## MATERIAL REVIEWED ST CIA HEADQUARTERS BY HOUSE SELECT COMMUTTEE $\vec{Q}N$ ASSASSINATIONS STAFF MEMBERS

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# MATERIAL REVIEWED AT CIA HEADQUARTERS BY BOUSE SELECT COMMITTEE ON ASSASSINATIONS STAFF MEMBERS

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#### S E C R E T EYES ONLY

2 0 OCT 1976

MEMORANDUM FOR: Chairman, GS-12 Evaluation Board

FROM : Raymond A. Warren

Chief, Latin America Division

SUBJECT: Recommendation for Promotion to

Grade GS-13, Daniel Flores

1. Mr. Daniel Flores was recently assigned to OTR as an operations instructor to capitalize on his fine operational record which he developed during his two field assignments in and in Lima, Peru, and his most recent operational assignment with LA/COG. His overall performance has clearly been characterized by exceptional proficiency and he has been rated by his most recent supervisor as "outstanding" for his handling of a sensitive case and his development and pursuit of Cuban operational leads. Mr. Flores has definite growth potential and clearly meets or exceeds the criteria for promotion to Grade GS-13, a promotion which is most strongly recommended.

- 2. During the past year Mr. Flores was responsible for handling a very sensitive and asset. This asset is probably one of the "messiest and disorganized individuals" with whom a case officer in this Agency has had to contend. However, Mr. Flores clearly demonstrated his fine handling abilities in his manipulation and exploitation of this agent. As a result of his guidance and his ability to effectively debrief this person, Mr. Flores was able to make this asset one of our most productive sources. During the last year this source on subject matter which often commanded attention at the highest levels of our government.
- 3. Mr. Flores has shown a remarkable growth potential during the last year. He is determined, persistent, serious, and commendably aggressive. He is mature, self-assured, and his operational decisions are sound. His managerial skills are in keeping with his operational potential. He was often called

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#### S E C R E T EYES ONLY

upon in the last twelve months to act as Chief of his section, a GS-14 position. He demonstrated sound leadership qualities by stimulating interest and enthusiasm in his staff. His operational programs were aggressive and imaginative. Mr. Flores' supervisory talents combined with his excellent professional skills portend a continuing and successful career in this Agency.

- While assigned to LA/COG, Mr. Flores was involved in the spotting, assessing, developing access to, and eventually pitching a Cuban who was the head of Cubana Airlines in a Latin American country. The recruitment pitch was not successful but the details of this operation were handled in the most professional manner. Mr. Flores developed more leads to relatives and friends of Cuban officials during this period than any other LA/COG operations officer. He has native fluency in Spanish and feels "at home" operating in the field. While in LA/COG Mr. Flores was called upon to do a considerable amount of TDY travel since he was on call to meet his asset anytime, any place whenever the agent In addition to these travels, Mr. Flores did a lot of traveling seeking out and debriefing potential access agents. During this last year he clearly demonstrated his ability to function independently and to assume responsibilities usually reserved for officers much more senior in grade and experience.
- 5. Mr. Flores was assigned in July 1976 to OTR on a two-year rotational assignment as an operations instructor. Upon completion of this assignment, Mr. Flores will return to this Division to assume responsibilities, either at Headquarters or in the field, commensurate with his demonstrated operational and managerial talents. In recognition of Mr. Flores' outstanding agent handling skills, his overall professional competency, and his obvious growth potential, it is strongly recommended that Mr. Flores be promoted to Grade GS-13.

Raymond A. Warren

S E C R E T EYES ONLY

#### SECRET

21 September 1976

MEMORANUM FOR: Chief, OIR/LID

FROM

: Walter R. Cox

Chief, ALT Unit

SUBJECT

Completion of Training Report

Trainee: Daniel Flores
Training Program:

- 1. For your information and for documentation in Daniel Flores' official personnel file, this memorandum certifies that he received the five-day SAI Persuasion Skills course at an NOCB safesite in Arlington, Virginia, between 11 and 17 August 1976. The instructor was Mr. George Steitz.
- 2. Briefly, the SAI course is a program in human relations and communications effectiveness on the interpersonal level. It provides the trained with a framework for analyzing problems usually encountered in supervisory or in agent development, recruitment, and handling situations and with a system for presenting his ideas in a way standing the best chance for success in gaining a target individual's willing acceptance. Flores was an active and most interested participant throughout the program and achieved a good understanding of the basic principles involved. A copy of his course critique is attached for your information.
- 3. Since Flores is an ALT Instructor, we plan to dispense with the formality of a post-training questionnaire.

Walter R. cox

Originated by:

George W. Steitz

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MR/ALT Staff

Trained: Mr. Daniel Flores Instructor: Mr. Steitz August 1976

To assist us in making decisions about future SAI training or application, your answers to the following questions will be most appreciated,

- 1. Do you feel SAI training was helpful to you? (If you choose to do so, please explain why or how.) This course was extremely useful to re. One of the main features of the course how to percieve the others persons objectives before your cwn was of particular interest because, as an instructor it will be one of the main tools I will use in evaluating the level of understanding of each trainee. This experience will also be very helpful to me in my career as a case officer. I can think of several instance where SAI could have helped me turn several failures (recruitment pitches) into successes.
- 2. Did SAI training provide you with any concepts or tools which can be applied in a practical way to your work problems? To your personal life? Any examples you care to mention?

The benefits that this course will provide for me in my job as an instructor are clear. I am absolutely certain that putting the SAI concept into practice will bring forth not only self satisfication but career benefits as well. This will also be very helpful to me in my personal life. I can see now that some of the concepts will be put to work immediately.

- The greatest revelation from an operation point of view, was the clarification of perhaps an erroncous idea we have about obtaining our intelligence objectives. I always operated under the belief that the most important thing in my work was to attain my objectives, i.e. the recruitment of an agent. SAI revealed that this is true but it also revealed that it is more important to first considered the target's (agent's) objectives. Once we do this our chances (in my opinion after taking SAI) saucdess would probably increase by at least 90 per cent. If I were to stress one point it would be that more emphasis be placed on dealing with the target's rather than the CO's objectives.
- I am sure that many people would be recovereded for this training and that all would benefit for it. However, I would strongly recovered that personnel officers be given SAI a. a prerequisite to their the. \_\_\_\_\_ would certainly help ther in dealing with large numbers of different people.

5.5 What other components or categories of personnel do you believe would benefit from SAI training to a degree making it worthwhile for them to receive it?

- 6. Please comment, if you have any definite opinion, on the duration and pace of the training: too long/short? too fast/slow?

  The pace of the course was exellent. However, adding one or two more days would certainly help in putting the SAI concepts into practice by the trainee himself. That is, perhaps a live excercise with a person who is not sware of the training situation. A trainee could be tasked to elicit information from an unwitting participant. The use of videotapes and/or movies would help in testing the trainees perceptiveness through the course.
- 7. Any other comments you may wish to make:

A brief comment about the instructor. He was definitely responsible for the success of the course. Mr. Steitz showed excellent knowledge of the SAI material and throughout the course kept the student's interest alive m by showing tremendous enthusiasm in what he was teaching. The end result of the professionalism that Mr. Steitz demonstrated in the class is reflected in the comments stated here and in the confidence he instilled in me personally.

8. On a scale of 1 to 5, how would you rate SAI training in relation to other training you have received from the Agency? Please encircle applicable number:

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17 AUG 1971

MEMORANDUM FOR: Secretary, CSCS Panel A

SUPJECT

Recommendation for Propotion to Grade

GS-11, Daniel Flores

1. It is recommended that Mr. Daniel Flores be premoted from GS-10 to GS-11.

- 2. Ur. Plores is 36 years old and joined the Agency in March 1962. He has successively been a file clerk, translator, intelligence—assistant, career trainee and operations officer. He worked part time for several years so that he could obtain his PA degree from American University. This he did in 1967 with his specialty being Latin American Affairs.
- 3. Hr. Flores, who is bilingual in English and Spanish, has just completed his first everseas tour as an operations efficer in Guayaquil, Ecuador. It is on the basis of his very fine performance during this tour that this promotion request is based. Also as a result of his record in Guayaquil, he has been assigned to Lima Station as an operations officer in a position which is rated as GS-13.
- 4. The Chief of Base, Guayaquil, and the Chief of Station, Quito, both bave rated "r. Flores as "Strong" in his fitness reports and both have stated that his performance in Guayaquil merited a Quality Step Increase. This QSI request is currently being processed and is based on the outstanding job Mr. Flores did in connection with a very sensitive technical operation. He planned the pre-installation aspects, supervised the installation, located the listening post, recruited the transcriber/secretary and processed all the intelligence which was produced. The intelligence derived from this source has been of consistently high quality and the operation has been described by the Chief of Station, Quito, as the best and mest productive of all the operations in Ecuador. Throughout all aspects of the operation, "Ir. Flores maintained tight central on its security and avoided any problems in this respect.

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5. By his performance in Guayaquil, Mr. Flores has demonstrated that he has found his proper role as an operations officer and that he has potential for growth in this area of endeavor. WH Division strongly recommends that he be promoted to GS-11.

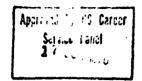
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2 JUN 1970

MEMORANDUM FOR: Secretary, CSCS Panel (Section C)

SUBJECT

Recommendation for Promotion to Grade G5-10, Daniel Flores

1. It is recommended that Mr. Daniel Flores be promoted from GS-9 to GS-10. Mr. Flores has been in his present grade since April 1969.

2. Mr. Flores joined the Agency in 1962. Initially he was employed on a part-time basis in the Wi Division while attending American University. He received his AB degree in 1967 and became a full-time staff employee. On the strong recommendation of his supervisors, Mr. Flores was accepted for the Career Training Program which he completed in August 1968. After rejoining the WH Division, he was selected for assignment as an operations officer at the Base, where he arrived in May 1969.

Mr. Flores has made a most impressive beginning in the has adapted to new tasks and a new environment with a mature assurance and a professional approach. Shortly after arrival in the base was temporarily depleted of other officers. Mr. Flores carried out the duties of acting Chief of Base in a most commendable manner. His fluency in Spanish and his Latin background have been definite assets in the performance of his duties. His performance to date has demonstrated that he handles his agents securely and productively. Both Mr. Flores and his wife have been well accepted within the local community and they carry out their representational duties very effectively.

4. Mr. Flores has proven to be a competent operations officer. As he further develops through experience and responsibility he should become eligible for rapid advancement. In any case he is already performing at a level higher than his present grade and a prometion at this time is strongly recommended.

Ailliam V. Broe
Chief
hestern Hemisphere Division

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GO THINK El Bak SECRET ### .. Chief, WY Division 50 15 1 GRAY OUT HITS PASS. Chief of Statton, Quite 1204 Calef of Base, SUBFICE - Proposition for ¿ ADMINISTRATIVE/PERSONNES and the oursess rolls Approved by CS Career ACTION REQUIRED: See Below Service Panel 17 JUL 19/0 During the visit of the Chief, WHD to the Base lant November 1969 he mentioned to the COS, Quito and the COB that the promotion for in (from GS-9 to GS-10) moved be forthcoming; he also said this to ( during a private meeting. Thus far, however, there has been no notice of the promotion action. The COB assumes that the delay is related in some way to the dates set for meeting of the promotion panel If this assumption is not correct, however, and some further action by the Base is necessary in addition to the recommendation contained in Flores last Fitness Report, the COB would appreciate being aivised. Distribution: Lorig. & 2 - C/WID) 2 - COS, Quito " "] MANY 10 DEPTH CAR SCREEN AFFECTS DATE HEGT-1474 26 May 1970 CASSALT RYELT

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26 October 1967

MEMORANUUM FOR: Daniel Flores

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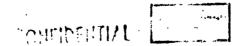
Executive Secretary CSCT Selection Board

SUBJECT

: Application for Career Training Program

- l. I am pleased to inform you that you have been accepted for the Career Training Program. Let me congratulate you and wish you the maximum profit and pleasure from your proposed training.
- 2. You will remain with your present Component until the beginning of the next Integrated Training Program, to begin 11 December. At that time you will be reassigned to the CTP T/O where you will remain until your training has been completed.
- 3. Should you have any further questions, do not hesitate to call on the Program Officers.

ROBERT B. PRESSAN Chief, CTP



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MEMORANDUM FOR: Secretary CSCS Panel, Section D

SUBJECT

Recommendation for the Promotion of Mr. Daniel Flores From GS-05 to GS-06.

- 1. Mr. Flores has been working in WH/COG and its predecessor groups since 1963. His fitness reports have been consistently good and the comments of his supervisors laudatory. In mid-1965 Mr. Flores was changed from full-time to part-time staff employee in order to allow him to attend American University on a full-time basis. His course of study leads to a Bachelor's Degree in Political Science with emphasis in Latin American affairs. Mr. Flores has made the Dean's List the past two somesters and will receive his degree in August 1967.
- 2. Throughout his career Mr. Flores has shown himself to be a strongly motivated employee, willing and capable. The calibre of his performance has been consistently good and he has shown steady improvement as he acquired the skills and knowledge of intelligence business. He is reliable and conscientious and we have good reason to expect that he will develop into a very competent operations officer. He will apply for the CT program in September and his application will be wholeheartedly supported by WH/COG.
- 3. In WII/COG Mr. Flores has served as an Intelligence Assistant in support of CI operations. In addition he has assisted in the training of agents in communications. Mr. Flores is bi-lingual Spanish and English and is adept as an operational Translator-Interpreter.
- 4. Mr. Flores was promoted to GS-05 on 16 March 1964. He has been performing duties at GS-06 level for the past two years and it is sincerely recommended that he be promoted promptly to GS-06.

William V. Broo Chief Western Hemisphere Division

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### SECRET (When Filled in)

9 September 1966

MEMORANDUM FOR: Mr. Daniel Flores

THROUGH : Head 65 CS 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. This 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 your read paragraph e of IIR 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 205, Magazine Building (extension 2847). If such discussions do not resolve any questions you have regarding your eligibility, you may request that your case be formally considered by the CIA Retirement Board. However, this request must be made within 30 days of the Gate of this memorandum.

Emmett D. Echols
Director of Personnel

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# CENTRAL INTELLIGENCE AGENCY WASHINGTON, D.C. 20505

17 JAN 1966

Claimant: Daniel Flores File No.: 7000438

Mr. Wilfred J. Harren Chief of Section Division of Claims Services Bureau of Employees' Compensation Washington, D. C. 20211

Dear Mr. Harren:

Reference is made to Subject's claim for benefits of the Federal Employees' Compensation Act.

Enclosed is additional information submitted by claimant.

If we may be of further assistance in this matter, please so advise.

Very truly yours;

7e/ B. Defalice

B. DeFelice Office of Personnel

Enclosures:

As stated

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6 January 1965

MEMORANDUM FOR: Chief, CSPO

SUBJECT

Conversion to Part-Time Staff Employment

Mr. Daniel Flores

Assistant, GS-07, assigned to the CI Staff of WH/SA. He is currently pursuing a program of studies in Government at the American University with special concentration on Latin American Affairs. To complete the major portion of his remaining requirements for the bachelor's degree, he is planning to attend the University full-time for a year. Any requirements still outstanding at the end of that period would be completed at night.

2. The en	ployee's duties in the CI Staff involves the
translation of	mossages received from and sent to
L	assisting in the training ofin and
communications	procedures, and miscellaneous support functions
in the CI Branc	h. He has proved invaluable because he has native
fluency in ever	y-day Spanish and is familiar with and commun-
ication techniq	ues, problems, and training procedures. In addi-
tion to Mr. Flo	res'utility for such cases as may arise in the
future, he is n	ersonally acquainted with of the
now in place	and with the numerous problems which constantly
arise in their	

3. In view of the need for Mr. Flores' services, the Chief, CI Staff, has asked the employee if he would be willing to continue in his present capacity on a part-time basis. The employee has indicated that he would accept such an arrangement. It is accordingly requested that WH/SA be permitted to convert him from a full-time staff employee to one employed on a part-time, regular tour of duty basis. Subject would be utilized for a total of 18 hours per week, the maximum time that his school program will permit him to devote to Agency duties.

Robert D. Cashman C/BH/Personnel

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D. REMARKS		<u> </u>	<u> </u>							
Promotion recommendation attached; Fitness Report submitted previously.										
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19 December 1963

MEMORANDUM FOR: Clandestine Services,

Career Services Panel

SUBJECT : Mr. Daniel Flores -

Recommendation for Promotion

1. Mr. Flores has been with the Agency for about eighteen (18) months and has been a member of SAS since June 1963. During the six (6) months he has been with SAS he has demonstrated intelligence and initiative. In addition to his fulfilling his primary responsibility as a translator, he quickly picked up the knowledge and experience necessary for an Intelligence Assistant in the Operations Support Section. His duties and responsibilities accordingly have been broadened. He has demonstrated ability to function independently as a member of the Operations Support Staff. He is cooperative and has maintaned a cheerful disposition under presure and through many late hours and weekends of duty.

2. In view of his excellent performance in SAS, his intelligence and ability, and his growth potential for a career in CIA, I strongly recommend that he be promoted to GS-5 as soon as possible.

JOHN K. KING Chief, SAS/Intel

APPROVAL RECOMMENDED

DESMOND FITZGERALD Chief, Special Affairs Staff

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#### 14 February 1962

Mr. Daniel Flores
Apartment 203
2828 Connecticut Avenue, N. W.
Washington 8, D. C.

Dear Mr. Flores:

We are pleased to inform you that your appointment with this Agency has been approved at Grade GS-4, salary \$4040.00 per annum, as Clerk.

Your permanent employment will depend upon the completion of the following processing at the time of entering on duty: taking the oath of office, signing a loyalty affidavit, participating in a final security interview. Should anything of an unfavorable nature arise during this period, your employment will not result in a permanent appointment.

We hope you will be able to join us at an early date. Please dial 351-2781 and ask for Mrs. Shirley Wells, as soon as possible, in order to arrange an entrance-on-duty date. We would appreciate your selecting a Monday.

Please report to the Receptionist at 1016 - 16th Street, N. W., Room 201 at 8:15 a.m. and ask for Mrs. Wells on the reporting for duty date that you establish with this office. This address is located on 16th Street between K and L Streets opposite Hotel Statler.

Your gross earnings will be subject to deductions for Federal income tax and 6 1/2 percent for the United States Civil Service Retirement Fund. In addition, the benefits of low-cost group life insurance, which will be discussed with you at the time of your entrance on duty, are available to Federal civilian employees. This insurance is not obligatory. However, if you do not wish coverage, which is automatic, you should sign a Waiver of Life Insurance Coverage form at the time you enter on duty.

You will not receive a pay check for approximately four weeks after your entrance on duty.

If you have any problems, Mrs. Wells will be glad to discuss them with you when you call.

Very truly yours,

E. D. Echols Director of Personnel

OP/Corres/mjt File sent to: Shirley Wells

26 January 1962

Mr. Daniel Flores
Apartment 203
2828 Connecticut Avenue, N. W.
Washington 8, D. C.

Dear Mr. Flores:

Processing of your application for employment with this Agency is continuing. Please advise us if any circumstance should arise which might affect your interest in a position with us.

Your continued interest and patience are approclaied.

Very truly yours,

E. D. Echols
Director of Personnel

OP/Corres/sjm File sent to:Wells 20 October 1961

Mr. Daniel Flores Apartment 203 2828 Connecticut Avenue, N. W. Washington 8, D. C.

Dear Mr. Flores:

In connection with your application with this Agency, it will be necessary for you to come to our Medical Office in Central Building, 2430 E Street, N. W., for a pre-employment medical examination which will include determination of physical health and emotional stability.

