			MATERIAL R	EVIEWED AT CIA	HEADQUARTERS BY	
	,	Hous			SINATIONS STAFF ME	MBEŘS
	rije vij	T E Alluipen		Hiave of		
		LEYNOMBERY			LVIN	
	Inclusiv	E DATES:				
	CUSTODI A	L UNIT/LOC	ATION:			
			ROOM:			•
	DELETION	S, IF ANY:	120 196	6 m. 1	and conver	Cole C
				Taylor &		V
		-	; ·: · · · ·			
	DATE RECEIVED	DATE RETURNED	REVIEWED BY	(PRINT NAME)	SIGNATURA OF REVI	LEWING OFFICIAL
ors	O C & AUCHS		HARDWA		Handway	NO BOND
	8/28/12		01212	7/	1/1/0/	
				,		
		``		\$ -		
	, , , , , , , , , , , , , , , , , , , ,	_ ,	, H			

NO DOCUMENTS MAY BE COPIED OR REMOVED FROM THIS FILE

"Diff Files" for NARA 2025 Documents Release JFK Assassination Records

Generated using diff-pdf and OpenCV. Thanks to the Mary Ferrell Foundation and The Black Vault for their archiving work.

> maryferrell.org theblackvault.com github.com/vslavik/diff-pdf opencv.org

This file highlights differences between the 2025 release, and previous releases.

Red: Newly revealed in 2025.

Blue: Present in earlier releases, but not in 2025.

Blads Unchanged between versions.

For Original Documents visit: archives.gov/research/jfk/release-2025

Notes:

Black text on a blue background inidcates content that was previously redacted using black ink.

I did my best to be accurate in revealing what is new, but please confirm with the original sources where accuracy is essential.

Created by: x.com/hlywdufo

JFKdiffs.com

120 FET 25 1 NOTIFICATION OF PERSONNEL ACTION 2 NAME (LAST FIEST-MIDDLE) 43/3/61 HICKS CALVIN W. HATOR OF RESOURCES RELIEF THE TOTAL TELL SYSTEM AND CANCELLATEON OF ASCA. PESTLAS V-10 V V TO CF \$272 41 [6] 4/10 Pr. 49-648 SEET 231 CF TO CF CF TO V 3 SERVICE DESIGNATION JAA · · n jag 🗀 🖰 MATCH OFFICER. IS. OCCUPATIONAL SERIES TA CLASSIFICATION SCHEDULE (GS. LB. arc.) 14 GRADE AND STEP IF SALARY OF BATE 1337.77 27542 . SIGNATURE OR OTHER AUTHENTICATION

M 1130 Mfg 8-73 Edition

1	C.V. New	(dled la)	
REQUEST FOR	PERSONNEL	ACTION	24 January 1975
1 SERIAL NUMBER 1 - MANE (Last-First- Middle	9		
056361 HICKS, Calvi		COF 1700 HOURS	
I MATUR OF PERSONNE ATTORRETT PEMER	t(Disability	4 EMECTIVE DATE REQUESTED	3 CATEGORY OF EMPLOYMENT
Under CIA Retirement & System & Cancellation of	Disability	12 27 74	Regular
6 FUNDS	v 10 CF	7. FAN AND HSCA	8 UGAL AUTHORITY (Completed by Office of
CTOV	Ø 10 Ø	5222-4116 0000	Public Law 88-643, Section 231
DDO/Operations Staff Intelligence Group Intelligence Watch Bra	nch	Wash., D.	
		•	
11. POSITION TITLE		12. POSITION NUMBER	13 CAREER SERVICE DESIGNATION
Watch Officer .	(14)	0947	- DAA
14" CLASSIFICATION SOCIOLE (GN. LB, etc.)	S. OCCUPATIONAL SERIES	16. GRADE AND STEP	17 SALARY OR RATE
GS .	0132.07	13 9	, 26,189. 27632
18. REMARKS			
LWD: 27 December 19	74		
Orig - CNG/MID		· · · · · · · · · · · · · · · · · · ·	withlien a. Sall
1 - Payroll 1 - OPS/SP			
Co-ordinated with Paul	Seldel /ROB	(en y	Plund
30 January 1975.	perde't you	יביית	Oling B/RS 1/38/74
	·		
S. G. Harding, Clops/S	4./1	188 SIGNATURE OF CAREER SERVICE	E APPROVING OFFICER DATE SIGNED
SPACE BE	LOW FOR EXCLUSIVE US	E OF THE OFFICE OF PERSONA	NET
(006) (006	COOE COOE	7001	26. DATE OF GRADE 27. DATE OF LEI
45 10 Name of Alphabetic		11 08 24	MO DA. YR MO. DA YR
24. RTE EXPIRES . 29. SPECIAL 30 . RETIREMENT MO. DA YR RESERVE !-(X. EGO		32 COMMECTION/CANCELLATION DATA	EOD DATA 33 SICURITY 34 SEX
2-326s 3-1124 3-0046	0, HE,∞,0	1	EOD DATA
35 - VET PREHERINCE 34. SERV COMP DATE 37 COM6.			
CODE 0-808E M3 CA YR MO 1	DA. YR CAB/RESY CABP	COOE CODE 0-WILES	EALTH INS CODE
	LEAVE CAT. 43.	1100001 100 0010	4 STATE TAX DATA
CODE 0 - NO PREVADES SERVICE 1 NO BESAU TO SERVICE 2 - NEAR IN SERVICE (255 THAN 3 YEARS) 3 - NEAR IN SERVACE, NOCE THAN 3 YEARS)	I-YES 2-80	ODE NO TAX EXEMPTIONS F	I-TES CODE DE D
45. POSITION CONTROL CENTIFICATION	· · · · · · · · · · · · · · · · · · ·	16. 69 APPROVAL	DATE APPROVED
102.07.25 675	EB 1975	20	The labor
Oth see		Minuse 12	11. 11. (1. 1/24/)
72 1152 USE REPIOUS COMON	SECRET CLASS	FIED BY 01-0332	EX-2

ADMINISTRATIVE - INTERNAL USE ONLY

MEMORANDUM FOR : Chairman, Board of Medical Examiners

SUBJECT

: Request for Medical Evaluation -Mr. Calvin W. Hicks

- 1. Subject, a participant in the CIA Retirement and Disability System, has applied for disability retirement under the provisions of Section 231 of Public Law 88-643, Central Intelligence Agency Retirement Act of 1964 for Certain Employees. It is requested that a medical examination be arranged for Subject and that a written report of the Board of Medical Examiners as prescribed in paragraph f. (4) of HR 20-50 be submitted to the Director of Personnel.
- 2. Attached are copies of the Supervisor's Statement, the Application for Disability Retirement, and a private physician's statement.
- 3. Subject intends to remain on duty until a decision is made regarding his application for disability retirement.

R. L. Austin, Jr. Deputy Director of Personnel for Special Programs

garage to the first fig. Jr.

Attachments: .

- a. Supervisor's Statement
- b. Application
- . c. Physician's Statement

Distribution:
0 & 1 - Addressee
1 - D/Pers
1 - OPF

1 - ROB Soft File 1 - ROB Rader

OP/RAD/ROB/P Teidel: at 13057 - (1) Nevenberus

10 December 1973

MEMORANDUM FOR: Chief, Career Management Group

SUBJECT:

Promotion of Mr. Calvin W. Hicks

- 1. I would solicit Career Management Group and the Promotion Panel to consider the overall career of Calvin W. Hicks when deciding on the current cycle of promotions from GS-13 to GS-14.
- 2. After Mr. Hicks EOD in 1950, he advanced rapidly in three years to GS-11. He was promoted to GS-12 in 1956, six years later to GS-13 in 1962, and since then has been almost 12 years in grade. He has had overseas tours with FE and NE Divisions, has served as a training instructor, on a PM task force, and with Miami Ops and area branches in WH. In these assignments he consistently received Strong ratings. Despite a largely paramilitary background, in 1967 he adjusted to the intelligence production cycle and developed the skills of an operations officer doing operations-oriented reports work in the Intelligence Watch. As of this date he has the longest continuity in the Intelligence Watch and is rated as a mature and thoughtful individual who exercises excellent professional judgment. He was recommended for promotion from GS-13 to GS-14 in April 1968 and in April 1969. In 1970 he was recommended for a QSI by FI Chief, Peer deSilva. He was again recommended for promotion in March 1971, in November 1972, and in November 1973.
- Admittedly, promotions are competitive and the rankings are relative and must be adjusted to the headroom available. The overall history of his career would seem to argue the equity of granting the often recommended promotion to Mr. Calvin Hicks as he nears the end of a career. Mr. Hicks is 49 years old and has a family of five children. He has a medical hold which will not allow him to serve overseas at this time and he therefore, contemplates retirement at age 50 (in late 1974). He is and will be until then a valuable member of the Intelligence Watch.
- I recommend that the promotion which has escaped him in the last decade be granted at the time of this year's promotion cycle.

L. A. Campbell

Chief, Operations Staff

Addiction to a blood to the

13 November 1973

MEMORANDUM FOR:

Career Management Group Mid-Career Officer Branch

SUBJECT

Recommendation for the Promotion of Calvin W. Hicks (056361)

to 6S-14

1. I would again like to recommend the promotion of subject officer from GS-13 to GS-14. Mr. Hicks has been with the Intelligence Watch since June 1967 and his performance has been characterized consistently by exceptional proficiency. He serves on a rotating schedule with seven other officers doing identical work, some of whom are currently in GS-14.

- 2. A medical hold has precluded any further overseas assignments and for this reason his stay in IW has been extended until November 1974, when he will be 50-years-old at which time he plans to retire under the Agency retirement system.
- 3. Mr. Hicks' resourcefulness and ability to apply the multitude of reporting instructions and techniques have been convincingly demonstrated in crisis situations such as the recent Chilean coup and the Middle-Eastern crisis. He has consistently displayed initiative and good judgment in meeting unforeseen crisis with rapid and effective action and has clearly demonstrated his ability to continuously adjust to rotating shifts and the irregular flow of traffic.
- 4. For his sustained high level of performance in 1972 Mr. Hicks received a quality step increase in recognition and as proof of the high esteem in which he is held by his superiors. He occupies a GS-14 slot. His promotion is again recommended in recognition of his long years of Agency service.

Joseph A. Procaccino C/OPS/INT/IW

Concur: Eloise R. Page, C/OPS/INT

E2 IMPDET CLBY 002025

26 September 1973

MEMORANDUM FOR: Chief, Operations Staff

SUBJECT:

Appreciation of IW Performance During Chilean Upheaval

- 1. The officers of the Intelligence Watch (IW) performed admirably in swiftly processing the heavy flow of intelligence engendered by the recent political upheaval in Chile. In many instances, reports were in the hands of customers in the intelligence community within minutes of being filed in Santiago.
- 2. Please extend to the IW officers concerned the appreciation of this Division for their fine performance. I suggest that a copy of this memorandum be placed in the personnel folder of each of the officers concerned.

David A. Phillips

Chief, Western Hemisphere Division

E2 IMPDET CL BY 039964

		<u> </u>	(Wha	m Filled in)	
CJC5 C7/2	1/73		TIFICATION O	F PERSONNEL ACTIO	ON CONTRACTOR OF THE CONTRACTO
I. SERIAL NUMBER	2 HAME (LAST FIRST MI	(1100E)			
056361	HICKS (ALVIN	_	- k	
3 HATURE OF PERSONNEL	ACTION	AC VIII		- 4 EFFECTIVE DATE 5 C	ATEGORY OF EMPLOYMENT
K E'ASS I GNN	NŤ.	· · · · ·		C7 01 73	
FUNDS	X 4 10 4		A 10 G.	7 FAN AND RISCA	B CSC OR OTHER LEGAL AUTHORITY
TONOS .	G 10 ,V		G 10 G	4222 4116 b	001
9 ORGANIZATIONAL DESIG	L.			10 LOCATION OF OFFICIAL STATE	ON
OCOZFI STA	\FF		•		
			.*	WASH. D	•C•
	·			1	*
- Andrew Andrew			·	1	Till (IMM (IMM) Because
AATCH OFF	C 50		وراره أأنان	12 POSITION NUMBER	D CAREER SERVICE DESCRIPCION
TATCH OFFI	CEN			0771	
4 CLASSIFICATION SCHEDU	if (GS, IB, etc.)	15 0	CCUPATIONAL SERIES	16. GRADE AND STEP	17 SALARY OR RATE
S		1	0132-07	13	
R. REMARKS					
		: :			•
	•	:			
				•	
٠.				*	•
	* ,				*
		- :			
•		:		•	u. ,
		:			
				, .	POSTED
	*	1			7352/5
		:		1	(10)
				1-	
	-	1			C
	-	i	•		
			•		
			IGNATURE OR OTH	FR AUTHENTICATION	
		s	IGNATURE OR OTH	ER AUTHENTICATION	
		s	IGNATURE OR OTH	ER AUTHENTICATION	
		S	IGNATURE OR OTH	ER AUTHENTICATION	• •

Use Previous

MEMORANDUM FOR: Calvin W. Hicks

Quality Step Increase

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

/S/ Cord Moyer, Jr. Thomas H. Karamessines Deputy Director for Plans

CSPS/SOB/Hileberman; rv(11Apr72)

Distribution:

Orig - Addressee

- OP/Files

1 - OP/Files 2 - DDP/Registry 1 - 8/SOD

1 - C/SOD/Pers

1 - CSPS/Subject File

CONFIDENTIAL

1 0 KPR 1972

MEMORANDUM FOR: Secretary, DDP/QSI - HMA Panel

SUBJECT

: Notification of Approval of Quality Step Increase -Calvin W. Hicks

- 1. I am pleased to send to you the attached official notification of the approval of the Quality Step Increase which you recommended for this employee.
- 2. As this award is designed to encourage excellence by recognizing and rewarding the employee, may I ask that you arrange to have this Quality Step Increase presented at an appropriate ceremony.

Harry B. Fisher
Director of Personnel

CONFIDENTIAL

GROUP 1
Excluded transporting and declessions are

MEMORANDUM FOR: Chief, Foreign Intelligence Staff

SUBJECT

Intelligence Watch Assistance to European Division

As I am preparing to leave the European Division, a note of appreciation is in order for the services rendered to us for the four years of my tenure here by the officers of the Intelligence Watch.

- 2. At a time of increasingly complicated intelligence collection and reporting problems, our Agency has come of age. We have recognized that information often cannot be allowed to wait for attention until sunrise, and that we must be able to respond to national needs and world events ground the clock. The Intelligence Watch, more than any other single institution, has made it possible for us to do this. We have benefited from its cooperation particularly under strained reporting conditions -- during Presidential. trips abroad, for instance -- but have also found IW's presence and judgment helpful at other times. I know that my staff relied on IW extensively.
- 3. I am making a point of recognizing this because the Intelligence Watch -- a bit like our Agency as a whole -is apt to get more attention with an occasional slip than with a record of continuing accomplishment and success in coping with problems. From what I have been able to observe, the job has been well done.
- I hope you will bring this memorandum to the attention of those concerned.

Chief

European Division

Joseph Procaccino Walter Kuzmuk Robert Heron James Pekich Frank Levy

Howard Orr Calvin Hicks George Papadopolos Robert Sawicki

Pat Coble

6:732 1

	DATE PREPARED
REQUEST FOR PERSONNEL ACTION	22 December 1971
056361 Hicks, Calvin V.	
	S CATECORY OF EMPLOYMENT
Reassignment	
PROS Y NOV YOO 7 MANON ANALYSIS M	O. 8 LEGAL AUTHORITY (Completed by Office Personnel)
O 10 V 2222-4116	
DDP/FI Staff	Anoi
Intelligence Group Intelligence Watch Washington	, D. C.
11. POSITION TITLE 12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
Watch Officer (14) 0947	D :
4. CLASSIFICATION SCHEDULE (GS, LB, IN.) 15 OCCUPATIONAL SERIES 16 GRADE AND SEEP	17. SALARY OR RATE
GS 0132.07 13 7	_{\$} 21,313
R REMARKS	HB: SOD
	7
Reassigned from Position FI/INT/IW 1032	
	`. ·
Distribution:	,
Orig CSPS/SOB	
1 - FI/Pers	
DATE SIGNATURE OF CAREET SE	EVICE APPROVING OFFICER DATE SIGNED
S. G. Harding C/FI/SG 22 Dec 71	e fermen 12-23.
ACTION 20. EMPLOY 21. OFFICE CODING 22. STATION 22. SHIEGHE 24 HOURS 25 DATE OF EATTH	25 DATE OF GRADE 27 DATE OF LES
CODE CODE HAMMENC APPRABILIC CODE CODE CODE MO. DA. 11	9, MO, DA, YR, MO, DA, 11
HTE CUPIESS 29 SPECIAL 30 RETREMENT DATA 131. SEPARATION 32 CORRECTION CARCELATION GAIA OD. DA. VR. RETREMENT DATA 131. SEPARATION 32 CORRECTION CARCELATION GAIA OD. DA. VR. RETREMENT DATA 131. SEPARATION TOTAL TOTAL CODE TOTAL COD	
TET PREFERENCE 26 SERV COMP DATE 37 LONG COMP. DATE 178 CARLER CATEGORY 39. FEGL, 20	EALTH INSURANCE 40 SOCIAL SECURITY NO
DR 9-800E =00. GA. YE, MO GA. YE (US RE) COOR COOR LEXIVER 1-5 FT. PROY, TEST TO 3-RES ON 3-R	MEALTH INS. CODE
PRIVIOUS CIVILIAN CONTENNENT SERVICE OF LANGE CAT AS FEDERAL TAX DATA COOK PRIVING COOK AND TAX PERMITTENENTS	44 STATE TAX DATA
DOS BAND-PERVICES SERVICE 1-80 MESAS IN SERVICE 2-854M IN SERVICE (CESS DAMS 3 TEARS) 3-864M IN SERVICE (CESS DAMS 3 TEARS) 3-864M IN SERVICE (CESS DAMS 3 TEARS)	AORM EXECUTED CODE NO. 1AX STATE (1-175 2-80
POSITION CONTROL CERTIFICATION 46 O P APPROVAL	DATE APPROVED
λ	
12. 23-71 5W	// ·
12-23-71 1000 1000	12.23.7

approved

MEMORANDUM FOR: SECRETARY, CSPS/SECTION A

SUBJECT:

RECONNENDATION FOR THE PROMOTION OF CALVIN W. HICKS

(056361) to GS-14

1. 1 RECOMMEND THE PROMOTION OF SUBJECT OFFICER FROM GS-13 TO GS-14. MR. HICKS HAS BEEN ASSIGNED TO THE INTELLIGENCE WATCH/FI STAFF SINCE JUNE 1907 AND SERVES ON A ROTATING SCHEDULE WITH SEVEN OTHER OFFICERS DOING IDENTICAL WORK, FOUR OF WHOM ARE CURRENTLY IN GRADE GS-14.

- 2. Mr. Hicks has been in the Intelligence Watch (IW) for almost FOUR YEARS AND HIS WORK, BOTH QUANTITATIVELY AND QUALITATIVELY, HAS BEEN CONSISTENTLY OF A VERY HIGH CALIBER.
- 3. HIS KEENLY DEVELOPED SENSE OF OPERATIONAL SECURITY RESULTING FROM HIS EXTENSIVE PARAMILITARY EXPERIENCE; COUPLED WITH HIS CLEAR UNDERSTAND-ING OF THE RELATIONSHIP BETWEEN OPERATIONS AND INTELLIGENCE, HAS MADE HIM A VERY FINE OFFICER AND A VALUABLE ASSET TO IW. HE HAS BEEN UNDER MY SU-PLRVISION FOR 18 MONTHS AND I HAVE HAD AMPLE OPPORTUNITY TO OBSERVE HIS PERFORMANCE UNDER CONDITIONS OF STRESS. HE VERY ABLY APPLIES A MULTITUDE OF DETAIL AND GENERAL REPORTING INSTRUCTIONS TO THE DIFFERENT SITUATIONS MANIFEST IN EACH INCOMING REPORT AND DISPLAYS INITIATIVE IN MEETING UN-FORESEEN CRISES WITH RAPID AND EFFECTIVE ACTION. SINCE THE INTELLIGENCE INFORMATION IS THE FACE THAT THE CEANDESTINE SERVICE PUTS OUT TO THE IN-TELLIGENCE COMMUNITY, THE PERFORMANCE OF WATCH OFFICERS IS OF GREAT importance. This factor becomes apparent when it is noted that over 75 PERCENT OF ALL CABLED INTELLIGENCE REPORTS ARE DISSEMINATED BY 1W.
- 4. Mr. Hicks has an extensive background in paramilitary operations BOTH IN THE FIELD AND AT HEADQUARTERS. ALL OF HIS FITNESS REPORTS FOR THE SIX YEARS PRECEDING HIS ASSIGNMENT TO IW HAVE BORNE THE OVERALL RATING " HE HAS BEEN DESCRIBED AS "HIGHLY MOTIVATED, SINCERE, AND CAPABLE." ALSO, "HE WORKS WELL WITH OTHERS AND HIS KNOWLEDGE AND ABILITY ARE RESPECTED." OTHER SUPERVISORS DURING THE YEARS PRIOR TO THIS ASSIGN-MENT HAVE DESCRIBED HIM AS "SERIOUS, HARD-WORKING AND DEPENDABLE." HIS PERFORMANCE IN HIS PRESENT ASSIGNMENT HAS DEMONSTRATED THESE SAME QUALI-
- 5. Mr. Hicks is a distinct asset to IW and I Highly Recommend his FOR PROMOTION TO GS-14.

SEPH A. PROCACCINO CHIEF, FI/INT/IW

2 F20 19/0:

Glat approved MEMORANDUM FOR: Chairman, DDP QSI and Honor and Merit

Awards Panel

SUBJECT Request for Quality Step Increase

Mr. Calvin W. HICKS, GS-13 (056361)

I recommend that a Quality Step Increase be awarded to Mr. Calvin W. Hicks.

- 2. Mr. Hicks is one of three officers in the Intelligence Watch, FI Staff, on whom identical recommendations are being submitted. These officers, all in grade GS-13, have for several years done responsible and demanding work, identical to that done in the same office by five other officers, GS-14 and 15, and all three have been rated "Strong."
- The Intelligence Watch is the primary intelligence dissemination office of the Clandestine Service. Its output of over 2,000 reports a month is the chief end-product of CS collection operations. Watch Officers serve on a rotating schedule. When an officer draws the night shift he serves alone. He must make quick, independent dissemination decisions. Mr. Hicks has done well at this work. He is alert and conscientious and has a sharp operational sense which is extremely useful in the handling of CS intelligence information. He has been recommended several times for promotion to GS-14.
- The high quality of Mr. Hicks's performance has continued for more than two years. There is no reason to expect any decline in it. His enthusiasm continues, and his tour has recently been extended for another two years.
- 5. Consideration has been given to recommending him for an Honor and Merit Award, but on balance I believe that a Quality Step Increase would be more appropriate.

Peer de Silva

Chief

Foreign Intelligence

SECRET

COOUR 1 Exeluted from Splannel

SUBJECT: Request for Quality Step Increase Mr. Calvin W. HICKS, GS-13 (056361)

APPROVAL RECOMMENDED:

						41 4 41
Chairman, C	S QSI Pane	1	_		Date.	
				• •		
Director of	Personnel				Date	

G RARCH 1969

MEMORANDUM FOR: Chief, FI Staff

SUBJECT

: Performance of the Intelligence Watch; During the President's Trip to Europe

- 1. Now that the President's trip to Europe has been concluded. I feel that a special commendation for the Intelligence Watch (IW) is in order.
- 2. The contribution that is being made by the officers in the Intelligence watch is often taken for granted. Thus it was natural for us, when we downed our task force for the President's trip, to build our arrangements for positive intelligence disseminations around the IW's twenty-four-hour-a-day availability. We were not disappointed. The system worked smoothly and efficiently.
- 3. In addition to that, it became clear that the Intelligence Watch officers were willing and able to go beyond the simple call of duty. We came to admire their competence, courtesy, and cooperation, without which effective intelligence coverage would have been immeasurably more difficult. Since the IW's were working under an unusual strain, caused by the simultaneous outbreak of crises in different parts of the world, their performance is that much more to be commended.
- 4. Please convey our appreciation to all officers who had a part in this fine effort.

John L. Hart Chief, Luropean Division

CALVIN M. HICKS

SECRFT



7 Mairch 1969

MEMORANDUM FOR: Mr. Edward J. Carrolle

Chiel, Intelligence Watch

SUBJECT: Performance of t

Performance of the Intelligence Watch during President Nixon's

recent Visit to Europe

I. I wish to commend you and each member of your staff who participated in the support which the Agency was called on to render to the Presidential party during its recent travel abroad. From several quarters I have had verbal expressions of praise and commendation and to these I wish to add my own in writing. I am enclosing a copy of a memorandum from the Chief, European Division, which reflects both my thoughts and the reactions I have heard from others.

2. I hope you will take appropriate action so that the personnel files of each of your participating officers will reflect this appreciation. You may wish to make copies of my memorandum and Mr. Hart's memorandum to serve this purpose.

Poer de Silva Chief

Chief Foreign Intelligence

Enclosure

CALVIN M. HICKS

SECRET

But to the second

Farel a Sect

2:4 JUN 1969

9 April 1969

MEMORANDUM FOR: Secretary, CSPS/Section A

SUBJECT

Recommendation for the promotion of Calvin V. Hicks (056361) to GS-14

1. I recommend the promotion of subject officer from GS-13 to GS-14. Er. Hicks has been assigned to the Intolligence Watch/FI Staff since June 1967, and serves on a rotating schedule with seven other officers doing identical work, five of whom are currently in Grade CS-14.

2. Mr. Hicks has been with IW for almost two years and his work, both quantitatively and qualitatively has been consistently of a very high coliber. Normally six months are required before an officer newly assigned to the Intelligence Watch is able to handle a shift by himself. At least a year is required refore a Watch Officer can perform at a high level of proficiency. However, in the case of this officer, in a little more than a year he had earned the rating of "Strong" and has maintained it ever since. Although most of his 'gency experience had been in paramilitary operations, he adapted quickly to the demands of his new assignment. His keenly developed sense of operational security, coupled with his clear understanding of the relationship between operations and intelligence, has made him a very fine officer and a valuable asset to IM. He has been under my supervision for 16 months and I have had ample opportunity to observe his performance under conditions of stress. He is even tempered and level headed. His mistakes are few and infrequent and these are usually of the clerical variety, not in matters of judgment. I continue to be impressed with his thoroughness in handling information; with the evidence of his coordination when the interests of more than one division are involved. Since operations have to be submerged and the intelligence is the portion of the iceberg which shows to the intelligence community, the performance of the Watch Officers is of great importance. This factor becomes apparent when it is noted that about 80, of all cabled intelligence reports are disseminated by the Intelligence Natch. Recently the Vatch Officers were commended by the Chief, FI Staff and the Chief, Europe Division for their performance during the President's trip to Western Furope. The simultaneous outbreak of crises in different parts of the world further added to the burdens of the Watch Office at that time. Mr. Hicks made a real contribution during that period and deserves the commendation personally in a high degree.

SECRET

3. Prior to his assignment to the Intelligence Watch, Mr. Hicks served with WH Division and with the Cuban Operation. He has an extensive background in peremilitary operations both in the field and at headquarters. All of his Fitness Reports for the six years preceding his assignment to the Intelligence Watch have borne the overall rating of "strong." He has been described as "highly motivated" "sincere and capable." He has been further complimented as "working well with others and his knowledge and ability are respected." Other supervisors have described him as "serious, hard-working and dependable." His performance in his present assignment has demonstrated these same qualities. He has managed the transition from active operations to the life of a desk bound intelligence officer with ease. I recommend him with enthusiasm for promotion to GS-14.

Edward J. Carroll Chief, FI/INT/IW

CS Change Sourion

0 1368

24 OCTUBER 1968

MENORANDUM FOR: SECRETARY, CSPS/SECTION A

SUBJECT: RECOMMENDATION FOR THE PROMOTION OF CALVIN W. HICKS (056361) to GS-14

- 1. I RECOMMEND THE PROMOTION OF SUBJECT OFFICER FROM GS-13 TO GS-14. Mr. HICKS HAS BEEN ASSIGNED TO THE INTELLIGENCE WATCH/FI STAFF SINCE JUNE 1967, WHERE HE SERVES ON A ROTATING SCHEDULE WITH SEVEN OTHER OFFICERS DOING IDENTICAL WORK; FIVE OF WHOM ARECURRENTLY IN GRADE GS-14.
- 2. MR. HICKS HAS BEEN WITH I'M FOR ABOUT TO NONTHS AND HIS WORK, BOTH QUANTITAVELY AND QUALITATIVELY, HAS SEEN CONSISTENTLY OF VERY HIGH CALIBER. NORMALLY SIX MONTHS ARE REQUIRED BEFORE AN OFFICER NEWLY ASSIGNED TO THE INTELLIGENCE WATCH 'S ABLE TO HANDLE A SHIFT BY HIMSELF. AT LEAST A YEAR IS USUALLY REQUIRED BEFORE A MAN CAN ADVANCE FROM "ADEQUATE" TO "PROFICIENT." AT PRESENT, MR. HICKS HAS ALREADY PROGRESSED TO THE RATING OF "STRONG." HE IS ALERT AND CONSCIENTIOUS AND HAS AN OPERATIONAL SENSE WHICH IS IN-VALUABLE IN THE HANDLING OF INTELLIGENCE. WITH HIS EXTENSIVE OPERATIONAL AND PARAMILITARY BACKGROUND, MR. HICKS HAS A FINE SENSE FOR THE RELATIONSHIP BETWEEN OPERATIONS AND ITS PRIMARY PRODUCT, THE CLANDESTINE SERVICES INTELLIGENCE REPORT. THIS OF-FIGER HAS BEEN UNDER MY SUPERVISION FOR 11 MONTHS AND DURING THAT PERIOD I HAVE HAD AMPLE OPPORTUNITY TO OBSERVE HIS CONDUCT UNDER CONDITIONS OF STRESS. HE IS EVEN TEMPERED AND LEVEL HEADED. HIS MISTAKES ARE FEW AND INFREQUENT. I AM PARTICULARLY IMPRESSED WITH HIS THOROUGHNESS IN HANDLING INFORMATION; WITH THE EVIDENCE OF THE COORDINATION WHICH HE SO OFTEN ATTEMPTS WITH SEVERAL AREA DIVISIONS WHEN RECESSARY BEFORE DISSEMINATING A REPORT TO THE INTELLIGENCE COMMUNITY. Since the Intelligence information Re-PORT IS THE FACE THAT THE CLANDESTINE SERVICES SHOWS TO THE IN-TELLIGENCE ANALYST AND THE POLICY OFFICERS OF THE GOVERNMENT, THE PERFORMANCE OF THE WATCH OFFICERS IS OF GREAT IMPORTANCE. THIS FACTOR BECOMES APPARENT WHEN ONE NOTES THAT ABOUT 80 PERCENT OF ALL CABLED INTELLIGENCE REPORTS ARE DISSEMINATED BY THE INTELLI-GENCE WATCH.
- 3. PRIOR TO HIS ASSIGNMENT TO THE INTELLIGENCE WATCH, MR. HICKS SERVED WITH WH DIVISION AND WITH THE CUBAN OPERATION. HE HAS AN EXTENSIVE BACKGROUND IN PARAMILITARY OPERATIONS BOTH IN

230367

, - .

THE FIELD AND AT HEADQUARTERS. ALL OF HIS FITNESS REPORTS FOR THE SIX YEARS PRECEDING HIS ASSIGNMENT TO THE INTELLIGENCE WATCH HAVE BORNE THE OVERALL RATING OF "STRONG." HE HAS BEEN DESCRISED AS "HIGHLY NOT: VATED, SINCERE AND CAPASILE." ALSO, "HE WORKS WELL WITH OTHERS AND HIS MANUFEDGE AND AS LITY ARE RE-SPECTED." OTHER SUPERVISORS DURING THE YEARS THED ATELY PRIOR TO THIS ASSIGNMENT HAVE DESCRIBED HIM AS "SER OUS, HARD-WORKING AND DEPENDABLE." HIS PERFORMANCE IN HIS PRESENT ASSIGNMENT HAS DEMONSTRATED THESE SAME QUALITIES. ALTHOUGH IT NIGHT SEEM SUR-PRISING THAT A MAN OF HIS OUT-GOING PERSONALITY WITH AN EXTENSIVE BACKGROUND IN PARAMILITARY OPERATIONS COULD ADJUST TO THE LIFE OF A DESK-SOUND PRODUCER OF INTELLIGENCE REPORTS, MR. HICKS HAS MAN-AGED THIS TRANSITION WITH THE GREATEST OF EASE. HE I'S A DISTINCT ASSET TO THIS OFFICE AND THE UNDERSIGNED WILL FEEL GRATEFUL IF HE SHOULD DECIDE TO EXTEND HIS TOUR IN THE INTELLIGENCE WATCH BE-YOND THE NORMAL TWO YEARS. I RECOMMEND HIM WITH ENTHUSIASM FOR PRONOTION TO GS-14.

Edward J. Carroll
EDWARD J. CARROLL
Giver, EI/INT/IW

ATTACHMENT

5 APRIL 1968

MEMORANDUM FOR: SECRETARY, CSPS/SECTION A

SUBJECT:

RECOMMENDATION FOR THE PROMOTION OF CALVIN W. HICKS (056361) TO GS-14

1. I RECOMMEND THE PROMOTION OF SUBJECT OFFICEPFROM GS-13 TO GS-14. Mr. Hicks has been assigned to the Intelligence Watch, FI Staff since June 1967 where he serves on a rotating schedule with seven other officers doing identical work, five of whom are currently in grade GS-14.

- 2. ALTHOUGH MR. HICKS HAS BEEN WITH IW LESS THAN A YEAR, HIS WORK BOTH QUANTITATIVELY AND QUALITATIVELY IS OF VERY HIGH CALIBER. HE IS ALERT AND CONSCIENTIOUS AND NEVER TAKES THE EASY WAY OUT IN HANDLING CABLED FIELD INTELLIGENCE REPORTS. LOG CARDS WHICH RECORD THE ACTION TAKEN ON EACH REPORT INDICATE THE SERIOUS-NESS WITH WHICH HE APPROACHES HIS DAILY TASKS. THESE CARDS FREQUENTLY INDICATE TIME SPENT BY HIM IN CONSULTATION WITH AS MANY AS THREE AREA DIVISIONS ON OCCASION BEFORE ISSUING A REPORT WHICH WILL BE DISSEMINATED TO THE INTELLIGENCE COMMUNITY. THE EXERCISE OF GOOD JUDGMENT IS AN ESSENTIAL ELEMENT IN THE PROPER FUNCTION-ING OF THIS OFFICE, UPON WHICH THE AGENCY'S REPUTATION TO A CERTAIN EXTENT DEPENDS. SINCE THE FINISHED INTELLIGENCE INFORMA-TION REPORT IS THE FACE THAT THE CLANDESTINE SERVICES SHOWS TO THE INTELLIGENCE ANALYSTS AND THE POLICY OFFICERS OF THIS GOVERN-MENT, THE PERFORMANCE OF THE WATCH OFFICERS IS OF PARAMOUNT IMPORTANCE. THIS FACTOR BECOMES EXTREMELY OBVIOUS WHEN ONE NOTES THAT MORE THAN 80% OF ALL CABLED INTELLIGENCE REPORTS ARE DISSEM-INATED BY THE INTELLIGENCE WATCH.
- 3. PRIOR TO HIS ASSIGNMENT TO THE INTELLIGENCE WATCH, MR. HICKS SERVED WITH THE WH DIVISION AND WITH THE CUBAN OPERATION. HE HAS AN EXTENSIVE BACKGROUND IN PARAMILITARY OPERATIONS BOTH IN THE FIELD AND AT HEADQUARTERS. ALL OF HIS FITNESS REPORTS FOR THE SIX YEARS PRECEDING HIS ASSIGNMENT TO THE INTELLIGENCE WATCH HAVE BORNE THE OVERALL RATING OF "STRONG." HE HAS BEEN DESCRIBED AS "HIGHLY MOTIVATED, SINCERE AND CAPABLE." ALSO, "HE WORKS WELL WITH OTHERS AND HIS KNOWLEDGE AND ABILITY ARE RESPECTED." OTHER SUPERVISORS DURING THE YEARS IMMEDIATELY PRIOR TO THIS ASSIGNMENT HAVE DESCRIBED HIM AS "SERIOUS, HARD-WORKING AND DEPENDABLE." HIS PERFORMANCE IN HIS PRESENT ASSIGNMENT HAS

SECRET

Estated 1 cassiste Contraction, and Contraction

PROMOTION RECOMMENDATION - CAEVIN W. HICRS (CONTINUED) PAGE 2

DEMONSTRATED THE SAME QUALITIES HERE. HE HAS VOLUNTARILY CONTRIBUTED EXTRA TIME DURING CRISIS SITUATIONS, NOTABLY DURING THE RECENT TET OFFENSIVE IN VIETNAM WHEN HE CAME IN ON SEVERAL OCCASIONS TWO HOURS BEFORE HIS SHIFT WAS DUE TO START AND REMAINED AFTER ITS APPOINTED TERMINATION. ALTHOUGH IT MIGHT SEEM SURPRISMING THAT A MAN OF HIS OUT-GOING PERSONALITY WITH AN EXTENSIVE BACKGROUND IN PARAMILITARY OPERATIONS COULD ADJUST TO THE LIFE OF A DESK-BOUND PRODUCER OF INTELLIGENCE REPORTS, MR. HICKS HAS MANAGED THE ADJUSTMENT WITH THE GREATEST OF EASE. HE IS A DISTINCT ASSET TO THIS OFFICE AND THE UNDERSIGNED WILL FEEL GRATEFUL IF HE SHOULD DECIDE TO EXTEND HIS TOUR IN THE INTELLIGENCE WATCH BEYOND THE NORMAL TWO YEARS. I RECOMMEND HIM WITH ENTHUSIASM FOR PROMOTION TO GS-14.

EDWARD J: CARROLL CHIEF, FI/INT/IW

ATTACHMENT

I heartily endorse this recommendation that Mr. Hicks be promoted to GS-14. As his supervisor points out, Mr. Hicks, when he came to the Intelligence Watch, was essentially a querrilla warfare field operational officer. Positive intelligence information reporting and the handling of reports were new to him, and called for professional skills and other qualities radically different from those which most of his previous experience had brought into play. Yet in a relatively short time, Mr. Hicks has developed the skills required of a Watch Officer, and thanks to this and to other strengths has become one of the most valuable officers in the unit.

Wallace R. Deuel Chief FI/INT

24 October 1968

MEMORANDUM FOR: SECRETARY, CSPS/SECTION A

SUBJECT:

RECOMMENDATION FOR THE PHONOTION OF CALVIN W. HICKS (056361) TO CS-14

I RECOMMEND THE PROMOTION OF SUBJECT OFFICER FROM GS-13 TO GS-14. Mr. HICKS HAS BEEN ASSIGNED TO THE INTELLIGENCE WATCH/ FI STAFF SINCE JUNE 1967; WHERE HE SERVES ON A ROTATING SCHEDULE WITH SEVEN OTHER OFFICERS DOING IDENTICAL WORK; FIVE OF WHOM ARE CURRENTLY IN GRADE GS-14.

- 2. Mr. Hick's has been with IW for about 16 months and his-WORK, BOTH QUANTITAVELY AND QUALITATIVELY, HAS BEEN CONSISTENTLY OF VERY HIGH CALIBER. NORMALLY SIX WONTHS ARE REQUIRED BEFORE AN OFFICER NEWLY ASSIGNED TO THE INTELLIGENCE WATCH IS ABLE TO HANDLE A SHIFT BY HIMSELF. AT LEAST A YEAR IS USUALLY REQUIRED BEFORE A MAN CAN ADVANCE FROM "ADEQUATE" TO "PROFICIENT." AT PRESENT, MR. HICKS HAS ALREADY PROGRESSED TO THE RATING OF "STRONG." HE IS ALERT AND CONSCIENTIOUS AND HAS AN OPERATIONAL SENSE WHICH IS IN-VALUABLE IN THE HANDLING OF INTELLIGENCE. WITH HIS EXTENSIVE OPERATIONAL AND PARAMILITARY BACKGROUND, MR. HICKS HAS A FINE SENSE FOR THE RELATIONSHIP BETWEEN OPERATIONS AND ITS PRIMARY PRODUCT, THE CLANDESTINE SERVICES INTELLIGENCE REPORT. THIS OF-FICER HAS BEEN UNDER MY SUPERVISION FOR 11 MONTHS AND DURING THAT PERIOD I HAVE HAD AMPLE OPPORTUNITY TO OBSERVE HIS CONDUCT UNDER CONDITIONS OF STRESS. HE IS EVEN TEMPERED AND LEVEL HEADED. HIS MISTAKES ARE FEW AND INFREQUENT. I AM PARTICULARLY IMPRESSED WITH HIS THOROUGHNESS IN HANDLING INFORMATION; WITH THE EVIDENCE OF THE COORDINATION WHICH HE SO OFTEN ATTEMPTS WITH SEVERAL AREA DIVISIONS WHEN NECESSARY BEFORE DISSEMINATING A REPORT TO THE INTELLIGENCE COMMUNITY. SINCE THE INTELLIGENCE INFORMATION RE-PORT IS, THE PACE THAT THE CLANDESTINE SERVICES SHOWS TO THE IN-TELLIGENCE ANALYST AND THE POLICY OFFICERS OF THE COVERNMENT, THE HERFORMANCE OF THE WATCH OFFICERS IS OF GREAT IMPORTANCE. THIS FACTOR BECOMES APPARENT WHEN ONE NOTES THAT ABOUT CO PERCENT OF ALL CABLED INTELLIGENCE REPORTS ARE DISSENINATED BY THE INTELLI-GENCE WATCH.
- 3. PRIOR TO HIS ASSIGNMENT TO THE INTELLIGENCE WATCH, MR. HICKS SERVED, WITH WH DIVISION AND WITH THE CUBAN OPERATION. HE HAS AN EXTENSIVE BACKGROUND IN PARAMILITARY OPERATIONS BOTH IN

PROMOTION RECONNENDATION - CALVEN W. HICK'S (CONTINUED) PAGE 2

THE FIELD AND AT HEADQUARTERS. ALL OF HIS FITNESS REPORTS FOR THE SIX YEARS PRECEDING HIS ASSIGNMENT TO THE ANTELLIGENCE WATCH HAVE BORNE THE OVERALL RATING OF "STRONG." HE HAS BEEN DESCRIBED AS "HIGHLY MOTIVATED, SINCERE AND CAPABLE." ALSO, "HE WORKS WELL WITH OTHERS AND HIS KNOWLEDGE AND ABILITY ARE RE-SPECTED." OTHER SUPERVISORS DURING THE YEARS IMMEDIATELY PRIOR TO THIS ASSIGNMENT HAVE DESCRIBED HIM AS "SERIOUS, HARD-WORKING AND DEPENDABLE." HIS PERFORMANCE IN HIS PRESENT ASSIGNMENT HAS DEMONSTRATED THESE SAME QUALITIES. ALTHOUGH IT MIGHT SEEM SUR-PRISING THAT A MAN OF HIS OUT-GOING PERSONALITY WITH AN EXTENSIVE BACKGROUND IN PARAMILITARY OPERATIONS COULD ADJUST TO THE LIFE OF A DESK-BOUND PRODUCER OF INTELLIGENCE REPORTS, MR. HICKS HAS MAN-AGED THIS TRANSITION WITH THE GREATEST OF EASE. HE IS A DISTINCT ASSET TO THIS OFFICE AND THE UNDERSIGNED WILL FEEL GRATEFUL IF HE SHOULD DECIDE TO EXTEND HIS TOUR IN THE INTELLIGENCE WATCH BE-YOND THE NORMAL TWO YEARS. I RECOMMEND HIM WITH ENTHUSIASM FOR PROMOTION TO GS-14.

> EDWARD J. CARROLL CHIEF, FI/INT/IW

ATTACHMENT

SECRE.

5 APRIL 1968

MEMORANDUM FOR: SECRETARY, CSPS/SECTION A

SUBJECT:

RECOMMENDATION FOR THE PROMOTION OF CALVIN W. HICKS (056361) TO GS-14

1. I RECOMMEND THE PROMOTION OF SUBJECT OFFICEPEROM GS-13 TO GS-14. Mr. Hicks has been assigned to the Intelligence Watch, FI Staff since June 1967 where he serves on a rotating schedule with seven other officers doing identical work, five of whom are currently in grade GS-14.

- 2. ALTHOUGH MR. HICKS HAS BEEN WITH IN LESS THAN A YEAR, HIS WORK BOTH QUANTITATIVELY AND QUALITATIVELY IS OF VERY HIGH CALIBER. HE IS ALERT AND CONSCIENTIOUS AND NEVER TAKES THE EASY WAY OUT IN HANDLING CABLED FIELD INTELLIGENCE REPORTS. LOG CARDS WHICH RECORD THE ACTION TAKEN ON EACH REPORT INDICATE THE SERIOUS-NESS WITH WHICH HE APPROACHES HIS DAILY TASKS. THESE CARDS FREQUENTLY INDICATE TIME SPENT BY HIM IN CONSULTATION WITH AS MANY AS THREE AREA DIVISIONS ON OCCASION BEFORE ISSUING A REPORT WHICH WILL BE DISSEMINATED TO THE INTELLIGENCE COMMUNITY. THE EXERCISE OF GOOD JUDGMENT IS AN ESSENTIAL ELEMENT IN THE PROPER FUNCTION-ING OF THIS OFFICE, UPON WHICH THE AGENCY'S REPUTATION TO A CERTAIN EXTENT DEPENDS. SINCE THE F: NISHED INTELLIGENCE INFORMA-TION REPORT IS THE FACE THAT THE CLANDESTINE SERVICES SHOWS TO THE INTELLIGENCE ANALYSTS AND THE POLICY OFFICERS OF THIS GOVERN-MENT, THE PERFORMANCE OF THE WATCH OFFICERS IS OF PARAMOUNT IMPORTANCE. THIS FACTOR BECOMES EXTREMELY OBVIOUS WHEN ONE NOTES THAT MORE THAN 80% OF ALL CABLED INTELLIGENCE REPORTS ARE DISSEM-INATED BY THE INTELLIGENCE WATCH.
- 3. PRIOR TO HIS ASSIGNMENT TO THE INTELLIGENCE WATCH, MR. HICKS SERVED WITH THE WH DIVISION AND WITH THE CUBAN OPERATION. HE HAS AN EXTENSIVE BACKGROUND IN PARAMILITARY OPERATIONS BOTH IN THE FIELD AND AT HEADQUARTERS. ALL OF HIS FITNESS REPORTS FOR THE SIX YEARS PRECEDING HIS ASSIGNMENT TO THE INTELLIGENCE WATCH HAVE BORNE THE OVERALL RATING OF "STRONG." HE HAS BEEN DESCRIBED AS "HIGHLY MOTIVATED, SINCERE AND CAPABLE." ALSO, "HE WORKS WELL WITH OTHERS AND HIS KNOWLEDGE AND ABILITY ARE RESPECTED." OTHER SUPERVISORS DURING THE YEARS IMMEDIATELY PRIOR TO THIS ASSIGNMENT HAVE DESCRIBED HIM AS "SERIOUS, HARD-WORKING AND DEPENDABLE." HIS PERFORMANCE IN HIS PRESENT ASSIGNMENT HAS

SECRET

Expland to tomation for a collection of the coll

PROMOTION RECOMMENDATION - CALVIN W. HICKS (CONTINUED) PAGE 2

DEMONSTRATED THE SAME QUALITIES HERE. HE HAS VOLUNTARILY CONTRIBUTED EXTRA TIME DURING CRISIS SITUATIONS, NOTABLY DURING THE RECENT TET OFFENSIVE IN VIETNAM WHEN HE CAME IN ON SEVERAL OCCASIONS TWO HOURS BEFORE HIS SHIFT WAS DUE TO START AND REMAINED AFTER ITS APPOINTED TERMINATION. ALTHOUGH IT MIGHT SEEM SURPRISEING THAT A MAN OF HIS OUT-GOING PERSONALITY WITH AN EXTENSIVE BACKGROUND IN PARAMILITARY OPERATIONS COULD ADJUST TO THE LIFE OF A DESK-BOUND PRODUCER OF INTELLIGENCE REPORTS, MR. HICKS HAS MANAGED THE ADJUSTMENT WITH THE GREATEST OF EASE. HE IS A DISTINCT ASSET TO THIS OFFICE AND THE UNDERSIGNED WILL FEEL GRATEFUL IF HE SHOULD DECIDE TO EXTEND HIS TOUR IN THE INTELLIGENCE WATCHBEYOND THE NORMAL TWO YEARS. I RECOMMEND HIM WITH ENTHUSIASM FOR PROMOTION TO GS-14.

