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Black text on a blue background indicates content
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FILE TITLE/NUMBER/VOLUME:

FLORES, DANIEL
OP FILE

INCLUSIVE DATES:

CUSTODIAL UNIT/LOCATION:

ROOM :

DELETIONS, IF ANY:

MATERIAL AFTER 1967

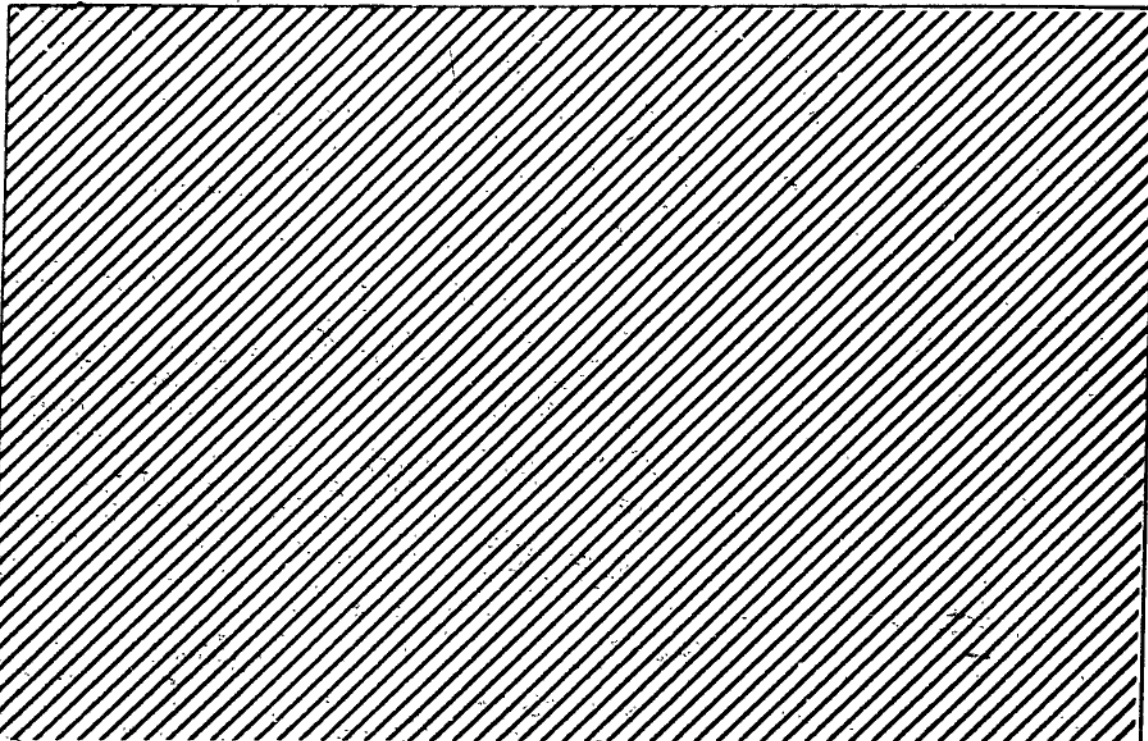
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FLURES DANIEL
460-48-6270

06/04/39

ADMINISTRATIVE - INTERNAL USE ONLY



NAME OF EMPLOYEE (Last-First-Middle) FLORES, Daniel	NAME AND RELATIONSHIP OF DEPENDENT self	CLAIM NUMBER 79 0606
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There is on file in the Personal Affairs Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on 1/4/79.

This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

DATE OF NOTICE 7 Jun 1979	SIGNATURE OF BIC REPRESENTATIVE ARTHUR L. Hardt
------------------------------	--

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

ADMINISTRATIVE - INTERNAL USE ONLY

[Redacted Area]		
NAME OF EMPLOYEE (Last-First-Middle)	NAME AND RELATIONSHIP OF DEPENDENT*	CLAIM NUMBER
FLORES, Daniel	Self	78-0668
<p>There is on file in the Personal Affairs Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on <u>4/12/78</u>.</p> <p>This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.</p>		
DATE OF NOTICE	SIGNATURE OF BSD REPRESENTATIVE	
6/6/78	Ernest L. Barlett	
NOTICE OF OFFICIAL DISABILITY CLAIM FILE		

SECRET
(If Not Filled In)

81 JAN 1978

C REQUEST FOR PERSONNEL ACTION				DATE PREPARED 27 January 1978	
1 SERIAL NUMBER 036130		2 NAME (Last-First-Middle) Flores, Daniel			
3 NATURE OF PERSONNEL ACTION Reassignment			4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 02 11 78		5 CATEGORY OF EMPLOYMENT Regular
6 FUNDS	V TO V CF TO V	V TO CF CF TO CF	7. PAN AND NSSA 8035 0990 0000		8 LEGAL AUTHORITY (Completed by Office of Personnel)
9 ORGANIZATIONAL DESIGNATIONS DDO/LA Division Foreign Field Mexico City, Mexico Station Independent Ops Branch			10 LOCATION OF OFFICIAL STATION Mexico City, Mexico		
11. POSITION TITLE Operations Officer			12 POSITION NUMBER GK76	13 CAREER SERVICE DESIGNATION DOG	
14 CLASSIFICATION SCHEDULE (GS, LB, IN.) GS		15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 13 2	17. SALARY OR RATE 26887	
18 REMARKS Reassigned from position FS35 CMS/MSB <i>[Signature]</i> <i>This action reflects WGI- 1/29/78</i>					
18A SIGNATURE OF REQUESTING OFFICIAL J. Halpin		DATE SIGNED 1/27/78		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER CMS <i>[Signature]</i>	
DATE SIGNED 1/29/78					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 51620 LA	22 STATION CODE 45075	23 INTEGREE CODE	24 HODTIS CODE 3
25 DATE OF BIRTH MO DA YR 08 04 35		26 DATE OF GRADE MO DA YR		27 DATE OF LEI MO DA YR	
28 SITE EXPLOS MO DA YR	29 SPECIAL REFERENCE 1-PLC 2-ORGN 3-FILE 4-POSS	30 RETIREMENT DATA CODE	31 SEPARATION DATA CODE	32 CORRECTION, CANCELLATION DATA TYPE MO DA YR	33 SECURITY REG. NO
35 VET PREFERENCE CODE 0-None 1-5 PT 2-10 PT		36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CAR. DESI PROV. PLAN	39 FECAI HEALTH INSURANCE CODE 0-NEITHER 1-016 2-016/017 3-UNCLASSIFIED
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED 1-YES 2-NO	44 HEALTH INS CODE	45 SOCIAL SECURITY NO
46 POSITION CONTROL CERTIFICATION 1-27-78 AED		47 OF APPROVAL Ann E. O. Ksok		DATE APPROVED 1-31-78	

FORM 1152 USE PREVIOUS EDITION

SECRET

82. IMPDET CL. BY. 007622

☒ SECRET ☐ CONFIDENTIAL

☐ INTERNAL USE ONLY

UP ☐ FILED *je*

REQUEST FOR PCS OVERSEAS EVALUATION

1 NAME (Last, First, Middle) Flores, Daniel		2 REQUEST DATE (DD-MO-YR) 12 Sept 77		3 APPLICANT HAS APPLICANT SEEN BY OMS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO <input checked="" type="checkbox"/> YES <input checked="" type="checkbox"/> NO <input checked="" type="checkbox"/>	
4 GRADE 13		5 AFFILIATION CODE ALL		6 DIRECTORATE/OFFICE DIVISION DDO/LA	
7 SOCIAL SECURITY NO. 460-28-235		8 EMPLOYEE ID 5270		9 POSITION TITLE Ops Officer	
10 REQUESTED ACTION (more than one action is acceptable)					
11 DEPENDENT NAME (Last, First, Middle)		12 SOC SEC NO.		13 DOB (DD-MO-YR)	
14 SEX		15 RELATIONSHIP		16 DEPENDENT PREVIOUSLY SEEN BY OMS (yes/no)	
20 REQUESTED ACTION (more than one action is acceptable)					
APPLICANT		PRE EMPLOYMENT		EOD	
ASSIGNMENTS		STATION Mexico City		EOD/ETA (DD-MO-YR) 14 Oct 77	
O/S PCS		O/S TDY		NO. OF DEPENDENTS TO ACCOMPANY ON RETURN 2	
O/S RETURNEE		FITNESS FOR DUTY		OTHER (specify):	
O/S TDY STANDBY		RETURN TO DUTY			
O/S PLANNING		SPECIAL TRAINING			
SEPARATION		RETIREMENT		MDR/CSC	
ROUTINE		REGULAR ANNUAL		EXECUTIVE ANNUAL	
MPR/PHE					
21 COMMENTS Assignment to Tokyo, Japan has been cancelled. Subject is now being considered for Mexico City.					
22 REQUESTING DIRECTORATE/OFFICE DIV DDO/LA/PERB		23 ROOM/BLDG 313113 Hqs		24 EXTENSION 5270	
25 OFFICE OF SECURITY DISPOSITION		26 SIGNATURE OF REQUESTING OFFICER Diane E. Roy			
27 OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION QUALIFIED FOR PROPOSED ASSIGNMENT OVERSEAS James Murs <i>[Signature]</i> 7 OCT 1977 Chairman, Overseas Candidate Review Panel					

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12 IMPROVED BY

FORM 2598 (Rev. 1-77) (When applicable)

8 - OMS (When applicable)

SECRET
(When Filled In)

26 1977

REQUEST FOR PERSONNEL ACTION				DATE PREPARED 21 March 1977	
1 SERIAL NUMBER 036130		2 NAME (Last-First-Middle) FLORES, DANIEL			
3 NATURE OF PERSONNEL ACTION REMOVAL FROM PARTICIPATION IN CIA RETIREMENT SYSTEM			4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 04 10 77		5 CATEGORY OF EMPLOYMENT REGULAR
6 FUNDS <div style="display: flex; justify-content: space-around;"> <div>V TO V</div> <div>V TO CF</div> </div> <div style="display: flex; justify-content: space-around;"> <div>CF TO V</div> <div><input checked="" type="checkbox"/> CF TO CF</div> </div>			7 PAY AND NICA 7135-4534-0000		8 LEGAL AUTHORITY (Completed by Office of Personnel) PL 88-643, Sect. 203
9 ORGANIZATIONAL DESIGNATIONS DDO/LA			10 LOCATION OF OFFICIAL STATION WASH., D.C.		
11 POSITION TITLE			12 POSITION NUMBER		13 CAREER SERVICE DESIGNATION DQG
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) 45		15 OCCUPATIONAL SERIES		16 GRADE AND STEP 13	17 SALARY OR RATE \$
18 REMARKS SUBJECT REMOVED FROM SYSTEM IN ACCORDANCE WITH HN 20-763.					
18A SIGNATURE OF REQUESTING OFFICIAL		DATE SIGNED		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC ALPHABETIC	22 STATION CODE	23 INTEREST CODE	24 NOTES CODE
					25 DATE OF BIRTH MO DA YR 09 04 35
26 RET EXPIRES MO DA YR	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1-YES 2-DEFER 3-YES 4-NO	31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA TYPE MO DA YR	33 SECURITY REQ NO
		1		EOD DATA	34 SEX
35 VET PREFERENCE CODE 0-NO 1-1 PT 2-10 PT	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY LAW BSL PROV. TEMP	39 HEALTH INSURANCE CODE 0-NO 1-YES 2-YES/OPT 3-UNAVAILABLE	40 SOCIAL SECURITY NO
41 PERIODS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO DELAY IN SERVICE 2-DELAY IN SERVICE (LESS THAN 3 YEARS) 3-DELAY IN SERVICE (MORE THAN 3 YEARS)	42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO	44 STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO	45 POSITION CONTROL CERTIFICATION	
3-24 77		21 Mar 77		21 Mar 77	

FORM 1152 USE PREVIOUS EDITION

SECRET

IMDET CL BY 007A22

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED 15 February 1977	
1. SERIAL NUMBER 036130		2. NAME (Last-First-Middle) Flores, Daniel			
3. NATURE OF PERSONNEL ACTION Reassignment			4. EFFECTIVE DATE REQUESTED MONTH 02 DAY 26 YEAR 77		5. CATEGORY OF EMPLOYMENT Regular
6. FUNDS V TO V CF TO V	V TO CF X	CF TO CF	7. FAN AND NACA 7135-4534 0000		8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS DDO/LA Division Cuba Operations Group EA Area			10. LOCATION OF OFFICIAL STATION Washington, D. C.		
11. POSITION TITLE Operations Officer			12. POSITION NUMBER (13) FS35	13. CAREER SERVICE DESIGNATION DQG	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 13 1	17. SALARY OR RATE \$24,308	
18. REMARKS Reassigned from DDO/LA Position CQ 66 CMS/MSB <i>SB Valenti</i> 2-17-77					
19A. SIGNATURE OF REQUESTING OFFICIAL <i>J. Halpin</i> J. Halpin CLAPERS		DATE SIGNED 15Feb77		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Joseph A. Smith</i> CMS/13	
DATE SIGNED 2-24-77					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC 51500 ALPHABETIC LA	22 STATION CODE 75013	23 INTEGRITY CODE	24 ROOTS CODE
25 DATE OF BIRTH MO DA YR 03/04/35	26 DATE OF GRADE MO DA YR	27 DATE OF LIT MO DA YR			
28 DATE EXPIRES MO DA YR	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1-CLC 2-ORCA 3-FLA 4-ROSE	31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA TYPE MO DA YR	33 SECURITY REQ. NO
35 VET PREFERENCE CODE 0-NONE 1-5 YR 2-10 YR		36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY EMP/STP PROV/TEMP	39 REG. HEALTH INSURANCE CODE CODE 0-WAIVER 1-RES 2-RES-OPT 3-UNAVAILABLE
40 SOCIAL SECURITY NO					
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NONE 1-NO PREVIOUS SERVICE 2-NO MORE THAN 5 YEARS 3-NO MORE THAN 10 YEARS 4-NO MORE THAN 15 YEARS		42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXEMPTED CODE NO TAX EXEMPTIONS		44 STATE TAX DATA FORM EXEMPTED CODE NO TAX EXEMPTIONS
45 POSITION CONTROL CERTIFICATION 2-25-77		46 APPROVAL 01 MAR 1977			DATE APPROVED 2-25-77

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12. REPORT CL BY **007AJ2**

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED 19 January 1977	
1. SERIAL NUMBER 036130 ✓		2. NAME (Last-First-Middle) Flores, Daniel ✓			
3. NATURE OF PERSONNEL ACTION PROMOTION			4. EFFECTIVE DATE REQUESTED MONTH 01 DAY 30 YEAR 77		5. CATEGORY OF EMPLOYMENT Regular
6. FUNDS V TO V C TO V XX C TO C			7. PAN AND NSCA 7135 4534 0000		8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS DDO/LA Division ✓ Cuba Operations Group WH Area			10. LOCATION OF OFFICIAL STATION Washington, D.C.		
11. POSITION TITLE Operations Officer ✓ (13)			12. POSITION NUMBER CQ66		13. CAREER SERVICE DESIGNATION DQG ✓
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01 ✓		16. GRADE AND STEP 13 1	
17. SALARY OR RATE \$24,508					
18. REMARKS FROM: GS-12/4, \$22,485 for 12/4					
18A. SIGNATURE OF REQUESTING OFFICER John Malpin		DATE SIGNED 19 Jan 77		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Michael Thomas	
DATE SIGNED 27 Jan 77					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 22	20. EMPLOY CODE 10	21. OFFICE CODE 51500	22. STATION CODE LA	23. HIRING CODE 75013	24. HIRING DATE 08/04/55
25. DATE OF BIRTH 01/15/77	26. DATE OF GRADE 01/15/77	27. DATE OF LEI 01/15/77	28. DATA		
29. DATE OF ENTRY 01/15/77	30. DATE OF ENTRY 01/15/77	31. DATE OF ENTRY 01/15/77	32. DATE OF ENTRY 01/15/77	33. DATE OF ENTRY 01/15/77	34. DATE OF ENTRY 01/15/77
35. DATE OF ENTRY 01/15/77	36. DATE OF ENTRY 01/15/77	37. DATE OF ENTRY 01/15/77	38. DATE OF ENTRY 01/15/77	39. DATE OF ENTRY 01/15/77	40. DATE OF ENTRY 01/15/77
41. DATE OF ENTRY 01/15/77	42. DATE OF ENTRY 01/15/77	43. DATE OF ENTRY 01/15/77	44. DATE OF ENTRY 01/15/77	45. DATE OF ENTRY 01/15/77	46. DATE OF ENTRY 01/15/77
47. DATE OF ENTRY 01/15/77	48. DATE OF ENTRY 01/15/77	49. DATE OF ENTRY 01/15/77	50. DATE OF ENTRY 01/15/77	51. DATE OF ENTRY 01/15/77	52. DATE OF ENTRY 01/15/77
53. DATE OF ENTRY 01/15/77	54. DATE OF ENTRY 01/15/77	55. DATE OF ENTRY 01/15/77	56. DATE OF ENTRY 01/15/77	57. DATE OF ENTRY 01/15/77	58. DATE OF ENTRY 01/15/77
59. DATE OF ENTRY 01/15/77	60. DATE OF ENTRY 01/15/77	61. DATE OF ENTRY 01/15/77	62. DATE OF ENTRY 01/15/77	63. DATE OF ENTRY 01/15/77	64. DATE OF ENTRY 01/15/77
65. DATE OF ENTRY 01/15/77	66. DATE OF ENTRY 01/15/77	67. DATE OF ENTRY 01/15/77	68. DATE OF ENTRY 01/15/77	69. DATE OF ENTRY 01/15/77	70. DATE OF ENTRY 01/15/77
71. DATE OF ENTRY 01/15/77	72. DATE OF ENTRY 01/15/77	73. DATE OF ENTRY 01/15/77	74. DATE OF ENTRY 01/15/77	75. DATE OF ENTRY 01/15/77	76. DATE OF ENTRY 01/15/77
77. DATE OF ENTRY 01/15/77	78. DATE OF ENTRY 01/15/77	79. DATE OF ENTRY 01/15/77	80. DATE OF ENTRY 01/15/77	81. DATE OF ENTRY 01/15/77	82. DATE OF ENTRY 01/15/77
83. DATE OF ENTRY 01/15/77	84. DATE OF ENTRY 01/15/77	85. DATE OF ENTRY 01/15/77	86. DATE OF ENTRY 01/15/77	87. DATE OF ENTRY 01/15/77	88. DATE OF ENTRY 01/15/77
89. DATE OF ENTRY 01/15/77	90. DATE OF ENTRY 01/15/77	91. DATE OF ENTRY 01/15/77	92. DATE OF ENTRY 01/15/77	93. DATE OF ENTRY 01/15/77	94. DATE OF ENTRY 01/15/77
95. DATE OF ENTRY 01/15/77	96. DATE OF ENTRY 01/15/77	97. DATE OF ENTRY 01/15/77	98. DATE OF ENTRY 01/15/77	99. DATE OF ENTRY 01/15/77	100. DATE OF ENTRY 01/15/77

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11 JAN 1977

SECRET
(When Filled In)

19 NOV 1976

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1 SERIAL NUMBER 036130		2 NAME (Last-First-Middle) Flores, Daniel		10 November 1976	
3 NATURE OF PERSONNEL ACTION Reassignment			4 EFFECTIVE DATE REQUESTED MONTH 12 DAY 04 YEAR 76		5 CATEGORY OF EMPLOYMENT Regular
6 FUNDS	V TO V OF TO V	V TO OF X OF TO OF	7. PAN AND NSCA 7135-4534 0000		8 LEGAL AUTHORITY (Completed by Office of Personnel)
9 ORGANIZATIONAL DESIGNATIONS DDO/LA Division Cuba Operations Group WH Area			10 LOCATION OF OFFICIAL STATION Washington, D. C.		
11. POSITION TITLE Operations Officer (12)			12 POSITION NUMBER CQ67	13 CAREER SERVICE DESIGNATION DQG	
14 CLASSIFICATION SCHEDULE (GS, LS, etc.) GS		15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 12 8	17 SALARY OR RATE 55485 22/804	
18 REMARKS Reassigned from DDA/OTR Position BD 33 Concur: <u>Hugh McClafferty 10 Nov 76 (telecord)</u> <u>OTR/PERS</u> CMS/MSB <u>Il Valent, CMS/MSB 11-16-76</u>					
19A SIGNATURE OF REQUESTING OFFICIAL <i>John F. Halpin</i> John F. Halpin C/LA/PERS		DATE SIGNED 10 Nov 76		19B SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Gregory D. Aul</i> Gregory D. Aul	
19C SIGNATURE OF APPROVING OFFICER <i>Il Valent</i> Il Valent					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODE 51500 LA	22 STATION CODE 75013	23 HOURS CODE 15/24/35	24 DATE OF BIRTH 12/04/76
25 DATE OF BIRTH 12/04/76	26 DATE OF ENTRY 12/04/76	27 DATE OF LEAVE 12/04/76	28 DATE OF ENTRY 12/04/76	29 DATE OF ENTRY 12/04/76	30 DATE OF ENTRY 12/04/76
31 DATE OF ENTRY 12/04/76					
32 DATE OF ENTRY 12/04/76					
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34 DATE OF ENTRY 12/04/76					
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98 DATE OF ENTRY 12/04/76					
99 DATE OF ENTRY 12/04/76					
100 DATE OF ENTRY 12/04/76					

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14-00000

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EYES ONLY

20 OCT 1976

MEMORANDUM FOR: Chairman, GS-12 Evaluation Board

FROM : Raymond A. Warren
Chief, Latin America Division

SUBJECT : Recommendation for Promotion to
Grade GS-13, Daniel Flores

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

2. During the past year Mr. Flores was responsible for handling a very sensitive and **well placed on-island Cuban** asset. This asset is probably one of the "messiest and disorganized individuals" with whom a case officer in this Agency has had to contend. However, Mr. Flores clearly demonstrated his fine handling abilities in his manipulation and exploitation of this agent. As a result of his guidance and his ability to effectively debrief this person, Mr. Flores was able to make this asset one of our most productive **on-island** sources. During the last year this source **produced SI reports** on subject matter which often commanded attention at the highest levels of our government.

3. Mr. Flores has shown a remarkable growth potential during the last year. He is determined, persistent, serious, and commendably aggressive. He is mature, self-assured, and his operational decisions are sound. His managerial skills are in keeping with his operational potential. He was often called

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

4. While assigned to LA/COG, Mr. Flores was involved in the spotting, assessing, developing access to, and eventually pitching a Cuban who was the head of Cubana Airlines in a Latin American country. The recruitment pitch was not successful but the details of this operation were handled in the most professional manner. Mr. Flores developed more leads to relatives and friends of Cuban officials during this period than any other LA/COG operations officer. He has native fluency in Spanish and feels "at home" operating in the field. While in LA/COG Mr. Flores was called upon to do a considerable amount of TDY travel since he was on call to meet his on-island asset anytime, any place whenever the agent traveled out of Cuba. In addition to these travels, Mr. Flores did a lot of traveling seeking out and debriefing potential access agents. During this last year he clearly demonstrated his ability to function independently and to assume responsibilities usually reserved for officers much more senior in grade and experience.

5. Mr. Flores was assigned in July 1976 to OTR on a two-year rotational assignment as an operations instructor. Upon completion of this assignment, Mr. Flores will return to this Division to assume responsibilities, either at Headquarters or in the field, commensurate with his demonstrated operational and managerial talents. In recognition of Mr. Flores' outstanding agent handling skills, his overall professional competency, and his obvious growth potential, it is strongly recommended that Mr. Flores be promoted to Grade GS-13.


Raymond A. Warren

SECRET
EYES ONLY

SECRET

21 September 1976

MEMORANDUM FOR: Chief, OTR/LTD

FROM : Walter R. Cox
Chief, ALT Unit

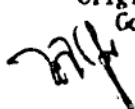
SUBJECT : Completion of Training Report
Trainee: Daniel Flores
Training Program: **MURAD**

1. For your information and for documentation in Daniel Flores' official personnel file, this memorandum certifies that he received the five-day SAI Persuasion Skills course at an NOCB safesite in Arlington, Virginia, between 11 and 17 August 1976. The instructor was Mr. George Steitz.

2. Briefly, the SAI course is a program in human relations and communications effectiveness on the interpersonal level. It provides the trainee with a framework for analyzing problems usually encountered in supervisory or in agent development, recruitment, and handling situations and with a system for presenting his ideas in a way standing the best chance for success in gaining a target individual's willing acceptance. Flores was an active and most interested participant throughout the program and achieved a good understanding of the basic principles involved. A copy of his course critique is attached for your information.

3. Since Flores is an ALT Instructor, we plan to dispense with the formality of a post-training questionnaire.


Walter R. Cox


Originated by:
George W. Steitz

E-2 Impdet.
Classified by 024097.

SECRET

CTR/ALT
Staff

Trainee: Mr. Daniel Flores
Instructor: Mr. Steitz

August 1976 -

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

1. Do you feel SAI training was helpful to you? (If you choose to do so, please explain why or how.) This course was extremely useful to me. One of the main features of the course -- how to perceive the other's person's objectives before your own -- was of particular interest because, as an instructor it will be one of the main tools I will use in evaluating the level of understanding of each trainee. This experience will also be very helpful to me in my career as a case officer. I can think of several instances where SAI could have helped me turn several failures (recruitment pitches) into successes.

2. Did SAI training provide you with any concepts or tools which can be applied in a practical way to your work problems? To your personal life? Any examples you care to mention?

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

3. What elements, segments, or aspects of the SAI training were of the most interest or use to you?

The greatest revelation from an operational point of view, was the clarification of perhaps an erroneous idea we have about obtaining our intelligence objectives. I always operated under the belief that the most important thing in my work was to attain my objectives, i.e. the recruitment of an agent. SAI revealed that this is true but it also revealed that it is more important to first consider the target's (agent's) objectives. Once we do this our chances (in my opinion after taking SAI) success would probably increase by at least 90 per cent. If I were to stress one point it would be that more emphasis be placed on dealing with the target's rather than the CO's objectives.

4. Would you recommend SAI training for other of our personnel?

I am sure that many people would be recommended for this training and that all would benefit from it. However, I would strongly recommend that personnel officers be given SAI as a prerequisite to their job. It would certainly help them in dealing with large numbers of different people.

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

6. Please comment, if you have any definite opinion, on the duration and pace of the training: too long/short? too fast/slow? The pace of the course was excellent. However, adding one or two more days would certainly help in putting the SAI concepts into practice by the trainee himself. That is, perhaps a live exercise with a person who is not aware of the training situation. A trainee could be tasked to elicit information from an unwitting participant. The use of videotapes and/or movies would help in testing the trainees perceptiveness through the course.

7. Any other comments you may wish to make:

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

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

Non-Essential	Slightly Helpful	Generally Helpful	Very Helpful	Essential
1	2	3	4	5
				X

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER 036130				2. NAME (Last-First-Middle) FLORES, Daniel	
3. NATURE OF PERSONNEL ACTION Reassignment		4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 06 21 76		5. CATEGORY OF EMPLOYMENT Regular	
6. FUNDS V TO V C TO V		7. PAY AND NTCA 0175-3010 0000		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDA/OTR Functional Training Division Operations Training Branch		10. LOCATION OF OFFICIAL STATION Washington, D.C.			
11. POSITION TITLE Instructor-Ops		12. POSITION NUMBER BD33		13. CAREER SERVICE DESIGNATION DQB	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 1712.32		16. GRADE AND STEP 12 3	
17. SALARY OR RATE 20678		18. REMARKS CONCUR: [Signature] LA/PERS 20678204 Out knowledge of category BAC and PERS payroll security CONCUR: [Signature] DDO/MSB/MPC B DIRM DQB 10 DQ4			
19A. SIGNATURE OF REQUESTING OFFICIAL Harry E. Fitzwater, DTR		DATE SIGNED 25 June 76		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER DDO/CMG/12	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODES NUMERIC ALPHABETIC 17500 CTR	22. STATION CODE 75013	23. INTEREST CODE	24. ADDRESS CODE
25. DATE OF BIRTH 03/04/35	26. DATE OF GRADE 06/04/76	27. DATE OF LET 06/04/76	28. DATE OF BIRTH 03/04/35	29. DATE OF GRADE 06/04/76	30. DATE OF LET 06/04/76
31. VET PREFERENCE	32. DATE OF BIRTH	33. DATE OF GRADE	34. DATE OF LET	35. DATE OF BIRTH	36. DATE OF GRADE
37. DATE OF BIRTH	38. DATE OF GRADE	39. DATE OF LET	40. DATE OF BIRTH	41. DATE OF GRADE	42. DATE OF LET
43. DATE OF BIRTH	44. DATE OF GRADE	45. DATE OF LET	46. DATE OF BIRTH	47. DATE OF GRADE	48. DATE OF LET
49. DATE OF BIRTH	50. DATE OF GRADE	51. DATE OF LET	52. DATE OF BIRTH	53. DATE OF GRADE	54. DATE OF LET
55. DATE OF BIRTH	56. DATE OF GRADE	57. DATE OF LET	58. DATE OF BIRTH	59. DATE OF GRADE	60. DATE OF LET
61. DATE OF BIRTH	62. DATE OF GRADE	63. DATE OF LET	64. DATE OF BIRTH	65. DATE OF GRADE	66. DATE OF LET
67. DATE OF BIRTH	68. DATE OF GRADE	69. DATE OF LET	70. DATE OF BIRTH	71. DATE OF GRADE	72. DATE OF LET
73. DATE OF BIRTH	74. DATE OF GRADE	75. DATE OF LET	76. DATE OF BIRTH	77. DATE OF GRADE	78. DATE OF LET
79. DATE OF BIRTH	80. DATE OF GRADE	81. DATE OF LET	82. DATE OF BIRTH	83. DATE OF GRADE	84. DATE OF LET
85. DATE OF BIRTH	86. DATE OF GRADE	87. DATE OF LET	88. DATE OF BIRTH	89. DATE OF GRADE	90. DATE OF LET
91. DATE OF BIRTH	92. DATE OF GRADE	93. DATE OF LET	94. DATE OF BIRTH	95. DATE OF GRADE	96. DATE OF LET
97. DATE OF BIRTH	98. DATE OF GRADE	99. DATE OF LET	100. DATE OF BIRTH	101. DATE OF GRADE	102. DATE OF LET

SECRET

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
				26 AUGUST 1975	
1. SERIAL NUMBER 036130 ✓		2. NAME (Last-First-Middle) FLORES, DANIEL ✓			
3. NATURE OF PERSONNEL ACTION CONVERSION FROM FSR STATUS			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 09 14 75		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS ▶	V TO V C TO V	V TO C C TO C	7. FAN AND NYCA 6135-4534-0000		8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS DDO/LATIN-AMERICA DIVISION CUBA OPERATIONS GROUP OPS BRANCH			10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.		
11. POSITION TITLE OPERATIONS OFFICER ✓ (14)			12. POSITION NUMBER CQ65 ✓	13. CAREER SERVICE DESIGNATION DQB. ✓	
14. CLASSIFICATION SCHEDULE (GS, GS, etc.) GS		15. OCCUPATIONAL SERIES 0136.01 ✓	16. GRADE AND STEP 12 2 ✓	17. SALARY OR RATE \$ 19,078 ✓	
18. REMARKS					
18A. SIGNATURE OF REQUESTING OFFICIAL H.L. BERTHOLD, C/LA/PERS					
DATE SIGNED 26 AUG 75		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER		DATE SIGNED	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 56	20. EMPLOY CODE 10	21. OFFICE CODE 51500 LA	22. STATION CODE 17813	23. INITIALS CODE	24. MOBILE CODE
25. DATE OF BIRTH 09 12 35	26. DATE OF GAGIN	27. DATE OF LSI	28. DATE OF LSI		
29. DATE OF LSI	30. DATE OF LSI	31. DATE OF LSI	32. DATE OF LSI	33. DATE OF LSI	34. DATE OF LSI
35. DATE OF LSI	36. DATE OF LSI	37. DATE OF LSI	38. DATE OF LSI	39. DATE OF LSI	40. DATE OF LSI
41. DATE OF LSI	42. DATE OF LSI	43. DATE OF LSI	44. DATE OF LSI	45. DATE OF LSI	46. DATE OF LSI
47. DATE OF LSI	48. DATE OF LSI	49. DATE OF LSI	50. DATE OF LSI	51. DATE OF LSI	52. DATE OF LSI
53. DATE OF LSI	54. DATE OF LSI	55. DATE OF LSI	56. DATE OF LSI	57. DATE OF LSI	58. DATE OF LSI
59. DATE OF LSI	60. DATE OF LSI	61. DATE OF LSI	62. DATE OF LSI	63. DATE OF LSI	64. DATE OF LSI
65. DATE OF LSI	66. DATE OF LSI	67. DATE OF LSI	68. DATE OF LSI	69. DATE OF LSI	70. DATE OF LSI
71. DATE OF LSI	72. DATE OF LSI	73. DATE OF LSI	74. DATE OF LSI	75. DATE OF LSI	76. DATE OF LSI
77. DATE OF LSI	78. DATE OF LSI	79. DATE OF LSI	80. DATE OF LSI	81. DATE OF LSI	82. DATE OF LSI
83. DATE OF LSI	84. DATE OF LSI	85. DATE OF LSI	86. DATE OF LSI	87. DATE OF LSI	88. DATE OF LSI
89. DATE OF LSI	90. DATE OF LSI	91. DATE OF LSI	92. DATE OF LSI	93. DATE OF LSI	94. DATE OF LSI
95. DATE OF LSI	96. DATE OF LSI	97. DATE OF LSI	98. DATE OF LSI	99. DATE OF LSI	100. DATE OF LSI

SECRET

D-NO

SECRET

(If Not Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED

10 SEPTEMBER 1974

1 SERIAL NUMBER 036130		2 NAME (Last-First-Middle) FLORES, DANIEL	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT		4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 09 15 74	
5 CATEGORY OF EMPLOYMENT REGULAR		6 FUNDS V TO V CF TO V XX CF TO CF	
7 PAY AND NSCA 5135 4534 0000		8 LEGAL AUTHORITY (Completed by Office of Personnel)	
9 ORGANIZATIONAL DESIGNATIONS DDO/WH DIVISION WH/COG OPS BRANCH		10 LOCATION OF OFFICIAL STATION WASH D.C.	
11 POSITION TITLE POL OFF ATTACHE OPS OFFICER		12 POSITION NUMBER 1159	
13 CAREER SERVICE DESIGNATION DQB		14 CLASSIFICATION SCHEDULE (GS, LR, etc.) FSH GS	
15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 06 1 12 1	
17 SALARY OR RATE 13,863 17,497		18 REMARKS From position 1134	

19 SIGNATURE OF REQUESTING OFFICIAL
H.E. BRINTHOLD D/WH/PERS

20 DATE SIGNED
12 SEP 74

21 SIGNATURE OF APPROVING OFFICER
K. B. B. B.

22 DATE SIGNED
16 Sept 74

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

23 OFFICE OF PERSONNEL 1000	24 EMPLOY 1000	25 OFFICE CODE 5135001	26 STATION 1000	27 ATTACHED 1000	28 MONTHS 1	29 DATE OF REF. 08.04.35	30 DATE OF GRAM 1000	31 DATE OF LIT 1000
32 OFFICE OF PERSONNEL 1000	33 EMPLOY 1000	34 OFFICE CODE 5135001	35 STATION 1000	36 ATTACHED 1000	37 MONTHS 1	38 DATE OF REF. 08.04.35	39 DATE OF GRAM 1000	40 DATE OF LIT 1000
41 OFFICE OF PERSONNEL 1000	42 EMPLOY 1000	43 OFFICE CODE 5135001	44 STATION 1000	45 ATTACHED 1000	46 MONTHS 1	47 DATE OF REF. 08.04.35	48 DATE OF GRAM 1000	49 DATE OF LIT 1000
50 OFFICE OF PERSONNEL 1000	51 EMPLOY 1000	52 OFFICE CODE 5135001	53 STATION 1000	54 ATTACHED 1000	55 MONTHS 1	56 DATE OF REF. 08.04.35	57 DATE OF GRAM 1000	58 DATE OF LIT 1000

59 OFFICE OF PERSONNEL
1000

60 EMPLOY
1000

61 OFFICE CODE
5135001

62 STATION
1000

63 ATTACHED
1000

64 MONTHS
1

65 DATE OF REF.
08.04.35

66 DATE OF GRAM
1000

67 DATE OF LIT
1000

68 OFFICE OF PERSONNEL
1000

69 EMPLOY
1000

70 OFFICE CODE
5135001

71 STATION
1000

72 ATTACHED
1000

73 MONTHS
1

74 DATE OF REF.
08.04.35

75 DATE OF GRAM
1000

76 DATE OF LIT
1000

77 OFFICE OF PERSONNEL
1000

78 EMPLOY
1000

79 OFFICE CODE
5135001

80 STATION
1000

81 ATTACHED
1000

82 MONTHS
1

83 DATE OF REF.
08.04.35

84 DATE OF GRAM
1000

85 DATE OF LIT
1000

86 OFFICE OF PERSONNEL
1000

87 EMPLOY
1000

88 OFFICE CODE
5135001

89 STATION
1000

90 ATTACHED
1000

91 MONTHS
1

92 DATE OF REF.
08.04.35

93 DATE OF GRAM
1000

94 DATE OF LIT
1000

95 OFFICE OF PERSONNEL
1000

96 EMPLOY
1000

97 OFFICE CODE
5135001

98 STATION
1000

99 ATTACHED
1000

100 MONTHS
1

101 DATE OF REF.
08.04.35

102 DATE OF GRAM
1000

103 DATE OF LIT
1000

SECRET

SECRET

(If Not Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1. SERIAL NUMBER		2. NAME (Last-First-Initial)				11 July 74	
036130		Flores, Daniel					
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT	
Reassignment				MONTH DAY YEAR 07 22 74		Regular	
6. FUNDS		7. PAN AND NSCA		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
<input checked="" type="checkbox"/> V TO V <input type="checkbox"/> V TO CF <input type="checkbox"/> CF TO V <input checked="" type="checkbox"/> CF TO CF		5 0135-4534 0000					
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION			
DDO/WH Division WH/COG Ops Support Branch				Washington, D.C.			
11. POSITION TITLE				12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION	
POT Officer Attache Ops Officer				1134		DQB	
14. CLASSIFICATION SCHEDULE (G.S., F.R., etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE	
FSR GS		0136.01		06 1 12 1		13,863 17,497	
18. REMARKS							
From Lima, Peru 57085 * Lima, Peru							
18A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	
H. L. Berthold, C/WH/PERS				11 July 74		11/8/74	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODES	22. STATION CODE	23. INTEGRAL CODE	24. MOVERS CODE	25. DATE OF BIRTH	26. DATE OF GRADE
37 10		NUMERIC ALPHABETIC 51500 004 75012		5	1	08/14/35	
27. DATE OF DEATH	28. SPECIAL BENEFITS	29. SEPARATION DATA	30. SEPARATION DATA CODE	31. SEPARATION DATA TYPE	32. COORDINATION/EXEMPTION DATA	33. MIGHTY REQ DO	34. SEE
35. NET PREFERENCE	36. SERV COMP DATE	37. LOAN COMP DATE	38. LABORS LAST DATE	39. FORM HEALTH INSURANCE	40. SOCIAL SECURITY NO		
41. PREVIOUS EMPLOYER SERVICE	42. LEAVE (1)	43. LEAVE (2)	44. LEAVE (3)	45. STATE TAB DATA	46. STATE TAB DATA		
47. EMPLOYER COMMENTS (OPTIONAL)				48. ICR APPROVAL		DATE APPROVED	
05 7/10/74				Carl Berthold		11/8/74	