An appointment may be scheduled by dialing 351-2781 and asking for Mrs. Shirley Wells.

Very truly yours,

E. D. Echols
Director of Personnel

OF/Corres/car
file sent to shirley wells

#### 12 October 1961

Mr. Daniel Flores Apartment 203 2828 Connecticut Avenue, N. W. Washington 8, D. C.

Dear Mr. Flores:

Your application for employment with this Agency has been reviewed with interest and the processing of your case has been initiated for a full-time position on the 3:30 p.m. to 12:00 p.m. shift at Grade GS-4, salary \$4040.00 per annum, plus a ten percent night differential for the hours from 6:00 p.m. to 12:00 p.m., as Clerk.

Your final appointment is dependent upon a number of factors including character and reference investigations, and other processing procedures which may require as long as 120 days. You may be sure that this processing is being accomplished as rapidly as possible.

During this period please notify us of any changes in your present status such as change in address, employment, marital status, etc. If you cannot accept the position or if you have any questions concerning your application, you should write to Mrs. Shirley Wells.

Members of this Agency are entitled to the regular United States Government leave and retirement benefits. Our salaries conform to the rates prescribed by Congress for United States Government agencies.

Thank you for your epoperation and patience during this waiting period.

Very truly yours,

A. D. Echols
Director of Personnel

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15 September 1961

Mr. Daniel Flores
Apartment 203
2828 Connecticut Avenue, N. W.
Washington 8, D. C.

Dear Mr. Flores:

Appropriate members of our staff are reviewing your application for employment to determine whether we have a position available for a person of your qualifications. Although we cannot predict the length of time needed for this review, every effort will be made to reach an early decision. We will keep you as fully informed as possible regarding the status of your case.

Very-truly yours,

E. D. Echola
Director of Personnel

OP/Corres-bt file sent to Mr. Washam

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## CENTRAL INTELLIGENCE AGENCY

WASHINGTON 25, D. C.

Applicant Information Sheet No. 1

To all persons applying for employment with the Central Intelligence Agency:

This paper is the first step in applying for employment or consultant status with the Central Intelligence Agency. No application may proceed beyond this first step if the applicant is not in agreement with the conditions stated below:

#### General Considerations:

- 1. The National Security Act of 26 July 1947 (Public Law 253, 80th Congress) which created the Central Intelligence Agency places upon the Agency the responsibility:
  - a. "to advise the National Security Council in matters concerning such intelligence activities of the Government departments and agencies as relate to the national security;
  - b. "to make recommendations to the National Security Council for the coordination of such intelligence activities of the departments and agencies of the Government as relate to the national security;
  - c. "to correlate and evaluate intelligence relating to the national security, and provide for the appropriate dissemination of such intelligence within the Government . . .;
  - d. "to perform, for the benefit of the existing intelligence agencies, such additional services of common concern as the National Security Council determines can be more efficiently accomplished centrally;
  - e. "to perform such other functions and duties related to intelligence affecting the national security as the National Security Council may from time to time direct."

The special character of this national responsibility requires the Agency to maintain correspondingly special employment criteria which may be different from the routine or normal employment standards of other Government departments and agencies which do not have the highly sensitive responsibility borne by the Central Intelligence Agency. It follows that the investigation of applicants prerequisite to their acceptance is a time-consuming process which, in addition to loyalty and security checks, includes evaluation of competence, physical and emotional fitness, and availability of a suitable position at such time as employment may be offered. This is called "clearance" of an applicant.

- 2. Investigation of an applicant may reveal something which prevents his clearance - perhaps something of which the applicant is genuinely unaware, perhaps something which only the special employment criteria of the Agency make unacceptable. In any event, adverse findings by the Agency are conclusive and final so far as the Agency is concerned, and no statement of specific reasons is made to the applicant.
- 3. Employment by the Central Intelligence Agency is not a right upon which an applicant can insist. Offer of employment which is subject to full clearance does not constitute a commitment on the Agency's part giving an unsuccessful applicant grounds for any claim against the Agency. Acceptance of employment upon the condition of clearence is at the applicant's risk, taken with the knowledge that a very substantial percentage of applicants are not cleared.

#### Statement of Understanding and Agreement

I have read, understand, and agree to the foregoing General Considerations. If not accepted for employment by the Central Intelligence Agency, I will make no claim or demand in conflict with those considerations.

I have also seen and read Applicant Information Sheet No. 2.

SIGNED at Washington, D. C., this tay of September, 1961.

(Signature of Applicant)

Daniel Flores

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"PPY ACJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12165 PURSUANT TO AUTHORITY OF DOL AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DOLD DIRECTIVE CATED & COTOBER 1962."

# EFFECTIVE CATE OF PAY ACJUSTMENT: C7 OCTOBER 1979

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# LIFECTIVE DATE OF PAY ADJUSTMENT: ON OCTOBER 1978

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# EFFECTIVE CATE OF PAY ACJUSTMENT: C9 OCTOBER 1577

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FOR PURPOSES OF THE FAIR LABOR STANDARUS ACT. AS AMENDED. YOU ARE DESIGNATED EXEMPL.

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EFFECTIVE CATE OF PAY ACJUSTMENT: 14 OCTOBER 1973

NAME

SERIAL UNGN. FUNUS GR-STEP

NEW SALARY

FLCRES CANIEL

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MPAY ACJUSTMENT IN ACCUMDANCE WITH 5 U.S.C. 5305 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF UCL AS PROVICED IN THE CIA ACT OF 1949, AS AMENDED, AND UCL DIRECTIVE DATED OR UCTUBER 1962.\*\*

EFFECTIVE DATE OF PAY ACJUSTMENT: OF JANUARY 1973

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SERIAL ORGN. FUNDS GR-STEP

NEW SALARY

FLURES CANIEL

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EFFECTIVE DATE OF PAY ADJUSTMENTE 9 JANUARY 1972

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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-656 AND EXECUTIVE DROPER 11576 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTS 10 JANUARY 1971

NAME

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NEW SALARY

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EFFECTIVE DATE OF MAY ADJUSTMENT: 13 JULY 1969

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

EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

NAME

SERIAL GROW, FUNDS GRESTER

LE L SALARY

FLORES DANIEL

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#PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDILES OF PL 89-504 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1956

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FFFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1969 1)

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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

CDADE			Per A	nnum	Rate	s and	Steps	<del></del>	<del></del>	<del></del>
GRADE -	1	2	3	4	5	1 6	7	8	9	10
GS- 1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2	3,680	3,805	3,930					4,555	4,680	4,805
OS- 3	4,005	4,140	4,275	4,410	4,545	4,680	4,815	4,950	5,085	5,220
GS- 4	4,480		4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830
GS- 5	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	6,320	6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	
GS- 7	6,050	6,250	6,450		6,850				7,650	
<b>GS-8</b>	6,630	6,850	7,070	7,290	7,510			8,170	8,390	
<b>GS-9</b>	7,220		7,710		8,200	8,445			9,180	
GS-10	7,900	8,170	8,440	8,710	8,980	9,250				
GS-11	8,650		9,240			10,125				
						12,025				
OS-13	12,075	12,495	12,915	13,335	13,755	14,175	14,595	15,015	15,435	15,855
GS-14	14,170	14,660	15,150	15,640	16,130	16.620	17,110	17,600	18,090	18,580
OS-15	16,460	<b>17,030</b>	17,600	18,170	18,740	19,310	19,880	20,450	21,020	21,590
OS-16	18,935	19,590	20,245	20,900	21,555	22,210	22,865	23,520	24,175	
OS-17	21,445	22,195	22.945	23,695	24.445		[			
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EFFECTIVE 14 OCTOBER 1962

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IF QUALIFICATION		M IS BEING SUBMIT	ITTED WITH CHANGES, AND IS A	ATTACHED TO THIS REPO	
SECTION C		PERF	FORMANCE EVALUATION	1	
U-Unsatisfactory	Performance is could range from ar proposed in	unocceptable. A rating om counseling, to further	g in this category requires inmediate or training, to placing on probation, t	te and pasitive remedial action	on. The hature of the action nation, Describe action takes
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P— <u>Proficient</u> S—Strong		satisfactory. Desired re- characterized by except	esults are being produced in the mar	anner expected.	-
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performs EACH speci	ific duty. Consider C	cific duties performed dur ONLY affectiveness in pe bar af employees supervi	uring the rating period. Insert rating let performance of that duty. All employee vised).	itter which best describes the rates with supervisory responsib	manner in which employees plittes MUST be rated on
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CTION E	CERTIFICATION AND	COMMENTS	<del></del>
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CONFIDENTIAL 132241Z NOV 79 DEFERRED TELEPOUCH

CITE MFXICO CITY 51744

TO: WASHINGTON.

FUR: C/LA/PERS

Daniel Flores

SUBJECT: ADMIN/RYBAT/PERS/FR FOR

1. GIVEN BELOW IS THE FITNESS REPORT FOR THE PERIOD 1 OCT 78 TO 30 SEP 79. RATINGS ON SPECIFIC DUTIES AND NARRATIVE COMMENTS WERE PREPARED BY HARULD O. CHAIDEZ, DCOS. REVIEWING COMMENTS WERE PREPARED BY RONALD F. BRIERLEY, COS. THE REPORT HAS BEEN REVIEWED AND CERTIFIED BY SUBJECT. SIGNED COPY OF FORM 45A BEING POUCHED.

- 2. THE FOLLOWING INFO IS KEYED TO FORM 45N, SECTION A:
  1. 03h130; 4. M; 5. GS-13; 6. DOG; 9. MEXICO CITY; 10. CAREER;
  11. ANNUAL; 12. 1 OCT 78 TO 30 SEP 79.
- 3. SECTION B. PERFORMANCE EVALUATION SPECIFIC DUTIES:
  1. DIRECTS THE ACTIVITIES OF AN 18-MAN CI LIAISON TEAM
  RESPONSIBLE TO THE STATION. RATING LETTER S.
- 2. RESPONSIBLE FOR TARGETTING CI OPERATIONS AGAINST SOVIET AND CUBANS IN MEXICO CITY. RATING LETTER S.
- 3. CASE OFFICER FOR AGENTS AND OPERATIONS DIRECTED AGAINST THE CUBAN TARGET. RATING LETTER S.
- 4. SUPPORTS STATION OPERATIONS AND ACTIVITIES DIRECTED AGAINST THE CHINESE AND OTHER TARGETS.
- 5. CASE OFFICER FOR \_\_\_\_\_\_. RATING

OGÉRALL RATING - STRONG.

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### 4. SECTION C - NARRATIVE COMMENTS.

SHORTLY BEFORE THE DEPARTURE OF THE FORMER COS, HE SUBMITTED A SPECIAL MEMORANDUM ON SUBJECT'S PERFORMANCE (MEXICO CITY 50702) WHICH CONCENTRATED MOSTLY ON SUBJECT'S RESPONSTBILITIES IN THE CI FIELD. A COPY OF THIS MEMORANDUM IS AVAILABLE IN SUBJECT'S PERSONNEL FILE. THE UNDERSIGNED FULLY ENDORSES THE LAUDATORY COMMENTS IN THAT MEMORANDUM, BUT SINCE RUBJECT HAS TAKEN ON BROADER RESPONSIBILITIES, IT IS NECESSARY TO COMMENT ON OTHER ASPECTS OF HIS WORK.

FOR THE PAST MONTHS, SUBJECT HAS BEEN DIVIDING HIS TIME AROUT EQUALLY BETWEEN HIS CI RESPONSIBILITIES AND OTHER STATION OBJECTIVES, PRINCIPALLY THE CUBAN TARGET. SUBJECT WAS GIVEN THESE ADDITIONAL DUTIES BECAUSE THE CI OPERATIONS GROUP IS WELL ORGANIZED AND REQUIRES LESS DIRECT C/O INPUT, AND ALSO BECAUSE OF THE NEED TO DEDICATE ALL AVAILABLE RESDURCES AGAINST THE CURAN TARGET. THIS STATION IS ONE OF FOUR WITHIN THE DIRECTORATE WHICH MAVE BEEN SELECTED FOR A CONCENTRATED EFFORT AGAINST CUBA, AND THIS TARGET NOW RANKS NUMBER ONE AMONG THE STATION'S MANY PRIORITY OBJECTIVES. SUBJECT'S PAST EXPERIENCE IN CUBAN OPERATIONS, HIS ABILITY TO PASS AS A MATIVE IN THIS COUNTRY. AND HIS OTHER STRENGTHS, WERE THE INGREDIENTS WHICH THE STATION NEEDED TO EXPLOIT IN THIS EFFORT.

SUBJECT HAS TAKEN OVER THE PRINCIPAL STATION OPERATION DIRECTED AGAINST CUBA. THIS WAS A FAIRLY NEW OPERATION AT THE TIME IT HAS ASSIGNED TO SUBJECT AND IT WILL MATURE UNDER HIS DIRECTION. FUR REASONS OF SENSITIVITY, A MORE DETAILED REVIEW OF SUBJECT'S WORK ON THIS OPERATION CANNOT BE PROVIDED, BUT THE HERORD SHOULD NOTE THAT DURING THE PAST THREE MONTHS, HE HAS HANDLED THIS OPERATION IN A THOROUGHLY PROFESSIONAL MANNER WITH STEADY PROGRESS BEING MADE TO FULLY EXPLOIT THE OPERATIONAL AND REPORTING POTENTIAL. ALSO DURING THIS REPORTING PERIOD, SUBJECT RENEMED CONTACT THROUGH MIS OWN EFFORTS WITH A FORMER REPORTING ASSET WHO HAD DRIFTED ANA! FROM COLLABORATION WITH THE ORGANIZATION. SUBJECT IS NOW ATTEMPTING TO BREATH NEW LIFE INTO THIS OPERATION AND BRING IT BACK UNDER CONTROL.

CUNTROL SUBJECT ALSO COOPERATED WITH ANOTHER GOVERNMENT AGENCY IN ATTEMPTING TO RE-ESTABLISH CONTACT WITH A

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AND AN FLEMENT OF GOOD LUCK				
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THEN PASE Engineer Several an	A P. W. P.	ALLE DE	~ ~ ~ 4 11 F 0	

THIS REPORTING PERIOD HAS AGAIN BEEN ONE OF CONSIDERABLE ACTIVITY ON THE PART OF SUBJECT IN WHICH HE HAS DEMONSTRATED HIS TALENT FOR OPERATIONS AND PARTICULARLY HIS ABILITY TO

DEFERRED TELEPOUCH

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DEVELOP AND HANDLE AGENTS. HE HAS DISPLAYED VERSATILITY AND FLEXIBITITY IN PURSUING HIS TARGETS AND IS EVER ALERT FOR VULNERABILITIES WHICH CAN BE EXPLOITED. HE USES GOOD JUDGMENT IN HANDIING HIS CASES AND HIS TRADECRAFT PROCEDURES DURING THIS PFRIOD HAVE BEEN SOUND. IT SHOULD ALSO BE NOTED THAT THE PARTICINIAR CUBAN CASES WHICH HE IS INVOLVED ARE NOT EASY DNES. THEY REDULRE HARD WORK, AND THE FULL RANGE OF CASE OFFICER EXPERIRE IN ORDER TO PUSH THEM FORWARD. HIS RESPONSIBILITIES IN THE CI FIELD ARE EQUALLY DEMANDING. SUBJECT HAS MADE A VERY PUSITIVE CONTRIBUTION TO THE WORK OF THIS STATION DURING THIS REPORTING PERIOD AND WELL DESERVES A RATING OF STRONG FOR HIS VARIOUR DUTIES AND A STRONG FOR HIS OVERALL PERFORMANCE.

### 5. COMMENTS BY REVIEWING OFFICER.

I CONCUR WITH THIS EVALUATION AND BELIEVE IT IS MOST COMPREHENSIVE AND OBJECTIVE. HAVING WORKED WITH SUBJECT DURING AN EARLIER PERIOD OF HIS CAREER WHEN HE WAS THEN A GOOD OFFICER (1970-72), I AM STRUCK BY THE REMARKABLE PROGRESS. HE HAS MADE-IN THREE KEY AREAS: OPERATIONAL THINKING AND ANALYSTS, WRITING, AND SOUND, PROFESSIONAL APPLICATION OF BASIC OPERATIONAL PRINCIPLES.

I AM DELIGHTED THIS HIGHLY CAPABLE, AGGRESSIVE OFFICER WILL BE REMAINING A THIRD YEAR AT THIS STATION AND LOOK FORWARD TO A MAJOR CONTRIBUTION FROM HIM IN MOST OPERATIONAL AREAS OF PRESENT PRIORITY CONCERN.RVM 13 NOV 99 DRV D9C.3.

END UF MESSAGE

FITNESS REPORT  NOTE: Supervisor or Reviewing Official may assign a higher cla if CONFIDENTIAL is not adequate for the report when comple									
SECTION A			GENE	RAL IN	FORMATIO	N		·	
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SECTION B					EVALUATIO			·	
	rformance is una uld range from c proposed in Sec	ovnseling, to fi	ating in this urther trousin	g, to plac	requires immedia ing on probation	ote and	I positive remedia rassignment or to	I action. The no separation. Des	ture of the action tribe action taken
M-Marginal Per		cient In some o		ivasons fo	r assigning this	rating	should be stated	in Section C and	l remedial actions
	formance is sati				roduced in the n	nanner	expected.		` •
O-Outstanding Per	formance is char formance is so e: rk as to warrant	scaptional in te	lation to req	-	of the work and	in con	nparison to the p	erformance of ot	ners doing similar
*				CIFIC	DUTIES				
List up to six of the most im	portant specific o	duties performed	during the	atina per	od. Insert rating	letter w	rhich best describe	the manner in w	hich employee
performs EACH specific dut their ability to supervise (in	y. Consider ONL	Y effectiveness	in performen	re of that	duty. All employ	rees wi	th supervisory resp	oonsibilities MUST	be rated on
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ake into account everything productivity, conduct on job.	cooperativeness.	pertinent persi	seel from or	hebits a	id particular limi	tations	or talents. Based	on your knowleds	יו וי
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SECTION C		NARRATIVE COMMENTS	
managerial or succession extra space is needed to	y duties and a complete Sect	sses demonstrated in current passion, keeping in proper perspective the work performance. Give retainmentalities for thetalag, Comment on filings given in Section B to provide best basis for determining fature cost consciousness in the rape of perfoling usable, legipment and fundament, and on C, arouch a separale theer of paper.	personnel action. Manner of performance of is, must be commented on, if applicable. If
Mr. Flo Office of Tra and was there period under it East Asian sta Mr. Flores was performance co chief, Mr. Flo and a secretar to and from th matters pertai manner with Mr The Ouba Mr. Flores fre for one partic him to travel sessions of th Mr. Flor contacts and p	res came ining. If fore fam review, I ations wis the only approximately fores was ry. He was field uning to . Flores a Operatiquently son short is reported articipa articipa	to the Quba Operations (group from a briprior to the OTR interim, Mr. Flores had liar with its operational techniques. Mr. Flores served as a section chief with a Cuban target (Tokyo, and y CS-13 officer to hold section chief revorably with that of the CS-14 section supervisor for operations officers, was responsible for ensuring the prompt stations, and providing operational guidence operations. His section was mana demonstrating his ability to delegate ons Group also functions in a direct catraveled TDY to handle cases. He was the ensitive and productive report notice and to arrange for secure meeting the section was direct and to arrange for secure meeting the secure meeting and secure meeting the secure meeting the secure meeting the secure meeting the operations of the cases.	def assignment to the been a COG case officer During this ten-month h responsibilities for hand Canada. The sponsibility, yet his chiefs. As a section intelligence analyst handling of correspondence dance and direction on ged in a competent functional responsibilities officer capacity, and he operations officer ting case. This required the meet with liaison reticular recruitment
SECTION D	<del></del>	CERTIFICATION AND COMMENTS	
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COMMENTS OF REVIEWIN	9 05615141	3. BY REVIEWING OFFICIAL	·
Subject He is, however I have no doub- learn how to me	likes to, a litti t as to lake thing	operate. He is very practical, experie le quiet and tends to accept things the nis skills, he may need a bit more manages gs move despite obstacles. He has done and section of Cuba Operations Group.	way they are. While exent experience to
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		4. BY EMPLOYEE	
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FITNESS REPORT
Daniel Flores
NARRATIVE COMMENTS

cont.

movements of an operational target, and to devise a secure and timely method of approach to the individual Cuban.

