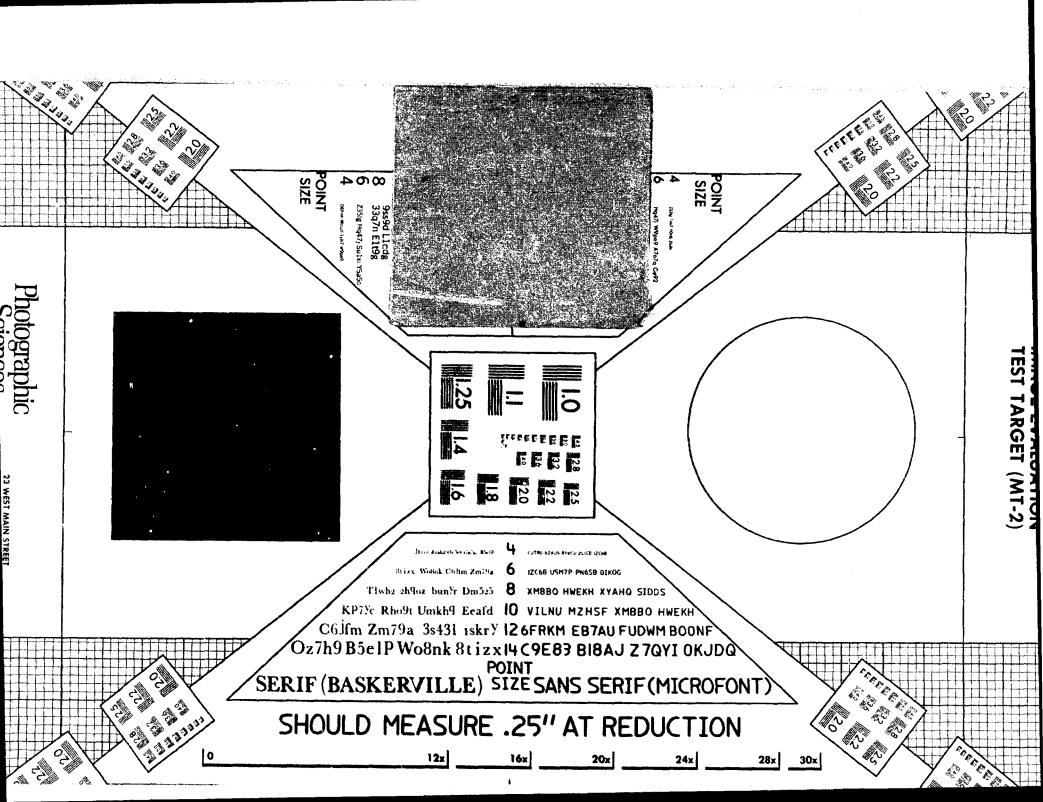
CIA/DD	1-HOUSE COMMITTEE ON ASSASSINATIONS RECORDS
	(RECORD NAME)
	ENDS. WITH KENT, WILLIAM M.
•	FILE CUSTODIAN M

DATE 26 AUG. 1980 FILIVIED 26 AUG. 1980

SECRET



45107



Date: 6 Dec. 1951

10: Chief, Covert Personnel Division

Your Reference: L-2960

FROM: Chief, Security Division

Case Number: 57514

SUBJECT: KENT, William Morris

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

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

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

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

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

3. Subject is to be polygraphed as part of the EOD procedures.

CUB.

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SECHETIAL

Im

FORM NO. 38-101

(5)

TO

Chief, Communications

DATE: 11 Ja. 1952

FROM:

Chief, Security Division

SUBJECT:

Ber, Willes Merris

575L

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.

CUBILLY—

SED

SECURITY INFORMATION

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: Chief, Personnel Division (Covert)

ATTENTION: Transactions and Records Branch

FROM

Chief. Special Security Division

SUBJECT

57514 (Pseudo)

1. Reference is made to your memorandum, dated li May 1952, in which a covert security clearance was requested to enable the MH Division to utilize the Subject's services as an Intelligence Officer (Staff Agent), in Reference memorandum indicated that Subject will be used

- 2. In accordance with the provisions set forth in the Director's Memorandum of 11 February 1949, entitled "Security and Operational Clearances", a covert security clearance is granted for the covert use of the Subject as described in your request as set forth in Paragraph 1 above.
- 3. The Subject is not to represent himself as, nor is he to be represented as, an employee of CIA.
- 4. Your attention is called to the fact that a covert security clearance does not constitute complete compliance with the provisions of CIA Regulation 10-9. Therefore, if you should desire at a later date to change the status or use of this individual, a request for clearance to cover any proposed change should be submitted to this office.
- 5. This clearance becomes invalid in the event the Subject's services are not utilized within 60 days of the date of this memorandum.

FOR THE SECURITY OFFICER, CIA

PROBERT H. CUNNINGHAM

CONFIDENTIAL

SECURITY INFORMATION

SECURITY APPROVAL

Date: 21 September 1955

TO: Chief, Records & Services Division

Your Reference:

C-1932 WH

Personnel Office

Case Number:

57514

FROM: Chief/Security Division Personnel

SUBJECT: KENT, William Morris

- This is to advise you of security action in the subject case as indicated below:
- Security approval is granted the subject person for access to classified information.
- Frovisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.
- The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9
- 2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.
 - 3. Subject is to be polygraphed as part of BOD procedures.

Francis B. Coden

CONFIDENTIAL SECURITY INFORMATION SECURITY APPROVAL

Date: 2 October 1956

TO: Chief, Records & Services Division

Your Reference: C-6163 WH

FROM: Chief, Security Division

Case Number: 57514

SUBJECT: Personnel KENT, William Morris

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

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

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

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

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

3.

Ja Keere advised 10/5/18

W. M. Knott

· ·	Filled In)
STAFF AGE	NT CLEARANCE
DATE : 30 June 1966	
YOUR REFERENCE: 42055	
CASE NO. : 57514	
to : Chief, Contract Personnel	Division
ATTN. : Staff Agents Branch	
SUBJECT : Kent, William ?	sn.
l. This is to advise that a secur ment of the Subject as GS-1	ity clearance is granted for the employ- 3, as Ops Officer by DDP/WH/
/ 14	
use of the Subject, a request to cover a to this office.	ithin 60 days for entrance on duty within
4. As a part of entrance on duty p	
A personal interview in the Off your office.	fice of Security must be arranged by
A personal interview is not nec	cessary.
	Steven Hoben 1994

FORM 1989

CONFIDENTIAL

(8.40)

CONFIDENTIAL (When Filled In)

SECURITY APPROVAL

DATE	•	1 3	.1 February	1970
		-	T TODE WOLL	4/10

YOUR

REFERENCE: Request #73407

DDP/WH

CASE NO.: 57514

TO : Director of Personnel

ATTN : SA Branch/CPD

SUBJECT : KENT, William Morris

- This is to inform you that Subject has been approved for the appointment specified in your request under the provisions of Headquarters Regulations 10-3 and 20-5 including access to classified information through TOP SECRET as required in the performance of duties.
- 2. Unless arrangements are made for entrance on duty within 150 days, this approval becomes invalid.
- 3. As part of the entrance on duty processing:

	A	personal	interview	in	the	Office	of	Security	must	bе	arrang
XX	A	personal	interview	is	not	necess	згу	•			
			ise Chief,				nch	, extensi	on 56	20	

4. Conversion from Staff Agent to Staff Employee.

FOR THE DIRECTOR OF SECURITY:

for Chief, reconnect security Division

FORM 1173 OBSOLETE PREVIOUS

CONFIDENTIAL Consider Constitution

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SUBJECT	No. of Week	Grade	SUBJECT	No. of Weeks	Grade	SUBJECT	No, of Weeks	Gro
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Grammar # 5/50	,	-	Advanced	•	1.	French	1	
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Conversation E 444	14	85/81	ENGLIZH			Dictation & Transcription		L
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Juder, Ey Salvador

		G	FITNES	S REPORT		Ŷ	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
SECTION A			GENERAL	INFORMATION	N		***	
1. EMPLOYEE NUMB	ER 2. NAMI	E (Last, first, middle	•)	The same of the sa	1	3. DATE OF 8	IRTH 4. BEX	5. GRADE 6. SD
059198		Kent. W	illiam N	1.		9 May 2		GS-14 D
7. OFFICIAL POSITI		•		DIV/BR OF ASSIG	NMENT			10. CODE (ck one)
Ops Office	r	-	DDO/I	PS/CMG/NOC		Washing		X HQS. DF
	[1. TYP]	E OF APPOINTM				12. 7	TYPE OF REPO	RT
X	RESERVE	CONTRACT	OTHER (Spec.)	TEMPORARY	X	NNUAL	REASSIGN. MENT	SPECIAL
15. REPORTING PER				14. DATE REPORT	DUE	IN O.P.		
1 January	75 - 31		5	30 Nove		7.5	-	
SECTION B		(QUALIFICAT	TIONS UPDAT	E			
IF QUALIFICATIONS WORD "YES" IN TH	UPDATE FORM E BOX TO THE	IS BEING SUBA RIGHT, IF NO C	NITTED WITH HANGES ARE I	CHANGES, AND IS	S ATTAC	CHED TO THE DRD "NO" IN	S REPORT, PLA	RIGHT. NO
SECTION C		PEI	REORMANC	E EVALUATIO	N			
U-Unsatisfactory		counseling, to furt						nature of the action Describe action takes
M- <u>Marginal</u>	taken or recomme	mded should be d	escribed.		_		ed in Section D	and remedial action
P-Proficient				ng produced in the	manner	expected.		
5— <u>Strong</u> O <u>Outstanding</u>	Performance is so	oracterized by exc exceptional in rela int special recognit	ition to requirem		d in con	nparison to the	performance at	others doing simila
			SPECIF	IC DUTIES				
List up to six of the mo performs EACH specific their ability to supervis	: duty. Consider Ol	NLY effectiveness in	performance of	g period. Insert rating that duty. All empk	g letter v oyees wi	which best descr ith supervisory	ibes the manner responsibilities A	NUST be rated an
develops a NOC person NOC person NOC person	and imple	ments a c	entrali:	ance of Br zed system ancies: de e NOC posi	i for	r findir	10 cuita	ble ts o
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COTTECTIVE SPECIFIC BUTY NO	A PETTAIN	In Conto	ormaty w	ith DOʻòbj	ect:	tves-and	-standa	Tds RATING
SPECIFIC DUTY NO	. 6				.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			RATING
}		OVERALL DE	DEODMAN	CE IN CURRE	NIT D	OSITION		
Take into account eve	rything about the	employee which inf	luences his effec	tiveness in his curren	t positio	n such as perfo	rmance of specifi	c duties, owledge
of employee's overall rately reflects his level	performance during	g the rating period	l, place the lette	r in the rating box s	correspor	nding to the sto	stement which me	ost accu-

FORM 45 OBSOLETE PREVIOUS 9.73

CLASSIFICATION

E2, IMPDET CL BY 367327

(4)

COMMENTS OF REVIEWING OFFICIAL (contd) William M. Kent

Clandestine Service, one of my prime responsibilities is to try to reestablish the integrity of the current letter evaluations used in fitness reports and one of the first places for me to start is in my own Staff.

With that said, I do wish to underscore the fact that Mr. Kent is a responsible and responsive professional who knows what he has to do, does it with a minimum of fuss, writes clearly and to the point, is dedicated and in my judgment fully warrants an overall evaluation of strong. The above comments will be shown to the rater as well as the ratee.

SECRET

SECTION D Narrative Comments (Continued)

languages (Spanish and Italian), and his admirable command of English prose which enables him to write crisp operational communications with speed and precision, all aid him in carrying out his responsibilities in a superior manner.

Subject does not become a victim of routine. In addition to developing the effective referrals system noted above, he has also on his own initiative created our own "skills bank" in which we are able to locate suitable NOC candidates, and those on board, in terms of needed professional or area experience, rare and esoteric language skills, etc. to the point that we can supply "leads" to divisions in a matter of minutes. (Several hundred NOC applicants and on-board personnel have thus been listed by skills bank criteria.)

Subject constantly seeks to make the NOC Branch a more meaningful and useful management tool. I find him a thoughtful and canny colleague, careful to observe in full the regulatory limits of our activity but quick to perceive opportunities to support and assist the divisions within those limits. He is a firm, fair, no-nonsense supervisor of Branch personnel. He speaks his mind, honestly but tactfully, when differences occur between him and me. It is my conviction that he is ready to enter into the upper reaches of staff and supervisory echelons of the Directorate and has by now proven that he is as adept at staff responsibilities as he was previously impressive in his field and desk operational responsibilities. In short, a comer and a cherished colleague.

Sealing

CLASSIFICATION

SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain gripping when in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory applicable and cost consciously in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section 2. The description of the provided section 2. The provided section 3. The provi

In February 1976, Contollowing the emergency hospitalization and retirement of my deputy, Subject became my new deputy, a position he has filled since that time in addition to performing most of the assignments he had been tasked with earlier. His undiminished energy and enthusiasm for his work is a hall-mark of his performance since that time. Subject has, on his own initiative, developed our referrals system (finding new NOC applicants and those on board for filling specific area priority needs) to a point where it is serving the entire Directorate with distinction and precision, especially in the "crisis" areas of NOC needs, such as Africa and Near East Divisions. Thanks to his creation of an orchestrated system of finding and "shopping" new-hire applicants with rare skills, we have also begun to serve the newly-created Clandestine Corps program with dozens of such applicants, in addition to serving normal area division NOC needs.

As a Branch supervisor, Subject deals with the entire spectrum of Branch activity in my absence with sureness and confidence. His broad operational background abroad, his near-native ability in two /continued/

SECTION E	CFR	TIFICATION AND COMM	AFNTS	
The state of the s		1. BY SUPERVISOR		<u></u>
Months Employee has been under my supervision	IF THIS REP	ORT HAS NOT BEEN SHOWN TO E	EMPLOYEE, GIVE EXPLANATION	
3.4	ou orient		,	
DATE	OFFICIAL TI	TLE OF SUPERVISOR	TYPED OF	
24 January 1977	Chief.	NOC Branch		
		2. BY EMPLOYEE	: Co	
Statement concerning this E of my performance	VALUATION	DATE	BIONATURE OF EMPLOYEE	
HAVE ATTACHED X HAVE NO	T ATTACKED	The state of the s	William M. Kent	
		3. BY REVIEWING OFFICE	AL	ســــــ
COMMENTS OF REVIEWING OFFICIAL	•			
to the October-Decen narrative comments	nber 1970 but do ch	f time frame. I have allenge the letter evo	my comments must be restricted e no basic disagreement with the aluations. While Mr. Kent's monstrated he is a GS-15 level	
			es, I cannot concur that his	
performance "is so e	xception	al to requirements of	f the work and in comparison of	
			ecognitien". On purely technical	
			MS/NOC and thus the comparison	
is invalid. Secondly,	as Chie	f, Career Manageme	ent Staff and administrator of the (contd) \land	
DATE	OFFICIAL TI	TLE OF REVIEWING OFFICIAL	TYPED OF PRINTES WHAT AND SIGNATURE	
26 January 1977	Chief,	CMS	Robert D. Brown, Jr.	
		4. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN THE ALL SECTIONS OF THIS REPORT.	ENTRIES IN	DATE	SIGNATURA OF EMPLOYEE, KELL	
- 1974	ing page 18	CLASSIFICATION	ner ^{ph}	

		FITNESS	REPORT				
SECTION A		GENERAL IN					
1. EMPĻOYEE NUMI	ER 2. NAME (Last, first, middl	l•)		3, DATE OF	BIRTH 4. SEX 5	, GRADI	6. SD
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Ops Office	r - Deputy Chief	DDO/C	MS/NOC	Has		X HQS.	DF
· · · · · · · · · · · · · · · · · · ·	11. TYPE OF APPOINTM	ENT		12.	TYPE OF REPOR	τ	
CAREER	RESERVE CONTRACT	OTHER (Spec.)	TEMPORARY	X ANNYAL	REASSIGN. MENT	- Si	PECIAL.
S. REPORTING PER	,	1	DATE REPORT				
	<u> 1975 - 31 Decemb</u>			ary 1977			
SECTION B		QUALIFICATIO					τ
	UPDATE FORM IS BEING SUB E BOX TO THE RIGHT, IF NO C						No
SECTION C		RFORMANCE					
U— <u>Unsatisfactory</u>	Performance is unacceptable. A ratecular range from counseling, to fur or proposed in Section D.	ther training, to pla	cing on probation	, to reassignment a	r to separation. De	escribe a	ction taker
M- <u>Marginal</u>	Performance is deficient in some as taken or recommended should be o	described.			ted in Section D a	ind rame	dial action
P-Proficient S-Strong	Performance is satisfactory. Desired Performance is characterized by ex-	-		nonner expected.			
O-Quistanding	Performance is so exceptional in reli	ation to requirements		in comparison to ti	e performance of	others do	oing simila
	work as to worrant special recogni	tion.					
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performs EACH specific	it important specific duties performed duty. Consider ONLY effectiveness in a (indicate number of employees sup	n performance of tha					
PECIFIC DUTY NO.	1 As head of the	Branch's l	Referral	Section,	develops	and	RATING
implements	a centralized sy	stem for 1	locating	suitable	new-hire	NOC	22.,000
personnel	to fill specific	NOC needs	by area	divisions	; also do	es	
The same i	or unassigned NOC divisions.	personne.	L as coor	dinator b	<u>etween ar</u>	ea	O
	to Chief, CMS/NOC	Serves :	se latter	ts altar	ago in ah		· STYPE
of branch	chief, and as his	principal	l adviser	in all m	ego in ab atters co	n -	E
	nofficial cover i					"	S
SPECIFIC DUTY NO	• Maintains effec	tive work	ing relat	ionship w	ith vario	us	RATING
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	official cover.					1	RATING LETTER
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Take into account eve productivity, conduct of employee's overall rately reflects his level	OVERALL PI sything about the employee which inf in job, cooperativeness, pertinent per performance during the rating period of performance.	ERFORMANCE Respondences his effectiven sanal traits or habits at place the latter in	IN CURREN	IT POSITION position such as perfinitations or telents. rresponding to the s	ormance of specific Based on your know determent which most	duties, wledge r accu-	RATING LETTER
BPECIFIC DUTY NO. Take into account eve productivity, conduct of employee's overall	OVERALL PI sything about the employee which inf in job, cooperativeness, pertinent per performance during the rating period of performance.	ERFORMANCE Respondences his effectiven sanal traits or habits at place the latter in	IN CURREN	IT POSITION position such as perfinitations or telents. rresponding to the s	ormance of specific	duties, wledge r accu-	RATING LETTER RATING LETTER

18 May 1977

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. William M. Kent, Period: 1 January - 20 May 1977

- 1. As I depart from the assignment as Chief, Nonofficial Cover Branch, Career Management Staff, I should
 like to make a final comment on the performance of Mr. Kent
 who has served with me during the entire period of my
 assignment and who, since March 1976, has been my deputy.
 More specifically, the period since 1 January 1977 has been
 a trying one for this component and has culminated with its
 sudden transfer from one component (CMS) to another (ADDO/D).
- 2. During this most recent period, Mr. Kent has demonstrated his capacity for growth and leadership. He has himself handled virtually all of the transition aspects for the Branch, involving briefings and counsel for his new overall chief (the ADDC/D) and for his new branch chief. He has served in the past 30 days substantially as acting branch chief, given my fairly lengthy TDY absence abroad during that period. I can only reiterate my judgment in the last fitness report that Kent is a senior and mature supervisory officer, very well organized in his work habits and capable of making measured judgments and decisions. His continuity in all aspects of nonofficial cover and its ramifications makes him a valued and valuable staff officer. I would say his future contribution lies in the entire area of managing and guiding Directorate personnel. I have noted the clear progress he has made in the past year in taking supervisory decisions involving personnel, firmly and crisply.
- 3. Given his impressive field and Headquarters experience, Kent should be given an opportunity to display his worth in future Directorate assignments involving discretion, professionalism and maturity. I give him an unquestioned "Strong" for this final period he has served with me.

Chief Nonofficial Cover Branch

SECRET

	•	
SECTION E	CERTIFICATION AND COMA	IENTS
MONTHS EMPLOYEE HAS BEEN	3. BY SUPERVISOR IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
UNDER MY SUPERVISION		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND BIGNATURE
18 May 1977		
101100/1111		
STATEMENT CONCERNING THIS EV	2. BY EMPLOYEE	SIGNATURE OF EMPLOYEE
OF MY PERFORMANCE	18 May 1977	1/100: m kg
HAVE ATTACHED HAVE NOT	ATTACHED	William IVI Hay
}	3. BY REVIEWING OFFICE	IAL I
COMMENTS OF REVIEWING OFFICIAL		,
I am in basic agreeme	nt with these comments and	with the overall rating of Strong.
I am in basic agreeme Unfortunately, due to t	nt with these comments and the physical separation of my	,
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Fr. 2524

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E2, IMPDET CL BY 007327

Filness Report for: Kent, William M.

Section D (continued)

healthy skepticism enables him to contribute materially to the smooth, still on-going, transition from the old to the new way. In this context he has made invaluable suggestions on how we shall proceed in order to improve the operational efficacy of a NOC officer, as well as to ease the burdens imposed on the private life of a NOC officer.

- 3. Worthy of special note is the systematic and orderly fashion in which he tackled each new problem. These attributes resulted in his solving many of the thorny personnel problems which have confronted us of late. Mr. Kent's industriousness -- on the average he spends 10 hours a day in the office -- together with his legendary meticulousness have enabled him to set up an effective referral system through which we control the flow-through of both traditional and new NOC officers -- a most difficult and at times frustrating task.
- 4. As a deputy and acting branch chief he has been a firm and stern supervisor who exacts precision and perfection from his subordinates. The firmness and sterness, however, are tempered by a judicious application of human understanding or compassion in cases of "hard-to-place" NOC officers. His advice in solving many of these cases to the satisfaction of both the officer and the operational component involved was most welcome.
- 5. In sum, Mr. Kent has been a most effective deputy. As noted above, he has many outstanding traits and his overall performance has been a solid strong.

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e significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made far improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper. 1. Having been appointed to my present position on 23 May 1977, this report covers seven months. In this time I have learned to appreciate Mr. Kent's excellent performance in supporting and guiding the mission of this branch. Considering the outstanding evaluation he received from my predecessor, it must have been a great disappointment to Mr. Kent that he was not advanced to become branch chief. I make this observation because Mr. Kent has never demonstrated his obvious disappointment to me. On the contrary, from the first moment he has shown extraordinary and enthusiastic willingness in providing the needed continuity to run this branch which controls the career progression of the NOC officer complement consisting of between officers at any given time. No doubt the reader is aware of the intricate, complicated and at times confusing bureaucratic machinery which governs the NOC officer program. Mr. Kent has done a superb job in helping me understand and cope with this maze. 2. With the creation of the Office of External Development and concomitant issuance of new, precise and explicit regulations we now hope to streamline and simplify this bureaucratic machinery. Mr. Kent's knowledge of past practices coupled with his eagerness and at times SECTION E CERTIFICATION AND COMMENTS T. BY SUPERVISOR MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION IF THIS REPORT HAS MED STEW SHOWN TO EMPLOYER, GIVE EXPLANATION DATE OFFICIAL TITLE OF SUPERVISOR 28 December 1977 Chief, OED/NOC Staff 2. BY EMPLOYEE DATE SIGNATURE OF EMPLOYEE STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE 28 Dec. 1977 MAYE ATTACHED NAVE NOT ATTACHED 3. BY REVIEWING OFFICIAL COMMENTS OF REVIEWING OFFICIAL I have not had the opportunity to observe Mr. Kent's performance as closely as the rating officer. However, the rater's comments strike me as being eminently fair and accurate. Mr. Kent has certainly performed well and his thorough and accurate presentations have indeed been impressive. Despite my somewhat limited association with Mr. Kent, but having full confidence in the rating officer's judgment, I have no hesitation in concurring in the overall rating of Strong.

DATE	OFFICIAL T	ITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
29 December 1977	Chief	, OED	Walter L. O'Brien Now Svun
		4. BY EMPLOYEE	
I CERTIFY THAT I HAVE BEEN T ALL SECTIONS OF THIS REPOR	THE ENTRIES IN	3 January 197	8 William N. Kent
they	_re'	CONFIDENTIA	

Sec. le - C' Idnen's Passport

See. 13. - Obtained diploma from Pittsburg H.S. while in the Army through series of examinations given by the School

Sec. 14. Draft Classification: 4A (Draft-exempt at present)
Duties in 25th Mecz. Cav. Ken. Trp.: Military Volicemon
and voice radio operator M.P. Radio station.
Received special M.P. training immediately after
assignment to 25th Mecz. Cav. Ren. Trp.

Sec. 20 - Names in this section are of neighbors. I personally do not know these people except by sight. They do however know my parents a little better.

Sec. 21. d - Credit references given in this section are of my father.
As I have no charge accounts nor am I in business
I have no credit references in the U.S.

Sec. 23_ While living in Italy truveled with parents to: Germany, France, Belgium, Luxem bourg, Switzerland, Austria.

While employed in El Salvador: visited Guatmala April 1751-10 days

On way kome (driving) from El Salvador traveled through : Guatemala, Mexico.

Sec. 19-19 - The following persons are persons who know me intimately as we lived in the same boarding house in El Salvador. They are all with the fimerican Embassy in san Salvador with the exception of Sqt. Knebil:

Mr. dames Ni Leaken, also: Mrs. & Phr. Robert Pittman Tobocolora Morazon, Miss Johanna C. Gaffing, San Salvador, El Salvador Soft. Unimer Kriebel, U.S. A. U.S. Embassy Sin Salvador, El Salvador. Miss Elizabeth Hunkr Sin Salvador, El Salvador.

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

A.FROM 1927 TO 1938 Milan Italy Home FROM 1938 TO 1959 Vavese Italy Home FROM June 1949 TO Sept. 1949 Mexico City Mexico City College FROM Dec. 1946 TO March 1949 Otsu Osaka Japan. U.S. Fromy FROM 1950 10 1951 San Salvador Et Salvador Employment

SEC. 21. CLUBS, SOCIETIES, AND OTHER ORGANIZATIONS
LIST NAMES AND ADDRESSES OF ALL CLUBS, SOCIETIES, PROFESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY ARCHITECTURE MEMORIFICION OF FILEDER OF, ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCH IN A FORLIGON OF NEW YORK WHOLL ON THE PROPERTY OF THE PROPERTY OF

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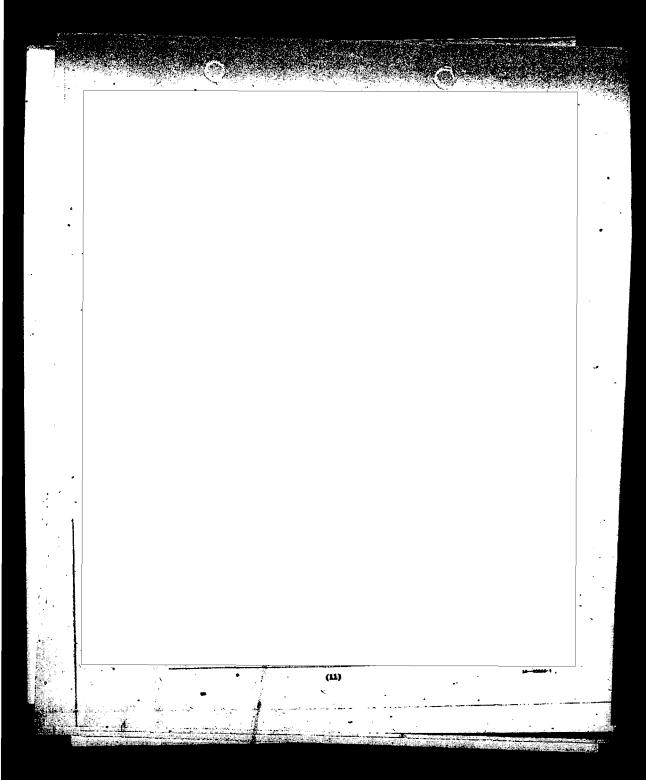
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LAWYER, CPA, ETC. IP YES, INDICATE KIND OF LICENSE AND STATE LATEST LIC. OR CERTIFICATE (YR) FIRST LIC. OR CERTIFICATE (YR) P. GIVE ANY SPECIAL QUALIFICATIONS NOT COVERED ELSEWHERE IN YOUR APPLICATION SUCH AS: SUCH AS:
(1) YOUR MORE IMPORTANT PUBLICATIONS (DO NOT SUBMIT COPIES UNLESS REQUESTED) (2) YOUR PATENTS OR INVENTIONS . (3) PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE (4) HONORS AND FELLOWSHIPS RECEIVED School (Callege) Magazine 7 Nowispaper: Several articles + stories : also cartoons Honors at Graduation Latin American Institute. General Excellence - Excellence Diplomatic Subjects Outstanding Service to the school award. G. HAVE YOU A PHYSICAL HANDICAP, DISEASE, OR OTHER DISABILITY WHICH SHOULD BE CONSIDERED IN ASSIGNING YOU TO WORK? IF ANSWER IS "YES," EXPLAIN: H DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY BETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE! IF ANSWER IS "YES," GIVE COMPLETE DETAILS:

SEC.	16. HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN FROM ANY POSITION? HAVE YOU LEFT A POSITION UNDER CIRCUMSTANCES WHICH YOU DESIRE TO EXPLAIN? GIVE DETAILS:
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	B. Resigned position in El Salvador under protest of employer whose desires were that Tremoined with the company
	whose desires were that Tremoined with the company
SEC.	17. GENERAL QUALIFICATIONS
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	C. BAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICH
:	Same experience and travel in Latin America plus knowledge
•	of Spanish would and in work in Latin countries.
• .:	
	B. LIST ANY SPECIAL SKILLS YOU POSSESS AND MACHINES AND EQUIPMENT YOU CAN USE, SUCH AS OPERATION OF SHORT-WAVE RADIO, MULTILITY, COMPTOMETER, KEY PUNCH, TURKET LATER, SCIENTIFIC OR PROFESSIONAL DEVICES:
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	Carponing
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· clerical duties.	
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PROM MAY 1948 TO JUNE 1948	CLASSIFICATION GRADE (IF IN FEDERAL SERVICE)
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ADDRESS 252 E 161 St.	N.Y.C. N.Y. U.S.H.
KIND OF BUSINESSEAM. Books Sales	NAME OF SUPERVISOR don't Recoll.
TITLE OF JOHlead Children's Banks Dep	A. SALARY & Commission PER NA
YOUR DUTIES In charge Childre	a's Books Dept. To direct
sples and sell children's b	Sooks

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SEC.	14.	ACTIVE D.'S. OR FOREIGN MILITARY SERVICE
		U.S. A. Army 1/5 Oct 5,1941 - March 29, 1948
		Oscilia Topen RA 13264528 Honorable (Last Schioof (Revise) (Revise)
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		INDICATE MEMBERSHIP IN MILITARY RESERVE OBGANIZATIONS INTO SECURITY PROCESS ENLINE A RESERVE CARES TOMAR ASSES PRICE Y Palue (N.Y. Cations Grand) tomar all Prices of a
Sec.	15.	CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 15 YEARS. ACCOUNT FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST. (List all civilian employment by a foreign government, regardless of dates.)
		FROM Hug. 1250 TO June 1151 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA
	•	EMPLOYING FIRM OR AGENCY Plimacen Y Libraria El Siglo
		ADDRESS (St. and Mumber) (City) Salvadur (State) (Country)
		KIND OF BUSINESS Pept. Store NAME OF SUPERVISOR Edgar Schaening.
		TITLE OF JOB MENEGET SALARY : 200 PER Mants
		YOUR DUTIES PAINETISING, Publicity, Store and Window Displays,
		Wholesale Shipments, Supervision of employees
		same.
		REASONS FOR LEAVING No future with the Company
		PROM July 1950 TO July 1951 CLASS IPICATION GRADE N.H.
	,	
		EMPLOYING FIRM OR AGENCY COM MENCIAL NATIONAL BANK OF NY.
		ADDRESS (St. and Member) (Clay) (States) (Company)
,		KIND OF BUSINESS BORKING NAME OF SUPERVISOR GON ! Mecall
		TITLE OF JOB THE TATE . SALARY & 10 - PER day
		YOUR DUTIES Townstating letters and forms from foreign
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SEC. 1	2. POSITION DATA
•	A KIND OF POSITION APPLIED FOR
	B. WHAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT: \$
	C. IF YOU ARE WILLING TO TRAVEL, SPECIFY: OCCASIONALLY
	PREQUENTLY CONSTANTLY
	D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C.
	ANYWHERE IN THE UNITED STATES
	E.IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS UNLY, SPECIFY LOCATIONS:
Sec. 1	8. EDUCATION Elementer School, Leonardo de Vinci Milan Italy 1735 to 1938 ELEMENTARY SCHOOL Statesph Address Breek, N.Y.C. N.Y. U.S.A.
	DATES ATTENDED 1910-1944 GRADUATE: Yes
•	HIGH SCHOOL Fortham Lephratury ADDRESS N.Y.C. N.Y. U.S. A.
-	DATES ATTENDED 1.744-1996 GRADUATE: No
	High School Hisberg Evening H.S. ADDRESS Withburg Calif.
	MAJOR AND SPECIALTY YHARS COMPLETED
	PATES ATTUNDED 1744 PEGREE Gradualed
	COLLEGE LATIN HOMERICAN INTITUTE ADDRESS N.X.C. N.X. U.S. H.
	MAJOR AND SPECIALTY PRINTING LIPIZOMITE SUBJECTS COMPLETED 2
	DATES ATTENDED 1948-1950 DEGREE Sylvant Parky Service Office
•	CHIEV UNDERGRADUATE COLLEGE BUBJECTS ECONOMICS, COMM'I LOW, INT'I COMM'I LOW.
·	Luble Relations; Homerican European & Bulamatic History; Hesty Bookheeping & Business Me Eng. & Spin. Comm! Corresp; Thurston Taking your; spinnt; Hesty Bookheeping; White; Experi
	Summer Course 1849 - Impert Espert, Spinish, Journalism
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Sec.	9. MOTHER-IN-LAW NA				•
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	,	DATE OF		CAUSE	
	PRESENT, OR LAST, ADDRESS	• 3			
	DATE OF BIRTH		ber) (City)	(State)	(Country)
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	TE BORN OUTSIDE C. S. INDI.	AIR DAIR AND	PLACE OF ENTR	: :	
	CITIZENSHIP W	HEN ACQUIRED	?		(State) (Country)
***	OCCUPATION	LAST	EMPLOYER		
Sec.	10. RELATIVES BY BLOOD, MA OR WHO ARE NOT CITIZEN			O EITHER LI	VE ABROAD
	1. NAME SILVIA Brusegani		. RELATIONSHIP	Uncle	AGÈ 53
	CITIZENSHIP LIZH	ADDRESS	Vid Succo 10	Cary (State)	Italy
	2. NAME Eds. Bringani.			Hunt J	
	CITIZENSHIP //a/y	ADDRESS.	VIA Sacco 10	Varese	Hely
	S. NAME LILLIANA BON	sigan	RELATIONSHIP	Gousin (State)	AGE 20
-	CITIZENSHIP //dly	ADDRESS	Vid Secto 10	(City) Verese	Hally (Country)
SEC.	11. RELATIVES BY BLOOD OR THE U.S. OR OF A FOREIGN None N.H.	GOVERNMEN	IN THE MILITA IT: _ RELATIONSHIP		SERVICE OF
	CITIZENSHIP	ADDRESS .	(St. and Number)	(Chy) (State)	
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		SECTION XI CONTINUED FROM PAGE 4
LIST	T ANY SIGNIFICANT PUBLISHED MATERIA	ALS OF WHICH YOU ARE THE AUTHOR (Do not submit copies unless requested). TYPE OF WRITING (Non-fiction, scientific orticles, general interest sub-
IND:	CATE TITLE, PUBLICATION DATE, AND ts, noveis, short atories, etc.)	
,		General Interest Subjects and Short Stories (but not
_	significant)	published.
INDI	CATE ANY DEVICES WHICH YOU HAVE IN	NVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED
		NA
4157	ANY PUBLIC RE	ELATIONS EXPERIENCE
	During employment in 1	El Salvador
. LIS	T ANY PROFESSIONAL, ACADEMIC OR HO	ONORARY ASSOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A
MEN	ABER. LIST ACADEMIC HONORS YOU HAY	VE RECEIVED.
		nd 4 awards at Graduation from Latin American Institute
	General Excellence, Diplo	matic Subjects, Service to the School, and one other.
SE	CTICH XII ORGANIZATION WORK EXPERII	ENCE - SINCE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE
	INCLUSIVE DATES (From- and To-)	2. GRADE 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
	May 1956 to present	DS_11 WH/III/Cuba
4. A	O. OF EMPLOYEES UNDER YOUR DIRECT	
•	SUPERVISION NA	PP Ops Officer
·	DESCRIPTION OF DUTIES	
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4. 1	September 55 to May 56	GS-9 WH/ Station Panama City
	September 55 to May 56 NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE
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	NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION NO. DUTIES	s. OFFICIAL POSITION TITLE Station PP Officer
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SECRET (When Filled In)

