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## The Black Vault



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25 July 1957

(Date)

MEMORALDUM FOR: Chief, Records . Services Division Office of Personnel

THROUGH

: Personnel Security Division

Office of Security

SUBJECT

Charles Ellsworth FLICK

1. Cover arrangements have been completed for the above named subject.

2. Effective <u>immediately</u>, it is requested that your records be properly (blocked) (proposed) to (deay) (asknowledge) subject's current Agency employment by an external immediately inquirer.

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Chief, Official Cover : Maison, CCB

cc: PSD/03

SS. H. 22.5259

SECRET

21 July 1959

File: K-6484

MEMORANDUM FOR: Chief, Records and Services Division

Office of Personnel

SUBJECT

Charles E. FLICK

1. Cover arrangements proceduoppocosoccasoco have been completed for the above-named Subject.

\_\_\_\_, it is requested that your 2. Effective 1 July 1959 , it is requested that your records be properly blocked records to deny retroctivese Subject's current Agency employment to an external inquirer.

IS PAUL P. STEWARM

HARRY W. LITTLE, JR. Chief, Central Cover Division

ce: SSD/OS

3 0 AUG 1963

MEMORANDUM FOR: Secretary, CS/CS Agent Panel

SUBJECT:

Recommendation for Promotion to Grade G8-13

Charles E. FLICK

- 1. Contact of the content of the con
- 2. In Mexico, 2 is still the manager of a large technical installation with over thirty employees. The production of the operation is tremendous and it is generally conceded to be the most successful thing of its kind. He manages its international staff smoothly, and all problems that arise are solved on the local scene. Security has been maintained faultlessly. The local scene. Security has been maintained faultlessly. The bis make-up. He will undertake anything. He has been in grade for five and a half year.
- 3. It is recommended that the promoted to grade 08-13.

J. C. KIN

Western Hemisphere Division

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MEMORANDUM FOR: Chief, Western Hemisphere Division

SUBJECT

Notification of Approval of Quality Step Increase - Carles 5 F Lake

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 recognized is held. However, I believe the commendatory and incentive benefits of this award will be partially lost unless it is presented in an appropriate ceremony which will afford the individual recognition among co-workers and supervisory officials. Also, I believe such recognition serves to inspire other employees to aspire to earning such recognition.
- 3. Acknowledging that cover problems may soverely limit the manner in which this notice is presented to the employee concerned, may I ask that you arrange to have it presented with such ceremony as is appropriate to his status and assignment.

Robert S. Wattles Director of Personnel

1 6 MAR 196**5** 

MEMORANDUM FOR: Secretary, CSCS Agent Panel

SUBJECT

Recommendation for Promotion to Grade GS-13

Charles & Flick

1. WH Division fully endorses the strong recommendation made by Chief of Station, Mexico, for the promotion of Arnold F. from GS-12 to GS-13.

2. The project supported by during the last five years is considered a model in the Agency and a good deal of the credit for such excellence is due to this officer, whose management of the project for a prolonged period of time has been well in excess of that required of a GS-13.

3. Subject is 46 years old and has been in grade as a Gs-12 for the past seven years.

Desmond FitzGerald

Chief

Western Hemisphere Division.

approved May 1965

EYES GALY

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CLASSIFICATION PROCESSING ACTION MARKED FOR INDEXING NO INDEXING REQUIRED ONLY QUALIFIED DESK CAN JUDGE INDEXING FROM MICROFILM SUBJECT Appirl Fitness ACTION REQUIRED - REFERENCES ACTION: See Below ittached are copies of an Annual Fitness Report on who is cutside case officer and technician for Project LIEINCY. 2. Chief of Station again strongly urges that this officer be monoted to 63-13 irrediately. It is not just, in the opinion of Chief of Station, Exico City, to penalize an officer who is given an assignment as a "specialist" (in this case a "tennician") and not promote him as would be the case of a regular case officer. 3. Chief of Station, Mexico City, has repeatedly recommended and unged the promotion of the communication of the communication of the control request for production is repeated. Attachment: As stated above (h/u) Distribution: /3 - 1/111/si/25ta DISPATCH SYMBOL AND NUMBER DATE : it'. \* HTT -5140 13 January 1965 SECRESIS YOUR HGS FILE NUMBER

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## EYES ONLY

## 8 November 1963

SUBJECT:

Secretary, Agent Panel

Charles & Flick

Promotion of

Memorandum for: Secy, Agent Panel, dated 30 Aug. '63, Subject: Nominations of Staff Agents for Promotion to

Grade G8-13

- 1. On 30 August 1963 a memorandum recommending the promotion of WH Division semi-annual ranking of GS-12 Staff Agents. In view of recently received information, I feel even stronger now that this employee is deserving of recognition by promotion at this time.
- 2. A representative of the FI Staff has just returned from a visit to the Mexico City Station and reports that is performing exceedingly well on the duties and responsibilities assigned to him. I am very gratified to hear this news and believe that it should be considered significantly by the Staff Agent Panel.

C. King Heatern Hemisphere Division

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MPAY ACJUSTMENT IN ACCORDANCE WITH 5 U.S.C. 5305 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED. AND DCI DIRECTIVE DATED OB OCTOBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENT: 07 JANUARY 1973

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NEW SALARY

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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-656 AND EXECUTIVE ORDER 11976 PURSUANT TO AUTHORITY OF OCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTS 10 JANUARY 1971

NAME

14-00000

SERÍAL DRGN. FUNDS GRESTEP

NEW SALARY

006830 51 620 CF GS 13 6

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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-291 AND EXECUTIVE ORDER 11924 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 DCTDBER 1962#

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EFFECTIVE DATE OF PAY ADJUSTMENT! 28 DECEMBER 1969

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SERIAL DRGY. FUNDS GRASTEP

NEW SALARY

006830 31 620 CF GS 13 6

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PAY CHANGE NOTIFICATION

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"PAY ADJUSTMENT IN ACCORDANCE WITH SECTION 212 OF PL 90-206 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF BC: AS PROVIDED IN THE C14 ACT OF 1949, AS AMENCED, AND A DCI DIRECTIVE DATED & DCTOBER 1967"

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1969

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SERIAL GRON. FLOOS CHASTER

ΝE. 546387

Flich, Chiles &

006830 51 620 CF 05 13 5

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"PAY ADJUSTMENT IN ACCURDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND 4-DCI DIRECTIVE CATED & DOTOBER 19629

EFFECTIVE DATE OF PAY ADJUSTMENT! 14 JULY 1968

NAME

HALL SE LOS

NEW 200 SALARY ORGN. FUNDS GR-STEP SERIAL

51 620 GS 13 4 006830

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MPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-206 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA 4CT OF 1949, AS AMENDED, AND A-DOL DIRECTIVE DATED 8 OCTOBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENT: A OCTOBER

SERIAL OGGN, FUNDS GRASTEP OLD MEW SALARY 008860 51 620 CF GS 13 4 \$14,217

\$14,857

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IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAR 37-793 AND DCI

SFAIAL ORGN FUNDS CFC 64-57 SALANY 006636 FALARY 51 799 CF G2 15 4 \$10.420 310,970

Flick, Calin E

IN ACCORDANCE WITH THE PROVISIONS OF PURLIC LAW NOT - 799 AND DOT ASSOCIATION DATES OF AUGUST 1984 . SALARY AS ACCUSTED 45 ECULORS. EFFECTIVE 14 OCTOBER 1982

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Flore Challes & COGS30

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ON STATUS AT END OF WAITING PERIOD

LOOP STATUS AT END OF WAITING PERIOD

CLEPKS INITIALS

AUDITED

OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE.

PAY CHANGE NOTIFICATION

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P Total base taken	ii diy (carani year)	30 0	18 Monthly accrual date		
10 Bolonce		0 *	20 Date basic service period completed		
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14-00000

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BJT: 17 MAY 67 ... NOTIFICATION OF PERSONNEL ACTION **XXB** 1. SERIAL BUMBIR Flecti Cha 000830 A EFFECTIVE DATE | S. CATEGORY OF EMPLOYMENT 3. NATURE OF PERSONNEL ACTION DESIGNATION AS PARTICIPANT IN CIA MC DA YR ก5 ∤ก7 |67 REGULAR RETIREMENT AND DISABILITY SYSTEM 7. Financial Analysis No. Chargooble | 8 CSC DR CINER LEGAL ANTHORITY FUNDS (F TQ V CF TO CF 7135 0990 0000 PL 88-643 SECT. 203 10. LOCATION OF OFFICIAL STATION 9. ORGANIZATIONAL DESIGNATIONS MEXICO CITY, MEXICO DDP/WH II. POSITION TITLE 12 POSITION NUMBER 13 SERVICE DECIGNATION D 14 CLASSIFICATION SCHEDULE IGS 18 etc 1 IL GRADE AND STEP IT SALARY TO BATE 15 OCCUPATIONAL SERIES 13 18. REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF 23 MAY 1967 AV THIS DESIGNATION. SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION TO Employ 21 OFFICE CRING
22 STATICH 22 INTEGREE 12 STATIC 22 ONLY OF BIRTH 25 DY

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18 PERSONNEL COST DATA CORE TO 140 DATA B REVERT DA THE C ATA TOOS FIGUR / HEALTH INSUFANCE 40 Secrat SECURITY NO \$ 05058 | HEALTH ME DOUT PREVIOUS CIVILIAN CONFINERT SERVICE 42. LEAVE (41.) 43 FEDERAL TAN DATA 305) A 20 PFT 11022 SERVICE PERMENSIONES L'OF 1064 E1168-15 2 50 2 BRIRK IN SERVICE BESS NOTATION AUTHOR STREET OF STREET SECRET Edmon

\*PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF FL 89\*504 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1967."