Mr. Flores is less enthusiastic when it comes to the paperwork and bureaucratic requirements of his position. While he is a good writer, he tends to handle his written tasks in a hurried manner and consequently, his work oftentimes requires review. He is also inclined to take the shorter and easier approach when handling the paper flow requirements. I mention these points not because they represent basic shortcomings, but simply to contrast them to his exceptionally high performance in his operations officer capacity.

In sum, Mr. Flores is an extremely experienced, competent and well motivated operations officer. His talent as a "street operator" with a keen sense for the human target has been amply demonstrated. He has now quite successfully been introduced to his first supervisory position and proven that he is competent for assignments of this nature. I believe Mr. Flores is capable of handling positions of increasing responsibility and should be given the opportunity to do so.

## S E C R E T

1 (19:04)	FITNESS REPORT	
SECTION A	GENERAL INFORMATION	
1. EMPLOYEE NUM		_ [
036130	FLORES, Daniel 4 Aug 35 M 1	
7. OFFICIAL POST		CODE (ch ene)
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}	OTHER (See )	
X CAREER	RESERVE CONTRACT TEMPORARY ANNUAL X REASSIGN.	SPECIAL
	- 19 November 1976 : AA	- -
SECTION B	QUALIFICATIONS UPDATE	
	UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACKED TO THIS RECORT, PLACE TO BE BOX TO THE RIGHT, IF NO CHANGES ARE REQUIRED, PLACE THE WORD 'NO IN THE BOX AT RIGH	
SECTION C	PERFORMANCE EVALUATION	
U— <u>Unsatisfactory</u> M—Marginal	Performance is unacceptable. A rating in this category requires limited and positive remedial action, the nature could range from counteling, to further training, to placing an probation, to reassignment or to separation. Describe or proposed in Section D.  Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and re-	action taken
	taken ar recommended should be described.	
P—Proficient S—Strong	Performance is satisfactory. Desired results are being produced in the manner expected.  Performance is characterised by exceptional professory.	
O-Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others work as to worrant special recognition	doing similar
	SPECIFIC DUTIES	
performs EACH specific	at important specific duties performed during the rating period. Insert rating letter which best describes the manner in which duty. Consider ONLY effectiveness in performance of that duty. All employees with sepervisory responsibilities MUST be e (indicate number of employees supervised).	
SPECIFIC DUTY NO.		RATING LETTER
craft sk	tutorial training in clandestine operational trade- ills foras well	-
	staff and contract personnel.	. <u>S</u>
tailed t	boration with sponsoring Agency components prepares de- raining programs and schedules for the conduct of tailor	RATING LETTER
SPECIFIC DUTY NO.	inl and small-group training.	RATING
training	traince performance in each program and prepare final reports, and as appropriate draft follow-up question-	S
naites i	or field evaluation of training effectiveness.	
role pla	ate in live problems and exercises as surveillant and yer as required and contribute to improvement in train-	S
SPECIFIC DUTY NO	・ 4 M 6 プ (1914) 「 M M A 441 8 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Batimo
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### CLASSIFICATION

SECTION D	NARRATIVE COMMENTS	
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Mr. Flores joing June 1976 and ass	incd#Phc Unit in mid-	
June 1976 and att	ter a week's familiarization with training materials	
	routine of the Unit, he attended a two-week Instruc-	
tor Training Work		
	Subject returned to the Unit for further familiari-	
zation with the r	reutine of the Unit, assisted in several surveillance	e
	nitured a two-week training program which included	
active participat	tion as a traince himself in the SAI (or persuasion	
	of the program. Subsequently Mr. Flores assisted as	
	a brief but significant program involving the train-	- 1
ing of a	assisting the Agency in	
Mr. Flor	res then assisted another instructor in devising and	
	irst program this Unit has undertaken designed to	- 1
teach	to Staff Employees who are	ĺ
deemed likely to		- 1
Mr. Flores then p	clanned for, and from 12 October through 19 November	- 1
conducted a tutor	rial training program in clandestine operations tech-	.
	<u> </u>	ı
	(continued)	
SECTION E	CERTIFICATION AND COMMENTS	
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17 January 1977	Chief, ALT Unit   Walter R. Cox	╝
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	refined on emonific leafs, set	- 1
rating of STRONG for	ratings on specific duties and on the overall	- 1
Unit for a short n	or Mr. Flores. Although he was assigned to this eriod of time, he was proving to be a well	- 1
qualified operation	ns instructor. His home Division requested his	- 1
return in order to	give him a responsible position for which he	I
was well qualified	, and he should do well on that assignment.	
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### SECRET

who is scheduled to serve as an

Continuation of Section D of Fitness Report on Daniel Flores, GS-12, for period 22 June - 19 November 1976 -----

	in the		•	
The	first independent	training task	given to Mr.	Flores
was of		se	rving as an ac	cess agent,
but this	s task was cancelle	ed at the las	t minute when	the con-
	Dana diameteral una	and the first	1.1 **********	- C - A b -

but this task was cancelled at the last minute when the concerned Base discovered grounds for field termination of the agent rather than providing tutorial training for the agent in the U.S. Mr. Flores was justifiably irritated at this turn of events which denied him what held promise for being a challenging initial training program.

ing initial training program.

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It was with regret that we learned, early into what turned out to be Mr. Flores' only independent training program, that a priority requirement of his home-base Division would necessitate his return to Division duty soonest. The Division agreed to our request that Mr. Flores conclude the training program he had tailored, and begun, and Mr. Flores is to be commended for having done an exceptionally fine job in this assignment. The completion-of-training report was also well organized, and the questionnaire which asks for an evaluative follow-up from the trainee's field Station is to the point.

Early in his assignment Mr. Flores took over the maintenance and improvement of the Unit's operations training slides, consolidated them into an extremely functional package, and solicited ideas from other instructors to improve the package. Much to his credit and the Unit's benefit, Mr. Flores managed to persuade another Agency component to undertake--without charge--a major revamping of some of the slides using computordesigned art work to replace some of the less impressive early work in this field.

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		CLASSIFICATION	
		FITNESS REPORT	
	Flores, Dan	GENERAL INFORMATION	GS 1.3 DQG
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SECTION B		QUALIFICATIONS UPDATE	
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ECTION C  J-Unsatisfactory Performance is		REFORMANCE EVALUATION  ng in this category requires immediate and positive remedial action. The r	nature of the as.
	om counseling, to furth	her training, to plucing an probation, to reassignment or to separation. D	
	deficient in some asper	ests. The reasons for assigning this rating should be stated in Section D a escribed.	and remedial action
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-Outstanding Performance is a	characterized by except so exceptional in relation trant special recognition	tion to requirements of the work and in comparison to the performance of	others doing similar
		SPECIFIC DUTIES	, la .
it up to all of the most important speci stforms EACH specific duty. Consider G eli ability to supervise (indicate numb	ONLY effectiveness in p	furing the resting period. Insert rating letter which best describes the manner in performance of that duty. All employees with supervisory responsibilities MU relied).	which employee JST be roted, on
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Take into account everything about the employee which influences by effectiveness in his current position such as performance of specific productivity conduct on job cooperativeness performed personal track or hebris, and performed instations of selects of profuses a created performance during the rating period place the father in the rating bas corresponding to the statement which we report categories by performance.

CLASSIFICATION

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suggestions made for improvemen	d of work performan	ce. Oive recommendations for	training.	perspective their relationship to avera omment on foreign language campe mining future personnel action, Mann	ionco, if required fo
managerial or supervisory defies	and cost caractoring	is in the use of personnel, ep		ent and funds, must be commented	
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CITE MEXICO CITY 47396

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TO: MASHINGTON.

FOR: C/LA/PERS

Pan Flores

SUBJECT: ADMIN/RYHAT/PERS/FITNESS REPORT FOR

- 1. GIVEN BELOW IS THE FITNESS REPORT ON SUBJECT FOR THE PERIOD 15 FEB 36 SEPT 7R. RATTING ON SPECIFIC DUTIES AND NARRATIVE COMMENTS NEHE PREPARED BY HAPOLD O. CHAIDEZ, DCOS. REVIEWING COMMENTS WERE PREPARED BY JOEL N. NEBECKEP, COS. SUBJECT WAS NOT SHOWN...A. COPY OF THIS REPORT AS HE DEPARTED STATION ON EMERGENCY, LEAVE BEFORE THE REPORT COULD BE TYPED. A COPY WILL BE MADE AVAILABLE TO HIM IMMEDIATELY UPON HIS RETURN AND ANY STATEMENT BY THE EMPLOYEE WILL BE TELEPOUCHED TO MOS. A SIGNED COPY OF FORM 45A WILL BE POUCHED AT THAT TIME.
- 2. THE FOLLUMING INFO IS KEYED TO FORM 45%, SECTION AS: 1. 036130; 4. MS 5. GS-13; 6. DQG; 9. MEXICO CITY; 10. CAREER; 11. ANNUAL; 12. 15 FEB-30 SEP 78.
  - 3. SECTION B. PERFORMANCE EVALUTATION SPECIFIC DUTIES:
- 1. DIRECTS THE ACTIVITIES OF AN 18-MAN CI LIAISON TEAM RESPONSIBLE TO THE STATION, AND WHICH INCLUDES COORDINATING ALL REACTION UPS INITIATED BY THE TEAM. RATING LETTER -- S.
- 2. PESPONSIBLE FOR TARGETTING CI OPERATIONS AGAINST SOVIETS AND CUBANS IN MEXICO CITY. HATING LETTER -- S.

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HIS ABILITY TO PASS AS A NATIVE IS AN ADDED FACTOR IN HIS FAVOR AND PROVIDES HIM WITH A GREATER DIMENSION FOR OPERATIONS. THE STATION HAS USED SUBJECT ON OCCASION FOR UPERATIONS, BUT THIS USE MUST BE SELECTIVE IN ORDER NOT TO ADVERSELY IMPINGE UPON HIS PRIMARY WORK WITH THE CI UNIT.

SUBJECT IS VERY COST CONSCIOUSNESS IN THE USE OF STATION FUNDS AND EXTRACTS A HEALTHY RETURN FOR PROJECT MONIES USED TO SUPPORT THE WORK OF THE CI UNIT.

SUBJECT WELL DESERVES A RATING OF STRONG FOR HIS

UST OF WORLD CONFIDE . TIAL

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VAPIOUS DUTIES AND AN OVERALL STRONG FOR THIS REPORTING PERIOD. HE LOOK FORWARD TO A CONTINUED HIGH LEVEL OF PERFORMANCE DUPING THE YEAR TO COME.

5. SECTION D.1. SUBJECT HAS BEEN UNDER MY SUPERVISION FOR SEVER AND ONE-HALF MONTHS. D.3: COMMENTS BY REVIEWING OFFICIAL:

I FULLY CONCUR WITH THE NARRATIVE COMMENTS OF THE REVIEWER. SUBJECT HAS DISPLAYED A GREAT AMOUNT OF IMAGINATION AND ENERGY IN DIRECTING A DIFFICULT ACTIVITY NAMELY COUNTERINTELLIGENCE ACTIVITY THAT IS SEVERELY RESTRICTED BY ATTORNEY GENERAL GUIDE-LINES TO THE EXISTING EXECUTIVE URDER. SUBJECT HAS DESPITE THIS BEEN ABLE TO KEEP A VERY POSITIVE THRUST TO HIS OPERATIONS AND HAS BEEN ABLE TO MOTIVATE THE AGENTS AND PERSONNEL UNDER HIS I AM TOTALLY SATISFIED WITH HIS ENERGY AND MOTIVATION. DESPITE THE FRUSTRATIONS INHERENT IN THE COUNTERINTELLIGENCE ACTIVITY THE CARPIES ON WITH A HIGH SPIRIT AND A TREMENDOUS AMOUNT OF GOOD WILL - NO MEAN ACHIEVEMENT AT THIS JUNCTURE OF AGENCY COUNTER-INTELLIGENCE ACTIVITIES. E3, IMPDET.

END OF MESSAGE

SECRET CLASSIFICATION

			FITNE	SS REPORT					
SECTION A				INFORMATIO	N				
1. EMPLOYEE NUM	F1c	ores, Dan	iel			4 Aug 3	SS M	_GS	12_D
operations	Officer		DDO	/LA/COG	NMEN	Headqua		χ ног	DE Z (LL orie)
<u> </u>		YPE OF APPOINT	OTHER (Spec )	·	,	12. T	YPE OF REPO	RT 	
XX CAREER	RESERVE	CONTRACT	OTHER SPACE	TEMPORARY		ANNUAL	READSIGN. MENT		SPECIAL.
01 July 19			5	31 July 1					
SECTION B			QUALIFICAT	TIONS UPDAT	E				
IF QUALIFICATIONS WORD "YES" IN T									
SECTION C		Р	ERFORMANC	E EVALUATIO	N				
U— <u>Unsatisfactory</u>	could range fro or proposéd in	m counseling, to fi Section D.	urther training, to	placing on probation	n, to re	easignment or t	o separation. D	escribe	action taken
M-Morginal	taken or recomm	mended should be	described.	s for assigning this		a	in Section D c	and tem	edial actions
P— <u>Proficient</u> S—Strong			d results are bein sceptional proficier	g produced in the	Monner	expected.			
O-Outstanding	Performance is s		lation to requireme	ents of the work and	in con	mparison to the	performance of	athers d	loing simitar
			SPECIFI	C DUTIES					
List up to six of the mo performs EACH specific their ability to supervi	e duty. Consider C	ONLY effectiveness	in performance of						
BPECIFIC DUTY NO.	-								RATING LETTER
Handle a ser travel to me						n operatio ence repor		Y	
SPECIFIC DUTY NO.	. 1	·····							BATING
Review income and ensure t							ban matte	rs	LETTER
SPECIFIC DUTY NO.	. 3					<del></del>	· · · · · · · · · · · · · · · · · · ·		S
Maintain a tour operation appropriate.	ns against								S
Develop lead	-	the Cuban	target by			and u	ltimately assessme	3	RATING LETTER
data on the	targets as	well as u		ls in approa	ches	to			_ 0
Work closely required cor	• with the respondence	IA's of the	e section ( timulate th	to ensure th nem to be cr	at t cati	hey answer	r all oductive.	,	RATING LETTER
SPECIFIC DUTY NO.		<del></del>					<del></del>		S
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lake into acrount every productivity, conduct on it employee's everall p	Jah. Casperahire	est perties it pert	mad track or babi	h and particular ha	ومهددور	ar teleate Same	I so your basel	****	'S =
staly reflects his level o		,		•				} 	
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# S E C R E T

SECTION D	NARRATIVE COM	MENTS
Indicate significant strengths or weakness	is general sociated in current coches become in	proper perspective their relationship to averall performance. State
suggestions made for improvement of wo	ark performance. Give recommensations for tr	aining. Comment on foreign lunguage competence, it réquired for
		or determining future personnel action. Manner of performance of
estra space is needed to complete Section		, equipment and funds, must be commented on, if applicable. If
		n for approximately six months. This
		m. After two field tours and his
		as developed into a solid and
professional operations	officer with the skills w	e hope our amployees will develop. He
is now highly motivated	and creative in his work.	He has demonstrated, particularly in
	ying degree of drive and in	
He has handled one	of our most productive a	nd sensitive assets. With
his quidance this agent	has produced, within the	past six months, some of the highest
quality intelligence on		this Agency has obtained. Because
		esponsible case officer must be able
		decraft skills and reports writing
		se Mr. Flores has demonstrated himself
to be a first-class agen	it handler, highly attuned	to operational information and
quality intelligence pro		
		ily to provide the institutional
		operations directed against
		lirect responsibility, but throughout
	1 of the officers in this	
		Section Chief during the absence of
		been able to handle the job well both
SECTION E	CERTIFICATION AND CO	
SECTION E	1. BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN	The second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second secon
UNDER MY SUPERVISION		•
·	•	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OF PRINTED MAME OND BIGNATURE
ĺ	011 4 1000 5 5 11	Marie / Laterilla
	C/LA/COG/NHA	Leonard D. Therty
	2. BY EMPLOYER	
STATEMENT CONCERNING THIS EVA	ALUATION DATE	DIGHATURE OF EMPLOYEE
OF MY PERFORMANCE		All March
MAVE ATTACHED MAYE ATTA	1200	Ariell & Co
	3. BY REVIEWING OFF	ICIAL -
COMMENTO OF REVIEWING OFFICIAL		acciana Na Piana in initial a con
		officer. Mr. Flores is indeed a fine
		successful career in operations.
		an occasional lack of drive and particularly in recent months, he
	and has indeed been going	
		for a rotational tour in the Office
		tour, he should return for an
		lle is an exceptionally fine case
		way of dealing with his agents that
		culd involve supervision of younger
		managerial aspects of operations,
tack "At 1 2 th State 1 th State	CANCIER ALLES ON HEALEMING GALICIES	TIPES OF BEINISS HARRY STEEL ALT THE TAIL THE
·		1 1 1/2 1/2 1/2
!	chief, LVOG	Thomas A. (Tayton
	4 ST EMPLOTEE	
1 . 1	18:99 IN GATE	[ levensfund or employed ]
5 c 80 tone or to 4 85 milet		Charles Alexander
•	"CLASSIFICATION	1/
	ot.=	The same

S. E C R E T

FITNESS REPORT

Daniel Flores

cont.

### SECTION D

in terms of paper flow and personnel administration. He demonstrates an ability to advance further along these lines. Also during the period under review he participated in an approach against the local head of Cubana Airlines in a Latin America country. Although the recruitment effort was not successful, it was conducted in a professional manner and Mr. Flores used an access agent relative in a very effective manner.

He has been perhaps the most aggressive officer in the Cuba Operations Group in pursuing leads for interviews of relatives, friends, and acquaintances of Cuban officials posted abroad. During the period under review he conducted at least six such interviews and developed good assessment data on various targets.

	As	a	nativo	Spani	sh speaker, Mr. Flores has the abi	ility to
	as	а			and has successfully carried	out roles
as a			cit	izen,	·	. This
abili	ty	to			has been of great assist	tance in
handl	lins	z 1	he key	case	he relinguished only on leaving L/	V/COG.

Mr. Flores has now overcome an earlier reluctance to be aggressive which former supervisors might have noted. I am confident he will maintain and build further on what I have found to be a highly improved sense of enthusiasm. I am sure he will be a strong contributor to his new component.

### No. 3

He is an officer who merits further responsibility and one who should continue to rise in rank as he assumes these additional responsibilities. It has been a pleasure to work with him and I should like to do so with him in the future.

