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"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.

Black 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

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Chief, SR Division

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EMPLOYEE NOTICE OF RESIGNATION
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To accept private anylogueut.
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FORPAPO COMMUNICATIONS. INCLUDING SALARY CHECKS AND BONDS. TO THE FOLLOWING ADDRESS (Number, Street, City, John, Stat
TESTRUCTIONS
Items 1 thru 7 and - Items 3 thru 7 and 9 thru 18 require information which pertains only to the action requested, and NOT to the current status of the employee unless specific Items remain unchanged.
Item 5 - "Category of Employment" should show one of the following entries:
Regular Summer WAE Fart Time Detail Out Consultant Temporary Detail In Military Temporary - Part Time
Item 9 - "Organizational Designations" should show all levels of organization pertinent to identifying the location of the position:
Major Component (Director, Deputy Director, etc.) Confice, Major Staff, etc. Division or Staff (subordinate to first line) Branch

Item 11 - "Position Title" should reflect the standard abbreviated title given in the most current edition of the Position Control Register or reported on Form 261, Staffing Complement Change Authorization.

Section Unit

Item 18b - Signature should be that of the official authorized to approve for the Career Service to which the employee belongs. If more than one Career Service is involved, the gaining Career Service should approve and the other Career Service should concur in Item 18, Remarks.

ECUTING - The original only of this form will be forwarded to the Office of Personnel through the appropriate Career Service official(s). In the case of requests specified in HB 20-800-1, which require advance approval of or notification to the Office of Security or the Office of the Comptroller, one copy only will be sent to the Office(s) concerned.

LAC: 15 AUG 67 NOTIFICATION OF PERSONNEL ACTION 1. SERIAL RUMBER | 2. HAME (LAST-FIRST-MIRDLE) RICHARDSON JACQUES 0.6105 3. RATERE OF PERSONNEL ACTION 4. EFFECTIVE DATE | S CATEGORY OF EMPLOYMENT RESIGNATION 7. COST CENTER NO. CHARGEABLE B. CSC OR OTHER LEGAL AUTHORITY V 10 V L FUNDS 3234 FOOR 15C. CF 10 CF P. ORGANIZATIONAL DESIGNATIONS 18. LOCATION OF OFFICIAL STATION 11. POSITICA TITLE 12. POSITION NUMBER 13. CAREER SERVICE DESIGNATION OPS OFF CAR BRICH ...5. 14. CLASSIFICATION SCHEDULE (65, LB, etc.) 15. OCCUPATIONAL SERIES 16. GRADE AND STEP IJ. SALARY OR RATE 5:36.71 4 6 :35% IL REMARKS SIGNATURE OR OTHER AUTHENTICATION

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SECRET There is on file in the Casualty Affairs Branch, Benefits and Casualty , Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or denth incurred on 3 Abcoomber 1858 This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

SECRET

(4-21-35)

DATE OF NOTICE

28 AUG 1949

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FORM NO. 1076

(4-21-35)

SECRET REQUEST FOR PERSONNEL ACTION VOUCHERED TO CONFIDENTIAL REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed.

If applicable, obtain resignation and fill in separation data on reverse. & DATE OF REQUEST 2 DATE OF BURTH L HAME (Mr. -- Miss -- Mrs -- One given name, initial(s), and surname) 7. c.s. or other LEGAL AUTHOR-20 Jan 1924

PROFOTION	etc.)	a approved.	.]
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	& POSITION TITLE AND	10-	
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STANDARD FORM 52 PROVIDE CALL THE PER TO THE CONTROL OF THE PER TO THE PER TO

MR JAQUES G. PICHARISON

1 NATURE OF ACTION REQUESTED:
A PERSONNEL (Specify whether appointment, p

SECREY Security Indomention

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PERSONNIEL DATA SHEET

MAHE: Jacques G. Richardson

DATE: 13 Dec 1954

STATION washington, D.C. AND DUTTES: Area Ops Off. DD/P UNIT: SR PRIMARY CAREER DESIGNATION: SD:FI

(Br. Ch.) FRESENT GRADE: GS-13

PRESENT T/O STOT BC-171 NUMBER AND GIV.DE: GS-15

PROPOSED GRADE: GS-14

PROPOSED T/O SLOT BCF-189 NUMBER AND COADE: 68-15

CLA TRAINING:

SOC - 9 Jan - 3 Feb 1950 Ops Course - 20 Feb - 17 Mar 1950 Adv. Ops Course 27 Har - 21 Apr 1950 CE Course 4 Jan - 22 Jan 1954 Audio-Surveillance 29 Nov - 1 Dec 1954

- Flaps & Seals 2 & 3 Dec 1954

EDUCATION: University of Michigan, 1945 - BA Georgetown University - 1951 to 1952

IANGUAGE PROFESION:

Japanese & French - Fluent Mandarian, Italian, Spanish, Portuguese & German - Fair

ASSESSED:

DATE:

TIPE OF POSITION:

RESULTS:

EXPERIENCE PRIOR TO CIA (excluding SSU-OSS):

Feb 1943 to Aug 1946 - US Army

Sept 1946 to Mar 1948 - Civil Intell. USA

Apr 1948 to Oct 1948 - Civil Intell. 1st Lt.

éúmmaix of cia-ssu-ces agrichments includino privious gradis and dates:

APT - 7-18-50 - Intell Asst. GS-7 - OPC/FE/FE-3, Japan PRO - 10-1-50 - Intell Officer, CS-9 - OPC/FE/FE-3, Japan

PRO & REAS - 4-29-51 - Intell Officer, GS-11 - OPC/FE/FE-3 PRO - 1-20-52 - Ops Officer - GS-12 - OPC/FE/FE-3

REAS - 2-17-52 - Cps Officer - GS-12 - OPC/EE/EE-4, Great Russian Sec., Wash, D.C.

REAS - 12-7-52 - Intell Officer(Dep.Ch.) GS-12 - DDP/SR - SR-5 O/C PRO - 7-5-53 - Intell Officer (Dep. Ch) -CS-13 - DDP/SR - SR-5 O/C

REAS - 2-28-54 - Area Ops Off. (Br. Ch.) GS-13 - DDP/SR - SR-5

RECOMMENDED BY:

CONCURRENCES:

RECOMMENDATION SAL

EXPENIENCE PRICE TO CLAYEXCLUDING SSU-CSS)

Publications Press Censorship in Japan Army Info Digest Nov 1949 to Numbrous news items, 2 editorials while editor, graduate term papers on Yugoslavia, China, Korea & Afghanistan.

MAIL ROOM

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STANDARD FORM 52	-,	•	İ			.	
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Transfert	LAST WORKING DAY
Promotion	EMPLOYTE'S SIGNATURE:
FROM	70
Intelligence Officer 625-9	Intelligence Officer
GRADE AND SALARY GS-9, \$1600 p/a	GS-11, \$5100 p/a .
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ESCOMMENDED: 11: Exech 1951. CATO FOR USE OF P	RICHARD G. STITMEN, Chief, FE Division MICHARD G. STITMEN, Chief, FE Division MICHARD G. STITMEN, CHIEF, DAYLON CHIEF OR ADM. CETATED TRANSACTIONS AND RECORDS
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FORM NO. 37-3 NOV 1949

SECRET

SECRECY AGREEMENT

1. I, Pattas for Accounts. understand that by virtue of my duties in the I may be the recipient of information and intelligence which concerns the present and future security of the United States and which belongs to the United States. This information and intelligence, together with the methods of collecting and handling it, are classified according to standards set in the State, mar, and Mavy Departments. I have read and understand the provisions of the Act of Congress of June 15, 1917 (Espionage ict), as amended, concerning the disclosure of information relating to the Mational Defense and I am familiar with the penaltics provided for viciation thereof.

- 3. I do solemnly swear that I will never divulge, publish nor reveal either by word, conduct, or by any other means such classified information, intelligence or knowledge, except in the performance of my official duties and in accordance with the laws of the United States, unless specifically authorised in writing in each case by the
- 4. I understand that no change in my assignment or employment will relieve me of my obligation under this eath and that the provisions of this eath will remain binding upon me even after the termination of my services with the United States.
- 5. I understand that my employment by the C/A is conditioned upon my understanding of and strict compliance with "Security Regulations ____," and the appendices thereto.
- 6. I take this obligation freely, without any mental reservation or purpose of evasion.

In witness whereof I have set my hand and seal this Astday of November 1949.

x Delias L. Camber 18002

Sworn to before me this 2/st day of November 19 \$4.

at Washington J. C.

Joseph S. Red.

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M-Marsinol	Performance is deficient in some espects. The reas taken or recommended should be described.	the state of the s	rated in Section C and remedie	
P-Proficient .	Performance is satisfactory. Desired results are be-			
S-Strong O-Outstanding	Performance is characterized by exceptional prof. Performance is so exceptional in relation to require	elengts of the work and in comparison to	the performance of others dain	g similar
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FORM 45 OBSCRETE PRÉVIOUS EDIT

SECTION C

Indicate significant strengths of weaknesses demenstrated in current je sition he der la stage pers, ective strict i attologies everall performance. One regional suggestions made for improvement of work performance. Give resourcembations for training. Consecut on foreign language competence, it required for current paration. As the or explain stricts given in Section B to present bosses for determining future personnel action. Venues of parations of or the order of personnel action and lands, must be comes at a consecut of the extra space is needed to complete Section C, effects a separate sheet of paper.

Paring the period under review, Desject reneged to gain Eall-sine employment as a senior chestation of the avidation related as a set of the complete in the com scientific publication at a time of contact placam when job where not easy to get. We did this without help been Mediguter. To the Station. Such an achievement in a triblise to Subject's illusery in French, his ability to write, his general scientific know-how and his good buloness sanse. Over held of hit ouldry therefore is now yold by this company. In converting to inliketima employment, a major adjustment, subject's contribution to the Station operations in the MINNESH and TIFACT fields against which he as targeted terrorarily despenced semanhab. Subject continued, heretar, to maintain contest with three local FRICASH officials and initiated control with those others. Its also continued to sunsch der now leads to parroualities in the priority areas assigned to him. Evideet has the enginility to call on local scientifies or technicisms of just chara cay nationality with the poseible enception of TPPASE civilians. He has used this nearunique potential wall.

Subject has had occasional difficulty suitching from "professional" or intellectual subjects in his fivele ment of MILLED perfocalities or access prospects to note form-to-continities interpretations.

SECTION D	CERTIFICATION AND C	20MM2N73
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2.	OZIVREGUS YA	3.
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3.	BY REVIEWING, CAFT	CIAL

COMMENTS OF REVIEWING OFFICIAL

The Station submitted estimants on Subject Eddicon meanably in COID-16549 (8 April 1971), to which we should all that Subject has, largely on his eya merits, acquired a solid and potentially highly useful cover employment. However, this new employment will demand a very substantial emount of time and energy them subject, and the unanessurable quastion at the moment relates to his availability for Organizational talks. We shall need additional time and careful working with this officer to determine the answer, since the Siscal catley from the Organization to support his continued stay in Paris is still quite

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to the divologient of he are pulletical. His dorbe is therefore to the field of recting had adding openitional contrate than in that of more then phore-wings openitional developments subjects openitional simplifier as it impossible for him to attain to receive the spectage. Thus, his very refl ochievers as are not by essence of the spectageler variety.

Subject's reporting has been enthellectory and continue to be espicue. In could, however, farther improve the solublishing of the leads provided the station and make more of an educate to "digest" the information contained in his reports.

Although Subject has, at present, no expervisory function, he has repeatedly requested such a responsibility. In is extend with operational expenses and has exercised good security.

During the ported under stylett, additional effects have been made to make full use of subject's petential and integrate him further in the work of the station component with which he works. He is a particularly valuable about for the Station programs directed against the local particular and works tangets.

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colorantial. In a word, is it would is: Its do not yet lines, although our initial impressions use favouable.

On the fitness report isself, this noter weeld have preferred an "p" rating for establic faty number one; Subject may ultimately factore an "O", but it does not made wanted at the present time. Herever, I believe the evenual made y would use projectly have been in the higher manys of the "e" category, rather than "o", but it is of esures a subjective judystate of the rating efficer, who is note intimately and directly involved with subject on a dragant basis.

In sum, the cover is expend, and only time will reveal to what entent the cover requirements permit a full negative on the half of the Organization. We are following this acreew electly and will be commenting upon in adjunctionally as we gain emperience and knowledge.

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The comments of the reting officer are lighted to the peoled from October 1969 to March 1970 Carling which he wished with savijeat. The provious saving sefficer has added his comments to alley coverage of the total indicated period from April 1969 to North 1970. During this ported Subject was integrated in a new team historied to the local SET and Commercial MULARON torget. Subject's recent activity has been very productive indeed. Subject used the excellent potential given to him by his cover to skillfully spot and assess access agent condidence. As Subject's operacional situation in Paris preciudes making restricted, the most premising of these conditiones was pinced in contact with a Station officer during social events Susject organized. At the same time, Subject continued his efforts to develop personal rake cionalip with several MENNASters. The beginning of personal, as opposed to purely professional, relations with a major MITARDE target enabled him to obtain insight in we the target's belief; and personality which was the best the Station had to days Subject also managed to establish contact with two other ISHMAGH representatives of interest. This, in one case, required almost six nonche to accomplish yie a combine tion of patience, skill and determination. Subject is an experienced officer. He is cost conscious and practices good security. The Station has no other asset with the necessary schentific and aditorial know-how, fluent French and local knowledge to replace Subject. In view of this and the recent progress ande by Subject in response to very specific requirements and his willingness to try to establish personal and, hopefully, social relations with access prospects and MUVION thangets, the Station recently recommended that he be extended in Parks. At the same time, Station recommended that Subject's cover be reinforced by full-time employment with the configuration of the configur

SECTION D	CERTIFICATION AND C	OMMENTS -
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	CERTIFY THAT I HAVE SEEN SECTIONS A.	U, AND C OF THIS REPORT
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DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED HAVE AND SIGNATURE
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Als proviese Station corresponise acear. and Alifebra deposts will believe, this efficer bas been the embiect of rapping evaluations and projections in recent years. In interest to him, however, it is equally save that an ellipse under non-elliptal sever nulless, in the level and quality of his postermance, the annount and type el guidance, dissection and guals by secourse from the responsible incide care of Pers. Mairing allowences for these varieties, this afficer's pert regard has not leven impropolites however, it is also covered to note that he bac improved outaboutingly daning the latter your of the genied burder review, and the firster. con would and came Classif everagewises which will reciped the beauty Classicial layer

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from the Organization. His could med previous at the Station definitely appears to be warrented for a smallete or protect to reach approximation constraint the level of the manner poplermance over a compound leager period than that reflected by the report.

On belonce, we are pleased that the ellipse has responded so well to greater case efficer direction and that to but misperalish somewhat make appreasive efforts to enpand his read of greaters in immediate proximary to the primary Station targets. This of lear the bring many talence to bear on his operational activity: he has observed plants Breach, a solid end early liable cover, and a vent read of a maste in the least community. Nonetheless, it will require tellipsel that a explorations common in depth, solvet those which appear to be a creakeably viable, and pursue them actively either to the point of read through by another officer or elimination from further development, for tendered reader.

In sum, in spits of the recognized onl commendable imprevement in this officer's performance during the period under neview, the reviewer submits that the letter grade for specific durice 2 and 4 would more properly have been a "P", and that the overall rading, at this point, would more accurately be set at a level between "P" and "So, probably closer to the former than the latter.

This reviewing comment has been read by the officers who prepared the Fitness Report.

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SECUTOR O

MARLATTVE COMMENTS

The assignment of this employed to the field under non-official cover was designed to compensate for the hose of an employed in an official cover slot which was out from the Schtich*s CDLOND allocalet of personnel positions.

During the reporting portal this employed has decomplished with success the convincing establishment of his cover in a complete militar, and has been accepted as logistmate by his professional collectues, the persons them he meets under cover, and the Franch authorities. To should be noted that his ability to assume his cover has been largely the result of his our efforts over a period of years to acquire and maintain a familiarity with the general scientific field.

During the reporting period he has developed a till eirels of contacts in the scientific and journalistic libbal and applies a long background in a variety of application in XUDONI to the actualisation and applicant of operational potential among those contacts. In the same time his cover organization, in which only four persons are virting of his actual attitus, has shown inself to be more than pariofied with his performance of his cover aution.

This employee requires a minimum of detailed operational supervision; it is needed may in specific cases only to indicate the operational or informational objectives.

From the point of view of administrative support, are attention to detail and meticulousness reduce the problems of his august by the Station to a minimum.

This coloyee uses the Probab language continuously, and his facility is such as to permit him to handle himself considerally in a broad range of complex technical subjects. He has in addition undertaken appointaged French language equining to develop this espablisty further. His especialized porting is excellent both with regard to clarify and portionate.

In the immediate future he will be assigned cade work, for the most part in fields where it will complement, and be complemented by, his independent operational activities and gover work.

SECRET

13 September 1960 (Date). File No. K-1328

MEMORANDUM FOR: Chief, Records and Services Division

Office of Personnel

SUBJECT

: Jacques G. RICHARDSON

- 1. Cover arrangements anextenuescent have been completed for the above-named Subject.
- 2. Effective 12 September 1960 records be properly blocked remember to deny harrantees Subject's _, it is requested that your current Agency employment to an external inquirer.
- 3. Operating component must take necessary action to block respent telephone locator by submitting the Personnel Information Card, "Office File Copy," Form No. 642, to Machine Records Division, Office of the Comptroller, Room 107 Curie Hall, Attention: Miss Wenkenbach.

Proceduration

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

cc: SSD/OS Operating Division - SR

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EFFECTIVE DATE OF PAY ADJUSTMENTS 10 JANUARY 1971

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"PAY ADJUSTMENT IN ACCORDANCE WITH SECTION 212 OF PL 90-206 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF DC1-25 PPOVICED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 DCTOBER 1962"

-EFFECTIVE DATE OF PAY ADJUSTMENT! 13 JULY 1969

Retriedure, Prefues

SERIAL - ORGN. FUNDS GR-STEP CO6102 44 600 CF GS 15 7 NE A SALARY

\$25,909

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-291 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"

aka mitan di Maria di Maria Mari Maria Ma

EFFECTIVE DATE OF PAY ADJUSTMENT! 28 DECEMBER 1969

NAME

SERIAL ORGN. FUNDS GRASTEP

NEW SALARY

006102 44 620 CF GS 15 7

\$27,463

Petnachum, Jugues

PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF AL 90-246 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND A-DCI DIRECTIVE DATED 3 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENTS A CCTORER 1967

NAME SERIAL ORGN. FUNDS GR-STEP SALARY SALARY SALARY SALARY 006102 44 600 CF GS 15 6 \$20,585 \$21,469

2. A

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 DF PL 90-206 AND EXECUTIVE ORDER 11413 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 UF PAY ADJUSTMENT: 14 JULY 1968

NAME REGULATION JUSTICE SEKIAL ORGN. FUNDS GR-STEP SALARY SALARY 000102 44 600 CF GS 15 6 \$21,469 \$23,075

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PPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504 PURSUANT TO AUTHORITY OF ECT AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDER. AND A-DOL DIRECTIVE DATED & OCTOBER 1902. "

EFFECTIVE DATE OF PAY ADJUSTMENTS 5 JULY 1966

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GS 15 5 \$19,978

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50 600 OLD SALARY PATE NEW SALARY RATE TYPE ACTION •Step 119,978 01/31/05 65 15 0 \$20,500 01/29/07

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SIGNATURE: Cellock

DATE /C Kin 67

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

EFFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1965

Ruchardson, Juques

SERIAL ORGN. FUNDS GR-STEP SALARY SALARY DN6102 50 600 CF GS 15 5 \$18,740 \$19,415

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

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

GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

						-				
GRADE			Per A	nnum	Rates	and	Steps			
	1	2	3	4	5	6	7	8	9	10
GS- 1		\$3,500				\$3,960	\$4.075	\$4.190	\$4,305	\$4.420
GS- 2	-,			4,055	4,180	4,305	4,430	4,555	4,680	4,805
GS- 3	4,005	4,140	4,275	4,410	4,545	4,680	4,815		5,085	
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5,380		5.680	
GS- 5	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	6,320	6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7.170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7.850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8.390	8.610
GS- 9	7,220	7,465	7,710	7,955	8,200	8,445	8,690	8,935	9,180	9,425
GS-10	7,900	8,170	8,440	8,710	8,980	9,250	9,520		10,060	10.330
GS-11	8,650	8,945	9,240	9,535	9,830	10 125	10 420	10 715	11 010	11 205
GS-12	10,250	10,605	10,960	11,315	11.670	12 0251	19 የደሰ፣	19 725	13 000	12 445
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4. FUNDS	-	CF TO V		X	CF 10 CF	1 113	86 6250	. 1012	i		
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14. CLASSIFICATION SC	MEDULE (GS, I	B, etc.)		15. occur	ATIONAL SERIES	IA SEAD	E AND STEP		IF. SALARY OR RATE		
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18. REMARKS											
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19. ACTION 20. Employ.	21. OFFIC	E CODING		22. STATIO	OR EXCLUSIVE U		E OFFICE OF		NNEL 26. DATE OF GRADE	1 97 DATE OF 11	
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03 14 66	82	5 . NO	48	·. ·			1	1.	EOD BAIL		
S. VET. PREFERENCE	34. SERV. CO	MP. DATE	37. LONG	COMP. DA		CC24	<u>:</u>		I INSURANCE	40. SOCIAL SECU	RITY, NO.
1 - 6 PT. 2 - 10 PT.	1	1	1	1	CAR GLSV		1.7		HEALTH INS CODE		ŀ
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IN ACCORDENCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND BOT MEMORANDUM DATED A MIGHST 1980. SALARY IS ADJUSTED AS FOLICHS. EFFECTIVE 5 JANUARY 1964.

Runalitar, Lynn

OLD NEW
SERTAL ORGAN FUNDS GR-ST SALARY SALARY
ADALOZ 50 600 CF GS 15 4 \$16,005 \$17,210



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1. SERIAL NUMBER	2. PINE ILA	J. FIRST MIDDLES	4 4	Jaique	is				· · · · · ·		
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9. CREATIZATIONAL D	ESIGNATIONS				10. LOCA	TION OF OFFICIA	L STATION				
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9. ACTION 20. Employ.	21. OFFICE C	00196	22. STATION	R EXCLUSIVE :		25. DATE OF B		ONNEL 26. DATE OF GRA	DE 27 No	TE OF LE	r:
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Form 11508 1-63 MFG, 1-63 Use Previous Edition

BAB: 1 FEB 63 (When Filled In) NOTIFICATION OF PERSONNEL ACTION OCB 1. SERIAL HUMBER 2. RAME HAST-FIRST-MIDDLES (2014) 006102 Va e que 1. MATURE OF PERSONNEL ACTION 4. EFFECTIVE DATE S. CATEGORY OF EMPLOYMENT PROMOTION 02 | 03 | 63 REGULAR 7. COST CENTER NO. CHARGEABLE ¥ 10 ¥ W TO CF B. CSC OR OTHER LEGAL AUTHORITY FUNDS CF TQ V CF 10 CF 3134 4008 1000 50 USC 403 J 9. ORGANIZATIONAL DESIGNATIONS 10. LOCATION OF OFFICIAL STATION DDP SR FOREIGN FIELD WESTERN EUROPEAN AREA FRANCE PARIS PARIS, FRANCE II. POSITION TITLE 12. POSITION NUMBER 13. CAREER SERVICE DESIGNATION OPS OFFICER 0240 D 14: CLASSIFICATION SCHEDULE (65, LB, atc.) IS. OCCUPATIONAL SERIES 16 GRADE AND STEP 17. SALARY OR MATE GS 0136.01 15 4 16005 18. REMARKS SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL OFFICE CODING 22. STATION 23. INTEGREE 24. Hodges. 25. DATE OF BIRTH 26. DATE OF GRADE CODE Code 27. DATE OF LES -ALPHARES 60600 | SR 10 24065 3 01 | 20| 24 02 03 63 02 03 63 28. MTE EXPIRES 29. SPECIAL REFERENCE 30. RETIREMENT DATA 31. SEPARATION JZ. CORRECTION/CARCELLATION DATA 33. SECURITY 34. SEE EOD DATA 35. VET. PREFERENCE 36. SERV. COMP DATE | 17. LONG. COMP. DATE | 38. CAREER CATEGORY 39. FEGLI / HEALTH INSURANCE 48 SOCIAL SECURITY NO. ÇAR PREVIOUS GOVERNMENT SERVICE DATA 42. LEAVE CAT. 43. FEDERAL TAX DATA STATE TAX DATA (00E . CCOR FORW EXECUTED: CODE FORM EXECUTED ----1 - 165 2 - BREAK IN SERVICE NESS THAN 3 1951 3 - BREAK IN SERVICE IMORE THAN 3 1951 SIGNATURE OR OTHER AUTHENTICATION Use Previous Edition SECRET ficiele tree actemete finitiaties and

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(2/27/62)

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW BY TITES AND DOLL TENDRESON DATED I AUGUST 1956 . SALARY IS ADJUSTED AS ECLLOWS.

RILLIANDER, LIMITED SERIAL ORGAN FUNDS GEST SALARY GREST SALARY

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SECRET 20 AUG 62 PSC: NOTIFICATION OF PERSONNEL ACTION OAB 4 EFFECTIVE DATE S. CATEGORY OF EMPLOYMENT 3. HATURE OF PERSONNEL ACTION 08-, 05, 62 REGULAR EXCEPTED APPOINTMENT (CAREER) 8. CSC OR DINER LEGAL AUTHORITY 7. COST CENTER NO. CHARGEABLE ¥ 10 ¥ PUNDS 50 USC 403 J 3134 4008 1000 CF TO CF 10. LOCATION OF OFFICIAL STATION 9. ORGANIZATIONAL DESIGNATIONS DOP SR WESTERN EUROPEAN AREA FRANCE PARIS, FRANCE PARIS 13. CAREER SERVICE DESIGNATION 12. POSITION NUMBER 11. POSITION TITLE 0240 OPS OFFICER 17. SALARY OR RATE 15. OCCUPATIONAL SERIES 14. GRADE AND STEP 14. CLASSIFICATION SCHEPULE (GS. 48, etc.) 13510 14 6 0136.01 18. REMARKS picari in SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 26. DATE OF GRADE 27. DATE OF LEE 22. STATION | 23. INTEGREE 24. Hdgirs. 25. DATE OF BIRTH 19. ACTION 20. Employ. 21. OFFICE CODING (00E 01 | 08| 61 01 | 20 24 01 | 60600 SR 24065 29. SPECIAL 100. BETTREMENT DATA
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3. FICA . CODE 33. SECURITY 34. SEX 31. SEPARATION DATA CODE 12. CORRECTION/CANCELLATION DATA 28. HIE EXPIRES REQ. NO. EOD DATA ΜI 06102 FEGLI / HEALTH INSUPANCE 40. SOCIAL SECURITY NO. 35. VET. PREFERENCE 36. SERV. COMP. DATE 37. LONG. COMP. DATE 36. CAREER CATEGORY 29. 0. none 40 sa 17 1. 10 71 O3: 07:144 11 042205339 20143 1 STATE TAX DATA FEDERAL TAX DATA PREVIOUS GOVERNMENT SERVICE DATA 42. LEAVE CAT. 43 41. FORM ERECUTED NO TAR EXEMPTIONS Q . SIQ PREVIOUS SERVICE 1 - 187 2 - NO 1 - 1ES 1 - 40 B - BREAK IN SERVICE WORE THAN 5 1851 0 SIGNATURE OR OTHER AUTHENTICATION CABOP 1 Encluded from patematic downgrading and Use Previous Edition SECRET

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11. POSITION TITLE					12 POSITIO	N NUMBER	1	ID. CAREER SI	RVICE D	ESIGNATION	
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14. CLASSIFICATION SCHE	OULE 'GS, LB.	etc.)	15. OCCUPAT	IONAL SERIES	IS. STADE A	NO STEP		17. SALARY OF	RATE		
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O DA YR	REFERENCE	1 - 050 3 - FICA 5 - NONE	CODE	31, SEPARATION DATA CODE	TIPE	M, CANCELLATION	F	EOD DAT	$\langle \cdot \rangle$	33. SECURITY REC. NO.	34. SEZ
	SERV. COMP	DATE ; 37. LO	NG. COMP. DATE	28. CAREER CA				INSURANCE		42. SOCIAL SECO	RITY NO.
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OO6102 RICHARDSON JACGUES

OO6102 RICHARDSON JACGUES

OO64 Step Solary Lort EH Date Goods Step Lineary Rate

OF 14 5 \$13,250 01/08/61 G'. 14 6 \$13,510 07/08/62

Remote and Authoritation

IN PAY STATUS ATOEND OF WAITING PERIOD

OF 10 PAY CHANGE NOTIFICATION

PAY CHANGE NOTIFICATION

(43)

SECRET (WHEN FILLED IN) 1. EMP. BERIAL NO. 4. FUNDS S. ALLOTMENT DDP/SR 7 RICHARDSON, JACQUES D. V-20 006102 NEW SALARY RATE OLD SALARY RATE EFFECTIVE DATE LAST EFFECTIVE DATE SALARY BALARY GRADE STEP STEP 61 CS-14 \$12990 59 G3-14 \$13250 08 TO BE COMPLETED BY THE OFFICE OF COMPTROLLER EXCESS LWOP 9. NUMBER OF HOURS LWOP IF EXCESS LWOP, CHECK FOLLOWING: 10. INITIALS OF CLERE II. AUDITED BY TO BE COMPLETED BY THE OFFICE OF PERSONNEL 12. TYPE OF ACTION PAT ADJUSTABIL 14. AUTHENTICATION 19. 周可石 (136 HONARD TAGETHE TOP PAY CHANGE NOTIFICATION

SECRET

OFFICIAL PERSONNEL FOLDER

(4) [22]

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560 REPLACES FORM 5604. AND 5606.

