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## CENTRAL INTELLIGENCE AGENCY WASHINGTON.D.C. 20505

2 February 1976

Mr. David A. Phillips 8224 Stone Trail Drive Bethesda, Maryland 20034

Dear Dave:

From time to time we receive letters and telephonic inquiries concerning the Association of Retired Intelligence Officers. In view of the restrictions of the Privacy Act, we hesitate to release your name and address without your prior knowledge and consent.

If you have no problem with our providing your name and address in response to such inquiries, please indicate to that effect by signing below and returning this letter to us for official filing. In the future, we would then be free to release this information concerning the Association of Retired Intelligence Officers without consulting you in each and every instance.

Thank you for your assistance in this matter, and best wishes.

Sincerely,

B. Defelice

Acting Director of Personnel

I hereby Jutherize the Director of Personnel to release my name and address to individuals seeking contact with or information concerning the Association of Retired Intelligence Officers:

David Atlee Phillips

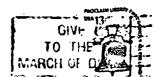
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ALD THANKS

Mr. David A. Phillips 8224 Stone Trail Drive Bethesda, Maryland 20034

14-00000





Director of Personnel P. O. Box 1925 Washington, D. C. 200

## MEMORANDUM FOR: :

Addresses for former Agency employees organizations:

Association of Retired Intelligence Officers Mr. David A. Phillips 8224 Stone Trail Drive Bethesda, Marylani, 20034

-Central Intelligence-Natirees-Association (CIRA) Box 1150 Fort Myer, Virginia, 22211

Date

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Mr. David A. Phillips 8224 Stone Trail Drive Bethesda, Maryland 20034

Dear Dave:

I am happy to send to you, under separate cover, your Agency Retirement Medallion. The Medallion is a tangible form of recognition and appreciation of your service to the Agency. It should serve as a lasting reminder of an honorable career, rewarding associations and the knowledge that you played your part in a vital activity.

Let me, therefore, add my congratulations and wish you the very best for the future.

Sincerely,

P. W. M. Janney Director of Personnel

Orig - Addressee

OP/RAD/ROB/MWBenthall:cl (1 July 75)

10 June 1975

Mr. David A. Phillips 8224 Stone Trail Drive Bethesda, Maryland 20034

## Dear Dave:

14-00000

The ordinary retirement letter is in no way appropriate for you. In the first place, your retirement is no stepping out of the active world into a world of pleasure. Instead, you are launching off on even a tougher challenge because of your sense of dedication. Your retirement also will not be the termination of your interest in intelligence and in this Agency. Instead, you are going to be doing what you can to help it survive the current set of attacks upon it. But most of all, your retirement is the departure of one of our most exceptional officers, to whom I had the great pleasure to give the Distinguished Intelligence Medal and whose work I have admired these many years. only thing ordinary about your retirement is the sincere and special personal and official good wishes we in the Agency send to you and your family for success and satisfaction in the years ahead. This we send to all our retirees, and we send it to you with special spirit.

Sincerely,

141 43.00

W. E. Colby Director

WEC: jlp (10 June 75) Distribution:

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- 2. YOUR SELECTION WILL BE ANNOUNCED EARLY THIS NEXT WEEK.
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- 3. I WANT TO EXTEND MY PERSONAL CONGRATULATIONS ON YOUR
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  WITH THE SAME KIND OF EXCELLENCE, DEDICATION AND LEADERSHIP THAT
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DATE: L9 MAY 1973 .

ORIG: JAMES U. FLANNERY

ONIT: ACTUMD

EXT: 3,366

Harry B. Fuller

5/23/73

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MEMORANDUM FOR: Director of Central Intelligence

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Deputy Director for Plans

SUBJECT

Appointment of Mr. David A. Phillips, as Chief of Station, Caracas, Venezuela

1. The appointment of Mr. David A. Phillips, GS-17, as Chief of Station, Caracas, Venezuela effective on or about 15 July 1972 is recommended. Mr. Phillips would replace Mr. Thomas J. Flores.

2. Mr. Phillips has been with the Agency since 1952, first in a contract capacity, and since April 1955 as a staff employee. He is currently serving as Chief of Station in Brazil. He previously served as COS, Santo Domingo and in Mexico City, Havana, Beirut, Guatemala, and Santiago. Mr. Phillips has a strong command of both Spanish and Portuguese. A biographic profile including information regarding his Agency experience and training is attached.

Chief • Western Hemisphere Division

1 Attachment
Biographic Profile (Parts 1 and 2)

APPROVAL RECOMMENDED:

Deputy Director for Plans

Date

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SUBJECT: Appointment of Mr. David A. Phillips, as Chief of Station, Caracas, Venezuela

The recommendation in paragraph 1 is APPROVED:

Director of Central Intelligence

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Anop				Including a tour as Chief of Sta- Canto Domingo, qualify him for th
4.	<del>                                     </del>		<del></del> -	proposed essignment as Chief of
		<u> </u>		Station, Rio de Janeiro.
5			<u>.</u>	He will enter Portuguese language training this fall which should
DDP	,		i	provide adequate exposure to make
<b>)</b> ,				the transition from Spanish which he speaks with native fluency.
· · · · · · · · · · · · · · · · · · ·				Mr. Phillips has been highly eite
X X X X X X X X X X X X X X X X X X X		1.1		tive as a senior member of WH Div
MWAX DCI			- 1	both at Headquarters and in the Field. His relations with his co
· / .	873	10	- 5/ N - 1	workers and subordinates have alw been excellent and his limison wi
		<del>`</del>		State Department representatives
Chairman, FMC				been marked by good will and mutu- respect.
•		Z		NOTE: Above statement prepared by
				WH Division.
				Mr. Gahagen has been recalled fire
Secretary, 700 6610				the Station. The DCOS Mr. Stevar D. Burton, GS-15, will serve as
,		İ		Acting CGS until the arrival of
				Mr. Adillips in January 1970.
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L'EMORANDUM FOR: Director of Central Intelligence

THROUGH!

: Deputy Director for Plans

SUBJECT

: Appointment of Mr. David A. Phillips as Chici of Station, Rio de Janeiro, Brazil

- 1. The appointment of Mr. David A. Phillips, GS-16, an Chief of Station, Die de Janeiro, effective en er about 15 January 1970 is recommended. Mr. Phillips would replace. Mr. Robert D. Gahagen.
- 2. Mr. Phillips has been an employee of the Agency since 1651 initially in a contract capacity. He has served in Santiago, Gentemala City, Havana, Beirut, Mexico City and most recently as Chief, Calan Operation's Group. Mr. Phillips to fluent in the Spanish language and to scheduled for two months of full-time Portuguese training immediately prior to his departure. A bic graphic profile including information regarding his Lyoney experience and training is attached.

Signed William V. Bros

William V. Eroa Chief Western Memisphere Division

Attachment Diographic Profile (Parts 1 and 2)

SUDJECT: Appointment of Mr. David A. Phillips as Chief of Station, Rio de Janeiro, Prazil

AI PROVAL RECO: MENDED:

|s| Themes II. fferemersines

Deputy Director for Plans

Date

The recommendation in paragraph one is APPROVED:

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Director of Control Intelligence-

Date

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### 23 October 1968

MEMORANDUM FOR: Secretary, Clandestine Services

Career Service Board

SUBJECT

: Recommendation for Promotion to

GS-16: David A. Phillips

1. Mr. David A. Phillips is strongly recommended for promotion to GS-16 and is ranked Number 2 in WH Division's preference for promotion in that grade.

"You know," he said, "looking back over those months when things seemed pretty bleak, two names come immediately to mind as able and effective representatives of the United States. They are Ellsworth Bunker and David Phillips."

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3. Mr. Phillips has the intelligence, language capability, personality, management and operational ability to move forward steadily in this Agency and he is now ready for promotion to GS-16. I urge you to act affirmatively on this promotion recommendation.

William V. Broe

Chief

Western Hemisphere Division

S-E-C-R-E-T.

27 February 1969

MEMORANDUM FOR: Chief, WH Division

SUBJECT:

. .

Briefing at DO Base Chiefst Conference by Mr. David A. Phillips

I should like to express my thanks to you for having made available Mr. David A. Phillips to brief the DO Base Chiefs' Conference on 17 February 1969. His briefing was extremely lucid and helpful and expressly commended by all Conference participants. Please convey to him my personal appreciation of his efforts.

Borden L. Jorgensen

Chief, Do Division -

S-E-C-R-E-T

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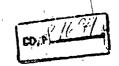
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# VOICE OF AMERICA UNITED STATES INFORMATION AGENCY WASHINGTON, D.C. 20547



April 15, 1968

Dear Dave:

I thought you would be pleased about a reference to you which came up in the course of a longish conversation last night with

about the turbulent events

in his country three years ago.

"You know," he said, "looking back over those months when things seemed pretty bleak, two names come immediately to mind as able and effective representatives of the United States. They are Ellsworth Bunker and David Phillips."

I thought such a pleasant echo of a rough period would help heal your ulcers.

Cordially,

Richard G. Cushing Deputy Director

Mr. David A. Phillips 8224 Stone Trail Drive Carderock Springs Bethesda, Md. 20034

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25 October 1966

DAVIS A Ph. 11.

MEMORANDUM FOR:

THROUGH

SUBJECT

Notification of Designation as a Participant in the Organization

Retirement and Disability System

REFERENCE

Book Dispatch 5096 dated 12 August 1965

1: You have been found to be qualified as a participant in the Organization Retirement and Disability System and have been so designated effective 23 October 1966.

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

RICHARD B. EGAN

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24 October 1966

MEMORANDUM FOR: Chief, WH Division

**THROUGH** 

: Deputy Director for Plans

SUBJECT

: Commendation

1. The Dominican Republic Station has distinguished itself by especially meritorious service during the past year and has made a major contribution toward the advancement of the objectives of the United States Government in a critical situation. One year ago the people of the Dominican Republic were facing a dismal future. Today, while the future remains uncertain, the prospects for eventual stability have been immeasurably increased. Several Departments and Agencies of the United States Government engaged in an effort to bring this about. I believe that the role of the CIA in the Dominican Republic during the past year was a crucial one. The highly effective performance of the Santo Domingo Station and the Base at Santiago was the result of the combined efforts of each officer and employee stationed there. These men and women gave unsparingly of their time, energy and brain power. Their efforts were sustained over a long period under stressful circumstances. Now, while our long-term mission continues, a significant milestone has been reached and it is most appropriate at this time to grant this special recognition for a job well done to all members of the CIA team in the Dominican Republic during the year ending June 30, 1966.

2. I should like to commend each member of the Station who contributed to this noteworthy performance and request that a copy of this commendation be placed in individual personnel files as appropriate.

Michael William

Richard Helms
Director of Central Intelligence





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

# CENTRAL INTELLIGENCE AGENCY WASHINGTON, D.C. 20505

TO : David A. Phillips

SUBJECT: TDY in the Dominican Republic

Most of you who went down to the Dominican Republic departed with so much speed and so little ceremony that there was no time to explain the importance and urgency of your assignments. Now that you have served there during the crisis, the importance of the task needs no embellishment from us, but you should knew that the contribution of the augmented Station was decisive in shaping the policies and actions of the government and in avoiding several major mistakes. For weeks after the April revolution, our Station reporting was literally the only source of information that the United States had on the role of Communism among the rebel forces and on conditions outside the capital.

Many fine things were done in the Station and in the hinterland by all of you. Manning the check-points under fire, flying to remote and hostile villages, moving tons of supplies through the gauntlet of the communications line, toiling over midnight reports, and keeping open our country's only commo link -- all these things were commonplace. The dedication, discipline, and routine of our personnel placed them in a class apart.

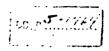
To the sense of pride and accomplishment you must already feel, I want to add the gratitude and admiration of the DDP and of the Agency.

Michaedbelma

Richard Helms
Deputy Director of Central Intelligence

S-E-C-R-E-T

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1 2 Ar n 1955

65-1911

MEMORANDUM FOR: Deputy Director of Central Intelligence

VIA

14-00000

: Deputy Director for Plans

SUBJECT

Appointment of Mr. David A. Phillips as Chief of Station, Santo Domingo, Dominican Republic

- 1. The appointment of Mr. David A. Phillips as Chief of Station, Santo Domingo, Dominican Republic, effective on or about 15 October 1965, is recommended. Mr. Phillips would replace Mr. Edwin M. Terrell.
- 2. Mr. Phillips was employed in a contract status from 1952 to 1955 and became a Staff Employee in April 1955. He resigned from the Agency in August 1958 to enter private business. In March 1960 he returned to the Agency as a staff employee and is presently assigned as Operations Officer, Mexico City, Mexico, GS-15. A biographic data sheet, giving more detailed information on Agency experience and training, is attached.

Desmond FitzGerAld
Chief
Western Hemisphere Division

1 Attachment Biographic Profile (Part 1)

APPROVAL RECOMMENDED:

Deputy Director for Plans

(Date)

The recommendation in paragraph 1 is APPROVED:

Depty Director of Central Intelligence

(Date) 1965

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29 June 1961

MEMORANDUM FOR THE RECORD

SUBJECT: David A. Phillips

On 14 June 1961 the undersigned reviewed with Mr. David A. Phillips his career development prospects for the next five year period. We agreed that the following represented a desirable and fairly firm goal in this respect:

a. In general his future training and field experience should place sufficient stress on the CI and FI fields to avoid the career confinement of strict CA specialization.

b. His next assignment would be a normal field tour in Mexico City. Upon return from that assignment, he would receive up to six months training to be followed by an assignment to the CA Staff (or the organizational successor thereof). One of his primary undertakings in the CA Staff would be to develop what might best be termed "ideological warfare" (e.g., a search for basic ideas and concepts with wide appeal) as opposed to the normal propagamia approach (e.g., a running debate on current events).

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RICHARD M. BISSELL, JR. Deputy Director (Plans)

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SECRET

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Atta Panel A
Mr. Paillips
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~OP/RSD

1 June 1961

MEMORANDUM FOR: Chief, Finance Division

FROM

14-00000

: Chief, WH/4/Support

SUBJECT

Premium Pay

Due to the recent reduction in heavy workload requirements, the following employees are no longer entitled to Premium Pay. It is requested that this entitlement be discontinued effective c.o.b. 10 June 1961. The salaries are chargeable to Allotment #535-5000-8021:

BELCITO, Frank J. BROWN, Fravel S. CANN, Ruth E. CARTWRIGHT, Cecil J. CHELLINO, Samuel J. KENT, WILLIAM M.
MCRALES, David S.
MURRAY, William J.
CVERJORDE, Robert W.
PATTON, Lee B.

PETERS, John D. PHILIPS, David A. PIEDMONTE, Robert P. REYNOLDS, Robert

> WILLIAM E. BISEMANN Chief, WH/4/Support

Distribution:

2 - Chief, Finance Division (ea. employee)

2 - Director of Personnel (ea. employee)

SELTE :

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FORM NO 1152

OFFICE OF PERSONES

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STATIONED POPUL NO. 9

# Office Memorandum . United states government

TO : File

DATE 18 March 1960

FROM 1

SUBJECT:

PHILLIPS, DAVID A.

Effective date of CA is 19 mug 1958, per Mr. Toomey, x2823

This time is creditable for LCD only, per Mr. Stevens.

Mr. Phillips was same as independent contractor, per Lyle Miller, x3039.

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Stavid Philips Per m. Washerks X8x fr Philups is presently contract ligue. DDP. approved por fisce vir Case. time he has to Edd Imarch. WH - has already contacted Simily to poly. Kinnedy (mo) das capies of 89 (on Phinip wife at chiand) the payor ate to notes an dety, but wice be subject to medial when and Philips will be in (2 fer) mon. for TOY and wice here poly at That time (1:00 pm) 2-8-6 : Camila con

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PORM NO. 971 MEPLACES FORM ST. 164

SECRET

14

# Office Memorandum . United States Government

TO : The record

DATE: 15 Aug 58

FROM : Dorothy S. Kreinheder/CPD(Staff Agent Branch)

SUBJECT:

1. This is cortification that during the Personnel interview with Mr. compensation Program) sent to the DDP/NEA Division.

2. Subject coordinated with CCB 7 Aug 58 ro: retirement(all services were being combined and sent to the CSC)

3. Subject had intention of checking B & C re: Hospitalization, Mutual Insurance & Conversion of FEGLI.

Dorothy & Ereinhoder

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4824 CURSHOCKEN ST. FORT WORTH, TEXAS

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STANDARD FORM \$2 REQUEST FOR PERSONNEL ACTION UNVOIGHERED REQUESTING OFFICE: Fill in Items 1 through 12 and A through D except 68 and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse. Mie - Can fran name; initial(s), and surname) L DATE OF BURTH 31 Oct 1922 7 May 1956 L RETURE CF ACTION REQUESTED

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## ROUTING AND RECORD SHEET

INSTRUCTIONS: Other designations should be used in the "TO" column. Under each comment a line should be drawn across short and each comment numbered to correspond with the number in the "TO" column. Each officer should initial (check mark insufficient) before further matting. This Routing and Record Sheet/Should be returned to Registry

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### ROUTING AND RECORD SHEET

INSTRUCTIONS: Officer designations should be used in the "TO" column. Under each comment a line should be drawn across sheet and each comment numbered to correspond with the number in the "TO" column. Each officer should initial (check mark insufficient) before further routing. This Routing and Record Sheet should be returned to Registry.

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11 010 1957

MEMORANDUM FOR: Chief, Finance Division

SUBJECT:

14-00000

Equalization Allowance Adjustment for Maris Philips

1. Effective 15 December 1957, subject individual's equalization allowance is decreased from \$950 to \$555 per annum due to a decrease in the cost of fiving at subject's post as compared with Washington, D. C.

2. All other terms and conditions of the original authorization remain in full force and effect.

Signed

Louis W. Armstrong
Chief, Contract Personnel Division

Distribution:

Orig. and 1 - Addressee

2 - NEA Division

2 - CPD

OP/CPD: HSurles: ahw (9 Dec 57)

SECHET

S-E-C-R-E-T (When Filled In)

2 7 JUN 1957

Chief, Contract Personnel Division MEMORANCUM FOR:

FROM

Deputy Director of Security (Investigations

and Support)

SUBJECT

- 1. Reference is made to the memorandum dated 18 June 1957 in which a covert security clearance was requested to permit the Subject's conversion from an Ops Officer (FP), GS-14, DDP/NH, Branch III, Havana, Guba, to an Ops Officer (PP), GS-14, DDP/NEA, Egypt and Arab States Branch, Project PECTATE, Beirut, Lebanon.
- 2. In accordance with the provisions set forth in the Director's Memoranaum of 14 February 1949 entitled, "Security and Operational Clearances," a covert security clearance is granted for the use of the Subject, as described in your request as set forth in paragraph 1, above. For administrative purposes only, this clearance is effective as of 15 June 1957.
- Subjects of covert security clearances are not to represent themselves as, nor are they to be represented as, employees 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 10-210. 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. Tais clearance becomes invalid in the event the Subject's services are not utilized within 60 days of the date of this memorandum.

FOR THE DIRECTOR OF SECURIT::

1 Bart N. Cuming ham Robert H. Cunningham

S-E-C-R-E-T

Date. 18 June 1957

MEMORANDUM FOR; Chief, Special Security Division

FROM

. Chief, Special Contracting, Allowances &

Processing Staff, Wing 27 Curic Hall Lineal Philippe

SUBJECT

(P); Your Number 40696

1. In compliance with paragraph four (4), your memorandum date ! . subject as above, clearance to cover the following proposed change in subject's status and/or use is hereby requested.

Ops Officer (PP)  GS-14  DDF/WH Branch III	Position Title  Grade & Salary  Orgn Designation	Ops. Off(PP)  GS-14  DDP/NEA Egypt & Arab States Branch
Havana, Cuba	Headquarters Field or Hgtrs	Project PECTATE  Beirut, Lebanon  ( ) Field ( ) Dept'l

2. Changes other than specified above:

Cover is Commercial

Case Officer: Robert S. Goralski X3548
3. The proposed effective date of this change is. 16 June 1957(Por Pinancial

and Administrative reasons.

Please phone verbal concurrence to Dot Kreinheder X3585

LOUIS W. ARMSTRONG XIICOUX COOKER DO

SECRET

ME MORANDUM FOR:

Chief, Finance Division

SUBJECT

Equalisation Allowance Adjustment for

Phillips Howard

- 1. Effective 13 January 1957, subject individual's equalization allowance is decreased from \$3780 to \$3145 per annum due to a reduced cost of living index for subject's post.
- 2. All other terms and conditions of the original authorization remain in full force and effect.

SIGNED

RALPHS. POLLOCK Chief. Contract Personnel Division

elt-28 Feb 57 Distribution: Original and 1: FD

2: WH Div

.l: Subject File

l: Chrono File

l: Equal Allow File

1: my copy

26 April 1957

MELICRATION Por: Deputy Director for Investigations à Operational Support

TIROUGH

Contract Personnel Division

SUBJECT

Tide ice so Alerson - Charge of

Pseud enym

REPERENCE

: Memorandum for Deputy Director for Investigations & Operational Support, through, Contract Personnel Division, from this office, dated 26 April 1987

Due to a compression, the pseudonym of Paul D. LANGEVIN has been charged. Please rafer to reference for new pseudonym.

/a/ J. C. KING Chief, WHD

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SECRET

26 April 1957

MEMORANDUM FOR: Deputy Director for Investigations

& Operational Support

TIRU H: Contract Personnel Division .

14-00000

SUBJECT:

liew i seudonym

Memorandum for Peputy Director for Investigations & Operational Support, through, Contract Fersonnel Division, from this office, dated 26 April 1957 REFERENCE:

The pseudonym of subject of reference has been changed to

J. C. KING Chief, WAD

MEMORANDUM FOR: Chief, Finance Division

SUBJECT:

Equalization Allowance Adjustment for

Phillips, Havid

1. Effective 7 October 1956, subject individual's equalization allowance is increased from \$3670 to \$3780 per annum.

2. All other terms and conditions of the original authorization remain in full force and effect.

RALPH S. POLLOCK
Chief, Contract Fersonnel Division

MEMORANDUM FOR: Chief, Finance Division

SUBJECT:

Equalization Allowance for

Phillips Dived

- i. Eudject individual is authorized an equalization allowance at the rate of \$950 per annum upon his arrival at Beirut, Lebanon.
- 2. All other terms and conditions of the original authorization remain in full force and effect.



Louis W. Armstrong Chief, Contract Personnel Division

Distribution:

Orig. and I - FD

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l - Extra

aih - 2 July 1957

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CLASSIFIED MESSAGE unit : WH/PERS SECRET 4457 8 FEBRUARY 1956 HAVANA, CUBA 10 FROM : DIRECTOR CCNF : FI/ADMIN, FI/RI 2, OP 2, 8/C 2 DIR 46833 (OUT 67172) 2116Z 8 FEB 56 CITS: DIP TO: HAVA NE: DIR 30629 (CUT 86720)

END OF MESSAGE

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O. H. DUNCLEGER

## Office Memorandum · UNITED STATES GOVERNMENT

Chief, Contract Personnel Division

DATE MAR 20 1955

FROM : Dejuty Director of Security (Investigations and Support)

SUBJECT: Philips Havid

1. Reference is made to your request dated 20 January 1956 for a Covert Security Clearance to remit appointment of Subject to Staff Agent/operations officer at Havena, Cuba.

- 2. In accordance with the provisions set forth in the Director's Memorandum of 14 February 1949 entitled, "Security and Operational Plearances," a covert security clearance is granted for the covert use of the Subject, as described in your request as set forth in paragraph 71, above. This will confirm the Covert Security Clearance granted telephonically to Dr. Ren Wambold, OPD x-3585 on 26 January 1956.
- 3. Subjects of covert security clearances are not to represent themselves as, nor are they to be represented, as, employees of CIA.
- 4. Your attention is called to the fact that a covert security clearance does not constitute correcte compliance with the provisions of CIA regulation 10-210. 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 provosed change should be submitted to this office.
- 5. This clearance becomes invalid in the event the Subject's services are not utilized within oddays of the date of this memorandum.

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FOR PURPOSES OF THE FATE LABOR STANDARDS ACT. AS AMENDED. YOU ARE CESIGNATED EXEMPL.

EFFECTIVE DATE OF DESIGNATION: 01 MAY 1974.

PHILLIPS DAVID A

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"PAY ADJUSTMENT IN ACCURDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE CHOER 11811 PURSUANT TO AUTHORITY OF DOLAS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DOLD DIRECTIVE DATED ON OCTUBER 1962."

EFFECTIVE CATE OF PAY ACJUSTMENT: 13 CCTUBER 1974

NAME

SERTAL CRON. FUNDS GRESTER .

