP/CI	8. CURRENT STATION WASH., D.C.	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
SPECIAL (Specify):			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P. April 1967			12. REPORTING PERIOD (From - to) 1 April 1966 - 31 March 1967		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
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List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
SPECIFIC DUTY NO. 2					RATING LETTER
SPECIFIC DUTY NO. 3					RATING LETTER
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S

W

SECRET

21 NOV 1967

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Birch D. O'NEAL
(1 April 1966 - 31 March 1967)

Mr. O'Neal has been Chief of the [] since its inception. As a former FBI employee he brought a wealth of investigative knowledge to the Staff. He continues to handle detailed research and analysis of special complex and sensitive counterintelligence cases in a highly effective manner. He is a competent supervisor and realizes the value of economy.

James R. Hunt
James R. Hunt
Deputy Chief
Counter Intelligence Staff

EMPLOYEE SIGNATURE:

Birch D. O'Neal

21 Nov. 1967
Date

REVIEWING OFFICIAL:

James Angleton
James Angleton
Chief, Counter Intelligence Staff

22 Nov 1967
Date

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				058553			
SECTION A				GENERAL			
1. NAME (Last) (First) (Middle) O'NEAL, BIRCH D			2. DATE OF BIRTH 06/01/13	3. SEX M	4. GRADE GS-16	5. SD D	
6. OFFICIAL POSITION TITLE OPS OFFICER CH			7. OFF/DIV/BR OF ASSIGNMENT DDP/CI/		8. CURRENT STATION WASH., D.C.		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT				
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER-PROVISIONAL (See Instructions - Section C) SPECIAL (Specify):			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE SPECIAL (Specify):				
11. DATE REPORT DUE IN O.P. 30 April 1966			12. REPORTING PERIOD (From - to) 1 April 1965 - 31 March 1966				
SECTION B				PERFORMANCE EVALUATION			
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
SPECIFIC DUTIES							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1							RATING LETTER
SPECIFIC DUTY NO. 2							RATING LETTER
SPECIFIC DUTY NO. 3							RATING LETTER
SPECIFIC DUTY NO. 4							RATING LETTER
SPECIFIC DUTY NO. 5							RATING LETTER
SPECIFIC DUTY NO. 6							RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.							RATING LETTER S

14-00000

SECRET

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Birch D. O'NEAL
(1 April 1965 - 31 March 1966)

Mr. O'Neal continues to be engaged in special complex and sensitive counterintelligence cases which require detailed analysis. His performance is always at a high level. He supervises his personnel competently and he follows good government economy practices.

James R. Hunt
James R. Hunt
Deputy Chief
Counter Intelligence Staff

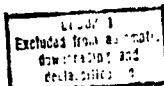
EMPLOYEE SIGNATURE:

Birch D. O'Neal

REVIEWING OFFICIAL:

J. Angleton
James Angleton
Chief, Counter Intelligence Staff

SECRET



SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				058553	
SECTION A		GENERAL			
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE 5. SD
O'NEAL, BIRCH D			06/01/13	M	GS-15 D
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT 8. CURRENT STATION		
IO-CI			DDP/CI Wash., D.C.		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER-PROVISIONAL (See Instructions - Section C) SPECIAL (Specify):			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
30 April 1965			1 April 1964 - 31 March 1965		
SECTION B		PERFORMANCE EVALUATION			
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
See Attached Memorandum					
SPECIFIC DUTY NO. 2					RATING LETTER
SPECIFIC DUTY NO. 3					RATING LETTER
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					
21 APR 1965					S

SECRET

16 APR 1965

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Birch D. O'Neal
(1 April 1964 - 31 March 1965)

There has been no change in assignment during the reporting period. Mr. O'Neal has been engaged for the major part of the time in conducting and performing complex research in connection with several sensitive counterintelligence cases. His performance has continued at a high level without interruption. He is a competent supervisor and follows economical practices.

James R. Hunt
(James R. Hunt
Deputy Chief
Counter Intelligence Staff

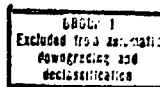
EMPLOYEE SIGNATURE:

Birch D. O'Neal

REVIEWING OFFICIAL:

J. Angleton
James Angleton
Chief, Counter Intelligence Staff

SECRET



SECRET
(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER	
PM					058553	
SECTION A GENERAL						
1. NAME (Last) (First) (Middle) O'NEAL, BIRCH D			2. DATE OF BIRTH 06/01/13	3. SEX M	4. GRADE GS-15	5. SD D
6. OFFICIAL POSITION TITLE IO-CI			7. OFF/DIV/BR OF ASSIGNMENT DDP/CI STAFF		8. CURRENT STATION Washington, D.C.	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) SPECIAL (Specify):			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P. 30 April 1964			12. REPORTING PERIOD (From - to) 1 April 1963 - 31 March 1964			
SECTION B PERFORMANCE EVALUATION						
<p>W - <u>Weak</u> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - <u>Adequate</u> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - <u>Proficient</u> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - <u>Strong</u> Performance is characterized by exceptional proficiency.</p> <p>O - <u>Outstanding</u> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>						
SPECIFIC DUTIES						
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).						RATING LETTER
SPECIFIC DUTY NO. 1						
SPECIFIC DUTY NO. 2						RATING LETTER
SPECIFIC DUTY NO. 3						RATING LETTER
SPECIFIC DUTY NO. 4						RATING LETTER
SPECIFIC DUTY NO. 5						RATING LETTER
SPECIFIC DUTY NO. 6						RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION						
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER S
29 APR 1964						

14-00000

SECRET

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Birch D. O'NEAL
(1 April 1963 - 31 March 1964)

There has been no change in duties during the reporting period and the caliber of the performance of this career officer has continued at a high level without interruption. He is thorough and analytical and makes a material contribution to the accomplishment of the Counter-Intelligence mission of the Agency. He is alert to the necessity for economy and performs capably as a supervisor.

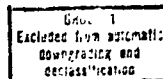
James R. Hunt, Jr.
James R. Hunt, Jr.
Deputy Chief
Counter Intelligence Staff

Birch D. O'Neal
EMPLOYEE SIGNATURE

REVIEWING OFFICIAL:

J. Angleton
James Angleton
Chief, Counter Intelligence Staff

SECRET



15 April 1963

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Birch O'NEAL
(1 April 1962 - 31 March 1963)

Mr. O'Neal has continued in the position of Chief, [redacted] Counter Intelligence Staff during this reporting period. He capably performs and directs the work of this group, and during the past year has performed commendably in the handling of certain sensitive matters. He is thorough and reliable. Mr. O'Neal's continuity in this job increases the value of his services to the Agency.

James R. Hunt, Jr.
James R. Hunt, Jr.
Deputy Chief, Counter Intelligence Staff

Birch O'Neal
Employee Signature

Reviewing Official:

J. Angleton
James Angleton
Chief, Counter Intelligence Staff

25 APR 1963
me

4-00000

SECRET

SEP
1962

Mth

23 August 1962

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Birch O'NEAL

1 April 1960 - 31 August 1962

1. There has been no change during the reporting period in the highly efficient performance of Mr. O'Neal in his position as C/CI/ ☐.

2. We recommend his continuation in this assignment where continuity is a requirement.

James R. Hunt Jr.
James R. Hunt, Jr.
Acting Chief, Counter Intelligence Staff

Memorandum has been seen by employee.

SECRET

SECRET

3 April 1961

MEMORANDUM FOR: Director of Personnel

SUBJECT: Fitness Report

1. Fitness report was submitted in memorandum form on 20 December 1960 for the following person:

O'NEAL, Birch

2. There has been no change in assignment and the evaluation remains the same for the reporting period ending 31 March 1961.

Signed: S. H. [redacted]

M. Herman Horton
Deputy Chief
Counter Intelligence Staff

MAY 11 1961

MAY 11 11 03 AM '61

OFFICE OF PERSONNEL

30 DEC 1960
T-1

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Birch O'Neal
1 April 1959 - 31 March 1960

1. Mr. O'Neal is in the same position, doing the same job, in the same efficient manner as was reflected in his last fitness report.
2. At some point in the future Mr. O'Neal would like to go overseas again. The CI Staff is perfectly happy to have him remain here indefinitely.

S. H. Horton

S. H. Horton
Acting Chief
Counter Intelligence Staff

SECRET
(When Filled In)

OCT 1959

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 158553												
SECTION A GENERAL																
1. NAME (Last) (First) (Middle) O'NEAL, Birch D.			2. DATE OF BIRTH 1 June 1913		3. SEX M		4. GRADE GS-15									
5. SERVICE DESIGNATION SD/DI			6. OFFICIAL POSITION TITLE IO- CI - Div Ch			7. OFFICER/BR OF ASSIGNMENT DDP/CI										
8. CAREER STAFF STATUS				9. TYPE OF REPORT												
<input type="checkbox"/> NOT ELIGIBLE <input checked="" type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED <input type="checkbox"/> PENDING <input type="checkbox"/> DECLINED <input type="checkbox"/> DENIED				<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT/SUPERVISOR <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT/EMPLOYEE												
10. DATE REPORT DUE IN O.P. 30 April 1959		11. REPORTING PERIOD From 11 Feb 58 thru Apr 59		12. SPECIAL (Specify)												
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES																
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).																
1 - Unsatisfactory		2 - Barely adequate		3 - Acceptable		4 - Competent		5 - Excellent		6 - Superior		7 - Outstanding				
SPECIFIC DUTY NO. 1 Directs special investigations				RATING NO. 7		SPECIFIC DUTY NO. 4 Supervises small staff				RATING NO. 5						
SPECIFIC DUTY NO. 2 Coordination of most sensitive matters between CI and Office of Security				RATING NO. 7		SPECIFIC DUTY NO. 5 Prepares final reports and memos				RATING NO. 6						
SPECIFIC DUTY NO. 3				RATING NO.		SPECIFIC DUTY NO. 6				RATING NO.						
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION																
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.																
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.												RATING NO. <div style="border: 1px solid black; padding: 5px; text-align: center; width: 40px; margin: 0 auto;">6</div>				
SECTION D DESCRIPTION OF THE EMPLOYEE																
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee																
1 - Least possible degree		2 - Limited degree		3 - Normal degree		4 - Above average degree		5 - Outstanding degree								
CHARACTERISTICS								NOT APPLICABLE		NOT OBSERVED		RATING				
GETS THINGS DONE																
RESOURCEFUL																
ACCEPTS RESPONSIBILITIES																
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES																
DOES HIS JOB WITHOUT STRONG SUPPORT																
FACILITATES SMOOTH OPERATION OF HIS OFFICE																
WRITES EFFECTIVELY																
SECURITY CONSCIOUS																
THINKS CLEARLY																
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS																
OTHER (Specify):																

SEE SECTION "E" ON REVERSE SIDE

SECRET

(When Filled In)

OFFICE OF PERSONNEL

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Employee is and has been a senior employee for some time. No training recommended; he is already a senior and experienced officer.

Employee is an intense person, who does not relax enough. He should not be chief of a large station, nor supervise a large number of employees engaged in diverse work and having numerous problems.

SECTION F CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

I certify that I have seen Sections A, B, C, D and E of this Report.

DATE

SIGNATURE OF EMPLOYEE

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

36

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

Has outstanding rating; no weaknesses to discuss. Orally advised of contents.

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN LAST 90 DAYS

OTHER (Specify):

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

28 Sept. 1959

Deputy Chief, CI Staff

S. H. Horton

3.

BY REVIEWING OFFICIAL

☒

I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.

I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

Chief, CI Staff

James Angleton

SECRET

SECRET
(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item A, of Section "A" below.

SECTION A.

GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
O'NEAL, Birch D.	1 June 1913	M	SD/DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE		
DDP/CI	IO/CI/CH		
7. GRADE	8. DATE REPORT DUE IN	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-15		11 February 1957--11 February 1958	
10. TYPE OF REPORT (Check one)	INITIAL	REASSIGNMENT-SUPERVISOR	SPECIAL (Specify)
<input checked="" type="checkbox"/> ANNUAL		REASSIGNMENT-EMPLOYEE	

SECTION B.

CERTIFICATION

1. FOR THE RATER: THIS REPORT ☒ HAS ☒ HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT.
A senior official with an outstanding rating. No weaknesses to discuss. Have advised him orally of contents.

A. CHECK (X) APPROPRIATE STATEMENTS:

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

B. THIS DATE **5 August 1958** C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR **S. H. Horton** D. SUPERVISOR'S OFFICIAL TITLE **DC/CI**

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

BY *[Signature]* DATE **14 Aug 58**
RG 8/21/58

☐ CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE **5 Aug 58** B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL **James Angleton** C. OFFICIAL TITLE OF REVIEWING OFFICIAL **C/CI**

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

<div style="border: 1px solid black; padding: 5px; width: 30px; text-align: center; margin: 0 auto;">6</div> INSERT RATING NUMBER	1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
	2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
	3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
	4. PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
	5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
	6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

This is a senior employee who is doing the same job he has done for years in the same competent manner. Therefore, the Fitness Report is the same.

SECRET

(When Filled In)

7. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES		OFFICE OF PERSONNEL																									
DIRECTIONS: a. State in the spaces below up to six of the more important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties. b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty. c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate those who supervise a secretary only). d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility. e. Two individuals with the same job title may be performing different duties. If rate them on different duties. f. Be specific. Examples of the kind of duties that might be rated are: <table style="width: 100%; font-size: small;"> <tr> <td>ORAL BRIEFING</td> <td>HAS AND USES AREA KNOWLEDGE</td> <td>CONDUCTS INTERROGATIONS</td> </tr> <tr> <td>GIVING LECTURES</td> <td>DEVELOPS NEW PROGRAMS</td> <td>PREPARES SUMMARIES</td> </tr> <tr> <td>CONDUCTING SEMINARS</td> <td>ANALYZES INDUSTRIAL REPORTS</td> <td>TRANSLATES GERMAN</td> </tr> <tr> <td>WRITING TECHNICAL REPORTS</td> <td>MANAGES FILES</td> <td>DEBRIEFING SOURCES</td> </tr> <tr> <td>CONDUCTING EXTERNAL LIAISON</td> <td>OPERATES RADIO</td> <td>KEEPS INDEX</td> </tr> <tr> <td>TYPING</td> <td>COORDINATES WITH OTHER OFFICES</td> <td>DRIVES TRUCK</td> </tr> <tr> <td>TAKING DICTATION</td> <td>WRITES REGULATIONS</td> <td>MAINTAINS AIR CONDITIONING</td> </tr> <tr> <td>SUPERVISING</td> <td>PREPARES CORRESPONDENCE</td> <td>EVALUATES SIGNIFICANCE OF DATA</td> </tr> </table>				ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS	GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES	CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN	WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES	CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS INDEX	TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK	TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING	SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA
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SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA																									
g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.																											
DESCRIPTIVE RATING NUMBER	1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY 2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY 3 - PERFORMS THIS DUTY ACCEPTABLY 4 - PERFORMS THIS DUTY IN A COMPETENT MANNER 5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB	6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS 7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY																									
SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING NUMBER																								
Directs special investigations	7	Supervises small staff	5																								
SPECIFIC DUTY NO. 2	RATING NUMBER	SPECIFIC DUTY NO. 5	RATING NUMBER																								
Coordination of most sensitive matters between CI Staff and Office of Security	7	Prepares final reports and memos	6																								
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6	RATING NUMBER																								
8. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.																											
SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION DIRECTIONS: Take into account here everything you know about the individual....productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents....and how he fits in with your team. Compare him with others doing similar work of about the same level.																											
<div style="border: 1px solid black; width: 30px; height: 30px; display: flex; align-items: center; justify-content: center; margin: 0 auto;">6</div> RATING NUMBER	1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED 2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW 3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION 4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION 5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS 6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION 7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR THE ORGANIZATION																										
IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? <input type="checkbox"/> YES <input type="checkbox"/> NO. IF YES, EXPLAIN FULLY:																											

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OI no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E.

GENERAL

1. NAME (Last) (First) (Middle) O'NEAL, Birch D.	2. DATE OF BIRTH 1 June 1913	3. SEX M	4. SERVICE DESIGNATION SD:DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT DDP/CI/		6. OFFICIAL POSITION TITLE IO/CI/CH	
7. GRADE GS-15	8. DATE REPORT DUE IN OP 11 February 1957--11 February 1958		9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
10. TYPE OF REPORT (Check one)	SPECIAL (Specify)		
<input checked="" type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT EMPLOYEE		

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED		
A. THIS DATE 5 August 1958	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR <i>S. H. Horton</i> S. H. Horton	C. SUPERVISOR'S OFFICIAL TITLE DC/CI
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.		
A. THIS DATE 1958	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL <i>James Angleton</i> James Angleton	C. OFFICIAL TITLE OF REVIEWING OFFICIAL C/CI

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

5	1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
	2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
3	3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
	4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
2	5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
	6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
1	7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE PER WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? ☒ Yes ☐ No If your answer is YES, indicate below your opinion of guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER	0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION	1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION	2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION	3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION
ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION		
3	1	A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor)		
	0	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)		
3		A GROUP WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)		
	0	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT		
2/3	1	WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION		
2/3		WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX		
		OTHER (Specify)		

SECRET

(When Filled In)

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATIC EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION OF PERSONNEL
24 mos.

4. COMMENTS CONCERNING POTENTIAL

He is and has been a senior employee for some time.

AUG 13 8 57 AM '58

MAIL ROOM

SECTION II.

FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

None - is already a senior and experienced officer.

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

He is an intense person, who does not relax enough. He should not be chief of a large station nor supervise a large number of persons engaged in diverse work and having numerous problems.

SECTION I.

DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
5	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	4	12. SHOWS ORIGINALITY	5	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
4	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITIES	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	4	24. WORKS WELL UNDER PRESSURE
X	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	5	15. RESPONDS WELL TO SUPERVISION	5	25. DISPLAYS JUDGEMENT
5	6. KNOWS WHEN TO SEEK ASSISTANCE	4	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
4	7. CAN GET ALONG WITH PEOPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
4	8. HAS MEMORY FOR FACTS	5	18. IS OBSERVANT	4	28. HIS CRITICISM IS CONSTRUCTIVE
4	9. GETS THINGS DONE	4	19. THINKS CLEARLY	4	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
4	10. CAN COPE WITH EMERGENCIES	4	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	4	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section "A" below.

SECTION A.

GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
O'NEAL Birch D.	1 June 1913	M	SD/DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT		6. OFFICIAL POSITION TITLE	
DDP/CI/SIU		IO-CI-CH	
7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-15	11 February 1957	11 February 1956 - 11 February 1957	
10. TYPE OF REPORT (Check one)	INITIAL	REASSIGNMENT-SUPERVISOR	SPECIAL (Specify)
<input checked="" type="checkbox"/> ANNUAL		REASSIGNMENT-EMPLOYEE	

SECTION B.

CERTIFICATION

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

Rating is so high - no point in showing to him.

A. CHECK (X) APPROPRIATE STATEMENTS:

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

B. THIS DATE: 10 May 1957
 C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR: S. H. Horton
 D. SUPERVISOR'S OFFICIAL TITLE: Deputy Chief, CI Staff

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

BY: <i>R</i>	DATE: 21 MAY 1957
FOR: <i>jm</i>	6/11/57

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE: *11*
 B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL: James Angleton
 C. OFFICIAL TITLE OF REVIEWING OFFICIAL: Chief, CI Staff

SECTION C.

JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

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

COMMENTS:

SECRET

Performance

(4)

SECRET

(When Filled In)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES																											
<p>DIRECTIONS:</p> <p>a. State in the spaces below up to six of the more important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.</p> <p>b. Rate performance on each specific duty considering ONLY effectiveness in performance <i>May 1957</i> specific duty.</p> <p>c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as <i>331857</i> those who supervise a secretary only).</p> <p>d. Compare in your mind, when possible, the individual being rated with others performing the same <i>57</i> at a similar level of responsibility.</p> <p>e. Two individuals with the same job title may be performing different duties. If so, <i>Rate them on different</i> duties.</p> <p>f. Be specific. Examples of the kind of duties that might be rated are:</p> <table border="0"> <tr> <td>ORAL BRIEFING</td> <td>HAS AND USES AREA KNOWLEDGE</td> <td>CONDUCTS INTERROGATIONS</td> </tr> <tr> <td>GIVING LECTURES</td> <td>DEVELOPS NEW PROGRAMS</td> <td>PREPARES SUMMARIES</td> </tr> <tr> <td>CONDUCTING SEMINARS</td> <td>ANALYZES INDUSTRIAL REPORTS</td> <td>TRANSLATES GERMAN</td> </tr> <tr> <td>WRITING TECHNICAL REPORTS</td> <td>MANAGES FILES</td> <td>DEBRIEFING SOURCES</td> </tr> <tr> <td>CONDUCTING EXTERNAL LIAISON</td> <td>OPERATES RADIO</td> <td>KEEPS BOOKS</td> </tr> <tr> <td>TYPING</td> <td>COORDINATES WITH OTHER OFFICES</td> <td>DRIVES TRUCK</td> </tr> <tr> <td>TAKING DICTATION</td> <td>WRITES REGULATIONS</td> <td>MAINTAINS AIR CONDITIONING</td> </tr> <tr> <td>SUPERVISING</td> <td>PREPARES CORRESPONDENCE</td> <td>EVALUATES SIGNIFICANCE OF DATA</td> </tr> </table> <p>g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.</p>				ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS	GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES	CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN	WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES	CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS	TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK	TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING	SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA
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<p>DESCRIPTIVE RATING NUMBER</p> <table border="0"> <tr> <td>1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY</td> <td>6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS</td> </tr> <tr> <td>2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY</td> <td>7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY</td> </tr> <tr> <td>3 - PERFORMS THIS DUTY ACCEPTABLY</td> <td></td> </tr> <tr> <td>4 - PERFORMS THIS DUTY IN A COMPETENT MANNER</td> <td></td> </tr> <tr> <td>5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB</td> <td></td> </tr> </table>				1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY	6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS	2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY	7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY	3 - PERFORMS THIS DUTY ACCEPTABLY		4 - PERFORMS THIS DUTY IN A COMPETENT MANNER		5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB															
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SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING NUMBER																								
Directs special investigations	7	Supervises small staff	5																								
SPECIFIC DUTY NO. 2	RATING NUMBER	SPECIFIC DUTY NO. 5	RATING NUMBER																								
Coordination of most sensitive matters between CI Staff and Office of Security	7	Prepares final reports and memos	6																								
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6	RATING NUMBER																								
<p>3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE</p> <p>DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.</p> <p> </p> <p> </p> <p> </p>																											
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<p>IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. IF YES, EXPLAIN FULLY:</p> <p> </p> <p> </p> <p> </p>																											

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the SA no later than 30 days after the due date indicated in item 8 of Section "F" below.

SECTION E.

GENERAL

1. NAME (Last) (First) (Middle) O'NEAL Birch D.	2. DATE OF BIRTH 1 June 1913	3. SEX M	4. SERVICE DESIGNATION SD/DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT DDP/CI/SIU		6. OFFICIAL POSITION TITLE IO-CI-CH	
7. GRADE GS-15	8. DATE REPORT DUE IN 90 11 February 1957	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 11 February 1956 - 11 February 1957	
10. TYPE OF REPORT (Check one) <input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT-SUPERVISOR <input type="checkbox"/> REASSIGNMENT-EMPLOYEE	SPECIAL (Specify)		

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED		
A. THIS DATE 10 May 1957	B. TYPE OF PRINTED NAME AND SIGNATURE OF SUPERVISOR S. H. Horton	C. SUPERVISOR'S OFFICIAL TITLE Deputy Chief, CI Staff
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.		
A. THIS DATE 10 May 1957	B. TYPE OF PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL James Angleton	C. OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, CI Staff

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

5	1. ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
	2. HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
4	3. MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
	4. READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
3	5. WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
	6. ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
2	7. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has (this person the ability to be a supervisor? ☒ Yes ☐ No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER	0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION	
	1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION	
	2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION	
	3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION	
ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
3		A GROUP, SUCH AS THE BASIC JOB (truck drivers, stenographers, technicians or professional specialties of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisors)
	0	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
3		A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
	0	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
2/3		WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION
2/3		WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX
		OTHER (Specify)

SECRET

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATEE EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION **24 mos.**

4. COMMENTS CONCERNING POTENTIAL

Is and has been a senior employee for some time.

May 17 2 33 PM '57
MAIL ROOM

SECTION II. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

None--is already a senior and experienced officer.

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

He is an intense person, who does not relax enough. He should not be chief of a large station nor supervise a large number of persons engaged in diverse work and having numerous problems.

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS This section is provided as an aid to describing the individual as you see him on the job. Interpret the words laterally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

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

CATEGORY NUMBER

1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE

2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE

3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE

4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE

5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
5	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	4	12. LACKS ORIGINALITY	5	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
4	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITIES	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	4	24. DOES WELL UNDER PRESSURE
X	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	5	15. RESPONDS WELL TO SUPERVISION	5	25. DISPLAYS JUDGEMENT
5	6. ENJOYS WHEN TO SEEK ASSISTANCE	4	16. DOES HIS JOB WITHOUT NEEDING SUPPORT	5	26. IS SECURITY CONSCIOUS
4	7. CAN GET ALONG WITH PEOPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
4	8. HAS MEMORY FOR FACTS	5	18. IS OBSERVANT	4	28. HIS CRITICISM IS CONSTRUCTIVE
4	9. GETS THINGS DONE	4	19. THINKS CLEARLY	4	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
4	10. CAN COPE WITH EMERGENCIES	4	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME	4	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

SECRET

SECRET

(When Filled In)

Original - H/Pers.

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee recent under conditions specified in Regulation 20-470. It is recommended that you read the entire form before completing any portion. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section A below.

SECTION A.

GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
O'Neal Birch D.	1 June 1913	M	DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT		6. OFFICIAL POSITION TITLE	
CI Staff/Office of Chief/		IO-CI Chief/	
7. GRADE	8. DATE REPORT DUE IN	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-15	11 February 1956	11 February 1955-11 February 1956	
10. TYPE OF REPORT (Check one)	INITIAL	REASSIGNMENT-SUPERVISOR	SPECIAL (Specify)
<input checked="" type="checkbox"/> ANNUAL		REASSIGNMENT-EMPLOYEE	

SECTION B.

CERTIFICATION

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

employee on trip -- will discuss on his return.

2. CHECK (X) APPROPRIATE STATEMENTS:

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

3. THIS DATE: 17 Feb 1956
 4. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR: S. H. Horton
 5. SUPERVISOR'S OFFICIAL TITLE: Deputy Chief, CI Staff

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

BY	DATE
Posted Pos. Control	2 NOV 1956
Reviewed by PUD	H/LR

☐ CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

7. THIS DATE: 25 OCT 1956
 8. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL: James Angleton
 9. OFFICIAL TITLE OF REVIEWING OFFICIAL: Chief, CI Staff

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider (ONLY) the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him (ONLY) with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

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

COMMENTS: 5 is an overall rating. On his present job, he would be a 6.

SECRET

(When filled in)

RATINGS ON PERFORMANCE OF SPECIFIC DUTIES						
<p>DIRECTIONS:</p> <p>a. State in the spaces below up to six of the most important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.</p> <p>b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.</p> <p>c. For supervisors, ability to supervise will always be rated as a separate duty (do not rate as supervisors those who supervise a secretary only).</p> <p>d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.</p> <p>e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.</p> <p>f. Be specific. Examples of the kind of duties that might be rated are:</p> <table style="width: 100%; border: none;"> <tr> <td style="vertical-align: top;"> <ul style="list-style-type: none"> ORAL BRIEFING GIVING LECTURES CONDUCTING SEMINARS WRITING TECHNICAL REPORTS CONDUCTING EXTERNAL LIAISON TYPIST TAKING DICTATION SUPERVISING </td> <td style="vertical-align: top;"> <ul style="list-style-type: none"> HAS AND USES AREA KNOWLEDGE DEVELOPS NEW PROGRAMS ANALYZES INDUSTRIAL REPORTS MANAGES FILES OPERATES RADIO COORDINATES WITH OTHER OFFICES WRITES REGULATIONS PREPARES CORRESPONDENCE </td> <td style="vertical-align: top;"> <ul style="list-style-type: none"> CONDUCTS INTERVIEWS PREPARES SUMMARIES TRANSLATES GERMAN DEBRIEFING SOURCES KEEPS INDEX DRIVES TRUCK MAINTAINS AIR CONDITIONING EVALUATES SIGNIFICANCE OF DATA </td> </tr> </table> <p>g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a switch operator.</p>				<ul style="list-style-type: none"> ORAL BRIEFING GIVING LECTURES CONDUCTING SEMINARS WRITING TECHNICAL REPORTS CONDUCTING EXTERNAL LIAISON TYPIST TAKING DICTATION SUPERVISING 	<ul style="list-style-type: none"> HAS AND USES AREA KNOWLEDGE DEVELOPS NEW PROGRAMS ANALYZES INDUSTRIAL REPORTS MANAGES FILES OPERATES RADIO COORDINATES WITH OTHER OFFICES WRITES REGULATIONS PREPARES CORRESPONDENCE 	<ul style="list-style-type: none"> CONDUCTS INTERVIEWS PREPARES SUMMARIES TRANSLATES GERMAN DEBRIEFING SOURCES KEEPS INDEX DRIVES TRUCK MAINTAINS AIR CONDITIONING EVALUATES SIGNIFICANCE OF DATA
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<p>SPECIFIC DUTY NO. 1</p> <p>Complete reliability in handling sensitive matters</p>	<p>RATING NUMBER</p> <p>7</p>	<p>SPECIFIC DUTY NO. 4</p> <p>General DD/P ops ability</p>	<p>RATING NUMBER</p> <p>6</p>			
<p>SPECIFIC DUTY NO. 2</p> <p>Unusually good judgment</p>	<p>RATING NUMBER</p> <p>6</p>	<p>SPECIFIC DUTY NO. 3</p> <p>Ability to evaluate and analyze CE data</p>	<p>RATING NUMBER</p> <p>6</p>			
<p>SPECIFIC DUTY NO. 3</p> <p>Alert for new ideas and leads</p>	<p>RATING NUMBER</p> <p>6</p>	<p>SPECIFIC DUTY NO. 5</p> <p>Discretion</p>	<p>RATING NUMBER</p> <p>6</p>			
<p>3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE</p> <p>DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.</p> <p>No weaknesses. He is an outstanding employee.</p>						
<p>SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION</p> <p>DIRECTIONS: Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <ul style="list-style-type: none"> 1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED 2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW 3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION 4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION 5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS 6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION 7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION </td> <td style="width: 50%; vertical-align: top;"> <p>6</p> <p>RATING NUMBER</p> </td> </tr> </table> <p>IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. IF YES, EXPLAIN FULLY.</p>				<ul style="list-style-type: none"> 1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED 2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW 3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION 4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION 5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS 6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION 7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION 	<p>6</p> <p>RATING NUMBER</p>	
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SECRET

SECRET

(When Filled In)

Original Off. of Pers.

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the CI no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E.

GENERAL

1. NAME (Last) (First) (Middle) Official Birch D.	2. DATE OF BIRTH 1 June 1913	3. SEX M	4. SERVICE DESIGNATION DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT CI Staff/Office of Chief/	6. OFFICIAL POSITION TITLE IO-CI Chief/		
7. GRADE GS-15	8. DATE REPORT DUE IN OF 11 February 1956	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 11 February 1955-11 February 1956	
10. TYPE OF REPORT (Check one) <input checked="" type="checkbox"/> ANNUAL	INITIAL	REASSIGNMENT-SUPERVISOR	SPECIAL (Specify)

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED		
A. THIS DATE 17 Feb 1956	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR S. H. Horton <i>S. H. Horton</i>	C. SUPERVISOR'S OFFICIAL TITLE Deputy Chief, CI Staff
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCES OF OPINION IN ATTACHED MEMO.		
A. THIS DATE 17 Feb	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL James Angleton <i>J. Angleton</i>	C. OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, CI Staff

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

5	1. ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED	DATE
	2. HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED	1956
	3. MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN ASSUME GREATER RESPONSIBILITIES	
	4. READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES	
	5. WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING	
	6. ALREADY ASSUMING MORE RESPONSIBILITIES THAN LEVYMENT BY PRESENT LEVEL	
	7. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR PROMOTION TO HIGHER LEVEL RESPONSIBILITIES	

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? ☒ Yes ☐ No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

- DESCRIPTIVE RATING NUMBER
- 0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION
 - 1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION
 - 2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION
 - 3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
	3	A GROUP USING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor)
	0	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
	0	A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
	0	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
	3	WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION
	3	WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX
		OTHER (Specify)

SECRET

(When Filled In)

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION					
Twelve	OFFICE 9/15/50				
4. COMMENTS CONCERNING POTENTIAL					
Can handle almost any GS-15 job in DD/P that does not require a particular language or speciality. Would be very good Chief of Station or Base. Is good supervisor.					
MAIL ROOM					
SECTION II. FUTURE PLANS					
1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL					
None at present					
2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS					
No unusual factors					
SECTION I. DESCRIPTION OF INDIVIDUAL					
DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.					
<p>1. HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL</p> <p>2. APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE</p> <p>3. APPLIES TO INDIVIDUAL TO A LIMITED DEGREE</p> <p>4. APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE</p> <p>5. APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE</p> <p>6. APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE</p>					
CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
5	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSING WITH ASSOCIATES
4	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	5	12. KNOWS ORIGINALITY	5	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
4	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITIES	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	5	14. ADMITS HIS ERRORS	4	24. WOULD BELL UNDER PRESSURE
5	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	5	15. RESPONDS WELL TO SUPERVISION	5	25. DISPLAYS JUDGEMENT
5	6. KNOWS WHEN TO SEEK ASSISTANCE	4	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
5	7. CAN GET ALONG WITH PEOPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS DEBATEABLE
5	8. HAS MEMORY FOR FACTS	5	18. IS OBSERVANT	5	28. HIS CRITICISM IS CONSTRUCTIVE
4	9. GETS THINGS DONE	5	19. THINKS CLEARLY	5	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
5	10. CAN COPE WITH EMERGENCIES	4	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	5	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

SECRET

SECRET
(When Filled In)

W/1 5

FITNESS REPORT

CODED

The Fitness Report is an important factor in agency personnel management. It seeks to provide:

1. The agency selection board with information of value when considering the application of an individual for membership in the career service; and
2. A periodic record of job performance as an aid to the effective utilization of personnel.

INSTRUCTIONS

TO THE ADMINISTRATIVE OR PERSONNEL OFFICER: Consult current administrative instructions regarding the initiation and transmittal of this report.

TO THE SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stands.

Posting Rec. Card

20 APR 1955

Next report due Feb-56.

IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED

SECTION I (To be filled in by Administrative Officer)

1. NAME (Last) O'NEAL	(First) Birch	(Middle) D.	2. DATE OF BIRTH 1 June 1913	3. SEX Male	4. CAREER DESIGNATION SD-FI
5. DATE OF ENTRANCE ON DUTY 11 February 1947	6. OFFICE ASSIGNED TO DDF *	7. DIVISION WH *	8. BRANCH III *		
9. NATURE OF ASSIGNMENT <input type="checkbox"/> DEPARTMENTAL <input checked="" type="checkbox"/> FIELD	10. IF FIELD, SPECIFY STATION: Guatemala *	11. GRADE GS-0136.01-14			
12. DATE THAT THIS REPORT IS DUE 11 February 1955	13. PERIOD COVERED BY THIS REPORT (Inclusive dates) 28 February 1954 - 11 February 1955				

Ann Ogo (0136.01) SECTION II (To be filled in by Supervisor)
1. CURRENT POSITION * **Mr. O'Neal was on a Special Assignment with the Security Research Staff, Security Office from July 1954 to Feb. 1955**
2. WHAT SPECIFIC ASSIGNMENTS OR TASKS ARE TYPICAL OF THOSE GIVEN TO HIM DURING THE PAST THREE TO SIX MONTHS (List in order of frequency):

1. Conducted research on an individual counter-intelligence case of great importance to national security, utilizing and analyzing sensitive source material.
2. Conducted liaison with top officials of two [redacted] organizations relating to a sensitive counter-intelligence case.
3. Directed investigation and personally investigated sensitive aspects of a counter-intelligence case on a world wide basis.
4. Assisted in other counter-intelligence cases.

READ THE ENTIRE FORM BEFORE ATTEMPTING TO COMPLETE ANY ITEM

SECTION III

I certify that, during the latter half of the period covered by this report, I have discussed with the rated individual the manner in which he has performed his job and provided suggestions and criticisms wherever needed. I believe that his understanding of my evaluation of his performance is consistent with my evaluation of him as evidenced by this fitness report and I have informed him of his strengths, weaknesses, and on-the-job effectiveness. If performance during the report period has been unsatisfactory, there is attached a copy of the memorandum notifying him of unsatisfactory performance.

This report ☒ has ☐ has not been shown to the individual rated

THIS DATE
11 March 1955

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

THIS DATE
SIGNATURE OF REVIEWING OFFICIAL (Official next higher in line of authority)

SECRET
(When Filled In)

SECTION IV

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

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

STATEMENTS		CATEGORIES					
		NOT OB- SERVED	DOES NOT APPLY	APPLIES TO A LIMITED DEGREE	APPLIES TO A REASONABLE DEGREE	APPLIES TO AN ABOVE AVERAGE DEGREE	APPLIES TO AN OUTSTANDING DEGREE
A. ABLE TO SEE ANOTHER'S POINT OF VIEW.	SAMPLES			X			
B. PRACTICAL.						X	
1. A GOOD REPORTER OF EVENTS.							X
2. CAN MADE DECISIONS ON HIS OWN WHEN NEED ARISES.							X
3. CAUTIOUS IN ACTION.						X	
4. HAS INITIATIVE.							X
5. UNEMOTIONAL.							X
6. ANALYTIC IN HIS THINKING.							X
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.						X	
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.							X
9. HAS SENSE OF HUMOR.						X	
10. KNOWS WHEN TO SEEK ASSISTANCE.						X	
11. CALM.							X
12. CAN GET ALONG WITH PEOPLE.							X
13. MEMORY FOR FACTS.							X
14. GETS THINGS DONE.						X	
15. KEEPS ORIENTED TOWARD LONG TERM GOALS.							X
16. CAN COPE WITH EMERGENCIES.						X	
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.							X
18. HAS STAMINA; CAN KEEP GOING A LONG TIME.							X
19. HAS WIDE RANGE OF INFORMATION.						X	
20. SHOWS ORIGINALITY.						X	
21. ACCEPTS RESPONSIBILITIES.							X
22. ADMITS HIS ERRORS.						X	
23. RESPONDS WELL TO SUPERVISION.							X
24. EVEN DISPOSITION.						X	
25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT						X	

SECRET

SECRET

SECRET
(When Filled In)

<p>C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS ALL OTHER CONSIDERATIONS:</p> <p align="center">Ability to concentrate and follow through on an assignment.</p>	
<p>D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? <input checked="" type="checkbox"/> NO <input type="checkbox"/> YES. IF YES, WHY?</p>	
<p>E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?</p> <p align="center">None</p>	
<p>F. OTHER COMMENTS (Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person): Mr. O'Neal will carefully study, plan and analyze a problem before taking action. This may initially create the impression of slowness, but because of superior planning, the net result is a high degree of efficiency.</p>	
<p>SECTION VI</p> <p><i>Read all descriptions before rating. Place "X" in the most appropriate box under subsections A,B,C,&D</i></p>	
<p>A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.</p> <p><input type="checkbox"/> 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.</p> <p><input type="checkbox"/> 2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.</p> <p><input type="checkbox"/> 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.</p> <p><input type="checkbox"/> 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.</p> <p><input type="checkbox"/> 5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.</p> <p><input checked="" type="checkbox"/> 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.</p> <p>IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? <input type="checkbox"/> NO <input type="checkbox"/> YES. IF YES, WHAT?</p> <p align="center">Mr. O'Neal was on TDY with this office. He is fully qualified for continued work in this office.</p>	<p>C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the agency.</p> <p><input type="checkbox"/> 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY... WILL DEFINITELY LEAVE THE AGENCY AT THE FIRST OPPORTUNITY.</p> <p><input type="checkbox"/> 2. HAS STRONG NEGATIVE ATTITUDE TOWARD AGENCY... IRRKED BY RESTRICTIONS... REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.</p> <p><input type="checkbox"/> 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE AGENCY... BOTHERED BY MINOR FRUSTRATIONS... WILL QUIT IF THESE CONTINUE.</p> <p><input type="checkbox"/> 4. HIS ATTITUDE TOWARD THE AGENCY IS INDIFFERENT... HAS "WAIT AND SEE" ATTITUDE... WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.</p> <p><input type="checkbox"/> 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD AGENCY... MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR AGENCY... THINKS IN TERMS OF A CAREER IN THE AGENCY.</p> <p><input checked="" type="checkbox"/> 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE AGENCY... BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE AGENCY.</p> <p><input type="checkbox"/> 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE AGENCY... WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE AGENCY.</p>
<p>B. DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities normally indicated by promotion.</p> <p><input type="checkbox"/> 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.</p> <p><input type="checkbox"/> 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.</p> <p><input type="checkbox"/> 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.</p> <p><input checked="" type="checkbox"/> 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.</p> <p><input type="checkbox"/> 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.</p> <p><input type="checkbox"/> 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.</p>	<p>D. DIRECTIONS: Consider everything you know about this person in making your ratings... skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.</p> <p><input type="checkbox"/> 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.</p> <p><input type="checkbox"/> 2. OF DOUBTFUL SUITABILITY... WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.</p> <p><input type="checkbox"/> 3. A BARELY ACCEPTABLE EMPLOYEE... DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.</p> <p><input type="checkbox"/> 4. A TYPICAL EMPLOYEE... HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE AGENCY.</p> <p><input type="checkbox"/> 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.</p> <p><input checked="" type="checkbox"/> 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE AGENCY.</p> <p><input type="checkbox"/> 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE AGENCY.</p>

SECRET

Case officer and staff work. Responsibility, under the Operations Officer, for action against

4. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT: LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE, AND DATE COMPLETED. **None**

PROFICIENCY IN FOREIGN LANGUAGE	READING EXC. GOOD FAIR	WRITING EXC. GOOD FAIR	UNDERSTANDING EXC. GOOD FAIR
French	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
German	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Spanish	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Portuguese	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN U.S. STATE) LOCATION: **Base Chief** **Salzburg of Western Europe**

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT, WHICHEVER IS LATER? MARITAL STATUS: ☒ YES ☒ NO NUMBER OF DEPENDENTS: ☒ YES ☒ NO EMERGENCY ADDRESSEE: ☒ YES ☒ NO LEGAL ADDRESS: ☒ YES ☒ NO

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAME, ADDRESS, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

28 January 1952

DATE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT: DATE FROM: **June '51** DATE TO: **25 Jan 52** OCCASION FOR REPORT: ☒ ANNUAL ☐ REASSIGNMENT OF REPORTING OFFICER ☐ PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON: ☒ COVERING INITIAL 90 DAYS OF EMPLOYMENT

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? ☒ YES ☒ NO IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? ☒ YES ☒ NO IF SO, WHAT DUTY OR DUTIES: **Base Chief or Ops chief**

directing other case officers.

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 7? ☒ YES ☐ NO IF NO, EXPLAIN IN SECTION 11. HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? ☒ YES ☒ NO DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? ☒ YES ☒ NO IF SO, TO WHAT GRADE AND FOR WHAT POSITION? **GS-13**

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION. THESE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT EVALUATE THE COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT LEAVE TO MARK NOT OBSERVED ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSERVED	UNSATISFACTORY	FAIR	GOOD	VERY GOOD	EXCELLENT	OUTSTANDING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE							<input checked="" type="checkbox"/>
B. INTEREST AND ENTHUSIASM IN WORK							<input checked="" type="checkbox"/>
C. SECURITY CONSCIOUSNESS						<input checked="" type="checkbox"/>	
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS						<input checked="" type="checkbox"/>	
E. ATTENTION TO DUTY						<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
F. JUDGMENT AND COMMON SENSE						<input checked="" type="checkbox"/>	
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE							<input checked="" type="checkbox"/>
H. DISCRETION							<input checked="" type="checkbox"/>
I. INITIATIVE						<input checked="" type="checkbox"/>	
J. ABILITY TO HANDLE AND DIRECT PEOPLE						<input checked="" type="checkbox"/>	
K. PERFORMANCE OF PRESENT DUTIES (ITEM 7)							<input checked="" type="checkbox"/>
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						<input checked="" type="checkbox"/>	
M. FACT							<input checked="" type="checkbox"/>
N. SAGACITY (NONAQUILIBRITY)						<input checked="" type="checkbox"/>	
O. LEADERSHIP						<input checked="" type="checkbox"/>	
P. PHYSICAL STAMINA						<input checked="" type="checkbox"/>	
Q. MENTAL STAMINA						<input checked="" type="checkbox"/>	

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU: DEFINITELY PREFER NOT TO HAVE HIM? ☐ BE SATISFIED TO HAVE HIM? ☒ BE PLEASED TO HAVE HIM? ☐ PARTICULARLY PLEASED TO HAVE HIM? ☐ DISLIKE HIM? ☐

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF, WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND OR SERIOUS LIMITATIONS SHOULD BE STATED. ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

In the ten months Subj has been under my supervision he has shown an outstanding ability to get work done, even under the pressure of an unusually heavy work load. Subj's willingness to take on additional duties and his indefatigable efforts to discharge all responsibilities are also considered outstanding. Subj's operational and liaison experience show plainly in his handling of ops problems. Subj's ability to organize material and budget his time for greatest efficiency improved notably in the past months. Subj is in every sense a senior intelligence officer.

(IF ADDITIONAL SPACE IS NEEDED ATTACH EXTRA SHEET)

29 January 1952

DATE

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT, EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

SIGNATURE OF REVIEWING OFFICER

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON

CONFIDENTIAL

REPORT OF EFFICIENCY RATING

ADMINISTRATIVE-UNOFFICIAL
OFFICIAL
REGULAR (☒) SPECIAL ()
PROBATIONAL ()

As of 20 Sept 1950 based on performance during period from 20 Mar 1950 to 20 Sept 1950

Birch D. O'Neal Intelligence Officer GS-130-13
(Name of employee) (Title of position, service, and grade)

IASS
(Organization—Indicate bureau, division, section, unit, field station)

ON LINES BELOW MARK EMPLOYEE	1. Study the instructions in the Rating Official's Guide, C. S. C. Form No. 3823A. 2. Underline the elements which are especially important in the position. 3. Rate only on elements pertinent to the position. a. Do not rate on elements in <i>italics</i> except for employees in administrative, supervisory, or planning positions. b. Rate administrative, supervisory, and planning functions on elements in <i>italics</i> .	CHECK ONE
<input checked="" type="checkbox"/> If adequate		Administrative, supervisory, or planning..... <input checked="" type="checkbox"/>
<input type="checkbox"/> If weak		All others..... <input type="checkbox"/>
<input checked="" type="checkbox"/> If outstanding		

- (1) Maintenance of equipment, tools, instruments.
- (2) Mechanical skill.
- (2) Skill in the application of techniques and procedures.
- (4) Presentability of work (appropriateness of arrangement and appearance of work).
- (5) Attention to broad phases of assignments.
- ☒ (6) Attention to pertinent detail.
- (7) Accuracy of operations.
- ☒ (8) Accuracy of final results.
- ☒ (9) Accuracy of judgments or decisions.
- ☒ (10) Effectiveness in presenting ideas or facts.
- (11) Industry.
- (12) Rate of progress on or completion of assignments.
- (13) Amount of acceptable work produced. (Is mark based on production records?) (Yes or no)
- ☒ (14) Ability to organize his work.
- ☒ (15) Effectiveness in meeting and dealing with others.
- ☒ (16) Cooperativeness.
- (17) Initiative.
- (18) Resourcefulness.
- ☒ (19) Dependability.
- (20) Physical fitness for the work.

- ☒ (21) Effectiveness in planning broad programs.
- (22) Effectiveness in adapting the work program to broader or related programs.
- ☒ (23) Effectiveness in devising procedures.
- (24) Effectiveness in laying out work and establishing standards of performance for subordinates.
- (25) Effectiveness in directing, reviewing, and checking the work of subordinates.
- (26) Effectiveness in instructing, training, and developing subordinates in the work.
- (27) Effectiveness in promoting high working morale.
- (28) Effectiveness in determining space, personnel, and equipment needs.
- (29) Effectiveness in setting and obtaining adherence to time limits and deadlines.
- ☒ (30) Ability to make decisions.
- (31) Effectiveness in delegating clearly defined authority to act.

STATE ANY OTHER ELEMENTS CONSIDERED

- ☒ (A) Aptitude for Intelligence Profession
- ☒ (B) Discretion
- (C)

STANDARD Deviations must be explained on reverse side of this form	Adjective Rating	Adjective Rating
Plus marks on all underlined elements, and check marks or better on all other elements rated.....	Excellent	Rating official.. <u>Excellent</u>
Check marks or better on all elements rated, and plus marks on at least half of the underlined elements.....	Very Good	
Check marks or better on a majority of underlined elements, and all weak performance overcompensated by outstanding performance.....	Good	Reviewing official.. <u>Excellent</u>
Check marks or better on a majority of underlined elements, and all weak performance not overcompensated by outstanding performance.....	Fair	
Minus marks on at least half of the underlined elements.....	Unsatisfactory	

Rated by Edmund J. [Signature] Chief I.O. 28 Sept 1950
(Signature of rating official) (Title) (Date)

Reviewed by Edmund J. [Signature] Chief I.O. 28 Sept 1950
(Signature of reviewing official) (Title) (Date)

Rating approved by efficiency rating committee 10-3-50 Report to employee F
(Date) (Efficiency rating)

9. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED.

4. PROFICIENCY IN FOREIGN LANG.	READING			SPEAKING			UNDERSTANDING		
	EXC	GOOD	FAIR	EXC	GOOD	FAIR	EXC	GOOD	FAIR

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN US-50 STATE)

TYPE OF DUTY LOCATION

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?

MARITAL STATUS

YES
NO

 NUMBER OF DEPENDENTS

YES
NO

 EMERGENCY ADDRESSEE

YES
NO

 LEGAL ADDRESS

YES
NO

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

0000

SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT

DATE FROM	DATE TO

OCCASION FOR REPORT

ANNUAL ☐ REASSIGNMENT OF REPORTING OFFICER ☐ PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON ☒ COVERING INITIAL 90 DAYS OF EMPLOYMENT ☐

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? ☒ YES ☐ NO IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? ☒ YES ☐ NO IF SO, WHAT DUTY OR DUTIES Second

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2? ☒ YES ☐ NO IF NO, EXPLAIN IN SECTION 11

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? ☒ YES ☐ NO DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? ☒ YES ☐ NO IF SO, TO WHAT GRADE AND FOR WHAT POSITION?