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1966

NAME

OLD NEH SERIAL ORGN. FUNUS GR-STEP SALARY SALARY

096830 51 620 CF GS 13 3 513,380 \$13,769

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\*\*PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301 PURSUANT TO AUTHORITY OF DCI 48 PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 8 OCTOBER 1962.\*\*

EFFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1965

NAME

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OLD NEW OPGN. FUNDS GROSTEP SALARY SALARY 006839

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/ LWOP STATUS AT END OF WAITING PEHIOD CLERKS INITIALS AUDITED BY I CERTIFY THAT THE HORK OF THE ABOVE NAMED EMPLOYEE IS. OF AN ACCEPTABLE LEVEL OF COMPETENCE. c/w MONTE & Sunc wit SIGNATURE: PAY CHANGE NOTIFICATION 9.61 560

(4-51)

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

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

## GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

Per Annum Rates and Stens

GRADE -	1	2	3	4	5	6	1 7	8	9	10
GS- 1	\$3.385								**********	
$\widetilde{GS}$ - $\widetilde{2}$	3,680	3,805	3,930	4,055	4,180	4,305	4,430	4,555	4,680	4,80
GS- 3		4,140			4,545			4,950	5,085	
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230		5,530	5,680	
GS- 5	5.000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	-6,320	6,48
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	
GS- 9	7,220	7,465	7,710	7,955	8,200		8,690	8,935	9,180	
GS-10	7,900	8,170	3,440	8,710	8,980	9,250	9,520		10,060	
GS-11	8,650	8,945	9,240	9,535	9,030	10,125	10,420	10,710	12 000	17,303
GS-12 GS-13	10,230	19 405	19 015	12 225	12 755	14,020 j	14 505	15 015	15 425	15 255
GS-14	14 170	14 660	15 150	15 640	16 130	16 620	17 110	17,000	18 000	18 580
ĞS-15	16 460	17 030	17 600	18 170	13 740	19 310	19 880	20,450	21,020	21.590
GS-16	18.935	19.590	20.245	20.900	21.555	22.210	22.865	23.520	24.175	
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NOTIFICATION OF PERSONNEL ACTION I have (applied any one give hand initiality) and suphames 2. DATE OF BIRTH 3. JOURNAL OR ACTION NO. 4. DATE 04/12/19 17 June 1960 This is to notify you of the following action affecting your employment: & EFFECTIVE DATE 7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY S. HATURE OF ACTION (USE STANDARD TERMINOLOGY) 12 June 1960 EXCEPTED APPOINTMENT (STAFF AGENT) 50 USCA 4031 FROM S. POSIÇIÓN TITLE Ops Officer 8120 9. SERVICE, SERIES. GRADE, SALARY GS-0136.01-12 \$8570.00 p/a DDP/WH 10. ORGANIZATIONAL DESIGNATIONS Branch 3 Maxico City, Mexico Station Project: LIENVOY IL HEADQUARTERS Mexico City, Mexico DEPARTMENTAL XX FICLO JATKBUTRAGEO 12. FIELD OR DEPT'L 13. VETEBAN'S PREFERENCE 14. POSITION CLASSIFICATION ACTION-NONE WIND OTHER S-PT 19-POINT NEW VIEW LA REAC SD:D 17 SUBJECT TO C S. PETIREMENT ACT 18 DATE OF APPRIATE TO LEGAL RESIDENCE In APPROPRIATION CLAIMED [] PATES 0135-5701-5170 DOG: 03/09/58 CSEOD: CL/16/51 LCD: CL/16/51 SCD: 03/16/41 TO THE STATE OF TH FUR DIRECTOR OF PERSONNEL THANCE PERFORMANCE RATING: . 21 SIGNATURE OF OTHER AUTHENTICATION

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## SECTION C HARRATIVE COMMENTS

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Indicate significant etrengths or me nesses demonstrated in correct passives being in proper perspective their relationship to everall performance. First suggestions made for improvement of weak sections. Give recommendations for training. Comment on foreign improvement of required for current positive. Amois or explain rutings given in Section B to provide best basis for determining future personnel action. Manage of performance of management or supervisory duties and cost consciousness in the use of personnel, suggest, swigness and cost consciousness in the use of personnel, suggest and indicate in complete.

The ratings given in this report are not meant to indicate a change in Subjective Control of the control of the complete suggests.

The ratings given this report are not meant to indicate a change in Subject's overall fitness and effectiveness in this operation, but rather, a reflection of the reporting efficer's interpretation of the letter grades themselves. Subject continues to do an impressive job in a task that to fimost would be far from personally rewarding and often very frustrating.

The equipment which he maintains is for the most part at least ten years old and requires constant maintenance and the use of improvised parts. Subject has used his ingenuity and sense of responsibility to improvise and keep the operation going. There has yet to be, to our knowledge, a moment when operations have been suspended due to his inability to keep the equipment going. This in itself is an act worthy of recognition.

Subject has nover missed a meeting nor has he ever complained about special meetings or special assignments due to operational necessity. He is often the first to call the attention of the Station to matters of operational interest which occur outside the normal working day.

of operational interest which occur outside the normal working day. Subject has always been aware of the Stations equities in this operation which transcend the operational and technical aspects. He has always demonstrated this awareness in his dealings with his local counterparts. They have personal respect for Subject and count him as one of themselves in all respects.

SECTION D	CERTIFICATION AND CO	MUSH 12
•	BY EMPLOYEE	
10	ERTIFY THAT I HAVE SEEN SECTIONS A. B	LAND COF THIS REPORT
7 December 1971	SIGNATURE OF EMPLOYEE	
	BY SUPERVISOR	and a series of the series of
CHTHS CHPLOVEE HAS BEEN NOTE MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYER, GIVE EXPLANATION
ATE	OFFICIAL TITLE OF SUPERVISOR	TOPED ON PHINTED NAME AND SIGNATURE
7 December 1971	Operations Officer	/8/
	BY REVIEWING OFFICE	A.
18	OFFICAL VITAE OF BENJER NEW CO.	The regular of area was successful and the second of the s
7 December 1971	Chief or Station	

(continued)

He has frequently been made privy to matters which would not normally be revealed to the Station or come to the Station's attention in the routine way. This is due to his closeness to the indigenous personnel connected with the operation and their acceptance of his "in" with the powers that be.

Overall, Subject contributes in a very strong way to the operation. Without him the operation and the resulting relationships may well have been lost some years ago. It is hoped that his personal desires will lead him to remain with the project for some years to como.

## Reviewing Comments:

'I agree to all of the above. These who are unaware of it should know that subject spent many years, until last January, having to work with an unpleasant, venal, untruthful, and lazy supervisor of the operation. (The new president fixed him.) Subject went through those years of unpleasantness without ever losing sight of the agency's needs. Now, circumstances are more pleasant but subject is as keen as ever to be sure that the work is done in a way responsive to our requirements. He has done fine work over the years and he maintains the same high standards for his own performance and this influence carries over to his Mexican opposite number. I am convinced as ever that he deserves a promotion as he has in the past. He has been six-and-a-half years in grade since 23 May 1965, to be exact. We are putting such a recommendation forward. (Please note that he is being given an overall S. In past years he was given "O's". The change is not in his performance, which is as fine as ever. We simply are not throwing O's around.)

OFLOTEE SERIEL WINNER FITNESS REPORT \_ 006830 GENERAL SECTION A T. DATE OF BIRTH IS CHADE 12 Apr 19 M GS-13E 8. OFFICIAL POSITION TIRE B. CHRRENT STATION DDP/WH/1 Operations Officer Mexico City IO. CHECK INT TIME OF REP P. CHECK INI TYPE OF APPOINTMENT CAREER \*\*\*\*\* 1917144 TENFORERY #4 4 99" W. W. M. C. 1 5 121 P. M. C. 190 X . Aboutes CAREER-PROVISIONE (See metrictime . Settim (') SPECIAL ISPECTION STAFF AKONT special (Specify) REPORTING PERIOD (FAM: IM) I. DATE REPORT DUE IN A.P. 1 November 1971 - 30 September 72 30 November 1972 SECTION B PERFORMANCE EVALUATION Pérférmente is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action ability management action action ability management action act U-Unsatisfactory Performance is deficient in some aspects. The reasons for assigning this value should be stated in Section C and remedial actions M-Morginal or recommended should be described. P-Profisient Performance is satisfactory. Desired results are being produced in the manner expected. S-Strong Performance is characterized by exceptional proficiency. O-Outstanding mee is so exceptional in relation to requirements of the work and in comparison to the performance of others deing similar work as the warrant special recognition. --SPECIFIC DUTIES List up to six of the most impertant specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee sectorms EACH specific duty. Consider ONLY effectiveness in performance of that duty. All imployees with supervisory responsibilities MUST be rated on their obility to supervise (indicate number of employees supervised). SPECIFIC DUTY NO. 1 Staff Agent physically located witin a BKCROWN/MEXICAN GOVERN-MENT technical operation responsible for the day-to-day protection 8 of our equities in this operation SPECIFIC DUTY NO. 2 Responsible for the complete maintenance of all technical equipment used in this joint operation 0 PECIFIC DUTY NO. 3 Tochnical supervision and training of fourteen Mexican agents S SPECIFIC DUTY NO. 4 Maintaining good personal and managerial relationships with the personnel involved in this operation for the purpose of enhancing S its overall effectiveness SPECIFIC DUTY NO. 5 Responsible for the secure and efficient delivery of all materials on a daily basis 8 MATING Responsible for the accounting and administrative functions involved in this egeration which includes funds totaling over S \$3,000 US dollars monthly. OVERALL PERFORMANCE IN CURRENT POSITION Take into account everythms excus the employee which influences his effectiveness in his sustent costion formance of specific duties, productivity, conduct on job, cooperativeness, persuent personal truits a hobits, and particular limitations or talents. Bused on your knowledge of employee's exercit performance puring the natural particular limitations or talents. 5 place the latter in the rating two corresponding to the statement which most occurately cellects his level of performance.

