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15 September 1977

MEMORANDUM FOR: Chief, Information Services Staff

FROM

Charles A. Briggs

DDO Information Review Officer

SUBJECT

Appreciation

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- 1. As you know well, on September 19th, I turn over responsibility for release or denial of DDO documents under the Freedom of Information and Privacy Acts. The experience has been both frustrating and challenging, epitomizing the issues in transition from a totally classified past to a new intelligence environment yet to be defined. The tension in law between protection of sources and methods and more open government was apparent, daily, to those involved; good case law was made as we sought to adhere to both principles and to regain, through this process, some credibility for the Agency.
- 2. I've tried in the past to convey my appreciation for the truly magnificent support I got from what is now the Privacy and Information Action Group, through recommendations for the Unit Citation subsequently awarded by the DCI, through QSI's and promotions, and through personal comment. All have worked long hard hours and all, those now in PIAG and those who have left, deserve credit for their professional efforts in this arena; I want to express my thanks to you for the assistance your people gave to me as the DDO Information Review Officer.
- 3. At the risk of being unfair to some who are more recent arrivals, I want to express particular and very personal thanks to Win Brown, Cis Cass, Lou Dube, Mary Felton, Doris LeBaron, Fred McCann, Karen Rice, Helen Stilson, Jon Wolfe and Mack Wood.
- 4. My debt to Fred Randall has been made a matter of record on several occasions. Let me just note here that any supervisor who has had the kind of qualitative backing that those two gentlemen gave me is fortunate indeed.

For OPF, Randall, Frederick

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Discover the Truth at: http://www.theblackvault.com

- 5. In addition to the PIAG crowd, Paul Haefner's people have had the endless and repetitive job of searching the CHAOS files and helping me deal with that most sensitive aspect of past history. Please express my thanks to them and, most particularly, to Paul himself.
- 6. Finally, let me make special note of the contributions from Joe Gigliotti and the retired officers handling the OSS records requests. Their particular expertise was a welcome addition to the staff support received.
- 7. I'm sure all will give Bob Owen, in his new role, the same high quality support that they gave to me. To state the obvious, although the win record is quite good, the race is still on.

Charles A. Briggs

建筑和原理的工程的对话的对话的对话的影响的原则

M. M. T. COLON

SECRET C. May REQUEST FOR PERSONNEL ACTION dox 17 MAY 1976 2 mare (Loss-Free-Middle) FREDERICK @ LIAGEAS REGULAR T v 10 0 6226 2196 10001 Ø 10 Ø F. ORDANIZATIONAL DESIGNATIONS DDO/SERVICES STAFF OFFICE OF THE CHIEF, SERVICES STAFF WASHINGTON, D.C. OFFICE OF THE CHIEF 11) POSITION TITLE 13. CAREER SERVICE DESIGNATION OPS DAW EV 27 OPPICER
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12 February 1976

MEMORANDUM FOR: Chairman, DDO Evaluation Board

THROUGH:

C/CNG

SUBJECT:

Promotion Recommendation - Frederick C. Randall to GS-15

- 1. This memorandum constitutes a formal recommendation that Fred Randall, GS-14/8, now Chief of the DDO Privacy Information (DDO/PIC) unit in Services Staff, be promoted to GS-15. The position calls for that grade.
- 2. Mr. Randall is 49 years of age; entered on duty in CIA in September 1951 as a GS-7 assigned to OSO/FDZ. He is married; has four children, served briefly in the Air Force (1945-46); has an AB in Government, an AM in Foreign Affairs, and was a PhD candidate in International Relations. His Agency service was in FE from 1953 to 1965, including overseas tours in Djakarta and Tokyo; in DOD/FRD from 1965 to March 1975, including 2 years in the DC field office; his current assignment dates from 16 March 75. His date of grade is June 1967.
- 3. The specifics of Mr. Randall's current assignment and all the superlatives about it I have just recounted in a fitness report which I prepared today, as well as in a QSI recommendation (approved) of October 1975 and an out-of-cycle promotion recommendation dated 8 August 1975. I rate his performance Outstanding and refer the reader(s) to the reports cited for details. I would note here that Mr. Randall changed his home base and functional category in November of 1975 and was rated number 1 of 4 Category C nominees from this Staff by all four members of the SS Panel. I would note further that when I submitted my August 75 out-of-cycle promotion recommendation, Mr. Randall's career designation was R/OG; given his personal circumstances the DDO suggested that Randall change his career designation to become more competitive "and have an excellent chance on the next go round." The QSI suggestion then resulted.
- 4. As the individual responsible for releasing or denying thousands of DDO documents in response to FOIA requests, and subsequently answering for DDO decisions in affidavits and court depositions. I know how well Fred does his work and how richly he deserves this promotion to GS-15.

Charles A. Briggs Chief, Sor ices Staff

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EYES ONLY

SPEED LETTER AFPLY ACQUESTION September 1975 September 1975						
To: DDO ATTN: Chief, Services Staff SUBJET: One-Time Reclama - Requested Randall Promotion As you know, OB is not reticent about expressing his views, and in the informal career development world, Fred had had it in FRD. I've known OB fairly well and respect his candor and professionalism; we just worked very well together on the GS-16/17 Panel, with an interestingly identical philosophy. Fred's performance did not satisfy OB, and his Fitness Reports refloct that fact. It does not surprise me, sine Fred had been in FR from 1970-1975, that his Fitness Reports for the past years would put him in a neutral middle, or even low middle, ranking among B/OG officers. But that's yesterday. Today, as I tried to say strongly in my 8 August memo, my view of his work is that it is Outstanding—and I don't so rate many officers. I would hope his present work could stand on his own went, and project forward, expecting FOIA to be a way of life in the DDO with all the management challenge, and headache, that poses. His present and future peer competition—should be with the A/C crowd, not the B/OG group-if that hurdle is determining. At the risk of being irritating, I feel bound to state his case in what I consider the appropriate competitive environment, to avoid an out-of-cyclo suggestion doing mischief to the system. Any hope? REPLY PATE PATE **CONTROL OF THE MISSING TOWN OF THE MISSING TOWN OF THE BOOK OF THE BO	SPEED LETTER	REPLY A	E QUE	STĘD	15 September 1975	
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C. C. C.

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FR 73-228 . 6 Júli 1973.

MEMORANDUM FOR: Deputy Director for Operations -

SUBJECT

: Appointment of Mr. Frederick C. Randall as Chief, Branch III, Foreign Resources Division

- 1. The appointment of Mr. Frederick C. Randall as Chief, Branch III, Foreign Resources Division, effective on or about 11 June 1973, is recommended.
- 2. Mr. Randall has been an employee of the Agency since September 1951 and is presently assigned to Branch II, Foreign Resources Division, as the Desk Officer in support of Los Angeles and San Francisco Bases. A copy of his biographic profile and the last two fitness reports are attached.

Walter L. O'Brien

Chief Foreign Resources Division

1. Biographic Profile (Parts 1 and 2)

Fitness Reports (2)

The recommendation in paragraph 1 is APPROVED:

Deputy Director dor Operations

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CONFIDENTIAL

8 August 1975

MEMORANDUM FOR: Deputy Director for Operations

SUBJECT:

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Out-of-Sequence Promotion Recommendation:

Fred Randall

1. We've spoken of the need to look further at both Agency and DDO implications of the Freedom of Information Act and, now, the Privacy Act, including the increased number of appeals and litigation cases, and of the logic of collecting a coterie of deponents or affiants to take some of the load off of both you and me. The grade level of the appeals officers and the deponents must include 14's and 15's, to incorporate the necessary clout with the divisions and judgment vis-a-vis release of information to the outside world.

- 2. Fred is a GS-14/7. He had just come to me at the time of the last GS-15 panel exercise and had not been recommended for promotion by FRD. I consider his performance over the past 6 months to have been Outstanding. He is head and shoulders above the other directorates' FIOs; I have considerable laudatory testimony from OGC, OLC, O/DDA and within the DDO as to his professionalism, tact, persuasiveness, analytic skills and realistic, while tough-minded, protection of DDO sources and methods. This includes occasional arm-wrestling with DDO branch/division/staff chiefs, OGC and OLC lawyers, FBI contacts and others above his current grade level.
- 3. I have discussed this proposed out-of-cycle promotion recommendation to GS-15 with Ev, who, in turn, has mentioned it to Gordon. The return signals I got sounded positive.
- 4. I do, therefore, recommend that you approve Fred's promotion to GS-15, effective as soon as the action can be cut.

/s/ Charles A. Brings

Charles A. Briggs Chief, Services Staff

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17 NOV 575

MEMORANDUM FOR: Frederick Randall

SUBJECT : Quality Step Increase

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

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

With personal best wishes,

Delinen & Vilson

William E. Nelson
Deputy Director for Operations

11/20

My congratulations too. I know how well deserved that is. It is also symbolic of the excellent of year grange on a whole of many year leveling of them.

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SUBJECT

 Acknowledgment of Evaluation Board Career Category

REFERENCE

Pvaluation Board Procepts for Your Grade

1. Based upon an examination of your assignments and duties, and after considering likely future assignments, you have been placed in the following career category for Evaluation Board purposes. Precise definitions of the categories are contained in the Evaluation Board precepts for your grade.

CATEGORY	C
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- 2. If you believe that you have not been placed in the correct category because the substantive content of your job more closely approximates another category or because you have made a permanent change of career track; please take the matter up through your command channel to secure the concurrence of your Home Base component to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgment of change is received by the Career Management Group.
- 3. A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.
- 4. Please sign and data this notification in the space provided and return it to your Home Base component through command chinnels.

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MEMORANDUM FOR: Chairman, Clandestine Services

Career Service, Section A

SUBJECT : Frederick C. RANDALL, Recommendation for

Promotion to GS-14

1. It is recommended that Frederick C. Randall be promoted from GS-13 to GS-14. Subject is 40 years old and began his Agency career in 1951. He has been a GS-13 since 1958. He entered on duty at the Washington Base (then Washington Station) in August 1965.

2. Subject is responsible for Washington Base operational activity directed against FE Division targets. He replaced one GS-14 officer and one GS-13 officer who shared this responsibility before Subject's arrival. Since Subject's EOD at the Base, the tempo and quality of operations against FE targets has increased greatly. the period before Sukarno's overthrow in October 1966, positive intelligence reporting from two agents handled by Subject (WUSHARK and WUFLY) made significant contributions to WOFACT assessments of Indonesian events. Reporting in recent months continues to be useful to Djakarta and, in the case of WUSHARK, Subject has brought an agent to the point of being willing FE targets there. Subject has an encyclopedic knowledge of Asian history and current events, and his handling of agents has shown excellent sophistication, perception and maturity. He has been systematic in his exploitation of the total capabilities of his agents and contacts and has not been content to limit himself to procurement of positive or operational intelligence from or countries. At the request of the local FBI office, Subject has guided one of his agents (WUFLY) into a close

the FBI has expressed its appreciation for Subject's professional handling of this and other cases in which he has

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\$1.7.7.1 \$20.0 10 17 4 3 \$10.0 10 17 4 3 \$10.0 10 17 10 10 been involved on its behalf. Subject has an excellent CE mind and a healthy scepticism at all stages of any operational situation. His analysis and handling of the WUAPEX case is cited by way of demonstration of his willingness and ability to probe in painstaking fashion before committing the Agency; his careful debriefing and interrogation of WUAPEX were key factors in the ultimate decision not to plunge ahead on this controversial case. His poise and tact in the development of the sensitive operation has resulted in Agency

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3. An examination of Subject's file shows that he has been recommended for promotion to GS-14 a total of seven times (four by FE Division and, with this request, three times by DO Division). Aside from the fact that he is definitely performing at the GS-14 level, we believe this to be an important factor to be considered in the present promotion request.

RUDOLPH E. GOMEZ COB, WASHINGTON

APPROVAL RECOMMENDED

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14 March 1967

MEMORANDUM FOR: Mr. Proderick Randell

SUBJECT: Notification of Designation as a Participent in the Organization Ratirement and Disability System

Recent correspondence on the above subject informed you that I had determined that you must the criteria specified in the applicable regustion for designation as a participant in the Organization Retirement and Disability System. On the basis of this determination and your recently executed election to remain in the System, you designation as a participant was made effective 12 Harch 1967.

/s/ Director of Personnel D-31 SECRET

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MEMORANDUM FOR: Chairman

Chairman, Clandestine Services

Career Service, Section A

SUBJECT

Frederick C. RANDALL, Recommendation

for Promotion to GS-14

1. It is recommended that Frederick C. Randall be promoted from GS-13 to GS-14. Subject is in Step 6 of his grade and has been a GS-13 since 1958. He entered on duty at the US Station in August 1965. A current Fitness Report is attached.

2. Subject's file indicates that he has been recommended for promotion five times: four times by his superiors in FE Division when he served in Japan, and once by the US Station in February 1966. While realizing that the 13 to 14 jump is traditionally difficult we feel that Subject's performance over the past year, when coupled with a consistently high calibre of work in previous years, deserves much-belated recognition in the form of a promotion. He continues to be responsible for the US Station's efforts to exploit the Far Eastern target, and his years of overseas experience against this target have been reflected in a realistic and imaginative approach to operations in the United States. His operational activity has required the handling of persons of varied nationality and stature, close contact with Headquarters representatives, liaison with the Washington Field Office of the FBI, and liaison with the US Air Force. His performance has been uniformly "Strong" and his handling of the HASHARK case has been outstanding. HASHARK, an has been a contact of the Agency for years, but it was not until his arrival in Washington and his handling by Subject that he began to produce solid intelligence on his own country. Subject's work on this case has received a well-deserved commendation from Headquarters.

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Subject's excellent relations with colleagues in FE Division have been of considerable value in helping the US Station to adjust its operational activity in the FE field to current and changing requirements. He has clearly been performing at the GS-14 level for some time and we urge that this promotion request be favorably considered at the earliest possible meeting of your panel.

JOSEPH BULIK ACOS/US

APPROVAL RECOMMENDED

A Chief, Do Division

yet affirmation

14 FEB 1966

MEMORANDUM FOR: Chairman, Clandestine Services Career Service,

Section A.

SUBJECT

Frederick C. RAMDALL - Recommendation for

Promotion to GS-14

1. It is recommended that Frederick C. Randall be promoted from GS-13 to GS-14. Subject is 39 years old and began his Agency career in 1951 as a GS-7. He has been a GS-13 since 1958. He entered on duty at the US Station in August 1955. A current Fitness Report is attached.

2. As the attached Fitness Report indicates, Subject is a real plus for the US Station's efforts to exploit the Far Eastern target locally. His years of experience in the handling of a variety of Oriental nationals abroad has already resulted in a much more realistic approach to local FE targets than was the case before his arrival. In addition to the professional competence and area knowledge which Subject brings to his present position, he has an imaginative approach to operational problems and a high enthusiasm for his work. His excellent relations with colleagues within FE Division have been of considerable value in helping the US Station adjust its operational activity in the FE field to current requirements. One final—and strong—factor arguing for his premotion to GS-14 at this time: he has been in grade eight years and has been recommended for promotion four times by previous supervisors when he was on FE Division rolls.

Harry A Rositzke Unier of Station, U.S.

APPROVAL RECOM-EADED:

C. Tracy Barnes, Chief, DO Division

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MEMORANDUM FOR: FE Career Management Committee

SUBJECT:

Recommendation for Promotion of Mr. Frederick C. Randali from GS-13 to GS-14

1. Since Mr. Frederick C. Rardall joined the Agency in September 1951, he has served in Headquarters and the Field, where he worked or primarily on Indonesian and Japanese affairs. He is currently assigned to Tokyo Station. Mr. Randall has been in grade as a GS-13 since September 1952. He has been recommended three times for promotion to GS 14 since September 1953. Mr. Randall is 33 years old.

- 2. Mr. Randall's primary duty at the Tokyo Station is Station PBRAMPART responsibilities. These responsibilities are broad and highly important to all PSRAMPART relations throughout the Far East. Through Mr. Randall's intensive effort to strengthen and increase the Agency's role in the occidination of claudestine collection activities, he has been able to get a positive pottern of effective procedures for crordination of the military services: clandestine collection operations. These procedures are now emulated wherever possible direnghout the Fur Emrt. Mr. Randa'va tenacily and pattence, based on solid operational Field and Razdquarters' experience, have worked to a distinct advantage for the Agency in the PBRAMPART field. Chief of Station, Tokyo, has stated that the vast improvement in the toes, coordination business has been in large part due to Mr. Rondall'n good work. Further, ha a supervisor and a manager Mr. Randell has quite successfully handled from ten to filinen subordinates in such diverse functions ad Central Registry - loc d This establishment. Agency participation in a multi-agency CI Responsery. and in Agrange can much agency Central Carding facility.
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responsibilities. In the most recent recommendation, Chief of Station, Tokyo emphasized that Mr. Randoll's performance was characterized by exceptional proficiency in all respects of his assigned duties, and, therefore, endorsed his previous recommendation, and atrongly recommended Mr. Randall's promotion to GS-14 at an early date.

- 4. In the most recent fitness report on Mr. Randall, he was rated over-all "Strong" and was given "Outstanding" for the Specific Duty Number One, "PBRAMPART Officer." In the narrative comment on Mr. Randall's performance the rating officer characterized Mr. Randall as capable, "sastile," and as having a fine career potential. Further, the rating officer stated that "because of his sound operational background, presence of mind, forceful reasoning, and the consideration the military therefore holds for him. Mr. Randall has been able to play a prime part in our excellent PBRAMPART posture." The Chief of Station, in commenting on the rating officer's fitness report on Mr. Randall, heartly concurred with the rating officer's description of Mr. Randall's performance and described Mr. Randall's contribution to the Station as being of the highest caliber.
- 5. In endorsing the recommendation of Chief of Station, Tokyo, I wish to add that, from my personal knowledge of Mr. Randa'l's performance, he is a thoroughly reliable and competent case officer. In watching the PBRAMPART activities during the past year, I strongly commend Tekyo Station and Mr. Randall for effecting certain improvements of what was already a rather efficient coordination process. Mr. Randall's job is not always a happy one because he would rather be more active in clardestine operational activities; however, if Tokyo Station had a less experienced end less competent officer handling the PBRAMPART coordination activities, this particularly important area of our responsibilities would certainly suffer. For this and the ceasens set forth above, Mr. Randall's performance deserves recognition by a promotion to GS-14 at this time.

Clarace W. Edwards Chica FRIIRO

23 March 1964

MEMORANDUM FOR: FE Career Management Committee

BUBJECT:

Recommendation for Promotion of Mr. Frederick C. Randall from GS-13 to GS-14

- 1. Since Mr. Frederick C. Randall joined the Agency in September 1951, he has served in Headquarters and the Field, where he worked primarily on Indonesian and Japanese affairs. He is currently assigned to Tokyo Station. Mr. Randall has been in grade as a GS-13 since September 1953. He has twice been recommended for promotion to GS-14, cace in September 1963 and again in February 1964. Mr. Randall is 37 years old.
- 2. Mr. Randall's primary duty at the Tokyo Station is Station PBRAMPART responsibilities. These responsibilities are broad and highly important to all PBRAMPART relations throughout the Far East. Through Mr. Rendall's intensive effort to strengthen and increase the Agency's role in the coordination of clandestine collection activities, he has been able to set a positive pattern of effective procedures for coordination of the military services' claudestine collection operations. These procedures are now being emulated wherever possible throughout the Far East. Mr. Randall's tenacity and putience, based on solid operational Field and Headquarters experience, have worked to a distinct advantage for the Agency in the PBRAMPART field. Chief of Station. Tokyo, has sialed that the vast improvement in the local coordination business has been in large part due to Mr. Randall's good work. Further, as a supervisor and a manager Mr. Randall han quite successfully handled from 10 to 15 subordisates in such diverse functions as Central Registry, local TSO establishment. Agency participation in a multi-agency CI Repository, and an Agescy-run multi-agency Central Carding facility,

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- 3. During Mr. Randall's total service at the Tokyo Station, he has demonstrated his adaptability and capability to carry out a variety of tasks in an exemplary manner. In a previous recommendation, Chief of Station, Tokyo, described Mr. Randall as an officer capable of assuming greater responsibilities. In the most recent recommendation, Chief of Station; Tokyo, emphasized that Mr. Randall's performance was characterized by exceptional proficiency in all respects of his assigned duties and, therefore, endorsed his previous recommendation, and strongly recommended Mr. Randall's promotion to GS-14 at an early date.
- 4. In endorsing the recommendation of Chief of Station, Tokyo, I wish to add that, from my personal knowledge of Mr. Randall's performance, he is a thoroughly reliable and competent case officer. In watching the PBRAMPART activities during the past year, I strongly commend Tokyo Station and Mr. Randall for effecting certain improvements of what was already a rather efficient coordination process. Mr. Randall's job is not always a happy one because he would rather be more active in clandestine operational activities; however, if Tokyo Station had a less experienced and competent officer handling the PBRAMPART coordination activities, this particularly important area of our responsibilities would certainly suffer. For this and the reasons set forth above, Mr. Randall's performance deserves recognition by a promotion to GS-14 at this time.

Charles M. Edward

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- & DITT-18761, dated 30 August 1833
- B. 1977-1200, dated 10 Jensey 1904
- L i wish to endorse my earlier recommendation that Regh W. FILDERMAN be presented from CB-V to CB-14. Reference A discusses in detail FILDERMAN's responsibilities at the 174.70 Station and little more can be added to what has allowed between acids.
- 2. Filderian's Pieces Report for the reporting period ending all December 1863 which was forwarded with reference 2, emphasises that his performed to characterised by emphasic proficiency in all exposts of the emphasis delice. I therefore strongly resonanced his promotion to GS-14 at an early date.

EMEST A. LISHY

2007

S-E-C-R-E-T

19 September 1983

MEMORANDUM FOR: FE Career Management Committee

SUBJECT:

Recommendation for Promotion of Mr. Frederick C. Randall from GS-13 to GS-14

- 1. Mr. Frederick C. Randall joined the Agency in September 1951 and has served in Headquarters and the Field on Indonesian and Japan affairs. He is currently assigned to Tokyo where he is chief of a section concerned with PBRAMPART and operational support activities. Mr. Randall has been in grade since September 1958 and was recently recommended for promotion to GS-14 by Tokyo Chief of Station.
- 2. In handling his primary duty, Station PBRAMPART responsibilities, Mr. Randall has set a pattern and established procedures which have been copied throughout FE Division. His work with his military colleague in Tokyo is excellent and his unassuming patience based on solid experience continues to be a distinct advantage for the Agency in the PBRAMPART field in Japan. The vast improvement in the local coordination business has been in large part due to his good work. As a supervisor and manager he has quite successfully handled from ten to fifteen subordinates in such diverse functions as Station Central Registry, local TSD establishment, Agency participation in a multi-agency CI repository, and an Agency run multi-agency central carding facility.
- 3. In his two years at the Tokyo Station, Mr. Randall has shown himself to be an adeptable officer and has carried out a variety of tasks in an exemplary manner. In his recommendation, Tokyo Chief of Station said Mr. Randall han demonstrated that he is ready to assume greater responsibilition and that a commensurate increase in OS grade is in order.

Approal by G. Consu Service Proof December 119

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4. In view of his performance in Tokyo and demonstrated maturity, motivation, and capacity to serve at the next grade level, I recommend that Mr. Randall be promoted to GS-14.

Poblitchin Robert Chin Acting Chief, FE/JKO

UNIVERSITY OF MARYLAND

APO 94 SEN FRANCISCO CALIFORNIA TELEPHORES TOUVO 203 2711 2271, 2471

SPECE OF THE CHECTOR

April 1, 1963

Mr. Prederick C. Randall Box E. PD 94.

Dear Mr. Ramiells

We are pleased to inform you that the processing of your application has been completed, and that the Hand of the Lemanteent of Government and Politics has approved your application to tests OUF [71, 109, 106, and 108 on a part-time besig in the Fee Limit Division.