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK "NOT OBSERVED" ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSER- VED	UNSAT- ISFAC- TORY	FAIR	GOOD	VERY GOOD	EXCEL- LENT	OUT- STAND- ING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE					✓		
B. INTEREST AND ENTHUSIASM IN WORK					✓		
C. SECURITY CONSCIOUSNESS				✓			
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS				✓			
E. ATTENTION TO DUTY					✓		
F. JUDGMENT AND COMMON SENSE				✓			
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE				✓			
H. DISCRETION					✓		
I. INITIATIVE				✓			
J. ABILITY TO HANDLE AND DIRECT PEOPLE.					✓		
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)				✓			
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION				✓			
M. TACT					✓		
N. SAGACITY (NON-GULLIBILITY)				✓			
O. LEADERSHIP				✓			
P. PHYSICAL STAMINA					✓		
Q. MENTAL STAMINA					✓		

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU DEFINITELY ☐ PREFER NOT ☒ BE SATISFIED ☐ BE PLEASED ☐ PARTICULARLY NOT WANT HIM? ☐ TO HAVE HIM? ☐ TO HAVE HIM? ☐ DESIRE HIM? ☐

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

This officer has consistently demonstrated a lack of qualifications essential to a station requiring this production in an area potentially replete with interferences. His lack of maturity, his reporting on classified items as habitually being behind on basic reports, his total incapability of wanting an intelligent, undisciplined staff. It is believed to be in the best interests of the organization to remove him from station chief category, per the following:

(IF ADDITIONAL SPACE IS NEEDED, ATTACH EXTRA SHEET)

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT, EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

SIGNATURE OF REVIEWING OFFICER

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON

CONFIDENTIAL

Case officer and staff work. Responsibility, under the Operations Officer,
for action against

IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT LIST TITLE, LOCATION OF SCHOOL, LENGTH OF
COURSE, AND DATE COMPLETED. **None**

A. PROFICIENCY IN FOREIGN LANGUAGE	READING		WRITING		UNDERSTANDING	
	EXC	GOOD	FAIR	EXC	GOOD	FAIR
French	X			X		X
German		X			X	X
Spanish		X			X	X
Portuguese			X		X	X

IF PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS (A) IN EXCESS STATE
TYPE OF DUTY LOCATION

Base Chief **Salzburg of**
Western Europe

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT, WHOEVER IS LATER?
MARITAL STATUS ☐ YES ☒ NO NUMBER OF DEPENDENTS ☐ YES ☒ NO EMERGENCY ADDRESS ☐ YES ☒ NO LEGAL ADDRESS ☐ YES ☒ NO

IF THE ANSWER TO ANY OF THE ABOVE IS YES ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HEREIN IN THE CASE OF
MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW,
BROTHERS-IN-LAW AND SISTERS-IN-LAW.

28 January 1952
DATE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT OCCASION FOR REPORT
DATE FROM DATE TO ANNUAL ☐ REASSIGNMENT OF ☐ PROPOSED REASSIGNMENT OF ☐ COVERING INITIAL 90 DAYS OF EMPLOYMENT ☐
June '51 25 Jan 52

8. IS THE EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? ☒ YES ☐ NO IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? ☒ YES ☐ NO IF SO WHAT DUTY OR DUTIES

directing other case officers.

Base Chief or Ops chief

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 7? ☒ YES ☐ NO IF NO EXPLAIN IN SECTION 11
DO YOU EMPLOYEES STRIVE FOR PROFESSIONAL IMPROVEMENT? ☒ YES ☐ NO DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? ☒ YES ☐ NO IF SO TO WHAT GRADE AND FOR WHAT POSITION **GS-13**

9. FOR EACH FACTOR OBSERVE CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE
SAME GRADE OR RANK WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY DO NOT LIST THIS COMPARISON TO THE
OTHERS NOW UNDER YOUR SUPERVISION DO NOT HESITATE TO MARK NOT OBSERVED ON ANY QUALITY WHEN APPROPRIATE

RATING FACTORS	NOT OBSER- VED	LESS- EFFEC- TIVE	FAIR	GOOD	VERY GOOD	EXCEL- LENT	OUTSTAN- DING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE							X
B. INTEREST AND ENTHUSIASM IN WORK							X
C. SECURITY CONSCIOUSNESS						X	
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS						X	
E. ATTENTION TO DUTY						X	X
F. JUDGMENT AND COMMON SENSE						X	
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE						X	X
H. DEPENDENCE						X	X
I. INITIATIVE						X	
J. ABILITY TO HANDLE AND DIRECT PEOPLE						X	
K. PERFORMANCE OF PRESENT DUTIES (ITEM 8)						X	X
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						X	
M. TACT						X	X
N. SAGACITY (NON-QUALIFIABILITY)						X	
O. LEADERSHIP						X	
P. PHYSICAL STAMINA						X	
Q. MENTAL STAMINA						X	

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU:
DELIBERATELY ☐ PREFER NOT ☐ BE PLEASED ☐ PARTICULARLY ☒
NOT WANT HIM? ☐ TO HAVE HIM? ☐ TO HAVE HIM? ☐ TO HAVE HIM? ☐ DESIRE HIM?

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED
PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED
ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT

In the ten months Subj has been under my supervision he has shown an outstand-
-ing ability to get work done, even under the pressure of an unusually heavy
work load. Subj's willingness to take on additional duties and his in-
defatigable efforts to discharge all responsibilities are also considered out-
standing. Subj's operational and liaison experience show plainly in his dai-
-ly handling of ops problems. Subj's ability to recognize material and budget his
time for greatest efficiency improved notably in the past months. Subj is
in every sense a senior intelligence officer.

(IF ADDITIONAL SPACE IS NEEDED ATTACH EXTRA SHEET)

29 January 1952
DATE

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT
CONCUR WITH THIS REPORT EXCEPTIONS WILL BE STATED
IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

SIGNATURE OF REVIEWING OFFICER

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON

CONFIDENTIAL

REPORT OF EFFICIENCY RATING

ADMINISTRATIVE-UNOFFICIAL ()
OFFICIAL: REGULAR (X) SPECIAL ()
PROBATIONAL ()

As of 20 Sept 1950 based on performance during period from 20 Mar 1950 to 20 Sept 1950

Birch D. O'Neal Intelligence Officer GS-130-13
(Name of employee) (Title of position, service, and grade)

1438
(Organization—Indicate bureau, division, section, unit, field station)

ON LINES BELOW MARK EMPLOYEE	1. Study the instructions in the Rating Official's Guide, C. S. C. Form No. 3823A. 2. Underline the elements which are especially important in the position. 3. Rate only on elements pertinent to the position. a. Do not rate on elements in italics except for employees in administrative, supervisory, or planning positions. b. Rate administrative, supervisory, and planning functions on elements in italics.	CHECK ONE: Administrative, supervisory, or planning <input checked="" type="checkbox"/> All others..... <input type="checkbox"/>
---------------------------------	--	--

- (1) Maintenance of equipment, tools, instruments.
- (2) Mechanical skill.
- (3) Skill in the application of techniques and procedures.
- (4) Presentability of work (appropriateness of arrangement and appearance of work).
- (5) Attention to broad phases of assignments.
- (6) Attention to pertinent detail.
- (7) Accuracy of operations.
- (8) Accuracy of final results.
- (9) Accuracy of judgments or decisions.
- (10) Effectiveness in presenting ideas or facts.
- (11) Industry.
- (12) Rate of progress on or completion of assignments.
- (13) Amount of acceptable work produced. (Is mark based on production records? Yes or no)
- (14) Ability to organize his work.
- (15) Effectiveness in meeting and dealing with others.
- (16) Cooperativeness.
- (17) Initiative.
- (18) Resourcefulness.
- (19) Dependability.
- (20) Physical fitness for the work.

- (21) Effectiveness in planning broad programs.
- (22) Effectiveness in adapting the work program to broader or related programs.
- (23) Effectiveness in devising procedures.
- (24) Effectiveness in laying out work and establishing standards of performance for subordinates.
- (25) Effectiveness in directing, reviewing, and checking the work of subordinates.
- (26) Effectiveness in instructing, training, and developing subordinates in the work.
- (27) Effectiveness in promoting high working morale.
- (28) Effectiveness in determining space, personnel, and equipment needs.
- (29) Effectiveness in setting and obtaining adherence to time limits and deadlines.
- (30) Ability to make decisions.
- (31) Effectiveness in delegating clearly defined authority to act.

STATE ANY OTHER ELEMENTS CONSIDERED

- (A) Aptitude for Intelligence Protection
- (B) Discretion
- (C)

STANDARD Deviations must be explained on reverse side of this form		Adjective Rating
Plus marks on all underlined elements, and check marks or better on all other elements rated.....	Excellent	Rating official.. <u>Excellent</u>
Check marks or better on all elements rated, and plus marks on at least half of the underlined elements.....	Very Good	Reviewing official.. <u>Excellent</u>
Check marks or better on a majority of underlined elements, and all weak performance overcompensated by outstanding performance.....	Good	
Check marks or better on a majority of underlined elements, and all weak performance not overcompensated by outstanding performance.....	Fair	
Minus marks on at least half of the underlined elements.....	Unsatisfactory	

Rated by E. J. [Signature] Chief I-13 28 Sept 1950
(Signature of rating official) (Title) (Date)

Reviewed by E. J. [Signature] Chief I-13 28 Sept 1950
(Signature of reviewing official) (Title) (Date)

Rating approved by efficiency rating committee CO-3-50 Report to employee F
(Date) (Adjective rating)

2. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED.

4. PROFICIENCY IN FOREIGN LANG.	READING			SPEAKING			UNDERSTANDING		
	EXC	GOOD	FAIR	EXC	GOOD	FAIR	EXC	GOOD	FAIR

5. (a) PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN US-TO STATE)

TYPE OF DUTY LOCATION

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?

MARITAL STATUS	<input type="checkbox"/> YES	NUMBER OF DEPENDENTS	<input type="checkbox"/> YES	EMERGENCY ADDRESSEE	<input type="checkbox"/> YES	LEGAL ADDRESS	<input type="checkbox"/> YES
	<input type="checkbox"/> NO		<input type="checkbox"/> NO		<input type="checkbox"/> NO		<input type="checkbox"/> NO

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

DATE

SIGNATURE OF EMPLOYER

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT

DATE FROM	DATE TO

OCCASION FOR REPORT

ANNUAL ☐ REASSIGNMENT OF ☒ PROPOSED REASSIGNMENT ☐ COVERING INITIAL 90
REPORTING OFFICER OF EMPLOYEE REPORTED ON DAYS OF EMPLOYMENT

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES?

YES
NO

 IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES?

YES
NO

 IF SO, WHAT DUTY OR DUTIES Second

IF SO, WHAT DUTY OR DUTIES Second
man at machine -
size stated

DO YOU CONCUR IN EMPLOYER'S DESCRIPTION OF DUTIES UNDER SECTION 2? YES ☐ NO ☐ IF NO, EXPLAIN IN SECTION 11

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? YES ☒ NO ☐ DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? YES ☐ NO ☒ IF SO, TO WHAT GRADE AND FOR WHAT POSITION?

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK 'NOT OBSERVED' ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSER- VED	UNSAT- ISFAC- TORY	FAIR	GOOD	VERY GOOD	EXCEL- LENT	OUT- STAND- ING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE					✓		
B. INTEREST AND ENTHUSIASM IN WORK					✓		
C. SECURITY CONSCIOUSNESS				✓			
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS				✓			
E. ATTENTION TO DUTY					✓		
F. JUDGMENT AND COMMON SENSE				✓			
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE				✓			
H. DISCRETION					✓		
I. INITIATIVE				✓			
J. ABILITY TO HANDLE AND DIRECT PEOPLE.					✓		
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)				✓			
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION				✓			
M. TACT					✓		
N. SAGACITY (NON-GULLIBILITY)				✓			
O. LEADERSHIP				✓			
P. PHYSICAL STAMINA					✓		
Q. MENTAL STAMINA					✓		

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU -
DEFINITELY ☐ PREFER NOT ☒ BE SATISFIED ☐ BE PLEASED ☐ PARTICULARLY
NOT WANT HIM? ☐ TO HAVE HIM? ☐ TO HAVE HIM? ☐ TO HAVE HIM? ☐ DESIRE HIM? ☐

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

This officer has consistently demonstrated a lack of qualifications essential to a station of this grade. His graduation in an area potentially hostile without adequate knowledge has been noted. His reporting in classified areas is habitually sloppy and careless. He is totally uneducated, unintelligent, and lacks the capability to be a good leader. He is believed to be in the best interests of the organization to be removed from this position and category. He is not fit.

(IF ADDITIONAL SPACE IS NEEDED ATTACH EXTRA SHEET)

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT
CONCUR WITH THIS REPORT, EXCEPTIONS WILL BE STATED
IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

SIGNATURE OF REVIEWING OFFICER

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON.

CONFIDENTIAL

2. DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT FIRST, DESCRIBE CONCISELY BUT FULLY) In complete charge of administering investigative work of station and supervising and administering clerical, stenographic, and investigative personnel, handling confidential sources of information, and liaison with State, Army, and Navy personnel.

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED. None

4. PROFICIENCY IN FOREIGN LANG.	READING			SPYING			UNDERSTANDING		
	EXC	GOOD	FAIR	EXC	GOOD	FAIR	EXC	GOOD	FAIR
Spanish	X				X			X	

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN US-50 STATE)

TYPE OF DUTY LOCATION
Chief of Station Caracas, Venezuela

Z. 316

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATEST

MARITAL STATUS ☐ YES ☒ NO NUMBER OF DEPENDENTS ☒ YES ☐ NO EMERGENCY ADDRESSEE ☐ YES ☒ NO LEGAL ADDRESS ☐ YES ☒ NO

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

Arch. D. C. Neal

25 March, 1948

DATE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT

DATE FROM DATE TO
1 June 47 16 Apr 48

OCCASION FOR REPORT

ANNUAL ☒ REASSIGNMENT OF REPORTING OFFICER ☐ PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON ☐ COVERING INITIAL 90 DAYS OF EMPLOYMENT ☐

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? ☒ YES ☐ NO

IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? ☒ YES ☐ NO

IF SO, WHAT DUTY OR DUTIES

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2? ☒ YES ☐ NO IF NO, EXPLAIN IN SECTION 11
HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? ☒ YES ☐ NO DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? ☒ YES ☐ NO IF SO, TO WHAT GRADE AND FOR WHAT POSITION? In-grade promotion.

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK "NOT OBSERVED" ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSERVED	UNSATISFACTORY	FAIR	GOOD	VERY GOOD	EXCELLENT	OUTSTANDING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE						<input checked="" type="checkbox"/>	
B. INTEREST AND ENTHUSIASM IN WORK						<input checked="" type="checkbox"/>	
C. SECURITY CONSCIOUSNESS						<input checked="" type="checkbox"/>	
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS						<input checked="" type="checkbox"/>	
E. ATTENTION TO DUTY						<input checked="" type="checkbox"/>	
F. JUDGMENT AND COMMON SENSE						<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE						<input checked="" type="checkbox"/>	
H. DISCRETION						<input checked="" type="checkbox"/>	
I. INITIATIVE						<input checked="" type="checkbox"/>	
J. ABILITY TO HANDLE AND DIRECT PEOPLE						<input checked="" type="checkbox"/>	
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)						<input checked="" type="checkbox"/>	
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						<input checked="" type="checkbox"/>	
M. TACT						<input checked="" type="checkbox"/>	
N. SAGACITY (NON-GULLIBILITY)						<input checked="" type="checkbox"/>	
O. LEADERSHIP						<input checked="" type="checkbox"/>	
P. PHYSICAL STAMINA						<input checked="" type="checkbox"/>	
Q. MENTAL STAMINA						<input checked="" type="checkbox"/>	

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU DEFINITELY ☐ PREFER NOT ☐ BE SATISFIED ☐ BE PLEASED ☒ PARTICULARLY NOT WANT HIM? ☐ TO HAVE HIM? ☐ TO HAVE HIM? ☐ TO HAVE HIM? ☒ DESIRE HIM?

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

At the end of a year of operations, Mr. O'Neill's record corresponds with his previous achievements in the same class of work. He is an exceptionally steady, industrious and conscientious officer. He obtains results and has proved his ability to handle all aspects of the job assigned.

Since his previous report, he has not expanded his intelligence coverage to the point desirable in an area of importance as that where he is working. This may be due partly to an insufficient number of assistants, and an increase in his family may also be a factor which has prevented him from increasing his output. In Embassy (over)

8 April 1948

DATE

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT, EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

SIGNATURE OF REPORTING OFFICER

SIGNATURE OF REVIEWING OFFICER

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON

CONFIDENTIAL

1. THE REPORTING OFFICER IS GIVEN BY THE EMPLOYEE'S IMMEDIATE SUPERVISOR, IN OTHER WORDS THE PERSON WHO IS PROBABLY BEST ACQUAINTED WITH THE EMPLOYEE'S WORKING EFFICIENCY. HOWEVER, DEPENDING UPON CIRCUMSTANCES, THE CHIEF OF STATION MAY NOT WISH TO ENTRUST THE IMMEDIATE SUPERVISOR WITH THIS RESPONSIBILITY. IN ANY CASE, THE CHIEF OF STATION WILL CHANGE OR MODIFY THE RATING OF THE REPORTING OFFICER WHEN SUCH CHANGES OR MODIFICATIONS ARE CALLED FOR. THE CHIEF OF STATION IS ULTIMATELY RESPONSIBLE FOR THE ACCURACY OF FACTS AND STATEMENTS WHICH APPEAR ON THE STATUS AND EFFICIENCY REPORT. IN MANY CASES, ESPECIALLY IN A SMALL UNIT, THE CHIEF OF STATION MAY WISH TO FILL OUT ALL THE REPORTS HIMSELF.
2. IN ADDITION TO THE ANNUAL REPORT, THE FOLLOWING SPECIAL REPORTS, UTILIZING THE SAME FORM, WILL BE RENDERED:
- UPON COMPLETION OF FIRST NINETY (90) DAYS OF SERVICE AT A STATION.
 - UPON RELIEF OR REASSIGNMENT OF REPORTING SENIOR.
 - UPON DETERMINATION OR RECOMMENDATION THAT AN EMPLOYEE IN A FIELD STATION SHOULD BE REASSIGNED TO ANOTHER STATION OR RETURNED TO U.S. FOR REASSIGNMENT OR OTHER DISPOSITION. SUCH REPORT WILL BE FORWARDED SO AS TO REACH THE WASHINGTON HEADQUARTERS AT THE EARLIEST POSSIBLE DATE AFTER SUCH REASSIGNMENT DETERMINATION IS MADE. IF POSSIBLE, THE REPORT SHOULD BE SENT IN AT LEAST THREE MONTHS PRIOR TO PROPOSED REASSIGNMENT IN ORDER THAT ALL TIME POSSIBLE MAY BE DEVOTED TO APPRAISAL AND EVALUATION. IF CONSIDERATION OF REASSIGNMENT IS BEING GIVEN WITHOUT EMPLOYEE'S KNOWLEDGE, ITEMS 1 TO 6 WILL BE FILLED IN AS FAR AS POSSIBLE BY THE RATING OFFICER WITHOUT REFERRAL TO EMPLOYEE.
3. IN FAIRNESS TO THE INDIVIDUAL BEING RATED AND IN THE INTEREST OF THE GOVERNMENT, THE IMPORTANCE OF CAREFULLY PREPARED AND ACCURATE EFFICIENCY REPORTS CANNOT BE OVERSTRESSED. THE FOLLOWING BASIC PRINCIPLES OF RATING SHOULD ALWAYS BE KEPT IN MIND:

A. ALWAYS BASE YOUR JUDGMENT ON:

(1) WHAT YOU HAVE OBSERVED THE INDIVIDUAL DO OR FAIL TO DO.

(2) STRIKING INCIDENT.

(3) FACT UNDER CONSIDERATION.

USED TO RATE ALL CIVILIAN EMPLOYEES. BUT REPORTING OFFICERS SHOULD BEAR IN MIND THAT DIFFERENT STANDARDS PREVAIL IN DIFFERENT ASSIGNMENTS WHEREAS IT IS NECESSARY, FOR EXAMPLE, THAT AN INTELLIGENCE OFFICER POSSESS INITIATIVE, THIS SAME TRAIT IS NOT ALWAYS DESIRABLE, EXCEPT IN A MINOR WAY, FOR A TYPIST. THE RATINGS AND EVALUATIONS SHOULD BE IN REFERENCE TO THE JOB - THE ACTUAL WORK ASSIGNMENT FOR WHICH THE PARTICULAR EMPLOYEE IS BEING PAID. EVERY EFFORT SHOULD BE MADE TO ARRIVE AT A JUST ESTIMATE OF THE QUALITIES OF THE PERSON REPORTED ON FOR THE PERIOD COVERED BY THE REPORT. AVOID EXAGGERATIONS AND SUPERLATIVES. THEY DETRACT FROM THE VALUE OF A REPORT AND ARE UNFAIR TO OTHERS.

B. BIASED OPINIONS BASED ON PERSONAL LIKES AND DISLIKES MUST BE SCRUPULOUSLY AVOIDED. IT SHOULD BE BORNE IN MIND THAT THE PREPARATION OF EFFICIENCY REPORTS IS AN IMPORTANT FUNCTION OF ALL SUPERVISORS OF EMPLOYEES, AND THE ACCURATE AND TRUE EVALUATIONS EXPRESSED THEREIN ARE A DIRECT REFLECTION UPON HIS OWN ABILITY AND QUALIFICATION FOR THE POSITION HE HOLDS.

C. NO REPORTS WILL BE RENDERED COVERING PERIODS OF LESS THAN 60 DAYS OBSERVED SERVICE.

4. REPORTS WILL NORMALLY BE CLASSIFIED CONFIDENTIAL; HOWEVER, THE CLASSIFICATION MAY BE RAISED IF DEEMED ADVISABLE BY RATING OFFICER.

5. REPORTS WILL NEVER BE SHOWN TO THE EMPLOYEE REPORTED ON.

DISPOSITION OF REPORTS

1. REPORTS WILL BE FORWARDED TO THE APPROPRIATE BRANCH CHIEF IN WASHINGTON HEADQUARTERS WITHIN TEN (10) DAYS AFTER THE CLOSE OF THE REPORTING PERIOD.

2. IF THE REPORTING OFFICER IS THE CHIEF OF STATION, REPORTS WILL BE FORWARDED BY HIM TO THE APPROPRIATE BRANCH CHIEF IN WASHINGTON HEADQUARTERS.

3. IF THE REPORTING OFFICER IS NOT THE CHIEF OF STATION, THE REPORT WILL BE REFERRED TO THE NEXT IN COMMAND FOR REVIEW AND FINALLY TO THE CHIEF OF STATION FOR FORWARDING TO WASHINGTON HEADQUARTERS.

4. UPON RECEIPT OF REPORT IN WASHINGTON HEADQUARTERS, THEY WILL BE REVIEWED BY THE BRANCH CHIEFS PROMPTLY AND THEN REFERRED TO THE ASSISTANT EXECUTIVE FOR PERSONNEL FOR RETENSION IN THE PERSONNEL FILE OF THE EMPLOYEE.

A. IF A CHANGE OF PERSONAL STATUS IS REPORTED UNDER SECTION 8, ONE COPY OF SUCH REPORT WILL BE DETACHED AND SENT TO THE SECURITY OFFICE.

ANY DESIRED REMARKS OF REVIEWING OFFICER AND/OR CHIEF OF STATION
relations, however, he has scored great success and was the subject of a special
commendatory letter written by the new Ambassador, Honorable Walter Donnelly, to the
Department of State. His report writing is precise and clear but tends to be in-
clusive of too much detail. In this respect it is felt that he is following the
practice of his previous employment with the FBI and that his training in the methods
of our own organization was insufficient inasmuch as he departed for his post before
full completion of the training course. A temporary assignment in Washington would
be profitable to him in order to get the spirit and methods of revised intelligence
operations and reporting.
He is a Chief of Station which this Branch particularly desires; and if he wishes
to remain at his present post on termination of his contract, it is recommended that
he be so reassigned inasmuch as he has developed a keen personal interest and correspondin
knowledge of this very important area.

J. G. Ledy

Statement re Change in Number of
Dependents:

I hereby certify that on 16 July, 1947,
there was born to me and my wife a son,
the name of whom has been previously
furnished to Washington.

CHIEF OF STATION

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED.

8. PROFICIENCY IN FOREIGN LANG.	READING			SPEAKING			UNDERSTANDING		
	YES	NO	PAID	YES	NO	PAID	YES	NO	PAID
SPANISH	✓			✓			✓		

9. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN US-50 STATE)
TYPE OF DUTY LOCATION

NO PREFERENCE EXCEPT THAT
IT BE FOREIGN

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

10. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?

MARITAL STATUS ☒ YES ☐ NO NUMBER OF DEPENDENTS ☒ YES ☐ NO EMERGENCY ADDRESSEE ☒ YES ☐ NO LEGAL ADDRESS ☒ YES ☐ NO

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

1 June 1947 ¹³¹ B. D. O'Neil

SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT OCCASION FOR REPORT
DATE FROM DATE TO ANNUAL ☐ REASSIGNMENT OF ☐ PROPOSED REASSIGNMENT ☐ COVERING INITIAL 90 ☐
REPORTING OFFICER OF EMPLOYEE REPORTED ON DAYS OF EMPLOYMENT

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? ☒ YES ☐ NO IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? ☒ YES ☐ NO IF SO, WHAT DUTY OR DUTIES *Chief of station or of branch*

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2? ☒ YES ☐ NO IF NO, EXPLAIN IN SECTION 11
HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? ☒ YES ☐ NO DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? ☒ YES ☐ NO IF SO, TO WHAT GRADE AND FOR WHAT POSITION? *CAF-13 - Chief of station*

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK 'NOT OBSERVED' ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSERVED	UNSATISFACTORY	FAIR	GOOD	VERY GOOD	EXCELLENT	OUTSTANDING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE							✓
B. INTEREST AND ENTHUSIASM IN WORK							✓
C. SECURITY CONSCIOUSNESS						✓	
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS						✓	
E. ATTENTION TO DUTY							✓
F. JUDGMENT AND COMMON SENSE						✓	
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE						✓	
H. DISCRETION						✓	
I. INITIATIVE							✓
J. ABILITY TO HANDLE AND DIRECT PEOPLE							✓
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)						✓	
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION							✓
M. TACT							✓
N. SAGACITY (NON-SULLIBILITY)							✓
O. LEADERSHIP						✓	
P. PHYSICAL STAMINA						✓	
Q. MENTAL STAMINA						✓	

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU:
DEFINITELY PREFER NOT BE SATISFIED BE PLEASED PARTICULARLY
NOT WANT HIM? TO HAVE HIM? TO HAVE HIM? TO HAVE HIM? DESIRE HIM? ☒

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

This officer is one of our best chief of station. He has broad experience, sound judgment, excellent appearance, and a good personality. He has ability, initiative, and discretion. He is a commandable respect, and he is a good organizer. He is a good leader and would be a good asset to the organization. He is a good judge of his long-term productivity, and he is a good judge of his own.