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SECTION C	HAPPATIVE COMMENTS	
overall performance. State sug- on foreign language competenc basis for determining future per 17:11 8 434 of personnel, 1975, Section C. attach a separase sh	pr meakinesses ilemonatrated in current position here no in prajer perspective. Their rigestions maile for insprovement of mail performance. Since recommendations for maining, if required for current position. Amplify or exp. and course grown in Section 8 to pressional action. Munner of performance of manageries or supervisory during and cope executions and formal and funds, must be commented on, if any science. If extra space is needed and appared.	ny Courner verde best versionsnes versionsnes
worked with Subje- B are intended to However, it is all last two fitness	ord, it must be stated that the rating officer her since 26 July 1972 and the ratings listed in cover the period of 26 July through 30 October so stated at this time, after having reviewed Sureports, that Subject's former rating officer whally 1972 would probably concur in the ratings for this report.	Section 1972. Ibject's
twelve years and is outstanding level, equities in this of the way he handles they treat him as	been running the same delicate operation for the is performance then and now continues at the standard is constantly on the alert to protect operation and this alertness is clearly demonstrated in the relations with his Mexican counterparts. "One of them", they do not overlook the fact the side supervisor of the operation.	cong to our ated in While
in this operation equipment maintenation. Subject mai fixed schedule for the equipment actu	ility to maintain the outdated and overused equisoutstanding. His high degree of capability nee is definitely a money saving factor to the outsins a first echelon maintenance program and dismantling, examining and repairing worn partially breaks down. His perseverance in the main the operation from ever experiencing a complete	in opera- has a s befor tenance
ECTION D	CERTIFICATION AND COMMENTS (CO	ont'a)
<u>,</u>	BY EMPLOYEE CERTIFY THAT I HAVE SEEN SECTIONS A. D. AND COT THIS REPORT	
ATE	SIGNATURE OF EMPLOYEE	•••••••••••••••••••••••••••••••••••••••
6 Nov 1972	/8,	
PATHS EMPLOYEE HAS BEEN WERN MY SUPERVISION	BY SUPERVISOR	ungamagagan darih pilipi tulin da, mer
ATE	OPPICIAL TITLE OF SUPERVISOR	it e
6 Nov 1972	Operations Officer /5/	
	BY REVIEWING OFFICIAL	
The comments	and ratings above are an accurate description of	E
ubject's performances over the past istently high. On a reporting and action and ability in as been in grade s	nce. I have been in a position to review his actioned three years and I have found his work to be configuration on decounting, his availability for emergencies, con	ctivi- ctails cpera- chject

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Deputy Chief of Station

6 Nov 1972

OFFICIAL TITLE OF HE VERNING CFF. LIA. TO SHE TO SER

## FITNESS REPORT -

## SECTION C (CONTINUED)

coverage due to an overall technical breakdown of the equipment.

Subject has a promptness and security consciousness about the entire operation and making clandestine meetings with his inside case officer that manifests a high degree of professionalism in his character. His dedication to getting the job done rapidly, efficiently and securely is yet another example of his professionalism. He works long and often extra hours without hesitation and is always available when called upon to perform special tasks.

Subject handles the black bagging of funds and the administrative functions of this operation in an excellent manner. His accountings are well prepared, detailed and always submitted on time. The accountings always reflect Subject's cost consciousness.

In summation, Subject executes all six of the specific duties listed under Section B of this report in a very strong professional manner. Subject is a definite asset to the success that this operation has enjoyed over the years and his absence from the scene for any prolonged time would have adversely affected the operation.

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Pelviods
Pelviods
1 Fe3 71-31 Oct 71.

B. 1 Nov 71-30 Squit 72

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•		EMPLOYEE SERIAL	NUMBER
1	FITNESS REPORT	006830	)
	A A		
SECTION	5.77	IERAL	
I. NAME	(Firel) (Middle)	2. DATE OF BIRTH J. SEX 41 ORADE   5. SO	
6. OFFICIAL POST	ITION TITLE	12 Apr 19 M GS-13E	)
	ations Officer	DDP/WH/1 Mexico C	
	E OF APPOINTMENT	10. CHECK IN TYPE OF REPORT	. Cy
CAREEM.	RESERVE TEMPORARY	INITIAL I IREASSIGNMEN	T SUPERVISOR
CAREERIPA	OVISIONAL (See Instructions - Section C)	X ANNUAL REASSIGNMEN	TEMPLOYEE
X SPECIAL (S)	edin Staff Agent	SPECIAL (Specify):	
11. DATE REPORT	DUE IN O.P.	12. REPORTING PERIOD (From- to-)	
	embor 1972	1 November 1971 - 30 Septom	ber 72
SECTION B	PERFORMANCE	EVALUATION	
U-Unsalistactory		requires immediate and positive remedial action. The nature cing on probation, to reassignment or to separation. Describe	
M-Marginal	Performance is deficient in some aspects. The reasons for taken or recommended should be described.	r ossigning this rating should be stated in Section C and rem	edial-actions
P-Proficient	Performance is satisfactory. Desired results are being pro	•	. !
S-Strong	Performance is characterized by exceptional preficiency.		I
O-Outstanding	work as to warrant special recognition.	of the work and in comparison to the performance of others	doing similar
ļ	SPECIFIC	COUTIES	
manner in which en	rplovee performs FACH specific dutv. Consider	g the rating period. Insert rating latter which best of ONLY effoctiveness in nerformance of that didy. A supervise (indicate number of emflisces supervised).	II emalayene [
SECUPIC DUTY NO			HATING LETTER
Staff	Agent physically located wi	tin a BECROWN/MENICAN GOVERN	_ LETTER
MENT techni	ical operation responsible f	for the day-to-day protection	s
of our equi	ities in this operation		
SPECIFIC OUTY 110	. 4	· · · · · · · · · · · · · · · · · · ·	RATING LLTTER
Responsible used in thi	e for the complete maintenan Is joint operation	ice of all technical equipmen	t o
SPECIPIC DUTY NO.		<del></del>	RATING
	•	•	LETTER
Technical s	supervision and training of	fourteen Mexican agents	,s
SPECIFIC DUTY NO.			RATING
Maintaining	good personal and manageri	al relationships with the	1.1.11E#
personnel i	nvolved in this operation f	or the purpose of enhancing	S
itș overall	effectiveness		
SPECIFIC DUTY NO.	. 5		RATING
Responsible	for the secure and efficie	nt delivery of all materials	1
on a daily	basis		S
SPECIFIC OUTY NO.		1,	RATION
Componsible	for the accounting and admi	inistrative functions	
ruvotaed ju	this operation which included ollars monthly	des funds totaling ever	S
,3,000 03 00		N. C. M. P. P. D. G. T. D. G.	
	OVERALL PERFORMANCE	IN CURRENT PUSITION	T-44-1-1-1
formance of apecif porticular limitation	ic dutins, productivity, conduct on job, coopera is or talents. Based on your knowledge of empl	is affectivents in his current position such as per- tiveness, pertinent personal traits or habits, and oyee's overall performance during the rating perio- ch mast accurately raffects his level of performance	4. S
	SECRE	T ( ments again and )	