NEM SALARY

PHILLIPS CAVID A

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SECRET 3 CS: 28 DEC 73 (When filled in) NOTIFICATION OF PERSONNEL ACTION OCF I MANE WALL & BY WORKE 024345 PHILLIPS DAVID A 3 CATEGORY OF EMPLOYMENT **\***0 04 12 | 23 73 PROMOTION REGULAR & CSC OF OTHER LEGAL AUTHORITY V 10'V V 10 CF FUNDS CF TO V CF 10 CF 4135 4523 0001 50 USC 403 J ORGANIZATIONAL DESIG DDO/WH DIVISION 60 OFFICE OF THE CHIEF WASH., D.C. 'J SERVICE ODIGNATION 200 CHIEF WH DIVISION 0001 IS CCCUPATIONAL SER ES 14 CLASSHICATION SCHEDULE (GS 18 oc.) 17 SALARY OF BATE GS 0001.10 18 1 36000 "IN ACCORDANCE WITH HR 20-23A(2), AN EMPLOYEE WILL HOLD SUPERGRADE RANK FOR SUCH TIME AS THE DIRECTOR MAY DETERMINE, REGARDLESS OF THE NATURE OF THE DUTIES PERFORMED." (2) SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL to DATE OF GRADE 19 ACTION TO Employ 21 21 314" Cm 73 H-11G451 4 75013 31 22 12 23 73 12 23 73 51050 10 N HEURTY EOD DATA PREFE DE-KE O SOCIAL SECUETY NO 翹 PREFIOUS CIPILIAN GOVERNMENT SERVICE PRISTAL TAX DATA STATE TAX DATA 1 115 FOSTED SIGNATURE CR OTHER AUTHENTICATION Wals 1-3.74 **@** 

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. EFFECTIVE GATE OF PAY ACJUSTMENT: 14 CCTCRER 1973

NAME

SERIAL GREN. FUNDS GR-STEP

NEW SALARY

PHILLIPS DAVID A

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EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

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SECRET

30 June 1966

MEMORANDUM FOR: Chief, TRB

SUBJECT

: Record of Contract Service for David A. Phillips

1. Per your request we are forwarding record of Subject's contract

Date	Action
4 March 1954	Hired as Contract Employee
31 July 1954	Terminated
l August 1954	Hired as Contract Employee
31 March 1955	Terminated
19 August 1958	Hired as Contract Agent
13 March 1960	Terminated

- 2. Subject was employed on a full time basis with leave benefits from 4 March 1954 through 31 March 1955. Accordingly, this entire period is 'creditable' for establishing his annual leave category. However, the period from 19 August 1958 through 13 March 1960, as an independent contractor, is not creditable for this purpose. Only the period from 4 March 1954 through 31 December 1954 is "creditable for Civil Service Retirement, since Contract Employee's were mandatorily covered by Social Security as of 1 January 1955. 1951-1953 Contract Agent time is not creditable.
  - 3. Attached is OF record of Agency service with salary breakdown.

UNITED STATES GOV NMENT

Memorandum

TO : Chief, Contract Personnel Division

DATE: 16 June 1966

ATT: : Pary Fay Snink

: Compensation and Tax Division-

Office of Pinance

SUBJECT: Agency Service of David Atlee PULLITPS

The records of the Office of Finance show the following Agency service for Subject:

Contract Agent:

ECD 25 January 1952 & \$6000.00 P/A 7.1 memo 6-30

Term 31 August 1953 @ (6000.00 P/A 556

Contract Employee:

ECD 4 Merch 1954 \$7200.00 P/A
Pay Inc. 1 August 1954 \$8360.00 P/A
Term. 31 March 1955 \$8360.00 P/A

Staff Employee:

Ex. Appt. 1 April 1955 | \$9600.00 P/A Pes. 6 February 1956 | \$10,320.00 P/A

Staff Agent:

Ex. Appt. 7 February 1956 1 \$10,320.00 P/A
PSI 7 October 1956 \$16, 535.00 P/A
Pay Paise 12 January 1958 1 311,595.00 P/A
PSI 6 April 1958 1 311,835.00 P/A
Tes. 13 August 1958 1 311,835.00 P/A

Contract Agent:

ECD 19 August 1958 - \$7,200.00 P/A
Term. 13 Parch 1960 - \$7,200.00 P/A
Term. 13 Parch 1960 - \$7,200.00 P/A

Staff Employee:

Fy. Appt. 14 Farch 1960 \$11,835.00 P/A
Subject his been a Staff Employee since 14 Parch 1960 an Staff
Employee since 14 Parch 1960 and Staff

JOSEPH H. LUTSON

Agent Paymil Branch

14-00000

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 PHILLIPS DAVID A
 624345 51 650 CF GS 15 + \$18,177 \$18,828

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# GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

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GS- 1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4.190	\$4.305	\$4,420
GS- 2	3,680	3,805	3,930	4,055	4,180	4,305	4,430	4,555	4.680	
GS- 3	4,005	4,140	4,275	4,410	4,545	4,680				
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230				
GS- 5	5,000		5,330	5,495	5,660	5,825	5,990		6,320	
GS- 6	5,505		5,875	6,060		6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730		8,170	8,390	8,610
GS- 9	7,220	7,465	7,710				8,690	8,935	9,180	9,425
GS-10	7,900	8,170	8,440	8,710	8,980			9,790	10,060	10,330
GS-11	8,650	8,945	9,240	9,535	9,830	10,125	10,420	10,715	11,010	11,305
GS-12	10,250	10,605	10,960	11.315	11,670	12,025	12,380	12,735	13,090	13,445
GS-13	12,075	12,495	12,915	13,335	13,755	14,175	14,595	15,015	15,435	15,855
GS-14	14,170	14,660	15,150	15,540	16,130	16,620	17.110	17.600	18.090	18.580
GS-15	16,460	<b>17,03</b> 0 [	17,600	18,170	18,740	19,310	19,880	20,450	21,020	21,590
GS-16	18,935	19,590	20,245	20,900	21,555	22,210	22,865	23,520	24,175	
GS-17	21,445	22,195	22,945	23,695	24,445					
GS-18	24,500							]		

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87\*793 AND BOT MEMORANDUM BATED 1 AUGUST 1996, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

NAME SERIAL ORGN FUNDS GROST SALARY SALA
PHILLIPS UAVID A 074349 51 700 CF GS 15 3 415,425 \$10.6

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Form 1150 6-60

Obsolete Previous Editions

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IN ACCORPANCE WITH THE PROMISIONS OF P. C. REMAGE AND DOLLHERS DATED I AUGUST 1056. SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1963.

SO NAME SECIAL ORGIN GREST OLD SALARY NEW SALARY

9 PHILLIPS DAVID A 524345 46 17 GS-14-3 \$11,835 \$12,730

/S/ EMMETT D. FCHOLS
DIRECTOR OF PERSONNEL

SECRET NOTIFICATION OF PERSONNEL ACTION BWS: 15 APR 1960 3 Date Cl Birth | 4 Vot. Prof | 5. Sex 1. Serial No. 2. Name (Last-First-Middle) Ma. De. Vr. None-0 Code 10 31 22 5 Pt-1 1 PHILLIPS DAVID A 524345 SCD B. CSC Rottet. 19. CSC Or Other Legal Authority 10. Apet. Alliday, 11 HGLI 12. 13. MH. Serve LCD Mo. Co Yr. Yes. 1 Coa. Mo. Do. No. 9 05 Ms. Do Yr. Yos. 1 Code 02 12 54 Nc - 2 1 50 USCA 403 J PREVIOUS ASSIGNMENT 14. Organizational Designations 15. Location Of Official Station Station Code CS/CS DEVELOPMENT COMPLEMENT DOP WH DIVISION ASH., D.C. 75013 16. Dept. - Field 17. Position Title 18. Position No. N.Serv. 20. Occup. Series Dent - 1 Code UKlid - 3 Frgn - 5 031460 OPS OFFICER 0136.01 24. Date Or G-34 195. 25 21. Grade & Step 22. Salary Or Rate 23. SD 03 14 60 02 17 01 0320 1998 14 3 \$ 11835 ACTION Ng Est Date 27. Nature Of Action Code 89. Type Of Embayore Code: 30. Separation Data Ma Da. Yr. 10 | 17 | 60 | REGILAR REASSIGNAENT PRESENT ASSIGNMENT 31 Organizational Decanations Code | 38 Location Of Otheral Station Station Code DOP WH BRANCH 4 14617 75013 33. Pert. Field 34. Position Little ;35. Person No. 35. Serv. 37. Occup. Series Decr 1 Code UShd 3 1 OPS OFFICER 0624 GS 0136.01 18. Grada & Step 39. Salary Or Rate Remo CH Grosso 42 No C 40. 50 43 Appropriation Number 17 61/0135 1000 1000 \$ 11835 14 3 D 44. Somarks 11-21-60 WK

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STANDARD FORM 50 (8 PART)

HER APRIL 1851
PROMUCATED BY

9 CIVIL ESSUICE COMMISSION

#### ENTRAL INTELLIGENCE AGEN

17. NOTIFICATION OF PERSONNEL ACTION 21 Oct 1922 7 Feb 1956 Mr. David A. Phillips This is to notify you of the following action affecting your employment & EFFECTIVE PATE 7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 6. Feb 1956 Resignations 8. POSITION TITLE ... Ops Officer BH-553 08-0136.31-14 \$10,320.00 per summ 9 SERVICE, SERIES, GRADE, SALARY DDP/PP Operations Staff Information Coordination Division Office of the Chief 10 ORGANIZATIONAL DESIGNATIONS 11. HEADQUARTENS Washington, D. C. 7 DEPARTUENTAL FIELD : DEPARTMENTAL 13. VETERAN'S PREFERENCE. 14 POSITION CLASSIFICATION ACTION NONE WHI OTHER S-PT. 10 FOINT NEW VICE I. A. REAL. SD/DP 16 APPROPRIATION 17. SUBJECT TO C S REFIREMENT ACT (TES-NO) 19 LEGAL RESIDENCE CLAIMED | PROVED FROM: 6-2105-20 M STATE: PORTAG 20. REWARKS. To seek other employment. Statement of accrued annual loave to your credit will be forwarded with your final salary check. ENTRANCE PERFORMANCE RATUS: 10 For Schill Ou cook

4. PERSONNEL FOLDER COPY

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STANDARD FORM 50 (8 PART)

REY, APRIL 1951
PRONUCLATED BY.

B. CINEL STRUCCE, COMMUNICATION
CHAPTEN ST. FORMAL PERSONNEL MANUAL

### CENTRAL INTELLIGENCE AGENCY

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#### CENTRAL INTELLIGENCE AGENCY

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#### CENTRAL INTELLIGENCE AGENCY

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12 May 1966

MERORANDUM FOR: Chief, Contract Personnel Division

ATTAITION | Mary Key Spink

14-00000

SUBJECT: Verification of Contract Service PHILLIPS, David A.

In order to establish the salary, LCD and to compute the SCD for both leave and retirement purposes, it is necessary to verify the contract service and salary of David A. PHILLIPS, DOB 31 October 1922, who claims employment with this Agency in a contract status from 27 March 1952 to 1 April 1955 and from 19 August 1958 to 13 March 1960.

Saned

Lowell P. Moore
Deputy Chief, Transactions & Records Branch

Distribution:

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SECRET

ESSENT I

David A. Phillips

30 June 1966

11 March 1955

STANKEN STANKER STANKER BOOK

14-00000

4 March 1954

WH/Personnel

#### 30 June 1966

MEMORANDUM FOR : Chief, TRB

SUBJECT

: Record of Contract Service for David A. Phillips

1. Per your request we are forwarding record of Subject's contract service:

Date	Action					
4 March 1954	Hired as Contract Employee					
31 July 1954	Terminated					
1 August 1954	Hired as Contract Employee					
31 March 1955	Terminated					
19 August 1953	Hired as Contract Agent					
13 March 1940	Terminated					

- 2. Subject was employed on a full time basis with leave benefits
  from 4 March 1954 through 31 March 1955. Accordingly, this entire period
  is creditable for establishing his annual leave category. However, the
  period from 19 August 1958 through 13 March 1950, as an independent contractor,
  is not creditable for this purpose. Only the period from 4 March 1954
  through 31 December 1954 is "creditable for Civil Service Retirement,
  since Contract Employee's were mandatorily covered by Social Security
  as of 1 January 1955. 1951-1953 Contract Agent time is not creditable
  - 3. Attached is OF record of Agency service with salary breakdown.

Rogers C. Brooks
Acting Chief. Contract Personnel Division

Distribution:

Orig - Addressee

2 - CPD

16 June 1966

# Chief, Contract Personnel Division

Commensation and Tax Division Office of Finance

Agency Service of David Atlee PHILLIPS

The records of the Office of Finance above the following Agency service for Subject:

#### Contract Agents

ECD 1 February 1951 7 3600.00 P/M Term 28 February 1951 6 3600.00 P/M

ECD 25 January 1952 @ \$6000.00 P/A Term 31 August 1953 @ \$6000.00 P/A

FCD 4 March 1954 ~ \$7200.00 P/A Pay Inc. 1 August 1954 0 \$8360.00 P/A Term. 31 March 1955 0 \$8360.00 P/A

#### Staff Employees

Ex. Appt. 1 April 1955 @ \$9600.00 P/A Pes. 6 February 1956 @ \$10,320.00 P/A

#### Staff Agent:

Ey. Appt. 7 February 1956 C 10,320.00 P/A PSI 7 October 1956 C 010, 535.00 P/A Pay Paise 12 January 1953 C 011,595.00 P/A PSI 6 April 1958 C \$11,835.00 P/A Pos. 13 August 1958 C \$11,835.00 P/A

#### Contract Agents

End 19 August 1958 9 87,200.00 P/A Term. 13 Farch 1960 # \$7,200.00 P/A

#### Staff Employees

Er. Arpt. 14 March 1960 & \$11,835.00 P/A Subject has been a Staff Employee since 14 March 1960.

> JOSEPH H. EUESON Chief

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#### SECTION D. NARRATIVE COMMENTS

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This report covers Mr. Phillips' initial period as a Division Chief. It coincided with a period of unusually high stress and strain in the Western Hemisphere Division, particularly in relationships with the State Department and in the problems left over from our drastic measures designed to protect ourselves against a potential counterintelligence disaster. The most important fact to be recorded about Mr. Phillips' direction of his Division during this period is that he kept operations at the top of his priority list, and that as a result our operational achievements in the area during the past year have been on the whole better than in the year before.

Mr. Phillips is developing into a very competent manager, and has handled well the problems involved in adjusting to decreasing manpower ceilings. He is prudent in the use of official funds. He is a good supervisor and is providing excellent leadership to his subordinates, who have responded with a clear improvement in morale during the period since Mr. Phillips assumed charge.

(continued next page)

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SECTION E		CERTIFICATION AND CO	MMENTS
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#### Fitness Report - David A. Phillips

Section D., Continued:

The most dramatic challenge to the capabilities of the WH Division in the past year flowed from the overthrow of the Allende government in Chile. Overall, the intelligence reporting was timely and accurate, the adjustments to our political action programs skillfully made, and the responses to Congressional inquiry well handled.

It is as a senior operations officer that Mr. Phillips has had the greatest experience, and it is not surprising that he has made an excellent input into the improvement of operational matters throughout the many areas of this hemisphere for which he is responsible. He has also consistently handled the many and important senior liaison contacts which he has made during this year, both at Headquarters and during field visits, with great effectiveness.

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Chief, WH Division DDO/WH/O-CH Headquarters	S HOS. DF.
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1 May 1973 - 31 March 1974 30 April 1974	•
SECTION B QUALIFICATIONS UPDATE	<del></del>
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WORD "YES" IN THE BOX TO THE RIGHT, IF NO CHANGES ARE REQUIRED; PLACE THE WORD "NO" IN THE BOX AT	
SECTION C PERFORMANCE EVALUATION	
U-Unsatisfactory Performance is enacceptable. A rating in this category requires semediate and positive remedial action. The	nature of the action
could range from counseling, to further training, to placing on probaban, to reassignment or to separation.	Percribe-action taken
or proposed in Section D.  M— <u>Marginal</u> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D.	end remedial actions
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Pr-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.  55rang Performance is characterized by exceptional proficiency.	
O-Cultianding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of	other dalan similar
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SPECIFIC DUTIES	<del></del>
List up to six of the most Important specific duting parformed during the reting period, Insert rating better which best describes the manner is performed. All employees with supervisory responsibilities at their oblight to supervise (indicate number of simpleyees supervised).	
SPECIFIC DUTY NO. 1	RATING .
	LETTER
Plans, organizes and implements the programs of the Operations Directorate in the Western Hemisphere area.	s
SPECIFIC DUTY NO. 2	RATING
	LETIES
Supervises approximately 255 staff employees in Headquarters and 310 in 26 Stations and Bases abroad.	S
EPECIFIC DUTY NO. 8	RATING
•	LETTER
Represents the Agency in contacts with senior representatives of liaison services.	0
SPECIFIC DUTY NO. 4	RATING
	LETTER
Represents the Directorate and/or the Agency in official contact	
with other components of our government.	S
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SECTION D

SECTION E

NARRATIVE COMMENTS

Indicate significant strengths or weak research amount rated in current position keeping in proper perspective their relationship to averall performance. Stere evaporations made for improvement of more performance. Give recommendations for training. Configure on foreign language competence, it required for current position. Amplify or explain ratings given in Section C to provide best basis for descriping litture personnel action, Manner of performance of monayerial or supervisory differ and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, it applicable. If each paper is needed to complete Section D, attack a separate sheet of paper.

This report covers Mr. Phillips' initial period as a Division Chief. It coincided with a period of unusually high stress and strain in the Western Hemisphere Division, particularly in relationships with the State Department and in the problems left over from our drastic measures designed to protect ourselves against a potential counterintelligence disaster. The most important fact to be recorded about Mr. Phillips' direction of his Division during this period is that he kept operations at the top of his priority list, and that as a result our operational achievements in the area during the past year have been on the whole better than in the year before.

Mr. Phillips is developing into a very competent manager, and has handled well the problems involved in adjusting to decreasing manpower ceilings. He is prudent in the use of official funds. He is a good supervisor and is providing excellent leadership to his subordinates, who have responded with a clear improvement in morale during the period since Mr. Phillips assumed charge.

CERTIFICATION AND COMMENTS

(continued next page)

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#### Fitness Report - David A. Phillips

#### Section D., Continued:

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The most dramatic challenge to the capabilities of the WH Division in the past year flowed from the overthrow of the Allende government in Chile. Overall, the intelligence reporting was timely and accurate, the adjustments to our political action programs skillfully made, and the responses to Congressional inquiry well handled.

It is as a senior operations officer that Mr. Phillips has had the greatest experience, and it is not surprising that he has made an excellent input into the improvement of operational matters throughout the many areas of this hemisphere for which he is responsible. He has also consistently handled the many and important senior liaison contacts which he has made during this year, both at Headquarters and during field visits, with great effectiveness.

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#### NARRATIVE COMMENTS

- 1. In the period covered by this report Mr. Phillips was the Chief of Station Brazilia during the time frame February to August 1972. After that Mr. Phillips became the Chief of Station, Caracas and served in Venezuela during the period August 1972 to April 1973. At both of these posts Mr. Phillips was responsible for managing an average of Agency employees. Additionally, Mr. Phillips supervised in this period an average FY budget of which was spent on FI, CA, CI, anti-narcotics and protected economic intelligence operations. American policy interests in Brazil and Venezuela are high in terms of the United States scale of values for Latin America. This means that Mr. Phillips was assigned to two prestige posts during a fifteen month time span.
- 2. As a manager Mr. Phillips is operations oriented. In view of this he places his time, attention and command emphasis on programs that are designed to acquire intelligence and agents. This approach has consistently produced results in terms of FI and CA operations which are targeted against the host country.
- 3. Mr. Phillips was also active at both posts as an operations manager who focused Station resources on the Soviet target, protected economic intelligence and the anti-narcotics effort. Unfortunately, as these programs moved into gear Mr. Phillips was also in motion between Stations, or had just been in place at his second Station for less than a year. As a result one can only say that Mr. Phillips made all the right moves in his managerial duties against these priority targets. The brevity of his program implementation at each of the two posts did not provide a solid basis, however, for measuring tangible success. In short Mr. Phillips deserves high marks for initiative, drive and imagination on programs that were receiving increased attention at Headquarters.
- 4. The myriad problems that are faced when a Station moves its location from one city to another were still challenging Mr. Phillips when he left Brasilia. In overview terms, however, the move from Rio de Janerio to Brasilia was well done. This does not mean that Mr. Phillips' successor at Brasilia did not have some gaps to fill or adjustments to make in the administrative field. The scope of these actions, however, was in the realm of the reasonable and attests to the fact that while his basic interests are in

operations, administration per se is not a totally alien field to Mr. Phillips.

- 5. In representational terms Mr. Phillips did a sound job in winning and maintaining the respect of the American Ambassadors in Brazil and Venezuela. This is due in large measure to Mr. Phillips' native charm, area knowledge, and language skills in Spanish and Portuguese. In addition, Mr. Phillips is people oriented, and this makes it possible for him to sell himself and CIA to senior American officials at the Ambassador level.
- 6. In personal terms Mr. Phillips is a hard-working, dedicated officer who is a good team player. This officer has the intent, capability and desire to fulfill the needs of the Organization. He is particularly well versed in CA skills and is politically oriented. As a result he likes the challenge of election operations and is well qualified in this area.
- 7. Mr. Phillips' total performance during the period covered by this report merits an evaluation of Strong.
- 8. In terms of future assignments Mr. Phillips is likely to be at his professional best in field activities. This officer is highly specialized in Latin American affairs, but he is perfectly capable of being a Station Chief at most Agency posts in Europe or Asia.
- 9. Mr. Phillips' activities come to the attention of the Rating Officer on a daily basis.

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	AL_b	Cord Tayer, Jr.
	SECRET	

Mr. Phillips continues to show excellent growth potential and his breath of capabilities qualifies him for advancement to senior echelons.

I rate Mr. Phillips as very Strong as Chief of Station, Brasilia.

Western Hemisphere Division

I certify that I have seen this memorandum:

/s/ David A. Phillips David A. Phillips

This fitness report is being sent to David A. Phillips in Brasilia for his signature and to be returned to Headquarters for file.

27 January 1972

Date

Comments of Reviewing Official:

Assistant Deputy Director for Plans

10 January 1972

#### MEMORANDUM IN LIEU OF FITNESS REPORT.

SUBJECT: David A. Phillips
1 July - 31 December 1971

This memorandum is in lieu of a fitness report to cover Mr. Phillips' performance during the period 1 July to 31 December 1971. This rating is being prepared in view of the rater's imminent departure from the Division.

Last month Mr. Phillips was promoted from GS-16 to GS-17. There is no better evidence of the high esteem in which he is held by his superiors in the Agency.

During this rating period Mr. Phillips transferred the station from Rio de Janeiro to Brasilia. This move, however, divorces the Chief of Station from the main area of operations, Rio de Janeiro. In spite of this Mr. Phillips, through much extra effort and time on his part, has been able to maintain a high operational tempo in the station.

Station relations with key people in the Brazilian government, especially the security agencies, have been highly productive but through recent efforts, these relations have been placed on a much higher plane with the decision to give the station

copies of the briefings especially prepared for

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30 June 1971	Chief,	WH Division	William V. Bro	e
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30 June 1971

#### MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. David A. Phillips
1 April 1970 - 30 June 1971

This memorandum is in lieu of the fitness report on Mr. Phillips as Chief of Station, Rio de Janeiro, during the period 1 April 1970 to 30 June 1971.

Mr. Phillips is a highly capable, versatile and imaginative Operations Officer and manager who makes a substantial contribution to the Clandestine Service.

The above statement is borne out by the fact that faced with a highly difficult, sensitive operational problem of the utmost priority in the fall of 1970, the Rater immediately thought of Mr. Phillips as the man to head the Task Force and received immediate and enthusiastic endorsement from the Deputy Director for Plans and the Director for Mr. Phillips' assignment. He was recalled from Brazil, took over the Task Force, and handled it in an outstanding manner.

My first statement is further borne out by the fact that Ambassador Rountree, on a recent visit to Washington, made a special effort to express to the Rater his appreciation for Mr. Phillips' support to him and the Embassy and to express further his appreciation to the Agency for furnishing him a man of Mr. Phillips' caliber.

SECRE! Property

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Mr. Phillips has a large, widely spread operation with Bases in Brasilia, and Sao Faulo. However, he has succeeded in keeping them well coordinated and dead on the target.

I rate Mr. Phillips as Strong as Chief of Station, Rio de Janeiro.

Allliam V. Broe
Chief

Western Hemisphere Division

I certify that I have seen this memorandum:

David A. Phillips Date

Comments of Reviewing Official: I would have used this
performance as very strong. Excellent political judgment
and the ability to handle the most ablinde side of which
with tail and directly chambering this performance.

Cord Meyer Jr.

Assistant Deputy Director for Plans

SECTI

## TRAINING REPORT

Course # 3/71

Specialized Training in Weapons for Self-Defense and Countermeasures Against Vehicular Kidnapping

Date: 2-5 February 1971

FHILLIPS, David A. Trainee:

Office: WH

# Purpose and Scope of the Course:

The course provides basic proficiency training in the use of weapons for self-defense and in the techniques of evasive driving to counter vehicular kidnapping for Agency officers being assigned to hostile or unstable political and operational environments abroad.

## Achievement Record:

This is to certify that Mr. Fhilling has satisfactorily completed the prescribed course of instruction.

FOR THE DIRECTOR OF TRAINING:

	Cirvi	ric henona				EMPLOYEE	SERIAL N	UMBER
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S-Strong	Performance is characterized !							
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SECTION C	NARRATIVE COMMEN	(T\$
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UNDER MY SUPERVISION		
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'15 July 1970	Chief, WH Division	William V. Broe
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Assistant Deputy Director for Plans

2 1 JUL 1970

15 July 1970

## MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. David A. Phillips
1 April 1969 - 31 March 1970

This memorandum is in lieu of the fitness report on Mr. David A. Phillips as Chief of Station, Rio de Janeiro, during the period 1 April 1969 to 31 March 1970.

During this period Mr. Phillips took over command of the Rio Station. It is typical of Mr. Phillips that he made excellent preparation for this assignment, including a fulltime course in the Portuguese language.

Mr. Phillips has brought to his new position the operational zeal and enthusiasm that has characterized all of his previous positions. Brazil, by the very nature of its size but, more importantly, the type of "strait jacket" government in power, is a difficult place to operate on a broad plain. Mr. Phillips has the station moving and real effort and progress is seen on the more difficult targets, such as the Soviets.