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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 SERIAL ORGN GR-ST OLD SALARY NEW SALAR

DI RICHARDSON JACQUES 506102 48 40 GS-14 4 \$12,075 \$12,990

DIRECTOR OF PERSONNEL

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GENERAL SCHEDULE SZLARY INCREASE RETROACTIVELY EFFECTIVE 12 JANUARY 1958 AUTHORIZED BY P. L. CS - 462 AND DCI DIRECTIVE. SALARY AS OF 15 JUNE 1988 ADJUSTED AS FOLLOWS

NAME SERIAL GRADE-SIEP OLD SALARY HEW SALARY

RICHARDSON JACQUES 506102 G5-14-3 \$10,750 \$11,935

GORDON M. STEWART VS/ DIRECTOR OF PERSONNEL

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SEC:17 STENDARD FORM 52 UNVOUCHERED REQUEST FOR PERSONNEL ACTION REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 68 and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse. 2 SAIL OF BIETH 4 DATE OF REQUEST L MANE (Mr.-Miss-Mrs. One given name, initialis), and surname) HR. JACQUES & HICHARDSON 20 Jan. 1924 26 Sept. 156 C S OR OTHER LEGAL AUTHOR-& HATURE OF ACTION RECEIVED.

A. PERSONNEL (Specify whether appointment, promotion, separation, sec.) & EFFECTIVE DATE PEASSTONMENT & POSITION (Specify whether establish, change grade or title, etc.) B. APPRIVED: 21 000 A POSTICE TITLE AND Area Ops Officer BCF-189-14 Area Cos Officer BCF-189-14 GS-0136.01-14 \$10,535.00 p.a. GS-0136.01-14 \$10,535.00 p.a. E SERVICE GRADE AND DDP/SR DESIGNATIONAL DESIGNATIONS Far East Area Japan Office of the Chief IL MELOGRAPIERS Tokyo, Japan DEPARTMENTAL (D) XXX nas DEPARTMENTAL 12 Filio en Gepantmentat A. REMARKS (Use reverse if necessary) RE-SLOTTING FOR NEW APPROVED T/O. D. REQUEST AFFROYED OF Appert D. Lovelace Ave C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) Phyllis M. Landrum Ext. 4407 14 POSITION CLASSIFICATION ACTION 13. VETERAN PREFERENCE NEW VICE LA REAL NONE WHI OTHER S.PT. 10 FOINT CESABL OTHER SD: DICL 18 DATE OF APPOINT-MENT AFFIDAVITS (ACCESSIONS ONLY) 17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) 13. LEGAL RÉSIDENCE 16. APPROPRIATION CLAIMED PROVED 7-3400-55-015 7-3400-55-015 Yes STATE: D. STANDARD FORM SO REMARKS USED IN LIEU, OF \$100 NOTIFICATION OF FELLONNEL ACTION R.A. Skels(Gue), FI/CMO 20156 INITIAL OR SIGNATURE DATE REMARKS 21. CLEARANCES POSTED B. CEIL. OR POS CONTROL C. CLASSIFICATION D. PLACEMENT OR ENPL.

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CENTRAL INTELLIGENCE AGENCY

B. B. STAN CHARLES COMMISSION CENTRAL II	NTELL	IGENCE A	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
NOTIFICATION	OF P	ERSON	INEL	ACTION	LA8
NOTIFICATION	<u></u>	2 CALL OF BI	нтн а.	JOURNAL OF ACTION NO.	4. DATE
RAME USE WES WES ORE GIVEN NAME INSTRACTS. AND SURRAMES		20 Jan	i		19 Jan. 1955
RS. PACCUES C. RICHAIDSON	ting your	employmen	200	7. CIVIL SERVICE OR OTH	ER LEGAL AUTHORITY
This is to notify you of the following		B.O.	B.	50 UECA NO	
S. NATERE OF ACTION 1056 STATE		16 Jun	1955	TO	
PRINCIPON (ANDREWENT)					-0-01
FROM	8. POSITIO	N TITLE	Arma	Ops Officer	BCF-189-14
Area Cps Officer (Br. Ch) BC-171-1	3	. 1	72	400	on on per annum
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17. APPROPRIATION					
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5-3100-55-015	all ap	plicable	laws,	tates Civil Se	rvice Commission.
17. APPROPRIATION ST. ACC. 17. APPROPRIATION 5.3400-20 18. 10. 5.3400-55.015 13. REMARKS: This action is subject to subject to investigation and appl The action may be corrected or of	roval b	a it not	in ac	cordance with	all requirement
subject to investigate or or the action may be corrected or or the action smends Item 19, on the correct salary, pre-	ancere	Ju XI III		• .	+~ 11 Jan. 1955,
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to show the correct salary, pro-	rance	prior to	المستحدث	- -	
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puty Assistant Director Orts	CLANIC	J. J. 30			CREMENT PRINTING OFFICE: 1958-31
Day Resident	711	ALL PARTY IN	M # P P I	Y	

STANDARD FORM 50 (6 PART)

REV. APRIL 1981

FROMEOGRAPH BY

U. S. CHILL STREET, COMMISSION
CHAPTER BI, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGEN

II. NAME (MRMISS-MES -CAE GICCH NEWS, INITIALISI, AND SUPRAJ IR. JACQUES O. RICHARDSON	-r)	-20 Jan	ог вікть 1. 192	3. JOURNAL ORACTION I	11 Jan. 195
This is to notify you of the following action as	Accting vo		, ·]	11 3612. 197
5. NATURE OF ACTION 1031 STANDARD TERMINCLOSTS	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		BEATE	2. CIVIL SERVICE OR O	THER LEGAL AUTHORITY
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FROM		***************************************		T	· · · · · · · · · · · · · · · · · · ·
Area Ops Officer (Br. Ch) BC-171-1	3 . Positi	ON TITLE	Ares	Ops Officer	BCF-189-14
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3. VETERAN'S PREFERENCE				TCATION ACTION	
10-POINT		HEM AICE	. A. BEAL.	,	
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FROM: 5-3400-20	1	1462	MO1	MENT AFFIDAVITS	CLAIMED PROVE
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STANDARD FORM 50

PROV. APRIL 1951

PROMUL GATE BY

U. S. CEYR, SERVICE COMMISSION
CHAPTER RI, PEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGEN -1 >

NOTIFICATI	ON OF	PERSO	NNEL		Cars
1. NAME (MR MISS-MRS ONE GIVEN NAME, DILITAL(S), AND BURNAN	it)	2 JATE OF BI	RTH	1. JOURNAL OR ACTION NO.	l·
Hr. Jacques G. Richardson		20 Jan			16 Feb. 54
This is to notify you of the following action at	lecting you	6. EFFECTIVE	nt:	7. CIVIL SERVICE OR OTHE	R LEGAL AUTHORITY
S. NATURE OF ACTION (USE STANDARD TERMINOLOGY)		1		50 USCA bO3 J	,
Reassignment		28 7eb	• 7•	20 than 403 3	
FROM				то	\
Deputy Chief (IO) BC 190-13	a. Position	TITLE	Are	a Ops. Officer()	Br. Ch) BC171-13
03-132 -13	9. SERVICE.	SERIES, SALARY	C8.	0136 .01-13 \$836	0.00 per amnum
BR-5 (Por Rost Bronch) Office of the Chief	10. ORGANI DESIGN	ZÀTIONAL AYIONS	BOP BR-		
	11. HEADQU	ARTERS	Has	hington, D. C.	
FIELD DEPARTMENTAL	12. FIELD O	R DEPT'L		FIELD	DEPARTMENTAL
11. VELEMAN S PREFERENCE		14 POSITION	CLASSIFI	CATION ACTION	
NONE WHI OTHER S-PT. ID-POINT		HEM VICE L	A. REAL		
DISAB OTHER	•				CD-PI
<u> </u>		18. SUBIFCT 1	O C. S.	19. DATE OF APPOINT-	20. LEGAL RESIDENCE
15. 16. 17. APPROPRIATION SEX RACE FROM: h 31.00.000		RETIREME (YES-N	117 ACT (C	(ACCESSIONS ONLY)	CLAIMED PROVED
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21. REMARKS: This action is subject to a subject to investigation and app The action may be corrected or co					
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Deputy Assistant Director for Port	999-98 0-8	∞ ‱ ``	9 2	SCHOOL WEST AND	THEITTICATION

STANDARD FORM 50

REV. APRIL 1931
PROMUL GATED BY

U.S. CIVIL SERVICT, COMMISSION
CHAPTER MI, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATI 1. NAME (MR.—BISS—MRS.—ORE GIVEN RAME, INITIAL(3), AND BURINA	ME)	2 DATE OF				882
Ar. Jacques O. Richardson		20 Jan	. 24	3. 300 KM AL	OR ACTION N	3 July 53
This is to notify you of the following action at	fecting you	romployn	nent:	<u></u>		
(AND DIVINOUS LENGINGEORY)		& EFFECTIV	E DATE	7. CIVIL SER	VICE OR OT	ER LEGAL AUTHORITY
remotica	·	5 July	53		A-6.116	
FROM					TO	
eputy Chief I. O. BC-190-12	6. Position	TITLE	Dapu	by Chief	1. 0.	BC-190-13
5-132-12 \$7040.00 per annum	1. SERVICE GRADE, S.	SERIES. ALARY	0 5-13	13-13	\$836 0. :	00 per annum
DP/SR Division R-5 Far East ffice of the Chief	10. ORGANIZ DESIGNAT	ATTONAL TIONS	SR-5	SR Divis Far Eas e of the	t	
shington, D. C.	11. HEADQUAI		Samo			
FIELD DEPARTMENTAL		!				. •
VETERAN'S PREFERENCE	12 FIELD OR			FIELD		XX DEPARTMENT
WWI OTHER S-PT. IS-POINT X DISAB OTHER 14. IT. APPROPRIATION 11X2100	N	M NICE I'V	REAL.			
To: Same		SUBJECT TO RETUREMEN (YES - NO)	,	MENT AFFID	ONLY)	N. LEGAL RESIDENCE
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CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

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Mr. Jacques C. Eichardson		20 J n	24 E51	10	16 Feb 52
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4. PERSONNEL FOLDER COPY

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CENTRAL INTELLIGENCE AGENCY

NAME (MRMISS-MRSONE GIVEN WARE, INITIALIS), AND SUBN		OF BIRTH 3. JOURNAL ON ACTION NO. 4. DATE
Hy. Jacques G. Richardson of the following action affections is to notify you of the following action affection.	cting your employment:	1924 #5729 23 April 19
NATURE OF ACTION IUSE STANDARD TERMINOLOGY)	6. EFFECT	TIVE DATE 7. GIVIL SERVICE ON OTHER LEGAL AUTH
Transfer and Propotion	29 April	1-1951 Sobstulo A-6,116(b)
Intolligence Officer, GS-9	8. POSITION TITLE	Intelligence Officer, OS-11
03-9-132 \$4600.00 per. annua. Bu.#2974	9. SERVICE, SERIES, GRADE, SALARY	GS-11-132 \$5400.00 per. anman
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subject to investigation and app	proval by the Unit	in accordance with all requirements
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		A. C. Chudsonle

CENTRAL INTELLIGENCE AGENCY

NOTIFICATIO	N OF	PERSO	ONNE	L. ACTION	F.C. 1/19/51
I NAME (MR MISS MRS ONE GIVEN HAME, IRITIALITY	** ******	2. DATE C	* B.E.	S JOURNAL OR ACTION NO	
Mr. Jecques G. Richardson This is to notify you of the following action affecting we		20 Jan.	105/	\$4998	19 Feb. 1951
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RICHARDSON, JACQU	ES G.	9 January 1951
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	FROM	To
ritte	Intelligence Officer V	
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Jacques G. Richardson Frontien	44	1 October 1950
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SECTION B				PERFORMANC					. 71		the auties
U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the account range from countsling, to further training, to placing an probation, to reassignment or to separation. Describe action to a proposed in Section C. M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions.								Citon loven			
M-Marginal	taken	Lebremmoses to	should	be described.				d in S	ection C	and remed	ial actions
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O-Outstanding	Perform	mance is so excep s to warrant spec	tional				parison to the	perio	mance	orners do	ing similar
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	List up to six of the most important specific duties performed during the rating period. Insert rating lotter which best describes th manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employee with supervisory responsibilities MUST be roted on their ability to supervise (indicate number of employees supervised).								employees		
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SECTION C

NARRATIVE COMMENTS

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

During the period under review, Subject managed to gain full-time employment as a senior executive of an HBSPRITE government subsidized scientific publication at a time of economic slowdown when jobs were not easy to get. He did this without help from Headquarters or the Station. Such an achievement is a tribute to Subject's fluency in French, his ability to write, his general scientific know-how and his good buisness sense. Over half of his salary therefore is now paid by this company. In converting to full-time employment, a major adjustment, Subject's contribution to the Station operations in the MHHARSH and TPFAST fields against which he is targetted temporarily decreased somewhat. Subject continued, however, to maintain contact with three local MHMARSH officials and initiated contact with three others. He also continued to search for new leads to personalities in the priority areas assigned to him. Subject has the capability to call on local scientists or technicians of just about any nationality with the possible exception of TPFAST citizens. He has used this nearunique potential well.

unique potential well.

Subject has had occasional difficulty switching from "professional"
or intellectual subjects in his development of MHTARSH personalities
or access prospects to more down-to-earth interests necessary --con't-

	CERTIFICATION AND CO	MMENTS
SECTION D	BY EMPLOYEE	
	BI EMPLOICE	AND COE THIS REPORT 414 D.
.13	CERTIFY THAT I HAVE SEEN SECTIONS A. B.	, AND C OF THIS IS
DATE	SIGNATURE OF EMPLOYEE,	
9 June 1971	/s/ Thomas B. CASASIN	
9 June 1311	NO CHEEDVICIDE	
Z.	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPERIENT
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION		
18 months		TYPED OR PRINTED NAME AND SIGNATURE
DATE	OFFICIAL TITLE OF SUPERVISOR	
	Handling Officer	/s/ Francis S. Sherry
	BY REVIEWING OFFICE	IAL
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The Station submitted comments on Subject officer recently in OFPT16549 (6 April 1971), to which we should add that Subject has, largely
on his own merits, acquired a solid and potentially highly useful
cover employment. However, this new employment will demand a very
substantial amount of time and energy from Subject, and the unanswerable question at the moment relates to his availability for Organizational tasks. We shall need additional time and careful working with
this officer to determine the answer, since the fiscal outlay from the
Organization to support his continued stay in Paris is still quite

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FITNESS REPORT

Section C (continued)

to the development of human relations. His forte is therefore more in the field of spotting and making operational contacts than in that of more than short-range operational development. Subject's operational situation makes it impossible for him to attempt recruitments. Thus, his very real achievements are not by essence of the spectacular variety.

Subject's reporting has been satisfactory and continue to be copious. He could, however, further improve the selectivity of the leads provided the Station and make more of an effort to "digest" the information contained in his reports.

Although Subject has, at present, no supervisory function, he has repeatedly requested such a responsibility. He is careful with operational expenses and has exercised good security.

During the period under review, additional efforts have been made to make full use of Subject's potential and integrate him further in the work of the station component with which he works. He is a particularly valuable asset for the Station programs directed against the local MHHARSH and TPFAST targets.

Section D (continued)

substantial. In a word, is it worth it? We do not yet know, although our initial impressions are favorable.

On the fitness report itself, this rater would have preferred an "S" rating for specific duty number one; Subject may ultimately deserve an "O", but it does not seem warranted at the present time. Moreover, I believe the overall rating would more properly have been in the higher range of the "P" category, rather than "S", but it is of course a subjective judgment of the rating officer, who is more intimately and directly involved with Subject on a frequent basis.

In sum, the cover is superb, and only time will reveal to what extent the cover requirements permit a full measure on behalf of the Organization. We are following this aspect closely and will be commenting upon it subsequently as we gain experience and knowledge.

7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOUR

2: (at that time) 42 and 17

8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:

I would like very much to use my fluent French in my next assignment, as well as make use of my extensive exposure to science and technology -- both operations and and the larger world of the scientist and the engineer in today's evolving societies and economies. I would most especially hope to use my long experience in nonofficial cover activities and the managerial exposure accumulated thereby.

- LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittel form). (also attach personal cover questionnaire in accordance with CSI-F 240-8)
- · I planned, established and operated a long-range S&T spotting-assessment activity against sensitive targets, and a shorter range similar local activity during a period marked largely by an adverse political climate.

· I planned, developed and exploited, and modified a non-official cover in order to mask our operational activity, and integrated these into the broader ranging overall activities of a major field Station.

- I managed the non-official cover activity of viable professional/commercial cover organizations. The tasks included many business and production aspects as well as management of the firm's /unwitting/ personnel in the field and from the home office.
- · I assisted other Stations and Bases, upon their request, in spotting-assessment activities, in local search and surveillance of targets, and in recruitment.
- · As my original non-official cover became modified as a result of mergers, I was able to develop, alone, continuing cover to serve our meeds of operational access as well as those of 'status' cover.

INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS

- (a) the senior-most management course offered through the Organization;
 (b) a review course of activities within the CS and the Organization as a whole;
 (c) at least audit the SMT course, if that is still being offered.
- If (a) is possible through a civil school away from Headquarters, I would have no objection to the displacement involved.

SECRET
11. PREFERENCE FOR MENT ASSIGNMENT:
11A. DESCRIBE BRIFFLY THE TYPE OF BORK YOU SOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 ANOVE. IF YOU MAYE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.
First choice: to manage a large-scale non-official cover project in a French-
speaking technically advanced locale. Second choice: chief of station or base (cover non-official or official) in an
area where I can combine my experience and linguistic ability. Third choice: to be assigned to Staff training, preferably training (a) senior unit or project managers, or (b) JCTs.
Fourth choice: to be assigned to Staff personnel work above the Division level where new rersonnel are screened, tested and evaluated, then essigned.
Fifth choice: to work on the Intelligence side of the house.
118. INDICATE IF YOU DESIRE TO EXTEND YOUR GURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE
11B. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR OF CHECKING IN ACTION OF MERIT REGULAR ASSIGNMENT BY INSEPTING 1, 2, B 3 (for Eas, 2nd, and 3rd choice) IN REMAINING BOXES. **COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.
. EXTEND TOURMONTHS AT CURRENT STATION TO
B RE ASSIGNED STATE TO A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION STATE OR OFFICE.
BE ASSIGNED TO ANOTHER FIELD STATION, INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION 15T CHOICE HTUSSELS 240 CHOICE GOTTOVS 3RD CHOICE OTTOWN
. E PETURN TO MY CURRENT STATION, with different responsibilities
TO BE COMPLETED BY FIELD STATION
12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT. INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING: Station recommends that Subject return PCS to Headquarters at the
Station recommends that Subject teach resident who de capable
end of his current tour. We would welcome a replacement who is capable
of functioning in the same general cover context, but any such individ-
ual must also be able to spot and thoroughly access agent candidates.
lyo should also handle a number of agents in the same field. We are, in
short, seeking an officer who will aggressively exploit his cover,
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE 13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE. HIS PREFERENCE FOR NEXT ASSIGNMENT.
13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE ENTERINE TO RECOMMENDATION FOR HIS NEXT AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.
No decision has been made concerning next assignment
DATE 24 AUR 70 ITLE C/E/PERS SIGNATURE WILLTON CATAVIOR
FOR USE BY CAREER SERVICE
14. APPROVED ASSIGNMENT:
15. EMPLOYEE NOTIFIED BY DISPATCH NO. DATED:
CABLE NO DATED:
CARCER SERVICE REPRESENTATIVE: DATE:
CAREER SERVICE REPRESENTATIVE: (SIGNATURE)

Field Reassignment Questionnaire (continued)

12. develop new operational leads on his own initiative, and at the same time be prepared to take over and run assets related to his own cover employment.

•		·	(When F	illed	1n)			`	
FITNESS REPORT 006102						UMPER			
	John fin	litue	at CEN	ERA			L		
SECTION A	Leune Mari,	Pino /	(Middle)		TE OF BIRTH	3. SEX	4. GRADE	8. SD	
	March Land			20	Jan 1924	М.	CS-15	D	
6. OFFICIAL POS				t .	P/EUR/F	SSIGNMENT	ι .	aris	
	PE OF APPOINTMENT			10. C	HECK (X) TYPE	OF REPORT			
X. CAREER	HESENVE	TEMPO	PARY		INSTIAL		REASS	IGNMENT !	SUPERVISOR
	ROVISIONAL (See Instru	étions - Séction	(C)	X.	ANNUAL		REASE	IGNMENT	EMPLOYEE
SPECIAL (S	Specily):				SPECIAL (Spec				
II. DATE REPORT	DOE IN O.P.				April 196			0	
SECTION B		PE	RFORMANCE	E EV	LUATION		,		
U-Unsatisfactory	Performance is unaccept could range from count or proposed in Section	eling, to further C.	training, to pla	cing on	probation, to re-	assignment or	to separation.	Describe ac	tion taken
M-Marginal ·	Performance is deficient taken or recommended	should be descri	bed.				d in Section C	and remedi	al actions
P-Proficient	Performance is satisfact				in the manner exp	pected.			
S-Strong	Performance is characte Performance is so excep	•					nestormance a	f athers dai	ina similar
0-Outstanding	work as to warrant spec								
			SPECIFI						
	the most important spe employee performs EAC responsibilities MUST	"W acacific d	du Consider	ONLY	allectiveness	IN DELIGIMO	nce of that c	UTY. AII	employees !
SPECIFIC DUTY N	0. 1						·.		RATING LETTER
Establis	shed and mainta cose of develop	ins a legi ing natur	ltimate <mark>Se</mark> al access	to S	blishing tation ta	represent rgets.	tation fo	or .	s
SPECIFIC DUTY N	0. 2								RATING
Uses his to be us	s cover to developed by the Stati	lop leads Ion agains	on eventu	al s	CCESS OF	support (type asso	ets	S
Responds	o.s s to various Sta	ition requ	ilrements	incl	uding inve	estigativ	ve work.		RATING LETTER S
SPECIFIC DUTY N	0.4								RATING LETTER
Initiate	s contact with sufficient rapp	selected ort with	local MIII	ARSH rovi	targets a	and under Lonal ass	takes to). 3•	s
			·						RATING
SPECIFIC DUTY N	o. s						:		LETTER
SPECIFIC DUTY NO	0. 6			<u> </u>					RATING
, , ,							Ora.		LETTER
. ·			• •			و و	JUN 1910	/	
	OV	ERALL PE	RFORMANCE	IN C	URRENT PO				
formance of spec	everything about the ific duties, productiv ons or talents. Based the roting box corresp	ity, conduct o	on job, cooper	loves'	ess, perfinent s averall perf st accurately r	personal tr ormance dur effects his	ing the ratir	ng period.	RATING LETTER

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SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demanstrated in current position keeping in proper perspective, their relationship to overall performance. State suggestions made for impresement of work performance. Give recommendations for training. Comment prefer performance. State suggestions made for impressenting and state of explain ratings given in Section B to provide best on foreign language competence, if required for current costition. Amplify or explain ratings given in Section B to provide best on toreign tanguage competence, it required for current controls. Amplify or explain ratings given in section a no provide was basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

The comments of the rating efficer are limited to the period from October 1969 to March 1970 during which he worked with Subject. The previous rating officer has added his comments to allow coverage of the total indicated period from April 1969 to March 1970. During this period Subject was integrated in a new team assigned to the local SAT and Commercial remarks target. Subject's recent activity has been very productive indeed. Subject used the excellent potential given to him by his cover to skillfully spot and assess access agent candidates. As Subject's operational situation in Paris procludes making recruitment, the most premising of these candidates was placed in contact with a Station officer during social events Subject organized. At the same time, Subject continued his efforts to develop personal relationship with several MHMRSHers. The beginning of personal, as opposed to purely professional, relations with a major MHMRSH target enabled him to obtain insight in to the target's beliefs and personality which was the best the Station had to date Subject also managed to establish contact with two other MMMARSH representatives of interest. This, in one case, required almost six months to accomplish via a combination of patience, skill and determination. Subject is an experienced officer. He is cost conscious and practices good security. The Station has no other asset with the necessary scientific and editorial know-how, fluent French and local knowledge to replace Subject. In view of this and the recent progress made by Subject in response to very specific requirements and his willingness to try to establish personal and, hopefully, social relations with access prospects and MANARSH targets, the Station recently recommended that he be extended in Paris. At the same time, the Station recommended that Subject's cover be reinforced by full-time employment with Subject's current Woldn't part-time employer.

Subject a contract	CERTIFICATION AND COM	WENTS
SECTION D	BY EMPLOYEE	
1,	CERTIFY THAT I HAVE SEEN SECTIONS A. B.	AND C OF THIS REPORT
DATE	SIGNATURE CF	
	BY SUPERVISOR	
2. MONTHS EMPLOYEE HAS BEEN UNCER MY SUPERVISION	IF THIS REPORT WAS NOT BEEN SHOWN T	O EMPLOYEE, GIVE EXPLANATION
		TYPED OR PRINTED YAME AND SENATURE
DATE	Handling Officer Chief, SX II	/s/ Francis Sherry Arther /s/ Murat Natirboff
	SY REVIEWING OFFICE	AL

COMMENTS OF REVIEWING OFFICIAL

As previous Station correspondence and fitness reports will reflect, this officer has been the subject of varying evaluations and projections in recent years. In fairness to him, however, it is equally true that an officer under non-official cover reflects, in the level and quality of his performance, the amount and type of guidance, direction and push he receives from the responsible inside case officer. Making allowances for these variables, this officer's past record has not been impressive; however, it is also correct to note that he has improved substantially during the latter part of the period under review, and that if the Station can work out some fiscal arrangement which will reduce the heavy financial input

TYPED OR PRINTED NAME AND SIGNATURE OFFICIAL TITLE OF REVIEWING OFFICIAL DATE /s/ Hugh Montgomery DCOS 19 May 1970

Section D3 continued

from the Organization, his continued presence at this Station definitely appears to be warranted for a sufficient period to reach more definite conclusions concerning the level of sustained performance over a somewhat longer period than that reflected by this report.