EDWARD J. CARROLL CHIEF, FI/INT/IW

ATTACHMENT

I heartily endorse this recommendation that Mr. Hicks be promoted to GS-14. As his supervisor points out, Mr. Hicks, when he came to the Intelligence Watch, was essentially a guerrilla warfare field operational officer. Positive intelligence information reporting and the handling of reports were new to him, and called for professional skills and other qualities radically different from those which most of his previous experience had brought into play. Yet in a relatively short time, Mr. Hicks has developed the skills required of a Watch Officer, and thanks to this and to other strengths has become one of the most valuable officers in the unit.

Wallace R. Deuel Chief FI/INT

SECRET

		Ã.			<u> </u>		SKIŽICI .	ČTIČI	·			DATE PEFARED		
	·	KE	GOE2	1 10	K PE	KSC	NNEL A	CHO	·			29 Ma	y 1967	
1 31 00	IL NUMBER	2. NAA	M : Lad-	fird≥.Ma	idle)	V	/ ,	. :					,	٠
	056361	ثاني دار.	icks,	CALVI	N W.									.* . **
	H O HISO			DAD	TICIL	A N	T IN THI			ATE REQU		3 CARGONY OF	MPLOYMENT	,,
							SYSTEM	-1 1		04	67	R	EGULAR	
6 PUNE		x	v 10 v			vi	o o	/ COS		ave 7		4 LEGAL AUTHOR	ity (Completed	b. Office of
	7		CT TO V		~	c.	10 đ	7.		0620		PL 88-6	43 Sect. 2	03
9. ORG	IANOITASINI	DESIGNAT	TIONS		, .			10. LOC	ATION O	office	ÁL STATIC	N .	,	
	· /	1. ;						1		.,*		· , · · ·		_
1	25/		. ,					i			٠.			
7	VI F	I	٠,			•	4			,	-			
E	DP/WII-									NGTON	, D.			
l'' ~	TION TITLE	<				- '	1 1	12 POS	NON NO	/MOER		13 CAREER SERVICE	, DESIGNATION	
1		,-		٠.,				1.				- D		
14 CLAS	SIFICATION S	CHEOULE	(GS, 1 B,	rts.)	15 00	CUPAT	HONAL SERIES	16. GRAI	E AND	STEP		17 SALARY OR RAT	!	
'	,	•	•		1			13	V.					
18 REMA	RK\$											L		
1	-		٠,			'	· :, 1	٠						*
	٠.					,	٠	. '		٠.				
	_													
	-			-	,	1	,					*	,	,
							,					•		
	-						. :							
				•		, -							-	
			٠.			. "	٠, ,							
													·	,
IBA SIGN	LATURE OF RE	PUESTING	OFFICIAL			DATE	SIGNED	188 SIGP	ATURE (DF-ÇAREE	R SERVIC	E APPROVING OFFICE	R DATE SIG	MED
	•													
				SPACE	ELOW	FOR	EXCLUSIVE U	SE OF TH	E Off	ICE OF	PERSO	NNÈL		
19 ACTION CODE	20 EMPLOT		OfficE COOI		22 STAT	ON	23 INTEGRÉE CODE	24. HOQ185		ATE OF BIE		26 DATE OF GRADE	27 DATE	
	""	NUMER		PHABETIC			, ,,,,,	''''	MO.	1 04.	¥8.	40. DA Y#	MO. BA.	1 14.
28 HIE	DUPICES	29 SPECIAL		. \$£1:21	ENT DATA		31 SIPARATION	32 CORRECT	L CANC	ELLATION I	DATA -		33. SECURITY	34 SEX
MO. 0	A. YR.	REFEREN		×	cooe		DATA CODE	TYPE	MO .	DA.	YR.	EOD DATA	9EQ NO.	
L			· 5~*	Oist	L	2		L	ļ			/	-	
35 VET. PE	0-HOW		DA. VI		G COMP I	YR.	38 CAREER CAT	CO04	CODE	FEGI O-WAIVE		HEALTH INS COOF	40 SOCIAL SELL	EITY NO
	1-5 P1 2-10 P1	~ ₁	~ , "	-	-1		PROV. TEMP			1-165	-			ı
41	PREVIOUS GOVE	RWMENT SE	EVICE DATA		47 LEAVI	(AT	42	FEDERAL TA					TE TAX DATA	
(001	O-NO PEEVIOUS				(00€	,	PORM EXECUTED	cost,	NO. TA	X EXEMPTI	ONS P	Odm ExECUTED	CODE NO TA	STATE CODE
	2-BREAK IN SEI 3-BREAK IN SEI	MICE (1855)	THAN 3 YEARS	i) Sì		. '	1—165 2—10					5-30 1-42	-	
S. POSITI	ON CONTROL				·		<u> </u>	40 07 /	PPROVA	u.			DATE APP	NAIO
				-				See me	mo s	igned		•		
,	16-13				,			D/Pers				. 5. +		- 1
	6-67	~0	1 1.	<u> </u>				. **			.,	· .		1

6-63 1152

A CONTRACTOR OF THE PARTY OF TH	, A#-A	I died in	1	
REQUEST FOR	PERSONNEL A	CTION	2 May 19	267
the second second			E Hoy 13	,01
1. SIRIAL HUMBER 2 Julius (1 ant - Frits - Medde	"			
056361 Wicks, Colvin	W. V	the stage of the		
3 NATURE OF PERSONNEL ACTION		. SHELLAS DAR WONTILD.	5 CATEGORY OF EM	PLOTMENT
		JACHON LICENT PALATIAN		
Reassignment	and the ending in	14.06 (10 Qlay di 67	Regular	
6 FUNDS XX V 10 V	v 10 CF	PO CHÁROTANALYSIS		Y (Completed by Uffice
C+ 10 V	0100	7223-0007		
9 ORGANIZATIONAL DESIGNATIONS	<u> </u>	10 LOCATION OF OFFICIAL STATE	DN .	
DDP/FI STAFF				
Intelligence Group Intelligence Watch		Wash., D.C.	' • -	
International Property of the Control of the Contro				**************************************
11 POSITION TITLE		12 POSITION NUMBER	13 CAREER SERVICE D	FSIGNATION
Watch Officer	[/3]	1032	D	**
14 CLASSIFICATION SCHEDULE (GS. 1 B. en.)	15. OCCUPATIONAL SERIES	TO GRADE AND STEP	17, SALARY OR RATE	,
CS.	0132.07	13 4 5	,14,217	14665
B REMARKS	<u> </u>	L	<u> </u>	18.07
Robert Cochmon (by phone) WH/Pers Distribution:	·	Apprecial Country by Porce	que s.	
/Orig CSPS/B 1 - FI/	Pers 1 - Secur	ity 1 - Payroll	•	
BA SIGNATURE OF REQUESTING OFFICIAL	OATE SIGNED	188 SIGNATURE OF CAPEER SERVICE	E APPROVING OFFICER	DATE SIGNED
I. m. Che	1/22/17	1 colont	Heron	nead
	LOW FOR EXCLUSIVE US	E OF THE OFFICE OF PERSO	ONNEL	· (I
1001	22 STATION 23 INTEGREE CODE	24 HEOTES 25 DATE OF BIRTH /	26 DATE OF GRADE	27 DATE OF LET
MUMERIC ALPHABETIC	1 1 1	10. 04.	MO. 04 Y*.	MO DA. YE.
	NO GATA 31 SEPARATION	1 11 02 24		23 SECURITY 34 SEX
MIE EXPERES 29 SPECIAL 30 RETIREMENT MO. DA. VR. REFERENCE 1-656	COOR DATA COOR	32 CORRECTION, CANCELLATION DATA TYPE MO DA, YR	EOD DATA	23 SECURITY 34 SEX
3-FICA S-mons		1 1	LOUDAIA	
	COMP DATE 38. CAPEE CATE	GORT 19 HEGLI, HEALT	M INSURANCE	40 SOCIAL SECURITY NO
DOE, 0-1065 MO DA YR. MO.	DA. TR (AD PES)	COOL COOL 0- BRIFER	HEALTH INS. CODE	
1-5 PT 2-10 PT.	PRO1; TEMP	1-115	,	
	42 LEAVE CAT 43	FEDERA TAL DATA		TAX DATA
OPE O-NO PREVIOUS SERVICE 1-NO APPER IN SERVICE 2-BREAT IN SERVICE (LESS THAN 3 TEARS) 3-BREAT IN SERVICE (ABONE THAN 3 TEARS)	1-15 2-80	CODE NO. TAX EXEMPTIONS	FORM EXECUTED 1-TES 2-NO	CODE NO IAX STATE C
POSITION CONTROL CERTIFICATION		16 O P APPROVAL	, 	DATE APPROVED
F	rom wtt	//	ma.	1-11
	WIT	<u> </u>	190	12/01/03
2 1152 USE PREVIOUS EDITION	SECR		GROUP 1	

DECLASS ... ICAT

· ·		1 med 141		
			TATE PREPARED	
REQUEST FOR	PERSONNEL A	CTION	21 APRI	1 67
		/	21 APRI	T 01
I SERIAL NEWSER . TO MANE TO A TOTAL MINISTER	0 > 1 - 1 - 1/2			- 4 - 2
1 1 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				
056361 W. HICKS, CALV	IN W.	•. • • • • • • • • • • • • • • • • • •		
I MINE OF MESONAL WITCH		4 EFFECTIVE DATE REQUESTES	E CATEGORY OF EMP	CYMENT
				*
nei cercinieur		04 23 6		
REASSIGNMENT	1 1 to 1		1 * - 1 1 1 1 1 1	
A XX vov	Nes .	7 FINANCIAL ANALYSIS	3 LEGAL AUTHORITY	(Completed by Opice of
a RIPCS	 	¶ jara karataga	Personnet j-	
(a.10.4	0103	7235-0620		,
* ORGANIZATIONAL DESIGNATIONS		10 LOCATION OF OFFICIAL ST	ATL DA	
	34.			
ann wer				new years
DDP/WH			en trade de la companya de la compa	
BRANCH 3				* " ' '
COLOMBIA SECTION		WASHINGTON, I	J.C.	·
	13			
11. POSITION TITLE		12 POSITION NUMBER	A CAREER SERVICE D	SIGNATION
	A			
OPS OFFICER		1358	D	1. 1. 1. 1.
	Lie non i sin			/
TA, CLASSIFICATION SCHEDULE (GX. ER. IA.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	SALARY OF RATE	
1		10.4	140177	-/
GS	0135.01	13 4	s14217	<u> </u>
18 REMARKS	电电阻 化二氢苯		, , ,	
	12.			
FROM: 1359		•		•
FROM. 1555				
	· ,		: ,	
		•		
			11	. '
			!	
1			· 1	
1	1	•	; · · · · · · · · · · ·	14.
		1		. 1
1.0				
1 Finance			·	
THE SCHATURE OF RECOESTING CHACLA	DATE SERVED	188 SIGNATURE OF CAREER SE	PULS APPROVING OFFICER	DATE SIGNED
I demand k. O heade	an 23. in 1	٠	1. W. F	
Robert D. Cashman C/W	H/Pers	4 circuit	S Brown -	76 Caril 6 7
		E OF THE OFFICE OF PE		
		24. HDQ185 25. DATE OF BIRTH	26. DATE OF CANDE	27. DATE OF LEI
COOL COTE TOWNS A PRABETIC	CODE (710)	COOL MO. DA. 75	E I MO OA. YR.	MO DA TE.
177 10 X12/2012 1	10.7	/ 100		_ "
13/ 14 3/7 5- 16/2	13(10	111105-	7	
28 MIE EXPLIES : 29 CFG L 30 RETIREMEN	Data (200)	32 CORRECTION CANCELLATION DATA		33 SECURITY 134 SER
10. DA. 11.	CODE	77FE MO . 0A . 49	EOD DATA	atu no.
4×1×4 12-104		1 1 1		
	STAD FREEZE ER. STAD NMO)	60R1 39 15Gii 14	SL'H INSURANCE	40 SOCIAL SECURITY NO
COCK D-MORE -D DA YE. MO		CODE CODE G. WAIVER	HEALTH INS. CODE	- 43.3 44.11.11
1-5 11.	100 122	1-165		
				
	42 ([10] (£) .€	FFDERAL TAX DATA		TAX DATA
COON 0- NO PREVIOUS SERVICE	(00) ICON ENECUTED	CODE NO. TAX EXEMPTIONS	NORM EXECUTED	CODE NO TAX STATE CODE
1-10 EEM 'A SERVE 2-Blat A SERVE MES THAN I MAIS)	. i→18	1	1-YES	
S-BESE I RACE MORE OF MARKETS	2-40		2-10	
45 POSITION CONTROL CERTIFICATION		46 OP APPROVAL	· · · · · · · · · · · · · · · · · · ·	DATE APPROVED
/			1)	
1 ~ 1/ Same at	1	/\ / <u>\</u> \\	12 /	1 /
1 (4-27-16.) L	4 .	-/-	(10)	-1 1477777
	<u> </u>	1	-	16/1/01
NOW 1152 USE MENOUS EDTON .	SECR	ET Ü-	GROUP 1	(4)

7 April 1967

MEMORANDUM FOR: Calvin W. Hicks

VIA : WH/RMO

SUBJECT : Records Officer Appointment

- 1. In accordance with a request received from your component, you are hereby appointed a Records Officer in the Clandestine Services. Your functions are described, in summary, in CSI 43-1, Para. 4.b.(3). You have also participated in a training course in which these functions were reviewed in some detail.
- 2. The essence of your appointment is that you now occupy a position of trust in which you are expected to draw on your knowledge and experience to exercise responsible and sound judgment in building and maintaining a professionally useful records system in the Clandestine Services. You are, at the same time, expected to train and guide others within your component in these respects.
- A copy of this memorandum will be placed in your official personnel folder.

PETER D. DYKE

DDP Records Management Officer

cc: Personnel File of Addressee

GROUP I Excluded from automatic downgraiing and declassification

SECRET

* <u>* * * * * * * * * * * * * * * * * * </u>	15.72	77.74 147		-
d to the continue design	Lange of Managery		Dait PRIMATED	٠, ٠,
REQUEST FOR	PERSONNEL A	CTION	10 Green 1000	
		<u> - </u>	15 SEPT 1966	·"·
1 SERIAL PRIMERS 2 HAME (Last-Fire-Middle			A second second	٠.
056361 HICKS, CALVI	N W	we start the start of		
3 NATURE OF PERSONNEL ACTION	14 11.9	. IFFICTIVE DATE PROJESTED	3 CATEGORY OF EMPLOYMENT	
The state of the s	, 1	Series Day YEAR		*
REASSIGNMENT		09 15 66	REGULAR	•
		7 FINANCIAL ANALYSIS	B LEGAL AUTHOSTIV (Completed by Of	hà d
RUNOS XX V TO V	V 10 G	MO CHARGEABLE	Personal)	2.004
ci to v	Ø 10 Ø	7235 0620	1	
9 ORGANIZATIONAL DESIGNATIONS		10 LOCATION OF OFFICIAL STATIO	N /	٠,
DDP/WH				, : - :
BRANCH 3				134
COLOMBIA SECTION		WASHINGTON, D	.c.	
	* 17.7			
11 POSITION TITLE		12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION	* ~ 2
OPS OFFICER GAS	(12)	1250		
		1359	<u> </u>	
14 CLASSIFICATION SCHEDULE (GS. I.B. in.)	IS OCCUPATIONAL SERVES	TO GRADE AND STEP	17 SALARY OR RATE	
GS	0136.01	13 4	\$ 14,217	
18 REMARS	0130.01	1.3.1	3 14,21,	
FROM: DDP/WH/BRANCH 3,	LIMA SECTION	/1392		
Thom: Doi, will blattick of	DIMA DECITOR	, 1002		
PRA IN ACCORDANCE WITH	HR 20-17 c (d) ·		
1 1 100011211102 11111		- /,		
	1 ,			
	* ;	,		
'	er j		,	
	4		•	
1 Finance	<u></u>			·
18A. SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	188 SIGNATURE OF CAREER SERVICE	LAPPROVING OFFICER DATE SIGNED	
1 - Award K bulleting	16 20 11		Ca -adjob	26
Robert D. Cashman C/WR	(/pers of bb			
		OF THE OFFICE OF PERSO		
1004	Z STATION Z3 INTEGREE	(004	26 DATE CF GRADE 27 DATE OF LEI	
137 16 5 1400h.	78-13	ac. ac. 11.	MO. DA. 18 MO. DA.	۳. ا
× 1 100 1	00/3	1 11 08 24		
78 NºE EXPIRES 29 SPECIAL 30 RETIREMENT	DATA COOK P	22 COMMECTION/CANCELLATION DATA	33 SECURITY 34 S	101 101
SOLUTION 8 84 15-10	004	777. DA. 19.	EOD DATA	
	- 1		Indianate In contract	
35 YET PREFERENCE 36 SERV. COMP. DATE 27 LONG CODE 5-808E M2 DA. YR MO.			HEALTH INS. CODE	" i
1-577	DA YR CLE MISS	COC4 0-WAINE		1
22-10-91	1 1100 (17 42	SERCERI TAY DAYA	44 STATE TAX DATA	
cont T	COOL - PORM EXECUTED .		GEM EXECUTED CODE HO. TAX STATE	C001
1-00 SEEM IN MENICE	!-16	,		
2-BREAR of SERVICE (LESS THAN 3 TEARS) 3-BREAR IN SERVICE (MORE THAN 3 YEARS)	1-40	- 55P 41	1402 25 21 25	ı
45 POSITION CONTROL CERTIFICATION		46 OF APPROVAL	DATE APPROVED	
			1000	
00 22//1		1. 1. 1. 01	2 2 2 11 / 1	/
09-22-66N	·	1. V. A. C.	1. 61 10 5/50/	· [
ORM 1152 USE PREVIOUS EDITION	SECR		GROUP 1	النبط

· 	
REQUEST FOR PERSONNEL A	CTION
1 SERIAL NUMBER 12 NAME (Lavi - 1 pri - Moddle)	A CONTRACTOR OF THE CONTRACTOR
056361 HICKS. CALVIN W.	
3 NATURE OF MESONNEL ACTION	4 STECTIVE DATE BEGINSTED 3 CATEGORY OF EMPLOYMENT
Deservation	MONTH DAY YEAR
REASSIGNMENT	7 FINANCIAL ANALYSIS B. LEGAL AUTHORITY (Completed by Other of
crov groo	NO CHARGEABLE Prinamel)
P ORGANIZATIONAL DESIGNATIONS	7235 0620
DDP/WH.	
BRANCH 3	
LINA SECTION	WASHINGTON, D.C.
I F ADSITION TITLE	13 POSITION NUMBER 13 CAREER SERVICE DESIGNATION
OPS OFFICER (13)	1392
14 CLASSIFICATION SCHEDULE (G1, I.B. en.) 15 OCCUPATIONAL SERES	16 GRADE AND STEP 17 SALARY OR RATE
GS 0136.01	13 4 314,217
FROM: DDP/WII/CS & DEV COMP/9997	
MR. HICKS IS REPLACING MR. POSNER	WHO IS BEING REASSIGNED.
- ' > 7	
1 - FINANCE	7/27/66
1 - SECURITY	10 16 Control of the 2-15, 50 103
Security Apoli	Ale Die
	4
	QL 8/8/66
SA SECULION OF REGULATION OF REAL PROPERTY OF THE SECULO	THE SIGNATURE OF CAREER SERVICE APPROVING OFFICER DATE SIGNED
ROBERT D. CASHMAN C/WII/PERS	The Ruglele
SPACE BELOW FOR EXCLUSIVE US	
19. ACTION 20 EMPLOY 21 OFFICE CODING 22 STATION 23 INTERES CODE CODE CODE	24 HDG125 25 DATE OF BIRTH 26, DATE OF GRADE 27, DATE OF LET (ODE MO, DA YR MO DA YR MO DA YR MO DA, YR
37 1051409 wh 25613	/ 11/08/24
78 MIE ERPIRES 29 SPECIAL 30 RETIREMENT GATA , 31 UPARATION	17 CORRECTION CAMELLATION DATA 33 SECURITY 34 SEC
MO. DA. 18. ETFERINE 1-(X COOR DAIN COOR)	MA DA VI EOD DATA
DS YET PREFERENCE 30 SERV COMP DATE 37 LONG COMP DATE 38 CAREE CATE	SORY 39 FEGLE-MEATH INSURANCE 40 SOCIAL SECURITY NO
CODE 6-BOSS MO DA. YR MO DA TR (48 M/19 1-5 FT)	CODE CODE 3- BUTE HEALTH INS. CODE
# PREFIOUS CIVILIAN GOVERNMENT SERVICE 42 ILLYE (BT 1)	STOREAL TAX DATA 44 STATE TAX DATA
CODE 0-NO PETVIOUS SERVICE . CODE PICEM EXECUTED O	ODE NO. THE EXEMPTIONS FORM EXECUTED . COON NO THE STATE CODE
1-00 BEEAE IN SERVICE 1-125 2-datas in Service (IESS Trian 2 VEABS) 2-00	70 1 00 S 1-45 2-80
3-BELLE IN SERVICE (BOIR THAN 3 YEARS) 3. POSITION CONTROL CERTIFICATION	DATE APPROVED
08-08-664	MMilton 18.0866
1152 USE PREVIOUS EDITION SECR	

	,	4 T A T T T T T T T T T T T T T T T T T	DATE PREPARED
· <u> </u>	PERSONNE	ACTION	10 September 1965
1 SERIAL NUMBER NAME + Law-Enry-Mind			
056361 HICKS, Calvi	n V.	* A	
3 NATURE OF MESONNEL ACTION		. EFFECTIVE DATE REQU	HESTED S CATEGORY OF EMPLOYMENT
REASS ICHMENT	ing the second	WONTH DAT	YEAR AND
READS ECHANI		69	(c) REGULAR
o runos X v ro v	v 10 0	7 COST CENTER NO C	HARGE: 8 LEGAL AUTHORITY (Completed by Office Personnel)
O TOV	d 10 d	6235-0623	
ORGANIZATIONAL DESIGNATIONS		10 WCATION OF OFFICE	AL STATION
DDP/MH			
المناف والقطالة			
CS/CS Development Comple	MGD D		Br .
		Washingto	n, D.C.
1 POSITION TITLE		12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
CPS OFFICER		-XXX 994	, D
4. CLASSIFICATION SCHEDULE (GX. FR. ra.)	15 OCCUPATIONAL SER		12 SALARY OR RATE
	, ,		
08	0136.01	13 (4)	\$ 13,335
***			Recorded CT
			-cs:-p
			CSFD CSFD
	•		Sept 5
	٠,		Sorts 1
or Shinature or reconstruin commun	DATE SIGNED	IAS SQUATURE OF CARE	Bres
/ \ \ l \	DATE SIGNED	LES SIGNATURE OF CAREE	is service approving original outer stories
canad to me	1 105 L	1	Bres
OBERT D. CASHMAN, C/MH/POX	10 Se k	VE USE OF THE OFFICE OF	PERSONNEL DATE SCORED
OBERT D. CASHMAN, CAM/Pex SPACE B ACTION TO IMPORT 21 OFFICE ORG	TO SELOW FOR EXCLUSIVE 22 STATION 23 INTELL	VE USE OF THE OFFICE OF	PERSONNEL TO GREET TO CATE SIGNED
OBERT D. CASHMAN, CAM/Per SPACE B ACTION 170 EMPOR 171 OFFICE OF	10 Se k	VE USE OF THE OFFICE OF HE 24 MODES 25 DATE OF BI MOD. DA.	PERSONNEL ETH 78 DATE CF GRADE VI. MO DA VI.
OBERT D. CASHMAN, CAM/POX SPACE B ACTION TO EMPOY. 21 OFFICE COSE (COSE COSE COSE	LOW FOR EXCLUSIVE CODE	VE USE OF THE OFFICE OF LET 124 MODITS 25 DATE OF BI CODE MO. DA / // OB	PERSONNEL TO DATE STORED TO
OBERT D. CASHMAN, CAMPON SPACE B ACTION TO EMPLOY, 21 OFFICE TOO, NO CODE CODE NUMBERS TO SPECIAL TO RETERME TO DA. TR. REFERENCE TOO, NO REFERENCE TO SPECIAL TO RETERME	LOW FOR EXCLUSIVE CODE	VE USE OF THE OFFICE OF HE 24 MOQTES 25 DATE OF BI 100E MO, DA 1110N 32 CORRECTION CANCELLATION	PERSONNEL TO DATE STORED TO
OBERT D. CASHMAN, CAMPON SPACE B ACTION 70 EMPOT. 13 OFFICE TOO NG COOL COOL NUMBER AND MARKETIC TO SPECIAL TO SPECIAL TO SECRETARY	ELOW FOR EXCLUSIVE CODE CODE CODE TO CODE CODE TO CODE	VE USE OF THE OFFICE OF LET 24 MOQTES 25 DATE OF BI CODE MO. DA /// OB ATTOM 32 CORRECTION CANCELATION	PERSONNEL TO DATE SECURED DATE SECURED DATE SECURED TO DATE SECURED T
OBERT D. CASHMAN, CAMPPON SPACE B ACTION 70 EMPIOT. 11 OFFIX TOO NG CODE CODE NUMBER AND RETREAM ATT FAPIRES 79 SPECIAL 20 RETREAM REFLECTED 1-CSC 1-CS	ELOW FOR EXCLUSIVE CODE 22 STATION 23 INTEGRATE CODE 75 CODE CO	VE USE OF THE OFFICE OF ET 24 NOCITS 25 DATE OF BI CODE NO. DA // OB AND DA IT OB TYPE NO DA	PERSONNEL SIN 78 DATE OF GRADE V DATE SIGNED YE. MO DA. YE. MO DA YE. CY DATE THAT IN DISURANT 40 SOCIAL SIGNETIT NO.
OBERT D. CASHMAN, CAMPON SPACE B ACTION 70 EMPLOY 71 OFFICE TOO NG CODE CODE NUMBER ALTHOUGH ALTHOU	ELOW FOR EXCLUSIVE CODE 22 STATION 23 INTUINITY CODE 75 (1) NT DATA CODE 10 SPAR.	VE USE OF THE OFFICE OF LET 14 MOQTES 25 DATE OF BI CODE MO. DA // OB ATTOM 32 CORRECTION CANCELLATION TOPE MO DA	PERSONNEL SIN 78 DATE OF GRADE V DATE SIGNED YE. MO DA. YE. MO DA YE. CY DATE THAT IN DISURANT 40 SOCIAL SIGNETIT NO.
OBERT D. CASHMAN CAMPON SPACE B ACTION 70 ENPIOT. 21 OFFICE CO. 66 (ODE CODE CODE CODE CODE CODE CODE CODE C	ELOW FOR EXCLUSIVE CODE 22 STATION 23 INTEGRATE CODE AT DATA 21 SAPAR CODE 33 CAR DA VS. CAR ESTY MONTERP	VE USE OF THE OFFICE OF SET 24 MOQUES 25 DATE OF BI LOOE MO. DA // OB ITHE MO DA TYPE MO DA SET CATEGORY 39 SEE COCY CODE 0-MANY	PERSONNEL ETH 70 DATE OF GRADE V ST DATE SIGNED YE. MO DA. YR. MO DA YE. DATE THE DATE OF GRADE V ST DATE OF LET YE. MO DA. YR. MO DA YE. CY DATE THE DATE OF GRADE V ST DATE OF LET THE DATE OF GRADE V ST DATE OF LET THE DATE OF GRADE V ST DATE OF LET THE DATE OF GRADE V ST DATE OF LET THE DATE OF GRADE V ST DATE OF LET THE DATE OF GRADE V ST DATE OF LET THE DATE O
CONTROL OF CASHMAN CAMPON SPACE B ACTION 20 EMPLOY, 21 OFFICE OA SPACE B ACTION 20 EMPLOY, 21 OFFICE OA SPACE B ACTION 20 EMPLOY, 21 OFFICE OA SPACE B ACTION 20 EMPLOY, 20 EMPLOY OA SPACE VET PREFERENCE 34 SEPV COMP DATE 37 LONG VET PREFERENCE 36 SEPV COMP DATE 37 LONG OF 0 - MOST MOD. DA VE MO PREVIOUS COVERNMENT SEPTICE DATA	ELOW FOR EXCLUSIVE CODE 22 STATION 23 INTEGRATION CODE 7. CC 1 D AT DATA 21 SEPAR CODE 22 CAP ESTY PROF ILAP 42 LEAVE CAT 43	VE USE OF THE OFFICE OF HE 24 MODINS 25 DATE OF BI LODE MO. DA // OB TYPE MO DA TYPE MO DA THE CATEGORY 39 SEE COCCE CODE 0- WANTE	PER SCIENCE APPROVING OFFICE AND DATE SIGNED PER SONNEL RIH 70 DATE OF GRADE VE. MO DA. VE. MO DA VE. MO
OBERT D. CASHMAN, CAM/POX SPACE B ACTION 20 EMPLOY. 21 OFFIX TOX. NG CODE CODE CODE NUMERIC APPLIABILITY A	ELOW FOR EXCLUSIVE CODE 22 STATION 23 INTEGRATION CODE 7. CC 1 D AT DATA 21 SEPAR CODE 22 CAP ESTY PROF ILAP 42 LEAVE CAT 43	VE USE OF THE OFFICE OF SET 24 MOQUES 25 DATE OF BI LODE MO. DA // OB AND DA IT NA MO DA TYPE MO DA COCE TYPE MO DA THE CATEGORY 39 SEC COCE COCE 0-MINE 1-174 FERENAL TAX DATA	PER SCIENCE APPROVING OFFICE APPROVING O
COBERT D. CASHMAN. CAM/PON SPACE B ACTION 20 EMPLOY. 21 OFFIX 1700-NG CODE CODE NUMBERS ASTRONOMY ASTRONOMY RITE SEPTES O DA. 18. SEPT COMP DATE 177 LONG OFFI DE SEPTEMENT SEPTEME	ELOW FOR EXCLUSIVE CODE 22 STATION 23 INITION CODE 7. C. 1	VE USE OF THE OFFICE OF SEE 24 MODIES 25 DATE OF BI CODE MO. DA AND DA AND DA THE CATEGORY 39 SEE CODE CODE 0- WAIFE HEXEN TAX DATA CUTEO CODE NO TAX EXEMPT	PERSONNEL THE TO DATE OF GRADE AT CASE STATE CO. THE SERVICE APPROVISION OFFICE AT DATE SACRED PERSONNEL TO DATE OF GRADE AT CASE SACRED THE TO DATE OF GRADE AT THE SACRED THE TO DATE OF GRADE AT THE SACRED TO DATE OF GRADE AT THE SACRED TO DATE OF THE SACRED TO DAT
COBERT D. CASHMAN. CAM/PON SPACE B ACTION 20 EMPLOY. 21 OFFIX 1700-NG CODE CODE NUMBERS ASTRONOMY ASTRONOMY RITE SEPTES O DA. 18. SEPT COMP DATE 177 LONG OFFI DE SEPTEMENT SEPTEME	ELOW FOR EXCLUSIVE CODE 22 STATION 23 INITION CODE 7. C. 1	VE USE OF THE OFFICE OF SET 24 MOGITS 25 DATE OF BI LODE MO. DA MO.	PERSONNEL ETH 78 DATE OF GRADE V CATE SACRED YE. MO DA. YE. MO DA YE. CY DATE STATE OF LET YE. BOD DATA BY MEASTER INSURANTE FEATURE IN STATE CODE 1-175 DATE SACRETO TO DATE SACRE
ACTION 20 EMPLOY 21 OFFICE ASPACE B ACTION 20 EMPLOY 21 OFFICE CO. ACTION 20 EMPLOY 21 OFFICE CO. ACTION 20 EMPLOY 21 OFFICE ASPACE B ACTION 20 EMPLOY 21 OFFICE ASPACE B ACTION 21 OFFICE CO. ACTION 21 OFFICE CO. ACTION 21 OFFICE CO. ACTION 22 OFFICE CO. A	ELOW FOR EXCLUSIVE CODE 22 STATION 23 INITION CODE 7. C. 1	VE USE OF THE OFFICE OF SEE 24 MODIES 25 DATE OF BI CODE MO. DA AND DA AND DA THE CATEGORY 39 SEE CODE CODE 0- WAIFE HEXEN TAX DATA CUTEO CODE NO TAX EXEMPT	PERSONNEL THE TO DATE OF GRADE AT CASE STATE CO. THE SERVICE APPROVISION OFFICE AT DATE SACRED PERSONNEL TO DATE OF GRADE AT CASE SACRED THE TO DATE OF GRADE AT THE SACRED THE TO DATE OF GRADE AT THE SACRED TO DATE OF GRADE AT THE SACRED TO DATE OF THE SACRED TO DAT
ACTION 10 EMPLOY, 21 OFFICE ON SPACE B ACTION 100 EMPLOY, 21 OFFICE ON G CODE CODE NUMBERS AND RETURN 100 BETTERM OF DA. 12. BETTERM 100 DA. 100 BETTERM OF DESCRIPTION ON DA. 100 MODING IN THE MOD PREVIOUS COVERNMENT SETTICE DATA OF DESCRIPTIONS SETTICE	ELOW FOR EXCLUSIVE CODE 22 STATION 25 INTIGUE CODE 7. (ODE 25 INTIGUE CODE 2	VE USE OF THE OFFICE OF SET 24 MOGITS 25 DATE OF BI LODE MO. DA MO.	PERSONNEL THE TO DATE OF GRADE OF THE TOTAL SACRED PERSONNEL THE TO DATE OF GRADE OF THE TOTAL SACRED THE TOTAL THE TOTAL SACRET OF THE TOTAL

. .

	CATE PREPARED	CATE PREPARED			
REQUEST FOR PERSONNEL ACTION				3 1 ns	1962
1. SFRIAL NUMBER 2. NAME (Last-First Widdle)					
056361	HICKS,	Calvin W.			
3. HATURE OF PERSONNEL	ACTION - 1		4 EFFECTIVE DATE REQUE	STED S. CATEGORY OF EL	PLOYMENT.
FROMOTION			05 13 6.2	RECUL	AR
. FUNDS	V TO V	v to cr	7. COST CENTER NO. CHAR	Office of Pers	ry (Completed by
	CF TO V	CF 10 CF	2235-1400-1000		
9. ORGANIZATIONAL DESIGNATIONS			10. LOCATION OF OFFICIAL STATION		
DDP _	•				
Task Force W	1.				
Paramilitary Branch			Neshington, D.C.		
OPS OFFICER		(D2)	0715		n - a
	:				
14. CLASSIFICATION SCHEDUL	C (OS, LB, etc.)		16. GRADE AND STEP	17. SALARY OR RAT	
GS	(B)	0136.01	13 (1)	110,635	
18. REMARKS		and the second s			
Recommendation and Fitness Report previously submitted.					
$\int R_{C_1} \cdots r_{C_n}$					•
v3					
			•		
184 / SIGNATURE OR REQUESTING OFFICIAL DATE SIGNED 188 SIGNATURE OF CARFER SERVICE APPROVING DATE SIGNED					
LOUIS W. ARUSTRONG, C/TFW/Fers, 3 May 62 Translation 3/15/62					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
14. ACTION 20. EMPLOT. 21. CFF1.	C0014G 22.		HOOTAS TH CHIE OF HEIGHTH		E CF (E)
NUMI 910	M. PHERETIC)	""	1 77 -00 110	MC 01. 18 MJ.	04, '78,
10173		N. 1	1 111 108 124	ļ L _ L	
PETERENCE	1 - 130 201			33.51 0	URITY 34, SEL
	3 - FICA	'''		EOD DATA	1
35, VET, PREFERENCE 36 SERV. CO		PP. DATE 38 PIL SERV CREDI	1'400 34. FECL / HF 41 1	H :NSURANCE NO. 500	IAL SECURIT NO.
1 - 5 PT. HO. DA.	TR. PO. 04	. 18. 1 - 15' COE	1 230E 0 - WESTER	mi at 1m 1m5 coor	•
2 - 10 PT		7.40	. 1 - 111		
1. PREVIOUS COVERNMENT SERVIC		201	PAL TAE DATA	to State fax 34	
1 - NO BREVIOUS SERVICE	1	FORM FRI CUTED 200	t to the terminous	1 - 153	AD. THE STATE CODE
2 - norae in sension (Less than 12 mos) 2 - no 2 - no					
15. POSITION CONTROL CER		44.	O.P. APPROVAL		DATE APPROVED
at 2	1 1		- 00 Mail	Y.D.	5/10/
V Keering OSICIZ Coldinas 10/2					
152 use pervious dollion occoper (4)					

EYES CIVLY

28 August 1961

MEMORANDUM POR: Secretary, CS/CS Panel (Section B)

SUBJECT

Recommendation for Promotion to Grade GS-13 - Mr. Calvin W. Hicks

- 1. It is recommended that Calvin W. Hicks be promoted from Grade GS-12 to Grade GS-13 in recognition of his outstanding performance as a member of JMATE Project.
- 2. Mr. Hicks was assigned to JMATE Project in October 1960 as an operations officer in the Paramilitary Section. His years of Agency experience and varied operational assignments enabled him to immediately take hold and perform the many functions required in the Paramilitary Operations Section in a most outstanding manner. This included recruitment, training, briefing, debriefing and in-exciltration of agents; supervision of the infiltration of supplies and bodies by air for the Paramilitary Operations Section: case officer for certain high level agents and their W/T operators inside the target area. Mr. Hicks' maturity, common sense and varied experience enabled him to operate with the minimum of supervision. He trained certain agents in tradecraft, air and maritime reception, mapping, and guerrilla warfare with the result that these agents received the only completely successful air drops. In addition, some of these agents handled and trained by Mr. Hicks became our most trusted and important agenta, and a large measure of their willingness to go on after continued frustrations was due to their respect for, and trust and confidence in, Mr: Hicks.
- 3. Mr. Hicks has continuously demonstrated the ability to perform duties in a higher grade. He has the leadership, maturity, common sense, stability, and ability to make decisions and to operate with minimum supervision so necessary to senior officers in the Agency. He is aggressive and capable of fighting for his views; at the same time he will listen to advice and once a decision has been handed down, will give it his full support even though he might have opposed it before the decision was made.

SECRET

EYES ONLY

4. Mr. Hicks has been an Agency staff employee since August 1950 and was last promoted in November 1956. He is in every way fully qualified to perform the duties of a higher grade and has been doing so in an outstanding manner on JMATE Project. Therefore, it is strongly recommended that Mr. Hicks be promoted to Grade GS-13 at the earliest date.

J. C. KING Chief Western Hemisphere Division

EVES CHAY

SECRET

man to the second of the secon		1	,	aces encedees l	
<u> </u>	REQUEST FOR PE	RSONNEL ACTIO	, RC	10 August	1961
056361 1 7. NA	HICKS, Calv				
3: NATURE OF PERSONNEL AC	CTION		4 . EFF. CT I VE DATE REQUESTE	LU S. CATEGORY OF EM	PLOYMENT
REASSIGNMENT	And Transfer	to Vouchered	·18 20 41	RECULAR	<u> </u>
4. FUNDS -	v 70 v	V 10 CF	7 COST CENTER NO. CHARGE	(Office of Perso	
X	F 10 V	CF 10.CF	2635-5000-8021		
9. ORGÁNIZATIONAL DESIGNA	ATIONS		10, LOCATION OF OFFICE	AL STATION	*
DDP/WH. Divn.				, , , , , , , , , , , , , , , , , , , ,	
Branch 4					
Paramilitary Sec	c.		Wash., D.	C.	
II. POSITION TITLE			12. POSITION NUMBER	124 - PCR CONTROL NO.	1.3. CARELR SER
OPS OFFICER (D)		0716	1 . 1	D
4. CLASSIFICATION SCHEDULE (CUPATIONAL SERIES	10. GRADE AND STEP	17 SALARY OR RATE	
		0136101	12 (4)	9,735	/` · .
1127		0170801	12 (4)	7,122	
B. REMARKS		7 H F ,		•	
From: DDP/WH, Br	. 4, Unass.				
			.•	,	
			•		A 10 1
			· .		Y 52 .
	· · · · · · · · · · · · · · · · · · ·			-	
A Jymatuge of Request	ING OFFICIAL	N.M.	180. SIGNATURE OF CAREE	A SERVICE APPROVING	OFF-ICER ,
Derutte	GULL TO	L - 11	VI.	Cochric	1 mm
HERBERT V. JUL.	CANTA/Pers.	CLUSE E USE	OF THE OLLICE OF	LE ROONNEL	
HERBERT V JUL.		4 73, 4979 1 74,		14 RSONNEL 6.047 (1.745 27,016	of iti
401-04 20, EMELOT, 24 CHEICH -C	00-5. 27 \$747-6 2256	9 73, 1079 5 74, 3735	#50°00 25 2816 OF BIRTH 27 CCOR		OF (E)
401104 70, EMELOT, IN CHETCH CO CODE COOP NUMBER 16 16 (44156)	00°N. 22 5°45°B 5005 10°A 756	13	1 108124	6, 54°5 CS (2455 27, 3456 45,	D4. YA.
ACTION TO LIMITOR TO CAPICA TO CAPIC	0014. 22 5 41 16 2006 4. CHARLETTO 755 C 7 12 24 1 5 24 1 5 41 1	13	100 25 Jahr Cr Birth 20 COBE 25 Jahr Cr Birt	6, SAPE SE JEASE 27, SAES HO, CA, F (A) HO, 33, SE(U	D4. VA.
ACTION TO LIMITOR TO CAPICA TO CAPIC	0014. 22 \$78716 2005 407444122 7/6/6/1 1074 7/6/6/1	72, 1179 (24, 273) 73 (273) 31 (273)	100 25 Jahr Cr Birth 20 COBE 25 Jahr Cr Birt	6, 54°5 CF (FA)F (27, 3415 45, CA, 4 (B, H), (33, 55 CB	D4. VA.
ACTION 20, EMPLOY, COPICY CODE CODE CODE CODE CODE CODE CODE CODE	00% 2 STATE TOOK ALTERNATION TOOK 10 of SERVICE CODE 1 - SC		174 CD 3° FEEL	6. 54°F CF 24°SF 27, 34°F 10. 54°S CF 18°S 19°S 133.5°S CF 18°S 10. 18°S CF 18°S 10. 18°S	D4. VA.
### PREFERENCE 36. SERV., COMM.	00% 2 STATE TOOK ALTERNATION TOOK 10 of SERVICE CODE 1 - SC	73, 8179 (24, 27) (73) (73) (73) (73) (73) (73) (73) (7	100 25 24 01 818 10 10 10 10 10 1	6. 54°F CF 24°SF 27, 34°F 10. 54°S CF 18°S 19°S 133.5°S CF 18°S 18°S 18°S 18°S 18°S 18°S 18°S 18°S	04. VA. R117 34. SEX 40.
ACTION 20, EMPLOY, COPICY CODE CODE	00% C STATE ALPHANTIC (C al TSC TSS C CODE 1 - SC 3 - 1124 1 - SC 3 - 1124 CAT 1 - CODE CAT 1		17/10 31 FEEL	EOD DATA MININGS MI	04. VA. RITT 34. SE2 NO. 34. SE2 AL SEC. RITT NO.
### 100 PO, EMPLOY, COFFICE CODE CO	00%		25 24 61 818 1 2 2 2 2 2 2 2 2 2	EOD DATA Street 1 24.5 (4), 27.3416 EOD DATA STREET 18.5.0016 CTATE TAX 3611 STREET 18.5.1016	04. VA. RITY 34. SEX 40.
ACTION 20, EMPLOY, COPICY CODE CODE	00%		25 24 61 818 1 2 2 2 2 2 2 2 2 2	EOD DATA MINARY CO. 8415 EOD DATA MINARY CO. 8515 ECTATE TAX DATE FOR CO. 10.05 CO	04. VR. RIIT 34. SEX NO. 34. SEX AL SEC.BITT 40.
ACTION 20, EMELOT, 20 CEFTOT CODE C	00%		100 25 24 10 818 10 10 10 10 10 1	EOD DATA MINARY CO. 8415 EOD DATA MINARY CO. 8515 ECTATE TAX DATE FOR CO. 10.05 CO	04. VR. RIIT 34. SEX NO. 34. SEX AL SEC.BITT 40.