11-117

USE PREVIOUS EDITION

SECRET

CLASSIFIED BY 9-1111

EX-100 174

11-117

EX-100

02 IMPDET (1 09 007022

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED

19 NOVEMBER 1973

1. SERIAL NUMBER 2. NAME (Last-First-Middle)

036130

FLORES DANIEL

3. NATURE OF PERSONNEL ACTION

PROMOTION

4. EFFECTIVE DATE REQUESTED

MONTH DAY YEAR
11 25 73

5. CATEGORY OF EMPLOYMENT

REGULAR

6. FUNDS

V TO V

V TO CF

CF TO V

CF TO CF

7. FAN AND NSCA

4135 1084 0000

8. LEGAL AUTHORITY (Completed by Office of Personnel)

9. ORGANIZATIONAL DESIGNATIONS

DDO/WII DIVISION
FOREIGN FIELD
BR 3 - LIMA, PERU STATION

10. LOCATION OF OFFICIAL STATION

LIMA, PERU

11. POSITION TITLE

POL OFFICER ATTACHE
OPS OFFICER

(12)

12. POSITION NUMBER

0136

13. CAREER SERVICE DESIGNATION

D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)

FSR
GS

15. OCCUPATIONAL SERIES

0136.01

16. GRADE AND STEP

06 1
12 1

17. SALARY OR RATE

13863
17497

18. REMARKS

From: GS-11.4

HOME BASE: WII

* Lima, Peru

Dorothy V. Blanford
11/20/73

18A. SIGNATURE OF REQUESTING OFFICIAL

Jane Wurz, AC/WII/Pers

DATE SIGNED

19 Nov 73

18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER

DATE SIGNED

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE 22	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 51160 LUN	22. STATION CODE 52085	23. INTELLIGENCE CODE 5	24. HOURS CODE 3	25. DATE OF BIRTH MO DA YR 03/04/35	26. DATE OF GRADE MO DA YR 11/25/73	27. DATE OF LEI MO DA YR 11/25/73
28. NTE EXPIRES MO DA YR	29. SPECIAL REFERENCE EOD DATA	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO DA YR	33. SECURITY REG NO.	34. SEX		
35. VET PREFERENCE CODE 0-None 1-5 YR 2-10 YR	36. SERV COMP. DATE MO DA YR	37. LONG COMP. DATE MO DA YR	38. CAREER CATEGORY EAB/BSY PROV/TEMP	39. HEALTH/HEALTH INSURANCE CODE CODE HEALTH INS CODE	40. SOCIAL SECURITY NO.			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-None 1-10 YRS 2-10 YRS 3-10 YRS		42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS 1-YES 2-NO		44. STATE TAX DATA FORM EXECUTED CODE NO TAX STATE 1-YES 2-NO			
45. POSITION CONTROL CERTIFICATION 11-23-73 29 NOV 1973			46. OFF APPROVAL K. A. M. Thack			DATE APPROVED 23 Nov 73		

FORM 1152

USE PREVIOUS EDITION

SECRET

CLASSIFIED BY 01-0333

FORM 1152

(4)

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED 23 Nov 71	
1. SERIAL NUMBER 036130		2. NAME (Last-First-Middle) FLORES, DANIEL									
3. NATURE OF PERSONNEL ACTION PROMOTION					4. EFFECTIVE DATE REQUESTED MONTH 11 DAY 28 YEAR 71			5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS V TO V CF TO V		V TO CF CF TO CF		7. FINANCIAL ANALYSIS NO CHARGEABLE 2135 1084			8. LEGAL AUTHORITY (Completed by Office of Personnel)				
9. ORGANIZATIONAL DESIGNATIONS DDP/WH Division FOREIGN FIELD BRANCH 3 - LIMA, PERU STATION					10. LOCATION OF OFFICIAL STATION LIMA, PERU						
11. POSITION TITLE POLITICAL OFFICER ATTACHE OPS OFFICER (12)					12. POSITION NUMBER 0136		13. CAREER SERVICE DESIGNATION D				
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS			15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 07 1 11 3		17. SALARY OR RATE 10,014 \$ 13,457				
18. REMARKS From GS 10. 3 *LIMA, PERU.											
18A. SIGNATURE OF REQUESTING OFFICIAL <i>[Signature]</i>				DATE SIGNED 23 Nov 71		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>				DATE SIGNED 11/24/71	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE 22		20. EMPLOY CODE 10		21. OFFICE CODING NUMERIC 51760 ALPHABETIC WH		22. STATION CODE 57035		23. INTEGRAL CODE 3		24. MOBILE CODE 3	
25. DATE OF BIRTH MO. DA. YR. 28/04/35		26. DATE OF GRADE MO. DA. YR. 11/25/71		27. DATE OF LEI MO. DA. YR. 11/25/71		28. DATE OF RETIREMENT MO. DA. YR. 11/25/71		29. DATE OF SEPARATION MO. DA. YR. 11/25/71		30. DATE OF CANCELLATION MO. DA. YR. 11/25/71	
31. VET PREFERENCE CODE 1-5 PT 2-10 PT		32. SERV COMP DATE MO. DA. YR.		33. LONG COMP DATE MO. DA. YR.		34. CAREER CATEGORY CODE 1-YES 2-NO		35. LEGAL/HEALTH INSURANCE CODE 1-YES 2-NO		36. SOCIAL SECURITY NO	
37. PREVIOUS (FEDERAL GOVERNMENT SERVICE) CODE 1-NO PREVIOUS SERVICE 2-NO BRANCH 10 SERVICE 3-BRANCH 10 SERVICE (LESS THAN 3 YEARS) 4-BRANCH 10 SERVICE (MORE THAN 3 YEARS)				38. LEAVE CAT CODE		39. FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO		40. STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO		41. STATE CODE	
42. POSITION CONTROL CERTIFICATION 11-26-71						43. O P APPROVAL <i>[Signature]</i>			44. DATE APPROVED 11/24/71		

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

(1)

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

**FILE
PUNCHED
BY**

TO: Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO. 1-6	NAME		
	LAST (Print)	FIRST 7-24	MIDDLE
036130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (*One only*). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 98, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	37	38 39	PERU	40-42
09	24	71					1		PERU	570

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37	38 39		40-42

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. 178740	DOCUMENT DATE/PERIOD 9/10/71
---------------------------------------	---------------------------------

REMARKS

PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DCR		
C & L DIVISION CTDR.	DATE 9/14/71	SIGNATURE <i>R. R. R.</i>
C & L DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

SECRET
EYES ONLY



17 AUG 1971

MEMORANDUM FOR: Secretary, CSCS Panel A

SUBJECT : Recommendation for Promotion to Grade
GS-11, Daniel Flores

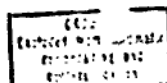
1. It is recommended that Mr. Daniel Flores be promoted from GS-10 to GS-11.

2. Mr. Flores is 36 years old and joined the Agency in March 1962. He has successively been a file clerk, translator, intelligence assistant, career trainee and operations officer. He worked part time for several years so that he could obtain his BA degree from American University. This he did in 1967 with his specialty being Latin American Affairs.

3. Mr. Flores, who is bilingual in English and Spanish, has just completed his first overseas tour as an operations officer in Guayaquil, Ecuador. It is on the basis of his very fine performance during this tour that this promotion request is based. Also as a result of his record in Guayaquil, he has been assigned to Lima Station as an operations officer in a position which is rated as GS-13.

4. The Chief of Base, Guayaquil, and the Chief of Station, Quito, both have rated Mr. Flores as "Strong" in his fitness reports and both have stated that his performance in Guayaquil merited a Quality Step Increase. This QSI request is currently being processed and is based on the outstanding job Mr. Flores did in connection with a very sensitive technical operation. He planned the pre-installation aspects, supervised the installation, located the listening post, recruited the transcriber/secretary and processed all the intelligence which was produced. The intelligence derived from this source has been of consistently high quality and the operation has been described by the Chief of Station, Quito, as the best and most productive of all the operations in Ecuador. Throughout all aspects of the operation, Mr. Flores maintained tight control on its security and avoided any problems in this respect.

SECRET
EYES ONLY



SECRET
EYES ONLY

-2-

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

James E. Shapley
William V. Proctor
Chief
Western Hemisphere Division

SECRET
EYES ONLY

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1. SERIAL NUMBER 036130		2. NAME (Last-First-Middle) FLORES DANIEL				7 September 1971	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 09 14 71		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS V TO V CF TO V		V TO CF X CF TO CF		7. FINANCIAL ANALYSIS NO CHARGEABLE 2135 1084		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 3 LIMA, PERU STATION				10. LOCATION OF OFFICIAL STATION LIMA, PERU			
11. POSITION TITLE Political Officer Attache OPS OFFICER				12. POSITION NUMBER 0136		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) F32 GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 07 1 10 3		17. SALARY OR RATE 10014 \$ 12285	
18. REMARKS (G. Marquez, Ecuador) From DDP/WH #0376 Vice Donald Venute Approved 259a attached. From 259a: Mr. Flores' Spanish capabilities are native reading and high speaking which more than meet the language requirements of intermediate reading and speaking for the Station.							
18A. SIGNATURE OF REQUESTING OFFICIAL Henry L. Berthold, C/WH/Pers		DATE SIGNED 9/13/71		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER [Signature]		DATE SIGNED 11/6/71	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE 37 10	20. EMPLOY CODE 51 100	21. OFFICE CODING NUMERIC ALPHABETIC 6.2 5705	22. STATION CODE 5705	23. INTEGRAL CODE 5	24. MOOTHS CODE 3	25. DATE OF BIRTH MO. DA. YR. 08 04 55	26. DATE OF GRADE MO. DA. YR.
27. DATE OF LEI MO. DA. YR.	28. BTE COPIES MO. DA. YR. XX XX XX	29. SPECIAL REFERENCE 1-CR 2-ORIG 3-FIL 4-REG	30. RETIREMENT DATA CODE	31. SEPARATION DATA DATA CODE	32. CORRECTION CANCELLATION DATA TYPE MO. DA. YR.	33. SECURITY REG. NO	34. SEX
35. VET PREFERENCE CODE 0-None 1-1 PT 2-10 PT	36. SERV COMP DATE MO. DA. YR.	37. LONG COMP DATE MO. DA. YR.	38. CAREER CATEGORY CODE 1-MS 2-MS 3-MS	39. FEGLI HEALTH INSURANCE CODE 1-MS 2-MS 3-MS	40. SOCIAL SECURITY NO		
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO DELAY TO SERVICE 2-DELAY 6 MONTHS (LESS THAN 3 YEARS) 3-DELAY 12 MONTHS (MORE THAN 3 YEARS)		42. LEAVE CAT CODE	43. FEDERAL TAX DATA CODE 1-MS 2-MS 3-MS	44. STATE TAX DATA CODE 1-MS 2-MS 3-MS	45. STATE TAX DATA CODE 1-MS 2-MS 3-MS		
46. POSITION CONTROL CERTIFICATION [Signature]				47. OF APPROVAL [Signature]		DATE APPROVED [Signature]	

1152 USE PREVIOUS EDITION

SECRET

10-100000-1
10-100000-2
10-100000-3

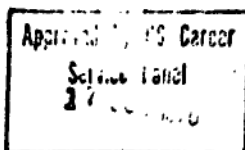
(1)

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1 SERIAL NUMBER 036130		2 NAME (Last-First-Middle) FLORES, DANIEL		21 JULY 1970	
3 NATURE OF PERSONNEL ACTION PROMOTION		4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07 26 70		5 CATEGORY OF EMPLOYMENT REGULAR	
6 FUNDS V TO V CF TO V X CF TO CF		7 FINANCIAL ANALYSIS NO CHARGEABLE 1135 0884		8 LEGAL AUTHORITY (Completed by Office of Personnel)	
9 ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 3 QUITO, ECUADOR STATION GUAYAQUIL, ECUADOR BASE		10 LOCATION OF OFFICIAL STATION GUAYAQUIL, ECUADOR			
11 POSITION TITLE POL OFFICER OPS OFFICER		12 POSITION NUMBER 0376		13 CAREER SERVICE DESIGNATION D	
14 CLASSIFICATION SCHEDULE (GS, IB, IN.) FSR GS		15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 07 1 10 2	
				17 SALARY OR RATE \$ 9450 \$ 10000 // 23/	
18 REMARKS * PRA NTE TWO YEARS IN ACCORDANCE WITH HR 20-17d(1)(a). FORMERLY A GS-9-3, \$10539. * Guayaquil, Ecuador.					
19A SIGNATURE OF REQUESTING OFFICIAL HENRY L. BERTHOLD		DATE SIGNED 21 July 70		19B SIGNATURE OF CAREER SERVICE APPROVING OFFICIAL [Signature]	
DATE SIGNED [Signature]					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19 ACTION CODE 32					
20 EMPLOY CODE 10					
21 OFFICE CODES 51200 LCH					
22 STATION CODE 17551					
23 OFFICIAL CODE S					
24 EMPLOY CODE 3					
25 DATE OF BIRTH 05/04/25					
26 DATE OF GRADE [Blank]					
27 DATE OF 1ST [Blank]					
28 DATE OF 2ND [Blank]					
29 DATE OF 3RD [Blank]					
30 DATE OF 4TH [Blank]					
31 DATE OF 5TH [Blank]					
32 DATE OF 6TH [Blank]					
33 DATE OF 7TH [Blank]					
34 DATE OF 8TH [Blank]					
35 DATE OF 9TH [Blank]					
36 DATE OF 10TH [Blank]					
37 DATE OF 11TH [Blank]					
38 DATE OF 12TH [Blank]					
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47 DATE OF 21ST [Blank]					
48 DATE OF 22ND [Blank]					
49 DATE OF 23RD [Blank]					
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57 DATE OF 31ST [Blank]					
58 DATE OF 32ND [Blank]					
59 DATE OF 33RD [Blank]					
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62 DATE OF 36TH [Blank]					
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65 DATE OF 39TH [Blank]					
66 DATE OF 40TH [Blank]					
67 DATE OF 41ST [Blank]					
68 DATE OF 42ND [Blank]					
69 DATE OF 43RD [Blank]					
70 DATE OF 44TH [Blank]					
71 DATE OF 45TH [Blank]					
72 DATE OF 46TH [Blank]					
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87 DATE OF 61ST [Blank]					
88 DATE OF 62ND [Blank]					
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95 DATE OF 69TH [Blank]					
96 DATE OF 70TH [Blank]					
97 DATE OF 71ST [Blank]					
98 DATE OF 72ND [Blank]					
99 DATE OF 73RD [Blank]					
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101 DATE OF 75TH [Blank]					
102 DATE OF 76TH [Blank]					
103 DATE OF 77TH [Blank]					
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105 DATE OF 79TH [Blank]					
106 DATE OF 80TH [Blank]					
107 DATE OF 81ST [Blank]					
108 DATE OF 82ND [Blank]					
109 DATE OF 83RD [Blank]					
110 DATE OF 84TH [Blank]					
111 DATE OF 85TH [Blank]					
112 DATE OF 86TH [Blank]					
113 DATE OF 87TH [Blank]					
114 DATE OF 88TH [Blank]					
115 DATE OF 89TH [Blank]					
116 DATE OF 90TH [Blank]					
117 DATE OF 91ST [Blank]					
118 DATE OF 92ND [Blank]					
119 DATE OF 93RD [Blank]					
120 DATE OF 94TH [Blank]					
121 DATE OF 95TH [Blank]					
122 DATE OF 96TH [Blank]					
123 DATE OF 97TH [Blank]					
124 DATE OF 98TH [Blank]					
125 DATE OF 99TH [Blank]					
126 DATE OF 100TH [Blank]					

SECRET
EYES ONLY



2 JUN 1970

MEMORANDUM FOR: Secretary, CSCS Panel (Section C)

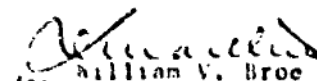
SUBJECT : Recommendation for Promotion to Grade
GS-10, Daniel Flores

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

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

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

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


William V. Broe
Chief
Western Hemisphere Division

SECRET
EYES ONLY

DISPATCH

CLASSIFICATION
SECRET

TO: Chief, WI Division

FROM: Chief of Station, Quito

SUBJECT: Chief of Base, Guayaquil

ADMINISTRATIVE/PERSONNEL - Promotion for Flores

ACTION REQUIRED: See Below

Approved by CS Career
Service Panel
17 JUL 1970

MAIL FLORES

During the visit of the Chief, WHD to the Base last November 1969 he mentioned to the COS, Quito and the COB that the promotion for Flores (from GS-9 to GS-10) would be forthcoming; he also said this to Flores during a private meeting. Thus far, however, there has been no notice of the promotion action. The COB assumes that the delay is related in some way to the dates set for meeting of the promotion panel for Flores grade. If this assumption is not correct, however, and some further action by the Base is necessary in addition to the recommendation contained in Flores last Fitness Report, the COB would appreciate being advised.

Distribution:
Orig. & 2 - C/WHD
2 - COS, Quito

15/ Robert L. Fambriani

REFERENCE TO

DISPATCH SYMBOL AND NUMBER

DATE

HEST-1474

26 May 1970

CLASSIFICATION

POST FILE NUMBER

SECRET

SECRET

SECRET
(U.S. Gov. Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER 036130				2. NAME (Last-First-Middle) FLORES, DANIEL	
3. NATURE OF PERSONNEL ACTION INTEGRATION - DEPARTMENT OF STATE			4. EFFECTIVE DATE REQUESTED MONTH 04 DAY 10 YEAR 69		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS V TO V CF TO V X	V TO V CF TO V X	V TO CF CF TO CF X	7. FINANCIAL ANALYSIS NO. CHARGEABLE 9135 0884		8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 3 QUITO, ECUADOR STATION Guayaquil, Ecuador Base			10. LOCATION OF OFFICIAL STATION GUAYQUIL, ECUADOR		
11. POSITION TITLE POL OFFICER OPS OFFICER			12. POSITION NUMBER 0376		13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, E.R., etc.) FSR GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 07 1 09 2		17. SALARY OR RATE 8153 \$ 8744
18. REMARKS SICK AND 168 HOURS ANNUAL LEAVE TO BE TRANSFERRED TO THE DEPARTMENT OF STATE MARITAL STATUS: MARRIED					
18A. SIGNATURE OF REQUESTING OFFICIAL J. CARSON COVER OFFICER, X5013		DATE SIGNED		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	
DATE SIGNED					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 55	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC 5170 ALPHABETIC 10H	22. STATION CODE 14559	23. INTEGRIS CODE 3	24. HOOPTS CODE 08K4B5
25. DATE OF BIRTH MO. DA. YR. 08 04 65	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LEI MO. DA. YR.	28. SECURITY REQ NO.		
29. RET. PREFERENCE MO. DA. YR.	30. SPECIAL REFERENCE 1 - CYC 2 - ODS 3 - FLS 4 - RUEL	31. RETIREMENT DATA CODE	32. SEPARATION DATA CODE	33. CORRECTION CANCELLATION DATA TYPE MO. DA. YR.	34. SECURITY REQ NO.
35. RET. PREFERENCE CODE 1 - NO 2 - 10 YR 3 - 15 YR	36. SERV. COMP. DATE MO. DA. YR.	37. LONG. COMP. DATE MO. DA. YR.	38. CAREER CATEGORY CODE 1 - NO 2 - 10 YR 3 - 15 YR	39. REG. HEALTH INSURANCE CODE 1 - YES 2 - NO	40. SOCIAL SECURITY NO.
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1 - NO 2 - YES (LESS THAN 2 YEARS) 3 - YES (MORE THAN 2 YEARS)		42. LEAVE CAT. CODE	43. FEDERAL TAX DATA CODE 1 - YES 2 - NO		44. STATE TAX DATA CODE 1 - YES 2 - NO
45. POSITION CONTROL CERTIFICATION			46. OFF. APPROVAL C. B. Russell		
DATE APPROVED			DATE APPROVED		

FORM 1152 USE PREVIOUS EDITION

SECRET

FORM 1152-1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
										3 April 1969	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)									
036130		FLORES, DANIEL									
3. NATURE OF PERSONNEL ACTION										4. EFFECTIVE DATE REQUESTED	
PROMOTION, TRANSFER TO FUNDS, AND CHANGE OF SERVICE DESIGNATION										MO. DAY YEAR 04 06 69	
5. CATEGORY OF EMPLOYMENT										REGULAR	
6. FUNDS		V TO V		X V TO CF		7. FINANCIAL ANALYSIS NO. CHARGEABLE		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
CF TO V		CF TO CF				9135 0884					
9. ORGANIZATIONAL DESIGNATIONS										10. LOCATION OF OFFICIAL STATION	
DDP/WH FOREIGN FIELD BRANCH 03 QUITO, ECUADOR STATION GUAYAQUIL, ECUADOR BASE										GUAYAQUIL, ECUADOR	
11. POSITION TITLE										12. CAREER SERVICE DESIGNATION	
OPS OFFICER (09)										D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)				15. OCCUPATIONAL SERIES				16. GRADE AND STEP		17. SALARY OR RATE	
GS				0136, 01				09 2		\$ 8744	
18. REMARKS											
<p>TO BE INTEGRATED. APPROVED 259a ATTACHED.</p> <p>FROM: DDP/WH/Branch 4/Pos. 1441. GS-08, step 2, \$7956/annum.</p> <p>I CONCUR IN CHANGE OF SERVICE DESIGNATION FROM SJ TO D:</p> <p>(Signed on original) 3 Apr 69</p> <p>CONCUR: Arthur Mc Neal (General) OTR/PERS</p>											
18a. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		18b. SIGNATURE OF CAREER SERVICE APPROVING OFFICER				DATE SIGNED	
HENRY L. BERTHOLD				3 APR 69		[Signature]				4 APR 1969	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGRITY CODE		24. HOURS CODE	
20		10		5120 WH		A559		3		0804135	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI		28. SEPARATION DATA CODE		29. CORRECTION CANCELLATION DATA		30. SECURITY REG NO	
MO DA YR		MO DA YR		MO DA YR		TYPE		MO DA YR		31. SECURITY REG NO	
08 04 65		04 06 67		04 06 67						EOD DATA	
31. VET PREFERENCE		32. SERV COMP DATE		33. LONG COMP DATE		34. CAREER CATEGORY		35. FEGLI HEALTH INSURANCE		36. SOCIAL SECURITY NO	
CODE		MO DA YR		MO DA YR		CODE		CODE		CODE	
1-NO 2-10 YR 3-15 YR						1-NO 2-10 YR 3-15 YR		1-YES 2-NO			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT CODE				43. FEDERAL TAX DATA			
CODE				CODE				CODE			
1-NO PREVIOUS SERVICE 2-1 YEAR OR MORE (LESS THAN 3 YEARS) 3-2 YEARS OR MORE (MORE THAN 3 YEARS)				1-YES 2-NO				1-YES 2-NO			
44. POSITION CONTROL CERTIFICATION				45. OFF APPROVAL				46. DATE APPROVED			

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
				23 SEPTEMBER 1968	
1 SERIAL NUMBER		2 NAME (Last-First-Middle)			
036130		FLORES, DANIEL			
3 NATURE OF PERSONNEL ACTION			4 EFFECTIVE DATE REQUESTED		5 CATEGORY OF EMPLOYMENT
REASSIGNMENT			MONTH DAY YEAR 10 06 68		REGULAR
6 FUNDS			7 FINANCIAL ANALYSIS NO CHARGEABLE		8 LEGAL AUTHORITY (Completed by Office of Personnel)
XX V TO V CF TO V			9235 0620		
9 ORGANIZATIONAL DESIGNATIONS			10 LOCATION OF OFFICIAL STATION		
DDP/WH BRANCH 4 URUGUAY/PARAGUAY SECTION			WASH., D. C.		
11 POSITION TITLE			12 POSITION NUMBER		13 CAREER SERVICE DESIGNATION
Ops Officer X CAREER TRAINING			1441		SS
14 CLASSIFICATION SCHEDULE (G.S. I.R. No.)		15 OCCUPATIONAL SERIES		16 GRADE AND STEP	
GS		0136.01 X0000000X		08 2	
17 SALARY OR RATE					
\$7,956					
18 REMARKS					
FROM: DDS/OTR/CAREER TRAINING PROGRAM/0748					
<p>Security <i>923568</i> <i>10/4/68</i> CONCUR: OTR/CTP</p>					
18A SIGNATURE OF REQUESTING OFFICIAL		DATE SIGNED		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER	
HENRY L. BERTHOLD C/WH/PERSONNEL		24 Sep 68		Arthur T. McNeill, C/CTP	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING	22 STATION CODE	23 INTEGRAL CODE	24 HQ/PTS CODE
37	10	NUMERIC ALPHABETIC 51450 WH 72213			
25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LSI	28 DATE OF LSI	29 DATE OF LSI	30 DATE OF LSI
MO DA YR 08 04 135	MO DA YR	MO DA YR	MO DA YR	MO DA YR	MO DA YR
31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA	33 SECURITY REG NO.	34 SEX	35 VET PREFERENCE	36 SERV COMP DATE
37 LONG COMP DATE	38 CAREER CATEGORY	39 FEGAL HEALTH INSURANCE	40 SOCIAL SECURITY NO.	41 PREVIOUS (FEDERAL GOVERNMENT SERVICE)	42 LEAVE CAT
43 FEDERAL TAX DATA	44 STATE TAX DATA	45 APPROVAL	46 DATE	47	48

FORM 1152 USE PREVIOUS EDITION

SECRET

 CONTROL
 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)								10 June 1968	
736130		FLORES, Daniel									
3. NATURE OF PERSONNEL ACTION					4. EFFECTIVE DATE REQUESTED			5. CATEGORY OF EMPLOYMENT			
PROMOTION					MONTH DAY YEAR 05 15 68			REGULAR			
6. FUNDS		XX		V TO V		V TO C		7. FINANCIAL ANALYSIS NO. CHARGEABLE		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
		CF TO V		CF TO C				8275 2100			
9. ORGANIZATIONAL DESIGNATIONS					10. LOCATION OF OFFICIAL STATION						
DCG/OTR CAREER TRAINING PROGRAM					WASHINGTON, D.C.						
11. POSITION TITLE					12. POSITION NUMBER			13. CAREER SERVICE DESIGNATION			
CAREER TRAINEE					0748			SJ			
14. CLASSIFICATION SCHEDULE (GS, I.B., etc.)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP			17. SALARY OR RATE			
GS			0090.01		08 2			\$ 7630 ✓			
18. REMARKS											
18A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER				DATE SIGNED	
						Arthur T. McNeill Arthur T. McNeill, C/CTP				6/13/68	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODES		22. STATION CODE		23. INTEGRAL CODE		24. NOTES CODE	
22		10		NUMERIC ALPHABETIC 28300 CTP		75213		/		08 05 35	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI		28. DATE OF BIRTH		29. DATE OF GRADE		30. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
31. DATE OF BIRTH		32. DATE OF GRADE		33. DATE OF LEI		34. DATE OF BIRTH		35. DATE OF GRADE		36. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
37. DATE OF BIRTH		38. DATE OF GRADE		39. DATE OF LEI		40. DATE OF BIRTH		41. DATE OF GRADE		42. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
43. DATE OF BIRTH		44. DATE OF GRADE		45. DATE OF LEI		46. DATE OF BIRTH		47. DATE OF GRADE		48. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
49. DATE OF BIRTH		50. DATE OF GRADE		51. DATE OF LEI		52. DATE OF BIRTH		53. DATE OF GRADE		54. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
55. DATE OF BIRTH		56. DATE OF GRADE		57. DATE OF LEI		58. DATE OF BIRTH		59. DATE OF GRADE		60. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
61. DATE OF BIRTH		62. DATE OF GRADE		63. DATE OF LEI		64. DATE OF BIRTH		65. DATE OF GRADE		66. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
67. DATE OF BIRTH		68. DATE OF GRADE		69. DATE OF LEI		70. DATE OF BIRTH		71. DATE OF GRADE		72. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
73. DATE OF BIRTH		74. DATE OF GRADE		75. DATE OF LEI		76. DATE OF BIRTH		77. DATE OF GRADE		78. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
79. DATE OF BIRTH		80. DATE OF GRADE		81. DATE OF LEI		82. DATE OF BIRTH		83. DATE OF GRADE		84. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
85. DATE OF BIRTH		86. DATE OF GRADE		87. DATE OF LEI		88. DATE OF BIRTH		89. DATE OF GRADE		90. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
91. DATE OF BIRTH		92. DATE OF GRADE		93. DATE OF LEI		94. DATE OF BIRTH		95. DATE OF GRADE		96. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
97. DATE OF BIRTH		98. DATE OF GRADE		99. DATE OF LEI		100. DATE OF BIRTH		101. DATE OF GRADE		102. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
103. DATE OF BIRTH		104. DATE OF GRADE		105. DATE OF LEI		106. DATE OF BIRTH		107. DATE OF GRADE		108. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
109. DATE OF BIRTH		110. DATE OF GRADE		111. DATE OF LEI		112. DATE OF BIRTH		113. DATE OF GRADE		114. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
115. DATE OF BIRTH		116. DATE OF GRADE		117. DATE OF LEI		118. DATE OF BIRTH		119. DATE OF GRADE		120. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
121. DATE OF BIRTH		122. DATE OF GRADE		123. DATE OF LEI		124. DATE OF BIRTH		125. DATE OF GRADE		126. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
127. DATE OF BIRTH		128. DATE OF GRADE		129. DATE OF LEI		130. DATE OF BIRTH		131. DATE OF GRADE		132. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
133. DATE OF BIRTH		134. DATE OF GRADE		135. DATE OF LEI		136. DATE OF BIRTH		137. DATE OF GRADE		138. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
139. DATE OF BIRTH		140. DATE OF GRADE		141. DATE OF LEI		142. DATE OF BIRTH		143. DATE OF GRADE		144. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
145. DATE OF BIRTH		146. DATE OF GRADE		147. DATE OF LEI		148. DATE OF BIRTH		149. DATE OF GRADE		150. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
151. DATE OF BIRTH		152. DATE OF GRADE		153. DATE OF LEI		154. DATE OF BIRTH		155. DATE OF GRADE		156. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
157. DATE OF BIRTH		158. DATE OF GRADE		159. DATE OF LEI		160. DATE OF BIRTH		161. DATE OF GRADE		162. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
163. DATE OF BIRTH		164. DATE OF GRADE		165. DATE OF LEI		166. DATE OF BIRTH		167. DATE OF GRADE		168. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
169. DATE OF BIRTH		170. DATE OF GRADE		171. DATE OF LEI		172. DATE OF BIRTH		173. DATE OF GRADE		174. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
175. DATE OF BIRTH		176. DATE OF GRADE		177. DATE OF LEI		178. DATE OF BIRTH		179. DATE OF GRADE		180. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
181. DATE OF BIRTH		182. DATE OF GRADE		183. DATE OF LEI		184. DATE OF BIRTH		185. DATE OF GRADE		186. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
187. DATE OF BIRTH		188. DATE OF GRADE		189. DATE OF LEI		190. DATE OF BIRTH		191. DATE OF GRADE		192. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
193. DATE OF BIRTH		194. DATE OF GRADE		195. DATE OF LEI		196. DATE OF BIRTH		197. DATE OF GRADE		198. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
199. DATE OF BIRTH		200. DATE OF GRADE		201. DATE OF LEI		202. DATE OF BIRTH		203. DATE OF GRADE		204. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
205. DATE OF BIRTH		206. DATE OF GRADE		207. DATE OF LEI		208. DATE OF BIRTH		209. DATE OF GRADE		210. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
211. DATE OF BIRTH		212. DATE OF GRADE		213. DATE OF LEI		214. DATE OF BIRTH		215. DATE OF GRADE		216. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
217. DATE OF BIRTH		218. DATE OF GRADE		219. DATE OF LEI		220. DATE OF BIRTH		221. DATE OF GRADE		222. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
223. DATE OF BIRTH		224. DATE OF GRADE		225. DATE OF LEI		226. DATE OF BIRTH		227. DATE OF GRADE		228. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
229. DATE OF BIRTH		230. DATE OF GRADE		231. DATE OF LEI		232. DATE OF BIRTH		233. DATE OF GRADE		234. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
235. DATE OF BIRTH		236. DATE OF GRADE		237. DATE OF LEI		238. DATE OF BIRTH		239. DATE OF GRADE		240. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
241. DATE OF BIRTH		242. DATE OF GRADE		243. DATE OF LEI		244. DATE OF BIRTH		245. DATE OF GRADE		246. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
247. DATE OF BIRTH		248. DATE OF GRADE		249. DATE OF LEI		250. DATE OF BIRTH		251. DATE OF GRADE		252. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
253. DATE OF BIRTH		254. DATE OF GRADE		255. DATE OF LEI		256. DATE OF BIRTH		257. DATE OF GRADE		258. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
259. DATE OF BIRTH		260. DATE OF GRADE		261. DATE OF LEI		262. DATE OF BIRTH		263. DATE OF GRADE		264. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
265. DATE OF BIRTH		266. DATE OF GRADE		267. DATE OF LEI		268. DATE OF BIRTH		269. DATE OF GRADE		270. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
08 05 35											
271. DATE OF BIRTH		272. DATE OF GRADE		273. DATE OF LEI		274. DATE OF BIRTH		275. DATE OF GRADE		276. DATE OF LEI	

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED 28 November 1967	
1 SERIAL NUMBER 036130		2 NAME (Last-First-Middle) FLORES, Daniel									
3 NATURE OF PERSONNEL ACTION PROMOTION AND CHANGE OF SERVICE DESIGNATION						4 EFFECTIVE DATE REQUESTED MONTH 12 DAY 22 YEAR 67		5 CATEGORY OF EMPLOYMENT REGULAR			
6 FUNDS XX V TO V CF TO V		7 FINANCIAL ANALYSIS NO CHARGEABLE 8275 2100		8 LEGAL AUTHORITY (Completed by Office of Personnel)							
9 ORGANIZATIONAL DESIGNATIONS DDS/OTR CAREER TRAINING PROGRAM						10 LOCATION OF OFFICIAL STATION WASHINGTON, D.C.					
11 POSITION TITLE CAREER TRAINEE						12 POSITION NUMBER 0 748		13 CAREER SERVICE DESIGNATION SJ			
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15 OCCUPATIONAL SERIES 0090.71		16 GRADE AND STEP 07 22		17 SALARY OR RATE \$ 6664.6959					
18 REMARKS From: DDP/WH/COG/Intelligence Branch/Operations Support Section, #1174. Subject has concurred in Change of Service Designation from D to SJ. CONCUR: <u>Henry L. Berthold</u> Chief, WH Personnel Security General Order No. 50/35 12/1/67 JOHN RICHARDSON, DTR 11/24/67											
19A SIGNATURE OF REQUESTING OFFICIAL Robert B. Freeman, C/CTP				DATE SIGNED		19B SIGNATURE OF CAREER SERVICE APPROVING OFFICER JOHN RICHARDSON, DTR		DATE SIGNED 11/24/67			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE 22	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC 28300 ALPHABETIC CTP	22 STATION CODE 76013	23 INTEREST CODE	24 MOOTING CODE 1	25 DATE OF BIRTH MO 08 DA 04 YR 35	26 DATE OF GRADE MO 12 DA 17 YR 67	27 DATE OF LST MO 12 DA 17 YR 67			
28 WTE EXPIRES MO DA YR	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1-CC 2-OSCA 3-FIC 4-ROSE	31 SEPARATION DATA CODE	32 CORRECTION (CANCELLATION) DATA TYPE MO DA YR	EOD DATA		33 SECURITY REG NO	34 SER			
35 PAY PREFERENCE CODE 0-NONE 1-1 PT 2-10 PT	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CODE 1-01 2-02 3-03	39 FEAT HEALTH INSURANCE CODE 0-NONE 1-01 2-02	40 SOCIAL SECURITY NO						
41 PREVIOUS (FEDERAL GOVERNMENT) SERVICE CODE 0-NONE 1-NO SERVICE 2-SERIAL OF SERVICE (1-10 YEARS) 3-SERIAL OF SERVICE (10-20 YEARS) 4-SERIAL OF SERVICE (20-30 YEARS)			42 LEAVE LST CODE	43 FEDERAL TAX DATA CODE 1-01 2-02 3-03	44 STATE TAX DATA CODE 1-01 2-02 3-03	45 STATE TAX DATA CODE 1-01 2-02 3-03					
46 POSITION CONTROL CERTIFICATION RL 12-1-67				46 OFF APPROV Michael B. L. yak 11/24/67		DATE APPROVED					

CONFIDENTIAL

26 October 1967

MEMORANDUM FOR: Daniel Flores

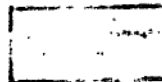
THROUGH : Executive Secretary
CSCT Selection Board