(IF ADDITIONAL SPACE IS NEEDED ATTACH EXTRA SHEET)

1 August 1947

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT, EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

Signature of Reporting Officer

SIGNATURE OF REVIEWING OFFICER

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON

CONFIDENTIAL

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

**IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL**

TO COMPLETE THIS FORM—

1

FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach.

2

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

NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
O'NEAL	BIRCH	DILLWORTH	JUNE 1, 1913	
EMPLOYING DEPARTMENT OR AGENCY			LOCATION (City, State, ZIP Code)	

HAVE YOU EVER BEFORE FILED AN "ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE"? ☒ YES ☐ NO
If "YES," your last such form remains in effect and you should not file this new form unless you want to change the old one. (See Instructions for Employees on page 4)

3

MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here
if you
WANT BOTH
optional and
regular
insurance

☐
(A)

ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here
if you
DO NOT WANT
OPTIONAL but
do want
regular
insurance

☒
(B)

DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here
if you
WANT NEITHER
regular nor
optional
insurance

☐
(C)

WAIVER OF LIFE INSURANCE COVERAGE

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

4

**DATE AND SIGN. RETURN THE ENTIRE FORM TO
YOUR EMPLOYING OFFICE.**

SIGNATURE (do not print)

Birch D. O'Neal

DATE

December 2, 1968

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

PERSONNEL
OFFICE OF

DEC 3 11 13 AM '68

PERSONAL AFFAIRS
BRANCH

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM No. 176
APRIL 1968
FPM Supplement 870-1

SECRET

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

**IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL**

TO COMPLETE THIS FORM—

1

FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

2

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

NAME (last) (first) (middle) DATE OF BIRTH (month, day, year) SOCIAL SECURITY NUMBER
O'NEAL BIRCH DILWORTH JUNE 1, 1913 258 05 6267
 EMPLOYING DEPARTMENT OR AGENCY LOCATION (City, State, ZIP Code)
Serial # 058553

3

MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here
if you
WANT BOTH
optional and
regular
insurance



ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here
if you
DO NOT WANT
OPTIONAL but
do want
regular
insurance



DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here
if you
WANT NEITHER
regular nor
optional
insurance



WAIVER OF LIFE INSURANCE COVERAGE

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

4

**SIGN AND DATE. IF YOU MARKED BOX "A" OR "C",
COMPLETE THE "STATISTICAL STUB." THEN RETURN
THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.**

SIGNATURE (do not print)

Birch D. O'Neal

DATE

February 16, 1968

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

OFFICE OF PERSONNEL
FEB 23 8 42 AM '68

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

SECRET

STANDARD FORM No. 176-T
JANUARY 1968
(For use only until April 14, 1968,
176-101)

SECRET
EYES ONLY

21 OCT 1955

MEMORANDUM FOR: Secretary, Clandestine Services Career
Service Board

SUBJECT : Promotion to GS-16 - Birch D. O'NEAL

1. Mr. O'Neal is our only candidate for promotion to GS-16. He supervises and performs important and complex counterintelligence duties which relate to the interests of the intelligence community.

2. Mr. O'Neal is a superior counterintelligence officer whose experience dates back to his service with the FBI during which time he was stationed in South America for three years. Since entering on duty with CIG in February 1947 he has been COS in Caracas and Mexico. Mr. O'Neal has been Chief, Special Investigation Group since February 1955.

J. Angleton
James Angleton
Chief, Counter Intelligence Staff

SECRET
EYES ONLY



SECRET
CENTRAL INTELLIGENCE AGENCY
WASHINGTON 25, D. C.

OFFICE OF THE DIRECTOR

5 JAN 1956

MEMORANDUM FOR: Birch D. O'Neal

SUBJECT: Notification of Membership in the Career Staff

1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 1 July 1954.

2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.

3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds
Chairman, CIA Selection Board

Noted:

Date: 11 JAN 56

Career Staff
Office of Personnel

3 FEB 1956

SECRET

DU

PLEASE READ INSTRUCTION SHEET BEFORE PREPARING THIS FORM										
SECURITY INFORMATION					OFFICE		DIVISION			
STATEMENT OF FEDERAL CIVILIAN AND MILITARY SERVICE					BRANCH		SECTION			
I. FEDERAL CIVILIAN SERVICE (BEGIN WITH THIS AGENCY AND FOLLOW IN REVERSE CHRONOLOGICAL ORDER)										
AGENCY	LOCATION	FROM			TO			TOTAL SERVICE		
		DA.	MO.	YR.	DA.	MO.	YR.	DA.	MO.	YR.
Organization		10	2	1940				13	0	5
Federal Bureau of Investigation		10	1	1933	31	5	1935	22	11	8
SCD-09-18-78										
Total Civilian Service								55 13		
II. MILITARY SERVICE (INCLUDE ONLY PERIODS OF ACTIVE DUTY; DO NOT INCLUDE TERMINAL LEAVE)										
BRANCH OF SERVICE	FROM			TO			TOTAL SERVICE			
	DA.	MO.	YR.	DA.	MO.	YR.	DA.	MO.	YR.	
None										
Total Military Service										
III. CERTIFICATION										
<p>I hereby certify that the above Civilian and Military service is complete and accurate to the best of my knowledge.</p> <p>22 February 1952 DATE</p> <p>B. D. O'NEAL Signature of Employee</p>										
IV. REMARKS: (CONCERNING ABOVE SERVICE)					V. FOR PERSONNEL OFFICE USE ONLY					
OK 2/22/52 as of [signature]					TOTAL CREDITABLE SERVICE					
					DAYS		MONTHS		YEARS	
					25		5		13	
MAY BE CONTINUED ON NON-DETACHABLE REVERSE SIDE										

Agreement

AGREEMENT made this 29th day of November, 19 61,
effective the 8 day of December, 19 61, by and
between the United States of America (hereinafter referred to as
the Government), as represented by the Central Intelligence Agency,
and O'NEAL, Birch D. (hereinafter referred to as the
Employee).

RECITALS

A. The Government desires the services of the Employee for
CIA under circumstances requiring the Employee to receive a For-
eign Service Staff Corps designation from the Department of State
and proposes to send the Employee overseas to Guatemala City, Guatemala
for operations in the general area
of _____.

B. The Employee desires as an employee of the Government to
serve CIA abroad under the supervision and control of the Assist-
ant Director for Special Operations, CIA, (ADSO) and is willing to
accept a designation in the Foreign Service Staff Corps with the
obligations thereof.

In consideration of the premises, the mutual covenants and
promises herein contained, and for other good and valuable con-
siderations, the parties hereto agree as follows:

ARTICLE I. Relationship of Employee to the Department of
State. The Employee, in so far as possible, shall abide by all
the rules, regulations, and customs of the Foreign Service of the
United States which affect personnel of the Foreign Service Staff
Corps in order to appear as a normal member of the Foreign Service
establishment.

1. The Employee shall rigidly comply with the provisions
of Title X, Part A of the Foreign Service Act of 1946, prohibiting
officers and employees of the Foreign Service from:

- (a) Wearing uniforms;
- (b) Accepting presents from foreign governments;
- (c) Engaging in business abroad;
- (d) Correspondence on affairs of foreign governments;
- (e) Political, racial, religious, or color discrim-

ination.

14-00000

2. The Chief of the Foreign Service establishment and certain other key members of his staff will know about the Employee's status and relationship under the terms of the TOP SECRET agreement between the Department of State and CIA. Other personnel may discover that there are certain irregularities in travel orders, position numbers, pay accounts, and other internal administrative procedures of the Foreign Service. Nevertheless, the Employee shall not divulge his relationship to CIA except with the expressed approval of the ADSO. While serving abroad, he shall for normal administration be under the control of the Chief of the Foreign Service establishment to which he is attached, but for operations, including travel as specified below, he shall be under the control of CIA.

3. The travel of the Employee shall be governed as follows:

(a) For temporary duty outside the continental limits of the United States within or beyond the Employee's stipulated area, he shall perform CIA operational travel as directed by the ADSO or his designee with the consent of the Chiefs of the Foreign Service establishment involved. TD travel customary and necessary in the performance of routine Foreign Service Staff functions may be performed without clearance from the ADSO.

(b) For any travel to the United States, either temporary duty or permanent change of station, the Employee shall travel only at the direction of the ADSO after clearance has been arranged through the State Department in Washington.

(c) All travel will be directed and performed in accordance with Foreign Service rules and regulations.

4. Although the Employee's Foreign Service Staff Corps title, location, appointment, Foreign Service class, and other pertinent information may be published in the Foreign Service list and other publications of the Department of State, such listings shall not affect his employment and the obligations and duties stipulated in this contract.

5. All payments to be made under this contract, including reimbursement for travel expenses, shall be made to the Employee by the Department of State except payments referred to in ARTICLE II, Section 4.

14-00000

ARTICLE II. Relationship of Employee to CIA. Although for all intents and purposes it will appear as though the Employee is employed by the Department of State as indicated in ARTICLE I above, he shall in fact be employed by and under the operational control of CIA. In so far as possible, he will be expected to abide by the rules, regulations, customary practices, and courtesies of the Foreign Service, but his ultimate responsibility will be to CIA. In the event of any conflict of authority in the field between the Department of State and CIA, the matter shall be referred to the ADSO for resolution.

1. The line of authority for the Employee shall be as follows:

- (a) Senior Representative of OSO at Foreign Service establishment.
- (b) OSO Foreign Branch Chief in Washington.
- (c) Chief of Operations, OSO.
- (d) ADSO
- (e) Director of CIA.

2. All travel shall be directed by the ADSO in accordance with ARTICLE I, Section 3. The Employee shall request appropriate Foreign Service clearance for travel through the Senior OSO Representative at the Foreign Service establishment, who shall be responsible for arranging such clearance.

3. It is understood and agreed that the Employee's overseas assignment is to be for a minimum period of two years from the date of his arrival at his overseas post of duty, unless terminated by the Government for its convenience. If the assignment is terminated in less than twenty-four months at the Employee's request, the following shall prevail:

(a) If the Employee resigns in less than twelve months from the date of his arrival at his overseas post of duty, he shall reimburse CIA for all travel expenses involved in the transportation of himself, his immediate family, household goods, and personal effects to the foreign station, and pay all such expenses for return to the United States. Such expenses for return to the United States and amounts expended by the Government on account of such travel and transportation shall be considered a debt due by the Employee to the United States.

(b) If the Employee desires to terminate between the twelfth and twenty-fourth month from the date of his arrival at his overseas post of duty, he shall pay all expenses for the travel and transportation of himself, his immediate family, household goods, and personal effects to the United States.

4. If deemed necessary by CIA, the Employee may be reimbursed or advanced funds for operational expenses. Such amounts must be advanced or reimbursement made in accordance with CIA regulations, which require a full accounting of the amounts expended by the Employee. Therefore, the Employee will be required to account fully for any such funds advanced or reimbursed in accordance with CIA regulations.

ARTICLE III. Overseas Allowances and Transportation Expenses. When specifically authorized by the ADSO, the expenses of travel and transportation of the Employee, his immediate family, household goods and effects, including personally owned automobile and other allowances, will be paid the Employee in accordance with the Foreign Service Act of 1946 and regulations issued thereunder by the Department of State. When authorized by the ADSO, the Employee shall be paid a quarters allowance, cost of living allowance, or special foreign living allowance in accordance with the Foreign Service Act of 1946 and regulations issued thereunder. The amount of quarters and cost of living allowances and the special foreign living allowance is set forth in Bureau of the Budget Circular A-8, which is amended periodically to reflect adjustments in price indexes. Therefore, such allowances will be subject to change, and the amounts paid will vary according to Budget Circular A-8.

ARTICLE IV. Annual and Sick Leave. The Employee shall be permitted annual leave, sick leave, and leave of absence in accordance with Title IX, Part D of the Foreign Service Act of 1946. Under such Act, the Employee may be granted not to exceed sixty calendar days annual leave of absence with pay in each year. Annual leave which the Employee may receive and which is not used in any one year shall be accumulated for succeeding years until it totals 180 days. Sick leave with pay may be granted to the Employee at the rate of fifteen calendar days each calendar year and may be accumulated for succeeding years until it totals 120 days.

1. If the Employee is transferred from another Government Agency to this position, any annual or sick leave standing to his credit in such Agency, may be transferred, if appropriate, in accordance with E. O. 9837, 27 March 1947, issued pursuant to Section 935 of the Foreign Service Act of 1946.

ARTICLE V. Return to the United States. The Employee shall be ordered to the United States on leave of absence or permanent change of station upon completion of two years continuous service abroad or as soon as possible thereafter.

14-00000

ARTICLE VI. Retirement. The Employee occupies a position within the purview of the Civil Service Retirement Act. Accordingly, deductions shall be made at the rate provided by law (presently ~~5%~~ ^{4%} from the Employee's basic salary and placed in the Civil Service Retirement Fund. The Employee may not avail himself of the provisions of the Foreign Service Retirement and Disability System, provided for in Title VIII of the Foreign Service Act of 1946.

ARTICLE VII. Medical Care and Hospitalization. In the event of illness or injury to the Employee requiring hospitalization not the result of vicious habits, intemperance, or misconduct on his part, and incurred in the line of duty while assigned abroad, the expenses of treatment of such illness or injury at a suitable hospital or clinic, ~~or~~ transportation expenses to such hospital or clinic may be paid by the Government in accordance with Title IX, Part E of the Foreign Service Act of 1946. Under appropriate regulations, a physical examination of the Employee will be made, together with necessary inoculations, or vaccinations, or the expense thereof will be paid to the Employee.

1. In the event of the death or disability of the Employee, the Employee or his dependents shall be afforded the benefits of the United States Employees' Compensation Act of 7 September 1916, as amended.

ARTICLE VIII. Equipment. The Employee may be furnished technical equipment and supplies to assist in the rendition of services hereunder, including an automobile where necessary. The Employee shall be responsible for such equipment and supplies issued to him by CIA in accordance with CIA Property Regulations. All such material shall remain the property of the Government regardless of any apparently conflicting ownership or the manner of registration.

ARTICLE IX. Salary. The Employee shall receive a basic salary of \$8481.00 (FCS-3) per year in accordance with Section 415 of the Foreign Service Act of 1946. In-class promotions shall be granted to the Employee in accordance with regulations established in the Department of State pursuant to Title VI, Part E, Section 642 of the Foreign Service Act of 1946. Other changes in status will be made only as specifically authorized by the ADSO.

ARTICLE X. Continuance of Pay and Allowances. If the Employee is determined by CIA to be absent in a status of "Missing", "Missing in Action", "Interned in a Neutral Country", "Captured by an Enemy", "Beleaguered", or "Besieged", he shall for the period he is determined to be in any such status be entitled to receive or to have credited to his account the same pay and allowances to which he was entitled at the beginning of such period of absence. Continuance of pay and allowances as specified above shall be as prescribed in the Missing Persons Act of 1942 (50 U.S.C.A. App 1001-1015, 7 March 1942).

ARTICLE XI. General. The Employee shall comply with the following provisions, and violation thereof by the Employee shall be deemed a breach of this contract.

1. In participating in the programs and activities of any private organization, the Employee shall make it clear that the Department of State has no official connection with such organization and that it does not sponsor or sanction the viewpoints which he may express. In general, his relations with private organizations shall be governed by applicable Foreign Service Regulations.

2. Neither the Employee nor the members of his family shall act as correspondents for American or foreign newspapers, press syndicates, or associations unless special authorization has been obtained in advance from the ADSO. He shall not write for publication any article or other manuscript on political or controversial subjects. Articles or manuscripts on nonpolitical or noncontroversial subjects shall be submitted to the ADSO for review and approval prior to their submission to a publisher.

3. Neither the Employee nor members of his family shall correspond privately on personnel or other official matters with members of Congress, or officers in the Department of State, CIA, or other Governmental agencies.

4. Members of the Employee's family shall not be employed in the same Foreign Service office except during grave emergencies or when special authorization has been obtained in advance of employment from both the Department of State and CIA.

5. Before contracting marriage with a person of foreign nationality, the Employee shall request and obtain permission from the appropriate officials in both the Department of State and CIA. Any such marriage with an alien without obtaining advance permission shall be deemed a breach of this contract and shall result in termination of service with the Government.

6. In the event the Employee desires to resign from the service overseas, he shall submit a written resignation addressed to the ADSO, who will take appropriate steps to clear the matter with the Department of State.

ARTICLE XII. Security. This contract contains information affecting the national defense of the United States within the meaning of the Espionage Act (50 U.S.C. 31 and 32, as amended). Its transmission or the revelation of its contents in any manner to an unauthorized person is prohibited by law. Violation of this ARTICLE or any security agreement signed by the Employee with the Government shall result in immediate disciplinary action, which may include suspension, separation from Government service, and may subject the Employee to criminal prosecution under the Espionage Act.

1. The termination of this contract will not release the Employee from the provisions of any security oaths which he may be required to take by CIA.

2. The Employee shall not publish, transmit, or divulge in any manner, information received by him as the result of his employment by the Government under this contract without specific written authority from the Director, CIA.

ARTICLE XIII. Orders and Directives. Orders and Directives received by the Employee from competent authority, including instructions received in briefing and training, shall be complied with by the Employee. No promises or commitments to the Employee of any nature whatsoever, beyond and in addition to the terms hereof, shall be binding on the Government unless and until such promise or commitment is reduced to writing and approved by an authorized official of CIA, and such writing placed with this contract thereby becoming an amendment hereto.

ARTICLE XIV. Amendments. The Government may at any time amend this contract and may terminate this contract upon thirty day prior notice to the Employee. If the Government proposes to amend this contract by reducing the salary provided for in ARTICLE IX (including class promotions, or other authorized increases, if any) and such reduction is unacceptable to the Employee, resignation by the Employee for such reason shall be considered as a termination of this contract for the convenience of the Government. Where the Employee is directed to proceed to a new post on a permanent change of station by the ADSO, this contract will be deemed to have been amended to the extent of such change.

ARTICLE XV. Special Provisions. The following special provisions shall apply to the Employee under this contract:

Part (a) of Section 3 of ARTICLE II shall not apply to employees who have served in a departmental position with CIA or who have served an overseas tour of duty with CIA, and in such case, part (b) of Section 3 of ARTICLE II shall be deemed amended to read as follows: "(b) If the Employee desires to terminate or return to the United States prior to the expiration of twenty-four months from the date of his arrival at his overseas post of duty, he shall pay all expenses for the travel and transportation of himself, his immediate family, household goods and personal effects to the United States."

ARTICLE IX does not apply. The employee shall receive an annual salary of \$9600.00 (GS-14), and, during the period of official duty overseas shall receive allowances based on such annual salary (including ~~xxxxxxx~~ subsequent increases) computed in accordance with applicable Foreign Service Regulations. Initially, the sum of \$9481.00 per annum ~~xxxxxx~~ (FSS-3) (plus in-class or class promotions) directly by the Department of State. The difference between the authorized CIA salary and the salary paid by the Department of State, plus the difference, if any, between ~~xxxxxxxx~~ allowances based on the authorized CIA salary and the allowances based on salary payments by the Department of State and paid by them, shall be paid to the employee in accordance with his written instructions.

A lump sum payment for annual leave is to be paid up to 2 December 1951. Sick leave is to be held in escrow until such time as subject reverts back to GS-status, at which time, accrued sick leave will be credited.

In the event any of the provisions in this Article are inconsistent with the provisions of any other Article in this contract, the provisions of this Article XV, shall govern and be determinative of the rights and obligations under this contract.

UNITED STATES OF AMERICA

WITNESS



~~XXXXXXXXXXXXXXXXXXXX~~
CHIEF, OVERSEAS SECTION

APPROVED:

Chief of Operations

Assistant Director for
Special Operations

BY:

A. C. Clisbush
~~XXXXXXXXXXXXXXXXXXXX~~
CHIEF, PERSONNEL DIVISION (C)
Birch D. O'Neal
(Employee)

CENTRAL INTELLIGENCE AGENCY
Washington 25, D. C.

ER 2-2961a

Office of the Director

19 October 1951

MEMORANDUM FOR: ASSISTANT DIRECTOR FOR OPERATIONS
ASSISTANT DEPUTY, INSPECTION & SECURITY

SUBJECT: Appreciation for Work of CIA Personnel

1. It is a pleasure to forward the attached memorandum from Major General Ralph J. Canine, Director, Armed Forces Security Agency.

2. Please express my personal appreciation to each of the individuals mentioned therein for their excellent cooperation in connection with this operation.

/s/

WALTER B. SMITH
Director

Enclosure -
Memo dtd 12 Oct 51

COPY

DEPARTMENT OF DEFENSE
Armed Forces Security Agency
Washington 25, D. C.

FILE

In reply refer to

Serial: 1691

12 October 1951

MEMORANDUM FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

SUBJECT: Appreciation of Work of CIA Personnel

1. Between 1 August and 15 August 1951, in support of a special Armed Forces Security Agency operation, [redacted] Mr. Birch O'Neill, [redacted] and [redacted] executed their additional assigned duties in an efficient and admirable manner. They consistently demonstrated initiative, interest, and a spirit of cooperation which assured the success of this operation.

2. I am gratified by this further demonstration of support of the Armed Forces Security Agency by the Central Intelligence Agency and I should be grateful if you would express to these gentlemen my appreciation of a job well done.

/s/

RALPH J. CANINE
Major General, US Army
Director, Armed Forces Security Agency

COPY

APPOINTMENT AFFIDAVITS

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

CIA

(Department or agency)

(Bureau or division)

(Place of employment)

I, BIRCH D. O'NEAL, do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, **SO HELP ME GOD.**

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

2 October 1951
(Date of entrance on duty)

Birch D. O'Neal
(Signature of appointee)

Subscribed and sworn before me this 2 day of October, A. D. 1951,

at WASHINGTON, D. C.
(City) (State)

[SEAL]

Robert M. White
(Signature of officer)

(Title)

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

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

1. PRESENT ADDRESS (street and number, city and State)
4703 CRESCENT ST. N.W. WESTCHESTER, MD.

2. (A) DATE OF BIRTH 1 JUNE 1913 (B) PLACE OF BIRTH (city or town and State or country)
RAINERIDGE, GEORGIA

3. (C) IN CASE OF EMERGENCY PLEASE NOTIFY MRS. BIRCHARD O'NEAL (D) RELATIONSHIP WIFE (E) STREET AND NUMBER, CITY AND STATE 4703 CRESCENT ST. N.W. WESTCHESTER, MD. (F) TELEPHONE NO. OL-0221

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

If so, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.

NAME	POST OFFICE ADDRESS (One street number, if any)	(1) POSITION (2) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATIVESHIP	DATE RECEIVED (Check one)	SINGLE
		1.			
		2.			
		3.			
		1.			
		2.			
		3.			
		1.			
		2.			
		3.			

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO	ITEM NO.	10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY
5. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
6. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? If your answer is "Yes", give details in Item 10.	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
7. DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? If your answer is "Yes", give in Item 10 reason for retirement, that is, age, optional disability, or by reason of voluntary or involuntary separation after 5 years' service; amount of retirement pay, and under what retirement act; and rating, if retired from military or naval service.	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
8. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU BEEN DISCHARGED OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? If your answer is "Yes", give in Item 10 the name and address of employer, date and reason in each case.	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
9. HAVE YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED \$25 OR LESS, OR FORTY DOLLARS LATERAL OF \$25 OR LESS) SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT? If your answer is "Yes", list all such cases under Item 10. Give in each case: (1) The date, (2) the nature of the offense or violation, (3) the name and location of the court, (4) the penalty imposed, if any, or other disposition of the case. If appointed, your fingerprints will be taken.	<input type="checkbox"/>	<input checked="" type="checkbox"/>		

INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine to his own satisfaction that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations and acts of Congress pertaining to appointment.

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

(1) **Identity of appointee**—It is the duty of the appointing officer to guard against impersonation and to determine beyond reasonable doubt that the appointee is the same person whose appointment was authorized. The appointee's signature and handwriting are to be compared with the application and other pertinent papers. If the appointee qualified in a written examination, the signature on this form should be compared with the signature on the declaration sheet, which was signed in the examination room. If a physical appearance check, which was signed in the examination room, etc. The appointee may also be questioned on his personal history for agreement with the previous statements.

(2) **Age**—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made, the appointment may not be consummated.

(3) **Citizenship**—The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriation acts. Form 61 constitutes an affidavit for both purposes and is acceptable proof of citizenship status in the absence of conflicting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying officer of the Civil Service Commission.

(4) **Members of Family**—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probational or permanent appointment in the competitive service, no other member of such family is eligible for probational or permanent appointment in the competitive service. The appointments of persons entitled to veteran preference are not subject to this restriction. The members of family provision does not apply to temporary appointments. Doubtful cases may be referred to the appropriate office of the Civil Service Commission for decision.