On balance, we are pleased that this officer has responded so well to greater case officer direction and that he has undertaken somewhat more aggressive efforts to expand his range of contacts in immediate proximity to the primary Station targets. This officer does bring many talents to bear on his operational activity: he has absolutely fluent French, a solid and exploitable cover, and a vast range of contacts in the local community. Nonetheless, it will require additional time to explore these contacts in depth, select those which appear to be operationally viable, and pursue them actively either to the point of recruitment by another officer or elimination from further development, for whatever reason.

In sum, in spite of the recognized and commendable improvement in this officer's performance during the period under review, the reviewer submits that the letter grade for specific duties 2 and 4 would more properly have been a "P", and that the overall rating, at this point, would more accurately be set at a level between "P" and "S", probably closer to the former than the latter.

This reviewing comment has been read by the officers who prepared the Fitness Report.

r	 		hen Filled	In)		1-1		
	F	TNESS REPORT	• ,			EMPL	OTER SERI	AL NUMBER
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6. OFFICIAL POSITION T	TLE		20	Jan 1924 F/DIV/BR OF A	N.	GS-	15 I	
	fficer		DDP	EUR/Fran	CO			ION .
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CAREER	RESERVE	TEMPORARY		INITIAL			EABSIGNM	NT SUPERVIS
CAREER-PROVISION	NAL (See Instruct	tions - Section C)	X	ANNUAL				ENT EMPLOYE
SPECIAL (Specify):				SPECIAL (Spec				
1. DATE REPORT DUE IN	O.P.	•	12. R	EPORTING PERI	OD (From to	-)		
ECTION B		PERECON	ANCE EX	ctober 19	1111 - 3	1 140	rch 19	69
		PERFORM						
		om wholly inadequate						gory requires
. progon	on, to recession	ment of its separation	n. Describe	action taken o	f proposed i	n Socti	on C.	_
A - Adequate Perform	nance meets all ince.	requirements. It is	entirely sat	Isfactory and Is	characteris	ed nel	hor by def	iciency nor
P - Proficient Perform	iance is more th	nan satisfactory. De	sired result	s are being proc	luced in a p	roficie	nt manner.	
S- <u>Strong</u> Porform	rance is charact	terized by exceptions	al proficions	y				
O - Outstanding Perform	dolog similar w	eptional in relation to ork as to warrant spe	o roquireme	nts of the work	and in comp	ari son	to the perf	ormance of
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			CIFIC DU			-,		
ist, up to six of the most anner in which employee ith supervisory responsib								
PECIFIC DUTY NO. 1								PATING
Establishes a	nd maint	ains a legit	imate	S&T publi	ishing			LETTER
representatio	n for the	e purpose of	devel	oping nat	ural		•	S
access to Sta	tion_tare	jots.						
							,	RATING
Develops cove	r pretext	s w meet wo	DLADY a	nd third	nation	al o	£	s
operational i	ncerest	in the S&T c	ommuni	ty.				"
ECIFIC DUTY NO. 3								RATING
Responds to S	tation ad	-hoc requir	ements	on the 1	ocal i	nter	nal	LETTER
target.							,	S
ECIFIC DUTY NO. 4	• • • • • • • • • • • • • • • • • • • •			· · · · · · · · · · · · · · · · · · ·	<u>,</u>			
Develops poter	ntial age	nt prospect	s in +1	ie sch do		, +0		RATING
the point when	re they c	an be recon	mended	ac ceart	on sees	(GO	r	_
candidates.	chey c	an De Teconi		as stat1	on ager	1¢ .		. P
ECIFIC DUTY NO. 5								RATING
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CIFIC DUTY NO. 5		5						RATING
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20			٠.	•				
<u> </u>	OVER	ALL PERFORMAN	NCE IN CT	PRENT PACE	TION			
								RATING
e into account everythin mance of specific duties	g about the emp	loyee which influence	es his offer	tivoness in his	current pos	ition s	uch as per-	RATING
ricular limitations of tale	nts. Based on	vous knowledge of	omploves's	Averall nerform				s
co the letter in the rating	box correspond	ing to the statement	which most	accurately refl	octs his lov	el of p	er formance	
								1. 1

FORM 45 OBSOLETE PREVIOUS EDITIONS

SECRET

desired have account desired and desired account

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 personnal action. Manner of performance of managerial or supervisory duties must be described, if applicable.

During this reporting period subject had very containly increased the tempo of his activities and concacts. Many agent prospects have been screened and contacts were asymblished with people of interest to several elements of the Station. Subject is particularly thorough and outstanding on specific investigations where he utilized cover in a skillful and imaginative way. He has improved in terms of people development but in this respect he is still best with people in a professionally related context rather than a contrived social context. As mentioned in the previous report subject's cover assignment does not allow him to make recruitments. Subject has a high degree of cost consciousness and does not exercise any supervisory responsibilities.

SECTION D	OCK THE OWER				
	BY EMPLOYEE	COS THIS DEPORT			
1.	TIFY THAT I HAVE SEEN SECTIONS A, B, AND	C OF THIS REPORT			
11 June 1969	SIGNATURE OF EMPLOYEE /S/ BY SUPERVISOR				
2.	F THIS REPORT HAS NOT BEEN SHOWN TO EM	PLOYEE, GIVE EXPLANATION			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	THIS REPORT HAS NOT BEEN SHOWN TO BE				
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE			
	Ops Officer	/s/ Murat Natirboff			
5 June 1969	BY REVIEWING OFFICIAL				
3. COMMENTS OF REVIEWING OFFICIAL	BI KEVICATIO OTTICAL				
the performance of hi which he has created providing, hovever,	in this rating. I would have s cover responsibilities, that and expanded his cover. I wo in assessing his exploitation or treatment of this staff age the NGC Status Report, submitted.	t is to say in the manner in all have restricted myself to of that cover for operational ent's performance, suggest that ted 26 May 1969, via CFPA-30925.			
l		TYPED OR PRINTED NAME AND SIGNATURE			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	/s/ David kE. Murphy			
23 JUNE 1969	Chief of Station				
1 20 00M2 1000					

PERTIFICATION AND COMMENTS

(Then)	illed In) .						
		EMPLOYEE SERIAL NUMBER					
FITNESS REPORT	FILNESS REPURI						
SECTION A CONTINUE GE	NERAL						
1. NAME (M' MIN) (M' MIN)	Z. DATE OF BIRTH 3. SEX	4. GRADE 5. SD					
	20 Jan 1924 :	GS-15 D'					
6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNME	NT 8. CURRENT STATION					
Ops Officer	DDP/EUR/France	Paris :					
9. CHECK (X) TYPE OF APPOINTMENT	10. CHECK (X) TYPE OF REP						
CAREER RESERVE TEMPORARY	INITIAL	REASSIGNMENT SUPERVISO					
CAREER-PROVISIONAL (See Instructions - Section C)							
11. DATE REPORT DUE IN O.P. 12. REPORTING PERIOD (From- to-)							
	1 April 1967	- 31 1 1 100 195					
SECTION B PERFORMANC	E EVALUATION .	1					
W - Weak Performance ranges from wholly inadequate to a positive remedial action. The nature of the acti probation, to reassignment or to separation. D A - Adequate Performance meets all requirements, it is entire	on could range from counsellrescribe action taken or propos	g, to further training, to placing on ed in Section C.					
A - Adequate Performance meets all requirements. It is entir excellence.	ery satisfactory and is charac	refited neither by deficiency nor					
P - Proficient Performance is more than satisfactory. Desired		a proficient manner.					
S - Strong Performance is characterized by exceptional pro							
O - Outstanding Performance is so exceptional in relation to require others doing similar work as to warrant special		comparison to the performance of					
SPECIF	C DUTIES						
List up to six of the most important specific deties performed duri manner in which employee performs EACH specific dury. Consider with supervisory responsibilities MUST be rated on their ability to	ONLY affectiveness in perfo	rmance of that duty. All employees employees supervised).					
SPECIFIC DUTY NO. 1	,	RATING					
Establishes and maintains a leg	itimate S&T oubl	ishing					
representation for the purpose	,	RATING					
Develops cover protects to neet	SOLADY and third	LETTER					
operational interest in the S&T		ت ا					
-							
SPECIFIC DUTY NO. 3		RATING					
Responds to Station ad-hoc requ	irements on the 1	local internal					
target.		s					
SPECIFIC DUTY NO. 4	J2 111 14 4	RATING LETTER					
Develops potential agent prospe	cts in the S&T. co	oranity to					
the point where they can be rec							
candidates.		RATING					
SPECIFIC DUTY NO. 3		LETTER					
		•					
		•					
SPECIFIC DUTY NO. 6		RATING LETTER					
-600	. •						
	E IN CHROENT POSITION						
OVERALL PERFORMANCE	E IN CURRENT POSITION	RATING					
Take into account everything about the employee which influences formance of specific duties, productivity, conduct on job, cooperactular limitations or talents. Based on your knowledge of emplace the letter in the rating box corresponding to the statement wh	rativeness, pertinent persona Doyae's overall performance	nt position such as per- traits or habits, and during the rating period,					

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 plwork 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. Manner of performance of managerial or supervisory duties must be described, if applicable.

Since the last reporting period subjects a ciforts were directed by the Station toward the spetting, developing and assessing WCLADY SET agent candidates in terms of February and inclusion in the Station's SET spetting network.

Subject has done thorough and at times imaginative spade work in this field despite the fact that the mission was not as successful as anticipated. Recent progress however would indicate that the next reporting period would be more productive.

Subject continues to respond to ad-hoc specific assignments in an exemplary manner.

Because of the nature of his cover assignment Subject is not authorized to make recruitments.

Subject has a high degree of cost consciousness. He does not exercise any supervisory responsibilities under his cover assignment.

SECTION D	CERTIFICATION AND COM	MEU 13
1.	BY EMPLOYEE	
10	ERTIFY THAT I HAVE SEEN SECTIONS A, B,	AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
24 Oct. 1968	/s/	·
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
28 Oct. 1968	Ops Officer	/s/ Murat Natirboff
3.	BY REVIEWING OFFICIA	L
See attaches.		• • • • • • • • • • • • • • • • • • • •
-00 40000000		
	•	
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	Chief ofStation	/s/ David E. Murphy

ADDENDUM, Form 45 (Fitness Report), for period March 67-March 68.

Section D

As the individual being rated, I would like to add some remarks to those prepared by the rating officer.

The assignment I have includes managerial responsibilities which (a) are essential to the continued existence and security of the cover mechanism as a vehicle for operational exploitation, and (b) are not necessarily visible to those "on the inside."

In the case of (a), I must engage in a constant orchestration of the cover and the facilities it offers. This means maintaining a managerial equilibrium to insure that cover work will not become, of itself, so demanding that it negates the cover's utility to the CS. In effect, the top officers and middle managers of the cover corporation [who are not cleared and witting] have to be satisfied that their demands are met (or cannot be), or else manipulated in order to neutralize or reject their demands. After all, the cover position is to them a legitimate, normal, workaday post in their firm. What work is done at their bidding, it follows, must be accomplished according to the high standards of thoroughness and accuracy which they have set.

In the case of (b) -- which derives from (a) -- and can prove to be so demanding that the needs of the CS could no longer be served, the incumbent is required to manage a span of human contacts at several levels in order to preserve his cover position and enhance its value to the CS. This means planning, directing and managing the work of multinational, multicultural teams of technical correspondents, as well as meetings and negotiations to improve the [cover firm's] relations with similarly widespread individuals at the levels of editor-in-chief, publisher, corporate vice-president, president, and chairman of the board. These levels are scattered not only through industry, but have their analogs as well in government, higher education, and professional societies.

Having previously managed both a CS base and the principal deniedareas operating component of a major field Station, I can report quite honestly that my present managerial responsibilities exceed the former -- despite the apparent lack of "supervisory responsibilities" in my present position.

STCRET

3. It is difficult to place in the proper perspective the contribution of this senior staff agent to Paris Staffen operations. On the one hand, subject has established superb cover in the scientific and technical field which should have afforded him virtually unlimited access to persons of interest to us, both soviet and potential access agents. In evaluating the manner in which the employee set up and managed this cover, I would tend to agree with his comments to the fitness report on the managerial demands on him although these comments are somewhat overdrawn.

The principal difficulty has been the time it has taken to relate the cover potential to the specific operational requirements of the Station. We have not received from CASASIN as many leads and assessment reports to persons of operational interest in the SAT field as we think he could have produced. It may be that the earlier listing of the project (viewed as a regional undertaking) contributed to this.

Recently we have noted significant improvement in that we have received responses to requests we have made for assessment and development of potential access agents within a cover context. We hope, therefore, that this last year of CNSASIN's stay will be the most productive ever. It is unfortunate that the cover must end because of the cover company's decisions ever which we had no control.

/s/ David E. Kurphy

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GENERAL

2. DATE OF BIRTH 20 Jan 24

INITIAL

7. OFF/DIV/BR OF ASSIGNMENT

10. CHECK (X) TYPE OF REPORT

DDP/EUR/France

FITNESS REPORT

TEMPORARY

EMPLOYEE SERIAL NUMBER

006102

S. CURRENT STATION

Paris

REASSIGNMENT SUPERVISOR

. GRADE

CS-15

М

RESERVE CAREER-PROVISIONAL (See Instructions - Section C) REASSIGNMENT EMPLOYER XXX ANNUAL SPECIAL (Specify): SPECIAL (Specify): 2. REPORTING PERIOD (From- to-) 1. DATE REPORT DUE IN O.P. 1 April 1966 - 31 March 1967 SECTION B PERFORMANCE EVALUATION Performance ranges from whally inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C. W - Weak Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor A - Adequate P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner. Performance is characterized by exceptional proficiency. S - Strong O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of the work and in comparison to the performance of the work as to warrant special recognition. SPECIFIC DUTIES List up to six of the most important specific duties performed during the rasing period. Insert rating letter which bost describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised). Establishes and maintains a legitimate S&T publishing representation s for the purpose of developing natural access to Soviet S&T personnel. SPECIFIC DUTY NO. 2 RATING Develops cover pretexts to meet, assess, and recommend as agent s candidates WOLADY and Third Nationals in the HBFAIRY S&T community. SPECIFIC DUTY NO. 3 RATING Contacts and develops local Soviet Bloc personnel. s SPECIFIC DUTY NO. 4 RATING Develops cover pretexts to attend selected scientific conferences. S SPECIFIC DUTY NO. 8 RATING Responds to local Station adhoc operational requirements. S 31 AUG 1967 SPECIFIC DUTY NO. 6 RATING OVERALL PERFORMANCE IN CURRENT POSITION averything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance. S

45 OBSOLETE PREVIOUS EDITIONS.

PFICIAL POSITION TITLE

S. CHECK (X) TYPE OF APPOINTMENT

Ops Officer

CAREER

SECTION C

NARRATIVE COMMENTS

Indicate significant strongths or weatnesses demonstrated in current position beging in proper perspective their relationship to averall performance. State suggestions made for improvement of work performance. Give recommendations for training. Common on foreign language competence, it required for current position. Amplify or explain partings given in Section. By provide best basis for determining future personnel action. Manner of performance of managerial or supervisory diffes must be described, if applicable.

Subject continues to maintain a secure effective cover mechanism. In this reporting period the whole thrust and objectives of this cover facility have been changed from pursuit of targets designated by Headquarters at international conferences to pursuit of the local Soviet presence. This has caused a major readjustment and Subject is now beginning to produce the type of leads that help the Station achieve its local operational objectives.

Subject continues to show a well organized methodical approach to his cover and operational tasks.

Subject is cost conscience.

HQRS. NOTE: Subject has no supervisory responsibilit

Chief, E/F

/s/Murat Natirboff

SECTION D CERTIFICATION AND COMMENTS BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A. B. AND C OF THIS REPORT SIGNATURE OF EMPLOYEE BY SUPERVISOR Employee is on h/l. Report will be shown to him upon his return. OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE

9 August 1967 Ops Officer

BY REVIEWING OFFICIAL

OMMENTS OF REVIEWING OFFICIAL

I rarely see the written product of this employee's efforts and know little of his work except as I am informed of it by his supervisor in the Station. I have the impression, however, that the employee is responding to his supervisor's guidance and is not by any means simply driffting along paths indicated by his cover work, which can be a temptation when an employee has, as is true in this case, rather limited contact with his colleagues who work under official cover on the same target. I thus concur in the evaluation on the basis of limited knowledge.

TYPED OR PRINTED NAME AND SIGNATURE OFFICIAL TITLE OF REVIEWING OFFICIAL /s/Robert E. Owen August 1967 Ops Officer

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·		ITNESS REPORT			EMPL	OYEE SERIAL	NUMBER
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SECTION A	1,1,1112		HERA	Mark			
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	9 00			Jan. 1924 _ P)
6. OFFICIAL POSITION				P/WE/Frenci		Paris	N
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SPECIAL (Specif	y)1			BPECIAL (Specify);			
11. DATE REPORT DUE	IN O.P.	,	12. RE	PORTING PERIOD	(Frum- to-)		
				June 1965 -	3) March	1966	<u> </u>
SECTION B		PERFORMANC					
po s prol	itive remedial ac action, to reassig	from wholly inodequate to tion. The nature of the act nment or to separation. D If requirements. It is entir	on cou	d rang	tory. A rating	in this catego	ory requires
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P - Proficient Per	formance is more	than satisfactory. Desired	f result	are b			
5 - Strong Per	formance is chara	cterized by exceptional pr	oficiono	y.			
		ceptional in relation to rec work as to warrant special			in comparison	to the perfor	mance of
	you performs EAC	cifli M specific duty. Consider be rated on their ability to		ence		that duty. Al	scribes the I employees
SPECIFIC DUTY NO. 1							RATING
Establishe	s and maint	ains a legitimate	SAT F	ublishing re	presentati	on for th	16
purpose of deve	loping natu	ral access to Sovi	et St	T personnel	•		0
PECIFIC OUTY NO. 2							RATING
Pevelops of targeted Soviet	over pretex	ts to attend selected are expected	ted a	cientific co	n ferences	where	S
PECIFIC DUTY NO. 3							RATING
Contacts, conferences.	develops and	i assesses Soviet	S&T p	ersonalities	at intern	ational	s
PECIFIC DUTY NO. 4							RATING
Lantininat		dda maetam					LETTER
ment operations	against Sov	ide spotter, mana miet S&T personnel	ger a	іс кеў тэат п	nemoer in 1	recruit-	s
PECIFIC DUTY NO. 8							RATING
Spots, deve	elops and as	sesses Soviet, thi	ird na	tional and F	BPRIME age	ent	
			:			1250	S
PECIFIC DUTY NO. 6	•	•		3	1 5031	19 34	RATING
					115		
	٥v	ERALL PERFORMANCE	IN C	IRRENT POSITI	ON		'
		PICTOR I WILL GRANDE		TOTAL			RATING
ormance of specific'd articular limitations or	uttes, productivit talents. Based (mplayee which influences by, conduct on job, conser on your knowledge of amo anding to the statement wh	otivene	ss, pertinent pers overall performan	onal traits or h	rabit s, and rating period,	S

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ECTION 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. Giver scatificates for training. Comment on for the importance, if a suited for execution, Amplify or explain ratings given in Secretain to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Subject has done an outstanding job in creating a dypoly mechanism which enables direct access to an important target group. This job was performed wirtfully, securely, intelligently and imaginatively. Subject is an experienced, highly capable senior professional officer in every sense of the term. The is a thempoughly organized self-disciplined person who can operate effectively outside a normal station complex. He has the supple mind required to loarn highly technical cover tasks and perform these in a skilled manner. He organizes the performance of these cover duties in such a manner as to extract the most operational mileage. Subject has spotted, assessed, developed, and in special cases recruited. He is extremely articulate, and an excellent writer. Despite his deep cover status, he submits timely finished operational and information reports. His management, administration, and record keeping of both his cover and operational duties is excellent.

Although Subject has had long experience in supervisory capacities, his present singleton over status does not require supervisory outles.

SECTION D	CERTIFICATION AND COM	IENTS
1.	BY EMPLOYEE	
10	ERTIFY THAT I HAVE SEEN SECTIONS A. B. A	ND C OF THIS REPORT .
014 May 166	SIGNATURE	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER, MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYER, GIVE EXPLANATION
		^
DATE	OFFICIAL TITLE OF SUPERVISOR	T .
4 May 1966	Ops Officer	'/s/Murat Natirboff
3.	BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICIA	L ,	
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C / a Mallie*	Si william ?	•
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
4 May 1966	Ops Officer.	/s/Robert E. Owen

(Then)	Filled In) .					
		. ,	EMPLOYEE	SERIAL NU	MBER	
FITNESS REPORT			0061	02		
SECTION A PILLARDICAL PROPERTY GE	NERAL					
I. HAME (Mindle)	20 Jan. 1924	a. sex	4. GRADE	5. 50 D		
6. OFFICIAL POSITION TILE	DDP/WE/Fre		Paris	STATION	,	
Ops Officer	10. CHECK (X) TYP					
9. CHECK (X) TYPE OF APPOINTMENT CAREER RESERVE TEMPORARY	INITIAL		X REASS	IGHMENT \$	UPERVISOR	
CAMEER-PROVISIONAL (See Instructions . Section C)	X ANNUAL .		REASE	IGNMENT E	MPLOYEE	
SPECIAL (Specify):	SPECIAL (Sp					
11. DATE REPORT DUE IN O.P. 12. REPORTING PERIOD (From- to-) 1 April 1964 - 2 June 1965						
SECTION B PERFORMANCE	E EVALUATION					
W - Weak Performance ranges from wholly inadequate to positive ramedial action. The nature of the act probation, to reassignment or to separation.	slightly less than sa tion could range from Describe action taken	or proposed	in Section C	ining, to pi	acing on	
excellence.					,	
P. Proficient Performance is more than satisfactory. Desire S. Strong Performance is characterized by exceptional pr						
O Quistanding Performance is so exceptional in relation to re others doing similar work as to warrant special	guirements of the wo	k and in con	partson to th	a performa	nce of	
SPECIF	IC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Cansider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).						
specific pury No. ! Contact, cultivation and ass	essment of, a	nd collec	tion of	bio-	RATING	
rmannia and operational intelligence on Sovi	et scientific	and tach	mical ta	rgets, i		
and on other Soviets and other nationalities	to whom he h	as access	through	h1s	. 0	
cover.	- t-nt(n) onon	tional a	geats to	he	RATING	
SPECIFIC DUTY NO. 2 Spotting and assessment of pulsed against the targets specified under Spe	cific Duty No	, l.			LETTER	
					S	
stations concerned, whether of a KUTUBE, KUW	gnments as di	ected by nature.	Hqs and	field	RATING	
	,				, 0	
SPECIFIC OUTT, NO. 4 Preparation or acquisition of	cover firm w	itten ma	terial a	8	RATING LETTER	
operational information to increase his accembecific Duties Nos. 1 through 3.	ess and flexib	lity in	furthera	nce of	0	
SPECIFIC DUTY NO. 3 Planning, directing and mana	ging overseas	bureau o	f cover	firm,	RATING	
ith emphasis on exploitation of the cover t	o meet operat	Onar red	all eller c	~ !	0	
	-	T20g_	FD DN			
SPECIFIC DUTY NO. 6		J 01	-4b	1055	RATING LETTER	
•		Broi	- C- 7/	الر		
OVERALL PERFORMANC	E IN CURRENT P	OSIT:ON	8			
Take into account everything about the employee which influence:	his effectiveness in	his current	position suci	as per-	RATING LETTER	
Take into account everything about the employed which introduction formance of specific duties, productivity, conduct on job, coop- particular limitations of talents. Based on your knowledge of em place the latter in the dating box corresponding to the statement w	eronveness, pernner	formance du	ring the ratio	period.	0 *	

•	(When Filled In)	OFFICE OF OF
	NAPPATIVE COMMENTS	office of Personne:
overall performance. Sides suggested to a foreign language competence, if rebasis for determining future personnel explicable. During the report solidification of his cover cover to a point where he anyone with his past organ country authorities he appoint of view of his targuard of the cover to a point ty for skubark an asset who has no capability for exploiting. As has been stated in pto approach operational tefforts, in which he has enhance the foundations of the cover company, but to may be applied directly tactivity in his country of other countries, usually tion he has contributed guse of Hqs components in gets. It would be difficult to the contributed and mental capacity and mental capacity.	nesses demonstrated in current position keep is mode for improvement of work performance, quired for current position. Amplify or explaiting period this employee as a er and the expansion of his operpresents as deeply buried a nizational background. From the pears to be completely legitimets, he also apparently has be crutiny, for what he claims to ot only solid status and access his cover for specific and agast fitness reports, his preseargets through the vehicle of devoted a tremendous amount of the cover, which requires a devise and exploit ways and more operational tasks and progressing assignment, he has also been involving direct contact with reatly to the acquisition of their overall approach to Sovito fault this employee with rest	ing in proper perspective their relationship to Give the commendations for training. Comment in rational with the fection it to provide best ler supervisory duli 50 plits the received, if staff agent has continued the erational activity within his staff difficiences can be found in e point of view of the host ate. From the more important en accepted, and not through a be. He thus represents for a cover, but also the demonstrate gressive operational undertakings in capability directly and openly his cover is the result of his own work not only to establish and considerable amount of work for means by which the cover activity was. In addition to operational used in Hqs-directed activity in target individuals, and in additional information for the let scientific and technical tarspect to energy, professional is operational environment and
objectives. He shows cons	Iderante reserve	(continued)
SECTION D	CERTIFICATION AND COMMEN	
1.	TIFY THAT I HAVE SEEN SECTIONS A, B, AND	C OF THIS REPORT
DATE	SIGNATURE OF ENTLOYED	!
	/s/	
2.	BY SUPERVISOR IF THIS REPORT HAS NOT BEEN SHOWN TO EM	PLOYEE, GIVE EXPLANATION
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	A THIS MCLOW! HIS NO. BEEN STORY	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
1005	Ops Officer	/s/ James M. Flint
	BY REVIEWING OFFICIAL	
3. COMMENTS OF REVIEWING OFFICIAL		the second secon
on this Fitness Repo wishing to detract if	ewing Officer in the field has ort, I would like to make a cor from anything the Supervisor ha liged to note that the ratings iven, for example, to any Branch istent with the grading patter	as said about Subject's per- given him in this report are h Chief in this Division, and, n of the Division as a whole. Reviewing Office
2 June 1965 Chie	ef, External Operations Se	ection /s/ Robert E. Owen
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	Churchen-
1	DC/WE	Edward Ryan

24 June 65

SECTION C continued

approaches to operational problems and personalities, and expends considerable effort in maintaining a level of specialized knowledge sufficient to backstop his cover and to ensure the maximum exploitation of his contacts with target organizations and individuals. His command of spoken, written, and technical French is

excellent.

From the point of view of supervision, this employee in his present position requires guidance only insofar as to identify specific targets and for him to protect number of in situations where he does not have, by virtue of his not having access to official files, specialized information. Otherwise, he requires no supervision other than the periodic provision of policy and operational directives.

other than the periodic provision of portey and operations in his preparation of This employee has always been conscious and punctillious in his preparation of operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports and administrative reports.