SUBJECT : Application for Career Training Program

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

ROBERT B. FREEMAN
Chief, CTP

CONFIDENTIAL



SECRET

(U) For Filled In

REQUEST FOR PERSONNEL ACTION				DATE PREPARED																																																																														
				3, August 1967																																																																														
1. SERIAL NUMBER 036130		2. NAME (Last-First-Middle) FLORES DANIEL																																																																																
3. NATURE OF PERSONNEL ACTION PROMOTION & PAY ADJUSTMENT TO FULL TIME (CORRECTION)		4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 01/07/67		5. CATEGORY OF EMPLOYMENT REGULAR																																																																														
6. FUNDS X V TO V CF TO V		7. FINANCIAL ANALYSIS NO. CHARITABLE 8235 0620		8. LEGAL AUTHORITY (Completed by Office of Personnel)																																																																														
9. ORGANIZATIONAL DESIGNATIONS DDP/WH WH/COG INTELLIGENCE BRANCH OPERATIONAL SUPPORT SECTION		10. LOCATION OF OFFICIAL STATION WASH., D. C.																																																																																
11. POSITION TITLE INTELLIGENCE ASST		12. POSITION NUMBER 1174		13. CAREER SERVICE DESIGNATION D																																																																														
14. CLASSIFICATION SCHEDULE (G.S. 18, 19) GS		15. OCCUPATIONAL SERIES 0301.28		16. GRADE AND STEP 06 3																																																																														
17. SALARY OR RATE \$ 6263.		18. REMARKS (FINANCIAL ANALYSIS NO. (#7) TO READ: 8235 0620)																																																																																
19. SIGNATURE OF PERSONNEL OFFICER Henry L. Berthold C/WH/PERS		20. DATE SIGNED 8/1/67		21. SIGNATURE OF CAREER SERVICE APPROVING OFFICER William Graham																																																																														
22. DATE SIGNED 5 Sept 1967		23. SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																																																																																
<table border="1"> <tr> <td>24. ACTION CODE</td> <td>25. EMPLOY CODE</td> <td>26. OFFICE CODE</td> <td>27. STATION CODE</td> <td>28. WILLING CODE</td> <td>29. CODE FOR DATE OF DATA</td> <td>30. DATE OF DATA</td> <td>31. DATE OF DATA</td> <td>32. DATE OF DATA</td> <td>33. DATE OF DATA</td> <td>34. DATE OF DATA</td> <td>35. DATE OF DATA</td> <td>36. DATE OF DATA</td> <td>37. DATE OF DATA</td> <td>38. DATE OF DATA</td> <td>39. DATE OF DATA</td> <td>40. DATE OF DATA</td> <td>41. DATE OF DATA</td> <td>42. DATE OF DATA</td> <td>43. DATE OF DATA</td> <td>44. DATE OF DATA</td> <td>45. DATE OF DATA</td> <td>46. DATE OF DATA</td> <td>47. DATE OF DATA</td> <td>48. DATE OF DATA</td> <td>49. DATE OF DATA</td> <td>50. DATE OF DATA</td> <td>51. DATE OF DATA</td> <td>52. DATE OF DATA</td> <td>53. DATE OF DATA</td> <td>54. DATE OF DATA</td> <td>55. DATE OF DATA</td> <td>56. DATE OF DATA</td> <td>57. DATE OF DATA</td> <td>58. DATE OF DATA</td> <td>59. DATE OF DATA</td> <td>60. DATE OF DATA</td> <td>61. DATE OF DATA</td> <td>62. DATE OF DATA</td> <td>63. DATE OF DATA</td> <td>64. DATE OF DATA</td> <td>65. DATE OF DATA</td> <td>66. DATE OF DATA</td> <td>67. DATE OF DATA</td> <td>68. DATE OF DATA</td> <td>69. DATE OF DATA</td> <td>70. DATE OF DATA</td> <td>71. DATE OF DATA</td> <td>72. DATE OF DATA</td> <td>73. DATE OF DATA</td> <td>74. DATE OF DATA</td> <td>75. DATE OF DATA</td> <td>76. DATE OF DATA</td> <td>77. DATE OF DATA</td> <td>78. DATE OF DATA</td> <td>79. DATE OF DATA</td> <td>80. DATE OF DATA</td> <td>81. DATE OF DATA</td> <td>82. DATE OF DATA</td> <td>83. DATE OF DATA</td> <td>84. DATE OF DATA</td> <td>85. DATE OF DATA</td> <td>86. DATE OF DATA</td> <td>87. DATE OF DATA</td> <td>88. DATE OF DATA</td> <td>89. DATE OF DATA</td> <td>90. DATE OF DATA</td> <td>91. DATE OF DATA</td> <td>92. DATE OF DATA</td> <td>93. DATE OF DATA</td> <td>94. DATE OF DATA</td> <td>95. DATE OF DATA</td> <td>96. DATE OF DATA</td> <td>97. DATE OF DATA</td> <td>98. DATE OF DATA</td> <td>99. DATE OF DATA</td> <td>100. DATE OF DATA</td> </tr> </table>						24. ACTION CODE	25. EMPLOY CODE	26. OFFICE CODE	27. STATION CODE	28. WILLING CODE	29. CODE FOR DATE OF DATA	30. DATE OF DATA	31. DATE OF DATA	32. DATE OF DATA	33. DATE OF DATA	34. DATE OF DATA	35. DATE OF DATA	36. DATE OF DATA	37. DATE OF DATA	38. DATE OF DATA	39. DATE OF DATA	40. DATE OF DATA	41. DATE OF DATA	42. DATE OF DATA	43. DATE OF DATA	44. DATE OF DATA	45. DATE OF DATA	46. DATE OF DATA	47. DATE OF DATA	48. DATE OF DATA	49. DATE OF DATA	50. DATE OF DATA	51. DATE OF DATA	52. DATE OF DATA	53. DATE OF DATA	54. DATE OF DATA	55. DATE OF DATA	56. DATE OF DATA	57. DATE OF DATA	58. DATE OF DATA	59. DATE OF DATA	60. DATE OF DATA	61. DATE OF DATA	62. DATE OF DATA	63. DATE OF DATA	64. DATE OF DATA	65. DATE OF DATA	66. DATE OF DATA	67. DATE OF DATA	68. DATE OF DATA	69. DATE OF DATA	70. DATE OF DATA	71. DATE OF DATA	72. DATE OF DATA	73. DATE OF DATA	74. DATE OF DATA	75. DATE OF DATA	76. DATE OF DATA	77. DATE OF DATA	78. DATE OF DATA	79. DATE OF DATA	80. DATE OF DATA	81. DATE OF DATA	82. DATE OF DATA	83. DATE OF DATA	84. DATE OF DATA	85. DATE OF DATA	86. DATE OF DATA	87. DATE OF DATA	88. DATE OF DATA	89. DATE OF DATA	90. DATE OF DATA	91. DATE OF DATA	92. DATE OF DATA	93. DATE OF DATA	94. DATE OF DATA	95. DATE OF DATA	96. DATE OF DATA	97. DATE OF DATA	98. DATE OF DATA	99. DATE OF DATA	100. DATE OF DATA
24. ACTION CODE	25. EMPLOY CODE	26. OFFICE CODE	27. STATION CODE	28. WILLING CODE	29. CODE FOR DATE OF DATA	30. DATE OF DATA	31. DATE OF DATA	32. DATE OF DATA	33. DATE OF DATA	34. DATE OF DATA	35. DATE OF DATA	36. DATE OF DATA	37. DATE OF DATA	38. DATE OF DATA	39. DATE OF DATA	40. DATE OF DATA	41. DATE OF DATA	42. DATE OF DATA	43. DATE OF DATA	44. DATE OF DATA	45. DATE OF DATA	46. DATE OF DATA	47. DATE OF DATA	48. DATE OF DATA	49. DATE OF DATA	50. DATE OF DATA	51. DATE OF DATA	52. DATE OF DATA	53. DATE OF DATA	54. DATE OF DATA	55. DATE OF DATA	56. DATE OF DATA	57. DATE OF DATA	58. DATE OF DATA	59. DATE OF DATA	60. DATE OF DATA	61. DATE OF DATA	62. DATE OF DATA	63. DATE OF DATA	64. DATE OF DATA	65. DATE OF DATA	66. DATE OF DATA	67. DATE OF DATA	68. DATE OF DATA	69. DATE OF DATA	70. DATE OF DATA	71. DATE OF DATA	72. DATE OF DATA	73. DATE OF DATA	74. DATE OF DATA	75. DATE OF DATA	76. DATE OF DATA	77. DATE OF DATA	78. DATE OF DATA	79. DATE OF DATA	80. DATE OF DATA	81. DATE OF DATA	82. DATE OF DATA	83. DATE OF DATA	84. DATE OF DATA	85. DATE OF DATA	86. DATE OF DATA	87. DATE OF DATA	88. DATE OF DATA	89. DATE OF DATA	90. DATE OF DATA	91. DATE OF DATA	92. DATE OF DATA	93. DATE OF DATA	94. DATE OF DATA	95. DATE OF DATA	96. DATE OF DATA	97. DATE OF DATA	98. DATE OF DATA	99. DATE OF DATA	100. DATE OF DATA						

SECRET

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
				22 June 1967	
1. SERIAL NUMBER 036130		2. NAME (Last-First-Middle) FLORES DANIEL			
3. NATURE OF PERSONNEL ACTION PROMOTION + Pay Adjustment to Full Time			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07 30 67		5. CATEGORY OF EMPLOYMENT REGULAR PART-TIME
6. FUNDS X V TO V CF TO V			7. FINANCIAL ANALYSIS NO CHARGEABLE 8235 1162		8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS DDP/WH WH/COG INTELLIGENCE BRANCH OPERATIONAL SUPPORT SECTION			10. LOCATION OF OFFICIAL STATION WASH., D.C.		
11. POSITION TITLE INTELLIGENCE CLERK asst (V)			12. POSITION NUMBER 1174	13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (G, L, B, etc.) GS		15. OCCUPATIONAL SERIES 0301.28	16. GRADE AND STEP 06 3	17. SALARY OR RATE \$ 6263.	
18. REMARKS Subject is returning to full-time duty on ³⁰ July 1967. Subject will graduate from Georgetown Univ. this month.					
19. APPROVED BY Robert D. Cashman C/WH/Pers		20. DATE SIGNED 28 June	21. SIGNATURE OF CAREER SERVICE APPROVING OFFICER William Graham		22. DATE SIGNED 7 July 67
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
23. ACTION CODE 22	24. EMPLOY CODE 10	25. OFFICE CODES NUMERIC 51500	26. STATION CODE ALPHABETIC W4	27. INITIALS CODE 7503	28. MODIFIERS CODE 1
29. DATE OF BIRTH MO DA YR 08 04 32	30. DATE OF GRADE MO DA YR 12 30 67	31. DATE OF LHI MO DA YR 12 30 67	32. LOD DATA LOD DATA		
33. DATE OF BIRTH MO DA YR 08 04 32	34. DATE OF GRADE MO DA YR 12 30 67	35. DATE OF LHI MO DA YR 12 30 67	36. LOD DATA LOD DATA		
37. DATE OF BIRTH MO DA YR 08 04 32	38. DATE OF GRADE MO DA YR 12 30 67	39. DATE OF LHI MO DA YR 12 30 67	40. LOD DATA LOD DATA		
41. DATE OF BIRTH MO DA YR 08 04 32	42. DATE OF GRADE MO DA YR 12 30 67	43. DATE OF LHI MO DA YR 12 30 67	44. LOD DATA LOD DATA		
45. DATE OF BIRTH MO DA YR 08 04 32	46. DATE OF GRADE MO DA YR 12 30 67	47. DATE OF LHI MO DA YR 12 30 67	48. LOD DATA LOD DATA		
49. DATE OF BIRTH MO DA YR 08 04 32	50. DATE OF GRADE MO DA YR 12 30 67	51. DATE OF LHI MO DA YR 12 30 67	52. LOD DATA LOD DATA		
53. DATE OF BIRTH MO DA YR 08 04 32	54. DATE OF GRADE MO DA YR 12 30 67	55. DATE OF LHI MO DA YR 12 30 67	56. LOD DATA LOD DATA		
57. DATE OF BIRTH MO DA YR 08 04 32	58. DATE OF GRADE MO DA YR 12 30 67	59. DATE OF LHI MO DA YR 12 30 67	60. LOD DATA LOD DATA		
61. DATE OF BIRTH MO DA YR 08 04 32	62. DATE OF GRADE MO DA YR 12 30 67	63. DATE OF LHI MO DA YR 12 30 67	64. LOD DATA LOD DATA		
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73. DATE OF BIRTH MO DA YR 08 04 32	74. DATE OF GRADE MO DA YR 12 30 67	75. DATE OF LHI MO DA YR 12 30 67	76. LOD DATA LOD DATA		
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81. DATE OF BIRTH MO DA YR 08 04 32	82. DATE OF GRADE MO DA YR 12 30 67	83. DATE OF LHI MO DA YR 12 30 67	84. LOD DATA LOD DATA		
85. DATE OF BIRTH MO DA YR 08 04 32	86. DATE OF GRADE MO DA YR 12 30 67	87. DATE OF LHI MO DA YR 12 30 67	88. LOD DATA LOD DATA		
89. DATE OF BIRTH MO DA YR 08 04 32	90. DATE OF GRADE MO DA YR 12 30 67	91. DATE OF LHI MO DA YR 12 30 67	92. LOD DATA LOD DATA		
93. DATE OF BIRTH MO DA YR 08 04 32	94. DATE OF GRADE MO DA YR 12 30 67	95. DATE OF LHI MO DA YR 12 30 67	96. LOD DATA LOD DATA		
97. DATE OF BIRTH MO DA YR 08 04 32	98. DATE OF GRADE MO DA YR 12 30 67	99. DATE OF LHI MO DA YR 12 30 67	100. LOD DATA LOD DATA		

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July 1967

MEMORANDUM FOR: Secretary CSCS Panel, Section D

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

1. Mr. Flores has been working in WH/COG and its predecessor groups since 1963. His fitness reports have been consistently good and the comments of his supervisors laudatory. In mid-1965 Mr. Flores was changed from full-time to part-time staff employee in order to allow him to attend American University on a full-time basis. His course of study leads to a Bachelor's Degree in Political Science with emphasis in Latin American affairs. Mr. Flores has made the Dean's List the past two semesters and will receive his degree in August 1967.

2. Throughout his career Mr. Flores has shown himself to be a strongly motivated employee, willing and capable. The calibre of his performance has been consistently good and he has shown steady improvement as he acquired the skills and knowledge of intelligence business. He is reliable and conscientious and we have good reason to expect that he will develop into a very competent operations officer. He will apply for the CT program in September and his application will be wholeheartedly supported by WH/COG.

3. In WH/COG Mr. Flores has served as an Intelligence Assistant in support of CI operations. In addition he has assisted in the training of agents in **radio and secret writing** communications. Mr. Flores is bi-lingual - Spanish and English - and is adept as an operational Translator-Interpreter.

4. Mr. Flores was promoted to GS-05 on 16 March 1964. He has been performing duties at GS-06 level for the past two years and it is sincerely recommended that he be promoted promptly to GS-06.

William V. Broo
William V. Broo
Chief
Western Hemisphere Division

SECRET

18 Nov 1964

REQUEST FOR PERSONNEL ACTION										DATE PREPARED 14 Sep 66	
1. SERIAL NUMBER 036130		2. NAME (Last-First-Middle) FLOREN DANIEL									
3. NATURE OR PERSONNEL ACTION CHANGE REQUEST					4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 08/15/66		5. CATEGORY OF EMPLOYMENT PART TIME				
6. FUNDS X		V TO V		V TO CF		7. COST CENTER NO. CHANGE 7235 1162		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS TOP/MH JH/C INTELLIGENCE BRANCH OPERATIONAL SUPPORT SECTION					10. LOCATION OF OFFICIAL STATION WASH., D.C.						
11. POSITION TITLE INTELLIGENCE CLERK					12. POSITION NUMBER 1176		13. CAREER SERVICE DESIGNATION d				
14. CLASSIFICATION SCHEDULE (G.S. F.B. etc.) GS			15. OCCUPATIONAL SERIES 0301.27		16. GRADE AND STEP 05 4		17. SALARY OR RATE \$ 5359.				
18. REMARKS From: WH/C.Intel Br., R & R Sec.DC # 1181											
19A. SIGNATURE OF REQUESTING OFFICIAL Robert H. Gashman, C/P/Per				DATE SIGNED 14 Sep 66		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Vicia T. ...				DATE SIGNED 14/9/66	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
9. ACTION CODE 37 90		20. EMPLOY CODE		21. OFFICE CODING NUMERIC ALPHABETIC 57500 WH		22. STATION CODE 25013		23. INTEGRAL CODE		24. MONTHS CODE 1	
25. DATE OF BIRTH MO DA YR 08/04/35		26. DATE OF GRADE MO DA YR		27. DATE OF LEI MO DA YR		28. SECURITY REQ NO		29. SER		30. SOCIAL SECURITY NO	
31. VET PREFERENCE MO DA YR		32. SERV COMP DATE MO DA YR		33. LONG COMP DATE MO DA YR		34. CAREER CATEGORY CODE		35. LEGAL HEALTH INSURANCE CODE		36. SOCIAL SECURITY NO	
37. PREVIOUS GOVERNMENT SERVICE DATA CODE		38. LEAVE CAT CODE		39. FEDERAL TAX DATA FORM EXECUTED CODE		40. STATE TAX DATA CODE		41. STATE TAX DATA CODE		42. STATE TAX DATA CODE	
43. POSITION CONTROL CERTIFICATION 09-19-66A		44. DATE APPROVED 11/15/66		45. DATE APPROVED		46. DATE APPROVED		47. DATE APPROVED		48. DATE APPROVED	

SECRET
(When Filled In)

9 September 1966

MEMORANDUM FOR: Mr. Daniel Flores

THROUGH : Head of CS Career Service

SUBJECT : Notification of Non-eligibility for Designation as a
Participant in the CIA Retirement and Disability System

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

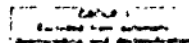
2. In your case, the Head of your Career Service has advised me that you do not meet the requirements of HR 20-50 for designation as a participant and I have accordingly made the formal determination required by the regulation that you are not eligible for designation. This in no way affects your current status under the Civil Service Retirement System, nor does it preclude reconsideration of your eligibility to participate in the CIA System if you should meet the requirements for designation in the future.

3. Should you desire further information concerning the requirements for designation as a participant in the CIA Retirement System, I suggest that you read paragraph e of HR 20-50 and paragraph 5 of the Employee Bulletin dated 30 July 1965, entitled "Public Law 88-643, The Central Intelligence Agency Retirement Act of 1964 for Certain Employees."

4. It is always possible that the records upon which the determination made in your case may have been incomplete or inaccurate regarding your actual employment history with the Agency. If, after studying the materials cited above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 205, Magazine Building (extension 2847). If such discussions do not resolve any questions you have regarding your eligibility, you may request that your case be formally considered by the CIA Retirement Board. However, this request must be made within 30 days of the date of this memorandum.


Emmett D. Echols
Director of Personnel

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CENTRAL INTELLIGENCE AGENCY
WASHINGTON, D.C. 20505

17 JAN 1966

Claimant: **Daniel Flores**
File No.: **7000438**

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

Dear Mr. Harren:

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

Enclosed is additional information submitted by claimant.

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

Very truly yours,

/s/ B. DeFelice

B. DeFelice
Office of Personnel

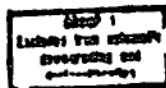
Enclosures:

As stated

Distribution: ✓

O-addressee, 1-D/Pers, 1-BCB
OP/BSB/BCB/KLowden:sli(14 January 1966)

SECRET



SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED 13 August 1965	
1. SERIAL NUMBER 036130		2. NAME (Last-First-Middle) Floris, Daniel									
3. NATURE OF PERSONNEL ACTION TRANSFERRANT				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 08 1 165		5. CATEGORY OF EMPLOYMENT Part Time					
6. FUNDS X V TO V CF TO V		V TO CF CF TO CF		7. COST CENTER NO CHARGE ABLE 6235-1162		8. LEGAL AUTHORITY (Completed by Office of Personnel)					
9. ORGANIZATIONAL DESIGNATIONS DEP/WH WH/C Intelligence Branch Reports and Requirements Section				10. LOCATION OF OFFICIAL STATION Washington, D.C.							
11. POSITION TITLE INTELLIGENCE (D)				12. POSITION NUMBER 1134		13. CAREER SERVICE DESIGNATION D					
14. CLASSIFICATION SCHEDULE (GV, LH, etc) GS (06)		15. OCCUPATIONAL SERIES 0301.27		16. GRADE AND STEP 05 (3)		17. SALARY OR RATE \$ 5330					
18. REMARKS From: DEP/WH/CI St., #1130, D.C.											
18a. SIGNATURE OF REQUESTING OFFICIAL Robert D. Gifford, WH/CI St.										DATE SIGNED 13 Aug 65	
18b. SIGNATURE OF CAREER SERVICE APPROVING OFFICER K. G. 27 - [Signature]										DATE SIGNED 8/20/65	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE 37	20. EMPLOY CODE 20	21. OFFICE CODING NUMERIC ALPHABETIC 51501 WH		22. STATION CODE 75815	23. INTEGREE CODE	24. HQ/RTS CODE 1 02 04 135	25. DATE OF BIRTH MO. DA. YR.	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LEI MO. DA. YR.		
28. NTE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1-YES 2-FILE 3-NONE		31. SEPARATION DATA CODE	32. CORRECTION, CANCELLATION DATA TYPE MO. DA. YR.	EOD DATA		33. SECURITY REQ NO	34. SEX		
35. NET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT	36. SERV COMP DATE MO. DA. YR.	37. LONG COMP DATE MO. DA. YR.	38. CAREER CATEGORY (AR RESV PROV. TEMP)	39. FEGLI HEALTH INSURANCE CODE CODE 0-WAIVER 1-YES	40. SOCIAL SECURITY NO						
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NONE 1-NONE 2-BRIEF IN SERVICE (LESS THAN 3 YEARS) 3-BRIEF IN SERVICE (MORE THAN 3 YEARS)				42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS		44. STATE TAX DATA FORM EXECUTED CODE NO TAX STATE CODE				
45. POSITION CONTROL CERTIFICATION 9-10-65 WIL				46. C/P APPROVAL K. G. 27 - [Signature]				DATE APPROVED 8/20/65			

FORM 1152 USE PREVIOUS EDITION
8-63

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EXCLUDED FROM AUTOMATIC DECLASSIFICATION
AND DOWNGRADING

~~SECRET~~
(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED 15 January 1965	
1. SERIAL NUMBER 036130		2. NAME (Last-First-Middle) FLORES, Daniel					
3. NATURE OF PERSONNEL ACTION PAY ADJUSTMENT (TO PART TIME) FROM FULL TIME				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 02 08 65		5. CATEGORY OF EMPLOYMENT CASUAL (PART TIME)	
6. FUNDS X V TO V CF TO V				7. COST CENTER NO. CHARGEABLE 5235-1162		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DFF Special Affairs Staff Counter-Intelligence Staff Operations Section				10. LOCATION OF OFFICIAL STATION Washington, D.C.			
11. POSITION TITLE INTELLIGENCE ASST.				12. POSITION NUMBER 1130		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (G.S., F.B., etc.) GS		15. OCCUPATIONAL SERIES (35) 0301.23		16. GRADE AND STEP 05 (2)		17. SALARY OR RATE \$ 5165	
18. REMARKS * Subject to work on regularly scheduled tour not to exceed 19 hours per week. * Subject will be working Monday through Friday, from 1400 to 1700.							
<div style="text-align: right; border: 1px solid black; padding: 5px;">Recorded by CSPD <i>[Signature]</i></div>							
19A. SIGNATURE OF REQUESTING OFFICIAL <i>[Signature]</i> ROBERT D. CASHMAN, C/WH/Pers.				DATE SIGNED 12/2/65		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>	
		DATE SIGNED 12/2/65					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE 2F	20. EMPLOY. CODE 36	21. OFFICE CODING NUMERIC ALPHABETIC 47160 142	22. STATION CODE 25013	23. INTEGRITY CODE	24. HOURS CODE 1	25. DATE OF BIRTH MO. DA. YR. 03 04 13	26. DATE OF GRADE MO. DA. YR. 03 16 64
27. DATE OF LEI MO. DA. YR. 03 16 64	28. WFE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1-CYC 2-FICA 3-NONE CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.	33. SECURITY REQ NO	34. SEX
35. VET PREFERENCE CODE 0-NONE 1-1 PT 2-10 PT		36. SERV COMP DATE MO. DA. YR.	37. LONG COMP DATE MO. DA. YR.	38. CAREER CATEGORY CAR POST PROB TEMP CODE	39. FEGLI HEALTH INSURANCE CODE CODE 0-WAITER 1-YES HEALTH INS CODE	40. SOCIAL SECURITY NO	
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NO PREVIOUS SERVICE 1-NO DUE IN SERVICE 2-BEFORE IN SERVICE (LESS THAN 3 YEARS) 3-AFTER IN SERVICE (MORE THAN 3 YEARS)			42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS		44. STATE TAX DATA STATE FORM EXECUTED CODE NO. TAX EXEMPT	
45. POSITION CONTROL CERTIFICATION <i>[Signature]</i> 02/05/65				46. DATE APPROVED <i>[Signature]</i>			

FORM 1152 USE PREVIOUS EDITIONS

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CONFIDENTIAL

SECRET
(When Filled In)

NAME OF EMPLOYEE (Last-First-Middle) Florida, Daniel	NAME AND RELATIONSHIP OF DEPENDENT* Self	CLAIM NUMBER 63-514
<p>There is on file in the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on <u>3 September 1964</u>.</p> <p>This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.</p>		
DATE OF NOTICE 12 JUN 1965	SIGNATURE OF BGD REPRESENTATIVE <i>B. De Felice</i>	
NOTICE OF OFFICIAL DISABILITY CLAIM FILE		

6 January 1965

MEMORANDUM FOR: Chief, CSPO

SUBJECT : Conversion to Part-Time Staff Employment
Mr. Daniel Flores

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

2. The employee's duties in the CI Staff involves the translation of **W/T and SW** messages received from and sent to **agents in Cuba**, assisting in the training of **agents in SW** and communications procedures, and miscellaneous support functions in the CI Branch. He has proved invaluable because he has native fluency in every-day Spanish and is familiar with **SW** and communication techniques, problems, and training procedures. In addition to Mr. Flores' utility for such cases as may arise in the future, he is personally acquainted with **two of the double agents** now in place **in Cuba** and with the numerous problems which constantly arise in their handling.

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


Robert D. Cashman
C/WH/Personnel

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REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)			
036130		FLORES, Daniel			
3. NATURE OF PERSONNEL ACTION			4. EFFECTIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT
Reassignment			MONTH DAY YEAR 08 1 1964		Regular
6. FUNDS			7. COST CENTER NO. CHARGEABLE		8. LEGAL AUTHORITY (Completed by Office of Personnel)
X V TO V CF TO V			5235-1162		
9. ORGANIZATIONAL ASSIGNATIONS			10. LOCATION OF OFFICIAL STATION		
DDP SAS Counter-Intell Staff Operations Section			Wash., D.C.		
11. POSITION TITLE			12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION
Intelligence Asst			1130		D
14. CLASSIFICATION REQUIREMENT (GS, LH, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP	
GS		0301.28		05 (2)	
17. SALARY OR RATE			18. REMARKS		
\$ 4850			From: SAS No. 0922 trans 37F		
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> Recorded by CSPD <i>[Signature]</i> </div>					
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING	
37		10		22. STATION CODE	
23. INTENSIVE CODE		24. MODITY CODE		25. DATE ON BATH	
		1		26. DATE OF GRACE	
27. CORRECTION LABELLING DATA		28. DATE OF LIT		29. SECURITY	
EOD DATA				30. SEC	
31. VET PREFERENCE		32. LONG COMP DATE		33. CAREER CATEGORY	
34. SALT COMP DATE		35. HEALTH INSURANCE		36. SOCIAL SECURITY NO.	
37. LEAVE EST CODE		38. FEDERAL TAX DATA		39. STATE TAX DATA	
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190. LEAVE EST CODE		191. FEDERAL TAX DATA		192. STATE TAX DATA	
193. LEAVE EST CODE		194. FEDERAL TAX DATA			

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(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER 036130 ✓				13 January 1964	
2. NAME (Last-First-Middle) FLORES, Daniel				3. NATURE OF PERSONNEL ACTION PROMOTION	
4. DATE PREPARED MONTH DAY YEAR 1 13 64				5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS X V TO V CF TO V		7. COST CENTER NO. CHARGEABLE 4232-1000-1000 ✓		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDP Special Affairs Staff Research Branch Reports, Records, Translation Section				10. LOCATION OF OFFICIAL STATION Washington, D.C.	
11. POSITION TITLE TRANSLATOR		12. POSITION NUMBER 0702		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 1015.01		17. SALARY OR RATE \$4,850 ✓	
16. GRADE AND STEP 05 (02)					
18. REMARKS Promotion recommendation attached; Fitness Report submitted previously.					
<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: auto;"> Recorded by CSPD <i>Sh</i> </div>					
19A. SIGNATURE OF REQUESTING OFFICIAL ORVILLE C. DAWSON, C/SAS/Pers.		DATE SIGNED 18 Jan 64		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Marian Graham	
19C. DATE SIGNED					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 22 10	20. OFFICE CODE 49350 SAS 75013	21. OFFICE CODE ALPHABETIC	22. STATE LN CODE 1	23. DATE OF BIRTH 01/13/35	24. DATE OF DEATH
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14-00000


19 December 1963

MEMORANDUM FOR: Clandestine Services,
Career Services Panel

SUBJECT : Mr. Daniel Flores -
Recommendation for Promotion

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

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


JOHN K. KING
Chief, SAS/Intel

APPROVAL RECOMMENDED

DESMOND FITZGERALD
Chief, Special Affairs Staff

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED 23 April 1963	
1. SERIAL NUMBER 036130		2. NAME (Last-First-Middle) FLORES, Daniel			
3. NATURE OF PERSONNEL ACTION REASSIGNMENT			4. EFFECTIVE DATE REQUESTED MONTH 05 DAY 1 YEAR 63		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS I		7. COST CENTER NO. CHARGEABLE 3232-1000-1000		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDP Special Affairs Staff Research Branch Reports, Records, Translation Section			10. LOCATION OF OFFICIAL STATION Washington, D.C.		
11. POSITION TITLE TRANSLATOR			12. POSITION NUMBER 0702		13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0031.01		17. SALARY OR RATE \$ 4250	
16. REMARKS From: DDP/OPSER/RID, Ref. Br., #0147, DC Tray 9 CONCURRENCE: <u>John W. Hughes</u> Chief of Admin, OPSERV/RID					
Recorded by CSPD <i>SM</i>					
<div style="display: flex; justify-content: space-between;"> <div> <p>4/24/63</p> <p>1 of Security</p> </div> <div> <p>SC/IS</p> </div> </div>					
18. SIGNATURE OF REQUESTING OFFICIAL Louis W. Armstrong		DATE SIGNED 24/4/63		19. SIGNATURE OF CAREER SERVICE APPROVING OFFICER William Graham	
LOUIS W. ARMSTRONG, C/SAS/Perf.				DATE SIGNED 1 May 63	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
20. ACTION CODE 37 10		21. OFFICE CODE 61350 SAS		22. STATION CODE 75013	
23. DATE OF ACTION 08/04/63		24. DATE OF ACTION 08/04/63		25. DATE OF ACTION 08/04/63	
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371. DATE OF ACTION 08/04/63		372. DATE OF ACTION 08/04/63			

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED 25 September 1961			
1. SERIAL NUMBER 15610		2. NAME (Last-First-Middle) FLORES Daniel					
3. NATURE OF PERSONNEL ACTION Excepted Appointment				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 03 11 62		5. CATEGORY OF EMPLOYMENT Regular	
6. FUNDS X V TO V CF TO V		7. COST CENTER NO. CHARGE-ABLE 2226 1200 1000		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS DDP OPSER R I DIV Reference Branch Index Section - Night Shift				10. LOCATION OF OFFICIAL STATION Wash., D. C.			
11. POSITION TITLE File Clerk		12. POSITION NUMBER 0147		13. PCR CONTROL NO.		14. CAREER SERVICE DESIGNATION D	
15. CLASSIFICATION SCHEDULE (GS, LP, etc.) GS		16. OCCUPATIONAL SERIES 0305.01		17. GRADE AND STEP 04 1		18. SALARY OR RATE 4040	
19. REMARKS Regular tour of duty 3:30 PM to 12:00 PM daily/ Subject to trial period and medical							
19a. SIGNATURE OF REQUESTING OFFICIAL John M. Wicksworth, Chief, RID/ADM.				19b. SIGNATURE OF CAREER SERVICE APPROVING OFFICER James W. Washam			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
20. ACTION CODE 11	21. EMPLOY CODE 10	22. OFFICE CODING 39400	23. STATION CODE RI	24. RET. DATE CODE 1	25. DATE OF A 25a 03/11/62	26. DATE OF 25b 03/11/62	27. DATE OF 25c 03/11/62
28. BTE EMP RES NO. DA. YR.	29. CODE OF REFERENCE 1	30. RET. DATE 1	31. SEPARATION DATE CODE 1	32. SELECTION/CANCELLATION DATA FOD DATA	33. SECURITY REQ. NO. 07100	34. SER M1	
35. RET. PREFERENCE CODE	36. SER. COMP. DATA 03/11/62	37. LONG. COMP. DATA 03/11/62	38. MISC. STANDING CODE 1	39. HEALTH/REMARKS 1	40. SOCIAL SECURITY NO. 460-46-6230		
41. PREVIOUS EMPLOYMENT SERVICE DATA 0	42. PREVIOUS EMPLOYMENT DATA 0	43. FEDERAL TAX DATA 1	44. STATE TAX DATA 0	45. FORM-1040 1	46. FORM-1040 1	47. FORM-1040 1	48. FORM-1040 1
49. POSITION CONTROL CERTIFICATION 03-12-62				49. O.P. APPROVAL James W. Washam			

14 February 1962

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

Dear Mr. Flores:

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

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

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

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

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

14-00000

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

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

Very truly yours,

E. D. Echols
Director of Personnel

OP/Corres/mjt
File sent to: Shirley Wells

14-00000

26 January 1962

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

Dear Mr. Flores:

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

Your continued interest and patience are appreciated.

Very truly yours,

E. D. Echols
Director of Personnel

OP/Corres/sjm
File sent to: Wells

20 October 1961

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

Dear Mr. Flores:

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

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

Very truly yours,

E. D. Echols
Director of Personnel

OP/Corros/cor
file sent to shirley wells

12 October 1961

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

Dear Mr. Flores:

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

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

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

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

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

Very truly yours,

A. D. Echols
Director of Personnel

OP/Corres/car
file sent to shirley wells

SECRET
(When Filled In)

REQUEST FOR SECURITY CLEARANCE				REQUEST NO. (1-2)	
NAME (LAST - FIRST - MIDDLE)				07:00	
FLORES, DANIEL				REQUEST DATE (10-11)	
POSITION TITLE				6 October 1961	
FILE CLERK				YEAR OF BIRTH (20-30)	
POSITION NUMBER (31 - 35)				4 August 1935	
OCCUP. CODE (37 - 42)				GRADE (43-46)	
0117				0304.01	
LOCATION (CITY, STATE, COUNTRY)				ORGN. CODE (48-50)	
WASHINGTON, D. C.				3900	
ASSIGNMENT (OFFICE, DIVISION, BRANCH)				TYPE OF APPL. (49)	
DDP/OPSER				1	
CONVERSION ACTION				HQS & FUND (50)	
IF OTHER, SPECIFY:				1	
TYPE OF APPLICANT				CLEARANCE (51)	
<input checked="" type="checkbox"/> REGULAR <input type="checkbox"/> CONTRACT <input type="checkbox"/> CONSULTANT <input type="checkbox"/> MILITARY				3	
NAME OF REQUESTER (OR OFFICIAL)				RECRUIT. CODE (52-54)	
TYPE OF ASSIGNMENT AND FUND				105	
<input checked="" type="checkbox"/> HQS <input type="checkbox"/> USF <input type="checkbox"/> PP <input checked="" type="checkbox"/> V <input type="checkbox"/> UV				VET PREP. & SER (55)	
CLEARANCE REQUIRED				SECRET	
PROVISIONAL FOR (INDICATE NAME OF POOL OR GROUP)				FULL	
ATTACHMENTS				REPORT OF INTERVIEW	
<input checked="" type="checkbox"/> PERSONAL HISTORY STATEMENT <input checked="" type="checkbox"/> PHOTOGRAPHIC				<input checked="" type="checkbox"/> REQUEST FOR WAIVER <input type="checkbox"/> REPORT OF INTERVIEW	
VETERANS STATUS				<input type="checkbox"/> MALE - VETERAN <input type="checkbox"/> MALE - NON-VETERAN <input type="checkbox"/> FEMALE - VETERAN <input type="checkbox"/> FEMALE - NON-VETERAN	

FULL REQUESTED 6 October 1961

Regular tour of duty 3:30 PM to 12:00 PM daily.

1 - SO
1 - OTR

SPACE BELOW FOR OS USE ONLY

15 September 1961

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

Dear Mr. Flores:

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

Very truly yours,

E. D. Echols
Director of Personnel

OP/Corres-bt
file sent to Mr. Washam

CONFIDENTIAL
(When Filled In)

REPORT OF INTERVIEW		DATE OF INTERVIEW 21 August 1961	SOURCE gen info
CANDIDATE (Last, First, Middle) Flores, Daniel		PLACE OF BIRTH San Marcos, Texas	DATE OF BIRTH 4 August 1935
TEMPORARY ADDRESS		PHONE	
PERMANENT ADDRESS 2828 Connecticut Avenue, N.W., Apt. 203, Washington, D.C.		PHONE 265-8322	
BUSINESS ADDRESS		PHONE	
PLACE OF INTERVIEW 15th St		DATE AVAILABLE Immediately on clearance	
RECM (Office, serial) RI clerk 3:30-midnight		GS-4	TESTS SET
<p align="right">19-32-33-84</p> <p>Mr. Flores had just been recently released from active duty with the USMC when he came in for interview. He has served two tours which included Security guard Embassy duty in Peru and Bolivia. His wife was formerly stationed at the Embassy with Dept. of State. He appears to be a mature young man, clean cut, neat appearance, dark complexion and coloring. He is planning to continue his college education at C.U. and is available to work the 3:30 - midnight RI shift. A clerical position at the GS-4 level was discussed in the interview. His wife is a secretary with a law firm in town; they have no children.</p> <p>ANALYSIS</p> <p>Mr. Flores is in excellent health and had a very good record with the Marine Corps. Knows of nothing in his background that would be unfavorable in event of reference check. At initial interview he stated that he had no foreign connections, however, after contacting his family in Texas it was determined that his step-mother was born in Mexico and although she came to the US in 1922, she has never become a US citizen.</p> <p>Full clearance.</p>			
DATE SENT TO HQ: 85 - 61		INTERVIEWER: Joy Cooney	

FORM 1-60 1667a

CONFIDENTIAL

(10-90)

CENTRAL INTELLIGENCE AGENCY

WASHINGTON 25, D. C.

Applicant Information
Sheet No. 1

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

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

General Considerations:

1. The National Security Act of 26 July 1947 (Public Law 253, 80th Congress) which created the Central Intelligence Agency places upon the Agency the responsibility:

a. "to advise the National Security Council in matters concerning such intelligence activities of the Government departments and agencies as relate to the national security;

b. "to make recommendations to the National Security Council for the coordination of such intelligence activities of the departments and agencies of the Government as relate to the national security;

c. "to correlate and evaluate intelligence relating to the national security, and provide for the appropriate dissemination of such intelligence within the Government . . . ;

d. "to perform, for the benefit of the existing intelligence agencies, such additional services of common concern as the National Security Council determines can be more efficiently accomplished centrally;

e. "to perform such other functions and duties related to intelligence affecting the national security as the National Security Council may from time to time direct."

14-00000

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

2. Investigation of an applicant may reveal something which prevents his clearance - perhaps something of which the applicant is genuinely unaware, perhaps something which only the special employment criteria of the Agency make unacceptable. In any event, adverse findings by the Agency are conclusive and final so far as the Agency is concerned, and no statement of specific reasons is made to the applicant.

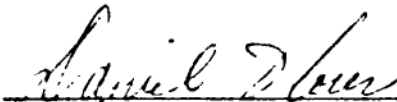
3. Employment by the Central Intelligence Agency is not a right upon which an applicant can insist. Offer of employment which is subject to full clearance does not constitute a commitment on the Agency's part giving an unsuccessful applicant grounds for any claim against the Agency. Acceptance of employment upon the condition of clearance is at the applicant's risk, taken with the knowledge that a very substantial percentage of applicants are not cleared.

Statement of Understanding
and Agreement

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

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

SIGNED at Washington, D. C., this 26 day of September, 1961.