He has excellent relations within the embassy and is recognized for his contribution to the Country Team. He, of course, handles his liaison contacts with mature style and is very actively developing a number of contacts in the local community.

Mr. Phillips is a good supervisor of men and the present high morale of the Rio de Janeiro Station and its Bases is a living proof of this. He furnishes good operational planning and guidance and exhibits a high degree of cost consciousness.

I rate Mr. Phillips as Strong as Chief of Station, Rio de Janeiro.

Western Hemisphere Division

I certify that I have seen this memorandum:

David A. Phillips

ete of Report	14.	SURGE TRAINING REPORT
5 January 1970		
tudent Names		Offices
PHILLIPS, DAVID A.		WH

Proficiency Level							
Sefore -							
	<u>, 1 </u>						
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rs Estim							
	After Ir Before						

Hours of Instruction
Scheduled 244 fetual 108
Absences 28

## LANGUAGE TRAINING VIRS AND EVALUATION CRITERIA

The general aig of this course of study was to provide the student with a command of a foreign language in a skill and at the level set by the sponsoring office. Speaking, aural comprehension and reading comprehension, as required, were emphasized. Fluency and accuracy were given equal importance in training and in evaluation of the student. Cultural matters were covered only incidentally.

This student evaluation is based on (1) Instructor and Linguist observations; (2) regularly administered oral and written achievement tests; (3) a final comprehensive achievement examination. The achievement rating reflects only performance and achievement in the course and is conditioned by the length of time the student spent in training, achievement potential based upon his or her aptitude for language study and upon motivation. This rating should not be confused with the Proficiency Rating which is submitted separately on form 1273, Certification of Language Proficiency.

	PROGRESS IN FCHIEVING COURSE A	
	e crurse is shown as unsatisfactory when compared against established	
Speaking	1 /ural Comprehension	Reading Comprehension
SUPERIOR	SUPERIOR	7.A.

#### PERFORMENCE EVALUATION

In six weeks the student covered the entire DLI course of 75 lessons which usually takes 4 to 6 months to complete. His study habits and approach to language learning were excellent and he made maximum use of the time available.

The joint decision by instructor and student to rush through 75 lessons was based on:

- (1) the student's determination to make as much of a conversion from Spanish to Fortuguese as possible and
- (2) on the instructor's faith and confidence in the student's ability to do so.

In cases where the principal objective is to convert a student's command of Spanish to an equivalent level in Portuguese, the point is often reached where the student is able to understand and make himself understood most adequately without, See reverse side for additional comment

For the Director of Trainings

Rustragig Department Chief Language School/Olk 4-00000

however, his having achieved a corresponding tested level because of the remaining influence of Spanish.

In the case of this student, I judge his command of the language to be already adequate for all situations he may encounter in the field. So that while he may not test quite elementary, in reality, and as far as ability to communicate effectively is concerned, he would have to be rated intermediate.

# TICINICAL SINVICIE ZIVICION -- TICINICAL SCHÔOL SHORT RANGE AGENT CONTMOT SURVEY

# Training Report

Name	:	PHILLIPS, David A.
Office	:	WH./COG
Date	:	6 June 1969

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14-00000

To provide a general knowledge in:

a. Selected year used for clandestine short range agent contacts. Included are representa-Tive samples of:

> One way RF radio devices; two way RF radio devices; two kmy carrier current devices; optical communicators; and special telephone devices used for establishing agent contact.

b. The juliosophy, purpose, considerations and thank gentially of thort range agent contact aparties; the luding message security. link accurity, reliability and reasibility of agent contact systems.

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9 June 1969		David A. Phillin	ve -
2.	BY SUPERVISOR	Pavid A. Pillill	78
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and any soil any island			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED	IAME AND SIGNATURE
6 June 1969	Donnto Chief WII Division	! ,	
o June 1707	Deputy Chief, WH Division BY REVIEWING OFFICIAL	/signed/ Joh	n K. Horton
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27 June 1969	Chief, WH Division	/signed/ Will	iam V. Broe

# MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. David A. Phillips
1 April 1968 to 31 March 1969

Mr. Phillips continues to head the Division's program against the high-priority Cuban target, although he has also been selected to fill an unusually responsible job overseas in the coming year, both of which jobs testify to the high regard in which he is held by his superiors in the Agency. Mr. Phillips has had the difficult task of presiding over a show which is being cut back, in terms of money and people, and in which task he has played a major role. At the same time as doing a pruning job, he has had to try to maintain a vigorous program and to keep up enthusiasm. His own qualities of personal leadership and of magnetism have done a great deal to keep up enthusiasm among his people. He has a positive attitude toward operations and is determined; his day-to-day concern is for developing new operations, and he has put all of his own notable vigor and drive into operational directions.

Mr. Phillips knows his target and knows Latin America well and he brings a good feel and insight into his work, which is never pedestrian or unimaginative. He speaks well and convincingly and makes a very good impression both within the Agency and outside, where he serves the Agency well in his relations with other government elements. He also writes notably well.

His task this year has not been easy for he has had to deal with an experimental situation, to a considerable extent, with the new Miami station which he is responsible for supporting and guiding. He has had to exercise a good deal of tact and diplomacy in the doing of it and he has done a good job of reconciling often conflicting views. He has shown a good head for costs in all of this.

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Mr. Phillips is a notably good supervisor, especially with younger officers, for whom he is an object of admiration and emulation. Mr. Phillips is a fast-moving, energetic person and he has some of the faults that often go with this virtue: he is impatient with details and "paper" with the consequence that if someone else does not do it for him, his work is sometimes marred by inaccuracies and imprecisions.

Without going into it, it should be noted that Mr. Phillips has had a very trying year personally and it is a proof of his strength of character that he has not only come through it but has hardly broken his stride in carrying out a demanding job, or being any less than his usual cheerful and charming self.

His performance has been very Strong.

John R. Horton
Deputy Chief
Western Hemisphere Division

I certify that I have seen this memorandum:

David A. Phillips

Date

Comments of Reviewing Official:

I concur in the above rating of Mr. Phillips. Dave Phillips is an operator in the solid professional sense of the word. I have great hopes for the Rio Station which he takes over early in 1970.

Chief

27 June 1969

Western Hemisphere Division

Date

# CHIEF OF MISSION'S EVALUATION OF PERFORMANCE (Mission submits original and one copy directly to appropriate agency, retains are copy.) CHIEF, CAS American Embassy, Caracas POSITION AGENCY CHIEF, CAS CAS. RATING PERIOD DATE OF REPORT December 8, 1972 SIGNATURE OF REVIEWING OFFICER EVALUATION OF PERFORMANCE XX Outstanding Satinfactory [ | Unsatisfactory Does this officer properly understand and perform his role and his functions as a member of your staff under existing Presidential directives? XX Yes No. (If no, explain in detail below.) Has he seen this report? XX Yes (Attach additional sheets, if necessary for this section or for reviewing officer's comments.) The CAS Station Chief has been at the post only since August 13, 1972. Although this period may seem unusually short for the preparation of a performance evaluation, I would like to say that I have been enormously and favorably impressed by his performance during this initial period. The CAS Station Chief comes to Venezuela from a series of highly responsible positions in which, I understand, he performed outstanding! He has taken hold of his new position in a commanding manner and gives every indication of being thoroughly on top of his Job. He is understanding of the Embassy's needs, professionally competent in his approach to his work, and highly articulate in explaining those facts and factors which are of importance to me and to other officers of the Embassy. I am very favorably impressed by the initial performance of the CAS Station Chief and I consider myself fortunate to have him with me at this post.

X EMMTED OFFICIAL OSF (When Completed)

4 - 65 FS - 572

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	CHIEF OF MISS (Mission submits original c	•	* .			
OFFICER BEING RATI		Post Ameri	American Embassy - BRASILIA			
POSITION		GRADE.	GRADE AGENCY			
	of Station	·DATE-OF	FSR-2	DIA		
RATING PERIOD	RATING PERIOD 11/1/71 - 6/29/72			972		
SIGNATURE OF POPO	RTING OFFICER	TITLE	_	-		
wittit	im M. Rountree		Ambass	sador		
SIGNATURE OF REVIE	WING OFFICER	TITLE				
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Has he seen this repo	on? Tres Tro					
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(Attach additional she	rets, if necessary togethes section	n or for reviewing office	r's comments.)			
departed on to perform members of in a most p In my last were fortun- qualities a	is incumbent completed June 29, 1972. Din a highly credit the Embassy staff rofessional, efficievaluation I state ate to have a man as CAS Chief at this rformance throughous complete the complete throughous complete the complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous complete throughous comple	during the per able manner, and handling ient and effe d that both to of the rated of s important pe	iod under working the affaictive manual he Agency officer's ost. I ar	review he continued well with other rs of his agency ner.  and the Embassy abilities and happy to say		
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#### CHIEF OF MISSIUN'S EVALUATION UP PERFORMANCE

(Mission submits original and one copy directly to appropriate agency, retains one copy.)

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	OFFICER BEING RATED Chief CAS	American Embassy BRASILIA					
	Ciller Ch5	Miletican Em	Jassy BRASILIA				
	POSITION	GRADE	AGENCY				
	Chief of Station	FSR-	2 DIA				
	RATING PERIOD 11/1/70 - 10/31/71	DATE OF REPORT November 1, 1971					
	SIGNATURE OF RESERVING OFFICER  WILLIAM M. ROUNTREE	Ambassador					
	SIGNATURE OF REVIEWING OFFICER	TITLE					
	EVALUATION OF PERFORMANCE						
	Outstanding Satis	factory Uns	atisfactory				
11.	Does this officer properly understand and perform his tole and he tial directives? Yes No (If no, explain in de Has he seen this report? Yes No		of your staff under existing	Presiden-			
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ļ	NARRATIVE C						
- 1	Attach additional sheets, if necessary for this section or for reviewing allieur's comments.)						

Mr. Phillips is an able officer and a highly cooperative member of the Country Team. I have been impressed and pleased with the degree of cooperation which exists between him and other members of the Embassy staff. He has, to the extent that is possible considering the nature of his work, cooperated in our efforts to bring about maximum coordination of reporting. With rare exceptions he has, I believe, kept me appropriately advised on all matters relating to his functions, and the material which he provides on a regular basis has been extremely useful in the discharge of my mission.

Mr. Phillips works quietly and discreetly and is alert to any situation which might create problems for the Embassy and the United States. I fully share the view of the DCM, expressed in a previous evaluation, that both Mr. Phillips and his wife conduct themselves in a quiet, friendly and wholly creditable manner.

I feel that both the Agency and the Embassy are fortunate in having a man of Mr. Phillips' abilities and qualities as CAS Chief at this important post.



## CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

Mission submits original and one copy directly to appropriate agency; retains one copy.)

OFFICER BEING RATED	I POST	
David A. PHILLIPS		sy, Rio de Janeiro
POSITION	GRADE	AGENCY
Chief CAS, Chief of Station	FSR-02	DIA
RATING PERIOD 7/1/70 - 10/31/70	DATE OF REPORT	ember 1, 1970
SIGNATURE OF ASPORTANCE FICER	Charge d'Affai	
SIGNATURE OF REVIEWING OFFICER	TITLE	
EVALUATIO	N OF PERFORMANCE	
Outstanding	Satisfactory [ ] Canadia	factory
Does this officer properly understand and perform his role a trad directives? (A Yes (If no, explain	and his functions as a member of y an detail below.)	our staff under existing Presid
Has be seen this report? (M'Yes		

Mr. Phillips' performance during the four months covered by this evaluation has been highly satisfactory. For some years previous to my arrival here, in June 1970, I had been acquainted with him, and from this I already had a favorable impression of his qualities. This impression has continued and has improved further. He has worked quietly and discreetly, has kept me informed of all important developments, and has coordinated as necessary with other offices in the Embassy. His interest in his work, and his dedication to the job, have been outstanding. His relations with others are very good. Because of wide previous experience in this hemisphere, he frequently is helpful to Embassy officers in areas outside his own specialization. He appears to manage his personnel well. In functions outside the Embassy, both he and his wife conduct themselves in a quiet, friendly, and wholly creditable manner.

FORM 4 - 65 FS- 572 LIMITED OFFICIAL USE (when Completed)

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#### LHIEF OF MISSION'S EVALUATION OF PERFORMANCE

(Mission submits original and one copy directly to appropriate agency, retains one copy.)

			•
_	OFFICER BEING RATED	POST	<del></del>
	David A. PHILLIPS	American Embassy	Rio de Janeiro
	POSITION	GRADE	AGENCY
	Chief CAS, Chief of Station	FSR-03	DIA
۱.,	FATING PERIOD January 30 - June 30, 1970	April 24, 1970	
,	SIGNATURE OF REPORTING OFFICER William Belton	Deputy Chief of M	ission
	SIGNATURE OF REVIEWING OFFICER.  6 a Bounts  A. BOOTISTA	CM, Chargé d'Ai	ffaires, a.i.
	EVALUATION OF	PERFORMANCE	
į	Outstanding [ ] Sati		
	Does this officer properly understand and perform his role and h tinl directives? Yes \(\sum \text{No}\) \(\text{If no, explain in d}\)		or staff under existing Presiden-
	Has he seen this report? X Yes 50		······
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(Attach additional sheets, if necessary for this section or for reviewing officer's comments.)

Phillips has been here too short a time and there has been too little opportunity for us to work together for me to be able to discuss his performance in detail. I am able to say, however, that he has impressed me and other Embassy officers with whom he works, including Ambassador Elbrick, very favorably, indeed. He is a cool-headed, straightforward, intelligent man who seems professionally very capable. He has a clear understanding of the appropriate role for himself and his organization within the Embassy and is working to achieve a genuinely low profile. He has already demonstrated his interest in the best possible relations with the rest of the U.S. Covernment organization and he knows how to act in order to achieve such a relationship. He has come to me a number of times to volunteer detailed information which he did not feel important enough to bother the Ambassador about, but he has kept the Ambassador fully informed about all those subjects which were of sufficient interest to him. I see every reason to assume that he will be a positive, constructive and very dependable and reliable factor in the Embassy.

Mrs. Phillips is an attractive and personable young lady who has particularly impressed my wife and me with her attitude and intellect.

# KANXXXXXXXXXXXXXXX (When Completed)



# S E C R E T CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

(Mission-submits original and one copy directly to appropriate agency, retains one copy.)

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	CFFICER BEING RATED	POST				
	Chief CAS Day a A. Philips	Santo Domingo				
1.		GRADE		AGENCY		
	Station Chief	1		·		
	RATING PERIOD	DATE OF	REPORT	<del> </del>		
1.	January 1966 to July 1967	July 15, 1967				
	SIGNATURE OF OF FORTING OF TICE Y	TITLE				
	Oghn Hugh Crimmins	1	Ambassador			
	SIGNATURE OF REVIEWING OFFICER	TITLE				
_	EVALUATION OF F	PERFORM.	ANCE			
:	▼ Outstanding	actory	Chsatisfae	to <b>r</b> y		
ı.	Does this officer properly understand and perform his role and his told directives? [X] Yes [ ] No [ (If no, explain in det	functions ail below.)	as a member of your )	staff under existing Presiden-		
	Has he seen this report? XI Yes No					
	· NARRATIVE C	OMMENTS	,			

(Attach additional sheets, if necessary for this section or for reviewing officer's comments.)

I have been associated with the CAS Station Chief since my arrival at this post on January 11, 1966. Inasmuch as I have kept in very close daily touch with him, I believe that I am in position to evaluate his performance.

Let me say at the outset that the Rated Officer has had to work under the most varied and difficult circumstances. His service at this post began, for example, in a revolutionary situation marked by great and continuing violence. The attention of a good part of the world was focused upon this situation, and some of the highest national interests of the United States were involved. The presence of the Inter-American Peace Force, of its major U.S. component, and of Ambassador Ellsworth Bunker in his unusual and unprecedented role added greatly to the dimensions of the work done by the Rated Officer. In the aftermath of revolution, he had unusual, delicate and complicated tasks to perform in connection with the establishment and maintenance in power of a most fragile Provisional Government. As the latter carried the nation toward the all-important election scheduled for June 1, 1966, the CAS Station Chief faced a changing and constantly challenging set of requirements. Finally, his tour of duty at this post has encompassed the transition from the Provisional Government to a constitutional government emerging from those elections and the gradual firming up of the position and institutions of the present democratically elected administration.

To this intricate complex of circumstances, the CAS Station Chief has brought a background knowledge of the Latin American area and its

people as well as a proficiency in Spanish which has enabled him to deal readily and effectively with a heterogeneous range of contacts.

His performance can only be described as outstanding. He has provided a completely professional response to a most difficult and varied challenge. He has mounted an organization and provided a mechanism fully up to the tasks confronting it and the high-level requirements levied upon it. With the advantages afforded by hindsight, I suggest that the success which has been achieved speaks for itself.

It is pertinent to mention that the Rated Officer invariably places business ahead of pleasure and personal interests. He works long and irregular hours and is continuously available in time of need. He has evidenced the highest degree of cooperation with representatives of State, DOD, Legal Attaché, AID (in the Public Safety sector) and all other members of the Country Team. His quiet and professional approach inspires their confidence, and on innumerable occasions he has proven that he is an excellent team player who genuinely wants to be of assistance to all members of the official community. The harmonious, close relations among all the intelligence components of the Country Team are due in great part to the tactful, skillful and thoughtful leadership of the Station Chief.

There is probably little need for me to comment upon the "Rated Officer's technical achievements at this post. Under his guidance, specialized security agencies of the Dominican Government have been brought to a state of high readiness. Penetration of subversive groups has reached impressive proportions. Subversive document seizures have been abundant. Counterespionage work has been impressively successful.

no n/sei

The CAS Station Chief is in/sense a narrow technician or specialist. He keeps his eye on the broad picture, understands what he sees there and intelligently relates it to his own work. He is imaginative in his approach and does not hesitate to suggest innovations of various kinds. To mention only one of these, it was as a result of his initiative that "electoral police" appeared upon the scene during the Presidential election campaign in mid-1966 with a salutary calming effect upon the potential for political violence at the moment.

- 3 -

I wish to make special mention of, first, the scrupulousness with which the Rated Officer has consulted me and kept me
informed about his activities, and, second, his strict adherence
to the guidance I have given him. At no time have I had any
doubts concerning the care and fidelity with which he has
followed my instructions.

I have developed the highest personal and professional regard for the Rated Officer. I have valued greatly his advice and his support not only upon matters within his own special field of competence, but also over a considerably broader spectrum of U.S. Mission activities. I could not have asked for a better Chief of Station than the one whom I have had at this post. I very much regret his departure but am comforted by the knowledge that his successor, as his deputy, has been trained by him.

I earnestly hope that these comments of mine -- based on a very close and continuous working relationship -- will be given full consideration and will contribute significantly to his career advancement.

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<b>}</b>	ROVISIONAL (500		<del></del>	8	ANNLAL		<del></del>		ENT EMPLOYEE
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SECTION B			PERFORMANC	E EV	LUATION			<del> </del>	
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P - Proficient			satisfactory. Desired		• .	oduced in a	proficies	nt manner	•
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SPECIFIC DUTY NO	), 3								RATING LETTER
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-	Reviewed by		-			35.41 L			

FORM 45 USE PREVIOUS EDITIONS

## SECTION'C

#### HARRATIVE CUMMENTS

Indicate significant strengths or weaknesses demonstrated in current courseling heeping 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, it required to current position. Amplify or explaining the interest of personnel action. Manner of performance of managerial or supplied by duties and cost consciousness in the use of personnel, space, equipment and funds, must be committed on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

8 53 AH '68

The Rating Officer's last fitness repairs on Mr. Phillips dealt with his terminating an outstandingly successful and very complicated assignment as Chief of Station, Dominican Republic. This report deals with a completely different situation, i.e. coming into Headquarters as Chief, Cuban Operations Group at the time that drastic reduction had just become the order of the day. The same energy, imagination and zeal which has characterized Mr. Phillips over the years has characterized his performance in this difficult task since his assumption of the new responsibility. He has been a prime mover in reducing the Headquarters WH/COG component to realistic and managable proportions. By the same token he has been a prime mover, guider, cajoler and sometimes "patron saint" to JMWAVE management in its massive job of bringing JMWAVE down from its ponderous proportions to a viable Clandestine Services "instrument" compatible and consistent with the present day needs of Cuban operations. In this endeavor Mr. Phillips' accomplishments have been of the first order.

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SECTION D	CERTIFICATION AND CO	MMENTS
1.	BY EMPLOYEE	,
•	CERTIFY THAT I HAVE SEEN SECTIONS A, B,	, AND C OF THIS REPORT
DATE	SIGNATURE OF SMPLOVEE	
13-MAY 1949	Jan 6 Shell	<u> </u>
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN T	O EMPLOYEE, GIVE EXPLANATION
32		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OF PHINTED NAME AND SIGNATURE
10 May 1968	Deputy Chief, WHD	Jacob D. Esterline
1	BY REVIEWING OFFICE	AL /
believe the rat career advance believe he is for expected he wi	er is somewhat carried away ement has been closely obser alling behind in the promotion	(which is within the proper time
OATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	7 Millian la New
· 20 May 1968	Chief, WH Division	, William V. Broe

Fitness Report - David A. Phillips

SECTION C (Continued)

Most important however, and this is one of Mr. Phillips unique qualities, he has been able to bring about this drastic reduction and at the same time instill enthusiasm in his staff for new approaches to the ever more difficult Cuban target. His own infectious enthusiasm and his fine manner with co-workers and subordinates has made this possible. In short the Rating Officer believes he is the right man at the right time for the job he is in.

Mr. Phillips' relations with the Department of State and other agencies where it really counts are outstandingly good. He has in his short time back re-established his fine relationship with the manager of the Voice of America. This relationship will undoubtedly be of inestimable value in getting WH Division's new radio effort through the 303 Committee and into operation.

It is probably obvious to one reading this fitness report that the Rating Officer is well disposed towards Mr. Phillips. This is quite true. It in no way, however, affects the Rating Officer's opinion that Mr. Phillips is a man of considerable talent who for one reason or another has fallen at least one grade behind in the promotion timetable. The Rating Officer, therefore, trusts that this will be corrected in the near future. Mr. Phillips is a gentleman of breadth, drive, imagination and dedication. The Rating Officer considers Mr. Phillips to be one of the very best of the many fine officers he has known in his career in the Clandestine Services. In some ways he is unique in that he knows the business from the ground up, having started in unofficial cover (several assignments) and now having moved into the managerial area where he can speak with authority based on valid experience.

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

### TRAINING REPORT

Chiefe of Station Seminar 110, 1-70

80 hours, full time 6-17 October 1969

Participant : Phillips, David A. Office : WF

Year of Birth: 1922. Service Designation: D

Grade : 16 No. of Students : 8

EOD Date : Apr 155

## COURSE OBJECTIVES, CONTENT AND METHODS

The COS Seminar is aimed to prepare prospective Chiefs and Deputy Chiefs of Station and Chiefs of Base for field assignments. Emphasis was upon the difficulties confronting Chiefs of small or medium-sized installations, since they must handle a peculiarly wide range of problems. Included were case studies serving to remind outgoing chiefs of various operational approaches and techniques, but more time was devoted to policy, coordination, management, reporting, and administrative responsibilities of the Chief of Station, both within CIA and in the government at large, at home and abroad.

The bulk of the course is given in lectures and question periods conducted by officials responsible for the missions, functions, programs, and services discussed. A few key items of suggested reading are included, and bibliographies of suggested reading tailored to the individual's assignment are offered for those who want them.

### ACHIEVEMENT RECORD

This is a certificate of attendance. No further assessment of individual capacity or performance is made in this course.

FOR THE DIRECTOR OF TRAINING:

Anthony D. Holland Date

(DAON )	Filled In)		
		EMPLOYEE SERIAL	NUMBER
FITNESS REPORT		024345	رسه
SECTION A GE	NERAL		,
1. MANUE (Lest) Proc. (Middle) Phillips David A.	10/31/22 M	GS-15 D	
6. OFFICIAL POSITION TITLE Chief of Station	DDP/WH/7	Santo Domi	
9. CHECK (X) TYPE OF APPOINTMENT	10. CHECK (X) TYPE OF REPOR	¥	
XX CAREER RESERVE TEMPORARY	INITIAL	REASSIGNMENT	<del></del>
CAREER-PROVISIONAL (See thetracrises - Section C)	XX ANNUAL	REASSIGNMENT	AMPLOYE
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May 1967	1 April 1966 t		1967
	E EVALUATION		
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P - Proficient Performance is more than satisfactory. Desired	fresults are being produced in a	proficient manner,	•
5 - Strong Porformance is characterized by exceptional pro			
O - Outstanding Performance is so excurrenced in relation to re-	juirements of the work and in com	parison to the perform	cance of
others doing similar work as to warrant special	IC DUTIES		
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PECIFIC DUTY NO. 2			RATING
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Liaison with other U. S. agencies.			S
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PECIFIC DUTY NO. 6		-	RATING LETTEP
1967			
OVERALL PERFORMANCE	IN CURRENT POSITION		
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NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. Store suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, it required for current position. Amplify of explain ratings, given in Section 8 to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory during and cost consciousness in the use of performal, reach supervisors and cost consciousness. Section C, attach a separate their elegions.

HAY 8 3 37 117 66 8

Mr. Phillips is nearing completion of his tour of duty as Chief of Station, Santo Domingo. During the past several months he has had the difficult task of reorganizing his Station and redirecting its manpower following a major election operation. His task has been made more difficult by a series of almost weekly political or security crises which not only required intensive intelligence coverage but also frequently involved Station assets.