SECTION VIII				FO	REI	GN L	.ANGU	AGE	. A	BILIT	1E3							
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f competence. Indicate your coficiency to read, write or	FLU	ENCY	-			┖					ㅗ			COUNTRY	BEEFA		PARENTS ETC. J	(ALL LEVELS)
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	PERIODI	C SUPPLEMENT		THIS DATE	
159198	PERSONAL H	ISTORY STATEMENT		4 February	1957
		INSTI	DUCTIONS		
is form meanister the				nt current. Even thous	it duplicates
nis form provides the me Iformation you have furn	ished previous	sly, it will be nec	essary for you to comp	lete <u>Sections I</u> throug	h <u>VI</u> in their
tirety. You need compl	ete Sections V	II through XIII on	ly if there has been a	change since you ente	red on duty with
e organization or if yo	u believe the	item requires more	complete coverage tha	n you have previously	reporteo.
ECTION 1	· · · · · · · · · · · · · · · · · · ·	GE	NERAL		
FULL NAME (Last-First-	•			**************************************	
CURRENT ADDRESS (No.,	Kent, W	illiam Morris			
CURRENT ADDRESS (No.,	Street, City.	Zone, State)	3. PERMANENT ADDRESS	(No., Street, City, 2	one, State)
2608 N. Winche	ster Stree	t	2608 N. Wi	nchester Street	
Arlington 13.	Virginia		Arlington	13. Virginia	
HOME TELEPHONE NUMBER		5. STATE, TERRIT	DRY, POSSESSION OR COU	NTRY IN WHICH YOU NOW	CLAIM RESIDENCE
JEfferson 3-38	199	Virginia			
ECTION 11	PE	RSON TO BE NOTIFIED	IN CASE OF EMERGENCY		
HAME (Last-Pirat-Hidd)	() PREFERABLY	RESIDING IN U.S.		2. RELATIONSHIP	
Mr. Dorothy barned	lette			Wife	
HOME ADDRESS (No., Se					
		t, Arlington l	· · · · · · · · · · · · · · · · · · ·		
BUSINESS ADDRESS (No. ,	Street, City,	Zone, State, Coun	try). INDICATE NAME OF	FIRM OR EMPLOYER, IF	APPLICABLE
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HOME TELEPHONE NUMBER		6. BUSINESS TELE		7. BUSINESS TELEPHONE	EXTENSION
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Mr. Paul Kent,	, 2448 W ash:	ington Ave., N	ew York 58, New Y	ork (Father)	
CTION III			L STATUS		· · · · · · · · · · · · · · · · · · ·
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FE OR HUSBAND: If you	have been mars	ied more than once.	including annulments	use a separate sheet	for former wife
husband giving data he					
NAME (F	irst)	(Widdle)	(Maiden)	(Lest)	
Doro	thy	Bernadette	Mortin	Kent	
DATE OF MARRIAGE	}				
17 May 1952	Nen	York City, N	w York, IISA		
HIS (or her) ADDRESS B	EFORE MARRIAGE				CONT
	·		Manhattan, New Yo	rk City	
7. LIVING	8. DATE OF	DEATH 9.	CAUSE OF DEATH	-	Pon.
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. OCCUPATION		19. PRESENT EMPLO	YER (Also give former	employer, or if spouse	is deceased or
Housewife		unemployed, I	N.Y	.Telephone Co. (f	of mon romeo'
. EMPLOYER'S OR BUSINES		<u> </u>			ormer embro
	S ADDRESS (No.	. Street. City, St	ate, Country)		ormer empro.
New York City	S ADDRESS (No.	. Street. City, St	ate, Country)		ormer empro
New York City	SS ADDRESS (No.	, Street, City, St	ate, Country)		Ormer empro

Step Father in law

Full Name: G. Arthur Dovey
Living
PRESENT ADDRESS: 355 N. Y. Ave., Jersey City, N.J.

DATE OF BIRTH:

1904

CITIZENSHIP:

U.S.

U. S. N. Inspector (Civil Service) OCCUPATION:

Sec.	9. M	OTHER-IN-L	4W						•	
		FULL NAME _	Eve	lyn_	dalang pol gopean a top menne.	D. (Middle)	~~~~~	Do	vey	
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		CITIZENSHIP		*	ADDRESS	(St. and Number)	(City)	(State)	(Count	(7 7)
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		CITIZENSHIP	U.S.		ADDRESS	(St. and Number)	(City)	(State)	Califo	orni
						V) U. S. Na				
	2.	NAMEG_	Arthur Doy	rey	engelists beginning and process or the man	. RELATIONSHIP	Seep I		GAGE	48
		CITIZENSHIP	u.s.		ADDRESS	355 N.Y. Ave (St and Number)	, Jerse	y City (State)	N. Y.	ry)
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	3.	NAME	\$1			RELATIONSHIP			. AGE	~-· <i>-</i>
		CITIZENSHIP	***		ADDRESS.	(St and Number)	(City)	(State)	(County	ry)
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		OCCUPATION		lạst em	PLOYER		
		EMPLOYER'S OR OW	n business adi	ORESS	and Number)	(City) (8	tate) (Country)
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		COUNTRY	I	DETAILS OF	OTHER GOV	r. service,	u. s. or foreign
Sec.	7.	BROTHERS AND SIS	STERS (Including	ng half-, ste	p-, and adopte	d brothers a	nd sisters):
		1. PULL NAME	(First)	(1	Kiddle)	(1	AGE
		PRESENT ADDRESS	(St. and Number)	(CHy)	(State)	(Country)	(Cicinepahip)
		2. FULL NAME	a annual i seur i seur de combre combre de seur				AGE
		PRESENT ADDRESS	(St. and Number)	(Cltr.	(State)	(Constry)	(Citizenship)
		& FULL NAME	(Pirst)	· · · · · · · · · · · · · · · · · · ·	Middle)		AGE
		PRESENT ADDRESS					
		4. FULL NAME					
						-	
		PRESENT ALDRESS	(St. and Number)	(City)	(State)	(Country)	(Citizenship)
		5. FULL NAME	(Plest)	(1	Giddle)		AGE
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Sec.	8.	FATHER-IN-LAW					
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		PRESENT, OR LAST,	ADDRESS 20 0	riole Dri	ve. Springh	ill. Alaba	me .
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		MENTS—USE A SEP	ARATE SHEET FO REVIOUS MARRIA	OR FORMER WIFE (AGES.)	OR HUSBAND	GIVING DA	ATA REQUIR
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PERSONAL HISTORY STATEMENT

Instructions:	1.	Answer all questions completely. If question is not applicable write "NA." Write
		"unknown" only if you do not know the answer and cannot obtain the answer from
		personal records. Use the blank pages at the end of this form for extra details on
		any question or questions for which you do not have sufficient room.

2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

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	1. PERSONAL BACKGROUN	ίħ		*		Telepho	ne:
	Miss	180 7 117					
	A. FULL NAME Mr. (F	Int)	(Middle)	······································	1)		
	Initials)					Home	***************************************
	PRESENT ADDRESS				~~~~~~ ~~~		
		(St. and Number)	(City)		(Blate)	• • •	(Country)
	PERMANENT ADDRESS	(St. and Number)	(Gir)	On, KYK.,	New York (State)	City,	(Country)
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		(By what authority)					
	C. DATE OF BIRTH	PLACE O	f birth _		**************************************		
	D. PRESENT CITIZENSHIP	(Country)	Y BIRTH?.		BY MARI	RIAGE:	
	BY NATURALIZATION CER	TIFICATE NO.	* u propiet et appendigue d'appendigue d'app	ISSUED	*****	BY _	
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	HELD BETWEEN WHAT D	ATES?	то	. ANY OTHE	ER NATION.	ALITY	?
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			VH		_				
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	DATE OF BIRTH	Pl.A						•	•
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		•	• • • • • • •		••				
	•				OF EN	ITRY	- Mari	•	. (

Sec.	4. CHILDREN	OR DEPENDENTS	(Include pa	rtial dependents):	•	
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	2. NAME			RELATIONSHIP		. AGE
	CITIZENSHI	P	ADDRESS	(St. and Number) (Cit	y) (Su())	(Country)
	3. NAME			RELATIONSHIP	·	AGE
Source	CITI ZE NSHI	IP .	ADDRESS	(St. and Number) (Cit	y) (State)	(Country)
Sec.	5. FATHER (G	ive the same inform	nation for st	epfather and/or guar	rdian on a sej	parate sheet)
	FULL NAME	Paul (First)		t Maddio)	Kent	•
. ,	LIVING OR	DECEASED LIVING.	DATE OF	DECEASE	CAUSE	<i>M</i> ₽
	PRESENT, (OR LAST, ADDRESS	1948 Wash	ington Ave. N	XC 58, A	Y. U.S.A
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	IP BORN OF	TSIDE U. S. INDICA	TE DATE AN	PLACE OF ENTRY	20. 23, 1936	: /\.
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Sec.	6. MOTHER (G	ive the same inform	ation for ster	emother on a separate	sheet)	
	PULL'NAME	Bestrice			Kent	************
	LIVING OR	DECEASED LIVING	DATE OF	DECEASE NA	CAUSE	NR_
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¢ .	A. SINGLE MARI	NED	prvorce		WIDOWED	
	STATE DATE, PLACE, AND REASO	n for all Ber	ARATIONS, DIVORC	EN OR ANNULMED	YTS NA.	.
:	B. WIFE OR HUSBAND (IF YOU MENTS -USE A SEPARATE BELOW FOR ALL PREVIOUS	SHEET FOR	FORMER WIFE			
	NAME OF SPOUSE	Flore)	/ V / I	(Marten)		Lage r
•	PLACE AND DATE OF MARK	HAGE .			•	`*
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	MILITARY SERVICE FROM	(Date)	TO (finte)	BRANCH OF	BERVIČE	7. man, (2)
	COUNTRY	DE	TAILS OF OTH	ER GOVT. SE	RVICE, U. S.	OR FOREIGN

Nr. Kent advised Contract Fersonnel Division this date that his date of naturalization should be 20 July 1950 and not as indicated on his Personal History Statement

1110

PERSONAL HISTORY STATEMENT

Instructions: 1. Answer all questions completely. If question is not applicable write "NA," Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.

Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? 1/65 SEC. 1. PERSONAL BACKGROUND Enter Express & 612 A. FULL NAME Mr William Morris Kent PRESENT ADDRESS 2448 Washington Hre. N.Y.C. S.V. IV. Y. U.S.H. PERMANENT ADDRESS 2448 Washington Har. N.X.C. 58, N.Y. U.S.H. WHAT OTHER NAMES HAVE YOU USED! William B. NICKNAME ROSPA Kranz . Under what circumstances have you ever used these NAMES: BOSENKranz was legal tamit name tormerly HOW LONG: 15.773. IF A LEGAL CHANGE GIVE PARTICULARS Hoy. 4, 1944 Supreme Court. Bronx County N.Y.C. N.Y. C. DATE OF BIRTH May 2, 1127 PLACE OF BIRTH Milan D. PRESENT CITIZENSHIP U.S. H. BY BIRTH! BY MARRIAGE! BY NATURALIZATION CERTIFICATE NO. 690 9991 ISSUED July 20, 1951 BY W. S. HISTORY COURT AT New York City New York U.S.H. HAVE YOU HAD A PREVIOUS NATIONALITY? HELD BETWEEN WHAT DATES / 172 1919 TO LAY 14 189 ANY OTHER NATIONALITY? None GIVE PARTICULARS

have you taken steps to change present citizenship? Mo... give particulars:

SEE. 9:

MOTHER IN LAW-

NAME - EVELYN D. DOVEY
LIVING
PDDRESS - 355 NEW YORK AVE, , JERSEY CITY, AUT
DATE OF BIRTH : & NOV. 1910
CITIZENSHIP: US
OCCUPATION: DEFENSE WORKER

SEC.8:

STEP- FATHER-IN-LAWNAME I G. ARTHUR DOVEY
LIVING
ADDRESS; 355 NEW YORK AVE., TERSEY CITY, N.T.
DATE OF BIRTH: 1904
CITZENSHIP: US
OCCUPATION: US NAVY INSPECTOR

	F. IF, TO YOUR KNOWLE YOU, INDICATE BELO THE INVESTIGATION:		AGENCI AND	THE ATTROXIS	AATE DATE OF
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USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

U. S. COVERNMENT PRINTING OFFICE 18-62855-1

	STEP _					
Sec.	9. MOTHER-IN-LAW				•	
	FULL NAME FLORE	(ce			MART	N
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		(St. and Number)				
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Amend ment to Piss Due to Markinge Dute: 17 May 1952 PERSONAL HISTORY STATEMENT

- Instructions: 1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.
 - 2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

		eration.					
		HAVE YOU READ	AND DO YOU UN	DERSTAN	D THE INS	TRUCTIO	NS? YES
EC.	1.	PERSONAL BACKG	ROUND				elephone:
		A. FULL NAME Mr.	WILLIAM	MORRI	S KEN	y-magnetic transfer to the contract of the con	Office
		(Use No Initials)	(First)	(Middle)	(Last)		Home
			(St. and Number)				
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SECRET (When Filled In)

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who depend on you for at least 50% of
their subject, or, children over 21 years
of age who are for the supporting. NUMBER OF CHILDREN (Including stepchildren and edopted children) who are unmarried, under 21 years of age, and are not self. 3. PROVIDE THE FOLLOWING INFORMATION FOR ALL CHILDREN AND DEPENDENTS MAN 2608 N. Winchester St. RELATIONSHIP YEAR OF BIRTH Dorothy B. Kent 1930 Wife x William M. Kent, Jr. Son 1953 x US Paul E. Kent 1954 US Son x Karen A. Kent Daughter 1955 I B

ADDITIONAL COMMENT AND/OR CONTINUATION OF PRECEDING ITEMS

DATE COMPLETED February 1957

SIGNATURE OF EMPLOYEE

Miam M. Kers

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TE. NUMBER OF DEPENDENTS RELATIONSHIP AND AGE		ming individ	,	I AN INDIV	INDAT CHOOSE	MTIV WOL	KING FOR	THE AGEN	CY IN SOME
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41. PAYMENT AND ACCOUNTABILITY WILL BE IN CONFORMANCE WITH

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SECTION IX		MARITAL STATUS			
1. PRESENT STATUS (Single, Married, Widowed, Separa	ated, Divarced, Annulled,				
2. NAME OF SPOUSE (Lost)	5 0	DORNTHY	(Middle) REPRAIATI	1157/	(Moiden)
3. DATE OF BIRTH	4. PLACE OF	DOROTHY BIRTH (City, State, Country)	DENNIN	BITO	
/ 12 NOV, 1930	C	BIRTH (City, State, Country) OULNGTON, L EMPLOYER	A L	<u> 184. – </u>	
	6. PRESENT E	:MPLOYER *			
HOUSEWIFE					
7. CITIZENSHIP	B. FORMER C	CITIZENSHIP(S) COUNTRY(IES)	~	9. DATE U. S. CITIZE	NSHIP ACQUIRED
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SECTION X NAME	DEPENDE RELATIONSHIP	DATE AND PLACE OF BIRTH	THER THAN SPON		RMANENT ADDRESS
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SECTION XI	PROFESSI	IONAL SOCIETIES AND OTHER ORGA	ANZATIONS		DATE OF M
NAME AND CHAPTER	ļ	ADDRESS (Number, Street, C	City, State, Country)	I	FROM
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SECTION IV	GEOGRAPHIC AR	REA KNOWLEDGE AND FO	REIGN TRAVEL				
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OR COUNTRY	KNOWLEDGE	OR RESIDENCE	OF STUDY	RESI- DENCE	TRAVEL	STUDY	WORK ASSIGN- MENT
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ECTION V	TYPISH	G AND STENOGRAPHIC S	ruts.		<u> </u>	L	<u> </u>
	HAND (WPM) 3. INDICATE SHORTHAND SYSTEM	USED CHECK (X) APPROP	RIATE ITEM				
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ECTION VI		SPECIAL QUALIFICATION	5				
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	TING - GOOD TRACK-IFH ENT OR MACHINES WHICH YOU MAY HAVE LISTED		100 and 400 february 100 at 10		1 17/10 20	AS 158 5011	D. (5) (1) A.
3. ARE YOU NOW OR HAVE YOU	ON OF RADIO TRANSMITTERS ::naxola CW 1900), 1 EVER BEEN A LICENSED OR CERTIFIED MEMBER C	OF ANY TRADE OR PROFESS	SION SUCH AS PROT.	ND OTHER SC	ENTIFIC & PI	ROFESSION2	it DEVICE:
	IR TEACHER LAWYER CPA, MEDICAL TECHNICIAN TO ITEM 3 ABOVE, INDICATE KIND OF LICENSE		E (COUNTY STATE)	<u>র</u> ১০০			
MUNICIPALITY, ETC. (Provide fice			3. FIRST (ICENSE/CERTI	FICATE (year	of issue!	
			6. LATEST	LICENSE/CER	IIFICATE (ye	or of issue:	
	HED MATERIALS OF WHICH YOU ARE THE AUTHOR interest subjects, novels, short stories, etc.)	(do NOT submit copies unless	requested). INDICATE THE TIT	LE, PUBLICATION	ON DATE, A	NO TYPE OF	WRITING
i, INDICATE ANY DEVICES WHIC	H YOU HAVE INVENTED AND STATE WHETHER OR	NOT THEY ARE PATENTED.			····	***************************************	
PUBLIC SPEAKING AND PUBLIC	RELATIONS EXPERIENCE A CHADIDATE IN A	VON-FAMTISON	TOWN COU	NOTE O	2001	1000 .	
THIS REQUIRE	D VITRIOUS PUBLIC ITTE	THEIT NEES AN	D SPEECITES.	_			

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SECTION VI				TYPIN	G A	ND STENO	GRAPH	C SKI	LLS					·		
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SECTION VII PROVIDE INFORMAT						AL QUAL										
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SECTION VILL						LITARY S										
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3. LOCAL SELECT		E BOARS			38			4. IF	DEFERR	D, GIV	ER	EASO	N			
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1- CURRENT RANK	. GRADE OF	R RATE 2	- DATE	OF APPOINTM	ENT	IN CURP	ENT R	ANK	3. EXPIR	ATION DA	ITE O	F CUR	RE	NT OBLIC	A TION	
4. CHECK CURREN	T RESERVE	CATEGO	RY 🔲	READY RESERVE	[STANDS	Y(activ	n)	STAND	BY(inect	ive)		ſ	RETIRE	· 口	DISCHARGED
5. MILITARY MOB	ILIZATION	ASSIGN	WENT				6. RE	SERVE	UNIT TO	WHICH	ASS	IGNE	Đ	OR ATTA	CHED	
	MIL	LITARY S	SCHOOLS	COMPLETED (Ext	ended Ac	tive.	Reser	ve Duty	Or 84	Ci	vili	an)		
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SECTION 111			HARITAL S	TATUS				
1. PRESENT STATUS	(Single.Warried	, Widowed, Separati	d,Divorced.	innulled.Rem	arried) SPE	CIFY:		
2. NAME OF SPOUSE	(Last)	(First)		(Middle)		(Maiden)
3. DATE OF BIRTH		4. PLACE OF BIRT	H (City,Stat	e,Country)				
5. OCCUPATION		6. PRESENT EMPLO	DYER	onnenes met et est our est				
7. CITIZENSHIP		8. FORMER	CITIZENSHIP	(S) COUNTRY(1ES)	9. DATE U	S. CITIZEN	SHIP ACQUIRED
SECTION IV	······································	DEPENDENT CHILOR	EN AND DEPEN	DENTS OTHER	THAN SPOUSE	 E	·	
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SECTION VII PROVIDE INFORMATION ON HORBIES.		ECIAL QUALIFICAT					
SECTION VIII		HILITARY SERVICE					~
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TYES	™ NO		ASSIFICATION				
3. LOGAL SELECTIVE SERVICE BOAR	NUMBER AND ADDRES	5	4. IF DEFERM	ED. GIVE REASON			
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CHECK RESERVE OR GUARD ORGANI Zation to which you belong	- ARMY	MARINE COR	1 P 5 🔲 CO.	AST GUARD E		NAL GUA	
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4. CHECK CURRENT RESERVE CATEGO	RY READY RESERVE	STANDBY(actin	e) STAND	BY(inactive)	NET INC	· 0	ISCH ARGED
S. MILITARY MOBILIZATION ASSIGN	MENT	4. RE	SERVE UNIT TO	WHICH ASSIGNED	OR ATTA	CHED	
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SECTION IX	PROFESSIONAL S	OCIETIES AND OTH	ER ORGANIZATI	DRS			ua Photos
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Herndon Rotary Club	Herndon,	Va.			196		Present
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, Herndon Citizens Assn.	Herndon,	Va.			196	29	Present
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SECTION X		REMARKS					
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QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 4441, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Once of Personnel, Room 5E-13 Headquarters, whether information is added or not.

Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I			810G1	RAPHIC AND	POSITION DATE	A					
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QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 4441, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.

Additionally a qualifications update may take place at any time there is information to be added or channel similar.

Additionally, a qualifications up by completing and returning an	date may take update form of	place at any t n your initiative	ime there is ⁸ .	information	n to be adde	d or char	nged simpl
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QUALIFICATIONS UPDATE

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NO. OF DEP.'S

8. OVERSEAS PLANNING EVALUATION (One block must be checked)	9, REQUESTING OFFICE	₹
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11. REPORT OF EVALUATION		<u> </u>
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DATE	SIGNATURE FOR CHIEF OF MEDICAL STAFF	
11 Sept/ 1970		1

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2. NAME (Last, First, Middle)

KENT William M.
B. OFFICE, DIVISION, BRANCH

PRE-EMPLOYMENT

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RETURN TO DUTY

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	FOR PCS OVE	RSEAS	OMS DATE	1. REQUEST DATE (DA-MO-YR)	2. APPLICANT SEEN BY OM		PREVIOUSLY BEEN
	VALUATION			8 May 78	DEPENDENT		PLOYEE
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B. GRADE CO TE AFFILIA	Illian K.					9 May	29 4
				11. EMP, EAT.	12. POSITION TITLE	•	
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	13-19 FOR EACH DEPER ENT NAME (L.F.M)		SEC NO.	TH EMPLOYEE ONLY IF 2 IS		NT(S)" 8. RELATIONSHIP	PREVIOUSLY SEEN BY OMS (yes - no)
ZO. REQUESTED ACTION APPLICANT: ASSIGNMENTS:	(more than one action 11 a PRE-EMPLOY O/S PCS O/S TDY		STATION TYPE COVER	EOD	ETD/ETA (DA MO-YR)	I NO. OI	DEPENDENTS TO
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	Q/S RETURNI			FITNESS FOR DUTY		OTHER (Specify)	
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27. OVERSEAS CANDIDAT		OSITION					
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		v.	15	June 1973			eso/oms

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)		1.0			0.0				
Slaughten's Hotel 1625				<u>ket</u> 1					
Z (A) DATE OF BIRTH) (B) PLACE OF BIRT	TH (city	or to	M U W	nd St	or country)				
5/9/29		24		110					
L (A) IN CASE OF EMERGENCY PLEASE NOTHY	OD RELAT	TONSH	iP '		ECT AND HUMBER CITY AND STATE (0) TRLEPHONE				
Paul Kent	Falk	her 2448 Washington Hur. CYP							
					wyork 58°, New York!				
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If so, for each such relative All in the blanks below. If	f additio	nal a	pace	is neo	seary, complete under Item 10.				
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	· ·			1	14. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS	<u>-</u>			
INDICATE "YES" OR "NO" ANSWER BY PLACING "X"	"	YES	MO	ITLM NO.	WARTE IN LIFT COLUMN HUMBERS OF STERS TO WHICH DETAILED ARRIVES				
ARK YOU A CITIZEN OF OR 90 YOU OWE ALLESIANCE TO THE UNITED \$7.	ATES:_	X							
ARE YOU AR OPPICIAL OR EMPLOYEE OF ARY SYATE, TERRETORY, COURT	TTY, OR		X						
If your answer in "Yes", give details in Item 10.			′`			*******			
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OTHER COMPENSATION FOR MILITARY OR NAME, SERVICEY. If you'r answer is "Yes", give in Item 10 reason for setime.	ment.				والمراوية والمراد كالوحد المدكات والمراجعة والم				
It your answer is "Yes", fire in Item 10 reason for retiren that is, age, optional dischility, or by reason of volum or involuntary esparation after 8 years' service; amoun retirement pay, and wader what retirement act; and ra-	ntery				, , , , , , , , , , , , , , , , , , ,				
retirement pay, and under what retirement act; and rail retired from military or naval eaction.	ting.	.			######################################				
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SINE TO PAID APPOINT HAS INSULTING BY THE APPOINTMENT HAS BEEN DISCHARGED, OR FORCED TO RESIGN, FOR MISCONDUCT OR UN PACTORY SERVICE FROM ANY POSITION.	NSATIS-	- 1							
If your answer is "Yes", five in Item 10 the name and ad			X	j	pg 448 10 10 10 10 10 10 10 10 10 10 10 10 10				
of employer, date and reason in each case.	007000	1	-		paramanan kanan mengaban mengaban sebuah mengaban kengadan mengapan mengaban mengaban mengaban mengaban mengaba Panamanan kengaban mengaban m				
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HAVE YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATION WHICH YOU WERE FIRED ES OR LESS, OR FORFEITED COLLATERAL OF	NS FOR				production to a complete or and an early of the complete of the first order or and the complete or the complet	***			
LESS) SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTME	EM7		~						
If your answer is "Yes", list all such cases under lier Give in each case: (I) The date; (2) the nature of the off	m 10.	}	X		للقي المهيدة في منظول والمنظوم والمنظوم والمنظوم والمنظمة والمنظمة والمنطقة والمناطقة والمستوقف والمستطقة والمستطقة				
or violation: (2) ind name and location of the court: (4	4) (/)# !				guines (1986) à committe (1988) à un notation de l'appréssion (1986) à un de la company de la compa				
penalty imposed, if any, or other disposition of the if appointed, your fingerprints will be taken.	CREG.								

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 my 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 inpersonation 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/or other pertinent papers. If the appointee qualified in a written examination, the signature on this form should be compared with the signature on the decigration sheet, which was signed in the examination room. His physical

(I) 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 tesponsible 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 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 office of the Civil Service Commission.

(4) Mombers of Pamily.—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family service 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

- 8. Authorized instructions which you receive from CIA in briefing, training, or in any other way are a part of this memorandum of agreement and are incorporated herein to the extent that such instructions are not inconsistent with the terms hereof.
- 9. You are not assured upon the completion of your period of duty with the Foreign Service of any status with the Foreign Service based on your services performed with that organization at the request of CIA.
- 10. You will be required to keep forever secret this agreement and all other information which you may obtain by reason hereof, unless you are released in writing by CIA from this obligation. Violation of such secrecy may subject you to criminal prosecution under the espionage law, dated 25 June 1948, as amended, and other applicable laws and regulations. The termination of your employment with CIA will not release you from the obligations of any security oath you may be required to take.

CENTRAL INTELLIGENCE AGENCY

rersonnel Office

ACCEPTED:

illiam III. Ren

APPROVED:

DIRECTOR OF PERSONNEL

BY John A. Millelin

a Dra ..

Dato: 22 Auly 1958

Date: 22 July 54

with your cover designation, will normally be at the direction of the
Such travel will be accomplished in conformance with
applicable regulations of the except when you are
directed for operational reasons to perform travel in accordance with
CIA regulations.
oth regardations.
4. You are entitled by this agreement to the payment of a post
differential and allowances, based upon your CIA or
salary rate, whichever is greater. Payment of your salary, post differ-
ential and allowances by the will be full compensation
for your services when the total amount is equal to or greater than that
payable by CIA. Otherwise, the balance will be paid directly to you by
CIA in a manner designated by you in writing and acceptable to CIA. The
schedule of allowances applicable to your grade
and post of duty are subject to unilateral adjustment by the Government.
5. Your status as a CIA employee will continue in full force and
effect during your period of duty with the , and you will
continue to be entitled to all rights, benefits, and emoluments of such
status. Certain variations in procedure will be required, however, to
preserve the security of your cover position.
product one becario, or your cover position.
a All appropriated and adole larger which will be an account to write
a. All annual and sick leave which will have accrued to your
credit at the time of integration into the will be
held by CIA pending your transfer from the to CIA.
While assigned to the you will be permitted annual
leave, sick leave, statutory leave, and leave without pay in ac-
cordance with the regulations of that organization. Upon completion
of your integration in the your accrued leave will
normally be transferred to your credit with CIA. If security con-
ditions require that you be given a lump-sum payment for accrued
annual leave, you will be required to pay the gross amount of any
annual leave, you will be required to pay the gross amount of any
such lump-sum payment to the CIA at the time of your reinstatement
including any withholding tax deducted by the
b. Upon your integration in the you will
continue to be covered by the provisions of the Civil Service
Retirement Act, as amended, and you will be subject to payroll
deductions for retirement purposes (now six percent).
6. If the CIA considers it undesirable for you to continue the use
of your services will be utilized whenever
possible in some other appropriate capacity as designated by CIA, unless
the circumstances are such as to warrant your termination for cause.
one circumstances are such as to warrant your termination for cause.
7 Considerant with your course activities and 33
7. Consistent with your cover activity, you will continue to be

Washi	Mr. William M. Kent ngton, D. C.	-	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \			
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Dear_	Mr. Kent			≠ (100 m) (100 m)		

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PART IV.—DETERMINA	TIGN OF CREDITABLE SERV				
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	(Item 12)	(Item 15)			
Years	(Item 12)	(Item 13)		C	
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Months Days				276	72
Months Days PART V.—DETERMINAT	fion of creditable serv	VICE AND SERVICE CO table service for x NONCREDITABLE	IMPUTATION DATE FOreduction in force	OR REDUCTION IN FOR PUrposes different ENTRANCE ON	RCE PURPOSES. (Co from the amou
Months Days PART V.—DETERMINAT those cases when i	TIOM OF CREDITABLE SERV	VICE AND SERVICE CO	IMPUTATION DATE FO	OR REDUCTION IN FOR	RCE PURPOSES. (C
Months Days PART V.—DETERMINAT those cases when i	TOTAL SERVICE	VICE AND SERVICE CO table service for s	IMPUTATION DATE FO reduction in force CREDITABLE SERVICE	OR REDUCTION IN FOR PUrposes different Entrance on Dury Date	RCE PURPOSES. (Continue amount the amount the amount the amount the service
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STANDARD FORM 144
REVISED SEPTEMBER 1954
U. S. CIVIL SERVICE COMMISSION
FPM CHAPTERS L1, R3, AND 32

STATEMENT OF PRIOR FEDERAL ()AN AND MILITARY SERVICE AND DETERMINATION OF COMPETITIVE STATUS

IMPORTANT: The information on this form will be used (1) in determining creditable service for leave purposes and retention

PART I	-EMPLO	YEE'S ST	ATEME	NT							ITHIS CO	
. NAME (Last, first, middle initial)					2 DATE	05 815	77.			ļ	RSONNEL OF	FILE USE
KENT, WILLIAM M.					2. DATE OF BIRTH				9. RETEN	TION GROUP		
KENT, WILLIAM M.					9 MAY 1929				10 A CSC	STATUS 🗍	YES NO	
LIST THE FOLLOWING INFORMATION CONCERNING PRIOR TO YOUR PREJENT APPOINTMENT (Do not to	ALL FE	DERAL A	ND DIS	TRICT C	F COLUM	IBIA SE	RVICE Y	VAH UO	E HAD	4	E OF PRESENT	لسب
	FROM-			TO- T			TYPE OF		II. SERVICE			
NAME AND LOCATION OF AGENCY	YEAR MONTH DAY		YEAR	YEAR MONTH E		APPOINTMENT IF KNOWN		YEAR	MONTH	DAY		
CENTRAL INTELLIGENCE AGENCY	19302	JAN,	2									
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DEPARTMENT OF STATE

February 19, 1959

Door Sheft

I would like to take this apportunity to thank you for the outstanding help of the officers of your agency

Specific mention should be made of Mesers. Jacob Esterline, Milliam Patterson, and Milliam Kent, whose untiring efforts were in no small way responsible for the safety of the U.S. delegation.

As always, it has been a pleasure to work with you and members of your agency, and we look forward to doing so again in the future.

Sincerely yours,

E. Toslin Bailey
Director
Office of Security

Colonel Sheffield Edwards
Director of Security
Central Intelligence Agency
Washington, D.C.