(Signature of Applicant)
Daniel Flores

SECRET

REPRODUCTION MASTERS

SECRET

BIOGRAPHIC PROFILE

SECRET

H a n d l e W i t h C a r e

SECRET

NOTIFICATION OF ESTABLISHMENT OR CANCELLATION OF OFFICIAL COVER BACKSTOP				DATE	FILE NO.
				6 OCTOBER 75	15075
TC: (CHECK)	<input checked="" type="checkbox"/>	CHIEF, CONTROL DIVISION, OP		SS NUMBER	460-48-0250
	<input type="checkbox"/>	CHIEF, CONTRACT PERSONNEL DIVISION, OP		EMPLOYEE NUMBER	030150
	<input checked="" type="checkbox"/>	CHIEF, (OPERATING COMPONENT FOR ACTION) ATTN: LA		ID CARD NUMBER	
REF. Form 1522 Dated 18 Aug 75				OFFICIAL COVER	<input checked="" type="checkbox"/> ESTABLISHED <input type="checkbox"/> CANCELLED
STATUS		<input checked="" type="checkbox"/> STAFF	<input type="checkbox"/> CONTRACT	UNIT	
SUBJECT				DEPARTMENT OF STATE	
KEEP ON TOP OF FILE WHILE COVER IN EFFECT					
ESTABLISHMENT OF OFFICIAL COVER (BLOCK RECORDS)			CANCELLATION OF OFFICIAL COVER (UNBLOCK RECORDS)		
<input checked="" type="checkbox"/> BASIC COVER PROVIDED EFFECTIVE DATE <u>EOD</u>			EFFECTIVE DATE:		
<input type="checkbox"/> OPERATIONAL COVER PROVIDED FOR <u>TOY</u> OTHER (Specify)			SUBMIT FORM 3254 <u>W-2</u> TO BE ISSUED (HNP 20-7)		
<input checked="" type="checkbox"/> SUBMIT FORM 642 IMMEDIATELY TO CHANGE TELEPHONE LIMITATION CATEGORY TO CATEGORY <u>3</u> (HNP 20-7)			SUBMIT FORM 642 IMMEDIATELY TO CHANGE TELEPHONE LIMITATION CATEGORY TO CATEGORY <u>3</u> (HNP 20-7)		
<input checked="" type="checkbox"/> SUBMIT FORM 3254 <u>State</u> W-2 TO BE ISSUED. (HNP 20-11)			<input type="checkbox"/> EAA CATEGORY I <input type="checkbox"/> CATEGORY II <input type="checkbox"/>		
<input checked="" type="checkbox"/> SUBMIT FORM 1522 FOR ANY CHANGE AFFECTING THIS COVER. (HR 240-20)			RETURN ALL OFFICIAL DOCUMENTATION TO CCS		
<input checked="" type="checkbox"/> SUBMIT FORM 1523 FOR TRANSFERRING COVER RESPONSIBILITY. (HR 240-20)			SUBMIT FORM 2688 FOR <u>AGE</u> HOSPITALIZATION CARD.		
<input checked="" type="checkbox"/> EAA CATEGORY I <input type="checkbox"/> CATEGORY II <input checked="" type="checkbox"/>			<div style="border: 1px solid black; padding: 5px;"> DO NOT WRITE IN THIS BLOCK 15 OCT 1975 15 OCT 1975 </div>		
<input checked="" type="checkbox"/> SUBMIT FORM 2688 FOR <u>AGE</u> HOSPITALIZATION CARD					
REMARKS AND/OR COVER HISTORY: 12 Mar 62-2 Dec 67-Hqs-Overt 3 Dec 67-9 Apr 69-Hqs-DAC 10 Apr 69-May 71-Leander-State-Int. May 71-Sep 71-H/L 6 Tdy-State-Int. Sep 71-Mar 74-Peru-State-Int. Mar 74-13 Sep 75-Hqs-State-Int. 14 Sep 75- -Hqs-State-Nominal					
DISTRIBUTION: COPY 1 - TO: [] COPY 2 - OPERATIONAL COMPONENT COPY 3 - [] COPY 4 - [] COPY 5 - [] COPY 6 - []			<i>[Signature]</i>		

FORM 1551 USE PREVIOUS EDITIONS

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NOTIFICATION OF ESTABLISHMENT OR CANCELLATION OF OFFICIAL COVER BACKSTOP		DATE 27 November 1967	
TO: (Cable)	<input checked="" type="checkbox"/> CHIEF, PERSONNEL OPERATIONS DIVISION	FILE NUMBER 15675	15675
	<input checked="" type="checkbox"/> CHIEF, CONTRACT PERSONNEL DIVISION	EMPLOYEE NUMBER 036130	
	<input checked="" type="checkbox"/> CHIEF, OPERATING COMPONENT (For action)	ID CARD NUMBER 15675	
ATTN: Mr. Pavlyak		OFFICIAL COVER	<input checked="" type="checkbox"/> BACKSTOP ESTABLISHED
REF: Verbal Request			DISCONTINUED
SUBJECT <input checked="" type="checkbox"/> FLORES, Daniel (NMI)		UNIT USAE, Geographical Evaluation & Analysis Gp	
KEEP ON TOP OF FILE WHILE COVER IN EFFECT			
<input checked="" type="checkbox"/> ESTABLISHMENT OF OFFICIAL COVER BLOCK RECORDS (opromo 20-800-11)		<input type="checkbox"/> CANCELLATION OF OFFICIAL COVER UNBLOCK RECORDS (opromo 20-800-11)	
A. TEMPORARILY FOR _____ DAYS EFFECTIVE DATE COB _____		DATE (as of COB)	
B. CONTINUING AS OF COB XXXXXX 3 Dec 67			
<input checked="" type="checkbox"/>	SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HNB 20-7)	<input type="checkbox"/>	SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HNB 20-7)
<input checked="" type="checkbox"/>	ASCERTAIN THAT ARMY W-2 BEING ISSUED. (HNB 20-661-1)	<input type="checkbox"/>	RETURN ALL OFFICIAL DOCUMENTATION TO CCS.
<input checked="" type="checkbox"/>	SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (HNB 240-20)	DO NOT WRITE IN THIS BLOCK - FOR CCS INTERNAL USE ONLY	
<input checked="" type="checkbox"/>	SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (HNB 240-20)		
<input type="checkbox"/>	CONCUR IN ISSUANCE		
<input type="checkbox"/>	AGE HOSPITALIZATION CARD		
<input type="checkbox"/>	NACS HOSPITALIZATION CARD		
REMARKS AND/OR COVER HISTORY Nar 62 - Dec 62 Overt			
EDF/nch			
DISTRIBUTION: (copy 1 - POC) (copy 2 - DEDUCTION COMPONENT) (copy 3 - OCS) (copy 4 - OLT/ELC) (copy 5 - OLT/ELC) (copy 6 - OLT/ELC) (copy 7 - OLT/ELC) (copy 8 - OLT/ELC)		James F. [Signature]	
		UNIT OFFICIAL COVER CENTRAL [Stamp]	

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ALL

L48 304 015

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12165 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 07 OCTOBER 1979

NAME	ID NUMBER	ORG.	SCH-GR-STEP	NEW SALARY
FLCRES DANIEL	0036130	LA	GS 13 3	\$31,333

5656

1. SERIAL NO.	2. NAME	3. ORGANIZATION	4. FLINCS	5. LWOP HOURS
036130	DANIEL FLCRES	LA		
6. OLD SALARY RATE		7. NEW SALARY RATE		8. TYPE ACTION
Grade	Step	Salary	Effective Date	WGI
GS	13	\$31,333	01/07/80	
CERTIFICATION AND AUTHENTICATION				
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE				
SIGNATURE			DATE	
<input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> ON PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD				
EMPLOYEE INITIALS: HEFLCRES				
FORM 1073 5601 PAY CHANGE NOTIFICATION				

UUL

05/05/80

ALL

L48 304 015

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12067 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 08 OCTOBER 1978

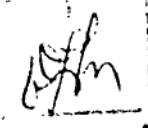
NAME	ID NUMBER	ORG.	SCH-GR-STEP	NEW SALARY
FLORES DANIEL	0036130	LA	GS 13 2	\$28,368

5678

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. TUNIS		5. STEP HOURS	
036130		FLORES DANIEL		51 620					
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Effective Date	Grade	Step	Salary	Effective Date	VIS	QST
GS 13	2	\$28,368	01/29/78	GS 13	3	\$29,265	01/28/79		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE									
SIGNATURE: <i>William C. L. L...</i>							DATE: <i>1/27/78</i>		
<input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> ON PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
SIGNATURE: <i>[Signature]</i> DATE: <i>[Date]</i>							SIGNED BY: <i>[Signature]</i>		
FORM 10-73 560F PAY CHANGE NOTIFICATION									

SEA 021078

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
036130		FLORES DANIEL									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE			5. CATEGORY OF EMPLOYMENT		
REASSIGNMENT						MO DA YR 02 11 78			REGULAR		
6. FUNDS		V TO V		V TO CF		7. FAN AND NSCA			8. CSC OR OTHER LEGAL AUTHORITY		
CF TO V		CF TO CF		8035 0990 0000			50 USC 403 J				
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDO/LA DIVISION FOREIGN FIELD MEXICO CITY, MEXICO STATION INDEPENDENT OPS BRANCH						MEXICO CITY, MEXICO					
11. POSITION TITLE						12. POSITION NUMBER			13. SERVICE DESIGNATION		
OPERATIONS OFFICER						GK76			DQG		
14. CLASSIFICATION SCHEDULE (GS, W, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP			17. SALARY OR RATE		
GS				0136.01		13 2			26689		
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTERFER CODE		24. HOURS CODE	
37		10		NUMERIC ALPHABETIC 51620 LA		45075		3		08 04 35	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI		28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
08 04 35											
31. SEPARATION DATA CODE		32. CORRECTION / CANCELLATION DATA		33. SECURITY REQ NO		34. SEX		35. VET PREFERENCE		36. SERV COMP DATE	
TYPE		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
37. LONG COMP. DATE		38. CAREER CATEGORY		39. FECLT / HEALTH INSURANCE		40. SOCIAL SECURITY NO		41. PREVIOUS CIVILIAN GOVERNMENT SERVICE		42. LEAVE CAT CODE	
MO DA YR		CODE		CODE		CODE		CODE		CODE	
43. FEDERAL TAX DATA		44. STATE TAX DATA		45. FORM EXEMPTED		46. NO TAX EXEMPTIONS		47. FORM EXEMPTED		48. NO TAX EXEMPTIONS	
CODE		CODE		CODE		CODE		CODE		CODE	
1 YES 2 NO		1 YES 2 NO		1 YES 2 NO		1 YES 2 NO		1 YES 2 NO		1 YES 2 NO	
SIGNATURE OR OTHER AUTHENTICATION											
											

FORM 1150
5 Feb May 10 76Use Previous
Edition

SECRET

SEA

82 APR 1976 BY 007822

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L48 100 255

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12016 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

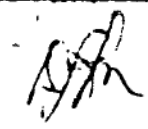
EFFECTIVE DATE OF PAY ADJUSTMENT: 09 OCTOBER 1977

NAME	ID NUMBER	ORG.	SCH-GR-STEP	NEW SALARY
FLCRES DANIEL	0036130	LA	GS 13 1	\$26,022
				5927

CPD: 7 APR 77

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 036130		2. NAME (LAST FIRST MIDDLE) FLORES DANIEL	
3. NATURE OF PERSONNEL ACTION REMOVAL FROM PARTICIPATION IN CIA RETIREMENT AND DISABILITY SYSTEM			
4. EFFECTIVE DATE MO DA YR 04 10 77		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS V TO V CF TO V X		7. TAN AND NSCA 7135 4534 0000	
8. CSC OR OTHER LEGAL AUTHORITY PL 88-643 SECT. 203			
9. ORGANIZATIONAL DESIGNATIONS DDO/LA DIVISION		10. LOCATION OF OFFICIAL STATION WASH., D.C.	
11. POSITION TITLE		12. POSITION NUMBER	
		DQG	
14. CLASSIFICATION SCHEDULE (U.S. (B. OR))		15. OCCUPATIONAL SERIES 13	
16. GRADE AND STEP		17. SALARY OR RATE	
18. REMARKS			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC ALPHABETIC	22. STATION CODE
23. INTEGRAL CODE	24. HOURS CODE	25. DATE OF BIRTH MO DA YR	26. DATE OF GRADE MO DA YR
27. DATE OF LER MO DA YR	28. DATE OF GRADE MO DA YR	29. DATE OF LER MO DA YR	30. DATE OF GRADE MO DA YR
31. NTE EXPIRES MO DA YR	32. SPECIAL REFERENCE	33. RETIREMENT DATA 1. CMC 2. CIA 3. FICA 4. NONE	34. SEPARATION DATA CODE
35. VET PREFERENCE	36. SERV COMP DATE MO DA YR	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY CAR BSV DPRY DMP
39. FEGLI / HEALTH INSURANCE	40. SOCIAL SECURITY NO.	41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0. NO PREVIOUS SERVICE 1. NO BREAK IN SERVICE 2. BREAK IN SERVICE LESS THAN 3 YRS. 3. BREAK IN SERVICE MORE THAN 3 YRS.	42. LEAVE CAT CODE
43. FEDERAL TAX DATA FORM EXEMPTED 1. YES 2. NO	44. STATE TAX DATA FORM EXEMPTED 1. YES 2. NO	45. FEDERAL TAX DATA CODE NO TAX EXEMPTIONS	46. STATE TAX DATA CODE NO TAX EXEMPTIONS
SIGNATURE OR OTHER AUTHENTICATION			
			

FORM 1130
5-6 May 10 76Use Previous
Edition

SECRET

RE IMPRINTED BY 00022

PLF: 01 MAR 77

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION																	
1 SERIAL NUMBER		2 NAME (LAST-FIRST MIDDLE)															
036130		FLORES DANIEL															
3 NATURE OF PERSONNEL ACTION				4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT											
REASSIGNMENT				02 26 77		REGULAR											
6 FUNDS		V TO V		V TO CF		7 PAY AND NSCA		8 CSC OR OTHER LEGAL AUTHORITY									
CF TO V		X		CF TO CF		7135 4534 0000		50 USC 403 J									
9 ORGANIZATIONAL DESIGNATIONS						10 LOCATION OF OFFICIAL STATION											
DDO/LA DIVISION CUBA OPERATIONS GROUP EA AREA						WASH., D.C.											
11 POSITION TITLE						12 POSITION NUMBER		13 SERVICE DESIGNATION									
OPERATIONS OFFICER						F535		D2G									
14 CLASSIFICATION SCHEDULE (GS, LB, etc.)			15 OCCUPATIONAL SERIES			16 GRADE AND STEP			17 SALARY OR RATE								
GS			0136.01			13 1			24308								
18 REMARKS																	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
19 ACTION CODE		20 EMPLOY CODE		21 OFFICE CODING		22 STATION CODE		23 INTEGRAL CODE		24 MONTHS CODE		25 DATE OF BIRTH		26 DATE OF GRADE		27 DATE OF LEI	
37		10		NUMERIC 51500 ALPHABETIC LA		75013		1		1		08 04 35					
28 NTE EXPIRES		29 SPECIAL REFERENCE		30 RETIREMENT DATA		31 SEPARATION DATA CODE		32 CORRECTION / CANCELLATION DATA		33 SECURITY REQ NO		34 SER					
MO DA YR				1 CSC 2 C.A. 3 IN A 4 NONE		CODE		TYPE MO DA YR		EOD DATA							
35 VET PREFERENCE		36 SERV COMP DATE		37 LONG COMP DATE		38 CAREER CATEGORY		39 REG / HEALTH INSURANCE		40 SOCIAL SECURITY NO							
CODE		MO DA YR		MO DA YR		LAB BRN EMP		CODE		CODE		HEALTH INS CODE					
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE		42 LEAVE CAT CODE		43 FEDERAL TAX DATA		44 STATE TAX DATA											
CODE		8 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE LESS THAN 3 YRS 3 BREAK IN SERVICE MORE THAN 3 YRS		CODE		NORM EXEMPTED 1 YES 2 NO		CODE		NO TAX EXEMPTIONS		NORM EXEMPTED 1 YES 2 NO		CODE		NO TAX EXEMPTIONS	
SIGNATURE OR OTHER AUTHENTICATION																	

FORM 1130
576 May 76Use Previous
Editions

SECRET

GPO: 1976 O - 376-766

AEO:1 FEB 77

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)							
036130		FLORES DANIEL							
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
PROMOTION				01 30 77		REGULAR			
6. FUNDS		V TO V		V TO CF		7. PAN AND NSCA		8. CAC OR OTHER LEGAL AUTHORITY	
CF TO V		X		CF TO CF		7135 4534 0000		50 USC 403 J	
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION					
DDO/LA DIVISION CUBA OPERATIONS GROUP WH AREA				WASH., D.C.					
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION			
OPERATIONS OFFICER				CG66		DQG			
14. CLASSIFICATION (SCHEDULE GS, GS, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS		0136.01		13 1		24308			
18. REMARKS									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODE	22. STATION CODE	23. INTEREST CODE	24. HOURS CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF HI	28. DATE OF HI
22	10	51500	75013	1	03 04 35	01 30 77	01 30 77	01 30 77	01 30 77
29. DATE EXPIRES	30. SPECIAL REFERENCE	31. RETIREMENT DATA	32. SEPARATION DATA CODE	33. COMPENSATION CODE	34. SOCIAL SECURITY NO.	35. SOCIAL SECURITY NO.	36. SOCIAL SECURITY NO.	37. SOCIAL SECURITY NO.	38. SOCIAL SECURITY NO.
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499. PAY PRINTING	500. PAY PRINTING	501. PAY PRINTING	502. PAY PRINTING	503. PAY PRINTING	504. PAY PRINTING	505. PAY PRINTING	506. PAY PRINTING	507. PAY PRINTING	508. PAY PRINTING
509. PAY PRINTING	510. PAY PRINTING	511. PAY PRINTING	512. PAY PRINTING	513. PAY PRINTING	514. PAY PRINTING	515. PAY PRINTING	516. PAY PRINTING	517. PAY PRINTING	518. PAY PRINTING
519. PAY PRINTING	520. PAY PRINTING	521. PAY PRINTING	522. PAY PRINTING	523. PAY PRINTING	524. PAY PRINTING	525. PAY PRINTING	526. PAY PRINTING	527. PAY PRINTING	528. PAY PRINTING
529. PAY PRINTING	530. PAY PRINTING	531. PAY PRINTING	532. PAY PRINTING	533. PAY PRINTING	534. PAY PRINTING	535. PAY PRINTING	536. PAY PRINTING	537. PAY PRINTING	538. PAY PRINTING
539. PAY PRINTING	540. PAY PRINTING	541. PAY PRINTING	542. PAY PRINTING	543. PAY PRINTING	544. PAY PRINTING	545. PAY PRINTING	546. PAY PRINTING	547. PAY PRINTING	548. PAY PRINTING
549. PAY PRINTING	550. PAY PRINTING	551. PAY PRINTING	552. PAY PRINTING	553. PAY PRINTING	554. PAY PRINTING	555. PAY PRINTING	556. PAY PRINTING	557. PAY PRINTING	558. PAY PRINTING

KKK: 5 DEC 76

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST, FIRST, MIDDLE)									
036130		FLORES DANIEL									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT						12 04 76		REGULAR			
6. FUNDS		V TO V		V TO CF		7. TAN AND NSCA		8. CSC OR OTHER LEGAL AUTHORITY			
CF TO V		X		CF TO CF		7135 4534 0000		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDO/LA DIVISION CUBA OPERATIONS GROUP WH AREA						WASH., D.C.					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
OPERATIONS OFFICER						CC67		DQG			
14. CLASSIFICATION SCHEDULE (GS, GS, etc.)			15. OCCUPATIONAL SERIES			16. GRADE AND STEP			17. SALARY OR RATE		
GS			0136.01			12.4			22485		
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. OFFICE CODE		21. STATION CODE		22. INTEGRITY CODE		23. MONTH CODE		24. DATE OF BIRTH	
37		10		515001 LA		75013		1		03 04 35	
25. DATE OF GRADE		26. DATE OF GRADE		27. DATE OF LEI		28. SECURITY RISK NO		29. SEX			
NO DA YR		NO DA YR		NO DA YR		NO DA YR		NO DA YR			
30. INT. EXP. NO.		31. SPECIAL REFERENCE		32. RETIREMENT DATA		33. SEPARATION DATA CODE		34. CORRECTION / CONCURRENCE INFO		35. SECURITY RISK NO	
NO DA YR		NO DA YR		NO DA YR		NO DA YR		NO DA YR		NO DA YR	
36. CIV. EMPLOYMENT		37. SERV. COMP. EXEMPT		38. LONG TERM DATE		39. CAREER CATEGORY		40. HEALTH INSURANCE		41. SOCIAL SECURITY NO.	
NO DA YR		NO DA YR		NO DA YR		NO DA YR		NO DA YR		NO DA YR	
42. FEDERAL TAX DATA		43. STATE TAX DATA		44. HEALTH INS. CODE		45. HEALTH INS. CODE		46. HEALTH INS. CODE		47. HEALTH INS. CODE	
NO DA YR		NO DA YR		NO DA YR		NO DA YR		NO DA YR		NO DA YR	
48. FEDERAL TAX DATA		49. STATE TAX DATA		50. HEALTH INS. CODE		51. HEALTH INS. CODE		52. HEALTH INS. CODE		53. HEALTH INS. CODE	
NO DA YR		NO DA YR		NO DA YR		NO DA YR		NO DA YR		NO DA YR	
SIGNATURE OR OTHER AUTHENTICATION											
FROM CTA											

PIF

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. POSITION		5. PAYMENT PERIOD		
JUL 1971		JOHN J. WILKINS		U.S. AIR FORCE		CAPTAIN		MAY 1970 - APR 1971		
6. OLD SALARY RATE				7. NEW SALARY RATE				8. EFFECTIVE DATE		
Grade	Step	Salary	Effective Date	Grade	Step	Salary	Effective Date	WGT	QST	ADJ
J-1	3	\$2,600.00	11/23/70	J-1	4	\$2,800.00	11/23/70			
CERTIFICATION AND AUTHENTICATION										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE										
SIGNATURE							DATE			
<input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD										
CLERKS INITIALS							APPROVER'S SIGNATURE			
C. Wilkins							[Signature]			
FORM 10-73 560E Use previous editions										
PAY CHANGE NOTIFICATION										

НУД

4

PRAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11541 PURSUANT TO AUTHORITY OF EOI AS PROVIDED IN THE CIA EOI OF 1945, AS AMENDED, AND EOI EXECUTIVE ORDER 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENTS: 10 OCTOBER 1970

DOES
FIGHTS CAUSE

91114 CMA. STATE CF-516
020130 17 DEC 61 05 12 Z

AFB
SABBY
JUL 1964

NRK: 15 JULY 76

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
35613		FLORES DANIEL									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE			5. CATEGORY OF EMPLOYMENT		
REASSIGNMENT - CHANGE OF FUNCTIONAL CATEGORY						MO DA YR 20 21 76			REGULAR		
6. FUNDS		V TO V		V TO CF		7. TAN AND NSCA			8. CSC OR OTHER LEGAL AUTHORITY		
CF TO V		X		CF TO CF		T175 3012 3500			50 USC 403 J		
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDA/OTR FUNCTIONAL TRAINING DIVISION OPERATIONS TRAINING BRANCH						WASH., D.C.					
11. POSITION TITLE						12. POSITION NUMBER			13. SERVICE DESIGNATION		
INSTRUCTOR OPS						BD33			D06		
14. CLASSIFICATION SCHEDULE (S, B, G, H)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP			17. SALARY OR RATE		
GS				1712.32		12 3			25078		
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEREST CODE		24. INSURE CODE	
37		12		175 J1		75 J13		1		1	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF SET		28. DATE OF BIRTH		29. DATE OF GRADE		30. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
31. DATE OF BIRTH		32. DATE OF GRADE		33. DATE OF SET		34. DATE OF BIRTH		35. DATE OF GRADE		36. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
37. DATE OF BIRTH		38. DATE OF GRADE		39. DATE OF SET		40. DATE OF BIRTH		41. DATE OF GRADE		42. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
43. DATE OF BIRTH		44. DATE OF GRADE		45. DATE OF SET		46. DATE OF BIRTH		47. DATE OF GRADE		48. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
49. DATE OF BIRTH		50. DATE OF GRADE		51. DATE OF SET		52. DATE OF BIRTH		53. DATE OF GRADE		54. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
55. DATE OF BIRTH		56. DATE OF GRADE		57. DATE OF SET		58. DATE OF BIRTH		59. DATE OF GRADE		60. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
61. DATE OF BIRTH		62. DATE OF GRADE		63. DATE OF SET		64. DATE OF BIRTH		65. DATE OF GRADE		66. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
67. DATE OF BIRTH		68. DATE OF GRADE		69. DATE OF SET		70. DATE OF BIRTH		71. DATE OF GRADE		72. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
73. DATE OF BIRTH		74. DATE OF GRADE		75. DATE OF SET		76. DATE OF BIRTH		77. DATE OF GRADE		78. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
79. DATE OF BIRTH		80. DATE OF GRADE		81. DATE OF SET		82. DATE OF BIRTH		83. DATE OF GRADE		84. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
85. DATE OF BIRTH		86. DATE OF GRADE		87. DATE OF SET		88. DATE OF BIRTH		89. DATE OF GRADE		90. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
91. DATE OF BIRTH		92. DATE OF GRADE		93. DATE OF SET		94. DATE OF BIRTH		95. DATE OF GRADE		96. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
97. DATE OF BIRTH		98. DATE OF GRADE		99. DATE OF SET		100. DATE OF BIRTH		101. DATE OF GRADE		102. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
103. DATE OF BIRTH		104. DATE OF GRADE		105. DATE OF SET		106. DATE OF BIRTH		107. DATE OF GRADE		108. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
109. DATE OF BIRTH		110. DATE OF GRADE		111. DATE OF SET		112. DATE OF BIRTH		113. DATE OF GRADE		114. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
115. DATE OF BIRTH		116. DATE OF GRADE		117. DATE OF SET		118. DATE OF BIRTH		119. DATE OF GRADE		120. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
121. DATE OF BIRTH		122. DATE OF GRADE		123. DATE OF SET		124. DATE OF BIRTH		125. DATE OF GRADE		126. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
127. DATE OF BIRTH		128. DATE OF GRADE		129. DATE OF SET		130. DATE OF BIRTH		131. DATE OF GRADE		132. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
133. DATE OF BIRTH		134. DATE OF GRADE		135. DATE OF SET		136. DATE OF BIRTH		137. DATE OF GRADE		138. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
139. DATE OF BIRTH		140. DATE OF GRADE		141. DATE OF SET		142. DATE OF BIRTH		143. DATE OF GRADE		144. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
145. DATE OF BIRTH		146. DATE OF GRADE		147. DATE OF SET		148. DATE OF BIRTH		149. DATE OF GRADE		150. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
151. DATE OF BIRTH		152. DATE OF GRADE		153. DATE OF SET		154. DATE OF BIRTH		155. DATE OF GRADE		156. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
157. DATE OF BIRTH		158. DATE OF GRADE		159. DATE OF SET		160. DATE OF BIRTH		161. DATE OF GRADE		162. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
163. DATE OF BIRTH		164. DATE OF GRADE		165. DATE OF SET		166. DATE OF BIRTH		167. DATE OF GRADE		168. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
169. DATE OF BIRTH		170. DATE OF GRADE		171. DATE OF SET		172. DATE OF BIRTH		173. DATE OF GRADE		174. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
175. DATE OF BIRTH		176. DATE OF GRADE		177. DATE OF SET		178. DATE OF BIRTH		179. DATE OF GRADE		180. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
181. DATE OF BIRTH		182. DATE OF GRADE		183. DATE OF SET		184. DATE OF BIRTH		185. DATE OF GRADE		186. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
187. DATE OF BIRTH		188. DATE OF GRADE		189. DATE OF SET		190. DATE OF BIRTH		191. DATE OF GRADE		192. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
193. DATE OF BIRTH		194. DATE OF GRADE		195. DATE OF SET		196. DATE OF BIRTH		197. DATE OF GRADE		198. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
199. DATE OF BIRTH		200. DATE OF GRADE		201. DATE OF SET		202. DATE OF BIRTH		203. DATE OF GRADE		204. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
205. DATE OF BIRTH		206. DATE OF GRADE		207. DATE OF SET		208. DATE OF BIRTH		209. DATE OF GRADE		210. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
211. DATE OF BIRTH		212. DATE OF GRADE		213. DATE OF SET		214. DATE OF BIRTH		215. DATE OF GRADE		216. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
217. DATE OF BIRTH		218. DATE OF GRADE		219. DATE OF SET		220. DATE OF BIRTH		221. DATE OF GRADE		222. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
223. DATE OF BIRTH		224. DATE OF GRADE		225. DATE OF SET		226. DATE OF BIRTH		227. DATE OF GRADE		228. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
229. DATE OF BIRTH		230. DATE OF GRADE		231. DATE OF SET		232. DATE OF BIRTH		233. DATE OF GRADE		234. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
235. DATE OF BIRTH		236. DATE OF GRADE		237. DATE OF SET		238. DATE OF BIRTH		239. DATE OF GRADE		240. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
241. DATE OF BIRTH		242. DATE OF GRADE		243. DATE OF SET		244. DATE OF BIRTH		245. DATE OF GRADE		246. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35		28 11 35		28 11 35		28 11 35	
247. DATE OF BIRTH		248. DATE OF GRADE		249. DATE OF SET		250. DATE OF BIRTH		251. DATE OF GRADE		252. DATE OF SET	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
28 11 35		28 11 35		28 11 35							

14-00000

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11883 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 12 OCTOBER 1975

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
FLORES DANIEL	036130	51	500	CF GS 12 2	\$20,032

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11811 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 OCTOBER 1974

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
FLORES DANIEL	036130	51	500	CF GS 12 1	\$18,463

FOR PURPOSES OF THE FAIR LABOR STANDARDS ACT, AS AMENDED,
YOU ARE DESIGNATED EXEMPT.

EFFECTIVE DATE OF DESIGNATION: 31 MAY 1974.

FLORES DANIEL

036130

41351084

1	SERIAL NO	2	NAME	3	ORGANIZATION	4	FUNDS	5	LWOP HOURS
	036130		FLORES DANIEL		51 500		CF		
6	OLD SALARY RATE			7	NEW SALARY RATE			8 TYPE ACTION	
	Grade	Step	Salary		Grade	Step	Salary	EFFECTIVE DATE	SI ADJ
	GS 12	2	20035		GS 12	3	20676	11/23/75	
			119,076				119,693	11/23/75	
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE									
SIGNATURE						DATE			
<i>[Signature]</i>						<i>[Date]</i>			
<input type="checkbox"/> NO EXCESS LWOP									
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD									
<input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERK'S INITIALS						BY			
FLORES DANIEL						<i>[Signature]</i>			
FORM 7-60 560E						PAY CHANGE NOTIFICATION			

REF: 10 SEP 75

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)									
13017		FLORES DANIEL									
3 NATURE OF PERSONNEL ACTION				4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT					
CONVERSION FROM FSR STATUS				MO DA YR 10 14 75		REGULAR					
6 FUNDS		V TO V		V TO CF		7 FAN AND NSCA		8 CSC OR OTHER LEGAL AUTHORITY			
CF TO V		CF TO CF		G155 1574		51 USC 143 J					
9 ORGANIZATIONAL DESIGNATIONS				10 LOCATION OF OFFICIAL STATION							
DOO/LA DIVISION CUSA OPERATIONS GROUP OPS BRANCH				WASH., D.C.							
11 POSITION TITLE				12 POSITION NUMBER		13 SERVICE DESIGNATION					
OPERATIONS OFFICER				CQ05		DQB					
14 CLASSIFICATION SCHEDULE (GS, LB, MC)		15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE					
GS		0136.01		12 2		19070					
18 REMARKS											
WASH., D.C.											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING		22 STATION CODE	23 INTEREST CODE	24 MGRS CODE	25 DATE OF BIRTH		26 DATE OF GRADE		27 DATE OF LEI
56	1	51574 LA		7513		1	MO DA YR 10 14 75		MO DA YR		MO DA YR
28 NTE EXPIRES		29 SPECIAL REFERENCE		30 RETIREMENT DATA		31 SEPARATION DATA CODE		32 Correction / Cancellation Data		33 SECURITY REQ NO	
MO DA YR				1 CSC 2 CUA 3 FGA 4 NCOR		TYPE		MO DA YR		34 SEX	
35 VET PREFERENCE		36 SERV COMP DATE		37 LONG COMP DATE		38 CAREER CATEGORY		39 LEGAL / HEALTH INSURANCE		40 SOCIAL SECURITY NO	
CODE		MO DA YR		MO DA YR		CAR BRW FROM EMP		CODE		HEALTH INS CODE	
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE				42 LEAVE CAT CODE		43 FEDERAL TAX DATA			44 STATE TAX DATA		
CODE				CODE		FORM EXECUTED			FORM EXECUTED		
1 NO PREVIOUS SERVICE 2 NO BREAK IN SERVICE 3 BREAK IN SERVICE AFTER THREE (3) YRS 4 BREAK IN SERVICE MORE THAN 3 YRS				1 YES 2 NO		CODE			CODE		
SIGNATURE OR OTHER AUTHENTICATION											
<div style="float: right; border: 1px solid black; padding: 5px; text-align: center;"> POSTED 19 SEP 75 <i>BL</i> </div>											

LF-42

1 SERIAL NO		2 NAME		3 ORGANIZATION		4 FUNDS		5 LWOP HOURS	
030130		FLORES DANIEL		SI 500		CF			
6 OLD SALARY RATE				7 NEW SALARY RATE				8 TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	WGI	QSI
GS 14	1	18,463	11/25/73	GS 12	2	19,078	11/24/74		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE									
SIGNATURE <i>Norton D. Smith</i>							DATE 23 Sept 74		
<input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERKS INITIALS <i>4-28</i> <i>FLORES DANIEL</i>									
FORM 10-73 560E Use previous editions PAY CHANGE NOTIFICATION									

LMP: 27 SEPT 74

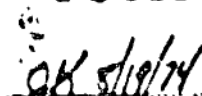
SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)									
036130		FLORES DANIEL									
3 NATURE OF PERSONNEL ACTION						4 EFFECTIVE DATE			5 CATEGORY OF EMPLOYMENT		
REASSIGNMENT						09 15 74			REGULAR		
6 FUNDS		V TO V		V TO CF		7 PAN AND NSCA			8 CSC OR OTHER LEGAL AUTHORITY		
CF TO V		X		CF TO CF		5135 4534 0000			50 USC 403 J		
9 ORGANIZATIONAL DESIGNATIONS						10 LOCATION OF OFFICIAL STATION					
DDO/WH DIVISION WH/COG OPS BRANCH						WASH., D.C.					
11 POSITION TITLE						12 POSITION NUMBER			13 SERVICE DESIGNATION		
POL OFF ATTACHE OPS OFFICER						1159			DQB		
14 CLASSIFICATION SCHEDULE (GS, LB, etc.)				15 OCCUPATIONAL SERIES		16 GRADE AND STEP			17 SALARY OR RATE		
FSR GS				0136.01		06 1 12 1			13863 17497		
18 REMARKS WASH., D.C.											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE		20 EMPLOY CODE		21 OFFICE CODING		22 STATION CODE		23 INTEREST CODE		24 HOURS CODE	
37		10		51500 WH		75013		S		1	
25 DATE OF BIRTH		26 DATE OF GRADE		27 DATE OF LET		28 DATE OF RETIREMENT		29 SPECIAL REFERENCE		30 RETIREMENT DATA	
08 04 35		08 04 35		08 04 35		08 04 35		08 04 35		08 04 35	
31 VET PREFERENCE		32 SERV COMP DATE		33 LONG COMP DATE		34 CAREER CATEGORY		35 PEGU / HEALTH INSURANCE		36 SOCIAL SECURITY NO	
08 04 35		08 04 35		08 04 35		08 04 35		08 04 35		08 04 35	
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE				42 LEAVE CAT CODE				43 FEDERAL TAX DATA			
08 04 35				08 04 35				08 04 35			
44 STATE TAX DATA											
08 04 35											
SIGNATURE OR OTHER AUTHENTICATION											
POSTED JK 9/27/74											

(When Filled In)

19 APR 76

NOTIFICATION OF PERSONNEL ACTION

NOTIFICATION OF PERSONNEL ACTION																	
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)															
15015		FLORES DANIEL															
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT									
REASSIGNMENT						MO DA YR 7 24 74		REGULAR									
6. FUNDS		V TO V		V TO CF		7. PAN AND ASCA		8. CSC OR OTHER LEGAL AUTHORITY									
CF TO V		X		CF TO CF		5155 4554		37 USC 4301									
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION											
300/MI DIVISION WH/006 OPS SUPPORT BRANCH						WASH., D.C.											
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION									
POL OFFICER ATTACHE OPS OFFICER						1134		DQS									
14. CLASSIFICATION SCHEDULE (GS 18, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE									
FSR GS				4136.71		12 1		13853 17497									
18. REMARKS																	
LINA, PERU																	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGRITY CODE		24. PAYMENT CODE		25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI	
37		15		51554554		75413		C		J		MO DA YR 7 24 74		MO DA YR		MO DA YR	
28. NTS EXPENSE		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION / CONCOMITANT DATA		33. SECURITY REG NO		34. M1					
MO DA YR				LIC LUB FLB NOR		CODE		MO DA YR		MO DA YR							
35. NET PREFERENCE		36. SERV COMP DATE		37. LOAN COMP DATE		38. CAREER CATEGORY		39. PENTAL - HEALTH INSURANCE		40. SOCIAL SECURITY NO							
CODE		MO DA YR		MO DA YR		LUB FLB NOR		LUB FLB NOR		MO DA YR							
41. FEDERAL GOVERNMENT SERVICE				42. LEAVE CAT CODE		43. FEDERAL TAX DATA		44. STATE TAX DATA									
CODE				CODE		CODE		CODE									
1. NO FEDERAL SERVICE 2. NO STATE SERVICE 3. SERVED IN SERVICE AFTER 1945 4. SERVED IN SERVICE BEFORE 1945				1. YES 2. NO		1. YES 2. NO		1. YES 2. NO									
SIGNATURE OR OTHER AUTHENTICATION																	
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1 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100 101 102 103 104 105 106 107 108 109 110 111 112 113 114 115 116 117 118 119 120 121 122 123 124 125 126 127 128 129 130 131 132 133 134 135 136 137 138 139 140 141 142 143 144 145 146 147 148 149 150 151 152 153 154 155 156 157 158 159 160 161 162 163 164 165 166 167 168 169 170 171 172 173 174 175 176 177 178 179 180 181 182 183 184 185 186 187 188 189 190 191 192 193 194 195 196 197 198 199 200 201 202 203 204 205 206 207 208 209 210 211 212 213 214 215 216 217 218 219 220 221 222 223 224 225 226 227 228 229 230 231 232 233 234 235 236 237 238 239 240 241 242 243 244 245 246 247 248 249 250 251 252 253 254 255 256 257 258 259 260 261 262 263 264 265 266 267 268 269 270 271 272 273 274 275 276 277 278 279 280 281 282 283 284 285 286 287 288 289 290 291 292 293 294 295 296 297 298 299 300 301 302 303 304 305 306 307 308 309 310 311 312 313 314 315 316 317 318 319 320 321 322 323 324 325 326 327 328 329 330 331 332 333 334 335 336 337 338 339 340 341 342 343 344 345 346 347 348 349 350 351 352 353 354 355 356 357 358 359 360 361 362 363 364 365 366 367 368 369 370 371 372 373 374 375 376 377 378 379 380 381 382 383 384 385 386 387 388 389 390 391 392 393 394 395 396 397 398 399 400 401 402 403 404 405 406 407 408 409 410 411 412 413 414 415 416 417 418 419 420 421 422 423 424 425 426 427 428 429 430 431 432 433 434 435 436 437 438 439 440 441 442 443 444 445 446 447 448 449 450 451 452 453 454 455 456 457 458 459 460 461 462 463 464 465 466 467 468 469 470 471 472 473 474 475 476 477 478 479 480 481 482 483 484 485 486 487 488 489 490 491 492 493 494 495 496 497 498 499 500 501 502 503 504 505 506 507 508 509 510 511 512 513 514 515 516 517 518 519 520 521 522 523 524 525 526 527 528 529 530 531 532 533 534 535 536 537 538 539 540 541 542 543 544 545 546 547 548 549 550 551 552 553 554 555 556 557 558 559 560 561 562 563 564 565 566 567 568 569 570 571 572 573 574 575 576 577 578 579 580 581 582 583 584 585 586 587 588 589 590 591 592 593 594 595 596 597 598 599 600 601 602 603 604 605 606 607 608 609 610 611 612 613 614 615 616 617 618 619 620 621 622 623 624 625 626 627 628 629 630 631 632 633 634 635 636 637 638 639 640 641 642 643 644 645 646 647 648 649 650 651 652 653 654 655 656 657 658 659 660 661 662 663 664 665 666 667 668 669 670 671 672 673 674 675 676 677 678 679 680 681 682 683 684 685 686 687 688 689 690 691 692 693 694 695 696 697 698 699 700 701 702 703 704 705 706 707 708 709 710 711 712 713 714 715 716 717 718 719 720 721 722 723 724 725 726 727 728 729 730 731 732 733 734 735 736 737 738 739 740 741 742 743 744 745 746 747 748 749 750 751 752 753 754 755 756 757 758 759 760 761 762 763 764 765 766 767 768 769 770 771 772 773 774 775 776 777 778 779 780 781 782 783 784 785 786 787 788 789 790 791 792 793 794 795 796 797 798 799 800 801 802 803 804 805 806 807 808 809 810 811 812 813 814 815 816 817 818 819 820 821 822 823 824 825 826 827 828 829 830 831 832 833 834 835 836 837 838 839 840 841 842 843 844 845 846 847 848 849 850 851 852 853 854 855 856 857 858 859 860 861 862 863 864 865 866 867 868 869 870 871 872 873 874 875 876 877 878 879 880 881 882 883 884 885 886 887 888 889 890 891 892 893 894 895 896 897 898 899 900 901 902 903 904 905 906 907 908 909 910 911 912 913 914 915 916 917 918 919 920 921 922 923 924 925 926 927 928 929 930 931 932 933 934 935 936 937 938 939 940 941 942 943 944 945 946 947 948 949 950 951 952 953 954 955 956 957 958 959 960 961 962 963 964 965 966 967 968 969 970 971 972 973 974 975 976 977 978 979 980 981 982 983 984 985 986 987 988 989 990 991 992 993 994 995 996 997 998 999 1000 1001 1002 1003 1004 1005 1006 1007 1008 1009 1010 1011 1012 1013 1014 1015 1016 1017 1018 1019 1020 1021 1022 1023 1024 1025 1026 1027 1028 1029 1030 1031 1032 1033 1034 1035 1036 1037 1038 1039 1040 104