. •	SECRET	•
SECTION C .	NARRATIVE COMMENT	S
overall performance. State sugge on foreign language comperence, basis for determining future perso in the use of personnel, space, er Section C. attach a reporate shee	stions mude for improvement of work performs if required for current position. Amplify or ex anel action. <u>Manner of performance of manner</u> twishing to a formation of the commented on, if to a good.	keeping in proper perspective their relationship to nee. Give recommendations for training. Comment plain ratings given in Section B to provide best enal or supervisory duries and cast consciousness applicable. If estra space is needed to complete
worked with Subject B are intended to chowever, it is also last two fitness re	id, it must be stated that since 26 July 1972 and to cover the period of 26 Jule stated at this time, afterports, that Subject's for y 1972 would probably con	the rating officer has only he ratings listed in Section y through 30 October 1972. er having reviewed Subject's
twelve years and hi outstanding level. equities in this op the way he handles they treat him as "	s performance then and no Subject is constantly on eration and this alertnes his relations with his Me	s is clearly demonstrated in xican counterparts. While overlook the fact that he is
in this operation is equipment maintenan tion. Subject main fixed schedule for the equipment actual	s outstanding. His high of ce is definitely a money stains a first echelon main dismantling, examining and lly breaks down. His person	ated and overused equipment degree of capability in saving factor to the opera- ntenance program and has a d repairing worn parts before severance in the maintenance periencing a complete loss of
SECTION D	CERTIFICATION AND COMME	
,	BY EMPLOYEE	
	RTIFY THAT I HAVE SEEN SECTIONS A, B, AND	C OF THIS REPORT
6 Nov 1972	SIGNATURE OF EMPLOYES	Flick Chale
NONTHS FUPLOVEE HAS BEEN	BY SUPERVISOR	APLOYEE, GIVE EXPLANATION
UNDER MY SUPERVISION	·	
	•	
PATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
6 Nov 1972	Operations Officer	/s/ Richard D. Harrington
	BY REVIEWING OFFICIAL	
OMMENTS OF REVIEWING OFFICIAL	Id ratings above are an ac	www.ta.dagawintian.af
Subject's performan	re. I have been in a nosi	tion to review his activi-
tiés over the past 1	hree years and I have for	ind his work to be con-
sistently high. Of	particular note I find hi	s concentration on details
tu reporting and acc	founting, his availability his technical specialty t	for emergencies, coopera- to be commendable. Subject
nas been in grade si	nce May 1965 and is descr	ving of a promotion. We
vill continue to mak	ce such recommendations.	
•	•	
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4 7 1		

Deputy Chief of Station

6 Nov 1972

/s/ George A. Fill

FITNESS REPORT -

## SECTION C (CONTINUED)

coverage due to an overall technical breakdown of the equipment.

Subject has a promptness and security consciousness about the entire operation and making clandestine meetings with his inside case officer that manifests a high degree of professionalism in his character. His dedication to getting the job done rapidly, officiently and securely is yet another example of his professionalism. He works long and often extra hours without hesitation and is always available when called upon to perform special tasks.

Subject handles the black bagging of funds and the administrative functions of this operation in an excellent manner. His accountings are well prepared, detailed and always submitted on time. The accountings always reflect Subject's cost consciousness.

In summation, Subject executes all six of the specific duties listed under Section B of this report in a very strong professional manner. Subject is a definite asset to the success that this operation has enjoyed over the years and his absence from the scene for any prolonged time would have adversely affected the operation.

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FITNESS REPORT  SECTION A FLOT. Cro Let. GENERAL  1. NAME (Loo) (Firel) (Middle)  2. DATE OF BIRTH S. SER 4. GRADE S. 20  12 Apr. 19 M GS-13 D  3. OFFICIAL POSITION TITLE  Operations Officer  7. OFFICIAL POSITION MONITOR OF APPOINTMENT  P. CHECK (X) TYPE OF APPOINTMENT  XX CAREER   RESERVE   TEMPORARY   INITIAL   REASSIGNMENT SU CAREER-PRG VISIONAL (See Instructions - Section C)   XX ANNUAL   REASSIGNMENT EN SPECIAL (Specify)   IPECIAL (Specify)   IPECIAL (Specify)    11. DATE REPORT DUE IN O.P.  SECTION B PERFORMANCE EVALUATION	71
1. NAME  (Leel) (Firel) (Middle)  2. DATE OF BIRTH 3. SER G. GRADE B. 3D  12 Apr. 19 M GS-13 D  3. OFFICIAL POSITION TITLE OPERATIONS OFFICER  7. OFFICIAL POSITION OFFICER DDP/WH/Br 1 Mexico City  9. CHECK (X) TYPE OF APPOINTMENT II. CHECK (X) TYPE OF REPORT  XX CAREER REPORT VISIONAL (See Instructions - Section C) DPCIAL (Specify):    SPECIAL (Specify):	71
1. NAME  (Lost) (Firet) (Middle)  2. DATE OF BIRTH 3. SEX G. GRADE B. 3D  12 Apr. 19 M GS-13 D  3. OFFICIAL POSITION TITLE OPERATIONS OFFICER  7. OFFICIAL POSITION TITLE OPERATIONS OFFICER  9. CHECK (X) TYPE OF APPOINTMENT  XX CAREER   RESERVE   TEMPORARY   INITIAL   MEASSIGNMENT SU  CAREER-PROVISIONAL (See Instructions - Section C)   XX ANNUAL   MEASSIGNMENT EX  SPECIAL (Specify):   EMECIAL (Specify):   EMECIAL (Specify):    11. DATE REPORT DUE IN O.P.  12. REPORTING PERIOD (From to-)  13. JANUARY 1970 - 31 JANUARY 1970  SECTION B   PERFORMANCE EVALUATION	71
8. OFFICIAL POSITION TITLE OPERATIONS OFFICER  9. CHECK (X) TYPE OF APPOINTMENT III. CHECK (X) TYPE OF APPOINTMENT III. CHECK (X) TYPE OF APPOINTMENT III. CHECK (X) TYPE OF APPOINTMENT  CAREER   RESERVE   TEMPORARY   INITIAL   REASSIGNMENT SU  CAREER-PROVISIONAL (See Instructions - Section C)   XX ANNUAL   REASSIGNMENT EX  SPECIAL (Specify):   EPECIAL (Specify):   II. REPORTING PERIOD (From- to-)   11. DATE REPORT DUE IN O.P.   12. REPORTING PERIOD (From- to-)   1 January 1970 - 31 January 1970 SECTION B   PERFORMANCE EVALUATION	71
Operations Officer  DDP/WH/Br 1 Mexico City  9. CHECK (X) TYPE OF APPOINTMENT  XX CAREER   RESERVE   TEMPORARY   INITIAL   REASSIGNMENT SU  CAREER-PROVISIONAL (See Instructions - Section C)   XX ANNUAL   REASSIGNMENT EX  DPECIAL (Specify):   EPECIAL (Specify):   II. DATE REPORT DUE IN O.P.   II. REPORTING PERIOD (From- to-)    11. DATE REPORT DUE IN O.P.   II. REPORTING PERIOD (From- to-)    SECTION B   PERFORMANCE EVALUATION   PERFORMANCE   IV. DATE   IV. D	71
Operations Officer  DDP/WH/Br 1 Mexico City  9. CHECK (X) TYPE OF APPOINTMENT  XX CAREER   RESERVE   TEMPORARY   INITIAL   REASSIGNMENT SU  CAREER-PROVISIONAL (See Instructions - Section C)   XX ANNUAL   REASSIGNMENT EX  DPECIAL (Specify):   EPECIAL (Specify):   II. DATE REPORT DUE IN O.P.   II. REPORTING PERIOD (From- to-)    11. DATE REPORT DUE IN O.P.   II. REPORTING PERIOD (From- to-)    SECTION B   PERFORMANCE EVALUATION   PERFORMANCE   IV. DATE   IV. D	71
XX CAREER   RESERVE   TEMPORARY   INITIAL   REASSIGNMENT SU    CAREER-PROVISIONAL (See Instructions - Section C)   XX   ANNUAL   REASSIGNMENT EX    SPECIAL (Specify):   SPECIAL (Specify):    11. DATE REPORT DUE IN O.P.   18. REPORTING PERIOD (Prose- to-)    1 January 1970 - 31 January 1970   1970 - 31 January 1970   1970	71
CAREER-PROVISIONAL (See Instructions - Section C)  SPECIAL (Specify):  11. DATE REPORT DUE IN O.P.  12. REPORTING PERIOD (Pront to-)  1 January 1970 - 31 January 1970  SECTION B  PERFORMANCE EVALUATION	71
SPECIAL (Specify):  11. DATE REPORT DUE IN O.P.  12. REPORTING PERIOD (Proce- to-)  1 January 1970 - 31 January 1970  SECTION B PERFORMANCE EVALUATION	71 I ochos In tolen
11. DATE REPORT DUE IN O.P.  12. REPORTING PERIOD (From to-) 1 January 1970 - 31 January 197  SECTION B PERFORMANCE EVALUATION	ochoa n tolen
1 January 1970 - 31 January 197 SECTION B PERFORMANCE EVALUATION	ochoa n tolen
SECTION B PERFORMANCE EVALUATION	ochoa n tolen
	n <del>tolen</del>
	n <del>tolen</del>
U-Unsatisfactory  Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the could range from counseling, to further training, to placing an probation, to reassignment or to separation. Describe action or proposed in Section C.  M-Marginal  Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial schem or recommended should be described.  Performance is satisfactory. Desired results are being produced in the manner espected.	,
	:
S-Strong Performance is characterized by exceptional proficiency.  O-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing work as to warrant special recognition.	similar
SPECIFIC DUTIES	
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best descrimanner in which employed performs EACH specific duty. Consider ONLY affectiveness in performance of that duty. All em with supervisory responsibilities MUST be rated on their ability to Supervise (indicate number of employed supervised).	
	RATING
Maintenance and repair of all equipment used in the joint JKLANCE/GOM telephone tap operation.	O O
SPECIFIC DUTY 40. 2	DELTAS
Responsible for the efficient and secure delivery of materials	FTTAR
on a daily basis as well as administration of project monies	^
totaling some \$3,500 per month.	0
	ETTER
Protection of our equity in this important operation by	į
performing his duties in a manner which the GOM could not	S
replace.	
RPECIFIC DUTY NG. 4	ETTER
$\Gamma$	
PECHAL DUTY 4.0 A	ATING
PECIFIC DUTY NO. 3	TTER
	- 1
	TING
	- 1
	- 1
OVERALL PERFORMANCE IN CURRENT POSITION	
A	ATING
ormance of specific duties, productivity, conduct or job, cuoperativeness, pertinent personal truits or hobits, and	0
postance of Oryanates	ı

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SECTION C

NARRALIVE COMMENTS

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

It would be natural to properly the the rating officer after an additional year of working on a daily basis with Subject, would cease to be so completely impressed with the performance of this individual; in the normal course of events we all tend to slip here and there and on occasion do less than our best. However, reflecting back over these past thirteen months I can honestly state that Subject has continued to do an exceptional job of near perfection. He has not missed or been late for a meeting; he in each instance brought to us the materials we have needed; the basehouse has continued to run like clockwork; he has, in sum, met each and every requirement expected of him.