APPOINTMENT AFFIDAVITS

INFORMATION FOR APPOINTEE

NOTE.--Before he can be appointed, an applicant for a Federal position must meet certain requirements over and above the requirement that he be able to do the work he is employed to do. On the attached form you are to swear (or affirm) that you meet these requirements. In addition, there are certain restrictions upon your conduct as a Federal employee. They are set forth on this sheet. You should familiarize yourself with these restrictions and be guided by them. *Detach this portion of the form and retain it for your information and guidance.*

I. INFORMATION ABOUT APPOINTMENTS

Persons selected from competitive registers will receive either a temporary or a probational appointment.

For persons receiving a probational appointment, the first year of service is a probationary period unless a shorter period is fixed for the position by the Civil Service Commission. Satisfactory completion of probation is required for absolute appointment.

The completion of probation is required when a person who is reinstated or transferred has not previously completed a probationary period.

Persons receiving probational appointments are included under the Civil Service Retirement Act.

Appointments specifically limited to 1 year or less are usually considered temporary appointments.

For excepted appointments, a trial period may be required at the discretion of the employing agency.

II. MEMBERS-OF-FAMILY RESTRICTION

Except for persons entitled to veteran preference, no person may be probationally appointed to a position in the competitive service if there are two or more members of his family already serving in the competitive service under probational or permanent appointments. A family is defined by the Attorney General as persons who live under the same roof with the head of the family and form part of his household. When they branch out and become heads of new establishments, they cease to be part of the old family. Minors do not establish another family merely by living at an address different from that of their parents. An appointment is illegal if the appointee is disqualified by the members-of-family restriction.

III. APPOINTMENTS ARE SUBJECT TO INVESTIGATION

All probational appointments, reappointments, reinstatements, conversions to competitive appointments, inter-agency transfers, and certain temporary appointments are "subject to investigation" for an 18-month period. During this period, the Civil Service Commission has authority to instruct an agency to separate an employee for any of the reasons given below except that the Commission's authority is not limited by the 18-month period in cases described under Items 4, 5, and 8 below. The condition "subject to investigation" expires automatically at the end of 18 months of service unless an appeal on loyalty matters is pending. However, an employing agency may remove an employee for any of the reasons given below at any time.

Any of the following reasons constitutes sufficient cause for the removal of an employee from the service:

1. Conduct or capacity of such a nature that removal will promote the efficiency of the service.
2. Physical or mental unfitness for the position he holds.
3. Criminal, infamous, dishonest, immoral, or notoriously disgraceful conduct.
4. Establishment of the fact that the employee has made intentional false statements or engaged in deception or fraud in examination or appointment.
5. Refusal to furnish testimony to the Civil Service Commission or its authorized representatives in regard to matters inquired of arising under the Civil Service Act, Rules, and Regulations.
6. Habitual use of intoxicating beverages to excess.
7. Reasonable grounds exist for belief that the person involved is disloyal to the Government of the United States (see Section IV).

8. Any legal or other disqualification which makes the applicant unfit for Federal employment.

IV. SUBVERSIVE ACTIVITY AND AFFILIATION

Section 9A of Public Law 253, 76th Congress, approved August 2, 1959, otherwise known as the "Hatch Act," provides:

"(1) It shall be unlawful for any person employed in any capacity by any agency of the Federal Government, whose compensation, or any part thereof, is paid from funds authorized or appropriated by any act of Congress, to have membership in any political party or organization which advocates the overthrow of our constitutional form of government in the United States.

"(2) Any person violating the provisions of this section shall be immediately removed from the position or office held by him, and thereafter no part of the funds appropriated by any act of Congress for such position or office shall be used to pay the compensation of such person."

Executive Order 9835 of March 21, 1947, provides:

"1. The standard for the refusal of employment or the removal from employment in an executive department or agency on grounds relating to loyalty shall be that, on all the evidence, reasonable grounds exist for belief that the person involved is disloyal to the Government of the United States.

"2. Activities and associations of an applicant or employee which may be considered in connection with the determination of disloyalty may include one or more of the following:

- a. Sabotage, espionage, or attempts or preparations therefor, or knowingly associating with spies or saboteurs;
- b. Treason or sedition or advocacy thereof;
- c. Advocacy of revolution or force or violence to alter the constitutional form of government of the United States;
- d. Intentional, unauthorized disclosure to any person, under circumstances which may indicate disloyalty to the United States, of documents or information of a confidential or nonpublic character obtained by the person making the disclosure as a result of his employment by the Government of the United States;
- e. Performing or attempting to perform his duties, or otherwise acting, so as to serve the interests of another government in preference to the interests of the United States;
- f. Membership in, affiliation with or sympathetic association with any foreign or domestic organization, association, movement, group or combination of persons, designated by the Attorney General as totalitarian, Fascist, Communist, or subversive, or as having adopted a policy of advocating or approving the commission of acts of force or violence to deny other persons their rights under the Constitution of the United States, or as seeking to alter the form of government of the United States by unconstitutional means."

The appointing officer will make available to you the list of organizations prescribed by the Attorney General upon your request.

Various appropriation acts contain a provision prohibiting the use of appropriated funds to pay the salary or wages of any person who advocates, or who is a member of an organization that advocates, the overthrow of the Government of the United States by force or violence. These acts provide that an affidavit shall be considered prima facie evidence that the person making the affidavit does not advocate, and is not a member of an organization that advocates, the overthrow of the Government of the United States by force or violence. These acts provide further that any person who advocates, or who is a member of an organization that advocates, the overthrow of the Government of the United States by force or violence and accepts

employment the salary or wages for which are paid from any such appropriation shall be guilty of a felony, and, upon conviction, shall be fined not more than \$1,000 or imprisoned for not more than 1 year, or both, and that this penalty shall be in addition to, and not in substitution for, any other provisions of law.

The affidavit referred to above is one of those to which you are required to swear (or affirm) on the attached page.

V. STRIKING AGAINST THE FEDERAL GOVERNMENT

Various appropriation acts provide that no part of the funds appropriated therein shall be used to pay the salary or wages of any person who engages in a strike against the Government of the United States or who is a member of an organization of Government employees that asserts the right to strike against the Government. Such acts provide further that any person who engages in a strike against the Government, or who is a member of an organization of Government employees that asserts the right to strike against the Government, and accepts employment the salary or wages for which are paid from any such appropriation, shall be guilty of a felony and, upon conviction, shall be fined not more than \$1,000 or imprisoned for not more than 1 year, or both, and that this penalty shall be in addition to, and not in substitution for, any other provisions of law.

One of the affidavits on the attached page to which you are required to swear (or affirm) pertains to this provision against striking against the Government.

VI. HOLDING STATE OR LOCAL OFFICE

Federal employees are prohibited from accepting or holding an office or position under State, territorial, county, or municipal governments. There are certain specific exceptions. They are published in Civil Service Commission Form 1236. Before any person appointed to the Federal service accepts or continues to hold any office or position under a State or local government, the matter should be presented to the appropriate authorities of the agency in which he is employed for a decision as to whether he properly may accept or continue to hold such office or position.

VII. POLITICAL ACTIVITY

The terms of the act of August 2, 1939 ("Hatch Act"), as amended, prohibit officers and employees in the executive branch of the Federal Government from using official authority or influence for the purpose of interfering with an election or affecting the result thereof. Further, such officers and employees are prohibited from taking any active part in political management or in political campaigns. These prohibitions apply not only to permanent employees, but also to temporary employees, employees on leave of absence with or without compensation, and substitute employees during the period of active employment. Political activity identified with any political party in any election is prohibited.

Some of the forms of forbidden political activity are:

1. Serving on or for any political committee, party, or other similar organization.
2. Soliciting or handling political contributions.
3. Serving as officer of a political club, as member or officer of any of its committees, addressing such a club, or being active in organizing it.
4. Serving in connection with preparation for, organizing, or conducting a political meeting or rally, addressing such a meeting, or taking any other active part therein except as a spectator.
5. Engaging in political conferences while on duty, or canvassing a district or soliciting political support for a party, faction, or candidate.
6. Manifesting offensive activity at the polls, at primary or regular elections, soliciting votes, assisting voters to mark ballots, or helping to get out the voters on registration or election days.
7. Acting as recorder, checker, watcher, or challenger of any party or faction.
8. Serving in any position of election officer, in which partisanship or partisan political management may be shown.
9. Publishing or being connected editorially or managerially with any newspaper generally known as partisan from a political standpoint, or writing for publication or publishing any letter or article, signed or unsigned, in favor of or against any political party or candidate. (Ownership entirely disassociated from editorial control and managerial activities limited entirely to business management would not be regarded as being within this provision.)
10. Becoming a candidate for nomination or election to office, Federal, State, or local, which is to be filled in an election in which party candidates are involved.

11. Distributing campaign literature or material.
12. Initiating or circulating political petitions, including nomination petitions.

13. Assuming political leadership or becoming prominently identified with any political movement, party, or faction, or with the success or failure of any candidate for election to public office.

General statements as to certain activities which are considered as permissible on the part of Federal officers and employees:

1. *Voting.*—The direct language of the law specifically provides that all such persons retain the right to vote as they may choose.

2. *Expression of opinions.*—The right to express political opinions is reserved to all such persons.

NOTE: This reservation is subject to the prohibition that such persons may not take any active part in political management or in political campaigns.

3. *Contributions.*—It is lawful for any officer or employee to make a voluntary contribution to a regularly constituted political organization, provided such contributions are not made in a Federal building or to some other officer or employee within the scope of the act referred to above.

4. *Political pictures.*—It is lawful for any officer or employee to display a political picture in his home if he so desires.

5. *Badges, buttons, and stickers.*—While it is not unlawful for an officer or employee to wear a political badge or button or to display a political sticker on his private automobile (except where forbidden by local ordinance), it is felt that it is inappropriate for any public servant to make a partisan display of any kind while on duty, conducting the public business.

6. *Penalties.*—Persons appointed to positions in the Executive branch of the Federal Government are warned that the penalty for an established violation of the above mentioned political activity prohibitions is immediate removal from the service.

VIII. OFFENSES WHICH ARE PUNISHABLE BY FINE OR IMPRISONMENT

Certain other statutes prohibit Federal officers and employees from engaging in various activities under penalty of fine or imprisonment, or both. The activities prohibited by such statutes relate to such matters as political assessments, political coercion and discrimination, and purchase and sale of office. The text of these statutes is set forth in Civil Service Commission Form 1236.

Some of the activities prohibited under penalty of fine or imprisonment, or both, are as follows:

1. Solicitation or receipt of political contributions by one officer or employee from another.
2. The giving or handing over of a political contribution by one employee to another.
3. Solicitation or receipt of political contributions in a Federal building by any person, whether or not an employee of the Government.
4. Solicitation or receipt by any person of political contributions from any person receiving any benefit under any act of Congress appropriating funds for relief.
5. Solicitation or receipt of anything of value, either for personal reward or as a political contribution, in return for the use of, or the promise to use, influence to secure an appointive office under the United States.
6. Payment, or the offer of payment, for the use of influence in securing an appointive office under the United States.
7. Promising employment, compensation, or other benefit made possible by act of Congress as consideration or reward for political activity.
8. Discrimination by an officer or employee in favor of, or against, another officer or employee on account of political contributions.
9. Depriving any person on account of race, creed, or color, or political activity, of compensation or other benefit made possible by any act of Congress appropriating funds for relief.
10. Disclosure for political purposes of any list or names of persons receiving benefits under an act of Congress appropriating funds for relief and the receipt of such a list for political purposes.

IX. PROHIBITION AGAINST DISCRIMINATION

Appointing officers are required by the Civil Service Rules to act on all personnel matters "solely on the basis of merit and fitness and without regard to political or religious affiliations, marital status, or race."

X. INSTRUCTION OF APPLICANTS

Officers and employees of the Government are prohibited from instructing or teaching with a view to the special preparation of any person for civil-service examinations.

APPOINTMENT AFFIDAVITS

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

CENTRAL INTELLIGENCE AGENCY

(Department or agency)

WASHINGTON, D. C.

(Bureau or division)

(Place of employment)

I, BIRCH D. O'NEAL, do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers contained in my Application for Federal Employment, Form No. 57, dated January 2, 1949, filed with the above-named department or agency, which I have reviewed, are true and correct as of this date with the exceptions noted in the Declaration of Appointee on the reverse of this form. (If no exceptions, write "None" on the Declaration of Appointee.)

Birch D. O'Neal
(Signature of appointee)

Subscribed and sworn before me this 20th day of March, A. D. 1950,

at Washington D. C.
(City) (State)

[SEAL]

Chloe D. Leland
(Signature of officer)
Personnel Clerk
(Title)

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

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Question 3 is to be answered in all cases, otherwise answer only those questions which require an answer different from that given to the corresponding questions on your application form. If no answers are different, write "NONE" in Item 10, below. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

1. PRESENT ADDRESS (street and number, city and State)
11703 CRESCENT ST. N.W. WASHINGTON D.C.

2. (A) DATE OF BIRTH 1 JUNE 1913 (B) PLACE OF BIRTH (city or town and State or country)
RAIN BRIDGE GEORGIA

3. (A) IN CASE OF EMERGENCY PLEASE NOTIFY MRS. BIRCH D. CUNEAL WIFE (B) RELATIONSHIP WIFE (C) STREET AND NUMBER CITY AND STATE 11703 CRESCENT N.W. WASHINGTON D.C. (D) TELEPHONE NO. OL-0321

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

If so, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.

NAME	RELATIONSHIP (Give street number, if any)	(1) POSITION (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATIONSHIP	MARRIED (Check one)	SINGLE
		1.			
		2.			
		3.			
		4.			
		5.			
		6.			
		7.			
		8.			
		9.			
		10.			

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO	10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS	
			ITEM NO.	WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY
5. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	X			
6. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? If your answer is "Yes", give details in Item 10.		X		
7. DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? If your answer is "Yes", give in Item 10 reason for retirement, that is, age, optional disability, or by reason of voluntary or involuntary separation after 5 years' service; amount of retirement pay, and under what retirement act; and rating, if retired from military or naval service.		X		
8. HAVE YOU EVER BEEN DISCHARGED, OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? If your answer is "Yes", give in Item 10 the name and address of employer, date, and reason in each case.		X		
9. SINCE YOUR 16TH BIRTHDAY, HAVE YOU EVER BEEN ARRESTED, INDICTED, OR SUMMONED INTO COURT AS A DEFENDANT IN A CRIMINAL PROSECUTION, OR CONVICTED, FINED, OR IMPRISONED OR PLACED ON PROBATION OR PAROLE, OR EVER BEEN ORDERED TO DEPOSIT BAIL OR COLLATERAL FOR THE VIOLATION OF ANY LAW, POLICE REGULATION OR ORDINANCE (EXCLUDING MINOR TRAFFIC VIOLATIONS FOR WHICH A FINE OR FORFEITURE OF \$20 OR LESS IS IMPOSED)? If your answer is "Yes", list all such cases under Item 10. Give in each case: (1) The date, (2) the nature of the offense or violation; (3) the name and location of the court; (4) the penalty imposed, if any, or other disposition of the case. If appointed, your fingerprints will be taken.		X		

INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine to his own satisfaction that this appointment would be in conformity with the Civil Service Act, applicable Civil Service Rules and Regulations and acts of Congress pertaining to appointment.

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

(1) **Identity of appointee.**—The appointee's signature and handwriting are to be compared with the application and/or other pertinent papers. The physical appearance may be checked against the mental certificate. The appointee may also be questioned on his personal history for agreement with his previous statements.

(2) **Age.**—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made, the appointment may not be consummated.

(3) **Citizenship.**—The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriation acts. Form 61 constitutes an affidavit for both purposes and is acceptable proof of citizenship status in the absence of conflicting evidence. In doubtful cases the appointing officer should not be recommended until clearance has been secured from the certifying office of the Civil Service Commission.

(4) **Members of Family.**—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probationary or permanent appointment in the competitive service, no other member of such family is eligible for probationary or permanent appointment in the competitive service. The appointments of persons entitled to veteran preference are not subject to this requirement. The members of family provisions do not apply to temporary appointments. Doubtful cases may be referred to the appropriate office of the Civil Service Commission for decision.

FORM 537-14 9-1-48 FORNIA PS-172		DEPARTMENT OF STATE APPLICATION TO EMPLOYMENT IN THE FOREIGN SERVICE OF THE UNITED STATES		BUDGET BUREAU NO. 47-207-1 APPROVED FEBRUARY 28, 1951 THIS SPACE FOR OFFICE USE ONLY										
INSTRUCTIONS—Answers to all questions must be typed or printed. All questions must be answered fully. If sufficient space has not been provided for your answer to any question, complete your answer under item # 87. Forward in duplicate.				PREVIOUS <input type="checkbox"/> CARRIED <input type="checkbox"/> ACKNOWLEDGED <input type="checkbox"/> INDEXED <input type="checkbox"/> INVESTIGATED <input type="checkbox"/> ACTION <input type="checkbox"/> CODE <input type="checkbox"/> OTHER <input type="checkbox"/>										
DATE OF APPLICATION		SOCIAL SECURITY NUMBER		POSITION APPLIED FOR										
THIS SPACE FOR OFFICE USE ONLY		1. NAME (Last) (First) (Middle) (Maiden, if any) O'NEAL, Birch Dilworth		2. HAVE YOU EVER BEEN KNOWN BY ANY OTHER NAME? <input type="checkbox"/> YES <input type="checkbox"/> NO IF ANSWER IS "YES", GIVE FULL DETAILS UNDER ITEM #37.										
		3a. PERMANENT ADDRESS (Place from which transportation will be authorized if appointed. Street number and name) 211 Evans Street, Bainbridge, Georgia		4. STATE OF WHICH YOU ARE A LEGAL RESIDENT Georgia										
		3b. CITY, POSTAL ZONE, STATE		PRESENT BUSINESS PHONE										
		5. PRESENT ADDRESS IF DIFFERENT FROM ABOVE 4703 Crescent Street, N.W. Washington, D.C.		PRESENT HOME PHONE OL-0821										
		6. DATE OF BIRTH (Month, day, year) June 1, 1913		7. PLACE OF BIRTH (City, state, or country) Bainbridge, Georgia										
8a. IF BORN OUTSIDE U.S. HOW WAS CITIZENSHIP ACQUIRED? —		8b. IF A NATURALIZED CITIZEN, PLACE, DATE, AND NUMBER OF NATURALIZATION CERTIFICATE —												
9. SEX <input checked="" type="checkbox"/> MALE <input type="checkbox"/> FEMALE	10. HEIGHT FT. 1 IN.	11. WEIGHT 165 LBS.	12. MARITAL STATUS <input type="checkbox"/> SINGLE <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> WIDOWED <input type="checkbox"/> DIVORCED <input type="checkbox"/> SEPARATED											
13. WHAT IS THE LOWEST BASE SALARY, EXCLUSIVE OF ALLOWANCES YOU WILL ACCEPT? \$ PER ANNUM														
14. WHAT RESTRICTIONS ARE THERE IF ANY ON YOUR IMMEDIATE AVAILABILITY FOR DUTY IN ANY PART OF THE WORLD? None														
15. FULL NAME OF HUSBAND/WIFE (If wife, maiden name) Frances Pauly O'Neal, formerly Frances Pauly														
D. DATE OF BIRTH April 30, 1920		E. PLACE OF BIRTH (City, state, or country) Glenpool, Oklahoma												
6. IF BORN OUTSIDE U.S. HOW WAS CITIZENSHIP ACQUIRED? —		e. IF NATURALIZED, PLACE, DATE, AND NUMBER OF NATURALIZATION CERTIFICATE. —												
16. DEPENDENTS														
<table border="1"> <tr> <td>Frances Pauly O'Neal</td> <td>wife</td> <td>April 30, 1920</td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> </table>						Frances Pauly O'Neal	wife	April 30, 1920						
Frances Pauly O'Neal	wife	April 30, 1920												
17. WHICH DEPENDENTS WOULD YOU WISH TO ACCOMPANY YOU ABROAD? All														
18a. FATHER'S NAME Maston Emmett O'Neal		b. PLACE OF BIRTH Bainbridge, Ga.		c. OCCUPATION Lawyer										
d. PRESENT ADDRESS 211 Evans Street, Bainbridge, Georgia		e. IF BORN OUTSIDE U.S. DID FATHER EVER OBTAIN U.S. CITIZENSHIP? <input type="checkbox"/> YES <input type="checkbox"/> NO —												
19a. MOTHER'S MAIDEN NAME Bessie Matthews		b. PLACE OF BIRTH Thomaston, Georgia		c. OCCUPATION IF ANY Housewife										
d. PRESENT ADDRESS 211 Evans Street, Bainbridge, Georgia		e. IF BORN OUTSIDE U.S. DID MOTHER EVER OBTAIN U.S. CITIZENSHIP? <input type="checkbox"/> YES <input type="checkbox"/> NO —												
20a. CAN YOU TAKE DICTATION? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO W.P.M.	21. ARE YOU A STENOGRAPHER? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO W.P.M.	22. CAN YOU TYPE BY TOUCH SYSTEM? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO W.P.M.	23. NAME OTHER OFFICE MACHINES YOU OPERATE none											

21. MILITARY STATUS						
A. IF YOU HAVE BEEN IN THE ARMED FORCES OR IN THE MERCHANT MARINE IN WHAT SERVICE AND BRANCH DID YOU SERVE? (e.g. U.S. Army; Field Artillery)			D. SERVICE OR SERIAL NUMBER			
C. DATE OF ENTRY ON ACTIVE DUTY		E. RATE OR RANK AT TIME OF ENTRY		F. DATE OF HONORABLE DISCHARGE OR SEPARATION		
G. RATE OR RANK AT TIME OF DISCHARGE OR SEPARATION			H. PRESENT RATE OR RANK IF ON ACTIVE DUTY			
22A. WHAT PERTINENT FEDERAL CIVIL SERVICE EXAMINATIONS HAVE YOU TAKEN? (Give year, title, and grade received)						
D. DO YOU HAVE A PERMANENT CIVIL SERVICE STATUS IN THE FEDERAL GOVERNMENT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			E. IF NOW EMPLOYED IN THE FEDERAL GOVERNMENT, GIVE PRESENT GRADE AND DATE OF LAST CHANGE IN GRADE GS-11 Effective 17 Sept. 1950			
23. HAVE YOU EVER APPLIED FOR A POSITION UNDER THE DEPARTMENT OF STATE OR TAKEN AN EXAMINATION FOR A POSITION UNDER THE DEPARTMENT OF STATE? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO IF ANSWER IS "YES" GIVE PARTICULARS UNDER ITEM #37.						
24. HAVE YOU EVER HELD A POSITION UNDER A FOREIGN GOVERNMENT? (Including service in the Armed Services of a Foreign power) <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO IF ANSWER IS "YES" GIVE DETAILS UNDER ITEM #37.						
25. OUTLINE YOUR TRAVEL OR RESIDENCE ABROAD GIVING DATES, PURPOSE, AND PLACES. (If not while in the Armed Forces give number, date, and place of issuance of American passport.)						
26. FOREIGN LANGUAGES (Name and indicate the extent of your competence, i.e. Excellent, Good, Fair).						
a. LANGUAGE		b. READ	c. WRITE	d. SPEAK	e. UNDERSTAND	
Spanish		good	good	good	good	
27. EDUCATION						
a. GRADE SCHOOL — CIRCLE HIGHEST GRADE COMPLETED 1 2 3 4 5 6 (7) 8						
	NAME AND ADDRESS	DATES ATTENDED	YEARS COMPLETED	DIPLOMAS CONFERRED	MAJOR SUBJECTS	SEMESTER HOURS CREDIT
D. HIGH SCHOOLS OR PREPARATORY SCHOOLS	Bainbridge High Bainbridge, Ga.	1926 1931	5 yrs.	Diploma	-	21 Units
C. COLLEGES OR UNIVERSITIES	University of Georgia Athens, Ga.	1931 1935	4 yrs.	A.B.	Political Science	-
E. OTHER EDUCATIONAL INSTITUTIONS OR TRAINING SCHOOLS	University of Georgia Law School, Athens, Ga.	1935 1937	3 yrs.	LL.B.	Law	-
28. EMPLOYMENT						
INSTRUCTIONS. (In the spaces provided below describe every position which you have held since you first began to work. Start with present position and work back to the first position which you held. Account for all periods of unemployment and state reasons of any unemployment indicated.) Use continuation sheet if more space is required.						
PRESENT POSITION						
DATES OF EMPLOYMENT (Month, year) FROM: Dec. 1949 TO: present		EXACT TITLE OF YOUR PRESENT POSITION Legal Liaison Officer		SALARY OR EARNINGS STARTING \$ 7000 PER YR. PRESENT \$ 8800 PER YR.		
PLACE OF EMPLOYMENT (City, State) Washington, D.C.		DESCRIPTION OF YOUR WORK Handling legal matters and liaison with all other departments and agencies of U.S. government. Highly technical work involving immigration & naturalization laws, visa regulations and related matters.				
NAME AND ADDRESS OF IMMEDIATE SUPERVISOR Central Intelligence Agency 2430 P Street, N.W.						
NUMBER AND TITLE OF IMMEDIATE SUPERVISOR 2 officers and 1 clerical						
NAME AND TITLE OF IMMEDIATE SUPERVISOR General Walter R. Smith						
REASON FOR DEPARTURE FROM PRESENT POSITION Desires to return to foreign service		IF CURRENTLY EMPLOYED, WILL YOU REAPPROACH PRESENT EMPLOYER? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO				