RÉQUEST FO	R PERSONNEL ACTIO)N	17 Octobe	r 1960
556361 2. NOV. (Leip-Far 556361 HICKS, (alvin W.			
REASSIGNENT (TEMPORARY)*		10 + 30 -60		45 4
FUNDS CF TO V	Y to CF	7. COST CENTER NO. CHARGE ANLE 1535-5000-0021	(Office of Per	ts (Completed by sommel)
DDP MH Division Branch 4	4417	WASHINGTON,	•	
GURRILLA WARRENCE OF		12. *OSITION NUMBER	124 PCR CONTROL NO	13 CARLER SERVICE DESIGNATION
14. CLASSIFICATION SCHEDULE (GS. LF. etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17: SALARY OR BAT	E
DEP/NE/J=Chefet, Pakis *Upon Termination of The READ OF YOUR CAREER S Pug (5)	IS TEMPORARY ASSI			2
HERBERT V. JUST, CANALA	' 1	Caulle	Vain	2.52
15. 25 10 CFICE CONT. 377 10 CFICE CONT. 25.01 EXTRES CFICE CFICE CONT. 25.01 EXTRES CFICE CFICE 25.01 CFICE CFICE CFICE CFICE CFICE 25.01 CFICE CFICE CFICE CFICE CFICE CFICE 25.01 CFICE CFIC	State	20 00 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	40 E4, 15 42.	04. 14. 04. 14. 0.0.11 0.0.58
	(4)	f 5564 G = 841,427 1 = 145 24 TAB DATA	4 (ASCHMIZE 4., 82 of the 14 of th	114. SECURITY NO.
t = NO BRONE TO SERVICE 2 = BRONE TO SERVICE (MORE THAN 10 MCC) 3 = BROSE TO SERVICE (MORE THAN 10 MCC) 45. POSITION CONTROL CERTIFICATION		O:P. APPROVAL	2 - 30	
W. Xearney 111	-/60	Oxide	Calan	31-

Ċ

SECRET

	KEC	QUÉ FOR PER	SONNEL A	CHOIT , .		· .
1: Serial No:	2: Name (Last-First-Middle)		3. Date Of B	rth 4. Vot. Pref.	5. Sex	CS-EOD
1		100	Mo. Da.	Yr. None-0 Cod		o. Da. Yr.
556361	HICKS CALVININ.	O.L.		24 10 Pt 2 1		17 18 58
7. SCU	S CSC Retmt 2. CSC Or	Other Legal Authority.		Yr. Yes 1 Code		Yes 1 Code
05 20 48	No - 2 1 50 USC	A 403 J		No-2	SO 05 50	No - 2 1
.3		PREVIOUS A	SSIGNMENT			
14. Organization	d Designations	Code	15. Location	Of Official Station	i	Station Code
		· ;		· : :		
DDP NEA	RRANCH.		1 .		´	
CHERAT BASE		50ks	CHERAT P	WISTAN	. '	55544
16. Dept Field	17. Position Title			8. Position No.	19. Serv. 20. O	
Dept - Code USild -		٠,		20.0	·los ·	0126 11
frgn - 5 ?	GUERILLA WAR OFF			0812	_ 	0136.14
XI. Orada & Step	SS. Salary Or Rate 23. S	Ma. Da.	Grade 25. PSi Due Yr. Ma. Da.	yr. 26. Appre	pration Number	
1263	\$ 8570 1475 DM	1		159 9 3373	02 174	`
	N TO UN		2 111	4 <i> </i>		
		ACTI	ON V			
27. Nature Of Ac	tion	ode 13 .82 ebo.	29. Type Of E	mployeé	Code 30. Se	paration Data
REASSIGNO	NYKKAKKKKAKA TOZ	Mo. Da. Yr	REGULA	R.	12.5	.
	6	7 10 102 160)		523	ļ
		PRESENT AS	,			
31. Organizationa	Designations .	Code	32. Location C	Official Station	· · · · · · · · · · · · · · · · · · ·	tation Code
DDP/NE	N3/5			-		1
	LOPMENT COMPLEMENT	سأرأ سنبرا	WASHI	NGTON, D.C.	٠ ا	7002
. !		8 40 88		,		7543
33 Dent Field	34 Decision Villa					-
Dept - Code	34. Position little .		35	Position No.	35. Serv. 37. Cu	sup. Series
tich i		WAR OFF	, J35	Position No.	1 1	/
USIId - 1	ENXER GUERILLA			4797	GS 013	5.14
USIId - 1	HMRKK GUERILLA 39. Solary Or Rate 40. SC	41. Date Of G	rade 42. PSI Due	43. Approp	GS 013	/
USIId - 1	SANTER GUERILLA 39. Salary Or Rate 40. SC			Yr. 113	GS 013	/
USlid - 1 Fron - 1 38. Grade & Steo	HMRKK GUERILLA 39. Solary Or Rate 40. SC	D 41, Date OFG Mo., Da.	rade 42. PSI Due Yr. Mo. Da.	Yr. 113	GS 013	/
USfid 1 fron 38. Grade a Step 12 3	Senter GUERTILIA 39. Salary Or Rate 40. SC \$ 9475	D 41, Deta OFG Max. Da.	rade 42. PSI Due Yr. Mo. Da. REQUEST	Yr. 113	GS 013 enation Number 0 1998	/
USfid 1 fron 38. Grade & Step 12 3 A. Remunical Py (FRANK 1)	SHARR GUERILLA 39. Salary Or Rate 40. SE \$ 9475	D 41. Deta OfG Ma.: Da. SOURCE OF	rade 42. PSI Due Yr. Mo. Da. REQUEST	Yr. 112	GS 013 enation Number 0 1998	/
USfid 1 fron 38. Grade a Step 12 3 A. Remunical By (FRANK 1 D B. For Additional I	SANDER GUERILLA 39. Salary Or Rate 40. SE \$ 9475 And Jule) / CNE/PE TWALD, IR CNE/PE	D 41. Deta OfG Ma.: Da. SOURCE OF	rade 42. PSI Due Yr. Mo. Da. REQUEST	Yr. 112	GS 013 enation Number 0 1998	/
USfid 1 fron 38. Grade & Step 12 3 A. Remunical Py (FRANK 1)	SANDER GUERILLA 39. Salary Or Rate 40. SE \$ 9475 And Jule) / CNE/PE TWALD, IR CNE/PE	D 41. Deta OfG Ma.: Da. SOURCE OF	rade 42. PSI Due Yr. Mo. Da. REQUEST	Yr. 112	GS 013 enation Number 0 1998	55.14
USfid 1 fron 1 38. Grade & Step 12 3 A. Remunical Py (FRANK 1 II B. For Additional I Donna Bobt Clearance	Selary Or Rate 40. SE \$ 9475 43. Salary Or Rate 40. SE \$ 9475 43. And Itle) / CALL 54.ALD, IR CNE/PE 11. CNE/PE 11. X3671 Signature	Mai. Da. SOURCE OF RSONUEL CLEARA	REQUEST Request Approx NCES Clearance	Yr. 112	GS 013 enation Number 0 1998	/
USfid 1 Fran 1 38. Grade & Step 12 3 A. Remunied By (FRANK 1 1 B. For Additional I Donna Bobt Clearance A. Career Board	SHARKA GUERILLA 39. Salary Or Rate 40. SC 5 9475 43.20 And Ilile)//CALL 54.ALD, IR. CNE/PE 11.00 Call (Name & Telen. x3671	D 41. Dete OFG Max. Da. SOURCE OF RSON OFF. CLEARA Dete	REQUEST C. Request Approx NCES Clearance D. Placement	Yr. 112	GS 013 enation Number 0 1998 (A	55.14
USfid 1 Fran . 1 38. Grade & Step 12 3 A. Remuniced By (FRANK) 1 B. For Additional I Donna Bob 1 Clearance A. Career Board B. Pos. Control	Selary Or Rate 40. SE \$ 9475 43. Salary Or Rate 40. SE \$ 9475 43. And Itle) / CALL 54.ALD, IR CNE/PE 11. CNE/PE 11. X3671 Signature	A1. Deta OfG Mai. Da. SOURCE OF RSONGE. CLEARA Deta Deta CLEARA Deta Deta	REQUEST C. Request Approx NCES Clearance D. Placement	Yr. 112 Yr. Sign	GS 013 enation Number 0 1998 (A	5.14 Date
USfid 1 Fron . 1 38. Grade & Step 12 3 A. Remuniced By (FRANK) D B. For Additional I Donna Bob1 Clearance A. Career Board B. Pos. Control C. Classification	Signature SHARKER GUERILLA 39. Salary Or Rate 40. SC 40. SC	A1. Deta OfG Mai. Da. SOURCE OF RSONTGIL sphone oct.) CLEARA Date CLEARA Date CLEARA CLEARA Date F	REQUEST C. Request Approx NCES Clearance D. Placement	Yr. 112	GS 013 snation Number 0 1998 And Title)	55.14
USIId 1 From 1 38. Grade & Step 12 3 A. Remunical By (FRANK 1 1 B. For Additional I Donna Bobi Clearance A. Career Board B. Pos. Control C. Classification Remarks	Senter GUERILLA 39. Salary Or Rate 40. SC \$ 9475 kar And Itle) / CMC STALD, JR. CNE/PE ntormation Call (Name & Tele n x3671 Signature () (F MC/M) C S R	A1. Dete OFG Mai. Da. SOURCE OF RSONGE. Phone SAL) CLEARA Date FRETURINGE	REQUEST C. Request Approx NCES Clearance D. Placement Approved By	Yr. 112 Yr. Sign	GS 013 snation Number 0 1998 und Title)	5.14 Date
USfid 1 fron 1 38. Grade & Step 12 3 A. Remarked Py (FRAIK 1 1) FRAIK 1 Donna Robit	Support of the suppor	A1. Deta OfG Mai. Da. SOURCE OF RSONTGIL sphone oct.) CLEARA Date CLEARA Date CLEARA CLEARA Date F	REQUEST C. Request Approx NCES Clearance D. Placement Approved By	Yr. 112 Yr. Sign	GS 013 snation Number 0 1998 And Title)	5.14 Date

FORM NO 1152

(+)

	A STATE OF THE STA	SECRET		
NAME OF EMPLOYEE (Last-First	**	dau. Lisa m	or DEPENDENT. alaria	CLAIM NUMBER 60-391D
HICKS, Calvin W.			sillectomy	68-393B
Thomas is an fi	la in the C	agualtu Affatua Dua	nch Donofita	and Complete
		asualty Affairs Bra		i
		onnel, an Official D	-	
above named	employee (or his dependent*)	for an illness,	injury, or
death incurred	on Apri	1 1960		•
This notice sh	ould be file	ed in the employee'	s Official Dare	connel Folder
-				
as a permaner	t cross-re	eference to the Offic	cial Disability	Claim File.
DATE OF NOTICE	SIGNATURE OF	BCD REPRESENTATIVE		
10 Aug 60	<u> </u>		12-1-01	معميا
NOTI	CE _ T OF	FICIAL DISABILIT	Y CLATT FILE	2

SECRET

Regulation of the land of the

軍時間

SÉCRET

		_ '		3.1.55	77!	·		
		market e	 December			-	SWELLING FORNE	A. Garage
1		FITHESS	REPORT				055253	
SECTION A				NEKA				
1. NAME	(1 +>1)	(*****)	Challe)			3. 5L X	4. GRAPE. 3. 51	
	Hicks.	Calvin	W.	833	v. 24	M	GS-13 n	
6. OF FILIAL PO	STRON TITLE	-		7. 01	1/CIV'OR'OF	ASSIGNATION	5- CURIN NT. STATION	
	Watch Officer			IDDP,	/EI/IRT/IW		HQS	21. 3.
. CHI,CK IXI T	TI. OF APPOINTME	41		, 10. ¢	HLCK (N) TYPE	or at ron	1 1 2 1 2 1 3 1 3 1 3 1 3 1 3 1 3 1 3 1	. 2 . 1/
X	incszávi	111	incuitus .		INITIAL		THEARIGNOEN'	Springisca
CANI Line	PROVISIONAL lare in	structivis - Sec	ma C) 🦠 📑	LX	ALNUAL		HE'ASSIGNORY	. 1 111 ((1) E. L.
SPECIAL		<u> </u>		1-1-	Special Gra			<u> </u>
HE DATE HERON		tij kirining s		12. K	LPORTING PLR	100 (From: 1	-,-	
	<u>teber 1972 </u>	1,17 - 1,1 1,10			ar_71 - 3	LOCK 72		
SECTION B			EKEORMARC					
U-Unsatisfactory	Performance survey	reeptichtei A rati	nt in this collect	requir	re immediate end	positive time	dial action. The persie of to separation Dentite a	the action .
	or proposed in Sect		nerronang, to pa	ceing ea	theconon, to re-	ornginne ir er	to reference contract d	
M-Maiginal	Performence is offe	riest în same as,	ects. The reasons f	er attigr	ung this eating sh	ould be state	d in Section Cord ramed	iel actions
2 2 2	tulen er recommend						-	
P-Fraficient'	Peilojmonee ja sotu				in the manner ext	pected.	,	
S-Strong	Performance is their	, .						
O-Outstanding.	west of to marron :			. OF-17 C	work ond in com	poisson to tre	performance of ethers do	na bu dai
	. ,		SPECIF	ic ou	1128			
like on the six of	the most important	ancile duties	perfermed dury	ne tha	estina period	Intertuation	latter which best de	مراد وتعالم
menner in which o	emplares performs t	NCH appeilie	wity. Consider	· DIVIL Y	'effectiveness	in performs	Har ages tent to con	employees
,	responsibilities Mil					٠, ١	-,	
SPECIFIC DUTY	or r (toler bi	io is the	closest .qu	attij	cation co	de to de	scribe the work	LEATER
or a watch (Officer)Fr	enares iu	dissems in	em Ir	itel Cable	s and re	leases them	S
to the U.S.	Intel Commun	ity for the	e C2 exced	ting	their de	livery by	/ electrical	1
	n when appropr	riate. Al	so dissens	cert	ain + 1/0 (abies.		ļ
Consulte wi	th area divisi	ion office	re :20 noo:	o'c c 2 w	ne im hite i	daman+	uaasudina.	LETTER
diecominabil	lity of the fr	on office	rs, as nec	essar	y in his	ucgment	, regarding	S
rothéde with	reinicum impa	ne and to	info read	rque t	e protecti	ion of St	iurces and	
SPECIFIC GOTTS		Timent to	Timo reaci	11119	roticy lev	7813.		HATING
	lata and autho	ntication	statement	in i	ntel cable	s and do	letes anv	LETTER
sensitivo op	eretional dat	a before	any distrit	outic	n is made.	Effect	s distribution	S
of the delet	ed partion wi	thin the	DDP on a st	rict	need to k	now basi	s.	Ì
PECIFIC DUTY N	3.4							PARING
Geeps curren	it on the gene	ral and s	pecial requ	rirea.	ents of cu	stomer a	gencies	S
including th	e Unite House	for cable	ed info, i.	e.,	info en na	rcotics,	hijacking,	
retection o	f U.S. and fo	reign dig	nitaries, e	tc.	·			
PLCIFIC GUTY NO								KATING LETTER
iter hours,	grants clear	ances (in	consultati	on w	ith respon	sible ar	ea division)	
or the use	of dissemed C	S informat	tion in fin	ishe	d intel pu	blicatio	ns in a	S
	d by dissemin							
PECHIC DUTY NO	o : Maintains :	good work"	ing relatio	ns n	ot only wi	th DDP a	rea divisions	CATTLE
ind staff, b	ut with Signa	l Center a	and Cable S	ccre	tariat at	all levi	es to	·
xpedite the	dissem of si	gnificant	reports; w	orks	closely w	ith CSDO	s and SDDs to	S
eep one ano	ther alert to							
<u></u>		DVERALL P	ERFORMANCE	IN C	URRENT PO	21 TION	427	
the into aces we	everything about th	a emalorne r.	ush influences	his off	ectiveness in b	is current o	ssitio Sich as con	LL TIO
on time of speci	ific dities, froaist	cc 1461	C. 175, COCTA	driver	135, cattment	personal ye	into or habital and the	_ ;
							ng the rating served.	S
•		.*		-				i
	1 1	* '	7 .		,		. 1	1

		Cities (n)	
Stegroace Steam		E-COMETITS	
In the significant strengths of the significant strength of the source of the informations on the IW less riousness in which I reminding Divisional meed to comply with the seriousness in which I reminding of this of the seriousness in the source of the informations on the IW less riousness in which I reminding Divisional meed to comply with the seriousness of good its dissemination to the seriousness in the seriousness in this of the seriousness in this of the seriousness in the seriou	s to perform with except the supervisor in the s	Ceptional proficiency. In Aprentional proficiency of the home Glandestine Service. The Service of the home Glandestine Service. The Service of the strict maintenance of or the strict is written would he fell in unauthorized hands. The action taken on each reports daily tasks and his contributed at the action taken on each reports daily tasks and his contributed at the action taken on an Intel Contributed to a certain extent the several IM officers during this had the most experience and contidenent and ability to withstanctivity, make Mr. Hicks a distance of the several stricts and does not responsibilities and does not responsibilities and does not responsibilities and does not responsibilities and does not respect to the several stricts and several several stricts and several several several several sever	ting period perational shas been inthe authorational shas been inthe authoration and the collections in raing and the Cable prior to in the proper e Agency's is reporting timity on the id the rigors tinct asset in
significant demonstrat	404-01-66F (2.141/56H) 88	TAD COUNTRY'S	
1.	DA END		
PATE	ISIGNATURE OF EVILOVES	TIONS A. B. AND C OF THIS REPORT	
16 October 1972	STORE OF EUTEOFEE	Calvin W. Hicks	
2.	. BY SUPE		
NONTHS EMPLOTEE HAS BEEN UNDER MY SUPERY'S, ON	IF THIS REPOUT HAS NOT BEE	N SHOWN TO EMPLOYER, GIVE EXPLANATION	
38			
2416	OFFICIAL TITLE OF SUPERVIS	OR TYPED ON PRINTED HAME A	
16 October 1972	C/FI/INT/IW	Joseph A. Procacc	
l	BY REVIEWIN	G OFFICIAL	
COMMENTS OF REVIEWING OFFICIA	L		
	thing to this evalue of Mr. Hicks' wor	uation. I share the rate k and characteristics.	r's
•			

ATE.	CHEICIAL TITLE OF PLVISON		D JIGHATURE
24 Oct 1972	C/FI/INT	Thomas F. Thiele	1,200

PROFÍLE (PART I) 5 Aug. 1950 HICKS, Calvin Wilson 8 Ker 1924 Married 1925 153 154 · CAPFER Jul 1951 1965 PCS 0/8 DEFENNED ALL X 4. LANGUAGE APTITUDE TENT DATE Aug 1954 S. HOH. CIA CHELOVHENT 1943-45 Military Service, US Army, Pvt National Goophysical Co, Dallas, Tomas - Shooter (for seimography) (1 mg) 1946 1948; 49 Marine Exploration Co, Houston, Toma - Laboratory Helpar (5 mos) ASS-50 Toxas Agricultural & Mochanical College, College Sta, Texas BS Caulous Univ of Houston, Houston, Toxas - Geology /(Quo;-1yaica) P. FOREIGN LANGUAGE ADILITIES Nono . Language, Profitiency, Date Teeted 1963 ON ACTROS 1950 Pers - 903 1763-66 Spenson Car 1950-1939 Mercey 25-1 Cold 1952. 2 Records of Orsa 1969 Read Is prove 1952 6. Autum San unner Actions, Hillary Orders, and Principalizatoils) ACCUTATION TITLE & OCCUPATIONAL CODE CHARE SO | ORGANIZATION & ORGAN. TITLE (11 and) | LOCATION Aŭ. Die Dc DDP/MI-A DDP/MI-A/Paraidl Soc Oct 1960 Nov 1960 D 12 0136.14 12 . . Aug 1961 0136.01 D May 1952 0136.01 13 DDP/Task Force "WYFarenil Br · 1) 13 Jun 1954 0136.01 D DEP/3.3/MismiOpsFr/Ch, PM Soc 0136.01 DEPARTON ON THE PROPERTY OF THE Sec Kay 1965 D Sen 1965 tens to the achieven of (court) 20. MATE REVIEWED IL PROFILE MEVICACO OF a 2 Elemen

07/361 12:11	BIOGR	Kithit Pau	FILE (PART 1 - Contin	
HANG (LAST-FIELD WAS		*, * <u>.</u>		8 Nov 1924
Hicks, Calvin Hilaan		.	<u> </u>	1 O NOV 17
				•
		្លែង]		
		• -		
	ુ અલેકિક			• ', . • •
			•	
			er of the first	
			•	
CIA EMPLOYMENT HISTORY SINCE:			ns, Malatary Orders, and Pa	neipal Details)
ul 1966 Ops Of	0136.01		DOD AND ADD OF SHIP	
ug 1966 " "	0136.01	13 0	DEP/MI/Br-3/Colombia	Hq #
un 1967 Natch Of	0132.07	13 D	DDP/FIStf/IntolGrp/I	ntolliaten "
				1 .
.4 .	. ,			
			•	
			• •	· ·
•]			`` .	
	,			
		.		
	,	, ,	· .	
.	1			
-		r	* *	•
•				
		i		
•	-			
		:		
		- !		
,		1		
•				
, i	•	· .	· .,ı	•
E REVIEWED O AND 1973	PROFILE REVIEW	FED BY	1	

056361	BIOCAAP, HO THO	FILE (PART 2)	· · · · · · · · · · · · · · · · · · ·
HICKS, Calvin Wilson	ina – Mitaranjai iz 🗆		DATE OF BINTH
23. SUMMARILS OF EVALUATIVE REP	ORTS FOR THE PAST THE YEARS		1 8 1'07 15"
•	700-101-47 GE 1005 R &.		
44- SUMMARY OF CAREER PREFERENCE	OUTLINE AND/OR FIELD REASSIGNMENT QUE	STIGHNAIAC	
			1.
			*
25. IDENTITY OF OTHER DOCUMENTS .	HICH SHOULD DE REVIEWED IN DETAIL		
of duty while on the star Appropriation and Cor FI/Intel Waten during the Appelnted 1967 a Roc Appreciation 1269 f	om former Chief of Base, Cher of of ACLEVER Project, 7 Januar mondation 1967 from Ch, No & the height of the recent Middle cords Officer in the Clandest rom Ch, Eur Div for the period ip to Europe with endorsement the Increase for sustained an	ry - 25 August SA Div for the East crisis. ine Sorvices. rmance of the In by Ch, FI.	performance of the
27. DATE REVIEWED 20 Aug 1973	umn/jm/		
FORM NO. 1200 (PART 2)	is cont lose (fast at SECRET , graf	y obysiz PROF	ILE · (4)

Unsantyed Bisprofile

		25	Oct .1974	2925	
		S MOVE	R '		
ION,	ÓP	CMPLOYER	NUVBLR		
acti	on)		NUMBER ,		
	1 2 31		ESTABLISHED	7 ", ",	
. •			DISCONTINUE	•	
15	UNIT			320	
W	HILE#(OV:	RING	epele	CT.
×			ICIAL COVER	UNBLOCK R	ECORDS
- x	SUBMIT FORM	3254	CIV.	W-2	- ,
	SUBMIT FORM	1 642 IMM	EDIATELY TO	CHANGE TE	LEPHONE
ι ^μ ΙίΛ	EAA: CATEGO				П
- X			GEI		· · · · · · · · · · · · · · · · · · ·
X			*	;	
· .	or weite in	nis di oce	k	1	
					,
				. :	
-			1	:	
				:	
			i. i. 1	!	
Ja	mes	2	<i></i>		20) ²
	SION, BET1	SION, OP BETION OFFICIA OFFICIA COVER UNIT SET OF STATE OF STA	SION, OP Betion) OPS STE OFFICIAL COVER UNIT SX CANCELLATION OF OFF EFFECTIVE DATE: X TO BE ISSUED. (HNB IMALIATION CATEGORY (HNI) 20-7) IMALIATION CATEGORY X SUBMIT FORM 2688 FO HOSPITALIZATION CAR BO NOT WITE IN THIS LOCK TO BE ISSUED. (HNB IMALIATION CATEGORY IMALIATION CATEGORY X SUBMIT FORM 2688 FO HOSPITALIZATION CAR BO NOT WITE IN THIS LOCK TO BE A SAME AND THE SAME	SION, OP OFFICIAL COVER CANCELLATION OF OFFICIAL COVER EFFECTIVE DATE: SUBMIT FORM 3254 IMA EAA: CATEGORY I X SUBMIT FORM 2688 FOR GEI MOSPITALIZATION CARD. SUBMIT FORM 2688 FOR GEI MOSPITALIZATION CARD. SUBMIT FORM 2688 FOR GEI MOSPITALIZATION CARD.	SION, OP SION, OP Botion) OFFICIAL COVER DISCONTINUED CANCELLATION OF OFFICIAL COVER UNBLOCK FEFFECTIVE DATE: ESTABLISMED OISCONTINUED SUBMIT FORM 3254 CIA W-2 X TO BE ISSUED: (HAB 30-11) IM EAA: CATEGORY I CATEGORY III X RETURN ALL OFFICIAL DOCUMENTATION TO CCS X SUBMIT FORM 2688 FOR HOSPITALIZATION CARD.

THIS MEMORANDUM MUST REMAIN ON TOP OF THIS FILE

16 May 1955

MEMORANEUM FOR: The Record

SUBJECT

- : Credit Reference for Mr. Calvin W. Hicks
- 1. Mr. Calvin W. Hicks has had the following history of employment with the Agency:
 - a. August 1950 EOD Headquarters
 - December 1950-April 1952 FE Division, stationed
 - c. April 1952-March 1954 OTR, Headquarters
 - d. March 1954-May 1955 OTR, ISOLATION

During his time at Headquarters he was a student and did not establish credit. While overseas, his cover was that of a Department of the Army civilian, although he told casual friends that he had been recalled to active drty. From April 1952 to March 1954, he used a nominal cover of a Department of Defense civilian. He used the Commanding Officer of ISCIATION (as locally known) to establish credit there.

2. Mr. Nicks will abide by the above story. Therefore, he should admit no affiliation with the Agency, and his employment with the Agency will be denied.

PERSONNEL OFFICER, OTR

CONCUR:

SECRET (When filled in)

•	1 . 3				٠. '						4 4	. "	. '				
EF.	1	-			1	NO	TĮĘIC	ATIO	N OF	PERSO	NNE	L ACTI	CIN.			1	1
G P.AL	NUMBER :	12 84	40 DAG		WOOLEL .			• •									\dashv
7,		1						<u>.</u>	, ,	; '		-				· · · ,	1
587	1.	g u j	ÇKS	CAL	.y I 🧐	M_{s}		,	,	j ku		1					.
	O PIESO								117	1000	VE DA		CATE	PARTOLINA TO YEO		· · · · · · · · · · · · · · · · · · ·	1
	RICL								. I TY). ≡ 0`7 .	E 4	7		ر چانورز جرم مطا			1
Y 5.1	EL A:	ID≠C	VIIC	ELL/	1110	H C	F ::	SCA		12.12	200	7.4		REGREA	. 7/		4
· .		1,0	V	10 V		1.57	- v	10 CF		7 FAN	ND NS	CA, -	:	8 CSC OR OTHER LE	GAL AUTHOR	TV.	1
	uwos 🦻	-	C	10.A.	-	1, 1	-	1 10 CF	,2	5222	1:1	16	دروع	PL 83-64	3 SEC	7 251	1
OFGAN	MANOTASE	DESIGNA	1				٠.			1 2		OFFIAL	STATIO	N		<u> </u>	\exists
	5	1.17		*			٠,		10	1		4, 14	٠.		an and a second		
٠,		, .	. † `		4	÷ .,			,		٠. ٠.		٠.				7
00/	OPERA	(TIC	15.	STAF	F	. '	. ř.		. `* .		· ·	4	,		· .	1 "	ŀ
	LLIG						,	,			1.			:	· · · ·		- İ
· 3	pr 132	:act	1,4	CH	SHA	ابات		1172	غيب	1		<u>,,,c.•</u>	·	Tribunia and		<u> </u>	_ી.
CSIT	ON THILE	25	, -					1 .	-	12POSIT	ON NU	MBER		13 SERVICE DESIGNA	HON .		.
٠.	. 1	VA	TCFL	OFF	ICE	3.		, • .	٠.	13025				- δAA		-	1
LASSE	FICATION SC					<u> </u>	CUPAT	HOMAL SE	DES.	16 GRADI		169		17 SALARY OR BATE			Ⅎ.
`.	1					١.						4	-				
	1	GS				1	72.	⁷ 7·		13; 9		4 <u> </u>		27.652			_[
EMAR	U				-			•			,,.	, ,	,				1
										٠., , , , ,				, , , , , ,			1
. 1		,						•	. '	' '.	- :				: .		1
								7		*			, . '		4		4
							**			· · · . ·					,		1
	,			,	* 1					- '.	7				'		Ţ
1,	7	-				· . ''				. 6	`				· · · ·	, ,	
					ACE B					E OF THE							
CHON	20 temploy. Code	-		ODING		72 STA	TION	73 INTEC	REE	74 Hdgtrs Code	25 0	TE OF BIP	TH	26. DATE OF GRADE	27. DATE	ر ان بن	4
		HALE	MSC	ı ~~	WITE :	٠.	· 1				ii	. ~6					
- F	1.11	79. 5260	7181	30	ETIREME	UT DATA		31 SEPAR	ATION	32. Correct		i i i	30				-
TE EX	743	" Rich	RENCE			C004		DATA	COOL	TYM	WO	DA B			1		
1	1			I CK I CA I ICA I NOM	.		. 1	Hæ-1.		1, 1, .	~	1 3 8					ď
T. POE	retince	36 SEEV	COMP	DATE	V LON	G. CON	DATI	1 20 CA	EEE CAT	EGOLY	39	HOU					1
-	1 404	**	DA	"	**0	Da	76	Ç4	#1×	(001	1000	0 ***					-
	1 17							- MOA	Em ,	1		, Jires		-	Lang		
MEV	IOUS CIVILIA	N COVE	MMENT	SERVICE		42 LEAV	E CAT	4)		, FEDERAL TA			7.5			9 4	4
	1 NO MEAN	N MMCI						PORM (1)		COOL	1A TA	1 SEMPO					
Ì	5 - MEAL 44 2	ervice (Less) W	•	1		į.					
	3.000	HYCE MO						L			L	7:014	Array.		1		+
				<u>:</u> -		210	JNAI	UKE OR	OIH	R AUTHS	15.3	HON			sample .		th.
								:	- :			, 1					4)1
							•••	•	• -								31
										٠.		Pf					31
		, `					-		*			. '		HICKS, CAL	VIA W	THE PLAN	3
				:.	٠.	: :	• . • :	,	: : '			* * * *	觸	111.013.07	197		3:
				: .	_	<u></u>	•	<u></u>	. :			, <u>, , , , , , , , , , , , , , , , , , </u>	_醫	790-101-47 C	CTOBLE	89	3
RM	1150	L	se Prev	10VS					SEC	RET			688	E 2 IMPDET	CL BY 00762	2 (+51)	n.
M	e #-73 .	. •	Editio							-7-7		15.17	-		Ñ		A)

SECRET

Administra		1152 BONE	*****						· · · · · · · · · · · · · · · · · · ·
NATION OF PRESIDES		KS EALVI	N W :		4 HHOINE DATE		CORT OF EMPLOYMENT		
weight on Larichman		~			80 DA	1 18		, 1	
EASSIGNA	ENT .			<u> </u>	07 02	ź3 · ·	<u> </u>		'.
	- X v	TÔ E		mg OF 🖟 🚉	I IM AND NEED	(1.1)	B CSC OR OTHER	LEGAL AUTHORITY	
FUNDS P	O	70 ¥	0	D 0	4272 4	us bộc	,,		
ORGANIZATIONE SYST			·		10 LOCATION OF	MOITAIL ASTE			
W		 A : 0 = 10 c	rî,	, ,					-
Locati	JOFF EN	O REASS	•		MAS	0.0		*	
	-								
POSITION TITLE					12 POSITION NUM		13 CARLLE SENI	CE DESIGNATION	<u></u>
ATCH SFF	ICEA.				00,		0		
	, :						-1		
CLASSIFICATION SCHOOL	LE (GS, 18, etc)		15. OCCUPATION	132.07	TO GRADE AND ST	, 13	17 SALARY CR R	AFE	
			. 91	,52.07		· · · · · · · · · · · · · · · · · · ·			
REMARKS .			. 12	11.1					
	,		٠.				٠.		
	•						•	,	
			, " "			-		,	
	٠, ٠				5	٠٠,	•		
	,		4	•	:		,		
					•				
				5 <		-			5
	-						٠.		
	•					٦		CTED	
			,			. !	PQ		İ
			,	,			/	W. P.	1
				- '	. ,	į			
			'		•	i		a refer to the property of the	'
								,	
			SIGNAT	PE OF OTH	R AUTHENTIC	VION			
			3,000	L OI OIN	- AUII-EIRIC				
								,	
,		*	•		:·.: .	•::::	•• ,		
				: :*	::.::	.: ; • • • •		,	

Form 11508 8-72 WFG 9-22 Use Previous Edition SECRET

"E 2 IMPDET CL BY 007622"

(4-51

SECRET NOTIFICATION OF PERSONNEL ACTION 363 10731/73 I NAME (LAST FIEST MOCKE) HICKS CALVIN W S CAREGORY OF EMPLOYMENT CEASSIGNMENT 8 CSC OR OTHER LEGAL AUTHORITY ¥ 10 ¥ ¥ 19 Ø 0 10 V Ø .10 Ø. 4222. 4114 0001 10 10.4100 0F OFFERE STATION P CRGANIZATIONAL DESIGNATIONS CC/JS. COL/OS/IG/IND mast., D.C. II POSTICA TITUS 13 CARLER SERVICE DESIGNATION 12 POSITION NUMBER HATCH OFFICER 6547 14 GASSACATION SCHEDULE (GS. 18, en.) 16 GRADE AND SIEP IT VALARY OR RATE . IS OCCUPATIONAL SERIES Ċ٤ 0152.01 13 12 SEMANOS POSTED , ija SIGNATURE OR OTHER AUTHENTICATION

Form 11508 8-72 pdFG 9-72 Use Previous Edition SECRET

"E 2 IMPDET CL BY 007622"

(4-51)

NOTIFICATION OF PERSONNEL ACTION OCS (107/08/72 I HEIM MUMBER 2 NAME JULY FIRST MIDDLE) 3 56361. FICKS CALVIN . REASSIGNMENT 07 01 72 ¥ 10 CF FUNDS CF 10, V 3223 4116 COOD ORGANIZATIONAL DESIGNATIONS DDP/FI STAFF WATCH CFFICER 0947 0. 14 CLASSIFICATION SCHEDULE (GS '38 erc) IS CCCUPATIONAL SERIES 16 GRADE AND STEP 17. SALARY OR RATE GS 0132.07 , 13 18 REMARKS SIGNATURE OR OTHER AUTHENTICATION POSTED 7.17.72 /20 GROUP I Excluded from autom downgrading and declassification Use Previous Form 11508 7-66 MFG, 2-72

٠.	4.	٠.	~.	Si	CRET			`		•	
Milher C	3 JAN 7	2		, (Whe	n filled inj			<u> </u>		<u>. </u>	
OCF			NOTIF	CATION O	FERSO	NNEL A	CTION	• • • • •			
I SERIAL NUMBER	2 NAME (LA	ST FIRST WILDLES	-		-				,		
056361	HICKS	CALVII	. W		'- . ,		er (ţ (-	٠,	
3 HATURE OF PER			·	•) i	TINE DATE	5 CATEG	CET OF EMPLOYA	u(N)		•
REASSIG	NME IT		<u> </u>			23 71		REG	ULA	R	-,
FUNDS		10 V		v 10,CF	7. Finan	-o: Analysis No	Chargeatile	s csc or of	/ HE HO	AL AUTHORITY.	
	, c	10 V		CF 10 CF.		4116			USC	403 J	<u>.</u>
DDP/F1	STAFF CENCE: GR	CAIO	٠	· · · · · · · · · · · · · · · · · · ·	IO LOCA	TION OF OHI	CIAL STATIO		-		
INTELLI	GENCE WA	TCH	: ` `		WASH	D.0		,			
11. POSITION TITLE				,	12 POSIT	I'M MUNEES		13 STRUCT DES	SIGNATIO	ON .	
	WATCH	ÖFFICE	R		0947			D .	•		
14. CLASSIFICATION	SCHEDULE IUS. 18			TIONAL SERIES		AND STEP		17 SALARY OR	RATE		
	. CS		0132.	07	13 7			213	13		
18 DEMAPES			102.		119-6					<u>-</u>	
					, ,	:				•	
-		;	•					•			•
	,	7			;						
HOME BAS	E: SOD						. '				
19 ACTION 10 Pmp	loy 21 Office			23. INTEGREE		OFFICE O		INEL	ADE .	27 DATE OF 1	E)
	NUMERO	AJPÁPRIC		CODE	Cort	- DA		WO DA	٠,	W3 - BA	
37 10	32500	F I	75013	31. SEPARATION	32 Correct		8 24			D Security	34 SEX
MO UA 18	REFERENCE	1.07	Crind	DATA CODE	11/4	W 04		EOD DAT	$\langle \cdot \rangle$	MO NO	
1	36 SERV COM	1 124		E M CARLER CAT		N			V	40 SOCIAL SEC	1
15 VET PRESENCE	20 STRA COM	* WO	G COMP DA	CAR PRISE	ron .	-	MA ITO	HALL NY CODE	-	40 SOCIAL SEC	OF THE
7 10 01			<u>.</u>	PROV TEMP			''	glangs stangerassanings that the			
	ILIAN GOVERNMENT	SERVICE	42 LEAVE CAT	POPE ELICUIED	COUL COU	DAIA		ed Forward Culto		COCE IND IA	STATE COCK
2 110 121 2 110 121	IN SERVICE (1855 THAN 3 IN SERVICE (1855 THAN 3 IN SERVICE (1855 THAN 3			1 165				1 155 2 NO		140	
			SICNA	URE OR OTHE	R AU HS	NICATION		1	4	TEL	
<u>:</u>			.:.	••,	: :	••				. 1 11 1 5 JAN	- 1
				··· : .··	::::	•		111		U JAN	13/2

1150 Mfg 670

Use Previous Edition

SECRET BS

N& SECRET NOTIFICATION OF PERSONNEL ACTION O7 01 71 KEASSIGNHENT ý 10 V Y 10 (F . FUNDS CF TO V CF 10 CF 2222 4110 0000 IO LOCATION OF OFFICIAL STATION DUP/FI STAFF II POSITION TITLE 12 POSITION NUMBER 13 CAREER SERVICE DESIGNATION WATCH OFFICER 1032. 14 CLASSIFICATION SCHEDULE (GS, LB, att.) IS OCCUPATIONAL SERIES IS GRADE AND SIEP 17. SALARY OR RATE G\$ 0132.07 18 REMARKS SIGNATURE OR OTHER AUTHENTICATION FOSTED 2 6 AUG 1971 Form 11508 7-66 MFG, 11-69 Use Previous SECRET

Edition

FOR PURPOSES OF THE FAIR LABOR STANDARDS ACT, AS AMENDED.

EFFECTIVE DATE OF DESIGNATION: 01 MAY 1974.

HICKS CALVIN W

056361

42224116

-	,	,	-

1 SEKIA	LNO	2.	NAME		3 0	PGANIZATION	4 FUNCS	5	tWOP	HOURS
35634	6 1	FICKS C	ALVIN N	<i>.</i> .		32 400	v			
3 2 3 3 1		OLD SALARY RA		7	L	VEW SALARY RAT		13	TYPE A	ction :
Grade	Step	Salary	Last Etf. Date	Grade ·	Step	Salary	EFFECTIVE DATE	1	Si	ADJ.
								T		
S 13	8	125.500	C5/02/71	GS 13	9	\$20.189	C4/28/74			
						HENTICATION		-		
I CERT	IFY TH	AT THE WORK O	5 TUE ABOVE NIVER							
			THE ABOVE NAMED	EWALOASE I	SOF	ACCEPTABLE LEVE	L CF COMPETENCE			
GNATUR			Rocace					دد	ary	117
GNATUR	8	repla						ru	ay	127
GNATUR	S	repla	Procace	سند				20	ary	117
GNATUR		repla NO IN	Procace	DF WAITING	PERIO		CATE 7 Feb	20	ay	177
ERKS INI		repla NO IN	Rocace EXCESS EMOP PAY STATUS AT END C	DF WAITING	PERIO	0	CATE 7 Feb	20	ary	177

. Serial N	0. 2		Name			13.	Cont.	* Y - 4	·	<u> </u>		1	•
						17	Cost (en	ler Number	· · ·	4. 1	WOP Hours	7	e de
56361		HICKS C	ALVIN	<u> </u>		ļ.· .	32 šm		;, ·	÷			
Grade	Step	Seláry	Lost Eff		۵	-	NEW SALARY R	ITE.		7. IV	E ACTION	-	
			1001 211	Dare	Grade	Step	Salary	Effective	Date		LSI ADI		
- 1					n 1 -	Ι.	.1		7			_	1 - 4
13-13	2	22. 100	0= /0=			Ι,	1			· 1	1.1.		
Remarks an	d Authe	ntication	-05/02	/71_	_CS1	3 <u> 8</u> .	\$23.112	04-16-	20	f:		.2	
	•		,	,	ر ما شمامی				-	. ;		- Park	
· · ·	٠.			., ``, :	17.	- ',				1	1.50		
		'							٠,,		53.	4 :	
-	. 25	:: 1		,- ,				5 4 7 CV		*			
٠,			11.				1		1			1	- 1- 3
			, (WALI	IX STE	P IN	CREASE			·: `		`l ·	. 35
			•		•	•	•	,1				1.	
· . ·			1.77	ξ ' i	1 .							1.	
			٠,		:-				,			1	
	٠.,			r :	· .		• • • • •	,	, ,			1	
/ н.в.	PIS	HER -	8.8	80	. ၉ ၀၀ . ၉	oo o	2 2 000 na	.,			• .	1	
			808	6 00	့စွဲ၀ - ရွိ	°0,	0 0 000 00 000 00 00 000 00	9 · ,	DATE	. 0/	-06-72	,	
				CHVI	NČE 1	00	8 000 o				/2	I	
560 M		Oberto		CHAI	AGE L	4OII	FICATION						a)
560 M	9. 3-65	Obsolete Pre Edition	vious .	7,	~,				_				,,4,
	*****		-				1 1			(4-51) [']		

1. Serial No	2		Name		3.	Cost Center	Number	- 4-	LWOP Hours
056361		IICKS CA		۱۵]3	2 500 NEW SALARY RAT	· ¥	7,	TYPE ACTION
Grade	Step	Salary	Lest Eff. Date	Grade	Step	Selery Selery	Effective Date	PSI	LSI ADI.
GS-13 8. Remarks a			05/02/71	0S-13	8	\$23,112	04=16=72		
			QUAL	ity ste	P INC	REASE	٠		:
	, .		:	;		,			,
/s/ H.	B. FI	SHER	000 89	, 600 g	000	8 9 900 00 8 9 90 00	0 1	DATE:	04-06-7
		-,'-	PAY CH	ANGE	NOTI	FICATION	i A	χ'	
Form 560 9-61	Mfg. 3-6	Obsolete F	revious on				J.	7	(4-51)

HICKS CALVIN W 32 500 086361 OLD SALARY BATE NEW SALARY RATE 8. TYPE ACTION EFFECTIVE DATE 55 13 6 520,721 05/04/69 C5 13 7 521,313 05/02/71 CERTIFICATION AND AUTHENTICATION I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE SIGNATURE DATE NO EXCESS EWOP IN PAY STATUS AT END OF WAITING PERIOD LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS FORM 560 E Use previous PAY CHANGE NOTIFICATION

MPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE ORDER 11637 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 ADJUSTMENTE 9 JANUARY 1972

NAME

ORGN. FUNDS GRESTEP

NEW SALARY

HICKS CALVIN W

056361 32 500

822,487

"PAY ADJUSTREST IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-2 6
PURSUANT TO AUTHORITY OF DCI AS PROVICED IN THE CIA ACT OF 1949.
AS A MENDEC, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENTS & CCTOBER 1967

NAME SERIAL OPGN. FUNDS GR-STEP SALARY SALARY
HICKS CALVIN W 056361 32 500 V GS 13 5 \$14,665 \$15,307

GALVIN W 056361 32 500 V GS 13 5 514,865 515,307

£ 4 1 1 1

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 01-656 AND EXECUTIVE DRIVER 11576 PUPSUANT TO AUTHORITY OF DGI AS PROVIDED IN THE CLA ACT DE 1749) AS AMENDED, AND A DCT DIRECTIVE DATED 8 OCTOBER 1052"

EFFECTIVE DATE OF PAY ADJUSTMENTS TO JANUARY 1971

NAME SERIAL ORGY, FUNDS GR-STEP SALARY
HIGKS CALVIN W. 056361 32 500 V GS 13 6 320.721

"PAY 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 ADJUSTMENT! 28 DECEMBER 1969

NAME SERIAL DRGN, FUNDS GR-STEP SALARY
MICKS CALVIN W 056361 32 500 V GS 13 6 \$19,555

. .

TRAY ACCUSTORS IN ACCORDANCE /ITH SECTION 212 OF PL 90-206 AND EXECUTIVE ORDER 11674 FORSULAR TOP 1949, ORDER 11674 FORSULAR TOP 1949, AS AMERICO, AND A CCI DIRECTIVE DATED & DOTTINER 1962"

EFFECTIVE DATE OF FAV ADJUSTMENTS 13 USEY 1989

NAME

SERTAL COOKS FORDS GO-STEP

SALLRY

HICKS CALVIN A

56361 32 500 V CGS 13 5

\$18,447

					H8	,				:	THE STATE OF
	1. SERIAL		HICKS	NAME CALVIN W			32 500	4. FUNDS	LW	OP HOURS	
	2		VALLE GIO	PATE	7.		NEW SALARY R	ATE	:Line	2 ACTION	1
~	-: Brade	Step	Salary	Lost Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	, 3	ADJ.	4
	GS 13	5	\$16,32	05/07/67	GS 13	6	16,809	05/04/69		<u> </u>	
٠- ٠	:			CERTIFIC	ATION AN	AUTH	ENTICATION				
	I CERT	FY TH	AT THE WOR	OF THE ABOVE N	AMED EMPL	OYEE IS	OF ACCEPTA	BLE LEVEL OF CO.	MPETSNCE	_	·
,	SIGNATUR	ع '	de .	O Flores	122	•	.•	DAJE ham	211	169.	`
			. 🗇	O EXCESS LWOP	•		•		• .	• .	
.			[] "	N PAY STATUS AT EN	D OF WAITI	ng per	00	• .			
<u>.</u> · [is	MOP STATUS AT END	OF WAITIN	G PERIO	ю .		_		
		TIALS		9000	2 2 4	- 030	Sec 8	000 00	→ #		

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTER E GROLF 12413 PURSUANT TO AUTHORITY OF DOLLAS PROVIDED IN THE CIA ACT

MEFFECTIVE DATE OF PAY ADJUSTMENT 1 14 JULY 1908

NAME SERIAL ORGN. FUNDS GR-STEP SALARY SALARY HICKS CALVIN W 030301 32 500 V GS 13 5 119,307 810,329

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11739 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND OCI CIRECTIVE DATED OF OCICER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 CCTCBER 1973

NAME

SERIAL ORGN. FUNDS GR-SIEP

HICKS CALVIN N

056361 32 400 V GS 13 8

\$25,500

PAY ACTISTMENT IN ACCORDANCE WITH 5 L.S.C. 5305 AND EXECUTIVE ORDER 11691 PURSUANT TO ALTHORITY OF DOTE AS PROVIDED IN THE CLA ACT OF 1949. AS AMENUED, AND DCI DIRECTIVE DATED OF CCTOBER 1962.

EFFECTIVE DATE UF PAY ACJUSTMENT: OT JANUARY 1973

NAME SERIAL ORGN. FUNDS GR-STEP SALARY
HICKS CALVIN W 056361 32 500 V GS 13 8 \$24,299

The first of the control of the cont

"PAY ACJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE CADER 11611 PURSUANT TO AUTHORITY OF DOI CATED 38 OCTOBER 1962."