Other than the funds for operational activities, this employee currently has no responsibility for the programming and use of personnel, space, equipment, and funds.

With respect to dedication to his job, this employee has practically speaking single-handedly built his present cover/operational position despite a number of negative factors inherent to his situation such as relative isolation, meager opportunity for contact with his professional group, and expensive area of assignment, tunity for contact with his professional group, and expensive area of assignment, and an exposed cover situation where the necessity for living cover is compounded and an exposed cover situation where the necessity for living cover. His dedication by the necessity of avoiding mistakes which might jccpardize cover. His dedication by the necessity of avoiding mistakes which might jccpardize cover. His dedication to and enthusiasm for accepting the challenge of this assignment, and his willingness to continue on in it, deserve particular mention, particularly since he would perhaps justifiably feel that his present assignment may leave him outside the main-stream of competitive organization progression.

stream of competitive organization progression.

This employee's health and family situations leave nothing to be desired, as his proven mobility in the execution of operational assignments attests.

proven mobility in the execution of operational assignments accessed.

It should further be noted that with respect to the problem endemic to deep-cover assignments of allocation of time between cover work and operational activity, this assignments of allocation of time between cover work and operational activity, this employee comes very close to the happy norm of making cover work complement operational work, and making operational work contribute where possible to the enhance-

ment of cover.

While this employee's assignment to date has essentially been a one-man show, it is recommended that serious consideration be given to expanding the operational complex which he has created in order to capitalize on his experience, the work he has put in to date, and his own management capabilities.

^{*(}Section B) - No special recognition of Subject's "Outstanding" overall performance is being requested at this time.

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6. OFFICIAL POS	ITION TITLE		1	DDP/AE/France Paris				
	Ops. Officer			HECK (X) TYPE		*		
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11. DATE REPORT DUE IN O.P.			1	1 April 1962 - 51 March 1964				
SECTION B		PERFO	DUANCE EV	AL HATION				
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monner in which with supervisory	the most important spendlayee performs Ex	T be rated on their	obility to supe	vise (indicate	number of c	mproye.	· ·	RATING
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								RATING
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in the same category.					RATING			
SPECIFIC DUTY	HO. \$						ted emonat	LETTER
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				nalities	of inter	203 1	EB-9Nn's	RATING
Developm internal	ent and assess . (domestic) pr	ograms.				_0	E-4112	RATING
					ر	3.	1-ne 64	LETTER
SPECIFIC DUTY	NO. 5 and directing	cover compan	y's foreig	n bureau	and its	asset	s to Tuev	ļ
managing strength	and directing nen own cover a	nd diversify	access for	KUTUKE,	KUWOLF a	na vo		0
nnnees	1. '							LETTE
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7		OVERALL PERF	ORMANCE I	CURKENI	LOSITION			RATING
particular limit	unt overything about to pecific duties, product atlants or talents. Barring box cor	the employee which ctivity, conduct on sed on your knowle responding to the st	Influences his job, cooperati dge of employ tatement which	effectiveness veness, pertin ee's overall p most accurate	in his curre ent persona performance ily reflects i	nt posit I traits during his level	ion such as per- or habits, and the rating period af performance.	
2 6 JUN 198	54 · T	·			GROUP 1	}	<u> </u>	
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SECTION C NARRATIVE COMMENTS

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This employee combines the relatively rare combination of a senior and broadly experienced intelligence officer under working cover providing both long-term status in his country of residence (and in Europe in general) and aggess for a variety of operational functions, including spotting, assessing, contact with Soviet bloc nationals of specific interest, investigative measures, assessment in depth of ostensibly cover-company hired persons, and attendance at a broad range of national and international specialized meetings. Development of the capability operationally to exploit his cover has been the achievement of the employee himself. In so doing he has at the same time achieved genuine acceptance by his cover company associates (most of whom are unwitting) and his colleagues in his cover profession and related professions.

In undertaking operational tasks this employee has consistently shown initiative imagination, security consciousness, and application of both operational and substantive background to the problem at hand. He has put a conscious effort into improving his already excellent command of the French language, and his grasp of a variety of specialized scientific and technical fields has been achieved basically as a result of his own efforts.

His management of operational reporting, finances, and the administrative problems connected with his cover status has been exemplary.

It should be noted that during the reporting period, this employee has not had the benefit at all times of specific pinpointed operational direction. As of the end of the reporting period, Headquarters assumed control of his activities against

SECTION D	CERTIFICATION AND COMMEN	NTS specific Soviet targets on a
1.	BY EMPLOYEE	Europe-wide basis.
. I CER	TIFY THAT I HAVE SEEN SECTIONS A, B, AND	C OF THIS REPORT
DATE	IGNATURE OF EMPLOYEE	
25 May 196h	/s/ *	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	THIS REPORT HAS NOT BEEN SHOWN TO EM	PLOYEE, GIVE EXPLANATION
	•	
Eighteen		
DATE	FFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
25 May 1964	Ops. Officer	/s/ James Flint
3.	BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICIAL		
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DATE	FFICIAL TITLE OF REVIEWING OFFICIAL	YPED OR PRINTED NAME AND SIGNATURE
25 May 1964	Cos. Officer	/s/ Rojert E. Owen

BECTION A 1. NAME 1				
CENERAL I. NAME (Lat) (First) (Middle) 2. DATE OF BIRTH 3. SEX 4. GRADE 9. SD D 7. OFF/DIV/BR OF ASSIGNMENT STATION DDP/SR PATS CAREER RESERVE TEMPORARY CAREER-PROVISIONAL (See Instructions - Section C) X ANNUAL REASSIGNMENT EMPLOYEE				
ECTION A 1. NAME (Last) (First) (Midding) 2. DATE OF BIRTH 2. DATE OF BIRTH 2. DATE OF BIRTH 3. SEX 4. GRADE 5. SD 4. GRADE 5. SD 6. OFFICIAL POSITION TITLE OPP/DIV/BR OF ASSIGNMENT DDP/SR PATS 10. CHECK (X) TYPE OF REPORT CAREER RESERVE TEMPORARY CAREER-PROVISIONAL (See Instructions - Section C) X ANNUAL REASSIGNMENT EMPLOYEE				
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CAREER-PROVISIONAL (See Instructions - Section C)				
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SPECIAL (Specify)				
12. REPORTING PERIOD (From 10-)				
3) May 1063 10 September 1902 - 71 Fixed 1707				
PERFORMANCE EVALUATION				
W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive ramedial action. The nature of the action could range from counselling, to placing on positive ramedial action. The nature of the action taken or proposed in Section C.				
A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence. P - Proficient Parformance is more than satisfactory. Desired results are being produced in a proficient manner.				
P - Proficient Performance is more than satisfactory. Desired results are being processed and proficiency.				
S - Strong Performance is characterized by exceptional proficiency. O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of				
others doing similar work as to warrant special recognitions				
SPECIFIC DUTIES				
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number at employees supervised).				
SPECIFIC DUTY NO. 1				
Establishment and maintenance of cover as a genuine working member of				
his profession.				
SPECIFIC DUTY NO. 2				
Spotting and assessing persons of operational interest to Paris Station and to other stations.				
RATING				
Investigating of organizations and phenomena of operational interest				
to the Station.				
SPECIFIC DUTY NO. 4				
Collection of positive and operational information using his cover for				
entree. RATING				
SPECIFIC DUTY NO. 5				
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POSTED ON BATING				
SPECIFIC DUTY NO. 6				
16 July 63				
OVERALL PERFORMANCE IN CURRENT POSITION RATING				
the standard of the standard in his current position such as party				
Take into account everything about the employee which influences his effectiveness, pertinent personal traits or habits, and formance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's averall performance during the rating particular limitations or talents. Based on your knowledge of employee's averall performance during the rating box corresponding to the statement which most accurately reflects his level of performance.				

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	hanne demonstrated in cuttent position kee	ping in proper perspective their relationship to
icate significant strengths or we	ons made for improvement of work performance	iping in proper perspective their relationship in e. Give recommendations for training. Commen ain ratings given in Section B to provide best all returns during must be described. If
rall performance. State suggesti	ons made for improvement of work performance required for current position. Amplify or expla- ted action. Manner of performance of manageria	ain ratings given in section B to provide best
foreign language competence, if i	required for current position. Amplify or explained action. Manner of performance of manageria	of or anheterseah misses most on nest thank it
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CTION D	CERTIFICATION AND COMME	113
CTION D	RY FMPLOYEE	
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	SIGNATURE OF EMPLOYEE	
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15 May 1963		
	BY SUPERVISOR	
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- -		/a / Tames 2714m4
مفيد ينسم	Ops Officer	/s/ James Flint
15 May 1963	Obs Officer	<u> </u>
	BY REVIEWING OFFICIAL	
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TE	OPS Officer	/s/ Edward Ryan
20 May 1963		

Richardin Je ques

SECTION C

NAHRATIVE COMMENTS

The assignment of this employee to the field under non-official cover was designed to compensate for the loss of an employee in an official cover slot which was cut from the Station's ODACID allotment of personnel positions.

During the reporting period this employee has accomplished with success the convincing establishment of his cover in a complex milieu, and has been accepted as legitimate by his professional colleagues, the persons whom he meets under cover, and the French authorities. It should be noted that his ability to assume his cover has been largely the result of his own efforts over a period of years to acquire and maintain a familiarity with the general scientific field.

During the reporting period he has developed a wide circle of contacts in the scientific and journalistic fields and applies a long background in a variety of assignments in KUDOVE to the determination and assessment of operational potential among these contacts. At the same time his cover organization, in which only four persons are witting of his actual status, has shown itself to be more than satisfied with his performance of his cover duties.

This employee requires a minimum of detailed operational supervision; it is necessary in specific cases only to indicate the operational or informational objectives.

Prom the point of view of administrative support, his attention to detail and meticulousness reduce the problems of his support by the Station to a minimum.

This employee uses the French language continuously, and his facility is such as to permit him to handle himself excellently in a broad range of complex technical subjects. He has in addition undertaken specialized French language training to develop this capability further. His operational reporting is excellent both with regard to clarity and pertinence.

In the immediate future he will be assigned case work, for the most part in fields where it will complement, and be complemented by, his independent operational activities and cover work.

6 August 1962

Memorandum in Lieu of Fitness Report Recliailers, beque

My last statements concerning the performance of should be extended to cover the remainder of his service as Chief of SR/6. He departed headquarters for a field assignment 31 July 1962.

Chief of Operations and Plans SR Division

HOWARD J. OSBORN Chief, SR Division

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SEC	TION C													
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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB	
Stress strengths and weaknesses demonstrated in current position. Indicate suggesti	ons feeds to employed for improvement of his
work. Give recommendations for his training. Describe, it appropriate, his potential	for devolopment and for assuming greater te-
sponsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C,	and D to provide the best basis for determining
future personnel octions.	JO AH ICI
1, 2	·4/ A/

Mr. as a good knowledge of Soviet matters and Etherally is very well informed. He continually demonstrates much initiative and a high degree of productivity. He is stimulating to his associates, businesslike and delegates work easily. He appears very self-confident and he is dynamic.

Mr. supervises a very large and key branch engaged in a wide variety of activities, a difficult job which he does well.

SECTION F	CERTIFICATION AND	COMMENTS
1.	BY EMPLOYEE	
10	ertify that I have seen Sections A, B	C, D and E of this Report.
DATE	SIGNATURE OF EMPLOYEE	E/
9 November 1961		
2.	BY SUPERVISO	R
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOW	N TO EMPLOYEE, GIVE EXPLANATION
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	IF REPERT IS NOT BEING MADE AT TH	S TIME, GIVE REASON.
EMPLOYEE UNDER MY SUPE	RVISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS
OTHER (Specify):		
9 November 1961	SR/Chief of Plans and Ope	erations CURNITED NAME AND SIGNATURE
3.	BY REVIEWING OFF	ICIAL
X I WOULD HAVE GIVEN THIS	EMPLOYEE ABOUT THE SAME EVALUATIO	N.
I WOULD HAVE GIVEN THIS	EMPLOYEE A HIGHER EVALUATION.	<u> </u>
I WOULD HAVE GIVEN THIS	EMPLOYEE A LOWER EVALUATION.	
I CANNOT JUDGE THESE EV	ALUATIONS. I AM NOT SUFFICIENTLY FA	MILIAR WITH THE EMPLOYEE'S PERFORMANCE.
COMMENTS OF REVIEWING OFFICE	AL	
DATE	OFFICIAL TITLE OF REVIEWING OFFIC	IAL TYPED OF PRINTED JAME AND SIGNATURE
21 \ 00\	Chief, SR Division	JOHN M. MAURY

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(When Filled in)	EMPLOYEE SERIAL NUMBER								
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. CAREER STAPP STATUS	TYPE OF REPORT								
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SECTION B EVALUATION OF PERFORMANCE OF SP	ECIFIC DUTIES								
SECTION 6	ied. Insert rating number which best describes the								
EVALUATION OF TEXT STATES THE PROPERTY OF TEXT STATES THE	eness in performance of that duff. All the properties of employees supervised).								
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mage ting, am operating and	RATING								
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SPECIFIC DUTY NO. 3									
Representing the station at varied									
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SECTION C EVALUATION OF OVERALL PERFORMANCE IN	CURRENT POSITION								
Take into account everything about the employee which influences his effectivene duries, productivity, conduct on job, cooperativeness, pertinent personal traits of duries, productivity, conduct on job, cooperativeness, pertinent personal traits	ss in his current position - performance at specific habits, particular limitations or talents. Based on the rating number in the box corresponding to the								
your knowledge of employee's overall performance of performance.									
and falle to meet convicement	RATING								
Performance in many important respects fails to meet requirement Performance meets most requirements but is deficient in one or m	· · · · · · · · · · · · · · · · · · ·								
3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements.	5								
Conference in every important respect to superior.	L								
6 - Performance in every respect is outstanding.									
SECTION D DESCRIPTION OF THE EMPLO	YEE								
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FORM 45 OBSOLETE PREVIOUS EDITIONS.

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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Five recommendations for his training. Describe, it appropriate, his sufferent for depending and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

In most respects, this officer is one of the heat I have known in this agency. He has a broad and deep knowledge of his target area, as well as 88 his "host" country; an excellent and proven degree of operational "know-how"; the ability to write and speak lucidly and effectively and with apparent ease; and a very high degree of motivation and devotion to duty. He can be expected to could have his dynamic and imaginative pursuit of a most difficult target. It is my opinion that this officer has great potential and is ready for increased responsibilities which would involve the promotion for which he has been recommended. As for training, a good managerial course might help to bring into even sharper focus his many talents.

This report has been prepared in accordance with F E Division standards which recognize the principle of rating the individual against the group. Thus an 'average' rating reflects an entirely satisfactory performance.

SEC	TION F	CERTIFICATION AND COM	MEN 13
1.		BY EMPLOYEE	2 I C / d' : Dane
	i cor	tify that I have seen Sections A, B, C,	D and E of this Report.
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2,		BY SUPERVISOR	
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FORM 45 OBSOLETE PREVIOUS EDITIONS.

SEE SECTION 'E' ON REVERSE SIDE
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OFFICIAL TITLE OF REVIEWING OFFICIAL C/Tokto Station

27 April 1959

John E. Baker signed on transmittal

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SEC	TION	С.					HCE EVALUATION			
1.	RATING	ON GENERAL PER	FOR	ANCE OF DUTIES		d ellect	ivegess with which th	e in	dividual b	eing rated has performed similar level of respon-
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Performance

	(mnen r	11104 10)								
2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES										
ntuntions: a. State in the spaces below up to six of the more important SPECIFIC duties perfeliced doring this rating period. Place the most important first. In not include minor or unimportant duties. b. Rate performance on each specific duty considering UNLY effectiveness in performance of this specific duty. c. For supervisors, ability to supervise will always be rated as a specific duty do not rate as supervisors those who supervise a secretary only). d. Compare in your mind, when possible, the individual being rated with the performance of this specific duty. e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties. f. Be specific. Framples of the kind of duties that might be rated are: ORAL BRIEFING ORAL										
CONDUCTING SDMINARS BRITING TECHNICAL REPORTS CONDUCTING BXTERNAL LIAISON IYPING TAKING DICTATION SUPERVISING 8. For some jobs, duties may be broken down ever and phone operation, in the case of a radio of	ANALYZE WANAGES OPERATE COORDIN WRITES PREPARE D furthe	S INDUSTRIAL REPORTS TRANSL FILES DEBRIE S RADIO ATES WITH OTHER OPPICES DRIVES RECULATIONS DRIVES S CORRESPONDENCE EVALUA T if supervisor considers it edvis	TRUCK INS AIR CONDITION TES SIGNIFICANCE able, e.g., combi	OF DATA ned kry						
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liaison with local security services.	6		y and the Mark Co.	** *						
SPECIFIC DUTY NO. 3		SPECIFIC DUTY NO. 4		RATING NUMBER						
Develops and handles agents	NUMBER									
3. MARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMA	NCE									
Subject is an exceedingly well-equipped operations officer. He is nature, intelligent, has a thorough background in operations in his area and the ability to grow in his job. His operational planning and execution is usually impeccable. He has the loyalty of his subordinates and the respect of his equals and supervisors. He is particularly effective in dealing in the liaison field where his good sense and disinterest in "fighting the problem" produces a maximum of cooperation and good will. If he has any minor fault as a supervisor, it is not in impatience with his subordinates, as reflected in previous evaluations, but in an occasional unwillingness to say no to them.										
		T JOB IN ORGANIZATION	to conduct in th							
PRECTIONS: Take into account here everything you know about the individualproductivity, conduct in the job, pertinent personal characteristics or habits, special defects or telentssons how he fits in with your team. Compose him with others doing similar work of about the same level. 1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED 2 - OF DOUBTFUL SUITABLEITY WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW WOD 3 - A BARELY ACCEPTABLE EMPLOYEE BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY GUTSTANDING TO WAR-RANT HIS SEPARATION 4 - OF THE SAME SUITABLEITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION 5 - A FINE EMPLOYEE - HAS SOME GUTSTANDING STRENGTHS 6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION 7 - EXCÉLLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION										
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To monthly to the PERSONNE

4. COMMENTS CONCEDURG POTENTIAL

His potential for advancement is excellent. He has the right blend of operational know-how and supervisory talent to undertake positively of wider score than he new holds. Although his advancement has been reid for his a cityled influrity, poise and corror sense almost completely eliminate are as a factor in his potential WALL FROM for a more senior job.

SECTION W.

FUTURE PLANS

1. TRAINING OF STHEE DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Subject deserves at sometime within the next year or two the opportunity to broaden his experience either by corrand of a small station or advancement to a more responsible job in a large one.

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

None

DESCRIPTION OF INDIVIOUAL

DIRECTIONS: This section is provided so an ild to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report. ICH DEST TELLS NOW MUCH THE STATEMENT SPOTING TO THE DESCRIPTION APPLIES TO THE HAVE NOT GASTRYED THIS: NENCE CAM GIVE NO OPINION AS TO HOS THE DESCRIPTION APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE

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TERECORNE ALL		TARLE OCCASION	IALLY OFUEN A		ME OFFEN FAILS TO
SERT 4 - PERFORMS DUTIES	I IN A COMPETENT, EI Wice: Carries out w	FECTIVE VANNE	ONSIBILITIES EXCEPTION	CF WEAKNESS.	· · · · · · · · · · · · · · · · · · ·
MBER 6 - PERFORMS HIS DU	TIES IN SUCH AN OUT	STANDING MALL	R THAT HE IS EQUALLED	ALLY WELL.	- 1
			THE IS EQUALLED	FE OTHER	PERSONS KNOWN TO
ENTS:			, ?	241.	1

FORM NO. 45 (Part 1) REPLACES PRESIDES ESTITIONS SECRET

Performance

(4)

	(then f	F111##-1#)	
2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES			
DIRECTIONS:	100	ortant SPECIFIC duties performed SUSANNOL rating	- nerioi
Flace the most important first. Do not incl	lude mino	or or unimportant duties.	
b. Nate performance on each specific duty consi	idering (ONLY effectiveness in performance of this specific	duty.
c. For supervisors, ability to supervise will a who supervise a secretary only).	ilways or	rated as a specific his great por rate	få tnu-
d. Compare in your mind, when possible, the	individ	dual being rated with others performing 57 he same d	luty at
similar level of responsibility. c. Two individuals with the same job title of	new be r	performing different duties. If so, rate them on d	ifferer
duties.	-		111000
f. Be specific. Framples of the kind of duties ORAL BRIEFING			•
ORAL BRIEFING GIVING LECTURES ~	DEVELOR	PREPARES SUMMARIES	•
CONDUCTING SEMINARS	AVALYZE	ES INDUSTRIAL REPORTS TRANSLATES GERMAN	
WRITING TECHNICAL REPORTS CONDUCTING EXTERNAL LIAISON	WANAGES	S FILES DERRIEFING SOURCES ES RADIO KEEPS BOOKS	
TYPING		VATES WITH OTHER OFFICES DRIVES TRUCK	
TAKING DICTATION	WRITES	REGULATIONS . MAINTAIN'S AIR CONDITION	
SUPERVISING g. For some jobs, duties may be broken down ever		ES CORRESPONDENCE EVALUATES SIGNIFICANCE et il supervisor considers it advisable, c.g., combi	
and phone operation, in the case of a radio			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
1 - INCOMPETENT IN THE PERFORMANCE	>* THIS	DUTY 6 - PERFORMS THIS DUTY IN AN OUTSTANDING	* MANNE!
2 - BARELY ADEQUATE IN THE PERFORM			
DESCRIPTIVE DUTY		L4R J08\$	
RATING 3 - PERFORMS THIS DUTY ACCEPTABLY NUMBER 4 - PERFORMS THIS DUTY IN A COMPETE	FMT MANN	7 - EXCELS ANYONE I KNOW IN THE PERFORM IER THIS OUTY	IANCE OF
5 - PERFORMS THIS DUTY IN SUCH A	FINE M	ANNER	
THAT HE IS A DISTINCT ASSET ON	HIS JOB	,	
SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING
Deputy to Branch Chief	5.	Supervising	4
SPECIFIC OUTY NO. 2		SPECIFIC DUTY NO. 5	RATING
	NUMBER		
Conducts Foreign Liaison	6	and handles administrative routine	5
SPECIFIC OUTY NO. 3		SPECIFIC SUTY NO. 6	RATING
Prepares and Manages Projects	NUMBER	Developes and handles Agents	NUMBER
3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMA	4	navarobas aur nameros vieres	5
		y those which affect development on present job.	
Subject has excellent natural equi	pment	for employment in this organization in	£.
terms of his intelligence and natu	ıral ar	pptitudes. Additionally, he brings a	
great deal of area knowledge and l	languag	ge ability to his present assignment.	
the neriod covered by this	repor	t he has displayed great industry and	
devotion to duty in a variety of c	of roung	stances and achieved notable results	
in made of the and the the american	-F hot	th short and long-term assets for his	
In production and in the treatment	01 W		
unit. Un the debit side I would a	ay um	at he is somewhat too businesslike in	
many personal situations to the po	int or	f being almost humourless. This, however	er,
is a quality which he does not per	mit to	intrude upon the necessities of his	
operational work although it often	ı shows	in office relationships.	
		T JOB IN ORGANIZATION	
		about the individualproductivity, conduct in th	
pertinent personal characteristics or habits, speci pare him with others doing similar work of about th		ters or telentsand how he fits in with your team level.	i. Com-
1 . DEFINITELY UNSUITABLE - HE SHOULD BE	E SEPARAT	TED	
		CEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW E BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING T	wan.
7 RANT HIS SEPARATION			0
4 - OF THE SAME SUITABILITY AS MOST PEOP			
PATING 5 - A FINE EMPLOYEE - HAS SOME OUTSTAND!			
7 - EXCELLED BY ONLY A FEW IN SULTABILIT			•. 1
S THIS INDIVIDUAL BETTER SUITED FOR BORK IN SOME O			F YES.
XPLAIN FULLY:			
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			(then fil	(ed In)	44			
					ìAL			
FITNESS REPORT (Part II) POTENTIAL								
	INSTRUCTIONS OR THE AIMINISTRATIVE OFFICER: Consult current instructions for completing this report.							
FOR THE AIMIN	ISTRATIVE O	FICER: Consult curren	t instructi	ons for completeling	and to #PP	ropriate career	manage-	
• • • • • • • • • • • • • • • • • • • •		is a privileged	Communicat	in to your being the	ited. It is	NOT to be shown	port is	
ment and bei	BOTTO STATE	lad that you rea	d the ture.	The state of the s	FAST VU DATE		MUST be I	
rated employe	ed only ait	er the employee, has bee	n under you	the INITIAL REPORT	n the employ	s of Section "E"	be low	
hold and come	lete siter	er the employee has bee the 90 days has eleased to the Cr no later than	30 days af	ter the due date indica	ited In Item			
completed and	10111111		GEN	RAL	3. SEX	4. SERVICE DESI	GNATION	
SECTION E.	(Lest)	(First) (A19410)	20 June 1924	M	DI		
RTCH	ARDSON	Jacques		POSITION	TITLE		'	
S. OFFICE DIV	ISTON BRANC	H'OF ASSIGNMENT		Amon Oneretion	s Officer			
20,00	o Station	RED. CCD	. PERIOD C	THE PLEASE	(Inclusive d			
7. GRADE 6	DATE REPOR	T DUE IN OF	. 1 Cate	er 1556 to 30 BE	,00			
GS-14		T I INTIAL	*****		1	(Specify)		
IO. TYPE OF	n 2 }	X ANNUAL		************	<u> </u>			
CECTION E				ICATION TO THE TOP I	HE INDIVIDUA	L BEING RATED		
SECTION F.	ATER: 1 CE	STIFF THAT THES REPORT	REPRESENTS	ATURE OF SUPERISON C	SUPERVISOR	S OFFICIAL TITLE	i	
A. THIS DATE		B. TYPED OR PHINTED NA	Lloyd G	ORCH Kurdy	COS, Tok	yo		
23 001	57	<i>p</i>	MOJE BER	AT AND NOTED ANY STEEL	REACT OF OPI	NIUS IN ATTACHED	OFFICIAL	
2. FOR THE R	EVIEWING OF	FICIAL: I HAVE REVIEWS B. TYPED OR PRINTED NA OFFICIAL	WE SIGN	ATURE OF REVIEWING C.	OFFICIAL TO	Branch Japar	1 Station	
A. THIS DATE		OFFICIAL	Edwar	1 Marileur	Chief 30V	Diana.		
16 Oct								
SECTION G.	- TO ASSUME	GREATER RESPONSIBILITIES to there of his grade as the in terms of the ki	s	the c	mployee's po	tential to assum	greater	
DEPETTIONS:	Considerin	GREATER RESPONSIBILITIEs others of his grade as ak in terms of the ki	nd type of	essignment, recountered	ot the vari	ous levels to he		
responsition				DEDECUMANCE CAN B	E EXPECTED			
work.	1 - ALREADY	ABOVE THE LEVEL AT WHIT	AT WHICH SA	TISFACTORY PERFORMANCE	O ASSUME GRE	ATER RESPONSIBIL	ITIES	
11 -1	3 . WATING	MOSKESS. DO IN ASSUMING	GREATER RE	SPONSIBILITIES	FURTHER TRA	INING	- 1	
7	4 . READY F	PROGRESS, BUT NEEDS MON OR TRAINING IN ASSUMING OBABLY ADJUST GUICKLY T ASSUMING MORE RESPONSI	O WORE RESP BILLTIES TH	AN EXPECTED AT HIS PRE	SENT LEVEL	ARLY ASSUMPTION	OF HIGHER	
RATING	& . ALREADY	TINAL PERSON WHO IS	ONE OF THE	FEW WHO SHOULD BE CON-				
HUMBE"	LEVEL *	23						
2. SUPERVIS	CRY POTENTI	at his question: Has thi below your opinion or		he ability to be a su	pervisor?	Yes No	If your	
DIRECTIONS	Answer t	his question: Has this below your opinion or dicate your opinion by nion in the appropriate	guess of th	te level of supervisor	y ability the	below which come	note your	
SHITARLE T	ES, Indicate	below your opinion or dicate your opinion by nion in the appropriate column. If based on o	column. I	your rating is based	on observing	the "potential"	olumn.	
to express	he "ectuel	column. If based on c	pinion or		*. **			
rating in	2 . 84	E NO OPINION ON HIS SUF	ERVISORY P	OTENTIAL IN THIS SITUA OPERVISOR IN THIS KIND	OF SITUATIO	N	1	
DESCRIPT	IVE . BEI	E NO OPINION ON HIS SUP LEVE INDIVIDUAL WOULD ! LEVE INDIVIDUAL WOULD !	SE AN AVERA	GE SUPERVISOR IN THIS ST	KIND OF SITU. TUATION:			
NUMBER	2 - BEI	TERE INDIAIDANT MORED I	E A STRONG	DESCRIPTIVE SITUATE	ON		10001 0000	
ACTUAL	POTENTIAL	s tach. Doing int are ciplists of Astions yi	12 123 (15	uck drivers, atenograp	herm, techni	cians or profess	First line	
		cialists of various hi	nds) extes	CONTACT BITH IMMEDIAT				
2		supervisor)		THE BESTE JOB (Second	line superv	1 SOUNTE		
		4 STOUP OF SUPERVISORS		THE BESTE JOS CO.				
3			* *2* *4.40	ethvisons, suice is at	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	11217		
	3	Was adrica (Executive	1					
			piere sudo	INTEREST IN NOT PREQUE	1 94 11	1	1	
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	1.		# * 1 C * . * C .	HITAES AND DISEASE AN	ATMEED CAREL			
3						•		
			BATES INCL	DE MINBLES OF THE OFF				
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		atete (Specify)				untial	(4)	

FORM NO. 45 (Part II) OF FORMS 45 AND 454 WHICH ARE DESCRETE.

THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER TOOK TO ENGISPERSUNNEE

COMMENTS CONCERNING POTENTIAL

Subject is well suited for this business and the business that him sole should progress steadily to positions of great responsibility.

MAIL ROOM

SECTION H.

FUTURE PLANS

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Normal refresher a/o preparatory training as required.

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

No limiting factors or personal circumstances known to the rater

SECTION 1.

DESCRIPTION OF INDIVIDUAL

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

- HAVE NOT OBSERVED THIS: HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
- I APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
 2 APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
 3 APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
 4 APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
 5 APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

 - - Section!

CATEGORY	STATEMENT	CATEGORY	. STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE AMOTHER'S	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IN EFFECTIVE IN DISCUS- SIONS WITH ASSOCIATES
4	2. CAN MARE DECISIONS ON HIS OPN WHEN NEED ARISES	4	12. SHOWS ORIGINALITY	3	22. IMPLEMENTS DECISIONS RE- GARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	4	13. ACCEPTS RESPONSIBILLY	3	23. It THOUGHTFUL OF OTHERS
5	4. IS AMALYTIC IN HIS THINK- ING.	3	14. ADMITS HIS CANDES	. 4	24. WORKS WELL UNDER PRESSURE
5	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. AESPONDS WELL TO SUPER- VISION	4	25. DISPLAYS JUDGENERT .
4	6. KNOWS WHEN TO SEEK ASSISTANCE	5	TO DOES HIS JOB WITHOUT STRONG SUPPORT	4	26. IS SECURITY CONSCIOUS
3	7. CAN GET ALONG BITH PEOPLE	5	17. COMES UP BITH SOLUTIONS TO PROBLEMS	5	27. IS VERSATILE
5	8. HAS WEMORY FOR FACTS	5	tå. IS DESERVANT	4	28. HIS CRITICISM IS CON- STRUCTIVE
5	9. GETS THINGS DONE	5	19. THINKS CLEARLY	4	29. FACILITATES SMOOTH OPERA-
ź.	IO. CAN COPE WITH EMERGENCIES	5	20. COMPLETES ASSIGNMENTS		30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVI- SION

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		" (##eó l	filled In).	3	
.,	FITNESS	REPORT (P	art I) PERFOR	MANCE	
			UCTIONS		
FOR THE APPINISTRATIVE OF					
FOR THE STEENTSOR: This this evaluation to your s	spervisor and s	enior officials.	Organization policy	requires that	you interm the subordi-
nate where he stands wit strengths and weaknesses.	h you. Complet	tion of the reso	et can help you pre	pare for a di	scussion with him of his
lunder conditions specifie	d in Regulation	. 20-370. It is	recommended that you	read the entir	e form before completing
any question. If this is Personnel no later than 3	s the initial s	report on the em	aloyee, it must be co	empleted and to	rwarded to the Office of
SECTION A.			ERAL		· · · · · · · · · · · · · · · · · · ·
.I. NAVE (Last)	(First)	(Widdle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
RICHARDSO	N Jacques	• <u>.</u>	70 Jan. 1904	1:	DI
5. OFFICE DIVISION BRANCH	OF ASSIGNMENT		6. OFFICIAL POSITION	TITLE	
Japan Station			L area distriction	r Officer	
7. GRADE S. DATE REPORT	001 14 05	1	OVERED BY THIS REPORT		
10. TYPE OF REPORT	1 151112		wtw1-3271-0-1-1-1		(Specily)
(Check one)	V 411041		***********	-	:
SECTION B.		CERTIF	ICATION		
1. FOR THE RATER: THIS RE	PORT X HAS	HAS NOT FEEN	54044 TO THE INDIVID	UAL RATED. IF	NOT SHOWN, EXPLAIN WHY
NOT:		**, *		-,-	
A. CHECK (X) APPROPRIATE .S	TATEVENTS:				
X STOURL.	HY COM OPINIONS	OF THIS INCH.			I OR D. A WARNING LET- TACHED TO THIS REPORT.
THIS REPORT DEFLECTS T		*10H5-06-W351.*			District (Specify):
1 HAVE BISCUSSED BITE	HE ENDES BHERE	F HIS STREMETES HE STANDS.			
8. THIS DATE C.	· /	ED HANE COST S	TURE OF SCREWISOR D	. SUPERVISOR'S	OFFICIAL TITLE
1.5 November 1956	Caw	act 1 + C	helius	Chief, Sc	viet Branch
2. FOR THE REVIEWING OFFICE	IAL: RECORD AND	Y SUBSTANTIAL TIR	FERSACE OF CPINION I	HITH THE SUPERV	ISOR, OR ANY OTHER IN-
			EYA	DATE	l I
		1		15.13.1	• 1
•	•	Coulez P	. , , , ,		-
			A	1-22-5/	'
		and the strongers	: 14 m		
			. 9		
					OLD DA ATTACHED SHEET
I certify that any substant A: THIS DATE 8.					E OF REVIEWING OFFICIAL
2: Mayamber 1955	OFFICIAL D	XE auga	Jange		<u>ineritions</u>
SECTION C.		JOB PERFORMAN	E EVALUATION	·	
1. RATING ON GENERAL PERFOR			/		
DIFFCTIONS: Consider ONLY nis duties during the ratio sibility. Factors other th	g period. Comp	pare him CNLY wat	a others doing simila	r work at a si:	silar level of respon-
2 - BARELY ADEQU CARRY OUT RE 3 - PIRFORMS MOS 4 - PERFORMS DUT 5 - A FINE PERFO	ATE IN PERFORMA SPONSIBILITIES. T OF HIS DUTIES IES IN A COMPET RWANCE. CARNIES	ACCEPTABLY, 2204 ENT, EFFECTINE AN OUT MANY 25 NES	MAS MAD SPECIFIC QUI IS CNALLY RÉVEALS SOUI UNER, RESPONSIBILITIES EXC	E AREA OF BEARS	
COMMENTS:					
1					
			4	,	

FORM NO. 45 (Part I) OF FORMS IN AND 454 MHICH SECRET ARE OBSOLETE.

7. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES		A LAND WITH THE PARTY AND ADDRESS OF THE PARTY	
2. HATINGS ON PERFORMANCE OF		tant SPECIFIC duties, former of this specific duties.	riod.
DIRECTIONS:	ore impor	tant SPCIFIC duties performed antica	
a. State in the spaces below up to six of the mile. Place the most important first: Do not incl.	tering (V	or unisportant duties. LV effectiveness in performance of this specific dut rated as a specific duty (do not cate, as supervisors	those
b. Rate performance on each spectrum will a	lways be	rated as a specific duty (do not rate as supervisors	
who supervise a secretary only).	individu	at being rated JAHorders 11-13 AH. The same duty	, at •
d, Compare in your mind, when possible, the		to a sate than on diff	erent
Two individuals with the same job title s	my be pe	rforming different duties. If so, rate them on diff	
duties. f. Be specific. Framples of the kind of duties	that min	ht be tated are: MAIL ROOM	
f. Be specific. Framples of the aind of duties	HAS AND	USES AREA KNOWLEDGE CONTROLES INTERROGATIONS FRETARES STWARTES	
GIVING LECTURES	DEVELOPS	TRANSLATES GERVAY	
CONDUCTING SEMINARS BRITING TECHNICAL REPORTS	WANAGES	FILES	
CONDUCTING EXTERNAL LIAISON	OPERATES	RADIO SHIPE CHICK	
TYPING	BRITES	FOLLATIONS THE PROPERTY OF THE	G F NATA
TAKING DICTATION	PREPARE	CORRESPONDENCE EVALUATES STUTELLAS COmbine	d key
g. For some jobs, duties may be broken down eve	n further	CORRESPONDENCE EXALCATES STATEMENT IT SUPERVISOR COnsiders it advisable, e.g., combine	
g. For some jobs, duties may be case of a radio			
I - INCOMPETENT IN THE PERFORMANCE	OF THIS	DUTY 6 - PERFORMS THIS DUTY IN AN OUTSTANDING WITHIS FOUND IN VERY FEF INDIVIDUALS HOLDING	SIVI
2 - BANELY ADEQUATE IN THE PENIOR	MANCE OF		
nuty		7 - EXCELS ANYONE I KNOW IN THE PERFORMEN	CE OF
DESCRIPTIVE RATING 3 PERFORMS THIS DUTY ACCEPTABLY NUMBER 4 PERFORMS THIS DUTY IN A COMPET	ENT MANNE	THIS DUTY	
		1157	
THAT HE IS A DISTINCT ASSET OF	413 200	The same of the sa	47145
SPECIFIC DUTY NO. 1	MUMBER		#38VUI
Deputy to Branch Chief	5	Supervising	••
Deputy to Etanon Silver			47140
SPECIFIC DUTY NO. 2	NUMBER	Frepares correspondence and	R38Prije
Conducts Foreign Liaison	6		ó ·
	<u> -</u>	resorts	RATING
SPECIFIC DUTY NO. 3	RATING	SPECIFIC DUTY NO. 6	RJEFU
Prepares and manages projects	NUMBER	Handles admin routine	
Fighates and manages is	1 "	the same and the s	
3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORM	ANCE		
3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORM LIRECTIONS: Stress strengths and weaknesses, par	ticularly	those which affect development on present job.	
DIRECTIONS: Stress strengths and a		the Abia Openization	
subject has really superb natur	al equi	pment for work in this Organization	
in terms of mental capacity, payon and people he comes against. He t	ons th	s off with industry and language	
and people he comes against autitu	des. (on the debit side and measured against	
			•
the best, he is a bit shy of number qualities which mitigate more agai	nst ac	entability than job competence.	
 qualities which mitigate more again 	nac ac		
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SULTABILITY F	OR CURRE	NT JOB IN ORGANIZATION	
			e job.
DIRECTIONS: Take into account here everything	cial del	about the individualproductivity. Conductivity of talentsand how he fits in with your team level.	. Com-
Longs him with others doing statement			
			2 448.
2 . OF DOUBTFUL SUITABLE EMPLOYEE BEL	ARSVA AC	CEPTED HIM IF I HAD KNOWN WHAT OUTSTANDING TO BUT OUTSTANDING T	
RANT HIS SEPARATION		THE ORGANIZATION	
4 . OF THE SAME SUITABILITY AS MUST PE	DING STO	ENGTHS	
HATING 6 - AN UNUSUALLY STRONG PERSON IN TERM	S OF THE	REQUIREMENTS OF THE ORGANIZATION	
A . NUMBER - ENCELLED BY ONLY A PEW IN DUITORS			F YES.
The state of the s	A A	SELTION IN THE ORGANIZATION!	
lexpusin fully: Subject is an all around	peric	mar capable of a hizamizate	
his present secondary, I	escons	bility.	
nis present scommary,	Jr		
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, .			FITNESS R	₹EI	PORT (Part II)	POTEN	TI	AL	,. *	
		12.			INSTR	UCTIONS					
FOR THE A	ADMINISTRATI	IVE OFFIC	ICER: Consult cui	r ren	t instruct	tions for co	impleting th	112	report.		
ment and rated emp to be com	personnel ployee. It pleted only	official ix recom y after t	eport is a privite als concerning the ammended that you the employee has e 90 days has class the OF no later t	lie pr Lead been	otential o d the enti n under yo If this 30 days af	of the emploire report bour supervise is the INIT lter the due	efore complision FOR AT	leti EFA	ng sny qu ST 90 EAYS the employ	NOT to be uestion. To S. Il less ree, however	his report i than 90 days r, it NUST b
SECTION						ERAL				T	DESIGNATION
1. NAME	RTCHA	ARDSON	JACQUES	(*	Widdle)	20 Jan.		-	s sex in	1	E DESIGNATION
S. OFFICE.	erement to the		F ASSIGNMENT			6. OFFICIAL	POSITION			1	-
Jar	nn Static	en (Re	EDSTOOD)				Operation				
	B. DATE R			•		overed by the				_	
to. TYPE (OF REPORT		1917165			*************		Γ	SPECIAL	(Specify)	
	k one)	X	******	Ш		1 CATION	•				;
SECTION I		CERTIFY	Y THAT THIS REPOR			ICATION WY BEST JUDG	CEMENT OF I	4C (NDIVIOUAL	BEING RATE	0
4. THIS DE		0. 1	TAPPES OR PRINTED !	NAME	A 30 C 3769A	A LURE OF SUF	ERWISOR C.	SUP	LAVISOR'S	OFFICIAL F	TEE
	ovember 1	ا ن از اورا ا	Edwa	au	d 11	Ichel	us	Ch	lef, Sov	ziet Bran	ch
A. THIS D	E REVIEWING	OFFICIAL B. T	TYPED OF PRINTED	NAME	AND SIGN	TUSE OF REV	IEWING C.	OFF	I OF DEIN	LE OF REVIEW	ING OFFICIAL
_	Movember	1 . 01	W. W		and					<u> eratico</u>	
SECTION (POTENTIAL					
. POTENTI	AL TO ASSU	ME GREAT	TER RESPONSIBILIT	165	_/!	/	<i>V</i>				
7 RATING NUMBER	ilities, T i - ALREAD 2 - HAS RE 3 - MAKING 4 - READY 5 - WILL F 6 - ALREAD 7 - AN EXC	Drink in DY ABOVE EACHED THE G PHOGRES FOR TRAIN PROBABLY DY ASSUME CEPTIONAL	E THE LEVEL AT WHE THE HIGHEST LEVEL ESS. BUT NEEDS MOI ARNING IN ASSUMENT Y ADJUST QUICKLY WING MOJEL RESPONS AL PERSON WHO IS SIBILITIES	Rind HICH S L AT I ORL T: NG GRE TO ME	SATISFACTO BHICH SATI IME BEFORE FEATER PESP INGE RESPON	ORY PERFORMA ISFACTORY PE E HE CAN BE PONSIBILITIE NSIBLE DUTIE N EXPECTED A	ANCE CAN BE ERFORMANCE C TRAINED TO IS IS WETHOUT F AT HIS PRESE	EXP CAN ASS FURT	THE VATIONS PECTED RE EXPECTS SUME GREATS THER TRAINS LEVEL	ED EA RESPONS!	BILITIES
	SORY POTENT										
PIRECTIONS SUITABLE 1	S: Answer YES, indicat FRAINING. I ting your op the "actual	this que te below Indicate pinion in l" column	uestion: ilas thi a your opinion or a your opinion by in the appropriate un. If based on o	gues plac e col opini	cing the nation. If you	level of sunumber of the your rating potential,	pervisory a e descripti is based on note the r	obil ive ob	ity this proting belowers in	person will low which co im superviso	reach AFTER omes closest e. note vour
DESCRIPT RATIN	G 2 - BE R 3 - BE	ELIEVE IN	PENION ON HIS SUP INDIVIDUAL WOULD R NOIVIOUAL WOULD R NOIVICUAL WOULD B	BE AN	MEAR SUPER N AVERAGE STRONG SU	RVISOR IN TH SUPERVISOR IN PERVISOR IN	HIS KIND OF IN THIS KIN THIS SITUA	S 1	F SITUATIO)N	
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SECTION N.

FUTURE PLANS

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Routine refresher training as appropriate.

All normal. No limiting factors.

SECTION 1.

DESCRIPTION OF INDIVIOUAL

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

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SECTION V Capable operations officer with trust understanding of Soviet problem	IIS CRITICISM IS CONSTRUCTIVE.			-					
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OS POR SUPERVISOR. SECTION V HAT ARE HIS OUTSTANDING STRENGTHS? Capable operations officer with trust understanding of Saviet problem	ſ	===							
SECTION V A GOOD SUPERVISOR. SECTION V Capable operations officer with broad understanding of Soviet problem	F HIS OFFICE.					-	>	4	
SECTION V HAT ARE HIS OUTSTANDING STRENGTHS? Capable operations officer with broad understanding of Soviet problem	OES NOT REQUIRE STRONG AND ONTINUOUS SUPERVISION.							IXI	
ear are his outstanding strengths: Capquile operations officer with broad understanding of Soviet problem	GOOD SUPERVISOR.			7	111	1	T X	1	_
ear are his outstanding strengths: Capquile operations officer with broad understanding of Soviet problem			SECTIO)N V			1_1/		_
	AT ARE HIS OUTSTANDING STRENGTH	57		-				, 	
AT ARE HIS OUTSTANDING BEAKNESSES?	Ospaile operations	officer w	ith tro	Li undern	iending :	:C Sovie	Uproble:	 ts•	
TAT ARE HIS OUTSTANDING WEAKNESSEST			-						
• • • • • • • • • • • • • • • • • • • •	AT ARE HIS OUTSTANDING BEARDECE	F41	· · · · · ·		·				
	2								
									1

	Filled In)
C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR .	CARNESS OUTBEIGHS ALL OTHER COMEIGERATIONS:
6	OF PERSONNEL
• •	and the second of the second o
1	
D. DO YOU FEEL THAT HE RECUIRES CLOSE SUPERVISION?	Con tree ir ves. Here?? If on the one
	17 va. While 11 07 AH 755
	110
	MAIL ROOM
E. BHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?	
•	
	•
F. OTHER COMMENTS (Indicate here general traits, specif report but which have a bearing on effective utilisa	ic habits or characteristics not covered elsewhere in the tion of this person);
	•
•	
SEC	TION VI.
	in the most appropriate box under subsections A.B.C.aD
A. DIRECTIONS: Consider only the shill with which the	
person has performed the duties of his job and rate him accordingly.	C. DIRECTIONS: Besed upon what he has said, his actions, and any other indications, give your opinion of this person's attifude toward the organization.
1. DOES NOT PERFORM DUTIES ADEQUATELY: HE IS	1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY
INCOMPETENT.	WILL DEFINITELY LEAVE THE ORGANIZATION AT THE
2. BARELY ADEQUATE IN PERFORMANCE ALTHOUGH HE	FIRST OPPORTUNITY.
HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES	Z. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZA.
COMPETENTLY,	AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING
3. PERFORMS MOST OF HIS OUTLES ACCEPTABLY: OCCA-	DETTER.
SIONALLY REVEALS SOME AREA OF WEAKNESS.	3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD
4. PERFORMS DUTIES IN A TYPICALLY COMPETENT. EFFECTIVE MANNER.	THE ORGANIZATION. NOTHERED BY MINOR ERUSTRA. TIONS. WILL QUIT IF THESE CONTINUE.
S. A FINE PERFORMANCE: CARRIES OUT MANY OF HIS	4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF-
RESPONSIBILITIES EXCEPTIONALLY WELL.	FERENT HAS "WAIT AND SEE" ATTITUDE WOULD
MANNER THAT HE IS EQUALLED BY FEW OTHER PER-	S. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANI-
SONS KNOWN TO THE RATER.	ZATION. MAKES ALLOWANCES FOR RESTRICTIONS
IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME	IMPOSED BY WORKING FOR ORGANIZATION THINKS
OTHER AREAS TYY NO THE YES. SHATS	IN TERMS OF A CAREER IN THE ORGANIZATION.
	6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION BARRING AN UNEXPECTED OUTSIDE
	OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A
	CAREER IN THE ORGANIZATION.
	7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGAN- IZATION. WILL PROBABLY NEVER CONSIDER WORKING
·	ANY PLACE BUT IN THE ORGANIZATION.
•	
· · · · · · · · · · · · · · · · · · ·	
B. DIRECTIONS: Considering others of this person's grade	0. DIRECTIONS: Consider everything you know about this
and type of sasignment, how would you rate him on	person is making your ratingskill in job duties,
potentiality for assumption of greater responsibili- ties normally indicated by promotion.	conduct on the job, personal characteristics or
promotion,	habits, and special defects or talents.
1. HAS REACHED THE NIGHEST GRADE LEVEL AT WHICH	1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
SATISFACTORY PERFORMANCE CAN BE EXPECTED. 2. IS MAKING PROGRESS. BUT NEEDS MORE TIME IN	
PRESENT GRADE BEFORE PROMOTION TO A HIGHER	Z- OF DOUBTFUL SUITABILITY WOULD NOT HAVE AC-
GRADE CAN BE RECOMMENDED.	3. A BARELY ACCEPTABLE EMPLOYEEDEFINITELY BELOW
3. IS READY TO TAKE ON RESPONSIBILITIES OF THE	AVERAGE BUT WITH NO MEANNESSES SUFFICIENTLY
NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.	OUTSTANDING TO WARRANT HIS SEPARATION. 4. A TYPICAL EMPLOYEE, HE DISPLAYS THE SAME SUITA-
4. WILL PROBABLY ADJUST QUICKLY TO THE MORE	BILLTY AS MOST OF THE PEOPLE I KNOW IN THE
RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.	ORGANIZATION.
8. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT	5. A FINE EMPLOYEE . HAS SOME OUTSTANDING
B. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW	STRENGTHS. 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE
WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE-	REQUIREMENTS OF THE DEGANIZATION.
MENT.	7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK
	IN THE ORGANIZATION.
17	·

SECURITY INFORMATION EY ? DATE						
Mel Kufor 1/1	152					
or near	,					
PERSONNEL EVALUATION REPORT	1-					
Additional of Personnel Officer						
Items I through 6 will be completed by Administrative or Personnel Officer	ı					
Richardson Jacques MG. GS-13 Area Ops, Officer CD-PI	LION					
W. OFFICE STAFF OR DIVISION BRANCH						
DDP St. Lot type of REPORT X						
5. PERIOD COVERED BY RETURN Initial Affinal Special From To Reassignment Reassignment of Supervisor	. 1					
10 till 1953 17 July 1954						
Items 7 through 20 will be completed by the person evaluated 7. LIST YOUR MAJOR DUTIES IN APPROXIMATE ORDER OF IMPORTANCE, WITH A BRIEF DESCRIPTION OF EACH. ONLY MINOR DUTY.	1125.					
18 July 53 - 31 Jan 24 a. Manage and direct the activities of an overseas operating branch.	ins.					
a. Manage and direct the activities of an overseas operating of new and continued operation. Assist the division chief of operations in the planning of new and continued operation. Assist the division chief in personnel programming in support of branch and field c. Assist the division chief in personnel programming in support of branch and field	1					
c. Assist the division chief in personnel programmer	- 1					
station activities. 1 Feb 54 - 17 Jul 54	- 1					
a. Establish new domestic activities branch. including (1) continuity of	r					
a. Establish new domestic activities branch. b. Develop and manage operational program of this branch, insuring (1) continuity of the develop and manage operational program of the branch, insuring (1) continuity of the development of the de	nd -					
treatment by qualified bersonner, (2) producting	- 1					
A. LIST COURSES OF INSTRUCTION CONFICERED DURING ME.	Į					
Hame of Course Location Length of Course						
Counterespionago (OTR) Washington 3 weeks 22 January 1994						
(In addition to the duties indicated in §7 above, I also give a 3-hour lecture at the CE course (advanced phase) approximately every six weeks.)	9					
9. IN WHAT TYPE OF WORK ARE YOU PRIMARILY INTERESTED? I am primarily interested in a foreign assi						
ment where I could apply the various espionage and of techniques and apply the various espionage and of techniques.						
ment where I could apply the various espionate to the countries and the subject of the subject o	on-					
Sign of the star wood volum patset your computer nervowing in that I am losing language	on-					
ment where I could apply the forther found with those intriduce, executors, skills, significant resources, skills, significant resources, skills, significant resources, skills, significant resources, skills, significant resources, skills, significant resources, skills, significant resources, skills, s	on-					
Sign of the star wood volum patset your computer narrowing in that I am losing language	on-					
Sign of the star wood volum patset your computer narrowing in that I am losing language	on-					
My work at headquarters has become somewhat narrowing in that I am losing language abilities and opportunity for direct contact with foreigners.	on-					
My work at headquarters has become somewhat narrowing in that I am losing language abilities and opportunity for direct contact with foreigners. 10. 3 July 1954 LATE SIGNATURE	on-					
My work at headquarters has become somewhat narrowing in that I am losing language abilities and opportunity for direct contact with foreigners. 10. 3 July 1957 LATE Items 11 through 18 viii be completed by Supervisor						
My work at headquarters has become somewhat narrowing in that I am losing language abilities and opportunity for direct contact with foreigners. 10. 3 July 1954 LATE 11. SHIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE MAJOR DUTIES LISTED UNDER ITEM 7 ABOVE. 11. SHIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE MAJOR DUTIES LISTED UNDER ITEM 7 ABOVE. 11. SHIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE MAJOR DUTIES LISTED UNDER ITEM 7 ABOVE. 12. Character of the performance of his duties. He is effici precise, and energetic, and brings considerable imagination and foresight to the operational problems confronting him. His concept of staff organization and operational problems confronting him. His concept of staff organization and operational problems confronting him. His concept of staff organization and operational problems confronting him. His concept of staff organization and operational problems confronting him. His concept of staff organization and operational problems confronting him. His concept of staff organization and operational problems confronting him. To handling personnel, he is perceptive and s	ent,					
My work at headquarters has become somewhat narrowing in that I am losing language abilities and opportunity for direct contact with foreigners. 10. 3 July 1954 LATE Items 11 through 18 will be completed by Supervisor 11. BRIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE HAJOR DUTIES LISTED UNDER ITEM 1 ABOVE. Richardson is a superior officer in the performance of his duties. He is effici precise, and energetic, and brings considerable imagination and foresight to the	ent,					
My work at headquarters has become somewhat narrowing in that I am losing language abilities and opportunity for direct contact with foreigners. 10. 3 July 1954 LATE 11. SHIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE MAJOR DUTIES LISTED UNDER ITEM 7 ABOVE. 11. SHIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE MAJOR DUTIES LISTED UNDER ITEM 7 ABOVE. 11. SHIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE MAJOR DUTIES LISTED UNDER ITEM 7 ABOVE. 12. Character of the performance of his duties. He is effici precise, and energetic, and brings considerable imagination and foresight to the operational problems confronting him. His concept of staff organization and operational problems confronting him. His concept of staff organization and operational problems confronting him. His concept of staff organization and operational problems confronting him. His concept of staff organization and operational problems confronting him. His concept of staff organization and operational problems confronting him. His concept of staff organization and operational problems confronting him. To handling personnel, he is perceptive and s	ent,					