SECRET

E2 IMPDET CL BY 025231 CLASSIFICATION

	FITNESS REPORT		
SECTION A	GENERAL INFORMATIO		
I. EMPLOYEE NUMBER . R. NAME (Lost, first,		S. DATE OF BIRTH 4 BEX 6. GR	
194737 Flores, Da	inicl	4 Aug 35 M GS-1	2 D
Ops Officer	DDO/LA/COG	Washington, D. C. XING	
CAREER RESERVE CONTRACT	OTHER (Spec.)	X ANNUAL REAGNIGN.	<b>OPECIAL</b>
13. REPORTING PERIOD (/rom-to-)	14. DATE REPORT	DUR IN O.P.	<b>4</b>
1 October 1974 - 30 June 1			
SECTION B	QUALIFICATIONS UPDATI	ATTACHED TO THIS REPORT, PLACE TH	:
IF QUALIFICATION'S UPDATE FORM IS BEING WORD "YES" IN THE BOX TO THE RIGHT. IF NO			
SECTION C	PERFORMANCE EVALUATIO	N	
Could range from counseling, to or proposed in Section D.  M-Marginal Performance is deficient in some taken or recommended should be P-Proficient Performance is satisfactory Desi  S-Strong Performance is characterized by	further truining, to placing an probation a aspects. The reasons for assigning this be described, used results are being produced in the mesceptional proficiency, relation to requirements of the work and	ate and positive remedial action. The nature, to reassignment or to separation. Describe rating should be stated in Section D and remainment expected.  In comparison to the performance of others	action taker
	SPECIFIC DUTIES		
ist up to six of the most important specific duties perform performs EACH specific duty. Consider ONLY effectivenes helr ability to supervise (indicate number of employees	is in performance of that duty. All employ		
PECIFIC DUTY NO. 1			RATING
Case Officer for COG's Lattional support of LA field	tin America area res I Stations Cuba prog	ponsible for opera- rams.	s
PECIFIC DUTY NO. 8			RATING
Case officer for two sensi	tive	operations.	S
pricipic buty No. 3 Develop leads to potential interview prospective acce	Cuban recruitment	targets and personaFly	RATING LETTER
PECIFIC DUTY NO. 4			RATING
Supervisor for one Intelli	gence Analyst	•	S
PECIFIC DUTY NO. 6			RAYING LETTER
PECIFIC DUTY NO. 6			BATING LETTER
	* ; *	,	
OVERALL B	PERFORMANCE IN CURRENT	POSITION	
he into account everything about the employee which is aductivity, conduct on job, cooperativeness participal pa- amployees everall performance during the rating peri- lably reliacits his level of performance.	offuences his effectiveness in his current pe risenal traits or habits, and particular limit	sitten such as performance of specific duties between ar talents. Based an your knowledge	RATING LETTER
	CLASSIFICATION	8 SEP 13/5	. (4)

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### CLASSIFICATION

SECTION D	NARRATIVE COMME	NTS
Indicate payofront strongths or weather	esses demanstrated in current position keeping in pr	oper perspective their relationship to overall performance. State
supposed one mode for empryrement of	work performance. Give tecommendations for training	on Commenters foreign francisco competence il convicad lot
Current-session Ampley or explain to	rings given in Section C to provi <b>674466.</b> DAvi	dPAMining future personnel action. Manner of performinis of
manageral or supervising duties and s	cost consciousness in the use of personnel spuce ec	quipment and funds, must be commented on it applicable If
extra space is needed to complete Section		<b>17</b> "
1.2/COG is both	La Headquarters Am 20 mil	Somere and an active opera-
tional	a neudaniesto Mill Torrat	orement and an neette opera
10,121	Ac en	ch, Mr. Flores assignment is
a combination	7.5 30	en, mr. rivies assignment is
	e norformanca le baine m	ntal in bath ununulting Chiah
maare their much hi	abon anitonia to baine a	ated in both capacities which pplied than for most Head-
		ppried than for most nead.
quarters officers.		
Иr. Flores has	proved to be a professi	onal agent handler, and has
been used very eff	ectively in new, sen	sitive operations
Headquarters. Alt.	hough he did not partici	pate in the recruitment of
these sources. Mr.	Flores was brought in t	o provide initial training,
and detailed guida	nce necessary to develop	the new assets into reporting
Sources. One was	a complicated case of a	who Mr. Flores
helped debrief, the		. The other
was a successful		a source with excellent
access to the		s' job, after being introduced
	officer is to make the	source into a fully controlled
asset and murimize	the excellent notential	for intelligence information.
asset and maximize	the excertent potential	tor interrigence information.
66671604.6	CENTIFICATION AND COM	.6.176
SECTION E	CERTIFICATION AND COMA	MENIS
	1. BY SUPERVISOR	
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DATE  8 August 1975	ADC/LA/COG  2. BY EMPLOYEE	M. Michael Krine
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### Continuation of Section D

His professional, no-nonsense handling has already contributed to highly significant information (a value quotient of 7.0 with one XX report) on some of the Agency's current Cuba priorities including Cuba's negotiating attitude vis-a-vis the U.S.

In his capacity as Desk officer for field stations in Latin
America, Mr. Flores is charged with providing guidance and support
aimed at recruitment operations against
conducted interviews of in the U.S. and initiated a
promising
. He supervisesintelligence analyst and, together,
they effectively ensure timely response to field requests and help
stations to identify operational opportunities, recruitment targets
andwhere necessarykeep them aware of the priority of the Cuban
target.
By his performance, Mr. Flores has demonstrated he is a versatile
case officer with good operational instincts; he is showing increasing
agressiveness and imaginative support of field stations in their
efforts to While he is an excellent agent
handler who gets maximum intelligence production from his assets, he
is less thorough when handling the administrative details involved in
his operations. He needs more supervisory experience, and still tends
to rely excessively on his IAs to search for operational leads and
conduct operational research.
Mr. Flores was sponsored by the Division, and attended the mid-
career course in November 1974. He has excellent potential for further
advancement in the Division and has been a significant factor in
LA/COG's success over the last year in developing access to Cuba, a
recognized hard target.
Continuation of Continu
Continuation of Section E
Subject excels as an agent handler motivating his agents and
disciplining them when required to obtain quality intelligence. He
handles of LA/COG's most sensitive and during
this period, he has met these in and in
. He has certainly targetted these against priority
objectives and the intelligence produced has been of vital interest to
U.S. Government policymakers in this delicate period of Cuban nego-
tiations. Latin America Division has received commendations from

4.76.3.

Signet

### Continuation of Section E

the intelligence community for reports acquired through Mr. Flores. Subject's staff duties include desk chief responsibilities for support and guidance to field programs including the research and targetting required to conduct an effective recruitment program. Although such duties requiring supervision are new to him, he is also making progress in this capacity. With proper guidance and assistance, he will develop into a most effective supervisor.

Mr. Flores native fluency in Spanish and his Latin background have proven most valuable to Cuban operations. In fact he represents himself as \_\_\_\_\_\_\_. For an officer his grade, he is very mature, self assured, has good common sense and is certainly a professional. Subject has completed two tours in the field and is an experienced ops officer. He is intelligent, imaginative, uses good tradecraft at all times and has a clear headed approach to the business. He expresses himself well orally and in writing, and works very well with other case officers. Mr. Flores keeps up to date on political, economic and social affairs pertaining to Cuba and he willingly accepts difficult tasks requiring frequent separations from his family.

Subject definitely has potential. He is operationally agressive and is gaining experience as a manager. Mr. Flores is already performing at a higher level than his grade. In approximately a year, he should be again dispatched to the field as a senior officer responsible for handling Soviet, Chinese or Cuban targets. During the next reporting period, Mr. Flores should receive training in superivsion. He is a solid performer in the Cuban Operations Group and has contributed much to our successes during the past year.

**די**רייי

	·		FITNE	SS REPORT			
SECTION A			GENERAL	INFORMATIO			
I. EMPLOYEE NUM	18ER 2.	NAME (Lost, first.	middle)	• •	S. DATE	OF BIRTH 4 BEX	S. GRADE 8. 8D
194737 7. OFFICIAL POSI		lores, D	niel orr	DIV BR OF ASSIG	4 Aug	35 M	GS-12 D
Ops_ Of		TYPE OF APPOI		/LA/COG	Wast	ington, DC	X HQS DF
CAREER	RESERVE	CONTRACT	OTHER (Spec )	TEMPORARY	X ANNUAL	REASSION MENT.	. SPECIAL
11. REPORTING PE		•		14. DATE REPORT	DUE IN O.P.	<del></del>	
	n 1974	- 30 Sept	ember 197		·		
SECTION B				TIONS UPDATE			
IF QUALIFICATIONS WORD "YES" IN TH	UPDATE FO	ORM IS BEING HE RIGHT, IF N	SUBMITTED WITH O CHANGES ARE !	CHANGES, AND IS	HE WORD "NO"	THIS REPORT, PL	ACE THE T RIGHT.
SECTION C				E_EVALUATIO			
U- <u>Unsatisfactory</u>	equid range ( er proposed	from counteling, to	rating in this categ further training, to	placing on probution	ofe and positive ri n, 13 reassignment	emedial action, The or to separation.	nature of the action Describe action taken
M- <u>Marginal</u>	tayen or race	mmended should l	be described.		,	stated in Section D	and remedial actions
P - Proficient S-Strong			ired results are bein exceptional proficies	ig produced in the di icv.	nanner expected.	•	· ·
O-Outstanding	Performance i		relation to requirem	•	in comparison to	the performance of	others doing similar
		·	SPECIFI	C DUTIES			
List up to cix of the mo performs EACH specific their ability to supervis	: duty. Consider	r ONLY affectivene	us in performance of	period, insert rating that duty. All employ	letter which best di yeas with superviso	escribes the manner l ry responsibilities M	in which employee NUST be rated on
SPECIFIC DUTY NO.	1				,		RATING LETTER
Primary ca	se offi	cer for	a sėnsitiv	е			S
SPECIFIC DUTY NO.	2		- ,	,	^ t	* <u>\$</u> *	RATING LETTER
Provide op ducted by				dance for	Cuban ope	erations c	on- P
SPECIFIC DUTY NO.	3.		· <del></del>				RATING LETTER
Direct and				ssistants	assigned	to specif	ic
areas of r		Dilities	)				S
SPECIFIC DUTY NO.	•			• (			RATING LETTER
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Division S		' Cuban c	perations	•	15 27		S
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•	•			•		<b>,</b>	(
		•					
		OVERALL I	PERFORMANCE	IN CURRENT	POSITION		
ake into account every	thing about the					ormania of specific	dules LETTER
productivity, conduct on if ampliance a overall pe ately reflects his level of	lop' coobelati Hymmovie gail	enau, pertinent pi	rrsonal traits er kabi	n, and particular limi	delicate to country	Based on your know	locige
·			CLASSI	HICATION	<del>,</del>		
:;; <b>45</b> ::::::::	*#1.15.1		CLASSI	ICAHOIA	EZ. IMPORT CL	N	Brain Of

e. Exer

	NARRATIVE COMME	
Indicate significant strengths or weakn	esses demanstrated in current position beeping in pr	oper perspective their relationship to overall performance. State
suggestions made for improvement of	work performance. Give recommendations for traini	ng Comment an foreign language competence, if required for
current position. Amplify or explain to	atings given in Section Cato provide best basis for	determining future personnel action. Manner of performance of
managerial or supervisory duties and	cost consciousness' in the tre of prefifenfelf shippy oc	quipment and funds, must be commented on, if applicable. If
extra space is needed to complete Section	on D, attach a separate sheet of paper, T. F. T.	1
In a very sho	rt time, Mr. Flores has be directly handle "Cuban [	become an important factor in and to
expand its recruit	ment program. His fluen	t Spanish, past operational
experience, versat	ility and ability to	in
most Latin America	n countries, make him hig	ghly qualified for his present
assignment. He der	monstrates sound operation	onal judgment under often
trying conditions,	and good ability to comm	nunicate effectively both
orally and in writ:	ing. His frequent TDYs o	demand long and unusual hours,
which he gives ung	rudgingly.	
Mr. Flores was call	led upon to handle a sens	nt to LA/COG in March 1974, sitive case. The
agent had already t	peen recruited and many o	of the developmental aspects
of the case had bee	en resolved prior to Mr.	Flores' introduction, but it
still required a lic	cadquarters based case of	ficer to provide the neces-
sary continuity whe	erever the agent	The case is com-
plicated and time-c	consuming, involving exte	ended TDYs and utmost
adherence to good t	radecraft procedures. I	t has developed into one of
our most productive	sources of	
-	- 11.00	
ECTION E	CERTIFICATION AND COMM	MENTS (cont'd)
	1. BY SUPERVISOR	
IONTHS EMPLOYEE HAS SEEN	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
		i
ATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
		TYPED OR PRINTED NAME AND SIGNATURE
1 C I:ÚV 1974	LA/COG/OPS	TYPED OR PRINTED NAME AND SIGNATURE
		TYPED OR PRINTED NAME AND SIGNATURE
	LA/COG/OPS  2. BY EMPLOYEE	TYPED OR PRINTED NAME AND SIGNATURE  STORY  SIGNATURE OF EMPLOYEE
	LA/COG/OPS  2. BY EMPLOYEE ( VALUATION DATE	Affer M Skrine
1 ( IIÚV 1974	LA/COG/OPS  2. BY EMPLOYEE  VALUATION PATE	Affer M Skrine
1 ( 1:ÚV 1974	LA/COG/OPS  2. BY EMPLOYEE  VALUATION  PATTACHED  LA/COG/OPS  2. BY EMPLOYEE  (2//2/2/1974	MAGNATURE OF EMPLOYEE  GUILD DON
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I ( LIÚV 1974  STATEMENT CONCERNING THIS E OF MY PERFORMANCE  HAVE ATTACHED HAVE NOT  DIMMENTS OF REVIEWING OFFICIAL  I CONCUT WITH	LA/COG/OPS  2. BY EMPLOYEE  VALUATION DATE  (2//2//9/)  3. BY REVIEWING OFFICE  the rating officer's communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication of the communication	AL MENTAL DE LA MENTAL DE LA MENTS and performance evalua-
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FITNESS REPORT - Daniel Flores

### SECTION D (CONTINUED)

activities in Latin America, due largely to Mr. Flores' professionalism.

Mr. Flores' current assignment is a combination of operational and Headquarters desk responsibilities, the latter calling for the support of field stations in their efforts to develop individual Cuban recruitment programs. His extended TDYs have understandably prevented Mr. Flores from devoting much time to his desk responsibilities and it is somewhat difficult to judge his performance as a desk officer. He has a good grasp of what needs to be done, and his handling of specific tasks indicates good managerial potential. Nevertheless, he does need additional desk experience, especially in areas which will allow him to use his operational ability to support and guide field stations that are developing Cuban operational programs.

#### COMMENTS BY REVIEWING OFFICIAL (CONTINUED)

this aspect of his performance was less noteworthy, and it is believed more attention and research could have been given to this activity. Mr. Flores writes concisely and well, and his CI/CE instincts are sharp and true. He can be expected to turn in a solid desk performance in the future.

FITNESS REPORT . NOTE: Supervisor or Reviewing Official may assign a higher cla							
SECTION A. GE	SECTION A. GENERAL INFORMATION						
1. EMPLOYEE NUMBER 2 NAME (lost, find, middle) 3. DATE OF BIETH 4. SEX 5 GE							
194737 Flores, Daniel	4 Aug 35 M GS-	12 0					
2. OFFICIAL POSITION TITLE Ops Officer	DDO/WH/Br 3 Current station Lima, Peru						
10. TYPE OF APPOINTMENT	11. TYPE OF REPORT						
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SECTION C	NARRATIVE COMME	NTS
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SECTION D	CERTIFICATION AND COM	(Continued)
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	THAT I HAVE SEEN SECTIONS A, B,	AND C OF THIS REPORT
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4 Man/14	/s/ Daniel Flores By SUPERVISOR	
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### Continuation of Narrative Comments

In carrying this heavy workload, Subject demonstrated that he is a superior agent handler. He succeeded in conveying to these people a sense of mission and participation which has kept their morale and motivation, and hence their production, at a high level. He also insisted upon work and security discipline, with a result that the record of these agents in prompt and reliable appearance for meetings and in responding in writing to requirements is extraordinarily good. They all have a clear idea of what is expected of them, confidence that performance will be rewarded and conversely that non-performance will not be tolerated. Just prior to his departure, Subject successfully terminated an entire surveillance team of long standing, a measure which was decided upon simply because the team had been heavily used for over five years and from a security standpoint replacement seemed to be in order. Letting old agents go is always a delicate and usually a thankless task. It takes finesse and bargaining skill. Subject showed these and more in divesting us of the team without a hitch.

During his last month in Lima, despite the fact that he was burdened with the problems of closing out his household and the normal operational and administrative cleanup prior to PCS departure, Subject made two very significant contributions to Station objectives. First, he coordinated with the Peruvian Government the official but necessarily discreet visit of a senior BKHERALD officer. Since the Station is not declared, Subject had to maintain his throughout, further complicating this delicate assignment. During the visit, he coordinated frequently with the head of the Peruvian National Intelligence Service and with the chief administrative aide of the President of Peru. He also participated directly in one meeting with the President. This was of course not the type of assignment which would normally be entrusted to a "junior officer", but Subject is junior only in relative grade, certainly not in maturity, self-assurance or judgment. Then with only three days left in Lima, Subject led an installation team which entered a building recently purchased by the MPCHEEKs, remained for almost 48 hours and made two apparently excellent audio installations.

The Station will miss Subject a great deal. As the above incidents demonstrate, when the tough or sensitive assignments came up, he was the officer we turned to most frequently. He never balks, argues inconvenience, or seeks the way out. He is cooperative, helpful, and in a low-key way is always effective. We hope he will not object to the term "old reliable" -- he has been that in Lima, and more.

## Continuation of Comments of Reviewing Officer

first instance he was bilingual and could fade into the Lima background. But he would not have been so regarded if he had not shown ample good sense, zeal, and balanced judgment in unfamiliar situations. We hope Subject can get overseas again within a reasonable time and consider that the Station that gets him will be fortunate.