EFFECTIVE DATE OF PAY ACJUSTMENT: 13 CCTCBER 1974

NAME

SERIAL ORGA. FUNDS GR-STEP

SALARY

HICKS CALVIN N

056361 32 47) V CS 13 9 4 \$27,632

-

BUT: 14 JUN 67	(Who	n Filled in)		<u> </u>
	NOTIFICATION OF	PERSONNEL ACTIO	,	
1. SERIAL HUMBER 2. NAME (LAST FIRST-MIDDLE				
056361 HICKS CALVIN	W N			
DESIGNATION AS PARTIC	IDANT IN CAA	4. EFFECTIVE DATE S CATE	GORY OF EMPLOYMENT	
RETIREMENT AND DISABI	LITY SYSTEM	06 04 67	REGULA	R
V.10. V	V 10 (F	7. Financial Analysis No. Chargeab		
4. FUNDS X	(F 10 CF	7223 0007 0000	oi oo	643 SECT. 20
9. ORGANIZATIONAL DESIGNATIONS	1 1 2	10. LOCATION OF OFFICIAL STATIO		643 SECT. 20
• • •				
				, ,
DDP/FI		WASH., DC		
II. POSITION TITLE		12. POSITION NUMBER	13 SERVICE DESIGNATI	10#
			D.,	
14. CLASSIFICATION SCHEDULE (GS, LB, orc.)	IS. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE	
		1.0		` .
O. REMARKS	J.,	13	1	
			. 1	
, et al. a section of the section of the				
			, ;	
CDACE	BELOW FOR FYCUISIVE IN	SE OF THE OFFICE OF PERS	ONNEL	_
ACTION 20. Employ 21. OFFICE CODING	22. STATION 23. INTEGREE	24. Hagirs. 25 DATE OF BIRTH	26 DATE OF GRADE	27. DATE OF LES
CODE Codo NUMERIC ALPHABETIC	CODE CODE	Cade NO DA 19	MO DA. YM	NO. 54 /9
I. NIE EXPIRES 29. SPECIAL 30 RETIRE	MENT DATA : 31. SEPARATION	32. COPRECTION/CANCELLATION DATA		13 SECURITY 14. SES
HO DA. 18 REFERENCE 1. CSC	CORE DATA CODE	TYPE NO DA. YR	EOD DATA	#£0 NO.
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2			
	OME COMP DATE 38 CAREER CAT	EGORY 19. FESTI / HEAT	IN INSURANCE	40 SOCIAL SECURITY 00
DE 0.301E NO. 0A. YE NO. 1.8 PT. 2.10 PT.	LAN PIS	1 . 185		
PREVIOUS CIVILIAN GOVERNMENT SERVICE	42 LEAVE CAT 43	FEOERAL FAX DATA	44 ! STATE	TAX DATA
DE O'. NO PREVIOUS SERVICE	CODE CORNELECTED	COSE NO TAL ESEMPTIONS	FORM ESECUTED	CODE TO THE STATE COSE
2 - BREAK IN-SERVICE (LESS THAN 3 YES) 3 - BREAK IN SERVICE (MORE THAN 5 HAS)	2 · h0		1.10	
	SIGNATURE OR OTHE	R AUTHENTICATION	·	
,			!	<u> </u>
		· ·		
1	,	:	計 まさき	: 15 H
			1	1.1.
			1. July	(1/4/6)
ORM Use Previous		RET OW	- 1 4004 1	75.0
1150 Edition	SEC	mer pour	Emutet trem actemat freugening and	(When Filled

SECRET

ال 2 - ١١١٠	N 67		- 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						- 13 7 1	
OCF .			NOTIFIC	CATION OF	PERSO	NNEL A	CTION			
SERIAL NUMBER		AST-FIRST-MIDDI	and the second of the second o						: 1	
056361 HATURE OF PERSONA		S.CALV	IN W	100		TIVE DATE	S CATEG	DRY OF EMPLOYMENT		1.2
REASSIGNM	ENT	<u> </u>	· · ·	<u> </u>	06	04167		REGULA		
FUNDS	X	7 TO W		7. 10 CF	- 7	CHER ANGLYSIS NO.	. Chergroom	B. CSC OR OTHER LES		
ORGANIZATIONAL BES	<u> </u>	F TÓ V		F TO CF		OCO7		1. 50° USC	<u>ноз Л</u>	
DDP/FI ST	AFF	OOLIB	•			ion. or orritor				
INTELL IGE INTELL IGE			·.	·		., D.C	•			٠.
I, POSITION TIFLE	,	,	-		12 POSITI	ON HUMBER		IJ. SERVICE DESISTAN	102	
		OFFIC		· · · · · · · · · · · · · · · · · · ·	1032		1	D		
4. CLASSIFICATION SCH	GS	i, etc.)	0132.	ional series	13 5	AND STEP	· ',	17. SALARY OR RATE		
REMARKS	<u>.</u>	 ,	1			.				
	. •	+				,	٠ -			
• •				٠	,					
						•				* .
			r							. [
		SPAC	E BELOW FO	EXCLUSIVE U	SE OF TH	OFFICE C	F PERSO	NNEL		
ACTION 20 Employ.	21. OFFICE	ALPHABET	22 STATION	23 INTEGREE	24. Hdqtrs. Code	25. DATE OF	SIRTH	26. DATE OF ERADE	DATE OF LE	19
7 10	32500	1 '	75013		1	į.	124			
	79 SPECIAL REFERENC	30 RETHE	CODE.	31 SEPARATION OATA CODE	32 CORRECTIVE	TO. DA.	TION DATA	EOD DATA	33. SECURITY REQ NO.	34. SEX
	36 SERV COM		LONG, COMP. DATE	35 CAREER CAT				TH INSURANCE	40. SOCIAL SECU	RITY NO
1 . 3 PT	MO DA	** **		LAS HENT	ees£		#417E4 1E5	HEALTH INS. 0224		
PREVIOUS CIVILIA	A GOVERNMEN	T SERVICE	42. LEAVE CA	41.	FEDERAL TA	NO TALESEN		44. STATE	TAX DATA	514:E CODE
1 - NO BREAK 2 - BREAK IN	IN SERVICE SERVICE ILES	S THAY 3 YES		1 - 169				1 - YES 2 - NO	ENEMP	
			SIGNA	TURE OR OTHE	AUTHF	NTICATION	·			
ROM: WH .			:			<i>:</i> `		FC):TB1	O
						: :	•	10/100	- 6/5/6	
ORM 1150 :	Use 2	Previous lition		SEC	CRET 4	Yw)	·~	measurement of the second of t		rilled M

100		٠.		
1		٠.		
S	С	RI	T	

NOTIFICATION OF PERSONNEL ACTION	
NOTIFICATION OF PERSONNEL ACTION	
SERIAL NUMBER 2 MANE (LAST FIRST-MIDDLE)	**************************************
56361 HICKS CALVIN W	
NATURE OF PERSONNEL ACTION. 4 EFFECTIVE DATE S CATEGORY OF EMPLOYMENT	iT .
(NO = 0A VR.	
EASSIGNMENT OU PREGUL	
V-10 CF 7. Financial Analysis No. Chargeable 8: CSC OR OTHE	R LEGAL AUTHORITY
FUNDS X G 10 V G 10 G 7235 0620 0000 50 U	SC 403 J. 🔩 🔻
OPERATIZATIONAL DESIGNATIONS 10. LOCATION OF OFFICIAL STATION	
	*
CP/WH	
RANCH 3	
CLOMBIA SECTION WASH., D.C.	<u> </u>
POSITION TITLE 12. POSITION NUMBER 13. SERVICE DES	SIGNATION
OFS OFFICER 1358 D	
CLASSIFICATION SCHEDULE (65, LD, etc.) 15. OCCUPATIONAL SERIES 16 GRADE AND STEF 17. SALARY OR R	iale :
The second secon	
GS 0136.01 13 4 14217	,
REMARKS	
	• •
COLOR BUILDIN FOR EVALUATION HOS OF SHE OFFICE OF PROCESSION	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL ACTICAL 20 Employ, 21. OFFICE CODING 22 STATION 23. INTEGREE 24. Hoggin; 25 DATE OF STATE 26. DATE OF GRAIN	DE 27 DATE OF LEI
COE CODE CODE CODE CODE NO DA TR MO. DA.	YR NO DA' YR
10 51400 WH 75013 1 11 08 24 1	'
ATE EXPIRES 29 SPECIAL 30 RETIREMENT DATA 31 SEPARATION 32 CORRECTION/CANCELLATION.DATA	33. SECURITY 34 SEX
DA TR REFERENCE 1. CSC CODE DATA CODE TIPE NO DA "P EOD DATA	#50 WO
XX XX	V
ET. PREFERENCE 36 SERY. COMP DATE 37 LONG COMP. DATE 33. CAREER CATEGORY 39. FEGLI/MEALIM INSURANCE	40 SOCIAL SECURITY NO
O - NOVE NO DA YA NO DA YA CAN HIS CODE CODE O WAITER HEALTH INS COD.	
E-10 PT PROL TEN	
7005	STATE TAX DATA
O NO PREVIOUS SERVICE FORWERECUTED CODE NO TAX EXEMPTIONS FORM EXECUTED TO BREAK IN SERVICE	CODE NO TAX STATE CODE
2 - BYEAR IN SERVICE NESS THAN 3 YAS) 2 - NO , 2 - NO	
3 - BREAK IN SERVICE IMORE THAN 3 YRS I .	
SIGNATURE OR OTHER AUTHEUTICATION	
	1150 111
1 POL	37 ED
	* • • • •
	· Omerone
1	and the same
Use Previous CCCDFT BJ 1	1
1150 Use Previous SECRET Stitute fra	antomatic .
	(When Filled In)

∢ZF: 27	SEPT 66			CRET).			
ncf		· · · · ·	CATION OF	PERSO	ONNEL ACTIO	N		
n. seelal humper 056361	HICKS CALVI	1.						- 51
REASSIGN			a	1,0,"	15 66	COMY OF EMPLOYMENT		
A .	V 10 V 🕏	Til	v 10 CF	7. cost c	ENTER NO. CHARGEABLE	B. CSC OR OTHER LEG	AL AUTHORITY	,
. FUNDS	(a 10 V		CF TO CF	7235	0620 000	50 USC	403 J -	
P. ORGANIZATIONAL D	ESIGNATIONS	-!!-		19. LOCAT	ION OF OFFICIAL STATE		· · ·	
DDP/WH			•			· · · · · ·	·	
BRANCH 3 COLOMBIA	SECTION		, , , , , , , , , , , , , , , , , , ,	WASH	., o.c.			
1. POSITION TIPLE				12. POSIT	ION NUMBER :	IJ. SERVICE DESIGNAT	1011	٠, ,
	OPS OFFICER			1359		D		٠.
4. CLASSIFICATION SC	HEDULE (65, 18, etc.)	IS. OCCUPAT	IONAL SERIES	16. GRADE	AND STEP	17. SALARY OR BATE		
	GS	0136	OI .	13 4	·	14217		
I. REMARKS		تتبيا		!				
			1.	•		•		•
•				-		٠.		٠.
								•
	SPACE	BELOW FO	R EXCLUSIVE U	SE OF TH	E OFFICE OF PER	SONNEL .		
CODE Code	21. OFFICE CODING		23 INTEGREE	24 Hdqfrs Code	25 DATE OF BIRTH	26 DATE OF STADE	. 27. DATE OF LE	i j
37 10	51400 WH	75013		1	11 08 24	NO. E. TR	NO DA	19.,
. HTE EXPIRES	29 SPECIAL 30. RETIRES	ENT DATA	31 SEPARATION	12 COREC	TION, CANCELLATION DAT		33 SECURITY	34. SEX
9 14 68	84 1 CSC 3 FICA 5 NONE	CODE	DATA CODE	*175	1 1	EOD DATA	REG NO	
VET. PREFERENCE	36. SERV. COMP. DATE 37. 10	NG COMP. DATE		CODE	CODE C - MAIVER	HEALTH INS CODE	40 ŞOCIAL SECU	2177 40
1 . 5 PT 2 . 10 PT		1 1	dech ithe		1 . 125			
	ERNMENT SERVICE DATA	42. LEAVE CA		FEDERAL TA			TAX DATA	
1 - NO BREAK I	TOUS SERVICE IN THE SERVICE IN SERVICE (LESS THAN 3 VRS.) IN SERVICE (MORE THAN 3 VRS.)		1 - YES 2 - NO	CODE	NO TAX EXEMPTIONS	FORM EXECUTED 1 - YES 2 - NO	CODE NO TAX	STATE CODE
		SIGNA	TURE OF OTH	R AUTHE	N ICALON			-
, ,			:	. :	· [i	POSTE	D .	:
						(05:	- 1	υ :

SECRET

Use Previous Edition

1150

*	 .1		
		-	

NZF: 10 /	AUG 66	· · · · · ·		CRET	- 1 1 - 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				
OCF.	, , , , , , , , , , , , , , , , , , , ,	NOTIFIC	ATION OF	PERSC	NNEL	ACTION	•	,	
n. Serial Humber	HICKS CALVII					***************************************			
S. HATURE OF PERSON	44 - 4- 7 - 1	7, -1,			IVE DATE		DRY OF EMPLOYMENT		
RÉASSIGN	ENT.	· .		07	31 6		REGULAR		
. FUNDS	V 10 V		10 CF	7. COS1 C	ENTER NO.	CHARGEABLE	O CSC OR DINER LEG	AT WALHOUTA	- 11
. FUNDS	CF TO V	CF	10 CF	7235	062	ი ბიიი	50 USC	นดู3 ป	
. ORGANIZATIONAL DE	SIGNATIONS	-		10. LOCAT	ION OF OFF	ICIAL STATION			,
DOP/WH				14.	:				
BRANCH 3	ION			WASH	. D	.c.		·	
. POSITION TITLE				12. POSITI			13. SERVICE DESIGNAT	101	
	OPS OFFICER			1392	:	· . ,	0		
4. CLASSIFICATION SCI		15 OCCUPATIO	MAL SERIES	16. GRADE	AND STEP		17. SALARY CR'RATE	; ,	·
:	GS	0136.0	oi 🦩	13 4			14217		
REMARKS		•,- ;		•		'.		÷.	
		•							
	- 1		: '	·.	•				· ·
	SPACE	BELOW FOR	EXCLUSIVE U	SE OF TH	E OFFIC	E OF PERSO	ONNEL		
ACTION 20. Employ.	21. OFFICE CODING	22. STATION	23. INTEGREE CODE	24. Hdqtrs.	25. DATE		76 DATE OF GRADE	27 DATE OF L	
7. 10	51400 WH	75013		1	11	n8.124	HO 64. VA	M. SA	,"
NTE EXPIRES	29. SPECIAL 30 RETIREM REFERENCE 1 CSC 3 - FICA	COOL .	DATA CODE	32. CORRECT		LLATION DATA	EOD DATA	33. SECURITY REQ NO.	14. SEX
	S .NONE	NG. COMP. DATE	1 20 20220 20	,		1		- torial tre	10000
VET. PREFERENCE	34. SERV. COMP. DATE 37 LO	DA. YR.	CAR RESV	CODE		FEGLI / HEAL O - WAIVER 1 - YES	TH INSURANCE	40 SOCIAL SEC	UNIT MG
	RMMENT SERVICE DATA	42. LEAVE CAT.		FEDERAL TAI	DATA		44. STATE	TAX DATA	
I - NO BREAL 2 - INEAE IN	OUS SERVICE E IN SERVICE I SERVICE (LESS THAM 3 YES) I SERVICE (MORE THAN 3 YES)	(ODE ,.	FORM EXECUTED 1 - YES 2 - NO	2002	40 TAR E	LEMPTIONS	FORM ESECUTED 1 - 1E\$ 2 - NO	CODE NO TAY	STATE CODE
		SIGNAT	URE CK OTHE	AUTHE	NTICATI	ON .			
•							A A CS	THE STATE OF THE S	
·		<u></u>	. II. I	:::::::::::::::::::::::::::::::::::::::			-0870	66H	<u></u>
ORM 1150	Use Previous - Edition		SEC	CRET 72	y m	i.	Excluded from automateurschaft and automateurschaft automateurschaft automateurschaft automateurschaft automateurschaft automateurschaft automateurschaft automateurschaft automateurschaft automateurschaft automateurschaft automateurschaft automateurschaft automateurschaft automateu		Filled Ini

MPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504 PURSUANT TO AUTHORITY OF DOT AS PROVIDED IN THE CIA ACT OF 1949.

AS AMENCED, AND A-DOI DIRECTIVE DATED & COTOMER 1982.

EFFECTIVE DATE OF PAY AUJUSTMENT: 3 JULY 1966

". SERTAL ORGN. FUNUS GR-STEP

056361 51 997 V: GS:13 4 513.815; \$14,217

NOTIFICATION O	PERSONNEL ACTION					
(ACF)	_					
1. SERIAL MUMBER 2. MANIE (LAST, PIRST-MIDDLE)						
056361 HICKS CALVIN W						
1. MATORE OF PERSONNEL ACTION	4 EFFECTIVE DATE S CATEGORY OF EMPLOYMENT					
REASSIGNMENT	09 21 65 REGULAR					
YUNDS X VIOV	7. COST CENTER NO. CHARGEABLE . B. CSC OR OTHER LEGAL AUTHORITY.					
4 10 V 4 10 U	6235 0623 0000 50 USC 403 J					
9. OREANIZATIONAL DESIGNATIONS	19. LOCATION OF OFFICIAL STATION					
DDP/WH						
CS/CS DEVELOPMENT COMPLEMENT	WASH., D.C.					
11. POSITION TITLE	12, POSITION NUMBER - 13, SERVICE DESIGNATION					
OPS OFFICER	9997 D					
14. CLASSIFICATION SCHEDULE (GS, LB, Mc.) 15. OCCUPATIONAL SERIES	14 GRADE AND STEP 17. SALARY OR BATE					
GS 0136.01	13 4 13335					
TRAINING						
TROUBLE STATE OF THE STATE OF T						
	· · · · · · · · · · · · · · · · · · ·					
	JSE OF THE OFFICE OF PERSONNEL					
19 ACTION 20 Employ 21. OFFICE CODING 22. STATION 23 INTEGREE CGDE Code Numeric Alphabetic CODE CODE	24. Hddrr. 25 BATE OF BIRTH 26. DATE OF GRADE 27. DATE OF LEI					
37 13 51997 WH 75013	1 11 08 24					
A114 (00)	27 CORRECTION CANCELLATION DATA 23 SECURITY 34 SER					
NO DA VA REFERENCE 1 . CEC CODE DATA-LUDE 3 . FICA 5 NOME -	TITE NO DA " EOD DATA					
S VET. PREFERENCE 36 SERV. COMP DATE 37. LONG COMP. DATE 38. CAREER CO	TEGORY 24. FEGLI / HEALTH INSURANCE 40. SOCIAL SECURITY NO					
00E 0 40KE NO. 04 YR NO DA YR CAG HIS. 2 19 PT PROV. TEMP	CODE COSE O MAINER MEALTH INS COOF					
PREVIOUS GOVERNMENT SERVICE DATA 47. LEAVE (AT 4)	FEDERAL TAX DATA 44. STATE TAX DATA					
ODE O NO PREVIOUS SERVICE CODE PORMY RECUTED	CODE 12 TALESEMPTIONS FORM EXECUTED CODE NO TAX STATE CODE 1. TES					
2 - BPEAS IN SERVICE (1555 THAN 3 YRS) 2 - NO 2 - BPEAS IN SERVICE (MOHE THAN 5 YRS)	2 · NO					
	ER AUTHENTICATION DOSTED					
· · · · · · · · · · · · · · · · · · ·	1 1/2 1/2 1/2					
	de 9/33/45					
FORM 1150 Use Previous SE	CRET (SOUT)					
11-62 1130 Edition	Lichelet time antibance formatter and and antibance formatter and antibance formatter and antibance and antibance formatter and antibance antibance and antibance and antibance and antibance and antibance and antibance and antibance and antibance and antibance and antibance and antibance and antibance and antibance and antibance antibance and antibance and antibance and antibance and antibanc					

PPAY ADJUSTMENT IN ACCORDANCE SITH SALARY SCHEDULES OF ML 49-301 PURSUANT TO AUTHORITY OF DCT AS PROVIDED IN THE STA ACT OF 1949.

AS AMENTED, AND A-DOI POLICY DISECTIVE DATED & OCTOBER 1962. EFFECTIVE DATE OF PAY ADJUSTMENTS 19 OCTOBER 1965

SERTAL OFGN. FULUS GA-STEP 056361 51 997 V GS 13 4

Long translations of the following in the second second second second second second second second second second

HICKS CALVIN W

49 300 HICKS CALVIN N 056361 6. Grade Step OLD SALARY RATE NEW SALARY RATE TYPE ACTION Last Eft Core GS 13 3 812,915 05/10/64 GS 13 4 513,335 05/09/67 23 NO EXCESS LADP
IN PAY STATUS AT END OF MAITING PERIOD
LWCP STATUS AT END OF MAITING PERIOD
CLERKS INITIALS I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. PAY CHANGE NOTIFICATION

form 560

(451)

12 3.7 4

 $\ddot{}$

 Ξ

NOTIFICATION OF PERSONNEL ACTION OCS 05/27/65 I SERIAL NUMBER 2. NAME (LEST-PY) MINUAL) 056361 HICKS CALVIN W 3 NATURE OF PERSONNEL ACTION 5 CATEGORY OF EMPLOYMENT 4 EFFICITAL DATE 05 31 65 REASSIGNMENT 8' CK OR DIVER LEGAL AUTHORITY 1 10 1 y tó cr FUNDS (1 10 V 0, 10, 0 5235 1162 0000 9 - DEGANIZATIONAL DESIGNATIO DDP/WH DIVISION NH C HIAH! OPS OR PH SEC WASH. D. C. OPS OFFICER 13 CARLLE SERVICE DESIGNATION 12 POSITION NUMBER 1140 14 CLASSIFICATION SCHEDULE (GS 18 arc) IS OCCUPATIONAL SERIES 16 GRADE AND STEP 17 SALARY OR RATE 65 0136.01 13. 18 REMARYS SIGNATURE OR OTHER AUTHENTICATION

SECRET

CENT

11508 MFG. 1-63 Use Previous Edition (4 51)

	774.74	NÖTIFICATION OF	PERSONNEL ACTION	
ADPD 07/81	; white (the least middle)			
3 Matural of Personner	HICKS CALV	IN W	4 SPECIME CATE 5 CARGO	NY OF EMPLOYALIST
REASSIGNYE	NT		06 19 64	
FUNDS	¥ 10 V	V 10 (1 .	7 COST CENTER NO CHARGEABLE	B CSC OR OTHER REGAL AUTHORITY
	ATIONS P.N. SEC	G 10 G	WASH D. C	
I POSITION TITLE OPS OFFICE			12 POSITION NUMBER	D CAMER MAKE DESIGNATION
14 (LASSIFICATION SCHEDU GS	LE (GL 18, oft.)	013.6.01	te GRADE AND STEP	17 SALARY OR BATE
18 REMARKS				

			-	- 1	ri s	* .			•		
		1. Serial	No.	· .		. ''' .			٠	· ·	
			No. 2.		Name				(),V	·	5 4 2
		1	- 1 '		····		73.			37.	1200
		0963	ia	_' •			1	Cost Cent	er Number	-	
		1		CKS CA	LVIN		1		29 5	4. IW	OP Hours
		<u> </u>	Otto 5	ALARY RAIE	CAIN M				37.7	1	
Ţ.,	-	Grade	Step			. 6		9 450	v	1 .	** .
				-	Law EH Date	Grade	MEI	W SALARY RA	70		
	-	1	- 1	- 1		0.000	Step	Solory	-	7. TYPE	ACTION
٤	E	65 13	2 512		_	/ · ·	1 1		6Hective Date 05/10/64	PSI ISI	
		Remorts on	d Audi	110 0	⁵ /12/63	الم مما		- 1		1 13	ADJ:
ž	_ K		umanneah	M		05 13	3 31	2.408			$1 \cdot 1$
Ċ.	4						-		05/10/64	- 1	1 1
PAYFA	- 1	,	, NO E	ACESS	Luga			•			
ج	10		IN P	AY STA	THE						
NEC.	>-	,	, FROb	STATU	LHOP TUS AT S AT EN VITIALS	END OF	V				- 1
~ 4			CLI	EBKC 1	S AT EN	DOF	. "A ! I	ING P	ERIOD		- 1
•					ITIALS	- 4		" FERI	an n	_	- 1
	- 1	_			(AUDITE	D 87. (1)	۷.	- 1
	- 1	I CER	TIFY T		•	9			ED EMPLOY	-	- 1
	- 1	QF AN	ACCER	MAT TH	E WORK	05 -					- 1
	- 1			TABLE	LEVEL	THE	AHOV	F Nin			- 1-
	.1					COMP	ETENC	וראיי ב	ED EMPLOY	EC	ı
	Τ.,	SIGNAT		800 6	9_ am		,	- •		- 5	<u> </u>
	_	TO A	ONE	85 C C X	8 (82	9° 8 8 .	0.0	•-		15	- 1
	1			-000 O X		K 394 3	88	° 0 0	< /		- 1
	-			PAY	CHANA	00 X X 0	ಿಹಿ	OO DA	75. (c//	1. 1. 1	`
	9-61 5	60	Obsolete Preux	-	CHANC	E NOTI	FICAT	-00	- Dun	メ 64	· 1
Ī.			Edition	,0,	CHANC		CAL	ION	Ű.≟		-1
											1
			٠.								J .
										44.44	

IN ACCORDANCE MITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCT.
MEMORANDUM DATED 1 AUGUST 1986, SALASY IS ADJUSTED AS FOLLOWS. EFFECTIVE 5 JANUARY 1984.

GS 13 1 511,150 05/13/62 GS 13 2 311,515 05/12/63

- - / IN PAY STATUS AT END OF WAITING PERIOD / LHOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS AUDITED BY

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

PAY CHANGE NOTIFICATION

	MAY 62			en Filled In:		
		NO	TIFICATION C	F PERSONNEL ACTION		,
∞F	4			· I Linconjinda Nonon		
SERIAL NUMBER	2. SERE (LAST FIRST I	miDDLE)				7
1	1					ı
∞56361	HICKS CA	FAIN A	· :		·	
HATURE OF PERSON	NEL ACTION		,	The state of the s	PRY OF EMPLOYMENT	- 1
					DECULAR.]
PROMOTIO	N			05 13 62	REGULAR	
A	V 10 V	100	V =10 CF	7 COST CENTER NO COMMERCENCE	a CSC OR OTHER LEGAL AUTHORITY	. 1
FUNDS	GF 10 V	7	CF 10 CF	2235 1400 1000	50 USC 403 J	- 1
DECAMIZATIONAL BE	ESPERATIONS	<u> </u>		10. LOCATION OF OFFICIAL STATION		\dashv
		,				
		-	٠.			
1				A		ŀ
	K FORCE W					. 1
	TARY BRANCH	H- : .i '	<u> </u>	WASH., D. C.		η,
POSITION TITLE		٠.٠٠	,.·	12 POSITION WUNDER	13 CAREER SERVICE DESIGNATION	· i
	000 000	cco.		0715	1 30 70 30	- [
	OPS, OFF I				D	_1
CCASSIFICATION SC	HEDDLE (SS. 18, etc.)	18. (OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE	: 1
	GS	01	36.01	13 1	10635	
REMARKS				1.0	1.000	1
	, ,			, , , , , , , , , , , , , , , , , , , ,		٠ ا
ŧ					•	
	_			*.		. 7
	Ŧ		*			- 1
		•		· .		
		DICE PELO	W FOR EVELUEIVE	USE OF THE OFFICE OF PERSO	NAME T	
CTION 20 Emples	21. OFFICE CODING		TATION 23. INTEGREE	24. Hight. 25 DATE OF BIRTH	26. DATE OF GRADE, 27. DATE OF LET	ᅱ
ODE Code			ODE CODE	Code WC CA. YR	MO DA TR MO DA YR	-
2 10	61450 TF	w 25	6013	1 11 08 24	05 113 1 62 05 113 +62	
ITE EXPIRES		RETIREMENT DA	TA 31. SEPARATION			7
D4. 'Y4	REFERENCE 1 CSC		DATA CODE	TTPE . 40 24 . 18	EOD DATA	. [
1:1	5 10	ÅE	<u> </u>	1 1 1	<u> </u>	
ET PREFERENCE	36 SERV. COMP. DATE	17. LONG COM	· · _ · _ · _		IN INSURANCE 40 SOCIAL SECURITY NO.	
I . S PT	HO DA YR.	#0 DA	78 1 7ES	CODE COOF O . MAIVER	HEALTH INS CODE	- [
2 - 10 PT	! .	1	J	1 1.		
	ERMENT SERVICE.DATA		DE FORM EXECUTE	D, CODE THE TAX BARA	44. STATE FAX DATA FORM EXECUTED CODE NO TAX STATE CO	
I NO BRE	AE IN SERVICE		1 - 165	13 144 144 11043	1 YES EXEMP	~
E BREAK		2 905)	2 - 10		2 NO	
			SIGNATURE OR OT	HER AUTHENTICATION, '		\dashv
17 31614			SIGNATURE OR OT	HER AUTENITATION	FOSTED	\dashv
					LOSTAD	
17						
12 3.02.						- 1
					11912	
				100	123/22)	
		·	;;;	<u>:05</u>	23/62UK	

Form 1150

Use Previous Edition SECRET

056361

14.511

io

IN ACCORDANCE WITH THE PROMISIONS OF PUBLIC LA BY TYPE AND DOLL MERCRANDUM DATED IN AUGUST 1986. SALARY IS ADJUSTED AS ECCLOWS." EFFECTIVE 14 OCTOBER 1962

OLD OLD NEW NEW GRUST SALARY

NAME

SERI-L ORGN FUNDS GRUST SALARY

13 1, #10635 13 1 #11150

PSC: 18 AUG 1961

SECRET

OCF		NOTIFIC		PERSONNE	L ACTION			
1. SERIAL MUNDER	I HAME (LAST FIRST	MIDDLE)						
.056361	HICKS CA	LVIN W	`` `': .: .:		· · · · · · · · · · · · · · · · · · ·			
	MENT AND T ERED FUNDS			08 20	61	ET OF EMPLOYMENT REGULAI	R	
FUNDS	V TO V		-10 °CF (7. COST CENTER W	O. CHARGEABLE	B. CSC OR OTHER LEG	AL AUTHORITY	
· ronds	X CF 10 V		io. ce	2635 50	00 8021	50 USC	403 J	
DDP WH BRANCH 4 PARAMILI		ON		WASH.				,
11. POSITION TITLE			4 (12 POSITION NUM		13 CAREER SERVICE D	ESIGNATION	
	OPS OFF I	CER		0716		D	. ,	
14. CLASSIFICATION SCI	EGULE (GS, WB, atc.)	15 OCCUPATI	ONAL SERIES	IS GRADE AND STE		17. SALARY OR RATE		,
	GS	0136.	01	12 4	•	9735		: 1
IO. BEMARKS .				- -				
-	, .							
,					· · · · · · · · · · · · · · · · · · ·			-
······································		SPACE BELOW FOR						
19. ACTION 20 Employ CODE Code	21. OFFICE CODING	22. STATION CODE	23. INTEGREE	24. Hdqtrs. 25 DA	E OF SIRTH	26. DATE OF GRADE	27 DATE OF L	14.
16 10	64450 W		* 17		08, 24	1 1		
28 NTE EXPIRES	29. SPECIAL 30. REFERENCE 1 . CSC 3 . FIC B . NO	4 ·! I	31 SEPARATION DATA CODE	TYPE NO.	CELLATION DATA	EOD DATA	33 SECURITY REQ NO.	34, SET
35 VET PREFERENCE	36 SERV. COMP. DATE	37. LONG. COMP. DATE	<u> </u>		FEGLI / HEALT		40. SOCIAL SEC	BRITY NO
1 . 9 PT 2 . 10 PT	1 1	NO DA 18	1 - 1ES, 2 NO	CODE	0 MAINER 1 - 125	HEALTH INS CODE		- 1
	RHMENT SERVICE DATA	42. LEAVE CAT		FEDERAL TAX BATA			TAX BATA	
1 - NO BREAK IN	IOUS SERVICE R IN SERVICE S SERVICE (LESS THAN) N SERVICE (MORE THAN)	2 110\$)	FORM EXECUTED 1 - YES 2 - NO	CODE NO TAI		FORM EXECUTED 1 - TES 2 - NO	CODE NO TAY	STATE CODE
		SIGNA	TURE OR OTH	R AUTHENTICA	TION			
		::·	:: ::			1002 8/2/6/	2K	
		· · · · · ·	··· · :	· : : : :	^	.v.j1.1 ¥ 1`	~/. \ \	1 1

Form 6-60

1150

Obsolete Previous Editions SECRET

(4-21)

 ٠.	NOU	1060	

oc r			NOTI	CATION O	PERSO	NNEL ACTIO	ON	•		
l. SERIAL COMPLE	7 HAME (LAS	FIRST BIODLE)					·			
056361	HICK'S C	AL VIN G	,						•	
NATEST OF PERSON		AL 7114 W	• •		4-1910	TIVE DATE . 5 (A	EGORY OF IMPLOYA	ítul		
RE'ASS I GNME	je si da	ne vev) •			100	1.	GULAR /-		·	
KENSSI WAN		<u> </u>	1			ENTER NO CHARGEAR		WE # 155 A	utangety :	
FUNDS	1	10 V	X	¥ 10 (f		5000 0021		·		
OFFERENTALIONAL DE			. :^,	0 10.0	,,	ION OF OFFICIAL STAT				
between a country of	Calenations	e 1			10 10121	ION OF OFFICIAL STAT	104	2 552	4 And in 6 we .	.' "
			7. 5.					., -		
XXP WH	· .					ñ		•	4	1.00
RANCH 4		-ų, ´,			WASH.	, O. C.				, .
POSITION TIFLE			,		12 POSITI	ON NUMBER	13 CAREER S	ERVICE DESIG	MATION	
3- 	GUERILLA	WAR OF			0000		D			, 1
CLASSIFICATION SCI	110 AT 40 15"		-1 15. Offer	PATIONAL SCRIES	16 CHADE	AND STEP	17. SALARY OF	BATE .	 ,	
			15			100				
	GS		0136,	.14	12 3	ń., ·	9475		- '	
UPON TERM HEAD OF Y				RARY ASSIG				D AS T	HE.	
UPON TERM				RARY ASSIG				D AS T	HE	
HEAD OF Y	OUR CARE	ER SERVI	BELOW F	RARY ASSIGNATION OF EXCLUSIVE	MENT Y	OU WILL BE	REASS I GNE		HE	
HEAD OF Y	OUR CARE	SPACE	BELOW F	RARY ASSIGNATION OR EXCLUSIVE ON 121 PAGE 1	USE OF THE	OU WILL BE	REASSIGNE	PADE 21	DATE OF LE	
UPON TERM HEAD OF Y	OUR CARE	ER SERVI	BELOW F	COR EXCLUSIVE CORE 22 141646E	MENT Y	OU WILL BE	REASSIGNE RSONNEL 24 DATE OF G	PADE 21		I VR
HEAD OF Y	21: OFFICE C	SPACE OBING ALPHARETIC	BELOW F	OR EXCLUSIVE CODE 27. THE SEPARATION 21. SEPARATION 21. SEPARATION	USE OF THE	E OFFICE OF PER	REASSIGNE RSONNEL RSONNEL RSONNEL RSONNEL RSONNEL RSONNEL RSONNEL	PADE 2/	DATE OF LE	
UPON TERM HEAD OF Y ACTION 20. Employ OBE (ode 7 10	OUR CARE	SPACE OBING ALPHARETIC	BELOW F	COR EXCLUSIVE ON 27 PIECES	USE OF THE	E OFFICE OF PEI	REASSIGNE RSONNEL RSONNEL RSONNEL RSONNEL RSONNEL RSONNEL RSONNEL	PADE 27	DATE OF LE	YR ,
UPON TERM HEAD OF Y ACTION 20. Employ 100 RTE EXPIRES DA YA.	21: OFFICE C	SPACE OBING ALPHADETIC WH JO. RETIRET S FICE NOME NOME DATE J. 10	BELOW F	OR EXCLUSIVE ON 271 INTEREST CODE 31 SEPARATION 9ATA C.DE	USE OF THE 24. Haggin Code 1 32 CORRECT TYPE (REDIT/LCO	E OFFICE OF PEI 25 DATE OF BIRTH 11 08 24 100/CANCELLATION DA	REASSIGNE RSONNEL RSONNEL RATE OF 6 ROD DA REATH INSURANCE	PADE 27	DATE OF LE	34. SEX
ACTION 20. Employ CODE (ode 7 10 RTE EXPIRES	21: OFFICE-C NUMERIC 64450 29: SPECIAL REFERENCE	SPACE OBING ALPHADETIC WH JO. RETIRET 1 CIC. 8 HOME	BELOW F 27 STATIO CODE 75013 SENT GATA	OR EXCLUSIVE ON 27 INTEGREE CODE 31 SEPARATION 9ATA C.SE	USE OF THE	E OFFICE OF PEI 25 DATE OF BIRTH 11 08 24 100/CANCELLATION DA	REASSIGNE RSONNEL RSONNEL RATE OF 6	PADE 27	DATE OF LE	34. SEX
ACTION 20. Employ CODE Code Code Code TO NATE EXPIRES	21: OFFICE-C NUMERIC 64450 29: SPECIAL REFERENCE	SPACE OBING ALPHADETIC WH 30. RETIRET 1 - CIC 3 - FICAL 3 - NOWE DATE 27. LO	BELOW F 22 STATH CODE 75013 TENT DATA CODE 42. LEAVE	OR EXCLUSIVE ON 27 THIS SERVICE CODE 31 SEPARATION 9ATA C.DE 1 745 1 40	USE OF THE 24. Hagger (ode 1 32 CORRECT TYPE (REDIT/LCO	E OFFICE OF PER 25 DATE OF BIRTH 11 08 24 100/CANCELLATION DA 39. FEGLI / HI CODE 0 WAIVER	REASSIGNE RSONNEL RSONNEL RATE OF 6 ROD DA REATH INSURANCE	PADE 27	DATE OF LE	34. SEX
ACTION 20. Employ CODE CODE CODE CODE CODE CODE CODE CODE	21: OFFICE: NUMERIC 64450 19. SPECIAL REFERENCE 34. SERV. COMP	SPACE OBING ALPHADETIC WH 30. RETIRET 1 - CIC 3 - FICAL 3 - NOWE DATE 27. LO	BELOW F 22 STATE CODE 75013 BENT DATA CODE	OR EXCLUSIVE OR EXCLUSIVE CORE 31 SEPARATION 9414 C.SE 1 725 1 40 CAI 41.	USE OF THE 24. Hdgtr. Code 1 32 CORRECT TYPE CREDIT/LCO CODE FEDERAL 1A3	E OFFICE OF PER 25 DATE OF BIRTH 11 08 24 100/CANCELLATION DA 39. FEGLI / HI CODE 0 WAIVER	REASSIGNE REASSI	PADE 2/	DATE OF LE	34. SEX
ACTION 20. Employ 100 Code 7 10 NTE EXPIRES DA 19. FET. PREFERENCE 2 10 PT. PREVIOUS GOVI	21: OFFICE ON THE PROPERTY OF	SPACE OBING ALPHADETIC WH 1. CIC. 2. FICA 3. NONE DATE 37. LO VM NO DATA	BELOW F 22 STATH CODE 75013 TENT DATA CODE 42. LEAVE	OR EXCLUSIVE ON 27 INTERACT CODE 31 SEPARATION 9ATA C.DE T TO CAL 43.	USE OF THE 24. Hdgtri. Code 1 32. CORRECT TYPE (REDIT/LCO CODE FEDERAL 1A)	E OFFICE OF PEI 25 DATE OF BISTA 11 08 24 100/CANCELLATION DA 39. FEGLY/HI CODE 0. MAIYER 1 YEAR	REASSIGNE RSONNEL RSONNEL ROD DA ROD DA RATTH INSURANCE REALTH INSURANCE REALTH INSURANCE	PADE 2/	OATE OF LE	34. SEX
ACTION 20. Employ Code Code Code Code Code Code Code TO NO. Employ Code Code TO NO. Employ Code Code TO NO. Employ Code Code TO NO. Employ Code Code Code Code Code Code Code Code	21: OFFICE: NUMERIC 64450 19. SPECIAL REFERENCE 34. SERV. COMP	SPACE OBING ALPHADETIC WH 1. CIC. 2. FICA 3. NONE DATE 37. LO VM NO DATA	BELOW F 22 STATE CODE 75013 SENT DATA CODE 42. LEAVE CODE	CAT 43.	USE OF THE 24. Hdgm. Code 1 32. CORRECT TYPE FEDERAL TAI CODE	E OFFICE OF PER 25 DATE OF BIRTH 10 08 24 100/(CARCELLATION DATE 39. FECULY HI CODE 0. WALVER 1 YES 1 DATA 10 TAX EXEMPTION	REASSIGNE RESONNEL RE	PADE 2/	OATE OF LE	34. SEX
ACTION 20. Employ CODE Code TO NIE EXPIRES TO NOTE EXPIRES TO NOTE EXPIRES TO PREVIOUS GOVE	21: OFFICE ON THE PROPERTY OF	SPACE OBING ALPHADETIC WH 1. CIC. 2. FICA 3. NONE DATE 37. LO VM NO DATA	BELOW F 22 STATE CODE 75013 SENT DATA CODE 42. LEAVE CODE	OR EXCLUSIVE ON 271 INTEGREE CODE 31 SEPARATION 9ATA C.DE ATE 29. WIL. SERV. T. TES CAT. 43.	USE OF THE 24. Hdgm. Code 1 32. CORRECT TYPE FEDERAL TAI CODE	E OFFICE OF PER 25 DATE OF BIRTH 10 08 24 100/(CARCELLATION DATE 39. FECULY HI CODE 0. WALVER 1 YES 1 DATA 10 TAX EXEMPTION	REASSIGNE RESONNEL RE	PADE 2/	OATE OF LE	34. SEX
ACTION 20. Employ CODE Code TO NIE EXPIRES TO NOTE EXPIRES TO NOTE EXPIRES TO PREVIOUS GOVE	21: OFFICE ON THE PROPERTY OF	SPACE OBING ALPHADETIC WH 1. CIC. 2. FICA 3. NONE DATE 37. LO VM NO DATA	BELOW F 22 STATE CODE 75013 SENT DATA CODE 42. LEAVE CODE	CAT 43.	USE OF THE 24. Hdgm. Code 1 32. CORRECT TYPE FEDERAL TAI CODE	E OFFICE OF PER 25 DATE OF BIRTH 10 08 24 100/(CARCELLATION DATE 39. FECULY HI CODE 0. WALVER 1 YES 1 DATA 10 TAX EXEMPTION	REASSIGNE RESONNEL RE	PADE 2/	OATE OF LE	34. SEX
ACTION 20. Employ CODE Code S7 10 RTE EXPLRES VET. PREFERENCE R 0 NONE 1 0 FFT.	21: OFFICE ON THE PROPERTY OF	SPACE OBING ALPHADETIC WH 1. CIC. 2. FICA 3. NONE DATE 37. LO VM NO DATA	BELOW F 22 STATE CODE 75013 SENT DATA CODE 42. LEAVE CODE	CAT 43.	USE OF THE 24. Hdgm. Code 1 32. CORRECT TYPE FEDERAL TAI CODE	E OFFICE OF PER 25 DATE OF BIRTH 11 08 24 100/CANCELLATION DATE 39. FEGLI / HI CODE O WALVER 1 VEN E DATA NO TAX ESEMPTIONS	REASSIGNE RONNEL ROD DA EOD DA EATH INSURANCE HEALTH INSURANCE HEALTH INSURANCE 1. FORM EXECUTE 2. NO.	PADE 27	OATE OF LE	34. SEX
ACTION 20. Employ CODE Code TO NIE EXPIRES VET. PREFERENCE PREVIOUS GOVI	21: OFFICE ON THE PROPERTY OF	SPACE OBING ALPHADETIC WH 1. CIC. 2. FICA 3. NONE DATE 37. LO VM NO DATA	BELOW F 22 STATE CODE 75013 SENT DATA CODE 42. LEAVE CODE	CAT 43.	USE OF THE 24. Hdgm. Code 1 32. CORRECT TYPE FEDERAL TAI CODE	E OFFICE OF PER 25 DATE OF BIRTH 11 08 24 100/CANCELLATION DATE 39. FEGLI / HI CODE O WALVER 1 VEN E DATA NO TAX ESEMPTIONS	REASSIGNE RONNEL ROD DA EOD DA EATH INSURANCE HEALTH INSURANCE HEALTH INSURANCE 1. FORM EXECUTE 2. NO.	PADE 27	OATE OF LE	34. SEX
ACTION 20. Employ CODE CODE CODE CODE CODE CODE CODE CODE	21: OFFICE ON THE PROPERTY OF	SPACE OBING ALPHADETIC WH 1. CIC. 2. FICA 3. NONE DATE 37. LO VM NO DATA	BELOW F 22 STATE CODE 75013 SENT DATA CODE 42. LEAVE CODE	CAT 43.	USE OF THE 24. Hdgm. Code 1 32. CORRECT TYPE FEDERAL TAI CODE	E OFFICE OF PER 25 DATE OF BIRTH 11 08 24 100/CANCELLATION DATE 39. FEGLI / HI CODE O WALVER 1 VEN E DATA NO TAX ESEMPTIONS	REASSIGNE RESONNEL RE	PADE 27	OATE OF LE	34. SEX

Form 1150

Obsolete Previous

.. .. /1/4

SECRET

.