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5.	VOLUNTAR			
Experience in the handling of employee cates the settlement of estate and finat or attorney in the event of your disability	ncial matters. The informa	ation requested in th	is section may prove y	
INDICATE NAME AND ADDRESS OF ANY COUNTS ARE CARRIED.	BANKING INSTITUTIONS WI	TH WHICH YOU HAVE	ACCOUNTS AND THE	NAMES IN WHICH THE AC-
William M Dore				
	l Bank of Herndon,			
	d Trust Cox., Hern & Loan, Herndon, V			
HAVE YOU COMPLETED A LAST WILL A			Yes" where is document	ocated?)
	, (
HAVE YOU PREPLANNED AN ARRANGE YES NO. (II "Yes" give no	D GUARDIANSHIP OF YOUR ime(s) and address)	CHILDREN IN CASE	OF COMMON DISASTER	TO BOTH PARENTS?
HAVE YOU EXECUTED A FOWER OF ATT	TORNEY! YES	NO. (II "Yea", who	possess the power of atte	emey?)
S. ADDITION	NAL DATA AND/OR CON	TINUATION OF PR	ECEDING ITEMS	
Notify parents :	in case of emergen	cy only if un	able to contact	wife within
reasonable amou	nt of time.			
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SIGNED AT	DATE	SIGNATURE	0011	
Has	Changes ma PApril 1964	Willio	m III. Kent	-

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Complete in duplicate. The data recorded on this at government expense, overseas duty, return to r mation required in the event of an employee emerg	esidence upon se	paration, and for providing	current reside	nce and de	pendency i	infor-
NAME OF EMPLOYEE (Last)	(First)	(Middle)	SOCIAL SEC	URITY NU	MBER	
Kent	William	Morris				
1.		ICE DATA				
PLACE OF RESIDENCE WHEN INITIALLY APPOINT	ED	LAST PLACE OF RESIDEN	CE IN CONTI	ENTAL U.	S. (If appor	nted
New York, N.Y.		abroad)				
PLACE IN CONTINENTAL U.S. DESIGNATED AS PE	RMANENT RESI-	HOME LEAVE RESIDENCE				
Herndon, Va.		Same				
2,	MARITAL S	TATUS (Check one)				
SINGLE MARRIED 5	EPARATED	DIVORCED	WIDOWED		ANNULLE	D
IF MARRIED, PLACE OF MARRIAGE			~•···	DATE	OF MARRIA	
New York, N.Y.				17	May 19	だ ク
IF DIVORCED, PLACE OF DIVORCE DECREE					OF DECRE	
IF WIDOWED, PLACE SPOUSE DIED				DATE	SPOUSE DI	EO
IF PREVIOUSLY MARRIED, INDICATE NAME(\$) OF			DATE(S)			
NAME OF SPOUSE	· · · · · · · · · · · · · · · · · · ·	OF FAMILY	· · · · · · · · · · · · · · · · · · ·			
	1	ireel, City, Zone, State)		TELEPHO		
Dorotty B. Kent NAMES OF CHILDREN	ADDRESS	ren St. Herndon, V	4		37-3018 DAYE OF 8	
William M., Jr. Paul E. Karen A.	8 at 8 at 8 at	ne		H H F		
				· -		
NAME OF FATHER (Or male guardian)	ADDRESS			TELEPHO	NE NO.	
Paul Kent	Aul Washin	ogton Ave. N.Y. 58	. M.Y.	WE 3-1	de	
NAME OF MOTHER (Or female guardiers)	ADDRESS			TELEPHO		
Restrice Kent	400	•		2220		
WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS I QUIRED IN AN EMERGENCY.	BEEN TOLD OF YO	OUR AFFILIATION WITH THE	ORGANIZAT	ION IF CO	STACT IS R	E-
Wfa						
	SON TO BE NOTIF	HED IN CASE OF EMERGEN	Y		······································	
NAME (Mr., Mrs., Miss) (Lost-First-Middle)	F	ATHER	RELATI	DNSHIP		
More Kent Dorot by	Bernedette	(NOT WITTING)				
HOME ADDRESS (No., Street, City, Zone, State)		_	HOME T	ELEPHONE	NUMBER	
189 Transference City Series Harristo	T Va.		(7)	-99-0634	L	
BUSINESS ADDRESS (No., Street, City, Zone, State)	AND NAME OF EMP	LOYER, IF APPLICABLE	BUSINES	TELEPHO	NE # EXTE	NSION
Republic Bank & Trust Co. 1	erndon. Va.		1.5	116 ~		
IS THE INDIVIDUAL NAMED ABOVE WITTING OF Y tion he believes you work for.) Tes	OUR AGENCY AFF	ILIATION? (II "No" give nam	ne and address	of organiza	YES	X
762					NO	x
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECIS any, who can make such decisions in case of emergen	SIONS ON YOUR BE	HALF? (If "No" g)ve name a	nd eddress of	person, it	YES	*
	• 7	~				V
					NO	14
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN explain why in stem 6.)	DESIGNATED AS	YOUR EMERGENCY ADDRE	SSEE? (If ane	wer is "No"	YES	X
			···		NO	18
The persons named in item 3 above may also be health or other reasons, please so state in item	notified in case of on the reverse	of emergency. If such noti side of this form.	fication is no	at desirable	e because	of
	CONTINUED ON	REVERSE SIDE				
CUPPENT DE	CIDENCE AN	D DEPENDENCY REI	POPT	·		

MEMORANDUM FOR:

William M. Kent

A. C. Hilliad

SUBJECT

Commendation

You were mentioned particularly as one who performed your duties with distinction in support of the mission outlined in Project JMATE. Your cooperation, enthusiasm and the untiring application of your experience and knowledge with confidence and conviction has been a real credit to you and to your office. Even though you may have been subjected to disappointments and personal inconveniences, you gave more than is normally expected and your performance and contribution is worthy of special praise.

Thank you personally for this contribution.

Western Hemisphere Division

4. While consideration has been given Mr. Kent with regard to an Honor and Merit Award, it appears more appropriate that he be granted a Quality Step Increase.

William V. Broe Chief, Western Hemisphere Division

APPROVAL RECOMMENDED;	
Secretary, CS Panel Section B	3 June 1960 Date
CONCUR:	
- Cor nor/or	6 Juni 1966
APPROVED:	
Director of Personnel	2)me 66
7 of Bounes	Date

STANDARD FORM 61 (REVISED AUGUST 190)
PROMULGATED BY CIVIL SERVICE COMMISSION
FEDERAL PERSONNEL MARILAL

APPOINTMENT AFFIDAVITS

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

	tached miormation for app	
GIA		
(Department or agency)	(Bureau or division)	(Place of employment)
WILLIAM M. KENT		do solemnly swear (or affirm) that—
		to soleminy swear (or animal) that—
domestic; that I will bear true fa	aith and allegiance to the r purpose of evasion; that	States against all enemies, foreign and same; that I take this obligation freely I will well and faithfully discharge the ME GOD.
B. AFFIDAVIT AS TO SUBVERSIVE A	CTIVITY AND AFFILIATION	
that advocates the overthrow of ti unconstitutional means or seeking Constitution of the United States	the Government of the Unit by force or violence to det i. I do further swear (or a	for am I a member of any organization ted States by force or violence or other ny other persons their rights under the affirm) I will not so advocate, nor will that I am an employee of the Federal
C. AFFIDAVIT AS TO STRIKING AGA	INST THE FEDERAL HOVER	NMFNT
so engage while an employee of the an organization of Government er of the United States, and that I wan organization.	he Government of the Unit mployees that asserts the r vill not, while a Governmen	of the United States and that I will not ted States; that I am not a member of ight to strike against the Government at employee, become a member of such
D. AFFIDAVIT AS TO PURCHASE AN I have not paid, or offered or p firm or corporation for the use of	promised to pay, any mone	y or other thing of value to any person
		pontanent.
E. AFFIDAVIT AS TO DECLARATION		
The answers given in the Decorrect.	eclaration of Appointee or	the reverse of this form are true and
2 January 1952 (Date of entrance on duty)	Wi	lliam M. Kent
(Date of entranchion duty)		(Signature of appointee)
Subscribed and sworn before me this	ا م	January 52
Subscribed and sworn before me this		
at	WASHINGTON, D. (~ ~ ~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~
(City)	Ra	but Hayes
(2) A supplied of the property of the prope		(Title)
NOTE.—If the oath is taken before be shown.	a Notary Public the date of	of expiration of his commission should

either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

6. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.

Official authorized to sign lefters of appointment.

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

Millian M. Kent

2 Jan. 1952 Date

CENTRAL INTELLIGENCE AGENCY 2430 E STREET NW. WASHINGTON 25, D. C.

Date 2 amuary 52

Dony WILLIAM M. KENT

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

Position: ADMIN. CLERK

Base Salary: GS-5 \$3/10.

2. You will be:

- a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.
- b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.
- c. If stationed cutside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.
- 3. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, unless otherwise specified in advance by CIA, you will be required to remain at the post to which assigned for a period of 24 months from the date of arrival thereat, unless sooner transferred, reassigned or separated for reasons beyond your control. If you wish to return to the United States for personal reasons during that period, all travel and transportation costs incident to such return will be borne by you, with no expense to the Government.
- 4. If this employment is for assignment to an overseas post, it is understood and agreed that, unless earlier separated for reasons beyond your control, you will remain in Government service for 12 months after your arrival at your first overseas post, and if you violate this agreement, any money expended by the United States on account of your travel and the transportation of your immediate family and household goods will be considered a debt due to the United States.
- 5. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event

Security Information

- 6. If you should receive any sums required under the terms of this letter of appointment from or through your cover instrumentality, such sums will be used to offset amounts due and payable by CIA. Sums thus received through your cover instrumentality are acknowledged and agreed to be payment by CIA within the provisions of this letter of appointment.
 - 7. Your employment under this letter of appointment is subject to the availability of the appropriations for the functions of CIA. Upon termination of your cover employment, you will revert to normal staff employee status upon the effective date of the termination of your employment hereunder, unless for good and sufficient cause, such as misconduct or demonstrated incompatence, such reversion would be opposed to the efficiency and best interests of CIA. The termination of this appointment will not release you from the provisions of any security eaths you will be required to take.
- 8. Authorized instructions from CIA received by you in briefing or training will be deemed a part of this letter of appointment and are incorporated herein to the extent that such instructions are not inconsistent with the terms hereof
- 9. Any additional provisions or arrangements will be contained in supplemental documents.

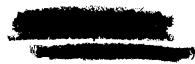
CENTRAL INTELLIGENCE AGENCY

Personnel Division, Covert

Kent, William Morris

ACCEPTED: T

Security Information



Central Intelligence Agency

Washington, D. C.

Sent, William Morris

1. Pursuant to the authority vested in me by Section 5.2 of the Confidential Funds Regulations, you are hereby appointed an employee of the Central Intelligence Agency in the capacity of a staff agent at a salary of \$ 3715.00 grade GS-6

This appointment will be effective 10 June 1952.

If security considerations permit, appropriate deductions will be made for retirement and withholding tax purposes. In any event, it shall be your responsibility to report income received from CIA hereunder in accordance with existing Federal income tax laws and regulations.

- 2. The conditions of your employment will be in accordance with established CIA procedures for an employee of similar grade and salary provided, however, that where necessary, in the interests of preserving your cover and the security of CJA, established procedures will not be followed in all details. However, there will be substantial compliance with such procedures. Termination of this appointment will be in accordance with established procedures.
- 3. Where authorized, you will receive living-quarters and cost-of-living allowances, travel and transportation expenses and other emoluments of your position with CIA. You will account for such allowances, travel, and operational expenses in substantial compliance with CIA regulations or the established policies of your cover facility whichever is directed by CIA.
- 4. For the purpose of your employment hereunder, you will be required to accept employment or adopt necessary cover other than with CIA in a manner directed by CIA. In the event the circumstances of your cover are altered to such an extent that CIA deems it undesirable to continue further use by you of such cover, it is intended that your services will be continued by CIA in some other appropriate capacity or position.
- 5. a. If, in the performance of your cover service, you assume the custody of or take title of record to property of any nature whatscever and wherever situate, which property has in fact been purchased with monies of the U.S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by CIA to evidence this relationship.
- b. It is expressly understood and agreed that any and all documents which you may execute in the course of such cover employment are subordinate to this agreement and any contradiction in terms which may in any way appear to amplify, extend or restrict your rights and/or obligations hereunder shall be resolved by this agreement which shall always be dominant.

Security Information

Date: 6 June 1952

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

Gentlemen:

- l. In accordance with the policy of this agency, it is understood and agreed by me that I shall be required to serve a minimum term of two years from the date of my arrival at my overseas post of duty, unless terminated by the Government for its convenience. If the assignment is terminated at my request in less than twenty-four months, the following shall prevail:
- (a) If I resign in less than twelve months from the date of my arrival at my overseas post of duty, I shall reimburse CIA for all travel expenses involved in the transportation of myself, my immediate family, household goods, and personal effects and automobile to the foreign station, and pay all such expenses for return to the United States.
- (b) If I resign between the twelfth and twenty-fourth month from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects and automobile to the United States.
- 2. Part (a) above 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) only shall apply, amended to read: "If I desire to terminate or return to the United States prior to the expiration of twenty-four months from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects to the United States".

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

Office of Personner

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

(Employee)

5 ()ctoler 1917 (Date)

Date	5	Oct	1956	
Date	7	~~~	1330	

Dear Mr. Kent:

1. This is to notify you that the United States Government, as represented by the Central Intelligence Agency, has accepted your employment effective 8 October 1956.

Position: Area Ops Officer

Base Salary: \$6390.00 per annua

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

DECLARATION OF APPOINTEE

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

ESENT ADDRESS (street and number, cit	v and State)							
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instructions to /
speciating officer before whom the foregoing certificate is made shall
ine to his own satisfaction that this appointment would be in conformance
be Civil Service Act, applicable Civil Service Rules and Regulations and
Congress pertaining to appointment.
form should be checked for holding of office, pension, suitability in conwith any record of recent discharge or arrest, and particularly for the
agr

dentity of appointee.—It is the duty of the appointing officer to significate the signification and to determine beyond reasonable doubt that the tee is the same person whose appointment was authorized. The nee's signature and handwriting are to be compared with the application other hertinent papers. If the appointee qualified in a written examitive signature on this form should be compared with the signature on ligation sheet, which was signed in the examination room. His physical since may be checked against the medical certificate. The appointee to be questioned on his personal history for agreement with his previous mits.

(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.

Until such determination is made, the appointment may not be consummated.

(3) Citizenship.—The appointing officer is responsible for observing the 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 conficting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying office of the Givil 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 requirement. The members-06-family provision does not apply to temporary appointments. Doubtful cases may be referred to the appropriate office of the Civil Service Commission for decision.

U. S. GOVERNMENT PRINTING OFFICE 15-55160-2

STANDARD FORM 61 (REVISED AUGUST 1940)
PROMULGATED BY CIVIL SERVICE COMMISSION
FEDERAL PERSONNEL MANUAL

APPOINTMENT AFFIDAVITS

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

**********	CENTRAL I	VTELLIGENCE AGENCY	Washington, D. C.
	(Departmen	t or agency) (Bureau or division) (Place of employment)
I,	Willia	am M. Kent	do solemnly swear (or affirm) that-
A. DATH	OF OFFICE		
domestic without	c; that I will any mental r	bear true faith and al eservation or purpose of	on of the United States against all enemies, foreign and legiance to the same; that I take this obligation freely of evasion; that I will well and faithfully discharge the nter, SO HELP ME GOD.
B. AFFID	AVIT AS TO S	UBVERSIVE ACTIVITY AN	D AFFILIATION
that adv unconstitu Constitu	vocates the ovictional mean action of the United and action of the United at the Unite	erthrow of the Governmes or seeking by force of inted States. I do fur	not advocate nor am I a member of any organization ment of the United States by force or violence or other r violence to deny other persons their rights under the ther swear (or affirm) I will not so advocate, nor will ring the period that I am an employee of the Federal
C. AFFID	AVIT AS TO S	TRIKING AGAINST THE	FEDERAL GOVERNMENT
so engag an organ	ge while an en uization of Go nited States,	ployee of the Government employees the	ne Government of the United States and that I will not ment of the United States; that I am not a member of nat asserts the right to strike against the Government ile a Government employee, become a member of such
I ha	eve not paid, o	URCHASE AND SALE OF or offered or promised to the use of influence to	OFFICE pay, any money or other thing of value to any person, procure my appointment.
		ECLARATION OF APPOIN	
The			of Appointee on the reverse of this form are true and
correct.			
*****	et 1956 Date of entrance on du		William M. Hew (Signature of appointme)
Subscribe	ed and sworn !	pefore me this 8th	day of, A. D. 19.56
a t		Washington	D. C.
a	(1) (1) (1) (2) (2) (3) (3) (3) (3) (4) (4) (4) (4) (4) (4) (4) (4) (4) (4	· · · · · · · · · · · · · · · · · · ·	(State)
		19 8	
	(SEA)	(C.12)	(Signature of officer).
		·	(Title)
NOTE.	-If the oath is be shown.	taken before a Notary F	ublic the date of expiration of his commission should

16-68160-2



CENTRAL INTELLIGENCE AGENCY WASHINGTON 25, D, C.

OFFICE OF THE DIRECTOR

5 DEC 1956

MEMORANDUM FOR: William M. Kent

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 27 December 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

Career Service Staff
Office of Personnel

эн JAN 1957.

Date: 18 Referenter 1956

SECRET

Noted:

20 DEC 1965

MEMORANDUM FOR: Deputy Director for Plans

ATTENTION : DDP/OP

SUBJECT: Request for Quality Step Increase (HR 20-37),

Mr. William M. Kent, GS-13

1. On the basis of the information presented below, it is recommended that a Quality Step Increase be approved for Mr. William M. Kent.

- 2. Kr. Kent has made a most valuable contribution to the Covert Action mission of this Division. On occasion of the discovery of a Cuban arms cache in Venezuela in November 1963, of the January 1964 riots in Panama, of the April 1965 revolution in the Dominican Republic, of many other crises and situations which have developed, Mr. Kent immediately took the initiative within and outside this Division for the initiation and coordination of Covert Action efforts to safeguard the U.S. image and support U.S. objectives in each case; this, of course, without neglecting his other, routine, day-to-day responsibilities. Mr. Kent has been energetic, imaginative, and professional in his work to a degree much beyond that normally found or expected. He speaks excellent Spanish, and this has been an essential ingredient in his critical abilities in the handling of his assigned tasks.
- 3. Mr. Kent has been with the WH Division's Covert Action Staff since 1963. In 1964, he attended the Midcareer Executive Development Course No. 4. He has consistently maintained a very high level of competence, conscientious application, and strong dedication to his duties. In this connection, despite an illness which lasted from December 1964 to July 1965, he took only two days of sick leave and did not allow his work performance to suffer. There is every reason to believe that Mr. Kent's exceptional proficiency and effectiveness will continue.

1 6 JUN 1966

MEMORANDUM FOR: Head, Clandestine Services

CTTS TESMON

Career Service

SUBJECT

: Notification of Approval of Quality Step Increase -William M. Kent

- I am pleased to send to you the attached elficial notification of the approval of the Quality Step Increase which you recommended for this employee.
- 2. As this award is designed to encourage excellence by recognizing and rewarding the employee, may I ask that you arrange to have this Quality Step increase presented at an appropriate coremony.

Emmet D. Echols
Director of Personnel

Distribution:

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OP/DD/RP/PD

(16 June 1966)

SECRET

GROUP 1 Excluded from automotic downgrading and declassification

In view of your contemplated cover assignment, you have been designated a Staff Agent. The purpose of this Supplement is to call your attention to existing policies which are particularly material to you while you are so designated and to set forth certain rights and obligations incident to your status as an appointed employee.

- I. Payroll Administration. As indicated in your Staff Agent Personnel Action, your present salary and grade are \$14, 250,00 per annum and GS-13. respectively. As an appointed employee of the Government you are entitled to receive and retain only the salary, allowances and other benefits applicable to that status. However, certain procedural variations will be followed to preserve the security of your cover position,
 - (a) The gross emoluments that you receive from your cover activities will be retained by you as an offset against the gross emoluments due you from this organization. If cover emoluments over exceed those due you from this organisation, the overage is to be remitted to this organization on a monthly basis, unless a different period is specified.
 - (b) Your Federal income taxes will be withheld and reported in conformance with R 20-661 or any subsequent regulations or procedures promulgated by this organization. For your information, this organization shall withhold from the gross payments due you, Federal income taxes in an amount which, when added to the income taxes withheld by your cover facility, will equal the tax withholdings normally made from your gross taxable compensation with this organization. Taxes will be withheld from the differential due you by this organization. If there is no differential or if it is insufficient, you will be required to make tax remittances in conformance with HB 20-661-1.
 - (c) This organization will deduct from the gross payments due you an amount equivalent to six and one-half per cent (6 1/2%) of your gross salary for contribution to the Civil Service Retirement Fund. This amount will be deducted from the differential due you by this organization. If there is no differential or if it is insufficient, you will be required to make direct remittances to this organization in satisfaction of the required contributions. The Agency will not reimburse you for mandatory social security deductions required by virtue of your cover employment.
- 2. Nonofficial Cover Premium Pay. You are hereby authorized Nonofficial Cover Premium Pay in conformance with applicable organizational policies and issuances. For your information, currently this premium pay is ten per cent of your base salary and represents additional taxable compensation to you.
- 3. Place of Assignment. This Supplement is predicated upon a domestic PCS assignment under non-Governmental cover. Any deviation therefrom will require a new Supplement or an amendment hereto.
- å Sykon i 化连续 特许人 order to the significance William to the state of the sta with the by the these values of their sections and by the greating of the contract of the problem. lation of such sections; reas subjects the Countries in proceed the conference Espiunage Laws, dated 25 reservives, so a seriet, sor es and regulations.

By Now W. Luetscher

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Der William on Kent m. kent

Reference is made to your Staff Supplement, effective 31 July 1966.

Effective 30 July 1967 your authorization to receive monefficial cover premium pay is terminated. As of that date, your Staff Depplement is emended by deleting therefrom paragraph two (2).

All other terms and conditions of the Supplement remain in full force and effort.

UNITED STATES COVERNMENT

LENT WILLIAM

20 July 1966

THIS IS TO CERTIFY THAT I AM AWARE OF THE PROVISIONS OF HANDBOOK 20-4,

DATED 7 OCTOBER 1967 CONCERNING THE PERSONAL CONDUCT OF AGENCY EMPLOYEES.

William M. Kent

S-E-C-R-E-T

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•	f	1	e			FORM IS THEN ATTACHED TO FORM 1962, MASTER QUALIFICA-	1
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LANGUAGE CODING DATA - FORM 444c										
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The authorization to process this employee's disclaim of proficiency in the language factors indicated on this form is contained in a memorandum on file and designated "Language Proficiency Disclaim File", located in the Qualifications Analysis Branch, Office of Personnel.

ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL

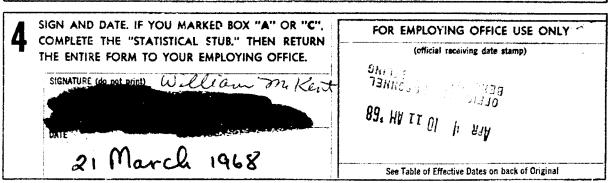
TO COMPLETE THIS FORM-

FOLLOW THESE GENERAL INSTRUCTIONS:

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

5/1

7	FILL IN THE IDENT	IFYING INFOR	MATION BELOW	(please print or type):	
2	NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
	EMPLOYING DEPARTMENT / Kent, W	1 OH AGENCY illiam	a sn.	LOCATION (City, State, ZIP Code)	
3	Mark here ——————————————————————————————————	ELEC i elec- from This DECI	ction of option of the \$10,000 add my salary, compe optional insurance LINATION OF OPT	do NOT mark more than one just the control of the c	t) INSURANCE athorize the required deductions I cost of the optional insurance, urance. NSURANCE addressed that I cannot elect op-
	OPTIONAL but do want regular insurance Mark here	(B) of intion	surability, f underst of additional option ER OF LIFE INSL	it I am under age 50 and presentand also that my regular insurance insurance. JRANCE COVERAGE ed and I waive coverage under the	e is not affected by this declina-
	WANT NEITHER regular nor optional insurance	Insur surar I app	rance Program. I unce until at least 1 ley for insurance I a pility. I understand	nderstand that I cannot cancel the year after the effective date of the am under age 50 and present sati d also that I cannot now or late ss I have the regular insurance.	nis waiver and obtain regular in- is waiver and unless at the time isfactory medical evidence of in-



ORIGINAL COPY-Retain in Official Personnel Folder

SECRET

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

ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT **AGENCY INSTRUCTIONS** ON BACK OF ORIGINAL

TO COMPLETE THIS FORM-

FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
 Fill in BOTH COPIES of the form. Type or use link

	Do not detach.	
7	FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):
Z	NAME (last) (first) (middle) (middle) (M.LLIAM M.	DATE OF BIRTH (month, day, year) SOCIAL SECURITY NUMBER 5-9-29
	EMPLOYING DEPARTMENT OR AGENCY	LOCATION (City, State, ZIP Code)
	HAVE YOU EVER BEFORE FILED AN "ELECTION, DECLINATION, OR WAIV If "YES," your last such form remains in effect and you should not file th Employees on page 4.)	ER OF LIFE INSURANCE COVERAGE"?
3	MARK AN "X" IN ONE OF THE BOXES BELOW (do	NOT mark more than one):
J	if you WANT BOTH I elect the \$10,000 addition from my salary, compensation from the salary compensatio	(IN ADDITION TO REGULAR) INSURANCE onal optional insurance and authorize the required deductions ation, or annuity to pay the full cost of the optional insurance, in addition to my regular insurance.
	if you DO NOT WANT OPTIONAL but I decline the \$10,000 additional insurance until at lease at the time I apply for it.	NAL (BUT NOT REGULAR) INSURANCE itional optional insurance. I understand that I cannot elect opest I year after the effective date of this declination and unless I am under age 50 and present satisfactory medical evidence d also that my regular insurance is not affected by this declinansurance.
	regular nor optional Insurance Program. I understand a surance until at least 1 yet I apply for insurance I am surability. I understand a	and I waive coverage under the Federal Employees Group Life erstand that I cannot cancel this waiver and obtain regular interaction are after the effective date of this waiver and unless at the time under age 50 and present satisfactory medical evidence of interaction of the satisfactory medical evidence of interaction of the satisfactory medical evidence of interaction of the satisfactory medical evidence of interaction of the satisfactory medical evidence of interaction of the satisfactory medical evidence of interaction of the satisfactory medical evidence.
A	DATE AND SIGN. RETURN THE ENTIRE FORM TO	FOR EMPLOYING OFFICE USE ONLY
4	YOUR EMPLOYING OFFICE. SIGNATURE (do not print)	(official receiving date stamp)
	William M. Keur	01.40
	March 30,1970	SWILL LIF CYTE
		See Table of Effective Dates on back of Original

11. PREFERENCE FOR NEXT ASSIGNMENT:	-
11A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9,880YE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.	
T would worm much like to continue in my named data.	
I would very much like to continue in my present duties, dealing wit	'n
varied nationalities and having a wide range of operational oppor-	
tunities. Should a circumstance develop for Washington Base involve	:-
ment in Covert Action work, particularly political action, I would	
like to be a part of it. My preference would also lie in continuing in my present me status and cover arrangement indefinitely.	,
· - •	
Employe	
110. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFEREN	C.E.
FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (for lat, 2nd, and 3rd choice) in remaining boxes, complete all alternate choices and options in all cases even though you are requesting an extension of you tour.	
EXTEND TOUR MONTHS AT CURRENT STATION TO	
(DATE)	
BE ASSIGNED TO HOGTES FOR A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.	
GE ASSIGNED TO ANOTHER FIELD STATION, INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION 1ST CHOICE	
RETURN TO MY CURRENT STATION	
,	
TO BE COMPLETED BY FIELD STATION	
12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING!	
Washington Base concurs with request that he remain in	
his present assignment for another tour.	
•	
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE	
13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT. AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT	
ASSIGNMENT AND TRAINING.	
DO Division concurs in Subjectis, and Baseis, desire for another	
tour at Washington Base. Subject has been an effective case officer	
and his effectiveness should be still greater by virtue of his accumulated	
experience in the Base area.	
1+1/1/2	
DATE 1 May 69 TITLE DCDO/I SIGNATURE	
FOR USE BY CAREER SERVICE	
14. APPROVED ASSIGNMENT:	
and tow approved.	
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15. EMPLOYEE NOTIFIED BY DISPATCH NO DATED: 20 May 61	
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15. EMPLOYEE NOTIFIED BY DISPATCH NO DATED: 20 May 61	

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FI	ELD REASSIGNMEN	T QUESTIONNAIRE	
William M. Cent 001	NOT COMPLETE FOR	HEADQUARTERS USE ONLY	
NAME OF EMPLOYEE (USE DECUDO ONLY IT SA	DATE (from item S-D) 12 Feb. 1969	NAME OF SUPERVISOR (true John G. Shaffer	
DATE RECEIVED AT HEADQUARTERS:	DISPATCH NUMBER:	DATE RECEIVED BY CAREER	1 2 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
17 February 1969	TM 198253 12 Feb. 1969		
	TO BE COMPLETED	BY EMPLOYEE	
1. DATE OF BIRTH 2, SERVICE 3. YOUR CURRE! DESIGN AND GRADE	NT POSITION, TITLE	4. STATION OR BASE	5. CRYPT FOR
	cer - GS-14/	DO BASE WASHIN	GTON CURRENT COVER
6A. DATE OF PCS ARRIVAL 6P. REQUESTED DEPARTURE		IN AT HO AFT	FRED DATE TO REPORT TO DUTY ER LEAVE
1 August 1967	7		
7. NUMBER AND AGES OF DEPENDENTS WHO WI	LL TRAVEL WITH YOU:		
4 dependents, ages 38, 1	5, 14, 13		
8. PERSONAL CIRCUMSTANCES THAT SHOULD B	E CONSIDERED IN DETI	RMINING NEXT ASSIGNMENT:	
Educational facilitie for my wife.	s for my chi	ldren and medica	l facilities
- Initiate and develo diplomatic and fore major world geograp	op contacts are ign press cor	and operations in	the Washington
Handle recruited ag	ents residen	t in the Washing	ton area.
Establish and maint cover duties.	ain self in	commercial cover	role. Perform
Prepare operational trative tasks.	corresponde	nce and conduct	routine adminis-
10. TRAINING DESIRED: INDICATE WHAT TRAINING YOU BELIEVE	YOU SHOULD HAVE DURI	NG THE NEXT SEVERAL YEARS	
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4. Mr. Kent has a first rate mind, a unique flair for SA operations, and unusual language capabilities. During the Chilean crisis period he demonstrated his dedication to duty, working eleven or twelve hours a day without complaint, and his ability to make effective use of his exceptional professional talents and experience while simultaneously exercising sound judgment and leadership in his management of Branch affairs his management of Branch affairs.

5. In view of Mr. Kent's outstanding performance under tense and trying circumstances it is strongly recommended that he be granted a QSI.

> David A. Phillips Chief

Western Hemisphere Division

APPROVAL RECOMMENDED:	
	15 Jan 74 Date
Chairman, DDO/QSI Panel	Date
APPROVED:	
6	31 JAN 1974
Director of Personnel	Date

2 0 DEC 1973

MEMORANDUM FOR: Chairman, QSI Honor and Merit Award Panel

SUBJECT:

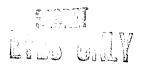
Request for QSI:

William M. Kent, GS-14

- 1. It is recommended that Mr. William M. Kent be granted a Quality Step Increase in recognition of his outstanding performance as Chief of the SA Section and Acting Deputy Branch Chief of WH/6 during the tension-filled days which preceded and followed the Chilean military coup of 11 September 1973. The nature of Mr. Kent's service to the Agency during this period has been described more fully in his most recent fitness report, which evaluated his overall performance as "Outstanding."
- 2. Mr. Kent served as Acting Deputy Branch Chief of WH/6 for five months, from mid-June to mid-November 1973, while concurrently continuing to direct the large and important Chilean covert action program with exceptional competence. Mr. Kent thus was handling two exacting jobs simultaneously during the entire coup period. This was a time of particular tension for the Branch, since developments in Chile were of international importance and generated almost daily requests for special papers and briefings for top U.S. Government leaders. Mr. Kent performed at a consistently high level in both his SA and managerial capacities: his propaganda and political action guidance was timely, imaginative and effective, while his managerial decisions as provisional head of a 15-man branch reflected sound judgment and an across-the-board foundation in clandestine operations.
- 3. A self-reliant and exceptionally talented SA officer, Mr. Kent was personally responsible for the creation and implementation of two successful Division programs -- one in the political action and one in the propaganda field -- which have made an important contribution to the achievement of U.S. policy objectives with regard to Chile. These programs are being continued even though Mr. Kent has now left the Branch to handle an exacting new staff assignment.

E2, IMPDET CL BY 024345

SECRET



3 November 1970

MEMORANDUM FOR THE RECORD

SUBJECT: Commendation - Mr. William Kent

- 1. Mr. Kent was assigned to a high priority Task Force in WH Division from 21 September through 30 October.
- 2. During this period Mr. Kent assisted in the preparation of propaganda material and was in charge of black operations. Based on his knowledge of the Cuban Intelligence Service and Cuban modus operandi, Mr. Kent prepared several highly imaginative black operations and provided much needed advice to the Task Force on this subject. The biographic material he pulled together on a major proponent of our little drama was of exceptional value and was delivered to several U. S. as well as foreign newsmen who made extensive use of it. Mr. Kent is a well trained and resourceful Clandestine Service Operator whose work showed the stamp of professionalism and whose attitude was marked by a deep interest in his work. Mr. Kent is to be commended for his efforts on the behalf of the Task Force and for the unusual talent he brought to the job.
- 3. A copy of this commendation will be placed in Mr. Kent's personnel file.

Villiam V. Broe

Chief

Western Hemisphere Division

MANAGEMENT BY OBJECTIVES SEMINAR

Student: Kent, Willaim M.

Dates: 30 June - 2 July 1975

Employee Number: 059198

Office: PS

Service Designation: D

COURSE OBJECTIVES:

Upon completion of this Saminar, the participant should be able to:

- 1) Understand the evolution of the MBO concept.
- 2) Identify the elements of MBO and understand their utility.
- Understand how MBO has been applied in certain large organizations.
- 4) Understand the major characteristics of the management system now used within each Directorate, particularly within his own Directorate.
- Define significant differences and common traits in the practice of MBO among the Directorates of the Agency.
- 6) Describe actions which might be taken to improve and strengthen the application of MBO within the Agency.

ACHIEVEMENT RECORD:

This is a certificate of attendance only. No attempt was made to evaluate student achievement in the Seminar.

FOR THE DIRECTOR OF TRAINING



CONFIDENTIAL (when filled in)

5 December 1975

MEMORANDUM FOR THE RECORD

SUBJECT: Commendation of Mr. William Kent

During the last five months I have turned to Mr. Kent on two occasions to help the Latin America Division in connection with Senate Select Committee's investigation of covert action in Chile. When confronted with a need to produce a paper on Chile in a short timeframe, I instinctively turned to him. It was not only because he had expertise on Chile, due to service in the Chile Branch, but because he is highly skilled in written presentation. He organizes his material well and presents it in a lucid, highly readable manner. On the first occasion, he helped us prepare a paper that was eventually used by the Director in his presentation before the Senate Select Committee on 14-15 July. On the second occasion his contribution was used by the DDO in his appearance before the Senate Select Committee on 28 October. Both of these papers were excellent and have withstoood critical scrutiny.