In his day-to-day performance Subject continues to save us a great deal of money not only by being economical in the way he purchases and uses supplies but additionally by keeping equipment in operation which is not used any longer in any JKLANCE operations. (Visiting technicians are always amazed to find the equipment both in use and functioning substantially as it was on the day it was installed).

In a less tangible way we are in debt to Subject for the invaluable contribution which we believe he made in maintaining our equities

-continued

SECTION D	CERTIFICATION AND COMME	NTS
1.	BY EMPLOYEE	
· · · · · · · · · · · · · · · · · · ·	ERTIFY THAT I HAVE SEEN SEGTIONS A, B, AND	C OF THIS REPORT
24 February 1971	SIGNATURE OF EMBLOYEE	
2.	BY/SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IP THIS REPORT HAS NOT BEEN SHOWN TO EN	APLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
24 February 1971	Operations Officer	/s/ Thomas J. Gilligan, Jr.
3. , .	BY REVIEWING OFFICIAL	
how he would compa though he is perfo technical standpoi perseverance, hard His ability to get respect they have opportunity to com	I find the ratings in Sector with other technicians orming in a very profession of the has kept the operation work and a high degree of along with his Mexican confor him is very commendable pare him with other technical controls.	doing the same work even nal manner. From the ion alive through f technical proficiency. ontacts and the degree of
24 February 1971	Deputy Chief of Station	/s/ George A. Fill

SECTION C

in this basic and important activity through the recent change of government. There is little doubt in our minds that the new principals of the COM appreciated in a very genuine way the professional standards which Subject alone was responsible for in this operation (their own representatives had been less than effective) and opted without hesitation to continue with us in the operation and to retain Subject in his position as the individual technically responsible.

Therefore, we look forward to having the services of Subject indefinitely and so long as it is in his own interest to remain here; we know it has been, is now and will continue to be in the best interest of JKLANCE.

## COMMENTS OF REVIEWING OFFICIAL

The Station needs him, cannot do without him and cannot find any fault in his performance. Perhaps from his limited technical standpoint he is outstanding.

Removed by CP, TD/PPR

				EMPLOYEE SERIAL	NUMBER
FI	TNESS REPORT			006830	
SECTION A Flich Cha	LE E GEN	:		7	
Within	iret) (Middle)	1	TE OF BIRTH P. SEX April 1919 M	GS-13 D	•
6. OFFICIAL POSITION TITLE			HULLL 1949 M F/DIV/BR OF ASSIGNMENT		·
Ops Officer	•	DDP/	WH/Branch 1	Mexico City	
. CHECK IN TYPE OF APPOINTMENT		10. CI	ECK (X) TYPE OF REPOR	7	
XX CAREER RESERVE	TEMPORARY	·	INÍTIAL	REASSIGNMENT	SUPERVISOR
CAREER-PROVISIONAL ISee Mainir	ilme - Fection C	XX	ANNUAL	MEABIGNMENT	EMPLOYEE,
SPECIAL (Specify)1	<del></del>		SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.		1	PORTING PERIOD (From July - 31 Dece		٠,
SECTION B	PERFORMANCE				
positive remedial acti probation, to reassign	om wholly inadequate to si on. The nature of the action ment or to separation. De	on coul	d range from counseling, action taken or proposed	to further training, to in Section C.	placing on
• excellence.	roquiroments. It is entire	•		•	ncy not
	han satisfactory. Desired		- · · · · · · · · · · · · · · · · · · ·	proficient manner,	
<del></del>	terized by exceptional pro- eptional in relation to requ			and on the surface	-
	ork as to mattaut special i			perison to the periorn	ience of
	. SPECIFI	C DU1	IES		
List up to six of the most important speci manner in which employee performs EACH with supervisory responsibilities MUST b	i specific duty. Consider	ONLY	effectiveness in performa	nce of that duty. All	employees.
SPECIFIC DUTY NO. 1	•				RATING LETTER
Maintenance joint RVROCK/GOM	and repair of telephone tap	all ope	equipment use ration.	d in the	0
SPECIFIC DUTY NO. 2					RATING
Responsible large quantities daily basis.	for the efficiency of tapes, train				O
SPECIFIC OUTY NO. 3	·			\	RATING LETTER
Responsible of about \$4,000 pthis project.	for the contro per month for s	ol, s sala:	expenditure and ries and equip	d accounting ment of	S
PECIFIC DUTY NO. 4					RATING LETTER
Protection of by performing his not replace.	of our equity is duties in a m				S
ROE PEDIACE.	•				RATING
					LETTER
PECIFIC DUTY NO. 6	<b>\$</b> = 3	· · ·	• •		RATING LETTER
OV::	KALL PERFORMANCE	IN CI	IRRENT POSITION	1	
ake into account everything about the emorements of specific duties, productivity articular limitations or telents. Based on lace the latter in the rating box correspondence.	playee which influences h , conduct on job, cooperd , your knowledge of empl	is alle stivene oyee's	ctiveness in his current p as, pertinent personal tr everall performance duri	nits or habits, and ing the rating period,	PATING LETTER

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ECTION C NARRATIVE	COMMENT

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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 current personnel action. Mannet of performance of managerin or supervisory duties and cost consciousness in the use of personnel, space, equipment and types, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

During this reporting period the Station recommended (HMMT-9895 of 4 September 1969) that Staff Agent be granted a Quality Step Increase in recognition of the outstanding performance of this individual in the LIENVOY operation. The QSI was recently approved.

As noted in our dispatch, and in previous Fitness Reports, the original equipment installed in 1959 is still in excellent condition after 10 years and more than 50,000 hours of use for each machine. This is due, exclusively, to the conscientious and skilled maintenance of this equipment by and has resulted in a substantial saving of funds for RVROCK.

is exceptionally responsive to Station requirements (his accountings are flawless; his work day begins before dawn to permit early pick-up of materials; his maturity and flexibility have permitted him to work a decade with kiaison types who are not Mexico's "finest") and we are looking forward to his remaining here indefinitely. Practically speaking, he is irreplaceable. This, we feel, is a uniquely productive and successful "deep cover" case.

SECTION D	CERTIFICATION AND C	COMMENTS
1.	BY EMPLOYEE	
	I CERTIFY THAT I HAVE SEEN SECTIONS A,	, B, AND C OF THIS REPORT
6 January 1970	SICHATURE OF EMPLOYEE	chale ETEh
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	N TO EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
ONTE	OFFICIAL III DE OF BUTERFISOR	TYPEO OR PRINCED NAME AND SIGNATURE
6 January 1970	Ops Officer	/s/ Thomas J. Gilligan. Jr.
3.	BY REVIEWING OFFIC	
indeed been exceratings reflect, in that unique () which would be he	performance in his ptional, it should be comore than anything else but highly circumscribed and to match. They should be the compared to match.	rather unique capacity has learly noted that these e, a measure of his performance d) capacity, a performance uld not be interpreted however pared with other more "broad

guage" personnel at the same grade level. It is for that reason that the Station did not recommend for promotion, but rather for a quality step increase which was approved.

Chief of Station

6 January 1970

/s/ James B. Noland

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												EMP	LOTER	BENIA	LNUWBFR
	·-			FI			PORT						006	830	
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L. 81	PPICIAL POI		Öff	lcer				1	DDP/		ASSIGNMENT	1		co C	
-	ECH (X) TV	PE OF	PPOINT	MENT				10. 0	HECK !	A) TYPE	OF REPOR	T			
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<u> </u>	CAREER-P			inelfuc	lione ·	• Section	, C)	-	ANNU		.44.35		READ	IONNE	NT EMPLOYE
11. 0/	SPECIAL (S			•	-		-		EPORT		100 (From-		•	100	
SECT	ION B					PFI	RFORMAN				969 -	30 .	une	196	9
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FORM 45 USE PREVIOUS EDITIONS

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Andrew Park Street

SECTION C

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NARRATIVE COMMENTS

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

Subject Staff Agent continues to be the outside Case Officer for the LIENVOY Project, a position he has held for the last 9 1/2 years. This assignment requires that Subject work full-time in relatively close quarters with Mexican assets. He has adapted well to such a working arrangement and has developed a smooth and efficient working relationship with the assets involved in the day-to-day LIENVOY activities.

He and his family also have adapted well to living conditions demanded by his non-official cover and have caused no security or administrative problems for the Station during the tenure of the present supervisor.