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suggestions made for improvement of a current position. Amplify or explain ratio managerial or supervisory duties and co extra space is needed to complete Section	rock performance. Give recommendations for trainings given in Section B ty profide beginnings for destructions in the use of personnel, space, equin C, attach a separate sheet of paper;	er perspective their relationship to averall performance. State y, Comment on foreign language competence, if required for remaining future personnel action. Manner of performance of virpment and funds, must be commented on, if applicable. If
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	the difficult MPCHEEK target	
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nas been the more diff.  Station	icult since the MPCHEEKS, in	bject played a major role), have
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		ses, and has managed to develop two
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		the belief that such action was. bject to attempt to recontact this
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SECTION D	CERTIFICATION AND COM	
1.	BY EMPLOYEE	
	THAT I HAVE SEEN SECTIONS A, B, A	AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
28 June 1973	/s/ Daniel Flores	
	BY SUPERVISOR	
2. MONTHS EMPLOYEE HAS BEEN	BY SUPERVISOR  IF THIS REPORT HAS NOT BEEN SHOWN TO B	MPLOYEE, GIVE EXPLANATION
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2.  MONTHS EMPLOYER HAS SEEN UNDER MY BUPERVISION  20  DATE  28 June 1973 3.  COMMENTS OF REVIEWING OFFICIAL AS described, this of	OFFICIAL TITLE OF SUPERVISOR  Deputy Chief of Station  BY REVIEWING OFFICIAL  fficer is a steady and solid p	/s/ Thomas J. Keenan
2.  MONTHS EMPLOYEE HAS SEEN  20  DATE  28 June 1973  3.  COMMENTS OF REVIEWING OFFICIAL  As described, this of case load securely, pro-	Deputy Chief of Station BY REVIEWING OFFICIAL  fficer is a steady and solid poductively, and without comple	/s/ Thomas J. Keenan  erformer who carries a major aint. He has even volunteered
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20 DATE  28 June 1973 3. COMMENTS OF REVIEWING OFFICIAL AS described, this of case load securely, proto take on additional coverall mission. Becaudrafted for afl kinds of the is operationally aggoperational climate her His agents respect his	Deputy Chief of Station  BY REVIEWING OFFICIAL  fficer is a steady and solid goductively, and without complayork when he has seen opportures he blends in well on the last hoc operational work. To ressive but also shows lively and does not push beyond whereiousness, which permits his	/s/ Thomas J. Keenan  verformer who carries a major lint. He has even volunteered lities to help the Station's local scene, he is often this is invariably well done.  awareness of the tricky lat the traffic will bear.
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Section C continued....

reactions. All this had to be a	Subject	regard to security because of s's performance has been
effective and, given the operation		
The agent is again a prime source	e on the	, which is
crucial to developments locally.		
Further, this officer cont	Inues to manage an	agent who in
turn	and	assets, so directing these
efforts that they contribute effe	ectively to overall St	ation objectives. More
recently. Subject has taken over		of a new
targetted against a senior		and is carrying it through
successfully. This officer also	handles much of the s	upport requirements for his
various operations, including mar	nasement of	, overseeing a small
, and acquisition	on of rental cars and	property . There is
little doubt that some of Subject	's success can be att	ributed to his Latin background
and fluent Spanish. But both of	these advantages migh	t be wasted by a less capable
all-round officer. In his case,	they provide him with	complementary skills that
enhance his superior performance.		
carries more than his own share h	ere in Lima in a manne	er normally calling for an
officer of considerably more seni		

CONFIDENTIAL

				EMPLOYEE SERIAL	NIIMO E O
	036130	*****			
SECTION A		•	GENERAL		
1. NAME	(Lest)	(First) (Midate)	2. DATE OF BIRTH 3. SEX	4. GRACE 3. 30	
6. OFFICIAL POS	flores	Daniel	4 Aug 1935 M	GS-11 D	
	os Offic		DDP/WH/3	T 2	•
9. CHECK (X) TY			10. CHECK (X) TYPE OF REPOR	Link	
X CAREER	RESE	<del></del>	INITIAL	TREASSIGNMENT	SUPERVISO
CAREER-FI	TOVISIONAL	(See Instructions + Section C)	XX ANNUAL	RE ASSIGNMENT	EMPLOYER
SPECIAL IS			SPECIAL (Specify):		
11. DATE REPORT	August	1972	12. REPORTING PERIOD (From-	•	1072
SECTION B		PERFORMAN	ICE EVALUATION	I - 30 Julie	1314
U-Unsatisfactory  M-Marginal	could range or proposed Performance	from counseling, to further training, to in Section C.	jory requires immediate and positive reme placing on probation, to reassignment or is for assigning this rating should be state	to separation. Describe a	ction taken
P-Proficient S-Strong	_ :	is satisfactory, Desired results are being is characterized by exceptional proficie			
0-Outstanding	Performance work as to wa	arrant special recognition.	ents of the work and in comparison to the	performance of others do	ing similar
		SPECI	FIC DUTIES		
manner in which er with supervisory re SPECIFIC DUTY NO	nployee perfe esponsibilities o, 1	orms EACH specific duty. Consid	uring the rating period. Insert rating der ONLY effectiveness in performa to supervise (Indicate number of em	nce of that duty. All	
principal	agents	whose efforts he d	lirects	1 (1	s
PECIPIC DUTY NO					RATING LETTER
management	or of a	ll Station operation project covering	ons against the, this activity.	including	s
PECIFIC DUTY NO				5-61	RATING
Case offic	er in d	charge of the Stati	on*s		P
PECIFIC DUTY NO.	. 4			······································	RATING LETTER
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			111/108t	# ma   d	22.724
	<del></del>	OVERALL PERFORMAN	CE IN CURRENT POSITION		
		out the employee which influence	s his effectiveness in his current p		RATING LETTER
articular limitation	is or talents.	Based on your knowledge of e	perativeness, pertinent personal tro mplayee's averall performance duri which most accurately reliects his l	ng the rating period.	s
· ca= 45 ****	.114 PA4119UB	sec	RET	against the transfer	<del>,,</del>

	(Mer Milled In)
SECTION C	NARRATIVE COMMENTS
overall performance. State sugget on foreign language competence, i basis for determining future persoi in the use of personnel, space, eq Section C, attach a separate sheet	Fig. 1. Carrier 1.
In the period	of this report, Subject established himself and his
family at this pos	t and undertook the direction of the Station's
operations against	the which had formerly been handled
by an officer two	grades senio to Subject. He has proved equal to the
	nis new assignment rapidly and adapted well to the
handling of his cas	
requirement of the	which can be frustrating for an
	with fluent Spanish such as Subject. However, he has
	superior handling ability in directing his assets
against the	and particularly the
His intimate knowle	•
contact with a	who at first appeared genuine.
	ebriefing this individual, drawing upon his knowledge
of the	Subject was able to recommend no continuing contact
with him due to spe	ecific fabrications on the part of the,
He is careful i	n management of funds entrusted to him for his
operations and prov	vides required administrative and operational reports
	There have been past comments on Subject's weakness
in writing. He has	worked hard on this, and the rating officer feels
	etently producing the reports required. Subject
	is is an area that requires continuing attention for
a growing profession	onal. /CONTINUED/
SECTION D	CERTIFICATION AND COMMENTS
1	BY EMPLOYEE
I CE	RTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE
15 August 1972	/s/ Daniel Flores
2.	BY SUPERVISOR
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
10	
DATE 10	OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE
15 August 1972	Deputy Chief of Station /s/ Thomas J. Keenan
3.	Deputy Chief of Station  By REVIEWING OFFICIAL
COMMENTS OF REVIEWING OFFICIAL	
	me up the hard way, both in pushing on to finish and in BKTRUST. As a result he is way under-graded
	ty and for his operational contributions. That we
have given Sub	ject a major responsibility here (STPAGODA) attests
	nfidence we have in him and him ability. He is, of
	gual and mixes well with Latins, an advantage he
	good "street" operator, he still has a way to go in
	paper work and in relating to liqu needs.
	, , , , , , , , , , , , , , , , , , , ,
)AVE	OFFICIAL TITLE OF RESIDENCE COPILISE TIPECIAL POINTS IN SIGNATURE
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15 August 1972	Chief of Station /n/Richard S. Belch

SECTION C continued....

A comment must be made on Subject's great ability to adjust rapidly to one-time and target of opportunity assignments. His performance in meeting with two high level agents of other stations who had to be met during stays in Poru, and his on-site assistance in an against a priority target have been of the highest order. No doubt his fluent Spanish greatly assisted him in these tasks, but his experience and good judgment were major factors in his excellent performance in the role of utility operations officer.

To exploit Subject's talents to the fullest, and provide him with the professional challenge equal to his ability, he has now been assigned the management and handling of the difficult Chinese target, a top priority for the Station. This is a true measure of our confidence in him.

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Ī		FIT	NESS REPORT				EMPLOYE	E SEPIAL NUMBER
riiness report				036	139			
SECTION A			G	ENERA	L .			
1. NAME	(Lost)	(Fire	t) (Middle)	2. DA	TE ST BIRTH	J. SEX	4. GRASE	1. SD
Flores	, Daniel				3/04/35	M	GS-10	D
6. OFFICIAL POS		•	•	7. GPP/C: J'EN OF ASSIGNMENT & CURRENT STATION				
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Y CAREER	- OF APPOINT		TEMPORARY	<del></del>	-EC# '#1 T TPE	OF REPO		
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II. DATE REPORT				12. 0	PG# 1:00 PF#		(0-)	
31 Oct	ober 1971			1	May 1971	- 30	Septem	ber 1971
SECTION B			. PERFORMAN					
U-Unsatisfactory		n counseling	e. A rating in this catego , to further training, to p					
M-Marginat		eficient in s	ome aspects. The reasons d be described,	for assign	ag five secting th	ould be sta	ited in Section	C and remedial actions
P-Proficient			Desired results are being		n the missioner exp	ected.		
\$-Strong			by exceptional proficies	-				
O-Outstanding	Performance is so work as to warra	exceptions of special re				parison to th	he performance	of streets doing similar
			SPECII	FIC DUT	IES		<del></del>	
	sponsibilities		pacific duty. Considuted on their oblitty t					
PECIPIC DUTY NO.	. 7							LETTE
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		OVERA	LL PERFORMANC	E IN CI	PRENT PO	NOITICH /		
rmania of apairti	is distante. B	elivity) i	eyee which influences condust on job, encou our bnewledge of ow ng to the statement or	9 4 7 1 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	es comminant encomminant	parapaal ( regere de	Haite of Babis Hing the tests	o period.

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Resident in Carriagning

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SECTION C	NARRATIVE COMMENTS
overall performance. State sugges on foreign language competence, basis for determining luture period in the wave of personnel, space, e Section C, attach a separate sheet and departing of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control	meahnesses demonstrated in current position keeping in proper perspective their relationship estions made for impropresent of sections. Sive recommendations for training. Commendered for current position. Amplify or exclain ratings given in Section B to provide best connection. Manner of perspective money earlier supervisory duties and cost consciousnes ratingment and tunds, must be commented on it explicable. We strategies and cost consciousnes of or apparent of the field on 28 May 1971. Following home leave, as returned to Regalguanters in August for approximators training prior to his next assignment to Lima, Peruning included Weapons Familiarization and Defensive CA, China and Labor Ops. Communist Party, TSD, and on-the-desk Reports Writing Familiarization.
	e Mr. Flores has been on leave or training status of this reporting period, no meaningful rating ven.
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SECTION D	CERTIFICATION AND COMMENTS  BY EMPLOYEE
l Ci	ERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE
, IONTHS EMPLOYEE HAS BEEN	BY SUPERVISOR
INDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
	employee in training
BTA	OPPICIAL TITLE OF SUPERVISOR TYPEDOR PRINTELL NAME AND SIGNATURE
16 August 1971	WH/Porsonnel Officer Jaon Forguyon
	BY REVIEWING OFFICIAL
OMMENTS OF REVIEWING OFFICIAL	•

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SECTION A			GENERAL			<u> </u>		
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L	res, Daniel			<u>ie 1935</u>		GS-10	<u> </u>	D
Ops C	officer			WH/3	ISSIGNMENT	8. CUMMENT	91 A 110	•
P. CHECK (A) TYP	F OF APPOINTMENT		IC. CHE	TYPE	OF REPORT			
XXICAMEEN	MERFHYE	* ********	, . IN	1716				SUPERVISO
	OVISIONAL ISON INSINA	IIIAO - Beellin C)	•	MI, OF		XX == ++	1944E41	FMPLOYFE
SPECIAL (Se				ECIAL (Spec				
II. DATE REPORT	DUE IN O.P.			STING PERI		⊶) O <b>A</b> pr11	1071	•
SECTION B		PERFORM	MANCE EVAL		1910/	O MOLLA	1.71.4	•
U-Unsatisfactory	Performance is unaccept could range from counse or proposed in Section (	lable. A rating in this exiling, to further training	otegory requires in	mediate and	positive remension	dial action. The to separation.	e nature of Describe a	the action ction taken
M-Marginal	Performance is deficient taken or recommended d	in some aspects. The real boold be described.	osons for assigning	this rating shi	nuld be stated	I in Section C	and remed	dial actions
P-Proficient	Performance is satisfacts			he indoner exp	ected.			
S-Strong	Performance is character							
O-Outstanding	Performance is so except work as to warrant species		rements of the wor	i and in comp	varison to the	performance o	f others do	ing similar
		SPE	CIFIC DUTIE	\$				
manner in which em	e most important specialoged ployed performs EAC sponsibilities MUST b	4 specific day. Co	nsider ONLY ef	ectiveness	in performa	nce of that d	luty, All	employees RATING
	er responsib	le for a Pa	ize projek	et targ	etted a	against	the	LETTER
Case Office	er responsati	,10 101 0 0	ost proget		95.112		****	S
Case Officer responsible for a sensitive technical operation including the selection of intelligence resulting from the						HATING LETTER		
operation.		01 2 12.			0	21.1.1	,	0
PRCIPIC DUT / NO.	,		·					RATING
Developmen	nt of new age	nt assets.			, e.	150	,2	P
PECIPIC DUT! NO.		<del></del>	· · · · · · · · · · · · · · · · · · ·		<del></del>	<del> </del>	<del></del>	RATING LETTER
Preparation of dispatches, intelligence reports and other correspondence pertinent to his area of responsibility.					o	P		
PECIPIC DUTY NO.	•		· .			<del></del>		RATING
PRCIPIC DUTT NO.	•		····	<del></del>		3 1,72,		RATING LETTER
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	OVE	RALL PERFORM	ANCE IN CUR	CCA THER	HOITION		······································	BATINO
ormance of specifi erricular limitation:	verything about the en c. duties, productivity s or ratents. Besed w w reting bos correspoi	r, zonduct on Joh, z n pour knowledge ol	poperativaness, Lemployee's ex	portinent p oralised later	manta duli	its or habite ng the teting	, and period,	S
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Reviewed by Christin

ECTION C NAP	/ H A	. Ti	٧E	CON	иΜЕ	NI	1:
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Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to avail performance. State suggestions made for impresented of with performance. Give recommendations for training. Current position. Amplify or explain tertings given in Section B to provide heat basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and lynds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

There has been little Unalge-3125 Bubblect's performance since the submission of his last report covering the period through 30 September 1970.

M.S. R.J. 150

The highpoint of his activities during this period, as it has been throughout his tour, has been his management of a sensitive technical operation which has been a consistent producer of unique and high level intelligence. This has been a good performance on Subject's part indicative of his professional capability to conduct clandestine operations.

Subject's writing ability has improved during this period, and there is little doubt that his efforts in this regard are paying off. Further experience should see continued improvement of his writing skills.

As Subject's first tour comes to a close he can look back on a generally strong performance in all phases of his operational activity on behalf of the Base's objectives.

SECTION D	CERTIFICATION AND	COMMENTS
1	BY EMPLOYE	E
	I CERTIFY THAT I HAVE SEEN SECTIONS A	A, B, AND C OF THIS REPORT
3 May 1971	/s/ Daniel Flore	)8
2.	BT SUPERVISO	
MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHO	WH TO EMPLOYEE, GIVE EXPLANATION
20		·
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPEU ON PRINTED NAME AND SIGNATURE
3 May 1971	COB,	/s/ Robert Fambrini
3. COMMENTS OF REVIEWING OFFICE	BY REVIEWING OFF	FICIAL
his first tour ab of activity. His persistence not o in improving hims presenting his id	proad, Subject has done s outstanding attribute only in going after ope self. He has encounter lens in written form bu	rational targets but also
DATE	OFFICIAL FIFLA OF REFIERING UPP.	
17 Mnv 71	COS. Oaito	/s/ Paul V. Harrood

### Continuation of Comments by Reviewing Official

Subject has a clear-headed approach to the collection of intelligence and is realistic in evaluating potential sources. His fluency in the Spanish language has facilitated his movement in the local community and he has developed several potentially useful sources and identified others.

In considering this officer for promotion, two facts should be kept in mind:

- a. He is probably older and certainly more mature than the average officer at his grade level. He is anxious to get ahead and this explains much of his initiative and drive.
- b. The rating officer has rated him very realistically which, in my view, adds to the importance of the outstanding rating given him on Specific Duty No. 2.

C-O-N-F-I-D-E-N-T-I-A-L

#### TRAINING REPORT

Weapons Training/Defensive Priving Course No. 1/72 2-6 August 1971
Date

TRAINEE: FLORES, Daniel

OFFICE: WH

### FURFOSE AND SCOPE OF CCURSE:

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

#### ACHIEVENENT RECORD:

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

FOR THE DIRECTOR OF TRAINING:

JOSEPH M. HUDACEK Chief, Special Activities Branch

9 August 1971

C-O-N-F-I-D-E-N-T-I-A-L

# Certification of Handgun Qualification

	. 9 August 1971
	Date
Vr. Frederick E. Owens and (Instructor SAB Staff, OTG, ISOLATIO) Identity	•
Trainee FLORES, Daniel, WH  Identity	
on 2-6 August Mr. Flores was date identity	given 28 hours
instruction in firing techniques, weapon care	and safe weapons handling
procedures. Eubsequently Mr. Flores fi	ired the handgun qualifica-
Automatic(Cal9mm)	258
tion course with aRevolver(Cal.38 achieving a sweapon	
of a possible 300 . Mr. Flores identity	demonstrated that he
had absorbed the instruction on safe weapon ha	indling and that he exercises
due care and discretion. Accordingly Mr. Floridenti	
Automatic (Cal 9mm)	
qualified with the Revolver (Cal 38) as of the	his date.
weapon	

Signed

FREDERICK E. OWENS, SAB/OTO
Instructor Identity

### Continuation of Narrative Comments

the target is good. The project is, however, in need of good human reporting assets and it is expected that as Subject overcomes a weakness mentioned in the next paragraph he will be able to devote more of his time to this important task.

The Subject has encountered some difficulty in the preparation of written material -- dispatches, intelligence reports -- and finds it necessary to spend an extended portion of his time on its preparation. The rater has discussed this with Subject on several occasions, and it is believed that his difficulty is due to a lack of experience, and that in time and with a continuing effort on his part he will develop his writing skills.

The Subject's overall attitude and response towards his professional responsibilities during the first tour have been positive. He is interested in the kind of work he is doing, likes it and is willing to put in the kind of long hours it sometimes demands without complaint.

#### Continuation of Comments of Reviewing Official

of the Base. He responds positively to guidance and direction; he is eager for new opportunities to enlarge his experience and knowledge. He appears to be completely motivated toward the work of this organization; it is a pleasure to have him in

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	NARRATIVE COMMENT	)
overall performance. State sugger on foreign language competence, the state for determining between person in the wre of personnel sugger and the person of the Subject's during this period of intelligence at clandestine operat	ntone mode for improvement of work performs it required for current position. Amplify or expensed extron. Monret of performance of money with the comment of which is a comment of the comment of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the con	at he has shown the kind successfully carry out also shown a weakness which
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targetted against has been good; he	s also responsible for the His is a good agent handler; ectives of most importance.	handling of this project knows how to target his
SECTION D	CERTIFICATION AND COMME	NTS
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ICE	RTIFY THAT I HAVE SEEN SECTIONS A. B. AND	C OF THIS REPORT
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DATE	SIGNATURE OF EMPLOYEE	i
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30 Oct, 1970	/s/ Daniel Flores By Suptryison	
	/s/ Daniel Flores	
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		1 October 1969 -	30 September	1970
ECTION B		ANCE EVALUATION		
V-Vasahdoctory	Performance is unacceptable. A rating in this co could range from counseling, to further training, or proposed in Section C.	ptogory requires immediate and positive rema , to placing an protestice, to reassignment or	idial ashor. The nature of to separation. Describe o	f the action school taken
M-Marginal	Performance is deficient in some aspects. The real taken or recommended should be described.	more for armaging this rating should be state	d in Section C and seas	And actions
P-Proficient	Performance is satisfactory. Desired results are be	sing produced in the manner expected.		
S-Strong	Performance is characterized by exceptional prof	-		
O-Outstanding	Performance is so exceptional in relation to require work as to warrant special recognition.	rements of the work and in comparison to the	performance of others de	pos smiler
		CIFIC DUTIES		
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canner in which er with supervisory re	he most important specific duties performed aployed porforms EACH specific duty. Con esponsibilities,MUST be rated on their obili	asider ONLY effectiveness in performa	nce of that day. All	employees
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Narrative Comments, Cont'd

disciplined, effective manner enabling him to maintain a continuity and productivity within the Base operational requirements with security and dispatch.

