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This document is made available through the declassification efforts and research of John Greenewald, Jr., creator of:

# The Black Vault



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

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NCCORD, JAMES W., JR.

S-F-C-R-E-T

9 1 AUG 1970 70-4562

05. H3 20 S 38 20A

Mr. James W. McCord, Jr. 7 Winder Court Rockville, Maryland 20850

#### Done June

As you bring to a close more than twenty-five years of service to your country. I want to join your Itioads and co-workers in wishing you welland hoping that you find the years ahead filled with enjoyment and satisfaction.

It takes the conscientious efforts of many people to do the important work of this Agency. You leave with the knowledge that you have personally contributed notably to our success in carrying out our mission. Your faithful and loyal support has measured up to the high ideals and traditions of the Bederal service.

May I express to you my approciation and extend my best wishes for the years ahead.

Sincerely.

Richard Helma Director

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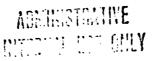
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A Director of Personnel

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31 August 1970

MEMORANDUM FOR THE RECORD

SUBJECT :. Retirement - James W. McCord, Jr.

- 1. The retirement of Subject, effected as a result of a memorandum from the Head of his Career Service stating that he is purplus to the needs of the Service and that his retirement will be recommended to the Director under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement, in no way implies an adverse action. Subject signed an application for retirement of his own volition in order to qualify for an immediate retirement annuity. The liberalized criteria for such separations was established by the Agency to parallel similar actions under the Civil Service Retirement System in accordance with FPM Letter No. 831-23, dated 10 December 1969.
- 2. Any inquiry received concerning the nature of the separation of Subject from the Agency should be confirmed simply as a retirement.

Francis G. Monan

Chief, Retirement Affairs Division

ADMINISTRATIVE NTERVAL COO ONLY

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#### ADMINISTRATIVE - INTERNAL USE ONLY

1 September 1970

MEMORANDUM FOR: Mr. James W. McCord, Jr.

THROUGH

1 Deputy Director for Support

THROUGH

: Director of Security

SUBJECT

: Certificate of Distinction

- 1. The Honor and Merit Awards Board is pleased to notify you that the award named above 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 the ceremony.
- 3. Invitations to the ceremony will be extended by the Secretariat, Honor and Merit Awards Board, Office of Personnel, extension 3645. 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.

/Sgd/ Robert M. Eaynor

ROBERT M. GAYNOR
Recorder
Honor and Merit Awards Board

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	1. Stand: N Form 8 (Notice to Federa	il Employee about Unemployment Compensation).
	2. Standard Form 55 (Notice of Conve	rsion Privilege, Federal Employees' Group
	3. Standard Form 56 (Agency Certific Group Life Insurance Act of 1954)	ation of Insurance Status, Federal Employers'
	4. Standard Form 2502 (Application f	or Refund of Retirement Deductions).
/	5. Form 2505 (Authorization for Disp	osition of Faychecks).
	my separation from this Agen- check to my health and well- Appointment arranged with Off	ght to have a medical examination before by and of the importance of such a medical being.
	7. I have been informed of "conflict foresee no problem in this regard	or interests" policy of the Agency and concerning my new employment.
	8. Form 71 (Application for Leave).	
	9. CSC Pamphlet 51 (Re-employment Rig Forces Duty).	hts of Federal Employees Performing Armed
	10. Instructions for returning to duty Service.	from Extended Leave or Active Military
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## SECRET

1 4 AUG 1970

MEMORANDUM FOR : Mr. James W. McCord, Jr.

THROUGH

: Head of SS Career Service

SUBJECT

: Notification of Approval of Involuntary Retirement

- 1. This is to inform you that the Director of Central Intelligence has approved the recommendation of your Career Service that you be involuntarily retired under the CIA Retirement and Disability System.
- 2. Your retirement will become effective 31 August 1970. Your annuity will commence as of 1 September 1970 and is payable on 1 October 1970. You may be assured that every effort will be made to expedite delivery of your first check following completion of the administrative details necessary to process your retirement.
- 3. You will receive a lump-sum payment for your accrued annual leave up to 30 days or for whatever amount of leave credit you carried over from the last leave your if that amount is more than 30 days.

/U/ hoters S. Maccies

Robert S. Wattlee Director of Personnel

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(10 Aug 70)

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MEMORANDUM FOR: Chief, Official Cover Branch, Central Cover

Staff, DD/P

THROUGH ; Chief, Adminis

: Chief, Administration and Training Staff, OS

SUBJECT

: Summary of Agency Employment - James W.

McCord, Jr. ..

REFERENCE

: Memorandum to Chief, Administrative Staff/ OS from C/OCB/CCS, dated 14 July 1970, Subject, James W. McCord, Jr.

Attached hereto is a summary of Agency Employment for

Mr. James W. McCord, Jr., who is retiring 31 August 1970.

James P. O'Connell
Deputy Director of Security (PTOS)

Att.



## SECRET,

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#### SUMMARY OF AGENCY EMPLOYMENT

JAMES W. MCCORD, JR.

Service with the Central Intelligence Agency began on 22
August 1951 and continued through-31 August 1970. During his career there was a variety of assignments involving investigations, research and report writing, technical and physical security programs and a two year tour overseas.

As an investigator during the first two years of employment, there was wide involvement in a variety of support activities requiring implicative and ingenuity.

During the seven years engaged in research and report writing, there was much independence of action and success depended on initiative, imagination and resourcefulness in pioneering new areas of interest. Beginning in May 1957, managerial responsibilities began with appointment to a Deputy Chief position of a research staff of some six professional and clerical personnel.

When serving overseas, responsibilities were managerial in nature as Chief of a regional staff of some ten professional and clerical personnel providing a full spectrum of security support.

From August 1964 to June 1965 he attended the Air War College as representative of the Agency.

Since 1965 two vital line positions were held involving the Agency's programs in the technical and physical security fields.

In heading up the technical security division, from 1965 to 1963, he had primary supervisory responsibility for some 40 professional and clerical personnel, preparing the budget and programs for the Agency's technical security program, and managing the obligating of authorized funding to assure that approved programs and goals were met. He was instrumental in guiding the development of new approaches, in establishing new training concepts and in bringing the Agency to a position of recognized leadership in this field.

SECRE

# SLUME

Since October 1968, as Chief of a division responsible for the Agency's physical security program he had primary responsibility for the supervision of some 70 professional and clerical personnel, together with the programming, budgeting and implementing of the total physical security program of the Agency. As a result of his technological experience, he developed and implemented physical security programs which produced for the Agency a physical security posture of pre-eminent quality within the US Government.

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Mr. James W. McCord, Jr. 7 Winder Court Rockville, Maryland 20850

Cear Jime

As you bring to a close more than twenty-five years of service to your country, I-want to joinyour friends and co-workers in wishing you well and hoping that you find the years ahead filled with enjoyment and satisfaction.

It takes the conscientious efforts of many people to do the important work of this agency. You leave with the knowledge that you have personally contributed notably to our success in carrying out our mission. Your faithful and loyal support has measured up to the high ideals and traditions of the Poderal service.

May I express to you my appreciation and extend my best wishes for the years ahead.

Richard Helma Director

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Director of Personnel

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MEMORANDUM FOR: Director of Central Intelligence

SUBJECT

: Recommendation for involuntary Retirement -Mr. James W. McCord, Jr.

REFERENCE

- : Mamorandum for Mr. James W. McCord, Jr. from Director of Security dated 30 June 1970, same subject
- 1. This memorandum submits a recommendation for your approval; this recommendation is contained in paragraph 4.
- 2. Mr. James W. McCord, Jr., CS-15, Physical Security Officer. Cifice of Security, Support Services, has been recommended for involuntary retirement under the provisions of Headquarters Regulation 20-50m. The purpose of this proposed retirement, to which Mr. McCord is agreeable, is to assist the Office of Security to reduce its personnel surplus. If such retirement is approved. Mr. McCord requests an effective date of 31 August 1970.
- 3. Mr. McCord has been designated a participant in the CIA Retirement and Disability System and will meet the technical requirements for involuntary retirement under the System prior to the effective date requested. He is 46 years old and will complete 25 years of Federal service on 21 August 1970. This service includes over 19 years with the Agency of which 5 years were in qualifying service. The CIA Retirement Board has recommended that his involuntary retirement be approved.
- 4. R is recommended that you approve the involuntary retirement of Mr. James W. McCord, Jr. under the provisions of Headquarters Regulation 20-50m.

OBASME ADDRESS COMPRESSES STORE Robert S. Wattles Director of Personnel

1st Babon & Watton

The recommendation contained in paragraph 4 is approved:

. . /s/ Richard Helms

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8 AUS 1970

Director of Central Intelligence

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10 Merch 1969

MENORANDUM FOR: Mr. John W. Coffey

I want to express my appreciation to you personally and through you to Howard Osborn and the other of your associates who contributed so effectively to the visit of the President on Friday. The arrangements were flavless; the security first-class without being intrusive. I am well aware of the amount of work and planning which went into the successful outcome. I particularly want to commend the good sense and judgment which prevailed throughout. It is easy to push people around. It is difficult to take proper precautions and at the same time make everyone feel as though it were his or her party. Thank you very much. Well done!

Richard Helms Director

co: Acting Executive Director

SECHET:

Janes Mc Cord

10 March 1969

MEMORANDUM FOR:

DD/PTOS

SUBJECT

Security Support During President Nixon's Visit

- 1. I have received numerous and highly complimentary comments from the Director, the Executive Director and the Acting Deputy Director for Support for the role this Office played during the visit of President Nizon to the Agency on 7 March 1969. In addition, Mr. Don Gautreau, the Secret Service Agent responsible for protective measures during the visit, told me that he had never met a more highly professional group of personnel than our Security officers. He was impressed with the comprehensive coverage inherent in our protective measures.
- 2. Our performance on Friday was smooth, efficient and effective and once more is a tribute to our ability to rise to any occasion. This is possible only because of the quality of the effort put forth by each Security Officer who participated. I am very proud of all of you and I would like to particularly commend Jim McCord, Bill Wilkinson and Jim Greene for the work they did in planning our role in the ceremonies. Equally impressive was the performance of Hollis Whitaker and his people in the provision of audio coverage of the event.
- 3. I would like to have copies of this memorandum placed in the official Personnel File of every individual who participated in making this event such a great success.

Howard J. Opporn Sirector of Sigurity

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TREASURY DEPARTMENT UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

Softenber 5, 1968

Mr. Howard J. Osborn Director of Security Central Intelligence Agency Washington, D. C.

Dear Mr. Osborn:

English and

This letter is in appreciation for the valuable assistance provided by your office during the Republican National Convention at Miami Beach, Plorida.

I would particularly like to commend James W. McCord and the following members of his Division:

George Schwegman Carroll Helkerson.

Their dedication and outstanding degree of technical competence contributed immeasurably to the success of our mission.

Sincerely,

Thomas J. Wiley Assistant Director

### CONFIDENTIAL



## NATIONAL COMMUNICATIONS SYSTEM

OFFICE OF THE MANAGER WASHINGTON, D.C. 20305

IN REPLY REFER TO: NCS-EO

2 1 NOV 1957

Mr. Howard Osborn
Director of Security
Central Intelligence Agency
Washington, D. C. 20505

Dear Mr. Osborn:

On 8 November 1967, Messrs. Jumes McCord, William Flannery, and William Marcy of your agency provided a most interesting and informative briefing on the subject, "Audio Threat by the Communist Block". Included in this presentation was the display of the latest electronic techniques and technical developments in the area of sudio threat.

This presentation was most enlightening and proved to be of keen interest to the Agency NCS Representatives, staff members of the Office of the Manager, NCS and selected key personnel of the Defense Communications Agency.

We very much appreciate the availability of the above mentioned personnel and I should like to commend them on their excellent manner of presentation and thorough knowledge of the subject matter.

Copy to: Mr. Georgia I. R. OBENCHAIN, JR.
Erigadier General, USA
Assistant Deputy Manager,
National Communications System

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PRESENTATION OF THE TRANSPORT DOES FOR APPLY

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NATIONAL SUCCESTY AGENCY Office of The Director Fort George G. Mondo, Maryland, 20758

12 August 1967

DOS 67. 4161

Honorable Richard M. Helms Director of Central Intelligence Washington, D. C. 20505

#### Dear Dick:

I want to thank you for the technical security demonstration recently presented to me by Howie Osbern and members of his staff. We are very conscious of the subject and welcome opportunities to be kept up-to-date on the state-of-the-art.

I would appreciate your also conveying my personal thanks to Messrs. Frank Farrell, James McCord, and their assistants, not only for the high degree of professionalism which they demonstrated during the session here but also for their continued advice and assistance to my security organization. I am sure you join me in encouraging continued close liaison of this type.

Faithfully yours,

301

MARSHALL S. CARTER Lieutenant General, U. S. Army Director

8 Maruh 1966

MEMORANDUM FOR: Mr. James V. McCord, Jr.

THROUGH : Head of SS Career Service

SUBJECT: Notification of Non-eligibility for Designation as a

Participant in the CIA Retirement and Disability System

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

- 2. In your case, the Head of your Career Service has advised me that you do not meet the requirements of HR 20-50 for designation as a participant and I have accordingly made the formal determination required by the regulation that you are not eligible for designation. From a review of your record it appears that the decision of your Career Service was based upon the fact that you do not have sufficient time prior to completing 15 years of service with the Agency in which you could complete a minimum of 60 months of qualifying service as required by regulation. My determination that you are not eligible at this time for designation in no way affects your current status under the Civil Service Retirement System, nor does it preclude reconsideration of your eligibility to participate in the CIA System if you should meet the requirements for designation in the future.
- 3. Should you desire further information concerning the requirements for designation as a participant in the CIA Retirement System, I suggest that you read paragraph e of HR 20-50 and paragraph 5 of the Employee Bulletin dated 30 July 1965, entitled "Public Law 88-643, The Central Intelligence Agency Retirement Act of 1964 for Certain Employees."
- 4. It is always possible that the records upon which the determination—made in your case may have been incomplete or inaccurate regarding your actual employment history with the Agency. If, after studying the materials cited above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 6E-1319 Head-cuarters (extension 6001). If such discussions do not resolve any questions you have regarding your eligibility, you may request that your case be formally considered by the Board. However, this request must be made within 30 days of the date of this memorandum.

Emmett D. Echols

Director : Personnel

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## **SECRET**

20 July 1965

MEMORANDUM FOR: Chief, A&TS

SUBJECT

(McCORD, James W., Jr.)
(Educational Matter)

Attached is a letter from George Washington University showing the completion of the requirements for the degree of Master of Science in International Affairs. I understand this would be of interest to the Training and Personnel Branches for their files.

> James W. McCord, Jr. Chief, Technical Division

Attachment:
As Stated Above

SECRE





# THE GEORGE WASHINGTON UNIVERSITY

July 7, 1965

Mr. James W. McCord, Jr Air War College Maxwell AFB, Ala.

Dear Mr. McCord,

I am happy to inform you that you have passed satisfactorily the Comprehensive Fxamination for candidates seeking the degree of Master of Science in International Affairs.

Congratulations!

Very truly yours,

An Grover L. Angel

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cc: CGS File Registrar # 183595

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FORM NO. 1152

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R.W. White

23 Sertember 1954

Joseph B. Reff

Military Permit for Germany - James Walter McCord, Jr.

1. It is requested that a Military Permit for Germany be affixed to the Special Passport issued to the above subject.

- 2. Travel for the above subject is sponsored by the CENTRAL INTELLIGENCE AGENCY. Housing accommodations are avaliable.
- 3. It is further requested that any reference to the CENTRAL INTELLIGENCE AGENCY be excluded from the permit issued.

Special Passport # 39738
Date of issue: 15 September 1954
Place of issue: Washington, D.C.
Valid Until: 14 September 1956
Occupation: Government Employee
Destination: Frenkfurt
Duration in Germany: 2yrs.
Date of entry: 30 September 1954

REQUEST FOR PERSONNEL AC		75'O1.2				
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Director of Personnel Department of Justice-F.B.I. Mashington, D. C.

17 September 1951

10:

In accordance with the regularization of the Jederal Perconnel Mound. it is requested that the Official Forsennel Folder and leave Record . 011

WEL:

MCCORD, James Walter, Jr.

D'A :

26 Jan. 1924

PERTICUIA RAFLOTED IN:

Department of Justice-F.B.X.

BRABGE OF DIVISION

LOCATION

Washington, D. C.

DATES OF EMPLOYMENT : October 1948 to February 1951

### Be forwarded to:

Mr. E. B. J. Hopkins Chief, Ferronnel Civisien Control Intelligence Agency 2430 E Streat, R. W. Unehington 25, D. C.

San San Jan 183

# COUFIDEUTIAL

22 August 1951

I, James Welter Velord, Jr., hereby certify that the information opposing on my fersonal Mistory Statement dated13 May 1951 is still oricurate and correct, except as follower No corrections

- 1. However an addition my be m de to the education section insemuch as one summer semester in evening Law School, lincoln University, O k-lend, Celif., was completed since the date of the application. This semester began 4 June 1951 and ended 10 August 1951.

  2. In the certificate regarding Reserve Status filed with the original
  - 2. In the certificate regarding Reserve Status filed with the original application it was reflected that I was in the Volunteer Air Reserve, USAF. On August 14 a letter Reserve Order from Estition AFE, Calif., was sent to me advising that I was being transferred from the Volunteer Air Reserve to

-- CONFIDENTIAL

the Organized Reserve with a mobilization assignment with the 19th District (I, Travis AFB, California, ( ) litery Status Questions irre)

\$30 Pacific Avenue Clameda, California July 20, 1951

Er. Joseph B. Hagen Chief, Forsomel Procurement Central Intelligence Agency 2:30 F Sarcet, N. W. Washington, D. C.