Since you have taught and are familiar with our proceedures, we will spare you a repatition of the details. If we can be of essimilable to you, please write and we will do not heat to fulfill your request.

Fary good wishes.

Sincerely yours,

Joseph &. Della. Associate Mesosar

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SEP 2 . 1955

MENERARITA Pin: Special Assistant, Intelligence

SUBJECT:

RAMDAL'. Frederick C.

Travel Authorisation for Textorary Duly

REVERENCE O

Memorandon for Special Assistant, Intelligence, from this office, subject, RANDALL. Prederick C., Request for Appointment

Djakarta, Indonesia dated & August Lyss

It is regisated that Fr. Randall to authorized accreainstely four days temporary duty at "milla, P.I. enroute to his post of duty at Djakarte, for the purpose of consultation designed by this Agency.

PLE TES DEPUTT PERCONA, PLANS:

EVENUE A. STEPLANT

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SECTIFI



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

To the Director of Central Intelligence

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

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

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

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

MEMBERSHIP IN THE CARTER STAFF OF THE CENTRAL INTELLIGENCE AGENCY APPROVED, TO TAKE EFFECT 19 1254

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE.

EXECUTIVE DISECTOR

HARLES TO THE RESIDENCE OF THE PROPERTY OF THE

THE CIA SELECTION ROARD

Frederich C Randall
(Signature)
4 Marson 1954

SEGRET VOUCHERED UNVOUCHERED REQUEST FOR PERSONNEL ACTION REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse. A CATE OF PERSONSE L RIEE (Mr - Mino- Mrs -- One firen name, initial(s), and surname) L CATE OF BESTM 28 Oct 1926 3 Aug 55 Mr. Frederick C. Randall 7 C S OR OTHER LEGAL AUTHOR-ITY & Matter to effice stomatts
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22 June 1955

MEMORANDUM FOR: YE/Personnel

SUBJECT:

Fromotion of RANDALL, Prederick C.

- 1. Nr. Rundall assumed his present duties as FI operations officer for Indonesia on 26 May 1954. Prior to that time he served as Chief, CE Unit, FE/S.
- 2. Mr. Randall has performed his duties as FI officer for Indonesia in an extremely satisfactory manner. The monthly letter of the Senior Representative to the Director has, without exception, stated that Headquarters support of the Diakarta Station has been efficient. Mr. Randall's performance is characterized by a high degree of industry and thoroughness. He has been described as one of those individuals to whom a supervisor can assign a task, and then turn to other matters with sure confidence that the job will be completed, to the last detail, and on time.
- 3. Mr. Rapuall has demonstrated elearly his growing ability to handle larger responsibilities. His transition from a Ch Unit Chief's job to that of FI operations efficient for the Indonesian Unit has been smooth. Once me learns a new trainings or procedural method, Mr. Randall can put it into operation without further supervision.
 - 4. Mr. Bandwill is strongly recommended for promotion to GS-12.

Q. Loodell C. 1-r, 1875

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STANDARD FORM 52		SECRE	1				
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STATE OF

STREET (When filled in)

PERSONNEL DATA SHEET

EAST: Frederick C. Randall

DATE: 23 May 1955

Washington, D. C. STATION AND JUTIES: Intell Off (FI)

DD/P UNIT: FE/S

PRIMARY CARSER DESIGNATION: SD:FI

PRESENT GRADE: OS-11 PROPOSED (RATE: 35-12 PRESENT T/O SLOT NUMBER AND GRADE:

CIA TRAINING:

Basic Orientation, Operations 30, Orp A, Interim PROPOSED T/O SLOT Study Course, Staff Indoctrination, Covert Activitinger AND GRADE: CE, Language Training, Audio Surveillance (6 June - 24 55) FIRCATION:

> University of Omaha - BA George Washington University MA

Language Proficiency:

Spanish, slight

ASSES SED:

DATE:

TYPE OF POSITION: RESULTS

EXPYRIENCE PRIOR TO CIA (excluding SSU-OSS):

19th - 19th USAF Hessage Center Chief 1943 - 1950 Processed Foods Mamufacturers Mamufacturers! Representative

SURVIARY OF CIA-SSU-OSS ASSIGNMENTS INCLUDING BY TOUS GRADES AND DATES EOD CIA Oct 1951 - Jan 1953 Counterespionage Officer (GS-) - Jan 1953)

Jan 1953 - Dec. 1953 Intell Officer(CB) GS-11 13 Dec 1953 - June 1954

(FI) 0S-11 0S-11

June 1954 to present

Promoted to GS-11 - 20 Dedember 1953. Intell. Officer (CE) APPROVED BY HE CAPCER SERVICE COMMUTTEE

12 JUL 1955

Chief, PE/5

CONCUR ENCRS:

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PERSONNEL DATA SHEET

NAME: Frederick C. RANDALL AGE: 28 Oct 1926 DATE: 15 October 1953

STATION Washington, D. C.
AND DUTIES: Intel Officer CE DD/P UNIT: PE DESIGNATION: PI

PRESENT GRADE: GS_9
PROPOSED GRADE: GS_11
PROPOSED GRADE: GS_12
PROPOSED GRADE: GS_12

CIA TRAINING: Phase 1,2 and 3; SIC

CE

PROPOSED T/O SLOT 321

NUMBER AND GRADE: QS_13

EDUCATION: BA - University of Omaha

MA - George Washington University
LANGUAGE PROFICIENCY: Spanish slight

ASSESSED: DATE: TYPE OF POSITION: RESULTS:

EXPERIENCE PRIOR TO CIA (excluding SSU-OSS):

1944-1946 USAF Message Center Chief
1948-1950 Processed Foods Manufacturers Manufacturers Representative

SUMMARY OF CIA-SSU-OSS ASSIGNMENTS INCLUDING PREVIOUS GRADES AND DATES:
Oct 1951 to present - Counterespionage Officer (GS-9 - Jan 1953)

RECOMMENDED BY: CONCURRENCES:

A. O. COCDET

RECOMMENDATION OF CAREER SERVICE BOARD:

APPROVED BY

H CASTO SERVICE BOARD

- F DEU 1 1953

SECRET

1933 59-84

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ENTRANCE ON DUTY NOTICE

10 Supt 57
Date 10 5 ptember 1 951

TO:

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FDZ

FROM:

Personnel Officer

Processing for entrance on duty of __Frederick_Crawford Randall

(liame)

Nitelligence assistant GS-7

(title, grade, and entrance malary)

has been completed and the applicant meets all standards for full employment with CIA. Signed clearance for entrance on duty has been received from Inspection and Security and made a part of the personnel file of this individual. Effective this date he/sho is assigned to duty with your office.

POSTED

(Signed)

FRANK G. JAHENA

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FORM #0. 37-114

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

10 August 1951

Mr. Frederick c. Randell 7000 Greig Street, Apt. 25-1 Foat Pleagant, Maryland

Dear Mr. Randoll:

14-00000

This is to advise that processing is continuing on your application for employment with this organization.

We regret to inform you that the processing is taking longer than originally anticipated, but as soon as final processing is completed, you will be notified immediately.

Thank you for your continued interest and patience.

Very truly yours,

JONNAL REPP Personnel Division

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

28 June 1951.

Mr. Frederick C. Randell 7000 Greig Street, Apt. 25-J, Seat Placent, Maryland

Dezr Fr. Randell:

In reference to your application for employment, this letter is to assure you that the processing of your perers as a GB., \$ per annum is being continued by this agency. A definite offer of employment cannot be made, however, until such time as all processing has been completed.

The processing is a rather lengthy one; but when further information is available, we shall get in touch with you immediately.

In the meantime, it would be appreciated if you would savise us of any change in your present status, such as change of address, etc.

Your continued interest and patience are appreciated.

Very truly yours,

JOSEPH S. REFF Personnel Division

THE RESIDENCE OF THE PARTY OF T

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

29 May 1951 In reply refer to ED-4

kr. Frederick C. Randell 7000 Greig Street, Apt. 25-J, Seat Fleasant, Hd.

Dear Mr. Randell:

This is to advise that actual processing of your application for employment with this Agency has been initiated. Specific details as to the type of appointment and salary will be contained in subsequent correspondence. Please direct all future correspondence to the undersigned.

If applicable, the attached form should be completed and returned within two weeks. Thank you for your prompt attention to this matter.

Very truly yours,

JOIEFH S. AFFF Personnel Division

Enclosure 2 37-82

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REPORT OF INTERVIEW

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2. Candidate	is recommended for emplo	yment. Justification	OFFICE A	J. J. L.
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Agency, by reason of the sensitive nature of its work, must observe very strict security measures. I agree to honor the requests of CIA relative to my application whether it be accepted or rejected. I agree not to inform anyone that I am being considered for a position in CIA. If questioned directly, I will say that I have applied for positions in various government agencies, and if pressed for an answer will acknowledge that CIA is one of them but will attach no particular significance to such application. I agree not to disclose personnel procedures I have observed in CIA. I agree not to disclose personnel procedures of my application to CIA.

Signed: Frederich (Rossalf Dato: April 26, 1951

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CONFIDENTIAL REPORT OF INTERVIEW-MAR 29 1951 REFERRED OF HOME ADDRESS TELEPHONE TELEPHONE BUSTHESS ADDRESS DATE OF BIRTH NAME OF SPOUSE PLACE OF BIRTH CITIZENSHIP (NOW ACQUIRED) EDUCATION (SCHOOLS, DEGREES, DATES, MAJORS, EXTRA-CURRICULAR ACTIVITIES) MAJOR EMPLOYMENT HISTORY (PRINCIPAL OCCUPATION, SPECIAL SKILLS, SALARY LEVELS) MILITARY OCCUPATION (RANK, SERIAL NO., DATES OF SERVICE, DUTILS AND AREAS)

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BIOGRAPHIC PROFILE

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THIS OFFICIAL PERSONNEL FOLDER IS ESTABLISHED, MAINTAINED AND CONTROLLED BY THE OFFICE OF PERSONNEL PURSUANT TO REGULATION 20-800.

The following Instructions have been established to govern use of this Official Personnel Folders

- 1. Folder will be HAND-CARRIED or transmitted by SPECIAL MESSENGER only.
- Folder is socurity classified SECRET. In addition, the folder must be treated with strict regard for the PERSONAL and CONFIDENTIAL material concerning the employee.
- Folder may be shown to employee covered ONLY UPON REQUEST TO and UNDER SUPERVISION of the Director of Personnel.
- Material will be ADDED TO FOLDER ONLY by the Office of Personnel. Place any material to be incorporated in an envelope and attach to inside of folder (left-hand side).
- 5. Folder will be loaned only to AUTHORIZED Officials.
 - Folder MUST be returned to the Office of Personnel as soon as the need for it has been served. However, in no case will an individual loan of longer than 10 working days be authorized.

TO TRANSFER FOLDER TO ANOTHER AUTHORIZED OFFICIAL'S CUSTODY

Remove from this envelope ONE copy of Form 198a, Certified Report of Transfer, COM-PLETE and FORWARD in a SEALED envelope to Personnel Files, Wing 1-H, Curie Hall, Folder remains charged to YOU unless a valid Form 198a is forwarded. ANY questions concerning the loan, release and transfer of this folder will be referred to Extension 4321.

FORM NO. 1986



NOTIFICATION OF ESTABLISHMENT	DATE
OF MILITARY COVER BACKSTOP	17 August 65
TO: X CHIEF, PERSONNEL OPERATIONS DIVISION	ESTABLISMED FOR
CHIEF, OPERATING COMPONENT (For action)	RANDALL, Frederick C.
ATTH: Mr. Bullock	3617
REF:	10 CAPO NO.
Verbal request for cover	B-7476
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MPAY ADJUSTMENT IN ACCORCANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE CROER 11883 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENT: 12 OCTOBER 1975

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"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITUE 5, U.S.C. AND EXECUTIVE ORDER 11811 PURSUANT TO AUTHORITY OF DOL AS AMENDED AND DOL DIRECTIVE DATED OB OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 CCTOBER 1974

NAME SERIAL CRGN. FUNES CR-STEP SALARY
RAMBALL FREDERICK 012170 48 300 V GS 14 7 \$30,699

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FOR PURPOSES OF THE FAIR LABOR STANDARDS ACT, AS AMENDED. YOU ARE CESIGNATED EXEMPI.

EFFECTIVE DATE OF DESIGNATION: 01 MAY 1974.

RANDALL FREDERICK

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MPAY ADJUSTMENT IN ACCORDANCE WITH THE PRUVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11739 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED OF OCTUBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 OCTOBER 1973

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MPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE ORDER 11637 PURSUANT TO AUTHORITY OF SCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED B OCTOBER 19624

EFFECTIVE NATE OF PAY ADJUSTMENTS 9 JAMULAY 1972

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*PAY ACJUSTMENT IN ACCURCANCE WITH 5 U.S.C. 53C5 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF DC1 AS PROVICED IN THE CIA ACT OF 1949. AS AMENCED, AND UCL DIRECTIVE DATED CS OCTOBER 1962."

EFFECTIVE DATE OF PAY ACJUSTMENT: OT JAMUARY 1973

EFFECTIVE DATE OF PAY IDIVITED CORRECTED PROM 7 JAN 1977

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EFFECTIVE TATE OF PAY BOUNTYETT TO JANUARY 1971

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MPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE OWNER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A CCI DIRECTIVE DATED 8 DCTDBER 1962*

EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

NAME SERIAL ORGY, FUNDS GR-STEP SALARY
RANDALL FREDERICK 012170 43 300 V GS 14 5 \$22,263

-MPAY ADJUSTMENT IN ACCORDANCE WITH SECTION 212 OF PL 90-206 AND EXECUTIVE ORDER 11474 PLASUANT TO AUTHORITY OF ORL AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATES & DCIDBE, 1962"

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EFFECTIVE DATE OF PAY ADJUSTMENT! 14 JULY 1968

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 CCTCBER 1967

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NOTIFICATION OF PERSONNEL ACTION **OCF** 1. SERIAL NUMBER 2. HAME (LAST-FIRST-BIRMED) 012170 RANDALL FREDERICK 3. HATURE OF PERSONNEL ACTION 4 EFFECTIVE DATE S CATEGORY OF EMPLOYMENT 07 | 27 | 65 REGULAR REASSIGNMENT B. CSC OR OTHER LEGAL AUTHORITY 7. COST CENTER NO. CHARGEABLE V .10 V ¥ 10 (F FUNDS 50 USC 403 J 6129 0109 0000 CF TO V CF 10 CF P. ORGANIZATIONAL DESIGNATIONS 18. LOCATION OF-OFFICIAL STATION DOP/DOD US FIELD UNITED STATES STATION NON-ORBIT OPERATIONS GROUP WASH., D.C. 12 POSITION NUMBER 11. POSITION TITLE 13. SERVICE DESIGNATION OPS OFFICER 0218 Ð 14. CLASSIFICATION SCHEDULE (65, LB, etc.) 15 OCCUPATIONAL SERIES 16. GRADE AND STEP 17. SALARY OR RATE 14175 13 6 GS 0136.01 18. REMARKS SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL OFFICE CODINS ZP STATION 23 INTEGREE 24. Hogis | 25 CATE OF BIETH 26. DATE OF GRADE 19 ACTION 20. Employ | 21. 75013 43620 DOD 10 | 28 | 26 10 12. CORRECTION/CANCELLATION DATA 27. SPECIAL 30 RETIEEMENT DASA 29 HIE EXPINES 31. SEPARATION 33. SECURITY .: 24. SEX REFERENCE gen. No EOD DATA 35 VET PREFERENCE | 34. SERV. COMP DATE | 37 LONG COMP DATE | 38. CAREER CATEGORY PREVIOUS SOVERRAINT SERVICE DATA e2 LEAVE CAT 43 FEDERAL TAX BATA STATE TAY DATA *G-# # # # EL U1 E 7, COSE SIGNATURE OF OTHER AUTO ENTICATION FROM: FE - 2 Uso Pravious SECRET ** 1150

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24 012170 RANDALL FREUENICK 43 020 OLD SALAFF PATE NEW SALARY RATE TYPE ACTION PSI LSI ADI Salary 6 815,114 10/11/64 GS 13 7 515,701 / NO EXCESS LWOP
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**PAY ADJUSTPENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, "AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962,"

. EFFECTIVE DAYE OF PAY ADJUSTMENTS 3 JULY 1966

NAME

OLD NEW SERIAL DRGN, FUNDS GR-STEP SALARY SALARY

RANDALL FREDERICK

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7,545

15 380 CF 012170 RANDALL PREDERICE TOW SALARY PATE PSI 151 AOJ Grode Effective Date 20/22/64 œ u 6 814175 07/04/65 QUALITY STEP INCREASE SICHATURE: PAY CHANGE NOTIFICATION Obsolete Previous Edition

PPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SUMEDULES OF PL R9-301 PURSUANT TO AUTHORITY OF BOT AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND A-DOT POLICY DIRECTLY PATED 8 OCTOBER 1982."

EFFECTIVE DATE OF PAY ADJUSTMENTS TO OCTOBER 1955

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RAVEAUL FREDERICK

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PAY CHANGE NOTIFICATION

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

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

GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

		<u></u> .	Per A	nnum	Rates	and	Steps			
GRADE !	1	1 2	3	4	5	6	7	8_	9	10
GS- 1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420 4,805
GS- 2	3,680	3,805	3,930	4,055	4,180	4,305	4,430	4,555 4,950	3,000	2,000
GS- 3	4,005		4,275	4,410 4,930	4,545 5,080	4,680 5,230		5,530		
GS- 4	4,430 5,000		4,780 5,330	5,495		5,825		6,155	6,320	6,485
GS- 5 GS- 6			5,875	6,060	6,245	6,430	6.615	6.800	6.985	7,170
GS- 7	6,050		6,450	6,650		7,050		7,450 8.170	7,650 8,390	
GS-8	6,630		7,070			7,730 8,445		'		9,425
GS- 9	7,220		7,710 - 8,440		ORO. R	0.250	0.520	9.790	10:060	10,330
GS-10 GS-11			OBAG	V 6.38	0.020	10 125	10.420	10,715	11,010	11,305
				44 1345	11,670	12.025	12,350	12,733	13,090	15.855
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14 ACCORDANCE WITH THE PROVISIONS OF PUBLIC LA- 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 9 JANUARY 1964.

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IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LA F7 1 79% AND DCI MEMORANOUN CATED 1 LUGUST 1986, SALARY IS ADJUSTED AS FOLLOWS. EFFECTIVE 14 OCTOBER 1982

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

SD NAME

SERIAL ORGN GR-ST OLD SALARY NEW SALARY

DI RANDALL FREDERICK 112170 51 26 GS-13 2 \$10.130

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/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

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SECRET NOTIFICATION OF PERSONNEL ACTION MCM 5 SEPT 58 3. Date Of Birth 4. Vet. Prof. 1. Serial No. 2. Name (Last:First-Middle) Yr. 26 υα. 28 10 51 09 10 512170 RANDALL FREDERICK 10 Apmt Allidon, 11, FEGLI 18. SCD B. CSC Fatmt. 19. CSC Or Other Legal Authority LCD 73.6 Mo. | Da. Yos. 1 Code No - 2 1 Yes.1 Code No-2 Da. 10 09 50 USCA 403 J 12 27 PREVIOUS ASSIGNMENT 14. Organizational Designations 3. Location Of Official Station Sumon Code DOP FE BRANCH 5 INDONESIA DJAKARTA STATJON DJAKARTA, INDONESIA FI CI BRANCH 16. Dept. - Field 17. Position Tide 10 Sarv. 20. Occup. Sories Code | 5 0136.51 1.0. 24. Date Of Grade 25 PSI P. Ma. Da. 21 Grado & Step 22. Solar, Or Pate 06 7150 12 3 5 6610 23. SD Appropriation Number Mo. Da. 9 3730 55 170 **ACTION** 98. Fil. Date 27. Nature Of Action Code 30. Separation Date Mo, Da. Yr. OM REGULAR 09 | 07 | 58 67 PROMOTION PRESENT ASSIGNMENT -31. Organizational Designations Code 38. Location Of Official Station Stateon Code DDP FE FE MEA INDONESTA-MAL -AUST .- NEW ZEA. INDONESIA SECTION /WASH., D. C. 75013 5175 33 Dept Field 34. Position Tyle 135. Pasition No. 135. Sacr. 137 Cesti UShid - 3 . 1 1.0. F1
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12 JANUARY 1/38 AUTHORIZED BY P. L. 65 - 462 AND DOLL
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The above basic pay rates are effective 29 July 1956.

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Pr. Frederick C. Randell

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MR. FREDERICK C. RANDALL	28 Oct	1926		3 Nov. 1955
This is to notify you of the following action affecting your emplo			,	
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U. S. CIVIL SERVICE COMMISSION
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CENTRAL INTELLIBENCE AGENCY

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ir. Frederick C. Randall		20 0	ct 1926		23 Sep 1955
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STANDARD FORM 50 (8 PART)

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CENTRAL INTELLIGENCE AGENCY

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JENTRAL INTELLIGENCE AGENL

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CENTRAL INTELLIGENCE AGENCY

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CENTRAL INTELLIGENCE AGENCY

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MEMORANTAM FOR: Frederick C. Randall

SUBJECT Acknowledgment of Evaluation Board Functional Category

REFERENCE Evaluation Board Precepts for Your Grade

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

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

ACKNOWLEDGED:

* Explaints of Coming of Signature, of Addressed

[ then 15, 1979]

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#### SECTION D

#### NARRATIVE COMMENTS

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I rate Mr. Randa The "Outstanding" for Duty Number 1 (his principal responsibility) for this period. He had done in exceptional job of supervising, motivating, training and guiding his group in a remorseless and pressure-laden atmosphere, requiring both close attention to detail and constant altertness to broad operational and policy implications. The workload is larger and more complicated than anything I know of handled by any line operational officer with equivalent grade and responsibility. The preceding two fitness reports describe well the nature of the job. It remains only to be noted that Mr. Randall is the perfect man for the job, combining a remarkable match of leadership, operational savvy, legal and policy awareness and, perhaps most important, negotiating ability with both the Agency lawyers and legislative counsels, and the operating divisions in a bizarre situation that completely transcends the DO's need-to-know practices (Top Secret and compartmented, bigotted information must be reviewed) and yet requires the protection of our sources and methods. Dedicated, discreet, smart, and honest, Mr. Randall is very likely one of very few DO officers of his grade who could have handled this job from scratch, done so with virtually flawless output, and created a body of judgments and advice that is trusted, proven and amounts to de facto D policy on how to protect our secrets.

Mr. Randall also has major planning obligations within INS, serving as a voting member of the PMC and three times a week with Chief, IMS and other (continued)

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NARRATIVE COMMENTS - continued

Råndall, Frederick

Group chiefs in a broad review of disparate IMS operations: computers, information management planning for the DO and its current services. He is articulate and effective in presenting views from the IMS/FPG vantage, but at this level, I want to see more concern about the people and activities of companion IMS elements, more brainstorming of common problems. He is the least active of the four group chiefs in this area, although he has the inquisitiveness and intellect to contribute importantly in cross-discipline problems. I find no weakness here, but Mr. Randall's contributions here do not measure up comparatively to his exceptional performance in all other areas.

In these other areas, covering duties 3 and 4, Mr. Randall and his group stimulated, staffed out and justified three remarkably successful policy changes: a Presidential statement that sources and methods information need not be classified to be protected; a DCI policy that DO records ipso facto are not releasable (despite an OGC opinion to the centrary), and a policy allowing employees access to their files without going through the FOIA or Privacy Act folderol. While not individual accomplishments by Mr. Randall, they bespeak from the leadership and guidance he gave, and they are typical of the kind of case officer professionalism he has and we have needed to help protect agents, operations and officers from exposure. I do think it is sad to have to divert good DO talent to disclosure law problems; but if we must, then Mr. Randall's experience and abilities have counted a great deal in such successes we have had in keeping our secrets.