As the primary technician for repair and maintenance of the LIENVOY equipment, this officer has been outstanding. The equipment has operated more than 50,000 hours since its installation and remains in good working condition. His ability to instruct the Mexican personnel in equipment use and operation is attested by the hours-run and present condition.

This officer's tasks require that he be on the job by 0700 hours each morning in order to arrange, log and deliver the product to a -continued-

SECTION D

CERTIFICATION AND COMMENTS

BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

OATE

30 June 69

BY SUPERVISOR

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OFFICIAL TITLE OF SUPERVISOR

June 69

Ops Officer

James E. Anderson /S/

BY REVIEWING OFFICIAL

CHMENTS OF REVIEWING OFFICIAL

Because of this Staff Agent's fine performance and the contribution he makes to the smooth-functioning of the LIENVOY Project, the Reviewing Officer concurs fully in this report and recommends that Subject be considered for promotion to GS-14.

30 June 69 Chief of Station Winston Scott /s/

SECRET

NARRATIVE COMMENTS - continued

SECTION C

14-00000

Station Officer by 0800. He has not been known to complain about. such early working hours or the long hours involved.

Subject also is responsible for paying the salaries of the assets and accounting for operational expenses and local procurement. As mentioned in previous Fitness Reports, he is very conscious and diligent in carrying out his administrative responsibilities.

This Fitness Report should be considered in conjunction with the last Annual Report which was forwarded in January 1969 and which is still valid as far as ratings and narrative comment are concerned.

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For the past seven years, this officer has been and outsill displorate for the LIENVOY listening post. He was promoted to 93-13 on 23 May 1965 and he continues to perform his duties with exceptional proficiency particularly in the care and maintenance of the technical equipment. This equipment has run for over 35,000 hours without a major breakdown.

In addition to maintenance of the equipment, this officer dispenses funds for payment of agent salaries and operating expenses.

This officer works continuously with indigenous personnel and has maintained a smooth working relationship. He has adapted well to living outside and to the life of a Staff Agent.

During 1966 this project produced 8,644 reals of raw take and 18,766 pages of transcripts which accounted for a considerable volume of positive intelligence. This project has been cited by Readquarters as outstanding for its production of positive intelligence and for the procedure used in processing the raw take. This officer's performance has made a major contribution to the effectiveness of this project.

SECTION D	CERTIFICATION AND C	CHENTS
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This officer has performed excellently in the running of the LIENVOY plant and in this regard I concur with the above. It is my impression, however, that Archart could improve effectiveness of the unit by better acquainting himself with station objectives and relating this to day to day ops. I have discussed this with him and COS.

13 March 1967 C/VH/1 W.J. Kaufman 457

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FORM 45 USE PREVIOUS EDITIONS

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SECTION C	NARRATI'E COMMEN	TS
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Subject has de for routine commun	eveloped a working knowle ication with the local ag	dge of the language sufficien ents. He has also adjusted
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		ependent on the Station for
all funds, includir	ng salary and allowances	as well as an operational
revolving fund. Du	ring subject's assignmen	t of eight years there has
no funds have been	lost. This officer is a	of cover is concerned and very conscientious worker
who puts in long ho	ours (beginning before seve	en a.m.) in the fulfillment
of his various task	s. His performance make	s a major contribution to
the effectiveness of		
SECTION D	CERTIFICATION AND COMM BY EMPLOYEE	ENŢS
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The Reviewing	Officer concurs complete	ely with this report.
This officer value to this Stat	is a vital part of a provious and to WOFIRM.	wen operation of great
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16 January 1968	Chilal of Station	Winston D. Scott

SECTION C

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NARRATIVE COMMENTS

(CONTINUED)

his requests. His ability to supervise the proper handling of the equipment is again verified by the number of hours each piece of machinery has operated. Subject officer has a working knowledge of the Spanish language which enables him to conduct pertinent conversations with the local agents.

The officer is responsible for paying the salaries of the agents, local procurement and other operational expenses. He has proven to be notably cost-conscious in carrying out this responsibility. His monthly accountings are accurate and submitted in regulation form.

Subject officer's overall performance makes a major contribution to the effectiveness of this complex and valuable technical project.

This Starf Agent was promoted to his present grade on 23 May 1965.

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SECTION C

#### NARRATIVE COMMENTS

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This Staff Agent is the outside case office; for the LIENVOY Project and has had this position for the past nine years. As such, he has shown the ability to fit into the unofficial life required and to work full-time in relatively close quarters with indigenous personnel.

Subject officer has shown an outstanding ability to diagnose equipment problems and to resolve same in an expeditious and thorough manner. This is evident by the fact that the equipment has operated almost 50,000 hours without a major breakdown which would cause a closure in the coverage.

As the outside case officer, he protects WOFIRM's interest in the basehouse and also logs and delivers the product to the in-Station case officer on a daily basis. Because of the perishable nature of the product, he must report for duty before 0700 hours each work morning in order to log and deliver the production to the Station contact.

This officer works continuously with indigenous personnel and supervises their use of the equipment. He has developed a smooth working relationship with these agents and they are responsive to (continued)

SECTION D	CERTIFICATION AND COMM	ENTS
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TIA. GESCHOE BRIEFLY THE TYPE OF BORK YOU BOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM FRAT INDICATED	
IN TERM NO. 8 APOVE, IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE,	
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IIA. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INVICATE PREFERI	NCE
FOR NEXT DEGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (for lat, 2nd, and 3rd choice) to SEWAIGIBS SORES.	
COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR.	UW
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BE ASSIGNED TO HOGIES FOR A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION, STAFF OF OFFICE.	
IST CHOICE ND CHOICE ARD CHOICE	
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137 CHOICE 3RD CHOICE 3RD CHOICE	
RETURN TO MY CURRENT STATION	
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TO BE COMPLETED BY FIELD STATION	
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TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE	
. IN CONTIDERATION OF THE EXPERIENCE AND FENFORMANCE OF THE ÉMPLOYEE, HIS PREFERENCE FOR HERT ASSISTMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS HEXT ASSIGNMENT AND TRAINING.	
Wh Division recommend be granted home leave and return to Mexico City as he requests and as COS endorses.	
1/1/ambeld	
DATE 27 Janob Time C/Uli/Pers SIGNATURE Robert D. Cashinan	
FOR USE BY CAREER SERVICE	10
Approved Assignments  Approved home leave fall of 66 and return to Mexico City for third form	
tubloves notified by disparch no. 12/03-7581 Dates 21 Fob 1966	
Approved home leave fall of 66 and return to Mexico City for third tour.  LUPLOYEE MOTIFIED BY DISPATCH NO. 18203-4581 DATED: 21 Feb 1966  CABLE NO. CABLE NO. CAPLED ATTEMPT OF CAPLED ATTEMPT	
Dwight in callens timh	
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SECTION C	NARRATIVE COMMEN	ITS	
Indicate significant strengths or avail performance. State sugge	weaknesses demanstrated in current position strong made for improvement of work perform	n keeping in propaggier spective their relationship to ance. Give recommend into Viditing pay Communi	
		uplain ratings given in Section B to provide best gerial or supervisory duties and cost consciousness	
	quipment and funds, must be commented on,	it applicable. If Jan page of needed to complete	
This Staff Age	ent is the outside case o	fficer for the LIENVOY listen	.
ing post, He was perform his work w	promoted to GS-13 on 23 of the exceptional proficient	May 1965 and the Fontinues to	
this project under has acquired legal	unofficial cover with or working papers in cover	as worked continuolialy with aly indigenous personnel. He arranged by the Station. He	
has improved his k	nowledge of the Spanish	language to the point that he nd understand most conversation	
This officer a	rrives at the LP at sever	nd understand most conversation o'clock each day except	ons.
Saturday and Sunda	y and remains there throu	ighout the day except for	
meetings with his	inside case officer. In	addition to other management the indigenous agents and ex-	
penses for operati	ng the equipment and base.	He exercises cost conscious	scens
by shopping around	for spare parts, persuad	ling firms to give discounts,	1 .
and by ordering from	om PBPRIME. The equipmen	nt is kept in excellent condit ne aguipment despite the fact	t ion.
that it has been in	no major breakdown in tr n continuous use for over	seven years. Working rela-	.
tionships inside ti	he LP have been smooth wi	thout personality clashes or	
security problems.	Both of these attest to	the excellent performance of	١ ا
produced 8 541 ree	e duties assigned to nim. Is of raw take and 19.960	During 1965, this project pages of transcripts which	
accounted for 27%	of the Station's positive	intelligence production plus	
SECTION D an Inestima	DE CERTIFICATION AND COM	MENTS amount of CE/CI operati	onal
	ERTIFY THAT I HAVE SEEN SECTIONS A, B, A	ntelligence officers statione	io in
DATE	SIGNAT IN OF PHILOYER	Charles & Flick	
12 January 66			4
2.  MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	BY SUPERVISOR THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION	
UNDER MY SUPERVISION		•	
		·	_
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	1
12 January 66	chief of Station	Winston M. Scott /e/	_
3.	BY REVIEWING OFFICIAL	a management and the second second and an area of the second and the second sec	-
education and a dead	Subject provides a disti	inct service to the Station, etitive duties confined to a	
erticularly in that	indicenous personnel ope	erating in extreme security	1
strictions, require	s personal characteristic	es-not easy to find. I	į
obably would have m	ade th individual ratings	in Section B a bit lower but	1
the same time reco	gnize that this Staff Ago by anyone as competent in	the maintenance of the	1
uipment. I believe	Subject would be even mo	ore valuable if he could	1
ply more imagination	n and initiative in relat	ting the Project take to	1
erational potential	•		
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DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND STRATURE	1
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	C/WH/1	W.J. Kaufman	]

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		JOB PERFORMANCE
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This officer has elepted himself to the role of staff egent in a most commission manage.