DMS: 27 JUN 74

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(When Filled In)

1049

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 335134		2. NAME (LAST FIRST MIDDLE) FLORES DANIEL	
3. NATURE OF PERSONNEL ACTION DESIGNATION AS PARTICIPANT IN CIA RETIREMENT AND DISABILITY SYSTEM		4. EFFECTIVE DATE MO DA YR 06 23 74	
5. CATEGORY OF EMPLOYMENT REGULAR		6. FAN AND NSCA 4135 1024 011	
7. FAN AND NSCA 4135 1024 011		8. CSC OR OTHER LEGAL AUTHORITY PL 88-643 SECT. 203	
9. ORGANIZATIONAL DESIGNATION DDO/HA DIVISION		10. LOCATION OF OFFICIAL STATION LIMA, PERU	
11. POSITION TITLE		12. POSITION NUMBER	
13. SERVICE DESIGNATION D		14. CLASSIFICATION SCHEDULE (XX OR 00) 12	
15. OCCUPATIONAL SERIES		16. GRADE AND STEP	
17. SALARY OR RATE		18. REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION AND RIGHT OF APPEAL TO THE DIRECTOR OF CENTRAL INTELLIGENCE.	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE	20. EMPLOY CODE	21. CAREER CODES NUMBER ALPHABETIC	22. STATION CODE
23. PAYABLE CODE	24. PAYMENT CODE	25. DATE OF BIRTH MO DA YR	26. DATE OF LEAVE MO DA YR
27. DATE OF LEAVE MO DA YR	28. RETIREMENT DATA MO DA YR	29. SEPARATION DATA CODE	30. CORRECTION / CONSTRUCTION DATA MO DA YR
31. SECURITY REG NO	32. SEC	33. SOCIAL SECURITY NO	
34. VET PRESENT	35. VET COMP DATE	36. LONG COMP DATE	37. CAREER CATEGORY
38. FEEDBACK / HEALTH INSURANCE	39. SOCIAL SECURITY NO	40. PREVIOUS CIVIL AND MILITARY SERVICE	
41. LEAVE CAT CODE	42. FEDERAL TAX DATA	43. STATE TAX DATA	
44. SIGNATURE OR OTHER AUTHENTICATION			

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(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

02F

1 SERIAL NUMBER 030130		2 NAME (LAST FIRST MIDDLE) FLORES DANIEL	
3 NATURE OF PERSONNEL ACTION PROMOTION		4 EFFECTIVE DATE 11 25 73	5 CATEGORY OF EMPLOYMENT REGULAR
6 FUNDS V TO V CF TO V	V TO CF X CF TO CF	7 PAN AND NSCA 4155 1084 0000	8 CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J
9 ORGANIZATIONAL DESIGNATIONS DDO/WH DIVISION FOREIGN FIELD BRANCH 3-LIMA, PERU STATION		10 LOCATION OF OFFICIAL STATION LIMA, PERU	
11 POSITION TITLE POL OFFICER ATTACHE OPS OFFICER		12 POSITION NUMBER 0136	13 SERVICE DESIGNATION D
14 CLASSIFICATION SCHEDULE (OS, LB, etc.) FSR GS	15 OCCUPATIONAL SERIES 6136.01	16 GRADE AND STEP 06 1 12 1	17 SALARY OR RATE 13363 17427
18 REMARKS LIMA, PERU HOME CASE: WH			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19 ACTION CODE 22	20 EMPLOYER CODE 10	21 OFFICE CODING 51760 WH	22 STATION CODE 57085
23 INTEGRITY CODE 5	24 HOURS CODE 3	25 DATE OF BIRTH 08 04 35	26 DATE OF GRADE 11 25 73
27 DATE OF LEI 11 25 73	28 INT EXPRESS NO DA 19	29 SPECIAL REFERENCE 1 FUL 2 C.A. 3 P.S.A. 4 None	30 RETIREMENT DATA CODE
31 SEPARATION DATA CODE	32 CORRECTION - Cancellation Date TIME NO DA 19	33 SECURITY REQ NO	34 SER
35 VET PREFERENCE CODE 1 NO 2 YES	36 SERV COMP DATE NO DA 19	37 LONG COMP DATE NO DA 19	38 CAREER CATEGORY CODE
39 REG HEALTH INSURANCE CODE 1 YES 2 NO	40 SOCIAL SECURITY NO	41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1 YES 2 NO	42 LEA-E CAT CODE
43 FEDERAL TAX DATA CODE 1 YES 2 NO	44 STATE TAX DATA CODE 1 YES 2 NO	45 STATE CODE	46 SIGNATURE OF OTHER AUTHENTICATION 11/15/73

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1-72 100 11-72WH-33000
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"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF
TITLE 5, U.S.C. AND EXECUTIVE ORDER 11739 PURSUANT TO AUTHORITY OF DCI
AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE
DATED 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 OCTOBER 1973

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
FLORES DANIEL	036130	51	760	CF GS 11 4	\$16,138

27

"PAY ADJUSTMENT IN ACCORDANCE WITH 5 U.S.C. 5305 AND EXECUTIVE ORDER
11691 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,
AS AMENDED, AND DCI DIRECTIVE DATED 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 07 JANUARY 1973

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
FLORES DANIEL	036130	51	760	CF GS 11 4	\$15,394

655

1 SERIAL NO.		2 NAME		3 ORGANIZATION		4 FUNDS		5 LWOP STATUS	
036130		FLORES DANIEL		51 760		CF			
6 OLD SALARY RATE				7. NEW SALARY RATE				8 TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ
GS 11	3	\$14,197	11/29/71	GS 11	3	\$14,197	11/29/72		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE <i>Richard L. Conolly</i>						DATE <i>8 September 1972</i>			
<input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERKS INITIALS <i>H. E. F. E. R.</i>				AUDITED BY					
FORM 7-66 560 E Use previous editions PAY CHANGE NOTIFICATION (4-51)									

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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE ORDER 11637 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 9 JANUARY 1972

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
FLORES DANIEL	036130	51	760	CF GS 11 3	\$14,197

BS: 8 DEC 71

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(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
036130		FLORES DANIEL									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
PROMOTION						11 28 71		REGULAR			
6. FUNDS		V TO V		V TO CF		7. Financial Analysis No. Chargeable		8. CSC OR OTHER LEGAL AUTHORITY			
CF TO V		X		CF TO CF		2135 1084 0000		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DUP/WH DIVISION FOREIGN FIELD BRANCH 3, LIMA, PERU STATION						LIMA, PERU					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
POL OFFICER ATTACHE OPS OFFICER						0136		D			
14. CLASSIFICATION SCHEDULE (15. LB. ORC.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
FSR GS				0136.01		07 1 11 3		10014 13457			
18. REMARKS											
LIMA, PERU											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INITIATIVE CODE		24. PAYMENT CODE	
22		10		51760 WH		57085		S		3	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI		28. DATE OF BIRTH		29. DATE OF GRADE		30. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
31. DATE OF BIRTH		32. DATE OF GRADE		33. DATE OF LEI		34. DATE OF BIRTH		35. DATE OF GRADE		36. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
37. DATE OF BIRTH		38. DATE OF GRADE		39. DATE OF LEI		40. DATE OF BIRTH		41. DATE OF GRADE		42. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
43. DATE OF BIRTH		44. DATE OF GRADE		45. DATE OF LEI		46. DATE OF BIRTH		47. DATE OF GRADE		48. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
49. DATE OF BIRTH		50. DATE OF GRADE		51. DATE OF LEI		52. DATE OF BIRTH		53. DATE OF GRADE		54. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
55. DATE OF BIRTH		56. DATE OF GRADE		57. DATE OF LEI		58. DATE OF BIRTH		59. DATE OF GRADE		60. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
61. DATE OF BIRTH		62. DATE OF GRADE		63. DATE OF LEI		64. DATE OF BIRTH		65. DATE OF GRADE		66. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
67. DATE OF BIRTH		68. DATE OF GRADE		69. DATE OF LEI		70. DATE OF BIRTH		71. DATE OF GRADE		72. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
73. DATE OF BIRTH		74. DATE OF GRADE		75. DATE OF LEI		76. DATE OF BIRTH		77. DATE OF GRADE		78. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
79. DATE OF BIRTH		80. DATE OF GRADE		81. DATE OF LEI		82. DATE OF BIRTH		83. DATE OF GRADE		84. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
85. DATE OF BIRTH		86. DATE OF GRADE		87. DATE OF LEI		88. DATE OF BIRTH		89. DATE OF GRADE		90. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
91. DATE OF BIRTH		92. DATE OF GRADE		93. DATE OF LEI		94. DATE OF BIRTH		95. DATE OF GRADE		96. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
97. DATE OF BIRTH		98. DATE OF GRADE		99. DATE OF LEI		100. DATE OF BIRTH		101. DATE OF GRADE		102. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
103. DATE OF BIRTH		104. DATE OF GRADE		105. DATE OF LEI		106. DATE OF BIRTH		107. DATE OF GRADE		108. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
109. DATE OF BIRTH		110. DATE OF GRADE		111. DATE OF LEI		112. DATE OF BIRTH		113. DATE OF GRADE		114. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
115. DATE OF BIRTH		116. DATE OF GRADE		117. DATE OF LEI		118. DATE OF BIRTH		119. DATE OF GRADE		120. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
121. DATE OF BIRTH		122. DATE OF GRADE		123. DATE OF LEI		124. DATE OF BIRTH		125. DATE OF GRADE		126. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
127. DATE OF BIRTH		128. DATE OF GRADE		129. DATE OF LEI		130. DATE OF BIRTH		131. DATE OF GRADE		132. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
133. DATE OF BIRTH		134. DATE OF GRADE		135. DATE OF LEI		136. DATE OF BIRTH		137. DATE OF GRADE		138. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
139. DATE OF BIRTH		140. DATE OF GRADE		141. DATE OF LEI		142. DATE OF BIRTH		143. DATE OF GRADE		144. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
145. DATE OF BIRTH		146. DATE OF GRADE		147. DATE OF LEI		148. DATE OF BIRTH		149. DATE OF GRADE		150. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
151. DATE OF BIRTH		152. DATE OF GRADE		153. DATE OF LEI		154. DATE OF BIRTH		155. DATE OF GRADE		156. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
157. DATE OF BIRTH		158. DATE OF GRADE		159. DATE OF LEI		160. DATE OF BIRTH		161. DATE OF GRADE		162. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
163. DATE OF BIRTH		164. DATE OF GRADE		165. DATE OF LEI		166. DATE OF BIRTH		167. DATE OF GRADE		168. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
169. DATE OF BIRTH		170. DATE OF GRADE		171. DATE OF LEI		172. DATE OF BIRTH		173. DATE OF GRADE		174. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
175. DATE OF BIRTH		176. DATE OF GRADE		177. DATE OF LEI		178. DATE OF BIRTH		179. DATE OF GRADE		180. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
181. DATE OF BIRTH		182. DATE OF GRADE		183. DATE OF LEI		184. DATE OF BIRTH		185. DATE OF GRADE		186. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
187. DATE OF BIRTH		188. DATE OF GRADE		189. DATE OF LEI		190. DATE OF BIRTH		191. DATE OF GRADE		192. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
193. DATE OF BIRTH		194. DATE OF GRADE		195. DATE OF LEI		196. DATE OF BIRTH		197. DATE OF GRADE		198. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
199. DATE OF BIRTH		200. DATE OF GRADE		201. DATE OF LEI		202. DATE OF BIRTH		203. DATE OF GRADE		204. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
205. DATE OF BIRTH		206. DATE OF GRADE		207. DATE OF LEI		208. DATE OF BIRTH		209. DATE OF GRADE		210. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
211. DATE OF BIRTH		212. DATE OF GRADE		213. DATE OF LEI		214. DATE OF BIRTH		215. DATE OF GRADE		216. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
217. DATE OF BIRTH		218. DATE OF GRADE		219. DATE OF LEI		220. DATE OF BIRTH		221. DATE OF GRADE		222. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
223. DATE OF BIRTH		224. DATE OF GRADE		225. DATE OF LEI		226. DATE OF BIRTH		227. DATE OF GRADE		228. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
229. DATE OF BIRTH		230. DATE OF GRADE		231. DATE OF LEI		232. DATE OF BIRTH		233. DATE OF GRADE		234. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
235. DATE OF BIRTH		236. DATE OF GRADE		237. DATE OF LEI		238. DATE OF BIRTH		239. DATE OF GRADE		240. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
241. DATE OF BIRTH		242. DATE OF GRADE		243. DATE OF LEI		244. DATE OF BIRTH		245. DATE OF GRADE		246. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
247. DATE OF BIRTH		248. DATE OF GRADE		249. DATE OF LEI		250. DATE OF BIRTH		251. DATE OF GRADE		252. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
253. DATE OF BIRTH		254. DATE OF GRADE		255. DATE OF LEI		256. DATE OF BIRTH		257. DATE OF GRADE		258. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
259. DATE OF BIRTH		260. DATE OF GRADE		261. DATE OF LEI		262. DATE OF BIRTH		263. DATE OF GRADE		264. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
265. DATE OF BIRTH		266. DATE OF GRADE		267. DATE OF LEI		268. DATE OF BIRTH		269. DATE OF GRADE		270. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
271. DATE OF BIRTH		272. DATE OF GRADE		273. DATE OF LEI		274. DATE OF BIRTH		275. DATE OF GRADE		276. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
277. DATE OF BIRTH		278. DATE OF GRADE		279. DATE OF LEI		280. DATE OF BIRTH		281. DATE OF GRADE		282. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
283. DATE OF BIRTH		284. DATE OF GRADE		285. DATE OF LEI		286. DATE OF BIRTH		287. DATE OF GRADE		288. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
289. DATE OF BIRTH		290. DATE OF GRADE		291. DATE OF LEI		292. DATE OF BIRTH		293. DATE OF GRADE		294. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
295. DATE OF BIRTH		296. DATE OF GRADE		297. DATE OF LEI		298. DATE OF BIRTH		299. DATE OF GRADE		300. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
301. DATE OF BIRTH		302. DATE OF GRADE		303. DATE OF LEI		304. DATE OF BIRTH		305. DATE OF GRADE		306. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
307. DATE OF BIRTH		308. DATE OF GRADE		309. DATE OF LEI		310. DATE OF BIRTH		311. DATE OF GRADE		312. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
313. DATE OF BIRTH		314. DATE OF GRADE		315. DATE OF LEI		316. DATE OF BIRTH		317. DATE OF GRADE		318. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
319. DATE OF BIRTH		320. DATE OF GRADE		321. DATE OF LEI		322. DATE OF BIRTH		323. DATE OF GRADE		324. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
325. DATE OF BIRTH		326. DATE OF GRADE		327. DATE OF LEI		328. DATE OF BIRTH		329. DATE OF GRADE		330. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
331. DATE OF BIRTH		332. DATE OF GRADE		333. DATE OF LEI		334. DATE OF BIRTH		335. DATE OF GRADE		336. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
337. DATE OF BIRTH		338. DATE OF GRADE		339. DATE OF LEI		340. DATE OF BIRTH		341. DATE OF GRADE		342. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
343. DATE OF BIRTH		344. DATE OF GRADE		345. DATE OF LEI		346. DATE OF BIRTH		347. DATE OF GRADE		348. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
349. DATE OF BIRTH		350. DATE OF GRADE		351. DATE OF LEI		352. DATE OF BIRTH		353. DATE OF GRADE		354. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
355. DATE OF BIRTH		356. DATE OF GRADE		357. DATE OF LEI		358. DATE OF BIRTH		359. DATE OF GRADE		360. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
361. DATE OF BIRTH		362. DATE OF GRADE		363. DATE OF LEI		364. DATE OF BIRTH		365. DATE OF GRADE		366. DATE OF LEI	
08 04 35		11 28 71		11 28 71		08 04 35		11 28 71		11 28 71	
367. DATE OF BIRTH		368. DATE OF GRADE		369. DATE OF LEI		370. DATE OF BIRTH		371. DATE OF GRADE		372. DATE	

WEB: 29 SEPT 71

SECRET

(When filled in)

NOTIFICATION OF PERSONNEL ACTION															
ODF															
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)													
036130		FLORES DANIEL													
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT							
REASSIGNMENT						09 19 71		REGULAR							
6. FUNDS		V TO V		V TO CF		7. Personnel Analysis No. Chargeable		8. CSC OR OTHER LEGAL AUTHORITY							
CF TO V		X		CF TO CF		2135 1084 0000		50 USC 403 J							
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION									
DDP/WH FOREIGN FIELD BRANCH 3 LIMA, PERU STATION						LIMA, PERU									
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION							
POLITICAL OFFICER ATTACHE OPS OFFICER						0136		D							
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE							
FSR GS				0136.01		07 1 10 3		10014 12285							
18. REMARKS															
GUAYAQUIL, ECUADOR															
HOME BASE: WH															
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL															
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTRACODE		24. DATE OF BIRTH		25. DATE OF GRADE		26. DATE OF LEI	
37		10		51700 WH		57085		S		08 04 35					
28. INT. EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION CANCELLATION DATA		33. SECURITY REG NO		34. SER			
XX XX XX										IOD DATA					
35. VET PREFERENCE		36. SERV COMP DATE		37. LONG COMP DATE		38. CAREER CATEGORY		39. REG. HEALTH INSURANCE		40. SOCIAL SECURITY NO					
CODE		NO DA YR		NO DA YR		CAREER CATEGORY		REG. HEALTH INSURANCE		SOCIAL SECURITY NO					
1. YES 2. NO		1. YES 2. NO		1. YES 2. NO		1. YES 2. NO		1. YES 2. NO		1. YES 2. NO					
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT CODE		43. FEDERAL TAX DATA		44. STATE TAX DATA							
CODE				CODE		CODE		CODE							
1. NO PREVIOUS SERVICE 2. BREAK IN SERVICE (LESS THAN 3 YRS) 3. BREAK IN SERVICE (MORE THAN 3 YRS)				1. YES 2. NO		1. YES 2. NO		1. YES 2. NO							
SIGNATURE OR OTHER AUTHENTICATION															
<div style="text-align: right;"> <div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED 1-19-71 </div> </div>															

FORM 1150
3-68

Use Previous Edition

SECRET

BS

(Excluded from automatic downgrading and declassification)

1. SERIAL NO. 2. NAME 3. ORGANIZATION 4. FUNDS 5. LWOP HOURS

036130 FLORES DANIEL 51 700 CF

6. OLD SALARY RATE 7. NEW SALARY RATE 8. TYPE ACTION

Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.
GS 10	2	\$11,901	07/26/70	GS 10	1	\$12,295	07/25/71		

CERTIFICATION AND AUTHENTICATION

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

SIGNATURE *Richard L. Conolly* DATE *6 May 1971*

☐ NO EXCESS LWOP
☐ IN PAY STATUS AT END OF WAITING PERIOD
☐ LWOP STATUS AT END OF WAITING PERIOD

CLERKS INITIALS *RR* AUDITED BY *fid*

FORM 560 E Use previous editions PAY CHANGE NOTIFICATION (4-51)

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 JANUARY 1971

NAME	SERIAL	ORGN	FUNDS	GR-STEP	NEW SALARY
FLORES DANIEL	036130	51	700	CF GS 10 2	\$11,901

SECRET

(When Filled In)

BSJ: 10 AUG 70

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
036136		FLORES DANIEL									
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT					
PROMOTION				07 29 70		REGULAR					
6. FUNDS		V TO V		V TO CF		7. Financial Analysis No Chargeable		8. CSC OR OTHER LEGAL AUTHORITY			
CF TO V		X		CF TO CF		1135 0884 0000		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDP/WH FOREIGN FIELD BRANCH 3 QUITO, ECUADOR STATION GUAYAQUIL, ECUADOR BASE						GUAYAQUIL, ECUADOR					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
POL OFFICER OPS OFFICER						0376		D			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
FSR GS				0136.01		07 1 10 2		9450 11231			
18. REMARKS											
GUAYAQUIL, ECUADOR.											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGRITY CODE		24. MAJOR CODE	
22		10		51700/WH		19559		S		3	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI		28. DATE OF BIRTH		29. DATE OF GRADE		30. DATE OF LEI	
08 04 35		07 26 70		07 26 70		08 04 35		07 26 70		07 26 70	
31. INT. EXPIRES		32. SPECIAL REFERENCE		33. RETIREMENT DATA		34. SEPARATION DATA CODE		35. CORRECTION / CANCELLATION DATA		36. SECURITY REQ NO	
07 25 72		81		1. CSC 2. CIA 3. PCA 4. N/A		1. YES 2. NO		1. YES 2. NO		1. YES 2. NO	
37. VET PREFERENCE		38. SERV COMP DATE		39. LONG COMP DATE		40. CAREER CATEGORY		41. FEEL: HEALTH INSURANCE		42. SOCIAL SECURITY NO	
CODE		NO		NO		CAR		HEALTH INS CODE		SOCIAL SECURITY NO	
1. YES 2. NO		1. YES 2. NO		1. YES 2. NO		1. YES 2. NO		1. YES 2. NO		1. YES 2. NO	
43. PREVIOUS CIVILIAN GOVERNMENT SERVICE				44. LEAVE CAT CODE		45. FEDERAL TAX DATA		46. STATE TAX DATA			
1. NO PREVIOUS SERVICE 2. NO BREAK IN SERVICE 3. BREAK IN SERVICE (LESS THAN 3 YRS.) 4. BREAK IN SERVICE (MORE THAN 3 YRS.)				1. YES 2. NO		1. YES 2. NO		1. YES 2. NO			
SIGNATURE OR OTHER AUTHENTICATION											
<div style="text-align: center;">SECRET</div> <div style="text-align: right;"> <div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED CE 1122 753 </div> </div>											

655

1 SERIAL NO.		2 NAME		3 ORGANIZATION		4 FUNDS		5 LWOP HOURS	
036130		FLURES DANIEL		91 700		CF			
6 OLD SALARY RATE				7 NEW SALARY RATE				8 TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.
GS 09	2	\$ 9,631	04/06/69	GS 09	3	\$ 9,942	04/03/70		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE						DATE			
<div style="display: flex; justify-content: space-around;"> <input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD </div>									
CLERK'S INITIALS		RENTLE						AUDITED BY	
FORM 7-60 360 E		Use previous editions		PAY CHANGE NOTIFICATION				(4.31)	

1.3

14-00000

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTION 212 OF PL 90-204 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1969

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
FLORES DANIEL	036130	51	700	CF GS 09 2	\$ 9,631

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 28 DECEMBER 1969

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
FLORES DANIEL	036130	51	700	CF GS 09 2	\$10,210

SECRET

(When Filled In)

JLD: 24 APR 69

NOTIFICATION OF PERSONNEL ACTION

COF

1. SERIAL NUMBER 036130		2. NAME (LAST FIRST MIDDLE) FLORES DANIEL	
3. NATURE OF PERSONNEL ACTION INTEGRATION-DEPARTMENT OF STATE		4. EFFECTIVE DATE 04 10 69	5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS V TO V CF TO V X CF TO CF	7. Financial Analysis No. Chargeable 9135 0884 0000	8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J	
9. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 3 QUITO, ECUADOR STATION GUAYAQUIL, ECUADOR BASE		10. LOCATION OF OFFICIAL STATION GUAYAQUIL, ECUADOR	
11. POSITION TITLE POL OFFICER OPS OFFICER		12. POSITION NUMBER 0376	13. SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (OS, IS, ON) FSR GS	15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 07 1 09 2	17. SALARY OR RATE 8153 8744
18. REMARKS SUBJECT IS TO BE PAID THE DIFFERENCE BETWEEN CIA SALARY OF \$8744 AND FSR SALARY OF \$8153 TO BE PAID BY DEPT. OF STATE AND ALLOWANCES IN ACCORDANCE THEREWITH. ALL SICK AND ALL HOURS ANNUAL LEAVE TO BE TRANSFERRED TO THE DEPT. OF STATE MARITAL STATUS: MARRIED			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 55	20. EMPLOY CODE 10	21. OFFICE CODING NUMBER 51700 ALPHABET WH	22. STATION CODE 19559
23. INTEGRITY CODE S	24. PAY CODE 3	25. DATE OF BIRTH 08 04 35	26. DATE OF GRADE 04 10 69
27. DATE OF LEI 04 10 69	28. DATE OF REFERENCE 04 10 69	29. SPECIAL REFERENCE 04 10 69	30. RETIREMENT DATA 04 10 69
31. SEPARATION DATA CODE 04 10 69	32. CORRECTION - CANCELLATION DATA 04 10 69	33. SECURITY REQ NO 04 10 69	
34. VET PREFERENCE 04 10 69	35. SERV COMP DATE 04 10 69	36. LONG COMP DATE 04 10 69	37. CAREER CATEGORY 04 10 69
38. REG. HEALTH INSURABLE 04 10 69	39. SOCIAL SECURITY NO 04 10 69	40. SOCIAL SECURITY NO 04 10 69	
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE 04 10 69	42. LEAVE CAT CODE 04 10 69	43. FEDERAL TAX DATA 04 10 69	44. STATE TAX DATA 04 10 69
45. SIGNATURE OF OTHER AUTHENTICATION 04 10 69			

POSTED

SECRET

PLW

SECRET

(When Filled In)

JLB: 22 APR 69

NOTIFICATION OF PERSONNEL ACTION

CCF

1. SERIAL NUMBER 036130		2. NAME (LAST FIRST MIDDLE) FLORES DANIEL	
3. NATURE OF PERSONNEL ACTION PROMOTION, TRANSFER TO CONFIDENTIAL FUNDS AND CHANGE OF SERVICE DESIGNATION		4. EFFECTIVE DATE 04/06/69	5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS V TO V CF TO V	7. TO CF CF TO CF	8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J	
9. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 3 QUITO, ECUADOR STATION GUAYAQUIL, ECUADOR BASE		10. LOCATION OF OFFICIAL STATION GUAYAQUIL, ECUADOR	
11. POSITION TITLE OPS OFFICER		12. POSITION NUMBER 0375	13. SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS 15-16) GS	15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP GS 2	17. SALARY OR RATE 8744
18. REMARKS TO BE INTEGRATED			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 20	20. EMPLOY CODE 10	21. OFFICE CODES NUMBER 51700 ALPHABETIC WH	22. STATION CODE 19559
23. DATE OF BIRTH 08/04/35	24. DATE OF GRADE 04/06/69	25. DATE OF LEI 04/06/69	26. PTE EMPLOY NO DA 19
27. SPECIAL REFERENCE	28. RETIREMENT DATA 1 CM 2 CUB 3 PFA 4 PFA	29. SEPARATION DATA CODE	30. SECURITY REQ NO MOD DATA
31. VET PREFERENCE	32. SERV COMP DATE	33. LONG COMP DATE	34. CAREER CATEGORY
35. PREVIOUS CIVILIAN GOVERNMENT SERVICE	36. LEAVE CAT CODE	37. FEDERAL TAX DATA	38. STATE TAX DATA
SIGNATURE OF OTHER AUTHENTICATION			

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JLU: 7 OCT 68

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
036130		FLORES DANIEL									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT						10 06 68		REGULAR			
6. FUNDS		X		V TO V		V TO CF		7. Financial Analysis No. Chargeable		8. CSC OR OTHER LEGAL AUTHORITY	
		CF TO V		CF TO CF		9235 0620 0000		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDP/WH BRANCH 4 URUGUAY/PARAGUAY SECTION						WASH., D.C.					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
OPS OFFICER						1441		SJ			
14. CLASSIFICATION SCHEDULE (GS, LS, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS				0136.01		08 2		7956			
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGRITY CODE		24. PAY GRADE	
37		10		51450 WH		75013		1		08 04 35	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LET		28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		1. FIC 2. CUB 3. FIA 4. NONE		CODE	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		1. FIC 2. CUB 3. FIA 4. NONE		CODE	
31. VET PREFERENCE		32. SERV COMP DATE		33. LONG COMP DATE		34. CARRIER CATEGORY		35. REGU / HEALTH INSURANCE		36. SOCIAL SECURITY NO	
CODE		MO DA YR		MO DA YR		CAR BIV FLGR		C/OA B WATSE		HEALTH INS CODE	
1. NONE 2. 1 PT 3. 16 PT		MO DA YR		MO DA YR		PROV SHIP		1. YES 2. NO		1. YES 2. NO	
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT CODE		43. FEDERAL TAX DATA				44. STATE TAX DATA	
CODE				CODE		CODE				CODE	
1. NO PREVIOUS SERVICE 2. NO BREAK IN SERVICE 3. BREAK IN SERVICE LESS THAN 3 YRS 4. BREAK IN SERVICE MORE THAN 3 YRS				1. YES 2. NO		1. YES 2. NO				1. YES 2. NO	
SIGNATURE OR OTHER AUTHENTICATION											
FROM CTP											

FORM 1130
1-68Use Previous
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SF.

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(When Filled In)

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
FLORES DANIEL	036130	28	300	V GS 08 2	\$ 7,630	\$ 7,956

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
FLORES DANIEL	036130	28	300	V GS 06 3	\$ 6,263	\$ 6,547

JLB: 24 JUN 68

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION																	
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)															
036130		FECRES DANIEL															
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT											
PROMOTION				06 16 68		REGULAR											
6. FUNDS		V TO V		V TO CF		7. Financial Analysis No. Chargeable		8. CSC OR OTHER LEGAL AUTHORITY									
X		CF TO V		CF TO CF		8275 2100 0000		50 USC 403 J									
9. ORGANIZATIONAL DESIGNATION				10. LOCATION OF OFFICIAL STATION													
ODS/OTR CAREER TRAINING PROGRAM				WASH., D.C.													
11. POSITION TITLE				12. POSITION NUMBER				13. SERVICE DESIGNATION									
CAREER TRAINEE				0745				SJ									
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE											
GS		0090.01		06 2		7630											
18. REMARKS																	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGRITY CODE		24. MONTH CODE		25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI	
22		10		28300 CTP		75013				1		06 04 35		06 16 68		06 16 68	
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. Correction - Cancellation Data		33. SECURITY REQ NO		34. SEA					
MO DA YE				1. CSC 2. CIA 3. PCA 4. NONE		CODE		TYPE MO DA YE		EOD DATA							
35. VET PREFERENCE		36. SERV COMP DATE		37. LONG COMP DATE		38. CAREER CATEGORY		39. REG/LI / HEALTH INSURANCE		40. SOCIAL SECURITY NO.							
CODE		MO DA YE		MO DA YE		CODE		CODE		HEALTH INS CODE							
1. NONE 2. 5 PT 3. 10 PT																	
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT CODE		43. FEDERAL TAX DATA		44. STATE TAX DATA									
CODE						FORM EXECUTED		FORM EXECUTED									
1. NO PREVIOUS SERVICE 2. NO BREAK IN SERVICE 3. BREAK IN SERVICE LESS THAN 3 YRS. 4. BREAK IN SERVICE MORE THAN 3 YRS.						1. YES 2. NO		1. YES 2. NO									
SIGNATURE OR OTHER AUTHENTICATION																	

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May 10-67Use Previous
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Excluded from automatic
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(When Filled In)POSTED
PC
6-24-68

SECRET
(When Filled In)

FVS: 15 DEC 67

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 030130		2. NAME (LAST FIRST MIDDLE) FLORES DANIEL	
3. NATURE OF PERSONNEL ACTION PROMOTION AND CHANGE OF SERVICE DESIGNATION			4. EFFECTIVE DATE MO. DA. YR. 12 17 67
5. CATEGORY OF EMPLOYMENT REGULAR			6. CSC OR OTHER LEGAL AUTHORITY
7. Financial Analysis No. Chargeable 6275 2100 0000	8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J		
9. ORGANIZATIONAL DESIGNATIONS JCS/GTR CAREER TRAINING PROGRAM		10. LOCATION OF OFFICIAL STATION WASH., D.C.	
11. POSITION TITLE CAREER TRAINEE		12. POSITION NUMBER 0748	13. SERVICE DESIGNATION SJ
14. CLASSIFICATION SCHEDULE (GS, LO, etc.) GS	15. OCCUPATIONAL SERIES 0000.01	16. GRADE AND STEP 07 2	17. SAL. - BY OR RATE GS59
18. REMARKS			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 22	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 28300 UTP	22. STATION CODE 75013
23. INTEGRITY CODE	24. MGRS CODE 1	25. DATE OF BIRTH MO DA YR 08 04 35	26. DATE OF GRADE MO DA YR 12 17 67
27. DATE OF LEI 12 17 67	28. NTE EXPIRES MO DA YR		29. SPECIAL REFERENCE
30. RETIREMENT DATA 1 - CSC 2 - CIA 3 - PICA 4 - NONE		31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO DA YR
33. VET PREFERENCE CODE 0 - NONE 1 - 5 PT 2 - 10 PT		34. SERV COMP DATE MO DA YR	35. LONG COMP DATE MO DA YR
36. CAREER CATEGORY CODE 0 - NONE 1 - YES 2 - NO		37. FEGLI / HEALTH INSURANCE CODE 0 - WAIVER 1 - YES	38. SOCIAL SECURITY NO.
39. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)		40. LEAVE CAT CODE	41. FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS 1 - YES 2 - NO
42. STATE TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS 1 - YES 2 - NO		43. SIGNATURE OR OTHER AUTHENTICATION	
44. POSTED RW 12-26-67			

FORM 1150

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SECRET

FVS

GROUP 1
Excluded from automatic
downgrading and
declassification

(When Filled In)

SECRET
(When Filled In)

MAH: 20 SEPT 67

NOTIFICATION OF PERSONNEL ACTION												
OCF												
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)										
036130		FLORES DANIEL										
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT				
CHANGE OF COST CENTER NUMBER						09 07 67		REGULAR				
6. FUNDS		X		V TO V		V TO CF		7. Financial Analysis No. Chargeable		8. CSC OR OTHER LEGAL AUTHORITY		
		CF TO V		CF TO CF		8235 0620 0000		50 USC 403 J				
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION						
DDP/WH WH/COG INTELLIGENCE BRANCH OPERATIONS SUPPORT SECTION						WASH., D.C.						
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION				
INTELLIGENCE ASST						1174		D				
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE				
GS				0301.28		06 3		6263				
18. REMARKS												
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL												
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGREE CODE	24. MGRS. CODE	25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI	
37	10	NUMERIC	ALPHABETIC				MO	DA	YR	MO	DA	YR
		51500	WH	75013		1	08	04	35			
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ NO.		34. SER
MO	DA	YR		1 - CSC	2 - CIA	3 - PICA	4 - DCSA	TYPE	MO	DA	YR	
35. VET. PREFERENCE		36. SERV. COMP. DATE		37. LONG COMP. DATE		38. CAREER CATEGORY		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO.		
CODE	0 - NONE 1 - 5 PT 2 - 10 PT	MO	DA	YR	MO	DA	YR	CAR	HEALTH	CODE	0 - WAIVER 1 - YES	HEALTH INS CODE
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT CODE		43. FEDERAL TAX DATA				44. STATE TAX DATA		
CODE				CODE		FORM EXECUTED				STATE CODE		
0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)						1 - YES 2 - NO				1 - YES 2 - NO		
SIGNATURE OR OTHER AUTHENTICATION												

FORM 1150

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MAH

GROUP 1
Excluded from automatic
downgrading and
declassification

(When Filled In)

SECRET
(When Filled In)

6-43

Form

NOTIFICATION OF PERSONNEL ACTION									
OCS 10/07/67									
1. SERIAL NUMBER		2. NAME (LAST-FIRST MIDDLE)							
036130		FLORES DANIEL							
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
CONV. TO CAREER EMPLOYEE STATUS				MO. DA. YE. 03 11 65					
6. FUNDS		X		V TO V		V TO CF		7. FINANCIAL ANALYSIS NO. CHARGEABLE	
		CF TO V		CF TO CF				8. CSC OR OTHER LEGAL AUTHORITY	
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION					
DDP/HH DIVISION									
11. POSITION TITLE				12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION			
						D			
14. CLASSIFICATION SCHEDULE (GS, LR, etc.)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE		
18. REMARKS									
SIGNATURE OF OTHER AUTHENTICATION									