Mr. Phillips has done remarkably well in this difficult regearing process. It has in no way affected the volume or quality of Station reporting which remains very high. His critical analysis and in-depth interpretation of the rapidly changing political scene have been timely and useful.

The Station under his direction has aggressively undertaken the development of new FI and CI assets without losing momentum in existing operations. Also in a relatively short period of time effective security and countersubversion units within the host government internal security apparatus have been established, (Cont'd)

SECTION D	CERTIFICATION AND COM	MENTS					
1. 'v-	BY EMPLOYEE						
	CERTIFY THAT I HAVE SEEN SECTIONS A. B.	AND C OF THIS REPORT					
DATE	SIGNATURE OF EMPLOYEE						
2.	BY SUPERVISOR						
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYER, GIVE EXPLANATION					
* 120	Subject in the field.						
5 April 1967	Deputy Chief, WHD	Jacob D. Esterline					
3.	BY REVIEWING OFFICIAL						
COMMENTS OF REVIEWING OFFICE	AL						
I concur	with the rating and statement	s made concerning					
Mr. Phillips.	He is one of the best. He wi	ill take over as					
Chief, Cuban (	Operations Group this summer	r and we can expect					

new impetus in this difficult denied area program. We are carefully observing his promotional progress and are making every effort that he advances in accordance with his excellent capabilities and potential.

· · · · · · · · · · · · · · · · · · ·		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PAINT SO MANE AND SIGNATURE
28 April 1967		William V. Broe
	Chief, WHD	William V. Broe

Fitness Report -- David A. Phillips

SECTION C - (Cont'd)

· . .

His relationships with the Ambassador and with representatives of other agencies are excellent and the high regard they accord him are reflected in the great confidence placed in him and his staff.

The overall management of the Station reflects careful consideration of manpower and money commitments. Mr. Phillips has taken the initiative in effecting savings wherever possible. In short he has turned in an aggressively outstanding performance under the most difficult imaginable conditions during the period under review.

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GEOLF :

ECTION C NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training, Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section 8 to provide bast basis for determining future personnel action. Monner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and finds, must be commented on, if applicable. Health people needed to complete Section C, attach a separate sheet of paper.

Mr. Phillips brings to this assignment (his first as Chief of Station) a wealth of CA experience gained through many years of operating in the Western Hemisphere and other areas. As a propagandist and general CA operator he must rank high among all Agency personne. Consequently, it was indeed fortunate that his assignment to the Dominican Republic came at a time when a person of his talent was badly needed. Arriving shortly after the American intervention he has had the difficult task of ferreting out information in great detail about an entirely new government, diplomatically handling the delicate coordinations with other U.S. Government agencies in a crisis and highly emotional situation, while administering a rapidly expanding station composed in large degree of young men long on initiative and intelligence but somewhat lacking in depth of experience. At present he is engaged in a fairly large and vastly important election operation which is of concern to the highest authorities of our government.

(Continued - See attached sheet)

SECTION D	CERTIFICATION AND COMM	ENTS
1.	BY EMPLOYEE	
1	CERTIFY THAT I HAVE SEEN SECTIONS A, B, A	ND C OF THIS REPORT
OATE	SIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
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9 months		pon his return to Headquarters
DATE	OFFICIAL TITLE OF SUPERVISOR	Sult. Collies.
3 May 1966	Deputy Chief, WHD	Jacob D. Esterline
3.	BY REVIEWING OFFICIAL	
Station, under to completed a mo	endorse the rater's comments the excellent leadership of Mr. ost successful and significantly as a well-done Station operation	Phillips, recently important political action
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
14 June 1966	Chier, WHD	William V. Broe

Fitness Report - David A. Phillips

SECTION C - Continued:

Perhaps the outstanding quality which Mr. Phillips has demonstrated is his ability to "fire up" his people to produce at their maximum capacity. Another outstanding characteristic is his diplomatic manner of dealing with other officials. Of particular note is the fact that Subject's relationship with Ambassador Bunker of the OAS (who, in effect, has been the President's principal representative in the Dominican Republic) are closer and more fruitful than the relationship of the Embassy with Ambassador Bunker. This has in no way damaged the close relationship Subject has with the Embassy and other government officials.

Subject had little managerial experience of the scope required by his present position prior to his arrival in the DR, nor had he had much experience in FI matters. He has adapted readily however, and he continued to broaden in these respects with the passage of time.

Cost consciousness is, of course, a relative thing. Mr. Phillips as a CA operator "thinks big." However, it is clear that he weighs heavily costs against anticipated results and expects to get a dollar return for each one spent. Overall Subject can be described as a very able person. His ability to maintain Station morale at a high level while producing at a very gruelling pace under difficult conditions is in itself an outstandin accomplishment. Mr. Phillips has been recommended for an Agency Award.

#### Ó a má

#### SECRET

#### TRAINING REPORT

Chiefs of Station Seminar No. 3 60 hours, half days 19 April - 7 May 1965

Participant : PHILLIPS, David A.

Office

Wil

Year of Birth: 1922

Service Designation : -

Grade : ∞-15

No. of Students

15

EOD Date

: April 1955

## COURSE OBJECTIVES, CONTENT AND METHODS

The COS Seminar aimed to prepare prospective Chiefs and Deputy Chiefs of Station, Chiefs of Base, and semior Chiefs of Support for field assignments. Emphasis was upon the difficulties confronting Chiefs of small or medium-sized installations, since they must handle a peculiarly wide range of problems. Included were case studies serving to remind outgoing chiefs of various operational approaches and techniques, but more time was devoted to policy, coordination, management, reporting, and administrative responsibilities of the Chief of Station, both within CIA and in the government at large, at home and abroad. Special attention was given to counterinsurgency.

The bulk of the course is given in lectures and question periods conducted by officials responsible for the missions, functions, programs, and services discussed, most of them being from within the Agency but several also from outside. A few key items of suggested reading are included, and bibliographies of suggested reading tailored to the individual's assignment are offered for those who want them.

#### ACHIEVEMENT RECORD

This is a certificate of attendance.

Mr. Phillips attended the first half of the seminar being withdrawn at that point due to an operational emergency.

No further assessment of individual capacity or performance is made in this course.

FOR THE DIRECTOR OF TRAINING:

William Rowland

Acting Chief Instructor

Date

14-00000

	(Then Filled In)
	FITNESS PEPORT (Part I) PERFORMANCE
	INSTRUCTIONS
	FOR THE APPINISTRATIVE OFFICER. Consult current instructions for completing this report.
	FIRE ME STEERVISH: This report is designed to help you express your evaluation of your subordinate and to transmi this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordi
	nate where he stands with you. Completion of the report can help you prepare for a discussion with him of historights and weaknesses. It is also organization policy that you show Part I of this report to the employee excep
į	under conditions specified in Regulation 20-170. It is recommended that you read the entire form before completin
	any question. If this is the initial report on the employee, it must be completed and forwarded to the Office o Fersonnel no later than 30 days after the date indicated in item 8, of Section 14 below.
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ŀ	certify that any substantial difference of opinion with the supervisor is reflected in the above section.
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۱-	. RATING ON GENERAL PERFORMANCE OF MILES
ħ	diffictions. Consider (MAY the productivity and effectiveness with which the individual being rated has performed as duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.
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		ring others of his grade and type of assignment, rate the employee's potential to assume great Think in terms of the kind of responsibility encountered at the various levels in his kind of			
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2 - MAS BEACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED 3 - MAKING PROGRESS. BUT NEEDS MORE TIME BEFORE HE CAN BE FRAINED TO ASSUME GREATER RESPONSIBILITIES					
5 4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES 5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING					
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NUMBER LEVEL RESPONSIBILITIES					
	ISORY POTEN				
DIRECTIONS: Answer this question likes this person the ability to be a supervisor? The Mo If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER					
SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.					
	0	AVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION			
DESCRIP!	11VE 1 - 80	FLIEVE INDIVIDUAL WOULD SE A WEAR SUPERVISOR IN THIS KIND OF SITUATION LLIEVE INDIVIDUAL MOULD SE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION			
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AC TUAL	POTENTIAL	DESCRIPTIVE SITUATION			
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		OTHER (Specify)			

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INDICATE THE APPROXIMATE NUMBER OF MONTHS THE SATED EMPLOYEE HAS BEEN UNDER YOUR DEFENTION

OFFICE OF DESCRIBEL This officer is a natural furnis present assignment. He is qualified for future unofficial or staff assignment bith more responsibility. Oct 2 10 31 AH '56 MAIL ROOM FUTURE PLANS SECTION N. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INCIVIDUAL None at present. 2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS As senior KUCAGE officer, better knowledge of Station procedures and practices would be helpful. SECTION 1. DESCRIPTION OF INDIVIDUAL DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report. X - HAVE NOT OBSERVED THIS: HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIOUS

1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE

2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE

3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE

4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE

5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE CATEGORY NUMBER CATEGORY CATEGORY STATEMENT CATEGORY .. ADLE TO SEE ANDTHESTS .5 5 FD187'0F VIEW 4CC0#PL | S+# E # 7 2. CAL WARE DECISIONS ON HI CAN MADE DECISIONS ON HI 22. IMPLEMENTS DECISIONS ME-4 5 :4: 12. SHOWS ORIGINALITY .......... ... ... .... 13. ACCEPTS RESPONSIBILI-5 4 4 3. was intriative 23. IS THOUGHTFUL OF OTHERS 4 h h ----RESPONDS WELL TO SUPER-3. STRINES CONSTANTLY FOR 5 L 5 25. DISPLAYS JUDGEMENT ..... h 6. 44245 BHEN TO SEER 4 16. 0065 HIS JOB #1 THOUT 4 PA. IS SECURITY CONSCIOUS

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3 CAUTIOUS IN ACTION.	·							x						
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S. UNEMOTIONAL.	x			==										一
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8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.			I			I	]					x	l	
9. HAS SENSE OF HUMOR.										x				
O. KNOWS WHEN TO SEEK ASSISTANCE.							x				• •			
1 CALM.			T				x	1						$\exists$
2. CAN GET ALONG WITH PEOPLE.				T						<del>-</del>				=
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ZE. CAN THINK ON HIS FEET.							<u> </u>		I	×	L			I
27. COMES UP WITH SOLUTIONS TO PROBLEMS.										Ix				I
28. STIMULATING TO ASSOCIATES: A "SPARK PLUG".							<u> </u>		1	E	X		$\perp$	İ
29. TOUGH MINDED:	×							II.			I			
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32 CLEAR THINKING.							<u> </u>			x	1_			Ţ
33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.								Ľ_			×	1	$I_{-}$	<u> </u>
34. EVALUATES SELF REALISTICALLY.						I	×						<u> </u>	
35. WELL INFORMED ABOUT CURRENT EVENTS.				[			X				<u></u>	-	<u> </u>	<u> </u>
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37: EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.						I				x				
38. IMPLEMENTS DECISIONS REGARD- LESS OF DWN FEELINGS.						1		x						
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AT DISPLAYS JUDGEMENT.				$\Box$		$\Box$	I			×.				
42. GIVES CREDIT WHERE CREDIT IS DUE.										x				
43. HAS DRIVE.							x							
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46. HIS CRITICISM IS CONSTRUCTIVE.							x.I							
47. ABLE TO INFLUENCE OTHERS.						L			L	x		]	I	
48. FACILITAIES SMOOTH OPERATION OF HIS OFFICE.				$\perp \perp$		$\perp$				×				
49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.						_[_	I			$\Box$	x	I	I	
SO. A GOOD SUPERVISOR.	×		0505								$\underline{\underline{\hspace{1cm}}}$			

A. WHAT ARE HES OUTSTANDING STRENGTHST

Professional experience in several media plus field experience with CIA equip him to undertake a variety of assignments with excellent prospects of success; ability to outline own job, and then do it.

8. MAT ARE HIS OUTSTANDING WEAKNESSEST

none apparent to me

Section 1997 Annual Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the Control of the C	ECRET
C. INDICATE IF YOU THING THAT ANY SINGE STRENGTH OR BE	ANNESS OUTHER CAN DENTER CONSIDERATIONS:
Strengths indicated above easily outveing subject is average.	gh the few characteristile in sphin the
D. GO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION?	H 44 6 3 47 PH 36
	MAIL ROOM
Operations Familiarization course.	
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report but which have a bearing on effective utilized	ic habits or charact Tratics not covered elsewhere in the tron of this person):
None	
SECT	FION VI
Read all descriptions before roting. Place "X"	in the most appropriate box under subsections A.B.C.AD
A. PIRSCTIONS: Consider only the shift with which the person has performed the duties of his job and rate him accordingly.	C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the agency.
1. DOES NOT PERFORM DUTIES ADEQUATELY, HE IS INCOMPETENT.  2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING. HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.  3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA- SIGNALLY REVEALS SOME AREA OF WERKESS.  E-PERFORMS DUTIES IN A TYPICALLY COMPETENT. EFFICTIVE MANNER.  3. 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 FER OTHER PER- SONS RACEN TO THE RATER.  15 THIS INDIVIOUAL BETTER QUALIFIED FOR BORK IN SUME OTHER AREA?  16 THE QUALIFIED FOR BORK IN SUME OTHER AREA?  17 NO EXCHANGE SUCH ASSISTMENT IN WIS BETTER QUALIFIED FOR BORK IN SUME OTHER AREA?  18 THIS INDIVIOUAL BETTER QUALIFIED FOR BORK IN SUME OTHER AREA?  18 THIS INDIVIOUAL BETTER QUALIFIED FOR BORK IN SUME OTHER AREA?  18 THIS INDIVIOUAL BETTER QUALIFIED FOR BORK IN SUME OTHER AREA?  18 THIS INDIVIOUAL BETTER QUALIFIED FOR BORK IN SUME OTHER AREA?  19 NO EXCHANGE THE BORY  18 THE BORY  19 OFTEN THE BORY  19 OFTEN THE BORY  20 OFTEN THE BORY  21 OFTEN THE BORY  22 OFTEN THE BORY  23 OFTEN THE BORY  24 OFTEN THE BORY  25 OFTEN THE BORY  26 OFTEN THE BORY  26 OFTEN THE BORY  27 OFTEN THE BORY  27 OFTEN THE BORY  28 OFTEN THE BORY  29 OFTEN THE BORY  20 OFTEN THE BORY  20 OFTEN THE BORY  21 OFTEN THE BORY  21 OFTEN THE BORY  22 OFTEN THE BORY  23 OFTEN THE BORY  24 OFTEN THE BORY  25 OFTEN THE BORY  26 OFTEN THE BORY  26 OFTEN THE BORY  27 OFTEN THE BORY  28 OFTEN THE BORY  29 OFTEN THE BORY  20 OFTEN THE BORY  20 OFTEN THE BORY  20 OFTEN THE BORY  21 OFTEN THE BORY  21 OFTEN THE BORY  22 OFTEN THE BORY  23 OFTEN THE BORY  24 OFTEN THE BORY  25 OFTEN THE BORY  26 OFTEN THE BORY  26 OFTEN THE BORY  27 OFTEN THE BORY  29 OFTEN THE BORY  20 OFTEN THE BORY  20 OFTEN THE BORY  20 OFTEN THE BORY  21 OFTEN THE BORY  21 OFTEN THE BORY  21 OFTEN THE BORY  22 OFTEN THE BORY  23 OFTEN THE BORY  24 OFTEN THE  25 OFTEN THE BORY  26 OFTEN THE BORY  26 OFTEN THE BORY  27 OF	TUNITY, WILL PROBABLY ENCEAVOR TO MAKE A
3. CIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities normally indicated by premotams.  1. HAS REACHED THE HIGHEST GRADE LEVEL AT MICH SATISFACTORY PLAFORWANCE CAN BE EXPECTED.  2. IS MANING PROGRESS, BUT NEETS MORE TIME IN PRESENT GRADE BEFORE PRONCTION TO A HIGHER GRADE CAN BE RECOMMENCED.  3. IS REMOY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.  4. HILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.  5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.  6. AN EXCEPTIONAL PERSON MICH IS CAN OF THE FEB MICH SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.	D. DIRECTIONS: Consider everything you know about this person is making your ratingshift in job duties, conduct on the job, personal characteristics or habits, and special defocts or talents.  1. Definitely unsuitable - me should be separated.  2. Of Doubtful Suitablety would not have accepted him if i had known what i now now.  3. A Barily acceptable employeedefinitely below average but with no bearsesses sufficiently outstanding to barrant. mis separation.  4. A typical employeeme displays the same Suitablity as most of the people I know in the acency.  5. A fine employee - has some outstanding strengins.  8. An unusually strong person in terms of the requirements of the agency.  7. Excelled by only a few in slitability for work in the agency.
· .	•

Jack

# MEMORARDEM FOR

ATTELTION

: Training Officer

JUBILITY

\* Attendance at PPS In-Service-Training Series 10 Sammary to 20 March 1956

REFFRENCE

\* Newscranter for Chiefs, Santar Staffs and Area Pivisions, and Chief, 10 Division from CPP, subject: "seminar on Preparation and Processing of FP,TM Projects" dated 19 Pecamber 1955.

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- a. ISB DB GG
- h. PROBERT COMPERATION

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- CONTRACTOR

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WOOLDS COMMITTEE, dated 1 April 1959

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(j) 081-230-72

THE CLARACTINE CONVICTOR REPORTED SYSTEM-AREA DIVISIONS, CHAPTER 11.
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# TRAINING EVALUATION

# READING IMPROVEMENT COURSE # 25

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## PP Officer

# SECTION II: OBJECTIVES OF THE COURSE

The Bending Improvement Course is designed to increase the reading officiency of agency employees by developing their speed and level of comprehension through (1) excending the range of reading techniques, (2) adjusting rate of reading to comprehension requirements and (3) improving percentual habits.

# SECTION 111: SPECIFIC CH. R. CT. RISTICS OF THI COURSE

The course consists of 30 class hours, one hour a day, 5 days a walk. 9 hours are devoted to lectures and practice exercises, 12 hours to paced re ding practice and 9 hours to specific perception techniques

Anch student's reading skills are an lyzed at the beginning of the course and the student then concentrates on the development of those skills in which he is deficient or those which are most frequently dominated by the nature of his office reading.

# NOITAULAVE TO CONTEA : VI HOLTOSE

Student each vement is measured by an initial and final test bettery and all se exercises. Two sets of norms have been developed on the test bettery. Group I represents the scores of 400 agency employees, 84% of whem hid four or more years of college. Group II represents the scores of 94 agency employees with two years or less of college training. Section V contains a description of the tests and exercises. Section VI indicates the student's skill level and Section VII includes the student's ever-all achievement and the instructor's comments.

-Haillips

# TEST DESCRIPTION

1. READING COLTREHEISION TESTS: Heasure areed and accuracy of basic comprehension stills. Complete and objective understanding, analysis, and interpretation are required in these tests.

2. EXTLISIVE (informational) RLDIG TESTS: consure the

degree of proficiency in the arlication of extensive realing skills to acquire broader frames of reference.

3. LTUSIVE (technical) RADI C TESTS: Monsure the ability

to acquire the basic knowledge of a new subject.

4. SCAPING TATS: Heasure efficiency in the amiliantion of scraning kills for the selection of information, for identificution of the main idea, and for organization.

## SECTION VI: REPORT OF SKILL L.V.A.

This studentis being commared with the following nort group: Oroup I - Four or more yours of college Group II - Two or less years of college

Exc. Fail Basic Comprehension Skills Extensivo Techniques Intensive Techniques Seconding Techniques

# SECTION VII: OVER-ALL ACKINVE LAST

In consideration of all factors observed during the course and taking into account this student's concrience, prefession, age and oducation, an "A" in one of the boxes shows the student's ayer-all achiav ment in the course. EXCELLENT SUPERIOR

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FOR THE DIRECTOR OF TRAINING:

Blandard Form No. 34 January 196\* U.S. Civil Service Commission FPM Supplement 990-1 54-104

# DESIGNATION OF BENEFICIARY FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT

Read instructions on back of duplicate before filling in this form

INFORMATION CONCERNING THE IN	SURED:		<del></del>		
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DEPARTMENT OR AGENCY IN WHICH PRISENTLY	EMPLOYED (II re	tired, former departme	of or eleath):	,	
Central Intelligence Agency (Department or agency)	(Bureau)	(Divis	ion)	Langley, Va.	
I, the individual identified above, canceli Group Life Insurance Program heretofore ma any amount of LIFE INSURANCE and ACI that this Designation of Beneficiary will rem canceled by me in writing, or until such time a	ide by me, do no CIDENTAL DE sain in full fore s it is automatic	w designate the b ATH INSURAN e and effect, with ally canceled (see	eneficiary or b CE due and p respect to an regulation "f"	eneficiaries named ayable at my deat y amount payable on reverse side of	below to receive h. I understand, unless or until duplicate copy).
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Type or print first name, middle initial, and last name of each beneficiary	Type or	print address (includ: of each beneficiar	ng Z1P Code)	Relationship	Share to be paid to each beneficiary
VIRGINIA S. PHILLIPS	8124 FR	ATRICDS.	20074	MILE	Au
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For each type of insurance (regular and o one beneficiary is named, the share of any ben beneficiaries, or entirely to the survivor. (2) I u beneficiaries is living at the time of my death. I hereby specifically reserve the right to or consent of the beneficiary.	eficiary scho ma nderstand that t	predecease me of this Designation of	all be distrib Beneficiary sh	uted equally amon all be void if none o	g the sarviving f the designated
(Date of execution-month, day, year)			(Signature o		
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ADMINISTRATIVE-Internal Use Only

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FORM 14512 SE PREVIOU

# FILE COPY OF STANDARD FORM 56 "AGENCY CERTIFICATION OF INSURANCE STATUS— FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM"

on file with the Retirement Operations Branch,
Office of Personnel (x3257).

ELECTION, DECLINATION, OR WAIVER OF LIFE INSUTANCE COVERAGE HELD ENGLISH OF THE BROWN PROCESS

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.

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1	Mark here if you DO NOT WANT OPTIONAL but do want regular insurance  DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE If decire the \$10.000 additional entional insurance. I understand that I cannot be to the sectionation at the time I apply for it I am under also 50 and present satisfactory medical insurance.  (B)  (B)						
i Y	Mark here f-you YANT NEITHER regular nor optional insurance	l des. Insur. suran l apri	ance Program, I unde ice until at least I ye. Iv for insurance I am is ty. I understand a	NOCE COVERAGE  and I walve coverage under the Federal Employees Group Literature that I cannot cancel this wanter and obtain regular is a ratter the effective date of this wanter and unless at the time under are 50 and present satisfactory medical evidence of itse that I cannot now or later have the \$10,000 addition have the regular insurance.			
_	DATE AND SIGN. I		ITIRE FORM TO	FOR EMPLOYING OFFICE USE ONLY			
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ORIGINAL COPY-Retain in Official Personnel Folder

STANDARD FORM No. 176 At hit 1968 FPM Supplement 870-1 170-102

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

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO COMPLETE THIS FORM

# FOLLOW THESE GENERAL INSTRUCTIONS:

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

7	FILL IN THE IDEN	TIFYING IN	FORMATION BELOW	/ (please print or type):		
_	NAME (last)	(first)	(middle) 024345	CATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER	
	Phillips		Atlee	31 Oct 1922	460 28 3930	!
	EMPLOYING DEPARTMEN	IT OR AGENCY		LOCATION (City, State, ZIP Code)		•
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-		
A	MARK AN "Y" IN ONE OF	THE BOXES BELOW (do NOT mark more than one):
3	Mark here if you 5 WANT BOTH optional and regular insurance  (A)	ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE  I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.
~	Mark here  if you  DO NOT WANT  OPTIONAL but do want regular insurance  (B)	DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE  I decline the \$10,000 additional optional insurance. I understand that I cannot elect contional insurance until at least I year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evolution of insurability I understand also that my regular insurance is not affected by this declination of additional optional insurance.
	Mark here if you WANT NEITHER regular nor optional insurance  (C)	WAIVER OF LIFE INSURANCE COVERAGE  I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least I year after the effective date of this waiver and unless at the time I apply for insurance are ununder age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB." THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.	FOR EMPLOYING OFFICE USE ONLY  (official receiving date stamp)
SIGNATURE (do not print)  DATE	FEB 19 Z 3" PH "68
13 February 1968	See Table of Effective Dates on back of Original

ORIGINAL COPY-Retain in Official Personnel Folder

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The Honor and Merit Awards Board having	considered a r	ecommendatio	a the	t:
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Intelligence Medal in recognit the Central Intelligence Agenc out his career Mr. Phillips hapositions in Headquarters and as Chief of Station. In each ments were marked by his broad and imagination. His most recodivision is further evidence of Mr. Phillips' efforts during happens of the on him and the Federal service.	y for more is held a seroverseas, in instance his area knowled to the seroup of this except is career con Agency, re	than 22 yearies of higher than 22 year in the superior edge, initient as Chiestonal capainstitute a	hly ur a acco ativ f of bili maj	Through- important issignments implish- e, drive a major ty. or con-
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DATE	TYPED NAME OF REC	L. Austin,	Jr.	