FORM NO. 37-151 MAY 1962 SECRET

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SECRET SECURITY INFORMATION

	IN MAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT JOB MOST HOTICEABLE GOOD OR OUTSTANDING?
12.	This officer has been cutstanding as a staff officer. He is unusually talented in
	his balancing of Jurisdictional equities. This ability reflects a broad competence,
	however, and should not be construed so as to limit his future duties.
13.	ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF IMPROVEMENT?
1	This officer's devotion to his duties and professional convictions sometimes inclines
ı	his taxand inflorible declarations of resition. This fault, a minor one in officers of
l	considerable potential, will be corrected by increased responsibility and experience.
l	
L	
14.	COMMENT ON THIS JERSON'S ABILITY TO NANCLE GREATER RESPONSIBILITIES NOW OR IN THE FUTURE.
ı	This officer is prepared for promotion and for increased responsibilities in command
	or staff duties.
ı	
	·
L_	ARE THERE OTHER OUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? IRecommend appropriate resssignment, if
15.	ARE THERE OTHER CUTTES WHICH BETTER SATE THIS TENSE S CO.
ı	Richardson is presently well placed. See below.
	Alchardson is presented well junter.
ı	
16.	WHAT TRAINING OR ROTATION DO TOU RECONNERS FOR THIS PERSON?
	Tradecraft training and a field assignment. Both are planned in the next six months.
	FI/Training
17.	IF PERFORMANCE DURING REPORT PERICO MAS BEEN UNSATISFACTORY. THERE IS ATTACHED COPY OF MEMORANDUM MOTIFYING THIS
	PERSON OF UNSATISFACTORY PERIORNANCE.
18.	THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED BITH THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING
	COMMENT ON ITEMS T. B AND 9, ARE SHOWN SELOW UNDER ITEM 20.
	in a color
	2001 m
_	29 July 54 SIGNATURE OF SUPPRYISOR
	CATE /
19.	I MAYE REVIEWED THE ABOVE REPORT. (Comments, if any, are shown in item 23.)
19.	I MAVE REVIEWED THE ABOVE REPORT. (Companies, if any, are shown in Item 200
19.	21 July 54 Consents, if any, are shown in item 20.
- Tr	21 July 54 SIGNATURE OF REVIEWING OFFICIAL SIGNATURE OF REVIEWING OFFICIAL
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- Tr	21 July 54 SIGNATURE OF REVIEWING OFFICIAL SIGNATURE OF REVIEWING OFFICIAL
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ar.	21 July 54 SIGNATURE OF REVIEWING OFFICIAL SIGNATURE OF REVIEWING OFFICIAL

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	PERSO	NNEL EV	ALUATIO	N REPOR	RT			_
Items I through 6 will b	e completed by Ad	einietrative	or Personn	el Officer				_
Is NAME (Last)	· (First)	(#iddle)	. GRADE	de boctric	N TITLE		45 5	
RICHARDSON	Jacques	20 G.	GS-13	Bara.	Intell.Off	. (Chief)	(D)	-
4. OFFICE	STAFF OR DIVIS	10N B	SR 5 FE		X DEPT'L.	IF FIELD, SF	PECIFY STATE	7
DDP		. TYPE OF RE						
From To	· .	Init			1 sunhA		Special	
	18-53	R***	signment		Reassignment	of Supervisor	· :	_
	be completed by t	he person er	alusted					
7. LIST YOUR MAJOR DUTTE a. Supervise and rized personnel at lelopment. c. Detection activities with divisions, senior of new personnel, able incumbent pertional and administration of the branch Review continuously. 8. LIST COURSES OF INSTRUMENT OF COURSES OF INSTRUMEN	manage a foreity and in the tend explore in appropriate staffs, and electrical continued employment on loan trative worklo changing fiel making the by all requirem	gn geogra field sta potential branches, aments ou oyment an basis to ads withi d situati branch bes ents impo	phic orations. b operati inter-d tside DD d rotati other d n the br ons and t serve sed on t	nen; thin Direct onal lead ivision of P and C on of ind ivisions, anch sect problems the need he branch	and coord ds. d. C activities iA. e. De cumbent pe ,etc. f. tions and to the or s of the f h, and tra	inate all coordinate with appr termine th rsonnel, a Apportion desks, and ganisation ield stati nsmit them the fix	project dintra-divorpriate e suitabi nd make a the opera their pe and operons. h. clearly	is.
	on of American R PRESENT JOB, EXI Re is the one branch chief to carry les mement of the	intellig	ence abr	oad, both	n in theory E. RHONLEGE, report: th purely op ad, I woul its techn L. J. L. SIGNAL	y and in property of the prope	ractice. o only rative re individua voting al	s- 1.
11. BRIEFLY DESCRIBE THIS	PERSON'S PERFORM	NCE ON THE	AJOR DUTTE	S LISTED UN	DER ITEM 7 A	OVE.		
During this pe	remove a rearrance	mican ma	nnorote	d from D	epu.v Bræ	ch Cnief t	· ·	
During this pe	riod Fr. Kich	iluşul was	v+ remola	cood ne	riormance.	Not enou	rh time	

During this period Mr. Richardson was promoted from beputy branch officer of Branch Chief, in recognition of his extremely good performance. Not enough time has elapsed to be able to evaluate him fully on all aspects of his new position. However, his handling of the Franch has been unusually good from a management point of view and there is every reason to believe that in the planning and direction of operational activities the same high standard will prevail.

SECRET

JPH

SECRET SECURITY INFORMATION

March and account to					- A
12. IN WHAT RESPECT IS THIS PE	STUNTS PERFCRUANCE	ON PRESENT JOB W	OST HOTICEABLE	GOOD OR DUTSTA	HOINGT
He is a good one planning and sup- mintains close a of them and of the	and sympathetic	relations w	ivities, which has sub-	ile at the sordinates.	Same 4.4 1 -
13. ON WHAT ASPECT OF PERFORMA	NCE SHOULD THIS PERS	ON CONCENTRATE	EFFORT FOR SEL	F IMPROVEMENT?	·····
He should continu procedures.	e to develop hi	is knowledge	of operati	ons and oper	ational
14. COMMENT ON THIS PERSON'S AS	HLITY TO HANDLE SAF	ATER RESPONSIBLE	11115 #0= 00		
He is well equippe	ed to advance t	hrowh incre	asing level	s of rospon	01):4144e
			20116 2010	ra or realion	ororricy.
ARE THERE OTHER DUTIES WHIC	M BETTER SUIT THIS F	ERSON'S QUALIFIE	CATIONST TReco	mmend appropria	te reassignment, if
•					
Well please at					
Well placed at pre	sent.				
•					
6. WHAT TRAINING OR ROTATION DO	TOU RECOMMEND FOR	THIS PERSON?			
	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				
assignment to a fi	Ald nocition in				
- Landing of T	era hostatost tis	the not-too	-cistant i	iture.	
•	,				
					• •
. IF PERFORMANCE DURING REPORT	250100 HAS BEEN ING				• •
- IF PERFORMANCE DURING REPORT PERSON OF UNSATISFACTORY PERF	CRMANCE.	ATISFACTORY, THE	ERE IS ATTACHE	D COPY OF MEMCRA	NOUN NOTIFYING THIS
COMMENT ON ITEMS 7. B AND 9.	ORT HAS BEEN DISCUS	SED BITH THE PER	SON ENALMATED	11001110111	
COMMENT ON ITEMS 1, & AND 9,	ARE SHOWN BELOW UND	ER ITEM 20.	COOK EVALUATED.	ADDITIONAL CC	MMENTS INCLUDING -
•					
					•
* * *			V. :	<u> </u>	1
26 October 1953			Cla	Par H	
DATE				GNATURE OF SUP	RVISOR
. I HAVE REVIEWED THE ABOVE REF	DRY. (Comments, if	any, are shown	in item 20.)		
- 26 October	1953	_	Da	mals	Dura !
COMMENTS			SIGNATI	IRE. OF REVIEWING	OFFICIAL
touncaid: (if necessary, may's	e continued on reve	rse side of cove	f sheet. I		
•			.•		
	<u>.</u>				
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SECRET SECURITY INFORMATION

•	TENSONITE EVALUAT	TON REPORT	
Items I through 6 will be comp	pleted by Administrative or Pers	onnel Officer	
1. NAME. (Last) (f	First) (Middle) 2. GRAD		
	caues G. GS-1		
1	AFF OR DIVISION BRANCH		IF FIELD. SPECIFY STATE
5. PERIOD COVERED BY REPORT	SIE SR-5 Fa	r sast C Filto	<u> </u>
from 2-18-52 To 2-18-		Adnual	Special
2-18-52 2-18-	Reassignment	Ressignment	of Supervisor
Items 7 through 10 will be con	pleted by the person evaluated		
7. LIST YOUR MAJOR DUTIES IN A	in management of the Bra	with a baile Description (of each. Omit winds butis s stations (3): at :
cent T act as Branch Cl	hief about 25%-30% of the	year. Supervise the	planning and prep
tion for approval of all	l basic plans, programs,	and projects. This	involves thorough di
cusaion with each of sev	ven (7) desk chiefs of tr	e purposes and proce	edures for accomplis
ing one single mission i	under any given project,	including target and	lysis (whether FI
(PP) proparation of inte	elligence annexes, logist	ic and fiscal requir	rements, specific pe
sonnel needs, etc. Am)	responsible for working d	irectly with the Div	rision's Intelligence
Branch for control of re	equirements, ops intellig	enco, and reports.	Am responsible for
maintaining liaison with	appropriate staffs and	other Divisions who	must coordinate any
action or document. Ass	sist or direct, as requir	ed, specific mission	nlanning at overse
stations on TDY. Supervi	ise preparation of all po	riodic reports; inte	rview candidate emp
8. LIST COURSES OF INSTRUCTION	COMPLETED DURING REPORT PERIOD.		
Name of Course	Location	Length of Course	Date Completed
			7.7.
International Politics,	Graduate School 4	months: 3 hours'	5 June 1952
	Georgetown University,	credit	
	Washington.		
1			
9. IN WHAT TYPE OF WORK ARE YOU	PRIMARILY INTERESTED?		
I am primarily intereste	d in the conception, gla	nning, and operation	al management of FI
	pp Jog 1 1871 and Good 17 freat		
This differe from mr pre	sent assignment ossentia	ly in that a Branch	Chief or his Deput
hosemen so involved in a	dministrative detail that	he cannot always g	ive his undivided
attention to project man	agement and agent handli:	g problems. Otherw	isc. I feel that my
background and experience	e qualify me for the fund	tions I aspire to p	erform.
10.	2 (2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2	0.	
1	•	Muehard	1A . 1
7 February 1955	3	muncha	in .
DATE		SIGNATU	RE
Items 11 through 18 will be com	pleted by Supervisor		
11. BRIEFLY DESCRIBE THIS PERSON	'S PERFORMANCE ON THE MAJOR DUT!	ES LISTED UNDER ITEM 7 ABO	we. As Deputy Branch
Chief, Mr. Richardson has	s performed his duties, t	aken as a whole, in	a suberior manner.
His timely and efficient ments and reports has been	preparation of interinge	nce armexes, logist	o four months of the
past year, Mr. Richardson	on particularly outstand	of The review of	Branch operations us
Mr. Michardson's direction	nas acted as sranch that	beance indicated hi	is complete competer
in supervising Branch act	duities. His supervision	n of the planning a	nd preparation for a
inmoval of basic plans and	i projects of the seven (7) desk chiefs has b	peen superior. Hr.
Nichardson also participa	ated in the planning and	dispatch of a diff:	icult operational m
Ision, acting in the capac	eity of Senior Case Offic	er. On this mission	n his ilaison with
representatives of one of	the Military Services w	as conducted in a mo	nner which enhanced
cooperation between that	Service and this Agency.		0 (0)
FORM NO. 97-151	SECRET	QC	(m)

SECRET SECURITY INFORMATION

Mr. Richardson's performance was noticeably outstanding with respect to his thorough knowledge of every activity of the Branch. He was in position to assume direction of Branch activities at any time. He also kept himself thoroughly briefed on Division policies an planning in order to give timely instruction and guidance to the Branch overseas station	ıd
is an enert aspect of Performance should this Person concentrate effort for self improvement? Mr. Richardson has a very thorough background in two (2) languages, French and Japanese, would benefit substantially by learning the Issusian language. He is meticulous with respect to his attention to details, sometimes to the point of concooling the broader picture from his view. It would be well for Mr. Idehardson to direct his attention to the broad scope of Branch activities rather than to concentrate on its details.	- re
IN. COMMENT ON THIS PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN THE FUTURE. Mr. Richardson is fully qualified to assume the duties of the chief SR Division represent tive at a field station. In order to assume this responsibility in the most efficient manner, it is recommended that Mr. Richardson serve a minimum period of time of approxima ly six (6) months as the assistant to the present chief of the field station.	
 ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate reessignment, If possible.) 	_
Mr. Richardson could serve effectively in a staff function for either FI or PP activities This does not mean, however, that his present duties are not better suited to his qualifications.	3. [-
16. WHAT TRAINING OR RUTATION DO YOU RECOMMEND FOR THIS PERSON?	
Mr. Michardson has already been recommended for overseas assignment in the For East during the past year. He has area knowledge and command of the Japanese language, having served in Japan previously with the United States Army. His duties at Headquarters have been so pressing that his departure for overseas assignment is being delayed until an adequate replacement may be trained.	i
17. IF PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM NOTIFYING THIS PERSON OF UNSATISFACTORY PERFORMANCE.	
18. THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING COMMENT ON ITEMS 1, 8 AND 9, ARE SHOWN BELOW UNDER ITEM 20.	
19. I HAVE REVISORS THE ASSIVE REPORT. Comments, If any, are shown in Item 20.1 LUCK SO 1953 Darra Stonature of Reviewing Official	
O. COMMENTS: (If necessary, may be continued on reverse side of cover sheet.)	_

	WARNING—Do not fill out this form until you DESIGNATION OF BENEFICIARY have read all instructions. CIVIL SERVICE RETIREMENT SYSTEM A. INFORMATION CONCERNING THE DESIGNATOR					ANDARD FORM NO. U.S. Crist Service FFM Supplement #31	Commission
1. NAME	(Last)	(Fust)				,	
,			(Middle) 2 DATE OF (Month)		(Year)	3 SOCIAL SECURI	ITY NUMBER
	RICHARDSON	Jacques			924	042 20 53	339
4, DEPARTI	MENT OR AGENCY IN WHICH I	PRESENTLY OR LAST EN	MPLOYED, INCLUDING BUREAU OR DIVISION	***************************************		S. CLAIM NUMBER	R IF RETIRED
						CSA-	
designat	stand that this designation in full fo	on of beneficiary will ree and effect unless	e, canceling any and all previous designations of any lump-sum benefit which may become payabil il not affect the rights of any survivors who may sor until canceled by me in writing. FICIARY OR BENEFICIARIES	f beneficiary here le under the Civ qualify for enn	etofore m il Service uity bene	nade by me, do i Retirement Ac offits after my de	now designate the t after my death eath, and that thi
					· · ·		
	PPE OR PRINT FIRST NAME, MIDDLE OF EACH BENEFIC	INITIAL, AND LAST NAME	TIPE OR PRINT ADDRESS I Imituding ZEP Cod	() OF EACH BENEFIC	145	RELATIONSHIP	SHARE TO BE PAID T EACH BENEFICIARY (See Example)
Pamela	A. Richardson		5 villa Madrid,	France		Dau	One half
Michel	le D. Richardso	n .	5 very a l'aufi (32 Reul 1	ly, France		Dau	One half
beneficiar	ries are alive when the lu	mp sum benefit beco	at, if more than one beneficiary is named, the shill be distributed equally among the surviving bomes payable, this designation shall be void.	eneficiaries, or o	enticely t	to the survivor.	If none of the
	DATE OF	THIS DESIGNATION	(sig)	TATURE OF DESIGNATE	2-DO N	OT PRINT	
. WITHE	ESSES (1 witness is incligit		a beneficiare)	7			
N2. 7142) (1.1	UNDERSIGNED, CERTIFY TO	THAT THIS INSTRUME	13219 Allillen M. (NUMBER AND STREET)	Ross	ion	C M	d
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rit on Type 1	YOUR NAME AND ADDRESS (Inc.	luding ZIP Code; 10 IN	SURE RETURN OF COPY	(Reserved Service Co	for Rec	eivina Stamp	of U. S. Civil
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Ja	cques G. Richar	noab	i .	''	(72. Hi Eh III	S HAM
	O Mrs T. G. Dri						
	2 South Royal S					SHIVE VEENISS	.e Lenguar
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THIS DUPLICATE WILL BE RETURNED TO YOU

Standard Form No. 1132 Form prescribed by: Comptroller General, U. S. October 23, 1950 (Gen. Reg. No. 194, Supp. No. 1)

DESIGNATION OF BENEFICIARY

UNPAID COMPENSATION OF DECEASED CIVILIAN EMPLOYEE



IMPORTANT

Read instructions on back of duplicate before filling in this form

INFORMA	TION CONCERNING TO	HE EMPLOYEE:					
NAME-	(اعما)		(First)		(Middle)	DATE OF BIRTH (M	onth, day, year)
•	RICHARDSON		Jacques		Gabriel	Jan 20	
DEPARTM	ENT OR AGENCY IN W	Tucu Eugov		.	 	<u> </u>	· · · · · · · · · · · · · · · · · · ·
,		men Emilion	_		1		· · ·
					<u>.</u>	**	
	(Department or s	igency)		· , (Burrau)		(Divisi	on)
my death. act of Au Retiremen	e employee identified beneficiary or benefi I understand that gust 3, 1950. Public ht Act applicable to a effect, unless or unt	this Designation Law 636, and	n of Beneficiary	relates solely to ect the disposition	Unpaid Compens on of any benefit is	id payable under o ation as defined in thich may become	xisting law after a section 2 of the payable under the
INFORMAT	TION CONCERNING TH	E BENEFICIARY	OR BENEFICIARIE	3:			
Type or p	orint first name, middle ini of each beneficiar;	tial, and last name	Тур	or print address of	each beneficiary	Relationship	Share to be paid to
Pamel	la A. Eichar	dson	5 villa 92 fleui	Madrid lly Pranc	e 7	Dau	One half
Miche	elle D. Rich	erdson	5 villa	Hadrid lly Franc		Dau	One half
hat this D I here rescribed J	by direct, unless othe may predeceas me sl Designation of Benefi by specifically resort by the Comptroller (anuary 12 1 (Pate of execution—mont	ciary shall be seen the right to General of the	roid if none of th	e designated ben	chenciaries, or enti-	arety to the survive at the time of my a any time in the m f the beneficiary.	r. I understand
Tressis Y 1/1)	18	13311	(Number and str	ny line.	(City, sone number	ryand State)
	(Signature of with			(Number and str		(City, zone numbe	
- : Jac c/c 72	oques G. Rico Mrs 2. G. South Roys exandria VA	chardson Driscoll		7.		SERVED FOR RECEI	

Standard Form No. 84
January 1948.
U.S. Civil Service Commission
FPM Supplyment 990-1
54-104

DESIGNATION OF BENEFICIARY FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT

Read instructions on back of duplicate

MEODIA	Thousand Thousan	octore filling in this form
INFORMATION CONCERNING THE IN	SURED:	
NAME (Last)	(First) (Middle)	PATE OF BIRTH (Month, day, year
		,
PLACE AV ST. IN STREET	714 A	
PLACE AN "X" IN THE APPROPRIATE BOX BELO	OW TO SHOW WHETHER YOU ARE:	IF YOU ARE RETIRED OR RECEIVE
RETIRED. OR	AN EXCEPTIVE PERSON AND AND AND AND AND AND AND AND AND AN	TION GIVE YOUR FUNA, "CH
AN EMPLOYEE APPLICANT P	OR COMPENSATION BENEFITS OF AN	"A" or "X" NUMBER
A. THEMENY	APPLICANT FOR SUCH BENEFITS	
Daniel Control of the		(CSA, CSI, A, or X number)
DEPARTMENT OR AGENCY IN WHICH PRESENTLY	EMPLOYED (If retired former department or agency);	The state of the s
(Department or agency)	(Bureau) (Personn)	thevation-City, State, and LtP Code)
I, the individual identified above concelled	g any and all previous Designations of Beneficially me, do now designate the honeficially as h	
my amount of LIFE INSURANCE and ACC	y any and all previous Designations of Reneficial le by me, do now designate the beneficiary or beo IDENTAL DEATH INSURANCE due and pa- tin in full force and effect, with respect to any it is automatically canceled (see regulation "f" o	reactives named to me to receive
NFORMATION CONCERNING THE BEN	EFICIARY OR BENEFICIARIES (SEE EXAM	MELES OF DESIGNATIONS
* FOR OF DEED RESE DAME. Middle stilled and last name i	Type or print address (including ZIP Code)	
of each beneficiary	of each beneficiary	Relationship Share to be paid to
***************************************		; !

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reficiaries, or entirely to the survivor, (2) I und reficiaries is living at the time of my death	tional): (1) I hereby direct, unless otherwise ind iciary who may predecease me shall be distribut terntand that this Designation of Beneficiary shall neel or change this Designation of Beneficiary s	es equally among the surviving be void if none of the designated
(Date of execution—month, day, year)	tSignature of in	Street
TNESSES TO SIGNATURE (A witness is	ineligible to receive payment as a beneficiary):	
Challeting of witness)	13219 Month and street	The sale of the
(Signature of witness)	(Number and street)	City, State, and ZIP Code
PRINT OR TYPE NAME AND ADDRESS (include	ing ZIP Code) OF INSURED THIS SPACE RES	SPRIVED FOR RECEIVING AGENCY
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Chief, European Division		NO INDEXING REQUIRED
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Chief of Station, Paris	irli	MICROFILM
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Richards	ion Juques	
Forwarded herewith and under	separate cover a	re change
of beneficiary forms completed be		
will be at Headquarters du		
end of February, it is suggested the	hat he be contac	ted during
his TDY if additional information i	is required.	
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	Carolyn A.	TANZÓLA
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Attachments:	e de la companya de l	t a che
1. Flight & Accident Plan, h/w	to be to But was	" " " " " " " " " " " " " " " " " " "
2. SF-2808, U/S/C via TNP		
3. SF-54, U/S/C via TNP 4. SF-1152, U/S/C via TNP		
7. Sr-1132, U/S/C VId TNP		
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	(IAT	パーピートリングリング

CROSS REFERENCE TO

DISPATCH SYMBOL AND NUMBER

OFPT-17469

CASSIFICATION

SECRET

DATE

10 February 1972

CASSIFICATION

SECRET

OR WAIVER OF LIFE INSURANCE COVERAGE FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO COMPLETE THIS FORM-

FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
 Fill in BOTH COPIES of the form. Type or use ink.
- · Do not detach any part.

7	FILL IN THE IDENTIFYING INFORMATION BELOW			,		
L	NAME (USSI) Richards asout & Ottomisque ie	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY	NUMBER	.	
	ADDINA C	26 Jan 1424				ì
	EMPLOYING DEPARIMENT ON AGENCY	LOCATION (City, State, ZIP Code)				
	1.	i		.1		

2	MARK AN "X" IN ONE OF	THE BOXES BELOW (do NOT mark more than one):
J	Mark here if you WANT BOTH optional and regular insurance (A)	ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.
	Mark here if you DO NOT WANT OPTIONAL but do want regular insurance (B)	DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE I decline the \$10.000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.
	Mark here if you WANT NEITHER regular nor optional insurance (C)	WAIVER OF LIFE INSURANCE COVERAGE I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular in- surance until at least I year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of in- surability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

SIGN AND DATE. IF YOU MARKED BOX "A" OR "C". COMPLETE THE "STATISTICAL STUB." THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.	100 200 200 200 200 200 200 200 200 200		
SIGNATURE (do not print) Pulletillon, In gette	gantia. 129 Tankou 11220		
DATE Maich 1968	89. Hij of E file Silve Dates on Dack of Original		
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ORIGINAL COPY-Retain in Official Personnel Folder

THIS IS TO CARRY AND THE STATE OF THE PROVISIONS OF REGULATION AND THE TWO IN SECTIONARY 1959 CONCERNING THE PERSONAL COPERAGE OF MOTE POTEMPLOSEES OVERSEAS.



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DIRECTOR

I JUN IN 625469

RYBAT ADMIN PERS TOPSY WODEEP WOGAME

PROBLEM FOR CASASIN. RÉ PARA TWO REF THERE IS NO CHANCE THAT UNCAIRD WILL QUERY FEDERAL RECORDS CENTER DIRECTLY. UNCAIRD CONDUCTS NO APPLICANT INVESTIGATIONS ITSELF. SECURITY CLEARANCE FOR AMERICAN APPLICADORS IS U.S. GOVT, NOT UNCAIRD, REQUIREMENT. THEREFORE, BELIEVE UNNECESSARY TO TAKE ANY FURTHER ACTION TO BACKSTOP PRIOR EMPLOYMENT. ONLY REQUIREMENT NOW IS FOR ROUTING REPORT FROM CIVIL SERVICE COMMISSION INDICATING FAVORABLE SECURITY DETERMINATION

2. NO FILE. GP-1

REF: DIRECTOR 271979

SECRET

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	. Õ	FIE	LD REA	SSIGNMENT	T QUESTIONNA!	RE	
		decire to mo		e item 5.2	HEADQUARTERS USE	ion (feur)	3 Feb. 1969
DATE RECEIVES			3 re	0. 1909	David Mur		13 160. 1902
20 Febru	ary 190	69	TM-7	98947 .	BA DEFOLEE		
I. DATE OF BIRTH	E. SERVICE DESIGN	S. YOUR CURRENT			4. STATION OR B	-	S CRYPT FOR CURRENT COVER
20 1 1924	cs	S&T proje Area Ons	off, o	33 15 j			TO REPORT TO CUTY
SA. DATE OF PCS		Please		CHECK	TED DATE OF FIRST	AFTER LEAVE	urust 1970
		PENDENTS WHO BIL	L TRAVEL	BITH YOU			

3: (at that time) 42, 19 and 16

8. PERSONAL CIRCUMSTANCÉS THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:

My younger daughter should graduate from high school in Europe in June, 1070. Because she should not be transferred at that critical scholastic juncture, I would like to remain in the field another nine months to see her through her senior year.

In my next assignment, I would like to use my fluent French from time to

+ into - Cosmittee

1. List your major outles ouring current tour (see special rote on transmittal form).

2. List your major outles ouring current rour (see special rote on transmittal form).

(also attack personal cover questionnaire in accordance with CSI-F 240.8) or ressible.

· I planned, established and operated a long-range SAT spotting-assessment activity against sensitive targets, and a shorter-range similar local activity in an adverse relitical climate.

· I planned, developed and exploited an adapted non-official cover to mas't the operational activity, integrated into the further-ranging

- overall activities of a major Station. I menered the nen-official cover activity as a viable professional/ demorphish activity, including many business and production aspects, as well as the local handling of the firm's [unwitting] personnel.
- · I assisted other Stations and Bases, at their request, in spottingassessment activities, in local search and surveillance activities,
- . As part of my original non-conscipt cover with area because of a corporate morger, I developed inaccendently continuing cover to serve enerational access needs as well as those of status cover.