Form 1190B
7-65 MPO 9-65

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FORM 1190B
7-65 MPO 9-65

28-2

SECRET
(When Filled In)

MAIL: 28 JULY 67

NOTIFICATION OF PERSONNEL ACTION

6CF

1. SERIAL NUMBER 036130		2. NAME (LAST-FIRST-MIDDLE) FLORES DANIEL	
3. NATURE OF PERSONNEL ACTION PROMOTION & PAY ADJUSTMENT TO FULL TIME		4. EFFECTIVE DATE MO DA YR 07 130 167	
5. CATEGORY OF EMPLOYMENT REGULAR		6. Financial Analysis No. Chargeable	
7. FUNDS X V TO V CF TO V		8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J	
9. ORGANIZATIONAL DESIGNATIONS DDP/WH WH/COG INTELLIGENCE BRANCH OPERATIONAL SUPPORT SECTION		10. LOCATION OF OFFICIAL STATION WASH., D.C.	
11. POSITION TITLE INTELLIGENCE ASST		12. POSITION NUMBER 1174	
13. SERVICE DESIGNATION D		14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	
15. OCCUPATIONAL SERIES 0301.28		16. GRADE AND STEP 06 3	
17. SALARY GS RATE 6263		18. REMARKS	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 28	20. EMPLOY CODE 10	21. OFFICE CODING 51500 WH	22. STATION CODE 75013
23. DATE OF BIRTH 08 04 35 67	24. DATE OF GRADE 07 30 67	25. DATE OF LEI 07 130 67	26. DATE OF BIRTH 08 04 35 67
27. DATE OF GRADE 07 30 67	28. DATE OF LEI 07 130 67	29. SECURITY REQ NO	30. SECURITY REQ NO
31. VET PREFERENCE	32. SERV COMP DATE	33. LONG COMP DATE	34. CAREER CATEGORY
35. FEDERAL TAX DATA	36. STATE TAX DATA	37. SOCIAL SECURITY NO	38. SOCIAL SECURITY NO
SIGNATURE OR OTHER AUTHENTICATION			

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08-07-67 N

FORM 1150

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(When Filled In)

653

1. Serial No.		2. Name		3. Last Grade/Step		4. LWOP Status				
036130		FLORES DANIEL		51 500 V						
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Pay Date	Grade	Step	Salary	Effective Date	Pst	Est	Adj
GS 05	3	5,573	03/14/65	GS 05	4	5,694	03/13/66			
8. Remarks and Authentication										
<input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input checked="" type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS <i>dt</i> AUDITED BY <i>dt</i> I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. SIGNATURE: <i>[Signature]</i> DATE <i>9 FEB 66</i> PAY CHANGE NOTIFICATION										

Form 145 500E May 2-65

(4-51)

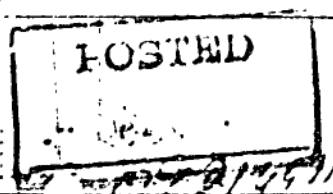
"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504
 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,
 AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

NAME	SERIAL	ORGN.	FUND	GR-STEP	OLD SALARY	NEW SALARY
FLORES DANIEL	036130	51	500	V GS 05 4	\$ 5,694	\$ 5,859

FJH: 21 SEPT 66

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)							
036130		FLORES DANIEL							
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT				09 19 66		PART TIME			
6. FUNDS		V TO V		V TO CF		7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY	
X		CF TO V		CF TO CF		7235 1162 0000		50 USC 403 J	
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION					
DDP/WH WH/C INTELLIGENCE BRANCH OPERATIONAL SUPPORT SECTION				WASH., D.C.					
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION			
INTELLIGENCE CLERK				1176		D			
14. CLASSIFICATION SCHEDULE (GS, AB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS		0301.27		05 4		5859			
REMARKS									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
18. ACTION CODE	19. EMPLOY CODE	20. OFFICE CODING		21. STATION CODE	22. INTEGRITY CODE	23. BIRTH CODE	24. DATE OF BIRTH	25. DATE OF GRADE	26. DATE OF LET
7	36	NUMERIC 51500	ALPHABETIC WH	75013	1	MO DA YR	08 04 35	MO DA YR	MO DA YR
27. NTE EXPIRES		28. SPECIAL REFERENCE		29. RETIREMENT DATA	30. SEPARATION DATA CODE	31. CORRECTION/CANCELLATION DATA		32. SECURITY REQ NO.	
1. DA YR		1. CSC 2. PICA 3. NONE		CODE	TYPE	MO DA YR		33. SEX	
27. PREFERENCE		34. SERV COMP DATE		35. LONG COMP. DATE	36. CAREER CATEGORY		37. PEGIT / HEALTH INSURANCE		38. SOCIAL SECURITY NO.
1. NONE 2. 10 PT 3. 10 PT		MO DA YR		MO DA YR	CODE		CODE		
39. PREVIOUS GOVERNMENT SERVICE DATA				40. LEAVE CAT CODE		41. FEDERAL TAX DATA		42. STATE TAX DATA	
1. NO PREVIOUS SERVICE 2. NO BREAK IN SERVICE 3. BREAK IN SERVICE (LESS THAN 3 YRS) 4. BREAK IN SERVICE (MORE THAN 3 YRS)				FORM EXECUTED CODE		NO TAX EXEMPTIONS		FORM EXECUTED CODE	
				1. YES 2. NO				1. YES 2. NO	
SIGNATURE OR OTHER AUTHENTICATION									
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED  </div>									

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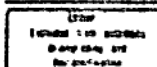
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 LABEL 1
 (When Filled In)
 (When Filled In)

SECRET
(When Filled In)

RZF: 28 JAN 66

NOTIFICATION OF PERSONNEL ACTION									
1 SERIAL NUMBER		2 NAME (LAST-FIRST MIDDLE)							
036130		FLORES DANIEL							
3 NATURE OF PERSONNEL ACTION				4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT			
CHG IN STRENGTH COUNT				01 30 66		PART TIME			
6 FUNDS		7 TO V		8 TO CF		7 COST CENTER NO. CHARGEABLE		8 CLK OR OTHER LEGAL AUTHORITY	
X						6235 1162 0000		50 USC 403 J	
9 ORGANIZATIONAL DESIGNATIONS				10 LOCATION OF OFFICIAL STATION					
DDP/WH WH/C INTELLIGENCE BRANCH REPORTS AND REQUIREMENTS SECTION				WASH., D.C.					
11 POSITION TITLE				12 POSITION NUMBER		13 SERVICE DESIGNATION			
INTELLIGENCE CLERK				1184		D			
14 CLASSIFICATION SCHEDULE (GS, LO, etc.)		15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE			
GS		0301.27		05 3		5523			
18 REMARKS									
THIS ACTION CORRECTS COMPUTER CODING TO REFLECT CHANGE IN STRENGTH COUNT OF PART TIME PERSONNEL IN ACCORDANCE WITH PROVISIONS OF HR-20-10, REVISED 21 DECEMBER 1965.									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING		22 STATION CODE	23 INTEGRAL CODE	24 MGRS CODE	25 DATE OF BIRTH		26 DATE OF GRADE
33	36	NUMERIC	ALPHABETIC	75013			MO	DA	YR
							08	04	35
28 NTE EXPIRES		29 SPECIAL REFERENCE	30 RETIREMENT DATA		31 SEPARATION DATA CODE	32 CORRECTION/CANCELLATION DATA		33 SECURITY REQ NO	34 SER
MO DA YR		1 - CGL 2 - FICA 3 - NONE	CODE		TYPE	MO DA YR			
35 VET. PREFERENCE		36 SERV COMP DATE		37 LONG COMP DATE		38 CAREER CATEGORY		39 FEGLI / HEALTH INSURANCE	
CODE		MO DA YR		MO DA YR		CODE		CODE	
0 - NONE 1 - 5 PT 2 - 10 PT								0 - WAIVER 1 - YES	
								HEALTH INS COOL	
41 PREVIOUS GOVERNMENT SERVICE DATA				42 LEAVE CAT		43 FEDERAL TAX DATA		44 STATE TAX DATA	
CODE				CODE		CODE		CODE	
0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE LESS THAN 3 YRS 3 - BREAK IN SERVICE MORE THAN 3 YRS				1 - YES 2 - NO		1 - YES 2 - NO		1 - YES 2 - NO	
SIGNATURE OR OTHER AUTHENTICATION									

FORM 1150
11 62Use Previous
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(When Filled In)

"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 ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
FLORES DANIEL	036130	51	500	V GS 05 3	\$ 5,330	\$ 5,523

RJH: 25 AUG 65

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

OCT

1. SERIAL NUMBER 036130		2. NAME (LAST-FIRST-MIDDLE) FLORES DANIEL	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT		4. EFFECTIVE DATE 08 25 65	
5. CATEGORY OF EMPLOYMENT PART TIME		6. COST CENTER NO. CHARGEABLE 6235 1162 (XXX)	
7. CSE OR OTHER LEGAL AUTHORITY 50 USC 403 J		8. ORGANIZATIONAL DESIGNATIONS DDP/WH WH/C INTELLIGENCE BRANCH REPORTS AND REQUIREMENTS SECTION	
9. LOCATION OF OFFICIAL STATION WASH., D.C.		10. POSITION TITLE INTELLIGENCE CLERK	
11. POSITION NUMBER 1184		12. SERVICE DESIGNATION D	
13. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		14. OCCUPATIONAL SERIES 0301.27	
15. GRADE AND STEP 05 3		16. SALARY OR RATE 5330	
17. REMARKS			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 37	20. EMPLOY CODE 20	21. OFFICE CODING 515001 WH	22. STATION CODE 75013
23. INTEGREE CODE 1	24. MAJIN CODE 08 14 35	25. DATE OF BIRTH 08 14 35	26. DATE OF GRADE 08 14 35
27. DATE OF LEI 08 14 35	28. NTE EXPIRES NO DA YR	29. SPECIAL REFERENCE 1. CSE 2. PICA 3. NONE	30. RETIREMENT DATA CODE
31. SEPARATION DATA CODE TYPE	32. CORRECTION/CANCELLATION DATA NO DA YR	33. SECURITY REQ NO	34. SEX
35. VET. PREFERENCE CODE	36. SERV. COMP. DATE NO DA YR	37. LONG COMP. DATE NO DA YR	38. CAREER CATEGORY CODE
39. FEGLI / HEALTH INSURANCE CODE	40. SOCIAL SECURITY NO.	41. PREVIOUS GOVERNMENT SERVICE DATA CODE	42. LEAVE CAT CODE
43. FEDERAL TAX DATA FORM EXECUTED CODE	44. STATE TAX DATA FORM EXECUTED CODE	45. SIGNATURE OR OTHER AUTHENTICATION J 27 65 W	46. SIGNATURE OR OTHER AUTHENTICATION

FORM 1150
11-62Use Previous
Edition

SECRET

 (When Filled In)
 (When Filled In)
 (When Filled In)

(When Filled In)

1	Serial No	2	Name	3	Cost Center Number	4	LWOP Hours
	036130		FLORES DANIEL		49 150 ^{36F} _V		
5.	OLD SALARY RATE			6.	NEW SALARY RATE		
	Grade	Step	Salary		Grade	Step	Salary
			Last Eff. Date				Effective Date
	GS 05	2	\$ 5,165		GS 05	3	\$ 5,330
			03/15/64				03/14/65
7	TYPE ACTION						
	PSI	LSI	ADJ.				
8	Remarks and Authentication						
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS <i>WKS</i> AUDITED BY <i>WKS</i>							
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.							
SIGNATURE: <i>[Signature]</i> DATE 15 Feb. 1964							
PAY CHANGE NOTIFICATION							

DLB: 5 FEB 65

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)									
036130		FLORES DANIEL									
3. NATURE OF PERSONNEL ACTION PAY ADJUSTMENT TO PART TIME FROM FULL TIME				4. EFFECTIVE DATE MO. DA. YR. 02 03 65		5. CATEGORY OF EMPLOYMENT PART TIME					
6. FUNDS		X V TO V		V TO CF		7. COST CENTER NO. CHARGEABLE 5235 1162 0000		8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J			
CF TO V		CF TO CF									
9. ORGANIZATIONAL DESIGNATIONS DDP/SAS COUNTER-INTELLIGENCE STAFF OPERATIONS SECTION						10. LOCATION OF OFFICIAL STATION WASH., D. C.					
11. POSITION TITLE INTELLIGENCE ASST						12. POSITION NUMBER 1130		13. SERVICE DESIGNATION D			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS				15. OCCUPATIONAL SERIES 0301.28		16. GRADE AND STEP 05 2		17. SALARY OR RATE 5165			
18. REMARKS SUBJECT TO WORK ON REGULARLY SCHEDULED TOUR NOT TO EXCEED 19 HOURS PER WEEK. SUBJECT WILL BE WORKING MONDAY THROUGH FRIDAY, FROM 1400 TO 1700.											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE 28		20. EMPLOY CODE 36		21. OFFICE CODING NUMERIC ALPHABETIC 49150 SAS		22. STATION CODE 75013		23. INTEGREE CODE		24. HOURS CODE 1	
25. DATE OF BIRTH MO DA YR 03 04 35		26. DATE OF GRADE MO DA YR 03 16 64		27. DATE OF LEI MO DA YR 03 16 64							
28. WFE EXPIRES MO DA YR		29. SPECIAL REFERENCE		30. RETIREMENT DATA 1. CSC 2. PICA 3. NONE		31. SEPARATION DATA CODE		32. CORRECTION, CANCELLATION DATA TYPE MO DA YR		33. SECURITY REQ NO	
34. VET. PREFERENCE CODE 0 - NONE 1 - 5 PT 2 - 10 PT		35. SERV COMP DATE MO. DA. YR		36. LONG. COMP. DATE MO. DA. YR		37. CAREER CATEGORY CAR DES PRN TEMP		38. FEGLI / HEALTH INSURANCE CODE CODE 0 - WAIVER 1 - YES		39. SOCIAL SECURITY NO	
40. PREVIOUS GOVERNMENT SERVICE DATA CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE LESS THAN 3 YRS 3 - BREAK IN SERVICE MORE THAN 3 YRS				41. LEAVE CAT CODE		42. FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS 1 - YES 2 - NO		43. STATE TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS 1 - YES 2 - NO			
SIGNATURE OR OTHER AUTHENTICATION											
POSTED 02/05/65 WK											

1150

Use Previous
Edition

SECRET

1550
1. (When Filled In)
2. (When Filled In)
3. (When Filled In)

(When Filled In)

DLD: 9 FEB 65

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 036130		2. NAME (LAST FIRST MIDDLE) FLORES DANIEL	
3. NATURE OF PERSONNEL ACTION PAY ADJUSTMENT TO PART TIME FROM FULL TIME (CORRECTION)		4. EFFECTIVE DATE 02 08 65	
5. CATEGORY OF EMPLOYMENT PART TIME		6. COST CENTER NO CHARGEABLE 5235 1162 0000	
7. CK OR OTHER LEGAL AUTHORITY 50 USC 403 J		8. FUND X	
9. ORGANIZATIONAL DESIGNATIONS DDP/SAS COUNTER-INTELLIGENCE STAFF OPERATIONS SECTION		10. LOCATION OF OFFICIAL STATION WASH., D. C.	
11. POSITION TITLE INTELLIGENCE ASST		12. POSITION NUMBER 1130	
13. SERVICE DESIGNATION D		14. CLASSIFICATION SCHEDULE (GS, LB, WH) GS	
15. OCCUPATIONAL SERIES 0301.28		16. GRADE AND STEP 05 2	
17. SALARY OR RATE 5165		18. REMARKS THIS ACTION CORRECTS FORM 1150 EFFECTIVE DATE 02/08/65 AS FOLLOWS: ITEM #19, ACTION CODE, WHICH READ 28, TO READ 31. ITEM #20, EMPLOYEE CODE, WHICH READ 36, TO READ 20.	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 31		20. EMPLOY CODE 20	
21. OFFICE CODING 49150 SAS		22. STATION CODE 75013	
23. INTEGRAL CODE		24. DATE OF BIRTH 08 04 35	
25. DATE OF GRADE 03 16 64		26. DATE OF LET 03 16 64	
27. NTE EXPIRES		28. SPECIAL REFERENCE	
29. RETIREMENT DATA		30. SEPARATION DATA CODE	
31. CORRECTION/CANCELLATION DATA		32. SECURITY RTO NO	
33. VET PREFERENCE		34. SALT COMP DATE	
35. LONG COMP DATE		36. CAREER CATALOG	
37. FEELT/HEALTH FOLLOWUP		38. SOCIAL SECURITY NO	
39. PREVIOUS GOVERNMENT SERVICE NO.		40. LEAVE (L)	
41. FEDERAL TAX DATA		42. STATE TAX DATA	
43. SIGNATURE OR OTHER AUTHENTICATION		44. DATE	

1128

10/20/2000

52741

[illegible]

10-10-1964

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

[illegible]

MHC: 6 AUG 64

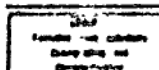
SECRET
(When Filled In)

OCCF NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)							
036130		FLORES DANIEL							
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT				08 06 64		REGULAR			
6. FUNDS		7. COST CENTER NO. (CHARGEABLE)		8. CSC OR OTHER LEGAL AUTHORITY					
X		5235 1162 0000		50 USC 403 J					
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION					
DDP/SAS COUNTER-INTELL STAFF OPERATIONS SECTION				WASH., D.C.					
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION			
INTELLIGENCE ASST				1130		D			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS		0301.28		05 2		4850			
18. REMARKS									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEREST CODE	24. HOURS CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LST
37	10	NUMERICAL ALPHABETIC 49150 SAS		75013		1	08 04 35		
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION, CANCELLATION DATA	
								EOD DATA	
33. VET. PREFERENCE		34. SERV COMP DATE		35. LONG COMP DATE		36. CAREER CATEGORY		37. PEST / HEALTH INSURANCE	
38. PREVIOUS GOVERNMENT SERVICE DATA				39. LEAVE CAT CODE		40. FEDERAL TAX DATA		41. STATE TAX DATA	
SIGNATURE OR OTHER AUTHENTICATION									

FORM 1130

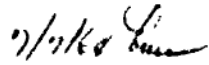
Use Previous Edition

SECRET 6 AUG 1964



(When Filled In)

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION									
ADPD 07/01/64									
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)							
036130		FLCRES DANIEL							
3 NATURE OF PERSONNEL ACTION					4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT		
REASSIGNMENT					06 19 64				
6 FUNDS		7 COST (ENTER NO CHARGEABLE)		8 (V) OR OTHER LEGAL AUTHORITY					
<input checked="" type="checkbox"/> V TO V <input type="checkbox"/> CF TO V		<input type="checkbox"/> V TO CF <input type="checkbox"/> CF TO CF		4232 1000 1000					
9 ORGANIZATIONAL DESIGNATIONS					10 LOCATION OF OFFICIAL STATION				
DDP/SAS INTELL ST OPS SUP SEC					WASH., D. C.				
11 POSITION TITLE					12 POSITION NUMBER		13 EARLIER SERVICE DESIGNATION		
TRANSLATOR					0922		D		
14 CLASSIFICATION SCHEDULE (GS, LB, etc.)			15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE		
GS			1049.01		09				
18 REMARKS									
<div align="right">  </div>									
SIGNATURE OR OTHER AUTHENTICATION									

1. Serial No	2. Name	3. Cost Center Number	4. LWOP Hours
030130	FLORES DANIEL	49 350 38F V	32 11 70
5. OLD SALARY RATE		6. NEW SALARY RATE	
Grade	Step	Salary	Effective Date
GS 04	2	\$ 4,355	03/17/63
GS 04	3	\$ 4,495	03/17/64
7. TYPE ACTION			
PSI	ISI	ADJ	
8. Remarks and Authentication			
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS <i>W K</i> AUDITED BY I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. SIGNATURE <i>[Signature]</i> DATE <i>31 Jan 1964</i> PAY CHANGE NOTIFICATION			

Form 961 560

Obsolete Previous Edition

(431)

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGREE CODE	24. REGIS CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEE		
22	10	NUMERIC 49350	ALPHABETIC SAS	75013		1	08 04 35	03 15 64	03 15 64		
28. NTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA	33. SECURITY REQ NO		34. SER				
MO DA YR		1. CBC 2. PICA 3. NONE	CODE	TYPE	MO DA YR	<div style="border: 1px solid black; padding: 2px; display: inline-block;"> EOD DATA → </div>					
35. VET PREFERENCE	36. SERV. COMP DATE	37. LONG COMP DATE	38. CAREER CATEGORY	39. FEGLI / HEALTH INSURANCE	40. SOCIAL SECURITY NO						
CODE	MO DA YR	MO DA YR	CODE	CODE	0. DRIVER 1. YES 2. NO	HEALTH INS CODE					
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAT CODE	43. FEDERAL TAX DATA				44. STATE TAX DATA		
CODE				CODE	CODE				CODE		
0. NO PREVIOUS SERVICE 1. NO BREAK IN SERVICE 2. BREAK IN SERVICE LESS THAN 3 YRS 3. BREAK IN SERVICE MORE THAN 3 YRS				0. NO 1. YES 2. NO	0. NO 1. YES 2. NO				0. NO 1. YES 2. NO		
SIGNATURE OR OTHER AUTHENTICATION											
<div style="border: 2px solid black; padding: 10px; display: inline-block; text-align: center;"> POSTED <i>03/12/64 WK</i> </div>											

FORM 1150 11 62

Use Previous Edition

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

(When Filled In)

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DOD
MEMORANDUM DATED 1 AUGUST 1966, SALARY IS ADJUSTED AS FOLLOWS,
EFFECTIVE 3 JANUARY 1964.

					OLD	NEW
NAME	SERIAL	ORGAN FUNDS	GR-ST		SALARY	SALARY
FLORES DANIEL	036130	49 350 V	GS 04 2		\$ 4,250	\$ 4,395

SECRET
(When Filled In)

RZP: 3 MAY 63

NOTIFICATION OF PERSONNEL ACTION											
1 SERIAL NUMBER		2 NAME (LAST-FIRST MIDDLE)									
036130		FLORES DANIEL									
3 NATURE OF PERSONNEL ACTION				4 EFFECTIVE DATE				5 CATEGORY OF EMPLOYMENT			
REASSIGNMENT				05 09 63				REGULAR			
6 FUNDS		7. V TO V		8. V TO CF		9. COST CENTER NO. CHARGEABLE		10. CSC OR OTHER LEGAL AUTHORITY			
X						0232 1000 1000		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDP/SPECIAL AFFAIRS STAFF RESEARCH BRANCH REPORTS, RECORDS, TRANSLATION SEC						WASH., D.C.					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
TRANSLATOR						0702		D			
14. CLASSIFICATION SCHEDULE (GS, LO, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS				0031.01		04 2		4250			
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGRITY CODE		24. DATE OF BIRTH	
37		10		01350 SAS		75013				03 04 35	
25. DATE EXPIRES		26. SPECIAL REFERENCE		27. RETIREMENT DATA		28. SEPARATION DATA CODE		29. CORRECTION/CANCELLATION DATA		30. SECURITY REQ NO	
								EOD DATA			
31. NET PREFERENCE		32. SERV (CMP) DATE		33. LONG (CMP) DATE		34. CAREER CATEGORY		35. FEELT / HEALTH INSURANCE		36. SOCIAL SECURITY NO	
37. PREVIOUS GOVERNMENT SERVICE DATA				38. LEAVE CAT				39. FEDERAL TAX DATA			
40. STATE TAX DATA				41. FEDERAL TAX DATA				42. STATE TAX DATA			
SIGNATURE OR OTHER AUTHENTICATION											

POSTED

12 May 63 J.D.

SECRET

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

ADD 07/31/63	
1. SERIAL NUMBER 036130	2. NAME (LAST FIRST MIDDLE) FLORES DANIEL
3. NATURE OF PERSONNEL ACTION REASSIGNMENT	4. EFFECTIVE DATE MO DA YR 07 21 63
5. CATEGORY OF EMPLOYMENT	6. CSC OR OTHER LEGAL AUTHORITY
7. COST CENTER NO. CHARGEABLE 4232 1000 1000	8. CSC OR OTHER LEGAL AUTHORITY
9. ORGANIZATIONAL DESIGNATIONS DDP/SAS	10. LOCATION OF OFFICIAL STATION WASH., D.C.
11. POSITION TITLE TRANSLATOR	12. POSITION NUMBER 0702
13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS 18, etc.) GS	15. OCCUPATIONAL SERIES 1045:01
16. GRADE AND STEP 04	17. SALARY OR RATE
18. REMARKS	
<div align="right"> <div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED </div> </div>	
SIGNATURE OR OTHER AUTHENTICATION	
<div align="right"> <div style="border: 1px solid black; padding: 5px; display: inline-block;"> 10/14/63 JOK </div> </div>	

Form 1-63 1150P

Use Previous Edition

SECRET
2 1963

GROUP 1
Excluded from automatic
downgrading and
declassification

(When Filled In)

(4-51)

2261200

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours				
036130		FLORES DANIEL		39 400 V 9						
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ.
GS 04	1	\$ 4,110	03/11/62	GS 04	2	\$ 4,250	03/17/63			
8. Remarks and Authentication										
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS AUDITED BY VCC										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.										
SIGNATURE: <i>[Signature]</i> DATE 7 Feb, 1963										
PAY CHANGE NOTIFICATION <i>[Signature]</i>										

Form 9-61 560

Obsolete Previous Edition

(431)

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 37-792 AND
 DCI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS.
 EFFECTIVE 14 OCTOBER 1962

NAME	SERIAL	ORGN	FUNDS	OLD GRST SALARY	OLD GRST SALARY	NEW GRST SALARY	NEW GRST SALARY
FLORES DANIEL	036130	39400	V	04 1 \$ 4040	04 1 \$ 4110		

BWS: 13 MARCH 62

SECRET
(When Filled In)

OAF												NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER				2. NAME (LAST FIRST MIDDLE)																			
036130				FLORES DANIEL																			
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE			5. CATEGORY OF EMPLOYMENT														
EXCEPTED APPOINTMENT (CAREER PROVISIONAL)						MO DA YR 03 11 62			REGULAR														
6. FUNDS		X		V TO V		V TO CF		7. COST CENTER NO. CHARGEABLE				8. CSC OR OTHER LEGAL AUTHORITY											
				CF TO V		CF TO CF		2226 1200 1000				50 USC 403 J											
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION																	
DDP OPSE R I DIV REFERENCE BRANCH INDEX SECTION - NIGHT SHIFT						WASH., D. C.																	
11. POSITION TITLE						12. POSITION NUMBER			13. CAREER SERVICE DESIGNATION														
FILE CLERK						0147			D														
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)				15. OCCUPATIONAL SERIES				16. GRADE AND STEP				17. SALARY OR RATE											
GS				0305.01				04 1				4040											
18. REMARKS																							
SUBJECT TO THE SATISFACTORY COMPLETION OF A TRIAL PERIOD OF ONE YEAR. SUBJECT TO THE SATISFACTORY COMPLETION OF A MEDICAL EXAMINATION.																							
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																							
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGREE CODE		24. MGRS. CODE		25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI							
11		10		NUMERIC ALPHABETIC 39400 RI		75013				1		MO DA YR 08 04 35		MO DA YR 03 11 62		MO DA YR 03 11 62							
28. NTE EXPIRES				29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REG NO.		34. SEN									
MO DA YR						1 CSC 2 PFA 3 - NONE		CODE 1		TYPE MO DA YR		EOD DATA 07100		M1									
35. VET PREFERENCE				36. SERV COMP DATE				37. LONG COMP DATE				38. MIL. SERV CREDIT/LCD				39. PEGIT / HEALTH INSURANCE							
CODE 0				MO DA YR 03 11 58 03				MO DA YR 11 62				CODE P				CODE 1							
40. PREVIOUS GOVERNMENT SERVICE DATA				41. LEAVE CAT				42. FEDERAL TAX DATA				43. STATE TAX DATA											
CODE 0				CODE 6				CODE 1				CODE 0				CODE 1 0 08							
44. SIGNATURE OR OTHER AUTHENTICATION																							
RECEIVED																							

CLASSIFICATION

FITNESS REPORT

SECTION A

GENERAL INFORMATION

1. EMPLOYEE NUMBER 460-48-6230	2. NAME (Last, first, middle) Flores, Daniel	3. DATE OF BIRTH 4Aug35	4. SEX M	5. GRADE GS13	6. SUP DQG
7. OFFICIAL POSITION TITLE Ops. Officer		8. DUTY STATION DDO/LA	9. LOCATION Mexico City		
11. TYPE OF APPOINTMENT		12. TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> OTHER	13. REPORTING PERIOD (FROM-TO) 10Oct78 - 30Sep79		
14. DATE REPORT DUE IN U.P.					

SECTION B

QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

SECTION C

PERFORMANCE EVALUATION

U-Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and 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 D.
M-Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.
P-Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.
S-Strong	Performance is characterized by exceptional proficiency.
O-Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1	RATING LETTER
SEE ATTACHED MEXICO CITY TELEPOUCH 51744 (in 3383966) dtd 13 Nov 79.	
SPECIFIC DUTY NO. 2	RATING LETTER
SPECIFIC DUTY NO. 3	RATING LETTER
SPECIFIC DUTY NO. 4	RATING LETTER
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, personal 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 closely reflects his level of performance.

RATING LETTER

FORM 43 USE PREVIOUS EDITIONS

CLASSIFICATION

16 SEP79 11 01

CLASSIFICATION

SECTION D

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 C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet.

NOV 15 3 01 AM '79
MAIL ROOM

SEE ATTACHED.

SECTION E

CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

13 Nov 79

OFFICIAL TITLE OF SUPERVISOR

DCOS

TYPED OR PRINTED NAME AND SIGNATURE

Robert Berg./S/

2. BY EMPLOYEE

I HAVE ☐ OR HAVE NOT ☒ ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.

DATE

13 Nov 79

SIGNATURE OF EMPLOYEE

Daniel Flores /S/

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

SEE ATTACHED.

DATE

13 Nov 79

OFFICIAL TITLE OF REVIEWING OFFICIAL

COS

TYPED OR PRINTED NAME AND SIGNATURE

Stewart D. Burton /S/

4. BY EMPLOYEE

I HAVE ☐ OR HAVE NOT ☒ ATTACHED A STATEMENT CONCERNING THE REVIEWING OFFICIAL'S EVALUATION OF MY PERFORMANCE.

13 Nov 79

SIGNATURE OF EMPLOYEE

Daniel Flores /S/

CLASSIFICATION

/20/ EYES ONLY

CONFIDENTIAL

FRP: , , , , , , ,

EYES ONLY

DEFERRED TELEPOUCH

ACTION: C/LA-5 (653) INFO: RF, FILE, (7/w)

79 3383966

PAGE 001
TOR: 132307Z NOV 79

3383966
MEXI 51744

CONFIDENTIAL 132241Z NOV 79 DEFERRED TELEPOUCH

CITE MEXICO CITY 51744

TO: WASHINGTON.

FOR: C/LA/PERS

SUBJECT: ADMIN/RYPAT/PERS/FR FOR *Daniel Flores*

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

2. THE FOLLOWING INFO IS KEYED TO FORM 45N, SECTION A:
1. 03h130; 4. M; 5. GS-13; 6. DOG; 9. MEXICO CITY; 10. CAREER;
11. ANNUAL; 12. 1 OCT 78 TO 30 SEP 79.

3. SECTION B. PERFORMANCE EVALUATION - SPECIFIC DUTIES:
1. DIRECTS THE ACTIVITIES OF AN 18-MAN CI LIAISON TEAM RESPONSIBLE TO THE STATION. RATING LETTER - S.

2. RESPONSIBLE FOR TARGETTING CI OPERATIONS AGAINST SOVIET AND CUBANS IN MEXICO CITY. RATING LETTER - S.

3. CASE OFFICER FOR AGENTS AND OPERATIONS DIRECTED AGAINST THE CUBAN TARGET. RATING LETTER - S.

4. SUPPORTS STATION OPERATIONS AND ACTIVITIES DIRECTED AGAINST THE CHINESE AND OTHER TARGETS.

5. CASE OFFICER FOR **ONE LIAISON PENETRATION**. RATING LETTER - S.

OVERALL RATING - STRONG.

0-63 2 MEXICO CITY 51744 C O N F I D E N T I A L

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4. SECTION C - NARRATIVE COMMENTS.

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

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

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

SUBJECT ALSO COOPERATED WITH ANOTHER GOVERNMENT AGENCY IN ATTEMPTING TO RE-ESTABLISH CONTACT WITH A **LOCAL CUBAN**

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OFFICIAL DURING THE TARGET'S VISIT TO THE BORDER AREA. SUBJECT WAS IN CHARGE OF COORDINATING THIS OPERATION WITH **LOCAL LIAISON** AND WITH THE OTHER AGENCY. THE OPERATION WAS SUCCESSFUL FROM THE POINT OF VIEW OF ARRANGING A MEETING WITH THE TARGET, BUT SINCE THE TARGET'S RETURN TO THE CAPITAL CITY, HE HAS REFUSED EFFORTS BY SUBJECT TO CONTINUE CONTACT.

ANOTHER EFFORT AGAINST THE CUBAN TARGET UNDER SUBJECT'S RESPONSIBILITY INVOLVES THE RESOURCES OF THE SPECIAL CI OPERATIONS GROUP. FOR SOME MONTHS NOW, THIS GROUP HAS BEEN TRYING TO MOUNT A **SENSITIVE FI COLLECTION EFFORT** AND PROSPECTS REMAIN ENCOURAGING THAT THIS EFFORT WILL SOON BE OPERATIONAL. THIS IS A FAIRLY COMPLEX UNDERTAKING WHICH REQUIRES PATIENCE AND AN ELEMENT OF GOOD LUCK IN ORDER TO BE SUCCESSFUL. SUBJECT DESERVES CONSIDERABLE CREDIT FOR THE PROGRESS MADE THUS FAR AND IF EVERYTHING GOES ACCORDING TO PLAN, THIS OPERATION SHOULD BE PRODUCING WITHIN A SHORT PERIOD OF TIME.

APART FROM HIS WORK AGAINST THE CUBAN TARGET, SUBJECT WAS SUCCESSFUL IN **RECRUITING AN ACCESS AGENT AGAINST A CHINESE OFFICIAL** AND LATER WAS ABLE TO **ESTABLISH CLOSE RAPPORT** WITH THE **OFFICIAL** HIMSELF. FOLLOWING UP ON A LEAD FROM ANOTHER SOURCE THAT A **LOCAL NATIONAL HAD A CLOSE RELATIONSHIP** WITH A **CHINESE OFFICIAL**, SUBJECT USED HIS NATIVE LANGUAGE AND **APPEARANCE AND RECRUITED THE LOCAL** UNDER THE GUISE OF BEING A **MEXICAN GOVERNMENT OFFICIAL** WHO WANTED TO MONITOR THE **ACTIVITIES OF THE CHINESE IN MEXICO**. ASSESSMENT INFORMATION OBTAINED FROM THE NEW SOURCE GREATLY FACILITATED THE ABILITY OF SUBJECT TO **ESTABLISH CLOSE RAPPORT WITH THE CHINESE OFFICIAL** ONCE CONTACT WAS MADE. SUBJECT WAS ABLE TO DISCERN THAT THE TARGET WAS POTENTIALLY VULNERABLE ON SEXUAL GROUNDS, BUT TIME DID NOT PERMIT THIS VULNERABILITY FROM BEING EXPLOITED BEFORE THE TARGET COMPLETED HIS TOUR AND DEPARTED THE COUNTRY. STATION REGRETS THAT A LEAD TO THIS TARGET WAS NOT IDENTIFIED EARLIER, BUT THIS DOES NOT DETRACT FROM THE PROFESSIONAL MANNER IN WHICH SUBJECT EXPLOITED EVERY OPPORTUNITY TO PUSH THIS CASE FORWARD AGAINST AN UNREALISTIC DEADLINE.

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

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

5. COMMENTS BY REVIEWING OFFICER.

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

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

END OF MESSAGE

CONFIDENTIAL

CONFIDENTIAL

FITNESS REPORT				NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.			
SECTION A GENERAL INFORMATION							
1. EMPLOYEE NUMBER		2. NAME (last, first, middle)		3. DATE OF BIRTH		4. SEX	5. GRADE
036130		Flores, Daniel		08/04/35		M	GS-13 DQG
7. OFFICIAL POSITION TITLE				8. OFF/DIV/BR OF ASSIGNMENT		9. CURRENT STATION	
Ops Officer				DDO/LA/COG		Hqs	
10. TYPE OF APPOINTMENT				11. TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> CAREER PROVISIONAL	<input type="checkbox"/> RESERVE	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> 21-MONTH	<input type="checkbox"/> 30-MONTH	<input type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> TEMPORARY	12. REPORTING PERIOD (From-to)		13. DATE REPORT DUE IN O.P.		
				1 Dec 76 - 30 Sep 77		31 OCTOBER 77	
SECTION B PERFORMANCE EVALUATION							
<p>U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and 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.</p> <p>M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p>P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Strong Performance is characterized by exceptional proficiency.</p> <p>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 recognition.</p>							
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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1						RATING LETTER	
Supervise the LA/COG/EA and Canada section which includes two operations officers, one intelligence analyst, and a secretary.						S	
SPECIFIC DUTY NO. 2						RATING LETTER	
As section chief, provide operational guidance and support to the field stations' efforts to develop and recruit Cubans in that area.						S	
SPECIFIC DUTY NO. 3						RATING LETTER	
Assume direct case officer responsibility for sensitive <u>on-island</u> reporting sources, including TDY travel for debriefing purposes when the assets are available; developing leads for potential recruitment efforts against new targets.						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
Coordinate with other area division desks and components to provide maximum support to Cuban operational activities in their respective field stations.						S	
SPECIFIC DUTY NO. 5						RATING LETTER	
SPECIFIC DUTY NO. 6						RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION							
Take into account everything 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.						RATING LETTER	
						S	

CONFIDENTIAL

SECTION C

NARRATIVE COMMENTS

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

Mr. Flores came to the Cuba Operations Group from a brief assignment to the Office of Training. Prior to the OTR interim, Mr. Flores had been a COG case officer and was therefore familiar with its operational techniques. During this ten-month period under review, Mr. Flores served as a section chief with responsibilities for East Asian stations with a Cuban target (Tokyo, Manila, and Hong Kong) and Canada. Mr. Flores was the only GS-13 officer to hold section chief responsibility, yet his performance compared favorably with that of the GS-14 section chiefs. As a section chief, Mr. Flores was supervisor for two operations officers, one intelligence analyst and a secretary. He was responsible for ensuring the prompt handling of correspondence to and from the field stations, and providing operational guidance and direction on matters pertaining to Cuban operations. His section was managed in a competent manner with Mr. Flores demonstrating his ability to delegate functional responsibilities.

The Cuba Operations Group also functions in a direct case officer capacity, and Mr. Flores frequently traveled TDY to handle cases. He was the operations officer for one particularly sensitive and productive on-island reporting case. This required him to travel on short notice and to arrange for secure meeting and debriefing sessions of this reporting source.