Socially Subject and his wife are proving to be good mixers and both are gaining in popularity within the local foreign and indigenous communities. They both have gained the respect and appreciation of the complex not only as compatible personalities, but in her willingness to participate actively in joint charitable endeavors and his professional cooperative attitude. Their optimistic and positive conduct at official and non-official functions is a credit to the Base.

Subject's native fluency in Spanish and his Latin background is proving to be a definite asset in the performance of his assigned operational tasks and ability to handle agent assets amicably and productively.

He maintains accurate accounting records and is demonstrating responsible acute cost consciousness in the use of funds and properties.

This rater's principal criticism of this employee is his tendency toward impulsiveness and too-quick judgement before weighing all the facts and implications in the pursuit of his operational requirements; however, this weakness is more a function of his inexperience in the field and will be resolved as he gains more field experience.

Subject, although exhibiting resourcefulness and imagination in performing his assigned operational tasks also has a tendency to accept the judgement of other senior grade officers too readily rather than express his own convictions and trust in his own assessment of a situation.

This rater has consoled this Officer regarding these tendencies and he is taking measures to rectify them.

In judging his over all performance, this Rater is of the opinion if he continues to apply himself in handling tasks worthy of a senior grade officer, he should be considered for a promotion to the GS=10 level at the earliest opportunity.

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= O01000F 1903	Chief of Base BY REVIEWING OFFICIAL	/s/ Neil Hinckley
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16 October 1969	Chief of Station	/m/ John S. Morgan

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2. /	BY SUPERVISOR	
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28 April 69	OFFICIAL TITLE OF SUPERVISOR  C/WH/4/Chile	TYPED OF PRINTED NAME AND SIGNATURE  ROBERT WICCHA
	BY REVIEWING OFFICIAL	
I concur	in the above assessment.	

Raymond A. Warren

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, WH/4

29 April 1969

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(F1307) (MIPMI) 4. 8

FLORES,

Daniel 07 036130

30 November 1968 17 December 1967 - 31 October 1968

This faceur leadens has team appeared in commercial an exercised Program with extension inclaing to Clandestine Operations.

Ditabled evaluations of his perforance in early masser are recognized in the Otilelal Personnel Folder. Definition of ram varing latter coaresponds to that he Section 8, Firmest Report Form 45 (4.5.).

COMMAND PROPORTATION OF THE LANGUAGE PROCESSOR

COMMENT AND UPLTING TO OBSTIVATIONS.

Mr. Flores entered the CT Program on 11 December 1967, sponsored by DDP/WH Division. His work during formal training was characterized by determination, hard work, and a strong ambition to become a successful Clandestine Services operations officer. He responded well to supervision and guidance and experienced no difficulties in assimilating the principles and techniques covered by the instruction. In Operations Course Phase I, the key course for DDP case officers, he achieved an overall performance rating of HIGH PROFICIENT.

At the previous request of his Division Chief, Mr. Flores was, effective 10 October 1968, reassigned to DDP/WH Division.

25 November 1968

				EMPLOYEL SERIAL	NUMBER
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#### SECTION C

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#### NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective, their relationship to everall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain rations given in Section B to provide best basis for determining future personnel action. Manner of performance of managericles account distress and to provide seast constructions to the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seast construction of the seas

Mr. Flores is a part-time staff employee who works a maximum of 191 hours per week while attending university full-time. In August 1967 he will obtain his bachelor's degree in political science. He will revert to full-time employment upon finishing his university studies and will be recommended to the Office of Training for admission in the CT class beginning November 1967.

The limitations imposed by part-time employment have prevented us from assigning Mr. Flores to jobs within the branch such as the monitoring of active field cases which require close, daily attention. However, he is qualified for this type of duty. His performance in the duties described above is excellent. He accomplishes his tasks quietly and efficiently with a minimum of guidance from his supervisor. Because he is bi-lingual in Spanish and English he is of great use to the Branch in screening quickly and accurately materials which are of counter-intelligence interest.

Mr. Flows agency work background, coupled with his formal education about to be completed and his own desire to make a career in intelligence make him an extremely valuable employee, one in whom the Agency should not hesitate to invest time and money for the advancement of his career training.

SECTION D	CERTIFICATION AND CO	DAMENTS
1.	BY EMPLOYEE	
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.2/	BY SUPERVISOR	<b>)</b> .
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	DC/WH/COG/CICS	Carl Trottin
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#### NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. State suggestions made for improvement of work participance. Give recommendations for training. Comment on foreign language competence, if required for current position, likebile stretching triving yiers in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

JAN 30 10 48 AH '67

· Mr. Flores has continued to perform at the same proficient level cited in his previous fitness Teport. The ratings and remarks appended to this report, accordingly, still remain applicable.

SECTION D	CERTIFICATION AND CO	MENTS			
1.	BY EMPLOYEE				
7	CERTIFY THAT I HAVE SEEN SECTIONS'A, B	, AND C OF THIS REPORT			
DATE	of and the	/			
2.	BY SUPERVISOR				
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYER, GIVE EXPLANATION				
5 months					
DATE	OPPICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED MANE AND SIGNATURE			
26 January 67	Chief, WH/COG/CICS	Harry T. Mahoney			
	. BY REVIEWING OFFICE				

Mr. Plores turns in a good piece of finished work and has demonstrated increasing ability as a Case Officer. As soon as he graduates I plan to recommend him for CT training. I have discussed the matter with him and hepplans to make a career with the Agency which will be mutually advantageous to him and the Agency.

30 Jan 67 Doputy Chief, WH/COG Engl Williams Milliams

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he into account everything about the amplayee which influences his effectiveness in his current position such as permented of specific duties, productivity, conduct an job, cooperativeness, pertinent personal traits or habits, and sircular limitations or talents. Based on your bnowledge of employee's averall performance during the reting period, so the letter in the reting box carrespending to the studement which most accurately reflects his level of performance.	P	sition such as per-	is current po personal trai	•• in h linent l perfo	ctivens 11, per	his effe	h influences in job, coope ledge of em	yee whice anduct a aur brow	e ampley ivity, co	about the product	ic dution s or tale to rating	of specification larger in the second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second	ment e
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CTION C NARRATIVE COMMENTS

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Indicate significant strengths in weakings see demonstrated in current position keeping in Project parspective their relationship to overall performance. State suggestions made for improvement of work performance, Give recommendational for training, Comment on foreign language competence, if required for current position. Amplify in explain rutings given in Section B to provide heat basis for determining future personnel action. Mainter of performance of manny lifts or supervisory duties and cost conscirueness in the use of personnel, space, equipment and funds, must be commented on, it applies the second space is needed to complete Section C, attach a separate sheet of paper.

Mr. Flores is a part-time staff employee who works a minimum of nineteen hours per week; he is also wfull time college student in his senior year, majoring in political science and specializing in Latin American studies. Subsequent comments should be prefaced by the statement that Mr. Flores' overall performance of his assigned duties would be considerably more efficient if he were able to devote full time to his assignment. On the other hand, Mr. Flores is preparing himself academically for a useful career with the Agency and in the rater's opinion shows promise of becoming a very capable and competent officer.

Mr. Flores is bilingual and has served very efficiently as a translator for the Branch. He has gained very valuable experience as a case officer in the handling of two contract agents of WH/COG/CICS and in doing so has demonstrated tact, sound judgment and a fine ability to handle people. Mr. Flores is very personable, intelligent and makes an excellent appearance. With the completion of his studies he should be able to make the transition from Intelligence Assistant to Junior Case Officer, which the rator heartly recommends.

SECTION D	CERTIFICATION AND C	OWNER 13
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2.	BY SUPERVISOR	
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30 November 66	DC/WH/COG/CICS	John A. Castoro
3.	BY REVIEWING OFFIC	IAL /
in the handli Specific Duty Castoro and c will make a g	ng of the two contract No. 1 and 2. I concur an only emphasize that ood Case Officer and I	under my direct supervision employees listed under r with the rating of Mr. I believe Mr. Flores plan to recommend him to be with us full time.
30 Nov 1966	Chief, WH/COG/CICS	

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	tions made for improvement of work performance. Give recommendations for training. Comment required for current position. Amplity or explaining given in Section B to provide bast						
basis for determining future person	nel action. Manner of performance of managerial brisupervisory duties must be described, if						
applicable.	ores was a particularly useful and versatile employee in the						
WII /CA countementalling	nes was a particularly useful and versatile employee in the						
WH/SA counterintelligence operations unit. Although he had no operational training							
or previous operationa	l experience, he learned rapidly and performed well the						
operational support typ	e duties assigned to him. His fluent knowledge of the Spanish						
language, his willingne	ss to learn and perform tedious tasks, and his conscientious						
approach to his work w	ere important factors in his performance. His previous						
assignments in the RI I	Division and in WH/SA as a translator and in conducting name						
traces gave him a good	background.						
	spect to specific duty #3, on two separate operations in New						
Vork City Mr Flores	participated in the training and preparation of agents for						
	e first operation he interpreted for training in,						
	nd related subjects. The second operation involved						
only. This experience	enable Mr. Flores to perform duties (specific duty #3.)						
relating to communicat							
Mr. Flo	res plans to continue his university education and attain a						
degree. Arrangements	have been completed so that he may work in the Agency on a						
part time basis beginning	ng in January 1965. He will attend classes at a local						
university as a full time							
	Mr. Flores was promoted from GS-04 to GS-05 on 16 March 1964. He has been performing duties at the GS-06 level, and he should be promoted.						
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	(see page two)						
SECTION D	CERTIFICATION AND COMMENTS						
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Mr. Flores is cost conscious and effective in the use of space, equipment and funds.

Mr. Flores does not hold a supervisory position.

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#### NARRATIVE COMMENTS

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

proficiency in Spanish he was assigned to translating duties and immediately proved to be an invaluable asset to this office as well as to the Staff as a whole. He worked many late hours and weekends helping to facilitate the flow of translations from this office to the different components within SAS. His performance of these duties can best be characterized as "exceptional" in all degrees.

Mr. Flores expressed a desire to move into a position of greater responsibility and this request was readily granted approximately one month ago. He is currently being trained as an intelligence assistant in Ops Support functions and his performance to date has been excellent. In his new duties Mr. Flores requires very little supervision. This can be attributed in part to his degree of intelligence as well as the background he obtained for his present duties while assigned to his previous job in RID/INDEX. Mr. Flores spent approximately one year in his former job and the knowledge he brought with him reallting to name tracing procedures has enabled him to grasp the duties of his new position quite rapidly.

As a means of furthering his education Mr. Flores is attending American University at night. He has expressed a desire to obtain some agency training and would like very much to be enrolled in the Intelligence Orientation Course as soon as possible.

Mr. Flores entered the agency as a GS-4 in March 1962. It is strongly precommended that he be promoted at the earliest possible date to a GS-5.

SECTION D	CERTIFICATION AND	COMMENTS
1.	BY EMPLOYE	E
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NARRATIVE COMMENTS

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APR 23 4 13 PH '63

During this reporting period, Mr. Flores continued to conduct himself in the exceptionally proficient manner which was noted in the Mist fitness Report. He is one of two name tracers who specialize in a particular area, a fact which tends to increase the difficulty as well as the responsibility of name tracing. In spite of this burden, Mr. Flores has consistently maintained an above average level of production and an exceptionally high quality in his finished products.

Mr. Flores is a conscientious and highly motivated employee who evidences a sound sense of responsibility. He has frequently voiced a desire to take advantage of any career opportunities the Agency may offer to him. He is currently enrolled as a full-time student at the American University.

SECTION D	CERTIFICATION AND COMM	IEHTS -
1.	BY EMPLOYEE	
	CERTIFY THAT   HAVE SEEN SECTIONS A, B, A	ND C OF THIS REPORT .
10 april 1963	Signature of EMPLOYEE	
2.	BY SUPERVISOR	
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### SECTION C

#### NARRATIVE COMMENTS

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

From the outset Mr. Flores has shown many characteristics of an above-average employee. His initial training in the intricacies of his duty assignment was marked by a high degree of application, interest, and achievement. Since that time Mr. Flores has provem himself a conscientious and responsible employee, one whose work record is distinguished by a high calibre of quality and quantity.

Because of his fine record, Mr. Flores was chosen one of the three are specialists for this section. He specializes in the Spanish-Portuguese area and his work is characterized by exceptional proficiency.

At present Mr. Flores is registered at American University as a sophomore. Inasmuch as he has exhibited both potentiality and strong working habits, I recommend that Mr. Flores be given the Professional Rattery Test at the earliest opportunity.

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### REPORT OF TEST RESULTS (CLERICAL SKILLS)

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	THIS INFORMATION IS FUR AUTHORISED.	PARSONS ONLY TEST SCORES ARE NOT	TO DE REVEALED TO EXAMINER.
-	OFFICE OF TRAINING, ASSESSMENT EVALUATION OF TEST RESUL	15 Farch 1962	
NAME	FIORES, Daniel (DE)	GB-1. The Clerk	PERSONNEL OFFICER

TEST RESULTS ARE AN INTEGRAL PART OF THE FACT FINGING PHASE OF MOST PERSONNEL OPERATION". EVALUATION OF THESE MEASUREMENTS IN RELATION TO OTHER FACTUAL MATERIAL IN THE PERSONNEL DEFORD PROVIDES ONE OF THE BASES FOR THE SELECTION AND PLACEMENT OF APPLICANTS AND FOR COUNSELING WITH NEW EMPLOYEES. HOWEVER, THE DECISION AS TO BRETHER AN INDIVIDUAL CAN AND WILL PERFORM THE DUTIES OF A SPECIFIC JOB MUST REST ON THE JUDGMENT OF THE RECRUITER OF PLACEMENT OFFICER, MOD CONSISES ALL ASPECTS OF THE INDIVIDUAL'S ABILLTY, BACAGROUND, AND PERSONALITY IN RELATION TO THE REQUIREMENTS OF THE AGENCY.

THIS REPORT EVALUATES THE SUBJECT'S PERFORMANCE BY COMPARING HIS SCORED BITH THOSE OF A HATIONWIDE GROUP OF TWELFTH GRADE STUCENTS OF THE SAME SER. SPECIFIC APPITUDES ARE IDENTIFIED BY USING A VARIETY OF TESTS RANGING FROM BORK SAMPLES OF FILING AND CHECKING TO MEASURES OF REASONING ABILITY. IN EVALUATING THESE TEST SCORES FOUR GENERAL CONCEPTS SHOULD BE REPT IN WIND. (1) TESTS ARE MORE EFFECTIVE IN SCREENING OUT POTENTIAL FAILURES THAN IN IDENTIFYING THOSE WHO BILL PERFORM SUCCESSFULLY. (2) PERSONS WHOSE SCORES ARE PREDOMINANTLY IN THE LOBEST 16% ORDINABILY ARE NOT SULTED FOR OFFICE WAY. (3) MOST JOBS DO NOT REQUIRE HIGH SCORES ON ALL TESTS. BUT HAVE A RANGE BIFMIN WHICH PEOPLE CAN DO THE WOR EFFECTIVELY AND TEND TO REMAIN ON THE JOB. (4) EFFICIENCY IN PLACEMENT MECEDITARES MATCHING THE JOB AND THE TINDIVIDUAL, BOTH THOSE BHO ARE OVERQUALIFIED AND THOSE WHO ARE UNDERGUALIFIED ARE LIKELY TO GUIT.

A DESCRIPTION OF THE SIX TESTS IN THE BATTERY IS GIVEN ON THE BACK OF THIS FORM. IN CASIS WHERE THE PATTERW OF THE TEST SCORES APPEARS TO INDICATE AFTITUDE IN PARTICULAR AREAS THIS WILL BE NOTED IN THE REMARKS DECTION, WHERE RESEARCH STUDIES HAVE BEEN CONDUCTED ON THE BELATIONSHIP OF THE TESTS TO JOS PERFORMANCE THESE COMMENTS WILL RELATE TO SPECIFIC JOSS. THIS SECTION MAY ALSO INCLUDE A BRIEF ANALYSIS OF THE INDIVIDUAL'S POTENTIAL IN RELATION TO HIS INTERESTS AND BACKGROUND.

CONSULTATION OF FURTHER INFORMATION REGARDING INTERPRETATION OF TEST SCORES IS AVAILABLE BY CALLING EXTENSION 8017.

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Training in a third language.

Additional management training offered either by the Agency or by a private institution. Consideration for an appointment to a War College.

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amenable to an extension in Mexico City for a period of 12 to 10 months depending on the timing of the assignment. If I were to be assigned to a country where an additional language is needed, time for language training should be taken into consideration.

In the event that a position as Chief of Base does not become available within the next year or two, my second choice is to be considered for a War College either for calendar year 1980 or 1981. This would enable me to more fully participate in the Agency's rotational program and would provide me with a higher level of training needed for career mobility in the Agency.

My third choice is to be considered as a candidate for the agency's management program at one of the participating Universities in the United States with the intention of accepting a field as ignment immediately after the termination of this training. I am prepared to make all the necessary arrangements toward this end (i.e., applying for admission, etc.) provided a list of Universities is furnished to me.

As noted above, I am willing to remain in Mexico City through the summer of 1981 if my first choice is approved. In the event that my first choice cashet be granted I would be available to return to the United States in the summer of 1980 to prepare for my second or third choice. Should my second or third choice not be granted, I would prefer to return to the United States for an assignment in Washington. 14-00000

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Central Processing Branch has been charged with responsibility for ensuring that all employees processing RS to the field have reviewed the field version of the imployee Commet Hamiltook. You will not be checked cut for your proposed travel until you sign the following statement and return it to CPB. Your Personnel Officer can provide you with a copy of the Hamiltook.

## MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-k, Employee Conduct, dated 9 July 1970.

DANIEL FLORES

(Please Print)

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### HOTE TO OUTGOING PCS TRAVELERS

Central Processing Branch has been charged with responsibility for ensuring that all employees processing PUS to the field have reviewed the field version of the Employee Conduct Handbook. You will not be checked out for your proposed travel until you sign the following statement and return it to CPB. Your Personnel Officer can provide you with a copy of the Handbook.

### MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Conduct, dated 9 July 1970.

Daniel Flores

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#### I. GENERAL

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

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

IF ELIGIBLE UNDER THE TERMS OF HR 20-30, YOU WILL BE GRANTED HOME LEAVE AS SOON AS IT CAN BE ARRANGED AT GOVERNMENT CONVENIENCE AFTER COMPLETION OF YOUR PRESCRIBED TOUR OF DUTY, PROVIDED YOU HAVE SERVED AT LEAST 18 MONTHS OF CONTINUOUS CREDITABLE SERVICE OUTSIDE THE UNITED STATES, HOME LEAVE AND HOME LEAVE TRAVEL.ARE CONTINGENT UPON YOUR WILLLINGNESS TO RETURN, AND CONTEMPLATION BY AGENCY OFFICIALS THAT YOU WILL RETURN TO SERVICE OUTSIDE THE UNITED STATES IMMEDIATELY AFTER HOME LEAVE OR UPON COMPLETION OF AN ASSIGNMENT IN THE UNITED STATES.