FORM CSP-14		Continuation Sheet	
DATES OF EMPLOYMENT (Month, year) from Sept. 1942 to Jan. 1945		EXACT TITLE OF YOUR POSITION 	SALARY OR EARNINGS STARTING \$1,600 PER YR. FINAL \$ 5600 PER YR.
PLACE OF EMPLOYMENT (City, state) Mexico City and Bogota, Colombia		DESCRIPTION OF YOUR WORK Political information gathering and reporting and handling cases involving the proclaimed list of blocked nationals and trading with the enemy.	
NAME AND ADDRESS OF EMPLOYER Dept. of State			
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU 7 officers and 14 clerical			
NAME AND TITLE OF IMMEDIATE SUPERVISOR Ambassador Arthur Bliss Lane Ambassador George Messersmith			
REASON FOR LEAVING To return to the Dept. of Justice			
DATES OF EMPLOYMENT (Month, year) FROM: Jan. 1938 TO: Sept. 1942		EXACT TITLE OF YOUR POSITION Attorney	SALARY OR EARNINGS STARTING \$3000 PER YR. FINAL \$4600 PER YR.
PLACE OF EMPLOYMENT (City, state) Washington, D.C.		DESCRIPTION OF YOUR WORK Handling and supervising the handling of many and various types of Federal laws.	
NAME AND ADDRESS OF EMPLOYER Dept. of Justice			
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU 3 officers and 2 clerical			
NAME AND TITLE OF IMMEDIATE SUPERVISOR Attorney General Homer Cummings			
REASON FOR LEAVING To enter foreign service.			
DATES OF EMPLOYMENT (Month, year) FROM: July 1937 TO: Jan. 1938		EXACT TITLE OF YOUR POSITION Attorney-at-law	SALARY OR EARNINGS STARTING \$ - PER YR. FINAL \$2000 PER YR.
PLACE OF EMPLOYMENT (City, state) Bainbridge, Ga.		DESCRIPTION OF YOUR WORK General practice of law. Handling cases involving administration of estates, abstracts of titles, contracts, torts, wills and criminal trials.	
NAME AND ADDRESS OF EMPLOYER Self			
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU 1 clerical			
NAME AND TITLE OF IMMEDIATE SUPERVISOR -			
REASON FOR LEAVING To join Dept. of Justice			
DATES OF EMPLOYMENT (Month, year) FROM: TO:		EXACT TITLE OF YOUR POSITION	SALARY OR EARNINGS STARTING \$ PER YR. FINAL \$ PER YR.
PLACE OF EMPLOYMENT (City, state)		DESCRIPTION OF YOUR WORK	
NAME AND ADDRESS OF EMPLOYER			
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU			
NAME AND TITLE OF IMMEDIATE SUPERVISOR			
REASON FOR LEAVING			
REMARKS			

DATE OF EMPLOYMENT (Month, year) FROM: June 1946 TO: Feb. 1947 PLACE OF EMPLOYMENT (City, state) Caracas, Venezuela NAME AND ADDRESS OF EMPLOYER 2 officers and 3 clerical NAME AND TITLE OF IMMEDIATE SUPERVISOR Ambassador Walter J. Donnelly REASON FOR LEAVING CIA had special need for technical knowledge and I accepted the offer.		EXACT TITLE OF YOUR POSITION [Blank] SALARY OR EARNINGS STARTING \$ 7000 PER YR. FINAL \$ 7000 PER YR. DESCRIPTION OF YOUR WORK Was assigned to Political Section. Had frequent contact with high foreign government officials. Gathered and reported political information. Handled matters of special interest for the Ambassador.	
DATE OF EMPLOYMENT (Month, year) FROM: June 1946 TO: Feb. 1947 PLACE OF EMPLOYMENT (City, state) Bainbridge, Ga. NAME AND ADDRESS OF EMPLOYER Self - associated with father. NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU 1 clerical NAME AND TITLE OF IMMEDIATE SUPERVISOR - REASON FOR LEAVING To return to foreign service.		EXACT TITLE OF YOUR POSITION Attorney-at-law SALARY OR EARNINGS STARTING \$ 5000 PER YR. FINAL \$ 5000 PER YR. DESCRIPTION OF YOUR WORK Engaging in general practice of law, handling cases involving contracts, torts, wills and administration of estates, abstracts of titles and criminal trials.	
DATE OF EMPLOYMENT (Month, year) FROM: Jan. 1945 TO: June 1946 PLACE OF EMPLOYMENT (City, state) Washington, D.C. NAME AND ADDRESS OF EMPLOYER Dept. of Justice NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU 5 lawyers and 3 clerical NAME AND TITLE OF IMMEDIATE SUPERVISOR Hon. Tom Clark, Attorney General REASON FOR LEAVING To return to private law practice		EXACT TITLE OF YOUR POSITION Attorney SALARY OR EARNINGS STARTING \$ 6000 PER YR. FINAL \$ 6000 PER YR. DESCRIPTION OF YOUR WORK Supervising and handling cases involving many and various types of violations of Federal law.	
29. OTHER POSITIONS HELD FOR LESS THAN THREE MONTHS AND PERIODS OF UNEMPLOYMENT. (List—Beginning with most recent)			
DURATION FROM TO		POSITION -	
		NAME AND ADDRESS OF EMPLOYER OR REASON FOR UNEMPLOYMENT	
30. HAVE YOU EVER BEEN DISCHARGED OR FORCED TO RESIGN FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO IF ANSWER IS "YES" GIVE FULL DETAILS UNDER ITEM #37.			
31a. HAVE YOU NOW OR HAVE YOU EVER HAD ANY PHYSICAL DEFECTS OR DISABILITIES WHATSOEVER? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		31b. HAVE YOU EVER BEEN UNDER TREATMENT FOR A MENTAL OR EMOTIONAL DISORDER? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
32. WITHIN THE PAST TWELVE MONTHS, HAVE YOU FREQUENTLY USED INTOXICATING BEVERAGES TO EXCESS? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		33. HAVE YOU EVER HAD TUBERCULOSIS? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
34. WERE YOU EVER MEDICALLY DISCHARGED FROM THE ARMED FORCES? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		IF ANY OF YOUR ANSWERS TO ANY OF THE ABOVE IS "YES" GIVE FULL PARTICULARS UNDER ITEM #37.	

34. LIST YOUR FINANCIAL POSITION RECEIVED FROM ALL SOURCES IN CONSIDERATION OF YOUR SERVICE IN THE UNITED STATES UNDER ITEM 33. THE NAMES OF CREDITORS, AMOUNTS DUE TO EACH, AND DATES ON WHICH THE OBLIGATIONS WERE CONTRACTED.

35. DO YOU OR ANY OTHER PERSON HAVE A RIGHT TO ANY OTHER PAYMENT OR BENEFIT FROM ANY SOURCE OTHER THAN THE UNITED STATES GOVERNMENT? IF YES, GIVE YEAR AND OFFICE OF LAST PAYMENT.

36. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED, OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF ANY POLITICAL PARTY OR ORGANIZATION THAT ADVOCATES THE OVERTHROW OF THE GOVERNMENT OF THE UNITED STATES BY FORCE OR VIOLENCE? ☐ YES ☒ NO IF ANSWER IS "YES" GIVE FULL DETAILS UNDER ITEM 37.

37. HAVE YOU EVER BEEN ARRESTED OR DETAINED BY CIVIL OR MILITARY AUTHORITIES IN THE UNITED STATES OR IN ANY OTHER COUNTRY (other than for minor traffic violations where the fine did not exceed \$25)? ☐ YES ☒ NO

IF SO, STATE UNDER ITEM 38 THE NAME AND LOCATION OF THE COURT, DATE, AND DETAILS OF PROCEEDINGS, AND DISPOSITION.

38. LIST THREE COMPETENT AND RESPONSIBLE PERSONS IN THE UNITED STATES NOT RELATED TO YOU BY BLOOD OR MARRIAGE AND ARE PARTICULARLY QUALIFIED TO SUPPLY DEFINITE INFORMATION REGARDING YOUR CHARACTER AND ABILITY (do not give names of supervisors listed in answer to questions no. 28 or 29).

NAME	ADDRESS	OCCUPATION
Hon. A.B. Conner	Bainbridge, Ga.	U.S. District Judge
Hon. Fletcher Warren	Dept. of State Washington, D.C.	Ambassador-Diplomat
Dr. Gordon Chason	Bainbridge, Ga.	Physician-Surgeon

39. MENTION HERE ANY SPECIAL QUALIFICATIONS OR ACHIEVEMENTS NOT COVERED ELSEWHERE IN THIS APPLICATION. INCLUDE SUCH ITEMS AS ANY BOOKS OR ARTICLES YOU HAVE WRITTEN, SPECIAL RESEARCH WORK, TECHNICAL SKILLS, HONORARY OR PROFESSIONAL SOCIETY MEMBERSHIPS, AND ANY OTHER INFORMATION YOU CONSIDER PERTINENT. YOU MAY INCLUDE ANY PERTINENT RELIGIOUS, CIVIC, WELFARE, OR ORGANIZATIONAL ACTIVITY WHICH YOU HAVE PERFORMED EITHER WITH OR WITHOUT COMPENSATION, SHOWING THE NUMBER OF HOURS HAS BEEN AND NUMBER OF WEEKS PER YEAR IN WHICH YOU WERE ENGAGED IN SUCH ACTIVITY.

Phi Kappa Phi (Honorary Scholastic Fraternity)

Blue Key National Honor Fraternity

Phi Delta Phi (Legal Fraternity)

Decatur County Bar Association, Bainbridge, Ga.

Georgia Bar Association, Atlanta, Ga.

American Bar Association

40. USE THIS SPACE FOR COMPLETING ANSWERS TO ANY OF THE FOREGOING QUESTIONS, NUMBERING ANSWER TO CORRESPOND WITH QUESTIONS. USE EXTRA SHEETS OF PAPER IF NECESSARY.

#23. Application No. 6843 for oral examination under the War Manpower Act, made in approximately February 1947.

Presently under provisions of Civil Service Retirement Act.

Draft Status: None

Reserve Status: None

CERTIFICATION

False Statement on this Application is Cause for Dismissal.

I DO SOLEMNLY AFFIRM THAT THE INFORMATION CONTAINED HEREIN IS CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF.

Signature 5-4751

Signature
NAME AS USUALLY WRITTEN AND WHICH BE USED AS OFFICIAL SIGNATURE

OSQ

PHYSICAL QUALIFICATION RECORD

NAME O'NEAL, Birch D.	NATURE OF ACTION Trans. Funds
TITLE OF POSITION Intelligence Officer	GRADE GS-13
DEPARTMENT OR FIELD Departmental	

Subject was found physically ☒ fit ☐ unfit for duty with this organization in the above grade and position.

RECOMMENDATIONS:

And Overseas Duty

3 April 1960

DATE

SIGNATURE OF PHYSICAL REQUIREMENTS OFFICER

CERTIFICATE OF MEDICAL EXAMINATION

Applicant must fill in dotted lines below to heavy line

BIRCH D. O'NEAL 21 EVANS ST. BAINBRIDGE PA.
(Name) (Post office address)
Male June 1, 1913 MEDICAL
(Sex) (Date of birth) (Title of examination taken)
(Department and bureau in which you are to be employed) (City or town in which you are to be employed)

1. Have you any physical defect or disease or disability whatsoever? No

2. If answer is "yes" give details: Rheumatic Arthritis, Left Shoulder

PHYSICIAN SHOULD FILL IN THE FOLLOWING
72 3/4 inches. 185 pounds. 180 pounds. (Weight, without shoes) (Weight, in clothing) (Weight, without clothing) [Males, with and without clothing; females, clothed, but without wrap or hat.]

*To be taken for males only upon special written request of the official ordering examination.

Items checked (✓) were examined and found normal. Deviations from normal are noted. (See instructions on reverse side, numbered to correspond with items below.)

1. Eyes: Distant vision: Without glasses: Right: 20 Left: 20 With glasses if worn: Right: 20 Left: 20
Near vision:

What is the longest and the shortest distance at which the following specimens of Jaeger No. 1 and Jaeger No. 2 can be read by the applicant? If No. 1 is read with ease, No. 2 need not be given. Test each eye separately.

With the view of promoting health and efficiency and of minimizing accidents among Federal employees, the heads of the several executive departments and independent establishments having a medical personnel are directed to make such physical examination of applicants for (Jaeger No. 1) and employees in the Federal classified service as may be required by the Civil Service Commission or its authorized representative. This order will supplement the Executive orders of May 29 and June 18, 1933 (Executive order, September 4, 1934). (Jaeger No. 2)

Without glasses: Right: 18 in. to 18 in. Left: 18 in. to 18 in.
With glasses, if used: Right: 18 in. to 18 in. Left: 18 in. to 18 in.
Without glasses: Right: 18 in. to 18 in. Left: 18 in. to 18 in.
With glasses, if used: Right: 18 in. to 18 in. Left: 18 in. to 18 in.

Evidence of disease or injury: Right: No Left: No

Color vision: Is color vision normal when Ishihara or other color plate test is used? Yes

If not, can applicant pass lantern, yarn or other comparable test? No

2. Ears: (Consider denominators indicated here as normal. Record as numerators the greatest distance heard.) Ordinary conversation: Right ear: 20 Left ear: 20 Evidence of disease or injury: Right ear: No Left ear: No

3. Nose, sinus disease, etc. No

4. Mouth and throat No

5. Gastro-intestinal No

6. Thyroid (especially in women) No

7. Heart and blood vessels

Blood pressure: Mm. Hg. systolic 128 Mm. Hg. diastolic 80

Is organic heart disease present? No If organic heart disease is present, is it fully compensated? No

8. Lungs: Right: No Left: No

History of tuberculosis? No If so, has the disease been arrested for at least 1 year? No

If there is a history of tuberculosis, is any type of collapse therapy being received at present? (If so, give full details under remarks.) No

9. Hernia: No

(If present, name variety: inguinal, ventral, femoral, etc.; read definition on reverse before answering)

If present, is it supported by a well-fitting truss? No

10. Varicose veins: No

(If present, state location and degree)

Varicocele (see note 10 on reverse side) No

11. Feet: Is flat foot present? No Degree of impairment of function: No

(None, slight, moderate, severe)

12. Deformities, atrophies, and other abnormalities, diseases, or defects not included above: No

13. Scars of serious injury or disease: No

14. Nervous system (see note 14 on reverse side): No

Is there any history of a "nervous breakdown"? No

If hospitalized, give name of hospital and location: No

15. (a) Urinalysis (see reverse side): No (b) Venereal disease: No

16. Obtain from applicant statement of disabilities, past and present, give diagnosis and your comments under "Remarks."

17. Does Veterans Administration recognize a service-connected disability in this case? No If "yes," cover in your comments.

(Yes or no)

18. Has examinee ever received disability retirement from U. S. Civil Service Commission? No

(Yes or no)

The aim of the Executive order September 4, 1924, under which this examination is made, is to obtain information as to the physical condition of appointees to the classified civil service with a view to promoting efficiency and minimizing accidents and claims under United States employees' compensation laws.

Notes for Examining Physician

WEIGHT.—Males, without clothing, and also in ordinary clothing without overcoat or hat, (weigh twice); females, clothed, but without wrap or hat. If overweight, state whether due to bone and muscle or to fat.

HEARING.—Without boots or shoes, observe that no appliances are used to increase.

The examination should include the following observations:

1. **Eyes.**—Ptosis; discharge; corneal scar; pterygium. In recording distant vision consider 20 feet as normal and report all vision as a fraction with 20 feet as numerator and the smallest type read at 20 feet as denominator. If glasses are used, record for each eye the finding with and without glasses. Near vision must be reported. In testing vision without glasses the applicant or appointee should be instructed to remove the glasses at least one-half hour before testing uncorrected vision.

2. **Ears.**—Evidence of middle ear or mastoid disease; condition of drums; discharge. In recording hearing, record 20 feet as normal distance for conversational voice and record deviation from normal as fraction with 20 as denominator and actual distance as numerator.

3. **Nose.**—Ability to blow through each nostril. If free, a speculum examination would not be indicated.

4. **Mouth and throat.**—Missing teeth, pyorrhea; tonsils, hypertrophy or disease.

5. **Gastro-intestinal.**—Ulcers, inflammations, etc.

6. **Thyroid.**—Presence of tumor in neck and tremor, exophthalmos; nervous high-strung disposition, especially in women.

7. **Heart.**—Murmurs. State whether functional or organic. If valvular disease exists, state whether or not it is fully compensated. Arteriosclerosis.

8. **Lungs.**—It is necessary that the auscultatory cough be used. If tuberculosis is present, state whether active or arrested; if arrested, state your opinion as to how long it has been quiescent. Sputum to be examined for tubercle bacilli in all suspected cases.

9. **Hernia.**—Give details as to size, location, etc., and whether well-fitting truss is worn. Inguinal hernia exists when ring is enlarged and on roughing visceral impulse is felt which follows the finger on withdrawal.

10. **Varicocele.**—If varicocele is present, state approximate size—e. g., size of walnut, lemon, etc.

11. **Flat foot** of such a nature as to incapacitate or become aggravated by work or be alleged later to have been caused by accident or occupation. By "flat foot," as used in this form, is meant a foot with impaired function, the term being equivalent to "fallen or misplaced arch," an abnormal condition. Impairment of function is the point to be noted. An anatomically flat foot, but strong, is not disqualifying.

12 and 13. **Scars, deformities, atrophies, and paralyses** should be noted, but it is not important that small insignificant scars or blemishes which might be referred to as marks of identification be recorded.

14. This entry should include symptoms and full history of any mental or nervous abnormality.

15. **Urinanalysis** to be made in case of persons over 40, and in all cases where arteriosclerosis, nephritis, or diabetes is suspected, and when obesity is found on examination.

Record of urinalysis, if made: Sp. gr. Albumen Sugar Casts

If tachycardia is present, give pulse rate: Sitting Immediately after exercise Two minutes after exercise
Cardiac reserve
(Good, fair, or poor)

I have found this applicant abnormal under the following headings:

In my opinion, applicant is capable of performing duties involving Moderate physical exertion.

(Active, moderate, or light)

REMARKS:

History of melanin, last recurrence 1942.

(Signature of applicant)

Birch S. O. Neal

(This space to be filled in as a matter of identification, by the applicant in own hand writing, and in ink, in the presence of the physician)

Washington, D.C.

(Place of examination)

Feb. 11, 1943.

(Date of examination)

The examining physician must be a duly licensed doctor of medicine (M. D.)

John A. L. H. H. H.

(Signature of examining physician)

(If in Federal medical service, give title and branch)

Full time? Part time? Fee paid?

The personnel officer should fill in the blanks below before sending this form to the Commission for action

To be appointed in
(Department) (Bureau)

Title of position

Type of appointment (check): ☐ Original appointment ☐ Transfer ☐ Reinstatement ☐ Classification

Number of certificate upon which applicant's name appears (to be given in case of original appointment)

NAME	GRADE	SERIAL NO.	AGE	WEIGHT
PART TO BE EXAMINED (OR TREATED)				
CLINICAL DIAGNOSIS (INCLUDE OPERATIONS)				
HOSPITAL	DATE	SIGNATURE	M. C.	

Neg.

Film No. 100 Date 11 Feb 47 10-4577-1

W.D. AGED Form 8-48 1 December 1944
This form superseded W.D. M.D. Form 85K-2, 9 June 1942,
which may be used until existing stocks are exhausted.

RADIOLOGIC REPORT

GSS Form 1180b
(Rev. 5/12/45)

OFFICE OF STRATEGIC SERVICES
Washington, D. C.

FBI HKA RPS

11 February 1947

O'Neal, Birch D.

was given a physical

examination on this date and found qualified for

- ☒ Full Duty Overseas
- ☐ Limited Duty Overseas
- ☐ Duty in USA Only

Profile Serial (For Army EM only)

--	--	--	--	--	--	--

Defects Noted:

Ulceration- left ankle and tarsal regions; result of 370 degree burn (26 Dec 47).
This man is not qualified for overseas until the ulcer is healed, probably
needs skin graft.
Feb 27-Skin graft, ulcer completely healed, fit for duty overseas.
Immunisation completed 28 Feb 47.

PEDRO M. SOUZA, MAJ. M.C.

(70451)

MEDICAL CLEARANCE
(CIVILIAN)

11 February 1947

C E R T I F I C A T E N o. 1

This is to certify that Birch D. O'Neal ✓
 was given a physical examination on this date and found
 fit - ~~to~~ for service outside the United States.

John R. Tietjen

JOHN R TIETJEN, 1st. Lt. MC

[illegible]

15 March 1947

C E R T I F I C A T E N o. 2

This is to certify that **Birch D. O'Neal**
was given a physical inspection on this date and found
free of any communicable diseases.

John R. Piety

JOHN R. TIETJEN, 1st. Lt. MC

Explanatory Note: Certificate No. 1 is issued after a complete physical examination has been made to determine the individual's physical fitness for foreign service. Certificate No. 2 is issued after a physical inspection. It should be done within 48 hours prior to departure.

SECRET

When filled in

OFFICIAL USE ONLY (until filled in)

QUALIFICATIONS SUPPLEMENT TO PERSONAL HISTORY STATEMENT				
READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS.				
SECTION I				
1. EMP. SER. NO.		2. NAME (Last, First, Middle)		3. SEX
098598		CNEAL BIRCH D		4. DATE OF BIRTH
5. POSITION TITLE		6. OFFICE OR ASSIGNMENT		7. LOCATION (City, State, Zip)
D		CPS OFFICER CH		CI WASH., D.C.
SECTION II				
AREA		AGENCY OVERSEAS SERVICE		
VENEZUELA GUATEMALA AFRICA MEXICO VENEZUELA EUROPEAN AREA		TYPE TOUR PCS:XX PCS:XX TDY:XX TDY:XX TDY:XX TDY:XX TDY:XX		
CORRECTED BELOW		FROM 47/09/18 51/12/81 54/07/01 55/04/01 56/07/01 56/10/01		
VENEZUELA GUATEMALA AFRICA & WESTERN EUROPE MEXICO EUROPE VENEZUELA EUROPE MEXICO		TO 49/12/81 54/04/01 54/08/81 55/04/01 56/07/01 56/11/01		
OVERSEAS DATA CODE: DATE: 25 Jun 67 INITIALS: GPT		PCS PCS TDY TDY TDY TDY TDY		
47/09/18 51/12/20 54/7/26 55/4/19 55/11/8 56/7/17 56/10/24 60/10/20		49/12/20 54/4/30 54/8/27 55/4/28 55/12/10 56/7/24 56/11/19 60/10/25		
SECTION III				
EDUCATION				
DEGREE	MAJOR FIELD	COLLEGE		YEAR
BACH	HISTORY, GENERAL	IGA UNIV		39
BACH	LAW, GENERAL	IGA UNIV		39

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1-67 444J
Mfg 2-67

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GROUP
CLASSIFICATION
EXEMPT FROM AUTOMATIC
DOWNGRADING AND DECLASSIFICATION

67 JUN ENTD

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SECTION III		EDUCATION (CONT'D)		HIGH SCHOOL		COLLEGE OR UNIVERSITY STUDY	
HIGHEST HIGH SCHOOL ATTENDED		ADDITIONAL HIGH SCHOOL		YEARS ATTENDED		GRADUATE	
BAINBRIDGE HIGH		BAINBRIDGE GEORGIA, GA		1927-1931		YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	
NAME AND LOCATION OF COLLEGE OR UNIVERSITY		SUBJECT		YEARS ATTENDED		DEGREE RECEIVED	
UNIVERSITY OF GEORGIA, ATHENS, GA.		HISTORY		1931-1935		A.B. 1935	
LUMPKIN LAW SCHOOL OF UNIVERSITY OF GEORGIA, ATHENS, GA		LAW		1935-1937		LL.B. 1937	
						9 QTS.	
IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT []							
TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS							
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM		TO	
1 NONE							
2							
3							
OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE							
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM		TO	
1 F.B.I. SPECIAL AGENTS D.C.		INVESTIGATIONS - LAW ENFORCEMENT		10 JAN 1938		APRIL 1938	
2 DITTO		DITTO				8 WEEKS	
3 (PERIODIC IN-SERVICE RETRAINING)						TOTAL	
4 CENTRAL INTELLIGENCE GROUP		WASHINGTON D.C.		MAY 1947		FEB MAR 1947	
5 INTELLIGENCE COLLECTION						3 WEEKS	
AGENCY-SPONSORED EDUCATION							
Specify which, if any, of the education shown in Section III was Agency sponsored							
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM		TO	
1 NONE							
2							
3							
4							
5							

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SECTION IV GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY			CHECKED BY
				RE- DENCE	TRAVEL	STUDY	
Ecuador	- temporary residence	1942-FLB-- June 1942		X	X		X
Colombia	" "	Oct 1942--June 1943		X	X		X
Mexico	" "	1942--Dec 1943		X	X		X
Venezuela	" "	March 1947--Dec 1949		X	X		X
Guatemala	" "	Dec 1951--Apr 1954		X	X		X
Western Europe	None	(Jul-Aug 1954 (Nov-Dec 1955 (Oct-Nov 1956			X		X
	NONE	JULY-AUG 1954			X		X
Mexico 6-6-6	None	April 1955					X
Mexico	" "	October 1960 Travel only					X
Mexico	" "	1962			X		
In temp. residence countries gained special knowledge police, investigative systems and practices, local politics, both historical and then current.							
SECTION V TYPING AND STENOGRAPHIC SKILLS							
1. TYPING (WPM)		2. SHORTHAND (WPM)		3. INDICATE SHORTHAND SYSTEM USED CHECK (X) APPROPRIATE ITEM			
NONE				<input type="checkbox"/> GREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENO TYPE <input type="checkbox"/> OTHER SPECIFY			
4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (comptometer, mimeograph, card punch, etc.)							
SECTION VI SPECIAL QUALIFICATIONS							
1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH							
Baseball - good Tract - fair Football - good Fishing - good Tennis - fair Hunting - good							
2. EXCLUDING BUSINESS EQUIPMENT OR MACHINES WHICH YOU MAY HAVE LISTED IN ITEM 4, SECTION V, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT AND MACHINES SUCH AS OPERATION OF RADIO TRANSMITTERS (indicate CW speed, sending & receiving, OFFSET PRESS, TURRET LATHE EOP AND OTHER SCIENTIFIC & PROFESSIONAL DEVICES)							
None							
3. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, MEDICAL TECHNICIAN, PSYCHOLOGIST, PHYSICIAN, ETC?							
<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO							
4. IF YOU HAVE ANSWERED "YES" TO ITEM 3 ABOVE, INDICATE KIND OF LICENSE OR CERTIFICATION AND THE ISSUING STATE, MUNICIPALITY, ETC. (Provide license registry number if known)						5. FIRST LICENSE/CERTIFICATE year of issue	
Attorney at Law, State of Georgia 1937						1937	
						6. LATEST LICENSE/CERTIFICATE year of issue	
						NO OTHERS REQUIRED	
7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (do NOT submit copies unless requested. INDICATE THE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (non-fiction or scientific articles, general interest subjects, novels, short stories, etc.)							
None							
8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED							
None							
9. PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE							
Highschool and college debating and service club speeches for FBI.							