Aside from Mr. Kent's ability to write I would like to take this occasion to record my overall high esteem for Mr. Kent as a professional and as a person. I have always considered him to be one of our more able and promising officers. His dedication is exemplary; he has spent untold extra hours of his time carrying out his duties. He has good judgment and common sense. Mr. Kent has a very attractive personality and excellent personal presence. From all standpoints he is an excellent officer that deserves to move ahead in the organization. I am convinced he has the ability and potential to do so.

signed Raymond A. Warren

Raymond A. Warren
Deputy Chief
Latin America Division

cc: <C/CMG/NOC C/LA/PEMS

E2 IMPDET CL BY 009560

SECRET

CONFIDENTIAL (When filled in)

TRAINING REPORT

MANAGEMENT COMMUNICATION COURSE (40 hrs., full-time)

STUDENT:

William M. Kent

EMPLOYEE NO: 059198

SERVICE DESIGNATION: D

OFFICE

: CMG

DATES ATTENDED: 24-28 January 1977

COURSE OBJECTIVES-CONTENT AND METHODS

The Management Communication Course is designed to enable students to improve managerial performance by applying communication theory and principles to daily management activity; use interpersonal communication techniques to deal more effectively with superiors, peers, and subordinates; identify and use management communication source/resource personnel within the Agency; and assess the effectiveness of communication within an organizational component.

The content of the course is presented with the use of TV, films, and relevant exercises supplementing group and individual participation. Current theory and practical application are stressed.

ACHIEVEMENT RECORD

This is a certificate of attendance only. No attempt was made to evaluate student achievement in this course.

FOR	THE	DIRECTOR	OF	TRAINING:]	
							3 1 JAN 1	977
					Chief	Instructor	Date	

CONFIDENTIAL

TRAINING REPORT

OFFICE OF TRAINING

FUNCTIONAL TRAINING DIVISION

	e two day Equal Employment Opportunity (EEO) Seminar
for Supervis	ors held 17-18 August 1976 . At the
conclusion o	f this two-day session, each participant will be
able to desc	ribe the following:
a)	The REO Program and reasons for its existence;
b)	A supervisor's responsibility in implementing the program;
e)	The procedures for processing EEO complaints;
d)	The Agency's past record and the Agency's Affirmative Action Plans; and
e)	The significance of Upward Mobility, Federal Women's, and Hispanic Programs in the overall EEO Program.

ADMINISTRATIVE - INTERNAL USE ONLY

Course Administrator

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- FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE K		OW THE EMP	LOVEE CO	WEADER 1	PITM ALL	D74585 01	
OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO		J PERSONAL	LY. DO A	OT LIMIT	THIS CO	MPARISON	
RATING PACTORS		J PERSONAL	LY. DO A	OT LIMIT	THIS COMEN APPR	MPARISON	OUT.
	NOT C	UNSAT- ISFAC-	LY. DO A	OT LIMIT	THIS CO	MPARISON OPRIATE.	OUT.
RATING PACTORS A. ABILITY TO WORK AND GET ALONG WITH PEOPLE 9. INTEREST AND ENTHUSIASM IN WORK C. SECURITY CONSCIOUSMESS	NOT C	UNSAT- ISFAC-	LY. DO A	OT LIMIT	THIS COMEN APPR	MPARISON OPRIATE. EXCEL- LEST 22	TO THE
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*

NDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAR	CHESS OUTWEIGHS ALL OTHER CONTINUES: PERSONNEL
No.	LASCHNEL
	Mag 7
YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION?	NO TYES. IF YES. WHY! 9 40 AM \$55
AT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?	MAIL ROOM
1. Phases I, II, III.	
2. CPO	•
HER COMMENTS (Indicate here general traits, specific port but which have a bearing on effective utilization	c habits or characteristics not covered sizewhers in the lon of this person):
SECTI	ON YI
	n the most appropriate box under subsections A,B,C,&D
IRECTIONS: Consider only the skill with which the	C. DIRECTIONS: Based upon what he has said, his actions,
preon has perfersed the duties of his job and rate im accordingly.	and any other indications, give your opinion of this person's attitude toward the organisation.
1. DOES NOT PERFORM DUTIES ADEQUATELY, HE IS	1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY
INCOMPETENT. 2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE	WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES	2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZA-
COMPETENTLY.	AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING
3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA- SIGNALLY REVEALS SOME AREA OF WEAKNESS.	SETTER. 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD
4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.	THE ORGANIZATION SO THERED BY MINOR FRUSTRA- TIONS . WILL QUIT IF THESE CONTINUE.
B. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS	4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF-
RESPONSIBILITIES EXCEPTIONALLY WELL. G. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING	FERENTHAS "WAIT AND SEE" ATTITUDEWOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING METTER.
MANNER THAT HE IS EQUALLED BY FEW OTHER PER-	S. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANI-
SONS KNOWN TO THE RATER. IS INDIVIDUAL SETTER QUALIFIED FOR WORK IN SOME	ZATION. MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION. THINKS
AREAT XO YES, WHATT	IN TERMS OF A CAREER IN THE ORGANIZATION. 5. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE
	URGANIZATION. BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A
•	CAREER IN THE ORGANIZATION.
	7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGAN- IZATION. WILL PHOBABLY NEVER CONSIDER WORKING
	ANY PLACE BUT IN THE ORGANIZATION.
φ.	
province, paridated at the	2 21-7-7-200
RECTIONS: Considering others of this person's grade d type of essignment, how would you rate him on	D. DIRECTIONS: Consider everything you know about this person is making your rating, skill in job duties,
tentiality for assumption of greater responsibili- es normally indicated by promotion.	conduct on the jub, personal characteristics or habits, and special defects or talents.
•	
1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.	1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
2. IS MAKING PROGRESS. BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER	2. OF DOUBTFUL SUITABILITY. WOULD NOT HAVE AC-
GRADE CAN BE RECOMMENDED.	CEPTEC HIM IF I HAD KNOWN WHAT I KNOW NOW. 3. A BARELY ACCEPTABLE EMPLOYEEDEFINITELY BELOW
3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN	AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
SOME AREAS,	4. A TYPICAL EMPLOYEE HE DISPLAYS THE SAME SUITA-
4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.	BILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.
5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.	T 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.
6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW	6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE
WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE- MENT.	REQUIREMENTS OF THE ORGANIZATION. 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK
	IN THE ORGANIZATION.
h.	الشيء

		-		.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,					-					
						,		Charlest agent by				7		 -
28.	CAN THINK DN HIS FEET.								1	1	x		1	
• • •												1	·	
	COMES UP WITH SOLUTIONS TO PROBLEMS.					<u> </u>	<u> </u>				x			<u> </u>
28.	STIMULATING TO ASSOCIATES: A "SPARK PLUG".								x					\prod
29.	TOUGH MINDED.	<u> </u>	 					Γ	x	T			T	Ι
30.	OBSERVANT.						T		x				1	
						1-	7	·	-	·	7	-		<u> </u>
31.	CAPABLE.						<u> </u>			<u> </u>	x		<u> </u>	
32.	CLEAR THINKING.						<u> </u>				x			
33.	COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.													
34.	EVALUATES SELF REALISTICALLY.									x				
	WELL INFORMED ABOUT CURRENT					<u> </u>		x						
	DELIBERATE.	1			1		x							<u> </u>
	EFFECTIVE IN DISCUSSIONS WITH			-	1			<u> </u>	x	<u></u>	1			=
	ASSOCIATES.		!	-		<u> </u>	<u> </u>	<u> </u>	=	ļ	<u> </u>		<u> </u>	
36.	(MPLEMENTS DECISIONS REGARD- LESS OF OWN FEELINGS.					<u> </u>	<u> </u>	<u></u>			x			
39.	THOUGHTFUL OF OTHERS.		ļ	<u> </u>		ļ	<u> </u>	L	x		<u> </u>			
40.	WORKS WELL UNDER PRESSURE.										x			
41	DISPLAYS JUDGEMENT.								X					
42.	GIVES CREDIT WHERE CREDIT IS									1				
43.	HAS DRIVE.		<u> </u>							[x			
44.	IS SECURITY CONSCIOUS.						<u> </u>	[x			
	VERSATILE.				T					x				
-		-	-			+	T	T	1-	·				
44.	HIS CRITICISM IS CONSTRUCTIVE		 	 		<u> </u>	<u> </u>	<u> </u>	=	×	<u> </u>			
47.	ABLE TO INFLUENCE OTHERS.		<u> </u>		<u>_</u>	<u> </u>	<u> </u>	<u> </u>		X	<u></u>			
48.	FACILITATES SMOOTH OPERATION OF HIS OFFICE.		<u> </u>		<u></u>		<u> </u>	<u> </u>	<u></u>	x				<u></u>
49.	DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.					<u> </u>					<u> </u>	Z		
50.	. A GOOD SUPERVISOR.						<u> </u>		<u> </u>	L	I			
				CECTI										

SECTION V

A. WHAT ARE HIS OUTSTANDING STRENGTHS?

has initiative to a high degree and takes pride in carrying out his duties well. He is keenly interested in increasing his professional capabilities and shows considerable aptitude for this type of work.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES!

None outstanding.

OFFICE OF PERSONNEL

SECTION IV

This section is provided as an aid in describing the individual. Yoursdescription is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or landingment of the properties words are to be interpreted literally.

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

STATEMENTS	CA ⁻						CATEGORIES							
	NOT OB- SERVED	DOES NOT APPLY	(L	IES IMIT DEGRE		REA	IES T	BLE	ABOV	IES T E AVE DEGRE	RAGE	OUT	IES T STAND EGREE	ING
A. ABLE TO SEE ANOTHER'S THE POINT OF VIEW.			\times											
B. PRACTICAL.										\boxtimes				
t. A GOOD REPORTER OF EVENTS.									x					
2. CAN MADE DECISIONS ON HIS OWN WHEN NEED ARISES.									x					
3. CAUTIOUS IN ACTION.						X			ļ.,	I				
A. HAS INITIATIVE.							·						x	
S. UNEMOTIONAL.							x							
6. ANALYTIC IN HIS THINKING.								I						
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.												x		
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.										Z				
9. HAS SENSE OF HUMOR.								<u> </u>		x				
10. KNOWS WHEN TO SEEK ASSISTANCE.					<u></u>		<u></u>			<u>L</u> _	x			
11- GALM								I		<u> </u>	<u>L.</u>	<u> </u>		
12. CAN GET ALONG WITH PEOPLE,					<u> </u>			<u> </u>		ļ	x		<u> </u>	
13. MEMORY FOR FACTS.								<u> </u>	X		<u> </u>	-	<u> </u>	
14. GETS THINGS DONE.					<u> </u>			<u> </u>			<u> </u>		×	<u> </u>
15. KEEPS CRIENTED TOWARD LONG TERM GOALS.								<u> </u>	<u> </u>	<u> </u>	X	<u> </u>	<u> </u>	<u> </u>
16. CAN COPE WITH EMERGENCIES.						-		<u> </u>	3	<u> </u>	<u> </u>	-		
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.									<u> </u>	<u> </u>	<u></u>		X	<u> </u>
18. HAS STAMINA: CAN KEEP GOING A LONG TIME.					<u> </u>		<u> </u>	<u> </u>	<u> </u>	<u> </u>	X		<u> </u>	<u> </u>
19. HAS WIDE RANGE OF INFORMATION.						-			X	<u> </u>	<u> </u>	-		<u> </u>
20. SHOWS ORIGINALITY.					<u></u>		<u>L</u>		<u> </u>	X			<u></u>	<u></u>
ZI. ACCEPTS RESPONSIBILITIES.									<u> </u>			X		<u></u>
22. ADMITS HIS ERRORS.							<u></u>		X		<u> </u>		<u> </u>	<u> </u>
23. RESPONDS WELL TO SUPERVISION.								<u> </u>			x	_		<u></u>
24. EVEN DISPOSITION.					<u> </u>		x	26	-	-		-	<u> </u>	<u> </u>
ABLE TO DO HIS JOB WITHOUT			<u>L</u>	L	<u></u>	<u> </u>		337		<u></u>	I		1	<u> </u>

FIELD FITHESS REPORT

The Fitness Report is an important factor in organization personnel management. It seeks to provide: 1. The organization selection board with information of value when considering the application of an individual for membership in the career staff; and

2. A periodic record of job performence as an aid to the effective utilization of personnel.

INSTRUCTIONS

TO THE FIELD ADMINISTRATIVE OR PERSONNEL OFFICER: Con-Sult current field administrative instructions regarding the initiation and transmittal of this report to headquarters.

TO THE FIFLD SUPERVISOR: Read the entire form before attempting to complete ony item. As the supervisor who sessions, directs and reviews the work of the individual, you have primary responsibility for evaluating his attempths, 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, if practicable, 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. erai way he knows where he stands.

Tent William 14 Aug 3/1/50 IT IS SPETIONAL BUSING RATED

		SECTION	1				نبهيد
I. Company		ar gent)	1	of BIRTH 7 1929	2. SEX	3. SERVICE DESIGN	, ,
4. GRADE	S. STATION DESIGNATI	ON (Current)					
8. DUE DATE OF	THIS REPORT	7. PERIOD COVERED BY TH	IS REPORT	(Inclusiv	e dates)		
30 Novembe	r 195).	1 June 1954 to	30 Nove	mber 19	521		
		ON II (To be completed					
1. CURRENT POST	ITION		2. DATE	ASSUMED R	ESPONSIB	ILITY FOR POSITION	ı
Operation	a Officer		14	June 1	952		
	us (Liet in order of i	TASKS WHICH ARE TYPICAL Prequency)	0, 1,,,,,				7 11722



SECTION 111 (To be completed at headquarters only)

DO NOT COMPLETE FOR HEADQUARTERS USE ONLY.

AUTHENTICATION OF REPORT AND SIGNATURES 1. NAME OF RATER (True) 2. NAME OF REVIEWING OFFICIAL IN FIELD (True) 3. THIS REPORT TO WAS WAS NOT SHOWN TO THE INDIVIDUAL BEING PATED. 4. DATE REPORT AUTHEN- 5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES eger nauts

DO NOT COMPLETE

FOR HEADQUARTERS USE ONLY

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAK	NESS OUTWEIGHS THE OTHER CONSIDERATIONS:
C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAK NO CONT PERS ON	OF PERSONNEL
	For a contract of the contract
D. DO YOU FEEL THAT HE MANUEL PHOSE SUPERVISIONS	44
E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?	MAIL ROOM
	**
1. World Communism 2. Anti-Communist Operations	
F. OTHER COMMENTS (Indicate here general traits, apacific report but which have a bearing on effective utilizati	
Corbuston has demonstrated, amply, above-av	erage aptitude for KUCAGE-type work.
SECTI	OH VI
	the most appropriate box under subsections A.B.C.&D
A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.	C. DIRECTIONS: Beved upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organisation.
1. DOES NOT PERFORM DUTIES ADEQUATELY: HE IS INCOMPETENT. 2. GARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY. 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY, OCCA- SIONALLY REVEALS SOME AREA OF WEAKNESS. 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT. EFFECTIVE MANNER. 5. A FINE PERFORMANCE: CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL. 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PER- SONS KNOWN TO THE RATER. IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? AND THE PERFORMANCES OF THE PERFORMANCES	1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE ORGAN- IZATION. WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY. 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZA- TIONIRKED BY RESTRICTIONSREGARDS ORGAN- IZATION AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER. 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATIONBOTHERED BY MINOR FRUSTRA- TIONSWILL QUIT IF THESE CONTINUE. 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF- FERENTHAS "WAST AND SEE" ATTITUDEWOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER. 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANI- ZATIONMAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION., THINKS IN TERMS OF A CAREER IN THE ORGANIZATION. 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE CRGANIZATIONBARRING AN UNEXPECTED OUTSIDE OPPORTUNITY. WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION. 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGAN- IZATIONWILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.
The second of the second second second second	
and type of sesignment, how would you rate him on potentiality for sessing tipe of greater responsibilities normally indicated by promotion.	D. DIRECTIONS: Consider everything you know about this p'erson im making your ratingekill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.
1. HAS GEACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED., 2. IS MAKING PROGRESS. BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED. 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE. BUT MAY NEED TRAINING IN SOME AREAS. 4. WILL PROBBLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE. 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE. 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.	1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED. 2. OF DOUBTFUL SUITABILITYWOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW. 3. A BARELY ACCEPTABLE EMPLOYEEDEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION. 4. A TYPICAL EMPLOYEEHE DISPLAYS THE SAME SUITABILITY AS MOST OF THE 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.

SECRET

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES		3 8 32 M 3	
DIRECTIONS: s. State in the spaces below up to six of the ma	ore impor	tent SPECIFIC duties performed during this rating peri	od.
Place the most important first. Do not inclu	ude minor	or unimportant duties.	
c. For supervisors, ability to supervise will a	dering Old Iways be	LY effectivenes in the efformance of this specific duty. rated as a specific duty (do not rate as supervisors th	ose
who supervise a secretary only).		al being rated with others performing the same duty a	
similar level of responsibility.			
 e. Two individuals with the same job title m duties. 	say be per	rforming different duties. If so, rate them on differ	ent
f. Be specific. Examples of the kind of duties			
		USES AREA KNOWLEDGE CONDUCTS INTERROGATIONS NEW PROGRAMS PREPARES SUMMARIES	
CONDUCTING SEMINARS		INDUSTRIAL REPORTS TRANSLATES GERMAN	
CONDUCTING EXTERNAL LIAISON	OPERATES	RADIO KEEPS BOOKS	l
TYPING TAKINO DICTATION		TES WITH OTHER OPPICES DRIVES TRUCK EGULATIONS MAINTAINS AIR CONDITIONING	
SUPERVISING	PREPARES	CORRESPONDENCE EVALUATES SIGNIFICANCE OF D	
g. For some jobs, duties may be broken down ever and phone operation, in the case of a radio of		if supervisor considers it advisable, e.g., combined	key
1 - INCOMPETENT IN THE PERFORMANCE 2 - BARELY ADEQUATE IN THE PERFORM			
DESCRIPTIVE DUTY	,	LAR JOBS	
RATING 3 - PERFORMS THIS DUTY ACCEPTABLY NUMBER 4 - PERFORMS THIS DUTY IN A COMPETE	ENT MANNEI	7 - EXCELS ANYONE ; KNOW IN THE PERFORMANCE R THIS DUTY	OF
5 - PERFORMS THIS DUTY IN SUCH A THAT HE IS A DISTINCT ASSET ON	FINE MAN		
SPECIFIC DUTY NO. 1		SPECIFIC DUTY NO. 4 _ RAT	ING
Provides PP support and guidance	NUMBER	The and uses language and area NUM	BER
to field	5	knowledge	,
SPECIFIC BUTY NO. 2	RATING	SPECIFIC DUTY NO. 5 RAT	ING
Originates IV meterial and these	NUMBER		BER
for field	6	corresp. on 27 and related matters	,
SPECIFIC BUTY NO. 8	RATING	SPECIFIC OUTY NO. 6 RAT	ING
Co-extinates with other/Mas. compen	E A	Propares project entlines, removal NUM	BEH
'en 22 and related matters	5	ete. 5	
3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMA			
DIRECTIONS: Stress strengths and weaknesses, part	icularly	those which affect development on present job.	
and the continue and a continue at the continu		tremendous drive, good area knowledge	
and noon discount to find the country	exhies	ot an ideal FP Ope officer for the WE	
and the terminal to protect the	at tim	ses and semewhat "bullheaded" but both	
of apose spopposition on relation	be att	ributed to his youth and vigor and	
should discussively with executance.	Versati	ility is another factor in subject's favor	
as is dedication to lebell's every	11 perf	formance on the Othen desk has been excell	eni
SECTION D. SUITABILITY FO	R CURREN	T JOB IN ORGANIZATION	
DIRECTIONS: Take into account here everything y	you know e	about the individual productivity, conduct in the i	ob,
DIRECTIONS: Take into account here everything y partinent percent characteristics or habits, spec	you know s	about the individualproductivity, conduct in the j	ob, om-
DIRECTIONS: Take into account here everything y pertinent personel characteristics or habits, spec pare him with others doing similar work of about to the personal of the personal transfer of about the personal transfer of the personal transfer o	you know sciel defect the same l BE SEPARAT	about the individualproductivity, conduct in the j cts or telentsand how he fits in with your team. C level. TED	ob, om-
DIRECTIONS: Take into account here everything y pertinent personal characteristics or habits, apec pare him with others doing similar work of about to 1 - DEFINITELY UNSUITABLE - HE SHOULD BE 2 - OF DOUBTFUL SUITABLELTYWOULD NOT	you know sciel defective same less parant HAVE ACC	about the individualproductivity, conduct in the j cts or telentssnd how he fits in with your team. C level. TED CEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW	om~
DIRECTIONS: Take into account here everything y perfinent personal characteristics or habits, apac pare him with others doing similar work of about to 1 - DEFINITELY UNSUITABLE - HE SHOULD BE 2 - OF DOUBTFUL SUITABLE EMPLOYEEBELO RANT HIS SEPARATION	you know e cial defec the same l BE SEPARAT THAVE ACC DW AVERAGE	about the individualproductivity, conduct in the jcts or telentssnd how he fits in with your team. Clevel. TED GEPTED HIM (F I HAD KNOWN WHAT I KNOW NOW E BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO W	`о л -
DIRECTIONS: Take into account here everything y pertinent personal characteristics or habits, spec personal characteristics or habits, spec personal characteristics or habits, spec personal characteristics or habits, spec personal characteristics or habits, specially under the should be a special characteristic or habits of the same suitablility as most people and the same suitability as most people characteristics.	you know a cial defect the same I be separate t have accommoded average DPLE I KNO DING STREN	about the individualproductivity, conduct in the jcts or telentssnd how he fits in with your team. C level. The state of the st	om~
DIRECTIONS: Take into account here everything y pertinent personal characteristics or habits, apac pare him with others doing similar work of about to the personal characteristics or habits, apac pare him with others doing similar work of about to the personal control of the personal control o	you know a cial defect the same I be separated that account average option of the separated that it is not to be a considered t	about the individualproductivity, conduct in the j cte or telentsand how he fits in with your team. C level. TED CEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW E BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO W OW IN THE ORGANIZATION NGTHS REQUIREMENTS OF THE ORGANIZATION	om~
DIRECTIONS: Take into account here everything y pertinent personal characteristics or habits, apec perchim with others doing similar work of about to a compare him with others doing similar work of about to a compare him with others doing similar work of about to a compare him work of about to a compare him work of about to a compare him to be person and the compare him to be compared to a compared him to be compared to a compared him to be compared to a compared him to be compared to a compared him to be compared him to	you know a cial defect	about the individualproductivity, conduct in the jcts or telentssnd how he fits in with your team. Clevel. TED CEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW E BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO W OW IN THE ORGANIZATION NGTHS REQUIREMENTS OF THE ORGANIZATION ORK IN THE ORGANIZATION	AR•
DIRECTIONS: Take into account here everything y pertinent personal characteristics or habits, apac perchim with others doing similar work of about to the perchitect of the pe	you know a cial defect	about the individualproductivity, conduct in the jcts or telentssnd how he fits in with your team. Clevel. TED CEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW E BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO W OW IN THE ORGANIZATION NGTHS REQUIREMENTS OF THE ORGANIZATION ORK IN THE ORGANIZATION	AR•
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DIRECTIONS: Take into account here everything ypertinent personal characteristics or habits, spectost partial that there is doing similar work of about the state of the state	you know a cial defect	about the individualproductivity, conduct in the jcts or telentssnd how he fits in with your team. Clevel. TED CEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW E BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO W OW IN THE ORGANIZATION NGTHS REQUIREMENTS OF THE ORGANIZATION ORK IN THE ORGANIZATION	AR•
DIRECTIONS: Take into account here everything y pertinent personal characteristics or habits, spec pare him with others doing similar work of about to the second of the s	you know a cial defect	about the individualproductivity, conduct in the jcts or telentssnd how he fits in with your team. Clevel. TED CEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW E BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO W OW IN THE ORGANIZATION NGTHS REQUIREMENTS OF THE ORGANIZATION ORK IN THE ORGANIZATION	AR•

3 PM 1		FITNE	SS REPORT	r (Pa	rt I) PERFOR	MANCE	
				INSTRU	TIONS	')	
FOR THE AD	MINISTRATIVE	OFFICER: Cons	ult current in	structio	ns for completing t	his report.	
this evalue nate where strengths under cond	etion to you: he stands t and weakness: itions speci	r supervisor s with you. Com es. It is els fied in Resula	nd senior office pletion of the organization tion 20-370.	cials. report policy It is re	Organization policy can help you pre that you show Part, commended that you	requires that pare for a dis lof this report read the entire	ordinate and to transmit you inform the subordi- scussion with him of his t to the employee except e form before completing
any questi	on. If this	is the initi	al report on	the empl	oyee, it must be co	mpleted and for	rwarded to the Office of
SECTION A		n 30 days afte	r the date indi			n A below.	
T. NAME	(Last)	(first) (Mide	GENE	Z, DATE OF BIRTH	, 3. SEX	4. SERVICE DESIGNATION
	KENT	William	M.		9 May 1929	M	DI
		ICH OF ASSIGNM	ENT	1	A OFFICIAL POSITIO		
7. GRADE	B. DATE REPO	ORT DUE IN OP	9. 71	ERIOD CO	Area Ope Off:	T (Inclusive da	ites)
GS-11	5 July		27	Dec	VERED BY THUS REPOR	,	,
10. TYPE O	FREPORT	INITIA			ENT-SUPERVISOR		(Specify)
(Check	on+)	ANNUAL		ASSIGNU	ENT-EMPLOYEE		
SECTION B				CERTIFI			
NOT:	RATER: THE	OF COUNTY	MAS HAS NO	ed TIM	SHOWN TO THE INDIVI	DUAL RATED. IF	NOT SHOWN, EXPLAIN WHY
							CP .
		E STATEMENTS:					
Z VIQUAL	PORT REPLEC	14 AV DWA DF11	HIGHS OF THIS	1401-			CI OR D.CA WARNING LET- TTACHED TO THIS REPORT.
	**************************************		O, OPINIONS' OF M	YSELF			EBICAUSE (Specify):
		WI TH THIS EMP	LOYES HIS STRE WERE HE STANDS	1467H3			
19 Jun	. 1957	C. TYPED ON	AINTED HAME A	S SYSHA	UNE OF SUPERVISOR		OFFICIAL TITLE
			D ANY SUBSTANT			WITH THE SUPER	VISOR, OR ANY OTHER IN-
FORMATIC	N. WHICH WIL	L'ERAD TO A SÍ	ETTER UNDERSTAN	Post	d Pos. Control	3 105	162
				\ <u></u>		COMT	INUED ON ATTACHED SHEET
I certify	that many subs				the supervisor is r		
A. THIS DA		B. TYPED OR			THE PEREVIEWING	C. OFFICIAL TIT	LE OF REVIEWING OFFICIAL
	w 1957	OFFICIAL	R. N. DAHL				
SECTION C				FORMAN	E EVALUATION		
DIFECTIONS		ERFORMANCE OF		160-00	anna milati meri di si	n indiana a	in and the second
his duties	during the s	rating period.	Compare him C	MLY wit		lar work at a s	ing rated has performed imilar level of respon-
TINSERT RATING NUMBER COMMENTS:	2 - BARELY A CARRY OU 3 - PERFORMS 4 - PERFORMS 5 - A FINE F	ADEQUATE IN PE IT RESPONSIBILE MOST OF HIS IN A I DUTIES IN A I PERFORMANCE: C S HIS DUTIES II	ITIES. Duties acceptab Competent, effe Arries out many	IOUGH HE ILY: OCC. CTIVE M.	HAS HAD SPECIFIC G ASIONALLY REVEALS S ANNER. RESPONSIBILITIES E	OME AREA OF WEA	

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 best basis for determining future personnel actions.

Subject is a bright young officer who has made an outstanding contribution to the operations of the Station since his arrival on duty. He is unusually well motivated and energetic in his work. He has shown a high degree of imagination and intelligence in his direction of KUCAGE operations. He has handled his agents and other contacts in an exemplary fashion.

The only factor that has had to be discussed with Subject is his need for greater patience, tact and understanding in his dealings with fellow workers.

Subject has great potential which should not necessarily be limited to KUCAGE type activities. His abilities and attributes are of equal value to KUTUBE operations.

Dec 22 3 21 PM "S

SECTION F	CERTIFICATION AND C	OMMENTS
1.	BY EMPLOYEE	
1	certify that I have seen Sections A, B,	C, D and E of this Report.
DATE	SIGNATURE OF EMPLOYEE	
1 December 1959	· /5/ William	M. Kent
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
		¥ • •
	-	
	IF REPORT IS NOT BEING MADE AT THE	
	ERVISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAVS
OTHER (Specify):		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
		V
1 December 1959	Chief of Station	/5/ Jacob D. Esterline
3.	BY REVIEWING OFFI	CIAL
	EMPLOYEE ABOUT THE SAME EVALUATION	Y.
	EMPLOYEE A HIGHER EVALUATION.	
	EMPLOYEE A LOWER EVALUATION.	
		MILIAR WITH THE EMPLOYEE'S PERFORMANCE.
COMMENTS OF REVIEWING OFFIC	IIAL.	
		••
DATE	OFFICIAL TITLE OF REVIEWING OFFIC	AL TYPED OR PRINTED NAME AND SIGNATURE
17 Dec 59	CIWHD	&C Kmo
	SECRET	

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35	CRET
	Filled In

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			FITN	ESS R	EPOR	· ·		L. manual		.≂. 	ЕМРО	(FE	SERIA	L NUM	BER	
SECTION A						GEN	FR/	XI			<u> </u>					
I. NAME (Last)			Firet)	(Mic	idle)	- Val1		DATE OF BIR	RTH		3. SEX			4. GRA	DE	
KENT		W	illiam		M		}	May 192			M			GS-	_	
8. SERVICE DESIGNATI	ON		IAL POSIT	TION TI	TLE			, -/				/DIY/	BR OF	ASSIG		т —
DI .			a Opera		s Of	ficer	T.						VH/V	enezi	le la	
			PF STATU	-			9.	T			OFRE				····	
NOT ELIGIBLE	I	MEMBE		-	DEFER		 	INITIAL			IGNMEN					
PENDING	L	DECLI		1 1	DENIEC		1	ANNUAL		REASS	IGNMEN	T/EMP	LOYI	. E		
10. DATE REPORT DUE 28 February 1	_).F.		59	31	Dec 59		ECIAL (Speci								
SECTION B			EVALUA	ATION	OF P	ERFOR	<u>AAN</u>	CE OF SP	ECIFIC	DUT	IES					
List up to six of the n manner in which emplo with supervisory respo	yee.	perform	B EACH #	specific	duty.	Consider	ON	LY offective	eness in	perfo	rmance (of that	duty	. All c	scribe imploy	s the
1 - Unsatisfactory		2 - Bore	ly adequa	rte :	3 - Acc	eptoble	4 -	Competent	5 - E×	celler	11 6 -	Superi	or	7 - 0	staton	ding
Case officer	resi	ponsi	ble for	r two	,	RATING NO.	1	ecial K		tar	ret of	e and	20 22	::n1+:		ATING NO.
KUCAGE media	p ro ;	jects	•			5	Special KUCAGE target of opportunity, campaigns (eg. national elections, student congresses, etc.).					6				
SPECIFIC DUTY NO. 2						RATING							ATING			
Development a		om ta	nt with	, two		NO.	-								1	NO.
political act				. 040		6	·									
SPECIFIC DUTY NO. 3					7	RATING	SPE	CIFIC DUTY	' NO. 8						-	ATING NO.
						6										
SECTION C	·	EVAL	IIA TIAN	05.0	VERA	I DEDI	I A B	MANCE IN	C11001	NT	BACITI	AN		-		
Take into account even duties, productivity, c your knowledge of em statement which most	ondu ploye	ng abou e's ove	t the empl b, cooper roll perfor	loyee w stivens	rhich ir ss, per during	fluences tinent per the ratio	his	effectivenes al traits er h	s in his	curre	nt posit lar limit	ion p	or to	ilants.	Base	nd on
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 succeeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.																
SECTION D				DES	CRIPT	ION OF	TH	E EMPLOY	EE							
								ch each che								
1 - Least possible deg	ree	2 -	Limited a	degrae	3 -	Normal d	-gre	2 4 - Abo	78 67815		9100	5 - 0	utstar	ding d	egree	
CHARACTERISTICS NOT NOT RATING APPLIE OF CABLE SERVED 1 2 3 4						5										
GETS THINGS DONE										_			1	1-	† ·	x
RESOURCEFUL											•			T	T-	x
ACCEPTS RESPONSIBIL	LITIE	S								1		-	1		x	1
CAN MAKE DECISIONS	ON, H	IS DWN	WHEN NEE	DARIS	ES					1						x
DOES HIS JOB WITHOU	T ST	ONG SL	PPORT								•			I		Y
FACILITATES SMOOTH	OPE	RATION	OF HIS O	FFICE								1				-

FORM 45 OBSOLETE PREVIOUS EDITIONS.

DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS

WRITES EFFECTIVELY SECURITY CONSCIOUS THINKS CLEARLY

OTHER (Specify):

SEE SECTION "E" ON REVERSE SIDE **SECRET**

(4)

SECTION E	NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE/FF
Stress strengths	and weaknesses demonstrated in current position. Indicate suggestions made to employee to improvement of his
work. Give reco	mmendations for his training. Describe, if appropriate, his patential for development and for assuming greater re-
	Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining
future personne)	actions. TAR 21 THE
	filled in count of the country of th

who is original in his ideas and thorough in executing them. We has been placed in most difficult positions, particularly in the handling of incompatible people and groups which he has managed without alienating either side and on various occasions accomplishing the impossible by satisfying everyone concerned. His versatility, coupled with his language ability, makes him particularly important at this time; however, I believe that his potential has not been scratched. He is circumspective, intelligent conscious and possesses administrative ability.