Mr. Randall's fitness reporting is accurate and fair. Per HR 20-20, it is noted for the record that Mr. Randall displays appropriate concern in equal employment opportunity areas: women comprise more than half of his group. He has three minority officers. Levels of responsibility here are above Agency norm.

REVIEWING OFFICIAL'S COMMENTS - continued

for this experienced supervisor. He has demonstrated his versatility and commitment by doing a job for four years that probably few other DO ops officers/managers would or could do as well as he has. For the good of his morale, the interest of his further development and in the interest of the Directorate, he has warned a change.

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#### SECTION D

#### NARRATIVE COMMENTS

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The merger of units which created the Information Services Staff brought Mr. Randall and his staff under my supervision for the first time. Prior to that we had been colleagues in Services Staff, whose chief wrote Mr. Randall's Fitness Report. No change in function accompanied the change in organization, however, and the praise contained in those earlier reports could be echoed here.

During 1977, Mr. Randall and his group have continued to render this Directorate outstanding service in an arena where there is little glory but the constant threat of disaster. In the preparation of materials for release under FOIA, the Privacy Act or E.O. 11652, the researcher treads a fine, barely visible line between protection of operational secrets and revelation of material properly releasable under the law. He is denied the easy choice of over-protection because each decision is subject to the scrutiny of the courts, and the Agency's credibility is on the line each time a judge challenges a deletion or the denial of a document. (That credibility is apparently quite high in the courts. We have yet to be reversed in appeals cases on information denied by PIAG on grounds of classification or sources/methods.) The research on which we rely is almost autonomous; reviews of finished cases are necessarily limited and (cont'd)

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#### NARRATIVE COMMENTS - cont'd

cursory, and from the beginning there has been a high premium on both technical accuracy and sound substantive judgment. As Mr. Randall himself noted in a report on his deputy, we have an enviable record as far as "flaps" are concerned; in a situation fraught with danger of inappropriate release of information we have had only five cases where release has led to embarrassment out of 7,000 "possibles." Mr. Randall, with typical modesty, uses the statistic in praise of others; I choose to use it to praise him. The Group's record to date is nothing short of astonishing, and Mr. Randall can take great pride in his team's accomplishments.

He has built an extremely able and dedicated team, and he is as quick as anyone I know to ascribe to individual members of that team credit for actions, ideas or progress. They respond to his fairness with loyalty and affection, and their morale in the face of constant harrassment and frustration is testimony to his leadership.

New responsibilities for support to the Office of General Counsel were added to PiAG's burdens this year. Mr. Randall opposed the move and argues (and lobbied) intelligently to preclude it, to no avail. It is to his credit that, having urged a different course of action, he set about to ensure that the unpopular new function received the same careful attention which has been the hallmark of PIAG's other work. As a consequence, our OGC-related efforts, which are very demanding and time-consuming, have the PIAG stamp of excellence on them.

Mr. Randall created the system he manages, and continues to seek ways to improve upon it. Our move to an automated index of reviewed and released documents was urged and supported by Mr. Randall, and he has been equally supportive of a new branch chief's efforts to restructure our Initial Review process. He is also quick to see and to comment on the way our efforts affect larger Agency and government equities, and vice versa.

During this year his responsibilities were broadened by the addition of our Declassification Review Branch to his Group, a reflection of our recognition of the inevitable relationship between scheduled declassification and selective declassification and release under FOIA/PA/E.O. 11652. This Branch will shortly be absorbed by the new Records Review Branch of the DDA, but PIAG will continue to be the focal point for policy formulation on declassification of DO records.

#### NARRATIVE COMMENTS - cont'd

Mr. Randall has expressed to me his concern about what may be viewed as a drop in his rating from my predecessor's "O" to my "S." I have assured him, and assure the reader, that this change signals no diminution in his performance or effectiveness, but rather a personal inclination to use "Outstanding" very rarely. The narrative comments above should clearly attest to that fact that I view Mr. Randall's performance as very strong, bordering on Outstanding. The Agency and the DO have been fortunate to have a man of this caliber in charge of PIAG.

#### REVIEWING COMMENTS - cont'd

Mr. Randall is one of the key policy makers in this area. His policies have stood the test up to now as our excellent record in the courts attests.

Having said this, it should be noted that Mr. Randall's numerous accomplishments are partly because the job was there to be created. Within the DO he cut the path which is now followed when handling FOIA matters. He has corrected and improved upon that path several times over. Thus, the time is coming for him to be given a change in assignment; an opportunity to use his managerial and supervisory skills elsewhere. He will have been in his present assignment three years in March 1978. One grows stale reviewing, sanitizing and making judgment calls in the FOIA arena day after day. Mr. Randall isn't stale yet but we should not wait until he reaches that stage to give him a new area in which to work.



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FITNESS REPORT - Frederick C. Randall Section D - Narrative Comments

me an unsolicited letter of appreciation for his efforts as their supervisor. We have all felt that one burns out in this kind of thing after about a year and a half; Fred and some of the first people to come aboard are a bit ground down, but, if anything, the quality has improved—witness the fact that we have yet to lose a case in court or to be forced to release a document we thought should be denied.

Adding to the complexity of Fred's life during this period, was increasing involvement in non-FOIA litigation support, (e.g., ITT/Chile, the Socialist Workers Party case, etc.) both to me and to SA/DDO/O. Additional administrative complexity results from my having changed staffs, while being asked to retain the DDO Information Review Officer function. Hence, split daily support to me as well as periodic support to SA/DDO/O, poses a potentially ticklish situation with Fred's organizational supervisor who is Chief, ISS. In fact, Fred walks this tightrope quite well.

Finally, Fred has persistently tried to convince others that there is a critical need for a centralized capability to assess the total Agency impact of decentralized information release, whether to FOIA, congressional, judicial, news media or other non-intelligence requesters. His efforts are about to bear fruit, since this will be an EAG agenda item next month.

Whether it's bringing his professional overseas background to bear on the analysis for release process; protecting sources and methods in the now "open sunshine" context; trying to save resources and ensure efficient procedures; deal effectively and impressively with senior officers in this Agency and others; or supervise a collection of dedicated and hardworking people, firmly but with good humor and understanding, Fred has done an Outstanding job. He will be very hard to replace, and yet, he should move on.

Charles A. Briggs



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#### NARRATIVE COMMENTS

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Mr. Randall supervises the unit responsible for developing the DDO answer to Freedom of Information Act and Privacy Act requests, both at the initial request level and, increasingly, at the appeal and litigation levels. His organization is still less than one year old but has gone through several growth surges as the public reacted to the past year's publicity about CIA, demanding great amounts of information. Last March, Randall and his secretary played the role, then the T/O went from 6 to 12 to its current level of 18. In this period, initial requests received by the Agency reached nearly 10,000; appeals number about 300, and there are currently 31 cases in litigation, the DDO being involved in 27. Much overtime is the norm, in a backlogged, firefighting environment.

This has been uncharted sailing. Years of conditioning in sources and methods protection made analysis of DDO materials for release agonizing. The Watergate and Congressional investigation experience produced over reaction tendencies in the Agency. As the individual responsible for releasing or denying DDO materials in the first instance, and subsequently defending DDO decisions in affidavits and adversarial oral depositions, I not only attest to the excellence of Mr. Randall's analysis and recommendations, but gratefully thank those who brought him to the job in the first instance. Frustrating and often demoralizing as his job is, he does it with real

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FITNESS REPORT - Frederick C. Randall Section D - Narrative Comments (Cont'd)

professionalism and seems to have been made for it. As I said in a memo last October which resulted in a QSI for him, in spite of the ambiguity of the guidelines, constant pressure of short deadlines, very large volume of work and cultural trauma generated by the Acts, his performance has been Outstanding.

Earlier fitness reports, in a different context, stated or implied some reservation about his energy or initiative or independent action. I can't imagine that we're talking about the same man. Close to 95% of the mass of Agency FOIA receipts have involved the DDO. I know all of the persons involved in other directorates and said, only 6 months into this year, that Fred was head and shoulders above the others, combining professionalism, tact, persuasiveness, analytic skills, tough-mindedness and pragmatism in sources and methods protection. He suggested policy, strongly influenced implementation, and debated, usually successfully, with the lawyers, with DEO branch, division and staff chiefs, with other Agency contacts and others above his current grade level--all with a sustaining sense of humor.

As to management of his unit: he has consistently resisted empire-building opportunities, trying to keep his staff small. When growth was inevitable, he concentrated on quality in personnel selected for this atypical DDO work rather than accepting the short fix to the statistical backlog problem because routine or "passable" effort is not good enough in litigation. The best reflection of his managerial ability can be seen in an unsolicited testimony from his staff which I have attached to this report to make it a part of the official record; it is the first of its kind to come to my attention in my 23 plus years in the Agency. (If some jaded cynics in these days of non-credibility doubt the spontancity and true feeling of Mr. Randall's staff in this action, and one or two of my staff have, I can only feel sad for them. This is a breath of fresh air to me.)

Randall has made a singularly impressive shift in direction, has changed career category and, in my judgment, has unqualifiedly demonstrated his command of the position he holds. I have recommended recognition of that fact.

Charles A. Briggs C/SS

Waster and the same

4 February 1976.

MEMORANDUM FOR: Chief, Services Staff

SUBJECT:

Fred Randall, C/DDO/PIC

- 1. This memorandum is intended to state what we, the staff of DDO/PIC, think of our Chief, Mr. Fred Randall. Mr. Randall is not aware of this memorandum.
- 2. We believe he is outstanding as a manager and fellow worker! His sensitive understanding of human relationships is balanced by a no-nonsense firmness to get the job done. Using extraordinary patience, brains, tact, and diplomacy, along with long hours and weekend time, he has set an example for his entire staff. Mr. Randall's deep knowledge of operations, his grasp of the implications of past operations on current activity, his determination to protect the Agency and the DDO from the devastating impact of unwarranted and unauthorized release of information, and his judgement of the fine line between what should and should not be released under appropriate law and policy, have formed a major line of protection for the USG and the Agency.
- 3. He has not hesitated to make decisions, nor to disagree when he felt disagreement warranted. A strong aversion to pyramid building has underlined his cost-consciousness to get the most done with the least amount of expenditures. Yet, his determination and firmness are based upon an open, objective mind, willing to listen to different views, and to change his position if he is convinced of the need for change.
- 4. His strong desire to mid employees in career development is re-inforced by concrete actions, positive suggestions, defined tasks, and frequent checks to assess the quality and quantity of work product.

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- 5. The nature of the task assigned to DDO/PIC includes the word by word review of thousands of pages of documents. The impact on the Agency, and the USG, of unauthorized disclosure of secrets, adds to the weight of constant decision making, and to the strain and tension of defending a crucial perimeter. And this perimeter is under an almost daily attack of erupting crises. Mr. Randall's dedication and superior ability in handling an onerous, difficult, and complex job, filled with frustrations that would dismay and discourage others, has been truly outstanding.
- 6. Mr. Randall has had his finger in the dike for an incredibly long time. He has been operating in a hazardous, high pressure environment, fraught with penalties if he does not make the right decisions, and little recognized when he does. Yet, his common sense decisions have been accepted, and have become policy-policy that ordinarily is made by very senior super-grade officers of the Agency. An assignment in DDO/PIC can burn out rapidly many competent individuals. Fred Randall is still going strong, and continuing to do an outstanding job!

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Jan E. Walf

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18. REPORTING PERIOD (170m-10-) 3 February 1975 to 10 October 1975  SECTION B  QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATIONS UPDATE  If QUALIFICATION UPDATE  If QUALIFICATION UPDATE  If QUALIFICATION UPDATE  If QUALIFICATION UPDATE  If QUALIFICATION UPDATE  If QUALIFICATION UPDATE  If QUALIFICATION UPDATE  If QUALIFICATION UPDATE  If QUALIFICATION UPDATE  If QUALIFICATION UPDATE  If QUALIFICATION UPDATE  If QU	DAC. (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (ch one (
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CONFIDENTIAL

10 October 1975

#### MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. Frederick C. Randall, GS-14/7

- 1. This report is submitted as part of a package suggesting that Mr. Randall be awarded a QSI for his performance since becoming the DDO Freedom of Information Officer in February of this year. In this context, it is not appropriate that he see and sign this memorandum, since I want this to be a surprise. Nor, it seems, is it necessary to have a Reviewing Official for this interim report; the DDO has suggested, in commenting on my out-of-cycle recommendation of 8 August 75 for Mr. Randall's promotion, that a memorandum be submitted recommending a QSI at this time.
- 2. I consider Mr. Randall's performance as DDO/FIO (now DDO/PIC, for Privacy Act and FOIA Coordinator) to be Outstanding. As I have said elsewhere, he is, in my view, the most impressive of all the Agency FIO's combining DDO professionalism, tact, persuasiveness, analytic skills and an informed, tough-minded approach toward sources and methods protection. I have received considerable laudatory comment about his work from OCC, OLC, O/DDA and within the DO.
- 3. From a one-man operation with secretary, the FOIA activity expanded in four months to an approved T/O of 7, with a pending request for 5 more, and the possibility of further increases depending on public reaction to the Privacy Act and the amount of litigation that develops. Fred has done an excellent job of selecting his staff for what is an often frantic, frustrating and long-houred environment; he also manages them well, with humor and compassion and with high analysis and output standards. He is conscious of cost, particularly in human effort, in this exercise and of the need for balance in the application of secrecy criteria in today's environment. I am, obviously, impressed and pleased with his assistance, and feel comfortably supported by his group's efforts in avoiding or preparing for litigation actions in FOIA and Privacy Act cases.

Charles A. Briggay Chief, Services Staff

I certify that I have read the above report.

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### MEMORANDUM IN LIEU OF FITNESS REPORT

NAME: Frederick C. Randall

DATE OF BIRTH: 28 October 1926

SEX: Male

GRADE: GS-14

SD: D

POSITION TITLE: Chief, FR Division, Branch III

OFFICE OF ASSIGNMENT: DDO/FR Division

CURRENT STATION: Headquarters

TYPE OF APPOINTMENT: Career

TYPE OF REPORT: Annual

DATE REPORT DUE: 30 November 1974

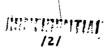
REPORTING PERIOD: 1 November 1973 - 31 October 1974

EMPLOYEE SERIAL NO. 012170

Mr. Randall has now functioned as a Branch Chief under my supervision for a period of about sixtuen months and we have had ample time to observe him in action in this position. I rate him as an overall "Strong" and give him good marks for a steadily improved performance

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(Memorandum in Lieu of Fitness Report - Frederick C. Randall)

during the rating period. Whereas I had indicated in his last fitness report a need for him to be more demanding in challenging faulty proposals or resolving problems which come to him at his Branch Chief level, he now exerts a good degree of initiative in independent action and offers good completed staff work to the Division Chief level for scrutiny. Mr. Randall's branch encompasses four (4) busy Bases (Atlanta, Boston, Los Angeles and San Francisco). He keeps effectively abreast of the operational developments coming out of each Base and represents this Division very persuasively in obtaining good guidance messages going back out to the Bases. He has also kept himself well informed on the Management by Objectives targets assigned to each of his Bases where a total of about forty (40) personnel are assigned, and has been strong in supporting his Bases' efforts to achieve these objectives.

Mr. Randall has matured nicely as a manager these past months and is on top of the many administrative, personnel and operational support problems which are of a frequently recurring nature in our type operational activity. He is also a good team player, has the best interests of this Division at heart, and gives thoroughly of himself in his job. He has worked hard in bringing himself up to his present level of performance which I appraise as an unqualified "Strong".

#### CERTIFICATION AND COMMENTS

ı.	By Employee: I cartify that I have seen this r	eport.	
	By Employee: I cartify that I have geen this r	Mar 20	, 1914
	Frederick C. Randall	Date	3

2. By Supervisor: Employee has been under my supervision 16 months

Russell F, Miller DC/FR Date

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#### REVIEWING OFFICIALS COMMENTS (Frederick C. Randall)

I concur generally with the comments of the rating officer. I believe Mr. Randall has shown improvement in his handling of his Branch Chief responsibilities. I agree that he has shown greater initiative in this reporting period than in the previous ones, however, I would still like to see a somewhat greater and quicker recognition on Mr. Randall's part of operational problem areas. Granted that this is a talent that is frequently hard to develop, it is nonetheless, essential for all Branch Chiefs in this Division to achieve a high degree of operational perspicacity. Mr. Randall has the ability and needs only additional experience to improve his focus on the operational targeting efforts of his respective Bases. He is a thoughtful and considerate supervisor, respected by his subordinates and he represents the Division very well indeed. Mr. Randall's career would be enhanced were he in a position to accept a field assignment which would get him into direct operational contact, i.e., recruiting and handling agents. Unfortunately, for family medical reasons he will apparently be confined to the Headquarters area for an indefinite period. On balance, I consider him to be a good Branch Chief who willingly works long hours and does his job well.

Walter L. O'Brien

Chief, FR Division

1 certify that I have seen the above Reviewing Officials comments.

**Tuddrick C. Kandall**

| Frederick C. Randall**
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### MEMORANDUM IN LIEU OF FITNESS REPORT

NAME: Frederick Randall 0/2/70

DATE OF BIRTH: 28 October 1926

SEX: Male

GRADE: GS-14

SD:

POSITION TITLT: Chief, FR Division, Branch III

OFFICE OF ASSIGNMENT: DDO/FR Division

CURRENT STATION: Headquarters

TYPE OF APPOINTMENT: Career

TYPE OF REPORT: Annual

DATE REPORT DUE: 30 November 1973

REPORTING PERIOD: 16 June 1973 - 31 October 1973

EMPLOYEE SERIAL NO. 012170

Mr. Randall has served under me for slightly more than three months and had just taken over his new position duties when I arrived for duty in this Division. During this brief period, however, he has displayed considerable dedication and interest in applying himself to his newly assigned tasks as Chief of one of our three operating branches. This branch which comprises Los Angeles, San Francisco, Boston and Atlanta Bases, is shaping up nicely thus far under this supervision, and appears well organized to support the four bases in the months ahead. He could at times be a bit more demanding in challenging some aspects of proposals or problems at the Branch level instead of allowing them to pass on up to the Division Chief level for decision, but it is hoped that he will gradually develop his style in this direction as he becomes more accustomed to his expanded responsibilities as

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MEMORANDUM IN LIEU OF FITNESS REPORT - Frederick Randall

#### Page 2

Branch Chief. The thorough test of his managerial skills, however, will occur in this upcoming period when all the Bases in his Branch become operationally active on a broad front and will require a continuing high quality of supervision, guidance and support from the Branch Chief's office. I would rate his performance to date as an overall "Strong".

#### CERTIFICATION AND COMMENTS

1. By Employee: I certify that I have seen this report.

Inderick Randall 23/11
Frederick Randall Date

2. By Supervisor: Employee has been under my supervision 3 months

Russell F. Miller Dat

#### 3. Reviewing Official's Comments:

I concur generally with the above rating. I also observed in the early days of Mr. Randall's assignment as Branch Chief, that his performance could certainly have been stronger. It took him somewhat longer than I had anticipated to really take charge of his Branch. However, I feel that as he has continued in this assignment he has made very definite progress. He is now generally well informed on the operational activities taking place in his area and has begun to exercise a greater degree of initiative and aggressiveness in handling the operational matters that cross his desk. Had I been the rating officer I probably would have given Mr. Randall a somewhat lower, more qualified "Strong" rating. If he continues to improve in the months ahead as he has in the past several, I believe he can earn an unqualified "Strong" rating for this performance.

Walter L. O'Brien C/FR Date

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Supervises one Intelligence Ana	yst.						TATING LETTER
							S
PECIFIC DUTY NO. 8		·					RATING
	-				·		LETTER
PECIFIC DUTY NO. 6		<del>,,,,,,,</del>			T		RATING
			` • •			-	LETTER
OVERALL PERFORMANCE IN CU	RENT	POSIT	ION				
the into account everything about the employee which influences his effectiveness in his conductivity, conduct on job, cooperativeness, pertinent personal traits or habits, and ports employee's everall performance during the rating person back the letter in the rating	ular limi	tations of	taion's t	loved on	your know	luties. Isdys	RATING LETTER
taly reflects file level of performance						13	
m 48 OSSOLETS PRIVIOUS CLASSIFICATION				O 12 1	7516	12	1167

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SECTION D	NARRATI	VE COMMENTS	
Indicate significant strengths or weakness	uses demonstrated in current positi	on teoping in proper perspe	ctive their relationship to overall performance. State
			t on foreign language competence, if required for
			future personnel action. Manner of performance of
extra space is needed to complete Section	D. orach a reparate ward of par	wenter wore, equipment on	d funds, must be commented on, if applicable. If
			the previous report on
wir. Kandali, ms ove	ram periormance,	nas continued st	rong. He has effectively
		rational support	for the FR Bases in Los
Angeles and San Fran			singleton officers in
the Northwest, Color			omplexity of the operational
		ided with skill,	sensitivity and humanness
has continued uniforn	nly high.	•	•
Mr. Randall has	again effectively tr	ained a new Inte	illigence Analyst with no
			sing field requirements.
·	-•.	•	· ·
Mr. Randall has	been under my sup	ervision for 28.r	months as the San Francisco/
Los Angeles Desk off	icer and has contir	ued successfull	y to meet the challenges
of increased responsi	ibility. It is now p	lanned to appoin	t him as Branch Chief to
			ell as Los Angeles and
			assignment for him will-
	•	•	I personnel in three of his
	_		workload of his Branch.
		_	f these added responsibilities
We are confident he w	in be able to meet	the chartenge of	t these added responsibilities
		3 17 1	** 3
	•		
SECTION E	CERTIFICATION	AND COMMENTS	
1.	BY E	MPLOYEE	
	THAT I HAVE SEEN, SECT		
DATE 6 June 1973	SIGNATURE OF EMPLOYEE	sul (xandal	
	1		
2. NONTHE EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT WE	PERVISOR	OUND PYSI ANATION
UNDER MY SUPERVISION	IF THIS REPORT HAD NOT TE	*	-
·			
DATE	OFFICIAL TITLE OF SUPERVI	OR TYPED	OR PRINTED NAME AND BIGNATURE
- 6 JUN 1973		ľ	/ .*
0 DON 19/3	Chief, FR Branc	h I	pune & Sovern
<b>3</b> .		ING OFFICIAL	
COMMENTS OF REVIEWING OFFICIAL	ه دیده در دست شدهای میکندند و میکندند از بیری به نام از این این این این این این این این این این		
There is little for a	me to add to the ab	ove comments.	I fully concur with the
			indall's fine performance
wa have appointed him	ine Branch Chief u	the will be res	ponsible for four FR Bases.
We have appointed ittil	ta ballana that ha	mill bandla this	non-nuclearment with ckill
			new assignment with skill
and look forward to ou	r continuing close	association.	,
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7 June 1973	. Chief, FR Division	n Walt	er L. O'Brien
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4	ENERA	TE OF BIRTH	TA 45.	!	8, 80	
1. NAME (Lost) (First) (Middle)  Randall, Frederick C.	1	18 07 BIRTH	A. SEX	GS-14	D .	
C. OFFICIAL POSITION TITLE		PIDIVIBR OF A				-
Ops Officer	Di	OP/FRD/I	Br. I	Hqs.		
P. CHECK IX) TYPE OF APPOINTMENT	10. Ć	HECK (X) TYPE	OF REPORT			
XX CAREE HEBENVE TEMPOHARY		INITIAL			GNMENT SUPER	W 130
CAREER-PROVISIONAL (See Instructions - Section C)	XX	ANNUAL		PEASS	GNMENT EMPL	37 61
SPECIAL (Specify):  11. DATE REPORT DUE IN O.P.		SPECIAL (Spec		-1	<del></del>	_
30 November 1972		January 19		-	1073	
SECTION B PERFORMAN	ICE EVA	LUATION	16 - 31	October	19 ( 5	
U-Unsatisfactory Performance is unacceptable. A rating in this categoral could range from counseling, to further training, to or proposed in Section C.  M-Marginal Performance is deficient in some aspects. The reason taken or recommended should be described.	placing on	probation, to rec	issignment or t	o separation. (	Describe action to	ien j
P-Proficient Performance is satisfactory. Desired results are being	neadured i	a the money eve	actad			
S-Strong . Performance is characterized by exceptional proficie		me monner ésb				
O-Outstanding Performance is so exceptional in relation to requirement work as to warrant special recognition.		work and in comp	variion to the p	serformance of	others doing simi	br
SPECI	FIC DUT	IES				
List up to six of the most important specific duties performed du manner in which employee performs EACH specific duty. Consider with supervisory responsibilities MUST be rated on their ability. IPECIPIC DUTY NO. 1	to superv	effectiveness ise (indicate n	In performan	ca of that di	uty. All employ	170
Provides primary direction and support Los Angeles Bases on the running of cla	to the	San Fran no operati	cisco an	id heir		
geographic areas.					S	
PRESENT NO. 2	<b>**</b>		_	_	RATE	188
Provides guidance and support to the Sar Bases on the management of their Bases	n ran	cisco and	Los Ang	geles	s	
PECIFIC DUTY NO. 3  Maintains continuing relations with all e	lement	s of the C	landesti	n <b>o</b>	. KAT.	NO RA
Service necessary to support and direct the San Francisco and Los Angeles Base	the op	erational	activitie	s of		
PECIPIC DUTT NO. 4		·			RATI	SG EP
Supervises one Intelligence Analyst.			•			•
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ECIFIC DUTY NO. 6	~~~~	· · · · · · · · · · · · · · · · · · ·		· ····		<u>.</u>
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OVERALL PERFORMANC	CE IN CI	PRENT POS	ITION			ᆜ
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SECTION C

#### NARRATIVE COMMENTS

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

Mr. Randall continues to exercise the responsibility of providing the day-to-day operational support for the FR Bases in Los Angeles and San Francisco. The comments that were made in the previous fitness report bear repetition. In any other Division the backstopping of two Bases, which are Stations in all but name, would involve at least an entire branch and all the supervisory responsibility that such support entails rather than a single officer with an Intelligence Analyst. Mr. Randall does all of this and has continued to do it well. During the year both Bases have increased substantially in size and in degree and complexity of the operational activities there. He has supported both Bases exceptionally well.