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Standard Form 100

SECTION VII - MILITARY SERVICE			
CURRENT DRAFT STATUS			
1. ARE YOU REGISTERED FOR THE DRAFT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		7. SELECTIVE SERVICE CLASSIFICATION	
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS		4. DEFERRED DUE REASON	
MILITARY SERVICE RECORD (Active Duty Only)			
1. MILITARY ORGANIZATION (Army, Navy, etc. specify)		3. DATES OF SERVICE (extended active duty) FROM TO	
4. STATUS (Regular, Reserve, etc. specify)		6. SERIAL SERVICE OR FILE NUMBER	
5. RANK, GRADE OR RATE (at expiration of past service)			
7. CHECK TYPE OF SEPARATION: <input type="checkbox"/> HONORABLE DISCHARGE <input type="checkbox"/> RETIREMENT FOR SERVICE <input type="checkbox"/> UNLATE HARDSHIPS <input type="checkbox"/> RELEASE TO INACTIVE DUTY <input type="checkbox"/> RETIREMENT FOR COMBAT DISABILITY <input type="checkbox"/> OTHER (Specify) <input type="checkbox"/> RETIREMENT FOR AGE <input type="checkbox"/> RETIREMENT FOR PHYSICAL DISABILITY			
8. BRIEF DESCRIPTION OF MILITARY DUTIES (record the duties and skills which best describe your work or function in the military service)			
MILITARY RESERVE NATIONAL GUARD STATUS <u>None</u>			
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG: <input type="checkbox"/> ARMY <input type="checkbox"/> MARINE CORPS <input type="checkbox"/> NATIONAL GUARD <input type="checkbox"/> NAVY <input type="checkbox"/> AIR FORCE <input type="checkbox"/> COAST GUARD <input type="checkbox"/> AIR NATIONAL GUARD			
1. CURRENT RANK, GRADE OR RATE		3. EXPIRATION DATE OF CURRENT RESERVE OBLIGATION	
2. DATE OF APPOINTMENT IN CURRENT RANK			
4. CHECK CURRENT RESERVE CATEGORY: <input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (active) <input type="checkbox"/> STANDBY (inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED			
5. BRIEF DESCRIPTION OF MILITARY RESERVE DUTIES (record the duties and skills which best describe your work or function in the military service)			
6. IF YOU ARE CURRENTLY ASSIGNED TO A RESERVE OR NATIONAL GUARD TRAINING UNIT, IDENTIFY THE UNIT AND ITS ADDRESS			
MILITARY SCHOOLS COMPLETED (Active Duty, Reserve Status or as Civilian)			
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	DATE COMPLETED	
1. University of Georgia, Athens, Ga.	Basic ROTC	1933	RESIDENT CORRESPONDENCE AGENCY SPONSORED
2.			RESIDENT CORRESPONDENCE AGENCY SPONSORED
3.			RESIDENT CORRESPONDENCE AGENCY SPONSORED
4.			RESIDENT CORRESPONDENCE AGENCY SPONSORED
5.			RESIDENT CORRESPONDENCE AGENCY SPONSORED

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 PERIODIC SUPPLEMENT
 PERSONAL HISTORY STATEMENT

THIS DATE

21 January 1969

INSTRUCTIONS

This form provides the means whereby your official personnel records will be kept current. Even though it duplicates information you have furnished previously, it will be necessary for you to complete Sections I through VI in their entirety. You need complete Sections III through VIII only if there has been a change since you entered on duty with the organization or if you believe the item requires more complete coverage than you have previously reported.

SECTION I

GENERAL

1. FULL NAME (Last-First-Middle)

CUMAL

PINCH

DILWORTH

2. CURRENT ADDRESS (No., Street, City, Zone, State)

4623 High Street
Chevy Chase, Maryland

3. PERMANENT ADDRESS (No., Street, City, Zone, State)

211 Evans Street
Rainbridge, Georgia

4. HOME TELEPHONE NUMBER

Oliver 4-6074

5. STATE, TERRITORY, POSSESSION OR COUNTRY IN WHICH YOU NOW CLAIM RESIDENCE

Temporary-Maryland; Permanent-Georgia

SECTION II

PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

1. NAME (Last-First-Middle) PREFERABLY RESIDING IN U.S.

CUMAL, MASTON E.

2. RELATIONSHIP

Mother

3. HOME ADDRESS (No., Street, City, Zone, State, Country)

Alice Street, Rainbridge, Georgia

4. BUSINESS ADDRESS (No., Street, City, Zone, State, Country); INDICATE NAME OF FIRM OR EMPLOYER, IF APPLICABLE

Declarator County Courthouse, Rainbridge, Georgia

5. HOME TELEPHONE NUMBER

194 J

6. BUSINESS TELEPHONE NUMBER

4

7. BUSINESS TELEPHONE EXTENSION

8. IN CASE OF EMERGENCY, OTHER CLOSE RELATIVES (Spouse, Mother, Father) MAY ALSO BE NOTIFIED. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE.

My mother should not be notified directly but only through one of my brothers or my sister

SECTION III

MARITAL STATUS

1. CHECK (X) ONE:

☒

SINGLE

☒

MARRIED

☐

WIDOWED

☐

SEPARATED

☐

DIVORCED

☐

ANNULLED

2. FURNISH DATE, PLACE AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS

NOTE: If you have been married more than once, including annulments, use a separate sheet for former wife or husband giving data below for all previous marriages. If marriage is contemplated, provide same data for fiancé.

3. NAME

(First)

(Middle)

(Maiden)

(Last)

Gladys

Frances

Paula

O'Neal

4. DATE OF MARRIAGE

27 March 1945

5. PLACE OF MARRIAGE (City, State, Country)

Tulsa, Oklahoma, USA

6. ADDRESS OF SPOUSE BEFORE MARRIAGE (No., Street, City, State, Country)

220 East 27th Place, Tulsa, Oklahoma

7. LIVING

☒

YES

☐

NO

8. DATE OF DEATH

9. CAUSE OF DEATH

10. CURRENT ADDRESS (Give last address, if deceased)

4623 High Street, Chevy Chase, Maryland

11. DATE OF BIRTH

30 April 1920

12. PLACE OF BIRTH (City, State, Country)

Glenpool, Oklahoma, USA

13. IF BORN OUTSIDE U.S., DATE OF ENTRY

14. PLACE OF ENTRY

15. CITIZENSHIP (Country)

USA

16. DATE ACQUIRED

Birth

17. WHERE ACQUIRED (City, State, Country)

Oklahoma

18. OCCUPATION

Homemaker

19. PRESENT EMPLOYER (Also give former employer, or if spouse is deceased or unemployed, last two employers)

20. EMPLOYER'S OR BUSINESS ADDRESS (No., Street, City, State, Country)

SECTION III CONTINUED TO PAGE 2

FORM 444b USE PREVIOUS EDITIONS.
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SECTION III CONTINUED FROM PAGE 1

21. DATES OF MILITARY SERVICE OF SPOUSE (From and To) BY MONTH AND YEAR

22. BRANCH OF SERVICE

23. COUNTRY WITH WHICH MILITARY SERVICE AFFILIATED

24. DETAILS OF OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN

American Embassy, Mexico City, Mexico 1940 - 1945

SECTION IV RELATIVES BY BLOOD, MARRIAGE OR ADOPTION LIVING ABROAD OR WHO ARE NOT U.S. CITIZENS

1. FULL NAME (Last-First-Middle)

STUBBS CHARLES PIERCE

2. RELATIONSHIP

First Cousin

3. AGE

44

4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES

Caracas, Venezuela - Manager Coca Cola Co. interests

5. CITIZENSHIP (Country)

USA

6. FREQUENCY OF CONTACT

Approximately 2 or 3 letters annually

7. DATE OF LAST CONTACT

May 1958

1. FULL NAME (Last-First-Middle)

2. RELATIONSHIP

3. AGE

4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES

5. CITIZENSHIP (Country)

6. FREQUENCY OF CONTACT

7. DATE OF LAST CONTACT

1. FULL NAME (Last-First-Middle)

2. RELATIONSHIP

3. AGE

4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES

5. CITIZENSHIP (Country)

6. FREQUENCY OF CONTACT

7. DATE OF LAST CONTACT

1. FULL NAME (Last-First-Middle)

2. RELATIONSHIP

3. AGE

4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES

5. CITIZENSHIP (Country)

6. FREQUENCY OF CONTACT

7. DATE OF LAST CONTACT

5. SPECIAL REMARKS, IF ANY, CONCERNING THESE RELATIVES

SECTION V

FINANCIAL STATUS

1. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY?

☒ YES☐ NO2. DO YOU HAVE ANY FINANCIAL INTEREST IN, OR OFFICIAL CONNECTION WITH, NON-U.S. CORPORATIONS OR BUSINESSES OR IN OR WITH U.S. CORPORATIONS OR BUSINESSES HAVING SUBSTANTIAL FOREIGN INTERESTS? ☐ YES ☒ NO IF YOU HAVE ANSWERED "YES," GIVE COMPLETE DETAILS ON A SEPARATE SHEET AND ATTACH IN A SEALED ENVELOPE.3. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT, PENSION, OR COMPENSATION FOR MILITARY OR NAVAL SERVICE? ☐ YES ☒ NO

4. IF YOU HAVE ANSWERED "YES" TO QUESTION 3 ABOVE, GIVE COMPLETE DETAILS.

5. WITHOUT REFERENCE TO YOUR SALARY, STATE OTHER SOURCES OF RECURRENT INCOME NOT INDICATED BY PRECEDING ITEMS.

SECTION V CONTINUED TO PAGE 3

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SECTION I CONTINUED FROM PAGE 2							
BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS							
NAME OF INSTITUTION				ADDRESS (City, State, Country)			
The City Bank				Penn. Avenue, Washington, D. C.			
First State National Bank				Bainbridge, Georgia			
2. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY?				YES		X NO	
3. IF YOU HAVE ANSWERED "YES" TO QUESTION 2 ABOVE, GIVE PARTICULARS, INCLUDING COURT AND DATE(S)							
SECTION VI CITIZENSHIP							
1. COUNTRY OF CURRENT CITIZENSHIP				2. CITIZENSHIP ACQUIRED BY - CHECK (X) ONE			
USA				<input checked="" type="checkbox"/> BIRTH <input type="checkbox"/> MARRIAGE <input type="checkbox"/> OTHER (Specify)			
3. HAVE YOU TAKEN STEPS TO CHANGE YOUR PRESENT CITIZENSHIP? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO				4. GIVE PARTICULARS			
5. IF YOU HAVE APPLIED FOR U.S. CITIZENSHIP, INDICATE PRESENT STATUS OF YOUR APPLICATION (First papers, etc.)							
SECTION VII EDUCATION							
1. CHECK (X) HIGHEST LEVEL OF EDUCATION ATTAINED							
LESS THAN HIGH SCHOOL GRADUATE				OVER TEN YEARS OF COLLEGE - NO DEGREE			
HIGH SCHOOL GRADUATE				BACHELOR'S DEGREE			
TRADE, BUSINESS, OR COMMERCIAL SCHOOL GRADUATE				GRADUATE STUDY LEADING TO HIGHER DEGREE			
TWO YEARS COLLEGE OR LESS				MAY HAVE DEGREE		MAY NOT HAVE DEGREE	
2. COLLEGE OR UNIVERSITY STUDY							
NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		DATES ATTENDED		OFFICE REC'D	DATE REC'D	SEM/STR HRS. COMPLETED (Specify)
	MAJOR	MINOR	FROM	TO			
3. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS							
NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED		TOTAL HOURS			
		FROM	TO				
4. MILITARY TRAINING (Full time duty in specialized schools such as Ordnance, Intelligence, Communications, etc.)							
NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED		TOTAL HOURS			
		FROM	TO				
5. OTHER EDUCATIONAL TRAINING NOT INDICATED ABOVE							

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SECTION A CONTINUED FROM PAGE 8

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (Do not submit copies unless requested). INDICATE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (Non-fiction, scientific articles, general interest subjects, novels, short stories, etc.)

8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED.

9. LIST ANY PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE.

10. LIST ANY PROFESSIONAL, ACADEMIC OR HONORARY ASSOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A MEMBER. LIST ACADEMIC HONORS YOU HAVE RECEIVED.

SECTION XI ORGANIZATION WORK EXPERIENCE - SINCE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE

1. INCLUSIVE DATES (From and To)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
March 1947 - December 1949	13	WH Division - DDP
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
Seven	Chief of Station - Intelligence Officer	
6. DESCRIPTION OF DUTIES		
Collecting and supervising collection of intelligence as Chief of Station		
1. INCLUSIVE DATES (From and To)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
January 1950 - June 1950	13	WH Division - DDP
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
12	Branch Chief - Intelligence Officer	
6. DESCRIPTION OF DUTIES		
Supervising and directing the collection and dissemination of intelligence information as Branch Chief		
1. INCLUSIVE DATES (From and To)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
June 1950 - December 1951	14	Office of Inspection & Security
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
5	Chief, Alien Affairs Branch	
6. DESCRIPTION OF DUTIES		
Liaison with Immigration and Naturalization Service and passport and Visa Divisions of Department of State in relation to aliens of operational interest. Facilitating entry and exit and naturalization.		
1. INCLUSIVE DATES (From and To)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
January 1952 - April 1954	14	WH Division - DDP
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
7	Chief of Station - Intelligence Officer	
6. DESCRIPTION OF DUTIES		
Supervising collection and collecting intelligence as Chief of Station		
1. INCLUSIVE DATES (From and To)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
June 1954 - 10 April 1955	14	Office of Security
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
None	Intelligence Officer	
6. DESCRIPTION OF DUTIES		
Conducting special investigations for the Director of Security		

(See page 6) (Use additional pages if required)

SECRET

5

SECRET
(When Filled In)

SECTION XII CHILDREN AND OTHER DEPENDENTS						
1. NUMBER OF CHILDREN (including stepchildren and adopted children) WHO ARE UNMARRIED, UNDER 21 YEARS OF AGE, AND ARE NOT SELF-SUPPORTING.			2. NUMBER OF OTHER DEPENDENTS (including spouse, parents, stepchildren, sister, etc.) WHO DEPEND ON YOU FOR AT LEAST 50% OF THEIR SUPPORT, OR, CHILDREN OVER 21 YEARS OF AGE WHO ARE NOT SELF-SUPPORTING.			
3. PROVIDE THE FOLLOWING INFORMATION FOR ALL CHILDREN AND DEPENDENTS						
NAME	RELATIONSHIP	YEAR OF BIRTH	SEX		CITIZENSHIP	ADDRESS
			M	F		
Frances P. O'Neal	Wife	1920		X	USA	Chevy Chase, Md.
			X		USA	Chevy Chase, Md.
				X	USA	Chevy Chase, Md.

ADDITIONAL COMMENT AND/OR CONTINUATION OF PRECEDING ITEMS

From 10 April 1955 to present I have been Chief of the Special Investigations Division of the Counter Intelligence Staff DDP conducting investigations and supervising five officers and four clerical employees in relation to investigations of a sensitive nature involving operational security matters.

DATE COMPLETED 24 January 1959

SIGNATURE OF EMPLOYEE *Birch D. O'Neal*
BIRCH D. O'NEAL

SECRET

10-4729-2

14. CONTINUED

Dates of employment (Month, year) From <u>10/1/50</u> To <u>10/1/50</u> Place of employment (city and State): <u>Washington, D.C.</u> Name and address of employer (firm, organization, or person) If Federal, name department, bureau or establishment and division: <u>Federal Bureau of Investigation</u> Kind of business or organization (e. g., wholesale silk, insurance agency, mfg. of locks, etc.): <u>Law enforcement</u> Number and kind of employees supervised by you: <u>(6 to 50), investigative & clerical</u> Name and title of immediate supervisor: <u>J. E. Hoover</u> Reason for leaving: <u>To return to practice of law.</u>		Exact title of your position: <u>Special Agent</u> Salary or earnings: Starting \$ <u>100</u> per <u>month</u> Final \$ <u>100</u> per <u>month</u> Description of your work: <u>For most of investigation at the U.S. Dept. of Justice, I was in charge of the collection of evidence in cases in which the United States is or was a party in litigation, and I received and gave other advice relative to law.</u>	
Dates of employment (Month, year) From <u>10/1/50</u> To <u>10/1/50</u> Place of employment (city and State): <u>Washington, D.C.</u> Name and address of employer (firm, organization, or person) If Federal, name department, bureau or establishment and division: <u>Federal Bureau of Investigation</u> Kind of business or organization (e. g., wholesale silk, insurance agency, mfg. of locks, etc.): <u>Law enforcement</u> Number and kind of employees supervised by you: <u>(6 to 50), investigative & clerical</u> Name and title of immediate supervisor: <u>J. E. Hoover</u> Reason for leaving: <u>To return to practice of law.</u>		Exact title of your position: <u>Special Agent</u> Salary or earnings: Starting \$ <u>100</u> per <u>month</u> Final \$ <u>100</u> per <u>month</u> Description of your work: <u>For most of investigation at the U.S. Dept. of Justice, I was in charge of the collection of evidence in cases in which the United States is or was a party in litigation, and I received and gave other advice relative to law.</u>	
Dates of employment (Month, year) From <u>10/1/50</u> To <u>10/1/50</u> Place of employment (city and State): <u>Washington, D.C.</u> Name and address of employer (firm, organization, or person) If Federal, name department, bureau or establishment and division: <u>Federal Bureau of Investigation</u> Kind of business or organization (e. g., wholesale silk, insurance agency, mfg. of locks, etc.): <u>Law enforcement</u> Number and kind of employees supervised by you: <u>(6 to 50), investigative & clerical</u> Name and title of immediate supervisor: <u>J. E. Hoover</u> Reason for leaving: <u>To return to practice of law.</u>		Exact title of your position: <u>Special Agent</u> Salary or earnings: Starting \$ <u>100</u> per <u>month</u> Final \$ <u>100</u> per <u>month</u> Description of your work: <u>For most of investigation at the U.S. Dept. of Justice, I was in charge of the collection of evidence in cases in which the United States is or was a party in litigation, and I received and gave other advice relative to law.</u>	
Dates of employment (Month, year) From <u>10/1/50</u> To <u>10/1/50</u> Place of employment (city and State): <u>Washington, D.C.</u> Name and address of employer (firm, organization, or person) If Federal, name department, bureau or establishment and division: <u>Federal Bureau of Investigation</u> Kind of business or organization (e. g., wholesale silk, insurance agency, mfg. of locks, etc.): <u>Law enforcement</u> Number and kind of employees supervised by you: <u>(6 to 50), investigative & clerical</u> Name and title of immediate supervisor: <u>J. E. Hoover</u> Reason for leaving: <u>To return to practice of law.</u>		Exact title of your position: <u>Special Agent</u> Salary or earnings: Starting \$ <u>100</u> per <u>month</u> Final \$ <u>100</u> per <u>month</u> Description of your work: <u>For most of investigation at the U.S. Dept. of Justice, I was in charge of the collection of evidence in cases in which the United States is or was a party in litigation, and I received and gave other advice relative to law.</u>	
Dates of employment (Month, year) From <u>10/1/50</u> To <u>10/1/50</u> Place of employment (city and State): <u>Washington, D.C.</u> Name and address of employer (firm, organization, or person) If Federal, name department, bureau or establishment and division: <u>Federal Bureau of Investigation</u> Kind of business or organization (e. g., wholesale silk, insurance agency, mfg. of locks, etc.): <u>Law enforcement</u> Number and kind of employees supervised by you: <u>(6 to 50), investigative & clerical</u> Name and title of immediate supervisor: <u>J. E. Hoover</u> Reason for leaving: <u>To return to practice of law.</u>		Exact title of your position: <u>Special Agent</u> Salary or earnings: Starting \$ <u>100</u> per <u>month</u> Final \$ <u>100</u> per <u>month</u> Description of your work: <u>For most of investigation at the U.S. Dept. of Justice, I was in charge of the collection of evidence in cases in which the United States is or was a party in litigation, and I received and gave other advice relative to law.</u>	

If more space is required, use a continuous roll of paper (Form No. 50) or a sheet of paper the same size as this. Write on each sheet your name, address, and date of birth, and indicate line title. Attach to this.

17. MILITARY EXPERIENCE. (a) Under each of the following five placements of any veterans detailed in Item 16, list the training and experience that have been acquired in the Armed Forces of the United States or in any other service in which you have been detailed. (b) List any special or technical schools while in the service. Write in Item (c) "N" for "None." (d) List any "Service schools" and indicate in Item (e) any type of changes in duty assignment, showing dates of such assignment.

<p>(a) First Special Service School attended:</p> <p>Location: _____</p> <p>Dates attended (month, year): _____</p> <p>From: _____ To: _____</p> <p>Rating received at end of this training: _____</p> <p>(c) Duty assignment after this training (give all important changes in duty assignment whether or not you attended a Service School): _____</p> <p>Dates of duty assignment (month, year): _____</p> <p>From: _____ To: _____</p>	<p>(b) What were you taught in First Special Service School?</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>(d) What did you do during this duty assignment?</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p>
<p>(a) Second Special Service School attended:</p> <p>Location: _____</p> <p>Dates attended (month, year): _____</p> <p>From: _____ To: _____</p> <p>Rating received at end of this training: _____</p> <p>(c) Duty assignment after this training: _____</p> <p>Dates of duty assignment (month, year): _____</p> <p>From: _____ To: _____</p>	<p>(b) What were you taught in Second Special Service School?</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>(d) What did you do during this duty assignment?</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p>

18. EDUCATION - Circle highest grade completed: 1 2 3 4 5 6 7 8 9 10 11 12

Mark (a) the appropriate box to indicate satisfactory completion of:

☐ Elementary School ☐ Junior High School ☐ Senior High School

(a) Give name and location of last high school attended: High School, Raleigh, N.C.

(b) Subjects studied in high school which apply to position desired: _____

(a) Name and Location of College or University	Major	Dates Attended		Years Completed		Degrees Obtained		Semester Hours Credit
		From	To	Day	Night	Title	Date	
University of Georgia, Athens, Ga.	History	1941	1945	4		B.A.	1945	120
University of Georgia, Athens, Ga.	History	1945	1947	2		M.A.	1947	24
(d) List Your Chief Undergraduate College Subjects	Semester Hours	List Your Chief Graduate College Subjects						Semester Hours
History	120	English						24
English	24							
Government	24							

(e) Other training such as vocational, business study courses given through the Armed Forces Institute (show name and location of school), or "in-service training" in a Federal agency:

14 weeks "I.I.I." training school for Special Agents of the FBI in-service approximately five F.B.I. "in-service"

19. Indicate your knowledge of foreign languages	READING			SPEAKING			UNDERSTANDING		
	Exp.	Good	Fair	Exp.	Good	Fair	Exp.	Good	Fair
German									
French									
<p>(a) How was your knowledge of foreign languages acquired?</p> <p>Six weeks intensive training in German at the University of Georgia, Athens, Ga.</p> <p>(b) If you have traveled or resided in any foreign countries, indicate (1) names of countries (2) dates and length of time spent there and (3) reason for purpose (e.g., business, education, recreation).</p> <p>Four months in Germany, 1945-1946.</p>									
<p>20. List any special tools you possess and machines and equipment you can use such as operation of short-wave radio, multi-line computer, key punch, turret lathe, acetone or professional device.</p> <p>Approximate number of words per minute in typing: _____ shorthand: _____</p>									
<p>21. Are you now or have you ever been a licensed or certified member of any trade or profession (such as pilot, electrician, radio operator, teacher, lawyer, CPA, etc.)?</p> <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Give kind of license and State: _____</p> <p>First license or certificate (year): 1937</p> <p>Last license or certificate (year): 1947</p>									
<p>22. Give any special qualifications not covered elsewhere in your application such as:</p> <p>(a) your more important publications (b) ROT (c) patent or inventions (d) public speaking and public relations experience (e) membership in professional or scientific societies, etc.</p> <p>Have been extensive public speaker at various meetings, particularly at the National Association of Public Relations.</p>									

[illegible]

14-00000

SECRET

TO : Security Officer, OGO

Date: 20 February 1950

FROM : COMMO

SUBJECT: Communications Debriefing of Birch D. O'Neal

The above named individual has been debriefed by this office and a copy of the debriefing statement is attached for inclusion in the individual files.

FOR THE CHIEF, COMMUNICATIONS DIVISION:



cc with Attachment:

SED ✓
CTB

SECRET

SECRET

CENTRAL INTELLIGENCE AGENCY

COMMUNICATIONS DIVISION

SIGNAL SECURITY AND CONTROL SECTION

COMMUNICATIONS DEPARTMENT

I, BIRCH D. O'NEAL, do solemnly swear (or affirm) not to divulge any classified information concerning the communications of the Central Intelligence Agency as to organization, personnel, location, methods of operation, cryptographic systems, communications channels and facilities used.

I do further solemnly swear (or affirm) that I shall not discuss, divulge, publish or cause to be published any information concerning the cryptographic facilities, systems, or procedures employed by other United States Government Departments or Agencies of which I am cognizant by virtue of my communications duties with C.I.A.