Mr. Flores also traveled to Canada on various occasions to meet with liaison contacts and participate in developmental operations. One particular recruitment attempt required Mr. Flores to spend several days in a motel room observing the

--CONTINUED--

SECTION D

CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

Rating: 5.1 Facilities:

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

DC/LA/COG

Donald H. Winters

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE

DATE

SIGNATURE OF EMPLOYEE

HAVE ATTACHED

HAVE NOT ATTACHED

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Subject likes to operate. He is very practical, experienced, and realistic. He is, however, a little quiet and tends to accept things the way they are. While I have no doubt as to his skills, he may need a bit more management experience to learn how to make things move despite obstacles. He has done a fine job running the East Asian and Canada section of Cuba Operations Group.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

C/LA/COG

Frederick W. Latrash

4. BY EMPLOYEE

I CERTIFY THAT I HAVE BEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT

DATE

SIGNATURE OF EMPLOYEE

CONFIDENTIAL

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FITNESS REPORT

Daniel Flores

NARRATIVE COMMENTS

cont.

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

In comparing Mr. Flores' performance as an operations officer and as a supervisor, I believe his performance is somewhat stronger in the former capacity. Mr. Flores has all the attributes of an excellent case officer: he is aggressive, thinks operationally, and is fast on his feet in an operational situation. He is further aided by his fluency in Spanish and has on more than one occasion successfully passed himself off as a Mexican businessman. During his TDY travels, he has repeatedly demonstrated dedication to the job at hand, willingness to work long hours, and a flexibility to handle all types of situations.

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

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

* * *

CONFIDENTIAL

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CLASSIFICATION

FITNESS REPORT

SECTION A						GENERAL INFORMATION			
1. EMPLOYEE NUMBER 036130	2. NAME (Last, first, middle) FLORES, Daniel	3. DATE OF BIRTH 4 Aug 35	4. SEX M	5. GRADE 12	6. GD 12				
7. OFFICIAL POSITION TITLE Instructor Ops		8. OFF/DIV/BR OF ASSIGNMENT DDA/OTR/LTD		9. CURRENT STATION Hqs.		10. CODE (if any) X HQS DP			
11. TYPE OF APPOINTMENT						12. TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec)	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> ANNUAL	<input checked="" type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL		
13. REPORTING PERIOD (7001-7002) 22 June - 19 November 1976						14. DATE REPORT DUE IN O.P. NA			

SECTION B		QUALIFICATIONS UPDATE
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD 'YES' IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD 'NO' IN THE BOX AT RIGHT.		

SECTION C		PERFORMANCE EVALUATION
U—Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and 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 D.	
M—Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.	
P—Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.	
S—Strong	Performance is characterized by exceptional proficiency.	
O—Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.	

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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).	
SPECIFIC DUTY NO. 1 Conducts tutorial training in clandestine operational trade-craft skills for foreign agent and liaison personnel as well as U.S. staff and contract personnel.	RATING LETTER S
SPECIFIC DUTY NO. 2 In collaboration with sponsoring Agency components prepares detailed training programs and schedules for the conduct of tailored tutorial and small-group training.	RATING LETTER S
SPECIFIC DUTY NO. 3 Evaluate trainee performance in each program and prepare final training reports, and as appropriate draft follow-up questionnaires for field evaluation of training effectiveness.	RATING LETTER S
SPECIFIC DUTY NO. 4 Participate in live problems and exercises as surveillant and role player as required and contribute to improvement in training materials and techniques.	RATING LETTER S
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION	
Take into account everything about the employee which contributes to effectiveness in his current position and to performance of specific duties. Consider his performance in his current position in relation to his potential and to the requirements of his position. Consider his performance in relation to his performance in his previous positions. Consider his performance in relation to his performance in his previous positions. Consider his performance in relation to his performance in his previous positions.	
RATING LETTER S	

S E C R E T
CLASSIFICATION

SECTION D NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated, present 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 when necessary to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and use of personnel, space, equipment and funds must be commented on, if applicable. If extra space is needed to complete Section D, attach separate sheet of paper.

Mr. Flores joined the **Agent and Liaison Training Unit** in mid-June 1976 and after a week's familiarization with training materials, aids and office routine of the Unit, he attended a two-week Instructor Training Workshop at the **Special Training Center**. On completion of the Workshop, Subject returned to the Unit for further familiarization with the routine of the Unit, assisted in several surveillance problems, and monitored a two-week training program which included active participation as a trainee himself in the SAI (or persuasion skills) portion of the program. Subsequently Mr. Flores assisted as a role-player in a brief but significant program involving the training of a **prominent U.S. citizen** assisting the Agency in **southern Africa**. Mr. Flores then assisted another instructor in devising and conducting the first program this Unit has undertaken designed to teach **surveillance awareness/detection** to Staff Employees who are deemed likely to be **subjects of terrorist surveillance and attack**. Mr. Flores then planned for, and from 12 October through 19 November conducted a tutorial training program in clandestine operations tech-

(continued)

SECTION E CERTIFICATION AND COMMENTS

1. BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
4 Months	
DATE	OFFICIAL TITLE OF SUPERVISOR
17 January 1977	Chief, ALT Unit
TYPED OR PRINTED NAME AND SIGNATURE	
Walter R. Cox	
2. BY EMPLOYEE	
STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE	DATE
<input type="checkbox"/> HAVE ATTACHED <input type="checkbox"/> HAVE NOT ATTACHED	26 Jan 77
SIGNATURE OF EMPLOYEE	
[Signature]	
3. BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICIAL	
I concur in the ratings on specific duties and on the overall rating of STRONG for Mr. Flores. Although he was assigned to this Unit for a short period of time, he was proving to be a well qualified operations instructor. His home Division requested his return in order to give him a responsible position for which he was well qualified, and he should do well on that assignment.	
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL
19/1/77	Chief, CIA/ID
TYPED OR PRINTED NAME AND SIGNATURE	
[Signature]	
SIGNATURE OF EMPLOYEE	
[Signature]	

14-00000

S E C R E T

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

niques for a U.S. citizen who is scheduled to serve as an NOC
Officer in the Caribbean.

The first independent training task given to Mr. Flores was of a third-national field agent serving as an access agent, but this task was cancelled at the last minute when the concerned Base discovered grounds for field termination of the agent rather than providing tutorial training for the agent in the U.S. Mr. Flores was justifiably irritated at this turn of events which denied him what held promise for being a challenging initial training program.

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

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

S E C R E T

CLASSIFICATION

FITNESS REPORT

SECTION A

GENERAL INFORMATION

1. EMPLOYEE NUMBER 160-48-6230 036130		2. NAME (Last, First, Middle) Flores, Daniel		3. DATE OF BIRTH 4 Aug 35	4. SEX M	5. GRADE GS13	6. DOG DOG
7. OFFICIAL POSITION TITLE Ops Officer		8. ASSIGNMENT OF ASSIGNMENT DDO/LA		9. CURRENT STATION Mexico City		10. HOME (C/A #) HUS. OF	
11. TYPE OF APPOINTMENT				12. TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL	
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> OTHER	13. REPORTING PERIOD (From-To) 15 Feb - 30 Sept 78		14. DATE REPORT DUE IN O.P.		

SECTION B

QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

SECTION C

PERFORMANCE EVALUATION

U—Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and 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 D.
M—Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.
P—Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.
S—Strong	Performance is characterized by exceptional proficiency.
O—Outstanding	Performance is to exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1 SEE ATTACHED MEXICO CITY 47396 (IN 1584998) dtd 18 Nov 78	RATING LETTER
SPECIFIC DUTY NO. 2	RATING LETTER
SPECIFIC DUTY NO. 3	RATING LETTER
SPECIFIC DUTY NO. 4	RATING LETTER
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything 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 closely reflects his level of performance.

RATING LETTER

FORM 45 1-73

CLASSIFICATION

12. IMPDET CL BY

CLASSIFICATION

SECTION D

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 C to provide 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 D, attach a separate sheet of paper.

J24 10 56 AM '78

SEE ATTACHED.

NAV ROOM

SECTION E

CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

Rating Officer Profile:

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

18 Nov 78

DCOS

Robert Berg /S/

2. BY EMPLOYEE

I HAVE ☐ OR HAVE NOT ☒ ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.

DATE

SIGNATURE OF EMPLOYEE

18 Nov 78

Daniel Flores /S/

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

SEE ATTACHED.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

18 Nov 78

COS

Lawrence Sternfield /S/

4. BY EMPLOYEE

I CERTIFY I HAVE BEEN THE EMPLOYEE IN ALL SECTIONS OF THIS REPORT. I HAVE ☐ HAVE NOT ☒ ATTACHED A STATEMENT CONCERNING THE REVIEWING OFFICIAL'S EVALUATION OF MY PERFORMANCE.

DATE

SIGNATURE OF EMPLOYEE

18 Nov 78

Daniel Flores /S/

CLASSIFICATION

104-1115 ONLY

CONFIDENTIAL

FRP:

EYES ONLY

DEFERRED TELEPOUCH

ACTION: C/LA-5 (593) INFO: WF, FILE, (7/4)

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PAGE 001
TOW: 182031Z NOV 78

1584998
MEXI 47396

C O N F I D E N T I A L 172250Z NOV 78 DEFERRED TELEPOUCH

CITE MEXICO CITY 47396

TO: WASHINGTON.

FOR: C/LA/PERS

SUBJECT: ADMIN/PYRAT/PERS/FITNESS REPORT FOR [REDACTED]

Per

Dan Flores

1. GIVEN BELOW IS THE FITNESS REPORT ON SUBJECT FOR THE PERIOD 15 FEB - 30 SEPT 78. RATING ON SPECIFIC DUTIES AND NARRATIVE COMMENTS WERE PREPARED BY HAROLD O. CHAIDEZ, DCOS. REVIEWING COMMENTS WERE PREPARED BY JOEL N. NEBECKER, COS. SUBJECT WAS NOT SHOWN A COPY OF THIS REPORT AS HE DEPARTED STATION ON EMERGENCY LEAVE BEFORE THE REPORT COULD BE TYPED. A COPY WILL BE MADE AVAILABLE TO HIM IMMEDIATELY UPON HIS RETURN AND ANY STATEMENT BY THE EMPLOYEE WILL BE TELEPOUCHED TO HQS. A SIGNED COPY OF FORM 45A WILL BE POUCHED AT THAT TIME.

2. THE FOLLOWING INFO IS KEYED TO FORM 45A, SECTION A:
1. 036130; 4. M; 5. GS-13; 6. DUG; 9. MEXICO CITY;
10. CAREER; 11. ANNUAL; 12. 15 FEB-30 SEP 78.

3. SECTION B. PERFORMANCE EVALUTATION - SPECIFIC DUTIES:

1. DIRECTS THE ACTIVITIES OF AN 18-MAN CI LIAISON TEAM RESPONSIBLE TO THE STATION, AND WHICH INCLUDES COORDINATING ALL RTACTION OPS INITIATED BY THE TEAM. RATING LETTER -- S.

2. RESPONSIBLE FOR TARGETTING CI OPERATIONS AGAINST SOVIETS AND CUBANS IN MEXICO CITY. RATING LETTER -- S.

3. CASE OFFICER FOR **TWO PENETRATIONS OF LIAISON**. RATING LETTER -- S.

4. COORDINATES SENSITIVE CI OPERATIONS RUN BY OTHER NYHLAZON AGENCIES WITH **LIAISON COUNTERPARTS**. RATING

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LETTER -- S.

5. CONDUCTS OTHER LIAISON RELATED CI ACTIVITY AND PREPARES NECESSARY MEMORANDA AND REPORTS. RTAING LETTER -- S.

OVERALL PERFORMANCE -- S.

4. SECTION C - NARRATIVE COMMENTS

THIS IS THE INITIAL REPORT WRITTEN ON SUBJECT AND COVERS A PERIOD OF SEVEN AND ONE-HALF MONTHS SINCE HIS ARRIVAL IN MEXICO IN FEB 78. SUBJECT HAS BEEN IN THE ORGANIZATION FOR OVER 16 YEARS AND SERVED TWO O/S ASSIGNMENTS PRIOR TO MEXICO CITY.

HIS PRIMARY DUTY IS TO SUPERVISE THE OPERATIONS OF A CI UNIT COMPOSED OF PERSONNEL SUPPLIED BY LIAISON BUT WHICH IS UNDER THE OPERATIONAL DIRECTION OF THE STATION. THIS PARTICULAR UNIT REPRESENTS THE NUCLEUS OF THE STATION'S CI OPERATIONAL CAPABILITY. IT IS ALSO A STRONG CONTRIBUTOR TO STATION'S EFFORTS DIRECTED AGAINST THE HARD TARGETS IN THE FI FIELD. SUBJECT PARTICIPATES IN ALL LEVELS OF ACTIVITY WITH THIS UNIT FROM THAT OF A MANAGER TO SERVING AS AN OPERATIONS OFFICER. THE LEADERSHIP AND EXAMPLE WHICH HE SETS HAVE BEEN AN ESSENTIAL INGREDIENT IN THE SUCCESS ENJOYED BY THE UNIT IN RECENT MONTHS. IN APRIL 1978, THE STATION UNDERTOOK AN AUDIO OPERATION DIRECTED AT THE OFFICIAL OUT-OF-TOWN RETREAT OF A PRINCIPAL ADVERSARY IN MEXICO. SUBJECT PARTICIPATED IN THE RECRUITMENT OF A CARETAKER WHO PROVIDED ACCESS TO THE TARGET INSTALLATION AND WAS SUBSEQUENTLY INVOLVED IN ALL ASPECTS OF THE OPERATION EXCEPT THE ACTUAL INSTALLATION OF THE TECHNICAL DEVICES. THIS SUCCESSFUL OPERATION WAS FOLLOWED BY ANOTHER ONE THE FOLLOWING MONTH, THIS TIME DIRECTED AT THE HOTEL ROOMS OF A VISITING COMMUNIST DIGNITARY. TWO VALUABLE REPORTS WERE PRODUCED FROM THIS OPERATION ON THE POLICIES AND PLANS OF

A FOREIGN COMMUNIST PARTY. IN JULY, SUBJECT SUPERVISED THE RECRUITMENT OF AN AGENT WHO HAS ESTABLISHED ACCESS TO A HOSTILE OFFICIAL INSTALLATION. A TECHNICAL OPERATION IS NOW UNDERWAY TO EXPLOIT THE SOURCE'S ACCESS.

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IN SEPTEMBER, ANOTHER OPERATION BEGAN AGAINST THE RETREAT OF THE SAME PRINCIPAL ADVERSARY MENTIONED ABOVE SINCE A NEW PROPERTY HAD BEEN ACQUIRED. AGAIN, SUBJECT PARTICIPATED IN THE RECRUITMENT OF THE CARETAKER OF THE NEW SITE AND IN OTHER PHASES OF THE OPERATION WHICH CONTINUE AT THIS TIME.

IN ADDITION TO THESE SPECIFIC OPERATIONS, THE CI UNIT ALSO CARRIES OUT A HOST OF BACKGROUND INVESTIGATIONS, SURVEILLANCE, AND OTHER WORK AS REQUIRED IN THE CI FIELD. SINCE MEXICO CITY SERVES AS PROBABLY THE PRINCIPAL BASE FOR OPERATIONS BY THE SOVIETS AND THE CUBANS AGAINST THE UNITED STATES, SELECTIVE TASKING MUST BE UNDERTAKEN TO OBTAIN MAXIMUM EFFICIENCY FROM THIS SMALL UNIT.

SUBJECT ALSO HANDLES TWO PENETRATIONS OF THE CI UNIT, AND IS ALSO RESPONSIBLE FOR PROVIDING SUPPORT THROUGH THIS UNIT TO OTHER CI ACTIVITIES DIRECTED AGAINST SOVIET AND CUBAN ESPIONAGE IN MEXICO.

INDEED, THE FIRST PART OF HIS TOUR IN MEXICO HAS BEEN A BUSY ONE. THE STATION FINDS HIM TO BE AN ENERGETIC, VERSATILE, AND HIGHLY QUALIFIED OFFICER. HE HAS HANDLED THE PERSONNEL AND OPERATIONAL PROBLEMS WHICH HAVE SURFACED WITH HIS CI UNIT WITH TACT AND EFFICIENCY, AND HIS RAPPORT WITH HIS LIAISON COUNTERPARTS IS VERY GOOD. DURING RECENT CONVERSATIONS, SENIOR MEXICAN SECURITY OFFICIALS HAVE EXPRESSED THEIR HIGH REGARD FOR SUBJECT'S ABILITIES.

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

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

SUBJECT WELL DESERVES A RATING OF STRONG FOR HIS

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VARIOUS DUTIES AND AN OVERALL STRONG FOR THIS REPORTING PERIOD. WE LOOK FORWARD TO A CONTINUED HIGH LEVEL OF PERFORMANCE DURING THE YEAR TO COME.

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

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

END OF MESSAGE

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CLASSIFICATION

FITNESS REPORT

SECTION A

GENERAL INFORMATION

1. EMPLOYEE NUMBER 194737	2. NAME (Last, first, middle) Flores, Daniel	3. DATE OF BIRTH 4 Aug 35	4. SEX M	5. GRADE GS-12	6. SD D
7. OFFICIAL POSITION TITLE Operations Officer		8. OFF/DIV/BR OF ASSIGNMENT DDO/LA/COG		9. CURRENT STATION Headquarters	

11. TYPE OF APPOINTMENT				12. TYPE OF REPORT			
XX	CAREER	RESERVE	CONTRACT	OTHER (Spec)	TEMPORARY	XX	ANNUAL
				REASSIGNMENT			
				SPECIAL			

13. REPORTING PERIOD (from-to) 01 July 1975 - 30 June 1976	14. DATE REPORT DUE IN O.P. 31 July 1976
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SECTION B

QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

SECTION C

PERFORMANCE EVALUATION

U—Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and 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 D.
M—Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.
P—Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.
S—Strong	Performance is characterized by exceptional proficiency.
O—Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1 Handle a sensitive and productive on-island agent in Cuban operations via TDY travel to meet, debrief, and prepare operational/intelligence reports.	RATING LETTER O
SPECIFIC DUTY NO. 2 Review incoming operational correspondence from Latin America on Cuban matters and ensure that prompt response and helpful guidance is provided.	RATING LETTER S
SPECIFIC DUTY NO. 3 Maintain a thorough familiarity with all Cuban activities in Latin America and our operations against them; carry out coordination with other components where appropriate.	RATING LETTER S
SPECIFIC DUTY NO. 4 Develop leads against the Cuban target by locating, clearing, and ultimately interviewing relatives, friends, etc., of Cuban officials to obtain assessment data on the targets as well as use the leads in approaches to Cuban officials.	RATING LETTER O
SPECIFIC DUTY NO. 5 Work closely with the IA's of the section to ensure that they answer all required correspondence and to stimulate them to be creative and productive.	RATING LETTER S
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, positive 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.

RATING LETTER

S

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CLASSIFICATION

SECTION D

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 C to provide 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 D, attach a separate sheet of paper.

This officer has worked under my supervision for approximately six months. This is the first fitness report I have prepared on him. After two field tours and his current assignment to Cuba Operations Group, he has developed into a solid and professional operations officer with the skills we hope our employees will develop. He is now highly motivated and creative in his work. He has demonstrated, particularly in recent months, a gratifying degree of drive and interest.

He has handled one of our most productive and sensitive on-island assets. With his guidance this agent has produced, within the past six months, some of the highest quality intelligence on Cuban plans and intentions this Agency has obtained. Because this agent must be serviced via TDY travel, the responsible case officer must be able to work with very little guidance and have the tradecraft skills and reports writing ability to work largely on his own. With this case Mr. Flores has demonstrated himself to be a first-class agent handler, highly attuned to operational information and quality intelligence production.

As Section Chief I have relied upon him heavily to provide the institutional memory our work demands. He has full grasp of all operations directed against Cuban officials, not only in those countries under his direct responsibility, but throughout Latin America. Since all of the officers in this section travel frequently to meet and debrief agents, Mr. Flores has frequently acted as Section Chief during the absence of the other two officers, a GS-14 position. He has been able to handle the job well both

SECTION E

CERTIFICATION AND COMMENTS

1. 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

C/LA/COG/NIA

Leonard D. Therby

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE

DATE

SIGNATURE OF EMPLOYEE

HAVE ATTACHED

HAVE NOT ATTACHED

20 Dec 1972

[Signature]

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I agree with the ratings given by the rating officer. Mr. Flores is indeed a fine operations officer and should have an exceptionally successful career in operations. The only weakness in him that I have ever noted is an occasional lack of drive and self-motivation and as noted by the rating officer, particularly in recent months, he seems to have cured this and has indeed been going at a fast pace.

Mr. Flores is leaving Cuba Operations Group for a rotational tour in the Office of Training. I believe that when he finishes this tour, he should return for an operational assignment in the Latin America area. He is an exceptionally fine case officer, has a native command of Spanish, and has a way of dealing with his agents that gets the most out of them. Future tours for him should involve supervision of younger case officers and he should begin to move into the managerial aspects of operations.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

Chief, LV/IX

Thomas A. Clayton

4. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE

DATE

SIGNATURE OF EMPLOYEE

[Signature]

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S E C R E T

FITNESS REPORT

Daniel Flores

cont.

SECTION D

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

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

As a native Spanish speaker, Mr. Flores has the ability to pass as a foreign national and has successfully carried out roles as a Mexican citizen, using OTS-provided false documents. This ability to pass as non-American has been of great assistance in handling the key case he relinquished only on leaving LA/COG.

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

* * *

No. 3

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

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FITNESS REPORT										
SECTION A GENERAL INFORMATION										
1. EMPLOYEE NUMBER 194737		2. NAME (Last, first, middle) Flores, Daniel			3. DATE OF BIRTH 4 Aug 35		4. SEX M		5. GRADE GS-12	
6. OFFICIAL POSITION TITLE Ops Officer		7. OFF. DIV BR OF ASSIGNMENT DDO/LA/COG			8. CURRENT STATION Washington, D.C.		9. CODE (if any) X		10. NOB OF	
11. TYPE OF APPOINTMENT					12. TYPE OF REPORT					
<input type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec.)	<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL			
13. REPORTING PERIOD (from-to) 1 October 1974 - 30 June 1975					14. DATE REPORT DUE IN O.P. 31 July 1975					
SECTION B QUALIFICATIONS UPDATE										
IF QUALIFICATION'S UPDATE FORM IS BEING SUBMITTED WITH CHANGES AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.										
SECTION C PERFORMANCE EVALUATION										
<p>U—Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and 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 D.</p> <p>M—Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.</p> <p>P—Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S—Strong Performance is characterized by exceptional proficiency.</p> <p>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 recognition.</p>										
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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).										
SPECIFIC DUTY NO. 1 Case Officer for COG's Latin America area responsible for operational support of LA field Stations Cuba programs.								RATING LETTER S		
SPECIFIC DUTY NO. 2 Case officer for two sensitive on-island agent operations.								RATING LETTER S		
SPECIFIC DUTY NO. 3 Develop leads to potential Cuban recruitment targets and personally interview prospective access agents.								RATING LETTER S		
SPECIFIC DUTY NO. 4 Supervisor for one Intelligence Analyst								RATING LETTER S		
SPECIFIC DUTY NO. 5								RATING LETTER		
SPECIFIC DUTY NO. 6								RATING LETTER		
OVERALL PERFORMANCE IN CURRENT POSITION										
Take into account everything 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.								RATING LETTER S		

FORM 45

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~~SECRET~~

8 SEP 1975
12. IMPDET CL BY

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CLASSIFICATION

SECTION D

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, foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide 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 D, attach a separate sheet of paper.

LA/COG is both a Headquarters and an active operational "station" operating out of Headquarters, responsible for recruitment operations and agent handling. As such, Mr. Flores assignment is a combination of Headquarters desk chief and case officer of a large field station. His performance is being rated in both capacities which means that much higher criteria is being applied than for most Headquarters officers.

Mr. Flores has proved to be a professional agent handler, and has been used very effectively in two new, sensitive operations run from Headquarters. Although he did not participate in the recruitment of these sources, Mr. Flores was brought in to provide initial training, and detailed guidance necessary to develop the new assets into reporting sources. One was a complicated case of a DGI walk-in who Mr. Flores helped debrief, then trained and dispatched back to Cuba. The other was a successful false flag recruitment of a source with excellent access to the Cuban leadership; Mr. Flores' job, after being introduced by the recruiting officer, is to make the source into a fully controlled asset and maximize the excellent potential for intelligence information.

SECTION E

CERTIFICATION AND COMMENTS

1. 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
8 August 1975	ADC/LA/COG	M. Michael Krine

2. BY EMPLOYEE	
STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE	DATE
HAVE ATTACHED HAVE NOT ATTACHED	9 Aug. 1975
SIGNATURE OF EMPLOYEE	
[Signature]	

3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
LA/COG has six operations officers performing duties similar to those assigned to Mr. Flores--Case officer responsible for recruiting/handling agents directed against a hard target and also staff duties as a Desk Chief. These tasks are unique within the Latin America Division as these officers serve as field case officers and also as Headquarters desk officers. All on-island Cuban agents are handled by these six employees. I would rank Mr. Flores in the middle of this group, but it must be taken into consideration that all the other officers are senior in grade.		

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
8 August 1975	AC/LA/COG	Thomas G. Clines

BY EMPLOYEE	
I CERTIFY THAT I HAVE BEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT	SIGNATURE OF EMPLOYEE
9 Aug. 1975	[Signature]

CLASSIFICATION

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Continuation of Section D

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

In his capacity as Desk officer for field stations in Latin America, Mr. Flores is charged with providing guidance and support aimed at recruitment operations against Cuban officials. He has conducted interviews of Cuban exiles in the U.S. and initiated a promising recruitment operation against a well placed third country official in Cuba. He supervises one intelligence analyst and, together, they effectively ensure timely response to field requests and help stations to identify operational opportunities, recruitment targets and--where necessary--keep them aware of the priority of the Cuban target.

By his performance, Mr. Flores has demonstrated he is a versatile case officer with good operational instincts; he is showing increasing aggressiveness and imaginative support of field stations in their efforts to recruit Cuban officials. While he is an excellent agent handler who gets maximum intelligence production from his assets, he is less thorough when handling the administrative details involved in his operations. He needs more supervisory experience, and still tends to rely excessively on his IAs to search for operational leads and conduct operational research.

Mr. Flores was sponsored by the Division, and attended the mid-career course in November 1974. He has excellent potential for further advancement in the Division and has been a significant factor in LA/COG's success over the last year in developing access to Cuba, a recognized hard target.

Continuation of Section E

Subject excels as an agent handler motivating his agents and disciplining them when required to obtain quality intelligence. He handles two of LA/COG's most sensitive on-island agents and during this period, he has met these two agents in Europe and in Latin America. He has certainly targetted these two agents against priority objectives and the intelligence produced has been of vital interest to U.S. Government policymakers in this delicate period of Cuban negotiations. Latin America Division has received commendations from

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Continuation of Section E

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

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

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

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CLASSIFICATION

FITNESS REPORT

SECTION A		GENERAL INFORMATION			
1. EMPLOYEE NUMBER 194737	2. NAME (Last, first, middle) Flores, Daniel	3. DATE OF BIRTH 4 Aug 35	4. SEX M	5. GRADE GS-12 D	6. SD
7. OFFICIAL POSITION TITLE Ops Officer		8. OFF. DIV BR OF ASSIGNMENT DDO/LA/COG	9. CURRENT STATION Washington, DC		10. CODE (if any) X HQS OF
11. TYPE OF APPOINTMENT			12. TYPE OF REPORT		
<input type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec)	<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> ANNUAL
			<input type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL	
13. REPORTING PERIOD (from-to) 5 March 1974 - 30 September 1974			14. DATE REPORT DUE IN O.P.		

SECTION B		QUALIFICATIONS UPDATE	
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.			

SECTION C		PERFORMANCE EVALUATION	
U—Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and 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 D.		
M—Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.		
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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 recognition.		

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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).	

SPECIFIC DUTY NO. 1	RATING LETTER
Primary case officer for a sensitive Cuban penetration agent.	S
SPECIFIC DUTY NO. 2	RATING LETTER
Provide operational support and guidance for Cuban operations conducted by LA Division Stations.	P
SPECIFIC DUTY NO. 3	RATING LETTER
Direct and supervise Intelligence Assistants assigned to specific areas of responsibilities.	S
SPECIFIC DUTY NO. 4	RATING LETTER
Desk case officer for access agents and support assets in LA Division Stations' Cuban operations.	S
SPECIFIC DUTY NO. 5	RATING LETTER
Search for leads in the U.S. for LA Division Cuban operations and personally debrief and exploit further exploitation.	S
SPECIFIC DUTY NO. 6	RATING LETTER
	C

OVERALL PERFORMANCE IN CURRENT POSITION	
Take into account everything 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.	RATING LETTER S

25 Oct 74

CLASSIFICATION

SECTION D

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 C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

In a very short time, Mr. Flores has become an important factor in LA/COG's efforts to directly handle Cuban **on-island agents**, and to expand its recruitment program. His fluent Spanish, past operational experience, versatility and ability to **blend into the local scene** in most Latin American countries, make him highly qualified for his present assignment. He demonstrates sound operational judgment under often trying conditions, and good ability to communicate effectively both orally and in writing. His frequent TDYs demand long and unusual hours, which he gives ungrudgingly.

Almost immediately after his assignment to LA/COG in March 1974, Mr. Flores was called upon to handle a sensitive **walk-in** case. The agent had already been recruited and many of the developmental aspects of the case had been resolved prior to Mr. Flores' introduction, but it still required a Headquarters based case officer to provide the necessary continuity wherever the agent **surfaced overseas**. The case is complicated and time-consuming, involving extended TDYs and utmost adherence to good tradecraft procedures. It has developed into one of our most productive sources of **information on Cuban clandestine**

SECTION E

CERTIFICATION AND COMMENTS

(cont'd)

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

10 NOV 1974

OFFICIAL TITLE OF SUPERVISOR

LA/COG/OPS

TYPED OR PRINTED NAME AND SIGNATURE

Joseph M. Skura

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE

DATE

6 Nov 1974

SIGNATURE OF EMPLOYEE

Cecil D. B.

HAVE ATTACHED

HAVE NOT ATTACHED

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I concur with the rating officer's comments and performance evaluation. Soon after his arrival at LA/COG, Mr. Flores took over the handling of a sensitive agent. While the agent's bona fides had already been established and his modus operandi determined, considerable ad hoc judgement and direction were required to continue the agent's motivation and ensure his viability. Mr. Flores did extremely well in his guidance of the agent in a series of complicated, extended meetings which took place in several LA countries. Good, professional tradecraft and sound judgement were exhibited by Mr. Flores.

As to his support of LA Station efforts against the Cuban target.

DATE

16 NOV 74

OFFICIAL TITLE OF REVIEWING OFFICIAL

DC/LA/COG

TYPED OR PRINTED NAME AND SIGNATURE

Joseph Skura

(cont'd)

4. BY EMPLOYEE

I CERTIFY THAT I HAVE BEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT

DATE

6 Nov 1974

SIGNATURE OF EMPLOYEE

Cecil D. B.

CLASSIFICATION

FITNESS REPORT - Daniel Flores

SECTION D (CONTINUED)

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

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

COMMENTS BY REVIEWING OFFICIAL (CONTINUED)

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

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FITNESS REPORT				NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.			
SECTION A. GENERAL INFORMATION							
1. EMPLOYEE NUMBER 194737		2. NAME (last, first, middle) Flores, Daniel		3. DATE OF BIRTH 4 Aug 35		4. SEX M	5. GRADE & SD GS-12 D
7. OFFICIAL POSITION TITLE Ops Officer			8. OFF/DIV/BR OF ASSIGNMENT DDO/WH/Br 3		9. CURRENT STATION Lima, Peru		
10. TYPE OF APPOINTMENT				11. TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> CAREER PROVISIONAL	<input type="checkbox"/> RESERVE	<input type="checkbox"/> ANNUAL	<input type="checkbox"/> 21 MONTH	<input type="checkbox"/> 30-MONTH	<input checked="" type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> TEMPORARY	12. REPORTING PERIOD (From to) 31 May 73-4 March 74		13. DATE REPORT DUE IN O.P.		
SECTION B. PERFORMANCE EVALUATION							
<p>U—Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and 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.</p> <p>M—Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p>P—Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S—Strong Performance is characterized by exceptional proficiency.</p> <p>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 recognition.</p>							
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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1 Station officer responsible for operations against the MPCHEEK target						RATING LETTER S	
SPECIFIC DUTY NO. 2 Direction of and support for an outside principal agent and the assets handled by this principal agent						RATING LETTER S	
SPECIFIC DUTY NO. 3 Case officer responsible for a unilateral surveillance team						RATING LETTER S	
SPECIFIC DUTY NO. 4						RATING LETTER	
SPECIFIC DUTY NO. 5						RATING LETTER	
SPECIFIC DUTY NO. 6						RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION							
Take into account everything about the employee of which you are aware in his assignment in his current position such as performance of specific duties, leadership, conduct on job, accomplishments, position on good or bad, and particular weaknesses or talents. Based on your knowledge of employee as a whole and performance during the rating period, place the letter in the rating box corresponding to the statement which most closely reflects his level of performance.						RATING LETTER S	

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OFFICE "CONFIDENTIAL"

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide 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.

Subject's tour in Lima has been cut short by the serious illness of his daughter. As a result of this illness it was also necessary for him to spend the months of December and January on emergency leave in the United States, returning without his family in February in order to transfer his ops workload and pack out his personal effects for PCS transfer to Headquarters on 4 March.

Although the undersigned had the privilege of working with Subject only briefly, as rating officer he had the advantage of taking over handling of most of Subject's cases following the departure on emergency leave. Thus he was able to observe first hand and in detail the human material with which Subject had worked, the progress he had made in developing their access and capabilities, and the respect these agents had for him.

During the period covered by this report, Subject continued his pursuit of the MPCHEEK target as his primary operational responsibility. He developed and recruited a prominent member of the local MPCHEEK community who has good access to the MPCHEEK embassy and handled four other access agents. He also handled a unilateral surveillance team and the Station's press placement assets via a principal agent who in turn handled three sensitive assets.

(Continued)

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
4 Mar 74	/s/ Daniel Flores	
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
4 Mar 74	DCOS	/s/ Arthur T. Lodenburg
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
As the rater makes clear, Subject will be missed in Lima and we can only sympathize with the reasons why he must now leave. He was doing the Station a great deal of good and advancing his own career nicely as well. It is worth recalling that Subject provided here in Lima over what we understand is still a unique operational feat, a staged recruitment approach to an MPCHEEK official. Also, Subject was often used on a variety of operational tasks having little to do with his assigned targets because, in the		
(Continued)		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
4 Mar 74	CO	/s/ Richard S. Welch

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Continuation of Narrative Comments

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

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

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

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SECRET

Continuation of Comments of Reviewing Officer

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

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FITNESS REPORT				NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.			
SECTION A. GENERAL INFORMATION							
1. EMPLOYEE NUMBER 036130		2. NAME (last, first, middle) Flores, Daniel		3. DATE OF BIRTH 4 Aug 35		4. SEX M	5. GRADE GS11
6. SD D		7. OFFICIAL POSITION TITLE Operations Officer		8. OFF/DIV/BR OF ASSIGNMENT DDO/WH/3		9. CURRENT STATION Lima, Peru	
10. TYPE OF APPOINTMENT				11. TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> CAREER PROVISIONAL	<input type="checkbox"/> RESERVE	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> 21 MONTH	<input type="checkbox"/> 30 MONTH	<input type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL*	<input type="checkbox"/> TEMPORARY	12. REPORTING PERIOD (From-to) 1 July 1972-31 May 73		13. DATE REPORT DUE IN O.P.		
SECTION B. PERFORMANCE EVALUATION							
<p>U—Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and 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.</p> <p>M—Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p>P—Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S—Strong Performance is characterized by exceptional proficiency.</p> <p>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 recognition.</p>							
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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1 Station officer responsible for operations against the MPCHEEK target.						RATING LETTER S	
SPECIFIC DUTY NO. 2 Handler for sensitive unilateral penetration of the Revolutionary Government						RATING LETTER O	
SPECIFIC DUTY NO. 3 Supervise principal agent						RATING LETTER S	
SPECIFIC DUTY NO. 4 Miscellaneous operational support activity, including direction of a unilateral surveillance team.						RATING LETTER S	
SPECIFIC DUTY NO. 5						RATING LETTER	
SPECIFIC DUTY NO. 6						RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION							
Take into account everything 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 area corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER S	

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SECTION C		NARRATIVE COMMENTS	
Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide background 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.			
<p>Following realignment of Station officer assignments last year, Subject was given the responsibility for operations against the MPCHEEK "hard target". He also assumed additional tasks in more traditional areas, such as coverage of the <u>local government</u>, penetration of the Communist Party, and <u>press placement activity</u>. The breadth of these operational commitments attests Subject's professional ability and versatility. (This would be a senior case officer's load by any description and Subject's performance at it was the reason behind our recommendation for accelerated promotion last year.)</p> <p>Particularly against the difficult MPCHEEK target, this officer has displayed admirable determination despite the inherent frustrations and disappointments of working against this remote and suspicious group. During the period under review, his job has been the more difficult since the MPCHEEKs, in all probability <u>reacting to a Station attempted recruitment operation</u> (in which Subject played a major role), have withdrawn into a defensive shell which makes access operations verge on the impossible. Nevertheless, he has continued to probe their defenses, and has managed to develop two leads which, with the exercise of patience and application of his proven operational resources, could eventually <u>give us access</u> to the <u>official</u> MPCHEEK Mission here. This officer refuses to become discouraged, a quality officers working on hard targets must have.</p> <p>Special mention is made of Subject's successful bid to make recontact and establish regular meetings with a valuable penetration of the revolutionary government. The agent had broken contact with his former handler in the belief that such action was dictated by his security situation. Our choice of Subject to attempt to recontact this asset was dictated by his experience in dealing with skittish Latins and our belief that Subject could bring it off with tact. <u>reading the situation</u> /CONTINUED/</p>			
SECTION D CERTIFICATION AND COMMENTS			
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
28 June 1973	/s/ Daniel Flores		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
20			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
28 June 1973	Deputy Chief of Station	/s/ Thomas J. Keenan	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>As described, this officer is a steady and solid performer who carries a major case load securely, productively, and without complaint. He has even volunteered to take on additional work when he has seen opportunities to help the Station's overall mission. Because he blends in well on the local scene, he is often drafted for all kinds of <u>ad hoc</u> operational work. This is invariably well done. He is operationally aggressive but also shows lively awareness of the tricky operational climate here and does not push beyond what the traffic will bear. His agents respect his seriousness, which permits him to get more utility out of them. He is a pillar of this Station.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
2 July 1973	Chief of Station	/s/ Richard S. Welch	

CONFIDENTIAL

CONFIDENTIAL

Section C continued.....

as it developed, and make appropriate on-the-spot adjustments to control the asset's reactions. All this had to be accomplished with great regard to security because of the sensitive position occupied by the agent. Subject's performance has been effective and, given the operation's importance, can really be called outstanding. The agent is again a prime source on the radical sector of the government, which is crucial to developments locally.