In addition to carrying on the full-time responsibility for both Bases he has continued to demonstrate a willingness and a sensitivity to increase the effectiveness of his Intelligence Analyst, who has now gone on to a sensitive SB position with additional responsibility by careful tutorial training and guidance. He has then been called upon to train a second Intelligence Analyst quickly and did so while maintaining a high degree of responsiveness to the continued demands of the two Bases.

Mr. Randall continued to turn in a "Strong" performance and is held in high /Continued/

SECTION D	CERTIFICATION AND CO	DMMENTS
1.	BY EMPLOYEE	
1	CERTIFY THAT I HAVE SEEN SECTIONS A, E	
13 December 1972	Frederick C. Randal	1
2	BY SUPERVISOR	-
MONTHS EMPLOYER HAS BEEN	IP THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
20		
1 8 DE 0 1972	Chief, FR Branch I	Maurice A. Sovern
3.	BY REVIEWING OFFICE	AL
COMMENTS OF REVIEWING OFFICE		

I fully concur in the overall "Strong" rating given to Mr. Randall. During this reporting period he has certainly performed in an extremely able manner. When Mr. Randall was first assigned to our Division Headquarters component, it was my distinct impression that he was very definitely lacking in energy. However, as time has progressed and he has become more experienced in our mode of operations, I am pleased to note that he pursues his operational objectives with very commendable energy and vigor. Mr. Randall writes well and quickly. I think his operational judgment is good. I also believe that his strengths lie in the Headquarters or Staff end of the Clandestine Service rather than in direct agent recruiting and

Deputy Chief, FR Division Wafter L. Olirion

FITNESS REPORT: Frederick C. Randall (1 January 1972 - 31 October 1972)

### NARRATIVE COMMENTS (Continued)

regard by the Chiefs and officers of the Bases with whom he deals on a regular basis.

To an individual of Mr. Randall's intellectual depth and basically sound operational approach to Division problems the challenge of even more responsibility is warranted. He is now programmed to assume the operational support responsibility for the New York Base sometime next summer.

#### REVIEWING OFFICIAL'S COMMENTS (Cont.)

handling activities. I think he is ideally situated in his present assignment and we are most happy with his performance in our Division.

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SECTION A	<u> </u>	ENERA	L		<u> </u>	i
1. NAME	(Lest) (First) (Middle)	8.04	TP OF BIRTH	3. 3E %	. GRACE S.	_
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31 Januar		1	April 197	1 - 31 [	December 1	971
SECTION B	PERFORMAN					
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9 Backstank	taken or recommended should be described.		- 41			_
P-Proficient S-Strong	Performance is satisfactory. Desired results are being Performance is characterized by esceptional proficies		in the mandet stp	4974 G.		•
O-Outstanding	Performance is characterized by esceptional proncies		work and in name	arisan to the	outomoë de de	os dome similar
	work as to warrant special recognition.		-			
`	SPECII	IC DU	ries			
	nplayed performs EACH specific duty. Considispossibilities MUST be rated on their ability to the state of the specific duty.					
	rides primary operational supp to Bases of the FR (formerly I			Angeles	and San	s
<del>-</del>	ucts liaison with other area di- nal activity of the Los Angeles					LETTER S
		and D	an Pianer	aco Das		
FCIFIC DUTY NO.						PATING
and FI of	ares operational corresponden perational report including the r recruitments requiring DDP	prepa	ration of	operatio		
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#### SECTION C

#### NARRATIVE COMMENTS

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Mr. Randall has the responsibility of providing the day to day operational support to FR Bases in Los Angeles and San Francisco. Both bases have increased substantially in size during the past year to where there are presently six senior case officers and an intelligence assistant in Los Angeles and ten senior case officers and an intelligence analyst in San Francisco all generating significant operational activity requiring substantive guidance, management and organizational initiative of the highest order. In any other Division the backstopping of an element of this size and complexity would involve an entire branch and all the supervisory responsibility that goes with it rather than a single officer and an intelligence analyst. In the FR Division the decision was made to keep the Headquarters complement small and to do a job with carefully selected experienced and skilled senior operations officers who, based on their own field and personal experience, are able to press the right buttons to evoke appropriate responses from the various area divisions and staffs and to provide practical guidance on their own.

In exercising this function, Mr. Randall has continued to demonstrate those critical qualities of energy, loyalty and dedication. He cares. He is concerned with end results as well as the means by which the end is reached. He is

SECTION D	CERTIFICATION AND COMMENTS				
1.	BY EMPLOYEE				
1	CERTIFY THAT I HAVE SEEN SECTIONS A, I				
DATE 9/2/12	Frederich Cild	indal!			
2.	BY SUPERVISOR				
MONTHS EMPLOICE MAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION			
11		• •			
OATE	OFFICIAL TIFLE OF SUPERVISOR	TYPED OR PRINTED HAME SHORE HO SIGNATURE			
9 February 1972	Chief, FR/Bl	Maurie 6 Some			
3.	BY REVIEWING OFFIC				

OMMENTS OF HEVIERING OFFICIAL

I think the narrative portion of the above rating is a thoughtful and accurate account of a conscientious officer's performance. However, I believe the letter grades are a little on the high side as I feet a precise letter description would be in the overall "S-" or "P+" category. Since I have great confidence in the rating officer, I am prepared to defer to his judgment as stated above. I think it might be noted that Mr. Randail has indeed come along very nicely in his present assignment. I believe he is eminently well qualified to perform his current job. I believe that his talents and experience are better utilized in his current assignment then they would be in a more direct operational, i.e., agent handling and

10 Pebruary 1972

Deputy Chief, FR Division

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#### Section C - NARRATIVE COMMENTS continued

intellectually honest and has developed his organizational imagination to where he is able to identify the potential operational advantages and disadvantages on which he bases his recommendations for appropriate action.

Mr. Randall is a humanist, careful and considerate in his dealings with others, firm when necessary, scrupulously fair, with a down-to-earth approach and a sensitiveness to the nuances of the interrelations of major headquarters components all of which contribute to his Strong performance.

Mr. Randall unfailingly demonstrates a wide ranging intellectual awareness and curiosity, and is able to refine and use these in his approach to problem solving.

Mr. Randall writes well and succintly. He continues to turn in a Strong performance and is held in high regard by the Base officers with whom he regularly deals.

#### Section D - REVIEWING OFFICIAL'S COMMENTS continued

recruiting situation. On balance, I have been pleased with Mr. Randall's performance and feel that he is doing a good job.

As a final statement, it is my opinion that Mr. Randall does not have the requirite GS-14 convertibility from his present desk assignment to that of an active field case officer charged with the recruitment of agents. This is not stated in designation of Mr. Randall for there is clearly a need and a place for the type of talents he possesses. I think we have found that place in the job that he is now performing.

		EMPLOICE SERIAL	NJ BMU
FITNESS REPORT	012170		
	NERAL	*	
1. NAME (Lusi) (First) (Middle)	J. DATE OF SIRTH J. SER	4, GRADE . SO	
Randall, Frederick	10/28/26 M	GS-14 D	
6. OFFICIAL POSITION TITLE	DOD/IOG		
Ops Officer  • CHECK ID TYPE OF APPOINTMENT	19 CHECK (R) TYPE OF REPORT		8
X CAREED RESERVE TEMPORARY	INITIAL	Y REASSIGNMENT	SUPERVISO
CANEEN-PROVISIONAL (See thetruellone - Section C)	X ANNUAL	MEASSIGNMENT	EMPLOYE
SPECIAL (Specify);	SPECIAL (Specify): .		
11 DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (Prom-		
30 April 1971	1 April 1970 - 31 Ma	rch 1971	
	E EVALUATION	<del></del>	
U-Unsatisfactory  Performance is unacceptable. A rating in this categorical range from counseling, to further training, to please or proposed in Section C.	y requires immediate and positive reme ocing on probation, to reassignment or:	dial action. The nature of to separation. Describe o	the action
M-Morginal Performance is deficient in some aspects. The reasons father or recommended should be described.		d in Section C and remed	lial actions
P-Proficient Performance is satisfactory. Desired results are being pr			
S-Strong Performance is characterized by exceptional proficience			
O-Outstanding Performance is so exceptional in relation to requirement work as to warrant special recognition.		performance of others do	ing similar
SPECIF	IC DUTIES	<del></del>	
List up to six of the most important specific duties performed duri- nanner in which employee performs EACH specific duty. Consider with supervisory responsibilities MUST be roted on their ability to	ONLY affectiveness in performa	nce of that duty. All	
SPECIPIC DUTY NO. 5			RATINO
Provides primary operational support for	or DO Division Bases	in Los Angelos	1 -
and San Francisco, including processing	g or abecraí ADDB	- 4,	0
			L
PECIFIC DUTY NO. 2			LETTER
Conducts liaison with other area division	ns and staffs as concer	rns the	ļ
operational activity of the two Bases.			Ş
PECIFIC GUTT 60.7	<del></del>		RATING
Prepares operational correspondence; c	ontributes'to Quarter1	y Reports	LETTER
and FI Operational Reports.		-	P.
PECIFIC BUTT NO. 4			PATING
	d nambially are and a		LETTER
Supervises one Intelligence Assistant an clerk-typist.	d partially supervises	one	_
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SECTION C.	NAPPATITE COMP	(511.2)
overall performance. State sugge on foreign language compotence, basis for determining future persi in the use of personnel, space, e Section C, attach a separate shee	estions made for improvement of work performed for current position. Amplify onnel oction. Manner of performance of automatical automatical for automatical for automatical for a commented for a formatical for a formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatical formatica	ition keeping in proper perspective their relationship to formance. Give recommendations for training. Comment or explain retings given in Section B to provide best energial or supervisory duties and cost consciousness as, it applicable. If estra space is needed to complete es with enthusiasm and serious con-
		ery area division and staff within
DDP	preximes or dearing with ev	er y area division and stail within
DDP		
		I would
		g exceptional proficiency. This was
accomplished in a per	riod which saw both Bases:	increase their striking power numeri-
cally rather significa	ntly. In the ultimate, the r	real test of performance is in re-
cruitment of foreign	nationals. While recruitme	ent is not part of Mr. Randall's duties
there is no doubt that	his support of the two Bas-	es contributed to the highest record
		d to any other year. At the same time
		n the outgo of funds for operational
		se Chiefs. Since much of the routine
		tribute to his supervisory capability
		acy despite the significant increase in
		ere three different intel assistants.
Since the supervisor	oegan phasing out of his.job	for several months prior to 31 March
a rather conscious de	cision was made to have M	r. Randall in fact assume some of
the responsibility of t	he Branch Chief. Not only	has he taken these added tasks
willingly and with the	confidence of DO's manage	ment, but he has performed
superbly.	• • • •	•
l		. 0
SECTION D	CERTIFICATION AND CO	MWEN12
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OATE . / /	ERTIFY THAT I HAVE SEEN SECTIONS A, B	
27/4/11	Mellerich.	1 Candall
2.	BY SUPERVISOR	
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UNDER MY SUPERVISION		
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	, generally, with the narrat	
		ated. Specifically, I would
	formance of Duty No. 1 as	,,
would rate it "at	rong", I consider Mr. Rai	ndall a capable officer, but
feel his overall	performance falls somewho	re on the border of a 'low
strong" and a "h	igh proficient". Let me ha	isten to add that I am fully
	r. Randall's performance i	
	confidence that he will con	
	whiteful is a second to midd CO.	in the second contract ty
satisfactory job.	pag hangan samakud sakantiteranto y turnimanaya lemage in "reg" medilikuntuni menancunakaya inkakan	and the second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second s
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22 May 1971	Acting Chief, DO Divisi	ion Walter L. O'Brien
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SECT	ION B		PER	FORMANCE	EYA	LUATION				
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	ficient	Performance is satisfacto	ry. Dasired result	e are being pro	duced	n the manner exp	rected.			
5-511		Performance is character		-						
0-0	tstending	Performance is so except work as to warrant specie					parison to the	performanc	e of others d	loing similar
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manner	'in Which or	ne mest important spec nployee performs EAC esponsibilities MUST b	H specific dut	y. Consider	CNLY	effectiveness	in performa	nce of tha	t duty. Af	
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and	Los Ang	eles, including	g processi	ng of sp	ecia	l ADDP∟	_			S
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	e two Ca	alifornia bases	as conce	rns oper	atio	as involvi	ng these	comp	onents	5
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armance of specific divines, productivity, conduct an jub, cooperativeness, portioent personal traits or habits, and forticular limitations or talents. Based on your knowledge of employes's averall performance during the reting period,										
		edepting pas contestor								5

#### CTION C

#### NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demanstrated in current position interface in proder perspection, their relationship to averall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on largin language competence, if required for current position. Amplify or explain ratings given in Section B to provide best bases for determining future personnel action. Monet of performance of managerial or supervisory duties and cost consciousness in the use of personnel, upage, equipment and lunds, must be commented on, if applicably if stray soque as good or complate. Section C, attach a separate sheet of paper.

This is Mr. Randall's first fitness report for a Headquarters assignment following nearly 9 years in the field, of which over 4 years were at the Washington Base. Even with this field background of operational activity in the USA, Subject finds himself faced with a different kind of target situation than he had at the Washington Base. Since the Los Angeles and San Francisco Bases have little in

The reporting period (of 3 1/2 months) is too short a time to give a fair evaluation of Subject's performance. This much can be said. Subject has undertaken his responsibilities with enthusiasm and a willingness to learn. He has made mistakes but these were "par for the course" and none that were not retrivable and correctable. Given the way he has jumped into the fray. I would characterize his overall performance as evincing exceptional proficiency. He is conscious of and maintains a good balance in the outgo of funds for field operational purposes. He is a good supervisor. He has more to absorb and digest in terms of the myriad problems facing an officer giving total support to two Bases. He has to date made an auspicious beginning. As a desk officer, agent recruitment is not part of his duties.

SECTION D	CERTIFICATION AND CO	OMMENTS				
1.	BY EMPLOYEE					
	CERTILY THAT I HAVE SEEN SECTIONS A,	B, AND C OF THIS REPORT				
DATE	SIGNATURE OF ENFLOYEE					
2.	BY SUPERVISOR					
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT UREN SHOWN TO EMPLOYEE, GIVE EXPLANATION					
3 1/2	Subject is on TDY outs	ide of the USA.				
DATE	OFFICIAL TITLE OF SUPERFIER	TYPED OF PRINTED NAME AND SIGNATURE				
8 April 1970	c/pot/1	Joseph JJ Bulk Julk				
	BY REVIEWING OFFIC	IAL ./				

I think the above rating is an eminently fair and accurate rating of Mr. Randail. He has caught on quickly and has performed well. I look forward to a continuing good performance from this officer,

9 April 1970 DCDC/I Walter L. O'llrion

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SECTION A			<del></del>	GENERA	L		<u> </u>	<del> </del>
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6. OFFICIAL POS	_ :			i			. CURRENT STATIC	
	s Officer	<u> </u>	<del></del>		DP/DO		Washington	Base
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II. DATE REPORT				12. 8	FPORTING PER		o-)	
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SECTION B			PERFOR	MANCE EV				
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nannar in which o	uplayes perfor	na EACH spa	reifie duty. C	un elder ONL's	feffectiveness	in performan	latter which best de ica of that duty. Al pluyees superviend).	
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SECTION C NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated, is current position bending in proper perspective their relationship to everall performance. Store suggestions made for improvement of mink performance. Give recommendations for training. Comment our foreign language componence, if required for current position. Amplify are explain ruitings given in Section B to provide best basis for determining future personnel action. Mapper of performance of managerial or supervisory duties and cost consciousness in the use of personnel, worse, sewement and funds, must be commented on, if applicable. If estre space is needed to complete faction. C. attach a separate sheet of paper.

This case officer is intelligent and articulate, and is capable of dealing with equanimity with intellectuals,

He has had sufficient experience in field assignments to have developed an area of expertise. His operational and intelligence reporting is organized, coherent and thorough.

He was one of the few officers within the Base who made agent recruitments during the period. One of these was essentially routine, through no fault of the rated officer, but in another case the officer skillfully used an imaginative cover, as he also did in a third recruitment case which had the additional complexity of WODISH involvement. In all these cases the officer illustrated his ability to plan, organize and carry through an operation to a successful conclusion.

If I were to fault this officer I would say that he is not essentially an activist, and that he lacks the force to be a notable recruiter. Conversely he does possess the sense of caution which slows down recruitment but also saves mistakes.

(continued on separate sheet)

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SECTION D	CTION D CERTIFICATION AND COMMENTS						
3,	BY EMPLOYEE						
1	CERTIFY THAT I HAVE SEEN SECTIONS A. II, I	NND C OF THIS REPORT					
3 February 1970 Frederick C. Randall (Signed in Pseudo on Form 45a)							
2.	BY SUPERVISOR						
WONTHS EMPLOTED HAB BERY UNUER MY SUPERVISION	IF THIS REPORT HAS HOT OLEN SHORN TO EMPLOYER, GIVE EXPLANATION						
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3 February 1970	Chief of Base	John G. Shaffer, Jr. (Signed in Psuedo on Form 45					
1 :	BY REVIEWING OFFICIAL						

I am somewhat surprised that the rater gives an overall rating of "P" for Subject's performance when in the rater's own words "he was one of the few officers within the Base who made agent recruitments." In another recent fitness report on another officer who has since been transferred and whose activities for the year have been rather minimal, i.e., no recruitments and rather marginal agent handling, the rater gave him the overall rating of "S". Apparently the rater prefers a "social animal." The fact remains that Subject, while giving the outward impression of being low-key was indeed an active and thorough case officer and was given special assignments because of his

6 March 1970

CONSECUTE UF REVIEWING OFFICIAL

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John J. Hunklandel

dependibility and capabilities. I would have given Subject A ligher ratin

S-E-C-R-E-T

SECTION C NARRATIVE COMMENTS (Continued)

I would rate this officer higher in any job which puts greater emphasis on orderly analytical production.

Officer is adequately cost-conscious. I had no opportunity to observe his capability as a supervisor.

[		- 19/16/2 ******	,	EMPLOYEE SE	RIAL NUMBER
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		SPECI	FIC DUTIES		
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SECTION C	NARRATIVE COMMENTS	
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	conscious and his accounting for officia	
is prompt and a	ccurate. No training is contemplated or	
at this time.		
SECTION D	CERTIFICATION AND COMMENTS	
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11	CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT	
16 Jan. 1969	Signed in pseudo on Form 45a	
2.	BY SUPERVISOR	
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DATE	OFFICIAL TITLE OF SUPPRISON TYPED OR PRINTED NAME	
	(Signed in pseu	do on Form 45a)
16 Jan. 1969	DCOB, Washington Robert E. Bo	oies
3.	BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICE		51.74 A
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25 April 1968	1	April	1967 -	31 Mai	ch 19	968
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A - Adequate Performance mosts all requirements. It is enti- excellence.	•					ncy nor
P - Proficient Performance is more than satisfactory. Desire		• •	oduced in a p	roficiont m	enne:.	
S - Strong Performance is characterized by exceptional pro- O - Questanding Performance is so exceptional in relation to re- others doing similar work as to warrant special	quirement	s of the wor	k and In com	parison to ti	no periforn	ance of
Silver a dotting structure and a section absolute	· iocognii	- <del></del>	·			
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DATE 25/4/68	Signed in pseudo on	Form 45a)
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 40	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
DATE DE A	GFFICIAL TITLE OF SUPERVISOR	(Signed in Pseudo on Form 45a) Robert E. Boies
25 April 1968	Chief, NOG	Reservices
	BY REVIEWING OFFICE	AL c
As Revie	wing Official I am In	full concurrence with
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1 May 1968	COB, Washington	(Signed in pseudo on Form 45a) Rudolph E. Gomez
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#### TRAINING REPORT

China Operations Course No. 1-68 40 hours, full time 4 - 8 March 1968

: Randall, Frederick C. Student Office

Year of Birth: 1926 Service Designation:

: CS-14 Grade No. of Students

EOD Date : Sept. 1951

#### COURSE. OBJECTIVE

To prepare Clandestine Services officers to conduct operations against Communist China from the point of view of Human Source Collection; to present material directed toward the updating of officers in the operational realities inside and outside China today; and specifically to train officers in providing political, politicalmilitary, advanced weapons and other coverage of the priority China target which cannot be obtained by technical means.

### ACHIEVEMENT RECORD

This is a certificate of attendance. No record is made of individual performance in the course.

FOR THE DIRECTOR OF TRAINING:

1 5 MAR 1968

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FITNESS REPORT FOR: Frederick C. RANDALL

SUPPLEMENT SHEET

Continuation of Section C:

Subject's liaison contacts with the FBI and Pentagon officials have been handled in a superior manner reflecting credit on the Agency; both the FBI and the Air Force officers concerned have praised Subject's work.

He supervises one secretary/stonographer.

No training is contemplated at this time.

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16 September 1966	ACOS	Joseph J. Billy

SEGMET

Continuation of Section C Fitness Report

F. C. Randall

His contacts with FBI and Pentagon officials have been handled in a manner reflecting credit on this Agency, and both the FBI and the Air Force officers concerned have praised Subject's ability to the undersigned.

No training is contemplated at this time.

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## SECTET

#### MEMORANDUM IN LIEU OF FITNESS REPORT

NAME : Frederick Ramball 012/70

REPORTING PERIOD: 21 June 1965 - 31 December 1965

DATE OF BIRTH : 28 October 1926

- SEX : Male

GRADE : GS-13

SD :

OFFICIAL TITLE : Operations Officer

ASSIGNMENT : DDP/DOD/USS

CURRENT STATION : Washington, D. C.