SECRET

			Name		13.	Cost Center	Number	4.	LWOP H	lours
1. Serial No.		HICKS C	ALVIN W		DDP/	мн ЛV	J įįv			
		D SALARY RA	TE .	6.	N	W SALARY RA		-	YPE AC	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ
75 12	3		11/15/59	12	4	\$ 9,735	05/14/6	ļ 		

8. Remarks and Authentication

NO EXCESS LWOP

IN PAY STATUS AT END OF WAITING PERIOD

HS AT END OF WAITING PERIOD

سبرا

IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED 1 AUGUST 1956. SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD NAME

SERTAL ORGN GR-ST OLD SALARY NEW SALARY

OU HICKS CALVIN W

554361 50 45 GS-12 3 \$ 8,810

9,475

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

			- :		
OCF _		NOTIFICATION OF	PERSONNEL ACTION		
I. SERIAL HUMBER	2. HAME (LAST-FIRST-MIDDLE)				
056361	HICKS CALVIN W			*	, -
. HATURE OF PERSONN	EL ACTION	,	4 EFFECTIVE DATE S CATEGO	RY OF EMPLOYMENT	,
REASS I GNME	NT.		10 02 60 REGI		
FUNDS	A 10 A	V 10 CF	7. COST CENTER NO. CHARGEABLE	- SC OR OTHER LEGA	AL AUTHORITY
. PUNDS	CF TO V	X (F 10 (F	1120 1998 0000	50 USC 40	3 .
ORGANIZATIONAL DES	SIGNATIONS'		10. LOCATION OF OFFICIAL STATION	· .	
DOP NE	Lopment compleme	NT	WASH., D. C.		
. FOSITION TITLE	FOLIETI COL ECIT		12 POSITION NUMBER	13 CAREER SERVICE DE	ESIGNATION
(GUERILLA WAR OFF		9997	Ď	
. CLASSIFICATION SCH		IS. OCCUPATIONAL SERIES	IN CHADE TAS ZIES	17 SALARY OR BATE	
٠,	es	0136.14	12 3	9475	
REMARKS					
		. '			
•			SE OF THE CITICE OF PERSO		
	21. OFFICE COOLS	BELOW FOR EXCLUSIVE U 22 STATION 22. INTEGREE CODE CODE	24 Magin : 25 247E OF BIRTH	26 DATE OF GRADE	D BATE 28 LEI
(0de 300)	21. OFFICE COOMS	22 STATION 23. INTEGREE CODE CODE	24 Magint : 25 24TE OF BIRTH		27 BATE 28 LEI WO 24 14
(00E Codo 16	NUMERIC APPARETIC 58997 NE	22 STATION 23. INTEGREE CODE CODE CODE	24 Magns : 25 2475 OF BIRTH Code W2. 24. 15	26 DATE OF GRADE	30 24 14 31 SECURITY 34.5
CODE Code 17 16 NTE EXPIRES	NUMERIC SAPERICE 5899.7 NE	22 STATION 23. INTEGREE CODE CODE	24 Magne 225 24TE OF BIRTH Code W22 24 24 1 11 08 24	26 DATE OF GRADE	WO 24 14
CODE Code R7 16 NTE EXPIRES DA 18	21. OFFICE CODING NUMBERIC ALPHABETIC 58997 NE 29 SPECIAL 33. RETIREM REFERENCE 3- PICA 3- NOVE 34. SERV. COMP. BATE 3.V. LON	22 STATION 22 INTEGREE CODE CODE 75013 INT DATA 31. SEPARATION DATA CODE: 6. COMP. DATE 38. MIL SERV.	24 Magin 25 24TE OF BIRTH (000) 1 11 08 24 37 CORECTION CANCELLATION DATA TYPE NO CANCELLATION DATA (REDIT/LCD 29 FEEL! / HEALT	26 DATE OF GRADE 10. DA VA 1 EOD DATA H-INSUPLYCE	30 24 14 31 SECURITY 34.5
CODE Code 17 16 NTE EXPIRES DA 18	21. OFFICE CODING NUMERIC ALPHABETIC 58997 NE 27 SPECIAL 33. RETIREM REFERENCE 3-PICA 5. NOVE	22 STATION 22 INTEGREE CODE 75013 INT DATA 31. SEPARATION DATA CODE: 6. COMP. DATE 38. MIL SERV. COMP. DATA 1 VES 2 NO 2 NO 2 NO 2 NO 2 NO 2 NO 2 NO 2 N	24 Magna 25 24TE OF BIRTH (000) 1 11 08 24 37 CORECTION CANCELLATION DATA TYPE NO CANCELLATION DAT	BOD DATA HIMSUPANCE MEALTH INS. CODE	33. SECURITY 34. S REQ WA.
CODE Code RT 16 NTE EXPLANES DA 18 VEI. PREFERENCE C D. NONE 2 10 PT. PREVIOUS COVEI	21. OFFICE CODING NUMERIC ALPARETIC 58997 NE 29 SPECIAL 33. RETIREM REFERENCE 3 PICA 5 PICA 5 PI	22 STATION 22 INTEGREE CODE 75013 INT DATA 31. SEPARATION DATA CODE: 6. COMP. DATE 38. MIL SERV. COMP. DATA 1 1 YES 2 NO 3 42. LEAVE (AT 43	24 Magna 25 24TE OF BIRTH (000) 1 11 08 24 37 CORESCINDA CANCELLATION DATA TYPE NO DA NO REDIT/CD 29 FEGLE/ HEALT CODE COPE 2 MAINER 1,083 FEOERAL TAR BATA	26 DATE OF SEADE W. DA YR LEOD DATA H-INSUPERICE NEALTH INS. CODE 44 STATE	33. SECURITY 34. SECURITY 34. SOCIAL SECURITY 3
NTE EXPIRES DA YN VET. PREFERENCE O NORE 1 DOPT. PREVIOUS COVEI 1 DO PREVI	21. OFFICE CODING NUMERIC ALPHABETIC 58997 NE 29 SPECIAL 33. RETIREM REFERENCE 1 - CPC 3 - PICA 4 - PICA 4 - PICA 4 - PICA 4 - PICA 4 - PICA 4 - PICA 4 - PICA 4 -	22 STATION 22 INTEGREE CODE 75013 INT DATA 31. SEPARATION DATA CODE: 6. COMP. DATE 38. MIL SERV. DA 18 1 YES 2 NO 3	24 Magna 25 24TE OF BIRTH (000) 1 11 08 24 37 CORESCINDA CANCELLATION DATA TYPE NO DA NO REDIT/CD 29 FEGLE/ HEALT CODE COPE 2 MAINER 1,083 FEOERAL TAR BATA	BOD DATA HIMSUPANCE MEALTH INS. CODE	33. SECURITY 34. S
TODE COMPANY OF THE EXPLANTS OF THE EXPLICE COMPANY OF THE EXPLICIT COMPANY O	21. OFFICE CODING NUMBERIC ALPHABETIC 58997 NE 29 SPECIAL 32. RETIREM BEFERENCE 3-PICA 3-NO-NE 34. SERV. COMP. BATE 3V. LON NO DA 19 NO IRMENT SERVICE BATA LIMITATI SERVICE LIMITATI S	22 STATION 22 INTEGREE CODE 75013 ENT DATA 31. SEPARATION DATA CODE: 6. COMP. DATE 38. MIL SERV. DA 18 1 YES 1. NO 42. LEAVE CAT 43 FORM ERECUTED 1. YES	24 Magna 25 24TE OF BIRTH (000) 1 11 08 24 17 CORECTION CANCELLATION DATA TYPE NO DATA THE NO DATA TODE COPE 2 MAINER CODE COPE 2 MAINER C	EOD DATA H-INSUPANCE HEALTH INS. CODE 44 STATE 1 1755	33. SECURITY 34. SECURITY 34. SOCIAL SECURITY 3

7000

Pte 1960 Parsonnel

CONFIDENTIAL

FITNESS REPORT	
SECTION A GENERAL INFORMATION	Fa 1 12 11 12 11
056361 HICKS, Calvin M. S. Nov 24 M.	GS-13 D
Watch Officer DDO/OFS/INT/IM HCS.	X NOS. DF
11. TYPE OF APPOINTMENT	ér
CAREER RESERVE CONTRACT OTHER (See TEMPORARY SERVICE REASSION.	X SPECIAL
1 October 1973 - 33 September 1974 31 October 1974	
SECTION 8 QUALIFICATIONS UPDATE	
IF QUALIFICATIONS UPDATE FORM, IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLA WORD INTS IN THE BOX TO THE RIGHT, IF MO CHANGES LARE REQUIRED, PLACE THE WORD NO IN THE BOX AT	CE THE HE
SECTION C PERFORMANCE EVALUATION	
U-Uniorisfocial Personaine is unacceptable. A raining in the cutigory requires simmediate and positive remeable action. The could conce from convenience, to further training, to placing an probation, to resimination or to separation. Dear processed in Section D.	escribe action taken
M-Mary'nal Performance is deficient in some aspects. The regions for assigning this rating should be seemed in Section D is taken or recommended should be described.	and remedial actions
P—Proficient Performance is satisfactory. Desired results are being produced in the manner expected. 5—Strong Performance is characterised by exceptional proficency.	
O-Outstanding Performance is so exceptional in relation to recomments of the work and in comparison to the performance of	others doing similar
SFECIFIC DUTIES	
and the second s	
List up to six of the most important specific duties performed duting the rating period. Insert rating fetter which best describes the manner in performs FACM specific duty. Coracter CNLY effectiveness in performance of that duty. All employees with supermissly responsibilities Militer objects to supervise (uniform number of employees supervised).	JST be raied on
STEERING LOT NO. 1 (30.2) DUIO IS THE CLOSEST QUALIFICATION CODE TO DESCRIBE THE	
OF A WATCH OFFICER) Prepares TD disseminations from DDO intel cables and leases them to the U.S. Intel Community expediting their delivery by advance	
electrical transmission when appropriate. Also disseminates certain DIV/D c	
SPECIFIC GUTY NO. 2	RATING
Reviews intel cables for adherence to established reporting procedures and operational security; when necessary deletes objectionable data from the	
SUPPATA and/or suthentication statements.	S
SPECIFIC DUTY NO. 3	RATING
After hours grants or denies clearances (in consultation with the responsible area division) for use of DDO information in finished intel publications.	e s
ores division, for dee of pao intermed in tinished intel publications.	
SPECIFIC DUTY NO. 4	RATING
Keeps current on the general and special requirements of both internal and enternal Agency customers particularly when the information involves the security	s
and protection of U.S. and foreign dignitaries, hijacking, etc.	
securic pure no. s Maintains good working relations not only with DDO area divisi	
and staffs but with Signal Center, Cable Secretariat at all levels to expedit the dissemination of significant reports; works closely with DDO Duty Officer	e s
and SDOs to keep one another alert to significant events.	•
POSCIFIC BUTY NO. 6	RATING
the control of the co	
OVERALL RESECUENCE IN CHARGE IT DOCUTION	
OVERALL PERFORMANCE IN CURRENT POSITION	RATING
also into account everything obour the employee which influences his effectiveness in his current position buch as performance of specific duringly, concurt on 10%, recovergements personal trains of hobbits, and particular finitationists as polents. Bound on those house for a concurrence to several terminates across the particular period, place the letters that particular period to the particular period, place the letters that particular to the particular period.	elge
ELLIA requests are revel at bestournamen	S
C. CONTINUE TO A	

CLASSIFICATIO

002025

(4)

25

		1. O ASSOICATION		14 m
SECTION D		NARRATIVE COMME		
to transportant fel melovement of	mark performan in given in i	ce. Give tecommendations for train.» Section C to-provide best busis for t	agar perspective their relocated to oversell performant of Comment on lovelyn to surely companies, if req teremining luture personnel areas. According to perform of ment and funds, must be commanded and it applies	marce of
by exceptional profic regarding his perform retiring from the Age Since his assignme because of his deep rhas held on tenacious effective IW officer superior manner as a overseas and in Headqu	ing perioniency. The incention income	d Mr. Hicks' performation record is already only in IW but in present of this year on 7 1/2 years ago, he wation and strong belone reached the age of these years, Mr. Hickory officer during the	nce has continued to be charactereplete of laudatory comments vious assignments. Mr. Hicks a medical disability, has had a medical hold and lef in the Agency's mission, he 50. In addition to being a vecks has also performed in a second years of his career, and health throughout the coming	is ery
	'	**		. ;
•	•	··		
SECTION E	CER	TIFICATION AND COMM	IENTS	
CALLED THAT DATE HAS DEEN	TIE THIS BEE	1. BY SUPERVISOR	EMPLOYEE GIVE EXPLANATION	
CA				
64	· ·	RETIRED		
PATE	OFFICIAL TI	TLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
24 December 1974	C/OPS	/INT/IW	Joseph A. Procaccino	
	7,,	2. BY EMPLOYEE	17 Poseph in Ttotace in	· ·
STATEMENT CONCERNING THIS E		DATE	SIGNATURE OF EMPLOYEE	
OF MY PERFORMANCE		 .	Calvin W Wiete	
HAVE ATTACHED X HAVE NO	ATTACHED	2 BY DEVIEWING OSSICI	Calvin W. Hicks	
CMMENTS OF REVIEWING OFFICIAL		3. BY REVIEWING OFFICE	<u> </u>	
I concur wit a creditable perf Staff, and well d	h the rat ormance d eserves h	ing official's commen uring his extended to is supervisor's "Stro irement are rewarding	ng" rating. We all	
			\mathcal{L}	·
	C/OPS	E OF LEVIEWING OFFICIAL 1	Eloise R. Page	ン
		DELISTORMS VE IN		
CERTIFY THAT I HAVE SEEN THE E	NTE ES IN	ATE Employee retired on 2	27 De her 1974	
	٠ - الم		1 .	

CONFIDENTIAL

FITNESS REPORT	
SECTION A GENERAL INFORMATION	
	OF BIRTH & BEX 8. GRADE & B
The state of the s	N 24 M GS-13
7. OFFICIAL POSITION TITES DDO/OPS/INT/IN	HQS 1
TI. TYPE OF APPOINTMENT	TE. TYPE OF REPORT
X CAREER RESERVE CONTRACT OTHER, See TEMPORARY X ANNUAL	READBIGN SPECIAL
13. REPORTING PERIOD (NOTE DIE IN OF. 1 Nov 72 - 30 September 73 31 October 1973	
SECTION B. QUALIFICATIONS UPDATE	
THE QUALUTEATIONS TOPDATE FORM IS BEING SUBMITTED WITH CHANGES AND IS ATTACHED TO WORD YES IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED PLACE THE WORD "NO	THIS REPORT PLACE THE
SECTION C. PERFORMANCE EVALUATION	. 16
U-linatisfactory Performance is unacceptable. A rating in this caregory requires enmediate and positive could rating from reconsuling, to placing an probation, to reassignment or proposed in Section D. M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be	it or to separation. Describe action to
taken or recommended should be described.	singles in section a and telegrap act
P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.	
S-Strong Performance is characterized by exceptional proficiency. O-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to work as to warrant special recognition.	the performance of others doing sim
SPECIFIC DUTIES	
List up to als of the most important specific duties performed during the roung period. Insert rating letter which best of certains EACH specific duty. Consider ONLY ethospienius in performance of that duty. All employees with supervisions of the confidence of employees with supervised).	sory responsibilities MUST be rured on
of a Watch Officer) Prepares TD disseminations from DDO Intel c	cables and re-
leases them to the U.S. Intel Community expediting their deriver electrical transmission when appropriate. Also disseminates cert	
Reviews intel cables for adherence to established reporting proc operational security; when necessary deletes objectionable data and/or authentication statements.	edures and RATIN
After hours grants or denies clearances (in consultation with the area division) for use of DDO information in finished intel publ	
Recipic Dury No. 4 Keeps current on the general and special requirements of both internal Agency customers particularly when the information involvend protection of U.S. and foreign dignitaries, hijacking, etc.	
Maintains good working relations not only with DDO area divisions with Signal Center, Cable Secretariat at all levels to expedite t	the dissemination S
of significant reports; works closely with DDO Duty Officers and another alert to significant events.	RATING
	LETTER
	·
OVERALL PERFORMANCE IN CURRENT POSITION	
she into account everything about the employee which influences his effectiveness in his current position such as per- aductivity, conduct on job, cooperativeness, pertinent personal traits or babits, and particular limitations or talents, employee's averall performance during the rating period, place this letter in the rating box corresponding to the sitely reflects his level of performance.	Based on your knowledge statement which most account
CLASSIFICATION:	CCaC25 - 1973

CLA		

	CLASSIFICATION	the second of th
SECTION D	NARRATIVE COMMEN	NIS
suggestions made law improvement of w everent position. Amplify of explain ran managerial of supervisory duties and co	ork performance. Give recommendations for training not given in Section C to provide best basis for d is consciousness in the use of personnel, space, eq.	per perspective their relationship to averall performance. State is. Comment an foreign language competence, it required for etermining fluture personnel action: Manner of performance of upment, and funds; must be commented on it epiclicable. If
It is still characteriz	ange in Mr. Hicks: performance ed by exceptional proficiency	e from the last reporting period. He continues to display initiatly of the duties assigned to an IW
Mr. Hicks has been we precluded any further of extended until he reach the Agency retirement s with diligence and enth returned ready to step mastery of details and to the stresses and stresses are stresses and stresses are stresses and stresses are stresses and stresses are stresses and stresses are stresses and stresses are stresses and stresses are stresses and stresses are stresses and stresses are stresses and stresses are stresses and stresses are stresses and stresses are stresses and stresses are stresses and stresses are stresses are stresses and stresses are stresses and stresses are stresses are stresses and stresses are stresses and stresses are stresses are stresses are stresses and stresses are stresses are stresses are stresses are stresses are stresses are stresses are stresses are stresses are stresses are st	verseas assignments and for the sage 50 (November 1974) at system. Throughout this periouslasm. Even after some protion and pick up where he left the mechanics of disseminations resulting from this type of his IW assignment he has been as his colleagues in the GS of this sustained high-level of	nce June 1967. A medical hold has his reason his tour in IW has been which time he plans to retire under d he has continuously applied himsel racted sick leave periods he has off which is the best proof of his n, as well as his ability to adjust of assignment. orne the same responsibilities and 14 category and continues to performance in 1972 he received a the high esteem in which he is
held by his superiors.		
Mr. Hicks' resourcefu	ilness and ability to apply th	ne myriad of reporting skills and
techniques has been clea	arly demonstrated in crisis si	tuations such as the recent
		ern crisis. The presence of IN
officers such as Mr. Hic	ks enables the DDO to effect	electrical dissemination of the
nigh precedence traffic	to the Intelligence Community	in a matter of minutes on a 24-
hour a day basis	carries no supervisory respon	sibilities he gives all indications
SECTION E	CERTIFICATION AND COM	
	BY EMPLOYEE	IMEN 13
1.	THAT I HAVE SEEN SECTIONS A. B. C	AND D OF THIS REPORT
DATE	BIGNATURE OF EMPLOYEE	AND DOF THIS REPORT
23 October 1973	Calvin W. Hicks Calu	h fich
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
UNDER MY SUPERVISION		
50		
DATE	OFFICIAL TITLE OF SUPERVISOR	TEPED OR PRINTED NAME AND SIGNATURE
		Joseph Mocamin
23 October 1973	C/OPS/INT/IW	Joseph A. Procaccino
3.	BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICIAL		
I have observed and concur with Mr. P	Mr. Hicks' performance in var rocaccino's rating. His cont	ious capacities over the years
Watch has, I know, be		
	•	
•		·
		•
	• •	
,		
	· · ·	\mathcal{L}
DATE .	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	. 1	Clerch in
13 November 1973	C/OPS/INT	Eloise R. Page

CLASSIFICATION

	Filled (n)	
	EMPLOYEE SERIAL	NUMBER
FITNESS REPORT	056361	· ·
SECTION A	ENERAL	٠-ڔ٢
TO NAME OF CLASE (First) . (Middle)	2. DATE OF BIRTH 3. SEX 4. GRADE 5. SO	٠
Hicks, Calvin V.	8Nov 24 M GS-13 D	
Natch Officer	DDP/FI/INT/IW HOS	٠
& CHECK IN TYPE OF APPOINTMENT	I TO CHECK (X), TYPE OF REPORT	
TOMPOGRANE	INITIAL	SUPÉRVISO
CAREER-FROVISIONAL (See instructions - Section C)	Y ANNUAL REASSIGNMEN	PEMPLOYE
Security (Specific)	SPECIAL (Specify):	
IL CATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-)	1
31 October 1972	1 Nov 71 - 31 Oct 72	
SECTION B PERFORMAN	ICE EVALUATION	
could range fram-counseling, to further training, to or proposed in Section C. 31-Marginal Performance is deficient in tome aspects. The reason taken or recommended should be described.	ory requires immediate and positive remedial action. The nature of placing on probation, to reassignment at to separation. Describe of state of the second of the state of the second of the second of the state of the second of	etion taxen
Performance is satisfactory. Desired results are being		,
5-Strong Performance is characterized by exceptional proficie		
C-Citatonding Performance is so exceptional in relation to requirem work as to warrant special recognition.	ents of the work and in comparison to the performance of others d	oing similar
	FIC DUTIES	: : : : : : : : : : : : : : : : : : :
ish up to six of the most important specific duties performed du		
namer in which employee perioring EACH specific outs. Considering the manner in which employee perioring EACH specific outs. Considering supervisory responsibilities AUST be raised on their ability	der ONLY effectiveness in performance of that duty. All	
execution con (Note: DDIO is the closest of	qualification code to describe the wor	CATING
of a Watch Officer) Prepares TD dissems f	rom Intel Cables and releases them	S
to the U.S. Intel Community for the CS exce	diting their delivery by electrical	
ransmission when appropriate. Also dissem	s certain FI/D Cables.	<u> </u>
ensults with area division officers, as ne	coccamu in his indoment upganding	RATING
isseminability of the info and to ensure a	cessary in his judgment, regarding	· S
sticds with minimum impairment to info rea	ching policy devole	'
FECTFIC DOTY NO. 3	carries portey fevers.	RATING
eviews subdata and authentication statemen	t in intel cables and deletes any	LETTER
ersitive operational data before any distr if the deleted portion within the DDP on a	ibution is made. Effects distribution	S
9EC-51C CUTT NO. 4		LETTER
seps current on the general and special re	quirements of customer agencies	S
actualing the White House for cabled info,	i.e., info on narcotics, hijacking,	
retection of U.S. and foreign dignitaries,	etc.	L
Franchours another classics /in account		LETTER
fter hours, grants clearances (in consultation in fi	tion with responsible area division)	
or the use of dissemed CS information in f	inished inter publications in a	S
recipio curricule Maintains good working relat	ions not only with EDP area divisions	ETTER
mi staff, but with Signal Center and Cable	secretariat at all levies to	
redite the dissem of significant reports:	works closely with CSDUS and SDUS to	S
eep one another alert to significant events	CE IN CURRENT POSITION	!
OTERALL PERFORMAN	CE IN COUNTER TO STORY	RATING
the little account everything about the employee which patience		LETTON
o sense ar specific duties, "tää ich sitti, cunduct an fict, cool utwallar limitations or talents. Based on your knowlenge of d		
loce the letter in the rating box corresponding to the statement of		S
	6,5,4 1	L

SECTION C	NARRATIVE COMMENT	2 / / /
Indicate significant strengths or a overall performance. State sugges on lateign language con retence, thouse for determining future person in the wie of personnel, space, og Sechen C, attack a separate sheet Mr. Hicks continues was granted a Quality	dions made for improvement of work performer frequency for eurrent position. Amplify or expenditured for eurrent position. Amplify or expenditured for the performance of money unbreatened for the paper. to perform with exceptional	nd as proof of the high esteem
Mr. Hicks' services because of DDP's increase security in the dissemble strumental in referring tication statement and the source of the informations on the IW log seriousness in which Mr	have been particularly valuablesed concern regarding the stringtion of its intelligence in many reports when in the opinion the manner in which the report felling cards which record the action if the record the action its daily is	le during this reporting period ict maintenance of operational formation. Mr. Hicks has been innien of IW officers, the authentics written would help to pinpoint unauthorized hands. Mr. Hicks have no each report indicate the
need to comply with the The exercise of good its dissemination to the functioning of this off reputation.	prescribed format: I judgment in referring or cons le Intelligence Community is ar ice and upon which depends to	sulting on an Intel Cable prior to n essential element in the proper a certain extent the Agency's
period, Mr. Hicks is no job. This together wit pressures inherent in a the unit.	withe IW officer with the most h his maturity of judgment and n around-the-clock activity, m	d officers during this reporting experience and continuity on the dability to withstand the rigors an make Mr. Hicks a distinct asset in
The assignment carri significant demonstrati	es no supervisory responsibili on of cost forcelousness: CERTIFICATION AND COMMA	ties and does not require any
1.	BY EMPLOYEE	
I CE	RTIFY THAT I HAVE SEEN SECTIONS A. B. AN	D C OF THIS REFORT
DATE		W. Keel
16 October 1972	Calvin W.	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO E	MPLOYEE, GIVE EXPLANATION
38		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYRED OR PRINTED NAME AND SIGNATURE
16 October 1972	C/FI/INT/IW	Joseph A. Procaccino
3.	BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICIAL	7	
I can add not high opinion	hing to this evaluation. of Mr. Hicks' work and ch	I share the rater's aracteristics.
2.		
ATE.	CONCIAL TITLE OF HENENING OFFICIAL	EVERTOR ES NIGO NAME AND TOTAL
24 Oct. 1972	C/FI/INT	Thomas F. Thiele
	SECRET	
* * * * * * * * * * * * * * * * * * * *		

Cabon P	rijied (în)	<u> </u>	1. <u> </u>	<u> </u>
FITNESS REPORT			EMPLOYEE SERIAL	NUMBER
Language Control of the Control of t	<u> </u>	.,	056361	
SECTION A GEI	TERAL		1. 1. 1. 1. 2. 2. 2. 2.	
1. NAME (Lest) . (First) (Middle)	L. DATE OF BIR	TH 3. SEX	4. GRADE 8. SD	: . ·
HICKS CALVIN W.	18. Nov. 1924	M .	GS-13 D	. •
S. OFFICIAL POSITION TITLE			S. CURRENT STATION	4:
WATCH OFFICER	DDP/FI/INT	ZIW :	HEADQUARTERS	er in de
1. CHECK IXI TYPE OF APPOINTMENT		THE OF REPOR		1
X CAREER RESERVE TEMPORARY	INITIAL		HEASSIGNMENT	
المنتبي والمناز والمناز والمناز والمنتبي والمنتبي والمنتبي والمنتبي والمنتبي والمنتبي والمنتبي والمنتبي والمنتبي				
CAREEN-PROVISIONAL (See Instructions' - Section C)	X ANNUAL		NE ABBIGHMEN	EMPLOYEE
SPECIAL (Specify)		(Specify):	37 1 2 7 1 1 1 1 1 1 1	16.5
III. DATE REPORT DUE IN O.P.	IL REPORTING			
31 JANUARY 1971.	. I JANUARY	- 31 DECEN	BER 1970	1 P. 1
SECTION B PERFORMANCE	E EVALUATION	N		
U-Ussahstoctory Performance is unocceptable. A rating in this category could range from counseling, to further training to pla or proposed in Section C	requires immediate cing on probation, t	and politive rame to reassignment or	did action. The nature of to separation. Describe a	the oction ection taken
M-Marginal Performance is deficient in same expects. The reasons for taken or recommended should be described.	r assigning this rate	ng should be state	d in Section C and reme	dial actions
Performance is satisfactory. Desired results are being pro	duced in the manne	ir expected.		
S-Strong Performance is characterized by exceptional proficiency				· . ' l
O-Outstanding Performance is so exceptional in relation to requirements	of the work and in	comparison to the	performance of others de	ing similar
work as to warrant special recognition.		**, , /,	·	· .
SPECIFI	C DUTIES	·F		
List up to aix of the most important specific duties performed durin manner in which employee performs EACH specific duty. Consider with supervisory responsibilities MUST be rated on their ability to	ONLY effectiven supervise (Indica	sess in performa ite number of en	nce of that duty. All	
BRESHERRINGER NOTE: DD10 (REPORTS OFFICER	CTIVITIES)	IS THE CLO	SEST QUALIFICA	RATING .
TION CODE TO DESCRIBE MR. HICKS WORK AS A W				
SPEC DUTY No.1 PREPARES TO DISSEMINATIONS FE				S
BREENERS THEN TO U.S. INT	EL . COMMUNI	TY, EXPEDI	TING DELIVERY	RATING LETTER
BY ELECTRICAL TRANSMISSION WE	EN APPROPRI	ATE.		
SPEC. DUTY NO.2 RELEASES JBHURRIED CABLES AS	DISSEMINATI	ON TO PATE	COMMUNITY,	-
INTERPRETING BROAD FI/D INSTRUCTIONS ON VARIO				P
SPECIFIC DUTY NO. 3				RATING
SPECIFIC DUTY NO. 3 CONSULTS AREA DIVISION OFFICE	RS, AS NECE	SSARY, TO	INSURE ADEQUATE	LETTER
PROTECTION OF SOURCES AND METHODS WITH MINIMU	M IMPAIRMEN	IT TO THE V	ALUE OF THE	1' - 1
INFORMATION REACHING POLICY LEVELS.		w.	· · · .	S
Corne Buttone A Corne due constitue de	F 05 MOST 5	EFFERING OF	FOULCING OF THE	BATING
SPECIFIC DUTY NO. 4 SEEKS AND RESPONDS TO GUIDANG				RATING LETTER
INTEL. COMMUNITY, INCLUDING WHITE HOUSE SITU	ATION KOOM,	WITH CO-A	COUTRED INFOR-	· .
MATION; INCLUDING AFTER-HOURS SERVICING OF RE				1
NATED INFORMATION IN FINISHED INTELLIGENCE PU	BLICATIONS	ON BEHALF	OF FI/INT/RC.	S
SPECIFIC DUTY NO. 8				RATING LETTER
ADVISES AND ASSISTS AREA DIVISION OFFICERS IN	PREPRATION	OF TO DISS	SEMINATIONS	1 02 112"
BASED ON INFORMATION OTHER THAN THAT CONTAINE	D IN PROMI	NG CABLED F	IELD INFORMA-	! !
TION REPORTS; AND PROVIDES ADVICE TO CSDO ON				P
PECIFIC DUTY NO. 6				RATING
FACILITATES AND MAINTAINS GOOD WORKING RELATI	ONS WITH TH	E CABLE SEC	RETARIAT AND	LETTER
SIGNAL CENTER AT ALL LEVELS TO EXPEDITE DISSE				135.
OVERALL PERFORMANCE	IN CURRENT	POSITION	1 4 3r	20
Take into account everything about the employee which influences hermance of specific duties, productivity, conduction job, coopercarticular limitations or talents. Based on your knowledge of employee the letter in the rating box corresponding to the statement which	is effectiveness itiveness, pertin oyee's overall p	In his current p ent personal tra- performance duri ly reflects his l	its or habits, and ng the rating period,	S
SECOL		GROUP 1		

45 OBSOLETE PREVIOUS EDITIONS

SECRET

Reviewed by CrysPD/PPH

ч		•	•	•	 M	-
	•	-				

NARRATIVE COMMENTS

Indicate significant strengths of weaknesses demonstration of the performance. Give recommendations for training: Comment on foreign language competence; it realisted by comment of foreign language competence; it realisted by counter to strion. Amplify or explain ratings given in Section B to provide best busis for determining future personnel Willow. Manier of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, it applicable. If extra space is needed to complete Section C; attach a separate sheet of paper.

HAIL ROOP

THERE HAS BEEN NO CHANGE IN MR. HICKS! OVERALL PERFORMANCE FROM THE LAST RATING PERIOD . IT IS STILL CHARACTERIZED BY EXCEPTIONAL PROFICIENCY. HE CONTINUES TO BE A HIGHLY MOTIVATED, HARD-WORKING AND DEPENDABLE OFFICER.

SINCE JOINING IN IN JUNE 1967 HE HAS SERVED ON A ROTATING SCHEDULE WITH SEVEN OTHER OFFICERS DOING IDENTICAL WORK, THREE OF WHOM ARE CURRENTLY IN GRADE GS-14 AND ONE IN GRADE GS-15. THERE HAVE BEEN AS MANY AS FIVE GS-14 OFFICERS SERVING AT THE SAME TIME AS MR. HICKS. HE HAS, THEREFORE, BEEN PERFORMING DUTIES COMMENSURATE WITH A GRADE HIGHER THAN HIS PRESENT ONE.

HIS OUTGOING PERSONALITY AND EXTENSIVE KNOWLEDGE OF THE IW OPERATION HAS GAINED HIM THE CONFIDENCE AND RESPECT OF NOT ONLY HIS COLLEAGUES BUT ALSO OF THE NUMEROUS DIVI-SION REPRESENTATIVES WITH WHOM HE DEALS.

HE HAS NO SUPERVISORY DUTIES AND IS COST CONSCIOUS.

THERE HAS BEEN FREQUENT CONSULTATION WITH MR. HICKS CONCERNING THE PERFORMANCE OF

SECTION D	CERTIFICATION AND COMM	ENTS
1.	BY EMPLOYEE	
,	CERTIFY THAT I HAVE SEEN SECTIONS A. B. AN	ID C OF THIS REPORT
31 DECEMBER 1970	SIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO E	MPLOYEE, GIVE EXPLANATION
16 MONTHS		
DATE 1070	OFFICIAL TITLE OF SUPERVISOR	TYPED ON PRINTED NAME AND SIGNATURE
31 DECEMBER 1970	CHIEF, INTELLIGENCE WATCH	
3	BY REVIEWING OFFICIAL	() JOSEPH A. PROCACCINO
COMMENTS OF REVIEWING DESICE	A1	

While I am physically separated from this officer and not in daily contact with him or his work, all secondary evidences are that this is a conservative but generally accurate evaluation.

12 Jan 1971 C/FI/INT

SECRET

Thomas F. Thiele

		4911	,	13.3	- 3		44 4 4		·
1.* .			in jer				EMPLOYEE	SERIAL'N	NUMBER
		FITHESS	REPORT	Ç SE				5361	
SECTION A				ENERA				J-1.	· · · · · · ·
I. NAME	(Last)	· (Firet)	(Middle)		TE OF BIRTH	J. SEX	4. GRADE	5. 5D	·
нісн		CALVIN		11	ov. 1924.	M.	GS-13	Ď.	
6. OFFICIAL POSIT		CALVIN			FIDIVIBR OF			STATION	
	H OFFICER			~ 1	/fl/int/iv		HEADQUA		
S. CHECK IN TYPE		NT.			HECH (X) TYPE			KILKS	
	PESCAVE		RMPORARY		INITIAL			IGNMENT	BUPERVISOR
	VISIONAL (See In		1 40 1	1 X	ANNUÁL	-3 -2%	REASO	IGNMENT	EMPLOYEE
SPECIAL (Spe		, , , , , , , , , , , , , , , , , , , 	1 /1 5	1	SPECIAL (Spe	cify):		-	
IT. DATE REPORT C			10 10 11	112. R	PORTING PER		-) ·		
	ANUARY 1970			12	August -	31 Deces	BER 1969	. J.	
SECTION B	710		PERFORMAN			31 DECEM	DEN 1909		
12.	Performance is unac	centable A e	1.0512.7	-		00018.00 20m2	dual action. The	a databa at	the metical
	could range from c	ounseling, to fi	other training, to	placing on	probation, to re	ossignment or	to separation.	Describe or	ction taken
	or proposed in Sect						5-	.,,	
M-Marginal	Performance is defic taken ör recommend	ient in some a led should be d	spects. The reasons lescabed	s for assign	ing this rating sl	ould be stated	d in Section C	and remed	lial actions
	Performance is satisf		•	produced	in the manner en	nected		- , '	
	Performance is char								• • • •
	Performance is so ex				work and in com	adition to the	neclarmance o	f athéis da	ing similar
	work as to warrant s	pecial recognit	ion.	, '		7	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
	٠,		SPECI	FIC DU	TIES			,	
List up to six of the	mast important	specific duti	as performed du	ring the r	ating period.	losert ration	latter which	hast das	scribes the
manner in which emp with supervisory res	loyee performs E	ACH specif	e duty. Consid	der CNLY	offactiveness	in performa	nce of that d	uty. All	
BHESSRESSERS	MOTE: THE	FRE IS NO	THING IN'T	HE CHE	CK LIST OF	FUNCTIO	ONS (CSI-	20-24	RATING LETTER
WHICH ADEQUATE	ELY COVERS !	MR. HICKS	. THE CLO						LETTER
SPEC. DUTY No.				FROM C	ABLED FIE	O INFOR	MATION - RE	PORTS	1 1
***********									RATING
DELIVERY BY EL						,			HATING!
SPEC. DUTY No.2						TO INTE	L.COMMUN	ITY.	
INTERPRETING E	BROAD FI/D	NSTRUCTI	ONS ON VAR	LOUS C	ATEGORIES	OF CABLE	S DISSEM	INATED	. P. I
PECIFIC DUTY NO.	CONSULTS	WITH ARE	A DIVISION	OFFIC	ERS DURING	OFF-DU	Y HOURS.	AS	RATING
NECESSARY, TO	INSURE ADEC	DUATE PRO	TECTION OF	SOURC	ES AND MET	HODS WIT	H MINIMU	N	LETTER
INPAIRMENT TO									s
	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			31					
PECIFIC DUTY NO. 4	ADVISES A	ND ASSIS	TS AREA DI	VISION	OFFICERS	DURING C	FF-DUTY	HOURS	RATING LETTER
N THE PREPARA									25.,24
TAINED IN INCO		44							Р
		,							
PECIFIC DUTY NO. 5	SEEKS AND	RESPOND	S TO GUIDA	NCE CO	NCERNING T	HE MOST	EFFECTIV	E	RATING
SERVICING OF T	HE INTEL.CO	MMUNITY,	INCLUDING	THE W	HITE HOUSE	SITUATI	on Room,	WITH	
CLANDESTINE SE	RVICE-ACQUI	RED INFO	RMATION AND	D PROV	IDES ÄFTER	-HOURS A	DVICE ON	DIS-	
SEMINATION POL	ICY AND PRO	CEDURES	TO THE CS/C	DO ON	REQUEST.			- 1	S
PECIFIC DUTY NO. 6	FACILITAT	ES AND M	AINTAINS GO	OOD WO	RKING RELA	TIONS WI	TH CABLE		RATING LETTER
ECRETARIAT AN	O SIGNAL CE	NTER AT	ALL LEVELS	TO EX	PEDITE DIS	SEMINATI	ON OF 51	GNI-	
LCANT REPORTS			,					- 1	S
	/								
# 8 JAH	1975 VALV C	VERALL	PERFORMANC	CE IN C	URRENT PO	SITION			
ake into account ever primance of specific prticular limitations lace the letter in the	duties, product or talents. Base	ivity, condu d on your k	rt on job, coop nowledge of en	erativane nployee's	ss, pertinent overall perfo	personal tra emance dutii	its or habits ng the rating	, and period,	RATING LETTER S
		,	,				, .		. 1

SECRET

くろごさきて

SECTION C

NARRATIOS COMMENTS

the core significant strengths of mackinesses demanstrated in comesh partien keeping in proper perspective their relationship to everall performance. State suggestions made for improvement of the relationship to everall performance. State suggestions made for improvement personship are relationship to the fraining. Comment on language competence, it improved by the comment of the provide best caused in the performance of the pe

NR. HICKS! PERFORMANCE DURING THE 35 MENTHS UNDER MY SUPERVISION HAS CONTINUED AT THE SAME HIGH LEVEL NOTED IN HIS LAST FITNESS REPORTS HE EXERCISES GREAT CARE AND ATTENTION TO THE MULTITUDE OF DETAILS ESTABLED IN THE PROCESSING OF INTEL CABLES. HE WORKS WELL UNDER PRESSURE AND IS CONSESSED AND TACTFUL IN DEALING WITH DIVISIONAL PERSONNEL.

HIS TOUR IN IN WILL BE EXTENDED FOR ANCENER TWO YEARS. HIS CONTINUED PRESENCE IN IM WILL BE OF PRESENCE VALUE TO NEW OFFICERS WHO WILL BE JOINING THE INTELLIGENCE WATCH AS OTHERS ARE REASSIGNED OR RETIRE.

I STRONGLY RECOMMEND THAT HE BE RECOMMEND FOR PROMOTION TO GS-14. THERE IS NO QUESTION THAT HE HAS BEEN PERFORMING AT THIS LEVEL FOR A CONSIDERABLE PERIOD OF TIME.

There has been frequent consultation with Mr. Hicks concerning his performance of his duties. He has no supervisory duties and is cost-conscious.

SECTION D	CERTIFICATES AND COMM	ENTS
1. ,	SY ENTLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A. B. AN	D C-OF THIS REPORT
JANUARY 1970	SIGNATURE OF ENPLOYEE	
	BY SUPERVISOR	
LATER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO E	MPLOYEE, GIVE EXPLANATION
3₺ мо.	*	
January 1970	CHIEF/INTELLISENCE WATCH	DE 1. Co fraccio
7	BY REVIEWING CAFICIAL	/ JOSEPH A. PROCACCINO
COMMENTS OF REVIEWING OFFICE	AL.	

I do not know Mr. Hicks well having been assigned to the FI staff only a relatively short period of time, plus the fact that direct contacts with officers of the Intelligence Watch are not always frequent owing to their schedules. I would concur however in the rating and marrative comments above in view of my knowledge of the supervisors.

20 January 1070 Deputy Chief, F. T. Farmond Villemarette

	<u> </u>		(= n - n	(illed ite)			100 - 100	
		FITNE	ESS REPORT				056361	NUMBE ?
SECTION A	,		GE	NERAL		1, 57	4-4-	
I NAME	(Lost)	(First)	(Middle)	A DATE OF BI	RTH 3.1	BEX	. 644EE - 3. 50	
	HICKS,	CALVIN	W	8 NOV. 1	924	M	GS-13	D
& OFFICIAL POS	ITION.TITLE			7. SPP OIV/BR	OF ASSI	BNMENT 8	CURRENT STATIO	its .
WATCH OF	FICER	· ·	1 - 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	F1/INT/I	W	<u> </u>	HEADQUARTERS	
P. CHECK (A)-TY	PE OF APPOINT	ENT.	- , , , , , , , , , , , , , , , , , , ,	10- CHECK (X)	TYPE OF	REPORT	. 1 / 1 a T	- • \ • • • • • • • •
X.CAREER	RESERV	k . 4.22	TEMPORARY	INITIAL	5 %	4.3	X acresionnen	
CAREER-P	ROVISIONAL (See	instructions.	• Section C)	ANNUAL			#E 4151GNUEN	TEMPLOYE
SPECIAL (S	pečitý):				(Specify):		4	
IL DATE REPORT	DUE IN O.P.			12. REPORTING				•
				1 JAN 1		12 Aug	1560	
SECTION B	 		PERFORMANC				14. 1 to 1 to 2	<u> </u>
A - Adequate P - Proficient S - Strong	positive remed probation, to re Performance me excellence. Performance is	ial action. I cassignment rets all requ more than s	holly inadequate to the nature of the act or to separation. D virements. It is anti- latisfactory. Desired od by exceptional pr	ion could range escribe action to ely satisfactory I results are bei	from coun aken or pr and is ch	seling; to roposed in aracteriza	firther training, so Section C. ad neither by defic	placing on
O - Outstanding	Performance is	so exceptio	nal in relation to rec s to warrant special	uirements of the	work and	In comp	missa to the perfor	mance of
			SPECIF	IC DUTIES				
manner in which e with supervisory r SEECIFIC DUTY N AND RELEAS	mplayee perform esponsibilities i D. 1 PREPARE ES THEM TO	S TD DIS	luties performed duri- cific duty. Consider ed on their obility to SEMINATIONS FI INTELLIGENCE RY BY ELECTRIC	COMMUNITY	FIELD FOR TH	INFORM	e of their duty. All trees supervised. ATION REPORTS DESTINE SER-	I employees
SPECIFIC DUTY NO	RELEASE	S JBHURR	IED CABLES AS INSTRUCTIONS	DISSEMINAT	IONS TO	Ò THE I	NTELLIGENCE	RATING LETTER
NECESSARY, IMPAIRMENT	TO INSURE	ADEQUATE	REA DIVISION OF PROTECTION OF E INFORMATION	SOURCES A	ND METH	HODS WI	TH MINIMUM	RATING LETTER
	ADVISES PARATION OF	TD DISS	ISTS AREA DIVI EMINATIONS BAS FIELD REPORTS.	ED ON INFOR				RATING LETTER
	OF THE INTE	LIGENCE	OMMUNITY, IN	CLUDING THE	WHITE	HOUSE	SITUATION	RATING
	ISSEMINATIO		E-ACQUIRED INF (AND PROCEDUR					S
SECRETARIAT SIGNIFICANT	FACILITA AND SIGNAL BEPORTS.	CENTER	MAINTAINS GOO AT ALL LEVELS	TO EXPEDIT	EDISS	EMINAT		S
	137	OVERAL	L PERFORMANCE	IN CURRENT	POSITI	ION		1 04 7 11/5
ormance of speci orticular limitation	fic duties, produ n's or talents. B	etivity, cor	e which influences duct on job, coaper r knowledge of omp to the statement whi	ativeness, perti loyee's overall	nent pers performen	ional west ice during	s or habits, and the rating period,	RATING
			r		• .		•	1

45 USE PREVIOUS EDITIONS

SECRET

6100F 1

SECTION C		NARRATI	VE COMMENTS				
Indicate significant street	ngth's or weaknesses d	emonstrated in c	urrent pasition ke	eping in proper	pérspective	their relatio	niship tá
overall performance. Sta	të suggestions made f	or improvement a	work performance	A. Give recom	mendation & los	training. (Comm ant
on foreign language comp							
basis for determining fut	ŭrë personnel action.	Manner of perform	nance of manager	al or supervise	ery duties and.	cost consci	ou the s s
in the use of personnel.		funds, must be co	immented on, of a	<u>palicáble. If e</u>	stra space is r	reeded to co	mplote
Section C. attach a sepai	rate sheet at paper.		Aug 1	1 0	2. 14 11		

MR. HICKS HAS BEEN A WATCH OFFICER IN IW FOR WIRE THANST BOARS AND IS A DEPENDABLE AND THOROUGHLY RELIABLE MEMBER OF THE TEAM. HE HAS A FINE OPERATIONAL BACKGROUND AND A KEEN SENSE OF SECURITY. HIS JUDGMENT IS VERY SOUND AND HE FAR EXCEED THE DEMANDS OF HIS POSITION IN THE EXTENT OF HIS COORDINATION WITH THE AREA DIVISIONS ON MATTERS WHERE HE FEELS THAT DIVISION JUDGMENT SHOULD BE BROUGHT TO BEAR ON AN INTELL CABLE. HE IS NETICULOUSLY CORRECT IN HIS APPROACH TO HIS DUTIES AND KNOWS HOW TO BALANCE CUSTOMER NEED FOR ENLIGHTENMENT ON SOURCES TO THE AGENCY'S REQUIREMENTS FOR SOURCE PROTECTION. HE STANDS UP WELL UNDER PRESSURE, IS COOPERATIVE AND CONGENIAL. HE HAS BEEN RECOMMENDED FOR PROMOTION TO GS-14 THREE TIMES DURING HIS TOUR IN IW AND IT IS REGRETTABLE THAT IT HAS NOT BEEN POSSIBLE TO PROMOTE HIM. HIS PERFORMANCE IS SIMILAR TO THAT OF HIS COLLEAGUES WHO ARE IN GRADE GS-14. NEITHER COST CONSCIOUSNESS NOR SUPERVISION IS A FACTOR IN HIS PERFORMANCE.