Doar Er. Ragan:

Moleronce is made to your letter dated Juno 1, 1951.

At the present time I am in the position of finding it necessary in the very near future to make several decisions of considerable financial importance to mo. Should your organization be in a position to indicate whother favorable consideration has been given my application, or to indicate by what date you may be in a position to make a decision in that regard, such information would be of very great help to me at this time. As you have been advised carlier, I am interested in the CIA as a career, am willing to accept an assignment either oversons or in this country at your discretion, and at the starting salary you believe commonsurate with my past emperience.

Any assistance you can furnish concerning the above request will be indeed appreciated.

Very truly yours

Jame Water McCard Jr James salter Second, Jr.

REQUEST FOR SECURITY CLEARLY

	Regreed No.
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Attachments: () PHS	Signature Pag
Appendix I  Photographs	Division
Form No. 37-10h	

r**i**t

Mr. James W. McCord, Jr. 820 Pacific Avenue Alameda, Galifornia

Dear Mr. McCord:

This is to acknowledge receipt of your application for employment with the Central Intelligence Agency.

Your application is being given consideration for current employment possibilities. This process is somewhat time consuming; however, we shall advise you as soon as a definite decision has been reached.

Any requests for further information should be addressed to the undersigned.

Very truly yours,

JOSEPH B. RAGAN Chief, Personnel Procurement

Pool

Hr. James Walter McCord, Jr. 82. Facilie Avenue Alamaia, California

Door Mr. McCords

Thenk you for your recent application for employment in our organization.

Enclosed you will find the forms which we require sil prospective applicants to fill cut in order that we may become more thoroughly acquainted with their background and experience. If you will be good enough to fill them out and return them with three passport size photographs of yourself, we will be in a better position to review your qualifications and will then advise you further. You may retain the fourth copy of the Personal History Statement for your own records.

We sincerely appreciate your interest in our organization and look forward to hearing from you in the near future.

Very truly yours,

JOSEPH B. RAGAN Chief, Personnel Procurement

Enclosures (9)

#### RESTRICTED

#### SECRECY AGREEMENT

- 2. I agree that I do not now, nor shall I ever possess any right, interest, title or claim in or to any of the information or intelligence or the methods of collecting or handling of it which has come or shall come to my attention by virtue of my connection with the Control Intelligence Agency, but shall always recognize the property right of the United States of America in and to such ratters.
- 3. I do solemnly swear that I will never divulge, publish nor reveal either by word, conduct, or by any other means such classified information, intelligence or knowledge, except in the performance of my official duties and in accordance with the laws of the United States, unless specifically authorized in writing in each case by the Director of Central Intelligence.
- 4. I understand that no change in my assignment or employment will relieve me of my obligation under this oath and that the provisions of this cath will remain binding upon me even after the termination of my services with the United States.
- 5. I understand that my employment by the Central Intelligence Agency is conditioned upon my understanding of and strict compliance with "Security Regulations CIA", and the appendices thereto.
- 6. I take this obligation freely, without any mental reservation or purpose of evasion.

In witness whereof I have set my hand and seal this \_\_\_\_ day of \_

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		_	Jame Weller ms Cord fr.	(Seal)
Sworm.	to before me this	day of		
• •	<b>.</b>			

RESTRICTED

FORM BO. 38-33

J20 Pacific Avenue alamedo, California April 13, 19:1

Director Control Intelligence Agency Washington, D. C.

Doar Sir:

I am intorested in securing an interview with your local Agent-In-Charge regarding the position of Special Agent with your organization. My prior investigative experience includes four years as a Special Agent and two years as a dadio Technician, I hold a completion in the U.S. Air Force Reserve, and have held an assignment as Intelligence Officer in a Asserve Unit. My last annual two-week tour of duty in the Air Force Reserve was an Invelligence Officer Researcher Course at Lowry Air Force Base, Colorado in March, 1950. My ago is twenty-seven, and I am married, no children.

Should it appear that an interview may be arranged, I shall be glad to talk with your representative at his convenience.

Vory truly yours

James Watter MS Gark, Ja.
Journes Walter McCord, Jr.

## WATERGATE FILE REVIEW FLAG

SUBJECT:	McCORD. James			. 1
FILE NO:	58124	DATE FLAGGED:_	24 April	1974

above date was reviewed for possible significance to "Watergate" or other related matters. This review was conducted by Office of Security personnel. Additionally, this file was in the custody of the Office of the Inspector General from 26 February 1974 until released to the Office of Security on 15 April 1974.

No action is required through date cited above for further "Watergate" related file review reporting.

File Cross Reference - 625000

Officer Reviewing File

DO NOT REMOVE OR DESTROY THIS FLAG WITHOUT THE CONCURRENCE OF THE DEPUTY DIRECTOR OF SECURITY.

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	NOTIFICATION OF CANCELLATION OF MILITARY COVER BACKSTOP	20 Jul 64
TO.	CHEF, PERSONNEL OPERATIONS DIVISION	SUBJECT
(Check)	CHIEF, OPERATING COMPONENT (For Action) 03	McCORD, JAMES W, Jr
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<b>E</b>	Unblock Records: (OP Memo 20-900-11)	
	Effective 11 Jun 64	
X	Submit Form 642 To Change Limitation Category. (HB 29-800-2 to be redesignated 1448 20-7)	
x	Return All Military Documentation To CCS. Overseas militand dependents should be returned to CFB.  Remarks: Subject should be acknowledged as a customed the Air War College as an overt employed	rrent employee as he is to
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co	ON TOP OF FILE	HEF. HILLTARY COVER. CCS
	PISTRIBUTION: 1-05D/OS: 1-P5D/OS	PRICE; WILLIAMT LUISER, CCS

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(13-20-43)

SECRET

8 March 1961

File No. K-3030

MEMORANDUM FOR: Chief, Records and Services Division

Cifice of Personnel

SUBJECT

: McCCRD, James W.

- 1. Cover arrangements arrangements have been completed for the above-named Subject. TDY
- 2. Effective 11 Mar 27 March 61 it is requested that your records be properly blocked requested to deny restricted Subject's current Agency employment to an external inquirer.

TAX ALTO ELECTRON CONTROL SERVICE SERVICE SERVICE SERVICE SERVICE SERVICE SERVICE SERVICE SERVICE SERVICE SERVICE SERVICE SERV

FOR GIVE EN MOSPICUSE
Acting Chief Central Sover Group

cc: SSD/OS

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m 18 610

Mr. James W. McCord, Jr. 7 Winder Court Rockville, Maryland 20850

Dear Mr. McCord:

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

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

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

Thank you very much for your cooperation.

Sincerely yours,

Carroll A. Duchay Personnel Officer

Enclosures: Questionnaire Return Envelope

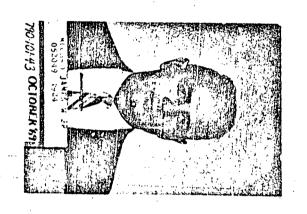
Distribution:

Original - Addressee

1 - OPF

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OP/RAD/FFAB/: LShobe: mlp (23 April 1971)



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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE DRIVER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 DCTDER 1962"

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EFFECTIVE DATE OF PAY ADJUSTMENT: 23 DECEMBER 1969

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-2.6 PURSUANT TO AUTHORITY OF CCT AS PROVIDED IN THE CIA 40T OF 1949, AS AMENDED, AND A-DCT DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENTS 8 OCTOBER 1967

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EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1966

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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

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GS-7 GS-8 GS-10 GS-11 GS-12 GS-13	7,900 2,650 10,250	7,465 8,170 8,945 10,605		7,290 7,955 8,710 9,535 11,315	7,510 8,200 8,980 9,830 11,670	7,730 3,445 9,250 10,125 12,025	7,950 8,690 9,520 10,420 12,380	8,170 8,935 9,790 10,715 12,735	8,390 9,180 10,060 11,010 13,090	10,330 11,305 13,445 15.855
GS-13 GS-14 GS-15 GS-16 GS-17 GS-18	14,170 16,460 18,935 21,445	14,660 17,030 19,590 22,195	15,150 17,600 20,245	18,170 20,900	18,740 21,555	19,310 22,210	19 880	20.450	21,020	21,590

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FORW 11-62

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Use Previous Edition IN ACCOPDANCE WITH THE PROVISIONS OF PURLIC DAW 87-793 AND DCI WEMDRANIMY DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE, 5 JANUARY 1964.

NAME SERIAL ORON FUNDS 3R-ST SALARY SALARY
MCCORD JAMES W JP 058124 44 400 CF GS 15 4 \$16:005 \$17:210

1. Serial Ma		2.	Name		3.	Cost Center	Number	4.	IWOP	Hours
05812	4	<b>PCCOHD</b>	JAHES H J	R		54 460	CF		٠,	
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IN ACCORDANCE WITH THE PRO ISIONS OF PUBLIC LA BY - 79% AND DOLLMENDRANCH DATED I AUGUST 1086 . SALARY IS ADJUSTED AS FOLLOWS. EFFECTIVE: 14 OCTOBER 1942

OLD OLD NEW NEW NEW NEW NEW NEW NEW NEW SERIAL ORGN FUNDS GREST SALARY GREST SALARY GREST SALARY MCCORD JAMES # JR | 058124 54460 | CF 15 3 \$14380 | 15 3 \$15525

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SECRET

Form 560 .

300 OBSOLETE SBEAIONS EDITION

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I. CMP. SERIAL	L NO.	2.		NAME			3. A25-6	SED GREAM.	4FUNDS	3. 4.	LOTHENT
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IN ACCORDANCE WITH THE PROVISIONS OF P. L. 85-563 AND DCI MEMO DATED 1 AUGUST 1956. SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD NAME SERIAL ORGN GR-ST OLD SALARY. NEW SALARY
SS MCCORD JAMES W JR 158124 31 12 GS-15 1 \$12,770 \$13,730

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

SECRET (WHEN FILLED BY)

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6.	<u>., ,                                  </u>	OLD SALAR	Y RATE			7.		NEW SALARY	RATE	
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Frank 1150

Use Previous Edition SECRET

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AES: 4 FEB 1959 NOTIFICATION OF PERSONNEL ACTION	
1. Serial No. 9. Name (Lan-First Middle) 3. Data CA Birth 14. Vas. Prof. 15. Sax 6. CS-EC	
158124 MCCGRD JAMES W JR 01 26 24 10 527 1 M 1 08 22	I
7. SCO B CSC Retent. 19. CSC Or Other Legal Authority 10. April Affidax, 11. FECEL 12. LCD 13. Eller	1.20
Mo. Do. Yr. Yes 1 Code Mo. Do. Yr. Yes 1 Code Mo. Do. Yr. Yes 1 Code Mo. Do. Yr. Yes 1 No. 2 51 No. 2	
PREVIOUS ASSIGNMENT	
14. Organizational Decignations Code 15. Location Of Official Station Station	2030
DUS OFFICE OF SECURITY INSPECTION STAFF 3110 WASH., D.C. 75013	
16. Dept Field 17. Position Fitte 18. Position Fitte 19. Surv. 20. Occup Lar	· · ·
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21. Grade a Step 22 Salary Or Rate   23. 50   24. Date Ol Grade   25. PSI Due   23. Appropriation Number	
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ACTION	
27. Nature Of Action         Code         28. Eft. Unite         99. Type Of Employee         Code         30. Separation           Mo. Do. Yr.         Action         01         01         01         01         01         01         01         01         01         02         03         03         03         04         03	בייכיש
PRESENT ASSIGNMENT	
21. Organizational Designations   Code   39. Location Of Official Season   Station Co	10
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13. Dept Field 34. Position Title 35. Position Title 35. Position Title 35. Position Title 37. Occup. Serie	73
1511d'-4   SECURITY OFFICER 0365   GS   1810.01	
8. Grade & Step 39. Salary Or Rate 40. SD 41. Date Of Grade 42. FSI Due 43. Appropriation Number Ma. Da. Yr. Mo. Da. Yr.	
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4 2 11595 155 197 101 156 105 126 159 19 7100 20 001 4. Remarks	$\dashv$

GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE

12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI

DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME SERIAL GRADE-STEP OLD SALARY NEW SALARY
MCCORD JAMES W JR 158124 GS-14-2 \$10.535 \$11.595

GORDON M. STEWART
/S/ DIRECTOR OF PERSONNEL

SECRET

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LVL 29 JL		NOTIFICA	TION OF	PERSONNE	L ACTION	l	
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				C	RTIF	ICATION	!				
1 CERTIF	Y THAT	THE SERVICE	AND C	UNDUC	T OF	THE ABOV	E NAME	D EMPLOYEE A	ARE SATIS	FACTO	RY.
	E, Ste	or supervisor	DATE	11/8/	'5 <b>7</b>	SIGNATURE	SUPERVIS	"Itel		(	= 0
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JANUARD FORM SO IS PARTY

FOR APPLICATION OF

FORMULABING COMBISSION

#### SENTRAL INTELLIGENCE AGENO

L TAUE 180 -BISS-BOS -CHF BISTS SAUE, 101710. 5.) 805 850	,	2 DATE OF I	iara	1 MURRAL OF ACTION &	. A DATE
MR. JANES W. HOCORD, JR. 153124		26 Jan	1025		14 Ame 1957
This is to notify you of the following action affecting y		<del></del>		<del></del>	1 TA ARIA TA
S. NATURE OF ACTION case standard standard		& ETTECTIVE	DATE	7. GIVE SERVICE OR OTHE	R LEGAL AUTHORITY
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	P. POSITION	I TITLE			<del></del>
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STANDARD FORM 30 (8 PART)

FRY BRILLIASS

FR. MULBERTO AT

U.S. Crist, Septice Commission

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CENTRAL INTELLIGENCE AGENC

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				<b>برد</b>	
R. JUST H. JC COO. Ji.	158124	26 Ja	1924	<del></del>	- 125 Fas 1956
This is to nutley you of the following action affects. AATURE OF ACTION case attached the resembles	ting your employ	6. EFFECTI	VE DATE	7. CIVIL SERVICE OR OTH	FRIFCAL AUTHORITY
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FROM	<del> 30</del>		1-1956	<del>50 0504 403</del> ₀	<i>j</i>
	B. POSITI	IN TITLE			
Security Res Spec 740			Tures	tigator (CI)	7367
	<b>'</b>		1	ergener, (CT)	1,507
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	11. HEAD	QUARTERS		•	
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4. PERSONNEL FOLDER COPY

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#### SECRET - SECURITY INFORMATION

Inspection & Security Office Page 6 of 7 partied in lieu of SF-52 &/or or SF-50 to document the following types of personnel action involving no change in grade or salary; (a) Change in Title (b) Change of Position No. (c) Reassignment within Division without series Code change all Class series are the same on the From and To sides.

1/0 App.: 1/11/53						Date: 2/15/53
NAME	ORG.INF.&	SCHEDULE		ORG.INF.&	SCHEDULE	SLOT
	POS,TITLE	SERI ES-GRADE	Nos.	POS.TITLE	SERIES-GRADE	NOS.
hicago Field office (contid					Chicago Field (	
ireen. Paul R.	Inv. Gen.	GS-11	T180.01 &,c	Inv. Gen.	GS-1810-11	T180.05 -11
Brown, Stuart A.	Inv. Gen.	GS-11	T181 &, :	Inv. Gen.	CS-1810-11	11-30.05-11
Wakefield, James C.	Inv. Gen.	GS-11	m81.04 e,c	Inv. Gen.	GS-1810-11	T180.07-11
unbrose, Vance E	Inv. Gen.	GS-11	7180.04 C,C	Inv. Gen.	CS-1810-11	T181
Traham, Elwood M.	Inv. Gen.	GS-11	T211.07 E.C	Inv. Gen.	GS-1810-11	7181.01
Francis, Donald T.	Inv. Gen.	GS-11	71.81.03 Lic	Inv. Gen.	GS-1810-11	T181.02
Inderson, Charles E.	Inv. Gen.	GS-10	7181.02 61C	Inv. Gen.	GS-1810-10	T181.03-10
.elle, Tell C.	Inv. Gen.	GS-10	T181.08 6, C	Inv. Gen.	GS-1810-10	T181.04-16
Anderson, Theodore M. 🐬 💎	Inv. Gen.	65-10	1181.07 b,c	Inv. Gen.	GS-1810-10	T181.05-1C
Pattinger, Helga M.	Clerk Steno.	GS-3	7215 L,C	Clerk Steno.	GS-312-3	T186.02-3
San Francisco Field Office				- 9	San Francisco	Field Office
Finch, William G.	Inv. Gen.	GS-13	7189.01 B,C	Inv. Gen.	GS-181C-13	1188
ipears, C. Calvin	Inv. Gen.	GS <b>-12</b>	T189.02 6,C	Inv. Gen.	GS-1810-12	T189-12
McCord, James w.	Inv. Gen.	GS-12	7190.03 B.C	Inv. Gen.	GS-1810-12	T189.01-12
Haviland, Glenn A.	Inv. Gen.	38-11	T190.02 L.C	Inv. Gen.	GS-1810-11	T190.01-11
Hason; Robert E.	Inv. Gen.	9S-11	T207.02 G.C	Inv. Gen.	GS-1810-11	T190.02-11
Stith, Ennest F.	Inv. Gen.	GS-12	1190.05 & C	Inv. Gen.	GS-1810-12	T190.03
Gabriel, Jerome A.	In⊽. Gen.	GS-9	7212.06 G.C	Inv. Gen.	GS-1810-9	T191.04 -9
Nelt, William H.	Inv. Gen.	GS-10	T216.08 6,C	Inv. Gen.	GS-1810-10	T191.05-;4
Quackenbush, William J.	Inv. Gen.	GS-9	T212.05 F.C	Inv. Gen.	GS-1810-9	T191.06-9
Los Angeles Field office			•		Los Angeles Pi	
white, Victor R.	Inv. Gen.	GS-13	7147.02 b, c	Inv. Gen.	CS-18:10-13	T326-13
Mullan, William J.	Inv. Gen.	GS-13	T189 4,C	Inv. Gen.	GS-1810-13	T327
Rica, Edward H.	Inv. Gen.	GS-12	T188 4, e	Inv. Gen.	GS-1810-12	T328-12
McChilan, Eavmond F.	Inv. Gen.	GS-13	T179 6C	Inv. Gen.	GS-1810-13	T328.01
	Inv. Gen.	GS-12	T190.01 &, C	Inv. Gen.	GS-1810-12	T329
Meek, Bert E.	Inv. Gen.	GS-12	T190.042,C	Inv. Gen.	G-1810-12	T329.01
Ginger, John W.	Inv. Gen.	GS-12	T1.72 2, C	Inv. Gen.	GS-1810-12	1329.02
Geraty, Franklin R.	Inv. Gen.	GS-9	T172.12 &, C	Inv. Gen.	GS-1810-9	T329.03-9
Conners; Denald C.	Inv. Ger.	GS-9	7191.042, C	Inv. Gen.	GS-1810-9	T329.04 -
Kuh, Richard E.	Inv. Gen.	GS-7	7172.03 6C	Inv. Gen.	GS-1810-\$	T330 - 7
Coonan, John S.	Inv. Gen.	GS-7	T212 Le	Inv. Gen.	GS-1810-7	T330.01.7
Kreykenbohm, Warren C.	Inv. Gen.	GS-9	T213.03 8,C	Inv. Gen.	GS-1810-9	T330.02 -9
CARD CA		SECRET -SECURITY	INFORMATION	· ·	20 10 10 - 7	

App.by: Elfchmill Staff or Div. Chief

App. by: Calle Cafutane

App. by: M. L. Shoke Personnel Div.