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A	RECOMMENDATION FOR HONOR OR MERIT AWARD								
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8224 Stone Trail Drive Bethesda, Maryland				365-	-0527				
SECTION B					<u> </u>				
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Mr. David A. Phillips is retiring after a distinguished career with the Agency. He has been an employee of the Agency since 1951 when he initially joined as a Contract employee. He served with distinction in Santiago, Guatamala City, Havana, Beirut, Mexico City, Rio de Janeiro, Brasilia, and Caracas. His excellent command of both Spanish and Portuguese has enhanced each of his assignments in Latin America. A true DDOer, fifteen years of this glorious and active career were spent overseas. His outstanding dedication and devotion to the cause of freedom won for him in 1956, the Intelligence Medal of Merit. His file is replete with letters of commendation and appreciation from the DCI, DDCI, the former President of the Dominican Republic, Ambassadors, and military commanders, all of whom recognized the uniqueness of his outstanding service. Mr. Phillips has been highly effective as a senior member of the Latin American Division which has been under his immediate command since 1973. An excerpt from a late fitness report nicely characterizes the caliber of his work. "It is as a senior operations officer that Mr. Phillips has had the greatest experience, and it is not surprising that he has made an excellent input into the improvement of operational matters throughout the many areas of this hemisphere for which he is responsible." Mr. Phillips will be remembered for his initiative, drive and imagination, and for the excellence of his representational responsibilities which in large part is attributable to his native charm, area knowledgeability and superb language skills. He will be remembered for his intent capability and desire to fulfill the needs of the Organization. It is fitting and proper that upon his retirement, Mr. Phillips be recognized with the award of the Distinguished Intelligence Medal.

5 JUN 1974

Dear Dave,

You have just finished an important albeit grueling GS-16 Evaluation Exercise at my direction. The recommendations for promotion and executive development you gave me were a major factor in my recommendations to the Director for the upward movement of officers who will be the top management cadre of the Directorate in the near future.

I believe you will find that the last several weeks will have sharpened your focus on one of our most important management responsibilities, our personnel. Many thanks for a job well done.

Bill

William E. Nelson Deputy Director for Operations

E2 IMPDET CL BY 056788

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FORM 1451a 0330LETE COEVIOUS

# SERVICE ABROAD AGREEMENT 4

## I. GENERAL

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

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

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

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

AFFORDED ALL NORMAL RECOURSE IN APPEALING DE	ECISIONS MADE PURSUANT T	O THIS AGREEEMENT.				
NAME OF EMPLOYEE David A. Phillips		so D				
II. TOUR OF	DUTY ABROAD					
Caracas, Venezuela	0					
2. PERIOD OF SERVICE ABROAD AS PRESCRIBED IN A. B. OP C BI	LOW					
A. STENDARD TOUR OF BUTY OF 24 MONTHS X	C. NONSTANDARD TOUR OF DUTY OF WONTHS FOR THIS TOUR ONLY FOR THE EMPLOYEE SIGNING THIS AGREEMENT (See HR 20-18)					
	REQUESTED (veno attached)					
	OPFRATING OFFICIAL					
8. NONSTANDARD TOUR OF DUTY OFMONTHS	CONCUR					
PREVIOUSLY APPROVED PER HR 20-18.	CARELH SERVICE	DEPUTY DIPECTOR				
OPERATING OFFICIAL	APPROVED					
Henry L. Bertheld. C/WH/Pers	DIRECTOR OF PERSONNEL					
III. PERMANENT PL	ACE OF RESIDENCE	· <del> </del>				
3. YOUR "PERMANENT PLACE OF RESIDENCE" IS A PLACE TO BE AUTHORIZED IN CERTAIN CIRCUMSTANCES PURSUANT TO HR PERSONNEL FOLDER.	22. ITS DESIGNATION WILL BE	E REPT IN YOUR OFFICIAL				
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Spice | General - Administrative | Spice | 116 - Performance of TDY Personnel During Recent DR Crisis | Action Manual Princes

- As Headquarters is well award, a constant flow of TDY personnel was provided the Station by Headquarters during the crisis period of the recent revolution. Obviously, the Station rould have found it most difficult, if not impossible, to perform in the fashion it did without this assistance. What deserves special comment, however, is the generally high quality of their performance under quite demanding, fluid, and, often, dangerous conditions. With few exceptions, already known to Headquarters, the TDY personnel did a magnificant job both collectively and as individuals. Considering the grade and experience of most of these officers, it can probably be assumed that this was to be expected. But, what clearly was not predictable was their willingness to accept any type of assignment regardless of grade or circumstances, their quick adaptability and initiative in an unfamiliar and confused situation, and their stamina under the stress of long and irregular work days seven days a week. Furthermore, in spite of the close working quarters, constant association, and strain inherent in this type of situation, "personality clashes" or other signs of incompatability were very few indeed.
- 2. Undoubtedly, Headquarters has sensed the foregoing from returnees. The purpose of sending this dispatch is to make it a matter of record and to suggest to Headquarters that their standard of performance under these conditions may serit consideration of some special recognition in the personnel files of the personnel concerned.

Continued ...

Distribution: 3 - WHD

Attachment: As stated - h/w ·

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•	HDCT-1221	17 July 1965
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- 3. Without detracting one whit from the performance of any of the other officers on TDY assimment, the present COS would like to single out homeological and lastle. Helean as deserving special comment. Their performance has been exceptional. A special note is attached for Concell, w. Collect. Therefore, it is recommended that the attached memoranda be inserted into each of their personnel files.
- 4. Also, the COS would like to register the fact that the foregoing not only speaks highly of the TDY personnel assigned, but Readquarters as well in providing this type of support.
- 5. As a final comment, Headquarters may care to check this memorandum with Edward m. George, the COS for a good part of this period, to obtain any special comments he might wish to make in this regard -- either with respect to content or individuals whom he considered exceptional and who are not known to the present COS.

David Partless

S-E-C-R-E-T

17 July 1965

MEMORANDUM FOR THE RECORD

SUBJECT:

Richard W. Rastetter

1. Restance was assigned to Station Santo Domingo on a TDY basis for the period 2 June to 16 July 1965. During this assignment, Request was placed in charge of the Station C. R. program with special emphasis on exploiting targets of opportunity in the very fluid crisis situation then prevalent and, simultaneously, generating new assets and new approaches to lay the groundwork for the altered situation which would be confronting the Station in the post-crisis era. In addition to supervising the C.R. program, he handled a number of existing agents, developed some new assets, and conducted numerous special C.R. operations, including some quite effective black activities. On this assignment, headed worked some fourteen to sixteen hours a day throughout the entire period.

- 2. The undersigned is aware that CAA would expect a quite professional and dedicated performance from an officer of factor 's seniority, experience, and caliber; however, even taking this into consideration, his performance in every respect was exceptional, and should merit special recognition.
- 3. It is recommended that a copy of this memorandum be placed in Resulta's personnel folder.

promise the the times

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8 AUE 1969

MEMORANDUM FOR: Director of Central Intelligence

THROUGH

: Deputy Director for Plans

**SUBJECT** 

: Appointment of Mr. David A. Phillips as Chief of Station, Rio de Janeiro, Brazil

- 1. The appointment of Mr. David A. Phillips, GS-16, as Chief of Station, Rio de Janeiro, effective on or about 15 January 1970 is recommended. Mr. Phillips would replace Mr. Robert D. Gahagen.
- 2. Mr. Phillips has been an employee of the Agency since 1951 initially in a contract capacity. He has served in Santiago, Guatemala City, Havana, Beirut, Mexico City and most recently as Chief, Cuban Operations Group. Mr. Phillips is fluent in the Spanish language and is scheduled for two months of full-time Portuguese training immediately prior to his departure. A biographic profile including information regarding his Agency experience and training is attached.

illiam V. Broe
Chief

Western Hemisphere Division

Attachment
Biographic Profile (Parts 1 and 2)

SUBJECT: Appointment of Mr. David A. Phillips as Chief of Station, Rio de Janeiro, Brazil

APPROVAL RECOMMENDED:

Deputy Director for Plans

Date

The recommendation in paragraph one is APPROVED:

Director of Central Intelligence Date

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HAVE YOU PREPLANNED YES X NO. (1)	! "Yes" give name(s) and address !!dren Would so the	ir mother: my stea-children to t	their father.
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Niandard Form No. 1182 4 G to Rev. 1105-102

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### DESIGNATION OF BENEFICIARY

UNPAID COMPENSATION OF DECEASED CIVILIAN EMPLOYEE IMPORTANT
Read, instructions

Read instructions on back of duplicate before filling in this form

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CLASSIFICATION DISPATCH SECRET MARKED FOR INDEXING Chief, Western Hemisphere Division NO INDÉXING REQUIRED ONLY QUALIFIED DESK Chief of Station, Santo Domingo MICROFILM SUBJECT Letter of Appreciation from General Bruce Palmer, Jr. ACTION REQUIRED - REFERENCES Action: See para two 1. Attached find an original and two copies of a letter of appreciation from Gen. Bruce Palmer, until 18 January, Commander of USFORDOMREP. 2. It is requested that the original be placed in the personnel file of Michael C. CHOADEN. The first copy, marked "A" should be placed in the personnel file of Stewart R. PATAKER. The second copy, marked "B", should be passed to Franklyn D. MALLEK for his information and disposition. James & Harney Michael C. CHOADEN Attachment: Letter Distribution: 3 - Chief, WHD w/att h/w CROSS REFERENCE TO DISPATCH STMBOL AND NUMBER DATE **HDCT 1359** 18 January 1966 CLASSIFICATION

SECRET

HEADQUARTERS
UNITED STATES FORCES DOMINICAN REPUBLIC
APO New York 09478

USFDR-CG

17 January 1966

SUBJECT: Letter of Appreciation

THRU:

The Honorable W. Tapley Bennett

American Ambassador

Santo Domingo, Dominican Republic

TO:

DAVID A PHICKIPS

American Embassy Santo Domingo, Dominican Republic

- 1. I wish to express my sincere appreciation for the outstanding contributions you and your staff have made in the accomplishment of USFORDOMREP Intelligence missions from 1 May 1965 through 17 January 1966. The first intelligence contact upon our arrival at San Isidro Air Base on 1 May was a representative from your office. From that day on a mutual respect, cordial relationship and a unity of effort prevailed throughout the many trying days in the Dominican Republic crisis. Without your assistance we would have realized a serious gap in the intelligence picture, a gap which would have made intelligence evaluations and the development of tactical estimates most difficult.
- 2. My J2 has frequently mentioned the close association and coordination he has had with you and the members of your organization and repeatedly expressed the high esteem and respect he has for the professionalism and competence displayed by you and your subordinates.
- 3. The intelligence unity of effort in the Dominican Republic has been exemplary and a prototype for future operations. This cohesive atmosphere is directly attributable to your efforts.

USFDR-CG
SUBJECT: Letter of Appreciation

17 January 1966

4. Again I wish to express my appreciation and congratulations on a job well done.

BRUCE PALMER, JR.
Lieutenant General, USA
Commander

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#### MEMORANDUM OFUNDERSTANDING

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

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DAVID A. HILLIPS

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29 June 1961

MEMORANDUM FOR THE RECORD

SUBJECT: David A. Phillips

On 14 June 1961 the undersigned reviewed with Mr. David A. Phillips his career development prospects for the next five year period. We agreed that the following represented a desirable and fairly firm goal in this respect:

a. In general his future training and neld experience should place sufficient stress on the CI and FI fields to avoid the career confinement of strict CA specialization.

b. His next assignment would be a normal field four in Mexico City. Upon return from that assignment, he would receive up to six months training to be followed by an assignment to the CA Staff (or the organizational successor thereof). One of his primary undertakings in the CA staff would be to develop what might best be termed "ideological warfare" (e.g., a search for basic ideas and concepts with wide appeal) as opposed to the normal propaganda approach (e.g., a running debate on current events).

RICHARD M. BISSELL,

Deputy Director

(Plans)

cc: 'ASJA (Pers) Attn Panel A Mr. Paulips Thru C/WH OP/RSD

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HARLO N FHILLIS ADDRESS  NAMES OF CHILDREN  IMARIA  DAULD, JG  AT LEF  (+121574767  NAME OF FATHER (OF male punchan)  NAME OF FATHER (OF male punchan)  NAME OF FATHER (OF male punchan)  NAME OF FATHER (OF male punchan)  NAME OF FATHER (OF male punchan)  ADDRESS  TELEPHONE NO.  PERSON TO BE NOTIFIED IN CASE OF EMERGENCY  NAME (Mr., Mrs., Mrs.)  PERSON TO BE NOTIFIED IN CASE OF EMERGENCY  NAME (Mr., Mrs., Mrs.)  IL SAFTIFF MINDIAL  THAT IS ADDRESS (No., Street, Cit., Corp., State)  AND STATES (No., Street, Cit., Corp., State)  TO ADDRESS (No., Street, Cit., Corp., State)  AND MARCO OF EMPLOYER, IF APPLICABLE  BUSINESS TELEPHONE NUMBER  TO ADDRESS (No., Street, Cit., Corp., State)  NO  LETHIS INDIVIDUAL NAMED ABOVE WITTING OF YOUR AGENCY APPLICABLE  NO  LETHIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF! (II "No" give name and address of organization, who can make such decisions in case of emergency.)  NO  OES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE! (II answer to "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE! (II answer to "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE! (II answer to "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE! (II answer to "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE! (II answer to "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE! (II answer to "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE! (II answer to "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE! (II answer to "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE! (II answer to "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE! (II answer to "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE! (II answer to "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR E				State)		TELEPHON	F NO.	
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DAUID, JR.  ATLET  (ARITHMENT OF THE COT MATE QUANTIEN)  NAME OF FATHER (OT MATE QUANTIEN)  NAME OF MOTHER (I) I temple quantien)  ADDRESS  TELEPHONE NO.  DEST ACT  PERSON TO BE NOTIFIED IN CASE OF EMERGENCY  NAME (Mr., Mrs., Misa)  (I san-Fitsi-Middle)  PERSON TO BE NOTIFIED IN CASE OF EMERGENCY  NAME (Mr., Mrs., Misa)  (I san-Fitsi-Middle)  THIS INC.  THIS INC.  THE INDIVIDUAL NAMED ASSIE WITTING OF YOUR AGENCY APPILIATION* (II "No" give name and address of organiza" on he believes your mark for.)  NO  OES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE* (If answer is "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE* (If answer is "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE* (If answer is "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE* (If answer is "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE* (If answer is "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE* (If answer is "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE* (If answer is "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE* (If answer is "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE* (If answer is "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE* (If answer is "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE* (If answer is "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE* (II answer is "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE* (II answer is "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE* (II answer is "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE* (II answer is "No" YES INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE* (II answer is								
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NAME OF FATHER (OF male quantien)  ADDRESS  TELEPHONE NO.  PERSON TO BE NOTIFIED IN CASE OF EMERGENCY  NAME (Mr., Mrs., Mrs.)  PERSON TO BE NOTIFIED IN CASE OF EMERGENCY  NAME (Mr., Mrs., Mrs.)  PERSON TO BE NOTIFIED IN CASE OF EMERGENCY  NAME (Mr., Mrs., Mrs.)  PERSON TO BE NOTIFIED IN CASE OF EMERGENCY  NAME (Mr., Mrs., Mrs.)  PERSON TO BE NOTIFIED IN CASE OF EMERGENCY  RELATIONSHIP  FILEPHONE NUMBER  POME ADDRESS (No., Street, Chi. Zine, State)  TO ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  POME ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi. Zine, State)  ADDRESS (No., Street, Chi.		,				W		
NAME OF PATHER (OF Male goardian)  ADDRESS  TELEPHONE NO.  DELA ACT  MENTAT MEMBERIS) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR APPILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.  PERSON TO BE NOTIFIED IN CASE OF EMERGENCY  NAME (Mr., Mra., Mra.)  ILASTITITIMINATION  PERSON TO BE NOTIFIED IN CASE OF EMERGENCY  NAME (Mr., Mra., Mra.)  ILASTITITIMINATION  PERSON TO BE NOTIFIED IN CASE OF EMERGENCY  RELATIONSHIP  THE ADDRESS (No., Sirver, Crit. Zine, State)  NOME ADDRESS (No., Sirver, Crit. Zine, State)  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  TOLD  T	·	"	4 (	1:	•	1-		
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ealth or other reasons, please so state in item 6 on the reverse side of this form.								
CONTINUED ON REVERSE SIDE		CONTINUED ON F	EVERSE SIDE					
CURRENT RESIDENCE AND DEPENDENCY REPORT	CHOPENTO	ECIDENCE AND	DEDENDEN	CV DEPO	DT.			1

14-00000

Supplement to Staff Employee Personnel

in the second	Action for	David A. Phillips	٠,
-	Effective_2	3 August 1961	
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The	purpose of this memoran	dum is to call your attention to ex	det

As an employee of this organization, at the present grade and salary of ns. 11. 812 730 per annum. von will accept cover employment with (hereinafter referred to as "your cover facility") effective as of 23 Aucust 1961 You will, insofar as consistent with your basic responsibility to this organization, abide by all the rules, regulations, practices and policies of your cover facility, in order to appear as a conventional member of that establishment. Your appointment to your cover facility is being FSR-1 and salary of \$12.535 per annum. effected at You are prohibited, except as specifically authorized herein, from retaining emoluments paid by your cover facility.

and to set forth certain rights and obligations which are incident to your

. It is hereby agreed and understood that:

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

status.

- 3. Travel to your post of duty overseas and your return travel to the United States, as well as travel performed overseas which is consistent with your cover designation, will normally be at the direction of your cover facility. Such travel will be accomplished in conformance with applicable regulations of your cover facility except when you are directed for operational reasons to perform travel in accordance with the regulations of this organization.
- 4. Salary and (except as provided in paragraph three (3) above) allowances paid by your cover facility shall be retained by you to the extent that they are less than or equal to the salary and allowance payments due on the basis of your grade level with this organization. If such cover payments are less than the amount due, the difference will be credited to your payroll account with this organization. If such cover payments exceed the amount due, the overage will be remitted to this organization at designated intervals, presently

  Computations hereunder will be made on the basis of the aggregate gross due and received provided, however, that in computing remittances for overage Federal and, if applicable, District of Columbia income taxes withheld by your cover facility against the overage may be deducted. To assure timely accuracy in your payroll account with this organization you are expected to immediately report cover facility payroll changes.
- 5. Your status as an employee of this organization will continue in full force and effect during your period of duty with your cover facility 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.
  - a. Upon integration into your cover facility, you will continue to be covered by the provisions of the Civil Service Retirement Act, as amended, and at your personal expense you will be subject to payroll deductions for retirement purposes (now six and one-half per cent) on the basis of your cover salary or your salary from this organization, whichever is the greater.
  - b. If you receive taxable income from both your cover facility and this organization, necessary adjustments for Federal, and if applicable, District of Columbia income tax purposes will be made in conformance with instructions received from this organization.
  - c. Consistent with your cover activity, you will continue to be responsible for compliance with the rules and regulations of this organization.
  - d. You are not assured upon the completion of your period of duty with your cover facility of any status with your cover based on your services performed with that organization at the request of this organization.

- e. All annual and sick leave which is accrued to your credit at the time of integration will be transferred to your cover facility. While integrated you will be permitted annual leave, sick leave, home leave, and leave without pay in accordance with the regulations of your cover facility in lieu of the leave benefits of this organization. Upon completion of your integration your accrued annual and sick leave will be transferred to your credit with this organization. If security conditions require that your cover facility make a lumpsum payment for accrued annual leave, you will be required to pay the gross amount thereof to this organization including any income taxes withheld by your cover facility.
- 6. You will be required to keep forever secret this agreement and all other information which you may obtain by reason hereof, unless you are released in writing by this organization from this obligation. Violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws art regulations. The termination of your employment with this organization will not release you from the obligation of any security oath you may be required to take.

UNITED STATES COVERNMENT

Personnel Office

ACCEPTED:

11 January 1961

To : Mrector of Personnel

FROM : Chief. RD

SUBJECT: Additional Commensation in Lieu of Overtire Physicat

WEF: Femo dated 11 Jenuary 1971 from SSA/DDS to DD/S, arrroved by DD/S. Subject: "Employee Benefits for JPATA Personnel"; and hero dated 22 December 1960 from aDD(P) to Denaty Virector (Plans), Subject: "Surloyee Penefits for Personnel Assigned to JPATA".

In accordance with referenced mero-anda, it is requested that the reasonnel listed below be authorized to receive additional commensation effective 8 January 1961, at the rate of 15% of their respective rates of basic annual commensation (but not to exceed the resistant rate for a Minimum US-9) in lieu of payment of the regular overtime rates for irregular, unscheduled and frequent overtime.

YAL'Z	EMPLOYES Serial No.	TITUS	SALAKY
<u>- Establication december</u>	56799	OPS Officer	\$14,055
= MHabBod, -Robert A.	509360	Orn Officer	12,990
DOUGLAS, Jesse S.	229350	UiS Officer	14,055
. MILLIS. David A.	<u>.654900</u>	UPS Officer	12,730
MA.CLI, Louis F.	012515	Ors Officer .	12,210
YUZ: UK, Walter P.	064733	OPS Officer	12,730
PET AS, John D.	5/093	OPS Officer	11,675
WARER, Thomas D.	59794	Instructor (CPS)	3.95 <b>5</b>
HICKS, Calvin V.	56361	Guerrilla Warfare Officer	9,475
RITZY, James	60471	OPS Officer	<b>ც</b> , ინ0
"ILEO, Anthony L.	559127	OPS Officer	7,330
BLAIR, Villiam E.	50218	Instructor (OPS) .	8,955
YETTALL, Sidney S.	059517	OFS Officer	11,155
RRYNCLUS, Robert	55407	OF Officer	12,470
SPA COS. Srnest W.	<b>62285</b>	Instructor (OFS)	12,470
BPGMT, Privel S.	61901	OP. Officer	c,475
CARTWRIGHT, Cecil J.	. 57840	OFS Officer	9,215
CHELLIFO, Samuel J.	55622	ADI. Officer	7.820
FORALSS, David S.	63385	Urs Officer	12,210
RENT, billiam t.	555193	CrS Officer	9,215

All the above employees are on Allotment #535-5000-3021.

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SALETT J. SCHOLS

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STANDARD FORM 61 REVISED JUNE 1957 U. S. CIVIL SERVICE COMMISSION F. P. M. CHAPTER AN

#### APPOINTMENT AFFIDAVITS

IMPORTANT.—Before	swearing to these	appointment	affidavits,	you should	read and	understand
:	the attache	d information	for appoin	tée	.'	

CENTRAL INTELLIGENCE AGE	ncy	WASHINGTON, D.C.
(Department or agency)	(Bures or division)	(Place of employment)
DAVID ATLES PHILLIPS	÷	., do solemnly swear (or affirm) that—
A. OATH OF OFFICE	~ ~~~	
I will support and defend the Const		tates against all enemies, foreign and

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

#### B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

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

#### C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not participating in any strike against the Government of the United States or any agency thereof, and I will not so participate while an employee of the Government of the United States or any agency thereof. I do not and will not assert the right to strike against the Government of the United States or any agency thereof while an employee of the Government of the United States or any agency thereof. I do further swear (or affirm) that I am not knowingly a member of an organization of Government employees that asserts the right to strike against the Government of the United States or any agency thereof and I will not, while an employee of the Government of the United States or any agency thereof, knowingly become a member of such an organization.

#### D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not, nor has anyone acting in my behalf, given, transferred, promised or paid any consideration for or in expectation or hope of receiving assistance in securing such appointment.

#### E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

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

ik	4 maren 1960	Dans le Plus	Ю. —
	(Date of entrance on duty)	(Signature of appointee)	7
Subsc	cribed and sworn before me this 11.th	Larch	A. D. 19.60
at	WASHINGTON, D.C.		31 2
1 ,	(City)	1 (State)	
. !	[SEAL]	Julia Cakent	<u>a : </u>
: :		PERSONNEL CLERK	
NOTE	The oath of office must be administered by		person designated to

NOTE.—The oath of office must be administered by a person specified in 5 U. S. C. 18, or by a person designated to administer oaths under Section 206. Act of June 26, 1943, 5 1/2. S. C. 16a. If by a Notary Public, the date of expiration of his commission should be shown.

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### DECLARATION OF APPOINTEE

14-00000

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

I. PRESENT ADDRESS (afreet and number, c	ity and State)			<del></del>		· · · · · · · · · · · · · · · · · · ·		
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& (A) DATE OF BIRTH					)	1-1-		
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If your answer is "Yes," give details in	Item 12	_	(2) 1	OUR WORK WAS NOT SA	TISFACTORYS		l	1
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STATE LAW, COUNTY OR MUNICIPAL LAW, REGULA NOT INCLUDE TRAFFIC VIOLATIONS FOR WHILH A F	TION OR ORDINANCET DO	1		our conduct was not our work was not sa				-
IMPOSED ALL OTHER CHARGES MUST BE INCLUIDISMISSED If your answer is "Yos," give in Item (I) approximate date, (I) charge, (I) pla	į.		C. HAVI	T YOU BEEN DISCHARGE ER THAN HONURABLE CO	D FROM THE ARMED	SERVICES UNDE	R	
SINCE YOU FILED APPLICATION RESULTING IN T	HIS APPOINTMENT, HAVE		11 >	our answer to A, I n I2 as clearly as you ne and address of a	. or C is "Yes."	five details in including th		
EXAMINATIONS OR ACCEPTING CIVIL'SERVICE APP If your answer is "Yes," five dates	OINIMENTS?		road t , , road	ne and address of e wne in each case	mplo <b>yer, appr</b> ozen	nete date, an	1	
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INSTRUCTIONS TO APPOINTING OFFICER.—You must determine that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations, and acts of Congress pertaining to appointment. This form should be checked for holding of office, pension, any record of recent discharge or arrest, age, citizenslip, and members of family. Also, to establish the identity of the appointee, you should particularly check (1) his agnature and handwriting against the application and for other pertinent papers and (2) his physical appearance against the medical certificate.