His primary duties are the protection of KIEARK interests in the maintenance of technical equipment in a base which monitors over thirty telephone lines on a tranty-four hour schedule and the supervision of ten Mexican monitors the also work in this installation. This officer has performed these duties in a quiet, efficient and creditable manner, thus reducing the enount of time formerly epent by Station Case Officers in going to the bace and trying to supervice the work there. At present no persons in the Station violt the base during work bours and only the GUB is known to the two marking Merrican agents.

Policy Cocisions are of course sole by the COS and LIEURIANT but this officer is the responsible Cess Officer for the LIENOT project. The reservable sensor in which he has performed his duties during the pest year is reflected in the smoothness with which the project now reas.

Based on the surfied improvement pines the last officiency report, the COS recommends that this Officer be returned to Marieo after home leave in mid-1962. It is also secondaried that this officer be considered for promotion to 63-13.

SECTION F	CERTIFICATION AND C	OMMENTS.
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23 January 1962	Chief of Station	/a/ Winston H. Scott

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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 employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D-to provide the best basis for determining future personnel actions.

This officer is an extremely willing and hard worker. From the technical standpoint his performance is satisfactory in every sense. He devotes long hours to keeping the equipment in perfect working order and is always willing and ready to accept any extra assignment given him regardless of his personal and family commitments. His principal weakness is his almost total inability to write clear. concluse reports. Because he lacks aggressiveness and due to his limited knowledge of the Spanish language he has been unable to provide first rate case officer control over the LP under his command. This is at least partially due to the fact that the indigenous personnel resent to some extent being under the control of a PBPRIMER and prefer to take instructions from the indigenous case officer (LIENVOY/2), This is not because of the KUBARK Case Officer's personality but because of pride of nationality. As a matter of fact, this officer has a very pleasant personality and gets along well with his co-workers. With respect to this officer's potential and future development the rating officer recommends that at the conclusion of his present tour in June of 1962 that he be reassigned to Headquarters for extensive training. This training period should include basic english reports writing and trade craft. If he is to continue as a technical case officer he should also have further technical training depending upon his future assignments.

SECTION P	CERTIFICATION AND COM	MENIS
1.	BY EMPLOYEE	
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1 Feb 61	SIGNATURE OF CHPLOVIE	Flick Chalen E
2.	BY SUPERVISOR	
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DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
1 Feb 61	Chief of Ops	/s/ John B. Brady
3	BY REVIEWING OFFICIAL	L.
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COMMENTS OF REVIEWING OFFICIA	iL.	
UATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
1 Peb 61	Chief of Station	/s/ Winston M. Scott

Fitness Reports Covering Period

PRIVE TO MEXICO City Assumment

NR-CPD

28 June 1973

MEMORANDUM FOR: Mr. Charles E. Flick

THROUGH

: Chief. WH Division

SUBJECT

. Certificate of Merit

- 1. I am pleased to notify you that the Certificate of Merit will be conferred on you in recognition of the excellent service you have rendered this Agency. Security considerations relevant to the award are explained in the attached memorandum from the Office of Security.
- 2. The award will be presented to you at a ceremony to be held in the near future. Members of your family, Agency associates, and intimate friends who are aware of your Agency affiliation may attend.
- 3. Invitations to the ceremony will be extended by the Executive Secretary, Honor and Merit Awards Board, extension 3645, room 412, Magazine Building. Please send to that office the names and phone numbers of the guests you would like to have invited, and indicate any dates on which you would not be available for such a ceremony.

/s/ R. L. Austin, Jr.

R. L. Austin, Jr.

Recorder

Honor and Merit Awards Board

Att

Disteilution:

0 - Addressee

1 - C/WH

4"- OPF w/form 600

1 - Exec Sec/HMAB

1 - Recorder/HMAB \*

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ADMINISTRATES -- ..

DEPARTMENT OF THE ARMY OFFICE OF THE ADJUTANT GENERAL U. S. ARMY ADMINISTRATION CENTER ST LOUIS. MISSOURI 63132

LO USAR:

T-07-23191

10 July 1967

SUBJECT: Active Duty for Training

TO:

14-00000

MAJ CHARLES E FLICK 01 640 454 SIGC USAR Con Gp (Mob Des) USAAC

Apartado 41510, Correo Admon #41

Mexico City, Mexico

TO 145. By direction of the Secretary of the Army, you are page 50 to Active Duty FCP TRAINING for the period indicated, plus any allowable time necessary to perform travel. Fravel indicated is necessary in the military service. You will proceed to the organization and station to which attached in sufficient time to report on date specified. Boon satisfactory completion of the period of active duty for training indicated, unless sooner relieved or extended by proper authority, you will return to the place where you entered on active duty for training and stand relieved therefrom. Travel by public carrier (land, sea, or air) is authorized. This is a permanent change of station order. Travel of dependents and shipment of permanent change of station beight allowable is will authorized. Shipment of temporary thange of station weight allowable is authorized. Individual clothing items in your possession will be taken to the training instabilition in accordance with previous instructions. At least one copy of orders will be carried on person in your immediate possession subsequent to departing for the training site until return home.

Accounting classification: PY69 2182070 32-1218 P3221.2060-11, 12 P3226.0000-21 \$49092 ON AA-C370 Subject to Availability of Funds

Attached to: USA Element (SD5888), HQ, USSOUTHCOM Quarry Heights, Canal

Zone dy/w Intel Directorate J2

Security clearance: TOP SECRET Authority: 10 USC 270 (a) (2)

. Reporting Place: See attached to

Home of record: Same as above

Social Security No: 550 22 5259

Period of duty: (Excl of tvl time)

Reporting date: NLT 0800 hrs 17 Jul 67

Basic Pay Entry Date: 3 Jan 41

Special Instructions: FO making payment under the above allotment will mail I copy of the paid voucher to: CO 1646 Mob Dsg Det (STAFF: JICS) P. O. Box 24, Pt Myer Station, Arlington, Virginia

22211

BY ORDER OF THE SECRETARY OF THE ARMY:

DISTRIBUTION:

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RETURN TO MY CUMMENT STATION
TO BE COMPLETED BY FIELD STATION
It is strongly recommended that return to Mexico City for his next tour. As indicated in his recent fitness report, he is practically irreplaceable.
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE
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118. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHICKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (for 1st, 3nd, and 3rd choice) IN REMAINING BOXES.  COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR
TOUR.
SETEND TOURMONTHS AT CURRENT STATION TO
BE ASSIGNED TO HOOTES FOR A TOUR OF DUTY; INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.
BE ASSIGNED TO ANOTHER FIELD STATION, INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION  187 CHOICE
731 CHOISE
XXX RETURN TO MY CURRENT STATION
TO BE COMPLETED BY FIELD STATION
allowed to return to his present position for another tour, after home leave.  He would be one of the most difficult persons in this Station to replace; he is peculiarly and very excellently fitted for the exacting, difficult and very key job he occupies.
The second of th
TO BE CONFLETED BY APPROPRIATE HEADQUARTERS OFFICE
<ol> <li>IN CONSIDERATION OF THE EXPONENCY AND PERFORMANCE OF THE EMPLOYEE, HIS ERECTRON C. FOR NEXT AS LIGHMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ADSIGNMENT AND TRAINING.</li> </ol>
WH concurs in Subject's request for home leave
In May 1968 to be followed by a new tour.
DATE ( ) ALL ( STITLIC/WH/Personnels: GNATURE Heiry E. Berthold
HOLE THE THE THE THE TOTAL STORE THE THE THE THE THE THE THE THE THE TH
FOR USE BY CAREER SERVICE
APPROVED ASSIGNMENT;
Home leave in May 1968 and return to Mexico City for new tour.
EMPLOYEE NOTIFIED BY DISPATCH NO. HWS-5925 DATEN: 23 Feb 68
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* **CABLE VO DATEO:
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TABLER SERVICE REPRESENTATIVE & C.B. Eddinord DATE: 23 Feli 69

*	FIELD REASSIGNMENT QUESTIONNAIRE	
w Chacles & Packer	NOT COMPLETE FOR HEADQUARTERS USE OF	PIL Y G
AUTHENTICATION OF SIGNATURES AND	VERIFICATION OF ITEMS & INFOUGH P. BELOW:	3
NAME OF EMPLOYEE IXXXXX	21 June 1963 Winston M.	
RAME AND SIGNATURE OF OFFICIAL A AUTHORIZED TO AUTHENTICATE SIGN VERIFY DATA IN STEMS NOS. 1 THRO	ATURES AND IS C DENIEUAN	19 Aug 1963
	TO BE COMPLETED BY EMPLOYEE	
1. DATE OF BIRTH 2. GRADE 2. 12 Apr 1919 GS-12	CURRENT POSITION TITLE AND GRADE  Staff Agent	74. DATE OF PCS ARRIVAL IN
4. SERVICE DESIGNATION (If known)	s. CURRENT STATION ON FIELD BASE  Mexico City	78, EXPLOTED DATE OF DEPAR- TURE FROM FIELDS ED 1964
s. OTHER DUTY STATIONS OR FIELD BAS	ES DURING CURRENT TOWN	76. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS

Staff Agent reponsible for supervision of 30 line telephone intercept center, with responsibility for all administrative and financial aspects of the center.