SEC	TION F	CERTIFICATION AND	COMMENTS
۲,	***************************************	BY EMPLOYE	
<u> </u>	1 60	ertify that I have seen Sections A, B	
DAT		SIGNATURE OF EMPLOYEE	
2.		BY SUPERVISO	R
MON	THS EMPLOYEE HAS BEEN ER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOW	N TO EMPLOYEE, GIVE EXPLANATION
l	٩.	He was not available	at the time
		IF REPORT IS NOT BEING MADE AT TH	
	EMPLOYEE UNDER MY SUPER	VISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS
	OTHER (Specify):	1	
TAG	E	OFFICIAL TITLE OF SUPERVISOR	TWED OR PRINTED NAME AND SIGNATURE
		COB, JMASH	Raymond J. O'Mara
3.		BY REVIEWING OFF	ICIAL ()
	I WOULD HAVE GIVEN THIS E	MPLOYEE ABOUT THE SAME EVALUATE	ON.
	I WOULD HAVE GIVEN THIS E	MPLOYEE A HIGHER EVALUATION.	
	I WOULD HAVE GIVEN THIS E	MPLOYEE A LOWER EVALUATION.	
	I CANNOT JUDGE THESE EV	LLUATIONS. I AM NOT SUFFICIENTLY F	AMILIAR WITH THE EMPLOYEE'S PERFORMANCE.
COM	MENTS OF REVIEWING OFFICE	AL	
	considers him to The reviewing of	be an outstanding employe ficial would have rated hi r, although this does not a	d his work for several years and e with tremendous career potential. In slightly lower than the rating mean to imply at all that the fitness
DAT	E	OFFICIAL TITLE OF REVIEWING OFFI	Jacob D. Esterline

SECRET

THIS REPORT COVERS 4 YIOD OF DETAIL TO DDP/WH/L/ = 7 in the

			(41000	med my		EMPLO	YEE SER	IAL	NUMB	ER	
	FITHESS	REPOR	T		•						
SECTION A			GEN	ERAL							
I. NAME (Last)	(First)	(Middle)		2. DATE OF BIR		3. SEX		4	. GRA		
KENT	William	M.		29 May 19	29	Mal		\perp	GS-		
S. SERVICE DESIGNATION	6. OFFICIAL POSITION	TITLE				1	/DIV/BR				T
D	Operations (Officer	· .			עעע אַר	/WH, B	rer	ich Z	<u> </u>	
8, CA	REER STAFF STATUS			9,		PE OF RE					
NOT ELIGIBLE	X MEMBER	DEFERR	ED	INITIAL		BEIGNMEN					
PENDING	DECLINED	DENIED		ANNUAL		SIGNMEN	T/EMPLO	YE	E		
10, DATE REPORT DUE !	N O.P. II. REPORTI	NO PERIOD	To	SPECIAL (Speci							
	21 Apr. 6) 1	2 5 ep60	Premotion							
SECTION B	EVALUATI	ON OF P	erform	VANCE OF SP	ECIFIC DU	TIES					
List up to six of the mo- manner in which employ with supervisory respon	se nerierms EACH soac	itic duty.	Consider	UNL T effective	eness in per	ofmante (ום דמיוו זכ	UTY.	All e	mploy	s the
1 - Unsatisfactory	2 - Barely adequate	3 - Acc	eptable	4 - Competent	5 - Excel	ent 6 -	Superior		7 - Ou	tstand	ding
SPECIFIC DUTY NO. 1			RATING	SPECIFIC DUT	Y NO. 4					R	ATING
Responsible for	the overall PP		1	Organizi	ng indig	enous r	ievspa	per	s as		
operations at J	MASH		7	well as							7
SPECIFIC DUTY NO. 2			RATING	SPECIFIC DUT	Y NO. 5						ATING
Contacting, deve	eloping and supe	r-	NO.	Coordina	ting all	PA one	moticu	ne		1	NO.
vising indigenor	us personnel for	•	7	ì		IN Ope	, I G (I C)	110			7
radio programs			l '	regarding AMRASP							1
SPECIFIC DUTY NO. 3				SPECIFIC DUTY NO. 6						R	ATING
Organizing and I	preparing script	s for	7 7								NO.
both covert and	overt radio pro	grans	,							- 1	
	-	_									
SECTION C	EVALUATION OF	OVERAL	L PERI	ormance in	CURRENT	POSITI	ON				
Take into account every duties, productivity, con your knowledge of emplo statement which most ac	duct on Job, cooperative syee's overall performan	enses, portice during	tinent per the ratin	sonal traits or l	habits, portic	ular limit	ations o	r tal	ents.	Base	d on
2 - Perform 3 - Perform 4 - Perform 5 - Perform 6 - Perform	ance in many important lance meets most requir lance clearly meets bas lance clearly exceeds be lance in every important lance in every respect i	ements but ic requiren osic requir respect is	is defici ments, ments, superior	ent in one or m	s. ore important	respects	•		N	ring o.	
SECTION D				THE EMPLOY							
	oting boxes below, chec							·			
1 - Least possible degre	e 2 - Limited degr	•• 3-	Normal de	egree 4 - Abr			5 - Outs				
CHARACTERISTICS					APPLI	NOT OB-			TATIN	3	
GETS THINGS DONE					CABLE	SERVED	1-1-	2	3	4	5
RESOURCEFUL						 	 -				X
ACCEPTS RESPONSIBILITIES						 	 -				X
GAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES						 	 -				X
DOES HIS JOB WITHOUT STRONG SUPPORT						 	 				X
FACILITATES SMOOTH OPERATION OF HIS OFFICE						 	+	-			1 x
WRITES EFFECTIVELY					 	 -				12.	
SECURITY CONSCIOUS		· · · · · · · · · · · · · · · · · · ·				 	 -				$\frac{1}{x}$
THINKS CLEARLY	***************************************		-			+	 				×
DISCIPLINE IN ORIGINAT	ING, MAINTAINING AND	DISPOSING	OF RECO	RDS		 	1				X
OTHER (Specify):							 				1
		SEE SECT	ION "E"	ON REVERSE	EDE						

SECTION E				
	NARRATIVE			

Stress strengths and weaknesses demonstrated in current position. Indicate strengths 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 best basis for determining future personnel actions.

Mr. Kent's greatest strengths are a good, 6 nalytical mind, skillful handling of agent personnel, fluency in languages, intimate background knowledge of targets and assets, strong loyalty up and down, good sense of humor. He has the ambition to go on to jobs calling for greater responsibility, and he has amply demonstrated his readiness to move on to such jobs.

On occasion he may forget that good staff work includes not only defining problems but recommending sound solutions as well. This is only a transitory weakness that will be corrected by more experience and training.

The undersigned would be happy to have Mr. Kent as a colleague during any future assignment.

SECTION F CERTIFICATION AND COMMENTS									
. BY EMPLOYEE									
) cer	tify that I have seen Sections A, B, C	., D	and E of this Report.						
"August 1961	SIGNATURE OF EMPLOYEE AND M	١.	Ken						
2.	2. BY SUPERVISOR								
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOY BEEN SHOWN								
10	Mr. Kent departed JMWA of this report.	\VE	prior to the preparation						
,	IF REPORT IS NOT BEING MADE AT THIS	TIME	, GIVE REASON.						
EMPLOYEE UNDER MY SUPER	VISION LESS THAN 90 DAYS		REPORT MADE WITHIN LAST 90 DAYS						
OTHER (Specily):	OTHER (Specify):								
DATE	OFFICIAL TITLE OF SUPERVISOR		TYPED OR PRINTED NAME AND SIGNATURE						
	Chief of Base, JMWAV	Æ	Robert Reyholds						
3.	BY REVIEWING OFFIC	IAL							
I WOULD HAVE GIVEN THIS EN	APLOYEE ABOUT THE SAME EVALUATION.								
	MPLOYEE A HIGHER EVALUATION.								
}	APLOYEE A LOWER EVALUATION.								
I CANNOT JUDGE THESE EVA	LUATIONS. I AM NOT SUFFICIENTLY FAMI	LIAR	R WITH THE EMPLOYEE'S PERFORMANCE.						
COMMENTS OF REVIEWING OFFICIA			3						
· · · · · · · · · · · · · · · · · · ·			-						
DATE	OFFICIAL TITLE OF REVIEWING OFFICIA	٠.	TYPED OF PRINTED NAME AND SIGNATURE						
2 AUG 1961	Chief, WH/4		R, K, DAVIS						

SECRET
(*hen Filled In) X 26. CAN THINK ON HIS FEET. 27. COMES UP WITH SOLUTIONS TO X PROBLEMS. 28. STIMULATING TO ASSOCIATES: A X " SPARK PLUG". 29. TOUGH MINDED. X X 30. OBSERVANT. X 31. CAPABLE. 32. CLEAR THINKING. 35. COMPLETES ASSIGNMENTS WITHIN X ALLOWABLE TIME LIMITS. 34. EVALUATES SELF REALISTICALLY. 35. WELL INFORMED ABOUT CURRENT I X 37. EFFECTIVE IN DISCUSSIONS WITH X ASSOCIATES. 38. IMPLEMENTS DECISIONS REGARD. X LESS OF OWN FEELINGS. X 39. THOUGHTFUL OF OTHERS. I 40. WORKS WELL UNDER PRESSURE. I 41 DISPLAYS JUDGEMENT. 42. GIVES CREDIT WHERE CREDIT IS X DUE. 43. HAS DRIVE. X 44. IS SECURITY CONSCIOUS. X 45. VERSATILE. X 46. HIS CRITICISM IS CONSTRUCTIVE. I 47. ABLE TO INFLUENCE OTHERS. 48. FACILITATES SMOOTH OPERATION OF HIS OFFICE. X 48. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION. SO. A GOOD SUPERVISOR. SECTION V

A. WHAT ARE HIS OUTSTANDING STRENGTHS?

has initiative, originality, and "drive" to a high degree. These qualities, combined with the definite aptitude he has for KUCAGE-type work, have done much to pull the KUCAGE program at this Station out of the planning stage and to producing positive results.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES?

None outstanding.

SECTION IV

This section is provided to Devaid in describing the individual. Your description is indictionable or unfavorable in itself to Nedution its meaning in relation to a particular job or assignment. The description in the pords are to be interpreted literally. SECTION IV On the left hand side of the pass below are a series of statements that apply one degree to most people. On the right hand side of the pass below are a series of descriptions. The pass below it is distributed by the pass of the pass of descriptions of the pass of the pass of descriptions if you to the pass of the statement of the pass of th STATEMENTS CATEGORIES APPLIES TO A APPLIES TO A NOT DOES APPLIES TO AN APPLIES TO AN 08. LIMITED REASONABLE ABOVE AVERAGE OUTSTAND ING SERVED APPLY DEGREE DEGREE DEGREE DEGREE A. ABLE TO SEE ANOTHER'S POINT OF VIFW. B. PRACTICAL. 1. A GOOD REPORTER OF EVENTS. 2. CAN MAKE DECISIONS ON HIS DWN X WHEN NEED ARISES. S. CAUTIOUS IN ACTION. x 4. HAS INITIATIVE. X 5. UNEMOTIONAL. 6. ANALYTIC IN HIS THINKING. I 7. CONSTANTLY STRIVING FOR NEW X KNOWLEDGE AND IDEAS. 8. GETS ALONG WITH PEOPLE AT ALL I SOCIAL LEVELS. 9. HAS SENSE OF HUMOR. ID. KNOWS WHEN TO SEEK ASSISTANCE. I 11. CALM. I 12. CAN GET ALONG WITH PEGPLE. 13. MEMORY FOR FACTS. X 14. GETS THINGS DONE. X IS. KEEPS ORIENTED TOWARD LONG X TERM GOALS. IS. CAN COPE WITH EMERGENCIES. X 17. HAS HIGH STANDARDS OF X ACCOMPLISHMENT. 18. HAS STAMINAL CAN KEEP GOING X A LONG TIME. 19. HAS WIDE RANGE OF INFORMATION. X 20. SHOWS ORIGINALITY. X 21. ACCEPTS RESPONSIBILITIES. X 22. ADMITS HIS ERRORS. X 23. RESPONDS WELL TO SUPERVISION. X 24. EVEN DISPOSITION . X

25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT.

FIELD FITHESS REPORT

The Fitness Report is an importent factor in organisation personnel management. It seeks to provide: 1. The organization selection board with information of value when considering the application of an individual for membership in the career staff; and

2. A periodic record of job performance as an aid to the effective utilization of personnel.

INSTRUCTIONS

TO THE FIRLD ADMINISTRATIVE OR PERSONNEL OFFICER: Conault current field administrative instructions regarding the initiation and transmittal of this report to head-

TO THE FIELD 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, weeknesses, 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, if practicable, 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 stends.

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

•							
Kent William M. SECTION I							
LEAVE BLANK . EQR. HEADQUARTERS HEE DRLY 1. DATE OF BIRTH 2. SEX 3. SERVICE DESIGNATION May 9, 1929 M RESULT.							
GS-9 5. EVATION DESIGNATION (CUITALE)							
6. DUE DATE OF THIS REPORT 7. PERIOD COVERED BY THIS REPORT (Inclusive dates) 31. December 1955 1 December 1954 - 31 December 1955							
SECTION (To be completed by field supervisor)							
1. CURRENT POSITION Z. DATE ASSUMED RESPONSIBILITY FOR POSITION							
Operations Office - KUTUBE (Staff Agent) 2 January 1952							
S. STATE THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)							
 Acting Chief of KUCAGE operations since mid October 1955 and, for approximately three months before that time, personally planned and directed a very active KUCAGE campaign against the local CP-controlled labor organization. 							
 Case Officer trainee on direct contact with one of Station's top local CP penetrations. 							
 Lisison with indigenous persons and with CDYOKE officials as needed to carry out his duties. 							
4. Travel control and surveillance duties as directed.							
POSTED C!! GOVERNMENT							
SECTION 111 (To be completed at headquarters only)							
DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY							
AUTHENTICATION OF REPORT AND SIGNATURES							
1. NAME OF REVIEWING OFFICIAL IN FIELD (True) 3. THIS REPORT [] WAS WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED.							
4. DATE REPORT ANTHEN- S: NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS TICATED AT HQS. AUTHORIZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES							
DO WOT COMPLETE - FOR HEADQUARTERS USE ONLY							

FUTURE PLANS

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION 6 months

OFFICE OF PERSONNE 4. COMMENTS CONCERNING POTENTIAL A combination of youth, experience, urive an a live and appear to indicate a bright future for Subject. The fact that he enjoy has the qualifications for both FI and PP type work is another actions. A combination of youth, experience, drive and a fertile mind, among other att his favor, as is his facility for languages.

MAIL ROOM

SECTION H.

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL Subject has just completed Intelligence Orientation and World Communism course He is currently taking the Anti-Communist Ops course and hones to get training covert political warfare and covert economic warfare, prior to reassignment. expected that Subject will be reassigned to the field (in an FI or PP capacity unon completion of the present tour at Weadquarters.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE Subject is personable as well as versatile and should be able to adapt to viri any job to which he might be assigned. He would probably be most valuable in WH or Wo capacity due to strong language and area knowledge qualifications. I of versatility and drive, he would be a good candidate for assignment as chief small station or base requiring multiple talents.

SECTION I.

DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an sid to describing the individual as you see him on the job. the words literally. On the page below are a series of statements that apply in some degree to most p the left of each statement is a box under the heading "category." Read each statement and insert in t 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 APPLY
 - INDIVIDUAL
- APPLIES TO THE INDIVIQUAL TO THE LEAST POSSIBLE DEGREE
- CATEGORY NUMBER 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 APPLIER TO INDIVIOUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
3	1. ABLE TO BEE ANOTHER'S POINT OF VIEW	4	II. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN SIONS WITH ASSO
4	2. CAN MAKE DECISIONS ON HIS OWN WHEN HEED ARISES	5	12. SHOWS OFIGINALITY	4	22. IMPLEMENTS DECI
5	3. RAS INCTIATIVE	4	13, ACCEPTS RESPONSIBLLS.	3	23. IS THOUGHTFUL O
3	4. IS ANALYTIC IN HIS TRINK- ING	3	14. ADMITS HIS CAROAS	X	24. WORKS WELL UNDE
4	5. STRIVER CONSTANTLY FOR MET KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPER- VISION	4	25. DISPLAYS JUDGEM
4	5. KNOWS WHEN TO SEEK Assistance	4	16. DOES HIS JOB WITHOUT STRONG SUPPORT	3	26. IS SECURSTY CON
3	7. CAN GET ALONG WITH PEOPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. 15 VERSATILE
4	8. HAS MEMORY FOR FACTS	4	18. IS OBSERVANT	4	28. HIS CRITICISM IS STRUCTIVE
4	9. GETS THINGS DONE	4	19. THINKS CLEARLY	3	29. FACILITATES SMOOT
X _	10. CAN COPE WITH EMERGENCIES	4	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	4	30. DOES NOT REQUER SAND CONTINUOUS STON

FITNESS	REPORT	(Part II)	POTENTIAL

INSTRUCTIONS

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

Ţ

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

to be comp hold and c	leted only : omplete aft	after the employee has or the 90 days has claps	been under ye sed, If this	our supervision FOR A is the INITIAL REPOR	VT LEAST 90 DAYS	restion. This report is If less than 90 days, yee, however, it MUST be- 8 of Section "E" below.
SECTION E	. 4		GEI	IERAL		
1. NAME	(Lost)	(first)	(Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
	KANT	William	n.	9 May 1929	M	DI
5. OFFICE/	DIVISION/BR	ANCH OF ASSIGNMENT		6. OFFICIAL POSITIO	N TITLE	
	H/Branch			Area Ops Off	icer	
7. GRADE	8. DATE REI	PORT DUE IN OF	9. PER 100 (OVERED BY THIS REPOR	T (Inclusive de	ites)
65-11	18 Ja	nuary 1957	2 Ju	¥ 1956 - 27 Dec	ember 1956	
10. TYPE O		INITIAL	REASSIG	IMENY-SUPERVISOR	SPECIAL	(Specify)
(Check	one)	X ARNUAL	REASSIGN	MENT-EMPLOYEE		
SECTION F			CERTII	FICATION		
1. FOR THE		CERTIFY THAT THIS REPOR				
A. THIS DA	TE Nam: 1451	7 James By	More		Ames One	Officer
	REVIEWING	OFFICIAL I HAVE REVIE	WED THIS REPO	RT AN NOTED ANY DIF	FERENCE OF OPIN	ION IN ATTACHED MEMO.
A. THIS DA		B. TYPED OR THE	NAME MID SIGN	OF REVIEWING	C. OFFICIAL TIT	LE OF REVIEWING OFFICIAL
16 1	an 57	OFFICIAL	BIATT	~ U	C/WH/III	
SECTION &			ESTIMATE	F POTENTIAL		
		E GREATER RESPONSIBILL				
RATING NUMBER 2. SUPERVI DIRECTIONS ANSWER IS SUITABLE TO PROFESS	1 - ALREAD 2 - HAS RE 3 - MAKING 4 - READY 5 - WILL P 6 - ALREAD 7 - AN EXC LEVEL SORY POTENT YES, indicat FRAINING. I sing your op the "actual TVE 0 - HA TVE 0 - HA	vink in terms of the Y ABOVE THE LEVEL AT WE ACHED THE HIGHEST LEVEL PROGRESS, BUT NEEDS ME FOR TRAINING IN ASSUMING ROBABLY ADJUST QUICKLY Y ASSUMING MORE RESPONS EPTIONAL PERSON WHO IS RESPONSIBILITIES LAL this question: Her the e below your opinion of pricate your opinion of	kind of resp HICK SATISFAC L AT WHICH SA ORE TIME BEFO NG GREATER RE TO MORE RESP SIBILITIES TH ONE OF THE Tr guess of th y placing the te column. If opinion of h UPERVISORY PO BE A WEAK SU	TORY PERFORMANCE CAN TISFACTORY PERFORMANCE RE HE CAN BE TRAINED SPONSIBILITIES ONSIBLE DUTIES WITHOU AN EXPECTED AT HIS PIFEW WHO SHOULD BE CON THE BOILTY TO BE A SIE TO BE BOUNDED OF THE BOUNDER OF THE BOUND TO BE CONTROLLED OF THE BOUNDER OF THE BOUNDER OF THE BOUNDER TENTIAL IN THIS SITUIPERVISOR IN THIS KINU	BE EXPECTED CE CAN BE EXPECTO ASSUME GREAT UT FURTHER TRAIN RESENT LEVEL INSIDERED FOR EAR UPPERVISOR? LEVEL LUPERVISOR? LEVEL LUPERVISOR? LEVEL LUPERVISOR? LEVEL LUPERVISOR? LEVEL LUPERVISOR? LEVEL LUPERVISOR LUPERVISOR LEVEL LUPERVISOR LEVEL LUPERVISOR LEVEL LUPERVISOR	TER RESPONSIBILITIES NING RLY ASSUMPTION OF HIGHER Person will reach AFTER elow which comes closest him supervise, note your e "potential" column.
NUMBE	* 3 - 8E	LIEVE INDIVIDUAL WOULD	BE A STRONG	SUPERVISOR IN THIS S	TUATION	
ACTUAL	POTENTIAL	A CROWN COAL TO	510 100 75	DESCRIPTIVE SITUATE		ans or professional and
	3					Anm or professional spe- 19 FREQUENT (First line
	2	A GROUP OF SUPERVISORS	S WHO DIRECT	THE BASIC JOS (Second	d line superviso	ors)
	2	A SROUP, WHO MAY OF MA AND POLICY (Executive	evel)	RYTSORS, WHICH IS RES	SPONSIBLE FOR MA	AJOR PLANS, ORGANIZATION
	2.	WHEN CONTACT WATH SMM		*		
	2	WHEN IMMEDIATE SUBGRO	INATES" ACTIV	ITIES ARE DIVERSE AND	BEEFE MARGEUL S	COORD IN TON
	2	WHEN IMMEDIATE SUBORG	INATES INCLUD	E MEMBERS OF THE OPPO	SITE SEX	M. M.
1	*	OTHER (Specify)			16k + 1 1	· ·

	(When Filled In)	
2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES		
Place the most important first. Do not inclub. Rate performance on each specific duty considers of supervise will also be supervise will also be supervised with all also be supervised with all supervised with all supervised with all supervised with all supervised with the supervised wi	ore important SPECIFIC duties performed during been having add minor or unimportant duties. Jering ONLY effectiveness in performance of this specific duty do not rate as supervisor ways be rated as a specific duty do not rate as supervisor	iuty.
similar level of responsibility.	individual being rated with other Grifo ail and the du my be performing different duties. If so, rate them on di	
duties.		1
GIVING LECTURES COMPUCTING SEMINARS WRITING TECHNICAL REPORTS CONDUCTING EXTERNAL LIAISON TYPING TAKING DICTATION SUPERVISING	HAS AND USES AREA KNOWLEDGE DEVELOPS NEW PROGRAMS ANALYZES INDUSTRIAL REPORTS MANAGES FILES OPERATES RADIO COORDINATES WITH OTHER OFFICES WRITES REGULATIONS PREPARES CORRESPONDENCE further if supervisor considers it advisable, e.g., combi	ING OF DATA
1 - INCOMPETENT IN THE PERFORMANCE 2 · BARELY ADEQUATE IN THE PERFORM DESCRIPTIVE OUTY RATING 3 · PERFORMS THIS DUTY ACCEPTABLY 4 · PERFORMS THIS DUTY IN A COMPETE 5 · PERFORMS THIS DUTY IN SUCH A THAT HE IS A DISTINCT ASSET ON	FOUND IN VERY FEW INDIVIDUALS HOLDIN LAR JOBS 7 - EXCELS ANYONE I KNOW IN THE PERFORM THIS DUTY FINE MANNER HIS JOB	IG SIMI-
Provides support and guidance to field on PP matters.	RATING PRECIFIC BUTY NO. 4 NUMBER Has and uses knowledge of area and language.	RATING NUMBER
SPECIFIC DUTY NO. 2	RATING SPECIFIC DUTY NO. 5	RATING
Coordinates with other Headquarters components on matters relating to PP.	Develops and illustrates new ideas for use in Field PP effort(political carto	ODS et
SPECIFIC DUTY NO. 3	RATING SPECIFIC DUTY NO. 6	RATING
Prepares periodic progress and status reports and originates dispatches to	NUMBER 4	NUMBER
3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMA	NCE	
Subject's initiative and imagination, knowledge, have made him particularly case officer for the complex and ever usual support functions as a Headquart ideas which have been incorporated int significant shortcomings in subject.	combined with Spanish language facility and valuable in his present capacity as Headquar expanding PP program in Cuba. In addition ters case officer, he has originated a number to the Cuban program. The rater has observed He is a little too impulsive at times, though, which is, in turn, probably his greatest a	ters of no h much
ALCO CONTRACTOR		
SECTION D. SUITABILITY FO	R CURRENT JOB IN ORGANIZATION	
pertinent personal characteristics or habits, spec pere him with others doing similar work of about t 1 - DEFINITELY UNSUITABLE - HE SHOULD B 2 - OF DOUBTFUL SUITABILITY WOULD NOT 3 - A BARELY ACCEPTABLE EMPLOYEE BELO RANT HIS SEPARATION 4 - OF THE SAME SUITABILITY AS MOST PEC RATING 5 - A FINE EMPLOYEE - HAS SOME OUTSTAND	SE SEPARATED HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW WE.AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING PLE I KNOW IN THE ORGANIZATION DING STRENGTHS OF THE REQUIREMENTS OF THE ORGANIZATION	an. Com-
is this individual better suited for work in some explain fully: He is however, equally suit	other position in the Organization? ves no.	IF YES.

¥	FITNESS RE	PORT (P	art I) PERFO	RMA	NCE	
			ICTIONS			
FOR THE ADMINISTRATIVE OF	2					
FOR THE SUPERVISOR: This this evaluation to your a nate where he stands wit strengths and weaknesses, under conditions specific any question. If this Personnel no later than 3	upervisor and senio th you. Completion It is also organi ed in Regulation 20- s the initial repor	r officials. of the reporzation policy 370. It is r t on the emp	Organization polition help you p that you show Parecommended that yo loyee, it must be	cy requirements to the complete complete	ires that for a di nis repor the entir ed and fo	you inform the subordi- scussion with him of his t to the employee except e form before completing
SECTION A.		GEN	ERAL			
1. NAME (Last)	(First)	(Middle)	2. DATE OF BIRTH		. SEX	4. SERVICE DESIGNATION
KENT	William	M.	9 May 1929		M	DI
5. OFFICE/DIVISION/BRANCH	OF ASSIGNMENT		6. OFFICIAL POSIT		E	
DIP/WH/Branch II		·	Area Ops O			
7. GRADE 8. DATE REPORT		1	OVERED BY THIS REP	•		atea)
3S-11 18 Janua			r 1956 - 27 Dec			
10. TYPE OF REPORT (Check one)	INITIAL	 	MENT-SUPERVISOR		SPECIAL	(Specify)
BECTION A	X ANNUAL	<u> </u>	MENT-EMPLOYEE			
SECTION B.	SPORT W HAS		SHOWN TO THE INDI	VIDUAL B	ATED.	NOT SHOWN, EXPLAIN- WHY
NOT:						
A. CHECK (X) APPROPRIATE						
THIS REPORT REFLECTS	MY OWN OPINIONS G!		IF INDIVIDUAL	. (\$ RAT	ED "I" IN	CI OR D. A WARNING LET-
THIS REPORT REFLECTS	THE COMBINED OF INFO	HS OF MYSTLE	3 CANNOT CEAT	TIFY THA	T TOE BAT	ED INDIVIDUAL KNOWS HOW
AMD'-RREVIOUS SUPERVIE	THE EMPLOYEE H	STRENGTHS	S . EYALUATE H.	18, JOJ P	E A F O RM AN C	t straust (Specify)
AND PEARNESSES SO THA	T HE KNOWS WHERE HE	STANDS.				
	. TYPED, OR PRINTED					
16 January 1957	James B. NOLL	un ame	- B. Nolan-	Ar	ea Ops	Officer
FORMATION, WHICH WILL	CIAL: RECORD ANY SU LEAD TO A BETTEP UND	JESTANTIAL DI Derstanding Di	FFERENCE OF OPINII F, This report,	אלוש אס	THE SUPE	RVISOR, OR ANY OTHER IN-
		· .				5
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SECTION/C.			CE EVALUATION			
1. RATING ON GENERAL PERF	ORMANCE OF DUTIES					
DIFECTIONS: Consider OM his duties during the rat sibility. Factors ather	ing period. Compare	e him ONLY wi	th others doing si	milar wo	rk at a	ring rated has performed similar level of respon-
2 - BARELY ADE CARRY OUT	ERFORM DUTIES ADEQUATE IN PERFORMANCE RESPONSIBILITIES. OST OF HIS DUTIES AC	E: ALTHOUGH H	E HAS HAD SPECIFIC		1.5	NING, ME OFTEN FAILS TO
INSERT 5 - A FINE PER	UTIES IN A COMPETENT FORMANCE: CARRIES OL	T. EFFECTIVE >	FAHNER. 5 RESPONSIBILITIES	EXCEPTI	ONALLY WE	LL.
NUMBER 6 - PERFORMS H THE SUPERV	IS DUTIES IN SUCH AN ISOR.	OUTSTANDING	MANNER THAT HE IS	EQUALLE []	D BY FEW	OTHER PERSONS KNOWN TO
COMMENTS:						g Wie
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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 mana

rated empli	oyce. It is leted only:	s recommended that y after the employed h	vou read the enti	ire report before com our supervision FOR	mpleting any q AT LEAST 90 DAY	NOT to be shown to uestion. This report S. If less than 90 da
hold and c	omplete aft	er the 90 days has el	apsed. If this	is the INITIAL REPO	RT on the emplo	yee, however, it MUST 8 of Section "E" bel
SECTION E			GEN	ERAL		
1. NAME	(Last)	(First)	(Middle)	2. DATE OF BIRTH	3. 5EX	4. SERVICE DESIGNAT
	KENT	William	M.	9 May 1929	K	DI
5. OFFICE/	DIVISION/BRA	ANCH OF ASSIGNMENT		6. OFFICIAL POSITI		
	DDP/WH/			Area Ops Of	Moor	
7 GRADE	_	PORT DUE IN OP	9. PERIOD C	OVERED BY THE PO	RT (Inclusive d	ates)
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10. TYPE 0	-	INITIAL		MENT-SUPERVISOR	T	(Specify)
(Check		ANNUAL		MENT-EMPLOYEE		(- (
SECTION F	•		CERT:	TICATION		
1. FOR THE		CERTIFY THAT THIS RE			F THE INDIVIDUA	L BEING RATED
A. THIS DA	TE	B. THEED OR PRINT	ED NAME, AND A IGN	ATUNE OF SUPERVISOR	C. SUPERVISOR'	S OFFICIAL TITLE
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	REVIEWING C	OFFICIAL: I HAVE RE	VIEWED THIS REPO	RT AND NOTED ANY DI		NIOH IN ATTACHED MEMO.
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SECTION G				F PUTENTIAL		
1. POTENTI	AL TO ASSUM	E GREATER RESPONSIBE				,
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		OTHER (Specify)	\	And the second s		

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDERTOUR SUPERVISION

4. COMMENTS CONCERNING POTENTIAL

Based on youth, desire and contribution to date, subject would appear to have a bright future with the organisation. His language and area knowledge make him particularly valuable in VH area, although he is also fluent in Italian, knows that of well and as indicated previously has attributes which should make him a valuable intelligence officer in most any area, whether in FI or PP capacity. It is rater's SECTION H.

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Subject has undergone considerable training during past year, taking such courses As World Communism, Auti-Communist Ops, Psychological and Responic Warfare. He plans he t take several additional courses including CE prior to reassignment to field during chair ceming year; hopes to transfer to MI Division eventually.

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

No limiting factors, Should adjust well in virtually any area,

SECTION 1. DESCRIPTION OF INDIVIDUAL

IRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret he words literally. On the page below are a meries of statements that apply in some degree to most people. To he left of each statement is a box under the heading "category." Read each statement and insert in the box the ategory 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

ingle to produce the

- 1 APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE CATEGORY NUMBER 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

TEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
3	TO ABLE TO SEE ANOTHER'S POINT OF VIEW	4	11. HAR HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUS- SIONS WITH ASSOCIATES
4	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	5	12. SHORS ORIGINALITY	3	22. IMPLEMENTS DECISIONS PE- GARDLESS OF OWN FEELINGS
5	2. HAS INITERTIVE	4	13. ACCEPTS RESPONSIBLL.	3	23. IS THOUGHTFUL OF DYHERS
4	4. 15 ANALYTIC IN HIS THINK- ING	3	14. ADMITS HIS ERRORS	=	24. PORRS WELL UNDER PRESSURE
4	5. STRIVES CONSTANTLY FOR NEW XNOWLEDGE AND 3 DEAS	3	15. RESPONDS WELL TO SUPER- VISION		25. OISPLAYS JUDGEMENT
4	6. KNOWS WHEN TO SEEK ASSISTANCE	4	16. DOES HIS JOB WITHOUT STRONG SUPPORT	3	26. IS SECURETY CONSCIOUS
3	7. CAN GET ALONG WITH PEOPLE	3	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS YERSATILE
A.	8. HAS WEMORY FOR FACTS	4	18. 18 OBSERVANT	+	28. HIS CRITICISM IS COM- STRUCTIVE
5.	9. GETS THINGS DONE	.4	19. THINKS CLEARLY	3	29. FACILITATES SMOOTH OPERA- TION OF HIS OFFICE
*	10. CAN GOOF WITH EMERGENCIES	5	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	4	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVI- SION

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Section F 3.

I agree with the rating officer that the subject has a great deal of enthusiasm and interest in his job and in many aspects performs his duties in a highly professional manner. I do not, however, for reasons stated below, believe that his over all rating should be higher than 4+.

While it is true that he demonstrates considerable imagination and energy, he is headstrong and develops prejudices that prevent him on occasions from being objective in handling operations. This in my opinion is due to his youth and lack of experience in dealing with a perticular situation of the kind with which he is now faced. This is by no means meant to be a reflection on his qualifications or future potential.

I emphatically disagree with the last sentence of Section E for the reasons set out above. He should not be, at the present time, given greater individual responsibility but rather should be subject to close, strong supervision of a senior officer.

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	(When Filled In)
SECTION E	NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE
Stress strengths and work. Give recomme sponsibilities. Amp future personnel act	weaknesses demonstrated in current position. Indicate suggestions in the manufacture for improvement of his anathrois for his training. Describe, if appropriate, his agreement for development and for assuming greater re- lions.
	subject has a unique flair for planting and bonducting political
) action	operations. His previous field experience in dealing with Latin can political action agents and his facility with the Spanish age have made him an unusually strong asset in the conduct of
curren	it operations in His personality and
backgr	ound enable him to establish rapport with foreign nationals with

remarkable case. He uses imagination in developing new operations and is aggressive in follow-up procedures. He is well qualified for a Headquarters position which would give him greater individual

responsibility.

SECTION F CERTIFICATION AND COMMENTS BY EMPLOYEE DATE BY SUPERVISOR MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION 5 months IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON. EMPLOYEE UNDER MY SUPERVISION LESS THAN SO DAYS REPORT MADE WITHIN LAST 90 DAYS OTHER (Specify): OFFICIAL TITLE OF SUPERVISOR Chief, WH/DR & H BY REVIEWING OFFICIAL I Would have given this employee about the same evaluation. 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 See attachment. OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED OR PRINTED NAME AND SIGNATURE

Chief, WH/3

Ned P. Holman

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(When Filled In)

SECTION E NAR	RATIVE DESCRIPTION OF MANNER	R OF JOB PERFORMANCE
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future personnel actions.	Aug In 19	or Otton
Mr. Kent's gre	eatest strengths are a	godi, banalytical mind, skillful
handling of agent	personnel, fluency in l	anguages, intimate background
knowledge of target	ts and assets, strong 1	oyalty up and down, good sense by jobs calling for greater
of humor. He has	the ambition to go on t	d jobs calling for greater
responsibility, and	l he has amply demonstr	ated his readiness to move on
to such jobs.		
defining problems	out recommending sound	staff work includes not only solutions as well. This is only ted by more experience and
oraliing.		
The undersigned during any future a		ve Mr. Kent as a colleague
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SECTION F	CERTIFICATION AND CO	DWENTS
1.	BY EMPLOYEE	
	rtify that I have seen Sections A, B,	C, D and E of this Report.
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2.	BY SUPERVISOR	
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UNDER MY SUPERVISION	Mr. Kent departed JMW	AVE prior to the preparation
10	of this report.	
,	IF REPORT IS NOT BEING MADE AT THIS	TIME, GIVE REASON.
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OTHER (Specify):	,	Z1 Z1
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
	Chief of Base, JMWA	VE Robert Reynolds
3.	BY REVIEWING OFFIC	IAL
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I WOULD HAVE GIVEN THIS EN	IPLOYER A HIGHER EVALUATION.	
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OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, WH/4

DATE

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ED NAME AND SIGNATURE

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SECTION C

NARRATIVE COMMENTS

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

During the approximately six months of Mr. Kent's association with WH/5, the Branch CA effort was almost exclusively concentrated on a special operation with which Mr. Kent was not directly concerned. His assigned task was to act as Headquarters case officer for those CA projects not directly involved in the special project and for peripheral aspects of some which were. He performed his assigned duties competently and demonstrated that in the graphic aspects of CA work he has few peers.