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### STAFF AGENT LETTER OF APPOINTMENT

Mr. Horad Phillys

Doar Mr. Philipe

- 1. Pursuant to the authority vested in me by section 5.2 of the Confidential Fund Regulations, you are hereby appointed a Staff Agent of the Government at an initial salary of \$10, 320, grade GS-14, effective as of
- 2. As a Staff Agent of the Government, you are an appointed employee of the Government and as such are entitled to all the emoluments of, and subject to the restrictions of, that status. As a Staff Agent, you will undertake certain cover employment or activities as directed by the Government. Your Federal income taxes will be reported and paid in conformance with AFN 20-660-4, dated 26 November 1954, and/or any subsequent Government issuances promulgated on this matter.
- 3. As an appointed employee of the Government, you are required to make certain contributions to the Civil Service Retirement Fund. In the event that you are paid through a cover facility, you will be required to return to the Government at such times and in such manner as it shall direct the required contributions (presently six per cent (6%) of your gross salary). If the conditions of your cover require that you make contributions to the Social Security Fund, such contributions will be at your expense.
- 4. (a) In addition to your basic salary, you will be entitled to any post differential, living-quarters allowances, cost-of-living allowances (except post allowance), or other allowances that are granted Government employees stationed at the same permarent post of duty abroad. You will account for such allowances in compliance with applicable Government regulations.
- (b) In addition to the above payments, effective upon the arrival of you and your dependents at your initial permanent post of duty overseas you will be entitled to an equalization allowance calculated at the rate of \$3,670 per annum. This allowance is in lieu of any present or future standardized post allowance established for your initial permanent post of duty overseas, but is subject to the entitlement provisions applicable to standardized post allowances. It is understood and agreed that this allowance is predicated upon the comparative cost of living between Washington, D. C., and your overseas post, your unofficial cover, family status and basic compensation. Consequently, this allowance may be unilaterally adjusted or discontinued by the Government whenever warranted by a change in any of these factors. No accounting will be required for this allowance.

- 5. You will be advanced or reimbursed funds for necessary expenses including travel and operational expenses which are authorized by the Government or your cover. Accountings for such expenses will be in compliance with applicable Government regulations unless such accounting is inconsistent, with the practices of your cover facility. If the policies of your cover facility relating to payment of travel and transportation expenses differ from those of the Government, and if you are paid through your cover facility, you will receive and retain the amount paid by your cover without regard to Government regulations.
- 6. (a) It is specifically understood and agreed that as an appointed employee of the Government you are entitled to receive and retain only the salary, allowances, and other benefits which are commensurate with your appointed position and salary grade except as provided in paragraph five (5) above and paragraphs six (6), (b) and (c), below. Any compensation that you may receive from your cover facility will be offset against your salary from the Government, and you will return to the Government any salary, allowances and other pecuniary benefits which in the aggregate exceed your Government salary, allowances and other pecuniary benefits. You will report to the Government not less than semi-annually any sums received from your cover facility.
- (b) It is understood and agreed that any fees derived from the remaining three (3) lectures on your current lecture tour will not be subject to the offset provisions of this agreement. It is further understood and agreed, however, that said lectures will be made by you while on annual leave and that you will be solely responsible for all expenses incidental thereto. Subsequent to the completion of said three (3) lectures, the income derived from any additional lectures will be presumed to be income derived from cover activities and will, therefore, be subject to offset unless specifically excluded by an amendment hereto.
- (c) It is understood and agreed that should a specific manuscript, the title to which is set forth in your operational letter of instructions, be published during your tour of duty hereunder, the income derived therefrom will not be subject to offset as said manuscript was completed in its entirety prior to your appointment as a Staff Agent.
- 7. It is understood and agreed that your overseas assignment is to be for a minimum of two (2) years from the date of your arrival at your overseas post of duty unless such assignment shall be sooner terminated by the Government for its convenience. If, in violation of this letter, you terminate your overseas assignment for your convenience at any time prior to the expiration of two (2) years from the date of your arrival at your overseas post of duty, you shall not be entitled to return travel or transportation for yourself or your dependents from such post of duty to the United States; and, further, if, in violation of this letter, you terminate your overseas assignment for your conversence prior to the expiration of one (1) year from the date of your arrival at your overseas post of duty, you shall reimburse the Government for all its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas post of duty.
- 8. 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 letter 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 letter which shall always be dominant.

- 9. Upon termination of your cover employment or activity, you will revert to normal staff employee status, unless for good and sufficient cause, such as misconduct or demonstrated incompetence, such asymmetical would be opposed to the best interest of the Government.
  - 10. If in the performance of your cover service, you assume the custody of Government funds or take title of record to, property of any nature whatsoever 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 the Government to evidence this relationship.
- 11. Instructions received by you from the Government in brising or training are a part of this letter and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 12. You will be required to keep forever secret this letter and all information which you may obtain by reason hereof (unless released in writing by the Government from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations.

UNITED STATES GOVERNMENT

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CONFINERTIAL

You will utilize your established cover as a newspaper publisher and lecturer on Latin American affairs resident in Santiago, Chile. You have chosen to live temporarily in Cuba because of many unfulfilled lecture contracts in the United States. You have not returned to your business in Santiago because of the great expense of traveling between Chile and the United States. You will, in fact, return to the United States on two occasions to deliver lectures contracted before your employment as a Staff Employee of this Agency; (February 14 and 15 in Sioux Falls, South Daketa, and Wichita, Kansas; and March 13 in Palm Beach, Florida). You are strictly enjoined against using any material relating to intelligence or other covert activities. You are advised that the income received from the three scheduled lectures shall not be subject to the offset provisions of passed to the offset provisions of (this letter of instruction). It is understood that the lectures will be made while on annual leave and that all expenses incidental thereto will be met by you. At some future date, should it be decided that you should remov your lecture activities, the decision as to whether or not the income will be subject to offset provisions will be made at seem Headquarters.

You me also informed that should the manuscript entitled "Pepcorn now in the Andes", men in the hands of your literary agent, be published during your tour of duty the income therefrom will not be subject to the offset provisions of this contract.

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FOST  \$585  4 any)  OOMISS  GE SHIPP  TAYE RELAT  1. Phill  18 Loui  18 Loui  18 Loui  18 Loui  18 Loui  19 Mos.,	is (NORMALLY  6.00  THE OPERATOR  THOUSALLY  TOWNSHIP, CITY  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATOR  THE OPERATO	GRANTED ONLY 1  GRANTED ONLY 1  33. 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# CERTIFICATE OF ATTENDANCE

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STANDARD FORM 61 (BEVISED ADOUST 1989)
PROBLICATED BY CLILL SERVICE COMMISSION
FEDERAL PERSONNEL MANUAL.

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#### APPOINTMENT AFFIDAVITS

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CENTRAL INTELLIGENCE AGENCY (Department or agency)	WASHINGTON, D. C. (Burreu or division) (Plant of employment)
I, DAVID A, PHILLIPS	
domestic; that I will bear true faith and	tion of the United States against all enemies, foreign and allegiance to the same; that I take this obligation freely of evasion; that I will well and faithfully discharge the enter, SO HELP ME GOD.
that advocates the overthrow of the Governmentational means or seeking by force Constitution of the United States. I do for	AND AFFILIATION  To not advocate nor am I a member of any organization ament of the United States by force or violence or other or violence to deny other persons their rights under the arther swear (or affirm) I will not so advocate, nor will uring the period that I am an employee of the Federal
so engage while an employee of the Govern an organization of Government employees	FEDERAL GOVERNMENT the Government of the United States and that I will not ment of the United States; that I am not a member of that asserts the right to strike against the Government hile a Government employee, become a member of such
D. AFFIDAVIT AS TO PURCHASE AND SALE Of I have not paid, or offered or promised the firm or corporation for the use of influence to	to pay, any money or other thing of value to any person,
E. AFFIDAVIT AS TO DECLARATION OF APPOI The answers given in the Declaration correct.	NTEE of Appointee on the reverse of this form are true and
1 April 1955 (Date of entrance on duty)	(Signature of appointee)
Subscribed and sworn before me this23	day of <u>April</u> , A. D. 19.55,
at Washington,	D <sub>a</sub> C <sub>a</sub> (State)
[SEAL]	E SSC 11 & 162
NOTE.—If the oath is taken before a Notary libe shown.	Public the date of expiration of his commission should

## 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.

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ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE MUNICIPALITY?			١.,							
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## INSTRUCTIONS TO APPOINTING OFFICER

The appointing affects below whom the foregoing certificate is made shall determine to he won antian tom that this appointment would be in conformance with the Cool Service Act, applicable Civil Service Rules and Regulations and act of Concrete petitional to actionate memory.

I his form should be eyecked for holding of office, pension, suitability in cornection with any record of recent discharge or arrest, and particularly for th following:

(1) Identity of appearance—It is the duty of the appointing officer to guard against impurses states and to determine beyond reasonable doubt that the appointer is the same person whose appointment was authorized. The appointer's inputiors and handwriting are to be compared with the application and or other aestinent payers. If the appointer qualified in a worten examination, the signature so this form should be compared with the signature on the declaration about, which was signed in the examination room. Its physical appearance may be considered against the medical certainste, The appointer may also be questioned on his personal instany for agreement within a previous (?) 4ge - If definite age limits have been established for the position, it should be determined that applicant is not outside the age ronge for appointment. Until such determination is made, the appointment may not be compromised.

(3) Cirraenship - The appointing officer is responsible for observing the circarship processions of (1) the Civil Service Rules and (2) appropriation and Form D1 constitutes an affiliate for both purposes and its acceptable proof of circarship status in the americe of confiniting evidence. In distillation are the appointments should not be commanded until clearance has been secured from

(4) Mainthers of Farmity.—Section 9 of the Civil Service Act provides the whenever there are already two or more members of a family serving under probational or permanent appointment in the competitive service, no otherwinder of such lamily is elaptife for probational or permanent appointment in the competitive service. The appointments of persons entitled to veteral preference are not subsect to this requirement. The members of family previous december apply to rempear appointments. Doubtful cases may be referred to

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2. NAME (Laor, Piról, Midiló)	. POSITION TITLE	4. GRADE
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PHILLIPS, DAVID A.		Ops Ofer	E. EMPLOYEE'S EXT.
DDP/WH/3	. /	•	x5909
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REQUEST FOR MEDICAL EVALUAT	10%	27 JULY 1965
2. NAME (Lout, First, Missile)	J. POSITION TITLE	
PHILLIPS, DAVID A.	COS	15
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7. PURPOSE OF E	VALUATION	
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REQUEST FOR MEDIC	AL EVALUATIO	)N	22 June 1961
NAME (Last, First, Middle) PHILLIPS David &		5. POSITION TITLE Ops Officer	4. GRADE
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	7. PURPOSE OF EVA	LÚATION	
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Washington, D. C.		2960
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SECRET REQUEST FOR MEDICAL EVALUATION 2. HAME (Last, First, Middle) 3. POSITION TITLE PITTLE PATTO A 7. PURPOSE OF EVALUATION OVERSCAS ASSIGNMENT ETO TOY OR PCS TYPE OF COVER NO. OF DEPENDENTS TO ACCOMPANY FITNESS FOR DUTY EXT. <del>())11</del> PLEASE PARTITIE Sea afead Come

FORM 259 USE PREVIOUS

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	MEDICAL ACTION REQUEST AND	REPORT Collected
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PHILLIPS, DAVID A.	·	20 Jan 56
Operations Officer (PP	DDP/MI	5: GRADE (CS-14
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		1d only, 2508 Curie Hall, x3585
REPORT OF MEDICAL EVALUATION		
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Remarks: Subject is o	unlified for proposed PCS 0/S	assignment, (1-16-56)
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Full duty/General 8-9-54) .

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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.

# PERSONAL HISTORY STATEMENT

## INSTRUCTIONS

## -DO NOT ATTEMPT TO COMPLETE THIS FORM UNTIL YOU HAVE READ THE POLLOWING INSTRUCTIONS-

- 1. Answer all questions completely or check (X) the box which applies. If the question is not applicable, write "NA". If you do not know the answer and it cannot be obtained from personal records, write "Unknown". Use the blank space on pages 15 and 16 for extra details on any question for which you do not have enough space.
- 2. Type or pant carefully USE BLACK TYPEWRITER RIBBON OR BLACK INK.
- 3. Leave blank any boxes or columns which are marked "FOR OFFICE USE ONLY".
- 4. Consider each of your answers carefully, accurate completion of the form will permit review of your qualifications to the best advantage. Your signature at the end of the form will certify to its correctness.

  5. Page 17 entitled "Personal History Summary" must be completed. It is a brief abstract of information from other parts of the form and will help to speed the processing of your application.

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	EDUCATION (Continued)								
	MILITARY TRAINING IN SPECIALIZED SC	HOOF	DLS SUCH AS ORDNANCS, COMMUNICATIONS, ETC.						
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	Other advication or training not indicated above			•		•			
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Si	CTION V FOREIGN	LANG	UAGE AB	IUTIES	<del></del>	·			
			1			Lonel of Skill			
	List below the foreign language or languages in		} ,	(Slight)		0.00-0.00-0		(Native)	
	which you possess any degree of competence. Indi-		ŀ	1	2	3	4		
9	cata your proficiency in each of the five skill factors		-		0=	Na proficiency	in a	<del></del>	
a la la la la la la la la la la la la la	shown (rouding comprehension, writing ability, etc.)  by nating the number most indicative of your level of					specific skill fo	ctor		
	skill under the factor being considered.		1	Sent	/ACTORS		HOW ACQUIRED (Check (X) Box(ex)		
	If your proficiency relates to a particular dialect of a							which opply]	
	major language, identify this dialect by noting it in			/ /	/	/ Rite	11 - 1		
	parentheses after the language on the same line.		1/1/1/	/ /,	, //	/ * R : /	FJ /	/25/ /	
¥4,	If you have no proficiency in any foreign		1/2/1	. / /	'   3		1 /2	.   5 #   1   8	
y.	language, check (X) box at right and leave other items blank.			3/1	/ [ \$ / ]	$H_{i}$ .	[ ] [ ] [ ]	111/10/3	
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U	2. It you have had experience as a translator, interpreter or instructor—expla		ocity in which	language(s	you have h	ad such experien	co.		
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	3 Describe your ability to do specialized language work invalving vacabularies of	10/m·s	oroda iu see sei	ennat, eng	ieering, 791e	(OMMYNICOTON), II	HITOTY and STEE	specializes seigs	
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	4. If you have noted a proficiency in language, would you be willing to use this	-bilm		······································	~		<del></del>		
	in any position for which you might be selected?	•	<b>→</b> □	Y•• [	] №			ł	
- 1	(For Office Use Only)					— · · · · · · · · · · · · · · · · · · ·			
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	2 State date, place, and reason	for all separation d	verces or annulme	**				
	2-10-69, Ju	arez, Mex	ico, inc	ompatibilit	у :			
				o (laciuding annulments) uso separato shoot for former wife or husband giving data rriego contemplated, All in appropriate information for floncolóh				
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	4. State any other names over un	ed by spine	N/A	• • • • • • • • • • • • • • • • • • •	XLIC	<del>9</del>	•	
	Indicate circumstances (in	luding longth of t	ime) ünder which			logal change, give particulars (wi	hero	
	3 Date of birth	1	City State, Country			7. Date of marriage		
	10-31-22  Place of marriage (City, State,		orth, To	oxas		<b>→</b> Living		
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S	13 Date U.S. citizanskip ocquired N/A	14. Where acquired		l '	place of arrival in U S.	1d. Naturahzahan certificate number		
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MARITAL STATUS

SECTION XI

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SECTION XVII MOTHER-IN-LAW (If marriage centemplated, fill in information for future mother in law) indicate circumstances (including longth of time) under which any numers noted in item 2 above were used. If logal change, give particulars (where and "by what authority). Use extra space provided on pages 15 and 16 of this form to record this information. 4. Place of birth [] Yes [] No B. Cittzonship (Country) 7. Couse of death 9. főrmár cittaenship(1) [countrý(les)] 10 Date U.S categoratio acqu 11. Where occurred (City, State, Country) 12 Naturalisation cortificate numb 14 Date and place of arrival in U.S. 18 Present employer (Gira last employer if mother-in law deceased or unemployed) 17. Current address (Gire last address, if deceased) RELATIVES BY BLOOD, MARRIAGE OR ADOPTION WHO EITHER (1) LIVE ABROAD, (2) ARE NOT U.S. CITIZENS OR (3) WORK FOR A FOREIGN GOVERNMENT 1. None (Lost - First - Middle) 3 Date of birth 4 Place of birth (City, State, Country) Grandfathor 3-17-84 San Francisco, Calif Simmons, George Stuart A. Address or country is which relative resides 4143 Unterer Zielweg 111, Dornach, Switzerland N/A 1961 none 1. Name (Lost - First - Middle) 4. Place of birth (City, State, Country) (2) 5 Citizenship (Country) / Employed by 8 Frequency of contact 1. Name (Last - First - Middle) 3. Date of birth 4 Place of birth (City, State, Country) 5 Citizenship (Country) . 9 Date of last contact RELATIVES BY BLOOD, MARRIAGE OF ADOPTION WHO ARE IN THE MILITARY OR CIVIL SECTION XIX SERVICE OF THE UNITED STATES 1 Nome (Last ~ First - Middle) 4. Place of birth (City, State, Country) (1) 5 Citizenship (Country) 7 Type and lecation of service (If known) 4. Address (Number, Street, City, State, Country) 1 Name (Lost -- First -- Middle) 4 Place of birth (City, State, Country) (2), 5 Citizenship (Country) 6 Address (Number, Street, City, State, Country) 7 Type and lecetion of service (If known) Name (Last - first -- Middle) 6 Place of birth (City, State, Country) (3) 5 Circamship (Country) (For Office Use Only)

	at th	Use the following space for extra details. Reference es e end of the material. If additional space is required b	och continued item by the section seyond page 18, use extra pagei	n and item number to s the same size as this	which it relates and sign page and sign to be buch	page.
	SEC	TION XI MARITAL STATUS	FORMER HUSBAND	,		
	3.	Ahorn, Thomas Joseph	21.	Foreign of Officer	Service Rese	rve
	4.	N/A		·		
	5.	4-12-40	22.			
,	6.	Washington, D.C.	<b>23.</b>		Washington,	Santo D.C.
	7.	4-6-59	24.	N/A		
	8.	Hyattsvillo, Maryland	25.	N/A		
	9.	ye <b>s</b>	26.	N/A		
	10.	U.S.	27.	N/A		
	11.	N/A				
-	12.	N/A				
	13.	N/A				
	14.	n/A				
	15.	N/A	-	-	- -	
	16.	N/A				
	17.	N/A				
	18.	N/A				
	19.	U.S. Embassy, Santo Domin	go, Dominican R	epublic		

4622 Hunt Avenue, Chevy Chase, Maryland

20.

#### PERSONAL HISTORY STATEMENT - (Appendix I)

Listed below are names of organizations identified by the Attorney General, under his responsibility pursuant to Executive Order 10450, dated 27 April 1953, to list the names of each foreign or domestic organization, association, movement, group or combination of persons which he designates as Totalitarian, Fascist, Communist, or subversive, or as having adopted or having shown a policy of advocating or approving the commission of acts of force or violence to deny others their rights under the Constitution of the United States, or as seeking to alter the form of government of the United States by unconstitutional means.