THAINING DESIRED: INDICATE BHAT TRAINING YOU BELIEVE YOU SHOULD HAVE OURING THE NEXT SEVERAL YEARS IO. TRAINING DESIRED:

I would like to take (a) the semicrost many gement course offered by or through the Organization as well as (b) a review course of activities within the CS and the Organization as a whole.
In addition, I yould also like to (c) audit, at least, the SAT course, if that is still being offered.

If (a) is possible through a civil school away from Headquarters, I would have no objection to the displacement involved.

3.53
11. PRESENCE FOR SIRT ASSIGNMENT.
11. PRELIBENCE FOR STAT ASSISSMENT. 11A. DESCRIBE DRIEFLY THE EYPT OF BOOK YOU BOULD POLICE FOR STAT ASSIGNMENT IF DIFFERENT FROM THAT ENDICATED IN LITEM NO. 9 ABOVE. IF YOU HAVE WORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.
First choice: to manufe a linuaricale non-official cover evoject in another Franch-speaking, technically savenced abon (such as metro-
politan Geneva on Prussels). Second choice: clief of station or true tower efficial or non-
official) in an appropriate area. Official) in an appropriate area. Third choice: to be assigned to Staff training, preferably training.
Third choice: to be assumed to be as (b) JOTs. (a) senior unit or project monorers of (b) JOTs.
(a) senior unit or project managers of the sound work above the Fourth choice: to be assigned to Staff personnel work above the Division level where new personnel are screened, tested an'
evaluated, then assigned.
· · · · · · · · · · · · · · · · · · ·
TIE. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT YOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1. 2. 6.2 (for far, 2nd, and 3rd choice) in REMAINING BOYES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR.
EXTEND TOUR NING MONTHS AT CUPRENT STATION TO 0/2 15 June 1970
BE ASSIGNED TO HOOTHS FOR A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.
BE ASSIGNED TO ANOTHER FIELD STATION, INDICATE CHOICE OF GEOGRAPHIC AREA OF SPECIALIZATION
B RETURN TO MY CURRENT STATION, With different mescondibilities.
TO BE COMPLETED BY FIELD STATION 12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT,
We are anxious to have this employee remain in his present assignment will 1970. You will note his first choice in para 11-A, to manage a large scale non-official cover project. It is possible we will have such a requirement here by 1970, but cannot yet be definite. If this develops positively, we will
THE CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HES PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TODAYING: We are anxious to have this employee remain in his present assignment We are anxious to have this employee remain in his present assignment
We are anxious to have this employee remain in his present assignment will 1970. You will note his first choice in para 11-A, to manage a large scale non-official cover project. It is possible we will have such a requirement here by 1970, but cannot yet be definite. If this develops positively, we will
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We are anxious to have this employee remain in his present assignment until 1970. You will note his first choice in para 11-A, to manage a large scale non-official cover project. It is possible we will have such a requirement here by 1970, but cannot yet be definite. If this develops positively, we will discuss with the employee. To be confleted by appropriate headquarters office. In consideration of the experience and performance of the employee. To be confleted by appropriate headquarters office. In consideration of the experience and performance of the employee. His preference for next assignment. And the staffing requirements of your component, indicate your component's recommendation for his next.
We are anxious to have this employee remain in his present assignment we are anxious to have this employee remain in his present assignment until 1970. You will note his first choice in para 11-A, to manage a large scale non-official cover project. It is possible we will have such a requirement here by 1970, but cannot yet be definite. If this develops positively, we will discuss with the employee. TO BE COMPLETED BY APPROPRIATE MEADOMARTERS OFFICE 13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT. AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.
We are anxious to have this employee remain in his present assignment until 1970. You will note his first choice in para 11-A, to manage a large scale non-official cover project. It is possible we will have such a requirement here by 1970, but cannot yet be definite. If this develops positively, we will discuss with the employee. To be confleted by appropriate headquarters office. In consideration of the experience and performance of the employee. To be confleted by appropriate headquarters office. In consideration of the experience and performance of the employee. His preference for next assignment. And the staffing requirements of your component, indicate your component's recommendation for his next.
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2. WRITE A DESCRIPTION OF YOUR W	SPIRUT BEITUG ROLA	THE CURRENT TOUR OF DUT	ty (see special, no	to on Transmittal For	=) ?

Staff agent assigned to a major overseas station, exploiting the cover provided by a major firm of technical periodical publishers. I take my instructions from a section chief within the station, and report in writing on the progress of my cover development and its operational exploitation.

For operational reasons, I develop and assess operational leads in the FI, CI and CA areas, principally against denied area targets. I also handle local investigations and such cases as the station determines will fit into my cover, or which I can otherwise handle in alias. I travel to other field stations to handle such tasks as they request or Mq directs. I handle all cover tasks as they appear.

B. RYEFERENCE FOR NEXT ASSIGNMENT:

A. WRITE A GRIEF DESCRIPTION OF THE TYPE OF BORY YOU SOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 8. ABOVE. IF YOU MAKE WORE THAN ONE PREFERENCE. INDICATE YOUR CHOICES.

I would like to continue to serve essentially in the same meapacity as described above, although I would like eventually to add more supervisory and managerial functions to my responsibilities. I would like to expand the operating base provided by the cover organization by taking one several journeymen case officers to work with me against both denied area and host country targets, and to make the cover facility and the access it provides of more versatile use to both the station and to KUDCVE as a whole.

My second choice would be to return to Mg, and use the knowledge and experience I have gained in my present job to (1) select staff personnel who will be placed in non-official cover, (2) select the cover mechanisms proper, (5) train our personnel for the proper discharge of their total responsibilities while serving under such cover.

3. INDICATE BHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):

The completion of work toward a master's or doctor's degree in the physical or life sciences, or in the management/administration of the sciences and their personnel.

S. PREFERENCE FOR REVE ASSIGNMENT (continued). C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSEED IN THE BOXES BELOW.	ETING NUMBERS 1, 2 AND 3 (FOR 181)
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ist. choice Geneva 200, choice	Brussels jac. choice
DETERM ASSIGNMENTS!	26
10. HOS MUCH LEAVE DO YOU DESIDE BETWEEN ASSIGNMENTS!	INDICATE NUMBER OF WORK DAYS
11. INDICATE THE NUMBER AND AGE OF DEPENDENTS SMO WILL BE	TRAVELLING OR MOVING OTHER TOOL
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ITA. INDICATE ANY CHANGE IN YOUR PERSONAL OR FAMILY SITUAT	ION MHICH SHOULD BE CONSIDERED IN DETERMINING TOOK ALL
ASSIGNMENT	a desire touching in French or
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in English.	CONTINUE OF ABOVE PORTION OF THIS FORM.
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APPROVAL

9 December 1958

MEMORANDUM FOR: Secretary, CS/CSB

SUBJECT

Recommendation for Promotion to Grade GS-15 Jacques G. RICHARDSON

REFERENCE

Your memorandum dated 8 October 1958

- 1. The SR Division and the Chief of Station, Tokyo (FJTT-1950, attached) recommend the promotion of Jacques G. Richardson to GS-15.
- 2. Mr. Richardson was last promoted 16 January 1955. On 17 February 1955 he arrived in Tokyo to serve as the senior SR officer in the FE field area, his present assignment. In this position he has continued to display qualities of leadership, initiative, imagination and thoroughness which resulted in his rapid rise in the Agency.
- 3. The very facts of Mr. Richardson's youth in relation to his responsibilities and the fact that promotion to his present level has been rapid, caused the Division and the Chief of Station, Tokyo to hold until this time a recommendation for his promotion which was submitted in June 1957. Most careful consideration has convinced us that not only is Mr. Richardson deserving of the recommended promotion, but his elevation to the higher grade will be in the best interest of the Career Service and meet definite Division requirements for a senior officer at the GS-15 level.

CHARLES KATEK Acting Chief, SR Division

Distribution: Orig & 6 - Addr

CLASSIFICATION OFFICIAL DISPATCH Chief, SR Chief, FE FROM Chief of Station, Tokyo RED-DOD/ADMINISTRATIVE Promotion of REFERENCE (S) Richard SON FJTH-11531 (RYBAT), dated 11 October 1957 Bookers ACTION REQUIRED: See paragraph 2 ليانينبا DE1504 1. In line with paragraph 2 of Reference, after a period of six months we submitted an additional promotion fitness report on winder cover of WITT-O:01 dated 20 May 1958. Inasmuch as then at Headquarters on TDY, we requested that he review this fitness report and assumed ? that in doing so he would also discuss with promotion, which both he and felt was to be strongly recommended. 2. was, however, not shown this fitness report at Headquarters, nor did he have the apportunity to discuss in reviewing our records. we are now concerned at the possibility of sore administrative alin-up and would appreciate a word of advice as to how this promotion action is preceeding. We would like to reiterate that we now have not the slightest hesitation in recommending for promotion and find that the fitness report submitted with FUTT-0801 still reflects our current high appreciation of his abilities and progress. 20 November 1958 Distribution: 2 - Chief, SR 2 - Chief, FE

FORM NO. 53 TEST

HODENCRANDUM No. 360

18 June 1957

70 : Chief of Station

FHOM : Chief, Soviet Branch

(7)

SUBJECT: - Recommendation for Promotion

has been under my supervision as Deputy and Case Officer for approximately fifteen months. Based on the knowledge of the approximately fifteen months. Based on the knowledge of the approximately fifteen months. Based on the knowledge of the approximately fifteen months. Based on the knowledge of the approximately fifteen months. Based on the knowledge of the approximately fifteen months. Based on the knowledge of the approximately fifteen months. Based on the knowledge of the approximately fifteen months. Based on the knowledge of the approximately fifteen months. Based on the knowledge of the approximately fifteen months. Based on the knowledge of the knowledg

notably versatile during this period. He has engaged primarily in liaison and has been personally affective in terms of results achieved almost daily, in terms of reports, operational data, and joint enterprise; while, overall, he has established enduring professional relationships from which the organization as a whole should benefit for some time to come. In addition, owing in large part to unique personal talents, linguistic and otherwise, has handled a number of unilateral cases nost effectively. In the office, too, as well as in face-to-face operational situations has been outstanding. He has a flair for and a facility with the written word as evidenced by the execut of general and particular correspondence which he has initiated, and he knows the organizational "drill" intimately and from way back. Thus, I feel that he is qualified for the recommended promotion by ability and experience in both the internal and external aspects of the profession.

3. Relative to the more personal characteristics involved in the term managerial ability (jumpments are necessarily more subjective but here, too, I consider to be qualified in maturity, in judgment, and in experience. He would most certainly be a supervisor who could perform all the chores or handle all the situations which he would be calling upon subordinates to take care of, in itself, the beginning of any good supervisory relationship. In actual fact, he has had considerable experience in this regard already and the principal shortcoming I have noticed is a tendency to "carry" others by an extension of his own industry. It is not without his difficulties in the area of personal relationships. He is a purist at times and manifestly impatient in certain human situations where a shrug of the shoulders would be the

SEGNET

best reply. These characteristics do not always make for the best personal relations but are frequently obviated by intellect and above all are correctable and are being corrected.

h. In sum, qualifications, broad experience and proven abilities dominate his age, the only factor militating against a promotion at this time. It is therefore my sincere recommendation that a promotion recommendation be forwarded to Headquarters for consideration in the current mid-year lists.



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- J. The very facts of Sr. Electrican's yeard in relation to his present has responsibilities and the fact that present on his present level has been replic, exceed the Mainten and the Gales of Stationary to held mail! this time a remaindant in our presentant which was exhibited in Jean 1977. Heat execution in me presentant has the track and the fact that was easy to Sr. Maintenant description for the presented presentant, but his elevation to the higher presental be in the best internet of the forces furtion and send infinite bringing requirements for a scalar officer of the Gales level.

leading Color, on Revision

FJTT-1950

25 November 1958

TO:

Chief, SR

FROM:

Chief of Station, Tolyo

SUBJECT:

Promotion of Jacques 0. RICHARDSON

REFERENCE: FJTW-11531 (RYEAT) dated 11 Oct 1957

1. In line with paragraph 2 of Reference, after a period of six months we submitted an additional promotion fitness report on RICHARDSON under cover of FJTT-0501 dated 28 May 1958. Insamuch as Baker was then at Headquarters on TDY, we requested that he review this fitness report and assumed that in doing so he would also discuss with Maury RICHARDSON's promotion, which both he and Nelson felt was to be strongly recommended.

2. Baker was, however, not shown this fitness report at Headquarters, nor did he have the opportunity to discuss RICHANDSON's promotion with Manry. In reviewing our records we are now concerned at the possibility of some administrative slip-up and would appreciate a word of advice as to how this promotion action is proceeding. We would like to reiterate that we now have not the slightest hesitation in recommending RICHANDSON for promotion and find that the fitness in report submitted with FJTT-NOI still reflects our current high appreciation of his abilities and progress.

WILLIAM E. NELSON

COPY
Attachment to
FJTA-19609

MEMORANDUM No. 360

18 June 1957

101

Chief of Station

FROM:

Chief. Soviet Branch

SUBJECT: Jacques RICHARDSON - Recommendation for Promotion

- 1. Jacques Richardson has been under my supervision as Deputy and Case Officer for approximately fifteen months. Based on the knowledge of Richardson as an individual gained during this period and upon his actual performance, I recommend that he be entered for consideration on the SR Division GS-li to GE-15 promotion list at this time June 1957. The slot and job which he now occupies, Chief, Soviet Branch, is, of course, adequate to accommodate such a promotion.
- 2. Richardson's operational performance has been outstanding and notably versatile during this period. He has engaged primarily in liaison and has been personally effective in terms of results achieved almost daily, in terms of reports, operational data, and joint enterprise; while, overall, he has established enduring professional relationships from which the organisation as a whole should benefit for some time to come. In addition, owing in large part to unique personal talents, linguistic and otherwise, Richardson has handled a number of unilateral cases most effectively. In the office, too, as well as in face-to-face operational situations, Richardson has been cutstanding. He has a flair for and a facility with the written word as evidenced by the amount of general and particular correspondence which he has initiated, and he knows the organizational "drill" intimately and from way back. Thus, I feel that he is qualified for the recommended promotion by ability and experience in both the internal and external aspects of the profession.
- 3. Relative to the more personal characteristics involved in the term managerial ability, judgments are necessarily more subjective but here, too, I consider Richardson to be qualified in maturity, in judgment, and in experience. He would most certainly be a supervisor who could perform all the chores or handle all the situations which he would be calling upon subordinates to take care of, in itself, the beginning of any good supervisory relationship. In actual fact, he has had considerable experience in this regard already and the principal shortcoming I have noticed is a tendency to "carry" others by an extension of his own industry. Richardson is not without his difficulties in the area of personal relationships. He is a purist at times and manifestly impatient in certain human situations where a shrug of the shoulders would be the best reply. These characteristics do not always make for the best personal relationships but are frequently obviated by intellect and above all are correctable and are being corrected.

E. In sum, Richardson's qualifications, broad experience and proven abilities dominate his age, the only factor militating against a promotion at this time. It is therefore my sincere recommendation that a promotion recommendation be forwarded to Headquarters for consideration in the current mid-year lists.

ETHARD MARELIUS

MEMORANDUM FOR: Chairman, CS Career Service Board

SUBJECT

: Nominations for Promotion to GS-15

REFERENCE

Memorandum dated 14 May 1958 from Secretary, CS Career Service Board

1. After reviewing GS-14 employees assigned to the SR Division, I wish to again recommend the promotion of Jacques Richardson, Chief, Soviet Branch, Tokyo to GS-15. I concur also in the attached recommendation for the promotion of Paul Haines prepared by the Chief of Base, Berlin.

2. The Chief of Station, Tokyo and I recommended Mr. Richardson's promotion in December 1958. This earlier recommendation presented the personal qualities of Mr. Richardson. I wish simply to point out at this time that since early 1954, Mr. Richardson has more than fully discharged responsibilities at the GS-15 level. I believe that it is definitely time to elevate him to the level at which he has been performing more than satisfactorily for over 5½ years.

CHARLES KATEK Acting Chief, SR Division

Distribution: Orig & 6 Addressee w/att

STANDARD FORM 144 ANUARY IN: U. R. CIVIR. SERVICE COMMISSION FOR CHAPTERS LI AND RE STAT	EMEN	T OF	PRIC	OR FE	DERA	L AN		JF .	* .	ERVICE	:	
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TRAVEL AGREEMENT BY STAFF EMPLOYEES ASSIGNED TO PERMANENT DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

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

WITNESS:

Jacques 3. Michardson Jerlee Bace: 9 August 1957

Fice of Personnel

Lorene E. Morbeck

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FORM NO. 37-190



DEPARTMENT OF THE ARMY OFFICE OF THE ASSISTANT CHIEF OF STAFF, G-2, INTELLIGENCE WASHINGTON 25, D. C.

3 DEC 1954

SUBJECT: Letter of Appreciation

TO:

1. I have received a letter from Major General boniface Campbell, adding General, Army Intelligence Center, expressing appreciation presentation by Mr. at Fort Holakird in Octable also arranged for presentations by the rmy Intelligence Center. A combed. Commanding General, Army Intelligence Center, expressing appreciation for a presentation by Mr. at Fort Holabird in October 1954. Mr. also arranged for presentations by two other speakers at the Army Intelligence Center. A copy of General Campbell's letter is attached.

2. The remarks contained in this letter are a source of real satisfaction to me, and I take this opportunity to add my appreciation to that expressed by General Campbell. Jathan G. Trudere

1 Incl Cy ltr fr Gen Campicell dtd 12 Hov 54

A. C. cf 5

STANDARD FORM 61 (DEVISED APRIL 1, 140)
PROVINCE AND BY CIVE SERVICE COMMISSION
CHAPTER SEPECTRAL PERSONNEL MANUAL

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DECLARATION OF APPOINTEE

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INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine to his own satisfaction that this appearament would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations and acts of Congress perfaining to appearament.

This form should be checked for holding of office, pension, suitability in connection with any record of recent discharge or arrest, and particularly for the following:

(1) Identity of appointee.—The appointer's signature and handwriting at to be compared with the application and or other pertinent papers. It physical appearance may be checked against the medical certificate. The appointer may also be questioned on his personal history for agreement with his previous statements.

(4) Age, "It denote age firsts now over established for the position, it show be determined that applicant is not outside the age range for appointmen. Until such determination is made, the appointment may not be consummated. (3) Cirisenship.—The appointing officer is responsible for observing the citizenship covariants of (2) the Civil Service Rules and (1) appropriation acts. Form 01 constitutes an addition for both purposers and is acceptable proof of citizenship status in the absence of conditions evidence. In doubtful cases the appointaint should not be consummented until clearance has been secured from the certifying other of the Outl Service Commission.

(4) Members of Family:—Section 9 of the Civil Service Act prevides that whenever there are nearly two or must members of a family serving under probational or premisent appointment in the competitive service, no other member of such family a neighbor for probational or premisent appointment in the connections service. The appointments of periods entitled to veteral perference are not adopted to this requirement. The members—of-family prevision does not apply to temporary appointments. Doubtful cases may be referred to the appropriate other of the Civil Service Communism for decision.

U. S. GOVERNMENT PRINTING APPROX. 10-83250-8

1. Unlawfully obtaining or permitting to be obtained information affecting national defense .- That (a) Whoever, for the purpose of obtaining information respecting the national defense with intent or reason to believe that the information to be obtained is to be used to the injury of the United States, or to the advantage of any foreign nation, coes upon, enters, flies over, or otherwise obtains information concerning any vessel, aircraft, work of defence, navy yard, naval station, submarine base, coaling station, fort, battery, torpedo station dockward, canal, railroad, arzenal, comp, factory, mine, telegraph, telephone, wireless, or signal station, building, office, or other place connected with the national defense, owned or constructed, or in progress of construction by the United States or under the control of the United States, or of any of its officers or agents, or within the exclusive jurisdiction of the United States, or any place in which any vessel, mircraft, arms, munitions, or other materials or instruments for use in time of war are being made, prepared, repaired, or stored, under any contract or agreement with the United States, or with any person on behalf of the United States, or otherwise on behalf of the United States, or any prohibited place within the meaning of section 6 of this title; or (b) whoever for the purpose aforesaid, and with like intent or reason to believe, copies, takes, makes, or obtains, or attempts, or induces or aids another to copy, take, make, or obtain, any sketch, photograph, photographic negative, blueprint, plan, sep, model, instrument, appliance, document, writing, or note of enything connected with the national defense; or (c) whoever, for the purpose aforesaid, receives or obtains or agrees or attempts or induces or aids another to receive or obtain from any person, or from any cource whatever, any document, writing, code book, signal book, sketch, photograph, photographic negative, blueprint, plan, map, model, instrument, appliance, or note, of anything connected with the national defense, knowing or having reason to believe, at the time he receives or obtains, or agrees or attempts or induces or aids another to receive or obtain it, that it has been or will be obtained, taken, made or disposed of by any person contrary to the provisions of this title; or (d) whoever, lawfully or unlawfully having possession of, access to, central over, or being intrusted with any document, writing, code book, signal, book, sketch, photograph, photographic negative, blueprint, plan, map, model, instrument, appliance, or note relating to the national defense, villfully communicated or transmits or attempts to communicate or transmit the same to any person not entitled to receive it, or willfully retains the same and fails to deliver it on demand to the officer or employee of the United States entitled to receive it; or (3) whoever, being intrusted with or having lawful possession or control of any document. writing, code book, signal book, sketch, photograph, photographic negative, blueprint, plan, map, model, note, or information, relating to the national defense, through gross negligence permits the same to be removed from its proper place of custody or delivered to expene in violation of his trust, or to be lost, stolen, abstracted, or destroyed, shall be punished by imprisonment for not more than ten years and may, (2145)

in the discretion of the court, be fined not more than \$10,000. (Sec. 1. Title I. act 15 June 1917 (40 Stat. 217), as amended by sec. 1, act 28 March 1940 (54 Stat. 79; 50 U.S.C. 31)).

2. Unlawfully disclosing information affecting national defense .-(a) Macever, with intent or reason to believe that it is to be used to the injury of the United States or to the advantage of a foreign nation, communicates, delivers, or transmits, or attempts to, or aids or induces another to, communicate, deliver, or transmit, to any foreign government, or to any faction or party or military or naval force within a foreign country, whether recognized or unrecognized by the United States, or to any representative, officer, agent, employee, subject, or citizen thoroof, either directly or indirectly, any document, writing, code book, signal book, skotch, photograph, photographic negative, blueprint, plan, map, model, note, instrument, appliance, or information relating to the notional defense, shall be punished by imprisemment for not more than twenty years: Provided, That whoever shall violate the provisions of subsection (a) of this section in time of war shall be punished by death or by imprisonment for not more than thirty years; and (b) who ever, in time of war, with intent that the same shall be communicated to the energy, shall collect, record, publish, or communicate, or attempt to elicit any information with respect to the movement, numbers, description, condition, or disposition of any of the armed forces, chips, aircraft, or war materials of the United States, or with respect to the plans or conduct, or supposed plans or conduct of any navel or military operations, or with respect to any works or measures undertaken for or connected with, or intended for the fortification or defence of any place, or any other information relating to the public defense, which might be useful to the enemy, shall be punished by death or by imprisonment for not more than thirty years. (Sec. 2. act 15 June 1917 (40 Stat. 218: 50 U.S.C. 32)).

I have read and understand the provisions of the above:

Witness.

Juayoh S Keff 21 november 1949 STANDARD FORM 61 (REVISED APRIL I, 1941)
PROMIL GATED BY CIVIL SCRYCE COMMISSION
CHAPTER AN FEDERAL PERSONNEL MARKAL

APPOINTMENT AFFIDAVITS

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

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2	(Department or agracy)	(Burron or divisi	n) (Place of employment)	
I,		<i>G</i>	, do solemnly swear (or affirm)	that—
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B. AFFIDAY	VIT AS TO SUBVERSIVE A	CTIVITY AND AFFILIA	TION	
that advo- unconstitu Constituti	cates the overthrow of to ational means or seeking on of the United States a member of such organ	he Government of the by force or violence I do further swea	cate nor am I a member of any of e United States by force or violer to deny other persons their right (or affirm) I will not so advocated that I am an employee of the control of the cont	s under the te, nor wil
C. AFFIDAV	IT AS TO STRIKING AGA	INST THE FEDERAL	OVERNMENT	. v
so engage	while an employee of the ation of Government ented States, and that I w	ne Government of the nolovees that assert:	ment of the United States and the e United States; that I am not a the right to strike against the G mment employee, become a mem	member o
D. AFFIDAY	IT AS TO PURCHASE AN	D SALE OF OFFICE		
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E. AFFIDAV	IT AS TO DECLARATION	OF APPOINTEE		69 E7
dated which I ha tion of Ap	ve reviewed, are true an pointee on the reverse of	, 19 48, filed with	Tederal Employment, Form No. the above-named department attempt with the exceptions noted in the exceptions, write "None" on the I	or agency ne Declara
of Appoint	tee.)			
Subscribed	and sworn before me this	2/5/ day of	Navimber, A	D. 1949
at	Washington	. , .	De Ca (State)	
	(City)	Ö.	and I Park	٠.
	[SEAL]		(Signature of Officer)	31.
		,	(Title)	

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

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Question 3 is to be answered in all cases, otherwise answer only those questions which require an answer different from that given to the corresponding questions on your application form. If no answers are Clarect, write "FONE" in Item 10, below. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

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INSTRUCTIONS TO APPOINTING OFFICER

The sppointing officer before whom the foregoing certainste is made shall determine to his own satisfaction that this appointment would be in conformance with the Civil Service Act, spoke-sible Civil Service Rules and Regulations and

This form should be checked for holding of office, princen, suitability in connection with any record of recent chicharge or arrest, and particularly for the following:

(1) Identity of appointes.—The appointer's signature and handwriting are to be compared with the apphration and/or other perment papers. The physical appearance may be checked against the medical certificate. The appointer may also be questioned on his personal history for agreement with his previous statements.

(2) Age,—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appearament. Until such determination is made, the appointment may not be compared to the proposition. (3) Grizzenship — The appointing officer is responsible for observing the citarenship provisions of (1) the Cruf Service Rules and (2) appropriation acts. Form 61 constitutes an affidavit for both purposes and is acceptable proof of citarenship status in the absence of conflicting evidence. In doubtful cases the appointment aboutd not be consummated until clearance has been secured from the certificing office of the Civil Service Commission.

(4) Members of Family.—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probatomal or promise appointment in the competitive service. Bo other member of such family probatomal or permanent appointment in the competitive service. The other probatomal or permanent appointment in the competitive service. The close for probatomal or permanent appointment is the competitive service to the requirement. Describe the charge of the competitive service is the requirement. Describe the charge of the competitive service is the competitive service in the competitive service of the competitive service comments.