At the same time, Mr. Kent did not show any large measure of initiative in developing those projects assigned to him, and seemed to treat his assignment as a temporary one (as indeed it turned out to be) to which he was not fully committed and in which he was not overly interested.

Mr. Kent is a pleasant and cooperative officer who doubtless can perform capably in a position with supervisory responsibilities, although his duties with WH/5 gave him no opportunity to demonstrate his competence in this area.

SECTION D	CERTIFICATION AND COMMENTS	
1.	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS, A, B, AND C OF THIS REPORT	
2/26/63	SIGNATURE OF EMPLOYEE William M. Kent	
2. / /	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
2/24/63	Deputy Chief, WH/5	_
3.	BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICE		,
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL TY Chief, WH/5	_
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9. CHECK (X) TYP	E OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT		
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11. DATE REPORT	DUE IN D.P.		12. REPORTING PERIOD (From-	•	
SECTION D		DESCOUNT	18 May 62 - 15 N	ov 62	
SECTION B			E EVALUATION		
W - <u>Weak</u>	Performance ranges	from wholly inadequate to tion. The nature of the ac	slightly less than satisfactory. A tion could range from counseling,	trating in this category to further training, to s	y requires
	probation, to reassig	inment or to separation,	Describe action taken or proposed	in Section C.	
A - Adequate	Performance meets	all requirements. It is ent	irely satisfactory and is character	ized neither by deficien	ncy nor
P - Proficient	Pariormania is mare	shaa aasiafaasaa. Danta	od results are being produced in a		
S - Strong		than satistactory. Desir actorized by exceptional p	- · · · · · · · · · · · · · · · · · · ·	proficient mannet.	
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cerning Branch (projects una A matters.	ii components. der his respons	(WH and DD/P) on ma sibility and on miso	etters con- cellaneous	g
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	0	VERALL PERFORMAN	CE IN CURRENT POSITION		
particular limitati	citic duties, producti ons of talents. Base	vity, conduct on job, coo d on your knowledge of e	rs his effectiveness in his current perativeness, pertinent personal imployee's overall performance di which most accurately reflects his	traits or habits, and uring the rating period,	RATING
2.8 FER 19	1	_		•	P

KENT, William M. (continuation of Section C)

For family medical reasons, Mr. Kent cannot accept a permanent overseas assignment at the present time.

He is not called upon to exercise supervisory functions; therefore, his ability in this regard has not been rated.

ECTION C	MADDATIVE	COMMENTS	F 77 F	BESTERNING
SECTION C	HARRA III C	- COUNTRIAL D.		~ 4.11.02 (1.7 8 %) PE

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

Mr. Kent has been under my supervision and has occupied his present position of responsibility for propaganda matters for less than four months, but in that time has demonstrated an unusual ability to provide in the discretive, timely and useful propaganda guidances for covert field use. He is very sensitive and perceptive to the capabilities and limitations of WHD media operations and exploits their possibilities to the maximum. He has been particularly effective in the exploitation of leads provided by KUTURE sources as the basis for "black" operations. In this regard he has shown great initiative, imagination and professional ability. Kent regularly makes sound suggestions for increasing the effectiveness and security of WHD media operations, and with more time on the job, and an increased knowledge of specific country operations, he should further improve his ability to assess and review WHD projects.

This officer is admirably suited for his present assignment; he is creative and an industrious worker, producing quickly and with a minimum of supervision; his guidances are well written and easily understood; and he has sole responsibility for his functional duties as part of a small three-man staff team. He has a friendly disposition and gets along well with his co-workers, although he is a person of strong convictions which he does not hesitate to express.

No further training is recommended at this time. His proficiency in Spanish is excellent and he uses that ability regularly in originating media operations, especially "black" operations.

(continued on attached) SECTION D CERTIFICATION AND COMMENTS BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A. B. AND C OF THIS REPORT SIGNATURE OF EMPLOYEE Elliam BY SUPERVISOR MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION DATE OFFICIAL TITLE OF SUPERVISOR Chief, WH/CA BY REVIEWING OFFICIAL COMMENTS OF REVIEWING OFFICIAL The rating in specific duty number one of "outstanding" is very much deserved. Subject is an excellent idea man and writes quickly and to the point. OFFICIAL TITLE OF REVIEWING OFFICIAL

J. Hood

WH/COPS

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TRAINING REPORT

Midcareer Executive Development Course No. 4 20 Sept - 30 Oct 1964 (6 weeks, full-time)

Student

William M. Kent

Office

WH

Year of Birth: 1929

:

o.

Service Designation:

D

Grade

GS-13

No. of Students

30

EOD Date

Dec 1951

COURSE OBJECTIVES - CONTENT AND METHODS

The Midcareer Executive Development Course, a part of the Midcareer Training Program, is designed to enable potential executive officers to develop and widen their understanding of the Agency, of the Government, and of international affairs.

The Course consists of three major segments, each of approximately two weeks duration. The topics covered through lectures, seminars, panel discussions and field trips are:

- 1. The functions, relationships and problems of various Agency components.
- 2. U.S. domestic problems and their effect on Government policy.
- 3. Current developments in key international affairs.

ACHIEVEMENT RECORD

No evaluation of the student is made during the course, and no final grade is given upon course completion.

FOR THE DIRECTOR OF TRAINING:

3 0 1001 1964

Charles D. Ford

Date

Chief, Midcareer & Senior Officers Courses

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

Mr. Kent has sustained the same high degree of competence, imagination and conscientious application to his duties noted in the last fitness report. He is unusually well qualified for his present job by reason of experience, knowledge and sensitivity to the Latin American culture and mentality. Although he is a person of strong convictions, not always tactfully expressed, it is to his credit that he has adapted to the role of a staff officer with admirable self-restraint and self-discipline.

Were it not for the fact that Mr. Kent cannot accept a permanent overseas assignment at this time for family medical reasons, he should now be considered for assignment to a senior position at a country desk preparatory to a Field Station assignment. Under these circumstances, Mr. Kent is making a valuable, perhaps even indispensable, contribution to the covert action mission of WHD and should remain in his present position for the immediate future.

No further training is recommended at this time. He completed the Midcareer Executive Development Course No. 4 during the reporting period.

Mr. Kent has no supervisory functions in his present position, but he appears to be capable of performing such duties. His security record is excellent and his cost consciousness is good.

SECTION D	CERTIFICATION AND CO	MMENTS
1.	BY EMPLOYEE	
	ERTIFY THAT I HAVE SEEN SECTIONS A, E	, AND C OF THIS REPORT
31 March 1965	SIGNATURE OF EMPLOYEE William M. K	ent -
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
8 mos.		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
3-31-65	C/WH/PO/B	Seymour R. Bolten
3.	BY REVIEWING OFFICE	IAL

I agree with the rating of Mr. Kent. He has been energetic, imaginative and professional in his work. The only thing that I can add to the assessment is that Mr. Kent speaks excellent Spanish which has been an essential ingredient in his critical abilities in the handling of media operations for Latin America.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
		I the Head
4 31 March 1965	Deputy Chief, WHD	R. W. Herbert

							EMPLOYEE SERIAL NU	MBER
FITNESS REPORT 059198								
SECTION A								
1. NAME (Last) (First) (Middle) 2. DATE OF BIRTH 5. 9EX 4. GRADE 5. SD								
KENT. William M. 9 May 1929 M GS-13 D 6. OFFICIAL POSITION TITLE 7. OFFICIAL POSITION TITLE 7. OFFICIAL POSITION TITLE								
6. OFFICIAL POSI					1			
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11. DATE REPORT DUE IN O.P. 12. REPORTING PERIOD (From- to-)								
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SECTION B			PERFORMANO	E EV				
W - <u>Weak</u> A - <u>Adequate</u> P - Proficient	positive ramedial probation, to reas Performance meet excellence.	sction. signment s all req	The nature of the actor or to separation.	tion cou Describ- rely so	ild range from a action taken hisfactory and	counseling, or proposed is character	ized neither by deficien	lacing on
S - Strong			· .			oduced in d	proficient manner.	
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			SPECIF	IC DU	TIES			
manner in which e with supervisory r SPECIFIC DUTY NO	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. I REVIEW, ASSESS and evaluate the effectiveness of WHD							RATING LETTER
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		OVERA	LL PERFORMAN	CE IN	CURRENT P	OSITION		
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						RATING LETTER		

SECTION C HARRATIVE COMMENTS

OFFICE OF FERSUNGEL

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

Mr. Kent is indeed a professional in his fieldan anotexpert in propaganda operations which require area knowledge, technical know-how, and imagination. In a specialty where it is only too easy to go off the deep end, Mr. Kent has always kept his wits about him and avoided parochialism. He is a lucid writer who focusses on the essential. By nature, Mr. Kent is an impatient man who has certain biases which sometimes get into the way of his operational judgements. He is keenly aware of this and his efforts to remain as "uninvolved" as possible are commendable. In summary, Mr. Kent is a "doer" who in his field contributes much.

Mr. Kent has no supervisery duties to perform. He is highly cost conscious:

SECTION D	CERTIFICATION AND CO	MMENTS				
1.	BY EMPLOYEE					
	CERTIFY THAT I HAVE SEEN SECTIONS A,	S, AND C OF THIS REPORT				
6 December 1965	SIGNATURE OF EMPLOYEE William M. Kour					
2.	BY SUPERVISOR					
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION				
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED ON PRINTED NAME AND SIGNATURE				
	Chief, WH/CA BY REVIEWING OFFICE	Gerard Profiler				

I concur fully in this report. Mr. Kent is rated strong across the board. He definitely ranks on the high side in this category.

official title of reviewing official Typed of Printed Name and Signature

27 December 1965 WHD/Executive Officer Donald C. Marelius

FITNESS REPORT SECTION A CENERAL 1. NAME (Lest) (First) (Middle) 2. DATE OF BIRTH 3. SEX 4. GRADE 5. SD KENT, William M. 9 May 29 M. GS-13 D 6. OFFICIAL POSITION TITLE 7. OFFIDIVIBR OF ASSIGNMENT 9. CHECK (X) TYPE OF APPOINTMENT CAREER RESERVE TEMPORARY CAREER RESERVE TEMPORARY CAREER RESERVE TEMPORARY CAREER RESERVE TEMPORARY CAREER RESERVE TEMPORARY CAREER PROVISIONAL (See Instructions - Section C) SPECIAL (Specify): 11. DATE REPORT DUE IN O.P. 12. REPORTING PERIOD (Prom- to-) 1 January - 31 December 1965 SECTION B Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requipes positive remedial action. The nature of the action could range from counseling, to further training, to placing probation, to recessignment or to separation. Describe action taken or proposed in Section C.
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positive remedial action. The nature of the action could range from counseling, to further training, to placing
A - <u>Adequate</u> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency no excellence.
P - <u>Proficient</u> Performance is more than satisfactory. Desired results are being produced in a proficient manner,
S - Strong Performance is characterized by exceptional proficiency.
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.
SPECIFIC DUTIES
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employeth supervisory responsibilities MUST be rated on their ebility to supervise (indicate number of employees supervised).
SPECIFIC DUTY NO. 1
Review, assess, and evaluate the conduct and effectiveness of WH media, youth and student, DMTO, and support projects.
SPECIFIC DUTY NO. 2
Originate, monitor, and coordinate propaganda guidances for use by WH assets.
LET
Liaison with the CA Staff and other CA components on propaganda, youth and student, and other operations in the WH area.
SPECIFIC DUTY NO. 4
Assist WH area Desks to discharge their responsibilities in the propaganda/media and youth and student fields.
SPECIFIC DUTY NO. 5
LET'
SPECIFIC DUTY NO. 6 RAT
LET
OVERALL PERFORMANCE IN CURRENT POSITION
Take into account everything about the employee which influences his effectiveness in his current position such as per-
formance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.
8 JAN 1966 D

FORM 45 OBSOLUTE PREVIOUS EDITIONS.

SECRET

GROUP 1 Excluded from cutemat deeringrading and declarations

SECTION C

SECTION D

NARRATIVE COMMENTS

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

Aug 9 3 37 PH '66

MAIL ROOM

There is but little which can be added to the comments made in the fitness report covering the period 1 January to 3 December 1965; Mr. Kent is an excellent officer in his specialty; he holds strong opinions on certain issues, but - over the years - has learned to bend. His projected non-official cover assignment will utilize his talents for deal mg with Latin Americans and for translating ideas and concepts into meaningful action. We wish him well.

CERTIFICATION AND COMMENTS

1.	BY EMPLOYEE	
,	CERTIFY THAT I HAVE SEEN SECTIONS A.	B, AND C OF THIS REPORT
DATE 21 Huly 1966	SIGNATURE OF EMPLOYEE	liam M. Ken
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERYISION	IP THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTERNAME AND SIGNATURE
	Chief, WH/CA	General Droller
3.	BY REVIEWING OFFIC	IAL TOTAL
	oncur with the above evaluat	
to be a ver	satile officer and should be	successful in his new
assignmen	t which requires independent	t judgment and initiative.
: -: <u>()</u>	T: ***	
, 1 August 1966	OFFICIAL TITLE OF REVIEWING OFFIC WH/Executive Officer	Donald C. Marelius

				(when r		,		EMPL	CYFE	SERIAL NU	MRFR
FITNESS REPORT 059198											
SECTION A GENERAL											
1. NAME (Lest) (First) (Middle) 2. DATE OF BIRTH 3. SEX 4. GRADE 5. SD											
Kent, William M. 9 May 1929 M GS-13 D											
6. OFFICIAL POSITION TITLE 7. OFF/DIV/BR OF ASSIGNMENT 8. CURRENT STATION											
Operations Officer DDP/WH/CA Headquarters O CHECK (X) TYPE OF APPOINTMENT 10. CHECK (X) TYPE OF REPORT							S				
9. CHECK (X) TYPE OF APPOINTMENT 10. CHECK (X) TYPE OF REPORT YX CAREER RESERVE TEMPORARY INITIAL REASSIGNMENT SU							UDERVISOR				
CAMEER-PROVISIONAL (See Instructions - Section C) ANNUAL XX REASSIGNMENT EN											
SPECIAL (Specify):											
11. 0	TE REPORT	DUE IN O.P.			12. R	PORTING PER		· · ·	July	7 1966	
SECT	ION B		PI	RFORMANC	E EV						
W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category require positive remedial action. The nature of the action could range from counseling, to further training, to placing a probation, to reassignment of to separation. Describe action taken or proposed in Section C. A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence. P - Proficient S - Strong Performance is more than satisfactory. Desired results are being produced in a proficient manner. S- Outstanding Performance is a exceptional in relation to requirements of the work and in comparison to the performance of							lacing on				
		others doing simila		rorrant special	rucog	nition.					
				SPECIF							
manne with	List up to six of the most important specific duties performed during the rating period. Insert 15ting 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 reted on their ability to supervise (indicate number of employees supervised).										
SPEC	FIC DUTY N			- 4- WII (~	066	i			 	RATING LETTER
Provide advice and assistance to WH Case Officers in discharging their responsibilities in the media/propaganda and youth/student fields.							s				
Originate, coordinate and monitor regional and country propaganda guidances and campaigns by WH assets.							RATING LETTER				
SPEC	Review	o.s , assess and	evaluate	the devel	opm	ent. condi	act and	effec	tive	ness	RATING LETTER
	of WH	media, youth r Agency con	/student,	D&TO, a	ind s	upport pr	ojects,				s
SPEC	FIC DUTY N		•								RATING LETTER
		with the CA student, and o			-	_	_	opag	ganda	а,	S
SPEC	SPECIFIC DUTY NO. 5							RATING LETTER			
SPECIFIC DUTY NO. 6							RATING LETTER				
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			JVERALL P	ERFORMAN	CE IN	CURRENT P	MOTTED		166		RATING
						LETTER					
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FORM 45 USB PREVIOUS EDITIONS

SECRET

GROUP 1 Easily/led from sutemotic downgrousing and MEMORANDUM FOR: Secretary, CS/CS Panel (Section A)

SUBJECT: Recommendation for Promotion to Grade GS-14,

(Staff Agent)

1. Who was a Staff Employee up to the time of his conversion to Staff in July of this year, has been connected with the Latin American scene since he joined the Agency in 1951. Even before that time he had lived in some Central American countries. Thus, it is not surprising that he brought to his assignments a thorough knowledge of the social, economic, and political currents throughout the WH Division area.

In handling many tasks at various levels of responsibility and different locations, one facet of erformance has always been outstanding: he has an unusual ability to apply his imagination toward realistic and useful operations. To be specific: on occasion of the discovery of a Cuban arms cache in November 1963, of the January 1964 riots in Panama, of the April 1965 revolution in the Dominican Republic, and of many other crises and situations which have developed in the WH immediately took the initiative within and outside the Division for the initiation and coordination of covert action efforts to support U.S. (and Agency) objectives. In his last assignment prior to assuming his duties under nonofficial cover, his constructive analyses of this Division's covert action activities and conclusions therefrom have made a significant. impact on the formulation of our operational posture. task in his current assignment will be to find and develop channels to Latin American Christian Democratic individuals and groups which will require maturity and judgment, tact and operational know-how, creativeness and flexibility. His current assignment is and some others in the past were at a level of a GS-14 if not higher and thus the promotion of to GS-14 is strongly recommended at this time. Kent

> by Jacob W. Stelm Villiam V. Broe Chief,

Western Hemisphere Division

not approved

6 January 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT:

Employee Number 059198; DOB: 5 September 1929; Operations

Officer; Career; Service

Designation: D

PERIOD UNDER REVIEW:

1 January 1968 - 6 January 1969

MONTHS UNDER MY SUPERVISION: 16

OVERALL RATING:

Proficient

- 1. During this reporting period Subject has continued to maintain a state of more than satisfactory proficiency and has done a good job of establishing himself under unofficial commercial cover. He is always on the alert for new avenues of approach to targets of interest using his cover as access.
- 2. At present he is handling one quite sensitive penetration of an Embassy and to date has managed this case in a highly professional manner.
- 3. Subject is well motivated, takes a serious approach to his work and profits by his mistakes. At times he is inclined to take precipitate action and think later. However, he is most willing to learn and takes constructive criticism of his work in the proper spirit.
- 4. In order to increase Subject's value to the Washington Base, it is recommended, that when time permits, he be enrolled in the CI/CE and the Soviet Realities courses.

5. As of the present Subject has no supervisory responsibilities. He has proven to be sensibly cost conscious and submits his accountings promptly.

Rudolph E. Gomez

Chief Washington Base

SECTION C NARRATIVE COMMENTS (Continued)

Subject devised a first-class cover relationship with the priority (REDTOP) target of this Base. For a period the relationship was close, and in our judgment it was wholly unsuspicious because Subject made it seem so natural. This was a very delicate operation which Subject handled with distinction.

Personal characteristics of this officer which should not be overlooked in this review are loyalty, responsiveness, willingness to accept any direction.

In conclusion I want to emphasize my conviction that this officer's assignments should be limited to the area for which he was trained and in which he feels confident: Latin America.

This officer is reasonably cost-conscious. I have had no opportunity to deserve his capability for supervising other case officers.

SECTION C

NARRATIVE COMMENTS

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

This officer to some extent has been a victim of his assignment. His undergraduate training in Latin American affairs was thorough and extensive. His employment with RVROCK for the next 16 years was Latin-oriented. His Spanish language is rated "native". Yet during the period under review he was diverted from Latin-American affairs toward a variety of higher priority targets. This re-orientation was not uniformly successful, and should not be continued, because Subject seems to have no natural interest in foreign nationals (with the apparent exception of Latin Americans) and in most foreign affairs (with the exception of Latin American affairs).

Subject's strongest characteristic is his ability to live and to utilize his commercial cover. He showed great aptitude and commendable imagination in devising new modes of commercial access to foreign nationals residing in Washington. For example his use of his cover was the matrix of several successful recruitments for which other case officers received the ultimate credit, even though the recruitments were based on this officer's discovery of the potential agents and his initial development of them before they were transferred. Conversely, when Subject retained the contacts through the development phase, the contacts languished.

(continued on separate sheet)

ECTION D	CERTIFICATION AND CO	HMENTS	
	BY EMPLOYEE		
10	ERTIFY THAT I HAVE SEEN SECTIONS A, I	, AND C OF THIS REPORT	
ATE	SIGNATURE OF EMPLOYEE		
20 February 1970	/s/ William Kent		
	BY SUPERVISOR	*	
NONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANA	TION
12			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NA	ME AND SIGNATURE
3 February 1970	Chief of Base	(S	rm 45a)
I.	BY REVIEWING OFFIC	TAL	
comments. Subject of eitherions the Base. It is sign Base, he has ma for living his co-	viewing official concurs winder tended to evince operation were rather marginal in the inficant that dering the counde no recruitments of foreign was so strong that it outlied should be in spotting	ional interest is indi- ern:s of the mission se of his tour in the ign targets. His pro- ggests his future ope	viduals of the Washington peasity prational
DATE	OFFICIAL TITLE OF REVIEWING OFFIC	IAL TYPED OF PRINTED NA	ME AND SIGNATURE
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6 March 1970	C/pol/1	Issenb I Buli	
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	•	FITNESS REPORT				EMP		SERIAL 9198	NUMBER
SECTION A			GENERAL				_ 05	7170	
NAME Kent Wi	(Last) 11iam	(First) (Middle)	05/0	9/29 RTH	3. SEX	G\$-°1	A DE	5. 5 D	
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Ops Offi	COT		D	OP/DO		17 (8)-40	TTT	g con	
9. CHECK (X) TYPE OF REPORT									
A CAREER RESERVE TEMPORARY INITIAL W REASSIGNMENTS							IT SUPERVISOR		
CAREER-PROVISIONAL (See instructions - Section C) ANNUAL REASSIGNMENT E							T EMPLOYEE		
SPECIAL (Specify): 11. Date Report Due in G.P. 12. Reporting Period (From- to) 7 January 1969 - 16 January 19							·		
11. DATE REPORT	DUE IN O.P.		7	January		- "T6	Jan	uary	1970
SECTION B		PERFORMA	ANCE EVA	LUATION					
U-Unsatisfactory	Performance is unacco could range from co- or proposed in Section	eptable. A rating in this cat unseling, to further training, an C.	legary require to placing on	s immediate o probation, to	nd positive re reassignment	emedial a or to sep	ction. Ti paration	he nature . Describe	of the action t action taken
M-Marginal	Performance is defici taken ar recommende	ant in some aspects. The reas al should be described,	ions for assign	ing this rating	should be st	rated in S	ection (C and ren	nedial actions
P-Proficient	Performance is satisfe	ectory. Desired results are bei	ing produced	in the manner	expected.				
5-Strong		cterized by exceptional profi	•						-,
O-Outstanding	Performance is so exc work as to warrant sp	eptional in relation to require recial recognition,	ements of the	work and in co	ompurison to	the perfo	imance	of others	doing similar
		SPE	CIFIC DU	TIES					
SPECIFIC DUTY N	O. 2	ng and assess:	ing new	agent	assets				RATING LETTER P RATING LETTER
	ment of age	nt gasette.							
SPECIFIC DUTY N									RATING LETTER
Handlin	g (and expl	oiting) agent	assets	.					S
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		OVERALL PERFORM	ANCE IN	CURRENT	POSITION	1	P		
formance of spec particular limitati	rifia duties, produc ions or talen?s. Bas	he employee which influe tivity, conduct on job, sed on your knowledge o esponding to the stateme	cooperative of employee	ness, pertin 's overall p	ent person erformance	al traits during	or hal the ra	sits, and	iod,

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SECTION C	NARRATIVE COMMENTS						
Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Utvartecommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.							
Subject has been	under the supervision of Bra	nch 6 sants MANGUST 1966. In					
August Subject was transferred PCS where he was responsible							
for all aspects of the operation of proprietary foundation. During							
		rated a high degree of enthusiasm					
and operational initiative. Although operating under instructions not to expand							
	foundation activities too rapidly, he has not waited for an official "go-ahead" but has shown unflagging energy in planning operations for the period when						
		wn an unusually keen perception					
needs.	ational needs and of imaginati	ve thinking on how to fill these					
self-motivation nec	essary in an unofficial cover	processing the self-disciplined and position. His proficiency in a Latin American travelers of					
	l interest passing through his						
cover situation well	. The cover office has been v	vell run with no significant					
		having arisen during the period.					
Subject has exhibite	d an above-average cost cons	ciousness.					
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SECTION D	CERTIFICATION AND COMME	NTS					
1.	BY EMPLOYEE						
DATE	RTIFY THAT I HAVE SEEN SECTIONS A, B, AND	C OF THIS REPORT					
	THE OF EMPLOYEE						
2.	BY SUPERVISOR						
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EX	PLOYEE, GIVE EXPLANATION					
5	Subject is assigned outside of	of the Washington area.					
DATE	OFFICIAL TITLE OF SUPERVISOR	TY PED OR PRINTED NAME AND PLANATURE					
31 March 1967	DC/WH/6	Lee E. Patton					
COMMENTS OF REVIEWING OFFICIAL	BY REVIEWING OFFICIAL						
Comments of Reviewing Official	•						
I agree with	h the rating officer's judgemen	nt that Mr. Kent's					
performance ha	s been characterized by excep	tional efficiency.					
He demonstrate	d unusual energy and imaginat	ion in developing plans					
for expansion of		detailed reporting					
was also comme							
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DATE		1215AT					
31 March 1967	Chief, WH/6	Paul E. Oberst					
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	TION A					GEN	NERAL	<u> </u>					
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11. DA	TE REPORT		<u> </u>				12. R	EPORTING PER		tm)			
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W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category repositive remedial action. The nature of the action could range from counseling, to further training, to place probation, to reassignment or to separation. Describe action taken or proposed in Section C. A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency								placing on					
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	Proficient							ts are being p	roduced in a	profic	ient m	anner.	
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					3	SPECIFI	IC DU	TIES					
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	•		and plans	ning (of new or	perati	ional	l support	tasks fo	r		* *	O
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FORM 45 OBSOLETE PREVIOUS EDITIONS.

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GROUP 1 Educied from automat downgrading sail decision/cetton

SECTION C	NARRATIVE COMMENTS								
Indicate significant strengths or weaknesses demonstrated in current possible to the continued to suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain or training given in Saction Bo provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of performance of managerial or supervisory duties and cost consciousness in the past section. C, attach a separate set of paper. In the past skilled operations officer whose geographic area of specialization was the new that the past skilled operations officer whose geographic area of specialization was will and whose professional forte was propagandatatation over action activity. During his 5 months association with the Washington Base, this officer has continued to maintain a state of exceptional proficiency while establishing himself locally under unofficial commercial. He has done this with his usual high degree of energy, perception and seriousness. Having laid a firm operational base, it is expected that during the next reporting period the operational base, it is expected that during the next reporting his brief Base tour has handled several selected operational matters within the area of his greatest competence and during the Fall meeting of the OAS acquitted himself with exceptional proficiency subject has no supervisory duties at present. In the scost conscious in all respects. It is expected that the sum of the same that are sufficiently operational interest assigned to the Base by Headquarters. In order to assist the first and to enable the Base to utilize his hany talents to the optimum, it is planned, when the Base operational climate allows, to have him take the Soviet Realities course and the CI/CE course.									
•		•							
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SECTION D	CERTIFICATION AND COMME	NTS							
1.	BY EMPLOYEE								
	RTIFY THAT I HAVE SEEN SECTIONS A. B. AND	C OF THIS REPORT							
DATE 21 Towns 1000	SIGNATURE OF EMI	William Mr. Ken							
31 January 1968		William in New							
MONTHS EMPLOYEE HAS BEEN	BY SUPERVISOR	PLOYEE, GIVE EXPLANATION							
UNDER MY SUPERVISION	, JOER SHOWN TO EL								
5	OFFICIAL SITE OF STREET								
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPEO OF PRINTED NAME AND SUMATURE							
31 January 1968	C/OG/Washington Base	John H. Furfey							
3.	BY REVIEWING OFFICIAL	·							
COMMENTS OF REVIEWING OFFICIAL									
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	the evaluation given this								
outlined above.									
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DATE	OFFICIAL TITLE OF DEVIEWING AFTER	TYPED OR DOINTED MANE							
	OFFICIAL TITLE OF REVIEWING OFFICIAL	Suralbar Since							
31 JANUARY 1968	Chief of Base	Rudolph E. Gomez							
OOCT IVERPRETE 1	Curer or pase								

I certify that I have seen the above Fitness Report:

William on Kent

DATE: 3 March 1969

REVIEWING OFFICIAL'S COMMENTS:

I concur generally in this evaluation. Subject is always on the look-out for new leads. While in general this is commendable, it should be noted that his assessments are not in depth. It would be preferable if he concentrated on a few good prospects, leading to a solid recruitment, rather than enlarging numerically his stable of contacts.

Stanley H. Gaines DC/DO/I

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			icer					DO/Wash			ington,	D.C.
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<u> </u>	CAREER	<u></u> i	RESERVE		TEMPORARY			INITIAL		RE	SSIGNMENT	SUPERVISOR
			NAL (See instr	uctions	- Section C)	-	x	ANNUAL		RE	ASSIGNMENT	EMPLOYEE
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11. DATE REPORTING PERIOD (From- to-)												
1 August - 31 December 1967 SECTION B PERFORMANCE EVALUATION												
				,								
W - 1	<u>We ok</u>	positi	ve temedial a	ction.	rholly inadequa The nature of t	he action	1 COU	d range from	counseling	to further	training to	ry requires placing on
		probat	tion, to reassi	gnment	or to separat	ion, Des	cribe	action taken	or proposed	in Section	ı C.	
A -	Adequate	Perfor	mance meets lence,	all reg	uirements. It i	s entirely	y sat	isfactory and	is character	ized neith	er by defici	ency nor
Р.	Proficient	Perfor	mance is more	e than	satisfactory. [Desired r	esult	s are being pr	oduced in a	proficient	manner.	
S - S	trong	Perfor	rmance is cha	rocteri	ted by exception	onal profi	clen	ey.				
0 -	Outstanding	Perfor	mance is so o	xcepti	onal in relation	to requi	reme	nts of the worl	k end in con	parison t	the perform	nance of
		OTNO/ I	r doing similar	WORK	es to warrant s							
	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 performence of that duty. All employees with supervisory responsibilities MUST be rated on their ebility to supervise (Indicate number of employees supervised).												
PATING TO TULLY NO. 1 To Tully establish himself within the Washington area under a LETTER												
viable commercial cover and to take the necessary initial steps to exploit his position operationally as a Base support officer.									8			
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TO	FIC DUTY N	o. z n or	eretion	al c	ontact w	ith a	OPT	ts and	targets	of		RATING
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	KV.V			YERA	LL PERFOR	MANCE	IN (CURRENT P	OSITION	24	······································	
	3 11							2.4		7.5		RATING
torma	Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duries, productivity, conduct on job, cooperativeness, perfinent personal traits or habits, and											
pertic	ular limitati	ions of	talents. Base	ed on v	rour knowledge	of emol	CVAC	's overall per	formance di	wine the	otina patio	i , a
place	the letter in	n The fo	ting box corre	spondi	ng to the state	ment whi	ch m	ost accurately	reflects his	level of	performance	. S

FORM 45 USE PREVIOUS EDITIONS

SECRET

Excluded from automor deemgrading and declassification

6 January 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT:

GS-14;

Employee Number 059198; DOB: 5 September 1929; Operations

Officer; Career; Service

Designation: D

PERIOD UNDER REVIEW:

1 January 1968 - 6 January 1969

MONTHS UNDER MY SUPERVISION: 16

OVERALL RATING:

Proficient

- 1. During this reporting period Subject has continued to maintain a state of more than satisfactory proficiency and has done a good job of establishing himself under unofficial commercial cover. He is always on the alert for new avenues of approach to targets of interest using his cover as access.
- 2. At present he is handling one quite sensitive penetration of an Embassy and to date has managed this case in a highly professional manner.
- 3. Subject is well motivated, takes a serious approach to his work and profits by his mistakes. At times he is inclined to take precipitate action and think later. However, he is most willing to learn and takes constructive criticism of his work in the proper spirit.
- 4. In order to increase Subject's value to the Washington Base, it is recommended, that when time permits, he be enrolled in the CI/CE and the Soviet Realities courses.

5. As of the present Subject has no supervisory responsibilities. He has proven to be sensibly cost conscious and submits his accountings promptly.

Rudolph E. Gomez

Chief Washington Base

Solf File

29 June 1971

MEMORANDUM FOR									
SUBJECT	Responsibilities During Assignment to DO/Washington Base (re Fitness Report Jan 69 - Jan. '70)								
FROM	Mr. William M. Kent								
Base, the matter with DO Persons Tirm which would out loud and claud allow me and would allow of the high ris	the early days of my assignment to DO/Washington of my cover was discussed a number of times nel and CCS. Eventually CCS came up with as a legitimate deprovide me with the needed cover. It came lear during the discussions that this cover to spot, assess and develop targets of interest, we me to handle recruited agents, but, because sk involved in the use of a legitimate firm for I was not to engage in recruitments.								
2. Despit Among other thi	te its one limitation, the cover was ideal. Ings, I:								
a. Ha	in Washington; assigned								
	 b. Handled a recruited code clerk assigned to one of the embassies in Washington; 								
Soviet Emb another Ba	ontacted and assessed a high official of the bassy, made arrangements to have him met by see Case Officer under alias who continued opment which eventually was to lead to a repitch;								



-	
d.	-
l	

- e. Made contact with and developed two Arab officials assigned to the Arab Information Office in Washington;
- f. Made contact with and developed officials in the Polish, Czech, Hungarian and other Embassies; was on particularly good terms with the Poles;
- g. Made contact and developed an official of the Pakistani Embassy;
- h. Made contact, developed and turned over to another case officer under alias a who was subsequently recruited and was to be sent to India to work on the Chicom target.
- i. Maintained my cover in a manner which was completely devoid of suspicion during the entire period I used it.
- 3. When the Base moved to its new offices in Washington, the COB gave me my instructions. He told me that I should avoid making or maintaining contacts in the Church and Latin American communities in Washington; that I was not being assigned any geographical area on which to concentrate but would be expected to use my judgment, seek out persons who might be of interest, and take advantage of opportunities which might arise; that I would be given recruited agents to handle as the need arose; that, per the limitation concerning my cover, I was not to engage in actual recruitments, but was to spot, assess, and develop persons of possible interest who would be turned over to other case officers under alias for further development and recruitment.
- 4. On 28 June 1971, I called of CCS who was involved at the time I was given cover. While I did not, purposely, make specific reference to the matter at hand, in response to my query he said that as a matter of

SECTION C - Narrative Comments (continued)

and he is consistent and reliable in his performance. His writing is entirely coherent and always in good form, although occasionally a little too clever and glib for my tastes. He has an excellent understanding of personal and operational security and cover.