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

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INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS COUNTS ARE GARRIED.	WITH BUILD YOU HAVE ACCOUNTS AND THE WANTS IN MHICH THE AC-
Riggs National Bank Join	nt account: Daniel and/or Flores
ARE YOU A MIMBER OF THE NORTHWEST FEDERAL CREDIT UNION	Y X VIS NO
IF FFS, DO YOU MAN A JOINT ACCOUNT?	X YES NO
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INSTRUCTIONS		
USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CORE" TO DESIGNATE WHETHER SUBMICCION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY THE NUMBER FOR THE MONTH. AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFF NO. 58 REVISED.		
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SE TRAIN	ING REPORT	SOVIET/EAST EUROPEAN OPERATIONS COURSE							
STUDENT		L	YEAR OF BIRTH	GRADE					
Flores, Daniel			1935	GS-12					
ECO DATE	011166	SIRVICE DES	SIGNATION COUNSE DATES						
March 1962 LA D 7 - 15 Novembe									
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This is a ceri	ificate of attendance		on is made of ind	ividual					
		Q.	SE Training O	'mracan					
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# OFFICE OF TECHNICAL SERVICES BEHAVIORAL ACTIVITIES BRANCH

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comp	1. This certifies that Daniel Flores - LA leted five days of training in the course,	has
	2. Primary goals of the course are to familiarize A	genc
case	officers with	

E2 IMPDET CL BY 019432

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

### TRAINING REPORT/CERTIFICATION OF HANDAIN QUALIFICATION

STUDENT: FIDIDA, Daniel OFFICE: LA SD:	D
PURPOSE AND SCOPE OF COURSE:	
(S) This course stressed countermeasures to thwart terroris U.S. personnel abroad.	st acts against
PERFORMANCE RECORD:	
(U/AIUO) This is to certify that the student has satisfacto the prescribed course of instruction.	rily completed
HANTOIN CUALIFICATION:	•
(C) Student completed 24 hours of instruction on handguns on 23 September 1977; subsequently fired the lk cation test achieving a score of:	at the undgum Qualifi-
Revolver (Cal38)	
Automatic (Cal 9mm) 255	
out of a possible 300.	
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5. VOLUNTARY ENTRIES	
Experience in the handling of employee emergencies has shown that the absence of certain personal data often d lays and Complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.	
INDICATE NAME AND ADDRESS OF ANY DANKING INSTITUTIONS BITH WHICH YOU WAS ACCOUNTS AND THE NAMES IN SHICH THE COUNTS ARE CARRIED.	44.
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ARE YOU A MEMBER OF THE HORTHHEST FEDERAL CREDIT UNION! VES NO	
IF YES, DO YOU HAVE A JOINT ACCOUNT! YES NO	
HAVE YOU COMPLETED A LAST WILL AND TESTAMENTS YES NO. (If "Yes" where so do ument located?)	
HAVE YOU PREPLANNED AN ANNAHOED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS!  VES NO. (Ef "Yee" give name(s) and address)	
HAVE YOU EXECUTED A POWER OF ATTORNEY? VIS NO. (If "Yes", who powers the power of attorney")	
6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS	$\dashv$
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### TRAINING PEPOPT

### Instructor Training Workshop

Student: Flores, Daniel '

Office: OTR

Year of Birth: 1935 SD: D

Grade: CS-12 EOD Date: 1962

Number of Students Estalled: 6 Date of Course: 7/26 - 8/8/76

### COURSE OBJECTIVES -- CONTENT AND METHODS

The Workshop objectives provide participants with a knowledge of the major principles, methods, and practices of effective instruction, and an opportunity to develop skills as an instructor by applying this knowledge in an instructional actting. Participants are able to analyze their audience and teaching objectives, prepare lesson plans, effectively present the material to be learned, and then evaluate the results of their training efforts.

The instruction required maximum student involvement with major emphasis on the application of instructional methods in the students presentation of units of instruction. Students were not graded during the Workshop, but they were constructively evaluated by the instructor and fellow participants both verbally and through the use of video tape.

Students were required to give a fifteen-minute lecture, a twenty-minute demonstration, and a fifty-minute lesson in his basic subject.

### ACHIEVEMENT RECORD

This is a certificate of attendance only, since examinations are not used in the course.

FOR THE DIRECTOR OF TRAINING

STANCEY W. SPECKE

Chief Instructor

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MEMORANDUM FOR THE RECORD

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SUBJECT: Meritorious Unit Citation -- Cuban Operations Group, Latin America Division

On 13 November 1975 the Director of Central Intelligence approved award of the Meritorious Unit Citation to the Cuban Operations Group in recognition of the outstanding performance of the following employees from 1 October 1974 to 30 September 1975:

Felipe Acevedo
Carol A. Barr
Vivian A. Barry
P. Claudette Broyles
Daniel Calloway
Thomas G. Clines
Frank Esquivel

Mary D. Felton
Daniel Flores
Nancy B. Fortson
Ann Goldsworthy
Clyde I. Hinkley
Christine Hopkins
Kathryn Kemp
Myron M. Kline

Barbara Morgenthaler Mary Muldoon Mary Musgrave

Elizabeth Reilly
Carol Rhodes
Nester D. Sanchez
Joan Silverlieb
Allen Smith
John Blake Smith
Priscilla Tench
Len Therry
Mary A. Velous
Donald Venute
William Watkins
Anne Zimmerman

R. L. Austin, Jr.

Recorder

Honor and Merit Awards Board

Distribution:

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7. NUMBER AND AGES OF DEPENDENTS WHO WILL	L TRAVEL	WITH YOU			G
Wife: 37, daughter: 3					
O. PERSONAL CIRCUMSTANCES THAT SHOULD BE	CONSIDE	REU IN DETE	MINING NEXT 43:	IGNMENT	
None					
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	•	٠			
LIST YOUR MAJOR DUTIES DURING CURRENT					
September 1971 - July 1	972 -	Activi	ties of th	e Communist	Party and Propara-
tion o	f pro	ject ou	tlines and	progress re	pports.
August 1972 - Present -		Ope	rations.	now and made	capability.
Preparation of project outlines and progress reports.					
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In the near future I would In connection with this, I	llike	e to tak ld like	to an adva	nced operati	ons course.
Chinese targets in Latin A	meric	ca. Spe	cial cour	ses in these	two areas
would be extremely helpful attend the mid-career cour	, ਹ ਖ਼0,	JMV LIMO	in the I	arare I goul	d like to
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11. PREFERENCE FOR NEXT ANXIGNMENT
THE DESCRIPT OF THE TYPE OF BOTH YOU BUILD PREFER FOR HERT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. T ABONE. THE YOU HAVE MURE THAN ONE POFFEBENCE, SUDJECTED CHOICE,
At this point in my career the Soviet and Chinese targets are of major interest to me. Although I would prefer to work on Chinese operations in my next assignment, as an alternative I would consider working on Soviet operations.
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118. INDITATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHICKING IN APPROPRIATE ROX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, 8 3 (for lat, 2nd, and 3rd choice) IN REMAINING BOSES, COMPLETE ALL ALTERNATE CHOICES AND OPPIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.
X EXTEND TOUR 14 MONTHS AT CUMBERT STATION TO 31 NOVEMber 1974
BE ABBIENED TO HOURS FOR A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE,
BE ANSIGNED TO ANOTHER FIELD STATION: INDICATE CHOICE OF GEOGRAPHIC ARTS OR SPICIALIZATION  (BT CHOICE CAPACAS IND CHOICE MOXICO SAD CHOICE BUOLOG Alpen
AETURN TO MY CURRENT STATION
,
TO BE COMPLETED BY FIELD STATION
T. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR HEXT ASSIGNMENT,
INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:
r'_
Concur. This officer is doing a good job on his assigned targets and his overall abilities give the Station a flexibility it often needs to
call on.
TO BE COMPLETED BY APPROPPIATE MEADQUARTERS OFFICE
13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.
Subject's tour has been extended fourteen months to 31 , November 1974.
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DATE 4/23/73 TITLE CANIMPERS SIGNATURE HALL BEYCHOLD
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	6/9/71	Signature Signature	_	
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SERVICE ABI	ROAD	AGREEMENT
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#### 1. GENERAL

LT IS UNDERSTOOD THAT YOU AGREE TO SERVE THE PERIOD OF SERVICE ABROAD PRESCRIBED IN SECTION II BLOW AND THAT THE SOVERNMENT IS OBLIGHTED TO RETURN YOU, YOUR DEPENDENCE AND YOUR HOUSEHOLD AND PERSONAL EFFECTS UPON THE SATISFACTORY COMPLETION OF THIS PERIOD, YOUR ALLOWABLE EXPENSES WILL BE DETERMINED IN ACCOMPLANCE WITH AGENCY REGULATIONS.

IF YOU TERMINATE YOUR PERMANERS ASSIGNMENT OUTSIDE THE CONTINENTAL UNITED STATES BEFORE YOU COMPLETE 12 MONTHS OF CREDITABLE DERVICE FOLLOWING THE DATE OF YOUR APPIAL ABROAD, YOU WILL BE REQUIRED TO PEIMBURSE THE GOVERNMENT FOR ALL EPPENSES IT INCOME IN THE TRAVEL AND THANSPORTATION OF YOU, YOUR DEPENDENTS, YOUR MOUSEHOLD AND PERSONAL EFFECTS TO YOUR POST. IF YOU FAIL TO COMPLETE YOUR PRESCRIBED TOUR OF DUTY ABROAD FOR WILL NOT BE INTITLED TO THE PETURN TRAVEL AND TRANSPORTATION OF FOURSELF. YOUR DEPENDS THIS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS TO THE UNITED STATES. IF, HOWEVER, ASENCE OFFICIALS DITEMENTED THAT YOUR EARLY DEPARTURE IS MECESSARY FOR OFFICIAL RESONS, OR TOP PERSONAL REASONS OF SIGNIFICANT INTEREST TO THE GOVERNMENT, THE MAY WAIVE THE RELIMBURGE-MENT OF EXPENSES ALREADY INCURRED, OR AUTHORIZE YOUR RETURN SPAYEL AND TRANSPORTATION, WHICHEVER IS APPLICABLE.

IF ELIGIBLE UNDER THE TERMS OF HR 20-30, YOU WILL BE SPECIFUL HOME LEAVE AS 300M AS IT CAN BE ARRANGED AT GOVER-BMENR CONVENIENCE AFTER COMPLETION OF YOUR PRESCRIBES TOUR OF DUTY, PROVIDED YOU HAVE SERVED AT LEAST 18 MOSTING OF CONTINUOUS CHEDITABLE SERVICE OUTSING THE UNITED STATES. HOME LEAVE AND HOME LEAVE TRAVEL ARE CONTINGEST UPON YOUR WILLINGNESS TO RETURN, AND CONTIMPLATION BY ACTUSY OFFICIALS THAT YOU WILL HETURN TO SERVICE OUTSIDE THE UNITED STATES IMMEDIATELY AFTER HOME LEAVE OR UPON COMPLETION OF AN ASSIGNMENT IN THE UNITED STATES.

YOU ARE ADVISED THAT ARY MONIES DUE YOU FROM THE COVERNMENT MAY BE APPLIED IN LIQUIDATION OF ANY INDEBTEDNESS ARISING FROM VIOLATION OF THIS ACREEMENT. YOU WILL BE AFFORDED ALL NORMAL RECOURSE IS APPEALING DECISIONS MADE PURSUANT TO THIS AGREEMENT.

name of two cover Daniel Flores		D .	
88. TOUR OF	DUTY ABROAD		
Currently Gunyaquil, Ecuador And	Next Assignment:	Lima Peru	
2. PERIOD OF SERVICE ARROAD AS PRESCRIBES IN A. B. ON C. DE	r.cow		
A. STANDARD TOUR OF DUTY OF 24 MONTHS X	C, NONSTANDAPO TOUP OF OUT THIS TOUP COLF FOR THE (See HR 20-18)	TY OF WASTHS BUT EMPLOYER SIGNING THIS ACRESMENT.	
	REQUESTED	(Nemo attached)	
	OPERATING GFFICIAL		
8.	CONCUR		
PREVIOUSLY APPROVED PER HR 20-18.	CAREER SIPFICE	OFPUTY DIRECTOR	
OPTRATING OFFICIAL	A	PPROVED :	
Jan Lucy 110/4/1/Pas	DIRECTOR OF PERSONNEL		
JII. PERMANENT PL	ACE OF RESIDENCE		
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Jose S. Flores	Pox 39, Conzales, Texas 78629	512-67	2-6061
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Agustina Flores (Deceased)			
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i e	7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:  Spouse (Expecting child in March 1971)				
NA  *. List your major duties during current four (rec apecial core on transmittal form).  (also situch personal cover questionnaire in accordance with CSI. 7 200.8)  Case Officer responsibilities including running project targetted against agent handling including propert agents; preparation of intelligence reports, dispatche and other reports related to Case Officer duties.					
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11. PREFERENCE FOR NEXT ASSIGNMENT:			
ITA. DETCHIOF BRIEFLY THE TYPE OF WORK YOU BOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.			
I would like a position of increased responsibility, preferably as a Case Officer for Soviet Operations in Latin America. If this			
is possible I would like to take the Soviet Operations Course at Headquarters prior to my next assignment.			
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118. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT FOUR BY CHECKING IN APPROPRIATE BOF. ALSO INDICATE PREFERENCE FOR NEBT REGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (for lat, 2nd, and 3rd choice) in memaining boxes. Complete all alternate choices and options in all cases even though you are reguesting an extension of your tour.			
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RETURN TO MY CURRENT STATION			
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11. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT.  INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.  It is believed that this officer's performance at his present post			
of assignment has provided sufficient indication of his competence as a field case officer, and that he sould have no problem filling a Soviet Operations Officer slot at a medium sized field			
installation. He should attend the Soviet Operations Course prior to such assignment.			
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE  13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYIE, HIS PREFERENCE FOR NEXT ASSIGNMENT.			
AND THE STEFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS HEXT ASSIGNMENT AND TRAINING.			
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MEMORANDUM FOR: Secretary, CSCS Panel (Section C)

SUBJECT

Recormendation for Promotion to Grade

GS-10, Daniel Flores

- 1. It is recommended that Mr. Daniel Flores be promoted from GS-09 to GS-10.
- 2. Mr. Flores joined the Agency in 1962; initially he was employed on a part-time basis in the Wil Division while attending the American University. He received his AB degree in 1907 and became a full-time staff employee. On the strong recommendation of his supervisors, ir. Flores was accepted for the Career Training Program which he completed in August 1908. After rejoining the Mi Division, he was selected for assignment as an operations officer at Base where he arrived in May 1969. Mr. Flores is bi-lingual in Spanish.
- 3. Both as a Headquarters and field operations officer Mr. Flores has carried out his assignments with intelligence, enthusiasm and initiative. As the Base officer in charge of Communist penetration operations, his performance has been of high caliber. In August 1969, during the forced absence of the Chief of Base and other senior officers, Mr. Flores assumed the full responsibilities for running the base for a period of several weeks. He performed the duties of Acting Chief of Base in a superior ranner. In addition to his operational competence, the Chief of Base has observed that Ar. Flores' ability to develop social relations with case has been a distinct asset for the Base.
- 4. Mr. Flores has already proven to be a competent operations officer. As he further develops through experience and responsibility he should become eligible for rapid advancement. In any case he is already performing at a level far higher than his current grade and a promotion at this time is strongly recommended.

Willian V. Broe Chici

western demisphere Division

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CONFIDENTIAL (When filled in)

### IMPORTANT

Central Processing Branch has been charged with responsibility for ensuring that all employees processing PC3 to the field have reviewed the field version of the Employee Conduct Handbook. You will not be checked out for your proposed travel until you sign the following statement and return it to CPB. Your Personnel Officer can provide you with a copy of the Handbook.

### MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Conduct, dated 28 Cetober 1964.

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Group 1 - Excluded from automatic downgrading and declassification.

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# CONFIDENTIAL (When Filled In)

• VOLUNTARY ENTRIES
Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and compli- cates the settlement of estate and financial matters. The information requested in this section may prove very useful to your familiar attorney in the event of your disability or death and will be disclosed only when circumstances warrant.
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UNITED STATES GOVERNMENT

Personnel Office

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#### ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

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### FOLLOW THESE GENERAL INSTRUCTIONS:

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

#### - TRAILING REFORT -

Operational Interrogation Course No. 2-69 (Full time - three weeks) 4 - 22 November 1968

Student: Flores, Daniel

Office: WH

Grade : 08

EOD : Mar 62

Number of Students Enrolled: 9

Service Designation: D

#### COURSE OBJECTIVE

To teach the student to interrogate and to manage interrogation.

#### **PATING**

Class Performance

: Satisfactory

Interrogation Aptitude: Average

#### GENERAL CLASS PERFORMANCE

Excellent: 3

Satisfactory:

Unsatisfactory: 0

#### GENERAL CLASS APPITUDE POR INTERROGATION

High: 2

Average: 6

FOR THE DIRECTOR OF TRAINING:

27 DEC 1958

Chief Instructor

6-E-C-R-E-T

TRAINING REPORT OPERATIONS COURSE (FULL TIME)	OC-1-3/4-65		No. of Began	Finished 'O	Dates of Of May 16, August	-
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#### S-E-C-R-E-T

#### LARRATIVE COMMENTS

Significant strengths and weaknesses and their relationship to overell performance in the Operations Course. This section emplifies and explains. as necessary, the rating letters given above.

Mr. Flores' overall performance in this course was at the high proficient level. He is a very friendly and personable individual who put forth a good deal of effort to do well in the course. Mr. Flores takes a very practical approach to solving problems and his attitude throughout the course was excellent.

Mr. Flores acquired a good understanding of the principles and techniques of Clandestine Services operations, and in problems requiring face-to-face encounters with simulated agents in the live exercises he came through as a very friendly and personable individual. He was particularly effective in debriefing situations and demonstrated flexibility in meeting the problems that arose during the simulated agent meetings.

Mr. Flores demonstrated a good understanding of Claudestine Services programs in Foreign Intelligence, Counterintelligence and Covert Action. His performance was graded strong in handling of a simulated walk-in defector, and in a Counterintelligence case study and a Covert Action case study his understanding and analyses were judged highly proficient. He received a rating of adequate in photography.

Mr. Flores has good writing skills and acquired a thorough understanding of intelligence and operational reporting procedures and formats of the Clandestine Services. His intelligence reports were consistently complete, accurate and clear. His operational reports suffered occasionally from weak organization, and on one occasion he had difficulty distinguishing operational from intelligence information; but his reports were generally complete and accurate and showed a sound : understanding of operational reporting requirements.

Mr. Flores is a personable and intelligent individual who got along very well with his colleagues and with the instructors. With his excellent attitude and strong desire for a career in the Clandestine Services together with his willingness to work hard, Mr. Flores should have little difficulty in developing into an effective case officer as he gets greater experience.

FOR THE DIRECTOR OF TRAINING:

Chief Ingtructor

23 August 1968

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3-E-C-R-E-T

#### TRAINING REPORT

Operations Course, Phase II-3-68 (\_416 hours, full-time)

4 March - 3 May 1968 (Date)

Student

FLORES, Daniel

Office

: CTP/OTR

Year of Birth:

1935

Service Pesignation: BJ

Grade : GS-07

No. of Students: 60 Began; 60 Finished

EOD

March 1962

#### COURSE OBJECTIVES:

The course is designed to prepare junior clandestine services officers for duties related to the conduct of Special Operations. Upon completion of training, the officer will be capable of developing and implementing actions which will contribute to the elimination of subversive insurgency in the underdeveloped area of the world in furtherance of U.S. policy. He shall also be capable of developing plans for the conduct of Special Operations in support of United States military operations in wartime; and will be able to plan for the use of special ground, air, and maritime operations in direct support of other intelligence activities.

#### ACHIEVEMENT RECORD:

The performance rating and narrative comments below are derived from a synthesis of all observations and evaluations submitted on each trainee by the instructor staff. Student rating is indicated by the asterisk.