Responsible for the supervision of 10 Mexican agent monitors and transcribers and maintenance and service of all technical equipment used in the project.

F. PREFERENCE FOR NEXT ASSIGNMENT:

14-00000

- PREFERENCE FOR NEXT ASSIGNMENT:

  A. ARITE A GRIFF DISCRIPTION OF THE TYPE OF MODE YOU #SUCH PPLFFR FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN TIEM NO. 8. ABOVE. IF YOU HAVE MODE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.
- 1. Assigned to WH Division, Mexican Desk, as desk officer with reponsibility for technical operations.
- 2. TSS Division, assigned to WH Division desk.
- 3. Any position where it is felt that I can best serve the organization.

B. INDICATE WHAT TRAINING YOU ULLIEVE YOU SHOULD HAVE IN CRUIZ TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer

14-00000

Mindelle to the Control

8. PSETTRENCE FOR NEXT ASSEGNMENT (continued)	
C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT &	sasseting numbers 1 2 And 3 (for int, 2nd and 3rd chescol
RETURN TO MY CURRENT STATION	
SE ASSIGNED TO MEADQUARTERS FOR A TOUR CE	DUTY. BITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS.
	PICE TSS- WH Deskind, evoice WE-5
DE ABBIGNED TO ANOTHER FIELD STATION. 911 HOLICATE CHOICE OF OCCURAPHIC AREA OR SPEC	TO RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION.
IST. CHOICE IND. CHO	rice
10. HOR WICH LEAVE DO YOU DESIRE BETFREN ASSIGNMENTS?	INDICATE NUMBER OF HORE DAYS 30
11. INDICATE THE NUMBER AND AGE OF DEPENDENTS THO TILL	SE TRAVELLING ON HOVING WITH YOU.
Wife; Son, Michael, age 17; Son, Ch	ristopher, age 12.
114. INCICATE ANY CHANGE IN YOUR PERSONAL OR FAMILY 81	TUATION WHICH SHOULD BE CONSIDERED IN DETERMINING YOUR NEXT
ASSIGNMENT	
18. SIGNATURE. COMPLETE ITEM NO. S.I. TRANSMITTEL SHE	ET. TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM.
THE RESIDENCE OF THE PARTY OF T	PERVISOR AT FIELD STATION
	ENICE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR HEXT PAYON, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT
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	possible, this employee be given the
	ignment. He has performed excellently
in Mexico.	
14. STENATION C WASTER STEW NO. 6 2. FRANSWITTAL SMEE	T. TO INDICATE CONPLETION OF THIS PORTION OF THE FORM.
	CE OFFICER OR PENLONNEL OFFICER AT HEADQUARTERS
IS. IN COAS TENATION OF THE PAST EXPERIENCE AND PERSONN	ANCE OF THE EMPLOYEE, NIN ENPRESSED PREFERENCE FOR NEXE MEGNENT TO WHICH HE IS CORRENTLY ASSIGNED, INDICATE YOUR
WHD recommends one year external In subsequent correspondence	
to the extension.	
Book have a strong to the strong through the strong of the strong through the strong thro	
S. NAME OF CARPER SERVICE OFFICER OR PERSONNEL COFFICER	SIGNATURE
ROBERT D. CASHMAN	
F 92 187 87	CAREER SERVICE
1. EMPLOYEE HAS THAS NOT BEEN NOTIFIED OF PLANES	
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talf Agent reponsible for supervision of 30 line telephone intercept center, with esponsibility for all administrative and financial aspects of the center.  esponsible for the supervision of 10 Mexican agent monitors and transcribers and maintenance and service of all technical equipment used in the project.  PREFERENCE FOR MEXIT ESSIGNMENT:  A. WALLE A BRITE DESCRIPTION OF THE TIPE OF MORE YOU BOULD PRIVING FOR YOUR NEXT ASSIGNMENT OF THAT INDICATES ON ASSIGNED TO THAT INDICATES ON ASSIGNED TO THE TIPE OF MORE YOUR HAVE MORE THAN ONE PRIFFRENCE, (MOICATE YOUR CHOICES).  Assigned to WH Division, Mexican Deak, as deak officer with repossibility for technical operations.  TSS Division, assigned to WH Division deak.	Fors
Assigned to WH Division, Mexican Deak, as deak officer with repossibility for technical operations.  The Division assigned to WH Division deak.	
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9. PREFERENCE FOR MESS ACCOUNT (continued)  C. INDICATE YOUR PREFERENCE FOR NESS ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 lifer fee, 2nd a line the Boses secon:  Alturn to my country station	
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BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY, WITH RESPECT TO POSSIBLE ASSIGNMENT IN	MEADQUARTERS,
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DE ASSIGNED TO ANOTHER FIELD STATION. WITH RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIFIC STATION, BASED ON QUALIFICATIONS:	FIELD STATION.
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10. HOW MUCH LEAVE DO YOU DESIRE BETBERH ASSIGNMENTS?  INDICATE NUMBER OF BORE DAYS 30	
11. INDICATE THE NUMBER AND AGE OF DEFENDENTS THO WILL BE TRAVELLING OR MOVING BITH YOU.	
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IIA. INDICATE ANY CHARGE IN YOUR PERSONAL OR FAMILY SITUATION WHICH SHOULD BE CONSIDERED IN DETERMIN	ING YOUR HERT
ASSIGNMENT	
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IS. SIGNATURE: COMPLETE ITEM NO. 5-1, TRANSMITTAL BHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF	THIS FORM.
IG BE COMPLETED BY SUPERVISOR AT FIELD STATION  13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE	E FOR NEXT
ASSIGNMENT, AND THE STAFFING REQUIREMENT) OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS HE AND TRAINING.	EXT ASSIGNMENT
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It is requested that, if at all possible, this employee be given the job of his preference as his next assignment. He has performed excell	
in Mexico.	tentry
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14. SIGNATURE: COMPLETE TIFF HS. G. Z. THANSMITTAL SHEET, TO INDICATE CONFLETION OF THIS PORTION OF T	rife foam.
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SERBET

15 March 1963

MEMORAHDUM FOR: Socretary, C8/C8 Agent Panel

SUBJECT:

Recommendation for Promotion to Grade 08-13

FLICK

1. After brief service in Tokyo he performed a variety of functions with different staffs and divisions, thus acquiring broad experience. Since June 1960 he has been on assignment in Mexico City.

- 2. In Mexico is in charge of a very large technical operation with several dozen employees. The productions of this operation is tremendous and the technical problems to be met are intricate. It manages the project and its many native staff experts smoothly. No problems seem to arise. Security has been maintained faultlessly. It is a bold, bluff, and hearty man without a worrisome fiber in his make-up. He is capable of many kinds of work and will try enything.
- 3. It is recommended the second to grade CS-13.

J. C. KING/or Chief,

Western Homisphere Division

SATE

MR. P. Had

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## MEMORANDUM FOR: Chief, FI

SUBJECT: Comments on attached agenda list dated 19 May 1960.

1. If the principal case officer and technician handling the LIENVOY operation in Maxico City. As you know, we are avaiting the response of the Chief, WH division to the Chief, FI 's recommendation, 17 May 1960, that we gradually withdraw from this operation. I would suggest that the proposed change of status for from SE to SA be postponed pending the decision ro the future of the LIENVOY operation.

V. L. HOFFMANN DC/FI/OFS

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S-8-C-R-E-1

13 June 1960

THIS IS TO CERTIFY THAT I AM AWARE OF THE PROVISIONS OF

REGULATION 20-165, DATED 10 FEBRUARY 1959 CONCERNING THE PERSONAL

CONDUCT OF AGENCY EMPLOYEES OVERSEAS.

7-8-2-8-2-Z-2

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MEMORANDUM FOR: Chief, Contract Personnel Division

ATTENTION : Dot Kreinheder

PROM : Deputy Director of Security (Investigations

and Support)

SUBJECT

Flich. Jake &

1. Reference is made to the memorandum dated 16 May 1960
1. which a covert security clearance was requested to permit
Subject's conversion from Staff Employee to Staff Agent, GS-12,
DDP, WH/3, Operations Officer in Maxico City, Maxico in connection
with Project LIENVOY under non-official cover.

- 2. This is to advise that a covert security clearance is granted for the use of the Subject, as described in your request as set forth in paragraph 1, above.
- 3. Subjects of covert security clearances are not to represent themselves as, nor are they to be represented as, employees of CIA.
- 4. Your attention is called to the fact that a covert occurity eleganate does not constitute complete compliance with the provisions of CIA Regulation 10-210. Therefore, if you sould desire at a later take to change the notion or use of this individual, a request for clearance to cover may proposed change should be substitute so this office.
- 5. This clearance 'ecomes invalid in the event the Sub, eco's services are not utilized within six months of the date of this Lemorandum.

traiter F. Bense

Eured II. Hall

FOR THE DIRECTOR OF SECURITY:

S-E-C-R-E-T

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