SECTION D	CERTIFICATION AND CO	MMENTS :
1,	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A, B,	AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	1 1111
12 AUGUST 1969 .	- Calin	N. 16461
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN T	O EMPLOYEE, GIVE EXPLANATION
21		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
12 august 1949	CHIEF, FI/INT/IW	ENWARD I TARROLL
3.	BY REVIEWING OFFICE	
COMMENTS OF REVIEWING OFFIC	IAL	
	•	4
	r	
	•	•
	<i>'</i>	
	•	
•	and the second of the second o	· · · · · · · · · · · · · · · · · · ·
1 8 AUG 1969 13 August 1969	Chief, FI/INT	T. L. Feyer

SECRET

- 1	. **	· · · · ·		(EDF!	FILLE			Zur o	E 80 P. A	- Consider of
	- ;		FITNE	SS REPORT					18 SERIAL 1	inabes .
SECTION A		* **			ENER	it.		: ب		
1. NAME	(Lai	0	(Firet)	(Middle)		ATE OF BIRTH). SEX	4. GRADE	13.30	
	HIS		Celvi	n		70v. 1024	1	G2-13		pr
6. OFFICIAL POS				•		FFIDIV BR OF	A SSIGNMENT			1.
	1 6	ch cond	cer		, 1	江河流入底。	·	Liq	c	·
P. CHĘCK (XI TV	PE OF	APPOINTME	NT.		10.	HECK (X) TYPE	OF REPOR	T		7 表 表 .
X CAREER	1, 2,	RESERVE		TEMPORARY,		INITIAL		REA	BSIQNMENT	SUPERVISO
CAREER-P	nộ y (sic	NĂL (See In	elivetion	- Section C)	·	ANNUAL		REA	SSIGNMENT	EMPLOYER
SPECIAL (S	pečily):	ya, 1775			λ	SPECIAL (Spe		corotion	Submis	sion
II. DATË REPORT	DUE	N 0.P.	`		' د	24 Cotober			100	
SECTION B	- , , '			PERFORMAN			1773			;
W - Week A - Adequate P - Proficient S - Strong	Perfor	ve remedia tion, to rea rmance mee lence, rmance is m	detion signment is all requ ore than s	hally inadequate to the nature of the a or to separation, virements. It is en natisfactory. Desi- ed by exceptional	ction co Describ tirely so	old range from the action taken trisfactory and tris are being pro-	counseling, or proposed is character	to further t I in Section ized neithe	raining, to C. r by defici	placing on
O - Outstanding				onal in relation to is to warrant speci	al tecop	nition.	k and in cor	nparison to	the perform	ance of
				SPEC	FIC DL	ITIES				
with supervisory respectively of specific butty with and release	o. P	repares em to th	TD dis	sed on their ability seminations intelligenc ry by electri	from corr	abled fiel	d infor	mation r	reports	RATING LETTER
community,	inte	rp r eting	JESTER brosd	ID cables as instruction	diss from	eminations	to the	intelli categori	gence er of	RATING LETTER P
	to in	neure ad	equate	er dimision of protection of protection of protection of the prote	າໃ ລວນ	rces and m	ethods v	rith min	as imm	RATING LETTER
	oreti	on of T	D direc	sists area di eminations ba field reports	sed o	n officers n informat	during ion otne	off-dut er than	y hours that	RATING LETTER P
servicing of the intelligence community including the bits House Standing								RATING LETTER		
PECIFIC DUTY NO	° "a and	cilitate Signal (es and	maintains go at all level	od wor	rking relat	tions vi	th Cable	9	RATING LETTER
	X	/	OVERAL	L PERFORMAN	CE IN	CURRENT PO	SITION			
ermance of specification	lic dut	ies, produc Ients. Bas	tivity, co ed on you	ee which influence induct on job, coo or knowledge of e to the statement	perative: mployee	ess, pertinent 's overall perf	personal to ormance du	rails or hab ring the rat	its, and ing period,	RATING LETTER
						,				

SECRET

Catolog I

SECTION C	NARRATIVE COMMEN	ŢS
overal performance. State suggestion forces language competence, basis for determining future person in reuse of personnel, space, as section C attach a separate sheet reliable member of the and a sense of operation sound judgment on dissoft rroblem cases and in ment of the reader and le is careful and he knows how to belance equally important deriving cooperative and contains a cooperative and contains a cooperative and contains the cooperative a	right made for improvement of work performance of monity or manifered for current position. Amplify or made action. Manner of performance of monity made action. Manner of performance of monity or with In for almost 2 years team. He brings to his work can security which is of greenination matters. He has a simaginative in his approach the opposite extreme of lax meticulous in his work, leve a the curtomer demand for see ands for source protection. Serial with his colleagues at	keeping in proper perspective their relationship to once. Give recommendations for training. Comment replain ratings given in Section B to provide best replain ratings given in Section B to provide best gerial or supervisory duties and cost consciousness of opplicable. If extra space is needed to complete in the exercise of the complete of the comp
with whom he is in con	ract.	
Neither cost cons	ciousness nor super ision is	e factor in his performance.
SECTION D	CERTIFICATION AND COM	IENTS
l. 1	BY EMPLOYEE	
	RTIFY THAT I HAVE SEEN SECTIONS A. B. A	NO C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
28 March 1060	Call 10 / 10 /	
l	BY SUPERVISOR	
NOTTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
16		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
	1	C
28 March 1969	Chief, FI/IMT/IN	Cameral Council
	BY REVIEWING OFFICIAL	
DIMENTS OF REVIEWING OFFICIAL		
judgment of the sur- the performance of contacts as I have !	is report primerily on the ba ervisor, as I have had no opp individual officers in the In had with Mr. Hicks have tende satisfied that he is performi	ortunity to evaluate closely telligence Watch. Such direct d to confirm the overall rating
· ·	´ ,	·
ATE :	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
		TXIklyw
29 March 1060	Whief, FI/INT	T. L. Beyer

كتناث و كنات	4 114		`	1 2 7 2 7	i billies tal				
	,	F	ITNE	SS REPORT				EMPLOYEE SERIAL	NUMBER
SECTION A		· · · · · ·		-	ENERAL		***	056361	, , , , ,
1: NAME	(Lesi)	· · · · · · · · · · · · · · · · · · ·	Firet)	(Middle)	1 4. DATE	OF BIRTH	J. SEX	4. GRADE 5. 30	
HICKS		· cai	VIN :	W	S NOV	24	м	GS-13 D	
6. OFFICIAL POS							ASSIGNMEN	TA. CURRENT STATION	·
WATCH	OFFICE	R			DOP/E	LZINTZI	w '	HOS	, , , , , , , , , , , , , , , , , , , ,
P. CHECK (X) TY							OF REPO		
CAREER	RE	SERVE	· ·	TEMPORARY	, in	TIAL '		REASSIGNMENT	SUPERVISOR
CARLLH-P	0 VISIONA	L.(See inetro	ctions	- Section C)	.X AN	NUAL ,		HEASSIGNMENT	EMPLOYEE
SPECIAL (\$			٠:	3		CCIAL (Spe			
II. DATE REPORT					IR. REPO	RTING PER	IOD (From-	to-)	
	V 1971			250500			1 OCT 1	971	
SECTION B				PERFORMAN					
U-Unsatisfactory	could rang	ce is unaccep se from count ed in Section	seling; t	A rating in this categ o further training, to	blacing on big	médiate and bation, to re	positive ren assignment a	nedial action. The nature of ir to separation. Describe a	the action ction taken
M-Marginal				e aspects. The reason be described.	is for assigning	this rating-sl	hould be sta	ted in Section C and remed	fial actions
P-Proficient				sired results are being		ne manner ex	pected.	1.	
S-Strong				y exceptional profici	,				
O-Outstanding		ce is so excep warrant spec			ents of the wor	t and in com	parison to th	e performance of others do	oing similar.
				SPEC	IFIC DUTIE	S		·	
manner in which en with supervisory re	mployèe pe esponsibil	ities MUST	H 500	cific duty. Consi pd on their ability	der ONLY of	(Indicate i	in perform	ng letter which best de nance of that duty. All employees supervised).	scribes the employees
1: PREPARES	OF A WA	TCH OFFI	CER/ M IN	THE CLOSEST TEL CABLES A G THEIR DELI	ND RELEAS	ES THEM	1 TO THE	U.S. INTEL	CETTER
********									RATING
2: CONSULTS	WITH AS	REA DIVI	SION		S NECESSA	RY IN H	IS JUDG	MENT; REGARDING	LETTER
				I TO INFO RE					s
SPECIFIC DUTY NO								TEL CABLES AND	RATING LETTER
				NAL DATA BEFORTION WITHIN				MADE, EFFECTS ED TO KNOW	
BASIS.				· · · · · · · · · · · · · · · · · · ·				·	S
AGENCIES INC HIJACKING, P	LUDING	THE WHI	TE H	DUSE FOR CABI	LED INFO,	I.E.,	INFO ON	NTS OF CUSTOMER NARCOTICS,	RATING
AREA DIVISION TIONS IN A M	N) FOR	THE USE	OF E	DISSEMED CȘ I	INFORMATI	ON IN F		TH RESPONSIBLE INTEL PUBLICA-	RATING LETTER
PECIFIC DUTY NO	. 6 MAIN	TAINS GO	000	ORKING RELAT	TIONS NOT	ONLY W	ITH DOP	ARFA	RATING
DIVISIONS AN								AT ALL LEVELS	LETTER
								CSDOS AND SDOS	! [
TO KEEP ONE		ALERT	ro si	GNIFICANT EV	ENTS.			7464	5
		. 07	ERAL	L PERFORMAN	CE IN CUR	RENT PO	MOITIZ	773,	
ormance of specif articular limitation	fic duties, ns or talen	producțivi țs. Based	ty, co	nduct on job, coo; it knowledge of e	perativonoss, mplóÿee's o	pertinent recall perfe	personal ermance di	position such as per- traits or habits, and tring the rating period, level of performance.	RATING LETTER
	الأحديث		•			-			

SECRET

Enduded From pulphor deputy of its good declarations

	14	

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made los improvements of work performance, Give recommendations for training. Comment on fereign language competence, if required for current position. Amplify or explain ratings given in Section 8 to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, sobre equipment and funds, must be commended in applicable. If extra space is needed to complete Section. C. attoch a separate sheet of page. MR; HICKS CONTINUES TO TURN IN AN EXCELLENT ALL AROUND PERFORMANCE. HE EXERCISES A VERY HIGH DEGREE OF PROFESSIONAL JUDGMENT IN CARRYING OUT HIS DUTIES. HE IS ALERT, CONSCIENTIOUS, STRONG-WILLED AND STRAIGHTFORWARD BUT VERY PLEASANT IN DEALING WITH PEOPLE OF ALL LEVELS.

BECAUSE OF HIS CONSTANT AVARENESS THAT CS REPORTS MAY FALL IN UNAUTHORIZED HANDS, MR. HICKS HAS BEEN MOST EFFECTIVE IN MAINTAINING SECURITY DISCIPLINE IN THE REVIEW OF THE INTEL CABLES, PARTICULARLY THE AUTHENTICATION STATEMENTS TO INSURE THAT ANY DATA WHICH MAY PRESENT A SECURITY HAZARD TO THE SOURCE, IS OMITTED FROM THE DISSEMINATION OF THE INFORMATION.

MR. HICKS HAS BEEN WITH THE INTELLIGENCE WATCH SINCE JUNE 1967. HIS OVERALL PERFORMANCE HAS BEEN CONSISTENTLY CHARACTERIZED BY EXCEPTIONAL PROFICIENCY. HE HAS FOR SEVERAL YEARS BEEN PERFORMING DUTIES COMMENSURATE WITH A GRADE HIGHER THAN HIS PRESENT ONE. A CONCERTED EFFORT SHOULD BE MADE TO PROMOTE HIM TO A GS-14. HE HAS BEEN PUT IN FOR PROMOTION AS AN INTELLIGENCE WATCH OFFICER SINCE 1968.

WITH THE RETIREMENT AND REASSIGNMENT OF SEVERAL IW OFFICERS, BY NEXT YEAR, HE WILL BE THE IW OFFICER WITH THE MOST CONTINUITY ON THE JOB. THIS WILL BE A GREAT ASSET TO IW AND IN PARTICULAR TO THE NEWER OFFICERS WHO WILL PROFIT FROM HIS EXPERIENCE.

ATTACHED TO THIS FITNESS REPORT IS A RECENTLY PREPARED POSITION DESCRIPTION OF AN IW OFFICER WHICH CHARACTERIZES MR. HICKS IN EVERY RESPECT. THIS DESCRIPTION SHOULD HELP TO BETTER APPRECIATE THE IMPORTANCE THAT THE DDP ATTACHES TO THE FUNCTION AND RESPONSIBILITIES OF IW OFFICERS AS WELL AS THE SCOPE AND COMPLEXITY OF THE WORK.

IT IS NOT EASY TO FIND SUITABLE OFFICERS TO SERVE IN IW. IT CALLS FOR INDIVIDUALS WHO ARE HIGHLY MOTIVATED, WITH MATURITY OF JUDGMENT, TEMPERAMENT, MANNER AND BEARING TO WITHSTAND THE RIGORS OF SHIFT WORK, AND ABOVE ALL TO MAINTAIN CORDIAL RELATIONS

SECTION D

CERTIFICATION AND COMMENTS

BY EMPLOYEE

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

DATE

28 OCT. 1971

SIGNATURE OF EMPLOYEE

Calvin W. Hicks

BY SUPERVISOR

WONTHS EMPLOYEE HAS BEEN

UNDER MY SUPERVISION

1F THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

26

DATE

28 OCTOBER 1971

C/FI/INT/IW

OSEPH A. PROCACCINO

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I fully endorse the ratings and the narrative. We shall continue to try to promote Mr. Hicks in recognition of his ability and of his service.

29047 OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED COPPRINTED NAME AND SIGNATURE

C/F//Sw Tuese T. Tuese

CALVIN HICKS, SECTION C CONTINUED

WITH PEOPLE AT ALL LEVELS IN EXPEDITING THE DISSEMINATION OF INTEL CABLES ON A 24-HOUR BASIS.

THE ASSIGNMENT CARRIES NO SUPERVISORY RESPONSIBILITIES AND DOES NOT REQUIRE ANY SIGNIFICANT DEMONSTRATION OF COST CONSCIOUSNESS.

THERE BEEN FREQUENT CONSULTATIONS WITH MR. HICKS CONCERNING THE PERFORMANCE OF HIS DUTIES.

CHIEF/INTELLIGENCE WATCH

	(MPLOYEE SERIAL	NUMBER
FITNESS REPORT		
	056361	
SECTION A GE	NERAL	
I. NAME : (Last) . (Pirat) (Middle)	2. DATE OF BIRTH 3. SEX 4. GRADE 5. SD	
HICKS CALVIN W.	8 NOV 1924 M GS-13 D	
4. OFFICIAL POSITION TITLE	7. OFFIDIVIBR OF ASSIGNMENT S. CURRENT STATION	·
WATCH OFFICER	FI/INT/IW HQS	San S
F. CHECK (X) TYPE OF APPOINTMENT	10. CHECK (X) TYPE OF REPORT	
X CAREER RESERVE	INITIAL	PUPERVIS
CAREEN-PROVISIONAL (See Instructions . Section C)	ANNUAL	
SPECIAL (Specify)!	X SPECIAL (Specify): PROMOTION SUBMISS	ION
II. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-)	、 、; : '
	1 DECD/BER 1967-24 OCTOBER 1968	1
	E-EYALUATION	·
W - Weak Performance ranges from wholly inadequate to s	lightly less than satisfactory. A rating in this catego on could range from counseling, to further training, to	ry require:
probation, to reassignment or to separation. De	scribe action taken or proposed in Section C.	processing on
	ly satisfactory and is characterized neither by defici	oncy nor
excellence. P. Proficient Performance is more than satisfactory. Desired		
S- Strong Performance is characterized by exception of pro	results are being produced in a proficient manner.	
	uirements of the work and in comparison to the perform	sance of
others doing similar work as to warrant special		
SPECIFI	C DUTIES.	
ist up to six of the most important specific duties performed durin	on the rating period. Insert rating letter which heat de	scribes the
nanner in which employee performs EACH specific duty: "Consider	ONLY affectiveness in performance of that duty. All	
vith supervisory responsibilities MUST be rated on their ability to	supervise (Indicate number of employees supervised).	,
PREPARES TO DISSEMINATIONS FRO	OM CABLED FIELD INFORMATION REPORTS	LETTER
AND RELEASES THEM TO THE U.S. INTELLIGENCE		10
ICES, EXPEDITING THEIR DELIVERY BY ELECTRICA	AL TRANSMISSION WHEN APPROPRIATE	S
PECIFIC DUTY NO. 2		RATING
RELEASES JUHUNKILD CABLES AS D	DISSEMINATIONS TO THE INTELLIGENCE	LETTER
COMMUNITY, INTERPRETING BROAD INSTRUCTIONS F	FROM FI/D ON VARIOUS CATEGORIES OF	l _
CABLES DISSEMINATED.	, and the second second second second second second second second second second second second second second se	ρ.
PECIFIC DUTY, NO. 3		RATING
CONSULTS WITH AREA DIVISION OF	FICERS DURING OFF-DUTY HOURS, AS	RATING LETTER
NECESSARY, TO INSURE ADEQUATE PROTECTION OF		1
IMPAIRMENT TO THE VALUE OF THE INFORMATION R	REACHING POLICY LEVELS.	S
PECIFIC DUTY NO. 4		PATING LETTER
	TION OFFICERS DURING OFF-DUTY HOURS	CEITER
IN THE PREPARATION OF TO DISSEMINATIONS BASE	D ON INFORMATION OTHER THAN THAT	P
CONTAINED IN INCOMING CASLED FIELD REPORTS.	·	
PECIFIC DUTY NO. 8 SEEKS AND RESPONDS TO GUIDANCE	CONCERNING THE MOST EFFECTIVE SERV-	RATING
ICING OF THE INTELLIGENCE COMMUNITY, INCLUDI	NG THE WHITE HOUSE SITUATION ROOM,	
WITH CLANDESTINE SERVICES-ACQUIRED INFORMATI	ON AND PROVIDES AFTER-HOURS ADVICE	S
ON DISSEMINATION POLICY AND PROCEDURES TO TH	E CSDO UPON REQUEST.	
PECIFIC DUTY NO. 6		RATING
	WORKING RELATIONS WITH CABLE SEC-	_
RETARIAT AT ALL LEVELS TO EXPEDITE DISSEMINA	TION OF SIGNIFICANT REPORTS.	S
· · · · · · · · · · · · · · · · · · ·		
OVERALL PERFORMANCE	IN CURRENT POSITION	0.47446
ake into account everything about the employee which influences h	ils effectiveness in his exerent position such as per-	RATING
armance of specific duties, productivity, conduct on job, coopera	ativeness, pertinent personal traits or habits, and	
articular limitations or talents. Based on your knowledge of emplace the letter in the rating box corresponding to the statement which	oyee's overall performance during the rating period, ch most accurately reflects his level of performance.	S
	** , **	i
	GPOVP 1	

FORM AS HER PROPERTY POLICE

SECRET

GPOVP 1 Enduded from proper decorporating and

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State nuggestions made for improvement of two performances. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain rottings given in Section B to provide best basis for determining future personnel action. Manney of performance of monagerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and tunds, must be commented on it applicable. If eiter space is needed to complete Section C, attach a separate sheet of paper.

Nov 7 1 41 PH '68

MR. HICKS HAS COMPLETED HIS APPRENTICESHIP AND ADVANCED BY GRADUAL STAGES FROM ADEQUATE TO PROFICIENT TO THE POINT WHERE HIS OVERALL MARFORMANCE MUST BE DESCRIBED AS STRONG? HE BRINGS TO HIS WORK A FINE OPERATIONAL AND PARAMILITARY BACKGROUND AND HE HAS ADJUSTED QUICKLY AND EFFECTIVELY FROM THE OUTDOOR ACTIVE LIFE TO THE DIFFICULTIES OF BECOMING CHAIR-BORNE. HE IS PARTICULARLY EFFECTIVE ON "PROBLEM" TYPE DISSEMINATIONS WHICH OFTEN INVOLVE TWO OR MORE AREA DIVISIONS. HE IS ALERT TO OPERATIONAL DETAILS WHICH OCCASIONALLY SLIP INTO THE INTELLIGENCE PORTIONS OF CABLED TRAFFIC. MR. HICKS IS A REAL PROFESSIONAL IN THE BEST SENSE OF THE WORD. HE IS CAREFUL, THOROUGH, AND VERY PERSISTENT IN MAKING CERTAIN THAT INTELLIGENCE IS HANDLED CORRECTLY. HE IS COURTEOUS AND PATIENT IN DEALING WITH PEOPLE. HE STANDS UP WELL UNDER PRESSURE AND IS COMPLETELY DEPENDABLE.

NEITHER COST CONSCIOUSNESS NOR SUPERVISORY RESPONSIBILITIES IS INVOLVED IN MR. HICKS! PRESENT POSITION.

	ON D	CERTIFICATION AND COMM	ENTS
1.		BY EMPLOYEE	
	10	ERTIFY THAT I HAVE SEEN SECTIONS A, B, A	D C OF THIS REPORT
DATE	24 Остовен 1968	SIGNATURE OF EMPLOYEE	at.
2.		BY SUPERVISOR	,
	EMPLOYEE HAS BEEN MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO I	EMPLOYEE, GIVE EXPLANATION
	11		
DATE		OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
	24 October 1968	CHIEF, FI/INT/IW	· EDWARD J. CARROLL
3.		BY REVIEWING OFFICIAL	
	On the bee	is of the fine nonformana	af the TW on a group
	and the hi	gh regard for the judgmen the above evaluation.	e of the IW as a group t of the supervisor, I
	and the hi	gh regard for the judgmen	
	and the hi	gh regard for the judgmen	
	and the hi	gh regard for the judgmen	
ATE	and the hi	gh regard for the judgmen	