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JAMES W. MC CORD						17/12/52
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## INSPECTION & SECURITY OFFICE

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#### SPECIAL SECURITY DIVISION FIELD OFFICES

Wiz .	TITE	GRUDE Series	, POSITION NUMBER
CHICAGO FIELD OFFICE (CO)	TINED)		
DOYLE, C. Verenica	Clcrk(Stenegraphy)	OS-301-5	т185
FE-FUAN, Kary Margaret	Clark(Stenography)	GS-301-4	т185.01-4
GAVRILOVICH, Gloria A.	Clerk(Stenographer)	GS-312-4	т186
SAN FRANCISCO FIELD OFFIC	<u>E</u>	•	
HUNT, William C.	Investigator(Gen)	GS-1810-13	T187-13
RICH, Edward H.	Investigator(Gen)	GS-1810-12	T188-12
MULIAN, William J.	Investigator(Gen)	GS-1810-12	т189-12
FINCH, William G.	Investigator(Gen)	GS-1819-12	T189.01-12
SFERS, C. Calvin, Jr.	Investigator(Gen)	GS-1810-11	т189.02-11
TURTON, Jack S.	Investigator(Gen)	6 <b>S-</b> 1810 <b>-12</b>	т190
HARRIS, Jack A.	Investigator(Gen)	GS-1810-11	T120.01-11
HAVILAND, Glenn A.	Investigator(Gen)	G <b>S-</b> 1810-11	T190.02-11
MCCORD, James W.	Investigator(Gen)	6 <b>5-</b> 1810-11	T190.03-11
MEEK, Bert B., Jr.	Investigator(Gen)	cs-1810-11	T190.04-11
STITH, Ernest P.	Investigator(Gen)	GS-1810-12	1190.05
GARRATH, Murray W.	Investigator(Gen)	GS-1810-11	T191
	Investigator(Gen)	6 <b>S-1</b> 81 <b>0-11</b>	T191.01
SULLIVAN, Thomas 7.	Investigator(en)	CS-1810-9	T191.02-9
JOVICK, Edward J.	Investigator(Gen)	6 <b>5–1</b> 810 <b>–</b> 9	T191.03-9
CONNORS, Donald O.	Investigator(Gen)	os-1310-7	T191.0u-7
SILTERT, Annie	Adm. Assistant	GS-301-5	T192-5
WILLAGE, Margaret K.	Clerk	GS-301-5	T193-5
VAN STEENEERG, Charlotte	Secretary(Steno)	GS-318-5	T194

,	CONFIDENTIAL FUNDS PERSONNEL	. ACTION
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24 APR 1970

MEMORANDUM FOR: Director of Security

SUBJECT

: McCORD, James W., Jr. Emp. Ser. No. 58124

Fitness Report

1. This is an annual fitness report covering the period 1 April 1969 through 31 March 1970. Mr. McCord completed his first full year as Chief. Physical Security Division. During 1969 the Division underwent many changes, a direct result of the personal efforts of this employee. He has shown the initiative to seek out new ways and means to harden the security of our demestic and overseas facilities by tapping all possible technological sources both in and out of Government. His efforts have produced tangible results and in my judgment, our posture in the physical security field is far superior to any of our contemporaries.

- 2. With the spiraling costs of manpower, Mr. McCord has concentrated on the potential for use of technical devices to replace the human asset. He has made remarkable inroads into this field by way of imagination, ingenuity and drive.
- 3. Mr. McCord has the quality to inspire his subordinates. He is demanding, but understanding. On more than one occasion he was asked to take under his wing employees who were labeled "problems." Through personal interest and effort, he has salvaged the majority of these individuals to a point where they are performing in a highly satisfactory manner.
- 4. In the previous fitness report, I alluded to the fact that employee has a tendency to find it difficult to see another person's point of view. This, I feel, is attributable to an innate stubbornness which obviously is difficult to overcome. Mr. McCord is a very

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principled individual who once convinced he has hit upon the proper course of action will usually yield only by direction. We've discussed this, and I've noted a determined effort on his part to broaden his tolerance for other opinions.

5. Overall, the employee has made a substantial contribution to the Office of Security by his dedication to his job, his tenacious attitude toward upgrading our physical security standards, a curious and inventive mind ever searching for better ways to solve a problem in his area of responsibility, and a cost consciousness in the administration of his division. I rate him an overall "Strong."

Deputy Director of Security (PTOS)

Noted by Employee:

Reviewed By:

Director of Security

2 9 APR 1970

Date

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MEMORANDUM FOR: Director of Security

SUBJECT

: McCORD, James W., Jr., Emp. Ser. No. 058124

Fitness Report

1. This is an annual fitness report covering the period 1 April 1968 through 31 March 1969. During the first period of this report, Mr. McCord served as the Chief, Technical Division/PTOS and continued to display a very high degree of professionalism in administering the Agency's world-wide Audio Countermeasures (ACM) program. Under his guidance, several new devices and techniques were developed which have helped the Agency and the intelligence community to maintain pace with the sophisticated advances by the opposition in the field of positive audio.

- 2. Mr. McCord initiated the necessary planning for the activation of the Interagency Training Center (ITC) which provides ACM instruction to all members of the community in the latest of equipment and techniques.
- 3. On 14 October 1968, he was reassigned to the position of Chief, Physical Security Division. Although he had relatively little experience in this particular field, he has quickly assimilated the necessary details to manage this Agency effort. He has taken steps toward the development and use of the most advanced physical security equipment and techniques to protect the Agency. Under the supervision of Mr. McCord, the Agency Security Command Center operations have been expanded and improved. He has been assigned the responsibility to organize and direct the Security efforts relating to the protection of Agency assets in time of demonstrations, riots, and other civil disturbances. He coordinated the Agency Security effort with the U. S. Secret Service in protection of the President of the United States during his recent visit to the CIA Headquarters.

- 4. Mr. McCord is considered to be economical in his use of equipment, manpower and funds.
- 5. Perhaps one of the stronger attributes this employee possesses is his ability to organize. In a relatively short time, he has deliberated the Physical Security Division's mission and already taken steps to restructure it within existing manpower limitations to more effectively react to its responsibilities.
- 6. He inspires his subordinates and has the respect of his superiors. There have been instances, however, when Mr. McCord has exhibited a certain intolerance with individuals who do not agree with his point of view, resulting in some friction in their working relations. There has been much improvement in this regard, and I do not feel it will present any problem in the future.
- 7. I anticipate this employee will continue to absorb know-ledge and experience in the physical security field at the rapid rate he has during his short tenure and am confident his efforts will result in a major contribution to the Office and Agency. I rate Mr. McCord a high "Strong."

James P. O'Connell

Deputy Director of Security (PTOS)

Noted by Employee:

14-00000

James W. McCord, Jr.

18 agril 19

SUBJECT: McCORD, James W., Jr., Emp. Ser. No. 058124
Fitness Report - 1 April 1968 through 31 March 1969

Reviewed By:

Howard J. Ossorn Director of Sagurity

2 1 APR 1969

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SECTION C NARRATIVE COMMENTS

milicant strengths or weaknesses demonstrated in current position keeping in proces perspective their relationship to manages. State suggestions made for improvement of work performance. Give recommendations for training. Comment mayore competence, if required for current position. Amplify or explain ratings given in Section B to provide best el action. Manner of performance of managerial or supervisory duries must be described, if

Mr. McCord supervises a technical operation with considerable skill. Although not an engineer by training, he has breached the difficult gap of communication between the administrative and technical aspects of his Division. He has maintained a high esprit de corps under difficult conditions which involve the necessity of his personnel to travel extensively throughout the world. Although such duty carries with it numerous family problems, Mr. McCord is able to manage the Division in such a manner as to maintain a high state of morale. Perhaps the most outstanding accomplishments which I attribute to Mr. McGord's fine management of his Division lies in the field of developing useful and esoteric equipment in the counteraudio field. I have a distinct impression that he and his Division are considerably ahead of other Government departments in this area of activity. This fact alone is a high tribute to his management skill. Because of the success in this field. I consider him to be economical in the use of manpower and funds.

During this rating period, the Technical Division has had operational success in the overseas area. I attribute this success to the careful planning and training which the incumbent has accomplished and directed. Further, he has already shown a high degree of skill in planning for a new activity of considerable responsibility which he will undertake during the coming fiscal year. I am highly (Continued)

	CERTIFICATION AND COMME	.1113				
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Fitness Report - McCORD, James W., Jr. - Emp. Ser. No. 058124 Reporting Period 1 April 1967 - 31 March 1968 Section C. (Continued)

pleased to have Mr. McCord serve in his current position and consider him capable of advancement into broader areas.

Ermal P. Geiss

Deputy Director of Security (PTOS)

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#### SECTION C NARRATIVE COMMENTS

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Mr. McCord supervises his Division in a vigorous manner. He is capable of instilling enthusiasm and esprit de corps within his organization—a difficult task because of the extensive amount of world-wide travel demanded from his subordinate. This travel is so extensive as to result in personal hardships.

During the rating period, Mr. McCord and two of his employees received the Certificate of Merit. These awards resulted from the vigorous and successful pursual of a technique having great promise in the audio countermeasures field.

Mr. McCord's performance of his liaison and coordination with other components of the intelligence community, which received special mention in his last Fitness Report, is now at a status which warrants a designation of "Strong," He is conscientiously working at the liaison problem in a difficult interdepartmental atmosphere.

Mr. McCord has an excellent grasp of the technical requirements of his position even though he is not an engineer. He has an exceptional environmental knowledge and appreciation. He sets his goals high. He is cost conscious in the field involving expensive equipment, which normally is costly to develop.

(Continued)

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McCORD, James W., Jr. - Serial #058124 Annual Fitness Report 15 January 1966 - 31 March 1967

SECTION C. (Continued)

I am highly pleased to have Mr. McGord serving in his current position and consider him capable of advancement into broader areas.

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SECTION B PERFORMANCE EVALUATION	
Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this categories are remedial action. The nature of the action could range from counseling, to further training, to probation, to reassignment of to separation. Describe action taken or proposed in Section C.  A - Adequate  Performance meets all requirements. It is entirely satisfactory and is characterized neither by defice excellence.	placing of
P. Proficient Performance is more than satisfactory. Dustred results are being produced in a proficient manner.	
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OVERALL PERFORMANCE IN CURRENT POSITION	!
be into account everything about the amplines which influences his effectiveness in his current position such as permonre of specific, duties, productivity, conduct on job, corportiveness, pertinent personal traits or habits, and tricular limitations for tolents. Based any your knowledge of employee's averall performance during the rating period, ce the larger injugations book corresponding to the statement which most accurately refrects his level of performance.	RATING LETTER

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Section C, attach a separate sheet of p	paper.	MAIL ROOM

Mr. McCord was attending the Air Dar College during part of the reporting period. He became Chief of the Technical Division/05 on 20 July 1965.

Mr. McCord took hold of this Division with a heartening vigor and enthusiasm, Although not an Engineer, he soon learned enough of the technical husiness to meet many crash assignments with exceptional skill and judoment. By trying to get these assignments done within set time limits, he sometimes short-circuited a few courdinations in other offices, but this did not seriously detract, in my opinion, from a very proficient job.

While Mr. McCord has not had the Technical Division a sufficiently long time for me to judge his long range performance. I feel he will become an exceptionally proficient Chief. There was insufficient time for me to judge his cost and manpower consciousness.

SECTION D		CERTIFICATION AND COM	MENTS	
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FITNESS REPORT

James W. McCord, Jr.

SECTION D

CERTIFICATION AND COMMENTS

3. Comments of Reviewing Official

I concur thoroughly with Mr. Winters' evaluation of Mr. McCord's vigor and enthusiasm, skill and judgment. I would add to this that he has demonstrated extraordinary ingenuity and leadership in supervising the development of several new and valuable techniques in the counter-measures field. However, I would rate him only "Proficient" in Specific Duty Number 6, for I believe that he has not been as effective as he might be in liaison and coordination with other components of the Intelligence Community represented on the Technical Committee. This is unfortunate, for it detracts from his outstanding performance in all other elements of his assigned responsibilities. He must work on improving these relationships and he has been counseled to this effect by his current supervisor.

Date

Official Title of Reviewing Official

Typed Name and Signature

31 March 1966

Director of Security

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#### NARRATIVE COMMENTS

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Since 10 August 1964, Mr. McCord has been fittelled as a student at the Air War College, Maxwell Air Force Base, Montgomery, Alabama. He will complete his course there on 4 June 1965. Prior to 10 August 1964, Mr. McCord was in a travel status from his assignment as Chief, Security Branch, Frankfurt, Germany.

In view of the above, no rating is made for this reporting period.

SECTION D	CERTIFICATION AND CO	DIMENTS
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17 March 1964

58124

MEMORANDUM FOR: Director of Personnel

SUBJECT

James W. McCord, Jr.

DOB: 24 Jan 1924, Male, GS-15,

SS German Station, Career, Annual Report (1 April 1963 - 31 March 1964)

James W. McCord, Jr. GS-15, has served as Chief, Security Branch, under my supervision for the subject period.

- His duties were as follow:
- a. Security policy advisor to COS and its senior Station and Base officers.
- b. Supervised nine professional and four clerical employees of the Security Branch and the Military Personnel Unit.
- c. Directed conduct of LCFLUTTER, SGLATERAL, Physical Security duties, and Investigations performed by the Security Branch.
- d. Reviewed security of German Station and recommended ways and means for strengthening and improving.
- e, Furnished technical security support and guidance to other Bases in EE, and outside of EE on request.
- f. Reviewed investigative reports of the Security Branch and performed such other duties as directed by the COS; Chief, CSB; and Chief, Administrative Staff.
- This individual is an outstanding security officer. He efficiently performs his broad responsibilities, effectively manages those he supervises and is cost conscious. On the last-mentioned item, he weighs both cost and security factor and has been flexible where he has felt security could be relaxed -- but recognizes that there are areas where cost is secondary. He continues to keep the proper personnel informed of his activities and he is one of the best security

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GROUP 1-Excluded from automatic downgrading and declassification

officers with whom I have had the pleasure to be associated. During this period he has been assigned responsibility for supervision of the Military Personnel Branch. This consolidation has given the Security Branch greater flexibility and has increased the utilization of available personnel. Subject has also instituted off-duty security training courses for those interested military personnel.

4. I would rate him from Strong to Outstanding on the duties in paragraph 2 above with an overall rating of Strong.



Read: /s/ James W. McCord, Jr.

Reviewer's Comments;

I agree that is a very strong security officer.

He tends to be consorvative in his views and judgments. He maintains excellent morale in his Branch. In the never-ending conflict between economy and a desirable level of security, he usually leans toward the latter.

/s/ Wendell Little

1772.

MAN

28 March 1963

MEMORANDUM FOR: Director of Personnel

SUBJECT

Fitness Report (June 1962 - March 1963)

JAMLS W. MCCORD

- 1. GS-15, has served as Chief, Security Branch, under my supervision for the subject period.
  - 2. His duties were as follows:
  - a. Security policy advisor to COS and its senior Station and Base officers.
  - b. Supervised nine professional and four clerical employees of the Security Branch.
  - c. Directed conduct of LCFLUTTER, SGLATERAL, Physical Security duties, and Investigations performed by the Security Branch.
  - d. Reviewed security of German Station and recommended ways and means for strengthening and improving.
  - e. Furnished technical security support and guidance to other Bases in EE, and outside of EE on request.
  - f. Reviewed investigative reports of the Security Branch and performed such other duties as directed by the Chief of Station, Deputy for Coordination and Services, and Chief, Administrative Staff.
- 3. has demonstrated time and again his ability to efficiently perform his broad responsibilities in a most efficient manner. His position is not an easy one. He is under the general supervision of the undersigned, while also working on activities directly for the COS and the DCS. He has been able to coordinate these activities in such a way as to earn the respect of all those with whom he deals. He has respected confidences, but also insured that the undersigned has been adequately briefed. He has acted for the undersigned in his absence and will continue to do so.