Each applicant or employee and spouse (if any) must review the following list of organizations for certification purposes, and sign on the last page.

```
Abraham Lincoln Brigade
  Abraham Lincoln School, Chicago, Illinots
Action Committee to Free Spain Now
  Alabama People's Educational Association (see Communist Politi-
  American Association for Reconstruction in Tugoslavia, Inc.
  American Branch of the Pederation of Greek Maritime Unions
  American Christian Nationalist Party
American Committee for European Workers' Reliaf (see Socialist
  American Committee for Protection of Foreign Born
 American Committee for Spanish Preedom
American Committee for the Settlement of Jews in Birobidjan, Inc
  American Committee for Yugoslav Reitef, Inc.
  American Committee to Survey Labor Conditions in Europe
 American Council for a Democratic Greece, formerly known as the
   Greek American Council; Greek American Committee for Na-
   tional Unity
 American Council on Soviet Relations
 American Croatian Congress
 American Jewish Labor Council
 American League Against War and Fascism
American League for Peace and Democracy
 American National Labor Party
 American National Socialist League
 American National Bocialist Party
 American Nationalist Party
 American Patriota, Inc.
 American Peace. Crusade
 American Prace Mobilization
 American Poles for Peace
 American Polish Labor Council
 American Polish League
 American Rescue Ship Mission (a project of the United American
  Spanish Aid Committee)
 American-Russian Praternal Society
 American Russian Institute, New York, also known as the Ameri-
  can Russian Institute for Cultural Relations with the Soviet
American Russian Institute, Philadelphia
American Russian Institute of San Francisco
American Russian Institute of Southern California, Los Angeles
American Slav Congress
American Women for Peace
American Youth Congress
American Youth for Democracy
Armenian Progressive League of America
Associated Klaps of America
Association of Georgia Elans
Association of Oerman Nationals (Reichsdeutsche Vereinigung)
Ausland-Organization der NBDAP, Overseas Branch of Nazi Party
Baitimore Forum
Benjamin Davis Preedom Committee
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Boston School for Marxist Studies, Boston, Massachusetts
   Bridges-Robertson-Schmidt Defense Committee
   Bulgarian American People's League of the United States of
   California Emergency Defense Committee
   California Labor School, Inc., 321 Divisadero Street, San Francisco,
    California
   Carpatho-Russian People's Society
   Central Council of American Women of Croatian Descent, also
known as Central Council of American Croatian Women, National Council of Croatian Women
  Central Japanese Association (Belkosu Chuo Nipponjin Kai)
  Central Japanese Association of Southern California
  Central Organization of the German-American National Alliance
    (Deutsche-Amerikanische Einheitsfront)
  Cervantes Fraternal Society
  China Welfare Appeal, Inc.
  Chopin Cultural Center
  Citizens Committee for Rarry Bridges
  Citizens Committee of the Upper West Side (New York City)
  Citizens Committee to Pree Earl Browder
  Citizens Emergency Defense Conference
 Citizens Protective League
 Civil Liberties Sponsoring Committee of Pittsburgh
 Civil Rights Congress and its amiliated organizations, including:
Civil Rights Congress for Texas
     Veterans Against Discrimination of Civil Rights Congress of
 Civil Rights Congress for Texas (see Civil Rights Congress)
 Columbians
 Comite Coordinador Pro Republica Espanola
 Comite Pro Derechos Civiles

(See Puerto Rican Comite Pro Libertades Civiles)
 Committee for a Democratic Far Bastern Policy
 Committee for Constitutional and Political Freedom
 Committee for Nationalist Action
 Committee for Peace and Brotherhood Pestival in Philadelphia
 Committee for the Defense of the Pittsburgh Six
 Committee for the Negro in the Arts
 Committee for the Protection of the Bill of Rights
 Committee for World Youth Friendship and Cultural Exchange
Committee to Abolish Discrimination in Maryland
  (Geo Congress Against Discrimination; Maryland Congress
Against Discrimination; Provisional Committee to Abolish
    Discrimination in the State of Maryland)
Committee to Aid the Fighting South
Committee to Defend Marie Richardson
Committee to Defend the Rights and Freedom of Pittsburgh's
  Political Prisoners
Committee to Uphold the Bill of Rights
Commonwealth College, Mena, Arkansas
Communist Party, U. S. A., Its subdivisions, subsidiaries, and
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PORM 444d USE PREVIOUS EDITIONS

Black Dragon Society

(4)

#### CERTIFICATION

I certify that I have read the names of the above listed organizations.

To the best of my knowledge and belief, I am not, nor have I been a member of, contributed to, received literature from signed petitions of or in behalf of, or attended meetings of any organization listed above, or any organization outside the United States espousing Communist, Fascist, Totalitarian or Nazi causes, except as noted below.

To the best of my knowledge and belief, none of my close relatives are, nor have ever been members of, contributed to, received literature from, signed petitions of or in behalf of, or attended meetings of any such organizations, except as noted below.

#### **INSTRUCTIONS**

For the purpose of this certification, if an applicant or employee is completing this form, the term "close relative" will include spouse, children, parents, brothers, sisters, uncles, and aunts. "Close relatives" of the spouse, for this purpose, will include children, parents, brothers, sisters, uncles, and aunts.

If there are exceptions to this certification, set forth below under Remarks all pertinent information concerning the nature and extent of your activities or those of your close relatives in such organizations, including the names of the organizations, dates of membership, meetings attended, titles of positions held, amounts and dates of contributions, nature of petitions signed falling within the meaning of the above certification and circumstances thereof, titles and authors of literature received, and dates on which received.

In exceptions concerning relatives, include only such information presently known to you or available from your own records.

If necessary, use additional sheets and sign each sheet. Write none if there are no exceptions.

REMARKS: To be completed by Spouse	REMARKS: To be completed by Applicant or Employee
· ,	
Date	Date flarch 12, 1969
Signature of Spouse	Signature of Applicant or Employee Lingenies S. ahern
Address — City and State	Address — City and State Actornacy Year fance
Witness	Witness
Address — City and State	Address — City and State

14-00000

PHILLIPS DAVID A

1065 HH

PP - 0 (11) PB - B0

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SUBJECT: NOTIFICATION OF GRANTING OR OF REVOCATION OF CRYPTOGRAPHIC CLEARANCE 8 8

THE ABOVE NAMES INDIVIDUAL (ITEM I) HAS BEEN GRANTED A CRYPTOGRAPHIC CLEARANCE LOR THE CRYPTOGRAPHIC CLEARANCE ACT BY T IS INDIVIDUAL HAS BEEN REVOKED UNDER THE PROVISIONS OF HR 90-4. THE CLEARANCE LIEM 23 OR REVOCATION LITEM 4). IS EFFECTIVE AS OF THE MONTH AND YEAR SHOWN ABOVE, SUBJECT HAS BEEN BRIEFED CR DEBRIEFE. AS APPROPRIATE, CONCIRNING CRYPTOGRAPHIC AND RELATED COMMUNICATIONS SECURITY MATTERS AND HAS SHOWN A BRITEFING FOR THE PROTECTION OF CRYP OGRAPHIC INFORMATION. UPON REVOCATION OF CRYPTOGRAPHIC CLEARANCE SUBJECT IS NOT AUTHORIZED TO MAKE CONTINUED CUSTODY OF, ACCESS TO, OR OTHERWISE GAIN FURTHER BROWLEDGE OF STAFF CRYPTOGRAPHIC MATERIAL OR INFORMATION. FORMATION.

WHEN EMPLOYEE TO LONGER REQUISES THE CLEARANCE IN ORDER TO PERFORM HIS/HER ASSIGNED DUTIES, IT IS REQUESTED THAT THE COMMUNICATIONS SECURITY STAFF, OC. BE NOTIFIED THAT THE CLEARANCE MAY BE REVOKED.

.. DISTRIBUTION:
1 - EMPLOYEE'S COMPONENT (LITEM 3)
1 - OFFICE OF PERSONNEL

12.63 .597b US PRESTOUS

CONFIDENTIAL DECTRING

FOR DESCRIPTION OF COMMUNICATIONS.

Him a. ( would CHIEF . MICONOMINE BRANCH. GC-S

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7 DATE OF TEST 46-51	8 ANNIVERSAL	RY DATE	9 GRADE		10 DATE	OF BIRTH	
Jame 10, 16-5	'25.21 <u>l</u> i	1. 1. t.2	1.3.5		()::	1, 71, 1979	
II. REASON FOR TAKING TEST	12			TEST	SCORES		
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**SECRET** (When Filled In) 1. PERSONNEL SERIAL NO (1 6) LANGUAGE PROFICIENCY AND AWARDS DATA 7832 5:4745 4. OFFICE OR DIVISION FIRST 3 LANGUAGE 6 LANG. CODE (25-27) 3 NAME (7-24) LAST Districe, David A. 7 DATE OF TEST 46-51 1,200 Ch. 1 197 & ANNIVERSARY DATE P'GRADE TO DATE OF BIRTH 11. REASON FOR TAKING TEST 12. TEST SCORES READING (34) WRITING (35) PRONUNCIATION (36) SPEAKING (37) UNDERSTANDING (38) APPLY FOR AWARD ESTABLISH SKILL LEVEL 13. ELIGIBILITY (39) TYPE OF AWARD (A) ELEMENTARY INTERMEDIATE (M) HIGH (E) (I) (H) ACHIEVEMENT READING (R) SPEAKING (S) BASED ON TRAINING THAT WAS CIRECTED (D) OR VOLUNTARY (V) MAINTENANCE COMPREHENSIVE (C) · NA TO I CERTIFY THIS EMPLOYEE FOR A PROFICIENCY AWARD OF \$ 15 INELIGIBLE (REASON) SCHATURE wid not achieve our asurdable lovel. 17 I CERTIFY THAT FUNDS ARE AVAILABLE REMARKS CONGATION REF. NO. CHARGE ALLOTMENT NO. SIGNATURE FORM 1273 5-60 OSSOLETE PREVIOUS EDITIONS **SECRET** MRD COPY

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CTION C.		Pronunciatio	n (42)				
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SECTION D.  Speaking (43)  1. 1972A TAUTHTY AND ACCURATION IN ALL PRACTICAL AND SOCIAL SITUATIONS I CONVERSE FRIELY AND IDIOM  1. 1972A TAUTHTY AND ACCURATION IN NAME.  2. 1 1972A TAUTHTY AND ACCURATION IN NAME.  3. 1 SET ALONG QUITE STALL INSTITUATIONS OF DALLY LIFE AND TRANSLATIONS, ITERATY QUARTICUSS, AND CONVEYS FOR PRACTICAL AND SOCIAL SITUATIONS. I CAN CONTEST IN MODE  3. 1 SET ALONG QUITE STALL INSTITUATIONS OF DALLY LIFE AND TRANSLATION. AND CONVEYS FOR PRACTICAL  4. 1 MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DALLY LIFE AND TRAVEL.  5. 1 HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOUT RESPECTS.  SECTION C.  1 INDIRECTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE TO FACE AND ON THE TILEFONNE: I LINEAR SHADD MOST OF MINET IN HAVE NO THE MODIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST OF PURS.  2 INDERSTAND MOST OF MINET I HEAR ON THE MODIO AND AT THE WORLDS, DRIVE ARCHITOFACE AND ON THE TILEFONNE: I LINEAR SHADD MOST OF MINET I HEAR ON THE MODIO AND AT THE MOVIES, PLAYS, AND LECTURES.  3. 1 INDERSTAND MISSIAND MUCH OF MINET INCAME ON THE MODIO AND AT THE MOVIES, PLAYS, AND LECTURES.  4. 1 UNDERSTAND MISSIAND MUCH OF MINET INCAME ON THE MODIO, AND AT THE MOVIES, PLAYS, AND LECTURES.  5. 1 AM NOT ANY TO UNDERSTAND THE SPOKEN LANGUAGE.  BEFORE CONTINUING — CHECK PART III TO ERSURE THAT YOU MAVE CIRCLED ONE MURBER PEP SECTION.  PART III—EXPERIENCE AS A TRANSLATOR.  2. I MAVE MAD EXPERIENCE AS A TRANSLATOR.  2. I MAVE MAD EXPERIENCE AS A TRANSLATOR.  3. BOTH OF THE ABOVE STATEMENTS APPLY.  4. I LONGUATED AND AT THE MODIBATION GIVEN ABOVE IS TRUE AND ACCUPANT INDICES. IN MY NAMED CONSTITUTES WE APPLY.  3. NOME OF THE ABOVE STATEMENTS APPLY.  4. I LONGUATION CONSTITUTES WE APPLY.  3. NOME OF THE ABOVE STATEMENTS APPLY.  4. I MAVE MAD EXPERIENCE AS AN INTERPRETER.  3. BOTH OF THE ABOVE STATEMENTS APPLY.  4. I CERTIFY THAT THE IMPORMATION COLVER AND CONTROL OF A MINISTRANCE AND DOLORS OF A CONTROL OF A MINISTRANCE AND CONTROL OF A MINISTRANCE AND CONTROL OF A MINISTRANC	1	NTINUATION OF PART II-LANGUAGE ELEMENTS
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	FRENCH	265	OLTOBER.	22 1957		NO PROFICIENCY FOREIGN LANGUAGE
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ŠECTIO	a A.		Rendin	x (40)		
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2	I CAM READ TEXTS C DICTIONARY DCCASE	OF MOST GRADES OF D	IFFICULTY, OF A G	ENERAL NATURE OR IN I	IFLDS 1 AM FAMILI	AR WITH, USING THE
	FAN READ TEXTS OF	OF AVERAGE DIFFICUL	TY (nevepapere, e	eference materials, e	fc.). USING THE D	ICTIONARY
4. 1	CAN READ SIMPLE	TERTS. SUCH AS STRE	IET SIGNS, NEWSPA	PER HEADLINES, ETC	USING THE DICTION	ARY FREQUENTLY.
5- 1	HAVE NO READING	ABILITY IN THE LANG	SUAGE.			
SECTION	8.		Writing	(41)		
1.	PRITE FACTUAL WARR	NAL LETTERS AND SIM RATIVE AND EXPOSITOR NG THE DICTIONARY ON	AV WATERIAL WITH	M COMPLETE SUCCESS BE REASONABLE GLARITY, W	THOUT USING THE DITH VERY FEW GRAM	ICTIONARY. I CAN Matical Errors. IN
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SECTION	c.		Promunciati	on (42)		
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2. 10	TILE NATIVES CAN D	DETECT AN ACCENT IN		THEY HAVE SO DIFFICE	JL,TY UNGERSTAND'NG	vt.
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4. 11	PROMUNCIATION IS	S OCCASIONALLY DIFFI	ICULT FOR NATIVES	TO UNDERSTAND.		
ș (	HAVE NO SHILL IN	PROSUNCIATION.				13

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,		PART I-GENER	AL		
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3 LANGUAGE	(31-31)	4 TODAY'S DATE	(34-39)	5.	<del>l </del>
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· .		PART 11-LANGUAGE	EL DIENTS		
SECTION A.		Reading (4	10)		
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J. CAN READ TEXTS OF	F AVERAGE DIFFICUL	Ty (петараряга, гебе.	rence materials, i	erc.). USING THE D	ICTIONARY
4. I CAN READ SIMPLE	TEXTS. SUCH AS STR	EET SIGNS, NEWSPAPER	HEADLINES, ETÇ.,	USING THE DICTION	ARY FREQUENTLY.
5. I HAVE NO READING I	ABILITY IN THE LAN-	GU 4 GE .			
SECTION B.	•	Writing (4	1)		
1 CAN WRITE PERSON I. WRITE FACTUAL NARRI NATIVE STYLE, USING	ATIVE AND EXPOSITO		OMPLETE SLECESS #: Sonable Clabity :	ITHOUT USING THE D	ECTIONARY. I CAN MATICAL ERGCRS, IN
2 PARELY. I CAN WRIT	TE FACTUAL NARRATII	ILAR STÜPLE MATERIAL VE AND EXPOSITORY MAI BE MATIVE, USING THE	FREAL WITH PERSON	ABLE CLARITY, WITH	ICTIONARY CHLY ( FEW GRANMATICAL
I CAN WRITE PERSONA 3. BUT BITH OCCATIONAL OCCASIONALLY.		LAR SIMPLE MATERIAL, ERRORS AND I'M 08Y10			
		LAR SIMPLE MATERIAL, IN A VERY FORLIGH, A			
5. I CANNOT WRITE IN T	HE LANGUAGE. ,				
SECTION C.		Pronunciation	(42)		
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3. MY PRONUNCIATION IS	SEVIOUSLY FOREIGN	. But Only RAMELY CA	USES DIFFICATIVE	DA NATIVES TO UNCE	AST440.
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5   HAVE NO SAILE IN F	PROMENCIATION.				
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#### SECURITY APPROVAL

03112.00 : 1 831

DATE 19 February 1960

YOUR

REFERENCE: E-8573 CS/CS Pav. Comp.

CASE NO. 1 40696

TO : Director of Personnel

FROM Director of Security

SUBJECT : PHILLIPS, David Atlee

1.	This	is	to	inform	you	of	security	approval	of	tho	subject	person
	as fo	110	ws:	:								

- Subject has been approved for the appointment specified-in your request under the provisions of Regulations 10-210 and 20-730 including access to classified information through Top Secret as required in the performance of his duties.
- Subject has been approved for appointment under the authority of Paragraph 4(d) of Regulation 10-210, and under Regulation 20-730 including access to classified information through Top Secret as required in the performance of his duties.
- Unless arrangements are made within 60 days for entrance on duty within 120 days, this approval becomes invalid.
- 3. As part of the entrance on duty processing:

A personal interview in the Office of Security must be arranged.

A personal interview is not necessary.

FOR THE DIRECTOR OF SECURITY:

Chief. Personnel Security Division

. 2-24-60 CONFIDENTIAL

# CONFIDENTIAL SECURITY APPROVAL

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TO: Chief, Processing & Records Division

Your Refe

Personnel Office FROM: Chief. Security Division Personnel

Case Number:

10696

SUBJECT: PHILLIPS, David Atlee

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.

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

Subject is to be polygraphed as part of ECD procedures.

terreture to , april 1955

CONFIDENTIAL

FORM NO. 38-101

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# ADMINISTRATIVE PATERNAL USE CHLY

13 May 1975

MEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT: Earnings of David A. Phillips

In accordance with your telephone request, the following is a record of income earned by Mr. Phillips during the period 19 August 1958 through 13 March 1960. Mr. Phillips was paid at \$7,200 P/A, with the exception of those periods of service performed outside of his country of permanent assignment and then he was paid at \$13,000 P/A.

DATES	PAID AT \$7200 P/A	DUE DIFFERENCE BETWEEN \$7200 P/A & \$13000 P/A	TOTAL
19-31 Aug 58	\$ 240.00	-0-	\$ 240.00
Sept 58	600.00	\$ 32.22	632.22
Oct 58	600.00	434.97	1034.97
Nov 58-Jan 59	1800.00	-0-	1800.00
Feb 59	60000	88.60	688.60
March 59	600.00	- 0 -	600.00
April 59	600.00	157.07	757.07
May 59	600.00	128.88	728.88
June-July 59	1200,00	- O <b>-</b>	1200.00
Aug 59	600.00	80.55	680.55
Sept 59-Feb 60	3600.00	-0-	3600.00
1-13 March 60	260.00	-0-	260.00
Totals	\$11,300.00	\$922.29	\$12,222.29

JOSEPH H. HUDSON
Deputy Chief
Compensation and Tax Division

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BACKGROUND ON REQUEST FOR CREDITABLE SERVICE: August 1950 Until 3 March 1954

- 1. A basic document in consideration of this request is HCSA-825, dated 4 February 1954.
- 2. I was running an English-language newspaper in Santiago, Chile when asked to work with our Station there. My first pay was \$50.00 per month. The file contains a project approval dated 31 May 1950; TCS-A-1064 asks that the first payment be made to the U.S. bank on 1 August

locher of

- 3. During this period I recall a number of activities undertaken for the Station, and I travelled to New York for clandestine training. The file indicates "He was originally approved operationally to handle the complex Soviet espionage case of FULMINATER-2. His conduct of this case was considered excellent..." Also, "It will be recalled that Headquarters was very pleased with the printing job...which he had done." The latter was indicative of a number of such chores, when I stayed behind in my plant after the employees had left for the night, printing leaflets, booklets, etc. I also handled agents and did a number of spotting and assessing jobs for the Station.
- 4. I signed a new contract on 25 January 1952 for \$500.00 per month which ran until the termination date of 31 August 1953. (Actually this was in the form of a loan which was paid off at the rate of \$500.00. The advance was used to purchase printing equipment which allowed me to do certain work for the Station, but which I retained.)"
- 5. After termination of the contract on 31 August I remained in Chile until 4 March 1954. During this period I recruited a CP agent who still works for the Station—and was a cabinet member under Allende. On 3 February 1954 Headquarters asked that I be made available for another assignment. The Station pointed out that I was working on the recruitment, and that I and my family were planning on a European vacation. Headquarters again requested my assignment. Thus I departed for the Guatemala project in early March, abandoning my free family trip to Europe (tickets paid for by advertising in my paper) and leaving my family behind to pack up. I accepted this assignment without knowing where it was, or for how long it would last. Indeed I did not even have a contract.

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6. I worked for the Agency in Santiago, then, between I August 1950 until departure for PBSUCCESS on 4 March 1954. I was always available and when I finally did leave it was for Agency business rather than my own. Thus I request that all or part of this time be approved as creditable toward retirement."

David A. Phillips

مَرِّنِهِ .

## Mr. DeFelice:

Information from Adele regarding Dave Phillips creditable service:

As of 31 December 1974:

18 years, 11 months, 27 days
(Agency civilian service)

2 years, 8 months, 11 days (military service)

Total creditable service:

21 years, 8 months, 8 days.

Sick leave will be added to that.

For your information, Paul Seidel has an appointment with Mr. Phillips on Wednesday afternoon. He is in the CIARDS system and with his birth date in 1922, he is eligible for voluntary retirement.

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Espergled Copyl Stiff Employee 14 Mar 60 Stoff Employee sieve 14 Newel 1960 MEMORANDUM FOR: Office of Finance/C&TD

SUBJECT

Verification of Contract Employee Service of David A. Phillips, current staff employee for period 19 August 1958 through 13 March 1960.

REFERENCE

- : Memorandum from Deputy Chief Comp & Tax Division subject earnings of David A. Phillips dated 13 May 1975
- 1. Based upon new information it has now been determined that subject served as an Agency contract employee during period 19 August 1958 through 13 March 1960, and that this period is creditable for both retirement and leave account category purposes. Civil Service Retirement deductions were not withheld during the period. Records of this office reflect subject was authorized compensation during referenced period at the rate of \$7,200 per annum, except that when he was outside of the United States he was paid at the rate of \$13,000 per annum. For times and amounts involved in change of rate see reference.

## 2. Action required:

- (a) Office of Finance: Please post the above information to subjects retirement records.
- (b) DDO/LA/Pers: Please advise subject of the contents of this memorandum.

(c) RAD/ROB: For your information and assistance in retirement processing.

Rogers C. Brooks Deputy Chief

Contract Personnel Division

Distribution:

Orig - Addressee

1 - DDO/LA/Pers

1 - RAD/ROB

OGC Concurrence:

E2IMPDET CL by: 063837

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13 May 1975

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SUBJECT : Earnings of David A. Phillips

14-00000

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1-13 March 60	260.00	-0-	260.00
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JOSEPH H. HUDSON
Deputy Chief
Compensation and Tax Division

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7s/ Rogers C. Brooks

Rogers C. Brooks
Deputy Chief
Contract Personnel Division

#### Distributions

Orig - Addressee

1 - DDO/LA/Pers

1 - RAD/ROB

1 - Subjects CPD file

1 - CPD Chrom file

DDA/OP/CPD: RCB; sp (21 May 1975)

EZIMPDET CL by: 063837

SLUGET

MEMORANDUN FOR: Chief, TRB

SUBJECT

Verification of Contract Employee Service for Michael N. CHOADEN (P) Current Staff Employee

REFERENCE

: CPD Memorandum of 30 June 1966 to Chief, TRB, Subject "Record of Contract Service for CHOADEN,

Michael M.

1. Referent memorandum is revised in its entirety to reflect the following periods of full time contract employee service as being creditable service for both leave and Civil Service Retirement purposes.

DATE	ACTION	PER ANNUM COMPERSATION
4 March 1954	Contract employee	\$7,200
31 July 1954	Contract terminated	7,200
1 August 1954	Contract employee	8,360
31 March 1955	Contract terminated	8,360

2. Period of service 4 March 1954 through 31 December 1954 had in previous memorandum been declared creditable service for both leave and retirement purposes. It denied creditable retirement service for the period 1 January 1955 through 31 March 1955 because of a Federal statutory provision relating to periods covered by Social Security. The foregoing position was removed by P. L. 91-630 of 31 December 1970, thereby having the effect of rendering said service as creditable.

### 3. Action required:

- a. Office of Personnel/TRB: Please file this memorandum in subject's official personnel file folder.
- b. Office of Personnel/ROB: For your information.

Jun 18 0 8 0 6 22

- Office of Finance/CSTD: Please post the above information to subject's retirement records.
- DDO/LA/Personnel: Please advise subject of the contents of this memorandum.

Rogers C. Brooks
Deputy Chief
Contract Personnel Division

### Distribution:

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1 - CP/ROB
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1 - DDO/LA/Personnel
1 - CPD Subject file
1 - CPD Chrono

OP/CPD/R.C.Brooks:jc (10 March 1975)

SÈCRET

MILO Post: The File

SURJUST: Michael M. CHOADLE (P), Verification of Contract Service

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Subject, now a Stalf Diblovee, asked Bon DoPelice to see if any of his old contract to be a subject is assigned PCS in VH field, but is corrently in Hoters on TWY.

21 Cet 70:

that with subject and discussed all aspects of his guestions and his prior contractual service. Provided his with \$25000 information conforming his service about that criteria CPD used in determinin; independent continuetor service vs contract employee service, applicability of the "social Security rule" precluding the use of which contract on loyed the under social security being creditable retirement time, etc. Also, provided subject with a sample of a memo which could be written to JPD requesting old independent contractor time be recatorized as contract employee time. Also indicated to subject to would help him draft on appropriate cono if he (subject) folt be had a good case. In general, from imbroation provided by subject, it secred that subject's old independent contrictor time was not of a type that might land itself to conversion to contract diffe employee time.

3 Dec 70: As of this date, UPS had beard nothing more from subject and it was therefore assumed that doe subject had, doe at least for the immediate moment, decided not to pursue the matter further.

> Paul Eilson 3 Dec 1970

Michael M. CHOADEN

O/Personnel/Contract Personnel Div 97-69 Hqtrs. (Paul R. Wilson)

OP/NAD = 205 Magazine Bldg.

Attn: Adele J.Sukowicz

23 April 1970

1. Adole: Hope the following with help your

(a) Attached is our CPD file on loan. In it find a chrone of all of subject's contract service.

(b) Information in our CPD memo of 30 June 66 is reaffirmed. However, note it did not cite subject's 1951/52/53 service, which service is cited in the O/Finance memo of 16 June 1966. This 1951/52/53 service is independent contractor service and not creditable for purposes of Civil Service Rothrement.

(c) Our CPD memo of 30 Jun 66 indicates subject which had a social security obligation for period 1 Jan 55 thru 31 Mar 55. Since this obligation came about retroactively in Mid 1955, possibility exists that noither subject or the Agency made contributions to the Social Security System. If they were not made, it is possible for such to be unde at this late date and if subject or WH Division is interested in looking into this, they should contact Rod Brooks of CPD.

Paul R. Wilson

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	2.	. Preta n. Smr	W102		<del></del> .	<u> </u>	Attached is Mr. so office file and a dispatch from him i
	3.			<u>i</u>	· · · · · · · ·	<u> </u>	which he requests a computation of his time with the Agency
	<b>.</b>						for retirement purposes. It is a very complicated case. Good
	4.						luck! .
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	6. Chief, 5 E 69	Contract Person	nnel D	iv		-	1 to 6:
}	7.			-			On the basis of CFD's mem deted 30 June 1966 (copy attent
		٠,		:	!		ruling on the creditability of Subject's contract service, NO
	8.				1		can reply to the attorned displication, it is requested that
	9.				<del> :</del>		review HERT for its factual comend advise ROB if the memo of
				:			Jun 66 is reaffirmed.
	10.		-	i	1		Your attention is invited a discrepancy in identifying 19
ŀ	11,	·	+	<u>;</u>	<del></del>		contract service. In the dispert (para 5) Subject refers to hims
			<u> </u>			į	as a "covert associate"; the Or or Finance (see memo did 16 dum
	12.		İ	1	i		copy attached) lists the time a "contract agent" service; and y
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Chief, Western Hemisphere Division

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Chief, Operational Services

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Request for Review of Retirement Status --- Michael C. CHOADEN

Action Required: See Paragraph 9 et all

- 1. During his RVROCK career Michael C. CHOADEN has served as Contract Agent, Covert Associate, Staff Agent and Contract Employee. On one occasion CHOADEN resigned from RVROCK, became a Contract Agent, then returned as a Staff Employee. The purpose of this dispatch is to request a review of exactly what CHOADEN's status has been over the years, what must be done to repay retirement funds for any periods of creditable service not now covered, and to study the possibility that some periods of tenure might be converted from uncreditable to creditable status.
- 2. CHOADEN served in the Air Force from February 1943 through October 1945, with total service of two years, eight months and 19 days.
- 3. The dates of CHOADEN's first RVROCK service in Santiago, Chile, are very hazy to CHOADEN. He does recall that he was first recruited by the COS, but cannot recall if this was on a formal, salaried basis. At some time during 1950 or 1951, probably the latter, CHOADEN signed an RVROCK contract, for at least two years, possibly longer. The salary is remembered as US\$500 per month, and on one occasion this salary was paid in advance to allow CHOADEN to purchase printing equipment. Please check the contract covering this period and advise Rio (a) the duration of the contract and (b) if any provision for deductions (or future payment of) was made. If, as CHOADEN suspects, there were no deductions, even for Social Security, CHOADEN would appreciate Headquarters comment on the possibility that this period might be retroactively converted to creditable service status (after payments into retirement system, of course). In this connection it is suggested

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that a discussion might be held with James G. COLLETT, who was COS in Santiago during most of that time. CHOADEN believes that COLLETT will confirm that CHOADEN demonstrated his intense interest in his RVROCK work by performing not only the work called for in his contract (mostly clandestine printing) but other chores as well. Example: during this period, or perhaps just after the expiration of CHOADEN's contract, CHOADEN, under Station guidance and instruction, approached and recruited a Communist Party agent. (It is understood that the agent is still reporting.) Another example: in March 1954, COS COLLETT approached CHOADEN and asked him if he would accept the Headquarters! request that he leave Chile, board an airplane for the U.S. and assist in an unidentified operation which would last "some months." That was the extent of the offer. CHOADEN accepted. This was despite the fact that he had no contract, and that he had to leave his family behind and to abandon a trip which had been planned through Europe. It is believed that this indicates that CHOADEN was pretty much "under RVROCK control" during this period. (Perhaps training records can assist in finding information on this Chilean period, as CHOADEN went to New York on one occasion for a six-week training course).

- The next period of contract employment is also hazy. The operation in which CHOADEN was asked to participate turned out to be PBSUCCESS. Some sort of contract was drawn up, but CHCADEN does not recall if any deduction for retirement was made, nor of the terms of the contract. It is requested that this contract be reviewed and, should there have been no retirement credit, that it too be reviewed for possible conversion to creditable service. There is no question of CHOADEN "responding to RVROCK control" during this period. It was full time work, and most of it performed away from family --- some of it in the jungle. About sixty days, CHOADEN recalls, was spent in Project PBHISTORY. CHOADEN was awarded an RVROCK decoration for his work -during this period. ABROAD.
- 5. As the result of his participation in PBSUCCESS, CHOADEN was contracted as a Covert Associate from (about; this is a guess) October, 1954 until April of 1955. CHOADEN distinctly recalls that this contract called for retirement credit if chosen as a future option. (It is not impossible that this contract was made retroactive to cover CHOADEN's departure from Chile in March, 1954.) It would be appreciated if Rio would be advised of the exact duration and terms of this contract.
- 6. CHOADEN was a Staff Employee from 1 April 1955 until 13 July of 1958, when he resigned. Retirement payments for this period were returned to CHOADEN, and he understands that they must be repaid sometime before retirement to make the period creditable.