A word about versatility: Mr. Kent does indeed have nearnative Spanish and a specific interest in Latin American affairs
as noted in his previous fitness report; however, his general
interests cover a much greater geographic and topical area and
and he has no difficulty in quickly finding some common ground
with persons of all backgrounds and nationalities. Although his
job here in the branch rarely called for direct operational contacts, I have no reservations about his ability to develop,
recruit and handle all types of persons of intelligence interest.
He is presentable, sensible, well-spoken, and a definite credit
to the Agency in his dealings with other elements of the U.S.
Government.

Mr. Kent is an enthusiastic and energetic activist with now proven managerial abilities. His greatest asset is his quick, sharp and imaginative mind: His only shortcoming worthy of mention is a slight tendency towards impulsiveness in making decisions. My relationship with this officer has been such that we discussed operational and personnel matters and his handling of them at least several times a day; thus, special performance consultations with him were not considered necessary. His performance was fully up to our expectations of him and consistent with the high standards of responsibility and efficiency required in this branch.

SECTION C - Narrative Comments (continued)

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ECTION C		-	IAR	RATI	٧E	COMMENT

COMMENTS OF REVIEWING OFFICIAL

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

Mr. Kent came to this branch from a non-official cover job which had little in common with the duties of a country desk chief. Moreover, he found himself in the sometimes difficult situation of taking over a position just vacated by the newly appointed deputy branch chief. Despite these, to him, minor obstacles, he called upon his close association with Latin American affairs for many years, his wealth of experience on WH country desks, and his inherent ability to deal successfully with people and situations in asserting leadership and quickly bringing the Peru Desk under his own independent control.

During the year that Mr. Kent served as Peru Desk Chief he domonstrated conclusively that he is equally talented in all fields of clandestine activity. There is little question that Covert Action is what he likes and does the best, as once more evidenced by a written commendation he received for this type of work while part of a special WH task force in September and October 1970; however, it should be equally noted that the FI and CI aspects of his job on the Peru Desk also received full interest and attention during his tenure. He is a good personnel manager and maintained high morale in his unit while working it hard and demanding high standards. He is not at all afraid of responsibility, he meets all deadlines without prompting, (continued)

CERTIFICATION AND COMMENTS SECTION D BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A. B. AND C OF THIS REPORT SIGNATURE OF EMPLOYEE 8 April 1971 William M Key BY SUPERVISOR MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION F THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION 10 1/2 months TYPED OR PRINTED NAME AND SIGNATURE DATE OFFICIAL TITLE OF SUPERVISOR Richard L. Conolly WH/3 Richard L. Conoll April 1971 Acting Chief BY REVIEWING OFFICIAL

I have little to add to this comprehensive narrative with which I fully agree. I, too, have worked very closely with Bill for most of the period under review, which witnessed rather hectic days in the life of the Lima Station: it was comforting to be able to rely on his keen perception of latent trouble, clear analysis of events, and sound and/or imaginative, as the case demanded, proposals for approaching problems. Because he has the potential for career advancement, I would strongly recommend that he be soon transferred back to a "lime" position, again with managerial responsibilities.

OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED OR SHITED NAME AND SIGNATURE

8 April 1971 Chief, WH/3 Alfonso Spera

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			-	ITNE	SS DEDART					EMPL	OYEE	SERIAL NU	MBER
FITNESS REPORT							0	5919	98				
SECTION A GENERAL													
1. NAME (Last) (First) (Middle) 2. DATE OF BIRTH 3. SEX 4. GRADE 5. SD													
K	ent, Wi	llia	m				05/	09/29	M	GS	-14	D	
	FICIAL POS		TLE					/DIV/BR OF	ASSIGNMENT	8. CU	RRENT	STATION	
	ps Offi							/WH/3			qs_	······	
9. CH			PPOINTMENT				10. CH	ECK (X) TYPE	E OF REPOR	τ 			
	CAREER		RESERVE	ــــــ	TEMPORARY			INITIAL				SIGNMENT S	
	SPECIAL (S		AL (See instru	ctione	- Section C)			ANNUAL SPECIAL (Spe		X	REAS	BIGNMENT	MPLOYER
1. 0.	ATE REPORT		0.0				12. RE	PORTING PE		to-)			
17 January 1970 - 1 December 1									1970				
SECTION B PERFORMANCE EVALUATION													
U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment at to separation. Describe action taken or proposed in Section C.													
M-W	larginal	Perform taken o	nance is deficien is secommended	t in son should	ne aspects. The re- be described.	asons for	assign	ing this rating :	should be state	ed in S	ection (C and remedi	al actions
	oficient				esired results are b			n the manner e	xpected.				
m.a	rong				by exceptional pro								
0-0	Outstanding	Perform work as	nance is so exce; i to warrant spec	otional cial rec	in relation to requ ognition.	iirements (of the	work and in car	mparison to the	e perfo	mance	of others doi:	ng similar
					\$P	ECIFIC	: DU	TIES					
Chief of the Peru Desk, which encompasses overall Headquarters guidance and support of field operations. (DA10)									l				
	IFIC DUTY I												
									_				RATING LETTER
Sup	ciol m	s the	prepare	atio	on of cab	les,	d1:	spatches	s, proj	ecţ	act	ions,	1
act	rivitio	emora e in	Peru.	110 110	er corre	spone	aem	ce ror	FI, CI	and	CA		0
PEC	IFIC DUTY N	0. 3	reiu	ומתו					·				RATING
Coc	rdinati	ion o	f Desk	acti	vities w	ith e	oth	er compo	onents	of t	the		LETTE
Age	ency and	d oth	er U.S.	. Gov	vernment	depar	rtme	ents.	(DB40)				S
	IFIC DUTY N												RATING
Bri	efing a	and d	lebriefi	ng F	leadquart	ers	and	field p	ersonn	el a	ınd		,
oth	er ager	ncies	' office	ers	on Peruv	ian a	act:	ivities.	(DM5	0)	•		S
PEC	IFIC DUTY N	0. 5						·,					RATING
Sup	ervisio	on of	four (1) I	Desk empl	oyees	s GS	8-05 to	GS-13.	([08M0)	S
PEC	IFIC DUTY N	10, 6											RATING
		: · · ·						-	,	; 1			CETTE
			0	YERA	ALL PERFOR	MANCE	IN C	URRENT	POSITION	4.			
										V-7			RATING
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal trains or 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					
								**-					
									GPOUP !				

SECTION C -Continued-

 $\mbox{\rm Mr.}$ Kent has clearly projected his concern for the efficient use of Agency funds.

In November 1970 Mr. Kent received a commendation for his resourceful contribution to the Chilean Task Force.

Comments of Reviewing Official: (Continued)

Service. In addition, it must be noted that Mr. Kent thinks through every problem as it applies to his work. His thoroughness is of the highest nature. His depth of thought and study devoted to a given subject is rarely found among officers dealing with rapidly moving situations. His is unflappable yet flexible.

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be isommented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of page 13.

Mr. Kent has competently directed the covert action activities of Branch 6 since being named Chief of the CA Section for the Branch in December 1970. He was selected for this position because of his aggressiveness in the CA field and especially because of his years of experience and success in the propaganda activity. In closely monitoring the actions of the Allende Government (GOC) Mr. Kent lived up to his reputation and demonstrated his unique ability to recognize propaganda vulnerabilities and to attack them with effective and imaginative propaganda guidance.

During his brief tour in the Branch Mr. Kent developed one economic warfare operation against the GOC which shows indications of partially satisfying the USG objective of discouraging foreign investment in Chile.

Mr. Kent is fluent in the Spanish language and on at least two occasions he has proven himself as a translator for two meetings between senior officials of the USG and Latin American officials.

Mr. Kent has effectively supervised the personnel of the CA Section which, besides himself, consists of two officers and one clerical. In the management of the Branch's covert action programs

SECTION D	ECTION D CERTIFICATION AND COMMENTS									
1.	BY EMPLOYEE									
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPURT										
DATE 2 - une 1971	2 june 1971 William M. Kess									
2. BY SUPERVISOR										
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	NTHS EMPLOYEE HAS BEEN IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLAMATION DER MY SUPERVISION									
1 June 71	OPFICIAL TITLE OF SUPERVISOR DC/WH/6	Basil A. Beardsley								
3. BY REVIEWING OFFICIAL										
I had ample opportunit working directly with haddition to his highly i he amply demonstrated of goods to the Agency Service protected the A resulted in compromis		and important activities. In each to the problem of Chile, ons who were out to sell bills the role of the Clandestine ounters that might have forte is clearly in the field								
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OF PRINTED NAME AND SIGNATURE								
8 June 1971	Chief, WH/COG	Lawrence Steamfield well								

		FITNESS REPORT		EMPLOYEE SERIAL NUMBER					
		05	9198						
	ION A		ENERA						
1. NA		(Last) (First) (Middle)		TE OF BIRTH	3. SEX	4. GRADE	5. SD		
6.05	FICIAL POSI	nt, William M.		/09/29	M	GS-14	D		
0. 01		ions Officer	1	DDP/WH/6		i	lauarte	7 6	
9. CH		E OF APPOINTMENT		HECK (X) TYPE			iquar te.	1.8	
X	CAREER	RESERVE TEMPORARY	1	INITIAL			SIGNMENTS	UPERVISOR	
	CAREER-PR	DYISIONAL (See Instructions - Section C)	х	ANNUAL			SIGNMENT		
	SPECIAL (5)	ecily):		SPECIAL (Spe	cify):	L.,			
11. DATE REPORT DUE IN O.P. 12. REPORTING PERIOD (From- to-)									
30 April 1971 1 November 1970 - 31 March 197								71	
	ION B	PERFORMAN		***************************************					
U-Unsatisfactory Ferformance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing an probation, to reassignment or to separation. Describe action taken or proposed in Section C.									
	lenigra	Performance is deficient in some aspects. The reason taken or recommended should be described.	s for assig	ning this rating s	hould be state	d in Section	C and remedi	al actions	
****	Rejent	Performance is satisfactory. Desired results are being		in the monner ex	pected.				
S-517		Performance is characterized by exceptional profici							
0-0	itstanding	Performance is so exceptional in relation to requirem work as to warrant special recognition.			nparison to the	performance	of others doi:	ng similar	
		SPECI	FIC DU	TIËS					
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									
Direct the covert action program of the Branch and supervise the Section's personnel.								LETTER S	
	ic Deci	ion a personner.							
SPECH	FIC DUTY NO). 2						RATING	
Oı	riginat	e propaganda and operation	nal g	uidance	in supp	ort of		LETTER	
, D1	LALION	operations and 40 Committe	ee po	HICY ODJ	ectives	•		S	
SPECI	FIC DUTY NO). 3						RATING LETTER	
								LETTER	
		•							
SPECI	FIC DUTY NO	N. 4						RATING LETTER	
SPECI	FIC DUTY NO). 5						RATING	
								LETTER	
SPECI	FIC DUTY NO	o. 8						RATING LETTER	
					+en 3*	÷ • ·			
					\$ - 1 ·			[
		OVERALL REPRODUCTION		CUDOC:	A				
	·	OVERALL PERFORMA	NCE IN	CUKKENT P	USITION /	<i> </i>		RATING	
Take	into account	everything about the employee which influence	es his e	ffectiveness in	his current	position su	ich as per-	LETTER	
partic	ular limitati	ific duties, productivity, canduct on job, co ons or talents. Based on your knowledge of	employe	e's overall per	rformance di	uring the ra	ting period,		
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	

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GROUP 1 duded from extensitic disensition and declassification

- 2 -

SECTION C (Continued)

to inhibit foreign investment in Chile. The responses to the first phase of this operation were highly favorable and the initial reactions to the second phase have also been very favorable.

It should be noted that during this period Mr. Kent served for three months as the Acting Deputy Branch Chief, including two weeks when he was the Acting Branch Chief. In both of these positions he performed very capably, showing excellent judgment and managerial abilities in handling Branch-level matters. He showed similar managerial ability in his handling of the two officers and secretary in his Section throughout the rating period. He has consistently shown a high degree of cost consciousness in all phases of his work.

Mr. Kent displayed his talent for dealing with non-Agency personnel at a meeting of publishers from all over the hemisphere held during the latter part of 1971. At this meeting he skillfully handled several key Latin American assets with the result that some of the Agency's objectives for influencing the meeting were achieved under difficult circumstances.

In sum, Mr. Kent made a notable contribution to the Branch's efforts in 1971 and we are looking forward with pleasure to working with him in the coming year.

SECTION D (Continued)

responsible for the extent of the success in accomplishing Agency objectives. Mr. Kent, in my opinion is well qualified to assume a position with greater responsibilities.

SECRET Excluded 634 192

				(When Fi	Iled	In)				
•			THESE DEDO	O.T.				EMPLOYEE	SERIAL NU	MBER
		r	ITNESS REPO	K!				0591	98	
SECTION A		······································		GEN	ERAL					
1. NAME	(Last)	(First) (Mic	idle)	2. DA	TE OF BIRTH	3. 5EX	4. GRADE	5. SD	
Ken	t,	Wil	liam		05/	09/29	M	GS-14	D	
6. OFFICIAL POS			1	-	7. OF	F/DIV/BR OF	SSIGNMENT		STATION	
Ops	Offi	cer			DDP	/WH/6		Headqu	arters	
9. CHECK (X) TY					10. CI	HECK (X) TYPE	OF REPOR			
X CAREER		ESERVE	TEMPORAR	ł y		INITIAL			SIGNMENTS	
		AL (See inetn	actions • Section C)		X	ANNUAL		REAS	SIGNMENTE	MPLOYEE
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11. DATE REPORT					12. 70	EPORTING PER	•			
January SECTION B	197	<u> </u>	DEDEC	BMANCE	EV	APTIL	1971 -	- Decem	ber 19	71
U-Unsatisfactory	Bartara							t. 1 T		
U-DRIGHTHQCTOTY	could re	ance is ungoce inge from cour osed in Section	ptoble. A rating in th weling, to further trai : C.	ning, to pla	cing on	probation, to re	positive reme assignment or	tdial action, II to separation.	he nature of t . Describe act	he action tion taken
M-Marginal	Performi taken or	once is deficier recommended	nt in some aspects. The should be described.	e reasons fo	r ossigr	ning this rating s	hould be state	rd in Section (C and remedi	al actions
P-Proficient	Perform	ance is satisfac	tory. Desired results a	ire being pri	oduced	in the monner ex	pected.			,
S-Strong			terized by exceptional							
O-Outstanding	Perform work as	once is so exce to warrant spe	ptional in relation to s cial recognition.	requirement	s of the	work and in con	nparison to the	e performance	of others doi:	ng similar
1	,	1		SPECIFI	C DU	TIES				
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 at employees supervised).										
SPECIFIC DUTY NO. 1									RATING LETTER	
Directs t	the Co	overt A	ction progr	ram of	th	e Branch	and su	pervis	es	
the Cover	rt Act	tion Se	ction.							S
SPECIFIC DUTY N	10. 2									RATING LETTER
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activitie						rd-count			use.	s
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			the Chilean				001101112	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		s
SPECIFIC DUTY N				 						RATING
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SPECIFIC DUTY N	10. 5									RATING
or den le bot i ii							_			LETTER
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SPECIFIC DUTY N	10. 6							ZN.	,	RATING LETTER
								200		
\mathfrak{d}_{m}										
OVERALL PERFORMANCE IN CURRENT POSITION							RATING			
Take into account everything about the employee which influences his effectiveness in his current position such as per- formance 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,								LETTER		
place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.								-		

SECTION C NARRATIVE COMMENTS

SECTION D

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

During the rating period Mr. Kent continued to direct in a highly effective manner the large-scale covert action program carried out by the Branch against the Chilean target, including political action operations, propaganda, economic warfare, black operations and a militant action group. Mr. Kent is uniquely qualified for his present job since he combines an active and imaginative mind with a background of twenty years of operational experience in the Latin American area. He also possesses an unusual degree of fluency in the Spanish language.

In addition to directing the Branch's overall covert action program, Mr. Kent personally handled the majority of the propaganda effort conducted by the Branch. He turned in a very strong performance in originating and coordinating propaganda guidances on the Chilean situation for use in the Western Hemisphere as well as other areas such as Europe. He showed a real flair for spotting propaganda vulnerabilities and then coming up with fresh ideas for the exploitation of these vulnerabilities. He particularly excelled in staying on top of fast breaking situations requiring a steady flow of propaganda guidance.

Mr. Kent also conceived and executed the second phase of an effective propaganda operation in the economic field which is designed ...continued...

CERTIFICATION AND COMMENTS

I. BY EMPLOYEE										
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT										
	21 Lamany 1972 SIGNATURE OF EMPLOYEE Villiam M. Kenty									
2.	2. BY SUPERVISOR									
ONTHS EMPLOYEE HAS BEEN IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION NDER MY SUPERVISION										
4 Months	4 Months									
official title of supervisor Typed or printed name and signature Albah & Wedensyn 1972 DC/WH/6 A. D. Wedeneyer										
3.	BY REVIEWING OFFICIAL									
COMMENTS OF REVIEWING OFFICIAL										
narrative comments. Mr. Kent is a self- closely observed hi the economic field His tenure as Actir desired. I was als sphere-wide publish conduct and good ju		g officer's judgment. inative mind. I have ropaganda operation in essful and effective. It nothing to be with him at the hemi- l. His professional ng undoubtedly was								
24 JAN 1972	OFFICIAL TITLE OF REVIEWING OFFICIAL C/WH/6	TYPED OF TRINGED NAME AND SIGNATURE LATING EARLY WILLIAMSON								
SECRET										

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SECTION C (Continued)

NARRATIVE COMMENTS

William M. Kent

government's economic credibility both in Chile and abroad. These efforts undoubtedly have played a role in Chile's increasing difficulties in obtaining badly needed foreign financial assistance.

In the course of his duties Mr. Kent was called upon to meet and handle several key Chileans concerning matters affecting covert operations in Chile. In one case he made the first Agency contact with an important Chilean business leader who will be taken over shortly by

This individual is a leader of the Chilean private sector which has become of increasing interest

Mr. Kent ably supervisied the activities of the two other officers and secretary in his Section during the rating period. In addition to his regular duties, he has frequently been called upon to fill in for the Branch Chief and/or the Deputy Branch Chief during absences of the latter two officers. In all such cases he displayed sound judgment and a thorough grasp of both the FI and CA operations being conducted

In conclusion, it should be noted that Mr. Kent has turned in an unusually strong across-the-board performance during the highly active period covered by this report. It has been a real pleasure to have worked with an individual of this high competence and dedication.

SECTION C (Continued)

NARRATIVE COMMENTS

William M. Kent

government's economic credibility both in Chile and abroad. These efforts undoubtedly have played a role in Chile's increasing difficulties in obtaining badly needed foreign financial assistance.

In the course of his duties Mr. Kent was called upon to meet and handle several key Chileans concerning matters affecting covert operations in Chile. In one case he made the first Agency contact with an important Chilean business leader who will be taken over shortly by . This individual is a leader of the Chilean private sector which has become of increasing interest

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SECTION C NARRATIVE COMMENTS

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

During the past year Mr. Kent continued to direct the CA Section of the Chile Branch in the same highly effective manner noted in the previous fitness report. In this position he was responsible for directing the Headquarters support for WH Division's largest and most active covert action program. This program is generally credited with having achieved a number of successes during the past year in a wide variety of activities against the Chilean target.

Mr. Kent possesses an unusual combination of talent, language capability and experience that makes him one of the top CA officers in the Division. He is particularly effective in conducting propaganda work and his imaginative exploitation of the Chilean situation has been superb. As a result of his efforts, the Branch has been able to conduct a continuous and effective hemisphere-wide propaganda campaign against the Allende government during the past year. In addition, he has brought in key European stations to assist in this program on numerous occasions.

Among the more significant contributions made by Mr. Kent have been his activities in the economic field. He has successfully carried out a number of operations designed to damage the Allende

SECTION D	SECTION D CERTIFICATION AND COMMENTS								
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-	U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature could range from counseling, to further training, to placing on probation, to reassignment or to separation. Described in Section C.						Describe act	ion taken		
M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and reme taken or recommended should be described.							and remedia	al actions		
*****	P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.								ı	
S-Strong Performance is characterized by exceptional proficiency.										
٥-٥	Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of other work as to warrant special recognition.						of others dair	ng similar		
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Initiates, prepares and directs economic warfare operations aimed at the Chilean target.									S	
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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 averali 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	

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Excluded from automotic downgrading and declassification

Reviewed by OP/SPD/PPB

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Fitness Report - William M. Kent

<u>Section D - Comments of Reviewing Official (Continued)</u>

ability to act on his own and get things done, he also has a decided capacity for working as a team member.

While the Outstanding rating necessarily must be assigned sparingly, I believe it is merited in this case. Mr. Kent did a really superb job in the tension-filled days leading to the Chilean coup. His performance and intellectual abilities place him among the top 10% of SA officers in the Division and probably in the Agency.

As far as future assignments are concerned, I believe Mr. Kent is best qualified by experience and personal inclination to handle staff jobs calling for a large measure of political and economic astuteness. The new job he is taking over in the economic section of WH Division will test his talents, but I believe he has the growth potential to rise to positions of even greater responsibility.

SECTION C

NARRATIVE COMMENTS

KENT

operational experience. His ingenuity, originality and flare are balanced by sound common sense and enriched by his sense of humor and personal modesty. Mr. Kent was personally responsible for the creation and implementation of two important Division programs - one in the political action field and the other in the propaganda field, which were designed to influence foreign attitudes toward the Allende Government and to dissuade foreign governments from providing economic assistance to Chile. These programs were highly successful, and since the same techniques can be applied in support of the new Chilean military government, the programs are being retained and hopefully will continue to produce results which make an important contribution to the achievement of U.S. policy objectives.

Mr. Kent continued to supervise the SA Section in the same highly effective manner noted in previous efficiency reports. He also continued to meet and handle several key Chileans including He put in rong nours, working eleven or twelve hours a day during crisis periods.

Mr. Kent's transfer to the economic section of WH Division will enable him to make fuller use of his talents in the specialized and important field of economic intelligence, in which he has a particular interest. It is, however, a severe loss to the Branch, which has benefited immeasurably from his imaginative yet level-headed approach to operational problems and challenges. He is much liked as well as respected by Branch 6 personnel and has contributed greatly toward maintaining the high morale and effectiveness of the Branch as a whole.

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NOTIFICATION OF	PERSONNE	L ACTION	
2. NAME (MR1485-MRSCHE GIVER NAME, INITIAL(E), AND BURNAME) WILLIAM M. ISENT	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. PATE
WILLIAM M. ISENT	9 May 1929		9 Oct 1956
This is to notify you of the following action affecting your employe		l	1 , 500 1 / 30
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OF CO., 1	LEGAL AUTHORITY
Resignation (Staff Agent)*	7 Ørst 1956	50 USCA 403	
			*
FROM		TO	
GS_0136_51_11 \$6390_p/2	ICH, SERIES, L. SECTIV		
урь/мн	ANIZATTONIAL GRATIONS		
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13. VETERAN'S PREFENENCE NORE WHI OTHER S-PT. 19/FORT	14. POSITION CLASSIFIED NEW VICE L. A. REAL	<u> </u>	
X MAD OTHER		SD:DI	
13. 14. 17. ASPERTMATION PROB. 6-35.25-55-051 M W 75.	18. Subject to c. a. Betirehent act (Yes-Ho) Yes	29. DATE OF APPOINT. MENT AFFIDADAS (ACCESSIONS ONLY)	20, LEGAL RESIDENCE CLAIMED PROVED STATE:
21. MEBARKS:			POSTED ON OF-44 s &
	FOR DIRE	CTOR OF PER	SONNEL
ENTRANCE PERFORMANCE RATING:		22. SIGNATURE OR ÖTHER AS	THENTICATION
CODET 1. BE	COPY		

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STANDARD FORM SO (8 PART)

- REV. APRIL 1851

- PROMICENTED BY
U.S. CHYLL BERVILE COMMISSION
CHAPTER BI, FEDERAL PERSONNEL HAMMAL

ENTRAL INTELLIGENCE AGENC

M NAME (田井田井本		2 DATE OF BI	REM	S. JOURNAL OR ACTION N	6. 4. DATE
IR. WILLIAM N. KENT /5	9198	9 May 1,	929		8 Oct. 1956
This is to notify you of the following action affecting	your employm	ent:			
S. NATURE OF ACTION CUSE STANDARD TERMINOLOGYA	-	6. EFFECTIVE	DATE	7. CIVIL SERVICE OR OTH	ER LEGAL AUTHORITY
EXCEPTED APPODITIONS		8 Oct 1	956	50 USCA 403	3
FROM				70)
	8. POSITION	TITLE	Are	a Ope Officer	HA-322-11
	9. SENVICE GRADE, 1	SEMES.	08-	0136-03-11	\$6390.00 p.a
	10. dagan) Deraga	ZATIONAL ATIONS	Bre	/MH meh III m Section	
	11. HEABO	JARTERS	Mana	hington, D. C.	•
FIELD DEPARTMENTAL	12. F(£1.0 (FIELD	DEPARTMENTAL.
13. VETERAN'S PREFERENCE		14. POSITION C		•	_
ONE WHILE STREET S.PT. 10-POINT		NEW AHER	A. HEAL	BOC	SDeDI
25. 16. APPROPRIATION SEX FROM:		17. SUBJECT RETIREME		18. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSIONS ONLY)	19. LEGAL RESIDENCE CLAIMED PHOVED
E 4 T0: 7-3500-20		Ten		8 Oct 1956	STATE: Y
25-004 206: 7/1/56 CSRCB: 1/2/52 ICD: 1/2/52 SCD: 7/8/50 PSI due 12/29/57			200	STED	Ī
			D.	OSTED 10/16/56	
ENTRANCE PERFORMANCE RATING: Director of Feronanel	ନ ଜୁନ ଜୁନ		_	3 2 2 3 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	ନ୍ତ ନତ ଓ ଓ ଓ

4. PERSONNEL FOLDER COPY

© U. S. GOVERNMENT PRINTING OFFICE: 1986-373647

Con 8 10/11/56

SECRET (WHEN TILED IN) 5. ALLOTHENT EMP. SERIAL NO. XX DUD / WE Y-20 KENT, WILLIAM M. 159198 NEW SALARY RATE OLD SALARY RATE STEP . SALARY LAST EFFECTIVE DATE GRADE . DA. NO. STEP GRADE NO. DA. 29 57 \$6605. 12 56 2 11 O. 07 \$6390. 77 1 TO BE COMPLETED BY THE OFFICE OF COMPTROLLER HO BACESS LWOP 9. NUMBER OF HOURS LWOP EXCESS INOP S. CHECK ONE IF EXCESS LEAVE LWOP, CHECK FOLLOWING: 11. AUDITED BY 10. INITIALS OF CLERK IN PAY STATUS AT END OF WAITING PERIOD IN LWOP STATUS AT END OF WAITING PERIOD TO BE COMPLETED BY THE OFFICE OF PERSONNEL 13. REMARKS PROJECTED SALARY RATE AND EFFECTIVE DATE SALARY GRADE 14. AUTHENTICATION EST TO THE PROPERTY OF THE PRO PERIODIC STEP INCREASE - AUTHENTICATION PERSONNEL FOLDER SECRET

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TOPH NO. 560b

FORM NO. 560

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<u> </u>		2.		NAME				^	V-20		
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i CE	PRINTED.	NAME OF SUPERVISED DAHLGREN	OR	DATE 28	Peb 5	OF THE A	ON BOVE NA TURE OF SUPE	ENP	Elly.	<u>~~</u>	ACTORY.

			FITNES	S REPORT	-				***	·	_
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7. OFFICIAL POSI		Kent, Willi		DIV/BR OF ASSIG	NMENT	9 May			GS-1		(ck one)
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15, REPORTING PE				14. DATE REPORT	_						
1 June 77	- 3 D	ec 77	01141151645	02 Janua		1978					
SECTION B				IONS UPDAT						. 1	
		ORM IS BEING SU THE RIGHT, IF NO									
SECTION C		Р	ERFORMANC	E EVALUATIO	N						
U-Unsatisfactory	Performance	is unacceptable. A refram counseling, to f	ating in this cotes	pory requires immedi	iate an	d positive re	medial a	ction. The	nature	of the	oction
M— <u>Marginal</u>	or proposed Performance	l in Section D. 1 is deficient in some 1	aspects. The reason								
P-Profisient		commended should be is satisfactory. Desire		ng produced in the	manner	expected.					
S-Strong	Performance	is characterized by e	xceptional proficie	псу.		•					
O-Outstanding		i is so exceptional in re warrant special recog		ents of the work and	d in co	mparison to	he perf	ormance of	others	doing	similar
			SPECIF	IC DUTIES							
performs EACH specif	lie duty. Consid	specific duties performe der ONLY effectiveness sumber of employees si	In performance of								
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Deputy C	Chief o	f OED/NOC S	taff								S
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	performance	during the rating perio									S a
	p. portornac	• • • •								1	3 A

FORM 45 PREVIOUS

CLASSIFICATION CONCIDENTIAL

E2, IMPDET CL BY 05 4854

3

Bill, many thanks, and good luck to you in your new career.

CONFIDENTIAL

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

managerial or supervisory duties and cost consciousness in the use of personnel, pate, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

This report covers approximately five and one half months since I submitted the last report on Mr. Kent. Unfortunately, and I do mean unfortunately, it will be the last fitness report written on Mr. Kent because he has elected to retire on 30 June 1978.

Although his retirement was just around the corner, Mr. Kent did not slacken his pace. On the contrary, in the last four months the NOC Branch has been besieged with a myriad of statistical reports from DDO management. Had it not been for the legendary meticulousness of Mr. Kent, coupled with his excellent tribal memory, the NOC Branch would have been hard-pressed to come up as promptly and as efficiently with the figures and facts as was the case. Much of it Mr. Kent and his staff had to accomplish while he was acting for me while I was on a 4 week TDY. He definitely excelled at running the branch during these four weeks.