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4. I would rate him from Strong to Outstanding on the individual functions, with an over-all rating of Strong. He is a good supervisor.

DANIEL M KElly 13/

READ:



JAMES W. MCCORD /5/

(DATE)

### REVIEWER'S COMMENTS:

I agree with the comments of the rating officer. Subject is an outstanding staff officer and capable of assuming broader responsibilities. He never complains of obstacles, but uniformly produces excellent results.

WEADELL Little /s/





1 & MAY 1962

SUBJECT:

James W. McCord, Jr.

Annual Fitness Report - 1 April 1961 to 31 March 1962

During this reporting period, Mr. McCord has continued to function as coordinator of a comprehensive highly sensitive series of investigations involving investigative representatives of all elements of the intelligence community. This assignment has been carried out by Mr. McCord with considerable initiative, skill and enthusiasm.

Mr. McCord, during this reporting period, served as Case Officer on a sensitive and very important personnel security case which due to his efforts was brought to a successful conclusion with favorable results to the Agency.

Mr. McCord has performed a liaison function with a vital element of a friendly service which has resulted in the maintenance of a cordial relationship of great value to the Office of Security and the Agency. This liaison has required Mr. McCord to perform several periods of temporary duty overseas during which he not only carried out his liaison function, but handled other special investigative assignments in a successful manner.

On various occasions during the reporting period in the absence of the Chief, Mr. McCord has functioned as Acting Chief of SRS and has performed his duties in an extremely competent manner.

It is felt that Mr. McCord's forthcoming assignment as Security Officer, German Station will give him additional varied experience of value in his career development.

Paul F. Gaynor

Chief/SRS/OS

Read by: Janu-718 Coro Date: May 1862

Reviewed by: Styles Sound Date: 18 May 61

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FOR CETUS CON

SUBJUCT:

James W. McCord, Jr. Annual Fitness Report - 1 April 1960 - 31 March 1961

During the reporting period, Nr. McCord on various occasions, has functioned as Acting Chief/SRS, during absences of the Chief and has discharged this function in a highly competent fashion.

Mr. McCord, since last report was rendered, has coordinated a comprehensive investigation of a highly sensitive security matter involving investigative representatives from all members of the U.S. intelligence community. This assignment has required a high degree of tact, patience and investigative skill on the part of Mr. McCord.

In addition, during the reporting period, Mr. McCord has served as Case Officer on a counter-intelligence case of considerable importance to the security of the Agency and has displayed rare qualities of initiative, energy, and imagination in developing this case.

Mr. McCord is considered particularly well-adapted by virtue of his experience, training and personality for his present assignment.

Paul F. Gayner Chief/SRS/OS

Read by: Arm. Carlot	Date: _	,	wer
Reviewed by:	Date: _	170	03/96/

S. ORE.

SUBJECT: James V. McCord, Jr.
Annual Fitness Report - 1 April 1959 - 31 March 1960

During the reporting period, Mr. McCord functioned as Acting Chief of the Security Research Staff, Office of Security for a period of six months. He discharged this function in an extremely able fashion and handled a number of highly sensitive assignments with skill and finesse.

Mr. McCord has demonstrated on many occasions the ability to subordinate his personal interests to the necessity for performing his assigned tasks.

In the latter two months of the reporting period, Mr. McCord has been coordinating a very important investigation being conducted in the intelligence community of a leak of highly sensitive information which has caused serious damage to U.S. intelligence collection capabilities. He has displayed rare qualities of initiative, imagination and coordination in the course of this investigation.

Mr. McCord has demonstrated repeatedly his ability to perform sensitive assignments of the utmost importance during the reporting period.

Paul F. Gaymor Chief/SRS/OS

Read by: Server Melans Date: 4/17/1.

Date 4/27/60

RECEIVED FOR SS/CSE SECRET 28 APR FITHESS REPORT SECTION A GENERAL (Mindle) 2. DATE OF McCORD, 26 January 1924 male 35-14 Janes 1. OFF/CIY/OR OF ASSIGNMENT OS/SRS/Office of the Chir S. SERVICE DESIGNATION & OFFICIAL POSITION TITLE Security Officer X MEMBER REASSIGNMENT/SUPERVISOR NOT ELIGIBLE SEFERRED INITIAL DECLINED PENDING DENLED X ANNUAL REASSIGNMENT/EMPLOYEE SPECIAL (Specify) DATE REPORT QUE IN O.P. 30 spril 1959 5/22/58 3/31/59 SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES List up to six of the most important socific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider DNLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated an their ability to supervise (indicate number of employees supervise). 2 - Barely adequate 3 - Acceptable 4 - Competent 5 - Excellent 6 - Superior RATING SPECIFIC DUTY NO. 4 SPÉCIPIC DUT ( NO. 1 Assists in the development, imple-Receives, evaluates and develops mentation and coordination of all CI 7 information of a counter intelligence 6 RATING SPECIFIC DUTY NO. 5 programs PECIFIC DUTY NO. 2 RATING NO. Assists in the supervision of all Analyzes and evaluates results of aspects of the CI program 6 7 counter intelligence operations. SPECIPIC DUT + NO. 3 RATING SPECIFIC DUTY NO. 6 RATING Plans operations necessary to resolve Conducts such personnel investigations, counter intelligence cases interrogations and interviews as 7 deamed necessary in sensitive cases SECTION C Take into account everything about the employee which influences his effectiveness in his current position duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's averall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance. Performance in many important respects falls to meet requirements. erformance meets most requirements but is deficient in one or more important respects. 6 1 - Performance clearly meets basic requirements. - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superlar.
6 - Performance in every respect is outstanding. SECTION D DESCRIPTION OF THE EMPLOYEE In the rating bases below, check (X) the degree to which each characteristic applies to the employee 4 - Above average dagree 1 - Least possible degree 2 - Limited degree 5 - Outstanding degree CHARACTERISTICS at to Inings Gove

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SECTION E	HARPATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE
Stress strengths and w	sknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his
sponsibilities. Amplif	rions to his training. Describe, it appropriate, his potential for Annalyment smiles agreeing greater fellow explain, if appropriate, ratings given in SECTIONS B. C. and Dith Comide the best basful wyletyming.
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During the past year Mr. McCord has shown superior supervised is add deganizational ability. During July and August he personally organized and supervised a major (ii) project overseas which was of national interest. His plan of action was implemented smoothly and the CI mission was accomplished. Another major project mass successfully directed by Mr. McCord with outstanding results.

Mr. McCord has the proven ability to organize complex problems into workable and seemingly simple plans of action. He is a good supervisor, delegates responsibility, and uses imagination and tenacity of purpose in meeting problems. He is continuing to improve himself. No special training is planted for the next year. Mr. McCord will continue to "grow." He is ready to assume greater responsibility and with further experience will qualify for a senior position in this Agency.

SECTION F	CERTIFICATION AND CO	MMENTS
1.	BY EMPLOYEE	
	certify that I have seen Sections A, B, (	C, D and E of this Report.
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2.	BY SUPERVISOR	
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SECTION B.		ICAT 10a		
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ECTION C.	JOB PERFORMANC	<del></del>		
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it duties during the rating period ibility.  Factors other than produ				iler level of respon-
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c. For supervisors, shility to supervise will who supervise a secretary unity;	elvays be rated so a specific duty (do n	ot rate as supervisura thoss
d. Compare in your mind, even possible, the	individual being rated with oth-HAll	re Rente the same duty at a
similar level of responsibility.	Table 1 and Addison to A table 24.	
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sescies sylv no. 3	PATING STELLER DUTY NO. 5	RATING
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1	FITNESS REPORT (Part, II) POTENTIAL							
	INSTRUCTIONS							
FOR THE	AIMINISTRAT	IVE OFFICES: Consult current-instructions for completing this report.						
FOR THE	SUPERVISOR:	This report is a privileged commitcation to your supervisor, and to appropriate career manages officials concerning the potential of the property being rated. It is NOT to be shown to the is recommended that you resid the entire resolution being reporting any question. This report is y after the explose has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, first the quasas has claused. If this has the INITER REPORT on the employee, however, it MUST be						
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hold and	complete a	fter the 40 days has classed. If this is the MITAN REPORT on the employee, however, it MUST be ided to the 17 to later than 30 days after the day in leaded in item 8 of Section 2" below.						
SECTION		GENERAL SERVICE DESIGNATION  (FIRST) (						
I. NAME	(Las McCORI							
3. 071101	/DIVISION/	BRANCH OF ASSIGNMENT B. OFFICTAL POSITION TITLE Acting Deputy Chief,						
OS/Sec	urity Rea	search Staff Investigator Security Research Staff						
7. GRADE	8- DATE	PERIOD COVERED TO LINE (Inclusive dates)						
GS-14	22 Au	gust 1957 22 August 1956 - 21 August 1957						
10. TYPE	OF REPORT							
	k one)	X ettricamini-turiortz						
SECTION	f.	CERTIFICATION						
		CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEWENT OF THE INDIVIDUAL BEING RATED						
A. THIS D		B. THECO OR PRINTED NAME AND SIGNATURE OF SUPERALIDINAC. SUPERALISOR'S OFFICIAL TITLE						
28 And	nst 1957	1						
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SECTION		ESTIMATE OF POTENTIAL						
		ME GREATER MESPONSIBILITIES						
		ing others of his grade and type of assignment, rate the employee's potential to assume greater						
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ork.	1 - 4105	IDY ABOVE THE LEVEL AT WHICH SAFISFACTORY PERFORMANCE CAN BE EXPECTED						
		EACHED THE MIDNEST LEVEL AT MICH SATISFACTORY PERFORMANCE CAN BE EXPECTED						
6		G PROGRESS, BUT NEEDS WORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES. FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES.						
0		PROBABLY ADJUST QUICALY TO WORE RESPONSIBLE DUTIES #IFHOUT FURTHER TRAINING						
PATING		DY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL						
NUMBER		CEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER RESPONSIBILITIES						
	ISONY POTEN							
DIRECTION	5: Answer YES, indica	this question: Is this person the solility to be a supervisor? X Yes No. If your te below your opinion or guess of the level of supervisory solility this person will reach AFTER						
SUITABLE	TRAINING.	Indicate your opinion by placing the number of the descriptive rating below which comes closest						
		pinion in the appropriate column. If your rating is based on observing him supervise, note your l'ecolumn. It tosses on opinion of his potential, note the rating in the "potential" column.						
0656217		SVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION ELIEVE INCINICAL BOULD BE A REAL SUPERVISOR IN THIS KIND OF SITUATION						
RATIN	1 . 0	ELIEVE INDIVIDUAL SCULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION						
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		supervisor)						
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INDICATE THE APPROXIMATE NUMBER OF WONTHS THE NATED SUPECIFIC HAS BEEN UNDER YOUR SUPERVISION

4. COMMENTS CONCERNING POTENTIAL

Mr. McCord has a good educational background, well rounded personality, which combined with his organizational ability and further experience should equip him for a senior position in this Agency.

MAIL ROOM

SECTION H.

THE REPORT OF THE PERSON OF TH

FUTURE PLANS

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

McCord should continue in his present assignment as Deputy Chief/SRS for at least two more years.

McCord wishes to continue his study of Russian.

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

DESCRIPTION OF INDIVIDUAL

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

MAYE NOT OBSERVED THIS, HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE

INDIVIOUAL

T. APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE 3 - APPLIES TO INDIVIDUAL TO AN AYERAGE DEGREE 4 - APPLIES TO INDIVIDUAL TO AN ARBOVE AVERAGE OEGREE

8 - APPLIES TO INDIVIOUAL TO AN OUTSTANDING DEGREE

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FOR THE SUPERVISOR. This	supervisor and senie	or officials.	Organization policy r	equires that	wou inform the subord						
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strengths and weaknesses under conditions specifi	ellainakegulatiion 70-	370 10 10	recommended that you re	ad the entir	e form before completion						
eny mostion, II this . Personnel on later than	is the initial repor 30 days after the da	t on the ex-	ologee, it must be comp in item A, of Section	A below.	orwarded to the Office o						
SECTION A.	(First)		ERAL	3. SEX	4. SERVICE DESIGNATIO						
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NOCOND S. OFFICE/DIVISION/ BRANC	James H of Assignment		26 January 1024	male	SD-35						
03/Security Resear	ch Staff		Investigator								
7. GRADE 8. DATE REPOR	T DUE IN OP	9. PERIOD C	OFFRED BY INIS REPORT	(Inclusive d	et+e)						
GS-17   22 August	, 1056	22 /41	719t 1955 - 21 Aug	ust 1956							
IO TYPE OF REPORT	191111	*******	# ( 4 ) . SUPERVIENA	101411	(Specify)						
	X second	2 - 2 - 2 - 2 - 2	101710	L.L							
SECTION S. 1. FOR THE RATER: THIS R	EPORT X HAS		SHOPE TO THE INDIVIDUA	L HATED. 15	NOT SHOWN, EXPLAIN WHY						
401:											
A. CHECK (X) APPROPRIATE	STATEMENTS:			·							
X VESUAL.	WY 0 WH 0 PIN 1 0 M 3 0 P	f#15 1#51-	IF INDIVIDUAL IS TER WAS SENT TO M	94115 "1" 14 1# 8 A COPY A	CT DR D. A MAINING LET- TTACHED TO THIS REPORT.						
THIS REPORT REPLICTS AND PREVIOUS SUPERVIS	7 M	15 ST WYSE; F	I CANNOT CERTIFY I EVALUATE HIS JOI	THAT THE BAT B PERFORMANC	to individual exces non t, etcaust (Specify):						
1 MATE DISCUSSES BI	TH THIS EMPLOYEE HI THE ENDES WHERE HE	\$ \$706067#\$ \$7800\$.									
B. THIS DATE C	. TYPED OR PRINTED N	אינים אינים	TUPE OF SUPERVISON D.	SUPERVISOR'S	OFFICIAL TITLE						
27 August 1956	Harlan A. Westro	eltarlar	a. heshell ch	ief, CI/S	เร						
2. FOR THE REVIEWING OFFICE FORWATION, WHICH WILL	CLAL: RECORD ANY SU	BSTAGTIAL DIF	FERENCE OF OPINION MI	TH THE SUPER	VISOR, OR ANY OTHER IN-						
	•	<b>}</b>			DATE						
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I certify that any substar	tial difference = 4 :	nainier at	the ampenions in a fit		apro on attaches built						
			THE SUPERVISOR IS PETE								
27 August 1956 Pa	ul Cayner	Faul ?	# N/ - 1		ity Research Staf						
SECTION C.		B PERFORMANC	E EVACUATION								
1. BATING ON GENERAL PERFO	PRWANCE OF DUTIES										
DIFFCTIONS: Consider ONL nis duties during the rati sibility. Factors other t	ng period. Compare	his CMLY with	n others doing similar	work at a si	ng reted has performed miler level of respon-						
6 2 - BARELY ADEC CARRY OUT 73 - PERFORMS NO 4 - PERFORMS DU TATING 5 - A FINE PERF	ESPONSIBILLITIES. ST OF MIS DUTIES ACC TIES IN A COMPETENT, ORMANCE, CARRIES OUT	ALTHOUGH HE EPTABLY, OCCI Effective Ha Many of His	HAS HAD SPECIFIC QUIDA STONALLY REVEALS SOME	AREA OF MEAS	<b>.</b> .						
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7. RATINGS ON PERSONNANCE OF SPECIFIC DUTY			0FF.	
DIRECTIONS:  a. State in the spaces below up to six of the		natant SPICIAL Antias	OFFICE OF PER	
I thus the most important that, is not in-	Title belling	or or occupations and a second	4.	g pertui
b. Rate performence on each specific duty cons c. For supervisors, ability to supervise will	I Take	Taly effectiveness in proceedings	erformance of this specially	· duty.
who supervise a secretary only).			- · · · · · · · · · · · · · · · · · · ·	
<ol> <li>d. Compare in your mind, when possible, the similar level of responsibility.</li> </ol>	individ	lust being ested with	athers been and the state	thity at
e. Two individuals—with—the-samejob—title	may be	rerforming-different du	ties. If so, rate the On-	differen
f. Be specific. Framples of the kind of dutie	. That m	whit he eated see	M411 PC -	
OBAL BRIEFING	HAS AVE	PUSES AREA KNOWLEDGE	CONDUCTS HOTERINGATION	NS.
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. BRITING TECHNICAL REPORTS	VAYAGE:		DERRIEFING SOURCES	
CHADUCTING EXTERNAL LIAISON TYPING		ES RADEO VATES WITH OTHER OFFICE	KEEPS BOOKS 5 DRIVES TRUCK	
TAKING DICTATION	<b>BRITES</b>	REGULATIONS	WAINTAINS AIR COMPLETE	
SUPERVISING g. For some jobs, duties may be broken down eve		S CORRESPONDENCE	EVALUATES SIGNIFICANCE PER LE advisable, e.e., com	
and phone operation, in the case of a radio				
: I - INCOMPLIENT IN THE PERFORMANCE 2 - BARELY ADEQUATE IN THE PERFOR			I THIS DUTY IN AN OUTSTANDIN I VERY FER INDIVIDUALS HOLDI	
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RATING 3 PERFORMS THIS DUTY ACCEPTABLY NUMBER 4 PERFORMS THIS DUTY IN A COMPET	ENT WANN	1 · EXCEL3  IN THIS OUT		MANCE OF
9 PERFORMS THES DUTY IN SUCH		ANN [ A		, .
THAT HE IS A DISTINCT ASSET ON SPECIFIC DUTY NO. 1		SPECIFIC DUTY NO. 4		RATING
Receives, evaluates and develops	TUVALA	Evaluates result	a of counters	NUMBER
information of a counterintelligence	6	intelligence oper		6
naturo.	PATING		aintains Ilaison vith	1 -
Plans operations	MUMBER	ł	isitive government	MAILMO
necessary to resolve counter-	6	Leave of second	as other companyate	6
intelligence matters.	#Aling	of CLA in connect	Lion-with-CI-operation	191
	NUMBER		sonal investigation.	NUMBER
Coordinates SO resources in	7	interrogations an		6
implementation of CI operations.	1	deemed necessary	in certain cases.	
DIRECTIONS: Stress strengths and weaknesses, part		Abian whiteh address the		
District 1945. Strings were ingress and second was ear, pare		those which affect of	retopment on present jon;	
Mr. McCord's greatest strengt!	h is hi	s ability to foll	ow tenuous counter-	
intelligence leads without becoming				
organizes his work well, then proce	eeds to	follow through t	o completion. He	· .
has ability to do vast quantities of	of work	, shows iniative	and imagination	•
and gets along well with all classe			-	
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SECTION D. SUITABILITY FOR	R CURREN	T JOB IN ORGANIZATION	· · · · · · · · · · · · · · · · · · ·	
DIRECTIONS: Take into account here everything ;				100
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Consult r	urrent	instru	ctions f