APPOINTMENT : Career

TYPE OF REPORT : Annual

Subject returned to the U.S. in August 1965, but did not begin substantive work in the Non-Orbit Group at the Station until late September 1965. Much of the time since his arrival has been spent on becoming acquainted with the work of the Station and in casing the operational possibilities among the FE Division targets in Washington. We, accordingly, prefer to delay until April 1966 submission of a formal Fitness Report which, hopefully, will give a more precise and meaningful evaluation of his performance than is now possible.

Subject's predecessor left him with only one "agent" - and an unproductive one at that - plus one or two equally unproductive "contacts". Subject is thus starting essentially from scratch.

We note that Fitness Reports submitted on Subject just before his departure from Tokyo gave him high marks for his operational support work in Japan and regretted that the situation in Tokyo did not permit him to be given as much active operational work as he wished. He will certainly

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### RANDAIL, Frederick C.

have the opportunity for aggressive agent operations in Washington, and is aware that this activity will not be limited to targets of interest to FE Division, but will give him the chance to participate actively in the planning and execution of operations directed at the recruitment and/or handling of other priority targets as well.

No training is recommended at this time beyond the Clandestine Service Review Course which Subject will take in March 1966.

Subject exercises good judgement in his handling of official funds and his accountings are prompt.

He gets along well with his colleagues at the Station and in Headquarters.

### CERTIFICATION AND COLDENTS

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FIGURE C.	
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4. CHECK (X) TYPE OF APPOINTMENT	
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11. DATE REPORT DUE IN O.P. 18. REPORTING PERING (From to-)	
28 February 1965 1 January = 31 December 1964	
ECTION B PERFORMANCE EVALUATION	
positive remedial action. The nature of the action could range from equationing, to further training, to probation, to reassignment or to separation. Describe action taken at proposed in Section C.  Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficience excellence.  Performance is more than satisfactory. Desired results are being produced in a proficient manner.  Performance is characterized by exceptional proficiency.  Or Outstanding  Performance is a exceptional in relation to requirements of the work and in comparison to the performance.	ncy nor
other's doing similar work as to watrant special recognition.	
SPECIFIC DUTIES	
lat up to alm of the most important specific duties performed during the rating period, insert rating letter which best des conner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All rish supervisory responsibilities MUST be rated on their ability to supervise (Indicate number at employees supervised).	employee
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PECIFIC DUTY NO. 8	RATING
Supervisor of persons handling Registry and KURIOT matters.	s
PECIFIC DUTY NO. 8	RATING
Supervisor of Area Central Source File.	S
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ECTION C HARR	ATIVE	COMMEN	IT:

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspectiff Bell, relation stop to everall performance. State suggestions made for improvement of most performance, clive recommendations for Problem Emmen on foreign language competence, if required for current position. Amplify or explain retings given in Section B to provide best best for determining future personnel action. Margar of performance of managerial or superviyory duries must be described, if applicable. Subject performs his principal duty -- handling Agreed H. S. ...

Activities -- in outstanding fashion. In this field he represents not only this Station but other PE Stations and KUBARNILIED general to the U.S. military. Because of his sound operational background, presence of mind, forceful reasoning, and the consideration the military therefore holds for him, Subject has been able to play a prime part in our excellent Agreed Activities posture out here. As a result much valuable time -- and therefore money -- that would otherwise have had to be spent in negotiations with the U.S. military has been saved both by this Station and other KUBARK elements. For this reason the Station is recommending by separate correspondence that Subject be swarded a Quality Step Increase.

Subject also performs his other duties in strong fashion. He is capable, versatile, and continues to show fine career potential.

SECTION D -	CERTIFICATION AND COMMENTS
1. 5	BY EMPLOYEE
,	CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT
DATE	SIGNATURE OF SUPCOTEE
25 January 1965	/s/ Frederick C. Randall
2.	BY SUFERVISOR
MOSTHS EMPLOYED HAS BEZN UNLER MY SUPERVISION	IF THIS ARPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE
28 January 1965	DOOG /4/Horace Z. Feldman
3.	BY REVIEWING OFFICIAL
COMMENTS OF REVIEWING OFFICE	V Par (
	y concur with the statement made in Section C above. This tribution to this Station has been of the highest caliber.
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23 January 1965

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# CONFIDENTIAL

'TT TO FJTT-11286

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last report. Dur	continued the strong performance indicated in his ing the rating period he has continued to grow with tainly ready for broader responsibilities. Our mendation for his promotion to the next higher grade

demonstrates how we value his services and evaluate his performance.

SECTION D CERTIFICATION AND COMMENTS BY EMPLOYEE I CERTIFY THAT I HAYE SEEN SECTIONS A. B. AND C OF THIS REPORT SIGNATURE OF EMPLOYEE 12/19/63 /s/ Frederick Randall BY SUPERVISOR MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION DATE OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE /s/ Robert Wheeler DCCC 12/19/63

COMMENTS OF REVIEWING OFFICIAL

Tokyo Station has made exceptional strides and has an excellent record in the difficult field of coordination of operations with the various military elements. A very high degree of the credit for this situation can be attributed to the excellent work of this employee.

BY REVIEWING OFFICIAL

PATE OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED OF PRINTED NAME AND SIGNATURE

19 December 1963

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/s/ William Broc

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11. DATE REPORT							12. 20	SPECIAL (Spec		(o-)				<del></del>
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#### NARRATIVE COMMENTS

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

This officer has brought to bear on his current assignment his varied organization experiences in a manner which brings credit to himself as well as to the organization. His unstinting giving of himself is an outstanding attribute. The trials and tribulations of PRAFPART in an area traditionally hostile to the whole concept have made his assignment particularly challenging, always difficult, and infrequently satisfying; but he sticks to it with firm determination. His supervisory role of our Central Registry frequently catches him in the cross currents of opposing interests and priorities but he successfully calms such troubled waters. While a part of his PERAFPART activities this officer's supervision of the CCFJ, an intelligence community pooled activity for agent checks, has been excellent. Finally, his task under SD 4 is largely a handholding one but one which requires large amounts of tact, patience, and goodvill. There is no other Station officer performing comparable duties with when this officer can be compared.

SECTION D	CERTIFICATION AND CO	MMENTS
1.	BY EMPLOYEE	^ .
10	CERTIFY THAT I HAVE SEEN SECTIONS A, B	, AND C OF THIS REPORT
DATE	SICHATURE OF EMPLOYEE	
<b>25</b> Jamuary 1963	Frederick Rand	ull (Signed)
2.	BY SUPERVISÔR	
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DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
11 January 1963		Robert P. Wheeler
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17 Sep 61-31 Dec 61											
SECTION B	EVALUA	ATION OF	PERFORM	AAN(	E OF SPE	CIFIC	DUTIE	<u> </u>			
with supervisory respo	List up to six of the most important specific duties performed during the roting period. Insert rating number which best describes the monner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees expervised).										
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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE PERSONNEL	
Stress strengths and weaknesses demanstrated in current position. Indicate suggestions made to employee for improvement work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming great sponsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS 8, C, and D to provide the best basis lips det future personnel actions.	101 10.
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SECTION F CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE  I certify that I have seen Sections A, B, C, D and E of this Report.	
DATE SIGNATURE OF EMPLOYEE	
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2. BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION UNDER MY SUPERVISION	
IF REPORT IS NOT SEING MADE AT THIS TIME, GIVE REASON.	
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15 Jan. 62 Robert P. Wheeler	.
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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to be stored for imploitive at the work. Give recommendations for his training. Describe, if appropriate, his potential for developing and her assuming differs appropriate. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide my best basis for deflications. under review he took firm control of his job and showed substantial improvement over future personnel actions, his previous competent performance. His operational background and good sense have to make combined and made him an excellent officer, deserving of further responsibility in a field position. It should also be noted that Mr. Randall performed in excellent fashion in replacing the rater during the latter's 7-week TDY in the Fall of 1960. This report has been prepried to according to the following. ster led a total against the group access a consequence of animaly satisfactory performance. SECTION F CERTIFICATION AND COMMENTS BY EMPLOYEE I certify that I have seen Sections A, B, C, D and E of this Report. SIGNATURE OF EMPLOYEE BY SUPERVISOR NOT BEEN SHOWN TO EMPLOYER, GIVE EXPLANATION Subject departed to field prior to completion of Mitness int. IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON. EMPLOYEE UNCER MY SUPERVISION LESS THAN 90 DAYS OFFICIAL TITLE OF SUPERVISOR Muc 3 Feller Horace E. Peldmen BY REVIEWING OFFICIAL FROULD HAVE GIVEN THE EMPLOYEE ABOUT THE SAME EVALUATION. I BOULD HAVE GIVEN THIS EMPLOYES A HIGHER EVALUATION. I SOULD HAVE GIVEN THIS EMPLOYEE A LOSER EVALUATION. CONHOT JUDGE THESE CYALUATIONS. LAW NUT SUSPICIENTLY PAMILIAG AITH THE EMPLOYEE'S PRENORMANCE COMMENTS OF REVIEWING OFFICIAL

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considerable after long aggess was	Randall is an intelligent, hardworking senior officer with a operational background. This is his first staff assignment experience in one action area. He has adjusted well to this ent and has proved particularly effective in dealings with Staffs on a variety of matters.
ov I Sit a ai doi	ould recommend that Mr. Rendell be assigned to a responsible old station after this tour on the FE Staff.
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SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES													
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SECTION E		ESCRIPTION OF MAN	INER OF JUS FERFO	RMANCE	
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	ommendations for his training.				
spansibilities.	Amplify or explain, if appropri	até, ratings given in SE	CTIONS B. C. and D to p	rovide the bast basis for di	itermining

During the period under review, Mr. Randall returned from the field and took up the responsibilities of chief of an active and important desk. This initial period has of necessity been one of orientation to Headquarters problems and procedures. Mr. Randall appears to be developing well and has evidenced the capacity for handling his job in a highly competent manner.

L		
SECTION F	CERTIFICATION AND COM	AENTS
1	BY EMPLOYFE	
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DATE .	SIGNATURE OF EMPLOYED	60 1.1
29 December 1958	Frederick	I tarkall
2. E	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYER, GIVE EXPLANATION
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EMPLOYEE UNDER MY SUPER	VISION LESS THAN SO DAYS	ALBORT WANT WITHIN LAST DO DAYS
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FITNESS REPORT (Part II) POTENTIAL	
INSTRUCTIONS	*
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FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career man ment and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to cated employee. It is recommended that you read the entire report before completing any question. This report to be completed only after the employee has been under your supervision FOR AT LEAST 90 EAYS. If less them 90 th hold, and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MU completed and forwarded to the OF no later than 30 days after the due date indicated in item 8 of Section "E" be	the tis ays, Tbe
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SECTION F. CERTIFICATION	
1. FOR THE PATES: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGENENT OF THE INDIVIDUAL BEING MATEO	
A. THIS GATE 8. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR C. SUPERVISOR OFFICIAL TITLE	
26 July 1957 VALENTRIE O. GOODELL Chief of Station, Djakart	i.i
2. FOR THE REVIEWING OFFICIAL: I MAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MENO	
A. THIS DATE  B. TYPED OF PRINTED NAME AND SIGNATURE OF REVIEWING C. OFFICIAL TITLE OF REVIEWING OFFIC OFFICIAL	1 AL
SECTION G. ESTIMATE OF POTENTIAL	
1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES	
DIRECTIONS: Considering others of his grade and type of pasignment, rate the employee's potential to assume great cosponsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind work.  1 - ALREADY ABOVE THE LEVEL AT MICH SATISFACTORY PERFORMANCE CAN BE EXPECTED  2 - MAILING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES  3 - MAILING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES  5 - MILL PROGRAMELY ADJUST OUTCLEY TO MICH BEFORE SHEED UTIES WITHOUT FURTHER TRAINING  6 - ALREADY ASSUMING MORE RESPONSIBILITIES  7 - ALREADY ASSUMING MORE RESPONSIBILITIES  8 - MILL PROGRAMELY ADJUST RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL  1 - ALREADY ASSUMING MORE RESPONSIBILITIES  1 - ALREADY ASSUMING MORE RESPONSIBILITIES  1 - ALREADY ASSUMING MORE RESPONSIBILITIES  2 - ALREADY ASSUMING MORE RESPONSIBILITIES  3 - ALREADY ASSUMING MORE RESPONSIBILITIES  4 - ALREADY ASSUMING MORE RESPONSIBILITIES  5 - MILL PROGRAMELY ADJUST ON THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF MIGHT MORE ASSUMING MORE ASSUMED THAN EXPECTED AT HIS PRESENT LEVEL.	of
I. Syfigginger fotterfal	
DIRECTIONS Assert this question, itself this person the chility to be a supervisor? [ ] Yes [ ] No If you assert that indicate below your opinion or guess of the level of supervisory chility this person will reach AF SELITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes close to expressing your opinion in the appropriate column. If your rating is been on observing his supervise, note you rating in the 'extension' column. If based on opinion of his potential, note the rating in the 'potential' column.	149 149
DESCRIPTING  4 ARE NO OPENION ON HIS SUPERFISORY FORENTIAL IN THIS SIDUATION  4 ARENG  4 ARENG  5 ARENG  6 ARENG  6 ARENG  6 ARENG  7 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 ARENG  8 AREN	
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RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERINTER PERSONNEL 70

4. CONMENTS CONCERNING POTENTIAL.

Subject is a most conscientious, defendable and competent polyticar. His outstanding characteristics are patience and tenaclousness, which are multiply and necessary in the makeup of a successful operations officer.

MAIL ROOM

SECTION H.

FUTURE PLANS

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

N. A.

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

N. A.

SECTION 1.

DESCRIPTION OF INDIVIDUAL

DIRECTIONS. This section is provided as an old 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 such the statement applies to the person covered by this report.

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SECTION IV This section is provided as an aid in describing the individual. Your description is not tassimily in unforcable in itself-but acquires its peacing in relation to a particular job or assignment. The descriptive words are to be interpreted literally. On the left hand side of the page below are a series of statements that apply immove determination proper people. On the right hand side of the page are four major categories of descriptions. The die gith his page are four major categories of descriptions. The die gith his page as developed into three small blocks; this is to allow you to make finerdistinctions if you so descre. Look at the statement on the left, then check the category on the right which best tells how such the statement applies to the person you are rating. Placing on "A" in the "Not Observed" column seams you have no opinion on whether a phrash applies to an individual. Placing on "X" in the "Does Not Apply," column seams the page the definite opinion that the description is not at all suited to the individual. STATEMENTS CATEGORIES" APPLIES TO A LIMITED DEGREE APPLIES TO AN OUTSTANDING DEGREE APPLIES TO A REASONABLE APPLIES TO AN ABOVE AVERAGE NOT DOES NOT SERVED DEGREE DEGREE A. ABLE TO SEE ANOTHER'S POINTIDE VIEW. SAMPL B. PRACTICAL, 1. A GOOD REPORTER OF EVENTS. CAN MADE SECISIONS ON HIS DWG WHEN NEED ARISES. S. CAUTIOUS IN ACTION. 4. MAS INITIATIVE. 5. UNEMOTICHAL. . ANALYTIC IN HIS THINKING. 7. CONSTANTLY STRIVING FOR NEW ENGULEUGE AND ICEAS. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS. 9. HAS SEASE OF HUMBS. 10. KNOWS WHEN TO SEER ASSISTANCE 11. CALM. 12. CAN SET ALONG MITH PEOPLE. 12. MEMORY FOR FACTS. IA. GETS THINGS DONE. IS. REEPS CRIENTED TOWARD LONG TERM SOALS, ic. CAN COPE WITH EVERGENCIES. 17. HAS HIGH STANGARDS OF ACCCUPE . SHWERT. 15. HAS STAMINAL CAN REEP GOING A LONG TIME. 19. HAS DIGE PARSE OF INFORMATION TO. SHOES CHIG NALLTY! II. ACCEPTS BESPONSIBILITIES. II. ALMITS HIS ERRORS. THE RESPONDS WELL TO SUPERVISION 44 316m 015F*511:04 AND BY BUT THE NUMBER OF THE STREET

SECRET 28. CAN THINK ON HIS FEET. 21. COMES UP WITH SCLUTIONS TO PROBLEMS. 28. STIMULATING TO ASSOCIATES: A " SPARK PLUG". 29. TOUCH MINDED. 30. OBSERVANT. 31. CAPABLE. 32. CLEAR THINKING. 13. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS. 34. EVALUATES SELF REALISTICALLY. 38. WELL INFORMED ABOUT CURRENT 36. DELIBERATE. 37. EFFECTIVE IN DESCUSSIONS WITH ASSOCIATES. 39. IMPLEMENTS DECISIONS REGARD-LESS OF OWN FEELINGS. SS. THOUGHTFUL OF OTHERS. 43. WORKS WELL UNDER PRESSURE. AT DISPLAYS JUDGEMENT. 42. GIVES CREDIT WHERE CREDIT IS DUE. 45. HAS DRIVE. 44. IS SECURITY CONSCIOUS. 45. VERSATILE. 46. HIS CRITICISH IS CONSTRUCTIVE. 47. ADLE TO INSLUSACE OTHERS. 48. FACILITATES SHOOTH OPERATION OF HIS GIFICE. 49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION. SO. A GOOD SUPERVISOR. SECTION Y A. BHAT ARE HES GUTSTANDING STRENZTHED hardle fine Setail without ourthe is allo to losting harden policy or grajest orbitation. Ha Tour of the offer and by the and of his present a lit class to get started; but when he dies, purfame through job.

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ENDICATE IF YOU THINK THAT ANY SINGE STRENGTH OR BEARNESS OUTSELONS ALL OTHER CONSIDERATIONS Hais a good ( E/ aps and to a wholly station such as Diskarlei25 2 55 PH'SS goviatine DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISIONS . ... ... ... ... ... IF YES. MAY! MAIL ROOM THAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUALS More practical fiell operational expenses. DINER COMMENTS (Indicate here general traile, executio hobits or thereasteriation not covered electhore in the Learn report but which have a bearing on effective utilisation of this person; section VI Lion Boad all descriptions before rating. Place "X" in the most appropriate ben under subsections A.B.C.40 DIRECTIONS: Consider only the shill with which the C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the originisetion. person had performed the duties of his job and rate him escordinaly. 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY .. WILL DEFINITELY LEAVE THE ORDANIZATION AT THE PIEST OPPORTUNITY. 1. DOES NOT PERFORM DUTIES ADEQUATELY, HE IS INCOMPETENT.
2. SARELY ADEQUATE IN PERFORMANCE! ALTHOUGH HE. 2. MAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZA-HAS HAD SPECIFIC QUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY. AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY, OCCA-SETTER.

B. TERDS TO HAVE AN UNPAYORABLE ATTITUDE TOWARD SIGNALLY REVEALS SOME AREA OF BEARNESS. PERFORMS DUTIES IN A TYPICALLY COMPETENT. TENDS TO MAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION. BOTHERED BY MINOR FRUSTRATIONS. BILL QUIF 19 THESE CONTINUE.

MIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFFERENT... MAS WAIT AND SEE" ATTITUDE. BOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER. TENDS TO MAVE FAVORABLE ATTITUDE TOWARD ORGANIZATION. MAXES ALLOWANCES FOR RESTRICTIONS IN TERMS OF A CAREER IN THE ORGANIZATION. THINRS IN TERMS OF A CAREER IN THE ORGANIZATION. DEFINITELY MAS FAVORABLE ATTITUDE TOWARD THE OPPORTUNITY. WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION. TO MAKE A CAREER IN THE ORGANIZATION. THANKE A CAREER IN THE ORGANIZATION. EFFECTIVE MANNER. B. A FINE PERFORMANCE: CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WILL.

6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING
MANGER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER. 13 THIS INDIVIOUAL BITTER QUALIFIED FOR WORK IN SOME OTHER AREAS TO THE TEST WATT **ESSI** •• 7. HAS AN ENTHUSIASTIC ATTITUDE TOBARD THE ORGAN-IZATION. BILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION. 3. DIFECTIONS: Considering others of this person's grade and type of essignment, how would you rate him on potentiality for assumption of greater responsibilities normally indicated by promotion. O. Dizections: Consider everything you know about this person to making your rating, skill in job dution, conduction the jub, personal characteristics or habits; and special defects or talents. 1. HAS REACHED THE HIGHEST GRADE LEVEL AT MISCH 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED SATISFACTORY PERFORMANCE CAN BE EXPECTED.

18- IS MAKING PROGRESS. BUT NEEDS HORE TIME IN PRESENT GHADE BEFORE PROMOTION TO A MIGHER 2. OF DOUBTFUL SUSTABILITY. BOULD NOT HAVE AC-CEPTED HIM IF I HAD KNOWN WHAT I RHOW HOW. A DARRLY ACCEPTABLE EMPLOYEE..DEFINITELY BELOW AVERAGE BUT BITH HO BEARRESSES SUFFICIENTLY GHADE CAN SE RECOMMENCES.

3. IS READY TO TAKE ON RESPONSIBILITIES OF THE OUTSTANDING TO MARRAYT HIS STRANTION.

6. A TYPICAL EMPLOYEE. HE DISPLAYS THE SAME SUITA-WEST MESSICE GRADE. BUT MAY REED TRAINING IN SOME AREAS.

4. PILL PROBABLY ADJUST QUICKLY TO THE MORE BILLTY AS WONT OF THE PEOPLE I RION IN THE ORGANIZATION.
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SECTION IV

OFFICE OF PERSONNEL

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D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION?	3 · · · · · · · · · · · · · · · · · · ·
	MAIL ROOM
E. SHAT TRAINING DO YOU RECONNEND FOR THIS INDIVIDUAL!	
	Language and area of Indonesia
For purposes of rounding out general know clandestine psychological warefare would	
F. OTHER COMMENTS (Indicate here general traite, specific teport but which here a bearing on effective utilisate	
not applicable	
SECT	ION VI
. Read all descriptions before rating. Place " Z"	n the most appropriate box under subsections A.B.C.4D
A. DIRECTIONS: Consider only the shill with which the person has performed the duties of his job and eate his secondingly.	C. DIESCHOOS: Based upon that he has said, his actions, and any other indications, give your opinion of this person's attitude toward the electric.
1. DOES NOT PERFORM OUTLES ADEQUATELY, HE IS	1: MAS AN ANTAGONISTIC ATTITUDE TOBARD THE AGENCY SILL DEFINITELY LEAVE THE AGENCY AT THE FLAST
INCOMPETENT.	OPPORTUNITY.
MAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES	8. HAS STRONG REGATIVE ATTITUDE TOWARD AGENCY
COMPETENTLY.  3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA-	TEMPORARY STOP UNTIL HE CAN GET SOMETHING
SIONALLY REVEALS SOME AREA OF WEARNESS.  2 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT.	3. TENDS TO MAVE AN UNFAVORABLE ATTITUDE TOWARD THE AGENCY. BOTHERED BY MINOR FRUSTRATIONS.
EFFECTIVE MANNER.	BILL QUIT IF THESE CONTINUE.
DESPONSIBILITIES EXCEPTIONALLY BELL.	SOMEONE OFFERED HIM SOMETHING BETTER.
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	TO NAS AN ENTHUSIASTIC ATTITUDE TOWARD THE AGENCY
,	TILL PROBABLY NEVER CONSIDER CORRING ANY PLACE OUT IN THE AGENCY.
Disections: Considering others of this person's grade and type of assignment, have early yoursele him on	D. Distorious. Consider everything you know about this person in anxion your perion, whill in job duties,
potentiality for assumption of greater temponsibili- ties normally indicated by premotion.	condict on the job, personal characteristics of habits, and openial defects or telents.
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all FI opera	ions operating from the	Djakarta Station.	454	
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SECRET

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## SECRET SECURITY INFORMATION

## OFFICE OF PERSONNEL

[	C. THE BEAT RESPECT IS THE PERSON'S PERFORMANCE ON PRESENT US MOST NOTICEABLY SEED OF OUTSTANDING!
ı	Subject's performance is characterized by a high degree of industricus est indistricus est ind
ı	thoroughness. He is one of those supremely useful individuals to when a supervisor can assign a task, and then turn to other matters with sure confidence that the job
	will be completed, to the last detail and on time.
١.,	will be completed, to the last detail and on time.  MAIL ROOM  ON SPAT ASPECT OF PERSONANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF IMPROVEMENT?
ľ	Subject's command of written English can stand improvement. His writing is by no means
	deficient in besic requirements, but practice will be needed to insure consistent
	production of clear and well constructed prose.
14	. COMMENT ON THIS PERSON'S ABILITY TO MANDLE GREATER RESPONSIBILITIES NOW OR IN THE PUTURE.
	Subject demonstrates clearly his growing ability to handle larger responsibilities.
ľ	His transistion from a CE Unit Chiefs! job, to that of the Indonesia Desk FI Chief,
ŀ	has been a markedly smooth one. Once a new technique or precedural method is learned, subject can put it into operation when required. He is definitely potential material for
	a COS slot in the field.
15	A CLO STOR IN LAW I LEIG.  ARE THERE DINER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS! Recommend appropriate reassignment, if
-	possible.)
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	WHAT TRAINING OR RETATION DO YOU RECOMMEND FOR THIS PERSON?
	Recommended training includes Communist Party Operations and Anti Communist Party Operations. Recommend rotation to an Indonesian field slot. Subject has now, and is increasing his knowledge of Headquarters tasks and procedures. In approximately a year,
	he should put such knowledge and training into effect in the field. There is every
	reason to believe that he will make an excellent field case officer.
7.	IF PERFOUMANCE DURING NETCRE PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF HENDRANDUM NOTIFISMS THIS PERSON OF UNSATISFACTORY PERFORMANCE.
8.	THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON SVALUATED. ADDITIONAL CONNERTS INCLUDING
	COMMENT ON ITEMS 7, 8 1-2 9, ARE SHOOM BELOW UNDER ITEM 20.
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_	Sept 18, 1954 William 17. Dectar
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# TPAINING EVALUATION Course on World Communium No.