· , × 7	FITUESS DEPOST		and the second	·	MPLOYEE	SERIAL NUMBER
	FITNESS REPORT	, <u>`</u> ; - '			050	361
CTION A	the same of the sa	GENERA	\L'3		4) , j	45 3
NAMÉ	(Leed. (First) (Middle)	100			SCARO	5. \$D
	CALVIN W.	*	Voy 1924		GS-13	D .
	STON TITLE		PP/DIV/BR'OF ASS		CURRENT	STATION"
	ATE- OFFICER		P/FI/INT/IW		Hos.	
CAREER	RESERVE TEMPORARY	10.0	INITIAL	REPORT		HONWENTSUPER
	November (See Instructions - Section C)	×	MANNUAL			HONMENT EMPLO
SPECIAL (SPECIAL (Specify)	,		
	TOUR IN O.P.	12. 6	EPORTING PERIOD			
	31 JANUARY 1968	1.73	75-114 - 31	DECEMB	ea 1967	· · · · ·
TION B	PERFORMA	NCE EV	ALUATION	5 1		
• Weak	Ferinmance ranges from wholly inadequate a pessitive remedial action. The nature of the probation, to reassignment or to separation,	action co Describ	uld range from cou e action taken or p	nseling, to roposed in	Section C	ining, to placing
- Adequate	Performance meets all requirements. It is an excellence.	ntirely sa	Histoctory and is c	haracterize	d neither	by deficiency no
Proficient	"Performance is more than satisfactory. Deal	ired resul	ts are baina produc	ed in a pro	ficient me	innef.
Strong	Performance is characterized by exceptional					,
Outstanding	Performance is so exceptional in relation to expect doing similar work as to warrant spec			d in compa	rison to th	e performance o
	SPEC	IFIC DU	TIES		1.1	
	umberge performs EACH specific duty. Consideration of their ability of the rated on the rated on the rated of the rated on the					
	CEE NOTE ON DEVERGE OU	 CE OE 1	TUIS FROM		:	
IFIC DUTY NO	SEE NOTE ON REVERSE SIE	DE OF	HIS FURM.	*		RAT
			•	` ·		LETT
	1		٠	j.		1
	•	*		:		į.
IFIC DUTY NO	2. 3			· ·		LETT
		,		:		1
						l
						PATI
IFIC OUTY NO	~~ .			٠		CETT
			ŕ		•	1
			-			
FIC DUTY WO	, 3					RATH
			:			1
·						ł
	`			<u></u>		
FIC DUTT W			•	5		RATI!
1217	2			į		.
(t)				ŧ		
```	OVERALL PERFORMAN	ICE IN C	URRENT POSIT	ION		
					,	PATIN
nce of special contracts	everything about the employee which influence. Fix duties, productivity, conduct on job, coo iss at talents. Based on your knowledge of a size rating box corresponding to the statement	perativen employee*	ess, pertinent per s overall performa	sonal trait ince during	s or habits the ratin	s, and g period,
	•					1
			0400			

FORM 45 USE PRESIDUS EDITIONS

SECRET

fadaded have dated depretating of departments

	s	EC	1	₹	Е	T	•	
n.						ı,	,	,

SECTION C	NARRATIVE CO	MMENTS:
Lavarall declaration State such	estions made to improvement of work it required to current position. Ample sonnel action, (summer of performance) equipment and turns, must be commont	position heaping in proper despective their relationship performance. Give recommendations for training. Commendity or explain ratings gives in Section B to provide best of supply and soft consciousness during and cost consciousness and in it applications.
S. 18		HAN ROOM
NOTE: My see o	mucha as Singality sacra-	IVE 13 NOVEMBER 1907, HAS BEEN OF
SHEW SHO	OF DURATION THAT I CANNOT	AT THIS TIME ADD ANYTHING EXCEPT
THAT I A	H IN GENERAL ACHEEMENT THE	EREWITHTO THE F THESS REPORT
FOR MR.	HICKS SUBMETED BY MY PREC	DECESSOR, MR. RICHARD A. FULLER,
FOR THE	PERIOD 5 SINE THROUGH 12 M	November 1967.
	•	
,		
	•	
• •		
•		
-		
		• • • • • • • • • • • • • • • • • • • •
SECTION D	CERTIFICATION AND	COMENT
SECTION D	BY EMPLOYE	
	ERTIFY THE ! HAVE SEEN SECTIONS	
DATE	SIGNATURE OF EMPLOYEE	
10 Jan 768	1 July 2 1	ach .
2.	BY SUPERVISO	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IP THIS REMUNT HAS NOT BEEN SHO	WN TO EMPLOYEE, GIVE EXPLANATION
11	1	
1支 MO.	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
	or riches of the same of the s	
12 JAN 1968	Q+1 EF/IW	Emple & Courses
· · · · · · · · · · · · · · · · · · ·	BY REVIEWING OFF	ICIAL ENARD J. CARROLL
OMMENTS OF REVIEWING OFFICIA	L	-
. :		
•	•	
•		
	•	
	, · · · · · · · · · · · · · · · · · · ·	
••		
		-
ATE .	OFFICHE TITLE OF REVIEWING OFFI	CIAL TYPED OF PRINTED NAME AND SIGNATURE
1 2 JAN 2839	CHIEF, FI/INT	hieren A Would
	, , , , , , , , , , , , , , , , , , , ,	

WALLAGE S. DEVEL

					ILIES IN)			4. 4.
		·ei	THE	COCOOT			EMPLOYER SERIAL	NUMBER
		FI	I ME3	S REPORT		. ;	. 056361	
SECTION A		7.7	7.	GEI	IERAL			
I. NAWE .	- (Leet)	(F)	trot)	(Middle)	2. DATE OF BIRTH	3. SE X	4. ORADE 3. 50	
H	I.CKS	CAL	VIN	Ŵ.	8 Nov 1924	M .	GS-13 0	
. OF FICHAL POS	ITION TITLE	······································	· ·	1	7. OFF DIVIBR OF A	SSIGNMENT	. CURRENT STATION	4.
.WA	TCH OFFI	CER			FI/INT/IW		Hos.	
S. CHECO OF TY	PE OF APPO	NTMENT			10. CHECK IXITYPE	OF REPORT		
X- CAPEER.	RESE	AVE	<u>, </u>	TEMPORARY	INITIAL		X REASSIGNMENT	SUPERVISOR
CAPELM-PI	ROVISIONAL	See Instruct	tions -	Section C)	Y ANNUAL	- : : : :	REASSIGNUENT	EMPLOYEE
SARTIAL IS	pecify):	· · ·			SPECIAL (Spec	Ify):		 / - >
II. DATE MEPORT				• • • • • • • • • • • • • • • • • • • •	12. REPORTING PER		o-)	- :
31		y 1968	ŧ.		.5 June 1967	- 12 No	VEMBER 1967 .	
SECTION B	Juliani	1 4 00		PERFORMANC	EVALUATION			
	Parlar-sar	- conince for				afactory A	rating in this catego	
W - Wark	positive res	medial actio	on. Th	e nature of the acti	on could range from c	ounseling,	to further training, to	placing on
l ·		-		,-	scribe action takén (
A - Adequete.	Performance		requir	emunts. It is ontire	ly satisfactory and I	s charactori	zad neither by defici	ency nor
P - Profisions			han 20	Hafactory Desired	results are being pro	durad in a	rofisions manne	
S - Serving				by exceptional pro	9 10 1		Profitable mornier.	
O - Curstanding					. ,	سمم ما أسمة	parison to the perform	
O - Opposition	others doing	similar w	ork as	to warrant special	ecognition.	ond in com	portison to the perior	duce of
			2.1	SPECIFI	C DUTIES			
List we see sur of t	he most Imo	etant saeci	ific du	ies performed durin	a the entire period.	Insert ratio	latter which best de	accibae tha
manner im which e	mployee perf	Orina EACH	1 speci	ific duty. Consider	ONLY effectiveness supervise (Indicate n	in performa	nce of that duty. All	employees
SPECIFIC OUTY NO					M'CABLED FIELD			RATING
					COMMUNITY FOR T			LETTEA
								P
ICES, EXPED	IIING IN	LIK DELI	VLRT	BY ELECTRICA	L TRANSMISSION	. MHÈN A	PPROPRIATE	۲.
SPECIFIC DUTY NO	2 RELEAS	SES JEHL	IRRIE	D CARLES AS E	ISSEMINATIONS	TO THE	INTELLIGENCE	RATING
					ROM FI/D ON VA			LETTER
CAELES DISS					7			P
					., .		•	1
SPECIFIC DUTY NO	. 3 Consul	TS WITH	ARE	A DIVISION OF	FICERS CURING	OFF-DUT	/ HOURS, AS	RATING
					SOURCES AND ME			LETTER
					EACHING POLICY			p
				,			•	1
SPECIFIC DUTY NO	. 4 ADVISE	S AND A	SSIS	TS AREA DIVIS	ION OFFICERS D	URING OF	F-DUTY HOURS	RATING
IN THE PREPA	ARATION O	F TD DI	SSEM	INATIONS BASE	D ON INFORMATI	ON OTHER	THAN THAT	LETTER
CONTAINED IN	I INCOMIN	G CABLE	DFI	ELD REPORTS.				ρ.
	1							
SPECIFIC DUTY NO	. SEEKS	AND RES	POND	S TO GUIDANCE	CONCERNING TH	E MOST E	FFECTIVE SERV-	RATING
					NG THE WHITE H			LETTER
					ON AND PROVIDE			P
					E CSDO ON REQU		HOURS ADVICE	; I
SPECIFIC DUTY NO.		ICI AND	FRO	CEDURES TO I'M	C GOOD ON REQU	-31.		RATING
		TATES '4	NO M		USBRING BELAT	LONE WIT	u Canic Sco	LETTER
SET#5.47 47					WORKING RELAT			
REIASIAI AT	ALL LLVE	10 E	APEDI	I L DISSEMINA	TION OF SIGNIF	LANI RE	rukia.	S
- 11 2	9 1401 195	7 OVE	RALI	PERFORMANCE	IN CURRENT PO	SITION		L
`	N 11-5/1 15/1							RATING
Take wee recount	everything al	out the em	ployee	which influences I	is effectiveness in h	is current p	osition such as per-	LETTER
formores of specification	ric duties, p ns or tälants	roductivity Based on	, cond	knowledge of emp	stiveness, pertinent loyee's overall perfo	personal tra	pits or habits, and	Р
lace the latter in t	the rating bo	correspon	ding t	o the statement whi	ch most occurately re	flocts his l	evel of performance.	٢
				-				, :

ORM 45 USE PREVIOUS EDITIONS

SECRET

CACUP 1 aduded from pursual descriptions and

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in car ont position keeping in proper perspective their relationship to everall performance. State suggestions made for improvement of were performance. Sine recommendations for troining. Comments on foreign language competence, if required for current position. Amplify or explain rottings given in Section, B to provide best basis for determining future personnel action. Manner of performance of managerics or supervisory duties and cost consciousness in the use of personnel action. Manner of performance of managerics or supervisory duties and cost consciousness in the use of personnel action. Manner of performance of managerics or supervisory duties and cost consciousness. In the use of personnel action. Manner of personnel action. Manner of personnel action. Manner of personnel action. Manner of personnel action. Manner of personnel action. Manner of personnel action. Manner of personnel action. Manner of personnel actions are actions as a second of complete sections. The personnel action of the personnel action of the personnel action. Manner of personnel actions are actions. The personnel action of the personnel action action of the personnel action. Manner of personnel actions are personnel action. Manner of personnel actions are personnel action. Manner of personnel action action action action action action. Manner of personnel action action action. Manner of personnel action action action action action action action. Manner of personnel action action action action action action action action. Manner of personnel action action action action action action action action action. Manner of personnel action action action action action action action action action action action. Manner of personnel action act

SUPPORT OR SUPERVISION, WITH ALL THE PROBLEMS USING THE THIS ASSIGNMENT. MR. HICKS JOINED THE UNIT ON 5 JUNE, COMPLETED A SHORTENED OUT PERIOD AND HAS BEEN ON SHIFT ONLY SINCE LATE SUMMER. HE HAS APPLIED HINSELF WITH DILIGENCE TO LEARNING THE PRINCIPLES. AND TECHNIQUES OF TO DISSEMINATIONS FROM CABLED FIELD INFORMATION REPORTS. ALTHOUGH EXPERIENCED OPERATIONALLY, HE HAS QUITE NATURALLY LACKED THE DETAILED KNOWLEDGE THAT THIS JOB REQUIRES. HE HAS MADE VERY GRATIFYING PROGRESS, BUT HE STILL MUST MASTER KNOWLEDGE IN DEPTH PECULIAR TO THE IW FUNCTION; WHILE I HAVE NO DOUBTS THAT HE CAN HANDLE ROUTINE DISSEMINATION MATTERS WITHOUT MUCH DIFFICULTY, AND SOME "PROBLEM" DIS-SEMINATION CASES, HE HAS YET TO MEET A REAL CRISIS SITUATION WHEN HE IS ON DUTY BY HIM SELF. I THINK HE HAS MOVED FROM ADEQUACY OF PERFORMANCE TO PROFICIENCY--IT BEING VERY DIFFICULT TO DRAW A LINE BETWEEN THE TWO--AND HE IS LARGELY BEYOND THE POINT WHERE HE NEEDS CLOSE SUPERVISION. HE WILL PROBABLY BE A STRONG OFFICER GIVEN TIME. HE HAS ADAPTED WELL TO THE PRESSURES OF THIS ASSIGNMENT AND APPEARS TO HAVE THE PHYSICAL AND MENTAL STAMINA TO WITHSTAND ITS RIGORS. HE IS EXTREMELY CONSCIENTIOUS AND VERY ACCON-MODATING IN ACCEPTING SCHEDULE CHANGES RECESSITATED BY THE FELNESS OR ABSENCE OF HIS FELLOW OFFICERS. HE GETS ALONG WELL WITH CABLE SECRETARIAT PERSONNEL, WITH WHOM IN MUST WORK VERY CLOSELY, BECAUSE OF AN OUTCOING AND FRIENDLY PERSONALITY. HE RESPONDS WELL TO DIRECTION. I AM SURE THAT HIS COOPERATIVE ATTITUDE HAS CONTRIBUTED TO THE SMOOTH OPERATION OF THE OFFICE. THIS ASSIGNMENT CARRIES NO SUPERVISORY RESPONSIBILITIE AND DOES NOT REQUIRE ANY SIGNIFICANT DEMONSTRATION OF COST CONSCIOUSHESS.

CERTIFICATION AND COMMENTS

1,	BY EXPLOYE	Ε		
7.	CERTIFY THAT I HAVE SEEN SECTIONS A	, 8, AND C OF THIS R	EPORT	
DATE 16 Nov 967	SIGNATURE OF EMPLOYEE	V. plak		
2.	BY SUPERVISO	R		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOP	N TO EMPLOYEE, GIV	E EXPLANATION	, , ,
5				
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OF P	RINTED NAME AND	SIGNATURE
1 6 NOV 1967	CHIEF, FI/INT/IW	Lie	lord a C	Tucin
3.	BY REVIEWING OFF	ICIAL	CICHARD A. FUI	LLER
COMMENTS OF REVIEWING OFFICE	AL		,	. :
	· Lance	-		
•	•		:- 1	
DATE	OFFICIAL TITLE OF REVIEWING OFFI	CIAL TYPED OR PE	RINTED NAME AND S	IGNATURE!
ZZ Y 9 67	CHIEF, FI/INT	hour	. com 17 85.	. \
			WALLACE R. L	ALUEL 3

CONFIDENTIAL (When filled in)

TRAINING REPORT

(3-69)

MANAGERIAL GRID SEMINAR (50 hours)

DATES: 2-7 February 1969

Student

Grade

Calvin W. Hicks

Cffice

PI

Year of Birth: 1924

Service Designation:

. _

40 4

No. of Students

43

ECD Date :

July 1958

COURSE CBJECTIVES AND METHOD

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

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

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

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

ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING:

or for

Chief Instructor

Late

CONFIDENTIAL
(When filled in)

	4.5	5.3 1.5			1 1 2			Empl	UTEE	SERIAL	
		FITNES	S REPORT	•		₹* ' £	· · · · · · · · · · · · · · · · · · ·		05	6361	
SECTION.A	. P.			GENE	RAL			11 100	Ţ ´	`	1 to 1
1. NAME	(Leet)	(Firet)	(Middle) /	DATE O	F.BIRTH	3. SEX	4. GRA	OE	8. 50	
	Hicks, Ca	lvin W.			Nov 1	770	M	GS-		D	
6. OFFICIAL POST		13		' *			SSIGNMEN	1	RENT	STATIO	Ν,
	Ops Office		26 1 262		DDP/W		V	HQ	<u> </u>	<u> </u>	
CHECK (X) TYP			<u> </u>		100		OF REPO			<i>.</i> - ,	
XX CAREER			TEMPORARY	2		1AL	<u>; ; </u>			GNMENT	
	CHISIONAL (See A	natroctiona - 3	Section C)		XX ANN			السنا	RE A BS	IGNMEN	TEMPLO
SPECIAL (Sp		 ·				CIAL (Spe					<u> </u>
1. DATE REPORT	Jan 67			1.5		6 - 1	100 (From- 2/66				; -
ECTION B			PERFORM	AANCE E	EVALUA	TION					
	Performance range positive remedia probation, to rea Pactormance mea	l action. The	e nature of the	ne action on. Desc	could ra	on taken	ounseling, or propose	, to furth d in Sect	or tra	ining, to	placing
	excéllènce. Performance is n	- ا		- P						•	
	Performance is c										
	Performance is s		,,			f the work	and In co	mpari son	to th	e perform	nonce al
	others doing sim										
			ŠPI	ECIFIC	DUTIES						
st up to six of the inner in which em th supervisory re	ployee performs spensibilities Mi	EACH speci	ific duty: Co	nsider Of	NLY offo	ctiveness	in perform	arice of	that d	luty. All	omploy
ECIFIC CUTY NO.		nutana	case of	fican	£4.74	-11 8	+-+1	Boar		,	RATI
Commu	nist part	n overs	tione	1	101	all D	CACTOR	- noge	JLA.		1
Commu	misc part						CODOL				
			uron,s,	\$ * ·				and c	οτήε	3 L	5
relate	ed matter:		urons,	inclu			gency	and c	o rue	#F	P
relate	ed matter:	s.		1: - 1	<i>;</i> ;			**1 / 13	1		RATI
relate	Headqua	arters	case of	1: - 1	<i>;</i> ;			ratio	ona]		RATI
relate	ed matter:	arters		1: - 1	<i>;</i> ;			ratio	1		RATI
relate ECIPIC DUTY NO. Suppor	Headquart project	arters		1: - 1	<i>;</i> ;			ratio	ona]		RATI
relate ECIPIC DUTY NO. Suppor	Headquart project	arters		1: - 1	<i>;</i> ;			ratio	ona]		S
relate ECIPIC DUTY NO. Suppor	Headquart project	arters		1: - 1	<i>;</i> ;			ratio	ona]		S
relate ECIPIC DUTY NO. Suppor	Headquart project	arters		1: - 1	<i>;</i> ;			ratio	ona]		RATI LETT
relate ECIPIC DUTY NO. SUPPOI	Headquart project	arters		1: - 1	<i>;</i> ;			ratio	ona]		S HATE
relate ECIPIC DUTY NO. Suppos ECIPIC DUTY NO.	Headquart project	arters		1: - 1	<i>;</i> ;			ratio	ona]		S HATELETT
relate ECIPIC DUTY NO. Suppos ECIPIC DUTY NO.	Headquart project	arters		1: - 1	<i>;</i> ;			ratio	ona]		S HATELETT
relate ECIPIC DUTY NO. Suppos ECIPIC DUTY NO.	Headquart project	arters		1: - 1	<i>;</i> ;			ratio	ona]		S HATELETT
relate support ecipic buty no.	Headquart project	arters		1: - 1	<i>;</i> ;			ratio	ona]		RATIO S NATE LETT
Telate Suppor ECIPIC DUTY NO.	Headquart project	arters		1: - 1	<i>;</i> ;			ratio	ona]		RATIO S NATE LETT
relate support support support scipic duty no.	Headquart project	arters		1: - 1	<i>;</i> ;			ratio	ona]		RATILETT RATILETT
relate support support support scipic duty no.	Headquart project	arters		1: - 1	<i>;</i> ;			ratio	ona]		RATIO S NATE LETT
relate support support support scipic duty no.	Headquart project	arters		1: - 1	<i>;</i> ;			ratio	ona]		RATILLETT S HATHLETT RATIN LETT
relate support ecific buty no.	Headquart project	arters		1: - 1	<i>;</i> ;			ratio	ona]		RATIN LETT
relate support ecipic buty no.	Headquart project	arters		1: - 1	<i>;</i> ;			ratio	ona]		RATILLETT S HATHLETT RATIN LETT
relate support ecipic buty no.	Headquart project	arters		1: - 1	<i>;</i> ;			ratio	ona]		RATIO LETT
relate support ecipic buty no.	Headquart project	arters ts.		ficer	for	sever	al ope	ratio	ona]		RATIN LETT
relate support support ECIFIC DUTY NO.	Headquart project Headquart project A Headquart p	OVERALL he employee rivity, cond	PERFORM	ANCE IN	for N.CURR effective veness, ee's over	SEVET	al ope	ratio	such hobits	as per-	P RATIN LETT RATIN LETT RATIN LETTE RATIN LETTE RATIN LETTE RATIN LETTE S
relate	Headquart project Headquart project A Headquart p	OVERALL he employee rivity, cond	PERFORM	ANCE IN	for N.CURR effective veness, ee's over	ENT PO	al ope	ratio	such hobits	as per-	RATIN LETTE

SECTION C

NARRATIVE COMMENTS

Media algnificant atrengths of weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendational for training. Comment on foreign language competence, it required for current position. Amplify or explain rottings given in Section B to provide best basis for determining future personnel action. Manner of performance of manageral or supervisory duttes and control of the basis for determining future personnel and funds, must be commented on, it applicable. If extra space is needed to complete Section C, attach a separate these of paper.

NOTE: This report covers the period from 10 August 1960 to 7 15 January 1967 during which time Mr. Hicks worked of The Colombia Desk. This report is being submitted because of reassignment of the rating officer.

Although Mr. Hicks is an experienced officer with strong qualifications and abilities, it should be noted that some aspects of his present job were a new experience for him, since his past experience has been entirely in the PM field. However, Mr. Hicks adapted well and quickly to the new environment, showed a great deal of initiative and resourcefulness in familiarizing himself with the work, and by bringing sound operational and administrative experience to bear, carried out his duties in a thoroughly competent manner. He demonstrated uncommon ability to organize his work, anticipate problems or requirements, and take effective action promptly. In dealings with his associates he exercised a good balance of persuasiveness and friendliness which paid dividends in terms of getting a job done. He can be relied on absolutely to carry out a given task promptly and well.

I would welcome any occasion which permitted Mr. Nicks to work with me again.

SECTION D	CERTIFICATION AND C	OMMENTS
1.	BY ENPLOYEE	
7	CERTIFY THAT I HAVE SEEN SECTIONS A.	B, AND C OF THIS REPORT
DATE 19 jun 1967	Calvin W. Hicks	Call a police
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
# 5·	•	
OATE .	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
17 Jan 67	Chief, WH/3/C	David Smock
3. //	BY REVIEWING OFFIC	
COMMENTS OF DEVIEWING OFFICE	1 4 4	

Mr. Hicks is a mature and thoughtful individual who made the switch from PM to FI activities at his own volition. He was originally scheduled for a field assignment to a WH Station in the fall of 1966, but for medical reasons will probably be staying at Headquarters for some time. While this restriction may limit his ability to get that feel for FI field operations which a Headquarters desk officer should have, he has previous

24 January 1967 Deputy Chief, WH/3 Jonathan G. Hanke

field experience in a PM capacity to compensate for this.

	TRAJ	NING REPORT - L	ANGUAGE	- <u>- </u>	12.1	amina	H-BASI	oʻ - Kili			<u>.</u>
IN	TRUCTOR TOTAL	E			PRO	ogram Dripatiskin		in staller	***		_
40.	OF STUDENTS	NO. OF HO	urs วิธีรากกล	1 4	DAT	E OF COU	RSE	14.55	(Speci	a1)*	
-			* * * * * * * * * * * * * * * * * * * *	STUDE	NT .	· · · · · · · · · · · · · · · · · · ·	233	*******	,		_
	NAME	,	T vos	EOD D			·	FFICE		G8 .	s o
<u> </u>				, 100	7.1.5	177	`			1.33	-
٠.	HTOKĄ, CAI	LVIII W.	- 1	10/-	1		,	31	,	13.	ij
-		(See ravere	• side for	definiti	one of pro	fictions	levels)	,	1	_
LE	VEL CEPPROFICIENCY	AT ENTRY INTO TRAINING			A INSTRUCTORS				071	ICIAL TES	Ŧ
		NO PROFICIENCY.	SLIC	SLIGHT		ELEMENTARY		INTERMEDIATE		ніфн	_
CRE	READING .	Х	1. W					-:			
	BRITING	X	1	,					2.74		-
3	PRONUNCIATION	Х.,		·							
. [SPEARING	- , , , , , , , , , , , , , , , , , , ,		S 2 3							
	UNDERSTANDING	Λ	,		,						
		L ANGU	AGE TRAIN	ING OBJE	CTIVES AN	ND METHO	DS			,	
ou:	use a stock of basic essions and to apply s situations; (5) abi Methods used in all a later stage, on va- ding on tapes in the	them to new situation lity to write and re- courses stress oral ried reading materia	ons; (4) ab éad the lan I drills an ils. Writt	ility to guage con d free co en and or	comprehen mmensurate onversational tests	d the law with abi n based a are given	ngwige s ility to at first	speak.	ed mater	ed in vari	
			PERFOR	RMANCE E	VALUATION	······					_
		UNSATISFACT	ORY		SATISFACTORY			EXCELLENT			
ACH	IEVEMENT	y.			. >						
ATTITUDE					-			Х			
ATT	ENDANCE										
-	EL OF PROFICIENCY A		HAINING			RUCTORS			·	CIAL TEST	
-		NO PROFICIENCY	SLIGH	T	ELEMENT		INTER	WEDIATE		HICH	_
-	READING .				ХХ						
-	RITING		X								<u>.</u>
-	PROMUNCIATION										
-	INDERSTANDING		<u> </u>	 -							_
		gunge Aptibule	Tool:		ack	leg			120165		
OR	THE DIRECTOR OF TRAIS	eling:	STONATURE,	HEAD OF		. LT/LAS	/0T#		- GAY	,	i
				. '		*		٠		,	
i M	N75: 205 HIANA							17.6			_

leus

GROUP 1
Excluded from automotic
downgrading and declassification

(45)

	, ,				ENPL	01 E K 1	ERIAL	NUMBER
FITNESS REPORT	`. '	,	•			0563	61	;
SECTION A GEI	NERAI	L.				11.		. ;
I. NAME (Last) (Piret) (Middle)	2. 04	TE OF 81	RTH 3.	SEX		OK	3. SD	
HICKS, Calvin	1	ov 24		M	GS-		D	
6. OFFICIAL POSITION TITLE ODS Officer		DP/WH		GNMENT		-	D.C	
		DET HIL	<u> </u>			3,	<i>D.</i> C	•,
S. CHECK (X) TYPE OF APPOINTMENT	10. 21		TTPE	REPOR				
CAREER RESERVE TEMPORARY	-	INITIAL	<u> </u>		-			SUPERVISO EMPLOYES
CAREER-PROVISIONAL (See Instructions - Section C) SPECIAL (Specify):	X	SPECIAL	. '		LX	,		
11. DATE REPORT DUE IN O.P.	12. 86	PORTING			10-)			`
31 January 1966)ece	mber	1965
SECTION B PERFORMANCE				,				1000
W - Weak Performance ranges from wholly inadequate to s				ctory.	A rátina	in this	catego	ry requires
positive remedial action. The nature of the acti probation, to reassignment or to separation. De	on cou	d range i	from cou aken or I	nseling, proposed	to fürth In Sact	ian C.	ning, to	placing on
A - Adequate Performance mosts all requirements. It is entire excellence.	ely sat	sfactory	and is c	haracter	ized ne	ither b	y defici	evic A uot
P - Proficient Performance is more than satisfactory. Desired			ng produ	cèd în a.	proficie	int man	iner.	
S - Strong Performance is characterized by exceptional pro		·			•	-		
O - Outstanding Performance is so exceptional in elation to requestion of their states of their section of t	recogni	rion.	work a	nd in con	porison	to the	perform	nance of
SPECIFI	C DU	TIES						
List up to six of the most important specific duties performed durin manner in which employee performs EACH specific duty. Consider with supervisory responsibilities MUST be rated on their ability to	ONLY	effective	ness in	performo	once of	that de	ay. All	
SPECIFIC DUTY NO. 1	10				·			RATING
Chief of Paramilitary Section in the Miami Operations Branch						S		
tions conducted by the Miami Station.							-	
PECIFIC DUTY NO. 2								RATING
Reviews all PM and Maritime operation	onal	plan	s sul	mitt	ed f	or		LETTER
approval by the Miami Station and re or disapproval.	ecom	mends	appı	oval	, ch	ange	S	S
PECIFIC DUTY NO. 3								RATING
Prepares Agency papers requesting Sp	peci	al Gr	oup (303	Comm	itte	e)	LETTER
approval of PM operations.			,-		,			P
PECIFIC DUTY NO. 4								RATING LETTER
Briefs senior officials on status of operations with respect to Cuba.	f PM	plan	s, ca	pabi	litie	es a	nd	p
PECIFIC DUTY NO. 5								RATING
Participates in technical planning b)V V:	rious	s Age	nev s	rour	s t	0	LETTER
provide technical guidance to Miami	Stat	ion,	g		A. Out	3		s
PECIFIC DUTY NO. 6					7			RATING
Works closely with Paramilitary and	Mari	time	Bran	ches	of V	liam	i	LETTER
Station on all problems regarding th								P
OVERALL PERFORMANCE	IN C	JRRENT	POSIT	ION		· .		<u></u>
, , , , , , , , , , , , , , , , , , , ,	7	-,			· · · · ·			RATING
ake into account everything about the employee which influences homence of specific duties, productivity, conduct on job, cooper tribular limitations or talents. Based on your knowledge of empl ace the letter in the rating box corresponding to the starement which	ativone loyee's	ss, porti: overall	nent per performa	sonal tr	aits or l	rabits,	and period,	S
3 FEB 1966	-u mes	· occuran	y rette	cra nia i	ove: 01	per ror i	monce.	"
RM 45 OBSOLUTE PREVIOUS EDITIONS. SECRE	FT		OBOUP Parketed from departments	=				

		CRET	
SECTION C		VE COMMENT	3
Indicate significant strengths or a coverall performance. State sugge on foreign language competence, basis for determining future person	weaknesses demonstrated in a strons made for improvement o if required for current position and action. Manner of perfor	urtent position of work performant. Amplify or expenses of manage	Maping in proper perspective their relationship to nee. Give recommendations for training. Comment plain ratings given in Section B to provide best erial or supervisory duties must be described, if
applicable.		3 25 PH '	'86
NOTE: Subject spe through 21 December	ent full time on er 1965.	Spanish 1 Alt Roos	language training from 1 Sept
preceding fitness formance but is du	ence in the lette	r rating reflect i	between this report and the n any way on Subject's per- ating scale used by the
originators.		- 5 - 1 - 5 -	Definition of the Section
the Headquarters P He strives hard to superiors. He is functions; strong- straightforward bu Government officia	Paramilitary Section do a good job as aggressive and convilled and persist t pleasant in deals; determined in	ion suppo nd is mos onscientio stent in s aling with n resistin	und performance as Chief of rting Miami Station operation to anxious to please his ous in carrying out his seeking to achieve his goals h colleagues and other ng encroachments in his area y strong patriotic ideals.
a particular gift tions, and bringin	for ferreting out g them to bear on	t technica operational and	aramilitary operations with al improvements and innova- ons. Finally, Subject adapts policy changes affecting see Continuation Sheet)
SECTION D	CERTIFICATION	AND COMME	NTS
1.	M3 1'S	PLOYEE	
	ERTIFY THAT I HAVE SEEN SEC	TIONS A, B, AND	O C OF THIS REPORT
DATE 28 Can 1964	CIR L	Lot :	
2.	BY SUP	ERVISOR	
MONTHS EMPLOYES HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BE	EN SHOWN TO EN	MPLOYEE, GIVE EXPLANATION
12	1		
DATE ,	OFFICIAL TITLE OF SUPERVI	SOR	TYPED OR PRINTED NAME AND SIGNATURE
28 January 1966	C/WH/C/MO.	•	Walter Canter
	BY.REYIEWIA	G OFFICIAL	
Through a plo his co-worker and competen	ficer is serious, easant personalit rs. Mr. Hicks is t officer, and is	y he com	rking and dependable. mands the respect of ually well qualified lly effective in the
paramilitary	Heia.		
	·	`	
, .	·.		

John T. Flynn

ADC/WH/C

28 January 1966

Continuation Sheet

FITNESS REPORT

HICKS, Calvin

Section C (continued)

Subject has no significant weaknesses although there is still some room for improvement in making concise oral and written presentations. On every occasion, Subject has proven to be sound and wise in considering costs.

MAIL ECCH

TEB 3 3 25 PH "86

SECRETALICE OF TESSORAL

		CRET		r 5	
M	FITNESS REPORT		· · · · ·	OSG361	NUMBER
V				056361	
SECTION A	Appropriate the second contract of the second	NERAL	31. 3E.X.	4. GHADE 5. 50	<u> </u>
HICKS, Calvin W		8 Nov 24	M	13	D
Ops Officer CH		DDP/SAS		Wash., D.	· ·
9. CHÉCH (X) TÝPE OF APPOINT	MENT	10. CHECK (X) TYPE	OF REPORT		
CAREKA MESERY	TEMPOHARY	INITIAL		REASSIGNMENT	
CAREER PROVISIONAL (Se	e Instructions - Section C)	X ANNUAL		REASSIGNMENT	EMPLOYE
SPECIAL (Specify):		SPECIAL (Spec			
1. DATE REPORT DUE IN O.P.		12. REPORTING PER			C A
31 January 1965			04 - 3	1 December	04
W - Weak Performance r	anges from wholly inadequate to	E EVALUATION	·		
A - Adequate Performance in excellence. P - Proficient Performance in Performance in the proformance in the	dial action. The nature of the active assignment or to separation. Discours all requirements. It is antire more than satisfactory. Desired a characterized by exceptional property as a exceptional in relation to require	escribe action taken oly satisfactory and i I results are being pro oficiency. Jurements of the work	or proposéd s'characteri duced in a j	in Section C. zed neither by deficient	oncy nor
others duing s	imilar work as to warrant special SPECIFI	recognition.		· · · · · · · · · · · · · · · · · · ·	
nanner in which employee perfor	ant specific duties performed during EACH specific duty. Consider MUST be rated on their ability to	ONLY effectiveness	in performa	nce of that duty. All	
(WH/SA) and is the	ilitary Section in senior Headquarte ted by the Miami St	rs Case Offi	eration cer on	ns Branch all PM	LETTER
Reviews all PM and approval by the Mi or disapproval.	l Maritime operatio ami Station and re	nal plans su commends app	bmitted roval,	for	RATING
Prepares Agency pa of PM operations.	pers requesting Sp	ecial Group	(303) :	ipproval	RATING LETTER
PECIFIC DUTY NO. 4	cials on status of	DM nlane o	anahili	ties and	RATING
operations with re		· pruis, c			s
Participates in te provide technical	chnical planning by	y various Age	ency gr		RATING LETTER
				SC 38	1 3
Vorks closely with	Paramilitary and	Maritime Bra	nches c	+1,5	RATING
	blems regarding the				s
	OVERALL PERFORMANCE	IN CURRENT PO	SITION		
d t					RATING
rmance of specific duties, prod rticúlar limitations or tálents. [it the employae which influences l ductivity, conduct on job, cuoper Based on your knowledge of emp arresponding to the statement whi	ativeness, pertinent loyee's overall perfo	personal tra mance duri	its or habits, and ng the rating period,	S
1 9 FEB 1965		•		-	

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper seripective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Commendations for training. Commendations for training and competence, if required for current positions. Amplify or explain rating properties of performance of managerial or supervises. Juntably 12 2 sections, if populated in the performance of managerial or supervises.

MOON JILM

Mr. Hicks' primary responsibility has been to provide Headquarters support and guidance for the PM activities directed by the Miami Station against the Cuban target. Mr. Hicks has shown a high degree of professional judgment in carrying out his duties, and his judgment is respected by senior officials who are required to submit the PM programs for high-level approval. During operational phases of the PM programs, Mr. Hicks is frequently required to be on call to act on emergency situations on a 24-hour basis. He has accepted this responsibility willingly. He has consistently taken the initiative in investigating technical developments which might provide assistance to the Station in the conduct of PM operations. He now supervises two professional and two clerical employees in his Section and runs his unit smoothly with no discernible friction. He does a experience has been predominantly in the PM field, he has acquired FI experience in the last two years because of the unique nature of Cuban PM (FI) operations. In his consideration of budgetary matters, he has demonstrated an understanding of the need to curtail expenses, where feasible. I would be glad to have Mr. Hicks work with me at any future time.

		',				
SECTION D	CERTIFICATION AND COMMENTS					
1.	BY EMPLOYEE	т				
	CERTIFY THAT I HAVE SEEN SECTIONS A. B. AN	D C OF THIS REPORT				
19 ge-1865	SIGNATURE OF EUPLOYEE					
2.	BY SUPERVISOR					
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT MAS NOT SEEN SHOWN TO E	MPLOYEE, GIVE EXPLANATION				
24		•				
1-19-6.5	Chief, WH/SA, Wiami Operations Branch	John S. Tilton				
3,	BY REVIEWING OFFICIAL	.*				
COMMENTS OF REVIEWING OFFICE	AL	78				

Concur. Though I have reservations as to characterizing this officer as "Strong," (in point of intrinsic ability when compared to others who are clearly strong performers) such reservations are vague and impressionistic and not related to the actual performance and period to which this report is addressed.

15 February 1965 Under Deputy Chief, WH(SA)

. 74.						EMPLOYEE	SERIAL NUMBER
J_{L}		FITHES	S REPORT	1. 1.		05	6361
ECTION A		,, ,		ENERAL			
	Lage) 1.	(Piret)	(Middle)	2. DATE OF BIR	TH 3. SEX	4. GRADE	5. 50
HI	CKS	CALVIN	W.	4 8 Nov. 19	24 M	GS-13	D
OFFICIAL POSITI				7. CFF/DIV/BR			,
OPS	OFFICE	R		DDP/S	AS	Washing	gton, D. C
CHECK (X) TYPE	OF APPOINT	MENT	4.5	10. CHECK (X) T	YPE OF REPOR	Ţ	
CARCER	RESERV	E . 1	EMPORARY	INITIAL		REASSI	GNMENT SUPERV
CARELH-PROV	IBIONAL (Se	e instructions - 5	ection C)	X ANNUAL		REASS	GNMENT SUPLO
SPECIAL (Spec		, , , , , , , , , , , , , , , , , , ,		SPECIAL	an an annia and a same area and a same area.		1
31 JA	NUARY 1	.964		1 JANUA			EMBER 196
ECTION B			PERFORMAN	CE EVALUATION			
. PG	sitive reme	dial action. Th	e nature of the ac	slightly less than tion could range fr Describe action tal	om counsoling,	to further trai	ning, to placing
	eriormance n rcellence.	naets all requir	ements, 'It is ent	irely satisfactory o	nd is character	ized naither b	y, deficiency nor
			isfactory. Desire by exceptional p	ed résults ara baing proféciency.	produced in a	proficient ma	nner. •
O - Outstanding Pe	erformance i	s so exceptions		quirements of the	work and in con	nparison to the	o parformanca ci
			SPECI	FIC DUTIES			
inner in which empli th supervisory resp ECIFIC DUTY NO. 1	oyee perform	ms EACH speci MUST be rated	fic duty. Consider on their obility	ring the rating period or GHLY effectiver to supervise (indica	ess in perform te number of e	ance of that d	uty. All employersiand).
				Branch of erations c			ior
target coun		0,1100,	III OP	c 6 2 8 .	DG-1		. 1
ECIFIC DUTY NO. 2				2 F	V	· · · · · ·	RATI
Provision o	f oper	ational o	nidance t	o field			LETT
	:		,	,			
ECIFIC DUTY NO. 3							RATIN
,	comment	t on oper	ational p	lans submit	ted by s	tation.	0
,					<u> </u>		
				ogistics ar			port RATIN
re provide	d for c	onduct o	f PM oper	ations agai	inst the	target	S
ountry.						: *	
ECIPIC DUTY NO. 5							HAT-N LETTE
							1
	. ;	1	٠.				
	,					·: ··	
ECIFIC DUTY NO. 8	;	- ;	,				RATIN
* -		1			· ·	•	:
		• :		**	-	,	
	,	0450	DEDECONO	C N CURRE	DOCUTION	. 4,	
		OVERALL	PERFORMAN	E IN CURRENT	POSITION		1 6
monce of specific tirular limitations	duties, pro-	ductivity, cond Based on your	uct on job, coop knowledge of en	s his effectiveness erativeness, pertin pplayee's overall p hich most accurate	ent personal ti performance du	roits or habits ring the rating	, and period, S

SECTION C

NARRATIVE COMMENTS

Indicate algolicant seeingths or weaknesses demonstrated in current position keeping in proper per seeinive their relationship to overall performance. Some suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language compatence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for defermining trains personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Mr. Hicks' personal experience and long association with paramilitary operations give him high competence in this type of activity. Personnel who have official business with Mr. Ricks respect his knowledge and ability in this field. He assumes responsibility and can be counted on to get a job done with minimum supervision. When required, he works irregular hours without complaint. His review of operational plans submitted by the field is prompt, complete and professional. Mr. Hicks exerts maximum economy in the use of funds, equipment and personnel. He is consistently cooperative, even tempered and patient in the face of frustrations inherent in this type of work. He has established an excellent working relationship with his opposite numbers in the field.

SECTION	N D	CERTIFICATION AND COM	AENTS						
1.	BY EMPLOYEE								
	I C	ERTIFY THAT I HAVE SEEN SECTIONS A. B. A	ND C OF THIS REPORT						
DATE	4 March 1964	SIGNATINE OF EMPLOYEE	1/24						
2.		BY, SUPERVISOR							
MONTHS E	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION 12								
DATE		OFFICIAL TITLE OF SUPERVISOR	TYPED OF PRINTED NAME AND STONATURE						
	4 Harch 1964	DC/SAS/MOB	John S. Tilton						
3.		BY REVIEWING OFFICIAL							
COMMENT	S OF REVIEW NO OFFICIAL	L .							
	I concur in the	he above comments and rat	ing.						
-	•	·							

ELO OU MUITED HOME AND BIGHATURE

for Arthur A. Maloney

OFFICIAL TITLE OF REVIEWING OFFICIAL

C/SAS/MOB

5 March 1964

	* .			(When	illea	107	ومالين و	7		SERIAL	
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	(12)		FIŤŃĖ	SS REPORT	•	5-		1			NUMBER
1			*	JJ KEI OK	1				05	6361	, •
ECTION A				GE	NERA	L			:		
1. NAME	_ (Laŭ	9	(First)	(Middle)		TE OF BIRTH	J. SEX	4. OF		5. SD	
	HICK		Calvin	W	8 1	lov. 1924	Male		-13	1	D
+*	ITION 1				7. 0	MOIVER OF	ASSIGNMENT		RRENT		
9. CHECK (X) TY	_011:					Tosk Forc			uruß	ton, D	
CAREER	1	RFSERVE	7	TEMPORARY	1	INITIAL		1.	REAS	SIGNMENT	SUPERVISO
CARELNIP	ROVISIO	NAL (See A	netructions	- Section C)	X	ANNUAL		+	REAS	SIGNMENT	EMPLOYER
SPECIAL (S	pecify):		(,,',		Ŀ	SPECIAL (Spe				11 ,4	
II. DATE REPORT					18. R	Jamuary 1	100 (From-	10-) 13 Da	aamh	an 106	,
31 Janua	ry 19	/ 63		DEDECONIANO			702 00 3	1 20	Ceimo	01 170	
SECTION B				PERFORMANC	10 m 10 de 1						
W - Wadk	positi	ve remedia	l action. T	holly inadequate to the act	ion cou	ld range from (counseling,	to fur!	hor tr	ainina, to	
			- ,	or to suparation. D							
A - Adoquate		mance mee	its oli roqu	iromants. It is entir	ely sai	isfactory and	s character	ized n	oither	by defici	ency not
P - Proficient	Perfor	mance is n	nare than s	atisfactory. Desired	l rosúli	s are being pr	oduced in a	profic	lent m	anner.	
S - Strong	Perfor	mance is c	haracteriza	ed by exceptional or	oficien	cy.	٠				
O - Quistanding				nal in relation to rec s to warrant special			e and in cor	npari so	n to t	he perform	nance of
 :	OTHER	doing sim	IIOI WORK O	SPECIF							
				uties performed duri cific duty. Conside							
		ibilities M	UST be rate	ed on their ability to	Super	1,50 (indicato i	number of e	mploye	es sup	orvised).	
PECIFIC DUTY NO											RATING
		er for		ations conduc	ted t	A Liera B	tation s	gain -	st	01	s
	er Re c	ر حصيهمان	₹.				DE 38	7	·	1	1 5
PECIFIC DUTY NO), 2				- -						HATING
				or insures the							LETTER
and other	вирро	rt requ	ired-fo	r conduct of	PM op	erations (against	targ	et c	ountry.	, s
			·				DE31				
PECIFIC DUTY NO	. 3				• .		y -	•			RATING LETTER
						-					
PECIFIC DUTY NO	. 4										RATING
											LETTER
		٠	,								1
											<u> </u>
PECIFIC DUTY NO	, 5										LETTER
					-						
									>		
ECIFIC DUTY NO.	. 6										RATING
											LETTER
,											, 1
				,						:	
		<u> </u>	OYERAL	L PERFORMANCE	IN C	URRENT PO	SITION				
ake into account o	overyth	ing about t	he eruptoye	e which influences	his off	ctiveness in l	is current :	positio	n suct	as per-	LETTER
ormance of spacif	fic duti	ies, pródyc	tivity, cor	nduct on job, cooper r knowledge of emp	otiven	ss, pertinent	personal to	aits or	habit	s, and	s.
ace the letter in t	he rati	ng box corr	esponding	to the statement wh	ch mo	o overall perio	ormance du oflects his	level o	e ratio	ormance.	_
1 5-570, 1963	} `	•	-	1 1 1 1 1 C		•	٠.				

FORM 45 OBSOLETE PREVIOUS EDITIONS

SECRET

GROUP I Excluded from surcess dowingsating and declarations

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 B to provide best basis for determining future personnel action. Mannet of performance of managerial or supervisory duties must be described, if applicable.

Mr. Hicks has an exceptional knowledge of and experience with the problems involved in the conduct and support of covert PM operations. He has shown a high degree of initiative in providing the training and other support required and in preparing material for staff presentation to higher echelons. His attention to detail is a strength in accomplishing his duties but he must try harder to overcome a tendency for too much detail in his staff communications, oral and written. His written work in particular shows a weakness in synthesizing which it is believed could be overcome by available courses of training. Mr. Hicks has also reached the point where he must broaden his outlook as to the wider political and operational implications of PM operations. To this end, it is intended that Mr. Hicks will attend the Inter-Agency Counterinsurgency Course in the near future. Under an experienced Chief of Operations, Mr. Hicks could handle PM operations at most Field Stations; in a major operation such as Viet Nam or Cuba, he could adequately handle a large segment such as PM Training, the handling of a large indigenous group, or the duties of Chief/PM Operations or Deputy Chief, PM. He would be a definite asset, in the field or at Mgs., in any type of task force operations.

Wants	
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REP OATE SIGNATURE OF EMPLOYEE BY SUPERVISOR MONTHS EMPLOYEE HAS BEEN OFFICIAL TITLE OF SUPERVISOR THE UNDER MY SUPERVISION DOTE 2 Jan 1963 DC/SAS/FN The undersigned has been Mr. Hicks' supervisor for appreciation of the period ending December 31, 1962. Mr. Hi highly motivated, sincere and capable person. He works well others, and his knowledge and ability are recognized and res He assumes responsibility and can be counted on to get a job without close supervision. He is capable of assuming greate responsibility. He is continuously striving for greater known and broader fields of activity.	· · ·
2. BY SUPERVISOR WONTH'S EMPLOYEE MAS BEEN OFFICIAL TITLE OF SUPERVISOR THE UNDER MY SUPERVISION OFFICIAL TITLE OF SUPERVISOR 2 Jan 1963 DC/SAS/FN The undersigned has been Mr. Hicks' supervisor for approximate six months, for the period ending December 31, 1962. Mr. Hi highly motivated, sincere and capable person. He works well others, and his knowledge and ability are recognized and resulted the supervision. He is capable of assuming greate responsibility. He is continuously striving for greater knowledge fields of activity.	-
AND SUPERVISOR WONTHS EMPLOYEE HAS BEEN THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE TO MORE MY SUPERVISOR THE DOTE 2 Jan 1963 DC/SAS/FN BY REVIEWING OFFICIAL The undersigned has been Mr. Hicks' supervisor for appreciation of the period ending December 31, 1962. Mr. His highly motivated, sincere and capable person. He works well others, and his knowledge and ability are recognized and resulted the assumes responsibility and can be counted on to get a job without close supervision. He is capable of assuming greater responsibility. He is continuously striving for greater known and broader fields of activity.	ORT
AND SUPERVISOR WONTHS EMPLOYEE HAS BEEN THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE TO MORE MY SUPERVISOR THE DOTE 2 Jan 1963 DC/SAS/FN BY REVIEWING OFFICIAL The undersigned has been Mr. Hicks' supervisor for appreciation of the period ending December 31, 1962. Mr. His highly motivated, sincere and capable person. He works well others, and his knowledge and ability are recognized and resulted the assumes responsibility and can be counted on to get a job without close supervision. He is capable of assuming greater responsibility. He is continuously striving for greater known and broader fields of activity.	
DATE 2 Jan 1963 DC/SAS/FN 3. BY REVIEWING OFFICIAL The undersigned has been Mr. Hicks' supervisor for apprentiation of the period ending December 31, 1962. Mr. Hi highly motivated, sincere and capable person. He works well others, and his knowledge and ability are recognized and resulted the supervision. He is capable of assuming greate responsibility. He is continuously striving for greater knowledge fields of activity.	
2 Jan 1963 DC/SAS/FM BY REVIEWING OFFICIAL The undersigned has been Mr. Hicks' supervisor for apprentiation of the period ending December 31, 1962. Mr. His highly motivated, sincere and capable person. He works well others, and his knowledge and ability are recognized and resulted the assumes responsibility and can be counted on to get a job without close supervision. He is capable of assuming greater responsibility. He is continuously striving for greater known and broader fields of activity.	EXPLANATION
2 Jan 1963 DC/SAS/FN BY REVIEWING OFFICIAL The undersigned has been Mr. Hicks' supervisor for appr six months, for the period ending December 31, 1962. Mr. Hi highly motivated, sincere and capable person. He works well others, and his knowledge and ability are recognized and res He assumes responsibility and can be counted on to get a job without close supervision. He is capable of assuming greate responsibility. He is continuously striving for greater know and broader fields of activity.	
The undersigned has been Mr. Hicks' supervisor for apprentiations of the period ending December 31, 1962. Mr. His highly motivated, sincere and capable person. He works well others, and his knowledge and ability are recognized and resumes responsibility and can be counted on to get a job without close supervision. He is capable of assuming greater responsibility. He is continuously striving for greater known and broader fields of activity.	TED NAME AND SIGNATURE
The undersigned has been Mr. Hicks' supervisor for appr six months, for the period ending December 31, 1962. Mr. Hi highly motivated, sincere and capable person. He works well others, and his knowledge and ability are recognized and res He assumes responsibility and can be counted on to get a job without close supervision. He is capable of assuming greate responsibility. He is continuously striving for greater kno and broader fields of activity.	att
The undersigned has been Mr. Hicks' supervisor for appr six months, for the period ending December 31, 1962. Mr. Hi highly motivated, sincere and capable person. He works well others, and his knowledge and ability are recognized and res He assumes responsibility and can be counted on to get a job without close supervision. He is capable of assuming greate responsibility. He is continuously striving for greater know and broader fields of activity.	
TATE OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED OR ABBINT	icks is a l with spected. o done
PATE OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED OR RRINT	
$\mathcal{O}_{\mathcal{O}}$	A. MALONEY

SECRET

7

TRAINING REPORT

Clandestine Serv	ices Review No. 39	4 - 13 February 1963						
Student :	Calvin W. Hicks	Office	: SAS					
Year of Birth:	1924	Service Designation	1: D					
Grade :	GS-13	No. of Students	: 33					
EOD Date :	Aug 1950							

COURSE OBJECTIVES - CONTENT AND METHODS.

This course aims to develor in the Clandestine Services officers and others recently returned from the field an un-to-date awareness of the role of CIA in the United States intelligence community, the relations of the DDI and DDR areas with the CS, and the support available from the offices of the DDS.

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

ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING:

Augustus F. Schermerhern Date

Chief Instructor

SECRET

672 8 1 Epitopis (C. 2. Notice) C. 4.

	rine	9 107	_ :	<u> </u>	<u> </u>				
FITNESS REPORT			- 	g u	OSA.	1,00	CSTD	BER	
SECTION A GEN	IER/	M.				-1-			
L'NAME (Los) (First) (Middle).	(Last) (First) (Middle) 2. DATE OF BIRTH 3. SEX								
8. SERVICE DESIGNATION 6. OFFICIAL POSITION TITLE 7. OFFICIAL POSITION TITLE 7. OFFICIAL POSITION OF ASSIGNMENT DESTRUCTIONS OF ASSIGNMENT DESTRUCTIONS OF ASSIGNMENT									
4. CAREER STAPP STATUS 9. TYPE OF REPORT									
MOT ELIGIBLE MEMBER DEFERHED		INITÎAĻ.		ABBIGHMI				. '	
PENDING DECLINED DENTED	15	ANNUAL		MHDIERA	INT/E	MPLOY			
31 Contage 1962 11. REPORTING PERIOD FOR THE STATE OF THE	1	CIAL (Specif)	"				, .	- , -	
SECTION B EVALUATION OF PERFOR	LAM	CE OF COE	CIEIC C	IITIES					
List up to six of the most important specific duties performed duri- manner in which employee performs EACH specific duty. Conside with supervisory responsibilities MUST be rated an their ability to	r ONL	.Y effectiven	ess in p	rformance	of the	at duty	D. All et	mployees	
1 - Unsatisfactory 2 - Barely adequate 3 - Acceptable	4.0	Competent	5 · Exce	floot 6	· Supe	rior	7 - Out	stonding.	
SPÉCIFIC DUTY NO. 1 RATING	SFF	CIFIC DUTY	NO. 4					RATING	
igs PM Case Officer for agents 6	1 _	eneral	PM Or	erati	ons	Ò£f	icer	. 6	
dispatched into the target country.			•		16-				
	300	IPIC DUTY N	10. 5		11.3			RATING	
RATING HQS PM Case Officer for all agent		repare		ct re	port	es a	nd .	NO.	
reguests for air delivery into a 6/7		ther re						5/6	
denied area.		ive bac						1	
SPECIFIC DUTY NO. 3 DA 2 TRATING	SPEC	IFIC DUTY N	10. 6	-	.,		tions	DATING.	
landle and train certain select			•	-					
agents for dispatch into the						4			
SECTION C EVALUATION OF OVERALL PERF	OPM	ANCE IN C	TIPPEN	T POSIT	ION				
Take into account everything about the employee which influences duties, productivity, conduct on job, cooperativeness, pertinent per your knowledge of employee's overall performance during the rating statement which most accurately reflects his level of performance.	conal	traits or hob	its, parti	cular limi	tation	s or to	ilonts, E	Based on	
1 - Performance in many important respects fails to me 2 - Performance meets most requirements but is deficit 3 - Performance clostly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.	ni tn	quirements. one or more	importon	t respects	•		RATI No	`	
SECTION D DESCRIPTION OF									
In the rating boxes below, check (X) the degree to									
1 - Least possible degree 2 - Limited degree 3 - Normal de	gree	j4 - Above	NOT	NOT	3 - 0		ding deg		
CHARACTERISTICS	•		CABLE	SERVED	-	2	3	4 5	
GETS THINGS DONE			1	1	 ' -	 -	•	×	
RESOURCEFUL			1		 	 	1	V X	
ACCEPTS RESPONSIBILITIES			1	1				×	
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES								x	
DOES HIS JOB WITHOUT STRONG SUPPORT					·			- ж	
ACILITATES SMOOTH OPERATION OF HIS OFFICE		* 1		- 1				X	
RITFS EFFECTIVELY				<u> </u>				X	
ECURITY CONSCIOUS	•		ļ		· ·			x_	
HINKS CLEARLY DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECOR	101					<u> </u>	 	×	
THER (Specify):	# ·						 	×	
SEE SECTION *E* O	N RE	VERSE SIDE		rost, seek isto.	لنسسا		<u> </u>		

8-58 45 OBSOLETE PREVIOUS EDITIONS

SECRET

(4)

SECTION E		JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his waining. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining fiture personnel cotions.

Mr. Hicks has an excellent understanding of clandestine operations and has demonstrated an outstanding ability to be flexible enough to cope with an ever changing program. He has performed his duties in a superior manner at all times, exercising mature judgement and firm action. He has continued to keep his objectivity and make a fine contribution to a Project that has had more than its share of frustrations. It is believed that Mr. Hicks should be considered for promotion to Grade GS-13 at the earliest opportunity. He has continuously demonstrated his ability to perform the functions and assume the responsibilities of a higher level in an outstanding manner. Mr. Hicks has worked long, irregular hours, and without complaint, to get the job done.

SECTION F	CERTIFICATION AND C	COMMENTS
1.	BY EMPLOYEE	
. l'ce	rtify that I have seen Sections A, B,	, C, D and E of this Report.
DATE 13 Feb. 1962		N. Ship
2.	RY SUPERVISOR	R
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
10		
	IF REPORT IS NOT BEING MADE AT THIS	S TIME, GIVE REASON.
EMPLOYEE UNDER MY SUPERV	VISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST NO DAYS
OTHER (Specify):		
13 Feb 1862	Chief, WH/4/PM/Ops	yames S. Pekich
3	BY REVIEWING OFFIC	CIAL
I WOULD HAVE GIVEN THIS EM	MPLOYEE ABOUT THE SAME EVALUATION	N.