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_05/500	curlty E	escarch	Staff :	10.	PERIOD C	Investigato	r (In	clusive de	(**)
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27 Aug	ust 1956	Har	lan A. West	rell.	Harla	a Washell ?	de.	f, CI/Se	ec. Research Staff
7. [OR 141	· RIVILOIM	<u> </u>	I HAVE BEVE	1 4 ( D )	אני פונ בוחו	AND NOTES AND SITTED	116(	E OF GPINS	ON IN ATTACHED MEMO.
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Z. NOTE	OTHER FACTORS, INCLUDING PLAS	ONAL CIRC	MASTANCES, TO BE TAKEN INTO	ACCOUNT IN	INDIVIDUAL'S "UTURE ASSIGNMENTS
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SECTION			CRIPTION OF INDIVIDUAL		nas him an Ale 114
the wor	ons: This section is provided literally. On the page but of each statement is a box is number which lest tells how a	elow are a miler the	heading "category," Read	apply in a rach statem	ome degree to most people: To ent and insert in the box the
			HENCE CAN GIVE NO OPINION AS		
	INDIVIDUAL		L TO THE LEAST POSSIBLE DEG	:	
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SECPET

	FITHESS REPORT
	The Filness Report is an important factor in agency personnel management. It special provides  1. The agency selection housed with information of value when innesideting to will film of an individual for overlapping in the career service; and  2. A periodic record of job performance as an aid to the effective utilities of personnel.
	INSTRUCTIONS  AIMINISTRATIVE OR PERSONNEL OFFICER: Consult current administrative instructions regarding the initiation enametal of this report:
direct nesses, your so is seen ugt the	SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor sho assigne, a and reviews the wish of the individual, you have primary responsibility for evaluating his eternaths, early and on-the-job effectiveness as reveled by his devitoring activities. If this individual has been under opervision for less than 10 days, you will collaborate sith his previous supervisors to make sure the report under and complete. Primary responsibility rests with the current especially all is defined these previous by a period this individual has been under your supervision, you have dischooled your supervisions, the house of supervisions of the sound of the province of the individual has been under your supervision, you have discassed your supervisions, so that in a general way haves subjected for the desired of the sound of
A	· NEXT LUE LATE - 22 Aug & CPOSTON Per Co. 16/28 10/2/15:
	17 IS OPTIONAL WHETHER OR NOT THIS PITHESS REPORT IS SHOWN TO THE PERSON DING RATED
1. NAME	SECTION ( (To be filled in by Administrative Utilizer)  (Least) (First) (Middle) 2. Date of Birth 3. SEX 4. CAREER DESIGNATION  MCGOHD, Jemso d. dr. 26 Jun. 1924 1: 50:50  OF ENTRANCE ON DUTY 4. OFFICE ASSISTED TO 7. DIVISION 8. DRANCH
_23_	August 1951 Security Security Bosemen Star:
12. DATI	E THAT THIS MEPORT IS DUE 13. PERIOD COVERED BY THIS REPORT (Inclusive dates)
i. CUAR	SECTION 11 170 he filled in by Supervisor.  1876.24  ef, External Branch, Security Research Staff  1 January 1955
inoi	SPECIFIC ASSIGNMENTS OR TASKS ARE TERICAL OF THOSE GIVEN TO HIM DURING THE PAST THREE TO SIX MONTHS (LIST der of frequency):
coo of duc rep	Chief, External Branch (CI), planned and directed sensitive CI investigations; rdinated action with other Government investigative services; analyzed results investigations, conducted and directed detailed research on CI problems; conted interrogations and interviews on all phases of CI activity; wrote detailed orts on CI cases; supervised activities of SRS employees assigned to External
-rai	nch.
•	
	BEAD THE ENTIRE PORM BEFORE ATTPMPTING TO COMPLETE ANY ITEM
1 caerit	SECTION 111  That, during the letter half of the period covered by this report, I have discussed with the rated indi-
viduel th Itere the denced by Il perfor	te earner to which he has performed his job and provided suggestions and criticisms wherever needed. I be- the understanding of my evaluation of his performance is consistent with my evaluation of him as error this fitness report and I have intormed him of his strengths, weaknesses, and on-the-job effectiveness.  mance during the report period has been unestisfactory, there is attached a copy of the memorandum notive of unestisfactory performance.
This sepo	ert xx has has not been shown to the individual rated.
9/28	155 Halan a Westell
HAVE BE	vitoro Tais across (Comments. of any, are reflected by attached senerandum)
9-	28.55 Tau & Sayra
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This section to provided so an ai in itself but acquires its meaning interpreted literally.	d in relat	ION TO A	parteci	las job	21 #2414n.	nent.	The descript	ive words and to be
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enn you are rating. Placing an 'applies to an individual. Placing that the description is not at all all all all all all all all all	Allan II kii Kasiited ri	in the "i	Art Set	Apple "	column mea	no the	t you have th	e definite uniqua.
STATEMENTS	inger Start			,	CATEGOR	165		
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A. ARLE TO SEE ANOTHER'S			$\leq$					
D. PRACTICAL,								
1. A GOOD MEPORTER OF EVENTS.								
E. CAN MAPE UTC1510NS ON HIS OWN WHEN NEED ARISES.								
3. CAUTIOUS IN ACTION,				<u>:                                    </u>				
4. HAS INITIATIVE,								
4. ANALYTIC IN HIS INJUSTING.	<b> </b>							
7. CONSTANTLY STRIVING FOR HER RNOWLEDGE AND IDEAS.								
B. GETS ALONG WITH PROPER AT ALL SOCIAL LIVELS.							$\bowtie$	
9. HAS SERGE OF MUMÚR.								
O. KNOWS WHEN TO SELK ANDISTANCE.								X
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E. CAN GET ALONG WITH PROPER,				<u> </u>				$\times$
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47. ABLE TO INFLUENCE OTHERS.	<u> </u>				==		== -	_ <u>_</u>	_	=
48. FACILITATES SMOOTH OPERATION OF HIS OFFICE.						<u></u>	$\succeq$			_
49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.						<u> </u>		_]>	$\leq$	
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TET WATTERALITING DO YOU RECOMMEND FOR THIS INDIVIDUALLY	• '								
Employee has expressed desire t	o study Russian								
f. other consents (Indicate here general traits, specific report but which have a bearing on effective utilization	c habits or characteristics not supered elsewhere in the ion of this person):								
SECT	ION VI								
	in the west appropriate box under subsections 4.8.5.30								
L DIRECTIONS: Consider only the skill with which the	C. DIRECTIONS: Based upon what he has said, his actions,								
person has performed the duties of his job and rate his accordingly.	and are etcinos: easier upon met ne nee ears, nis accione, and are etcinos of this person's attitude toward the elency,								
I. DOES NOT PERFORM DUTIES ADEQUATELY, HE IS	1. NAS AN ANTAGONISTIC ATTITUSE TOBARD THE AGENCY WILL DEFINITELY LEAVE THE AGENCY AT THE FIRST								
AS HARELY ADEQUATE IN PERFORMANCE ACTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFFIN FALLS TO CAMPY DUT RESPONSIBILITIES	2. NAS STRONG REGATIVE ATTITUGE TOWARD AGENCY takes on restrictionsprgapsu agency as a								
COMPETENTLY.  9. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA- SIONALLY REVEALS SOME AREA OF REACHESS.	TOWNSRES STOP UNTIL HE CAN GET SCHETHING BATTER STORE TO NAVE AN UNFAVORABLE ATTITUDE TOWARD								
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A DISCOLUE C									
<ol> <li>DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibili- ties nursally indicated by promotion.</li> </ol>	D. DIBNITIONS. Consider everything you know about this person in adding your reting, abill in job duties, conduct on the jub, personnel characteristics or habits, and appoint defects or talents.								
1. HIS BEACHED THE HEGHEST GRADE LEVEL AT WHICH	1. DEFINITELY UNBUITABLE . ME SMOULD BE SEPARATED.								
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### SECRET SECURITY INFORMATION

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Mr. McCord has pr.	rformed the above dut	ies in an excellent a	lanner. He has
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16. WHAT TRAINING OR ROT	٠ ,				•	
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21 September 1954	<u> </u>			
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REQUIRED ACTION 15	PERSON TO	DATE ACTION COMPLETED	INITIALS	
9. a. Obtain two copies of CIA Form 37-151.  b. Enter data in Items I through 6. above, in corresponding apaces: of FER forms.  c. Attach this action form and parphlet "Your Evaluation Report" to FER forms.  d. Deliver forms to immediate supervisor of person to be evaluated.	Evaluations			
<ol> <li>a. Deliver forms to person to be evaluated.</li> <li>b. Offer advice and assistance.</li> </ol>	Supervisor			
11. a. Complete Items 7 through 10. b. Deliver forms to supervisor.	Ferson to be Evaluated	12 47 87	uns.	
<ul> <li>i2. a. Complete Items 11 through 17.</li> <li>b. Attach warning memo, if required.</li> <li>c. Deliver forms to reviewing official (supervisor next in line).</li> </ul>	Supervisor			
<ul> <li>3. a. Review the evaluation.</li> <li>b. Discuss complete evaluation and recommendations with supervisor.</li> <li>c. Record additional comments on forms.</li> <li>d. Sign forms in Item 19.</li> <li>e. Deliver forms to supervisor.</li> </ul>	Reviewing Official	1/30/55	Julio	
<ol> <li>a. Discuss all aspects of evaluation with person being evaluated. (Explein right of appeal, if warning memo is prepared.)</li> <li>b. Sign forms in Item 18.</li> <li>c. Deliver forms to Evaluations Officer.</li> </ol>	Supervisor			
<ul> <li>b. a. Deliver original copy of evaluation form to Transactions and Records Franch, Personnel Division.</li> <li>b. Retain the earton copy for use of operating office and Office Career Service Board.</li> <li>c. Patach Instruction Whent of New Yorks.</li> </ul>	Evaluations Officer			

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if Item 70 (continued) to unused,

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SECTION C RECOMMENDATION FOR	AWARD FOR ACHIE	EVENENT, SERVICE	, OR PERFORMANC	E	.*		
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Indicate results of the cast. Enclaim actions without indicate results of the cast. Enclaim actions and all uniqued streams are actions and actions and actions are actions.

Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities of out covered in Section C; include dates of assignment and relief? What did the Individual do that means the award? Why was this outstanding when the purposed to other of life good, and experience in similar positions or circumstances? If appropriate, include production records and assistance recovered by other persons or units. What obtaines were encountered or appropriate, include relief of achievement, service, or performance. Include reliefs to the persons of Commendation, or other documentation of early on file which supports this recommendation. Encluse unclustified citation.

When he retires 31 August 1970, Mr. James W. McCord, Jr., will have completed 25 years of Government service, 19 years of which were with the CIA in a variety of assignments covering the investigative, counter-intelligence, everseen security support, audio countermeasures and physical security fields within the Security Cover Service.

During his early years of employment when assigned to the See Francisco Field Office. Office of hearity, August 1951 to May 1953, Mr. McCord assisted in the covert entry and processing through sustoms of operational personnel from the Far hist areas and performed eafebones duties and related tasks designed to ensure the protection and cover of such personnel.

When serving with the Security Research Staff, 1955 to 1962, Mr. McCord worked in direct support of Agency activities abroad of a specialized nature exploiting highly nonsitive intelligence source material resulting in the reconstruction of Seviet explorage networks and resolving operational and occurity leads affecting both the British and United States Governments. The identities, composition and operations of Seviet intelligence convices in Europe prior to 1953 and dating back into the 1930's, were reconstructed. Between 1955 and 1969, Mr. McCord was intelligence in contacting, developing and debriefing these identified and available

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Diputy Director for Support

CEPUTY BIRECTOR OF CAREER SCOVICE

Section-D-Continued -- James Walter McCord, Jr.

former Soviet intelligence personalities. This activity led to close liaison with British and other Western intelligence representatives involving numerous trips to Europe. This liaison activity with representatives of the British MI-5 established a direct channel of communications resulting in a continuous exchange of leads and a flow of operational data over the years of benefit to the Agency.

During the period of his work with the Security Research Staff, in which he served as Deputy Chief from May 1957, Mr. McCord was the Agency's case officer in a number of double agent cases involving Agency staff employees who had been contacted and were being developed for recruitment by the Soviet intelligence service.

From 1962 to 1964, Mr. McCord served overseas as Chief of the Regional Security Support Staff located at Frankfurt, Germany with responsibility for the overall personnel and physical security and audio countermeasures programs applicable to the Stations and Bases of the European area. This assignment was followed by attendance at the Air War College, August 1964 to June 1965.

For the past five years, Mr. McCord has held two vital line positions with world-wide responsibilities involving the Agency's audio countermeasures and physical security programs.

As Chief of the Technical Division from 23 July 1965 to 19 October 1968, Mr. McCord supervised a technical operation with considerable skill. Although not an engineer by training, he spanned a difficult gap between the administrative and technical demands of his responsibilities, guiding the development of useful and esoteric equipment in the counter-audio field to a point where the Agency became the recognised leader among Government departments in this area of activity. This leadership is evidenced by the

Section D Continued - James Walter McCord, Jr.

establishment of an Inter-Agency Technical Training Center under the Executive Agency of the Technical Division for the Technical Surveillance Countermeasures Committee of the United States Intelligence Board. Much of h.r. h/cCord's ideas, talents, and imagination went into the creation of this training activity which commenced operations about the time of his reassignment to the Physical Security Division.

Mr. McCord participated with two subordinate employees in the development of x-ray equipment for use by the Technical Division in detecting and locating bostile audio devices implanted in office appurtenances and wails of Agency occupied facilities. The responsibility for ensuring that appropriate protective methods for the safe use of this equipment was also associated with this development. The significance of this schievement was recognised by the Agency when Mr. McCord and his participating colleagues were awarded Certificates of Merit with Distinction in October 1966.

In his current position as Chief, Physical Security Division, Mr. McCord demonstrated his ability to quickly assimilate the necessary details of a field in which he had relatively little experience. He showed initiative in sceking out new ways and means to harden the security of the Agency's domestic and overseas facilities by tapping all possible technological resources, both in and out of Government, to produce for the Agency a posture in the physical security field which is the equal of, if not superior to, these of other elements of the United States Government. Illustrative of this effort is the expansion and improvement of the Agency's Security Command Center relating to the protection of Agency assets in time of demonstrations, riots and civil disturbances.

Throughout his Agency career, Mr. McCord has engaged his curious and inventive mind to search out even better ways to solve problems within his area of responsibility. As a result, his

## SECRET

Section D Continued - James Walter McCord, Jr.

Agency career is a record of austained superior performance of duty of high value. The value of his exemplary performance over the years has often been recognized and commended by senior officials of the Agency. It is on this basis that Mr. McCord is nominated for the Certificate of Distinction upon the occasion of his retirement.

SECPET

Mr. James W. McCord, Jr. Certificate of Distinction

### CITATION

Mr. James W. McCord, Jr. is hereby awarded the Central Intelligence Agoncy's Certificate of Distinction.

During his nineteen years of Agency service, both domestic and foreign, Mr. McCord displayed remarkable imagination, ingenuity and effectiveness in the performance of his assigned tasks. His sustained superior performance of duty of high value over the years leaves a marked contribution to the overall mission of the Office of Security and the Agency, particularly in the areas of physical and technical security.

MEMORANDUM FOR: Director of Security.

SUBJECT

: Commendation

1. The Committee on the Security of Headquarters Building in a series of twelve meetings between May and August 1969 conducted a detailed study and analysis of each facet of security of the Headquarters Building. I know that considerable time and effort were given to preparation of the detailed briefings, supplemental studies and reports, contributions to the formal report and implementation of the recommended corrective measures. I am appreciative of the efforts and contribution made by your staff to this important piece of business. Although I am sure that many of your staff have worked on this project, my attention has been drawn particularly to these officers:

Buckley, Robert Carrico, H. Clifton Elliott, Robert N. Farrell, Francis M.

Geiss, Ermal P. Good, Charles B. Green, James P. Griffin, Robert B. Hayes, Robert J. Herlihy, John F. Kane, Edward J.
King, Joseph F.
Mantoni, Rudolfo
McCord, James W., Jr.
McGinn, John B.
O'Connell, James P.
Parr, Laurence
Petit, Alan F.
Sullivan, Arthur H.
Todd, Orin H.