In closing I would like to say that CIA is losing one of its finest officers in Mr. Kent. This may not be the proper vehicle for making the following statement, but I would like to state nevertheless and without any equivocation whatsoever, that seldom in my career of 31 years

did I receive the ki	nd of support an	d loyal cour	sel I receive	ed from
Mr. Kent during the	past 13 months.			
SECTION D	CERTIFICATION	AND COMMENT	5	
		IPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION			EE. GIVE EXPLANATION	
	Fitness Repor	t Rating Profi	10	
		O H O U	(
DATE	OFFICIAL TITLE OF SUPERVISO	TYPE	OB RELIVER	
		!		
12 June 1978	Chief, OED/NOC			
		MPLOYEE	\ .A	
I HAVE OR HAVE NOT A	DATE	siew	UNE F EMPLOYE	V
STATEMENT CONCERNING THE BU	menusana	77 4	Villam III.	New
EVALUATION OF MY PERFORMANCE	21/6	70	William M. Ker	nt
	3. BY REVIEW	VING OFFICIAL		· · · · · · · · · · · · · · · · · · ·
COMMENTS OF REVIEWING OFFICIAL		a particular and particular and particular and an analysis of the particular analysis of the particular and	والمتوافق والمراوية والمتاوية والمتاوية والمتافق والمتوافق والمتافق	
There is little to	add to the thoughtfu	l and accurate	comments of the	e rating
officer. I share his se	nse of loss over the	retirement of	Mr. Kent. Mr.	Kent performed
in an exceptionally able				
He was always quick and				
exception, were of a ver	w blok professional	ordor todate	Heated he was	of anact
postatores to the wattre	y might professional	order, As Inc	ilcateu, ne was	or great
assistance to the rating	officer and to me a	is well during	this time. it	is indeed un-
fortunate that the cland	estine service is lo	sing the exper	rience and talen	t of Mr. Kent.
However, he reached this	decision on his own	and, after ca	reful considera	tion, opted
for early retirement. T	hus, I can only wish	him well in h	nis new endeavor	s and hope
that everything works ou	t for him as planned	l .		
DATE	OFFICIAL TITLE OF REVIEWING	OFFICIAL TURES	OF PINKEDINAME AND	SIGNATURE
10 7 1070	or	1.V	MINITU	\sim
19 June 1978	Chief, OED	Wall	er L. O'Brien	,
	4. BY E	MPLOYEE	_ •	
I CERTIFY I HAVE SEEN THE	NTRIES IN ALL SECTIONS	DATE	IGNATURA OF EMPLOYER	MILC
A STATEMENT CONCERNING TH	HAVE NOT ATTACHED	21/6/78	W	II. Keed
EVALUATION OF MY PERFORMAN		-1/-//	M. Yam	. 1, 1 / 2004
	CONF	IDENTIAL		

FITNESS REPORT NOTE: Supervisor or Reviewing Official may assign a higher classification of Confidential is not adequate for the report when completed SECTION A. GENERAL INFORMATION											
SECTION A.	GE	NERAL I	NFOR	MOITAN							
	st, first, middle)			-		3. DAT	TE OF BIR	TH 4	4. SEX	5. GRAD	E 6. SD
059198 Kent,	William N		DEE /Bur	BR OF ASSIG			May 2		M	GS-1	5 DYI
	Ch					וחי	9. CURRE		AHON		
Operations Officer, 10. TYPE OF APPOINTMENT	<u> </u>		י/טתיב (DED/NOC		E OF R	i Has	? <u>a</u>	-		
	MPORARY IN	NITIAL	ANA	HUAL	7		SHMENT O	of	SPECIA	4L	
CONTRACT SPECIAL OT	THER	EPORTING PI		•		13. D.	ATE REPO	RT DU	E IN O.	.P.	
SECTION B				May 78			ASAP				
U-Unsatisfectory Performance is unacce; could range from coun or proposed in Section Performance is deficient token or recommended P-Proficient S-Strong Performance is charact O-Outstanding Performance is ha exce	ptable. A rating in nseling, to further to C. It is some aspects, d should be describ story. Desired resulterized by exception	in this cotago training, to . The reason bed, with are being anal proficien	ory requir placing or is for assi- ig product	res immediate n probation, gning this ra ad in the ma	e and fo re uting a	eossignn should expects	ment ar to be stated ed.	o sepai	iration. [Describe o	action tak
work as to warrant sp	pecial recognition.	CDEFIE	C 51:=	IES							
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Deputy Chief of OED/N											s
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Agency components inc Services, Office of S senior officer in dea appropriate cover for ereclaic dury No. 4	cluding On Security	ffice	of Pe	ersonne	el,	Of	fice	of	Medi	ous ical ch	RATIN LETTE
In charge of NOC personnel and professional skills a	e of our i applicant	Branch ts by	natio	a bank onality	on ,	ava lan	ailab guage)111 : sk	ty :ills	s, etc.	RATINI LETTEI
SPECIFIC DUTY NO. 5					***************************************				***************************************		RATIN
SPECIFIC DUTY NO. 5						The state of the s					RATIN
	ERALL PERFO)PMANG	FIN	"[DDEL I"	- DC	76171	אכ				
Take into account everything about the emplo productivity, canduct on job, cooperativeness, of employee's overall performance during the tately reflects his level of performance.	oyee which influence pertinent personal	es his effecti traits or hab	iveness in bits, and p	his current po particular limi	osition itation	n such a	os performa alents. Base	ed on :	your kno	owledge	RAYIN LEYTE

FORM 45N USE PREVIOUS

CONFIDENTIAL

E-2, IMPDET CL. 8Y: 010026



	CONFIDENTIAL FUNDS PERSO	MALE HOTTON
KENT Willem M.		0ATE 13 3517 3053
KENT, William M.		13 July 1951
Appointment		27 December 51
	FROM	ТО
ITLE		Administrative Clerk, GS-5
RADE AND SALARY		GS-5, \$3100.00 per annum
FICE		oso
VISION		FDT
ANCH		NWC
FECTAL STATION		
	APPROVAL FOR ASSISTANT DIRECTOR	TEXECUTIVE
ASS DELAYION	- la Dy	
NA A LABOR TIME	PERSONNEL OFFICER	7
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CURITY CLEARED ON ERSEAS AGREEMENT SIGNED TERED ON OUTY MARKS: Slot # 13.	2 Jan 2 Jan 2 Jan 2 Jan 27 De	mary 52 member 51 mary 52 comber 51 Clark C. Haryes signature of authentifating officer 30

William M. KENT		10 January 1952
NATURE OF ACTION Transfer		effective date 3 February 1952
Translet	FROM	10 FOOT daily 1//2
TITLE	Admin. Clerk, GS-5	Admin.Clerk, GS-5
GRADE AND SALARY	GS-5 \$3410.00 per annum (new)	GS-5 \$3110.00 per annum
OFFICE	OSO	-
DIVISION	FOT	WH
BRANCH	NWC	Branch I
OFFICIAL STATION		Maracaibo, Venesuela 3530
	APPROVAL	
QUALIFICATIONS .	PAR ARRIVAN	EXECUTIVE
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POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE W	YES NO	
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SECURITY CLEARED ON		
OVERSEAR AGREEMENT SIGNED		
ENTERED ON DUTY		
	•	
		Signature of Authenticating Officer)
REMARKS:		301
Slot No. 3		
ACWE	10 January 1952 CORE.	/ In
AUTIL	10 January 1952 COAFIDE	THE FUNDS BEAR OF THE
		*

William M. KENT		30 April 1952
NATURE OF ACTION ROAS	si cmont#	EFFECTIVE DATE
neas	FROM FROM	11 May 1952 10
TITLE	Admin. Clerk, GS-5	Intell. Asst, GS-5
GRADE AND SALARY	GS-5, \$3410.00 per annum	GS-5, \$3410.00 per annum
OFFICE		
DIVISION	₩ WH	WH
BRANCH	Branch I	Branch I
OFFICIAL STATION	Maracaibo, Venezuela	3515
QUALIFICATIONS	APPROVAL	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE W CAYH OF OFFICE AND NO STRIKE AFFIDAVIT EDECLY SECURITY CLEARED ON OVERSEAS AGREEMENT SIGNED ENTERED ON DUTY	TED ON	
	HARMAN AND THE STATE OF THE STA	(SIGNATUPE OF AUTHENTICATING OFFICER)
REMARKS: Slot #3 - THIS		CONVENTE ACR ONLY 303
FORM NO. 37-1	SECRET	GPO 1603206-1 (27

NAME		DATE Hay 1952
NATURE OF ACTION		EFFECTIVE DATE 10 June 1952
whitement - 36	All Agent, William 14	Upon appival at station
	FROM	act
TITLE		Intell. Officer; GS-6
		08-6, \$3795.00 per annum
GRADE AND SALARY	**************************************	
PFFICE		
IVISION		MH
		III
HANCH		(#3531-001)
DEFICIAL STATION		(Project
	APPROVAL	
ualifications	FOR ASSISTANT DIRECTOR	EXECUTIVE
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		(SIGNATURE OF AUTHENTICATING OFFICER)
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EMARKS:		30)
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EMARKS:		30)
NEMARKS:		3 0/
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REMARKS:		30)
REMARKS:		30/

FORM NO. 37-1

SECRET

GPO 16--63206-1

(2)

NAME		DATY May 1952
ATURE OF ACTION	- Staff Agent, William 19.	EFFECTIVE DATE 10 June 1952
	Kent, William 19	Upon appival at station
	FROM	Intell. Officer, 68-6
TILE		
GRADE AND SALARY		GS=6, \$3795.00 per annum
FFICE		
PFICE		WH
IVISION		
RANCH		(#3531-001)
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CONFIDENTIAL

2 8 JUN 1978

FROM :	
Chief, Retirement Affairs Division	
SUBJECT: Recommendation for Involuntary Ret Mr. William M. Kent	irement -
1. This memorandum submits a recommendation f approval in paragraph 3.	or your
2. The employee named above has been proposed Career Service concerned for involuntary retirement the provisions of Headquarters Regulation 20-50j. employee has been declared excess to the manpower r ments of his Directorate.	under This
Grade: GS-15 Position: Operations Officer Career Service : Operations Office/Division : Office of External De Date Proposed for Retirement: 30 June 1978 Age at that Date : 49 Years of Creditable Service : 27 Years of Agency Service : 26 Years of Qualifying Service : 5	velopment
3. The Career Service and the CIA Retirement I recommended that this proposal be approved.	Board
<u> [</u> 25]	
The recommendation contained in paragraph 3 is appro	oved:
Jugardan F. W. M. Bullion	
	Date
Distribution: 0 - Return to ROB 1 - Applicant 1 - OPF I - ROB Soft File CONFIDENTIAL 1 - ROB Reader	ney of by 909676
OP/RAD/ROB, cs/3777 (26 June 19)	
3589A (3-77)	

23 AUC 1919

Dear Mr. Kent:

As you bring to a close your active career of service with the Central Intelligence Agency, I want to express appreciation for the many contributions you made to our Government and to the Agency.

Your service both domestically and in Latin America was characterized by a high degree of professionalism. The consistently fine performance which you exhibited during your career of over 26 years set an example for your associates.

I note that you received a number of Letters of Commendation and that twice you were awarded a Quality Step Increase in recognition of your sustained superior performance. Your record of accomplishment should be a lasting source of pride and satisfaction to you.

I want to join your many friends and colleagues in wishing you every success and enjoyment in the years ahead.

Yours sincerely,

STANSFIELD TURNER

Mr. William M. Kent 836 Van Buren Street Herndon, Virginia 22070

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MEMORANDUM FOR THE RECORD

SUBJECT: Retirement - Kent, William M. effective 30 June 1978

- 1. The retirement of Subject, effected as a result of a memorandum from the Head of his Career Service stating that he is surplus to the needs of the Service and that his retirement will be recommended under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement, in no way implies an adverse action. Subject voluntarily opted for involuntary retirement under CIARDS to qualify for an immediate retirement annuity.
- 2. Any inquiry received concerning the nature of the separation of Subject from the Agency should be confirmed simply as a retirement.

Kenneth Corbat

Chief
Retirement Affairs Division

1289

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Official Personnel Folder

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Mr. Kent has also served as the field representative for a Latin America Division funding and cover mechanism. Mr. Kent's past service in a nonofficial cover status has well qualified him for his present Headquarters assignment at a time when nonofficial cover is taking on even greater significance in Agency operational planning.

- c. Personal characteristics and qualifications. In fulfilling his various responsibilities, Mr. Kent has demonstrated that he is imaginative, perceptive, energetic, and a person of sound, independent judgment. He is extremely versatile and has a first-rate mind. Invariably, when a crisis situation arose and talent had to be mobilized within the Division, Mr. Kent was one of the first officers whose name came to mind. He writes quickly and with a polished style. During the past year, he was called upon on two occasions to draft papers concerning Agency involvement in Chile which were used by the Director and the Deputy Director for Operations in their presentations before the Senate Select Committee. Mr. Kent speaks and writes fluent Spanish in addition to speaking very good Italian and some French.
- 2. Mr. Kent meets all of the general and specific criteria for promotion within his category. He has a total of 24 years of Agency service, of which 23 years have been involved with operations. He has served overseas tours in and in addition to his domestic assignments in New Orleans, Miami, and Washington, D.C. He has successfully developed and managed new programs in the Covert Action and the Nonofficial Cover fields in which he is presently engaged. Mr. Kent is a man of enormous energy who is eager to take on challenging assignments. He has yet to reach his peak within the Agency. Mr. Kent has demonstrated that he is an effective supervisor, having served as Desk Chief, Acting Branch Chief, and Section Chief.
- 3. Mr. Kent is entering into competition for promotion carrying the strong recommendation of this Division as well as that of CMG/NOC. His rotational tour with the Nonofficial Cover Branch will end in July 1977. Because of family medical reasons, Mr. Kent is presently subject to a medical hold. Upon completion of his tour with CMG/NOC, he will return to the Latin America Division with a projected assignment in a senior staff position.

Richard S. Sampson Chief

Latin America Division

SECRET

4 MAR 1979

MEMORANDUM FOR: Chairman, GS-14 Evaluation Board

SUBJECT : Recommendation for Promotion to Grade GS-15, William M. Kent

1. This memorandum recommends the promotion of Mr. William M. Kent from GS-14 to GS-15. Mr. Kent is a 46-year old Operations Specialist who has been in grade since December 1968.

- a. Performance in current grade. During the seven years that Mr. Kent has been in grade, he has served as a case officer assigned to the Washington Base of the Foreign Resources Division and, in the Latin America Division, as Chief of the Peruvian Desk, Chief of Covert Action activities for the Chile Branch, and Deputy Special Assistant in the Economic Intelligence Collection and Operations Staff. Since August 1974, Mr. Kent has been serving on a rotational tour with the Nonofficial Cover Branch of the Career Management Group (CMG/NOC). Mr. Kent has occupied a series of increasingly important positions since his assignment to Headquarters in 1970. During his tenure in the Chile Branch he was personally responsible for developing two important programs -- one in the political action field and the other in the propaganda field -- which were designed to influence foreign attitudes towards the Allende regime in Chile. These programs were highly successful. He received overall Outstanding ratings in his Fitness Reports for the period 1972-75 and for his work with CMG/NOC in 1975. Mr. Kent received a Quality Step Increase in 1974.
- b. <u>Potential</u>. Throughout his Agency career Mr. Kent has demonstrated that he can assume broader and increased responsibilities and perform effectively in challenging situations. His special strengths lie in the Covert Action and Nonofficial Cover fields. He has distinguished himself in his ability to apply imaginative solutions to operational problems involving Covert Action. In particular, he is noted for his work in exploiting the discovery of the Cuban arms cache in Venezuela in 1963, and to support U.S. actions during the January 1964 riots in Panama and the April 1964 revolt in the Dominican Pepublic.

E2, IMPDET CL BY 018952 6. Kent has been in his present grade for the past seven years. He has clearly earned, and I strongly recommend that he be considered for, promotion to GS-15.

Chief Nonofficial Cover Branch

CONCUR:

Chief, Career Management Group

- 3. The above has been accomplished in addition to Kent's initially assigned responsibilities for close support of the NOC programs of two very active divisions, Latin America and Africa. This task calls for experienced and tactful direct cooperation with the NOC referents and senior operations officers in the divisions concerned. Ordinarily, such area division NOC responsibility would be a full-time job for an officer of this Branch. Kent handles this assignment, as well as his development of the referrals program, with dispatch and poise.
- 4. Kent's recent fitness reports will indicate his outstanding qualities. They include an enormous and enthusiastic capacity for work, a fine and precise writing ability, a genuinely rare imagination and a willingness to move far beyond the daily work requirements to get his job done, or to increase the value of his assigned task. This officer is constantly on the move to devise new and effective means of enhancing the nonofficial cover program. He has proven a patient and sympathetic guidance counsellor for numbers of officers either in the NOC program or those interested in it. It is to his credit primarily that we have created the referrals system which not only coordinates the reassignment of NOC personnel across division lines to appropriate new areas and opportunities, but also serves as a central clearing house for personalities who indicate interest in working for CIA in an non-staff capacity.
- 5. Kent's primary area of operational experience has been Latin America, including years of NOC officer status. A look at his file reveals over a half dozen commendations for unusual service and initiative. Linguistically he speaks native Spanish, very good Italian and some French. He has a supervisory ability far above the average, and has a highly developed diplomatic skill in his pursuit of new operational and staff goals which has stood him well on countless occasions. He is a harmonious and cooperative work colleague. Clearly he is a most unusual operations officer who has mastered staff skills and abilities to the point where he is capable of taking on a wide spectrum of future field or Headquarters assignments.

23 December 1975

MEMORANDUM FOR: Chief, Career Management Group

VIA : Chief, Latin America Division

SUBJECT : Mr. William M. Kent, Recommendation for Promotion

1. Mr. Kent has been on a rotational assignment to the Nonofficial Cover Branch from Latin America Division since August 1974. From the outset, he has displayed a most impressive ability to switch gears from his natural operational initiatives and to focus that initiative into his staff officer role. His rapid absorption of management and personnel principles and problems, with especial emphasis on the non-official cover program of the Directorate, has been remarkable even in an officer with his experience.

2. Specifically, Kent's innovative and imaginative drive has, in a relatively short period of time, enabled the Branch to create a NOC referrals section headed by him, in which he has become a principal NDO coordinator for hundreds of leads involving job applicants which are derived from letters written to the Agency, from our field recruiters, from the CT program, our management skills bank, and other sources. He has created, in his development of this referrals system, a language and job skills record of available applicants who do not fit any specific Agency criterion such as the Career Trainee program. Under his guidance, referrals files are prepared on specific applicants and are forwarded to all DDO components which he knows would be interested in the specific candidate. He handles all replies and indications of interest, and arranges that candidates of interest are cleared, contacted, interviewed, and assessment himself. In its first full year of operation, his referrals system has assisted in placing impressive candidates in a variety of DDO field assignments.

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PERSONNEL AND TRAINING: Responsible for the screening of personnel for assignment to desk, branch or staff; organized special Headquarters operational programs requiring the selection of personnel, the formulation and execution of training seminars, and direction of field administration; managed personnel matters and devised and instituted new systems and programs for spotting, selecting, recruiting, training and assigning personnel; provided career development guidance and counseling to Agency personnel. On occasion, was called on to lecture to training classes. During off-duty hours, gave classes in Spanish and Italian.

RESEARCH AND ANALYSIS: In all phases of career, have conducted intelligence, political and economic research and analysis in support of operational activities.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management (MBO, EEO, etc.), economics, security, and other topics related to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence and travel in Europe (as a child), Japan, and Latin America. Extensive travel in the United States. Fluent in Spanish and Italian, slight capability in German and French.

PERSONAL:

Community Service:

- ---Active in Little League, Cub Scouts, Boy Scouts ---Officer and President of PTA
- --- Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President
- ---Founder, later President, Vice-president of townwide citizens association
- --- Served on number of civic and mayoral committees

Interests:

gardening, etc.

Other:

Age: 48 Married, 3 children (ages 22, 23, 24)

RESUME

William M. Kent 535 Van Buren Street Harrion, Virginia 22030

SIMMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador, Central America (1950-1951). Twenty-six years as an intelligence officer with the Central Intelligence Agency, covering progressively higher-level assignments in Latin America, Washington, D.C. and other domestic locations. Varied experience in both operational and staff assignments in areas of management, personnel recruitment and training, intelligence collection, liaison, propaganda and political action, field investigations.

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MANAGEMENT: In Washington headquarters and in the field, served in numerous middle level and senior management positions; have had responsibility for a 26-person operational branch; as a desk chief for overseas stations; as the responsible officer for major political action and propaganda operations; as recruiter and manager of human sources of intelligence; as liaison officer to high level exile and indigenous personalities; as a staff section chief, staff deputy chief, and staff acting chief; and as the deputy of a special assistant to a very senior Agency officer. Responsible for evaluating the work of subordinate personnel and for support and assistance to promotion panels. Planned, disbursed and accounted for operational budgets of up to several millions of dollars.

NO SECURITY OBJECTIONS

RESUME

William M. Kent 836 Van Buren Street Herndon, Virginia Telephone: Home (703) 437-3162 Office -(703) 351-4104

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Mr. Kent has also served as the field representative for a Latin America Division funding and cover mechanism. Mr. Kent's past service in a nonofficial cover status has well qualified him for his present Headquarters assignment at a time when nonofficial cover is taking on even greater significance in Agency operational planning.

- c. Personal characteristics and qualifications. In fulfilling his various responsibilities, Mr. Kent has demonstrated that he is imaginative, perceptive, energetic, and a person of sound, independent judgment. He is extremely versatile and has a first-rate mind. Invariably, when a crisis situation arose and talent had to be mobilized within the Division, Mr. Kent was one of the first officers whose name came to mind. He writes quickly and with a polished style. During the past year, he was called upon on two occasions to draft papers concerning Agency involvement in Chile which were used by the Director and the Deputy Director for Operations in their presentations before the Senate Select Committee. Mr. Kent speaks and writes fluent Spanish in addition to speaking very good Italian and some French.
- 2. Mr. Kent meets all of the general and specific criteria for promotion within his category. He has a total of 24 years of Agency service, of which 23 years have been involved with operations. He has served overseas tours in and in addition to his domestic assignments in New Orleans, Miami, and Washington, D.C. He has successfully developed and managed new programs in the Covert Action and the Nonofficial Cover fields in which he is presently engaged. Mr. Kent is a man of enormous energy who is eager to take on challenging assignments. He has yet to reach his peak within the Agency. Mr. Kent has demonstrated that he is an effective supervisor, having served as Desk Chief, Acting Branch Chief, and Section Chief.
- 3. Mr. Kent is entering into competition for promotion carrying the strong recommendation of this Division as well as that of CMG/NOC. His rotational tour with the Nonofficial Cover Branch will end in July 1977. Because of family medical reasons, Mr. Kent is presently subject to a medical hold. Upon completion of his tour with CMG/NOC, he will return to the Latin America Division with a projected assignment in a senior staff position.

Richard S. Sampson Chief

Latin America Division

MEMORANDUM FOR: Chairman, GS-14 Evaluation Board

SUBJECT : Recommendation for Promotion to Grade GS-15, William M. Kent

1. This memorandum recommends the promotion of Mr. William M. Kent from CS-14 to GS-15. Mr. Kent is a 46-year old Operations Specialist who has been in grade since December 1968.

- a. Performance in current grade. During the seven years that Mr. Kent has been in grade, he has served as a case officer assigned to the Washington Base of the Foreign Resources Division and, in the Latin America Division, as Chief of the Peruvian Desk, Chief of Covert Action activities for the Chile Branch, and Deputy Special Assistant in the Economic Intelligence Collection and Operations Staff. Since August 1974, Mr. Kent has been serving on a rotational tour with the Nonofficial Cover Branch of the Career Management Group (CMG/NOC). Mr. Kent has occupied a series of increasingly important positions since his assignment to Headquarters in 1970. During his tenure in the Chile Branch he was personally responsible for developing two important programs -- one in the political action field and the other in the propaganda field -- which were designed to influence foreign attitudes towards the Allende regime in Chile. These programs were highly successful. He received overall Outstanding ratings in his Fitness Reports for the period 1972-73 and for his work with CMG/NOC in 1975. Mr. Kent received a Quality Step Increase in 1974.
- b. Potential. Throughout his Agency career Mr. Kent has demonstrated that he can assume broader and increased responsibilities and perform effectively in challenging situations. His special strengths lie in the Covert Action and Nonofficial Cover fields. He has distinguished himself in his ability to apply imaginative solutions to operational problems involving Covert Action. In particular, he is noted for his vork in exploiting the discovery of the Cuban arms cache in Venezuela in 1965, and to support U.S. actions during the January 1964 riots in Panama and the April 1964 revolt in the Dominican Pepublic.

E2, IMPDET CL BY 018952 6. Kent has been in his present grade for the past seven years. He has clearly earned, and I strongly recommend that he be considered for, promotion to GS-15.

Chief Nonofficial Cover Branch

CONCUR:

Chief, Career Management Group

- 3. The above has been accomplished in addition to Kent's initially assigned responsibilities for close support of the NOC programs of two very active divisions, Latin America and Africa. This task calls for experienced and tactful direct cooperation with the NOC referents and senior operations officers in the divisions concerned. Ordinarily, such area division NOC responsibility would be a full-time job for an officer of this Branch. Kent handles this assignment, as well as his development of the referrals program, with dispatch and poise.
- 4. Kent's recent fitness reports will indicate his outstanding qualities. They include an enormous and enthusiastic capacity for work, a fine and precise writing ability, a genuinely rare imagination and a willingness to move far beyond the daily work requirements to get his job done, or to increase the value of his assigned task. This officer is constantly on the move to devise new and effective means of enhancing the nonofficial cover program. He has proven a patient and sympathetic guidance counsellor for numbers of officers either in the NOC program or those interested in it. It is to his credit primarily that we have created the referrals system which not only coordinates the reassignment of NOC personnel across division lines to appropriate new areas and opportunities, but also serves as a central clearing house for personalities who indicate interest in working for CIA in an non-staff capacity.
- 5. Kent's primary area of operational experience has been Latin America, including years of NOC officer status. A look at his file reveals over a half dozen commendations for unusual service and initiative. Linguistically he speaks native Spanish, very good Italian and some French. He has a supervisory ability far above the average, and has a highly developed diplomatic skill in his pursuit of new operational and staff goals which has stood him well on countless occasions. He is a harmonious and cooperative work colleague. Clearly he is a most unusual operations officer who has mastered staff skills and abilities to the point where he is capable of taking on a wide spectrum of future field or Headquarters assignments.

23 December 1975

MEMORANDUM FOR: Chief, Career Management Group

VIA : Chief, Latin America Division

SUBJECT : Mr. William M. Kent, Recommendation for Promotion

1. Mr. Kent has been on a rotational assignment to the Nonofficial Cover Branch from Latin America Division since August 1974. From the outset, he has displayed a most impressive ability to switch gears from his natural operational initiatives and to focus that initiative into his staff officer role. His rapid absorption of management and personnel principles and problems, with especial emphasis on the non-official cover program of the Directorate, has been remarkable even in an officer with his experience.

2. Specifically, Kent's innovative and imaginative drive has, in a relatively short period of time, enabled the Branch to create a NOC referrals section headed by him, in which he has become a principal NDO coordinator for hundreds of leads involving job applicants which are derived from letters written to the Agency, from our field recruiters, from the CT program, our management skills bank, and other sources. He has created, in his development of this referrals system, a language and job skills record of available applicants who do not fit any specific Agency criterion such as the Career Trainee program. Under his guidance, referrals files are prepared on specific applicants and are forwarded to all DDO components which he knows would be interested in the specific candidate. He handles all replies and indications of interest, and arranges that candidates of interest are cleared, contacted, interviewed, and assessment himself. In its first full year of operation, his referrals system has assisted in placing impressive candidates in a variety of DDO field assignments.

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PERSONNEL AND TRAINING: Responsible for the screening of personnel for assignment to desk, branch or staff; organized special Headquarters operational programs requiring the selection of personnel, the formulation and execution of training seminars, and direction of field administration; managed personnel matters and devised and instituted new systems and programs for spotting, selecting, recruiting, training and assigning personnel; provided career development guidance and counseling to Agency personnel. On occasion, was called on to lecture to training classes. During off-duty hours, gave classes in Spanish and Italian.

RESEARCH AND ANALYSIS: In all phases of career, have conducted intelligence, political and economic research and analysis in support of operational activities.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management (MBO, EEO, etc.), economics, security, and other topics related to the intelligence craft.

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1 - Pays 18A. SIGNATURE O HENRY L 19. ACTION 20. EMPT (ODD)	BERT	HOLD SP OFFICE CODING	ACE BELOW 22 SH 10 CO	FOR EXCLUSIVE	USE OF THE	OFFICE OF PERS	ONNEL	4-16
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MEMORANDUM FOR: Mr. William Kent

VIA

: Chief, Western Hemisphere Division

SUBJECT

: Personnel Evaluation Panel Service

- 1. The Chairman of the Nonofficial Cover Board has reported to me on your recent service on the NOC Board Sub-Panel for the FY 1974 Personnel Evaluation of officers at the GS-12 level.
- 2. I take this means to thank you for this important service and to express my hope that it was as valuable an experience for you as it has been for many of your colleagues in the past. The continuing and unstinting contributions being made by persons such as you are helping the Directorate and the Agency not just in improved personnel evaluation but also in markedly enhancing our use of our most valuable asset.

William E. Nelson
Deputy Director for Operations

COMPLEMENTAL

2. MEDET OF B. 06.09.72

CONFIDENTIAL

MEMORANDUM FOR: William M. Kent

SUBJECT : Quality Step Increase

- 1. My congratulations on the award to you of a Quality Step Increase. This award is in recognition of superior sustained performance and reflects great credit on you and the job you have been doing.
- 2. I am confident that your future performance will be of continuing high quality.

With personal best wishes,

William E. Nelson Deputy Director for Operations

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5 December 1975

MEMORANDUM FOR THE RECORD

SUBJECT: Commendation of Mr. William Kent

During the last five months I have turned to Mr. Kent on two occasions to help the Latin America Division in connection with Senate Select Committee's investigation of covert action in Chile. When confronted with a need to produce a paper on Chile in a short timeframe, I instinctively turned to him. It was not only because he had expertise on Chile, due to service in the Chile Branch, but because he is highly skilled in written presentation. He organizes his material well and presents it in a lucid. highly readable manner. On the first occasion, he helped us prepare a paper that was eventually used by the Director in his presentation before the Senate Select Committee on 14-15 July. On the second occasion his contribution was used by the DDO in his appearance before the Senate Select Committee on 28 October. Both of these papers were excellent and have withstoood critical scrutiny.

Aside from Mr. Kent's ability to write I would like to take this occasion to record my overall high esteem for Mr. Kent as a professional and as a person. I have always considered him to be one of our more able and promising officers. His dedication is exemplary; he has spent untold extra bours of his time carrying out his duties. He has good judgment and common sense. Mr. Kent has a very attractive personality and excellent personal presence. From all standpoints he is an excellent officer that deserves to move ahead in the organization. I am convinced he has the ability and potential to do so.

signed Reymond A. Verren

Raymond A. Warren Deputy Chief Latin America Division

cc: <C/CMG/NOC C/LA/PEMS

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7 APR 1967

MEMORANDUM FOR: Secretary, CSCS Agent Panel

SUBJECT

: Recommendation for Promotion to

Grade GS-14 -

William on Kent

L. a Staff since July 1966, has been involved in Latin American area activities since coming with the Agency in 1951. Over the years he has developed an unusually thorough understanding of the political, social and economic realities of the area built on residence there before and after his entrance into the Agency. His fluency in Spanish has complimented this area knowledge and contributed to the superior performance which has characterized his work for this Division over the years.

2. The ability to apply imaginative solutions to operational problems in the CA field has been outstandingly demonstrated by during numerous crises in the area. On the occasion of the discovery of the Cuban arms cache in November 1963, the January 1964 riots in Panama, the April 1965 revolution in the Dominican Republic, and numerous other smaller crises situations, high degree of initiative and professional competence in developing and coordinating covert action efforts in support of Agency objectives. Prior to becoming a Staff s constructive analyses of the Division's covert action activities have made a significant contribution to the development of a more effective operational program. In his present unofficial cover assignment he has continued to demonstrate a typically energetic, imaginative and enthusiastic operational approach. His current assignment is, and others in the past were, at the level of GS-14 and his promotion to GS-14 is strongly recommended by this

not appoint.

Western Hemisphere Division

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MEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT

The Clandestine Services Agent Panel has approved the reassignment of the Do Mashington, D. C. Nonofficial Cover Premium Pay (NCPP) should be terminated the effective date of this reassignment.

Dinght he Collins Secretary, Agent Panel

William on Kent

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30 January 1970

MEMORANDUM FOR: WHYPERS

SUBJECT

THROUGH : CSPS/Agent Panel

HH/SS

ATTENTION :

: Request to Fayroll William Kent

as Staff Employee Special

REFERENCE : Memorandum from C/WH dtd 26 January 1970

entitled T

The referent memorandum approved by Chairman, Agent Panel, requested that be converted to a staff employee with full access to the Headquarters building. Since will remain under non-official cover, it is requested that WH Division initiate action to place in the Staff Employee Special category to avoid interruption of his payrolling by a devised facility cover entity.

Willard F. Burke C/CCS/DFB

SECRET

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12 March 1969

MEMORANDUM FOR: TRB & CSPS

SUBJECT:

Fitness Report -

William m. Kert chyslogee

Attached hereto is Subject's Annual/Reassignment of Supervisor

Fitness Report covering reporting period 1 January 1968 - 6 Jan. 1969.

Virginia C. Lynch

Chief, DO Personnel & Training

1 Attachment, A/S

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NOTIFICATION OF PERSONNEL ACTION

Mr. William M. Kent 5-9-29 FSA 6 6-26-58

Section 522_1

Limited Appointment 7/23/58 PL 72h 79th as amended

X Regular

5.pt

New

1-1011-110

M

94-8011

XCSC

7/23/58

74 _

Execute SF-6Ls

Marital Status - Married - Three

Reserve Status - None

SECRET (When Filled In)

Mo Da Y	REOU	EST FOR PI	FRSONNE	I ACTION		V to V	V to UV
	,,,,,,					UV to V	UV to UV
Serial No. 2	. Name (Last-First-	Middle)		3. Date of Birth	4. Vet. Pref.	5. Sex	6. CS - EOD
	KENT, William	m M		Mo De Yr 5 9 29	None-0 Code 5 Pt-1X 10 Pt-2	М	Mo Da Yr
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4. Organizational De	signations		Code	15. Location O	Official Station	- :	Station Code
DDP/WH							
Branch I				j			
Caracas,	Venezuela Sta	ation		Caracas	, Venezuela)	
	7. Position Title			18. P	asition No.	19. Serv.	20. Occup. Series
Dept - Code	10/FI				537	G \$	0136.51
11. Grade & Step 2	2. Salary Or Rate	23. SD	24. Date (Of Grade 25. PSI C	26. A	ppropriation	Number
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27. Nature Of Action		Code			Of Employee	Coc	de 30. Separation Date
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	me And Title) CL ormation Call (Name		SOURCE O	DF REQUEST C. Paniess Appr	oved By (Slanety	re And Title))
A. Requested By (Nar OPSER/CCD/O	me And Title)		SOURCE (OF REQUEST C. Paniest Anne Cover Of	oved By (Slanety	te And Title	,)
A. Requested By (Nar OPSER/CCD/O	me And Title) CL ormation Call (Name	t Telephone E	SOURCE (DF REQUEST C. Paniess Appr	oved By (Signatu	re And Title	Date
A. Requested By (Nar. OPSER/CCD/O 3. For Additional Info Clearance A. Career Board	me And Title) ICL ormation Call (Name x8104	e & Telephone E	SOURCE C	COVER OF RANCES Clearence D. Placement	oved By (Signatu		
A. Requested By (Nex OPSER/CCD/O) 3. For Additional Info Clearance A. Career Board B. Pos. Control	me And Title) ICL ormation Call (Name x8104	e & Telephone E	SOURCE (COVER OF RANCES Clearance D. Placement E.	oved By (Signatu		
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1. Serial No.	2. Name (Last-First-M	iddle)		3. Date Of Birth	4. Vet. Pref.		6. CS - EOD
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559198 7. SCD	8. CSC Retmt. 9. CS		Authority	10. Apmt. Affidav.	10 11-2	12. LCD	13. MH. Sc.V.
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14. Organization	al Designations		Code	15. Location Of C	Official Station		Station Code
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16. Dept Field	17. Position Title		1.000	18.	osition No.	119. Serv. 20). Occup. Series
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A Requested Ry	(Name And Title)	730 30 T		. Request Approved	By (Signature	And Title)	
P. C. Bow	ers WH/Person	nel Officer			,		
B. For Additiona	I Information Sall (Nam	e & Telephone Ext.)				
	x8242			NICEO			
			CLEARA				I Date
Clearance	Signatur	Docaria :	Date	Clearance Placement	Si	ignature	Date
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A. Career Board			∘ snon . o Ma		1 1 1 0	1	19 19 1858
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. 121		REQUEST FOR PERS	CRET SONNEL ACTION			
I. Serial No.	2. Name (Last-First-Mid	dle)	3. Date Of Birth 4. Vet. Pref. 5. Sex 6. CS - EOD			
	,		Mo. Da. Yr. None-0 Code Mo. Da. Yr. 5 Pt-1			
	KENT, WILLIAM		05 09 29 10 Pt-2 1 M 1			
Mo, Da, Yr.	· · · · · · · · · · · · · · · · · · ·	Or Other Legal Authority	10. Apmt. Affidav. 11. FEGLI 12. LCD 13. MIII. FIGH TUE Mo. Da. Yr. Yes-1 Code Mo. Da. Yr. Yes-1			
VIO. DO. III.	Yes - 1 Code No - 2 1		No-2 No-2			
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4. Organization	al Designations	Code	15. Location Of Official Station Station Code			
DDP WH						
BRANCH 4			WASH., D. C.			
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6. Dept Field Pept - Σ Code			18. Position No. 19. Serv. 20. Occup. Series			
ISfld -	OPS OFF		BA-625 GS 0136.01			
1. Grade & Step	22. Salary Or Rate S	3. SD 24. Date OFG	Grade 25. PSI Due 26. Appropriation Number			
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7. Nature Of A	ction	Code 28. Eff. Date	29. Type Of Employee Code 30. Separation Data			
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1. Organization	al Designations	Code	32. Location Of Official Station Station Code			
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Didimon 4		4617	WADD., D. C.			
		174	f f			
3. Dept Field	34. Position Title	173,	35. Position No. 36. Serv. 37. Occup. Serie:			
3. Dept Field Dept Code JSfld - Code	9	174.				
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A. Requested By P. C. BOWE For Additiona Clearance A. Career Board	OPS OFF 39. Solary Or Rate \$ 8330 (Name And TNU) BS VH/PERSONN Information Call (Name X 8242 Signature O C Micro	SOURCE OF SOURCE OF LOFFICER Telephone Ext.) CLEARA Date CLEARA	BA~625 GS 0136_01			
A. Requested By P. C. BOWE To Additiona Clearance A. Career Board Pos. Control	OPS OFF 39. Solary Or Rate \$ 8330 (Name And TNU) BS VH PERSONN Information Call (Name X 8242 Signature	SOURCE OF SOURCE OF SOURCE OF SOURCE OF SOURCE OF CLEARA A Telephone Ext.) CLEARA Van 4/18/60	BA-625 GS 0136.01			
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