I WOULD HAVE GIVEN THIS EN	MPLOYEE A HIGHER EVALUATION.	
I WOULD HAVE GIVEN THIS EM	MPLOYEE A LOWER EVALUATION.	1
CANNOT JUDGE THESE EVAL	LUATIONS. I AM NOT SUFFICIENTLY FAM	JILIAR WITH THE EMPLOYEE'S PERFORMANCE.
to the assumption,	ings are based primari in November 1961, of	ly on duties performed prior present duties by the reviewing has shown superior ability
to adapt himself to	o new and changing con-	ditions and has performed well
PATE (Continued)	Chief, WH/4/PM	Charles W. Macc

FITNESS REPORT - Calvin W. Hicks (Continued)

SECTION F

Comments of Reviewing Official (Continued)

in situations requiring individual initiative and imaginative thinking. I feel quite certain that Mr. Hicks has the capabilities and should earn a superior or outstanding rating in his next fitness report.

A	·					CRE		prike	**************************************	: :	nija VE		- 3.	
N. K.	- 1 · 1		FITHES	S REPO	ЯТ	-			E	EUPLOY	(5030		ABER	
SECTION A	,	8 T . T			GE	NERA	A 1. 7	-1 1 1			**************************************			
	(Lest)		(Fire)	(Middle)	- 17 - 17 - 17 - 17 - 17 - 17 - 17 - 17		DATE OF B	- B		. SEX:		14. 68	ADE	
	ICES.	- O _f		Wa	*.	1.3	1.7	nerse in the second		1212		1 37	:S-1	ģ ···
3. SERVICE DESI		 ,	CIAL POSTION		o cer	<u> </u>			7	. SP. P/C		F ASSIG	D.C	
4.	C.A	REER STA	AFF STATUS	34,5		- 0.			TYPE O	PREPO		1.3		
HOT ELIGIB		X MEMBE		DEFER	ARED.	11 00	INITIAL				SUPERVI	(FOR	11.1	**
PENDING	. 1	DECLIN		DENIE	,	17:	ANNUAL				EMPLOY	<u> </u>		
10. DATE REPOR	T DUE II		From	ING PERIO	oo Marale	1	ECIAL (SP	NEWS.	, , , , , , , , , , , , , , , , , , ,					
SECTION B								PECIFIC (<u>, '' ''</u>	<u> </u>
List up to six of manner in which with supervisory	respons	ee perform sibilities)	NUST be rate	cific duty. id on their	Consider robility to	e supe	LY effective	funcio mundos	e of empl	once of t	that duty	y. All	emplo	oyees
1 - Unsatisfactor		2 - Bare	ely adequate	3 - Ac		_		n S-Exce	ellent	6 - Sup	perior	7 - 0)ut stan	
SPECIFIC DUTY F					RATINS		ECIFÍC DUT						.	RATING
Hqs Pt. cas					.a			ortict i					.1	
requests f					6/7			uelicinius e						,
deried are	8			12.0	. <u> </u>			Air and	sele	ctec	agent	ops.		<u>, 6, , </u>
SPECIFIC DUTY	NO. 2	~	- B.Y		RATING	SPE	CIFIC DUT	A -C- 3		, .	"	¥	F	RATING
Case office	er an	d trair	Ane offi	cer för	r No.								-	No.
certain se	lecter	d agent	's dispat	ched of	J .	İ,								,
into the t				10.	6.		* -	* .		,			1	
SPECIFIC DUTY N				-)	RATING	SPE	CIFIC DUT	Y 10% 8			:		P	RATING
Generally		to Bic	nere <u>ti</u> dill	•	NO.	li.	,			٠.			: 1	NO.
officer.	uv	о у -	/ Cat a	, a 15	5/6	ţ.			_	. ,	٠.		` [
(714004 -		•		Dale	1 2/2	1			٠,	,	, .			
SECTION C		FVAL	UATION OF			FOR	ANCE S	- CIRRE	NT PO	CITION	4	 ,-		
2 · F	Performal Performal Performal Performal Performal Performal	duct on job oyeo's over curately re ance in mo- ance meets ance clearl once in ove	ob, conserving rot! percendent alliers his lev ony important is most require iny secrets basin ily secrets ba- rory important rory respect is	eness, per nce during vel of perf respects l ements but ic requirer asic requirer it respect is a outstand	fails to me fails to me fails to me ut is deficie ments. Iroments. Is superior, ding.	rsanal is peri iest re- ient in	it traits or it	hapin, port	number	in the b	ons or to	espondi	Base	ed on
SECTION D					TION OF									
			s bale é, chaci											
- Least possible	o degree	1 12.	Limmai degre	3 ·	Normal ce	igree	, 4 - Ans	ne seciado			Outstand			
		Сн	HARACTERIS'	TICS				4000	NO.	e		RATIN	T	
non								CABL:	EISERY	'ED	1 2	3	4	+
ETS THINGS DON	iE	·										'	1-	X
RESOURCEFUL									- 	-		 '	<u> </u>	X.
CCEPTS RESPON												↓ ′		X
AN MAKE DECISI				RISES							\bot			X
OES HIS JOE WITE							<u>.</u>		-!			'		X
ACILITATES SMO	OTH OPE	ERATION C	DF HS OFFICE	E							1	$\begin{bmatrix} \cdot \end{bmatrix}$		х
RITES EFFECTIV	IELY					_			1					х
ECURITY CONSCI	OUS				-	_			1.					x
HINKS CLEARLY									1				<u></u>	T.

SAN 45 COSOLETE PREVIOUS EDITIONS

SECRET

41

SECTION E TO A STEEL NAK	KATIAE DESCRIBITION OF WANT	NEK UP JUB PEKFUKMANCE
work. Give recommendations for:	his training. Describe, if appropriate	icate suggestions mide to smallyree for improvement of his this potential for development bad loopessyming greater re- TIONS B, C, and D to provide the best hibitally determining
San San San San San San San San San San		
lr. nicks has do	me a superior job in the	refformance of his cuties? Alle fas
demonstrated unusuall	y good judgement and has	an excellent basic uncerstanding of
		report, he has teemintle to utilize
this knowledge in a r	eal situation and has per	sonally profited and greatly.
sotured in the proces	s, as well as making a fi	nice contribution to the operation
in a denied areaIt	is felt he is now read;	to assume greater responsibilities
	rvices. Ir. Hicks worked	long and irregular hours without
complaint.		
	1	
· · · · · · · · · · · · · · · · · · ·		
· · · · · ·		
• • • • • • • • • • • • • • • • • • • •	· // /	
SECTION F	CERTIFICATION AND	COMMENTS
1.	BY EMPLOYE	E
I cer	tify that I have seen Sections A, E	3, C, D and E of this Report.
12 may 1961	SIGNATURE OF EMPLOYEE	
2.	BY SUPERVISO	OR .
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOW	NN TO EMPLOYEE, GIVE EXPLANATION
UNDER MI SOPERVISION		
Seven months		Λ
	IF REPORT IS NOT BEING MADE AT TH	HIS TIME, GIVE REASON.
EMPLOYEE UNDER MY SUPERV	ISION LESS THAN 9G DAYS	REPORT MADE WITHIN LAST SO DAYS
OTHER (Specify):	4	the state of the s
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND HOLLEN WY
		Allan Carolina
10 lay 1961 Depu	ty Chief, WH/4/H /Ops	W. Kuzimuk
J	BY REVIEWING OFF	ICIAL /
I WOULD HAVE GIVEN THIS EM	PLOYEE ABOUT THE SAME EVALUATION	ON
I WOULD HAVE GIVEN THIS EM	PLOYEE A HIGHER EVALUATION.	
	PLOYEE A LOWER EVALUATION.	1
I CANNOT JUDGE THESE EVAL	UATIONS. I AM NOT SUPPLICIENTLY F	AVILIAR WITH THE EMPLOYEE'S PERFORMANCE.
OMMENTS OF REVIEWING OFFICIAL	•	
-	2	
	•	i
	•	
	· 1	(h)
ATE	OFFICIAL TITLE OF REVIEWING OFFIC	CIAL TYPED OR PHYTHIO NAME AND MA LATURE
12 May 1961	Chine walliamilan	Total C. Paletti
TE LEGA TACK	Chief, WH/4/PM/Ops	Jaces S. Pekich
<u></u>		

133

Y / · ·	+	•
X_{\perp}	1. Lea	R
SE	CRET	· · · · · · · · · · · · · · · · · · ·
	File	- ' '

RYBAT

A 22 7.70 A			-		, (1,110)			4.			- 1-		12	, ,	12.50
1 16 m	 	FITNE	SŞ	REPOR	IT			ا بر کرار در کرار		EMP	LOTE	42.00	AL NU	MBEA	7
SECTION A U	; , ,		17.		GEN	IERA	L							71.6	
SECTION B															
1170	***	CALUTH			1.1	l Š	lov 1921.		1, 1	1 1:5	To .	٠,٠,	10.00	12	
The second secon			ON	TITLE .						7. 0	FIDIN	/BB 0	A 5 5 1	ONME	4 T 2
DM .						** 2.	ه آولای. ده منست ب	- 31-	1.2	Che	rat	ઝેલ કે ટે	, Pa	List	an
4. 11 / 1 / 1 / 1 / 1 / 1 / 1 / 1 / 1 / 1	CARE	ER STAFF STATUS	٠,	7 7	1. 1. 1. 1		,	. <u> </u>	TYPE	OFR	EPORT	h with			
NOT ELIGIBLE	x	MEMBER	= 4,	DEFERR	ED.,	1. :	INITIAL	133	REASS	IÈNME	NT/BU	PERVI	SOR '	3 4 . 1	
PENDING .	П	DECLINED		DENIED		1	ANNUAL	X	REASS	GNME	NT/EN	PLOY	EE *.	-	. . ,
10. DATE REPORT DU	I IN O	From			1.0	4	CIAL (Specify	,						. ;	'
SECTION B	-		_				E OF SPE	CIFIC	DUT	ES		٠.	E.	4	`` ,
manner in which emplo	yee p	erforms EACH sp	ocif	ic.duty.	Consider	ONL	Y offectiven	oss in	perfor	mance	of the	it duty	. All	escrib emple	es the
1 - Unsatisfactory	2	- Baroly adequat	•.	3 - Acce	ptable	4 - 0	ompetent'	5 - Ex	collen	6 -	Super	ior	7 - 0	utstar	iding
					PATING	SPE	CIFIC DUTY	40.4			·	٠,	DA.	\n	
Chief Cos offic	er :	for Base sur	r or	rtina	NO.	1	1 1 2		ľľicá	me /	nn-ar		УĽ	· ·	NO.
Allied PM force	•		ν̈́	, 17°	<u>6</u>	а	nd super	visc	s tra	ünir	r; of	001	sonn	el	5 . "
					RATING		,			•		:		-	ATING
ton all adopting	TC61	prepares	bΤ	ans 0	_										i
Tor clandestine	Pri	10rce.	V.	ES	ر د د د د	a o	na prepar vert PM 1	orce ore	plan	s fo	r la	ree	seri	-	5
SPECIFIC DUTY NO. 3		; ;	ine	e Pii					-						ATING
With allied off	icer	s. directs o	.láı	ndes/1	NO.	0	os staff	0111	.cer	to c	hiet	01	Sase.		
			. ,	,,,,,,	. 6	:				• :	DF.	; f,		1	7
SECTION C	<u>-</u> -	VALUATION O	FO	VERAL	LPERF	ORM	ANCE IN C	URRE	ENT P	OSIT	ION				
duties, productivity, co your knowledge of emp	induct layee	on job, cooperat a overall perform	vence	ess, perti	inent per the rating	sonal	traits or hob	its, po	orticula	e limi	tations	or to	ents.	Bose	d on
2 - Perfor 3 - Perfor 4 - Perfor 5 - Perfor	mance mance mance	meets most required to clearly meets back to clearly exceeds in every importa	iróm sic basi ha re	ent's but requireme ic require spect is	is deficu ents, ments, superior,	int in	quirements, one or more	import	tant ras	pects	•		5	TINO	 -
SECTION D		, -	DES	CRIPTI	ON OF	THE	EMPLOYER	Ē							
In the	rating	boxes below, che	ck (X) the de	gree to	hich	each charac	teri sti	c appli	es to	the on	ploye	• ,		
- Least possible dogs		2 - Limited de	ree	3 - N	ormel de	gree	4 - Abava	gvera	ge degr		5 - 0	rtstano	ing de	gree	
								1 40	7	NOT	T-		RATIN	<u> </u>	
* *		CHARACTER	IST	CS				1 LPP	1-1	oa-	<u> </u>	2	1	-	
ETS THINGS DONE								1			 	 -	-		
								+				-	-		 X
														_ <u>x</u> _	├ ── ┤
									·					_X_	↓
			ARIS	ES										Х.	↓
OES HIS JOB WITHOUT	STRO	NG SUPPORT		,			<u> </u>								لنا
ACILITATES SMOOTH C	PERA	TION OF HIS OFF	ICE						2					×	Ш
RITES EFFECTIVELY											*	- 5	X		
ECURITY CONSCIOUS .		٠.				-		-		1.	•				
HINKS CLEARLY.					,								• •		x
SCIPLINE IN ORIGINAT	ing,	MAINTAINIÑG AND	DIS	POSING O	FRECCA	103		C					x		
		advice to	<u> </u>		<u> </u>			10,22						•	x
· · · · · · · · · · · · · · · · · · ·							VERSE SIDE	and the second		-	 -				

FORM 45 CREAT PREVIOUS PRITIONS

SECRET

, , (4) SECTION E. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE.

Stress strengths and weaknesses demonstrated in current positions, indicate suggestions made to employee Olimbayement of his work. Give recommendations for his training. Describe, it appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, it appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining times personnel personnel personnel.

Subject is one of the most practical, hard-headed, no n-toll the fight pour sistent, and commetent operations and operations staff of livers this supervisor has ever look and contetent operations and operations staff of licers this supervisor has in our organization. He fights tenaciously and recourcefully in surjort of his staff advice to the time his chief makes a decision; from that it yalk goog to just as tenaclously and resourcefully to support the accision as he did previously for his position, whether or not the decision follows his advice. He gives 100 loyalty to his country, his organization, and his chief. His approach to plans and ops of the clandestine program has always been practical, and with the long-range requirements solidly in view he is forceful and firm in dealing with allied opposite numbers; at the same time earning and retaining their respect. He is skillful and persistent in eliciting intelligence information. His development of contacts in the country assigned has been surprisingly good, even though outside his assigned responsibilities; in other words, he has constantly exercised initiative to place himself in a position to collect intelligence information should the requirement os placed on him. Altogether an outstandingly fine operations and stoff officer wirm I shall always velcome on my staff. His training, experience, and demonstrated ability in the rield all well demonstrate his qualification to fill assignments in the next higher grade.

SECTION F	Certify that I have seen Section: A, B, C, D and E of this Report. Terrify that I have seen Section: A, B, C, D and E of this Report. Signature of employee Signature	
Certify that have seen Section: A, B, C, D and E of this Report. Certify that have seen Section: A, B, C, D and E of this Report. Signature.or employee Signature.or e		
Certify that have seen Section: A, B, C, D and E of this Report. Certify that have seen Section: A, B, C, D and E of this Report. Signature.or employee Signature.or e		
'DATE'	SIGNATURE OF EMPLOYEE	
Certify that I have seen Sections A, B, C, D and E of this Report. Section		
Certify that I have seen Sections A, B, C, D and E of this Report. State		
MONTHS EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
ONDER MI SOFERVISION .		
<u> </u>		
•	IF REPORT IS NOT BEING MADE AT THIS	TIME, GIVE REASON.
EMPLOYEE UNDER MY SUPE	RVISION LESS THAN 90 DAYS	
OTHER (Specify):		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
20 August 1960		S/William T. XX Hornaday
		[5
3.	BY REVIEWING OFFICE	
I WOULD HAVE GIVEN THIS E	EMPLOYEE ABOUT THE SAME EVALUATION.	l a
I WOULD HAVE GIVEN THIS E	MPLOYEE A HIGHER EVALUATION.	
X I WOULD HAVE GIVEN THIS	MPLOYEE A LOWER EVALUATION.	
I CANNOT JUDGE THESE EV	ALUATIONS. I AM NOT SUFFICIENTLY FAMI	
	** ** ** ** *** *** *** ***	t the ferrated focation of the one
and the "togetherness"	of its personnel but this r.	ating officer as well as his predeces-
sors have all rated or	the high side. Thile my con	ntacts with subject officer have been 2
infrequent and any eva	luation would largely be base	ed on paper-work subject has originated
my assessment is that	subject is an average officer	r for his are, grade, and experience in
ATE (Continued Separate	OFFICIAL TITLE OF REVIEWING OFFICIAL	L TYPED OR PRINTED NAME AND SIGNATURE
2 September 1960		S/Williard Burke
		<u>ئى لىدىن بىدىن u>

SECRET

الب (أ 4-00000

Re 1960 Julners Repto

MEMORANDUM FOR THE RECORD

SUBJECT: Request for Disability Retirement Under the
Provisions of the CIA Retirement and Disability
System - Mr. Calvin W. Hicks

Based upon my review and evaluation of the evidence listed below. I hereby approve the request of Mr. Calvin W. Hicks for disability retirement under the provisions of the CIA Retirement and Disability System and, on the basis of medical evidence submitted in this case, I have determined that the disability of Mr. Hicks is permanent;

- a. Supervisor's statement dated 30 October 1974 submitted in accordance with the provisions of paragraph f.(3) of HR 20-50.
- b. Written report of the Board of Medical Examiners dated 20 December 1974 as submitted by the Chairman of that Board in accordance with the provisions of paragraph f. (4)(c) of HR 20-50.

F. W. M. Janney Director of Personnel

Distribution:

- 0 Return to ROB
- 1 D/Pers
- 1 OPF
- 1 ROB Soft File
- 1 ROB Reader

OP/RAD/ROB/PJSeidel:jat/3257 (24 December 1974)

ADMINISTRATIVE

Mr. Calvin W. Hicks 10207 Forest Avenue Fairfax, Virginia 22030

Dear Mr. Hicker

This is to inform you that the Director of Personnel has approved your request for disability retirement under the CIA Retirement and Disability System. On the basis of medical evidence, the Director of Personnel has determined that your disability is of a permanent nature; therefore, no further medical review of your case will be required.

Your annuity will commence retroactive to 28 December 1974, the day following the date on which your salary terminated. You may be assured that every effort will be made to expedite delivery of your first annuity check following completion of the administrative details required to effect your retirement.

Sincerely yours,

Ronald Gage
Chief
Retirement Affairs Division

Distribution:

- 0 Addressee (CIA Letterhead)
- 1 D Career Service
- 1 OMS
- 1 OPF
- 1 ROB Soft File
- 1 ROB Reader

OP/RAD/ROB/PJSeidel:jat/3257 (30 December 1974)

Mr. Calvin W. Hicks 10207 Forest Avenue Fairfax, Virginia 22030

Dear Hr. Hicks:

As you bring to a close your active career of service to your country, I join your friends and colleagues in wishing you well in your retirement.

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

May I extend to you my sincere appreciation for the important work you have done.

Sincerely,

/s/ W. E. Coloy

W. E. Colby Hrector

Distribution: 0 - Addressee

- OPF

Originator:

OP/PAD/ROB/PJScide1:1s (15 January 1975)

24 %

Mr. Calvin W. Hicks 10207 Forest Avenue Fairfax, Virginia 22030

Dear Mr. Hicke:

ា - នៃស៊ី មួយ () មក្សាន ក្រុងស៊ី ម៉ូ () មក្សាន

gianarahan i

c -lyfferespek (cm. pensupper)

For your information and convenience, an Annuity Statement has been forwarded to you. That statement relates basically to the payment for the period 28 December 1974 through 28 February 1975.

Enclosed is a retiree identification card. Before using the document, please sign your name in ink on the reverse side of the card.

This office is in receipt of your signed statement wherein you elected to receive payment under the Federal Employees' Compensation Act (FECA) in lieu of a retirement annuity under the CIA Retirement and Disability System. Accordingly, your annuity ceased as of 28 February 1975 and you will henceforth receive benefits under FECA. An adjustment will be made in the payment issued by FECA retroactive to 28 December 1974. If, at a later date, the determination is made that you are not permanently nor totally disabled, your FECA payments might by reduced or stopped, at which time you may request the initiation of your retirement annuity.

If you elect to receive an annuity instead of benefits under FECA, you must so advise the Office of Federal Employees' Compensation, indicating the date of this election. In addition, you should send a copy of your correspondence with that office to the Agency.

Obak Voluce Jan Tracker of the Sincerely yours,

Ronald Gage Chief

Retirement Affairs Division

December 1974

CERTIFICATION OF SERVENTING EMPLOYEE

Name (Last-First-Middle)

HICKS, Calvin W.

MEMORANDIN FOR THE RECORD - ATTACH TO OFFICIAL PERSONNEL POLDER

I hereby acknowledge the receipt of the following forms and/or information concerning my separation from CIA as indicated by check mark:

sepa	ration from CIA as indicated by check mark:		
V	1. Standard Form 8 (Notice to Federal Employ	ee about Unemployment (caremation)
	2. Standard Form 55 (Notice of Conversion Pr Life Insurance).	ivilege, Federal Employ	ees' Group
	3. Standard Form 56 (Agency Certification of Group Life Insurance Act of 1954).	Insurance Status, Fede	ral Employees'
	4. Standard Form 2802 (Application for Refun	i of Retirement Peducti	ens).
/	5. Form 2595 (Authorization for Disposition CONTINUE to	of Paychecks).	
	6. Only applicable to Retiree - Returnee (re- I have been advised of my right to he my separation from this Agency and of check to my health and well-being.	ive a medical examinati	on before
	7. CSC Pamphlet 51 (Re-employment Rights of Forces Duty).	ederal Employees Perfo	ruing Armed
	8. Instructions for returning to duty from in Service.	tended Leave or Active	Military
-	Calvin h. Ship	Dute Signed 26 Dec.	1974
Adare	ss (Street, City, State, Zip Code)	Correspondence	
	MR. CALVIN W. HICHS		DENCE
	FAIRFAM, VIRGINIA 22030	OVERT CORRESPO	MDEL
		Overt /	7 Covert

21 MAY Tabe

Mr. Calvin W. Hicks 10207 Forest Avenue Fairfax, Virginia 22030

Dear Nr. Hicks:

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

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

Sincerely,

F. W. M. Janney Director of Personnel

and the foreign

LISTED RECORD AND REPORT OF SEPARATION

SEE 9 **********************************	•		IONORA	CLE	DISCHA	KGE			
15 Page 15 P		4.7		375	ty cyy	Pri	200	inte &	
Service of the control of the contro	3,574			23"	AUR 45			innan ü	း စ
SEE 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Java, S. DAK		× 1		8	24.			
Service seconds are designed provided and the service second service service second and service servic		***** WILL BE SOUG		: 4, :1		CC	\$ 312.11	14. SEIGHT	17. 00. 01PE18
18. Just 91 18. Just 91 18. Just 91 19. Just 91 19. Just 19 19. J					Ser in	C.A.	Linux C-X		
18 Jan 49 19 19 19 19 19 19 19					11 1				
ACTION TO THE PART OF SERVICE STATE OF S	18 Jur 43	··· · · · · · · · · · · · · · · · · ·	2 322 4	<i>13</i>	FI	t żńerr:	alm.	, ,	· ,,
AND FOR THE STATE OF DESIGNATION OF STATE OF STA	31.41.6 35 1.00 1.00		ndluari, s	üΚ ,	300)	٠ .		
PAY DATA Security security of the security of	Mortar Camer 16			S	· ML EX 4	19.4	ary, cressuon and	mou à smonahi	pbadges, etc.)
AMAR RECORD 1 TRAINER TO LOT SETTING STATES TO LOT SETTING STATES TO LOT SETTING STATES AT SETTING STA	32. BATTLES AND CAMPAIGNS				•,		,		·:
MAME River: 1 Tribes AT 1 top . Herita in ort 6 and Conduct witton 34. Neures Nethers in across 30 NOV IM Germany 15. Little proposition desires 15. Little	Rhineland			,			••		4
35 NOTES SECURES IN SECURES IN SECURITY OF	DECOMATIONS AND CITATION	•					,		
SCHOOL TITINGS TELAND DITES (SPONSE)	^	eliza, 'ngl	br. siz	ونا الدين ع	ಪ್ರಕರ್ಮ	tton	. <u> </u>		
SALIFOR THROUGH STRANDS SALIFORM STRANDS SALIFORM SALIFOR	30 1104 114 GERMAN	iy					· ·		• /
S					SE. SE	AVICE OUTSIDE			
CONTINUES AND AUTHORITY TOR SEPARATION CO. CLASSY AND AUTHORITY TOR SEPARATION CO. CLASSY AND AUTHORITY TOR SEPARATION CO. CLASSY AND AUTHORITY TOR SEPARATION CO. CLASSY AND AUTHORITY TOR SEPARATION CO. CLASSY AND AUTHORITY TOR SEPARATION CO. CLASSY AND AUTHORITY TOR SEPARATION CO. CLASSY AND AUTHORITY TOR SEPARATION CO. CLASSY AND AUTHORITY TO AUTHORITY TO AUTHORITY AND AUTHORITY AN		4 4 4	Typhus 5-17	.44	37 Sa. 14.	ETO	,	10	Oct. in
DESCRIPTION AND AUTHORITY FOR SEPARATION ASS. DEPOSITE SCHOOLS ATTERDED PAY DATA PAY DATA 1. INCLUDING DATA PAY DATA 1. INCLUDING DATA PAY DATA 1. INCLUDING DATA PAY D	CONTINENTAL SERVICE	OLTIGY SEPVICE .		MELD	XI F. 0 1,5	112.3	• .	6	Maje 1.5
STATE OF THE STATE	39. PRIOR SERVICE			············		· · · · · · · · · · · · · · · · · · ·		•	
PAY DATA PAY DA	., .	·	· :						
PAY DATA S. LONGISTE 300 TO DE TOTAL TO THIS PARKET PAYED FINANCE NOTICE IMPORTANCE NOTICE IMPORTANCE OF INSURANCE OF	40. FEASON AND AUTHORITY FOR	SEPARATION	or plantage	د ب	15-31				
SERVICE OF PROPERTY OF THE PARTY	:					-2	ATTENE ! MULE !	(Yes-1)	
SERVING CONTROL OF THE PROPERTY OF THE PROPERT									
THE ORTHON TO THE CONTROL OF THE CONTROL OF SECURIOR SECU	13 towns 100 100 100 100	TOTAL CO THUS	100 PATHENT WSV	s		47. 701AL ABO.			•
SS. SENABLES (This space for commention of occurs are entry of other nems arcticed in W. D. Directives) SS. SENABLES (This space for commention of occurs are entry of other nems arcticed in W. D. Directives) SS. SENABLES (This space for commention of occurs are entry of other nems arcticed in W. D. Directives) SS. SENABLES (This space for commention of occurs are entry of other nems arcticed in W. D. Directives) SS. SENABLES (This space for commention of occurs are entry of other nems arcticed in W. D. Directives) SS. SENABLES (This space for commention of occurs are entry of other nems arcticed in W. D. Directives) SS. SENABLES (This space for commention of occurs are entry of other nems arcticed in W. D. Directives) SS. SENABLES (This space for commention of occurs are entry of other nems arcticed in W. D. Directives) SS. SENABLES (This space for commention of occurs are entry of other nems arcticed in W. D. Directives) SS. SENABLES (This space for commention of occurs are entry of other nems arcticed in W. D. Directives) SS. SENABLES (This space for commention of occurs are entry of other nems arcticed in W. D. Directives) SS. SENABLES (This space for commention of occurs are entry of other nems arcticed in W. D. Directives) SS. SENABLES (This space for commention of occurs are entry of other nems arcticed in W. D. Directives)	and an a business is	9 PM0 500 \$ 443 1	at. 101 p. 102 1 p. 1 20 p.	PANCE		N. N. N. 1			
St. School of the special and the second of the special of the spe	41. RIND OF INSURFACE 45.	MULY PAID EO	, I Mutice Due of 4'66	\$4. A	at at the sel for recom D.	- 1 52 PET-	Dec 13.	11. IL C.	CTERATIO
And the second of the second o			1 44 2 42	30	1 6 7 45	- 66.50	X	- Course of	Parentiner
AND CALLESTON AND CONTROL OFFICER (Type pame, grade and organization) AND AND AND AND AND AND AND AND AND AND	14.	SS. SCHARES (This	spece for completion	a of ox	ro Kums or entry	of other rems	specified in W.	D. Directives	, ,
And and the beautiful of the beautiful o	9	and the bridge	an issica		•		1		
1. SIGNATURE OF PERSON BEING SEPARATED S. PERSONNEL OFFICER (Type Dame, grade and organization - eignature) S. PERSONNEL OFFICER (Type Dame, grade and organization - eignature)	1			43 1	in I gry M	3 <i>(</i>)	}		1
SE. MONATURE OF PERSON BEING SEPARATED SE. PERSONNEL OFFICER (Type Dame, grade and organization - eignature) Little	ž .		1		. '	,	1.11		1
Julia Wiffield The Standson	RINT			Loy	44		٠,	-	
The control of the second of t	AS. SIGNATURE OF PERSON BEING	SEPARATED	SI MISSANII	OFFICER	(Type pame, gro	de and argund	ence - eignature	, , , , , , , , , , , , , , , , , , , 	
	July FV	Mr. J.	2 h. 2 is v.	3	July	5.77 6.	معمعراربسوس		

REPORT OF B	OARD OF MEDIC	FICATE O	IF DIS	ASHLITY.	FOR DIS	C RGE	I, ki Tibiliti	} G15=30 (%4% X	51)	
1. LAST-DAFE - FIRST-DAFE - #10		1	2.44	SECTAL-QU	-61 913 - 60 45		DA15 00 BOA		7, 7, 7,	· · ·
HICKS, Calvin			37	£68 £9	4 6	vt .	24.7	17.45		12
br : fest blaurillet bistutifel	100 (20210000 0				, I''	73,2,4F.	ater 3	`U"1723	, ,	ī. (
Co A, 335th I	n f i_ 620_∄	. 84	E	11.5		٠.٦.٠	rcon,_(.:lor.	?	****
Statice account of:	ICE OF ALL ISED			D. 4. CHI 1155	E EIAMINAII	00. 51 7170		DUAL DEVICE	V. 7.	"
(25) Feet, di	cordera d	f foo	urrad	durin	J.C. OFV	100			1.	- 1
	por cer p	····			2 2 61 1			A		
Trench f	oot, bil:	terul,	node	rate.	Incur	red or	ior to			
30 llov 4	4 in Lels	ium ef	ter e	xboanu	e to c	old an	a wet v	veather	• •	
J1500111	tý meniká e-znt bed	eted b	y pol	n ar.ı	8welli anchim	ng of 1	ieet or	pro-		. 1
	and cold.		a ACCS	STAG. 1	er.phr.	a cromp.	and se	HS,I'CIV	. w.	
10 1.000				71.	,				:	
5 / C	· · ·			5 _{1.} ,						
•			,	•						1
	 		1 000000	110 1000.00	19 (641376)	110) 186184	T Incuseto	IN - GUE 10	19 (
pare of 0+3et"	DATE DECAM		11.00	100	1210 2524			1 644	eu i	, ,
PISEASE OR INJURY	(Enter On					FO 1(3 F	0 163 80	751 00	765	10
4. Nov 44	30 lio	v 44		x	×	x NOT	REQUIE	ED X	X	
			1	1. 1	-	1 1			1 1	- 1
6.	2.0						1 1		1 1	٠, ا
A[HADIS (Identily by Bos Munb	***		┸┯┸			كببك	سلنسلن	ــلـنـــــــــــــــــــــــــــــــــ		
Incur	red in a	uthoriz	ed in	ilitar	/ activ	ity -	Yes			- 1
	CHEST HAS BEEN							0493	: .	7
IN ACCO	RDANCE WITH	THESE FINDI	INGS. WE	RECOUPE	D' THAT IN	DIVIDUAL	BE DISCHAF	GED		-
B. PRESIDENT'S SIGNATURE (SI	en of idensi only,	a. seconder	'S 316#A1	ABE (3180 0		"	AD MEMBER: 9	9104¥10#5¢wá	, Xadati	"
II. TYPED HAME AND GRADE		12. TTPED #4	HE 440 61	ADE	· · · · · ·	12. 1721	ED HAME 4800	RADE (Requir	(4)	$\dot{-}$
WILLIAM H. CUT	HRIË			AYLOR	,			. LÝZAN	-	- 1
Capt., LC			t Lt,				ند ربادیند			- 1
APPROVAL C. O. HOSP	LTAL		* ** ** *** ***	CHANGE AUTI	7113C			ROVAL:		
14. DATE		1 .		12 45	,	16. DATE				
SIGNATURE (Sign Original	en (r)	18. \$1GHATUR	[(214v C	erginal on	")	19. \$161	1718KE (2140	Original on	")	- 1
10. TYPED HAME AND GRADE		85,128,49	ME AND AR	Walan.	1 20%	22. 1176	U MAME AND	GRADI	· · · · · ·	-1
		nasan s	1. 31	WALL 18	st Lt.	isc.				ı
					it Lit,					
TO THE ADJUTANT GENERAL	HEADSUART						15 DAT			
FRICACO ACTIVE L	SIRT- 25- DATE OF	LAST DISCHANG	E. IF ART		SERT FROM US D. STATE CAU			DATRACTED OF	183087	**-
2 Jul 43	ne l									- 1
27- DATE INDIVIDUAL 28- DISC			29.	90.	51-MAS 1801VI	72.		00(1 SEPVICE	RECORD 31	~
WAS DISCHARGED	_ •		HORORASLT	MOSTABLE (3500)	MADE PERS	ICB I OR ICE		PARTICIPATION	#4-47736 #254#### #1######	
28 Aug 45 Cp	Carson, (Colo.	7/x		788 X 20	'65 X	10 16	x 10	.0 3 4	
PERMANENT ADDRESS FCR			EGAL GU	ARDIAN OR	VETERANS	FACILIT	T IF FURTH	ER CARE RE	QUIREC	7
4. STREET OR A.F.D. HUMBER, CI	ITY. COUNTY. AND	STATE		. ,	./	-	•			
Java, "ul	worth Cou	inty, 3	outh	Dakota	'		- : '			
INDIVIDUAL WAS GIVEN OPPO		PPLY FOR P	ENSION -	- INDIVID						
5. TIPED THE AND GRADE OF PER		*****		36. PERSO	MEL OFFICE	** \$ \$164410	it (This is	insture on co of true copy		•
nest Chier, mi	l rers Er	31/15G		/	Y. 1	28	- 4			- 1
HETCHATIONS.				<u> </u>	<i>m</i>	JUPL	rou			_}

8.0. sees so; se. Il assust 13-3; seice will set be esto aften accept of this ecvision.

MEMORANDUM FOR: Secretary, DDP/QSI - HMA Panel

SUBJECT

: Notification of Approval of Quality Step Increase -Calvin W. Hicks

- 1. I am pleased to send to you the attached official notification of the approval of the Quality Step Increase which you recommended for this employee.
- 2. As this award is designed to encourage excellence by recognizing and rewarding the employee.

 may I ask that you arrange to have this Quality Step

 Increase presented at an appropriate ceremony.

Harry B. Fisher
Director of Personnel

Distribution:w

Orig & 1 - Addressee

. 1 - OPF - HICKS

1 - D/Pers Chrono

1 - C/SPD

1 - CSPS

OP/SPD/RLStaten:whg (6 Apr 72)

taling film betreife finglicht i :

MEMORANDUM FOR: Director of Personnel

DDP/OP

Request for Quality Step Increase

Mr. Calvin W. Hicks

The GS-13 Evaluation Board for FY 1972, having carefully reviewed the performance or all officers in grade GS-13 according to the standards of HR 20-31a(3)(b), recommends Mr. Calvin W. Hicks for a Quality Step Increase.

- 2. Mr. Hicks performed in a superior manner as a paramilitary officer during the early years of his career, overseas and in Headquarters. medical hold on overseas duty led to his assignment in 1967 to the Intelligence Watch/FI Staff where he has remained up to the present. Mr. Hicks has received overall ratings of strong from 1968 through 1971, with his performance characterized as exceptionally proficient. Of the seven officers with whom he serves on a rotating basis, four are GS-14's. The FI Staff has recommended Mr. Hicks for promotion in 1968, 1969, 1971 and 1972, with a recommendation for QSI in 1970. None of these recommendations were appropried. tions were approved.
- 3. The Board has noted that Mr. Hicks plans to retire in 1974 at the age of 50. In view of the very high regard in which he is held by the FI Staff; his record of sustained superior performance and his high dedication to the Agency, the Board recommends recognition in the form of a Quality Step Increase for Mr. Hicks.

Cuthen & Callahan

Arthur E. Callahan Chairman GS-13 Evaluation Board (FY 72)

Director of Personnel

QUALIFICATIONS UPDATE READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE 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 auto-matically for much information, however, some must be octained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only it there have been changes since you submitted your Form 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 55-13. Headquarters, whether information is added or not. Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initialive. BIOGRAPHIC AND POSITION DATA SECTION 1 IMP. SER. NO. NAME (Last-First-Widdle) GRADE 8 Nov 24 D 056361 Hicks, Calvin W GS-1 SECTION IT EDUC AT LON HIGH SCHOOL LAST HIGH SCHOOL ATTENDED . ADDRESS (City, State Country) YEARS ATTENDED (From-To) - GRADUATE ☐ ··· □ ·• COLLEGE OR UNIVERSITY STUDY SUBJECT NO. SEM/QTR YEARS ATTENDED DECREE NAME AND EXCATION OF COLLEGE OR UNIVERSITY RECEIVEN RECEIVED IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS NAME AND ADDRESS OF SCHOOL STUDY OR SPECIALIZATION FROM NO. OF MONTHS OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE NAVE AND ADDRESS OF SCHOOL STUDY OF SPECIALIZATION NO. OF MONTHS SECTION 111 MARITAL STATUS 1. PRESENT STATUS (Single Married Midowed, Separated Diverced Annulled Renarried) SPECIFY: 2. NAME OF SPOUSE (Lest) (First) (Middle) (Paidon) . DATE OF BIRTH 4 PLACE OF BIRTH (City.State.Country) 5. OCCUPATION S. PRESENT EMPLOYER 7. CITIZENSHIP 8. FORMER CITIZENSHIP(S) COUNTRY(IES) 9. DATE U.S. CITIZENSHIP ACQUIRED SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE MAME RELATIONSHIP DATE AND PLACE OF BIRTH CITIZENSHIP PERMANENT ADDRESS ADD ADD · A . DELETE ADD DELETE

7-68 4140 PE PREVIOUS

SECRET

Emiliand hom printedly

71 AUG ENTO

	يدمو فيردد فيريد وي		****			مديد	· · ·	
SECTION V	GEOGRAPHIC AR	EA KNOWLEDGE AND	FOREIGN TP	AVEL			* .*	
HANT DE 140.00	PET LALLER		PATE A	21.405	ANDOLED	E ACOULT	10 010	CHECK (
OR COURTRY AN	ONTEDUE,	OR RESIDENCE			91 01 -	******	. 100 1	****
CTION Y GEOGRAPHIC APER ENONLEDGE AND PORTIGE TRAVEL AND TO SECURITY OF SECURALIZED OF TRAVEL OR COUNTRY REMONICOSE AND TRAVEL OR RESIDENCE OR RESIDENCE OR RESIDENCE OR RESIDENCE OR RESIDENCE OR RESIDENCE OR RESIDENCE OR RESIDENCE OR RESIDENCE TYPING AND STENGGRAPHIC SKILLS TYPING OR SECURITY SERVICE CATEGORY TO CHECK TO SECURITY SERVICE CLASSIFICATION CHANGED THOM YII SPECIAL QUALIFICATIONS THE CLASSIFICATION HALITARY SERVICE OUR RESIDENCE OF SERVICE CLASSIFICATION CHANGED THE CLASSIFICATION HALITARY RESERVE, HATIONAL GUARD STATUS HILITARY RESERVE, HATIONAL GUARD STATUS CHECK RESIDENCE OF GUARD ORGANI- TRATION TO SMICH YOU DELONG HAVY AND HE CORPS AND HE CORPS AND HE CORPS CURRENT RAME, KARDE OR REFEL DATE OF APPOINTMENT IN CURRENT SHAW AND HORSE OF COMMENT OF SERVICE CHASSIFICATION CHECK CURRENT RESERVE CATEGORY READY RESERVE STANDON (MINE) STANDON OF SECURITY OF SERVICE COMPLETED (Extended Science On a SECURITY OF			14 A					
TION Y GEOGRAPHIC APEA ENOMITEDE AND PURELER TRAVEL NAME OF REGION OR COUNTRY ROUTEDER AND STENGERAPHIC STILLS OR STUDY TYPING AND STENGERAPHIC STILLS TYPING (PPP) 2: SMUSTHANDS(PPN) 3: INDICATE SHORTHAND-SYSTEM USED-CREEK LS) STENDER AT THE OFFICE AND THE PROPRIATE STANDS TION YI SPECIAL QUALIFICATIONS TION YII MILITARY SERVICE CURRENT DRAFT STANDS MAS YOUR SILLY, THE SERVICE CLASSIFICATION CHANGED? 2: NEW CLASSIFICATION TO STELLY, THE SERVICE CLASSIFICATION CHANGED? 2: NEW CLASSIFICATION THE STENDER OF A STANDS OF SERVICE CLASSIFICATION CHANGED? 3: IF DEFERRED. GIVE REASON HILITARY RESERVE, RATIONAL QUARD STATUP HILITARY RESERVE, RATIONAL QUARD STATUP HILITARY RESERVE, RATIONAL QUARD STATUP HILITARY RESERVE, RATIONAL QUARD STATUP HILITARY SERVICE OR RATE 2: DATE OF, APPOINTMENT IN CURRENT SAME 3: EXPIRATION DATE OF CURRENT OR IS A STANDSY (MINE) STANDSY (MINE) STANDSY (MINE) OF A STANDSY (MINE) STANDSY (MINE) OF A SECURITION HILITARY WORLLITATION ASSIGNMENT READY RESERVE STANDSY (MINE) STANDSY (MINE) OF A SECURITION DATE OF CURRENT OR A SECURITION ASSIGNMENT SCHOOLS COMPLETED (Extended Server Duty. Or AS CIVILIAN) NAME AND CHAPTER ADDRESS OF SCHOOL SCHOOLS COMPLETED (Extended Server Duty. Or AS CIVILIAN) NAME AND CHAPTER ADDRESS (NUMBER SERVE). STANDSY (MINE) DATE COMPLETED (MINE) 101 IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS NAME AND CHAPTER ADDRESS (NUMBER SERVE). STANDSY (MINE) STANDSY (MINE) DATE (MINE) 1. STANDSY (MINE) STANDSY (MINE) DATE (MINE) SERVER SE								
SECTION VI	TYPIN	AND STENOGRAPHI	C SKILLS	,	1			
	INDICATE SHORTH	AND'SYSTEM USED	CHECK (A')	PPROPRIA				·
	CREGO:	. SPEED-HET	iệc 🗥 🗀	STENOTYP	· · · · C	SPECIF	V t	
SECTION VIII	32	ECIAL QUALIFICAT	ONS	(: ' 	-	. : 44
PROVIDE INFORMATION ON HOBBIES, SPO	ATS, LICENSES.	UBLISHED MATERIA	LS.OR DEVIC	ES BHICH	YOU MAY	HAVE' INV	ENTED.	٠,
		estina. Pisakan			``,			
					- 1			, `
SECTION VILL		MILITARY SERVICE			· ·	200		
OCC., OR THE				, ,				
1. HAS YOUR SELECTIVE SERVICE CLASS								
745	☐ NO	<i>a</i>			PEASON			
1. LOCAL BELECTIVE SERVICE BOARD NO								
	HILITARY RES	SERVE, MATIONAL G	UARO STATU				<u> </u>	
CHECK RESERVE OF GUARD ORGANI- ZATION TO WHICH YOU BELONG	ARMY NAVY	= ' '	· 🗆 «	SAST GUAR	• =		AL GUAR	4
1. CURRENT RANK, LEASE OR RATE 2. D.	ATE OF APPOINTMEN	NT IN CURRENT RA	K J. EXP	RATION DAT	OF CURRE	NT OBLIGA	TION	
1.	: • / •					•	,	· . ;.
						·		
								CHARGED
5. MILITARY MOBILITATION ASSIGNMENT				, anich &	3310415	OR 4114C		
MILITARY SCHOOL	LS COMPLETED (E)	tended Active	eserve Duty	. or 44 ((ivilian))		
NAME AND ADDRESS OF SCHO	OL.	STUDY OR SPEC	IAL IZATION	DATE CO	MPLETED		12:44:14	Marie Ville
,		. *:				86.00	111	
			• •	İ .	· .	400,40	7-3P0H3	0950
SECTION IX	PROFESSIONAL SO	CIETIES AND OTHER	ORGANIZAT	0#5				
NAME AND CHAPTER	ADDRESS	(Númber Street .	City.State.	Country)		DATE	OF MEMS	
						***	•	• 13
•						1.		
,						1		
	<u> </u>					1		
•	<u> </u>							
ECTION X		REMARKS						
•				,				
· ·				•				
·.								
		٠ .						
, ,								
8 len 1971	SIGNATURE OF EMPI	: 2 ///	i do				_	j
	(12 600	<u> </u>	p = 17	1				

SECRET

2"

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

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

6E0.0E7

ELECTION, DECLINATION, OR WAIYER
OF LIFE INSURANCE COVERAGE
FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROBABM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO COMPLETE THIS FORM-

FOLLOW THESE GENERAL INSTRUCTIONS: 10 if

. Read the back of the "Duplicate" carefully before you fill in the form

FILL IN THE IDENTIFYING INFORMATION BELOW (please print of type):

- . Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

4	MAME (last) HICKS, CAL	(first) (middle) 111 101650 11 056361	DATE OF BIRTH (month day, year)	SOCIAL SECURITY NUMBER 504 16 4415
	EMPLOYING CEPARIMENT OF	AGENCY .	LOCATION (City, State, ZIP Code)	
				<u> </u>
3	MARK AN "X" IN ONI Mark here if you WANT BOTH optional and regular insurance	I elect the \$10,000 add from my salary, compet	AL (IN ADDITION 而).REGULAR	INSURANCE Ithorize the required deductions if cost of the optional insurance.
	Mark here if you DO NOT WANT OPTIONAL but do want regular insurance	I decline the \$10,000 at tional insurance until at at the time I apply for	least I year after the effective da it I am under age 50 and presen and also that my regular insurance	derstand that I cannot elect op- te of this declination and unless it satisfactory medical evidence
	Mark here if you WANT NEITHER regular nor optional insurance	Insurance Program. 1 un surance until at least 1 ; I apply for insurance I al surability. 1 understand	d and I waive coverage under the	sfactory medical evidence of in- ir have the \$10,000 additional

SIGN AND DATE. IF YOU MARKED BOX "A" OR "C".

COMPLETE THE "STATISTICAL STUB." THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.

SIGNATURE (do not print)

DATE

14 1-CRusy 1968

SIGNAL COPY—Retain in Official Personnel Folder 1. 22.

STANDARD FORM No. 176-8 JANUARY 1958 (For use only until April 14, 1968) 176-161

3 1 AUG 1037

Millionanum For: Deputy Director for gland

SULJECT

: Empression of Appropriation and Coumendation for the Intelligence batch.

t. Twich to empress by appreciation and personal praise for the portornance of the FI/Into Algence Fatch during the height of the recent Middle Bast crisis. I sa informed that the Ara. -Ioraeli war and its aftermath were primary factors which resulted in the Fatch processing for the month of June the highest number of overementrone sinco its cocablichmont. The Watch wis particularly holpful to this Division in onsuring that the dissemination of the reporting on the Middle East situation was not only rapidly dissomnated locally to the Intelligence Community but also promot! / Telayed to interested oversons military commands and CTA field statious.

2. The judgment shown by Watch Officers, often under trying circumstances, was inversely sound in i hologui. The worth of the batch, particularly during the crisis situation, was once acre demonstrated to all of us in RE Division.

> JAMES H. CRITCHTITED Chiof, Rear East and South Asia Division

Distribution:

Orig and 1 - Addressee

1 - C/NE

1 - C/FI/INT

1 - C/FI/INT/IW

CALVIN HICKS

1 - Official Copy ...

CNE, INTEL: DLConnelly: vb/5425 (30 August 1967)

٢		· · · ·	VF	RIFIED	* * * * * * * * * * * * * * * * * * * *	2 0F 0	· · · · · · · · · · · · · · · · · · ·	SERV	ICE		
11											
. 1	0: Office of Ber	sonnel	l, Stat	istica	l Rep	rring	Branch	, av	l 192 Curie	Hall	
į	EMPLOYEE SERIAL NO.	LAST				FIRST	OYEE	7.7	PIDOLE	OFFICE/C	OMF ONENT
	1-3.	1.	int)			. 4.23	1 - 3				25
4	56361	Н	ICKS	<u> </u>		CALV		- 4	W	50	
T	SE APPROPRIATE SPACE () DESIGNATE ONETHER SI	3915510	N IS OF	BASIC DA	EITHER TA, CORE	TETTION.	DY. 145				
-				. !	PCS DAT	TS OF SE	RVICE	,			
_	TYPE OF ZATA			ARRIVA		¥1	DEPARTUR	•		CHTRY	OMIT
1.	· PCS (Basic)	cost	27-28	29-30	YEAR	33.34	35-36	****	1		39.41
3	- CORRECTION - CANCELLATION	26	(08	25.30	5.5	33.34	35-36	12.30	CHER	AT	555
		<u> </u>	100				Eiuce	<u> </u>	.,	,	1000
_	TYPE OF BATA		1	DEPARTU		ES OF SE	RETURN			[4(5)	0417
-	1,1,1,1,1,1,1	coós	-	047	764		DAV	****			1
	· TDY (Basic) · CORRECTION	26	.27-28	29-30	31.52	33-34	35-36	37-38			39-41
•	- CANCELLATION			_	. ,		:-			,	
_			,	so	URCE OF	RECORD	DOCUME	NT .			٠.
	TRAVEL "VOLCHER	-				DISP	ATCH				
(CABLE		• ,			DUTY	STATUS	04 TIME	AND ATTENDANC	E REPORT .	
	OTHER (Specify)					,					
00	CUMENT IDENTIFICATION	NO.		,			T DATE /P				
	14.335	"				6	8/27	138			
E	MARKS		, .								
									•		
	. •										
:. ,				-					· •	-	,
,	PREPARED BY			T ANNOTA			ABOVE DA	TA 8591	FIED CORRECT. DOCUMENT CIT	BASED UPON SO	URCE
T	FISCAL DÍVISICA		DATE			SEGNATUR			S. 3077	5. 10	
1	FINANCE DIVISION		16 SEPT	EMBE	2 53	<u> : : ; </u>	agri	. 🛬 🎍	m. Valle	١٤٤	*

'°" 1451a

SECRET

(4- 10)

٠			````	٠			en Felle	(In)		2.34.		, :- 1
			4.	VER	IFIED	RECOR	D OF O	FRSEA	S SERV	L 2	2 MAY 4 (55
1	Office of Per	sonne l	i. s	tat	istica	1 Repo	orting	Branch	ROOM	1:5 E 2506 I	eadquarter	s
1	MPLOYEE SERIAL NO.		·	<u> </u>		NAME	OF EMPL	OYEE	, 1		OFFICE/CO	, <u></u>
-	1.6	LAST	int)	-		1	FIRST 7-24		2 3/2 1/2 1 3/3 2	MIDDLE	25	2.0
٠.		,				٠.١					119	
	O 56361	HIC	KS,				Calv	in	```	W.	WH-	
-		L	·- ·		· · ·				`		·	
	•				٠.	IN:	STRUCT LO	NS .	*			-, -,
¢	E APPROPRIATE SPACE B DESIGNATE WHETHER SU MBER FOR THE MONTH, A	B415510	N IS	OF B	ASTC, DAT	TA. CORE	RECTION.	DY: INS	ERT APPR LLATION	OPRIATE CODE N (One only). REP	UMBER IN "COD ORT DATES BY	E" COLUM USING TH
		ŗ				CS DAT	ES OF SE	RVICE	· ·			-
_	TYPE OF DATA			i	ARRIVA			DEPARTUR		cou	eTRY .	OMIT
	· PCS (Basis)	27	28-		30-31	32.33	34-35	36.37	30-39		, ,	,40-42
	- CORRECTION - CANCELLATION		1		, -			1				
			<u>. </u>		,	IDY DAT	ES OF SE	RVICE	·····			
	TYPE OF DATA		Ť.	·	PARTUR	E .	1	RETURN		ARE	(3)	OMIT
		CODE	■ 0 =		DAY,	77.4.	HONTH	OAY	VEAR	211		40.42
	- TDY (Basic) X - CORRECTION - CANCELLATION	27	04	29	01	65	64	0 6	65	. 211 Wi-(Suir	duan, PR)	
-							RECORD			· · · · · · · · · · · · · · · · · · ·		<u></u>
	TRAVEL VOUCHER WH -	£81 -6'	5			ORCE OF	DISP		·			
	CABLE						DUTY	STATUS	OR TIME	AND ATTENDANCE	REPORT	
	OTHER (Specify)					, .	,					
٥	CUMENT IDENTIFICATION	NO.					DOCUMENT	DATE/P	ERIOD			
							4/	1/65 @	1045	- 4/6/65 @	1900	
E	MARKS				· ·							
	No leave									•		
											٠	
	-						: .		•	*,		
-	PREPARED BY				ANNOTA			ABOVE DA	TA VERIF	TED CORRECT. B		RCE
ľ	C & L DIVISION		1	23/6			SIGNATUR		· .	10	3/	
1	C & T DIVISION		.4/2	23/6	5	n 1 1	dsv	1.0	· 2 + f	سے ' فاؤ ہور پر ' مفرقیہ	معني البوء ركباني	٠.

FORM 1451a DELLER

SECRE?

GBOUF I .
Eschdad from outomotic
angroding and deriosification

(4-10

<u> </u>		. "	~ g\$	ed Filly	d (fin)	12.00				
	. , VI	ERIFIED	RECOR	C OF O	VERSEA	S SERV	IĆE			
TO:		: ;								
Office of Person	nel, Sta	tistic	il Rer	ording.	Brunch	, ROOM	192 Curie H	all.,.		
EMPLOYEE SERIAL NO.				OF EAPL	LOYEE		MINDLE	OFFICE/COMPONENT		
1.0	(Print)			7-24	, 😘			-26-	76	
56361	HICAS.		! ()	CALVII		-	w	w. 58		
	,		184	STRUCTIO	NS	-				
USE APPROPRIATE SPACE BELO TO DESIGNATE WHITHER SUMMI NUMBER FOR THE MONTH, AND	SSIÒN IS OF	BASIC DA	ETTHER TAL CORT	PCS OR T	DY. 155	EST APPR	OPRIATE CODE NUN (One only). REPOR	IDER IN "COL	USING THE	
· - :			PCS DAT	ES OF SE	RVICE	1,			,	
TYPE OF DATA		ARRIVA	1		DEPATTUR		COUNTRY		OMIT	
1 - PCS (Basic)	7 28.29	+	32.33	34-35	36-37	30.39			40-42	
3 - CORRECTION 5 - CANCELLATION		1	1	1	7.			· .		
		<u> </u>	L	1(08	L-2x_	Lov_]	PAKISTAN	,	55.5	
			TDY DAT	ES OF SE	RVICE			_ 		
TYPE OF DATA		DEPARTUR	e E	İ	RL TURN		AREA(S) ON		ONIT	
2 · TOY (Basic)	7 28-29	30-31	32.33	34.35	98.37	30.33	40		40-42	
4 - CORRECTION 6 - CANCELLATION		30.01						€.		
		so	LRCE CF	RECORD	DÒCUME	vit				
TRAVEL YOUCHER .		,		DISPATCH						
CABLE	,			DUTY STATUS OR TIME AND ATLENDANCE REPORT						
OTHER (Specify)		·		L		, ,				
DOCUMENT IDENTIFICATION NO.				DOCUMENT DATE/PERIOD						
CHER 108	1		l		SENT	5,196	c			
REMARKS							7		- 1	
			٠						1	
									· 1	
							•			
							yu.3**			
								- 3		
PREPARED BY		RT ANNOTA			ABOVE CA	TA VERIF	IED CORRECT', DAS	ED UPON SOU	RCE	
FISCAL DIVISION	DATE	/		SIGNATURE			DOCUMENT CITED	.		
FINANCE DIVISION CA	7 9/	20/10	. [year.	بوس فيون	1. Falo	المحارجين		

9-58 1451a CHITTONS.

SECRET

4- 101

Recorded by CSPD

9 November 1960

MEMORANDUM FORE Chief, ME

FROM

William T. Hornaday, formerly CCB Cherat

SUBJECT

: Letter of Commendation for Calvin W. Hicks

- 1. This is a letter of commendation for Calvin W. Hicke for the period of 7 January 25 August 1960. During this time he served under my command on the staff of aCLEVED Project. His assignment was Operations Officer on the ACLEVED staff, and Chief Operations Officer for the United States element of the Joint Operations Staff, serving opposite a like officer from the Allied service.
- 2. Hicks at all times was an outstanding member of the staff. He was sealous in his efforts to improve operational techniques to increase operational assets, and to insure that those assets were of trustworthy nature and were highly trained and qualified. His forecost thoughts were always contered on what was best for the interests of the United States. He was practical, unremitting in his efforts, and nard-headed in his analysis of how best to deal with the Allied partners for the best interests of the United States. He was a sound staff officer, offering sound operational advice to his commander, and always submitting staff work in completed form. After giving strong support to the courses of action recommended by him, he never failed to give complete support to his commander after a decision was made, even though it controvened the course he favored.
- 3. Mr. Hicks has been a GS-12 since November 1956. He has amply demonstrated his complete qualifications to perform the duties of the next higher grade, and it is my conviction he has earned the right to early consideration for promotion.
- 4. I shall always welcome any optortunity that permits Mr. Hicks to serve with me again.

William T. Hornaday

25 May 1961

MEMORANDUM FOR: Chief, Finance Division

FROM

: Chief, WH/4/Support Staff

SUBJECT

: Promium Pay

Due to the recent reduction in heavy workload requirements, the following employees are no longer entitled to Premium Pay. It is requested that this entitlement be discontinued effective C.O.B. 27 May 1961. Their salaries are chargeable to Allotmont #535-5000-8021.

BLATR, William E. DOUGLAS, Jesse S. HICKS, Celvin W. ISAMINGER, John W. RULMUX, Walter P.

NAPOLI, Louis P. SEFHAFFR, Ralph G. SILEO, Anthony L. WARNER, Thomas D. WHEDBER, Robert E.

Ellshmedt Chief, WH/4/Support

2 - Chief, Finance Division (ea. employee)

2 - Director of Personnel (ea. employee)

11 January 1961

To : Director of Tersonnel

7301 : Thief, MJ

SUBJECT: Additional Commensation in Lieu of Overtime agreent

HAS: Femo dated 11 January 1941 from SSA/DDS to DD/S. approved by DD/S. Subject: "Employee Benefits for JPATS Personnel"; and Temo dated 22 December 1960 from ADD(P) to Denuty Director (Fires), Subject: "Surloyee Renefits for Personnel Assistment to ULATS".

In accordance with referenced memorania, it is requested that the remained listed below be authorized to receive additional compensation effective 8 Jenuary 1941, at the rate of 153 of their respective rates of basic annual compensation (but not to exceed the matter rate for a CS-9) in lieu of payment of the regular overtime rates for irregular, unscheduled and frequent overtime.

, ,	<u> PAPZ</u>	ELPIOYES Serial No.	TITLE.		Yimiaz	•
goa.	Ktitk: incob b	56788			\$24,055	
2013.	3334. Robert E.	509360	Or Officer		12,990	
	LAS, Jesse S.	229350	GIS Officer :		1 0 5 5	
[41 L.	LIFS. David A.	654300	Ora Officer		12,730	
17.00	LI, Jouis F.	012416	OFS Officer		12,210	
	W. Wilter P.	064735	073 Officer		12.730	
PB#.	Re, John D.	5/3093	OPS Officer	-	11,675	
AY 43	33, Thomas D.	59794	Instructor (CPS)		3.955	
HIM	S. Calvin Y.	563/1	Guessilla Warfere	Officer	c . 475	
RILZ	I, James	60471	OPT Officer		o₊g60	
FILE	O, Anthony L.	559127	OPS Officer		7.320	
BIA I	B, William S.	66218	Instructor (GFS)		3,955	
13D	AL., Sidrey S.	059517	OP Officer		11.155	
BEALS	LUC, Robert	55407	Cim Officer		12,470	
SEAT	C. Srnest M.	42245.	Instructor (GPS)		12,470	*
E=(, a)	. Prayel S.	61901	OP: Officer		475	
CARTY	KKIOHT, Cectl J.	5784-0	OPS Officer		9,215	٠,
CHRIS	JPC, Samuel J.	55622	ADM Office-		7,820	
1037	35, "Avi: 5.	63385	UPS Officer		12.210	
Zant.	billien !.	559198	GPS Officer		9,215	

All the above employees are on Allotrent *535-5000-3031.

Charles 1

WILETT D. ECHOLS

SECSET

. San Salah

in the age of a state of the ST 65% and

the second control of the second control of	(Shen Filled In)	<u>.</u>	
instructions, courtett in corlicate. Althorauditing connection into least At a connection into least At a connection into teast At a connection of the conne	OVERNMENT EXPÉRSE NOVERSEAS DUTY. ENDENCY INFORMATION REQUIRED LA TH	RÎTUNN TO RESIDENCE L-Exfrit of Añ Imploy	LFCH SEPARATION, AND
NAME OF EMPLOYEE (Last)	The Control of the CD	(4410)	
HICKS	CALVIN	NILSON	,
	RESIDENCE DATA		
PLACE OF RESIDENCE WHEN APPOINTED	LAST PLACE OF RESIDENCE IN	CONTINENTAL U.S. (f arrointed abroad)
PLACE IN CONTINENTAL U.S. DESIGNATED AS			
-2	MARITAL STATUS		in the second
CHECK (X) ONE: SINGLE	MARRIED SEPARATED CL	***CED #100	ANNULLED
or WARRIED, INDICATE PLACE OF WARRIAGE	MIRCINIA		29 Even 19.51
IF DIVORCED, PLACE OF DIVORCE DECREE			DATE OF DECREE
II WIDOWLD. INDICATE PLACE SPOUSE DIED			DATE SPOUSE DIED
IF PREVIOUSLY MARRIED, INDICATE NAME(5)	OF SPOUSE, REASON(S) FOR TERMINAT	ION: AND DATE(S)	
3.	MEMBERS OF FAMILY	,	
CATHERINE LOWISE	ADDRESS (No., Servet, City, Ren	e, State)	TELEPHONE NUMBER
NAMES OF CHILDREN LOUISE	ADDRESS		SEX 466.3-
MICHARL CALVIN	3 JAVA S. DAI	r. '	14
MARY CATHERINE	18 3777	•	12 2
LISA ANTE			FE 9 miles
HAME OF FATHER (Or male guardian)	JAVA, S. DAK	, ;	TELEPHONE NUMBER
NAUT OF MOTHER (OF tonale guardian) ANCELINE JOAN	ADDRESS AVA, S. DAK.	, ,	TELEPHONE NUMBER
SHAT MEMBER(S) OF YOUR FAMILY HAS BEEN T		CENCY CON CHENCE	
CEORRE MICHS CFU	(X:-)		· · · · · · · · · · · · · · · · · · ·
NAME (Mr. Mes Bira) (Last-First-Midd	O BE NOTIFIED IN CASE OF EMIRGE	RELATION	
MICHS, GEORGE		, it can low	かんだん
HOME ADDRESS (No. Street, City, June, S	tata)	L HOUT TEL	Public Division
BUSINESS ADDRISS (No., Street, City, Jon	VA, S. DAIR.		·
BOXN SAVA,	5:091	APPLICABLE BUSINESS	TELEPHONE & EXTENSION
IS THE INDIVIDUAL NAMED ABOVE WITTING OF	YOUR AGENCY AFFILIATION!	t .	
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DEC	CISIONS ON YOUR BEHALF?		
DOES THIS INDIVIDUAL KNOW THAT HE HAS BLE	N DESIGNATED AS YOUR EMERGENCY ADD	RESSELI .	
THE PERSONS NAMED IN ITEM 3 ABOVE MAY ALS BECAUSE OF HEALTH OR OTHER REASONS, PLEAS	O BE NOTIFIED IN CASE OF EMERGENCY E SO STATE IN LITEM 6 CN THE REVERS	. IF SUCH LOTIFICATE SIDE OF THIS FORM.	ION IS NOT DESIRABLE
·	VOLUNTARY ENTRIES		
NDICATE ANY BANKING INSTITUTIONS WITH WH	TCH YOU HAVE ACCOUNTS		
	CONTINUED ON REVENSE SIDE		
CURREN	T RESIDENCE AND DEPENDENCY	REPORT	
,			•

FORM NO. 61 USE PRESTO

CONFIDENTIAL.

CONFIDENTIAL

Company to the property of the second
SERICONTINUED) E
The minore maintes) and the accounts Listen
The state of the s
HAVE YOU CONFLETED A LAST WILL AND TESTAMENT!
The state of the s
MANE TOU EXECUTED A POUR OF ATTORNEY!
TO PRODUCTION -DATA AND/OR CONTINUATION OF PRECEDING ITEMS
I light Dox with inclinition
The state of the s
secured and kinemail office lites
Energy of persons and financial office later and the series of the later and the series of the later and the series of the later and the series of the later and the series of the serie
Marines A. d. A. Markings A. Cont.
in the time thrown that
The state of the s
Only CEONGE N. HICKS (fully)
anylin g. Hick (milke)
Charles L. Hickes (Uncl)
have acces to the log.
The same of the sa
. !
$oldsymbol{I}$
SIGNED AT DATE SIGNATURE
Warlington, D.C. 14 July 1858 Calon in stake

CONFIDENTIAL

and the second s

Various Pte 1960 personnel documents i.e. applications, etc