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SECTION & CONTINUED FROM PAGE & LIST ANY SIGNIFICANT PUBLISHED NATERIALS OF MICH NOW AND THE AUTHOR (On not subject copies unless requested). INDICATE TITLE, PUBLICATION DATE, AND THE OF METRING (Non-fiction) accentific articles, general interest subjects, nevels, short stories, etc.) S. INCICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE SHETHER OR NOT THEY ARE PATENTED . LIST ANY PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE in an experienced intelligence briefer. ic. List any professional, academic of monoceasy associations or societies in which you are now or mere formerly a member. List academic honors you have received. London. Associate member, American Astronautical Association, New York. SECTION XI ORGANIZATION WORK EXPERIENCE - SINCE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE I. INCLUSIVE DATES (From- and Po-) 2. GRACE | 3. CFFICE/DIVISION/ BRANCH OF ASSIGNMENT 7 - 11 OPC/FE/3 - Desk intelligence officer Nov 1949 - Oct 1951 4. NO. OF EMPLOYEES UNDER YOUR DIRECT | 5. OFFICIAL POSITION TITLE SUPERVISION One to three Soviet desk officer 6. DESCRIPTION OF DUTIES Prepared, conjointly with OSC/FDS/FE, operational plans against Soviet Far Eastern targets. 1. INCLUSIVE DATES (From- and To-) 12-13 DF/SE/5; doputy chief, then chief Oct 1951 - Dec 1953 4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION up to 23 Branch deputy chief, then Branch chief 6. DESCRIPTION OF DUTIES Supervised and directed SS plans and projects targeted against Soviet Far East. 1. INCLUSIVE DATES (From- and To-) GRADE S. CFFICE/DIVISION/BRANCH OF ASSIGNMENT 13 | DDF/SR/COFS/DR - Chief Jan 1954 - Dec 1954 4. NO. OF EMPLOYEES UNDER YOUR CIRECT SUPERVISION 18 OFFICIAL POSITION TITLE Chief of special defector reception project 6. DESCRIPTION OF DUTIES Direct and supervise the reception, debriefing, intelligence exploitation, resettlement and legalization of two high level Soviet intelligence officers granted political asylum in the USA. 1. INCLUSIVE DATES (From- A-4-To-) 2. GRADE 3. SEFECE/DIVISION/BRANCH OF ASSIGNMENT Li DET/SR - MA/SR Base, Tokyo - Chief Feb 1955 - Nar 1956 4. NO. OF EMPLOYEES UNDER YOUR DIRECT 5. OFFICIAL POSITION TITLE SUPERVISION 22 Chief of Base 6. DESCRIPTION OF DUTIES Direct and supervise field plans and projects based in Japan and Okinawa, targeted against Soviet Far Eastern targets. INCLUSIVE DATES (From- and To-) E- GRADE 3- DEFECE/DIVISION/BRANCH OF ASSIGNMENT 14 IDF/SR - Tokyo Station Soviet Branch Deputy Chief Mar 1956 - Jun 1957 4- NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION 28 S. OFFICIAL POSITION TITLE Deputy chief of branch 28 4. DESCRIPTION OF DUTIES Assist Branch Chief in development and management of all Japan and Oktnawa-based operations against USSR and Soviet Embassy, Tokyo.

(Use additional pages if required)

ECTION XII NUMBER OF CHILDREN (Included and adapted children) who under 21. YEARS OF AGE, AND SUPPORTING.	ARE NOT SELF	2	HO DEPER HO DEPER HELR SUP	other difinit	T LEAST SON OF
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80BC. 9.	MOTHER-IN-LAW
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	CITIZENSHIP WHEN ACQUIRED? WHERE?
	OCCUPATION LAST EMPLOYER
8EC. 10.	RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:
	HENCY BIT RELATIONSHIP GREAT-UNCLE AGE 6819
	CITIZENSUMP (FRENCH) ADDRESS 27 RUE FORTH CAVELL, NICE FRANCE
n	MANS HARUS TRAND SERAND REPATIONSHIP SECOND COUSTALAGE 55(1)
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	3. NAME AGE
	CITIZENSHIP ADDRESS Bt. & No. Only State Country
SEC. II	RELATIVES BY BLOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF
SEC. II	THE U.S.OR OF A PURRIOU COVERNMENT.
	I. NAME MOR ROBT LEE CLARK RELATIONSHIP COUSIN AGE 30
	CITIZENSHIP USA ADDRESS N.O.B. NCR FOLK, VIRGINIA
. •	TYPE AND LOCATION OF SERVICE (IF KNOWN)
	2. NAMEAGE
	CITIZENSHIP ADDRESS BY. & No. City State
	TYPE AND LOCATION OF SERVICE (IF KNOWN)
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ADDRESS CCD. GHG. FEC APO 500 PUST MASTER SAN FRANCISCO USA KIND OF BUSINESS CIVIL CENSORSHIP NAME OF BUPERVISOR VINCENT MERCOLA TITLE OF JOB DEPUTY CHIEF, NEWS AGENCYMANY & 251 PER MONTH your ourses first chief of principal Allied press consumship bureau PRASONS FOR LEAVING CENSOLSHIP SECTION FLIMINATED Japan OM I NOV 46 TO 31 YAR 49 EMPLOYING FIRM OR AGENCY DEPT HEMY ADDRESSE (CD. GHU-FEL AX: 309-POSTMASTER-SAN FRANCISCO USA KIND OF BUSINESS CLAIL CENSORSHIP NAME OF SUPERVISOR KURT. SPAULDING (HILLTARY) TITLE OF JOB CHIEF CENSORSHIP SUB-STREALARY . 221 PRR MONTH your pures (perated field consorship surveillance detachment REASONS FOR LEAVING TRANSFERRED TO HO IN TOKYO FROM 15 MAR 46 TO 15 AUG 46 ADDRESS ALMY LANGUAGE SCHOOL TEESTOTO OF MONTE GIVE ALLUEA KIND OF BUSINESS CIVIL AFFAIRS ING NAME OF SUPERVISOR YUTAKA MUNAKATA (HILITARY) TITLE OF JOB WESEARCH EDITOR SALARY & ATTHY PER ST YOUR DITTIES KEVISED ARMY MANUALS, PREPRINED CIVIL AL REASONS FOR LEAVING COMMISSIONED; TRANSFERRED TO JAPAN FROM NOV 1941 EMPLOYING FIRM OR AGENCY T. EATON CO, LTD, ADDRESS ST CATHERINE ST, HONTREAL, GUE, CANADA KIND OF BUSINESS DEPT. STORE NAME OF SUPERVISOR ET. CETYDON THE OF JOB PHOTOGRAPHIC SALESHANGALARY'S 30 PER WEEK YOUR DUTIES SOLD CAMERAS AND PHOTO SUPPLIES REASONS FOR LEAVING WAS PART-TIME JOB ACCEPTED WHILE IN COLLEGE

SEC. 15. HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN FROM ANY FOSITION?
HAVE YOU LEFT A POSITION UNDER CIRCUMSTANCES WHICH YOU DESIRE TO EXPLAIN? GIVE DETAILS: APPLICABLE GIVE FIVE CHARACTER REFERENCES -- IN THE U.S. -- WHO KNOW YOU INTI-MATELY -- (GIVE RESIDENCE AND BUSINESS ADDRESSES WHERE POSSIBLE.) ALE BUB ADD ALS - PRESIDIAL MUNTEREY RES ADD. 2160 WOLEY. PAID ALTO CHY HOS ADD. UICALIFORNIA BERLEVY. CAL.
RES ADD. 571 NORTH. CAKLAND, CAL. HOLGE CHEATHAM BUR ADD WIE PATRICK ECEDERICK, MD. ... RES ADD LOTE: CHURCH FREDERICK. ID. JUHA RES ADD. 705 ST KCYAL ALEXANDRIA AUR ADD UP BURFAY DES KUNZMAN NAMES OF FIVE PERSONS WHO KNOW YOU SOCIALLY IN THE UNITED STATES — NOT REFERENCES, SUPERVISORS OR EMPLOYERS — (Give residence and business addresses where possible.) WHISHINGTON BUS ADD DEPT JAF RES ADD. 2310 VALLEY DV. ALEXANDRIA FINNEY BUR ADD BALTIMORE AY PHRADELPHA COLINGE BUS ADD DEPT STATE UMSHINGTON RES AND THE AR MOUDENE WHARTESED, SCHALL HIT KEPLINETS ADD. RES ADD 303 6 2114 BALTIMORE, FID. BUS. ADD.

C.E.	
SEC	C. 18. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U.S. — (Give residence and business addresses where possible.)
	residence and business addresses where possible.)
	W. All Editor Diane Street and Number
	HANK DUCHARACTION TO TO A COLOR CONTRACTOR
	RES ADD 16 LILLEY W. HARTICKO CONN.
	BUS ADD G. FOX CO. HARTFORD, CONN.
	UNX
	3. MRS. LOUIS FRANKLIN BUB, AND ALBERT STEIGHT AGRITTORD, CONS.
02-00-12	BUS ADD. UNK
. SEC.	THE PACK CIDOUSIN
	A. ARK YOU ENTIRELY DEPENDENT ON YOUR SALARY? YES IF NOT, STATE BOURGES
	D. NAMES AND ADDITIONS
	B. NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS BALTIMORE NAME AND YOU EVER BEEN IN, OR PETITIONED FOR PANY STREET, EALTHORE, P.D.
-	C. HAVE YOU EVER BEEN IN, ON PETITIONED FOR PANESUITON. NO.
	D. OIVE THREE CREDIT REPERENCES IN THE U.S.
	ADDRESS 3474 FASTER AN TRACTION
	ADDRESS MIN AV. COVI ANN II CA. GIALS
	3. NAME ADDRESS City Blate
SEC. 20	O. RESIDENCES BOY BALL
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	FROM 1939 TO 1942 1461 KOUNTAIN ST MONTPEAL OVE CANADA
	CHANGE CONTRACTOR OF TONIER CONTRACTOR OF THE CO
	FROM 1942 TO HAZ 26 HILLEY RD-W HARTFORD - CONN. USA
	BL NO. CHY BANG
	FROM 1908 TO PRESENT 2908 ST. PAUL ST. BRITIMORE, HD. USA
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	FROM TO
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SEC. 21.	RESIDENCE OR TRAVEL OUTSIDE OF THE UNITED STATES
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	PROMPTS TO SEP 1971 PARIS FRANCE VISIT
	FRANCE VISIT

	FROM OCT MULL TO JAN 1945 NORTHERN EUROPE WAR SERVICE
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	FROM TO City or Section Country Purpose
	LAST U.S. PASSFORT - NUMBER, DATE, AND PLACE OF IBSUE: UNKNOWN
	HOW MANY OTHER U.S. PASSPORTS HAVE YOU RAD? NONE GIVE APPROXIMATE
	DATES:
•	PASSPORTS OF OTHER NATIONS:
	LUBS, SOCIETIES AND OTHER ORGANIZATIONS
SEC. 22. C	LIST NAMES AND ADDRESSES OF ALL CLUSS, SOCIALIZED MEMBERSHIP IN, OR SUP- EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIND (INCLUDE MEMBERSHIP IN, OR SUP- EMPLOYEE GROUPS, ORGANIZATIONS OF ADDUANCERS OR BRANCH IN A FOREIGN COUN-
	TREE TO WHICH THE AT LARGE)
. <i>V</i> .	The state of the s
	DATES OF MEMBERSHIP: 136A
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	City State County
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G	ENERAL QUALIFICATIONS
A.	FOREIGN LANGUAGES (STATE DEGREE OR PROFICIENCY AS "SLIGHT" "FAIR" O
	LANGUAGE JAPANESE SPRAK FLUENT HEAD FAIR WRITE FAIR
	LANGUAGE FRENCH SPEAK FLUENT READ FLUENT WRITE FLUENT
	LANGUAGE BPEAK READ WRITE
B.	LIST ALL SPORTS AND HORDERS WHICH INTEREST YOU: INDICATE DEGREE OF PROPE CIENCY IN EACH:
	SWIMMING, SKIING, HOCSEMANSHIP, FOCTBALL - 6000.
	BASEBALL ICE HOCKEY LACROSSE, VOLLEYBALL, BADHINTON- FAIR
	PHOTOGRAPHIC PROCESSES - STRONG AMATEUR INTEREST.
O.	HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICK MIGHT FIT YOU FOR A PARTICULAR POSITION?
	HAVE AN ABILITY TO LURITE, FITHER EEPORTORIAL OR
	EDITORIAL, WHICH HIGHT BE SUITABLE FOR RESEARCH
	OR SPECIAL PEPORTS WEITING.
D.	LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE 1939:
	NONE OTHER THAN DEPT OF ARMY FOR
	COMMISSION AS OFFICER.
	L. TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:
	MILITARY INTELLIGENCE DIV, WAR DEPT, + FBI
	CONDUCTED LOYALTY CHECK SCHETIME BETWEEN
	FEB 1947 AND JUN 1947.

SEC. 23.

SEC. 24.	MI	SCELLANEOUS
	A .	DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED, OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OR, OR HAVE YOU SUPPORTED ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF OOVERNMENT IN THE UNITED STATES?
		IF "YES", EXPLAIN:
+		
·		
	В.	DO YOU USE, GR HAVE YOU USED, INTOXICANTS? YES IF SO, TO WHAT
		EXTENT? OCCASIONAL WINES AND LIQUOR
	Ο.	HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? IF SO. STATE NAME OF COURT, CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE:
	D.	HAVE YOU EVER BEEN COURT-MARTIALED WHILE A MEMBER OF THE ARMED FORCES? IF ANSWER IS "YES," OIVE DETAILS BELOW:
SEC. 25.	PE	RESON TO BE NOTIFIED IN CASE OF EMERGENCY: NAME JOHN B. RICHARDSON RELATIONSHIP FATHER
		ADDRESS 2908 ST. PAUL ST. BALTIMORE MD USA COUNTY
SEC. 26.	IN	DU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HERE- WILL BE INVESTIGATED.
. 4	M.A	E THERE ANY UNPAVORABLE INCIDENTS IN YOUR LIPE NOT MENTIONED ABOVE WHICH AY HE DISCOVERED IN SUBREQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY VOLVED OR NOT, WHICH LIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANVER "NO."
		NO

SEC. 27. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUT AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

STORED AT ALEXAVORIA VIRGINIA	
and State	DATE 25 NOV 1948
Mirable C. Dincara	march Alan
Withen	- Asquir i wharden
	Signature of Applicant

USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

- 14. I HAVE NEVER HELD A FULL-TIME CIVILIAN JOB, SINCE I ENTERED THE ARMY DIRECTLY FROM COLLEGE.
- M. I HAVE NEVER BOUGHT ANYTHING EN CREDIT.
 THEREFORE, I HAVE LISTED THREE CONCERNS
 WITH WHICH I HAVE TRANSACTED ADRHAL
 BUSINESS.
- 12. I ACQUIRED SUFFICIENT CREDITS FROM THE

 ACMY JAPANESE SCHOOL AT THE U OF MICHIGAN

 TO RECEIVE A B.A. DEGLEG, IN ABSENTIA,

 WHILE STILL ON ACTIVE SERVICE.

 FROM SEP 1942 TO DEC 1942 I COM
 PLETED ONE EMESTER AT TRINITY COLLEGE,

 HARTFORD, CONN.

Jugues G. Rieberdion

Note: Information contained herein is supplemental.

PERSONAL HISTORY STATEMENT

Instruction	ms:	 Answer all questions completely. If question does not apply write able." Write "unknown" only if you do not know the answer and of the answer from personal records. Use the blank pages at the end for extra details on any question or questions for which you do not cient room. Type, print or write carefully; illegible or incomplete forms will not sideration. 	ot nave sum-
_	Н	AVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS?	Yes or No
SEC. 1.	PF	Teleph Omce: VE	ionej Si o
	۸.	FULL NAME Mr. JACQUES GABRIELRICHARDSON Ext. (Use No Initials) Mrs. First Middle Last Home:	/3
		51. dr 510.	Country
		PERMANENT ADDRESS St. & No. City State NICKNAME WHAT OTHER NAMES HAVE YOU USED?	Country
		NAMES? IF A LEGAL CHANGE, GIVE PARTICULARS	÷ .
	_	Where? By What Authority DATE OF BIRTH PLACE OF BIRTH	
	C. D.	PRESENT CITIZENSHIP BY B.RTH? BY MARRIAGE?	Country
		BY NATURALIZATION CERTIFICATE # ISSUED BYBYBYBY	
		WANT NOW HAD A DESUIOUS NATIONALITY?	Sount-7
•		HELD BETWEEN WHAT DATES? TO ANY OTHER NATIONALITY	Country
		HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? GIVE PA	RTICULARS:

	E. IF BORN OUTSIDE U.S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY?
	PORT OF ENTRY? ON PASSPORT OF WHAT COUNTRY?
	LAST U.S. VISA
-	Place of Issue Date of Issue
C. 2	PHYSICAL DESCRIPTION
	AGE SEX HEIGHT WEIGHT
	EYES HAIR COMPLEXION SCARS
	BUILD OTHER DISTINGUISHING FEATURES
. 3.	MARITAL STATUS
	A. SINGLE MARRIED DIVORCED WIDOWED
	STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS
ļ ·	B. WIFE OR HUSBAND MENTS — USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.) NAME OF SPOUSE HARRIETE MCCCURE DRISCOLL RICHARD First Middle Madden Last PLACE AND DATE OF MARRIAGE ALEXANDERO AND A CO. A.S.
	THE TOTAL TO
	HIS (CR HER) ADDRESS BEFORE MARRIAGE 705 S. ROYAL ST., ALEX AND LIVING OR DECEASED LIVING DATE OF DECEASE CAUSE
	PRESENT, OR LAST ADDRESS 1619 DOOLITTLE 33 TOTAL
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	1. FULL NAME		•	• ,		and arriers)
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ī	THEOLINI ADDRESS	St. & No.	City			
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	5. FULL NAME		,	DIRLO	Country	Citizenship:
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· SEC. 8.	FATHER-IN-LAW					, į
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	FULL NAME THEO	PORE	907	ZIAN	DRISCI	01-1-
		111/11/	M	ddle	Last	
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X SEC. 9	. M	OTHER-IN-LAW
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		CAUSE CAUSE CAUSE
•		TOS S. ROYAL ST. 4CEXANDRIA, VA
•		DATE OF BIRTH 13 APR OUPLACE OF BIRTH MINNEAPOLIS, MINN.
		IF BORN OUTSIDE U.S. INDICATE DATE AND PLACE OF ENTRY
		CITIZENSHIP WHEN ACQUIRED? WHERE? City State Country
	. '	OCCUPATION HOUSEWIFE LAST EMPLOYER
y_SEC. 1). F	RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:
	٠	NONE, other thing muse relationship AGE
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		BELATIONSHIPAGE
	2	CITIZENSHIP ADDRESS St. & No. City State Country
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SEC. 27. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT Battimbre Michaeland DATE bet 18 49

Slow F. Chaillan State Signature of Applicant

Signature of Applicant

USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

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*Please Note: The in relitions listed where never applies for, nor held, a full-time civilian position.

wave-receivers & transmitters.

radio and motion-picture fields.

14-00000

JACQUES GABRIEL RICHARDSON

17. HILITARY TRAINING (continued)

Rating received at end of this training:Tec 4 Duty assignment or rating after this training:Assignment to MSIS. Dutes of duty assignment:Jan 1926 to Aug. 1946

Second Special Service School attended: MISIS, Fort Smelling, Winn.

Location: Fort Smelling, 11, Minnesota
Dates Attended: Jan 1926 To:Aug.1946
Rating received at end of this training: Second Lieutenant
What were you taught in Second Special Service School? Order of battle, military
terms of the Jupanese armed forces.

Civil affairs, military administration of occupied areas, propaganda
writing.

Duty assignment after this training: Student; translator: instructor.
That did you do during this duty assignment? Translated newspaper articles, ordinances, SCAP directives, etc. flown from Japan. Pade instructor's guides for civil affairs courses.

SECRET

Date: 13 October 1963

MEMORIANDUM FOR: Chief, Personnel Security Division/Office of Security Richards

SUBJECT

(P): Your Number 37833

1. In compliance with paragraph four (4) of your latest memorandum, subject as above, clearance to cover the following proposed change in Subject's status and/or use is hereby requested:

Ops Officer	Position Title	Ops Officer
GS-15	Grade	GS-15
DDP/SR Foreign Field Western European Area Paris, France	Orgn Designation	DDP/WE Paris Station External Ops Station
Paris, France	Headquarters	Paris, France

- Changes other than specified above:
- The proposed effective date of this change is: 13 October 1963.

JOSEFH B. RAGAN
Chief, Contract Personnel Division

1 8 OCT 1963 Date

Security Approval has been granted for the uso acquire dailed by this request

Chief, Personnal Dicurity Division

D. iv

DATE: 31 July 1962

MENDRANDUM FOR: Chief, Contract Personnel Division

MOTTWATTA

: Staff Agents Branch

FROM

Chief, Personnel Security Division

SUBJECT

Rutardier #37833

1. Reference is made to your memorandum dated 24 July 1962 in which a covert security clearance was requested to permit Subject's use as a Staff Agent, GS-14, by DDP/SR in the capacity of Operations Officer at Paris, France.

- 2. This is to advise that a covert security clearance is granted for the use of the Subject, as described in your request as set forth in paragraph 1, above.
- 3. If your office should desire at a later date to change the status or use of this individual, a request to cover any proposed change should be submitted to this office.
- 4. This clearance becomes invalid in the event that Subject's services are not utilized within six months of the date of this memorandum.

FOR THE DIRECTOR OF SECURITY:

W. A. Osborne

SECRET (When filled in)

GROUP 1
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PERSONAL HISTORY STATELENT - (Appendix I)

Listed below are names of organizations identified by the Attorney General, under his responsibility pursuant to Executive Order 2835, dated 21 March 1947, to list the names of each foreign or domestic organization, association, movement, group or combination of persons which he, after appropriate investigation and determination, designates as Totalitarian, Fascist, Communist, or subversive, or as having adopted a policy of advocating or approving the commission of acts of force or violence to deny others their rights under the Constitution of the United States, or as seeking to alter the form of government of the United States by unconstitutional means.

Each applicant must review the following list of organizations for certification purposes, and signature on the last page.

Abraham Lincoln School, Chicago, Illinois American Association for Reconstruction in Yugoslavia, Inc. American Committee for Protection of Foreign Born American Committee for Yugoslav Relief, Inc. The American Council for a Demogratic Greece, formerly known as the Greek American Council; Greek American Committee for National Unity Amorican Croatian Congress American League Against dar and Fascism American League for Peace and Democracy, successor to American League Against War and Paseism and prodecessor of American Peace Mobilization American Patriots, Inc. American Peace Mobilization. American Polish Labor Council American Aussian Institute of San Francisco American Slav Congress American Youth Congress american Youth for Democracy Armonian Progressive League of America Association of German Mationals (Roichsdoutsche Vereinigung) Ausland-Organization der HSDAP, Overseas Branch of Nazi Party Black Dragon Society California Labor School, Inc., 215 Market Street, San Francisco, Culifornia Central Council of American Women of Croatian Descent, also known as Central Council of American Croatian Tomen, National Council of Croatian Women Central Japanese Association (Beikoku Chio Mipponjin Kai) Central Japanese Association of Southern California The Central Organization of the German-American National Alliance (Doutsche-Amerikanische Einheitsfront) The Citizens Protective League Civil Rights Congress and its affiliated organizations and branches.

The Columbians
Communist Farty, U.S.A., formerly Communist Folitical |
Association, and its affiliates and committees,
including:

Citizens Committee of the Upper West Side (New York City) Committee to Aid the Fighting South . Dennis Defense Committee Labor Research Association, Inc. Southern Negro Youth Congress United May Day Committee United Negro and Allied Veterans of America Congress of American Revolutionary Writers Congress of American Women Connecticut State Youth Conference Council of African Affairs Council for Pan-American Democracy Dai Nippon Butcku Kai (Hilitagy Brtur Society of Japan or Kilitary Art Society of Japan) Dante Alighieri Society Federation of Italian War Veterans in the U.S.A., Inc. (Associazione Mazionale Contattenti Italiami, Federazione degli Stati Uniti d' America) Friends of the New Germany (Frounds dos Newen Deutschlands) Friends of the Soviet Union and its successor American Council on Soviet Relations, both predecessors of the National Council of American Soviet Friendship George Washington Carver School, New York City German-American Bund (Amerikadeutscher Volksbund) The Gorman-American Republican League German-American Vocational League (Deutscho-Amerikanische Beruissemminschaft) Hoimuska Kai, also known as Hokubei Heicki Girusha Kai, Zaibel Mihanjin, Heiyaka Gimusha Kai, and Zaibei Heirmsha Kai (Japanese Residing in America Military Conscripts Association) Hinodo Kai (Imporial Japanese Reservists) Hinomer: Kai (Rising Sun Flag Society - a group of Japanese War Veterans) Hekubei Zaigo Shoke Dan (North American Reserve Officers Association) Hollywood Writers Mobilization for Defense Hungarian-American Council for Democracy International Labor Defense International Workers Order, including Poople's Radio Foundation, Inc. Unpanese Association of America Japanese Overseas Central Society (Kaigai Dobo Chue Kai)

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Japanese Overseas Convention, Tokyo, Japan, 1940 Japanese Protective Association (Recruiting Organization) Jefferson School of Social Science, New York City Jewish Peoples Committee Jikyokı lin Kai (Current Affairs Association) Joint Anti-Fascist Refugee Committee Kiboi Seinen Kai (Association of U. S. Citizens of Japanese Ancestry who have returned to America after studying in Japan) Ku Klux Klan Kyffhacuser, also known as Kyffhacuser League (Kyffhnouser Bund), Kyffhnouser Fellowship (Kyffhaouser Kameradschaft) Kyffhacuser War Relief (Kyffhacuser Kriegshilfswerk) League of American Writers Lictor Society (Italian Black Shirts) Macedonian-American People's Loague Merio Morgantini Circle Eichigan Civil Rights Federation Nanka Toikoku Gunyudan (Imperial Military Friends Group or Southern California War Veterans) National Committee for the Defense of Folitical Prisoners National Committee to Win the Feace National Council of American-Soviet Friendship National Council of Americans of Croation Descent National Federation for Constitutional Liberties National Megno Congress Nature Friends of America (sines 1935) Nogro Labor Victory Committee New Committee for Publications Hichibei Kogyo Kaisha (The Great Fujii Theatre) Northwest Japonese Association Ohio School of Social Sciences The Poace Movement of Ethiopia Peoples Educational Association (Incorporated under name Los Angeles Educational Association, Inc.), also known as Pooples Educational Center, Peoples University, Peoplo's School People's Institute of Applied Religion Philadelphic School of Social Science and Art Photo Longie (New York City) Proletarian Party of America Protestant War Veterans of the U.S., Inc. Rovolutionary Workers League Sakura Kai (Patriotic Society, or Cherry Association composed of veterans of Russe-Japanese Tar) Samuel Adams School, Boston, Massachusetts School of Jowish Studies, New York City Scattle Labor School, Scattle, Washington Serbian Vidordan Council Shinto Temples

Silver Shirt Legion of America Slovenium-American National Council Socialist Workers Party, including American Committee for European Workers' Relief Sokoka Kai (Fatherland Society) Suike Sea (Reserve Officers Association Los Angeles) Tom Paine School of Social Science, Philadelphia, Tom Paine School of Westchester, New York United Committee of South Slavic Americans United Earlem Tenants and Consumers Organization Voterans of the Abraham Lincoln Brigade Walt Thitman School of Social Science, Newark, New Jersey Washington Book Shop Association Washington Committee for Democratic Action Wisconsin Conference on Social Logislation Workers Illiance Workers Party, including Socialist Youth League Young Communist League

I cortify that I have read the names of the above-listed organizations, and that I am not, nor have I been, a member of; that I have not contributed to, received literature from, or attended meetings of any organization listed, except as indicated and explained below:

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	(Organ	isition)			(Dates of Membership)
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	:	(Eddress)			

FOR : NO. 38. 14

To

Date: 10 June 1949

Chief of Inspection and Security

Number: 37833

Subject: RICHARDSON, Jacques Gabriel

Note "X" below: . 1.

> Security approval is granted subject for access to classified information contingent upon the receipt of derogatory informa-

tion at some future date.

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

Unless the applicant enters upon duty within 60 days from above x date this approval becomes invalid.

Your memorandum dated 14 March 1949 stated Subject is an applicant for OPC.

Chief, Personnel Security Division

OCCUPANTO DE CONTROL D

FORM NO. 38-101