- 7. After resigning in 1953 CHOADEN went to Cuba and within a week signed a contract --- as an independent operator and, to the best of CHOADEN's recollection, without any retirement benefits. Again, it is requested that this contract be reviewed with the view of possible conversion to creditable status.
- On March 14, 1960 CHOADEN again became a Staff Employee, and has remained in that status.
- Despite a rather long tenure with RVROCK CHOADEN now finds that mich of his service is either not creditable, or is creditable and not paid. CHOADEN would like to set this house in order, and to begin having regular deductions from his salary begin building up his paid-up creditable retirement equities. Headquarters' assistance in arriving at this happy state would be appreciated. CHOADEN is especially interested in obtaining approval for conversion of the early contract days in Chilo. It seems apparent that if repayment into the retirement system is to be initiated,

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CONTINUATION OF DISPATCH

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it would be wiser to repay the early years first (so as to add more time more quickly with less payment). In any event, a Headquarters' review of the case would be appreciated.

Michael C. CHOADEN

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30 June 1966

MEMORANDUM FOR: Chief, TRB

SUBJECT

: Record of Contract Service for

CHOADEN, MICHALL

1. Per your request we are forwarding record of Subject's contract zervice:

Date
Action

4 March 1954
Blired as Contract Employee
31 July 1954
Ferminated

1 August 1954
Blired as Contract Employee
Terminated

19 August 1958
Blired as Contract Agent
Ferminated

- 2. Subject was employed on a full time basis with leave benefits from 4 March 1954 through 31 March 1955. Accordingly, this entire period is treditable" for establishing his annual leave category. However, the period from 19 August 1958 through 13 March 1960, as an independent contractor, is not creditable for this purpose. Only the period from 4 March 1954 through 31 December 1954 is "creditable for Civil Service Fetirement, since Contract Employee's were mandatorily covered by Social Security as of 1 January 1955.
  - 3. Attached is OF record of Agency service with salary breakdown.

Rogers C. Brooks
Acting Chief, Contract Personnel Division

Distribution:

Crig - Addressee

Z' - CFD

16 June 1956

# Chief, Costroot Forecasel Divinion

Compensation and Tex Division Office of Firence

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25 25 Amery 1953 6 \$4000.00 P/A Term 31 August 1953 6 \$6000.00 P/A

EGS 4 Mayrea 1974 0 \$7200.00 P/A Pay Ens. 1 August 1974 0 \$6760.00 P/A Tora. 31 Essen 1975 0 \$6760.00 P/A

#### Staff Brolessos

Br. Aspt. 1 April 1955 0 \$9608.00 P/A Pes. 6 Pedrary 1956 0 \$10,320.00 P/A

#### Staff Agest:

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14 March 1960

MEMPRA: DUN FOR: Chief, Contract Personnel Division

SUBJECT: Termination of Michael CHOADEN Contract

It is requested that the contract of Michael M. Choaden be terminated as of close of business 13 March 1960 in view of his appointment to staff employee status offective 11, March 1960

> J. C. King Chief, Western Hemisphere Division

Shirt !

Mr. Michael M. Choaden

Dear Mr. Choaden:

Reference is made to your contract with the United States Government, as represented by the Contracting Officer, effective 19 August 1958, as amended.

Effective 16 February 1960, said contract, as amended, is further amended by adding after paragraph seven (7), entitled "Travel and Operational Expenses," the following paragraph:

"8. Feturn Travel. Upon the successful completion of your services under this agreement you will be advanced or reimbursed funds for authorised travel and transportation expenses for you, your dependents and your household effects from Havana, Cuba to the Washington, D.C. area, including per diem in lieu of subsistence in the course of such travel. Such funds will be subject to payment and accounting in conformance with applicable Government regulations."

All other terms and conditions of the contract, as amended, remain in full force and effect.

. UNITED STATES GOVERNMENT

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Collais 11 Seb 60 WHIPP amendite x eo Robert Raynock.

10 February 1960

MEMORANDUM FOR: Chief; Contract Personnel Division

SUBJECT:

Amendment to Contract - Michael M. CHOADEN

It is requested that Subject's contract dated 19 August 1958, as amended, be further amended to authorize return travel from Havana, Cuba, to Washington, D. C., for Subject and his dependents at Government expense. It is also requested that the amendment authorize shipment of Mr. CHOADEN's household effects from Havana, Cuba, to Washington, D. C., at Government expense.

Chief, and

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LE CRAIDUM F	CR: CHIFF, Finance Division
FRO:	Contract Personnel Division
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18 August 1959

MEMORANDUM FOR: Chief, Contract Personnel Division Attention: Mr. D. H. Letcher

FROM

. Acting Chief, WHD

SUBJECT

: Renewal of Contract of Michael M. CHOADEN

It is hereby requested that the contract of Michael M. CHCADEN, effective 19 August 1958 and amended, be renewed for one (1) year effective 19 August 1959.

TO R. E. GOMEZ

Acting Chief, Western Hemisphere Division

Mr. Michael M. Choaden

Dear Mr. Choaden:

Reference is made to your contract with the United States Government. as represented by the Contracting Officer, effective 19 August 1958.

Effective 19 August 1958, said contract is amended in the following manner:

(a) The first sentence of paragraph one (1), entitled "Compensation," is deleted and in lieu thereof the following sentence is substituted:

> "In full consideration for the purchase of such information and services you will be compensated in an amount calculated at the rate of \$7200 per annum except that for those periods of time during which you are performing services necessitating certain specialized professional skills on a full time basis outside of the country of your present permanent assignment, you will be compensated at the rate of \$13,000 per annum."

- (b) The following paragraph is added after paragraph six (6), entitled "Term": .
  - "7. Travel and Operational Expenses. While performing those tasks for which you will be compensated at the rate of \$13,000 per annum, as set forth in paragraph one (1) above, you will be advanced or reimbursed funds for necessary expenses incurred in connection with such operational travel as may be directed or authorized by the Government. This may include per diem in lieu of subsistence in the course of such travel and while on temporary duty away from your permanent post of assignment overseas. In addition, you will be advanced or reimbursed funds for necessary operational expenses as specifically approved by the Government. Payment and accounting for the items set forth horein will be in conformance with applicable Government regulations,

All other terms and conditions of the contract remain in full force and effect.

You will please indicate your approval by signing in the space provided below.

	UNITED STATES O	OVERNMENT
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APPROVED:

WITNESS:

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17 September 1958

MENORANDUM FOR

Chief, Contract Personnel Division
Attention: Mr. D.H. Letcher

FROM

: Chief, Western Hemisphere Division

SUBJECT

: Amendment To Contract of Michael M. CHOADEN

1. It is hereby requested that the contract of Michael M. CHOADEN be amended to provide that he be compensated in an amount calculated at the rate of \$13,000. per annum while travelling outside Cuba at the request of the United States Government and engaged full time in the work of the United States Government. It is further requested that while so travelling outside Cuba, CHOADEN be paid per diem at the standard United States Government rate for the area of travel or temporary residence.

2. CHOADEN possesses certain specialized professional skills which are in temporary, but urgent demand in a country (other than Cuba) within the jurisdiction of the Western Hemisphere Division. The contract amendment outlined in paragraph 1. (above) is being requested so as to provide a means by which CHOADEN'S skills might be made available to meet this current need for them.

J. c. king

Chief, Western Hemisphere Division

That is

Mr. Michael M. Choaden

Dear Mr. Choaden:

The United States Government, as represented by the Contracting Officer, hereby contracts with you as an independent contractor for the purchase of certain information and related services of a confidential nature under the following terms and conditions:

- 1. Compensation. In full consideration for the purchase of such information and services, you will be compensated in an amount calculated at the rate of \$7200 per annum. Payments will be made as directed by you in writing in a manner acceptable to the Government. No taxes will be withheld therefrom but it will be your responsibility to report such income under existing Federal income tax laws and regulations. A Form No. 1099 prepared in a manner to conceal the true source of such income will be furnished you by the Government in order that said responsibility may be properly fulfilled. Income received pursuant to this contract is not subject to relief from Federal income taxes on the basis of foreign residence.
- 2. Status. You are not an employee of the United States Covernment under this agreement and are not entitled to any benefits normally incident to an employee status.
- 3. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof (unless released in writing by the Government from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1943, as amended, and other applicable laws and regulations.
- 4. Instructions. Instructions received by you from the Government in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not incompletent with the terms hereof.
- 5. Unauthorized Commitments. No premises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.
- 6. Term. This contract is effective as of 19 August 1958, and shall continue thereafter for a period of one (1) year unless sooner terminated either:
  - (a) By fiftone (15) days' actual notice by either party hereto, or

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(b) Without prior notice by the Covernment in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

Subject to the availability of appropriations, this agreement may be extended upon notice from the Covernment. Termination of this agreement will not release you from the obligations of any security eath you may be required to take

UNITED STATES GOVERNMENT

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MEMORANDUM FOR: CHIEF, SCAPS

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: Contract Approving Officer, PP Staff

SUBJECT : Termination of Contract.

It is requested that the contract on Paul E. LANGEVIH be terminated effective 1 April 1955.

JEANNE K. LETELLIER Chief of Administration Psychological and Paramilitary Operations Staff

A572875D

PP/CONTRACT ADDICTORS GITHER

19 October 1954

MEMORANDUM FOR: Chief, Psychological and Paramilitary

Operations Staff

SUBJECT:

Paul D. Langevin (P) - Covert Associate

REFERENCE:

Memo to Special Contracting Officer, CIA,

dated 12 October 1934, Same Subject

Pending publication of a regulation on Employee Services, the Office of Personnel issued N 20-660-19, dated 29 July 1954 to be effective I August 1954. This Notice announced the availability of two life insurance and two health insurance programs sponsored by the Agency under the name of "Government Employees Health Association, Inc." Eligibility for these life and health insurance programs has been limited to those categories of personnel expressly stipulated in the Notice. Nowhere are Covert Associates listed as an eligible group, although in fact a Covert Associate may be an employee of the U.S. Government. Until the notice or the proposed regulation is changed, this Staff is precluded from inserting in contracts similar to that of subject individual's any reference to health and life insurance programs normally available to staff employees.

JOHN L. BISCHOFF
Special Centracting Officer

DHL/pr
Orig & 1 Addressee
1 cc Employee Services Div.(attn. Joe Evans)
1 cc subject file
1 cc chrono
1 cc corres w/PPStaff file

CCC ...

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SECRET

120d 1954

ISMORANDUM FOR: SPECIAL COMMACTING CFFICKL, CIA

SUBJECTS

: Paul D. Langevin (P)-Covers Associate

It is requested that the success's reneract effective.

August 195h be emended to permit the subject to apply for Hospitalization and Live Insurance with the Agency.

A COUNTY OF BANGE

Psychological and Paramilitary Operations Stat?

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MEMORANDUM FOR: Mr. Kermit Roosevelt

ATTENTION'

: Mr. John Baker

SUBJECT

: Mr. Paul D. Langevin; Employment as CIA Staff Officer

1. To those of us at Headquarters who have followed closely the work of Mr. Langevin in connection with PBSUCCESS, it is completely evident that he made one of the major and most outstanding contributions to this Operation and that he has demonstrated himself to be exceptionally qualified in the field of political and psychological operations (covert). I have just been informed by Messrs. Barnes and Langevin that the latter who has heretofore been employed in the capacity of a Contract Agent, desires to become more closely associated with the Agency and would like to be employed as a regular staff officer. I am very much in favor of following up on this opportunity, and I have good reason to believe that the Director likewise is specifically interested.

- 2. There are certain aspects of this case which appear to require special handling and tailoring -- none of which presents any difficulties as I see it -- but, on the contrary, would tie in very neatly with both the near term and longer range aspects of the employment of Mr. Langevin, These aspects are as follows:
  - (a) Mr. Langevin desires to begin his term of employment by the Agency with a period of service at Headquarters. (He has spent many years in Latin America, principally in Chile where he has owned and still owns a newspaper, and, in my judgment, it would be mutually advantageous to the Agency and to Mr. Langevin for him to spend not less than a year as a member of the Headquarters organization.)
  - (b) Mr. Langevin has for some years in the past been giving an annual series of lectures in various Latin American capitals. These lectures have been arranged by an agent of his in New York and his audiences have consisted of business and professional groups and women's organizations. The general subject matter of his lectures has included talks on the threat of international Communism to Latin America. Mr. Langevin would desire, if it can be worked out, to be permitted to continue to deliver lectures of this kind in the future and is at the present time

contemplating a series of lectures on Latin America to be given in various cities within the United States.

- (c) Mr. Langevin would be ready and able to accept a field assignment in South America following the conclusion of the period of Headquarters' duty referred to.
- 3. As already indicated, it seems to me that there are no serious problems involved in any of the foregoing and that the material can be readily cut to fit the pattern. It is the recommendation of Mr. Barnes in which I concur, that Mr. Langevin be assigned to the PP Staff during his tour of duty here. He could in this capacity work very closely with WH Division, but it seems to Tracy and myself that he can contribute importantly to the work of the PP Staff and in the process broaden himself. As regards the matter of the lectures. I would recommend that arrangements be made to permit and even encourage him to continue these since it seems to me that they would fit in very well with his general PP assignment -- assuming, of course, that his Headquarters and field cover are properly designed and maintained. The Headquarters cover problem is not a substantial one and as far as the field is concerned if Mr. Langevin were to go under non-official cover of the right kind this also should present no problem. There is a readymade cover in the field and in a critically important country by virtue of his ownership -- for some six years -- of a newspaper in Santiago. It would not be incompatible with his resumption of his position as owner and editor of the Santiago newspapaer to work in an annual series of lectures either in Latin America or in the United States. There is only one further point involved in connection with the lectures; Because of Mr. Langevin's intimate association with many of the details of PBSUCCESS and also in light of the standing rules of the Agency, it would be desirable for him to submit at last in general outlines, and preferably textually to the extent feasible, the substance of his proposed lectures. He is anxious to do this in connection with the forthcoming lectures -- for his own piece of mind since he would like to be double-checked on the things which he should sayand those which he should not say with respect to the Guatemalan development. He could and in the material to Mr. Holcomb or myself -- or to you -- and after it has been checked over by one of us, we could arrange to submit it to the Office of Security for such further checking as may be desirable.
- 4. Mr. Langevin proposes to take a leave of absence of a month or six weeks, starting within the next few days. I believe it would be desirable for Mr. Baker, to start the necessary personnel and other administrative actions, including any additional security clearances which may

which may be necessary, etc., looking toward having everything in line for Mr. Langevin to come aboard officially at the conclusion of this leave.

5. His home address is: 811 Hollywood Blvd.
Hollywood, Florida

FRANK G. WISNER Deputy Director (PLANS)

cc" COPS -- DD/P

Date:

Mr. Paul D. Langevin

Loar Mr. Lingerin:

Reference is made to your contract effective 4 March 1954 with the United States Government, as represented by the Central Intelligence Agency, for the submission of certain information and related services of a confidential nature.

Effective 14 Seftember 1954, said contract is terminated and in lieu thereof the following contract is substituted:

The United States Government, as represented by the Central Intelligence Agency, hereby contracts with you as a <u>Covert Associate</u> for the submission of certain information and related services of a confidential nature under the following terms and conditions:

- 1. Compensation. In full consideration for the submission of certain information and related services of a confidential nature, you will be compensated at the rate of \$8360 per annum. In addition, you will be entitled to authorized overtime in excess of 40 working hours per week at the rate of \$1.51 per hour. Payments will be made as directed by you in writing in a manner acceptable to CIA. No taxes will be withheld from any sums paid to you here-under directly by CIA, but it will be your responsibility to report such sums in accordance with applicable Eederal income tax laws and regulations.
- 2. Travel. You will be advanced or reimbursed funds for necessary expenses incurred in connection with such travel as may be directed or authorized by CIA. This will include per diem in lieu of subsistence in the course of such travel while away from Washington, D. C., and while on temporary duty overseas. You will be required to account for such expenses in accordance with applicable CIA regulations or those of your cover facility, whichever is directed by CIA.
- 3. Operational Expenses. You will be advanced or reimbursed funds for necessary operational expenses including, but not limited to, entertainment and the purchase of information as specifically approved by CIA. Such funds will be subject to accounting in compliance with CIA regulations.
- 4. Benefits. (a) You will be entitled to death and disability benefits equal to those authorized under the Federal Employees! Compensation Act, as amended. Claims by you, your heirs, or legal representatives under this paragraph will be processed by CIA in accordance with its procedures in such manner as not to impair security.
- (b) You will be entitled to sick and annual leave equal to and subject to the same rules and regulations applicable to CLA employees. Such leave may only be taken at times and places approved in advance by appropriate representatives of CIA.
- (c) Civil Service Retirement deductions will not be made from your wages since your employment hereunder is not a covered employment under the Civil Service Retirement Act. However, your status is that of an

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employee of the United States Government paid from Government funds.

Therefore, if in the future you are employed by the United States Government in a status covered by the Civil Service Retirement Act; periods of service under this contract will be available as creditable service for retirement purposes in conformance with Civil Service Regulations.

- 5. Cover. It is anticipated that y u will undertake certain cover employment in the course of your performance under this agreement. 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 amplify, extend or restrict your rights and/or obligations hereunder shall be resolved by this agreement which shall always be dominant.
- 6. Leave Without Pay. During the term of this contract it is anticipated that you will undertake contracted speaking engagements. For such periods of time necessary to fulfill these commitments you will be considered on leave without pay status under the terms of this agreement.
- 7. Execution of Documents. If, in the performance of your cover service, you assume the custody of government funds or take title of record to property of any nature whatsoever and wherever situate, which property has in fact been purchased with monles 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.
- 8. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof (unless released in writing by CIA from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations.
- 9. Instructions. Instructions received by you from CIA in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 10. Unauthorised Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.
- 11. Term. This contract is effective as of I August 1954, and shall continue thereafter for a period of one (1) year unless sooner terminated by CIA either:
  - (a) By fifteen (15) days' actual notice to you from CIA, or
  - (b) Without prior notice, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise; rendering yourself unavailable for acceptable service.

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employee al he United States Government paid from Government funds. Therefore, if in the future you are employed by the United States Government in a status covered by the Civil Service Retirement Act, periods of service under this contract will be available as creditable service for retirement purposes in conformance with Civil Service Regulations.

- 5. Cover, It is anticipated that you will undertake certain cover employement in the course of your performance under this agreement. 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 wayamplify, extend or restrict your rights and/or obligations hereunder shall be resolved by this agreement which shall always be dominant.
- to Offset. Any sums or substantially similar benefits or allowances received from your cover facility will be used to offset those due under this contract by CIA. Sums, similar benefits or allowances thus received through your cover facility are acknowledged and agreed to be payment by CIA within the provisions of this contract. You will report all sums or substantially similar benefits received from your cover facility at least every four (4) months during the term of this contract.
- 7. Execution of Documents. If, in the performance of your cover service, you assume the custody of povernment funds or take title of record to property of any nature whatsoever 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.
- 8. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof (unless released in writing by CIA from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations.
- 9. Instructions. Instructions received by you from CIA in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 10. Unauthorized Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.
- II. form. This contract is effective as of 15 September 1954, and shall continue thereafter for a period of one (1) year unless sooner terminated by CIA either:
  - (a) By lifteen (15) days! actual notice to you from CIA, or
  - (b) Without prior notice, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

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Subject to the availability of appropriations, this agreement may be renewed for successive periods of one year each upon notice from CIA accepted by you. Termination of this agreement will not release you from the obligations of any security outh you may be required to take.

UNITED STATES OF AMERICA

Special Contracting Officer

ACCEPTED:

Paul D. Langevin

WITNESS:

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APPROVED:

DIVILLY SY

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com. and,

Mr. Paul D. Langevin

Dear Mr. Langevin:

The United States Government, as represented by the Central Intelligence Agency, hereby contracts with you for the submission of certain information and related services of a confidential nature under the following terms and conditions:

- 1. Compensation. In full consideration for the submission of such information and services, you will be paid an amount calculated at the rate of \$7200.00 per annum. Payments will be made as directed by you in writing in a manner acceptable to CIA. No taxes will be withheld from this amount, and it will be your responsibility to report such income under existing Federal income tax laws and regulations.
- 2. Travel. (a) You will be advanced or reimbursed funds for necessary expenses incurred in connection with such travel as is directed or authorized by CIA. This will include per diem in lieu of subsistence in the course of such travel and while on a temporary duty status away from your permanent station. All travel, transportation and per diem provided for under this paragraph must be properly authorized, and expenses incurred hereunder are subject to payment and accounting in compliance with CIA regulations.
- (b) Upon the successful completion of your services under this contract or any renewal thereof, you will be advanced or reimbursed funds for return travel and transportation expenses to your permanent residence in Santiago, Chile
- 3. Operational Expenses. You will be advanced or reimbursed funds for necessary operational expenses including, but not limited to entertainment and the purchase of information as specifically approved by CIA. Such funds will be subject to accounting in compliance with CIA regulations.
- 4. Benefits. (a) You will be entitled to death and disability benefits equal to those authorized under the Federal Employees' Compensation Act, as amended. Claims by you, your heirs, or legal representatives under this paragraph will be processed by CIA in accordance with its procedures in such manner as not to impair security.
- (b) You will be entitled to continuance of pay and allowances in a manner similar to that set forth in the Missing Persons Act (50 U.S.C.A., App. 1001-1015).
- (c) You will be entitled to fourteen (14) calendar days' leave per contract year. Such leave may be accrued during the term of this contract or any renewal hereof except that payment in lieu of unused leave will not be authorized. Such leave may only be taken at times and places approved in advance by appropriate representatives of CIA.
- 5. Execution of Documents. If, in the performance of your cover service, you assume the custody of government funds or take title of record to property of any nature whatsoever and wherever situate, which property has in fact been purchased with montes of the U.S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either

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express or constructive, and you agree to execute whatever documents may be required by CIA to evidence this relationship.

- 5. Santur. You are not an amployee of the United States Government under this agreement and are not entitled to any benefits normally incident to an employee status, except as specifically enumerated herein.
- 7. Instructions. Instructions received by you from CIA in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 8. Unauthorized Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.
- 9. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof (unless released in writing by CIA from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the espionage laws dated 25 June 1948, as amended, and other applicable laws and regulations.
- 10. Term. This contract is effective as of 4 March 1954, and shall continue thereafter for a period of two (2) years, unless sooner terminated by CIA either:
  - (a) By thirty (30) days' actual notice to you from CIA, or
  - (b) Without prior notice, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

Subject to the availability of appropriations, this agreement may be renewed for successive periods of one year each upon notice from CIA accepted by you. In the event of voluntary termination on your part or termination for cause by CIA prior to the expiration of this agreement or any renewal thereof, you will not be entitled to return travel and transportation expenses to Santiago, Chile. Termination of this agreement will not release you from the obligations of any security oath you may be required to take.

UNITED STATES OF AMERICA

JWING 4 mays4	BY .
Consideración	Contracting Officer

ACCEPTED:

Paul D. Langevin

APPROVED:

Security Information

13 June 1952

MEMORANDIM FOR: Record

STRJECT: U# PBCRCVEL Amendment #1

- 1. This date copy number four of subject project has been forwarded to Mr. William Rowland for approval in view of the fact that the original and copies number two and three have been temporarily a splaced.
- 2. As anendment number one to "BCROVEL covers no substantive operations it has not been coordinated with Security and Cover.
- 3. It is requested that approval of subject project amendment be given as soon as possible in view of the unjercy of action as stated in the project itself.

HOMER BEETT, Jr. WE/Project Coordinator

WITD/HB/Jo

Distribution Origi (0/00

co: S soial Contracting Officer (Mr. J.L. Bischoff)
CM (Mr. Ernest W. Pittman)
Chief, Branch I
Project File Spercolet, Sphiles
Chrono P&O

Sec. 1

METAGRANDIN FORE OF CO

ATTENTI NI

Mr. Wil iam Rowland

S'TJ CT:

Project PROROVEL, Amendment No. 1

- 1. Forwarded herewith are the original and two copies of subject amendment plus an extra copy of OPC Form holes.
- 2. It is respectfully re seated that approval of subject amendment he exhedited as the Project Fina cial Data, form Loba, indicates that nayment of eight thousand (58,000. 0) dollars to PA L D. LAKCEVIN must be made on or about 20 June 19 2.
- 3. Subprementable six of the Proposal indicates that as a prerequisite to issuance of a loan to LANCIVIN the latter will be required to submit a complete nanoclate invertory of all machinery and equipment involved in the loan transaction, its physical existence in his custody, tisatitle to the or certy, and an approximate evaluation of its worth (as determined by MED station personnel). WHE will be prepared to do this shortly after Amendment Yo. I is approved and the necessary funds are available for payment.
- h. Subparegraph five of the Proposal indicates the details of the loss contract and selection of the appropriate legal instrument to secure a lies on the eachinery and equipment will be arrived at through joint agreement of AMP, CCC and the begal Di ision. These financial details will be arranged robse sent to a proval of the amendment in question and will commiss the financial plan governing the expenditure of the funds requested.

J. C. TAG

THD/JCK/THM/VLC/HB/fe

Distribution Crief GTO

co: Special Contricting of ider (Mr. J. .. P.schoff)

GM (Mr. Empeat W. Pittman) /

Chief, Branch I

Froject File MMCMOVEL MHD/ NO

Chrono M M/P&O