I do further swear (or affirm) that I shall not discuss, divulge, publish or cause to be published any classified information or intelligence of which I am cognizant by virtue of my communications duties with CIA unless specifically authorized in writing in each case by the Director of Central Intelligence.

I have read the provisions of the Espionage Act and understand that after covering my relations with the Communications Division, C.I.A., I am still bound by that Act and if it is violated, I am subject to its penalties.

I do further solemnly swear (or affirm) that no classified papers, booklets, material, or equipment remain in my possession and that all communications property, classified and unclassified, have been returned to the proper authorities of Communications Division, C.I.A.

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

Signed:

Birch D. O'Neal

Dated:

20 February 1950

Witness:

Charles A. Pooley

Position:

Chief, Security Section

Date:

20 February 1950

SECRET

PERSONAL HISTORY STATEMENT

Instructions:

1. Answer all questions *completely*. If question does not apply write "not applicable." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use a separate sheet for extra details on *any* question or questions for which you do not have sufficient room.
2. Attach 2 recent passport size pictures to this form, date taken written on the back of each.
3. Type, print or write carefully; illegible or incomplete forms will *not* receive consideration.

HAVE YOU READ AND UNDERSTOOD THE INSTRUCTIONS? **Yes**

Yes or No

SEC. 1. PERSONAL BACKGROUND

A. FULL NAME ^{Mr.} ~~Miss~~ Birch Dilworth O'Neal TELEPHONE 312J

PRESENT ADDRESS 402 Pine St. Bainbridge Georgia U.S.A.
St. & No. City State Country

LEGAL RESIDENCE 402 Pine St. Bainbridge Georgia U.S.A.
St. & No. City State Country

B. NICKNAME **None** ANY OTHER NAMES THAT YOU HAVE USED **None**

UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? **Not applicable**

HOW LONG? **Not applicable** IF A LEGAL CHANGE, GIVE PARTICULARS **Not applicable**
When

Not applicable **Not applicable**
Where By What Authority?

C. DATE OF BIRTH June 1, 1913 PLACE OF BIRTH Bainbridge Georgia U.S.A.
City State Country

RACIAL ORIGIN THROUGH MOTHER Anglo-Saxon THROUGH FATHER ANGLO-SAXON

D. PRESENT CITIZENSHIP U.S.A. BY BIRTH? YES BY MARRIAGE? **Not applicable**

BY NATURALIZATION CERTIFICATE # **Not applicable** ISSUED **Not applicable** BY **Not applicable**
Date Court

AT **Not applicable**
City State Country

HAVE YOU HAD A PREVIOUS NATIONALITY? No WHAT? **Not applicable**

HELD BETWEEN W. & DATES? **Not applicable** ANY OTHER NATIONALITY? No

- 2 -

GIVE PARTICULARS: Not applicable.

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? No.

GIVE PARTICULARS:

Not applicable

E. LAST U.S. PASSPORT: NUMBER, DATE AND PLACE OF ISSUE Issued Washington
D. C. 1942 actual date of issuance and number unknown.

HOW MANY OTHER U.S. PASSPORTS HAVE YOU HAD? one GIVE APPROXIMATE DATES:

Was issued latter part of January or first part of February 1942
at Washington D. C.

PASSPORTS OF OTHER NATIONS? None

F. IF BORN OUTSIDE U.S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? Not applicable

PORT OF ENTRY? ON PASSPORT OF WHAT COUNTRY?

LAST U.S. VISA

Number

Type

Place of Issue

Date of Issue

SEC. 2. PHYSICAL DESCRIPTION

AGE 33 SEX Male HEIGHT 6 feet 1 in. WEIGHT 185
EYES Brown HAIR Brown COMPLEXION Medium SCARS cut scar
left cheek
appendectomy
BUILD Slender OTHER DISTINGUISHING FEATURES None

SEC. 3. FATHER (Give the same information for Step-father and/or guardian on a separate sheet)

FULL NAME Maston Emmett O'Neal
First Middle Last
LIVING OR DECEASED Living DATE OF DECEASE CAUSE
PRESENT, OR LAST, ADDRESS 402 Pine St. Bainbridge, Ga. U.S.A.
St. & No. City State Country
DATE OF BIRTH March 24, 1875 PLACE OF BIRTH Bainbridge, Ga. U.S.A.
City State Country
CITIZENSHIP U.S.A. WHEN ACQUIRED? At Birth WHERE? Bainbridge, Ga. U.S.A.
City State Country
OCCUPATION Attorney at Law LAST EMPLOYER Self
County Court House
EMPLOYER'S OR OWN BUSINESS ADDRESS Bainbridge, Ga. U.S.A.
St. & No. City State Country
MILITARY SERVICE FROM None TO BRANCH OF SERVICE None
Date Date
COUNTRY None DETAILS OF OTHER GOV'T SERVICE, U.S. OR FOREIGN
Solicitor of Court of Bainbridge, Ga. 1904 to present
excepting 1928 to 1932.

SEC. 4. MOTHER (Give separate sheet for Step-mother on a separate sheet)

FULL NAME Bessie Birch Matthews O'Neal
First Maiden Last
 LIVING OR DECEASED Living DATE OF DECEASE CAUSE
 PRESENT OR LAST ADDRESS 402 Pine St. Bainbridge Georgia U.S.A.
St. & No. City State Country
 DATE OF BIRTH May 23, 1885 PLACE OF BIRTH Thomaston Georgia U. S. A.
At City State Country
 CITIZENSHIP U. S. WHEN ACQUIRED? Birth WHERE? Thomaston Ga. U. S. A.
City State Country
 OCCUPATION Housewife and parttime music teacher LAST EMPLOYER self
 EMPLOYER'S OR OWN BUSINESS ADDRESS 402 Pine St. Bainbridge Ga. U. S. A.
St. & No. City State Country
 DETAILS OF GOV'T SERVICE, U.S. OR FOREIGN None

SEC. 5. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters)

FULL NAME Maston Emmett C'Neal Jr.
First Middle Last
 PRESENT ADDRESS 551 Academy St. Bainbridge Georgia U.S.A.
St. & No. City State Country
 FULL NAME Allan Matthews O'Neal
First Middle Last
 PRESENT ADDRESS UNKNOWN King of Prussia Pennsylvania U.S.A.
St. & No. City State Country
 FULL NAME Mrs. Elisabeth Ann O'Neal Plowden
First Middle Last
 PRESENT ADDRESS 202 College St. Bainbridge Georgia U. S. A.
St. & No. City State Country

SEC. 6. MARITAL STATUS

A. SINGLE No MARRIED Yes DIVORCED No WIDOWED No

STATE DATE, PLACE AND REASON FOR SEPARATION OR DIVORCE

Neither separated nor divorced.

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND AND GIVE REQUIRED DATA FOR ALL PREVIOUS MARRIAGES)

NAME Gladys Frances Pauly O'Neal PLACE Tulsa Okla.
First Middle; (for wife, maiden) Last DATE OF MARRIAGE 3/27/45
 (HER OR HIS) ADDRESS BEFORE MARRIAGE 227 E. 27th Place, Tulsa, Okla. USA
St. & No. City State Country
 LIVING OR DECEASED Living DATE OF DECEASE CAUSE
 PRESENT OR LAST ADDRESS 402 Pine St. Bainbridge Ga. U. S. A.
St. & No. City State Country

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SEC. 6. MARITAL STATUS (Cont'd)

DATE OF BIRTH April 30, 1920 PLACE OF BIRTH Glennpool, Okla. USA
City State Country
 RACIAL ORIGIN THROUGH FATHER French and German THROUGH MOTHER French and English
 CITIZENSHIP USA WHEN ACQUIRED? At Birth WHERE? Glennpool, Okla. USA
City State Country
 OCCUPATION Housewife LAST EMPLOYER U.S. Foreign Service
 EMPLOYER'S OR OWN BUSINESS ADDRESS Dept. of State, Washington D. C.
St. & No. City State Country
 MILITARY SERVICE FROM None TO Date Date BRANCH OF SERVICE
 COUNTRY DETAILS OF OTHER GOV'T. SERVICE, U.S. OR FOREIGN
 Only government or foreign service has been as a clerk in the U. S. Foreign Service assigned to U.S. Embassy, Mexico City, 1941-1945.

SEC. 7. FATHER-IN-LAW

FULL NAME Frank Robert Pauly
First Middle Last
 LIVING OR DECEASED Living DATE OF DECEASE
 PRESENT, OR LAST, ADDRESS 220 E. 27th Place Tulsa Oklahoma USA
St. & No. City State Country
 RACIAL ORIGIN French and German BIRTH 2/4/92 Edmond Okla. USA
Date City Country
 CITIZENSHIP U.S.A. WHEN ACQUIRED? At Birth WHERE? Edmond OKLA. USA
City State Country

SEC. 8. MOTHER-IN-LAW

FULL NAME Grace Gladys Merchant Pauly
First Maiden Last
 LIVING OR DECEASED Living DATE OF DECEASE
 PRESENT, OR LAST, ADDRESS 220 E. 27th Place Tulsa Oklahoma USA
St. & No. City State Country
 RACIAL ORIGIN French and English BIRTH August 4, 1891 LaFayette, Ind. USA
Date City Country
 CITIZENSHIP USA WHEN ACQUIRED? At Birth WHERE? LaFayette, Indiana USA
City State Country

SEC. 9. CHILDREN OR DEPENDENTS (Include partial dependents)

NAME None RELATIONSHIP AGE
 NATIONALITY ADDRESS
St. & No. City State Country
 NAME RELATIONSHIP AGE
 NATIONALITY ADDRESS
St. & No. City State Country
 NAME RELATIONSHIP AGE
 NATIONALITY ADDRESS
St. & No. City State Country

SEC. 10. RELATIVES BY BLOOD OR ADOPTION, WHO ARE ABROAD, ARE UNDER THE JURISDICTION OF A FOREIGN POWER ARE NOT CITIZENS OF THE UNITED STATES, OR ARE MARRIED TO NON-CITIZENS:

NAME NONE RELATIONSHIP AGE
 NATIONALITY ADDRESS St. & No. City State Country
 REASON FOR LISTING UNDER THIS QUESTION
 NAME RELATIONSHIP AGE
 NATIONALITY ADDRESS St. & No. City State Country
 REASON FOR LISTING UNDER THIS QUESTION
 NAME RELATIONSHIP AGE
 NATIONALITY ADDRESS St. & No. City State Country
 REASON FOR LISTING UNDER THIS QUESTION

SEC. 11. RELATIVES BY BLOOD OR MARRIAGE, IN MILITARY, NAVAL OR OTHER GOV'T SERVICE—U.S. OR FOREIGN:

NAME None RELATIONSHIP AGE
 NATIONALITY ADDRESS St. & No. City State Country
 TYPE AND LOCATION OF SERVICE (IF KNOWN)
 NAME RELATIONSHIP AGE
 NATIONALITY ADDRESS St. & No. City State Country
 TYPE AND LOCATION OF SERVICE (IF KNOWN)
 NAME RELATIONSHIP AGE
 NATIONALITY ADDRESS St. & No. City State Country
 TYPE AND LOCATION OF SERVICE (IF KNOWN)

SEC. 12. GIVE FIVE CHARACTER REFERENCES—IN THE U.S.—(Give business addresses where possible)

NAME: Mr. Robert R. Gunn ADDRESS Milledge Ave. Athens Ga.
 NAME: Mr. A.B. Conger ADDRESS O'Neal Building Bainbridge, Ga.
 NAME: Mr. M.C. Barwick ADDRESS C&S Building Atlanta Ga.
 NAME: Mr. R. G. Ledy ADDRESS
 NAME: Mr. Arthur M. Thurston ADDRESS
 (643)

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SEC. 13. NAMES OF 5 PERSONS WHO KNOW YOU SOCIALLY IN THE UNITED STATES. NOT REFERENCES OR EMPLOYERS—(Give business addresses where possible)

1. NAME Mr. Giuseppe L. Galletti	ADDRESS: 1111 1st St., Washington, D.C.
2. NAME Mr. W. G. Hill	ADDRESS: 1011 1st St., Washington, D.C.
3. NAME Mr. J. J. Duggan	ADDRESS: 1111 1st St., Washington, D.C.
4. NAME Mr. J. J. Duggan	ADDRESS: 1111 1st St., Washington, D.C.
5. NAME Mr. J. J. Duggan	ADDRESS: 1111 1st St., Washington, D.C.

SEC. 14. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U.S.

NAME: Mr. Clifford Rooten	ADDRESS: 106 South 1st St., Washington, D.C.
NAME: Mr. J. J. Duggan	ADDRESS: 700 Potomac Street, Washington, D.C.
NAME: Mr. J. J. Duggan	ADDRESS: 404 Pine Street, Washington, D.C.

SEC. 15. EDUCATION

SCHOOL: Bainbridge Grammar	ADDRESS: Bainbridge, Georgia	U.S.A.
DATES ATTENDED: 1919-1927	DEGREE: Diploma	
SCHOOL: Bainbridge High	ADDRESS: Bainbridge, Georgia	U.S.A.
DATES ATTENDED: 1927-1931	DEGREE: Diploma	
COLLEGE: University of Georgia	ADDRESS: Athens, Georgia	U.S.A.
DATES ATTENDED: 1931-1935	DEGREE: A. B.	
COLLEGE: University of Georgia Law School	ADDRESS: Athens, Georgia	U.S.A.
DATES ATTENDED: 1935-1937	DEGREE: LL.B.	

SEC. 16. MILITARY, NAVAL OR OTHER GOV'T SERVICE — U.S. OR FOREIGN

U.S.A.	F. B. I.	Special Agent	1931 - 1946
Country	Service	Rank	Dates
Albany, New York	Serial No.	Volunteer	Com. Officer
Last Station	Type of discharge		
REMARKS:			

SEC. 17. SELECTIVE SERVICE

CLASSIFICATION 4A

ORDER NO. 814A

APPROX. INDUCTION DATE Unknown

BOARD NO. 1

ADDRESS Bainbridge, Georgia

IF DEFERRED, GIVE REASON Was deferred during the war upon request of The
Federal Bureau of Investigation.

SEC. 18. HAVE YOU EVER BEEN DISCHARGED FROM ANY POSITION, OR LEFT UNDER CIRCUMSTANCES WHICH WERE NOT ENTIRELY FAVORABLE? PLEASE GIVE DETAILS:

No

SEC. 19. MISCELLANEOUS

DID YOU EVER HAVE OR DO YOU NOW HAVE MEMBERSHIP IN, OR SUPPORT, ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES? No IF "YES," EXPLAIN:

DO YOU USE, OR HAVE YOU USED INTOXICANTS? I have and do on occasions.

take a drink of intoxicating liquor socially, but am not addicted to its use nor do I use it excessively.

HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? IF SO, STATE NAME OF COURT, CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE No.

SEC. 20. FINANCIAL BACKGROUND

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

NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS

First State National Bank of Bainbridge, Georgia

HAVE YOU EVER BEEN IN BANKRUPTCY? No GIVE PARTICULARS

Not applicable

(65)

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SEC. 20. FINANCIAL BACKGROUND (Cont'd)

GIVE three CREDIT REFERENCES — IN THE U.S.

NAME: Walter, Richard, Jr. ADDRESS 1111 1/2 St. N.W., Washington, D.C.
St. & No. City State

NAME: Walter, Richard, Jr. ADDRESS 1111 1/2 St. N.W., Washington, D.C.
St. & No. City State

NAME: Thelick, Paul, Co. ADDRESS 1111 1/2 St. N.W., Washington, D.C.
St. & No. City State

SEC. 21. CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 10 YEARS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESS AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. INCLUDE LAST 5 POSITIONS AND COVER AT LEAST 10 YEARS.

EMPLOYER National Youth Administration TITLE OF JOB Assistant Librarian
(work actually performed at)

ADDRESS Univ. of Georgia, Athens, Georgia Washington D.C. U.S.A.
St. & No. City State Country

YOUR DUTIES AND SPECIALTY Attending and maintaining Law Library
Funds disbursed by U.S. Dean Alton

KIND OF BUSINESS: Government to aid deserving students. NAME OF SUPERVISOR Hosch

FROM: Sept. 1935 TO: June 1937 SALARY: \$20.00 PER Month

REASONS FOR LEAVING This was merely temporary work which naturally terminated upon my graduation from Law School.

EMPLOYER Self TITLE OF JOB Attorney at Law

ADDRESS 402 Pine Street Bainbridge Georgia U. S. A.
St. & No. City State Country

YOUR DUTIES AND SPECIALTY Actively engaged in the general practice of law

KIND OF BUSINESS: Law NAME OF SUPERVISOR Not Applicable
Not Not

FROM: July 17, 1937 TO: January 10, 1938 SALARY: \$ applicable PER applicable

REASONS FOR LEAVING To accept appointment as Special Agent of F. B. I.

U. S. Department of Justice

EMPLOYER Federal Bureau of Investigation TITLE OF JOB Special Agent

ADDRESS Washington D. C. U. S. A.
St. & No. City State Country

YOUR DUTIES AND SPECIALTY Investigating violations of the laws of the U. S.

KIND OF BUSINESS: Law Enforcement NAME OF SUPERVISOR J. E. Hoover
\$3200 to

FROM: Jan. 10, 1938 TO: May 31, 1946 SALARY: \$45600 PER annum

REASONS FOR LEAVING to the practice of law. field or returning

SEC. 21 CHRONOLOGICAL HISTORY (Cont'd)

Accused a dual citizen as a result of the above and expired Oct. 16, 1946
 EMPLOYER Self TITLE OF JOB Attorney-at-Law

ADDRESS 100 Pine St., Cambridge, Massachusetts St. & No. City State Country

YOUR DUTIES AND SPECIALTY General Law Practice

KIND OF BUSINESS: NAME OF SUPERVISOR

FROM: June, 1944 TO: Present SALARY \$ 4,000.00 PER

REASONS FOR LEAVING

EMPLOYER Not applicable TITLE OF JOB

ADDRESS St. & No. City State Country

YOUR DUTIES AND SPECIALTY

KIND OF BUSINESS: NAME OF SUPERVISOR

FROM: TO: SALARY \$ PER

REASONS FOR LEAVING

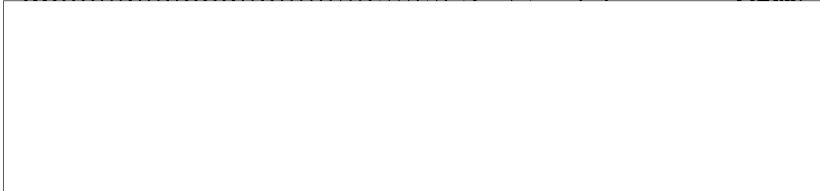
SEC. 22. RESIDENCES FOR THE PAST TEN YEARS

100 Hancock St., Athens, Georgia U.S.A. 1946 1947
 408 Pine St., Cambridge, Georgia U.S.A. 1947 1948
 St. & No. City State Country FROM: TO:

William Len Hotel Memphis, Tennessee U.S.A. 1948 1949
 St. & No. City State Country FROM: TO:

Beaux Arts Apartments, New York City U.S.A. 1949 1951
 St. & No. City State Country FROM: TO:

Tudor City Apartments, New York City U.S.A. 1951 1951
 FROM: TO:



1951 TO: 1951

1951 TO: 1952

1952 TO: 1954

1008 Fortner Road, Alexandria, Virginia U.S.A. 1954 1956
 St. & No. City State Country FROM: TO:

Schuyler Heights Apts., Albany, New York U.S.A. Jan, 1946 June, 1946

SEC. 23. RESIDENCE OR TRAVEL OUTSIDE THE UNITED STATES

Guaymas, Sonora, Mexico U.S.A. DATES Jan. 1947 TO June, 1947
 City or Section Country Purpose Month & Year Month & Year

Boquete, Chiriqui, Panama U.S.A. DATES Sept. 1947 TO Aug. 1948
 City or Section Country Purpose Month & Year Month & Year

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SEC. 23 RESIDENCE OR TRAVEL (Cont'd)

Union, S. I.	Mexico	Purpose	DATES	TO
City or Section	Country		Month & Year	Month & Year
City or Section	Country	Purpose	DATES	TO
City or Section	Country		Month & Year	Month & Year
City or Section	Country	Purpose	DATES	TO
City or Section	Country		Month & Year	Month & Year
City or Section	Country	Purpose	DATES	TO
City or Section	Country		Month & Year	Month & Year

SEC. 24. CLUBS, SOCIETIES AND OTHER ORGANIZATIONS

LIST NAMES AND ADDRESSES OF ALL CLUBS, SOCIETIES, LABOR UNIONS, PROFESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIND (INCLUDE MEMBERSHIP IN OR SUPPORT OF ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCH IN A FOREIGN COUNTRY) TO WHICH YOU HAVE BELONGED:

Society of Former Special Agents of the
Federal Bureau of Investigation, 30 Pine Street, New York City
Name St. & No. City State Country

Phi Delta Psi (Local Fraternity) Athens, Georgia
Name St. & No. City State Country

Kappa Alpha Order (Social Fraternity) Athens, Georgia
Name St. & No. City State Country

Blue Key Fraternity Athens, Georgia
Name St. & No. City State Country

Name St. & No. City State Country

Name St. & No. City State Country

Name St. & No. City State Country

Name St. & No. City State Country

SEC. 25. RELIGIOUS AFFILIATION

CHURCH OF ATTENDANCE First Presbyterian Church
ADDRESS Emoryville, Georgia NAME OF MINISTER OR PRIEST Rev. William Stewart

SEC. 26. GENERAL QUALIFICATIONS

A. FOREIGN LANGUAGES (STATE DEGREE OR PROFICIENCY AS "SLIGHT" "FAIR" OR "FLUENT")

LANGUAGE Spanish	SPEAK Fluent	READ Fluent	WRITE Fluent
LANGUAGE French	SPEAK Slight	READ Slight	WRITE Slight
LANGUAGE	SPEAK	READ	WRITE
LANGUAGE	SPEAK	READ	WRITE
LANGUAGE	SPEAK	READ	WRITE
WRITE			READ

SEC. 26. GENERAL QUALIFICATIONS (Cont'd)

B. HAVE YOU ANY SPECIAL KNOWLEDGE OR TRAINING WITH RESPECT TO:

MOTOR VEHICLES? Driver's License
(Excellent)

AIRPLANES? No

RADIO? No

GIVE PARTICULARS

C. LIST all SPORTS AND HOBBIES WHICH INTEREST YOU; INDICATE DEGREE OF PROFICIENCY IN EACH.

Shooting - Excellent

Fishing - Excellent

Swimming - Excellent

Golf - Fair

Tennis - Fair

D. HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION?

Yes. I have had considerable supervisory and administrative experience in the intelligence field, having been in charge of all F.B.I. personnel in Colombia and Mexico while in those countries. In addition, I supervised from Washington the counter-intelligence work of the F.B.I. in many Latin American countries during 1945, and in 1946 administered the work of the Library, New York, Division of the F.B.I. as Assistant Special Agent in Charge. I feel qualified to undertake administrative work in foreign countries.

SEC. 27. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME Mrs. Mirza L. O'Neal RELATIONSHIP Wife

ADDRESS 404 Pine Street St. & No. Birmingham City Georgia State Country

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SEC. 28. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED, AND YOU ARE INVITED TO MAKE ANY CHANGES (OR ADDITIONS) IN YOUR STATEMENTS THAT YOU MAY THINK ADVISABLE.

- A. ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANSWER, "NO."

.....NO.....
.....
.....

- B. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL.

SIGNED AT Bainbridge, Georgia DATE January 1, 1947
City and State
Francis Paul W. Neal Frank A. O'Neal
Witness Signature of Applicant

Applicant will not write below

COMMENTS OF INTERVIEWER:
.....
.....
.....
.....
.....

SIGNATURE OF INTERVIEWER

INVESTIGATION REQUESTED BY
Originating Official

(663) DATE

CONFIDENTIAL

TO : Chief, Communications
FROM : Chief, Personnel Security Branch
SUBJECT: O'Neal, Birch D.

DATE: 11/7/51

In reply to your memorandum this is to advise that Subject meets the current requirements for cryptographic clearance and is approved for such duties as of this date.

W. A. O'Connell
W. A. O'CONNELL

SED ✓

CONFIDENTIAL

SECURITY APPROVAL

CONFIDENTIAL *file*

To : Acting Chief, Personnel Division,
~~XXXXXXXXXXXXXXXXXXXX~~ Administrative Staff Date: 24 August 1950

From : Chief of Inspection and Security Staff Number: 30486

Subject: O'NEAL, Birch Dilworth - 30486

1. Note "X" below:

- ☐ Security approval is granted subject for access to classified information contingent upon the receipt of derogatory information at some future date.
- ☐ Provisional clearance for full duty with CIA is granted under the provisions of paragraph 4, Administrative Instruction 10-2, which provides for a temporary appointment pending the completion of full security investigation.
- ☐ Unless the applicant enters upon duty within 60 days from above date this approval becomes invalid.

2. Subject is currently on duty in I&SS. This is to record security reapproval of him.

*O.K.
 phone*

Erma P. Gliss
 ERMA P. GLISS
 Chief, Personnel Security ~~Division~~
 Branch

CONFIDENTIAL

~~CONFIDENTIAL~~

SECURITY OFFICE

Investigation Report

CONFIDENTIAL

Subject: O'HEAL, Birch D.

Date: 20 January 1947

To: ✓

Number: 80488

1. Investigation directed by: RHO
2. Sources of information:
3. Recommendations:

Security approval recommended, though subject
to the receipt of derogatory information at some
future date. Interview gained.

fgj

cc: Mr. Byron C. Sarvis

By

RHC

Security Officer

RL

ROBERT H. CUNNINGHAM

~~CONFIDENTIAL~~CONFIDENTIAL

RECORD OF
PREVIOUS GOVERNMENT
SERVICE RETURNED TO
FEDERAL RECORDS CENTER IN
ST. LOUIS, MO.

DATE July 1971