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#### OBJECTIVES OF THE COURSE

The Course on World Communism is a four week's course designed to provide adequate background and understanding of the World Communist Movement, and to increase the effectiveness of staff personnel in their ability to interpret and analyze Communist Party and Front organizational structures and the strategy and tactics of the World Communist Movement.

#### CHARACTERISTICS OF THE COURSE

The material in this course is presented by lecture and in seminar discussion. Students are required to prepare written assignments, which are designed to measure the student's ability to apply the knowledge asquired in the course to his special field of activity.

#### RATING OF STUDENT ACHIEVEMENT

Students are rated according to the five-point adjectival rating scale (Superior, Excellent, Satisfactory, Weak, Failure) in indicating the degree to which they have achieved the course objectives. The meaning of these adjectival ratings are as follows:

SUPERIOR: The student demonstrated outstanding ability or proficiency in meeting this course goal or objective; he indicated an unusually therough knowledge of the material presented; or, if skills are involved, he demonstrated that he is one of the most effective individuals in this area.

EXCELLENT: The student showed unusual competence, skill, or ability in meeting this objective or goal; he demonstrated a therough graup of the presented material, or, if skills are involved, he demonstrated that he can perform in an extremely effective manner in this area.

SATISFACTORE: The student met this objective in a competent and adequate manner; he descentiated a good understanding and group of the information presented, or, if skills are involved, he demonstrated sufficient competence to operate effectively in this area.

#### S-E-C-R-E-I

WEAK: Although the student may have mot some of the stundards set for minimum nehicovement of this course goal or objective, he demonstrated serious gaps in knowledge or sufficient lack of skill to be of doubtful competence.

FAILURE: The student was unable to grasp the concepts or information presented, or demonstrated that he had not acquired the necessary information and skills to operate at even a minimum expecity in this area.

#### STITUENT'S PERFORMANCE IN THE COURSE

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(An astorisk * indicates this student's ratings.)

INSTRUCTORS! OVER-ALL COMMENT:

FOR THE DIRECTOR OF TRAINING:

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Items 7 through 10 will be completed by the person restaured  7. LIST TOWN MAJON CUTTES IN APPROXIMATE ORDER OF IMPORTANCE, WITH A SHIEF DESCRIPTION OF EACH. SWEET MINOR DUTIES  Bame as listed in previous report.  8. LIST COURSES OF INSTRUCTION CONFLETED DUNING REPORT PERSON.  Rame of Course Location Langth of Course Back Completed  A. M. Degree (Poreign Affairs)  George Wash Un. May 1953  C. R. Briefing 7-30 Approx 8 days June 1953  IN ORAL TIPE OF SOM ARE TOW PRIMARILY INTERESTEDT  Same as Listed in previous report.  10 01/FEARM FACE TOWN PRIMARILY INTERESTEDT  Same as 1: Steel in previous report.  17 01/FEARM FACE TOWN PRIMARILY TOWN QUALIFICATIONS INFITUME, EMBRICALLY, SHILLSS.  AREAL P. Cardall  25 August 1953  SATE  AREALIEL P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. Cardall  SIGNALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CARDALLY P. CAR	5. PERIOD COVERED BY REFERE	. Stre of Report	•	
Same as listed in previous report.  5. LIST COURSES OF INSTRUCTION CONFLICTO DURING REPORT PERIOD.  A.M. Degree (Foreign Affaire)  George Wash Un.  C. R. Briefing T-30  Approx 8 days  June 1953  IN COURSE OF STANLEY TOP PRIMARILY INTERESTEDY  Same as 1:sted in previous report.  10 OIFFERENT PROSESSORY ON PRIMARILY INTERESTEDY  Same as 1:sted in previous report.  10 OIFFERENT PROSESSORY PROSESSORY ON EXPLAIN TOWN QUALIFICATIONS IMPRINTED, ENDELEDAR, SKILLSF.	**** 2-10-53 ** 9-1	10-53 Initial		
Same as listed in previous report.  1. LIST COURSES OF INSTRUCTION CONFLETED DURING REPORT FERIOD.  Reme of Course Location Length of Course Deter Completed  A. H. Degree (Foreign Affairs) George Wash Un.  C. R. Briefing T-30 Approx 8 days June 1953  IN ORAL TYPE OF MAIN AME FOR PRIMARILY INTERESTED!  Same as listed in previous report.  10 OFFERENT FROM 1998 PRIMARILY JOB, EXPLAIS TOUR QUALIFICATIONS INFITUDE, MADRICOSE, SKILLSE.  25 August 1953  APPLICATE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMARILE PRIMA				
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Same as listed in previous report.  10 010768687 0000 0055687 1000, EXPLAIS TOUR QUALIFICATIONS SAPTITUDE, MIDDLEDGE, SHILLSE.  25 August 1953  516  Lindael  Signature	C. R. Briefing	T-30	Approx 8 days	June 1953
25 August 1953 Frederich Plandall	Same as listed in it of the same same same same same same same sam	previous report.	TCATIONS IAPTITUDE, MIDULEDGE,	, 58\$2135.
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#### SECRET SECURITY INFORMATION

22. IN MAT RESPECT IS THIS PERSON'S PERFORMENCE ON PRESENT U	OB MUST POTICEABLY GOOD ON OUTSTANDING!
Same as listed in previous report.	•
13. ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRI	it teroet ean trie twenovement?
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Same as listed in previous report.	
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. COMMENT ON THIS PERSON'S ABILITY TO MANDLE GREATER RESPORS	ISILITIES NOW OR IN THE PUTURE.
Same as listed in previous report.	
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. ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QUA.	LIFICATIONS? (Recommend appropriate reassignment, 19
Recommend immediate assignment to Indonesian	field applyately station.
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. WHAT TRAINING OR ROTATION DO TOU RECOMMEND FOR THIS PERSON	
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Same as listed in previous report.	
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IP PERSONANCE CURING REPORT PERSON HAS BEEN UNSATISFACTORY PERSON OF UNSATISFACTORY PERSONANCE.	, TREEF IS ATTACHED CUPY OF MENORANOUM NOTIFYING THIS
THIS PERSONNEL EVALUATION REPORT HAS BEEN SISCUSSED WITH TH	E PERSON EVALUATED. ADDITIONAL CONSENTS INCLUDING
COMMENT ON ITEMS 1, 3 AND 9, ARE SHOWN BELOW UNDER ITEM 20.	
•	
25 August 1953	
DATE  1 MAYE REVIEWED THE ABOVE REPORT. ICOMMANDES, If any, are sh	SIGNATURE UP SUPERFISOR
nov 1, 1983	JA L. CAR
	1. U. Jonaly
COMMENTS: 114 nocessary, may be continued on forces also of	SIGNATURE OF REVIEWING OFFICIAL
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SECRET SECURITY INFORMATION

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•	PERSONNEL EV	VALUATION REPORT	:
Itomo I through & will	l be completed by Administrative	<del></del>	
1. Kupdyix.,	Fredrick C.	GS-9 Intel Off	(DB)
ያየሉ.	STAFF OR DIVISION B	BRANCH S DEPT.	"L. IF FIELD, SPECIFY STATION
5. PERIOD COVERED BY PE			Special
2-10-52	2-10-53	ssignment Reassignmen	ent of Supervisor
	I be completed by the person ev	valuoted Portance, with a brief description	
Name of Course	Location	Length of Course	Date Completed
Counter Espionage		l week (first week of two- week course taken in 1951)	9 May 1952
Thesis (AM)	George Washington University	Indefinite	To complete May 195
If Different face too I am interested in to broaden my know and counter intell	n my present job as a Wa	VALIFICATIONS TAPTITUDE, NUOLLEDGE Jashington Counter Espiona through future field tour Far East.	age Officer, but desire
2/23/5	3	Frederich	C Randal O
toos II through Is will	be completed by Supervisor		4FURE
Subject's performa		ivon outies titres under itsu i a as excellent. He is doing in intelligence.	
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#### SECRET SECURITY INFORMATION

12. IN GHAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT JCS WOST NOTICEABLE GOGO OF GUTS'ANDINGT
Subject is very thorough and industrious. He exhibits marked initiative and a very high degree of interest.
13. ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF IMPROVEMENT?  Subject will profit by a continuing effort to relate his work to all aspects of the Agency's intelligence function.
14. COMMENT ON THIS PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN THE FUTURE.
Subject has proven himself able to supervise the work of others and has handled well the increasing responsibilities of his job.
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19. ARE THERE OTHER DUTIES WHICH BETTER SULT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate resisionment, I
No change is recommended at this time. His easy, affable manner in dealing with other make subject well qualified for duties requiring more contact with others than his present assignment demands.
16. WHAT TRAINING OR ROTATION DO YOU RECOMMEND FOR THIS PERSON?
Further training is planned to include specialised courses given by the Agency.
•
LT. IF PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPE OF HENDRANDUM HOTIFYING TH PERSON OF UNSATISFACTORY PERFORMANCE.
LB. THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON EVALUATED. ASSITICABL COMMENTS INCLUDING COMMENT ON ITEMS 7, 8 AND 9, ARE SHOWN BELOW UNDER ITEM 20.
30 harch 1953 Olimber Harmell
9. I HAVE REVIEWED THE ABOVE REPORT. (Community, If any, are shown in item, 20.)
15 april 1953 V.O. Sootel
O. COMMENTS: (If necessary, may be continued on reverse side of cover sheet.)
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SEC. SERPETH CO. DA

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# TRAINING EVALUATION

OPERATIONS

IMPORTANT: The official to show this report is entrusted	d is personally responsible for i	t. He may show it to other
members of his staff as to the student concerned if such	ection is considered necessary (	ad advisable.
This report summarizes the test results. Other		
corese trained onto . More every leterinate are segulater in	the tiles of the office of Trair	ing (Covert), and may be en-
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should be referred to the Chief, Training and Evaluation,	TR(C).	

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FORM MV. 51-86 OCT 1951 51-86

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#### TRAINING EVALUATION

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•		32	CURITY INFOR	MATION				104

FORM 80. 51-118 317 1951

Attention to belatte the . tone [ ] REVIEWED dameluce & Shallcross SIGNATURE OF CHIEF, TRAINING AND EVALUATION H. G. WOOD DEFINITION OF ADJECTIVAL PATINGS All primary and secondary objectives have been achieved with a degree of proficiency-significantly above the level required for successful operation in this area of doing more advanced sork in training. SUPERIONS 1 All primary objectives have been achieved and most of the secondary ones at a level which would permit the insivifusi to perform satisfacturity in this riald or to complete successfully more advanced fraining. EXCLUENTE Attend the primary objectives have been met but many of the secondary 2015 have not. This grave renge represents the level of profitionly of the average student with medium patentiality, or less, for actual operations or future training at 3 higher level. SATISTACIONE: A few at the Jujor objectives have been achieved but the student's performance is no finite state he equiding to a difficulty in performing satisfactory work in this area or successivity completing training at a more attanced level. P(1/19: ' Fallüge:

14-00000

2 1 MAY 1979

MEMORANDUM FOR: Mr. Frederick Randall

FROM:

John N. McMahon

Deputy Director for Operations

SUBJECT:

Letter of Commendation

I have been advised that in connection with the Westinghouse FOIA litigation case you were a member of a team of employees who worked the weekend of 21-22 April to meet a court-imposed deadline. Your devotion to duty as demonstrated by giving of your time to process material for this case is most praiseworthy. I know this is not the first time that you have worked overtime to keep our good record. Thanks.

John N. McMahon

Frederick C. Randall

Dear Frederick,

Please accept my appreciation for an assignment well done as a member of the FY 1979 GS-13 Personnel Evaluation Board.

Your full-time service with the Board represents a major contribution to the Directorate's program of personnel assessment and management. Your recommendations for promotion, career development, and other matters have been very helpful.

I believe you will find on return to your regular duties that this time spent with the Board has broadened and sharpened your own focus on the personnel aspects of Agency management. I think it will make you appreciate more than ever our needs for carefully and candidly written appraisals of employees.

Sinceroly,

John N. McMahon Deputy Director for Operations

#### ADMINAGTRATIVE - INTERNAL USE ONLY

16 MAG 1979

MEMORANDUM FOR: Chiefs of DO Staffs and Divisions

FROM:

William F. Donnelly

Chief. Information Services Staff

SUBJECT:

Commendation

1. On 9 March 1978, the CIA Information Review Committee took note of the excellent work done by the Directorate of Operations in processing requests under the Freedom of Information and Privacy Acts. The Deputy Director for Operations was present, as were other Deputy Directors.

- 2. I would like to add my endorsement to that of the CIA/IRC and to commend all those who were/are involved in the processing of FOIA and PA requests. Although complex and time consuming, these tasks are obligatory by federal laws. In meeting the intent of the law, a difficult balance must be achieved. On the one hand, the rights of our citizens must be respected. On the other, the obligation of the Agency to protect its sources and methods must be honored. In meeting these rights and obligations, the Directorate of Operations has handled some 16,000 requests to date. In all instances where a requester has gone to the federal courts, the DO has never lost a case based upon our exemptions for sources and methods or classification.
- 3. This outstanding result stems directly from the very high quality of professionalism, dedication, excellent judgements by those involved, and close cooperation within the DO. These characteristics have contributed substantially to establishing legal and administrative foundations of considerable value to the U.S. Intelligence Community. As such, I request that this commendation be placed in the official files of the individuals involved for a job well done!

Villiam F. Donnelly

FILE . Frederick C. Randall

ADMINISTRATIVE - INTERNAL USE ONLY

# Department of Desense Computer Institute

The Department of Defense Computer Institute
has conferred upon

MR. FREDERICK C. RANDALL

this certificate denoting satisfactory completion of the

Compuler Orientation for Intermediate Executives Course

granted at the City of Washington, District of Columbia.

F. G. CHAREST, CAPTAIN, U. S. NAVY

22 MPRIL 1977

DATE

Halle

#### CONFIDENTIAL

## POLICY AND COORDINATION STAFF OFFICE OF THE DEPUTY DIRECTOR FOR OPERATIONS

#### TRAINING REPORT

#### EXECUTIVE WRITING SEMINAR NO. (1-6)

RANDALL, Frederick PARTICIPANT -

GRADE -

ISS -OFFICE -

CAREER DESIGNATION -

NUMBER OF PARTICIPANTS - 20

The Executive Writing Seminar is a part-time course consisting of one hour of class daily for two weeks, plus one half-hour private counseling session. It is designed for middle and upper level executives of the Directorate.

The objective of the Seminar is to improve the quality of written presentations to senior echelons of the Agency and the U.S. Government. It is an intensive writing-training course concentrating on clarity, brevity, and accuracy of expression.

This is a certificate of attendance only, and no attempt is made to evaluate student achievement.

FOR THE CHIEF, POLICY AND COORDINATION STAFF =

Seminar Chairman

CONFIDENTIAL

#### ADMINISTRATIVE - INTERMAL USE ONL

#### TRAINING REPORT

HANAGEHEMT SCHINAR

Participant: Randall, Frederick

Date: 31 May - 10 June 77

Employee Number: (

012170

Office: DDO/ISS

Service Designation: D

#### Course Objectives:

At the conclusion of the Seninar, participants should:

- 1. Be more aware of themselves as manarers and the organizational environment in which they function:
- 2. Be while to recognize specific ways in which personal and organizational effectivoness can be improved;
- 3. Be able to draw on a backround in management theory and apply team skills in solving a wide range of Agency problems: and
- 4. Have sufficient grasp of selected Agency administrative management systems so that they can apply them to their present and future management positions.

The Management Seminar explores pertinent management functions and processes, such as communication, decision-making, motivation, managing time and change, group involvement, and organizational behavior. The use of lecturettes, guest speakers, case studies, role playing, situational analyses, films, videotapes, and other exercises are involved.

#### Achievement Record:

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

FOR THE DIRECTOR OF TRAITING.

Jamence C. Newhouse

14 JUL 1977

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17 FEB 1975

#### MEMORANDUM FOR THE RECORD

Meritorious Unit Citation -- DDO/Privacy and Information Coordinator Group

On 12 February 1976 the Acting Director of Central Intelligence approved award of the Meritorious Unit Citation in recognition of the achievements of the DDO/Privacy and Information Coordinator Group since February 1975. The following employees are cited for their contributions to the Group:

Frederick C. Randall	Cicely B. Cass
	Ellen Lowman
Anna J. Langford	Mary Linda Vecellio
Harold E. Matter	Jerrie Stauffer
Helen H. Stilson	Robert C. Newton
Annette B. Swider	Graeme Elberg
	Donna C. Price

Recorder

Honor and Merit Awards Soard

Distribution: 1 - Each OPF 1 - Exec Sec/HMAB

Recorder/HMAB

# CONFREINTIAL

17 NOV 1975

MEMORANDUM FOR: Frederick Randall

SUBJECT :

Quality Step Increase

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

With personal best wishes,

William E. Nelson Deputy Director for Operations

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### CONFIDENTIAL

10 November 1975

MEMORANDUM POR: Acting Chief, EA/PIMS

SUBJECT:

Change of Home Base and Punctional Category

Frederick C. Randall

- 1. The Services Staff recently forwarded to your office a personnel action requesting a change of home-base and functional category for Mr. Frederick C. Randall. This memorandum is intended to provide additional information regarding this change as requested by FA Personnel.
- 2. Mr. Randall was assigned to the Services Staff in February 1975 to serve as the Freedom of Information Officer for the DDO. This assignment followed approximately ten years of service with FR Division. Mr. Randall's performance since reporting to this Staff has been outstanding. He is currently responsible for a staff of 12 employees and with the increasing responsibilities as a result of the enactment of the Privacy Act it is anticipated that additional personnel will be required in order to handle the workload.
- 3. Mr. Randall has been responsive in the handling of ROI requests and is noted for his professionalism, tact, persuasiveness, and analytic skills. He has done an excellent job of establishing realistic manpower requirements for the Privacy and Information Coordinator Staff, keeping up with a heavy workload while training new employees and making constant adjustments as further experience is gained in the administration of the FOI and Privacy Acts.
- 4. It is my opinion, and also CNG's, that Mr. Pandall's strengths are in a staff assignment such as his current one. Therefore, following discussions with Mr. Randall, it was agreed that his home-base and functional category should be changed from EMC to DAC.
- 5. If there are any additional questions concerning this change, I will be glad to discuss it further.

Charles A. Briggs (Chief, Services Staff

CONFIDENTIAL L. 2. man a more

## SECRET

5 August 1971

MEMORANDUM FOR: Chief, FE Personnel

**SUBJECT** 

: Frederick Randall, GS-14 - Rotational Assignment - DO Division

- 1. The Personnel Management Committee of DO Division reviewed the assignment of Mr. Frederick Randall to DO Division in view of his request for a two year extension of his tour in DO and FE Division's request that DO Division consider changing his Home Base to DO.
- 2. The Acting Chief, DO Division has approved the committee's recommendation that (a) Mr. Randall remain in DO Division for an additional two years until July 1973, (b) Subject's Home Base not be changed to DO Division since DO does not normally Home Base personnel assigned to us on a rotational assignment, and in view of Mr. Randall's expressed desire for an overseas assignment following his two year extension in DO. Mr. Randall feels that his personal circumstances would permit him to accept an overseas assignment at that time.

Paul S. Latchford Chief, DO Personnel

# CONFIDENTIAL

10 October 1975

MEMORANDUM FOR: Director of Personnel

THROUGH : Chairman, DDO QSI and Honor and Merit Awards Panel

SUBJECT : Request for a Quality Step Increase for Mr. Frederick

C. Randall, GS-14

1. On the basis of the information presented below, it is recommended that a Quality Step Increase be approved for Mr. Frederick C. Randall.

- 2. Mr. Randall has been employed by the Agency since September 1951. He has spent his Agency career in the Operations Directorate serving with East Asia and Foreign Resources Divisions. He has had field assignments in Jakarta and Tokyo and spent four years at FR Base, Washington.
- 3. In early 1975, Mr. Randall was assigned to the Services Staff to serve as the Freedom of Information Officer for the DDO. In spite of the ambiguity of evolving guidelines, constant pressure of short deadlines, a very large volume of work and the cultural trauma the Act and its implementation generated, Mr. Randall's performance has been outstanding. He is noted for his professionalism, tact, persuasiveness, analytic skills, and realistic, while tough-minded, protection of DIO sources and methods. In addition to his FOI responsibilities, Mr. Randall was just designated the Privacy Act Coordinator for the DDO. It is still too early to predict the actual work requirements as a result of this Act, but it is anticipated that Mr. Randall will meet these added responsibilities in the same exceptional manner as he has fulfilled his FOI duties.
- 4. Consideration has been given to the granting of an Honor and Merit Award. However, it is felt that a Quality Step Increase will provide more appropriate recognition of Mr. Randall's outstanding performance during the past seven months in a very challenging and demanding assignment.