INCOMPLETE O

ADEQUATE O

PROFICIENT + 48

STRONG 12

#### NARRATIVE COMMENTS:

Mr. Flores is a self-sufficient, steady worker, who demonstrated an excellent ability to adapt himself to the various training situations. His proficient performance during Operations Course, Phase II-3-03 did not fluctuate appreciably from beginning to end.

Mr. Flores was always mentally alert, receptive to instruction and responsive to instructional exercises. He cheerfully accepted all responsibilities, consistently produced satisfactory results, and appeared to demonstrate a sense of pride in his accomplishments. His conscientious effort, sincerity, and cooperative attitude enabled him to develop a sound working relationship with his colleagues.

Continued on Page 2

#### TRAININI HEPORT

Operations Course, Phase II-3-68 (416 hours, full-time)

4 March - 3 May 1968

Student

: FLORES, Daniel

Office

: CTP/OTR

Service Designation: 8J

NAKRATIVE COMMENTS (Continued)

Of noteworthy mention was Mr. Flores' pleasant, industrious performance throughout the He established a cheerful environment for his colleagues and completed assigned responsibilities with enthusiasm, determination and cooperation. His sustained high-level performance and ability to adapt to the terrain earned him the respect and appreciation of his classmates.

The degree of performance attained in the course indicates Mr. Flores has gained a sound familiarization of the Special Operations activities, responsibilities, skills, and concepts.

POR THE DIRECTOR OF TRAINING:

Chief Instructor, operations foursy, Phase II

2

S-E-C-R-E-T

#### TRAINING REFORT

NAME OF TRAINEE: Flores, Daniel CCURSE: CS RECORDS II

(Bicgraphic Research)

DOB: 1935 3D: SJ

DATE: 9 - 16 May 1968

OFFICE: CTP GS: 07

HCURS: 30 - part time

#### **OBJECTIVES**

1. To provide briefing in the C3 requirement for bicgraphic research, the importance of this research in the investigative process, and in the importance of the role of the bicgraphic researcher.

2. To provide instruction in the nature, content and means of access to repositories of biographic information in the CS and other elements of the Agency and the community.

3. To introduce the concept of research and investigation and the processes involved therein, and to provide practical work in research as done at headquarters.

4. To alert the students to the nature of analysis in producing finished reports of biographic research.

5. To provide practice in writing the report of biographic research.

#### METHOD OF INSTRUCTION

The course is presented by means of lecture, discussion and demonstration. More than fifty percent of the class time is devoted to an exercise in biographic research, an exercise in analysis of the materials recovered, and preparation of a report of the research.

#### ADJECTIVAL RATINGS USED IN THE TRAINING REPORT

EXCELLENT

Student demonstrated unusual competence in achieving the course objectives. His understanding of the course content was unusually thorough and perceptive. Where skills were taught, he demonstrated particular facility

in their use.

SATISFACTORY Student's achievement of the course objectives was competent. He demonstrated good understanding of the course content. Where skills were taught, he demon-

strated basic facility in their use.

UNSATISFACTORY Student did not demonstrate adequate competence.

Although he may have made some progress, he fell
short of the minimum standards for achievement of
the course objectives.

#### NARRATIVE RATING OF ACHIEVEMENT:

Mr. Flores showed considerable ability and experience in his handling of the practical problem. He should have no trouble in doing work of this kind with a minimum of supervision.

Overall adjectival rating of achievement:

Satisfactory |

Overall adjectival ratings of achievement of all employees in the course:

EXCELLENT:

2 SATISFACTORY:

14 UNSATISFACTORY:

Attendance at this course does not provide the student with operational knowledge and background sufficient to qualify him as an independent researcher, capable of making operational judgments.

NOTE: CS Records I (Introduction to Records) is a prerequisite for this course.

FOR THE DIRECTOR OF TRAINING:

2 4 MAY 1968

Date

Afolige

Charles H. Schafer Chief Instructor

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

#### FERFORMANCE RECORD

#### The Challenge of World-Wide Communism

CT Class 12 For = 1 " p 102"

#### Course Pescription

14-00000

#### A. Statement of Objectives

- The student should recognize the challenge confronting the United States and the free world posed by the objectives, activities, and capabilities of World-Wide Communism.
- 2. The student should schieve a knowledge of the doctrine, organization and tectics of free-world Communist parties; and, similarly, of the capabilities, the policies, and the problems of the USSR and the People's Republic of China.

#### B. Course Method

- Approximately one-half of the course is devoted to lectures, one-fourth to seminars, exercises and demonstrations, and onefourth to individual study.
- Student achievement is judged on the besis of performance in one written examination and perticipation in seminars and exercises.

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GROUP I Excluded from automotic downgroding and declassification

3-E-C-R-K-T

# THAINING REPORT

OPERATIONS FACILITATION COUNTRY TO 2-68 (152 hours, full-time)

2 Jan. - 26 Jan. 1968

(1)C GOOLS, INTE-LINE

: FLORES, Doniel

TCB

· CIP

YEAR OF STRIES: 1935

STATICE DESIGNATION: SJ

GRADE

: G3-07

FIREIR OF STUDENTS : 111 Began

BOD DATE

STUDENT

: March 1962

114 Finished

#### COURCE GEFECTIVE AND CONTENT

The Operations Familierisation Course is a four-week course designed to provide the student with an understanding of the Claudestine Pervices programs, operational methods and reporting techniques - operate expansis is given the basic claumits of

#### HETHODS

The instructional methods used included class discussions, lectures, films demonstrations, practical exercises and case studies. Fractical exercises were

The operational programs of various Clandestine Services Divisions were discussed by representatives of the respective Headquarters economies.

#### BIALLIATION OF PERFORMANCE

The student's rating is based on understanding of the internal presented as demonstrated by his participation is class discussions, the preparation of intelligence and operational reports, the application of operational principles in the practical exercises and the grade received on a comprehensive written examination given in the final week of the course which covered all areas of exerce content. Other factors considered in determining the final rating were the student's interest, attitude and preparation for assignments. The number of students receiving each adjectival rating on overall course parformance is shown below. This student's rating is indicated by an asterisk. Explanatory sarrative comments are included with a rating of ADMMATS or STROWD. When considered partinent by the training staff, comments may also be included with a PROFICIENT (average) rating.

UNS4	TISPA	CTORY	ADECCHECA

\* PROFICIES

87

97770NQ 25

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Mr. Flores' overall performance in the course was at the solid proficient level. It should be noted that he demonstrated a particularly good attitude throughout the course. He took full advantage of the training offered to increase his knowledge of the Clandestine Services.

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9 Feb. 1963

1-4-C-1-4-1

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

# ORIENTATION TO INTELLIGENCE FOR CT'S (Class of December 1967)

Nuration: 11-22 December 1987

(30 hours, full time)

YEAR OF BIRTH: 1935

OFFICE

: CT

193

. . .

GRADE : GS-07

SERVICE DESIGNATION: SJ

EOD

14-00000

March 1962

Daniel FLORES

NUMBER OF STUDENTS: 88

#### COURSE UBJECTIVES - CONTENT AND METHODS

In the Orientation to intelligence Course the objectives are: (1) to instruct the student in the basic roncepts and terminology of intelligence; (2) to describe the history of U.S. intelligence and the current role of intelligence in the national security structure; (3) to outline the composition and mission of the intelligence community, noting the Agency's significant role therein; (4) to define the mission of CIA in supporting the DCI and to identify the functions of the Agency's major components, particularly in the collection, production, and dissemination of intelligence; and (5) to identify and discuss major problems facing the Agency. The area surveys and "Articulating the United States" elements of the course are designed to introduce the students briefly to some of the intelligence problems presented by major regions of the free world and to stimulate thought about the American way of life and its relationship to these areas.

Instructional techniques include lectures given by members of the Orientation and Briefing Faculty, guest speakers from Agency components, seminars, directed reading, review exarcises, training films, and intelligence exhibits.

#### ACHIEVEMENT RECORD

The individual student evaluation is based on his score achieved on a written examination given at the conclusion of the course. This test, consisting of 100 items, covered all major aspects of the course content. The rating assigned to this student is:

**PROFICIENT** 

The evaluation system used was as follows:

0 = Outstanding - 0-3 wrong S = Strong - 4-8 wrong P = Proficient - 9-15 wrong A = Adequate - 15-25 wrong W = Weak - 26- wrong

FUR THE DIRECTOR OF TRAINING: Lawrence C. Bason Str. 8 January 1968
Chief, Urientation & Brieffing Faculty Date

S-E-C-R-E-T

CACO S En ALC DO SERVINA NO SERVINO CON A AND NO CONTRACTOR COUNTY ITAL

26 October 1967

MEMORANDUM FOR: Daniel Flores

THROUGH

Executive Secretary
CSCT Selection Board

SUBJECT

: Application for Unrear Training Program

- 1. I am pleased to inform you that you have been accepted for the Career Training Program. Let me congratulate you and wish you the maximum profit and pleasure from your proposed training.
- 2. You will remain with your present Component until the beginning of the next Integrated Training Program, to begin 11 December. At that time you will be reassigned to the CTP T/O where you will remain until your training has been completed.
- 3. Should you have any further questions, do not hesitate to call on the Program Officers.

ROUGET B: FREEMAN Chief, CTP

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#### MEMORANDUM OF UNDERSTANDING

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

Signature

18 Mars 61962 Date

CONFIDENTIAL

STANDARD FORM 61
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### APPOINTMENT AFFIDAVITS

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

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	(Department or agency)	(Burreu or	livision)	(Place of employ	ment)
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### DECLARATION OF APPOINTEE

14-00000

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

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# CONFIDENTIAL (When Filled In)

Complete in duplicate. The data recorded of at government expense, overseas duty, returns	n this form is essential in determine	ng travel expenses allowable	in connection with leave
mation required in the event of an employee			
NAME OF EMPLOYEE (Lost)	(First)	(MINNIE) SOCIAL SECU	RITY NUMBER
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3.	MEMBERS OF FAMILY		
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NAMES OF CHICOREN	ADDRESS	s n	DATE OF BIRTH
NAME OF PATHER (Or male guardian)	ADDRESS	5.74. V. 18. CUS 18	LEPHONE NO.
JOSE 3. FLORES	501 3 Capadiage	17 75745	
NAME OF MOTHER (Or jemale quantian)	ADDRESS	- Some Illustes	LEPHONE NO.
WHAT MEMBERISI OF YOUR FAMILY IF ANY, I	ADDRESS SOL S GURDALUPE ADDRESS TOLS GURDALUPE HAS BEEN TOLD OF YOUR APPILIAT	NOTATION ON THE WILL WOLLD	IF CONTACT IS RE-
4.	PERSON TO BE NOTIFIED IN CASE O		
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# CONFIDENTIAL (When Filled In)

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HAVE YOU PREPLANNED AN ARE	DANGED STANDARD OF YO Sire name of and address)	OUR CHILDREN IN CASE OF COMMON	DIBASTER TO BUTH F	'ARENTS!
				-
HAVE YOU EXECUTED A POWER O	OF ATTOMET TO TES	NO. (If "Yes", who possess the	nuwes of attorney?)	
	•			
s. ADS	OITIONAL SATA AND/OR C	ONTINUATION OF PRECEDING I	rems	<del></del>
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QUALIFICATIONS UPDATE

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

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 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 signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 58-13 Headquarters, whether information is added or not.

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1. LANGUAGE (1)	31-33) 4. TOPAY'S PATE (34-12) 5.							
SHANISH 1	20 MARCA 12 1962 IN ANY PORTICITARY							
		PART II-LANGUAG	E ELEMEN	ITS				
SECTION A.		Reading (	(40)					
I CAN READ TEXTS OF ALL I. ONLY BARELY.	NY DIFFICULTY, OF	A GENERAL NATURI	09 IN F	TELES I AM	FAMILIAN WITH, US	NG THE	PICTIONARY	
	O I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OF IN FIFEDS I AM FAMILIAN WITH, USING THE							
3. FREQUENTLY.	3. FREQUENTLY.							
4. I CAN READ SIMPLE TEXTS, SUCH AS STREET BIGNS; NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.								
5. I HAVE NO READING ABILITY IN THE LANGUAGE.								
SECTION B.		Writing (	41)					
1. WRITE FACTUAL NARRATIV	I CAN WRITE PERSONAL LETTERS AND SIMILAN MATCHIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN 1- BRITE FACTUAL NARRATIVE AND FXPOSITORY MATCRIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY BARELY,							
? CAN WRITE PERSONAL L 2. RAMELY. I CAN WHITE P EMPORS, BUT IN A STYLE	ACTUAL HARRATIVE	AND EXPOSITORY MA	ATEPIAL :	BITH REASON	LBLF CLARITY, WITH	CTIONARY FEW GRA	ONLY WMATICAL	
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4. I CAN BRETE PERSONAL L BUT BETH MANY GRAMMATE								
5. I CANNOT GRITE IN THE I	L AN GU AGE ,							
SECTION C.		Pronunciation	(42)				]	
() MY PROMUNCIATION IS NA	TIVE.							
2. WHILE NATIVES CAN DETEC	T AN ACCENT IN M	Y PRONUNCIATION TO	H F Y H A Y E	NO DIFFICU	LTY UNDERSTANDING	w£.		
3. MY PRONUNCIATION IS OB	FIGUSLY FOREIGN.	BUT ONLY MARELY C	AUSES DI	FFICULTY FO	N NATIVES TO UNDER	STAND.		
4. MY PROMUNCIATION IS OCC	ASIONALLY DIFFIC	ULT FOR NATIVES TO	) U40ER4	TAND.				
5. I HAVE NO SAILL IN PRON	UNCIATION.							
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<u> </u>	CONTINUATION OF PART 11-LANGUAGE ELEMENTS	
SECTI	SECTION D. Spraking (43)	
Í	1 SPEAR FLUENTLY AND ACCUPATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS IT CONVERSE PRICLY A 19 ALL PIELDS WITH MICH I AM FAMILIAR.	ND IDIOMATICALLY
7.	2. BETH BUICK E AM BUSURATELY IN MEANLY ALD PRACTICAL AND SOCIAL NETWATIONS, E CAN CONVER 2. BETH BUICK E AM FAMILIAR AND E CUPICY SOME POPULAR SAVINGS, CITCHARY QUOTATIONS, AND COMMON	SE IN MOST FIFEDS PHOVERHS.
3.	3. I GET ALONG GOLFF BELL IN SITUATIONS OF DAILY 21FF AND THANK AND CAN CONDUCT ROUTINE DUSINESS I	N PARTICULAR FIELDS
. 4.	4. I MANASE IS SET ALONG IN THE MOST COMMON SETURTIONS OF DAILY LIFE AND TRAVEL,	
5.	5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.	
SECTIO	SECTION E. (34)	
J	I UNDERSTAND NON-TECHNICAL CONVENSATION ON ALL SUBJECTS. BOTH FACT-TO-FACE AND ON THE TELEP REAPLY EXPERITING I HEAR ON THE PAGIS AND AT THE MOVIES, PLANS, AND LECTURES.	HONE: I UNDERSTAND
z.	I UNDERSTAND NOW-TECHNICAL CONVENSATION ON NÉABLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE SUBJECTS BOTH FACE-TO-FACE AND ON THE MODIES, PLAYS, AND LECTURES, INCLUDE FURS.	
3.	3. PASSEL I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LEFT AND TRAVEL. BOTH FACE-TO-FACE BASSEL I UNDERSTAND MUCH OF WHAT I HEAR ON THE PADIO, AND AT THE MOVIES, PLAYS, AND LECTURE	
4.	4. I UNGLESTAGO THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONES I UNDERSTAND I PERCONDICATE HADIO AND AT THE MOVIES, PLAYS, AND LECTURES.	SOME OF WHAT
<b>5</b> ,	S. I AM NOT ABLE TO UNDERSTAND THE SPOYEN LANGUAGE.	
	BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTI	ON.
	PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)	
1.	1. I HAVE MAD EXPERIENCE AS A TRANSLATOR.	
2.	2. I MAYE MAD EXPERIENCE AS AN INTERPRETER.	
3.	3. BOTH OF THE ABOVE STATEMENTS APPLY.	
<u>(3)</u> .	A) BONE OF THE ABOVE STATEMENTS APPLY.	
	PART IV-CERTIFICATION	
BICO	I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE ABARD PROVIDED I AM ELIGIBLE UNIBEOLEFICM NO. 25-115- PAR. ICC4). I UNCEDSTANG THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICE SECONE ELIGIBLE FOR AN ABARD. AND THAT INTESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE IS COMPLETING THIS FORM.	ER THE TERMS OF
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' ł	SECTION XXVI CERTIFICATION
	YOU ARE INFORMED THAT THE CORRECTNESS OF ANY STATEMENT MADE IN THIS APPLICATION WILL BE INVESTIGATED.
	I have read and understand the instructions. I Certify that the foreigning anewers are true and correct to the best of a knowledge and belief. I agree that are misstances on mission is to a record fact will constitute groups for impediant said or rejection of my application, I also understand that any false statement made herein may be punishable to the U.S. Code, Title 18, section 1961;
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	MITE. Use the following space for extra details. Reference each continued item by section/fold item number to which it is using your name at the end of the added material. If additional space is the following page and size each such page.
	MARITAL STATUS: Item Wa, Soction XII  September 1, 1956 to Cotabor 6, 1996. Married to Lt. Col.  in Portland, Oregon, by Circuit Court Judge. Used mane of a until Hovember La, 1960, when changed to Piores.
	PATHER-IN-DAW: Item #5, Section XVII Short name for Raymond
	GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL: Item #1, Section VI
	Argentina - 2 July 1959 to 3 July 1959 Travel
	Panama . 10 November 1953 to 13 November 1958 Trave
	SEE ATTACHED SHEET FOR PERTINENT INFORMATION RELATIVE TO STEP-MOT
	•
	•
	Signed at Washington, D. C., this The day of September, 1961.
	Land Dlace

ATTACHMENT TO FORM NO. While - PERSONAL HISTORY STATEMENT

Section XV - STEPMOTHER

Full name: Concepcion R. Flores
Living: Yes
Other Names She Has Used: None to my knowledge
Current Address: 501 S. Guadalupe Street, Sin Marsos, Fexus
Date of Birth: December S, 1914
Place of Birth: Mexico
Citizenship: Mexican
If Born Gutsile U.S. - Date of Entry: December 8, 1922
Place of Entry: Unknown
Former Citizenships: None
Occupation: Homemaker and Missionary
Present Employer: Mexican Baptist Church, SanMarsos, Texas
Never served in Military or other Government service to my knowledge.

This paper is attuched to and hereby made a part of Form No. 444.

Lawel Dlove

## 100

### SECURITY APPROVAL

DATI	19 Jamary 1962
REFE	RENCE: 07100 OPEER
CASE	:NO.: 195221
10	Director of Personnel
FROM	A : Director of Security
SUBJI	ECT : FLORES, Daniel
	This is to inform you of security approval of the subject person as follows:
	Subject has been approved for the appointment specified in your request under the provisions of Regulations 10-210 and 20-730 including access to classified information through Top Secret as required in the performance of his duties.
	Subject has been approved for appointment under the authority of Paragraph 4(d) of Regulation 10-210, and under Regulation 20-730 including access to missified information through Top Secret as required in the performance of his duties.
	Unless arrangements are made within 60 days for entrance on duty within 120 days, this approval becomes invalid.
3. A	is part of the entrance on duty processing:
•	XXX A personal interview in the Office of Security must be arranged
	A personal interview is not necessary.
	POR THE DIRECTOR OF SECURITY:
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Cries. Porgrangel Supportry Division

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