2. I would appreciate it if you would pass this commendation on to the individuals concerned. Copies of this commendation have been forwarded to the Office of Personnel for inclusion in the Official Personnel File of each of the above officers.

R. L. Bannerman Deputy Director for Support

CONFIDENTIAL



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MEMORANDUM FOR: Director of Security

SUBJECT

: Notification of Approval of Quality Step Increase -James McCord

- 1. I am pleased to send to you the attached official notification of the approval of a second Quality Step Increase to be awarded to this employee. The previous award was effective 28 August 1966.
- 2. May I again ask that you arrange an appropriate ceremony for the presentation of this Quality Step Increase which is in recognition of his continuing excellent performance.

Robert S. Wattles
Director of Personnel

Distribution:

Orig & I - Addressee

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19 October 1963)

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4 October 1968

MEMORANDUM FOR: Director of Personnel

ATTENTION

: Chief, Placement Division

SUBJECT

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McCORD, James W., Jr. #058124

Quality Step Increase

The Deputy Director of Security for Physical, Technical, and Overseas Security has recommended, with the concurrence of the Director of Security, that Mr. James W. McCord, Jr. be granted a Quality Step Increase. The original recommendation from Mr. McCord's supervisor is attached for your consideration.

Edward K. O'Malley

Secretary

Security Career Service Board

Attachment

SECRET E

MEMORANDUM FOR: Chairman, OS Carcer Board

SUBJECT

: Quality Step Increase for Mr. James W. McCord, Jr.

- 1. Mr. McCord has served as Chief of the Technical Division since 23 July 1965. Through his leadership and fine management of the Division, he and his engineers have developed several new and valuable techniques in the audio countermeasures field. The cost of research and development in these techniques was at a minimum and saved the Government much time and money in increasing the state of the art in audio countermeasures.
- 2. Mr. McCord supervises his Division in a vigorous manner and instills enthusiasm and esprit de corps within his organization—a difficult task because of the extensive amount of world-wide travel demanded from his subordinates.
- 3. Through the efforts of Mr. McCord the establishment of an Interagency Training Center for audio countermeasures is proceeding in an orderly basis, and the first courses offered to technical personnel in the intelligence community will begin this fall. The Technical Division, PTOS, serves as the Executive Agent for the operation of such school for the Community.
- 4. In view of Mr. McCord's sustained high level of performance of duties and the outstanding achievement in the research and development of new hardware and techniques in the audio countermeasures field, it is recommended that Mr. McCord be awarded a Quality Step Increase.

James P. O'Connell

Deputy Director of Security (PTOS)

Section

# ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

-FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM.

IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL

TO COMPLETE TI	HIS FORM—
FOLLOW THESE GENERAL INSTRUCTIONS:  Read the back of the "Duplicate" carefully be fill in BOTH COPIES of the form. Type or use ink Do not detach any part.	
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#### CONFIDENTIAL. (When Filled In)

### MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-, Employee Conduct, dated 29 August 1961, and the information brochure for PCS returnees, dated pgulayi

Signature

JANES W MC COLD

CONFIDENTIAL (When Filled In)

## CCNFIDENTIAL (When filled in)

#### TRAINING REPORT

MANAGERIAL GRID SEMINAR (50 hours) - DATES: 23-28 April 1967

Student: James W. McCord, Jr. Cffice : OS

Year of Birth: 1924 Service Designation SS

Grade : 15 No. of Students : 46

EOD Date : August 1951

#### COURSE OBJECTIVES AND METHOD

Course objectives are to aid participants to: learn the managerial theories contained in the Grid; understand their personal managerial styles in Grid terms; evaluate convictions about managerial values; develop team action skills; increase candidness of communication; strengthen the use of critique for problem-solving and learning; and acquire an appreciation of Organization Culture and Development.

The method of learning offers a challenge to all participants regardless of level or experience. A Grid Seminar is not "taught" in the usual sense. In Grid teams, participants solve complex management problems. Objective solutions are made available. Individual and team performance is repeatedly assessed. Various measuring instruments are used to evaluate effectiveness.

Critique sessions assist each participant to understand how he might change his own behavior to increase his problem-solving effectiveness. Thus managers are not told the best way to manage, but they learn by convincing themselves.

About twenty to thirty hours of study are completed as prework. Insights gained are deepened and personalized during the intensive 50-hour Seminar.

### ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING:

Chief Instructor Date

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MEMORANDUM FOR: Deputy Director of Security for Physical, Fechnical & Overseas Security

ATTENTION

: Chief, Technical Security Division

SUBJECT

: Security Presentation - Support Course

L. The Office of Security presentation at the Training Center on 2 March 1967 was extraordinarily well received. Colonel Winters, Commanding Officer, has informed me of a number of superlative comments by those in attendance.

- 2. I want to express my appreciation to Messrs. James McCord, Alan Petit, and Carroll Melkerson for their most effective presentation on audio countermeasures. It was a highlight of the program and contributed immeasurably to its success.
- 3. I'd like to express a special word of thanks to Mr. William Herron, for his splendid support in preparing visual aids for the program on extremely short notice. I am aware that Bill worked long hours over the preceding weekend and virtually all night on one occasion in order to ensure the success of this program, while fulfilling heavy commitments to get audio countermeasures teams into the field.
- 4. I can be justifiably proud of the success of the presentation, and attribute this success in large part to the extraordinary team effort by the Office of Security components involved. Please extend my personal commendation to Messrs. McCord, Petit, Melkerson, and Herron and advise them that a copy of this memorandum will be placed in their Official Personnel Files.

Managed I Calabara

Howard J. Ceborn
(D)rector of Security

cc: Official Personnel Files

TREASURY DEPARTMENT UNITED STATES SECRET SERVICE

gols 67-0342

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

January 3, 1967

The Honorable
Richard Helms
Director, Central Intelligence
Agency
Washington, D. C.

#### Dear Dick:

I wish to express my appreciation for the valuable assistance provided by your agency during the recent tour of President Johnson to Southeast Asia. Your response to our request for technical assistance was most gratifying.

I would particularly like to commend to you Mr. Howard J. Osborn, Director, Office of Security, Mr. James McCord, Chief, Technical Security Division, and Mr. Arthur Sheridan, Regional Security Office, Far East, for their cooperation. Their dedication to duty and extensive knowledge and experience in technical support greatly contributed to the success of our mission.

Messrs. Robert Prouty and William Flannery of Mr. McCord's office and Mr. Phil Rush of Mr. Sheridan's office also contributed immeasurably to the success of the visit.

Please extend our sincere appreciation to your staff for a job well done.

Sincerely,

James J. Rowley

1st Endorsement

### TO: Director of Security

It is always a pleasure to see commendations such as this in recognition of jobs well done.

I would like to add my congratulations and appreciation to you and all of the members of your staff for your fine efforts which contributed to the successful completion of the President's trip.

> R. L. Bannerman Deputy Director for Support

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Commendation

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### TREASURY DEPARTMENT UNITED STATES SECRET SERVICE

Soptember 15, 1955

Director dunting Inhallingence Agency Pashingson, D.O.

Math: Mirestor, Office of Security/ADD

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Dirting the past year requestrated was of your Agency's Office of Security assisted for Security of In the teensical security progress. In . House 8. Of the Manager, Office of Security, has game early furnished to take support of his fermical Security Marian has been by Mr. Jones M. Medons. In term Mr. Medons has the first of the form the first to assist the forest Service in the formal security of the first to a

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# CONFIDENTIAL

- 2 -

On behalf of the Secret Service I would like to express our deep appreciation for the excellent and dedicated assistance furnished by your Agency over the past year in the technical security area.

Very truly yours,

James J. Rowley Director

DD/S 65-5075

27 SEP 1505

MEMCRANDUM FOR: Director of Security

SUUTECT

: Cetamiendation

in which he expressed deep appreciation for the excellent and dedicated assistance rendered to the U.S. Secret Service during the past year. The Director wishes to continue this cooperation and assistance.

2. I appreciate very much this kind of performance which reflects creek then the Agency and I compliment you and your stall for another job well to be.

T. L. Linnerson.n Deputy Director for Support

Aut Letter did 13 Sept 60 to DCI in Mr. Rowley, rubji Approchation

S 0 AUG 1966

MEMORANDUM FOR: Director of Security

SUBJECT

: Notification of Approval of Quality Step Increase - James McCord

- 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. As this award is designed to encourage excellence by recognizing and rewarding the employee, may I ask that you arrange to have this Quality Step Increase presented at an appropriate ceremony.

/s/ Rex E. Greaves

Emmett D. Echole
Director of Personnel

Distribution:

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1 9 AUG 1966

MEMORANDUM FOR: Director of Personnel

ATTENTION

: Chief, Placement Division

SUBJECT

: McCORD, James W., Jr. #058124

Quality Step Increase

The Security Career Service Board has recommended, with the subsequent concurrence of the Director of Security, that Mr. James W. McCord, Jr. be granted a Quality Step Increase which would change his salary from GS-15, step 5, at \$19,978 per annum to GS-15, step 6, at \$20,585 per annum. The original recommendation from Mr. McCord's supervisor is attached for your consideration.

Evest I. Hardl

Ernest L. Hardt Secretary Security Career Service Board

Attachment

APPROVED

28 Jun 1988

MEMORANDUM FOR: Director of Security

SUBJECT

14-00000

Quality Step Increase - James W. McCord, Jr.

1. Mr. James W. McCord, Jr. joined the Central Intelligence Agency, Office of Security, in August 1961.

- 2. He has served successfully in various capacities in the Office of Security as an Investigator, Deputy Chief, Security Research Staff, Regional Security Officer, Germany, and upon his return from overseas, he attended the Air War College, where his overall performance was rated as outstanding.
- 3. For the past year, Mr. McCord has been serving as Chief, Technical Division.
- 4. Through Mr. McCord's imaginative planning, guidance, and direction, the Technical Division has developed numerous improvements in both instrumentation and techniques which have greatly enhanced the Agency's capability

targeted against the Agency both domestically and overseas. It is, therefore, recommended that he be granted a Quality Step Increase.

Ermal P. Geiss

Deputy Director of Security (PTOS)

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stription of administrative, technical, or poofes ment and relief.) What did the individual do tha and experience in similar positions or circumstr ions or units. What obstacles were encountere.	e: State character of service during period for which recom- isional duties and responsibilities if not covered in Section of merits the award? Why was this outstanding when comp onces? If appropriate, include production records and assi J or overcome? Indicate results of achievement, service, or tion, or other documentation already on file which supports	i C; include dates of assign- ared to others of like grade stance rendered by other per- ir partarmance, Include refer
Jr., Alnn F. Petit, and W	1965 through May 1966, Messrs. Jailliam M. Marcy of the Technical	Division, Office
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# S-E-C-R-E-T (When filled in)

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MEMORANDUM FO	R: Chief, Transactions & Records Branch/OP	·•
FROM:	Chief, External Training Branch/RS/TR	•
SUBJECT:	Completion of External Training 16700	
This is to advis request # <u>R-12340</u>	e you that <u>McCORD, James W. Jr.</u> training production attended the following external training products	ining gram:
COURSE: A	r War College Program	
INSTITUTION:AI	War College	
DATE: 7	Nugust 1964-4 June 1965	
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FOR THE DIRECT	OR OF TRAINING:	
	17an John	) .
Attachments:		
Grade Report Certificate of Sat Certificate of Con Roster of Particip X Training Report by Training Report by None Other:	Institution Student	
	GROUP I excluded from automatic downgrading and declassification	

AIR WAR COLLEGE 'Air University United States Air Force Maxwell Air Force Base, Alabama 36112

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AWCA

2 June 1965

SUBERTE

Training Reports

Director of Personnel -Cenaral Intelligence Agency Washington, D. C.

Attached are Training Reports (AF Form 475) for Central Intelligence Agency representatives in the Air War College Claus of 1965. These raports and forwarded for your information and appropriate distribution.

FOR THE COMMANDANT

K. PROCK Lt Colonel, USAF

Director of Administration

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2. TR, Mr. McCord

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# CONTINUED SERVICE AGREEMENT FOR EMPLOYEES ASSIGNED TO TRAINING THROUGH NON-CIA FACILITIES

1. In consideration of my being assigned by the Central Intelligence

Agency to 1	training in	Air War Colleg (Course)	<b>ya</b>	at
• •		Montgomery, Alaba		
	(Na	me of Facility)		<del></del>
beginning _	August 1965	and ending	June 1965	· .
I agree to t	he following terms	and conditions:		
(hereir which p pletion tarily s b. the agr	bed above, I will chafter the Agency) period shall be dee of the training conseparated from the That, if I volunt	arily leave the Agenc vice and do not immed	central Intelligences than 36 refirst workday af ent, unless I am in the completion of the completion	e Agency months, ter com- nvolun- on of nined by
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			(HoCord)	·.

this agreement, the Agency may recover such amounts from me or my estate by (1) set-off of accrued salary, pay, compensation, amount of retirement credit, or other amount due me from the Government, and by (2) such other methods as may be provided by law for the recovery of amounts due the Government.

e. That the assignment to training under this agreement does not commit the Government to continue my employment and, further, that I may be released in whole or in part from the terms of this agreement only by action of the Director of Central Intelligence.

(Signature)

James W. HcCord

(Type Name)

WITNESS: Way

(Signature)

(Type Name)

(Date)

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9 MAY 1954

Dear Jin:

y tour of duty in

Europe will terminate in late ay when I leave Europe to undertake new duties in Washington, D. C. In association with you and your staff has been a richly rewarding experience, both personally and professionally. The manner in which you have unobtrusively, yet effectively, served as the catalyst which welded together the activities of the many staff and operational agencies which share an interest in our national security, has been a source of continuing inspiration to me. Your efforts have enjoyed my unqualified personal support and have merited the admiration of those members of my staff who have been privileged to associate with you.

You have dramatically demonstrated a capacity for bringing together key personnel of agencies who seek, in the accomplishment of their individual missions, the realization of a common goal, in a manner calculated to preserve the individual integrity of each agency while emploiting those benefits of cohesiveness so essential to manimum, effectiveness. I indful that the application of a prescribed technique without adding the complementing ingredient of your confidence inspiring and personality personality would not have achieved the same measure of success, I unlesitatingly ascribe our abundant joint accomplishments to your generous personal contribution.

11 19 Janes

My future relationships with your associates will always reflect a y admiration for the manner in which you have contributed to the attainment of our national aims and the manner in which your personal efforts have precipitated a more significant contribution from the other agencies with which yours has been associated.

Sincerely,

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			8 June 1964
UBJECT:	Letter of Apprecia	ation	
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- 1. The news of your departure to a new station in the USA has been received with regret; your contributions in the intelligence community will be missed. At the same time it is gratifying to learn that you have been selected for such an important assignment of which you are most deserving.
- 2. I wish to express my appreciation for your efforts in organizing the Frankfurt Security Officers' Conference. I am aware that through your initiative and tenacity this organization expanded in size until all security and intelligence units in the Frankfurt area were represented, thus comenting their combined efforts into one sphere of cooperation. This, I am sure, has contributed immeasurably to the overall security mission of this community.
- 3. I also wish to specifically thank you for the security lecture you presented to members of my command in England. There have been many favorable comments received from personnel hearing that presentation, to the effect that the lecture indicated a very broad range of knowledge on your part and that it was presented in a truly professional manner.
- 4. The fine cooperation you have extended to personnel in my Division has been of the greatest assistance to my command and all have voiced their appreciation and satisfaction concerning their association with you. I wish you the best of luck and success in your new endeavor.

FOR-OFFICIAL-USE ONLY

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# CERTIFICATE

This is to certify that

James W. McCord

has attended and successfully completed the

# SECURITY OFFICE

SPECIAL TRAINING COURSE

Security Officer Field Course #12

during the period 14 May to 25 May

10 20 1104, 1714

FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON, D.C.

# CERTIFICATE

This is to certify that

James W. McCord

has attended and successfully completed the

SECURITY OFFICE SPECIAL TRAINING COURSE

Physical Security Training Course #8
during the period 23 April to 11 May 1962

FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON, D.C.

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 Two Years from the date of my arrival at my permanent post of Suty, 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:

Ames Walter McCord, Jr.

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Date: 164 8 62

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CONFIDENTIAL

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#### 5-E-C-R-L-T

#### TRAINING REPORT

Operations Support No. 50"

120 hours, full-time, Phase I 2 - 20 April 62 8 Students
80 hours, full-time, Phase II 23 April - 4 May 62 10 Students

Student: McCORD, James W., Jr. Year of Birth: 1924

EOD Date: August 1951 Grade: G8-15 Office : O8

#### COURSE OBJECTIVES - CONTENT AND METHODS

The Operations Support Course emphasizes the role of support personnal in clandestine activities and their responsibility in originating material of a support nature at headquarters and in the field. The Course objectives are to provide the student with (1) an appreciation of the interrelationship between operating functions and support functions; (2) an understanding of some of the basic principles and techniques of Agency operations; (3) a knowledge of procedures, regulations and problems partinent to the necessary support of operational activities.

a. Phase I covers instruction on organization, functions and responsibilities of the Clandestine Services; basic principles of clandestine activity accompanied by practical exercises; project and agent management; familiarization with defensive and offensive audio surveillance.

About fifty per cent of Phase I consists of lectures, briefings, and discussions; about thirty-five per cent is devoted to field exercises, practical written assignments, practice problems, and observing films as training aids in basic tradecraft. The remainder of the time is devoted to studying and testing.

b. Phase II includes name checks, records procedures, foreign travel, finance and property accounting, dispatch, pouch, cable and message-writing procedures. For this phase, problems have been developed to represent situations as they normally occur at a Class B Station.