Charles A. Briggy Chief, Services Staff

Attachments
Bio Profile
Fitness Reports
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CONFIDENTIAL

# CONFIDENTIAL

SUBJECT: Request for a Quality Step Increase for Mr. Frederick C. Randall, GS-14

APPROVAL RECOMMENDED:

APPROVED:

Director of Personnel

5 May 1975

MEMORANDUM FOR: Frederick C. Randalle

SUBJECT:

Letter of Instruction

REFERENCE:

DON 1-1289 dated 3 February 1975

- 1. The purpose of this Letter of Instruction is to fulfill my responsibility to provide you with a statement of your responsibilities as the Freedom of Information Officer for the Directorate of Operations, to assist you in focusing your efforts and activities, and to assist me in judging and evaluating your performance and potential.
- 2. Your primary responsibility is to fulfill the requirements of the Freedom of Information Act that pertain to the Directorate of Operations on behalf of the Deputy Director for Operations. To accomplish this, you will be the central point of contact for all FOI matters within the DDO. You will develop procedures designed to ensure that FOIA requests for information are fulfilled or legitimately denied, taking into account both the provisions of the FOIA and existing laws that require the Central Intelligence Agency to protect that information necessary to the continuation of its mission. You will suggest and promote courses of action which should be implemented to fulfill your responsibilities and carry out policies levied upon you by higher authority, including preparation of appropriate rationale and/or options for those cases requiring denial of release by me as the DDO official so authorized.
- 3. You will develop a staff of personnel to assist you in the performance to your mission, and provide effective guidance to them.
- 4. You will be directly responsible to me as the Chief, Services Staff and receive direction and support from me, serving as my Special Assistant. You are encouraged to take maximum initiatives on FOI matters with principal components of the DDO and concerned elements of CIA outside the DDO, keeping me generally informed of your activities.

CL BY 011078 E2 IMPDET

CONFIDENTIAL

5. You will fulfill any further responsibilities or assignments that may be levied by higher authority.

Charles A. Brings Chief, Services Staff

I have read and understand this Letter of Instruction:

QSI RECOMM NDATION REVIEW

SUBJECT: FREDVRICK C. RALDALL OFFICE: DX/TR

GRADE: 14/12 DATE OF GRADE: 06/04/67 POSITION GRADE: 15

LAST QS1: 57/04/65 REMARKS:

RECOMMEND APPROVAL: Che + 1. Truin DATE: 10/3/156

Request No. 046246

Oate 29 Jul 1975 of Attendance

In order that my training record may be completed, I certify that I attended the following course but did not receive a completion document from the facility sponsoring the training.

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FACILITY:_	Civil Service Commission	, .	
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DATES OF T	RAINING: May 30, 1975		
TRAINING RI	equest number: 046246		
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NOTE: This form is to be used only when the facility attended does not issue official completion information.

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Section I must be completed in all cases. You need provide other information only if there have been changes since
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If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed

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After completing three years as a case officer in the Washington Base
I feel that a change of assignment would be beneficial both to myself
and WOFIRM. In past assignments I have served as a field case officer
in several field stations and as a desk chief and staff officer at
Headquarters. My personal/professional interests lie in the field of infernational relations in the Far East (I have taught international
politics at the college level and currently am completing a Ph. D.
degree as a part-time after-hour student). I would like to be assigned
to a position in which I could utilize my past operational experience
as well as my substantive interests. My first choice would be a tour
with WOHORN, or if a position there is unavailable at this time, a
similar position within WOMACE.
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12. IN CONSIDERATION OF THE CAPERIENCE AND PERFORMANCE OF THE EMPLOYIE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.
Subject is highly qualified for a senior staff job requiring
analytical ability in the geographical area of the Far East. As noted above, Subject has expressed a desire to be assigned to a
position of this type in WOHORN. In view of Subject's professional
interest in the field of International Relations in the Far East, it
is recommended he be assigned to WOHORN, or if a position there is
not open at this time, a similar position within WOMACE.
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### 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,

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DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

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WAIVER OF LIFE INSURANCE COVERAGE

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### TRAINING REPORT

### Clandestine Services Review Course No. 49 (29 Parch - 7 April 1966) (64 hours, full-time)

RANDALL, Frederick C. Student: DDP/DG Office:

1926 Year of Birth: Service Designation:

GS-13 Grade: No. of Students:

Sept 1951 EOD Date:

### COURSE OBJECTIVES - CONTENT AND METHODS

This course aims to develop in the Clandentine Services officers and others recently returned from the field an up-to-date awareness of the role of CIA in the United States intelligence community, the relations of the DDI and DDSST areas with the CS, the support available from the offices of the DDS, and the current organization and functions of the Clandestine Services.

The course is presented by lectures given by CIA officials who are directly responsible for the missions, functions, programs, and services discussed. Each lecture is usually followed by a short question period. Approximately 10 per cent of the students' time is scheduled for reading pertinent up-to-date regulations and background summeries.

### ACHIEVENEUT RECORD

This is a certificate of attendance only; no attempt was made to evaluate student achievament in the course.

FOR THE DIRECTOR OF THAINING:

Andray F. blocoli

Chief lastmeter

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I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 7 October 193, and the information brochure for PCS returnees, dated May 1964.

Judin / Landall
Signature

2 AUNST 1967

FIEDE-ICK C. MANDALL

CONFIDENTIAL (When Filled In)

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Expensive Registry

CO. P. 52494

Ltr. 6499th Support Group (CR), 11 June 1965, Letter of Commendation

2d Ind (AFNIN)

13 JUL 1965

Headquarters USAF, Washington, D. C. 20330

TO: Central Intelligence Agency
Headquarters Building
2430 E Street
Washington, D. C.

- 1. The attached correspondence regarding Mr. Frederick Randall is noted and forwarded with great pleasure.
- 2. The exemplary cooperation and professional support provided by Mr. Randall have contributed to the overall success of the 6499th Support Group and the national collection program.
- 3. This indorsement is UNCLASSIFIED when standing alone.

MACK E. THOMAS
Major General, USAF
Assistant Chief of Staff, Intelligence

1st Ind

33 .... 1965

TO: Chief, FE Division

3

The Director has noted these letters of commendation and has asked that his own appreciation for a fine performance be expressed to Mr. Randall.

L. K. White

Executive Director - Comptroller



HEADOHARTERS 6499TH SUPPORT GROUP (PACAF) UNITED STATES AIR FORCE APO SAN FRANCISCO 96594

1 1 JUN 1965

RIPLY TO ATTN OF: CR

SUBJECT: (U) Letter of Commendation

CINCPACAF (DI) HQ USAF (AFNIN) Central Intelligence Agency (Director of) IN TURN

- 1. (S) I wish to commend and make a matter of record the outstanding support rendered to this organization by Mr. Frederick Randall, Area Liaison Coordinating Detachment, Tokyo, Japan, from the period of July 1963 to date. Mr. Randall served as the focal point for 6499th Support Group coordination of various collection operations in consonance with national and service directives. He was at all times most tactful and helpful, and all who came in contact with him left with the feeling that they had met a true professional.
- (S) Mr. Randall contributed greatly to the overall morale and esprit de corps of those persons charged with the responsibility of planning for and initiating new operations to gather data of priority national aerospace interest. He handled potentially embarrassing situations with humor, dignity and aplomb. He gave freely of himself and spent many hours in assisting us in coordinating various operations, discussing the strengths and weaknesses of proposed approaches to collecting information, and in serving as a most effective go-between this headquarters and various station chiefs in other areas when operations under way were multi-national in area. We liked, trusted, and respected him.
- (S) Mr. Randall's outstanding effectiveness as a coordinator of intalligence collections was exemplary in nature and reflected great credit upon him and his parent organization.

WALTER C. VITUNAC

Colonel, USAF

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Commander

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Ltr, 6499th Support Group (CR), 11 June 1965, Letter of Commendation

lst Ind (DI)

1 JUL 1965

Headquarters Pacific Air Forces (PACAF), APO San Francisco 96553

TO: Headquarters USAF (AFNIN)

Central Intelligence Agency (Director of)

IN TURN

- 1. It is a pleasure to forward this letter commending Mr. Frederick Randall. The knowledge and guidance he has imparted to the 6499th Support Group have greatly contributed to the overall efficiency and productivity of our intelligence collection operations.
- 2. This indorsement in itself does not contain classified information.

DONALD C. SHULTIS

Colonel, USAF

Director of Intelligence

## CONFIDERTIAL

12 JUL 1905

HERCHARINE FOR: Mr. Predorick C. Randall

SUNDET : Quality Step Increase

- 1. I was pleased to learn that you have been granted a quality Step Increase. Such a recognition is proof of the high esteem in which you are held by your supervisors in the Claudestine Services.
- 2. Please accept my personal best wishes. I as confident that your future performence will be of a continuing high quality.

December Pidelerald Deputy hirector for Plana

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CONTINENT

## CONFIDENTIAL

9 JUL 1955

MEMORANDUM FOR:

Head, Clandestine Services Career Service

SUBJECT

Notification of Approval of Quality Step increase - Frederick Randall

- 1. I am pleased to send to you the attached official notification of the approval of the Quality Step Increase which you recommended for this employee.
- 2. The salary increase accomplished by the award of a Quality Step Increase is important and tangible evidence of the esteem in which the employee so recognised is held. However, I believe the commendatory and incentive benefits of this award will be partially lost unless it is prepented in an appropriate ceremony which will afford the individual recognition among co-workers and supervisory efficials. Also, I believe such recognition serves to inspire either employees to aspire to essaing such recognition.
- 3. May I sek, therefore, that you arrange to have this Quality Step Increase presented at an appropriate ceremony.

yel Proceed 3. Rateriou Emmett D. Echolo (Director of Personnel

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## CONFIDENTIAL

1 6 JUN 1965

MEMORANDUM FOR: Deputy Director for Plans

ATTENTION: DDP/OP

SUBJECT: Request for Quality Step Increase - Frederick C. Randall

1. On the basis of the information presented below, it is recommended that a quality step increase be approved for Frederick C. Randall.

2. Mr. Randall has been affiliated with this Agency since September 1951, and has been assigned to the Operational Support Staff at Tokyo since 1961. Mr. Randall's duties are: liaison with the military clandestine intelligence community; commanding officer of a principal Agency supervisor of the Central Registry; supervisor of the local TSD establishment; and Agency participation in a multi-agency CI Repository and an Agency-run multi-agency Central Carding facility. Mr. Randall's primary duty at the Tokyo Station is Station PBRAMPART responsibilities. These responsibilities are broad and highly important to all RAMPART relations throughout the Far East. Through Mr. Randall's intensive effort to strengthern and increase the Agency's role in the coordination of clandestine-collection activities, he has been able to set a positive pattern of effective procedures for coordination of the military services! clandestine collection operations. These procedures are now being emulated wherever possible throughout the Far East. Mr. Randall's tenacity and patience, based on solid operational field and Readquarters experience, have worked to a distinct advantage for the Agency in the RAMPART field. The Chief of Station, Tokyo has stated that the vast improvement in the local coordination business has been in large part due to Mr. Randell's exceptional ability to do a good job. Burther, as a supervisor and a manager, he has quite successfully handled from 10 to 15 subordinates in the diversified functions listed above.

3. During Mr. Randall's total service at the Tokyo Station, he has demonstrated his ability and capability to carry cut a variety of tasks in an exemplary manner. Mr. Randall has been in grade as a GS-13 since September 1958. He has been recommended three times for promotion to GS-14 since 1963. Due to the limited number of promotions made in this grade category, he was not selected. The Chief of Station and Chief, Far Mast Division request that Mr. Randall be granted a quality step increase for a long tenure of strong performance and as recognition of an outstanding Job well done in his present assignment.

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4. As stated above, Mr. Randall has continued to perform in an exceptionally strong manner and is expected to continue for the remainder of his present and future assignments. We have considered the presentation of an Honor or Merit Award; but the Division feels that a quality step increase appears to be more appropriate in this particular case due to his extended period of time in grade without promotion. Mr. Randall is scheduled for reassignment in June 1965 and we feel the granting of a quality step increase at this time will indicate our appreciation and recognition of his excellent performance.

William E. Colby Chief, Far East Division

CONCUR:

Juse Miller

24 lune 65

APPROVE:

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. (4)	cont.)
9. PREFERENCE FOR NEXT ASSIGNMENT (continued)	
C INDICATE YOUR PREFERENCE FOR REEF ASSIGNMENT BY IN THE BOXES BELOW:	INSERTING NUMBERS 1, 2 AND 3 (for jet, 2nd and 3rd choice)
2 PETURN TO MY CURRENT STATION	
INDICATE CHOICE OF COMPONENTS	UTV. WITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS,
IST. CHOICE FE PAD. CHOI	CESRD. CHOICE
DE ASSIGNED TO ANOTHER FIELD STATION. SITM INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECI	RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION.
1ST. CHOICE GERMANY 2ND. CHOI	
10. HOW MUCH LEAVE DO YOU DESIRE RETREEN ASSIGNMENTS?	INDICATE NUMBER OF BORK DAYS40
Wife age 38 Daughter age	
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Son age 12  118. INDICATE ANY CHANGE IN YOUR PERSONAL OR FAMILY SITU ASSIGNMENT	JATION WHICH SHOULD BE CONSIDERED IN DETERMINING YOUR NEXT
None	
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12. SIGNATURE: COMPLETE ITEM NO. S. I. TRANSMITTAL SHEET TO BE COMPLETED BY SUP	TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM.  ERVISOR AT FIELD STATION
13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMAN ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STA	nce of the employee, his expressed preference for next tion, indicate your recommendation for his next assignment s supervisory capability. He has done an
outstanding job in the time-consuming function	tion of coordinating operations with the
	nity in Japan. Unfortunately, this function
	allowed us to assign him as much operational
work as we desired. However, in his discus	
	guidance and in this regard his operational
judgment has been excellent and respected b	
Continued on attached sheet.	
14. SEGNATURE: COMPLETE ITEM NO. 5-2, TRANSMITTAL SHEET	. TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.
	E OFFICER OR PERSONNEL OFFICER AT HEADQUARTERS
is. In consideration of the past exterience and performa assistment. And the staffing requirements of the compressionment and that mis next assistment and thaining FE Division Requests that Mr.	PONENT TO WHICH HE IS CURNENTLY ASSIGNED, INDICATE YOUR
Operations in Headquarters upon	n his return from Tokyo, Japan.
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16. NAME OF CAREER SERVICE OFFICER OR PERSONNEL OFFICER	SIGNATURE
Robert L. Staten, CFE/PERS	m. 1. Bouler
FOR USE OF C	AREER SERVICE
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# CONFICENTIAL

FIELD REASSIGNMENT QUESTIONNAIRE

Section 13. Continuation. Frederick Randall

for special schooling facilities. It has reached a point that during the next two years they should be in the Washington area where these special facilities are available. I fully endorse his request in Section 9, above, and recommend he be placed in charge of an area desk.

Comment ML

CONFIDENTIAL

S/C ATT TO FJTT-1214

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### CONFIDENTIAL

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave at government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency infor-mation required in the event of an employee emergency. The original of this form will be filed in the employee's official personnel folder Kandol Frederick RESIDENCE DATA PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE 4925 DEEL DITTE, MICHAL, VQ. Chicha, Nebroska MARITAL STATUS (Check one) BINGLE MARRIED SEPARATED WIDOWED ANNULLED JUNE 3,1950 MARRIED, PLACE OF Nebraska Omaha IF DIVORCED, PLACE OF DIVORCE DECREE DATE OF DECREE IF. WIDOWED, PLACE SPOUSE DIED DATE SPOUSE DIED IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S) MEMBERS OF FAMILY Rondo II EL 6-4698 NAMES OF CHILDREN Rondoll Rundal " Rondall Rondal AUDRESS Conneig TELEPHONE NO. alittord 2127 Unk. TELEPHONE NO. Kundel KANICE UNK. WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS RE-QUIRED IN AN EMERGENCY. - FOTHER , MICTHEL. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY fither OME TELEPHONE NUMBER CoK. Kon es 15 THE INDIVIDUAL NAMED ABOVE WITTING OF YOUR AGENCY APPILIATION? (If "No" give name that he believes you work for.) 1 YES IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALE? (II "No" give name and address of person, if any, who can make such decisions in case of emergency.) VES DOEN THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE" (II dismet to "No" YÉS The persons named in stem 3 above may also be notified in case of emergency. If such notification is not desirable because of health or other reasons, please so state in item 6 on the reverse side of this form.

FORM 61 SIE PREVIOUS

CURRENT RESIDENCE AND DEPENDENCY REPORT

CONFIDENTIAL

CONTINUED ON REVENSE SIDE

14:

## CONFIDENTIAL (When Filled In)

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HAVE YOU EXECUTED A POWER OF ATTORNEY! YES NO. (11°Y00°, who p	seeze the power of attorney?)
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## TRAVEL AGREEMENT BY STAFF EMPLOYEES ASSIGNED TO PERMANENT DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

- 1. In accordance with the policy of the Central Intelligence

  Agency, I agree to serve outside the continental United States a minimum tour of 24 months from the date of my arrival at my

  permanent post of duty, unless said tour is sooner terminated by the

  Government for its convenience, or it is terminated by the Agency for

  circumstances that are considered by it to be beyond my control.
- 2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.
- 3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

WITNESS:

State State

Fullsid (Kandal)

Frederick C. Randall

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Date:__

27 Aug. 1961

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

### OFFICE OF THE DIRECTOR

3 APR 1956

MEMORANDUM FOR: Frederick Randall

SUBJECT:

Notification of Membership in the Career Staff

- 1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 10 September 1954.
- 2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.
- 3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds
Chairman, CIA Selection Board

Noted:

Frederich Carball

Date: (unc 26, 19:

8 JUL 1958

Selection Staff Office of Personnel

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INTEGREE AGREEMENT

Washington, D. C.

### Dear Mr. Frederick C. Randall:

This is a memorandum of agreement between you and the United States Government in regard to your employment by CIA. It is hereby mutually agreed and understood that:

1. As an employee of CIA, at the present grade and salary of GS=12 S 7570
per annum, you will accept in the effective
as of 27 Oct 155 . You will, incofar as consistent with your basic respon-
sibility to CIA, abide by all the rules, regulations, practices and policies
of the in order to appear as a conventional member of that
establishment. Your amointment to the is being effected
at the class of
2. 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 Currently, your prescribed tour
consists of a period of Two (2) years from the date of your
arrival at your overseas duty. Your assignment may be terminated
earlier for the convenience of CIA, and the length of your tour of duty,
as currently specified, may be unilaterally changed by CIA in order to
conform with subsequent changes in the prescribed tour of the
If you request termination of your overseas assignment solely
for your own convenience, unless it is for circumstances that are con-
sidered by the Agency to be beyond your control or if you are terminated
for cause either by theor CIA before you have completed
the minimum period of service prescribed above from the date of arrival
at your overseas post of duty, you will not be entitled to return travel
or transportation for yourself or your dependents to the United States
at Government expense. If you request termination of your overseas assign-
ment solely for your own convenience, unless it is for circumstances that
are considered by the Agency to be beyond your control or it you are
terminated for cause either by the or CIA before you have
completed one (1) year of service from the date of your arrival at your
overseas duty, you will be required to reimburse the Government
for all its exponses for your travel and transportation, and that of
your dependents, from the continental United States to such oversome
of duty.
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3. Travel to your duty overseas and your return travel to United States, as well as travel performed overseas which is consistent

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Such travel will be accomplished in conformance wit	h
applicable regulations of the except when you are	
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4. You are entitled by this agreement to the carment of a post	7
differential and allowances, based upon your CIA	
salary rate, Payment of your salary, diff	
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for your services when the total amount is equal to or greater than to payable by CIA. Otherwise, the balance will be paid directly to you	
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schedule of allowances applicable to your grade (CIA	140
and duty are subject to unilateral adjustment by the Government	nt.
5. Your status as a GIA employee will continue in full force and effect during your period of duty with and you will be and you will be a second or such a second or such a second or such a second or such a second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as second or such as seco	1   1 1 1
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normally be transferred to your credit with CIA. If security con	•
ditions require that you be given a lump-sum payment for accrued annual leave, you will be required to pay the gross amount of any	,
such lump-sum payment to the CIA at the time of your reinstatemen	
including any withholding tax deducted by the	
b. Upon your you will	
continue to be covered by the provisions of the Civil Service	
Retirement Act, as amended, and you will be subject to payroll	
deductions for retirement purposes (now six percent).	
5. If the CIA considers it undesirable for you to continue the un	9.0
of your your services will be utilized whenever	
possible inverse other appropriate capacity no designated by CIA, unless	
the sircumatances are such as to warrant your termination for cause:	٠
7. Consistent year you will continue to be	
responsible for compliance with CIA rules and regulations.	

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

CENTRAL INTELLIGENCE AGENCY

Personnel Office

ACCEPTED:

Date: S/LLJ JA

APPROVED:

HARRISON G. REYNOLDS

DIRECTOR OF PERSONNEL

Date:

Date:

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A. Personnel

RANDALL

FREDERICK CRAWFCRD

Name: Last, Middle

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FÓR QUALIFICATIO'S

FROM:

TO:

Personnel Director

DATE 1 DEC 1952

SUBJECT:

PERSONNEL QUALIFICATION QUESTIONNAIRE

- 1. The Agency is currently revising the system for machine coding employee qualifications, thereby permitting more complete and accurate data on all personnel. The new system will aid in implementing Agency policies on promotion from within by facilitating the selection of personnel with desired education and experience for vacancies which may occur. It 4 is also expected that the new system will provide readily accessible statistics for planning and management purposes.
- 2. The attached questionnaire is designed to cover adequately those. factors in which the Agency is interested. Although the information is, in a large measure, already reflected in previous forms submitted by you, it is felt that your time within the organization may enable you to emphasize those qualifications pertinent to its needs. The questionnaire also serves to bring your education and qualifications record up to date.
- 3. Your cooperation is requested in completing the questionnaire as thoroughly and accurately as possible and returning it to your Administrative Officer within the time allotted.

SECRET Security Information

PORM NO. 37-182

11-107

## PERSONNEL QUALIFICATION QUESTIONNAIRE

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## SEC. II. WORK EXPERIENCE

14-00000

CIA Experience: State the specific nature of duties performed with CIA and CIG, starting with your present position. Take position titles from your official personnel papers, if you have personal copies. Please do not request your Official Personnel Folder. Include geographic area and subject matter dealt with, if applicable. Position Title is your classification title such as Geographer, Intelligence Officer, etc. Duty Title indicates your organization position such as - Section Chief, Branch Chief, Administrative Assistant, etc. and is to be filled in only if different to the Position Title. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to adequately describe your duties.

Description of Duties: Counter Englosege Officer From 10/9/510 Pros. Tot. mos. 14 for Branch of FR Division dealing with Indonest Grade CS27 Salary \$4205 and Malays. At present Head of the CZ Section which is charged with the responsibility for Office CR coverage of Indonesia and Malaya Hile: Intelligence Officer (CR) Duty Br. 5. 58 Div Duty Station, is overseas: Title: Chief CE Sec. Description of Duties: Tot. mos. Position Title: Duty Title: Duty Station, if overseas: ЮШ e Fualitum Tiste BARY Tatte Ville Prese | 1 1 1279 fitte Pat V

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II. WORK EXPERIENCE (CONTID.)

Other than CIA: (Describe work experience for the last 15 years in sufficient detail to permit specific coding of your qualifications. Include military work experience. List last position (irst.)

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Security Intermation



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* If you have checked 'Fluent' for a languand written form (e.g., Arabic), explained Language Competence: Destroyling vocabularies and terminology extreme, and military fields. List the language fields.	cri)	be:	e c	or iii	np:	ei:	de	e l	pec	ein_ iali nest	zee	A 1.	any	(us	- age	w	ork

#### SEC. IV. AREA KNOWLEDGE

List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military commercial or professional work assignment.

Country or Region	Dates of Residence, Study	Manner in Wi Was Aquired	ich Knowle (check (X)	dge one)
	Etc.		Travel	Study
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Maleys	1951, 1952			
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Specialized Knowledge of Area List specalized knowledge of foreign country such as knowledge of terrain, coasts and harbors, utilities, railroads, industries, political parties, etc., gained as a result of study or work assignment. Include name of employer or organization.

	Type of Knowledge	How and When Cained
Indeposis	Political History	1951-1952 research & shudy on Independent del

Skill	Fer Cent of Time Used	Not Used	WPM (Approximate Proficiency)		er Ass g Skill	-	
Lyping	15	¥.	75	1.	Yes	2.	(Ng
Shorthand		٤.		1.	Yes	2.	No
Shorthand	System: 1.	Manual 2.	Machine 3. Speed	writing.			

SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

1. Licenses: List any licenses or certi- lication such as teachers, pilot, marine,	2. Hobbies: List any hobbies such as sailing, skiing, writing, or
etc.	other special qualifications.
	Music (collection of recordings
	and study of subject)

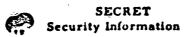
SEC. VII. PROFESSIONAL AND ACADEMIC HONORS

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SEC. VIII. PUBLICATIONS	· · · · · · · · · · · · · · · · · · ·				·	<del></del>
List below the type of writing (	non-fiction:	profess	ional	or scier	tific art	icles,
general interest subjects, curr						ories, etc.
of any published materials of w	hich you we	ere autho	PLOL	co-autho	T.	
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EC. IX. INVENTIONS	•	• •				
Describe any devices you have i	nvented as	to type	of wo	rk for wi	ich inte	nded ·····
and whether patented.	•				٠,	<b>.</b>
Device					atented	74,124
			(1)	Yes	(2)	No
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Type of Test		÷			Date	Takén
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EC. XI, PHYSICAL HANDICAPS	•					
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C. XIII. WORK ASSIGNMENT						
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ou think you are best qualified?		<del></del>		·		·····
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continua specialization in						
covert operations work both						

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Ť.	Present Draft Status		•	
	Have you registered u	inder the Selective Ser	vice Act of 1948?Yes	No.
	If yes, indicate your	present draft classific	ation IV A	
<b>.</b> 2.	Present Reserve or N	Vational Guard Status		
~~	Do you now have Rese	erve or National Guard	Status Yes x No.	
<u>-</u>	If yes, complete the f	following.		··. ~
	1. National Guard			
	2. Air National Gu			
	3. Active Reserve	Status (member of org	anized unit)	
	4. Inactive Reserve	e Status		
-	Service	Grade	Location	
	Reserve Unit with whi	ich currently aftiliated		
	Samilas Makilization	Assignment, if any		•
	Service Modification	Wasi Signenti vi mil		
· 	Location of Service R	ecords, if known		
EC.	. XV. CIA TRAINING		.,	
	List the training cour	ses or subjects you ha	we taken while in the CIA.	
	Course of Subject			lour
·F	Resic Orientation Course	3 :	October 1951	
	perations Course		November December	
	Covert Activities Instru	ction	Jan-Fab 52	
	Counter Espionage		ilay 52	
្ន	Staff Indectrination		Dec 1953	
F.C	XVI. REMARKS			
		cate any other qualific	ations you may have which yo	u de
	not describe above.		and the same and the same ye	_ 40.
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FORM NO. 37-79 MAY 1960 37-79 STANDARD FORM 61 (REVISEO AUGUST 1985)
PROMULGATED BY CIVE, SERVICE COMMISSION
FEDERAL PERSONNEL HARMAL

#### APPOINTMENT AFFIDAVITS

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

DECLARATION OF APPOINTEE

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

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#### QUALIFICATIONS UPDATE

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Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose, Section I must be completed in all cases. You need provide other information only it there have been changes since you submitted your form 1441, "Qualifications Supplement to the Personal History Statement," or a previous update form. If, you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.

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

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SECRET. SECTION VII MILITARY SERVICE CUPRENT DEAPT STATUS 2 SELECTIVE SERVICE CLASSIFICATION ARE YOU REGISTERED FOR THE DRAFT O vo □ ~ 3 LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS 4 P DEFEND GIVE REASON MILITARY SERVICE RECORD Active Duty Only) 1 MILITARY ORGANIZATION FAIRS Nors, 815 -2 BRANCH ON LORPS 3 DATES OF SERVICE tostanded action duty 10 . . S RANK GRADE OR SAIL 101 00 6 SERIAL, SERVICE OR PRE NUMBER CHECK TYPE OF THOMORABLE DISCHARGE SEPARATION BELEASE TO INACTIVE DUN
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512-170		LANGUAGE DATA RI	ECORD	
	PART. 1-	SENERAL	·	
I. NME (Loot-Firet-Middle)	(7-24)		2. DATE OF BIRTH	(89-30)
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	PART 11-LAN	UAGE ELEMENTS		
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5- I HAVE NO READING ABILIT	Y IN THE LANGUAGE.	1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1		
SECTION B.	Writi	vg (41)	<u> </u>	
1. WRITE FACTUAL NARRATIVE NATIVE STYLE, USING THE	DICTIONARY ONLY RARELY.	REASONABLE CLARITY,	WITH VERY FEW GRAM	MATICAL ÉRRORS. IN
"2. RARELY. I CAN WRITE FAC	TERS AND SIMILAR SIMPLE MATE TUAL NARRATIVE AND EXPOSITOR TICH MAY NOT BE NATIVE, USIN	Ý MATERIAL BITH REASO	MABLE CLARITY, WITH	
3 BUT WITH OCCASIONAL MINOS OCCASIONALLY.	TERS AND SIMILAR SIMPLE MATE I GRAMMATICĀL ERRORS AND IN	RINL, WITH REASONABLE DRYTOUSLY FOREIGH, AWI	SUCCESS IN CONVEY!	NG MY MEANING, THE DICTIONARY
4. I CAN WRITE PERSONAL LET	TERS AND SIMILAR SIMPLE MATE . ERRORS AND IN A VERY FORE:	RIAL, WITH REASONABLE DM. AWKWARD STYLE, US	SUCCESS IN CONVEYTING THE DICTIONARY	NG MY MEANING. FREQUENTLY.
5. I CANNOT BRITE IN THE LAN	GUAGE:			
Ection C.	. Pronuncia	tion (42)		•
F. MY PROMUNCIATION IS NATIV	it.			
2. WHILE HATEVES CAN DETECT	AN ACCEME IN MY PRONUNCIATE	N THEY HAVE NO DIFFIC	ULTY UNDERSTANDING	ME.
3. MY PRONUNCIATION IS OBVIO	USLY FOREIGN. BUT UNLY GARE	Y CAUSES DIFFICULTY F	GR NATIVES TO UNDE	RSTAND.
4. MY PRONUNCIATION IS OCCAS	IONALLY DIFFICULT FOR MATINI	S TO UNDERSTAND		
5. I HAVE NO SKILL IN PRONUN	CIATION.	-		
	CONTINUE ON S	EVERSE SIDE		Mi
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	CONTINUATION OF PART 11-LANGUAGE ELEMENTS ICE OF PERSON	
SECTION D.	Speaking (43)	With the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of
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1 SPEAK FLUTHTLY AND AL	COURATELY IN NEARLY ALL PRACTICAL AND SOCIAL STIME TONE I CAN COM AN AND I EMPLOY SOME POPULAR SAVINGS, LITERARY QUOTALINGS AND COM	
	SESTUATIONS OF BALLY LIFE AND THAYEL AND CAN CONDUCT ROUTINE BUSINE	SS IN PARTICULAR FIELD
4. I manage to get Augus	TO THE MOST COMPON STRUKTIONS OF BAILY LIFE AND TRAVEL.	
5. I HAVE NO ABILITY TO U	RE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.	
ECTION E.	Understanding (44)	
I UNDERSTAND NOW TECHN NEARLY EVENYTHING I HE	ICAL CONVERSATION ON ALL SUBJECTS. BOTH FACE TO FACE AND ON THE TI ABLOW THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.	LLECHIONE:   UNDERSTAND
I UNDERSTAND NOW TECHNIA 2. UNDERSTAND MOST OF BMA PUNS.	ICÁL CONVERSATION ON NEARLY ALL SUBJECTS. BOTH FACE TO FACE AND ON TI MEAR ON THE RADIO AND AT THE MOVIES PLAYS, AND LECTURES, INCL	THE TELEPHONES I UDING MOST JOKES AND
1 UNDERSTAND NEADLY ALL	L CONVENSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FA CH OF MAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECT	CE AND ON THE TELE-
I HEAR ON THE PAULO AND	EST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE: I UNDERS 3 AT THE MOVIES, PLAYS, AND LECTURES.	TAND SOME OF WHAT
5. 1 AM NOT ABLE TO UNDERS	STAND THE SPOKEN LANGUAGE.	-
GEFORE CONTINUING	- CHECK PART II TO ENSURE THAT YOU HAVE CIRCUED ONE NUMBER PER 31	CTION.
	PART 11-EXPERIENCE AS TRANSLATOR OF INTERPRETER (48)	-
I. I HAVE MAD EXPERIENCE A	S A YRANSLATOR.	
2. I HAVE HAD ETPENIENCE A	S AN INTERPRETEN.	
3 BOTH OF THE ABOVE STATES	VENTS APPLY.	
A) HONE OF THE ASOVE STATES	MENTS APPLY.	
	PART IV-CERTIFICATION	
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## **PERSONAL HISTORY STATEMENT**

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

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	LAST U. S. VISANA (Number)	(Type)	(Place of lame)	(Date of Issue)
SEC. S	PHYSICAL DESCRIPTION			
	AGE 24 SEX	Male HE	GHT 5' 10"	WEIGHT 160 1be.
•	EYES BLUE HATE	Brown COM	PLEXION PAIR	SCARS None
	BUILD Nedlya OTHER I	DISTINGUISHING	FEATURES None	minute among allustic menggaran ang menggaran ang menggaran ang menggaran ang menggaran ang menggaran ang mengg Menggaran ang menggaran an
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·	B. WIFE OR HUSBAND (IF YOU HA) MENTS—USE A SEPARATE SHEET BELOW FOR ALL PREVIOUS MAR	FOR FORMER V	vife or Husband Gi	VING DATA REQUIRED
•	NAME OF SPOUSE  PLACE AND DATE OF MARRIAGE	Ranc (Middle) June 3, 1950	(Maiden)	(Lest)
* 2 * *	HIS (OR HER) ADDRESS BEFORE	MARRIAGE (St.	and Number) (City)	Nobrea USA (Country)
•	LIVING OR DECEASED LIVING	DATE OF DEC	EASE NA	CAUSE
	PRESENT, OR LAST, ADDRESS	(St. and Number)	· Cum	Md, USA
	DATE OF BIRT	ACE OF BIRTH		USA (Country)
	IF BORN OUTSIDE U. S. INDICATE	DATE AND PLA	(1.1.7)	(000,000)
_	CITIZENSHIP USA WHEN	ACQUIRED?	irth where?	(Country)
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	EMPLOYER'S OR BUSINESS ADDRI			
	MILITARY SERVICE FROM NODO.	TO	BRANCH OF SER	VICE
•	COUNTRY			ee, v. s. or foreign
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•				Sack .	Garage Car	
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Sec. 6	5. FATHER (Give the same	Information for st	epfather and/or	guardian	on a sej	parate shee
egent -	FULL NAME 011ff	ord Edgar Randel	WIME!		(Lânt)	• *************************************
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Sec. 6.	MOTHER (Give the same in	nformation for step	nother on a separa	ite sheet	•	
•	FULL NAME Bernie	e Crawford Rands	in in in in in in in in in in in in in i		(Jast)	***************************************
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•	DATE OF BIRTH .5-17-89	PLACE OF BIE	THPlano, T	REKO		
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÷ •	L PULL NAME	(Firet)		Middle)		(let)	
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. 8.	FATHER-IN-LAW		. ;-		•	•.	
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Sec.	9. MOTHER-IN-LAW
	FULL NAME Kabel Dorothy Potter House Fedel
	LIVING OR DECEASED LIVING DATE OF DECEASE CAUSE
• -	PRESENT, OR LAST, ADDRESS 701 Connectiont Aven. Rook Springs Myon. US
	DATE OF BIRTH 5-5-1900 PLACE OF BIRTH Rock Springs. Myoning
	IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY
-	CITIZENSHIP USA WHEN ACQUIRED! BLESS WHERE!
, <u></u>	OCCUPATION ROLLOWICO LAST HMPLOYER
SEC.	10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:
· .	1. NAME ROME RELATIONSHIP
	CITIZENSHIP ADDRESS(St. and Nursber) (City) (State) (Country)
	8. NAME AGE AGE
	CITIZENSHIP ADDRESS (Stand Humber) (City) (State) (Country)  8. NAME RELATIONSHIP AGE
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	CITIZENSHIP ADDRESS (St. and Number) (City) (State) (Country)
Sec.	11. RELATIVES BY ELOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U.S. OR OF A FOREIGN GOVERNMENT;
	1. NAME AGE RELATIONSHIP AGE
,	CITIZENSHIP ADDRESS (St. and Number) (City) (diate) (Country)
	TYPE AND LOCATION OF SERVICE (IF KNOWN)
	8. NAME AGE AGE
	CITIZENSHIP ADDRESS (St. and Number) (City) (State) (Country)
,	(St. and Number) (City) (State) (Country)  TYPE AND LOCATION OF SERVICE (II' KNOWN)
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	TYPE AND LOCATION OF BERVICE (IF ANOWN)

## SEC. 12 POSITION DATA

14-00000

	A KIND OF POSITION APPLIED FOR
	R WEAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT: \$ 5825.  (You Will Not Be Considered For Any Position With A Lower Entrance Salary.)
	C IF YOU ARE WILLING TO TRAVEL SPECIFY: OCCASIONALLY Zee
er e ^k	FERQUENTLY CONSTANTLY
,	D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C
	Anywhere in the United States outside the united States
or or the	E IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, SPECIFY LOCATIONS:  Lither in the greater Machington erea, or in some foreign areas.
SEC. 18	8. EDUCATION
, 170	ELEMENTARY SCHOOL Olifton Rill ADDRESS Occaha, Hebracka USA (Constr)
	PATES ATTENDED1930-1959 GRADUATE? Yes GRADUATE?
	Mich School Porson Righ Address Canada, Hobraska USA
	DATES ATTENDED1940-1944 GRADUATE? . 700
77.	wachington University. St. Louis, Rissouri USA  COLLEGE South Dakota State Collappiers Brockings, South Dakota USA  Pro-engineering (City)
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	DATES ATTENDED. Island 1944 Sarchy 1945. DEGREE Madicas University of Chana Chana, Nobranka (194
	University of Chana Chaha, Nebreska USA  COLLEGE George Sachington U. ADDRESS Fachington D. C. USA  Government (City) Two mid She-half
	MAJOR AND SPECIALTY PERSON YEARS COMPLETED Cno. and
	PATES ATTENDED October 1950-Sept. 195k. DEGREE AH. (complate requirements Sept. 151)
	CHIEF UNDERGRADUATE COLLEGE SURJECTS . CONGERMONS. Elstory. Mathematice.
	Chemistry, Political Science, Economics
1 -	CHIEF GRADUATE COLLEGE SUBJECTS International Policies, International
	Organization, Latin American Politics, Informational Law

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c. 1	4. ACTIVE U. S. OR FOREIGN MILITARY SERVICE
	USA Army Air Porces PPO 5/16/45-11/28/46 (Country) (Service) (Rank) (Daim of Service)
	Pacific Air Service Command, Manila, P. I., 17149257 Honorable
	(Last Station). (* rial Nimber). (Type of Lincharge)
	BEMARKS:
	BELECTIVE SERVICE BOARD NUMBER 30 ADDRESS Omaha, Medranka
	IF DEPERBED GIVE REASON
	INDICATE MEMBERSHIP IN MILITARY BESERVE ORGANIZATIONS
	FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST. (List all civilian employment by a foreign government, regardless of dates.)
	FROM Oct. 1950 TO Present (IF IN FEDERAL SERVICE) Hone.
	EMPLOYING FIRM OR AGENCYStudent, George Mashington University
•	EMPLOTING FIRM OR AGENCY SWIBBROAL COOKS SBRILLINGOR. URLYBEBLING
	ADDRESS Mashington Do Co. USA
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	REASONS FOR LEAVING Desire position in my field of knowledge.  CLASSIFICATION GRADE FROM Oct. 1948 TO Sept. 1950 (IF IN FEDERAL SERVICE) Bonz EMPLOYING FIRM OR AGENCY O. A. Swanson I. Sons
-	REASONS FOR LEAVING Desire position in my field of knowledge.  CLASSIFICATION GRADE  FROM Oct 1948 To Sept. 1950 (IF IN FEDERAL SERVICE) Hone  EMPLOYING FIRM OR AGENCY C. A. Swanson & Sons  ADDRESS 1202 Douglas St., Cusha, Nebraska 1994  (St. and Number) (City) (Sunt)
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	REASONS FOR LEAVING Desire position in my field of knowledge.  CLASSIFICATION GRADE  FROM Oct 1948. To Sept. 1950 (IF IN FEDERAL SERVICE) Hone  EMPLOYING FIRM OR AGENCY C. A. Swanson & Sons  ADDRESS 1202 Douglas St., Comba, Nebraska USA  (St. and Number) (City) (Said) (Committy)  KIND OF BUSINESS Food Manufacture NAME OF SUPERVISOR Mr. Clarke Swanson  TITLE OF JOB Manufacturar's Rep. SALARY \$ 275 plus PER Mo.
	REASONS FOR LEAVING Desire position in my field of knowledge.  CLASSIFICATION GRADE  CLASSIFICATION GRADE  (IF IN FEDERAL SERVICE) Hono  EMPLOYING FIRM OR AGENCY C. A. Swanach & Sons  ADDRESS 1202 Douglas St., Chaha, Nebraska USA  (St. sed Number) (Chy)  KIND OF BUSINESS FOOD Manufacturename of Supervisor Mr. Clarke Swanach  TITLE OF JOB Manufacturar's Rep. SALARY \$ 275 plus FER Mo.  Expenses  YOUR DUTIES I represental by firm to various wholeswiers and retailers.

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FROM Jan. 1247	то Андия 1948	CLASSIFICATION GI (IF IN FEDERAL SE	RADE RVICE) ifone
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	C.HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE MIGHT FIT YOU FOR A PARTICULAR POSITION?  Hone that are not previously listed.	•
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	D. LIST ANY SPECIAL SKILLS YOU POSSESS AND MACHINES AND EQUIPMENT YOU BUCH AS OPERATION OF SHORT-WAVE RADIO, MULTILITH, COMPTOMETER, KE	CAN USE
	D. LIST ANY SPECIAL SKILLS YOU POSSESS AND MACHINES AND EQUIPMENT YOU BUCH AS OPERATION OF SHORT-WAVE RADIO, MULTILITH, COMPTOMETER, KE TURRET LATHE, SCIENTIFIC OR PROFESSIONAL DEVICES:	CAN USE

	E. ARE YOU NOW OF HAVE YOU EVER DEEN A LIGENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION, SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER LAWYER, CPA, ETC.
	IF YES, INDICATE KIND OF LICENSE AND STATE
	PIRST LIC. OR CERTIFICATE (YR)LATEST LIC. OR CERTIFICATE (YR)
٠	F. GIVE ANY SPECIAL QUALIFICATIONS NOT COVERED ELSEWHERE IN YOUR APPLICATION SUCH AS:  (1) YOUR MORE IMPORTANT PUBLICATIONS (DO NOT SUBMIT COPIES UNLESS REQUESTED)  (2) YOUR PATENTS OR INVENTIONS  (3) FUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE  (4) HONORS AND FELLOWSHIPS RECEIVED
٠	Honor Roll three times - University of Omaha
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	DO YOU RECLIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? IP ANSWER IS "YES," GIVE COMPLETE DETAILS:
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	MATELY-(Give residence and b		Street and Numb		<b>.</b>	State
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• • •		RES. AL	D 5814 Albert	Rig. Mahi	ington, D.	_O
- <del>, ;</del> · · ·	2 Mrs. Janda Ha. Rossa Sra	BUS. AD	D. Unk.			
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erena Or de	s Mr. Frank J. Sabatka	BUS. AD	D. Unk			
		RES. AD	n 4124 Wirt St	Omaha,	Nebraska.	L
SEC. 19	. NAMES OF FIVE PERSONS WE					
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	2 Mr. Douglas Arner	BUS, ADI	o viierevinu.o	£ Mich.,A	nn Arbor.	Mich.
		RES. ADI	204.N. Ingal.	LaAnnAr	bor, Mich	igan
	s. Mr. Oscar Illison	BUS. ADI	. lova State C	ollege, Am	вв,Іома	
		RES. ADI	1.2928.Lincoln	.way. Ames	ewoI	
	4. Mr. Siward Sabatka	DUG ADD	those of the	•	•	
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	5. Kr. James H. Ross. Ir					
-		RES. ADŲ	5034 .Bedford	Avanua, O	maha, Nobr	aska
SEC. 20.	GIVE THREE NEIGHBORS AT Y	OUR LAS	ST-NORMAL RE	SIDENCE	IN THE U	. s:
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	1. Mrs. and Mrs. J. F. Stark  2. Mrs. and Mrs. J. As Maccleuc	RES. ADD	. 4277 Nirt St. . 4282 Hirt St.	Ongha		
ε -		RES, ADD IBUS, ADD RES, ADD BUS, ADD	4277 Virt St. 4282 Wirt St. 4283 Wirt St.	Omaha, 1	ebraska ebraska	
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	2. Mrs. and Mrs. J. As Macol out 3. Mrs. and Mrs. D. As Baxter.	RES, ADD IBUS, ADD RES, ADD BUS, ADD	4283 Mirt St.	Omaha, 1	obraska obraska	
	8. Mr. and Mrs. J. A. Maccloud 8. Mr. and Mrs. D. A. Baxter.  Financial Background A. Are you enthely depende	RES, ADD RES, ADD BUS, ADD RES, ADD RES, ADD	A277 Nirt St. A282 Mirt St. A283 Mirt St.	Omeha, 1 Omeha, 1 Omeha, 10	ebraska obraska STATE SOU	RCES
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SEC.		S FOR THE PAST 1			
	FROM May 12	51 To Present	Apte 25-Ja 70	O Groig St., Soi	t Pleasant. Md
	FROM Feb 19	51 TO May 1951	1521 Na Abing	lon, Arlington, (Sine)	
že i	FROM Sept 1	950. to Feb. 1951		(City) (State)	(Country)
-	FROM June 15	250. то .8-р4_1950	5014 Isard St.	Ogaha, Nobrask	
	FROM .1949.	то June 1950	2727 Wyoming (	(Chr.) (State)	ska, USA (Country)
	FROM 1926	то 1949	4279 Wirt Stro	ot, Omeha, Nebra	eka, USA (Country)
	FROM	то	(St and number)	(City) (State)	(Country)
	FROM	то	(St. and Number)		(Country)
SEC.	23. RESIDENCE	OR TRAVEL OUTSI	DE OF THE UNI	TED STATES	
	A. FROM NOV.	.145 то Sept 146		ippine Islands.	Air Force duty
	FROM	TO	(City or section)	(Country)	(Purpose)
	FROM	ТО	(City or section)	(Country)	(Purpose)
	FROM	TO	(City or section)	(Country)	(Purpose)
	FROM	то	(City or rection)	· · (Country) ·	(Purpose)
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SEC.		MISCELLANEOUS				1121
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	C.	HAVE YOU EVER BEEN A LAW OTHER THAN A MINO STATE, COUNTRY, NATURE	R TRAFFIC VIOLATI	ON? IF SO, ST	ATE NAME OF	
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SEC. 26.	PERSON	TO BE	notified in	Case of em	ERGENCY:		-	
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zc. 28. I Bl	CERTIF EST OF I R OMISS EDIATE SIGNED	Y THAT MY KNOW SION AS DISMISS	THE POREGO VLEDGE AND TO A MATER SAL OR REJE	DING ANSWEI BELIEF, AND CALL FACT W CTION OF M	RS ARE TRU I AGREE TI ILL CONSTI Y APPLICAT	JE AND CO IAT ANY METUTE GROVION.  DATE SIGNATURE OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CONTROL OF A CO	DRRECT TO MISSTATEM OUNDS FOR	THEN I
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