About thirty-five per cent of Phase II is composed of lectures, briefings, and discussions; about fifty per cent is devoted to practice problems and practical written assignments. The remainder of the time is devoted to studying and testing.

#### ACHIEVEMENT RECORD

The adjectival ratings on this student for each major area of this course are the result of an evaluation of his work on his individual projects, on the other exercises, and on the final examination. Comparative judgment takes into account students in preceding classes as well as the present one. The numbers show how many students received each rating. An asterisk (\*) shows the rating this student received. The rating the student receives represents the student's performance in the course with no allowance made for difference in age, education, experience and so forth.

S-E-C-R-E-T

McCord, James W., Jr.

### MAJOR CATEGORIES

	PHASE 1	UNSAT	SAT	EXCELLENT
1.	Tradecraft - Recognition of elementary principles.	o	5	6
2.	Casing - Written observation of an assigned site.	O	2	6
3.	Personal Meeting Plan - Written paper emphasizing techniques of effecting clandestine meeting.	0	5	3
4.	Personal Meeting - Carrying out student's plan.	. 0	4	1,
5.	Contact Report - Written report of clandestina personal meeting.	0	2	6
6.	Operational Support Procedures - General knowledge of Clandestine Services Organization and Functions; Agent and Project Management.	0	2	6
	PHASE II			
1.	Originating Headquarters and Field Dispatches. Indexing Requirements. Field Pouch Manifest.	ó	2	8
2,.	Preparation of Headquarters and Field Cables. Writing and Indexing Messages. Use of Message Writing Techniques.	0	7	3
3.	Type II Property Accounting - Fundamentals and Execution of Records.	0	1	9
4.	Foreign Travel - Currency Conversion and Completion of Travel Voucher.	. 0	4	6
-	Familiarization with Class B Accounting and Preparation of Records.	0	0	10
	Clandestine Services Headquarters and Field Sup- port Procedures.	i '	14	5
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COMMENTS

Student cancelled per Registrar/Training, 29 March 1962.

FOR THE DIRECTOR OF TRAINING

Chief Instructor

18 May 1962

Date

## CONFIDENTIAL Patron Filled In )

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#### TRAINING KEPORT

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COURSE OF FEETHER - CONTENT AND RETHOD

This course helps prepare personnel and their adult dependents for residence for travel in the general area and country of destination. Included are a briefing on "the Americans dreat Problem," its implications for the individual employee or dependent and the American dreatical divice for successful personal adjustment to swerpday problems of working and living in the area of assignment, useful information or the area, and guide lines for understanding its major problems. Advice includes ones for officially includes an analysis of the importance of the region to the United States and descriptions of the people, their institutions, and current living conditions. The course offers bectures, purel discussions, films, slide commentaties, and selected readings for a recommended program of self-study. Employees and dependents recently returned from the area help to keep current the information on conditions.

#### ACHIEVEMENT RECORD

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

FOR THE DIRECTOR O. THAINING:

Chi of Instructor

ANTHONY M. LEWIS

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REPORT OF HONGE AND MERIT AWARDS BOARD (CONVENED FURSUANT TO PEDILATIONS R 20-635 ANT ST 20-635) 2 Harrib 1959 The Honor and Merit Awards Found having considered a recommendation that: --McCORD Walter Actg. Dep. Chief/SES/OS James PRESENT GRADE STATION GFF165 #31'9+10 10 CS-14 **Headquarters** Security Certificate of Merit with Distinction TOO MERITORIOUS ACHIEVEMENT OR SEPPICE DURING THE PERIOD 1 July - 15 August 1958 JAPPROVES THE RECOMMENDATION DISAPPROVES THE RECOMMENDATION PAPPROVES, BUT IN LIEU THEREOF, RECOMMENDS THE ABARD OF: CHIATION REASONS FOR DISAPPROVAL OF RECOMMENDED ANAPO The Honor and Merit Awards Board concludes from the information available to it that the service performed, while of unquestionable value, is not sufficiently outstanding to merit an honor award. W7 80110 SICHAFLOE teret want de Castansa, souca sun minit apance acest Gordon M. Stevart 81816258 68 488794, 1874.6:52846 SIGNATURE EEU Jacto oret de atconsta

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Reference is made to the the summary excerpted from the	o attached memorandum dated 1 November 1958, which is he report of the operation submitted on that date.
in Moscow had mentioned to or	tion, 2 July 1958, that a member of the Soviet Foreign Office ne of the American Embassy staff members that the Soviets the missing C-113, Kr. McCord was appointed head of a team

of men from Headquarters to proceed immediately to Germany to plan for and debrief the crew of the C-ll8 in case they were released.

At Wiesbaden, acting upon policy guidance received from Headquarters, Mr. McCord made detailed plans for the interrogation of crew members; prepared news releases and made plans for the handling of the press; arranged for reunion of the crew members with their families; and arranged medical examinations, all with the view toward avoiding publicity

or incidents which might reveal Central Intalligence Agency interest in the highly sensitive nature of the plane's flight.

When the crew arrived at Wiesbaden, Mr. McCord directed the over-all interrogations and participated in portions of the interrogation of the crew members himself. He prepared cables and dispatches for Headquarters as well as the over-all report of the descripting of the crew. He briefed the crew members regarding their conduct before the

press. He also assisted in the plans for the return of the crew members to Washington,

all of which entailed around-the-clock work,

Upon return to Washington, Mr. McCord directed the detailed debriefing of the crew, covering all aspects of possible compromise of security of CIA personnel, operations, and cover unit activities, as well as various positive intelligence and counter-intelligence matters. Final reports were prepared and Mr. McCord participated in briefings of the DCI, DDCI, and various Air Force and Defense Department officials.

The ingenuity, foresight, planning and guidance exercised by Mr. McCord from the time the team first left for Europe, through the initial debriefing, and then in following through in the debriefings back at Headquarters, resulted in rapid and thorough interview of the crew members, assessment of the compromise to the Agency, and determination of appropriate action needed by the Agency to counter such compromise. His performance in that instance was of the highest degree and did much credit to this Agency in the highly professional manner in which it was performed.

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Summary memorandum excerpt from report dated 1 November 1953	314441441
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1 November 1958

SUBJECT: American C-118 Aircraft Downed in Soviet Azerbaijan 27 June 1958 by Soviet MIO-17's

On 27 June 1958, a C-118 cargo plane, assigned to the U. S. Air Force in Wiesbaden, was fired on and forced down near Gendarkh, Soviet Azerbaijan. The plane was carrying nine U. S. Airmen, three of whom are assigned to this Agency. They are Colonel Dale D. Brannon, Major Robert E. Crans and Major Bennie A. Shupe. The other six men were regular Air Force members assigned to Wiesbaden, Germany. The nine men were en route from Wiesbaden to Teheran and Pakistan on a flight carrying cargo for CIA. Col. Brannon and Major Crans were planning to get off the plane in Teheran had the plane remained on course.

The plane, while en route to Teheran from Nicosia and as a result of bad weather and navigation error, went off its plotted course and crossed into Soviet Armenia. There it was intercepted and fired on by three MIG-17's and caught fire in the left wing. Five of the crew bailed out and the other four rode the aircraft down to a safe landing on a small airstrip at Gendarkh in Soviet Azerbaijan. The crew members who had remained on the plane to its landing got out safely and the plane was burning fiercely when the crew last saw it. The part of the crew that parachuted was surrounded by Soviet peasants, some of whom teat and struck at the crew members. One of the men, Major Bennie Shupe, CIA employee, was taken by the mob to a telephone pole and narrowly escaped hanging before being rescued by the Soviet military.

Major Shupe and the remainder of the crew were turned over to the Soviet military, and after an overmight stay in a Soviet military garrison near Stepanakert were taken to a city believed to be Yevlakh, and then flown to Baku, Russia. There they underwent interrogation by Soviet intelligence officers, at least one of whom had served in the United States, as a Soviet Purchasing Commission employee 1943-45, and later in Canada in 1949-55 as First Secretary of the Soviet Embassy. This RIS officer, Vladimir Bourdine, later served in 1955 as a personal interpreter for Murushchev in a meeting with Prime Minister Nehru of India. Bourdine interrogated Colonel Brannon of CIA at considerable length during the period 30 June - 3 July 1958, while the crew was imprisoned in the MVD Headquarters building in Baku. Following their individual interrogations, the crew members were required to appear separately before a Commission of Soviet officials at the Baku KVD Headquarters who questioned them about the border violation by the C-118 aircraft, and requested them to sign statements attesting that they had been well-treated and received adequate medical care by the

Soviets. The inquiry by the Commission was perfunctory and did not involve an interrogation in the intelligence sense. The crew was then transported to Astara on the Soviet-Iranian border on 7 July 1958 and turned over to the American Air Attache.

Cn 2 July 1958 this Agency received information indicating that the Soviets might be considering releasing the nine fliers. Since no date or place of release was indicated, cables were sent to the various peripheral CLA stations around the Soviet border indicating the possibility of impending release. The Air Force agreed to alort its Air Attaches in the same areas of the possibility of impending release. At the same time a team of Agency personnel, including a medical officer, an Air Maritime officer, and two representatives of the Security Office were dispatched to Wiesbaden from Headquarters in anticipation of the release of the fliers. Three hours after the team arrived in Germany, the place of release was learned from the Soviets to be Astara on the Soviet-Iranian border, and a USAFE plane was dispatched that hight from Wiesbaden with the Air Maritime team member aboard destined for Teheran to await the turnover of the American fliers at Astara. The fliers were turned over on 7 July 1958, were immediately flown to Wiesbaden, Germany where an initial joint CIA-AF debriefing of them was begun, and where initial press interviews were held, following careful briefing of the crew as to the text and limitations to be observed. Two days later, two members of the crew, one of whom was Major Shupe, a CIA employee, were permitted to give an interview to the Paris representative of Timo-Life. Members of the CIA team were present during these press Interviews, under appropriate cover arrangements, to furnish guidance to the CIA personnel.

Following the initial debriefing, the entire crew was flown to Washington, D. C. on 18 July 1958, for a more extended debriefing. These debriefings were completed on 6 August 1958 and covered the various aspects of possible compromise of the security of CIA personnel, operational and cover units activities, as well as various positive intelligence and counter-intelligence matters.

The three CIA men aboard the plane were extremely knowledgeable of highly sensitive Agency operational activities and of the identities of numerous CIA personnel. Colonel Brannon

, was knowledgeable of CIA operational activities on a world-wide banis, with many of these projects being extremely sensitive. Colonel Brannon and Major Robert Crans each carried briefcases containing classified material, and Brannon carried an address book containing several names, addresses and telephone numbers of CIA personnel and cover units. The two briefcases are believed to have been destroyed by the fire in the aircraft after landing. The address book of Brannon was taken from him by the Soviet

peasants on landing and was later turned back to him by the Soviet—Commission members at Baku. Neither he nor other members of the crew were questioned about either of the briefcases, their contents, nor about the address book and its contents. We assume that the Soviets have or will process the names in the address book through their Moscow files. Some of the other crew members carried personal notations in their wallets relating to a few other CIA personnel.

We have received no indications that Colonel Brannon or the other crewmen were drugged or otherwise tampered with by the Soviets. Brannon and some of the others did receive shots the first night and second day from the Soviet military for their wounds and burns; however, these shots are believed to have been for legitimate medical reasons.

The substance of the questioning, treatment and techniques of interrogation has been exhaustively explored with all the crew members in the course of the detriefings. In summation, the interrogations of the crew members were superficial and do not appear to have been backed up by close coordination and communication with Moscow for intelligence research purposes. It is possible that the quick acknowledgment by the Soviet Foreign Office of the landing of the C-118 in Soviet territory precluded the MVD from fully exploiting the crew members. Colonel Brannon and Captain Kane were separated from the group and given preferred treatment, apparently with the intention of developing them for information purposes. We are convinced that both men handled themselves extremely well and did not disclose any information concerning the Agency or its activities.

To date we have no indication that the Soviets knew at the time they interrogated the crew men, that the flight of the C-118 was connected with CIA in any way, nor that they knew three of the men aboard were CIA personnel. We do believe that in time the Soviets, through Brannon's address book, which lists the open Agency telephone number EX 3-6115 below his name on the first page, will connect him and possibly others in the address book with CIA. Since the Soviets questioned him about the 7170th Support Group and the 7405th Support Squadron in Wiesbaden, it is therefore presumed that they will associate those units with this Agency.

In addition to this report, debriefings of the crewmen were taped and typed, which will total some 7,000 = 9,000 pages when completed, are being distributed to the CI Staff and

other interested components of this Agency as they are completed. Questions were solicited by this Office of all interested components, in order to cover all matters in the debriefings of interest to the Agency. Careful arrangements have been made with the Air Force in order that Agency interests will be adequately protected and proper security will be maintained in the handling of information and reports derived from the debriefings, and so that no compromise of the Agency interest in the flight of the C-118 will be made to the press.

#### CONCLUSIONS:

- A. It is our opinion that the possible compromises arising out of this incident are relatively minor in nature and that no major compromises occurred.
- B. That the Soviets "missed" on the true nature of the flight and personnel of the C-118.
- C. That the reasons the crew members were given an early release were as follows:
  - Primarily, the Soviet interrogators failed to use all
    of the leads at their command, particularly Brannon's
    address book, and failed to break the crewmen through
    interrogation.
  - The crew did not inadvertently disclose through interrogations, the purpose of their flight, its relation to the Agency and that of three of its crew to CIA.
  - The Soviets apparently failed to check out the names and other data in Brannon's address book through their files prior to release of the crew.
  - 4. No incriminating information or material was immediately recovered from the burned aircraft.
  - 5. Several of the crew destroyed incriminating building passes and notations in their wallets while on their way down in their parachutes, or immediately after landing in their chutes.
  - 6. There were either no leaks or insufficient leaks of incriminating information through any room conversations at Baku among the crew, which may have been monitored by the Soviets, or such conversations as there may have been were not properly interpreted, or interpreted soon enough to tip the Soviets that there was something unusual about the flight or the crew.

- 7. The crew members were all in uniform and not in mixed civilian and Air Force clothing, which properly established their cover.
- 8. Sufficient pressures were exercised by Agency, State,
  Air Force, and Zzecutive action upon the Soviets to
  effect the release of the crew-as-zwo-as-possible.
- 9. A factor that probably had an important bearing was the early acknowledgment by the Soviet Foreign Office of the downing of the aircraft and the attempts by the Soviets in the early stages to make this appear as a deliberate violation of the Soviet air frontier. This tended to take the "play" away from the MVD and military intelligence. In addition, this Government was stepping up the pressure for the release of the nine Army personnel who landed in East Germany in a helicopter, and the Soviets probably had no desire to create a duplicate of this incident.
- 10. Safeguards taken by the Agency and the Air Force were such that there was no leak to the press, during the crew's internment, of the fact that there was an intelligence connection of the flight and crew of the C-118.
- D. That it is not believed, based on the evidence at hand, that the crew was drugged or otherwise tampered with medically.
- E. That there are valuable points of guidance from a cover, operations, policy and code of conduct standmint which can be gathered from experiences of these creams in the hands of the Soviets and can aid the Agency and its personnel in any future situation of a similar nature in which the Soviet military and RIS interrogators are encountered.

#### ACTION TAKEN TO SAFEGUARD AGENCY INTEREST IN THIS MATTER:

- A. All possible steps were taken during the period immediately preceding and immediately after the release of the crew to effect the minimum of publicity and to safeguard and limit such publicity as was given out, in order to avoid disclosing the CIA connection of the flight and some of its crew.
- B. Throughout the entire debriefing process in Germany and in the U. S., the maximum care has been taken to safeguard the information taken by transcript and classify it so that there would be access to the information therein on a needto-know basis and by only properly cleared persons.

- C. Steps were taken immediately by the German-Station afterthe downing of the C-113 to change the combinations of the safes and locks in the buildings to which the crew had access.
- D. The three men from this Agency who were aboard the flight, Brannon, Crans and Shupe, and the aircraft commander, Lyles, are being removed from the German area, being returned to the U.S. The three CIA crawman
- E. Steps are continuing to be taken to properly safeguard Agency interests and personnel in regard to names of Agency personnel who appeared in Brannon's address book or in other notations appearing in any papers carried by other members of the crew.

#### RECOMMENDATIONS:

- A. Continue to take all possible steps to prevent any disclosure to any unauthorized persons, particularly the press, about the CIA personnel aboard the C-118, or the true nature of the flight.
- B. Continue to take all possible steps to change the cover designation of the units appearing in Brannon's address book to prevent any further compromise of these units.
- C. Permit no further publicity about the flight itself, in order to minimize the possibility of the press learning of the CIA interest in the flight of the C-ll8.
- D. Carefully follow all matters relating to the International Court of Justice interest in this flight, in order to prevent any compromise of Agency interests.

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	PART II-LANGUAGE ELEMEN	<b>73</b> .					
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S. I HAVE NO ABILITY TO	USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.
SECTION E.	Understanding (44)
1. UNDERSTAND NON-TECH NEARLY EVERYTHING EX	INICAL CONVERSATION ON ALL SUBJECTS. BOTH FACE-TO-FACE AND ON THE TELEPHONE! I UNDERSTAND TEAR ON THE RADIC AND AT THE MOVIES, PLAYS, AND LECTURES.
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E. I AM NOT ABOUT TO UNDER	USTAND THE SPOKEN LANGUAGE.
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### CERTIFICATE

I concur in the Meserve assignment of James W. McCord, Jr.

(State)

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event of partial or full mobilization, he will be made available for active military service.

I certify that no delay in his entry on active duty will be requested by this employing agency if he is ordered to active military service during a period of mobilization.

Date: 12 Jan 1956

Cartain, Infantry invitation Training Officer



#### CENTRAL INTELLIGENCE AGENCY

WASHINGTON 28, D. C.

#### OFFICE OF THE DIRECTOR

9 DEC 1955

MEMORANDUM FOR: James W. McCord, Jr.

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 22 August 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:

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JAMES W. MCCORD, JR.

27 August 1951

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CERTIFICATION:

This is to certify that I personally witnessed James Walter McCord, Jr., subscribe his signature to these papers on this date.

24 August 1951

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SEC. II. WORK EXPERIENCE

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Use a continuation sheet, if necessary, to adequately describe your duties.

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SEC. II. WORK EXPERIENCE (CONT'D.)

2. Previous Employment: Describe your previous work experience in sufficient detail to permit full recognition of your qualifications. Include military work experience. List last position first ...

From To Tot, mo's	Exact Title of your position	1
Classification Grade (if in Federal	No. Programme and Administration	l
Service) " Salary	Description of Duties:	Í
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SEC. II. WORK EXPERIENCE (CONT	'D)															
- 3. Special-Work Experience: Check	-any	of-t	he	fc	ы	o wi	ng	or	gani	zat	ior	rs-t	y-	whi	c h	
you may have been employed.					,				•		- :		•			
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02 Civil Police	2								mic.				·			
03 Military Police	26	-							gene							
04U.S. Border Patrol	21								Nat			zati	OF			
05U.S. Narcotics Squad	28	3	S	tra	te	gic	Se	rvi	ces	Ün	it					
06 FBI	27 Foreign Service, State Dept.															
07 Criminal Investigation Div.																
21 Office of Naval Intelligence	3! Armed Forces Security Agency															
22 Office of War Information	32		C	00	rd	inal	or	of	Info	rm	ati	ion				
23Army G-2	33		_						& F	_						
20 Office of Strategic Services	-34		B	oaı	rd	of	Εc	one	mic	W	ari	are	٤.			•
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SEC. III. FOREIGN LANGUAGES																
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include uncommon modern languages.	Chec	k (	X,	) y	ou	r c	om	pet	ence	: a:	nd	hov	<b>»</b> 2	1c qu	ire	ed.
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* If you have checked 'Fluent' for a langu	iage	tha	t ì	na s		ign	ifi	can	t dit	lei	en	ce	in	spc	ke	n
and written form (e.g., Arabic), expla													<u>.</u>		<u>.</u>	
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**Specialized Language Competence: De																
involving vocabularies and terminolog														omi	าเน	ni-
cations, and military fields. List the l	angu	3 g e	*	rit!	ı t	hc	typ	e c	f sp	rci	all	ty.	_			





SEC. IV. AREA KNOWLEDGE	SEC	IV	AREA	KNOWI	.EDG E
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List below any forcign 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 forcign country resulting from an intelligence, military, commercial or professional work assignment.

Country or Region	Dates of Residence, Study	Manner in Wh Was Aquired		• • • • • • • • • • • • • • • • • • • •		
	Etc.	Residence	Travel	Study		
none .				<del></del>		
	· · · · · · · · · · · · · · · · · · ·					

2. Specialized Knowledge of Area

List specialized 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.

Country	Type of Knowledge	How and When Gained

#### SEC. V. TYPING AND STENOGRAPHIC SKILLS (PRESENT UTILIZATION)

5kill	Per Cent of Time Used	Not Used	WPM (Approximate Proficiency)	Prefe Using	er Ass Skill	•	
Typing	1	2.		1.	Yes	2. ,.	No
Shorthand	1.	2.	45.7	1.	Yes	2.	No
Shorthand	System: 1.	Manual 2.	Machine 3. Speeds	riting.			

#### SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

1. Licenses: List any licenses or certification such as teachers, pilot, marine, etc.	<ol> <li>Hobbies: List any hobbies such as sailing, skiing, writing, or other special qualifications.</li> </ol>

### SEC, VII, PROFESSIONAL AND ACADEMIC HONORS

List any professional o	r academic	associations u	r honorary	societies	in which
you hold membership.					
^ -				<del></del>	<del></del>

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SEC. VIII. PUBLICATIONS			. 1	•
List below the type of writing (non-fiction: profe				
general interest subjects, current events, etc;	fiction:	novels, i	short st	ories, etc.)
of any published materials of which you were au	thor or	co-autho	r.	
nenó				
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SEC. IX. INVENTIONS				
Describe any devices you have invented as to typ	pe of wo	rk for wh	nich inte	nded
and whether patented.				
Device		1	atented	
11836	(1)	Yes	(2)	No
	(1)	Yes	(2)	No
	(1)	700	(2)	No
Type of Test  2 30	taken,		Date	Taken
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TEC VI DUVEICAT HANDICADE				
EC. XI. PHYSICAL HANDICAPS				
List any physical handicaps you may have.				
31/ 10				<del> </del>
EC. XII. OVERSEAS ASSIGNMENT				
Are you willing to accept periodic tour of duty over	0710367		•	
(1) 2 year Tour y (2) 4 year Tour year (3) Not		100	·····	
(1) b year rout 2 (2) 1 year rout 3/2/2 (3) 1101				
DO VIII WOOK ACCIONATION				
EC. XIII. WORK ASSIGNMENT	•			
In view of your total experience and education, fo you think you are best qualified?	r what a	ssigame	nt do	
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SEC, XIV, MILITARY STA	TUS		
- Present Draft Status		<del></del>	
Have you registered u	inder the Selective Servi	cc Act of 1948? Yes	No
It yes, indicate your	present draft classificat	ion	
		V=A	
2. Present Reserve or N	lational Guard Status-		
Do you now have Resc	rve or National Guard S	tatus Yes No.	
If yes, complete the f	ollowing.		
1. National Guard		<b>x</b> ·	
2. Air National Gua	a ed		
Action Deserve	Status (member of organ	uized unit)	
4. Inactive Reserve	. Status		
4inactive Reserve	July	• .	
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Service	Grade	Serial Number	
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Reserve Unit with wh			<del>,</del>
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Service Mobilization	Assignment, if any	· · · · · · · · · · · · · · · · · · ·	
			•
Location of Service R	ecords, if known	<u> </u>	
	131.1	s arenate conditolly limit	Lyon, L
SEC. XV. TRAINING			GRIGAT,
List the training cour	ses or subjects you have	taken in this organizat	
Course or Subject		(from) Dates (to)	Hours
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SEC. XVI. REMARKS			
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not describe above.	in any other quarification	ona you may have winch	you uo
not describe above.	<del></del>		
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DATE 10 November 19/2	SIGNATU	N. C.	
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RESIDENCE AND	DEPENDENCY RE	EPORT
INSTRUCTIONS: Swimit in triplicate when ordered exer dependency status changes. IMPORTANT in determining	seas and wherever desi	gnated place of residence or murital o
ment expense, return to residence upon-separation, and	rraver grpenses allowa Tim petaemining temps	utiation partition with lease at gover
tion with shipment of remains of employee or member of	family.	or tation expenses at reasons in termes
NAME OF EMPLOYEE		
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Avilar Toxic		
MARITAL STATUS		
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PLACE OF DIVORCE DICHER	<del></del>	DATE OF DIVORCE DICHEE
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PLACE SPOUSE DIEG		DATE SPOUSE DIED
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#### GENTRAL INTELLIGENCE AGENCY 2430 E BTREET NW. WASHINGTON 25, D. C.

Date \_\_ 22\_August\_1951

#### Doar Mr. McCord:

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

Position: GS-11

Base Salary: 35400 per annum

#### 2. You will be:

- a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.
- b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.
- c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.
- 3. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six menths from date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.
- 4. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.

Official authorized to alm lottors of appointment

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

Employou

Dato "

Form No. 51-105 June 1948 14-00000

### APPOINTMENT AFFIDAVITS

IMPORTANT.—Before swearing to these excentment affidavits, you should read and understand-the

Central Intolligence Agen	CT		,
([)=grithers is egrocy)-	(2) El coa de divisio	<u></u>	Utage of employment)
I, Jones Walter McCord, Jr.		, do 🛩	lensely swear (or affirm) that—
A. OATH OF OFFICE	•		·
I will support and defend the Co domestic; that I will bear true faith without any mental reservation or p duties of the office on which I am ab	h and allegiance to urpose of evasion;	the same that I will	ः धेर्ट्स I take this obligation fre ं जन्म and faithfully discharge t
B. AFFIDAVIT AS TO SUBVERSIVE ACT	IVITY AND AFFILIAT	TION	•
I am not a Communist or Fascis that advocates the overthrow of the unconstitutional means or seeking by Constitution of the United States.  I become a member of such organization Government.	Government of the y force or violence I do farther swear	United S to deny ot for affirm	tates by force or violence or oth her persons their rights under to the will not so advocate, nor we
I am not engaged in any strike as so engage while an employee of the C an organization of Government employee of the United States, and that I will an organization.	gainst the Government of the oyees that asserts not, while a Government	ient of the United St the right t	: United States and that I will n tates; that I am not a member to strike against the Governme
D. AFFIDAVIT AS TO PURCHASE AND S I have not paid, or offered or profirm or corporation for the use of influ	mixed to pay, any n		
E. AFFIDAVIT AS TO DECLARATION OF	APFOINTEE		•
The answers given in the Declar correct.	ration of Appointe	e on the	reverse of this form are true an
	•		
22 August 1951		WUT.	Miletid p
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Subscribed and sworn before me this	539 61		, A. D. 19
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NOTE. If the north is isken before a Notary Public the date of expression of his commission should be shown.

12160 1

### DECLARATION OF APPOINTEE

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

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If appointed, your find section and po tal	<u> </u>	1		}					
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### INSTRUCTIONS TO APPOINTING OFFICER

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(2) Age —If definite age times have been established for the position, it should be determined that supplies at its out outside the age tanget for age interregt, but one independent in terminal time appearance that pay but be communicated toop but be communicated.

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COMPANY SHOULD A CLAIM RECOME PAYABLE.  5. FULL NAME OF COMPANY	ADDRESS OF HOME OFFICE	POLICY NO.
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AME OF MOTHER (or female guardian)	Consisse Number, Sallyrenter	(CIAT (SIDE) TELEPHONE
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VAME OF FATHER (or male guardian)	ADDRESS (Number) (Street)	(City) (State) TELEPHONE
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Corelynano Mc Good	<i>h</i>	M 4-2
markar Steven Milatel	ADDRESS THURSTER CENSURY	refer the Misser Trackey
Serel Rill myord		FIT
A. MEMBERS OF FAMILY	ADDRESS (Number) . (Street)	(City) (State) TELEPHONE
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PLACE SPOUSE DIE	.0	DATE SPOUSE DIED
PLACE OF DIVORCE	LUECPTE	DESCRIPTION OF STREET
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SINGLE PLACE OF MARREA	GE OV	DATE OF WARRIAGE
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dependency status changes. This inf	orgation-te-important in determining to e, oversees duty, seturn to residence u	evel expenses ellowable in connec- pon reperation, and in determining
INSTRUCTIONS Submit in duplicate th	en ordered aversees or whenever designs	ted place of residence, warital or
R	ESIDENCE AND DEPENDENCY REPORT	
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		1. DATE OF HEQUEST
REQUEST FOR MEDICAL EV	ALUATION	2 May 1968
2. NAWS (Lact, First, Michile)	J. POSITION TITLE	4. GHADE
MCCORD, JAMES W., JR.		
		6. EMPLOYEE'S EXT.
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REQUEST FOR MEDICAL EVAL	UATION	6 May 1966
2. NAME (Leet, First, Middle)	3. POSITION TITLE	4. unatik
McCord, James W., Jr.		05-15
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EVALUATION AND REPORT
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10A. REPORT OF OVERBEAS PLANNING EVALUATION
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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 1 must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444), "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 signal 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.

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SECTION VIII -	AGENCY EMPLOYMENT HISTORY	
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Carol Anne McCord	Dau.	Washington, 1953 DC	บร	"		
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### PERSONAL HISTORY STATEMENT

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2.	Type, print, or wr.	ite carefully; illegible	or incomplete f	orms will not r	eccive consi
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	PORT OF ENTRY!
	LAST U. S. VISA (Number) (Type) (Place of Joseph (Date of Issue)
SEC.	2. PHYSICAL DESCRIPTION
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	BUILD OTHER DISTINGUISHING FEATURES DODG.
Sec.	3. MARITAL STATUS
	A. SINGLE MARRIED DIVORCED WIDOWED
	STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS
	B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE—INCLUDING ANNUL- MENTS—USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.)
	NAME OF SPOUSE Supply States Holland Holland Holland
	PLACE AND DATE OF MARHAGE INCLOSES CONTROL UNIQUE 30, 1948
	HIS (OR HER) ADDRESS REFORE MARRIAGE LIGHTO G. Louis Country) (City) (State) (Country)
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	PRESENT, OR LAST, ADDRESS 320 PAGACAG AZO Alorsolo Colle UCA (Constru) (Class) (Constru)
٠.	DATE OF BIRTH 1/17/27 PLACE OF BIRTH LONGO TOWN (State) Country)
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SEC.	4. CHILDREN OR DEPENDENTS (Include partial dependents):	
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Sec.	5. FATHER (Give the same information for stepfather and/or guardian on	s separate sheet)
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EC.	6. MOTHER (Give the same information for stepmother on a separate sheet)	
	PULL NAME CONTO 10 100 COCTO	
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SEC.	9. MOTHER-IN-LAW					
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SEC.	10. RELATIVES BY BLOOD, MARRIA OR WHO ARE NOT CITIZENS OF	GE OR A	DOPTION,	WHO EIT	•	
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Sec.	11. RELATIVES BY BLOOD OR MARI THE U.S. OR OF A FOREIGN GOVE			TARY OR	CIVIL SERV	ICE OF
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## Sec. 12. POSITION DATA

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	C. IF YOU ARE WILLING TO TRAVEL, SPECIFY: OCCASIONALLY
	FREQUENTLY CONSTANTLY
	D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C
	ANYWHERE IN THE UNITED STATES
	E.IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, SPECIFY LOCATIONS:
SEC. 13.	EDUCATION
	ELEMENTARY SCHOOL HOUSELL LOSS ADDRESS Green College
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	(Rank) (Pates of Service)
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	REMARKS:
	selective service board number 119 address Austin, Toims
	IF DEFERRED GIVE REASON Classified V-A
	INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS HODOF UNAP- VOLUNDOP HAP HOROPVO, FRANCISCO AND COLLEGE
EC.	15. CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 15 YEARS. ACCOUNT FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST. (List all civilian employment by a foreign government, regardless of dates.)
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	D. GIVE THREE CREDIT REVERENCE.		g page graph of the state of th	mich, Clife
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	B. DO YOU USE, OR HAVE Y  EXTENT?  C. HAVE YOU EVER BEEN LAW OTHER THAN A MIL STATE, COUNTRY, NATU	ARRESTED, INDICTE	D OR CONVICT	ED FOR ANY VI	OLATION OF
· ·	D. HAVE YOU EVER BEEN			ZR OF THE ARM	
	IF ANSWER IS "YES," GIV	E DETAILS BELQY:			
	E. LIST BELOW THE NAME WHICH YOU HAVE APPLE		DEPARTMENTS.		
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	YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE THE INVESTIGATION:
	Folkers human of Invertity tion, lugar, 1946
F. P. S. CT.	
Sec. 20	3. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:
	NAME Supply Duth Record RELATIONSHIP 1900
	ADDRESS 020 Pacific vonto Alanoda C.110 ala my (State)
SEC. 27	Y. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MAD HEREIN WILL BE INVESTIGATED.
	ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTION OF NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE, IF NO ANSWER "NO."
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SEC. 28.	I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND LAGREE THAT ANY MISSTATEMEN' OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.
	SIGNED AT Alemode, C. 18 Comia DATE Noy 16, 1991
	(City and State)

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## CONFIDENTIAL

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TO : Chief, 63

Director of Security

Director of Personnel

FROM Chief, Communications Security Staff

SUBJECT: Notification of Cryptographic Clearance - James W. Molord, Jr.

- 1. Subject employee has been granted a cryptographic clearance under the provisions of CIA Regulation 90-500. Clearance is effective 27 167 63
- 2. Subject has been informed of the granting of clearance, has been briefed concerning cryptographic and related communications security matters, and has signed a Briefing Statement acknowledging responsibility for the protection of cryptographic information.
- 3. When Subject employee no longer requires the clearance in order to perform his assigned duties, it is requested that the Communications Security Staff (2411 "I" Bldg., Ext. 3021) be notified by Chief. Communications Security that the clearance may be revoked.

FOR THE CHIEF, COMMUNICATIONS:

Distribution:

1 - Clief,  $\infty$  1 - Security Office (Briefing Statement attached)

1 - Personnel Office

1 - 0C-S/PROT File

CONFIDENTIAL

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## SECURITY APPROVAL

Date: 14 August 1951

Your reference:

Case Humber: 52049

TO

Chief, Employees Division

Special Support Staff

FROM

Chief, Special Security Division

SUBJECT: McCOhD, James Walter, Jr.

1. Note "X" below:

X Security approval is granted subject for access to classified information.

Provisional clearance for full duty with CIA is granted under the provisions of paragraph 4, Administrative Instruction 10-2, which provides for a temporary appointment pending the completion of full security investigation.

- Unless the applicant enters upon duty within 60 days from above date, this approval becomes invalid.
- 3. Subject is an applicant for a position in I & S.

HOSERT H. CUNNINGHAM

*y*,

m. July of

CONDENDED DON

FORM HO. 38-101

3 nd Agency material enveloped at request of Security