Further, this officer continues to manage an outside principal agent who in turn handles leftists, Communist Party and press placement assets, so directing these efforts that they contribute effectively to overall Station objectives. More recently, Subject has taken over the unilateral deployment of a new audio operation targetted against a senior local Communist Party official and is carrying it through successfully. This officer also handles much of the support requirements for his various operations, including management of safehouse keepers, overseeing a small surveillance team, and acquisition of rental cars and property in alias. There is little doubt that some of Subject's success can be attributed to his Latin background and fluent Spanish. But both of these advantages might be wasted by a less capable all-round officer. In his case, they provide him with complementary skills that enhance his superior performance. In the view of the reporting officer, Subject carries more than his own share here in Lima in a manner normally calling for an officer of considerably more senior grade and experience.

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SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				036130	
SECTION A - GENERAL					
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
Flores Daniel		4 Aug 1935	M	GS-11	D
6. OFFICIAL POSITION TITLE		7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION	
Ops Officer		DDP/WH/3		Lima	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
SPECIAL (Specify):			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
31 August 1972			24 September 1971 - 30 June 1972		
SECTION B - PERFORMANCE EVALUATION					
U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and 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. M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described. P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected. S-Strong Performance is characterized by exceptional proficiency. O-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.					
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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Direction of and administrative support for three outside principal agents whose efforts he directs against the Communist Party, extreme left and labor targets					RATING LETTER S
SPECIFIC DUTY NO. 2 Coordinator of all Station operations against the left, including management of the project covering this activity.					RATING LETTER S
SPECIFIC DUTY NO. 3 Case officer in charge of the Station's labor reporting assets.					RATING LETTER P
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 10px auto;"> EXEMPT FROM RECENT DECLASSIFICATION OF E.O. 11652, FEBRUARY 1977 BY 5511 (C) AUT. </div> <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 10px auto;"> IMPDET (Various Department, Staff, etc. or other) </div>					
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything 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.					RATING LETTER S

SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS	
<p>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 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.</p>			
<p>In the period of this report, Subject established himself and his family at this post and undertook the direction of the Station's operations against the subversive left which had formerly been handled by an officer two grades senior to Subject. He has proved equal to the task. He learned his new assignment rapidly and adapted well to the handling of his cases through outside principal agents, a security requirement of the local scene which can be frustrating for an aggressive officer with fluent Spanish such as Subject. However, he has shown maturity and superior handling ability in directing his assets against the subversive left and particularly the Communist labor union. His intimate knowledge of the extreme left enabled him to plan secure contact with a "walk-in" to the Embassy who at first appeared genuine. After thoroughly debriefing this individual, drawing upon his knowledge of the extreme left, Subject was able to recommend no continuing contact with him due to specific fabrications on the part of the walk-in.</p> <p>He is careful in management of funds entrusted to him for his operations and provides required administrative and operational reports in a timely manner. There have been past comments on Subject's weakness in writing. He has worked hard on this, and the rating officer feels that he is now competently producing the reports required. Subject understands that this is an area that requires continuing attention for a growing professional.</p> <p style="text-align: right;">/CONTINUED/</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
15 August 1972	/s/ Daniel Flores		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
10			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
15 August 1972	Deputy Chief of Station	/s/ Thomas J. Keenan	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>Subject has come up the hard way, both in pushing on to finish his education and in BKTRUST. As a result he is way under-graded for his maturity and for his operational contributions. That we have given Subject a major responsibility here (STPAGODA) attests to how much confidence we have in him and his ability. He is, of course, bi-lingual and mixes well with Latins, an advantage he uses well. A good "street" operator, he still has a way to go in organizing his paper work and in relating to HQs needs.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
15 August 1972	Chief of Station	/s/ Richard S. Belch	

SECRET

SECTION C continued.....

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

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

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				036139	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE 5. SD
Flores, Daniel			08/04/35	M	GS-10 D
6. OFFICIAL POSITION TITLE			7. OFFICE/DIVISION OF ASSIGNMENT		8. CURRENT STATION
Ops Officer			DDP/WH/3		Hqs
9. CHECK TYPE OF APPOINTMENT			10. CHECK TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
31 October 1971			1 May 1971 - 30 September 1971		
SECTION B PERFORMANCE EVALUATION					
<p>U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and 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.</p> <p>M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p>P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Strong Performance is characterized by exceptional proficiency.</p> <p>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 recognition.</p>					
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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					RATING LETTER
SPECIFIC DUTY NO. 1					
SPECIFIC DUTY NO. 2					
SPECIFIC DUTY NO. 3					
SPECIFIC DUTY NO. 4					
SPECIFIC DUTY NO. 5					
SPECIFIC DUTY NO. 6					
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything 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.					RATING LETTER

SECRET

SECTION C		NARRATIVE COMMENTS	
<p>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 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.</p>			
<p style="text-align: center;">AUG 17 2 17 PM '71</p> <p>Mr. Daniel Flores completed his first tour in Guayaquil and departed the field on 28 May 1971. Following home leave, Mr. Flores returned to Headquarters in August for approximately two months training prior to his next assignment to Lima, Peru. This training included Weapons Familiarization and Defensive Driving, CA, China and Labor Ops. Communist Party, TSD briefings, and on-the-desk Reports Writing Familiarization.</p> <p>Since Mr. Flores has been on leave or training status for most of this reporting period, no meaningful rating can be given.</p>			
SECTION D			
CERTIFICATION AND COMMENTS			
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
	employee in training		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
16 August 1971	WH/Personnel Officer	John Ferguson	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED OR PRINTED NAME AND SIGNATURE		

SECRET

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				036130	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. ID
Flores, Daniel		4 Aug 1935	M	GS-15	D
6. OFFICIAL POSITION TITLE		7. OFF. OR. OR. OF ASSIGNMENT		8. CURRENT STATION	
Ops Officer		DDP/NH/3		Guayaquil	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY		<input type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input checked="" type="checkbox"/> SPECIAL (Specify)			
11. DATE REPORT DUE IN O.P.		12. REPORTING PERIOD (From - to)			
		1 October 1970/30 April 1971			
SECTION B PERFORMANCE EVALUATION					
<p>U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and 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.</p> <p>M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p>P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Strong Performance is characterized by exceptional proficiency.</p> <p>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 recognition.</p>					
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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Case Officer responsible for a Base project targetted against the subversive left.					RATING LETTER S
SPECIFIC DUTY NO. 2 Case Officer responsible for a sensitive technical operation including the selection of intelligence resulting from the operation.					RATING LETTER O
SPECIFIC DUTY NO. 3 Development of new agent assets.					RATING LETTER P
SPECIFIC DUTY NO. 4 Preparation of dispatches, intelligence reports and other correspondence pertinent to his area of responsibility.					RATING LETTER P
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything 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.					RATING LETTER S

SECRET

SECTION C		NARRATIVE COMMENTS	
<p>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 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.</p> <p>There has been little change in Subject's performance since the submission of his last report covering the period through 30 September 1970.</p> <p>The highpoint of his activities during this period, as it has been throughout his tour, has been his management of a sensitive technical operation which has been a consistent producer of unique and high level intelligence. This has been a good performance on Subject's part indicative of his professional capability to conduct clandestine operations.</p> <p>Subject's writing ability has improved during this period, and there is little doubt that his efforts in this regard are paying off. Further experience should see continued improvement of his writing skills.</p> <p>As Subject's first tour comes to a close he can look back on a generally strong performance in all phases of his operational activity on behalf of the Base's objectives.</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
3 May 1971	/s/ Daniel Flores		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
20			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
3 May 1971	COB, Guayaquil	/s/ Robert Farbrini	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>I concur in the ratings and remarks of the supervisor. During his first tour abroad, Subject has done very well in his main fields of activity. His outstanding attribute at the moment is his persistence not only in going after operational targets but also in improving himself. He has encountered some difficulty in presenting his ideas in written form but he has faced up to this problem and, as the rating officer notes, has made significant improvement.</p> <p align="right">(Continued)</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
17 May 71	COS, Quito	/s/ Paul V. Harwood	

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Continuation of Comments by Reviewing Official

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

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

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

SECRET

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

TRAINING REPORTWeapons Training/Defensive Driving Course No. 1/722-6 August 1971

Date

TRAINEE: FLORES, Daniel

OFFICE: WH

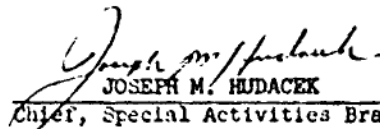
PURPOSE AND SCOPE OF COURSE:

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

ACHIEVEMENT RECORD:

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

FOR THE DIRECTOR OF TRAINING:


JOSEPH M. HUDACEK
Chief, Special Activities Branch

9 August 1971

Date

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

14-00000

Certification of Handgun Qualification

9 August 1971

Date

Mr. Frederick E. Owens and
(Instructor SAB Staff, OTG, ISOLATION)
Identity

Trainee FLORES, Daniel, WH
Identity

on 2-6 August, Mr. Flores was given 28 hours
date identity

instruction in firing techniques, weapon care and safe weapons handling

procedures. Subsequently Mr. Flores fired the handgun qualifica-
identity
Automatic (Cal. - 9mm) 258
tion course with a Revolver (Cal. 38) achieving a score of 261 out
weapon

of a possible 300. Mr. Flores demonstrated that he
identity

had absorbed the instruction on safe weapon handling and that he exercises

due care and discretion. Accordingly Mr. Flores is certified as
identity

qualified with the Automatic (Cal. - 9mm)
Revolver (Cal. - 38) as of this date.
weapon

Signed

Fred E. Owens
FREDERICK E. OWENS, SAB/OTG
Instructor Identity

SECRET

Continuation of Narrative Comments

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

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

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

Continuation of Comments of Reviewing Official

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

SECRET

Reviewed by (SFC) RTH

SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS	
<p>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 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.</p> <p>The period covered by this report encompasses the middle portion of the Subject's first tour as a Case Officer. His performance during this period has been balanced in that he has shown the kind of intelligence and maturity necessary to successfully carry out clandestine operational activity. He has also shown a weakness which he will need to overcome in order to achieve his full operating potential.</p> <p>The Subject has turned in fine performance in the overall management of a very important and sensitive audio operation which has been under his care since the pre-installation phase. His sure and careful handling of all succeeding phases of this operation led to a secure, uncomplicated installation, the recruitment and training of support agents, and the dissemination of valuable intelligence information. Subject's natural fluency in the Spanish language has been especially useful in this operation. His handling of this installation has been of a high professional caliber throughout.</p> <p>The Subject is also responsible for the management of a project targeted against the subversive left. His handling of this project has been good: he is a good agent handler; knows how to target his assets against objectives of most importance; and, his knowledge of</p> <p align="right">(Continued)</p>			
SECTION D			
CERTIFICATION AND COMMENTS			
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
30 Oct. 1970	/s/ Daniel Flores		
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	
30 Oct. 1970		Robert L. Fambriani /s/	
3. BY REVIEWING OFFICIAL			
<p>COMMENTS OF REVIEWING OFFICIAL</p> <p>I agree with the ratings. This has been a good year for Subject, one which has given him a rather unusual opportunity to learn many facets of the work of this organization and one in which he has shown a very satisfactory level of accomplishment. Shortly after his arrival in Cusyaquil he became, for a short time, the Acting Chief of Base, and through that period and the ensuing change in Base Chiefs, he showed a professional maturity we felt to be exceptional for a young officer on his first tour. He has worked hard and intensely for improvement in the quantity and quality of his operational production, and he has collaborated very effectively with the other officers</p> <p align="right">(Continued)</p>			
30 Oct. 1970	COB	John D. Nelson	

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				036120	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SS
Flores, Daniel		4 Aug 1935	M	GS-16	D
6. OFFICIAL POSITION TITLE		7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION	
Ops Officer		DDP/WH/Branch 3		[Redacted]	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C)		<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):		<input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE	
11. DATE REPORT DUE IN O.P.		12. REPORTING PERIOD (From - to)			
		1 October 1969 - 30 September 1970			
SECTION B PERFORMANCE EVALUATION					
<p>U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and 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.</p> <p>M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p>P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Strong Performance is characterized by exceptional proficiency.</p> <p>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 recognition.</p>					
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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
Case Officer responsible for Base project targetted against the subversive left					S
SPECIFIC DUTY NO. 2					RATING LETTER
Case Officer responsible for a sensitive audio operation including the selection of the intelligence resulting from the operation					S
SPECIFIC DUTY NO. 3					RATING LETTER
The development of new agent assets and operations					P
SPECIFIC DUTY NO. 4					RATING LETTER
Preparation of dispatches, intelligence reports and other correspondence pertinent to the operation in his area of responsibility					P
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything 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.					RATING LETTER
					S

SECRET

Section C

Narrative Comments, Cont'd

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

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

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

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

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

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

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

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

RYBAT
SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER		
				036130		
SECTION A GENERAL						
1. NAME (Last) (First) (Middle) Florch, Daniel			2. DATE OF BIRTH 8-11-35	3. SEX M	4. GRADE (11-05)	5. SD D
6. OFFICIAL POSITION TITLE Opn Officer			7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/Br 3		8. CURRENT STATION Guayaquil	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT			
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input checked="" type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> SPECIAL (Specify): <input type="checkbox"/> REASSIGNMENT EMPLOYEE			
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) 13 May 1969 - 30 September 1969			
SECTION B PERFORMANCE EVALUATION						
<p>W - Weak Performance ranges from wholly 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.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>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 recognition.</p>						
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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).						
SPECIFIC DUTY NO. 1 Case Officer responsible for handling Base operations and assets targetted against hard- and soft-line communist activities in the coastal areas of Ecuador. DE 42						RATING LETTER S
SPECIFIC DUTY NO. 2 Case Officer responsible for the handling of three sensitive audio operations. He is also responsible for the translations, processing, and dissemination of the relevant intelligence info. DE 4						RATING LETTER S
SPECIFIC DUTY NO. 3 Case Officer of student assets targetted against the extreme leftist elements within student groups. DE 63						RATING LETTER P
SPECIFIC DUTY NO. 4 Development of new contacts and operations, including following up operational leads and recruitment pitches. DE 15						RATING LETTER P
SPECIFIC DUTY NO. 5 Case Officer responsible for writing his own intelligence disseminations prepared from information obtained from his agent assets. DE 16						RATING LETTER P
SPECIFIC DUTY NO. 6 Drafts operational correspondence, Project Renewals, and Progress Reports. DE 17						RATING LETTER S
OVERALL PERFORMANCE IN CURRENT POSITION						
Take into account everything 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.						RATING LETTER S

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide 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.

OCT 26 10 40 AM '69

This employee, a GS-09, arrived PCS at the **Guayaquil** Base on 13 May 1969 and has been under this Rater's supervision during this four and one-half month period. **Guayaquil** is his first overseas assignment with this Agency.

During this short reviewing period, this Officer has demonstrated a marked insight and knowledgeableness of the operations he has been assigned, and has provided a number of good ideas and suggestions for the betterment of these operations. Subject is proving to be a hard worker and has not complained of the many extra hours he has devoted to his operations. He has accepted responsibilities without hesitation and is not afraid to take on difficult tasks using initiative and ingenuity in their completion. This latter quality has been amply demonstrated when the Rater was unexpectedly confined to a hospital in the Panama Canal Zone for the full month of August 1969, leaving this employee solely responsible for the Base as the only inside Case Officer at the Base during this time. Rater's absence corresponded with a change in Case Officer PCS assignments at the Base, which left the Base temporarily depleted of Officers. During this period, Subject exhibited an ability and maturity expected of an officer of higher grade and greater field experience. He organized his increased workload in a

...Continued...

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
2 October 1969	/s/ Daniel Flores	
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
2 October 1969	Chief of Base	/s/ Neil Hinckley
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
This Officer has made a most impressive beginning in Guayaquil . He has in a few short months adapted to new tasks and a new environment with mature, if modest, assurance and a professional approach which speaks highly for the training and experience he has had. He has taken on, in the absence of the Chief of Base and other senior officers, responsibilities uncommon to an officer of his junior position, and he has handled them in a superior fashion. He and his wife have entered into their representational responsibilities with great enthusiasm and effectiveness, and I predict a most highly successful tour for him in Ecuador . Because he has shown a personal and professional competence beyond his grade level, it is strongly recommended that he be considered for promotion to GS-10 at the earliest opportunity.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
16 October 1969	Chief of Station	/s/ John S. Morgan

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				036130 ✓	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE
Flores Daniel			4 Aug 1935	M	GS-08
5. OFFICIAL POSITION TITLE			7. OFF/DIV/RR OF ASSIGNMENT	8. CURRENT STATION	
OPH Officer			DDP/WH/4	HQS	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input checked="" type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - To)		
			19 September 1968 - 30 April 1969		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly 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.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>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 recognition.</p>					
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 with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
Operations officer handling the Headquarters direction and support of FI projects and activities.					S
SPECIFIC DUTY NO. 2					RATING LETTER
Preparation of operational correspondence, dispatches, cables and special memoranda.					P
SPECIFIC DUTY NO. 3					RATING LETTER
Coordination of operational matters with other components and desks.					P
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<div style="position: absolute; left: 100px; top: 100px; transform: rotate(-15deg);"> 13 MAY 1969 <i>[Signature]</i> </div>					
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything 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.					P

SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS	
<p>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 basis for determining future personnel action. Manager 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.</p> <p>Mr. Flores did a fine job while he was assigned to the Chile desk. He had responsibility for a variety of FI projects, including several complex and sensitive ones, which he ably handled. He had a full workload and in addition to his assigned responsibilities he was given FI assignments of every type as they arose. On one occasion he was sent on an operational trip to New York City where he was to contact, assess and support a target personality. Owing to circumstances beyond his control nothing went as expected but Mr. Flores, acting alone, improvised and adapted to the situation. This is indicative of the initiative and eagerness he displayed in his desk work. He was willing to learn and he accepted guidance and instruction to the letter. In addition Mr. Flores writes well and this is always an asset.</p> <p>Mr. Flores is fluent in Spanish. It is my impression that if there is one thing that Mr. Flores wants to be that is a field case officer. He is now getting that chance. He will soon leave on an assignment to Ecuador. I have no doubt that he will do very well.</p> <p>Mr. Flores did not have any managerial duties.</p>			
SECTION D			
CERTIFICATION AND COMMENTS			
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
April 28, 1969	[Signature]		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
5 months			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
28 April 69	C/WH/4/Chile	[Signature] Robert Wiccha	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
I concur in the above assessment.			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
29 April 1969	Chief, WH/4	[Signature] Raymond A. Warren	

SECRET

STANDARDIZATION OF PERSONNEL REPORTS

1. NAME (LAST, FIRST, MIDDLE) Employee
Serial No.

FLORES, Daniel 07 036130
2. BASIC REPORT DATE OF REPORTING PERIOD
30 November 1968 17 December 1967 - 31 October 1968

3. This career trainee has been assigned in course of the Integrated Program with designation training in Clandestine Operations.

Detailed evaluations of his performance in each phase are contained in his Official Personnel Folder. Definition of the rating letter corresponds to that in Section B, Progress Report Form 4b (4-6-67).

OVERALL PERFORMANCE IN INTEGRATED PROGRAM Proficient

4. COMMENT AND RELEVANT OBSERVATIONS

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

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

27 NOV 1968

25 November 1968

John Gerry

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				030130	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE 5. SD
FLORES, Daniel			4 Aug 35	M	GS-05 D
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT 8. CURRENT STATION		
Intel Clerk			DDP/WH/COG WASH., D.C.		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
<input type="checkbox"/> SPECIAL (Specify)			<input checked="" type="checkbox"/> SPECIAL (Specify) Recommendation for Promotion		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
			1 February 1967-15 June 1967		
SECTION B PERFORMANCE EVALUATION					
<p>W - <u>Weak</u> Performance ranges from wholly 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.</p> <p>A - <u>Adequate</u> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - <u>Proficient</u> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - <u>Strong</u> Performance is characterized by exceptional proficiency.</p> <p>O - <u>Outstanding</u> 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 recognition.</p>					
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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
Performs intelligence operations support work in connection with Cuban CI operations in third countries. Assembles lead files, DEAS collates data on hand and additions information received in preparation for target analysis.					S
SPECIFIC DUTY NO. 2					RATING LETTER
Screens Cuban Spanish language publications for information of value in the branch counter espionage-counter intelligence records and for operational data.					S
SPECIFIC DUTY NO. 3					RATING LETTER
Conducts liaison between two contract agents and WH/COG/CICS and maintains the administrative records for these cases.					P
SPECIFIC DUTY NO. 4					RATING LETTER
Prepares translations from Spanish to English and English to Spanish of operational correspondence.					P
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything 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

FORM 45

USE PREVIOUS EDITIONS

SECRET

SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS	
<p>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 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.</p>			
<p>Mr. Flores is a part-time staff employee who works a maximum of 19½ hours per week while attending university full-time. In August 1967 he will obtain his bachelor's degree in political science. He will revert to full-time employment upon finishing his university studies and will be recommended to the Office of Training for admission in the CT class beginning November 1967.</p> <p>The limitations imposed by part-time employment have prevented us from assigning Mr. Flores to jobs within the branch such as the monitoring of active field cases which require close, daily attention. However, he is qualified for this type of duty. His performance in the duties described above is excellent. He accomplishes his tasks quietly and efficiently with a minimum of guidance from his supervisor. Because he is bi-lingual in Spanish and English he is of great use to the Branch in screening quickly and accurately materials which are of counter-intelligence interest.</p> <p>Mr. Flores agency work background, coupled with his formal education about to be completed and his own desire to make a career in intelligence make him an extremely valuable employee, one in whom the Agency should not hesitate to invest time and money for the advancement of his career training.</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1.		BY EMPLOYEE	
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
June 14, 1967	<i>[Signature]</i>		
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	
	DC/WH/COG/CICS	<i>[Signature]</i> Carl Trottin	
3.		BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICIAL			
<p>I would rate Mr. Flores essentially the same as Mr. Trottin. I wish to stress that, although young and inexperienced in intelligence work at the present time, the potential is certainly there. After CT training Mr. Flores should be a fine, dedicated and competent officer.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
	CAWH/COG/CICS	<i>[Signature]</i> Barry Mahoney	

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				036130	
SECTION A		GENERAL			
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
Flores Daniel		4 Aug 35	M	GS-05	D
6. OFFICIAL POSITION TITLE		7. OFF DIVISION OF ASSIGNMENT		8. CURRENT STATION	
Intel Clerk		DDP/WH/COG		WASH., D.C.	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT			
CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/>		X INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/>			
CAREER-PROVISIONAL (See Instructions - Section C)		ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE <input type="checkbox"/>			
SPECIAL (Specify):		SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.		12. REPORTING PERIOD (From - to)			
		1 April 66 - 31 Jan 67			
SECTION B		PERFORMANCE EVALUATION			
W - <u>Weak</u>		Performance ranges from wholly 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.			
A - <u>Adequate</u>		Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.			
P - <u>Proficient</u>		Performance is more than satisfactory. Desired results are being produced in a proficient manner.			
S - <u>Strong</u>		Performance is characterized by exceptional proficiency.			
O - <u>Outstanding</u>		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 recognition.			
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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
Conducts liaison between two contract agents and WH/COG/CICS					P
SPECIFIC DUTY NO. 2					RATING LETTER
Maintains files and handles administrative matters for these same two contract agents, including travel, housing, payments, etc.					P
SPECIFIC DUTY NO. 3					RATING LETTER
Prepares translations from Spanish to English and from English to Spanish					S
SPECIFIC DUTY NO. 4					RATING LETTER
Prepares material for input for the CUIS Machine Program					P
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything 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 helpers. 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.					RATING LETTER
					P

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

JAN 30 10 48 AM '67

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

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
	<i>[Signature]</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
5 months		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
26 January 67	Chief, WH/COG/CICS	<i>[Signature]</i> Harry T. Mahoney
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
Mr. Flores turns in a good piece of finished work and has demonstrated increasing ability as a Case Officer. As soon as he graduates I plan to recommend him for CT training. I have discussed the matter with him and he plans to make a career with the Agency which will be mutually advantageous to him and the Agency.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
30 Jan 67	Deputy Chief, WH/COG	<i>[Signature]</i> Earl Williamson

SECRET

SECRET

(When Filled In)

FITNESS REPORT			EMPLOYEE SERIAL NUMBER	
			036130	
SECTION A			GENERAL	
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX
FLORES, Daniel			4 Aug 35	M
4. GRADE			5. SO	
GS-05			D	
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT	
Intelligence Asst.			DDP/WH/C	
8. CURRENT STATION			Washington D.C.	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT	
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):	
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)	
30 April 1966			1 April 65 - 31 March 66	
SECTION B				
PERFORMANCE EVALUATION				
<p>W - <u>Weak</u> Performance ranges from wholly 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.</p> <p>A - <u>Adequate</u> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - <u>Proficient</u> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - <u>Strong</u> Performance is characterized by exceptional proficiency.</p> <p>O - <u>Outstanding</u> 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 recognition.</p>				
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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).				
SPECIFIC DUTY NO. 1				RATING LETTER
Conducts liaison between two contract agents and WH/COG/CICS				P
SPECIFIC DUTY NO. 2				RATING LETTER
Maintains files and handles administrative matters for these same two contract agents, including travel, housing, payments, etc.				P
SPECIFIC DUTY NO. 3				RATING LETTER
Prepares translations from Spanish to English and from English to Spanish				S
SPECIFIC DUTY NO. 4				RATING LETTER
Prepares material for input for the CUIS Machine Program				P
SPECIFIC DUTY NO. 5				RATING LETTER
SPECIFIC DUTY NO. 6				RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION				
Take into account everything 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.				RATING LETTER
				P

SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in <u>proper</u> 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 basis for determining future personnel action. Manner of performance of money or supervisory duties; and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. <u>At 30 PM 66</u></p>			
<p>Mr. Flores is a part-time staff employee who works a minimum of nineteen hours per week; he is also a full time college student in his senior year, majoring in political science and specializing in Latin American studies. Subsequent comments should be prefaced by the statement that Mr. Flores' overall performance of his assigned duties would be considerably more efficient if he were able to devote full time to his assignment. On the other hand, Mr. Flores is preparing himself academically for a useful career with the Agency and in the rater's opinion shows promise of becoming a very capable and competent officer.</p>			
<p>Mr. Flores is bilingual and has served very efficiently as a translator for the Branch. He has gained very valuable experience as a case officer in the handling of two contract agents of WH/COG/CICS and in doing so has demonstrated tact, sound judgment and a fine ability to handle people. Mr. Flores is very personable, intelligent and makes an excellent appearance. With the completion of his studies he should be able to make the transition from Intelligence Assistant to Junior Case Officer, which the rater heartily recommends.</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
30 November 1966	<i>[Signature]</i>		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
11 months			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
30 November 66	DC/WH/COG/CICS	<i>[Signature]</i> John A. Castoro	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>Mr. Flores has worked closely under my direct supervision in the handling of the two contract employees listed under Specific Duty No. 1 and 2. I concur with the rating of Mr. Castoro and can only emphasize that I believe Mr. Flores will make a good Case Officer and I plan to recommend him for CT status as soon as he is able to be with us full time.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
30 Nov 1966	Chief, WH/COG/CICS	<i>[Signature]</i> Harry T. Mahoney	

SECRET

SECRET

(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER	
SECTION A GENERAL						
1. NAME (Last) (First) (Middle) FLORES, Daniel			2. DATE OF BIRTH 4 Aug 35	3. SEX M	4. GRADE GS-05	5. SD D
6. OFFICIAL POSITION TITLE Intel Clerk			7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/COG		8. CURRENT STATION WASH., D.C.	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT			
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input checked="" type="checkbox"/> SPECIAL (Specify) Recommendation for Promotion			
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) 1 February 1967-15 June 1967			
SECTION B PERFORMANCE EVALUATION						
<p>W - Weak Performance ranges from wholly 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.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>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 recognition.</p>						
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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).						RATING LETTER
SPECIFIC DUTY NO. 1 Performs intelligence operations support work in connection with Cuban CI operations in third countries. Assembles lead files, collates data on hand and additions information received in preparation for target analysis.						S
SPECIFIC DUTY NO. 2 Screens Cuban Spanish language publications for information of value in the branch counter-espionage-counter intelligence records and for operational data.						S
SPECIFIC DUTY NO. 3 Conducts liaison between two contract agents and WH/COG/CICS and maintains the administrative records for these cases.						P
SPECIFIC DUTY NO. 4 Prepares translations from Spanish to English and English to Spanish of operational correspondence.						P
SPECIFIC DUTY NO. 5						RATING LETTER
SPECIFIC DUTY NO. 6						RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION						RATING LETTER
Take into account everything 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

SECRET

(When Filled In)

SECTION C			NARRATIVE COMMENTS		
<p>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 basis for determining future personnel action. Manager 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.</p>					
<p>Mr. Flores is a part-time staff employee who works a maximum of 19 1/2 hours per week while attending university full-time. In August 1967 he will obtain his bachelor's degree in political science. He will revert to full-time employment upon finishing his university studies and will be recommended to the Office of Training for admission in the CT class beginning November 1967.</p> <p>The limitations imposed by part-time employment have prevented us from assigning Mr. Flores to jobs within the branch such as the monitoring of active field cases which require close, daily attention. However, he is qualified for this type of duty. His performance in the duties described above is excellent. He accomplishes his tasks quietly and efficiently with a minimum of guidance from his supervisor. Because he is bi-lingual in Spanish and English he is of great use to the Branch in screening quickly and accurately materials which are of counter-intelligence interest.</p> <p>Mr. Flores agency work background, coupled with his formal education about to be completed and his own desire to make a career in intelligence make him an extremely valuable employee, one in whom the Agency should not hesitate to invest time and money for the advancement of his career training.</p>					
SECTION D			CERTIFICATION AND COMMENTS		
1. BY EMPLOYEE					
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT					
DATE	SIGNATURE OF EMPLOYEE				
June 14, 1967	<i>[Signature]</i>				
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			
	DC/WH/COG/CICS	<i>[Signature]</i> Carl Trettin			
3. BY REVIEWING OFFICIAL					
COMMENTS OF REVIEWING OFFICIAL					
<p>I would rate Mr. Flores essentially the same as Mr. Trettin, I wish to stress that, although young and inexperienced in intelligence work at the present time, the potential is certainly there. After CT training Mr. Flores should be a fine, dedicated and competent officer.</p>					
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE			
	C/WH/COG/CICS	<i>[Signature]</i> Harry Mahoney			

SECRET

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				036130	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) FLORES, Daniel			2. DATE OF BIRTH 4 Aug 35	3. SEX M	4. GRADE GS-05
5. SO D			6. OFFICIAL POSITION TITLE Intelligence Asst.		
7. OFF/DIV/BR OF ASSIGNMENT DDP/SAS			8. CURRENT STATION Washington D.C.		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):			<input checked="" type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P. 30 April 1965			12. REPORTING PERIOD (From- to-) 1 January 1964 - 31 March 1965		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly 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.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>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 recognition.</p>					
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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Served as interpreter for WH/SA counterintelligence operations officers and Office of Communications officers in training and briefing agents being prepared for dispatch to denied area (Cuba).					RATING LETTER S
SPECIFIC DUTY NO. 2 Assisted in the debriefing of a Cuban intelligence service defector.					RATING LETTER P
SPECIFIC DUTY NO. 3 Translated and participated in the preparation of agent S/W messages, cover letters, and OWVL messages.					RATING LETTER P
SPECIFIC DUTY NO. 4 Performed traces and research relating to counterintelligence operations and activities.					RATING LETTER S
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything 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.					RATING LETTER S

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

Mr. Flores was a particularly useful and versatile employee in the WH/SA counterintelligence operations unit. Although he had no operational training or previous operational experience, he learned rapidly and performed well the operational support type duties assigned to him. His fluent knowledge of the Spanish language, his willingness to learn and perform tedious tasks, and his conscientious approach to his work were important factors in his performance. His previous assignments in the RI Division and in WH/SA as a translator and in conducting name traces gave him a good background.

With respect to specific duty #3, on two separate operations in New York City Mr. Flores participated in the training and preparation of agents for dispatch to Cuba. In the first operation he interpreted for training in S/W, OWVL, W/T (medium speed) and related subjects. The second operation involved OWVL only. This experience enable Mr. Flores to perform duties (specific duty #3.) relating to communications with agents in Cuba.

Mr. Flores plans to continue his university education and attain a degree. Arrangements have been completed so that he may work in the Agency on a part time basis beginning in January 1965. He will attend classes at a local university as a full time student.

Mr. Flores was promoted from GS-04 to GS-05 on 16 March 1964. He has been performing duties at the GS-06 level, and he should be promoted.

(see page two)

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 6 April 1965	SIGNATURE OF EMPLOYEE <i>[Signature]</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 15 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 6 April 1965	OFFICIAL TITLE OF SUPERVISOR C/WH/SA/CI Ops (WH/C/RR/OS)	TYPED OR PRINTED NAME AND SIGNATURE <i>[Signature]</i> Richard Tansing
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL Concur.		
DATE 4.4.65	OFFICIAL TITLE OF REVIEWING OFFICIAL C. WH SA CI (WH C SP)	SIGNATURE OF REVIEWING OFFICIAL <i>[Signature]</i> Harold F. Swenson

SECRET

SECRET

- 2 -

Mr. Flores is cost conscious and effective in the use of space, equipment and funds.

Mr. Flores does not hold a supervisory position.

SECRET

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				036130	
SECTION A				GENERAL	
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH		3. SEX	4. GRADE 5. SO
FLORES Daniel		4 Aug. 1935		Male	GS-4 D
6. OFFICIAL POSITION TITLE		7. OFF. DIV. OR OF ASSIGNMENT		8. CURRENT STATION	
Translator		DDP/S.A.S.		Washington, D.C.	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT			
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):		<input type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input checked="" type="checkbox"/> SPECIAL (Specify): Promotion Recommendation		<input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE	
11. DATE REPORT DUE IN O.P.		12. REPORTING PERIOD (From - to)			
		10 June 1963 to 6 December 1963			
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly 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.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>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 recognition.</p>					
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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
Translates material from Spanish to English and vice-versa. Translates agent messages.					S
SPECIFIC DUTY NO. 2					RATING LETTER
Performs name traces, analyses, extracts and summarizes obtained information.					P
SPECIFIC DUTY NO. 3					RATING LETTER
Prepares and initiates requests for operational clearances.					P
SPECIFIC DUTY NO. 4					RATING LETTER
Writes and prepares dispatches, cables and memoranda.					A
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything 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.					RATING LETTER
					P
30 DEC 1963					

SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS	
<p>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 basis for determining future personnel action. <u>Manner of performance of managerial or supervisory duties must be described, if applicable.</u></p> <p>Mr. Flores entered on duty with Special Affairs Staff in June 1963. Due to his proficiency in Spanish he was assigned to translating duties and immediately proved to be an invaluable asset to this office as well as to the Staff as a whole. He worked many late hours and weekends helping to facilitate the flow of translations from this office to the different components within SAS. His performance of these duties can best be characterized as "exceptional" in all degrees.</p> <p>Mr. Flores expressed a desire to move into a position of greater responsibility and this request was readily granted approximately one month ago. He is currently being trained as an intelligence assistant in Ops Support functions and his performance to date has been excellent. In his new duties Mr. Flores requires very little supervision. This can be attributed in part to his degree of intelligence as well as the background he obtained for his present duties while assigned to his previous job in RID/INDEX. Mr. Flores spent approximately one year in his former job and the knowledge he brought with him resulting to name tracing procedures has enabled him to grasp the duties of his new position quite rapidly.</p> <p>As a means of furthering his education Mr. Flores is attending American University at night. He has expressed a desire to obtain some agency training and would like very much to be enrolled in the Intelligence Orientation Course as soon as possible.</p> <p>Mr. Flores entered the agency as a GS-4 in March 1962. It is strongly recommended that he be promoted at the earliest possible date to a GS-5.</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, D, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
17 Dec 1963	Daniel Flores <i>Daniel Flores</i>		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
5 Months			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
17 Dec 1963	CHIEF, SAS/ICS	JOSEPH A. MOUGHAN <i>Joseph A. Moughan</i>	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>I agree with the assessment of the supervisor, concur in his decision to move Mr. Flores into a position of greater responsibility, and I support the recommendation that Mr. Flores be promoted.</p> <p>Attached is a formal recommendation.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
17 Dec 1963	CHIEF, SAS/INTL	JOHN K. KING <i>John K. King</i>	

SECRET

~~SECRET~~
~~When Filled In~~

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				036130	
SECTION A		GENERAL			
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
FLORES Daniel		1935	M	GS-4	D
6. OFFICIAL POSITION TITLE		7. OFFICIAL BR OF ASSIGNMENT		8. CURRENT STATION	
File Clerk		OPEB/HID/RE/TN		Hdqrs.	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT			
CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/>		INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/>			
XX CAREER-PROVISIONAL (See instructions - Section C)		XX ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE <input type="checkbox"/>			
SPECIAL (Specify):		SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.		12. REPORTING PERIOD (From - to)			
30 April 1963		13 December 1962 - 31 March 1963			
SECTION B		PERFORMANCE EVALUATION			
W - <u>Weak</u>		Performance ranges from wholly 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.			
A - <u>Adequate</u>		Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.			
P - <u>Proficient</u>		Performance is more than satisfactory. Desired results are being produced in a proficient manner.			
S - <u>Strong</u>		Performance is characterized by exceptional proficiency.			
O - <u>Outstanding</u>		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 recognition.			
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 with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
Conducts name traces in the Main Index of the Records Integration Division.					S
SPECIFIC DUTY NO. 2					RATING LETTER
Fulfills daily and weekly maintenance duties required of all name checkers; e.g., filing, auditing and refiling.					P
SPECIFIC DUTY NO. 3					RATING LETTER
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything 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.					RATING LETTER
					S

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective 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 basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

APR 23 4 13 PM '63

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

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

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

10 April 1963

SIGNATURE OF EMPLOYEE

James J. Riley, Jr.

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

10 months

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

10 April, 1963

OFFICIAL TITLE OF SUPERVISOR

Deputy Chief, RID/EL (H/S)

TYPED OR PRINTED NAME AND SIGNATURE

James J. Riley, Jr.
JAMES J. RILEY, JR.

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE

14 April 1963

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, RID/Index

TYPED OR PRINTED NAME AND SIGNATURE

Aurey L. Posky
AUREY L. POSKY

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				036130	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) FLORES, Daniel			2. DATE OF BIRTH 14 Aug 1935	3. SEX M	4. GRADE GS-4
5. OFFICIAL POSITION TITLE File Clerk			7. OFF/DIV/BR OF ASSIGNMENT OPGER/HID/RE	8. CURRENT STATION Hdqs.	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input checked="" type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) SPECIAL (Specify):			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P. 12 January 1963			12. REPORTING PERIOD (From- to) 12 March 1962 - 12 December 1962		
SECTION B PERFORMANCE EVALUATION					
W - Weak Performance ranges from wholly 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. A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence. P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner. 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 recognition.					
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 with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).					RATING LETTER
SPECIFIC DUTY NO. 1 Performs name traces of personal and impersonal subjects in the RI/Index.					3
SPECIFIC DUTY NO. 2 Fulfills daily and weekly requirements of maintenance duties; e.g., filing, purging, auditing, and screening of index cards.					P
SPECIFIC DUTY NO. 3					RATING LETTER
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					RATING LETTER
Take into account everything 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.					P

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

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

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

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

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

3 January 1963

SIGNATURE OF EMPLOYEE

Manuel Flores

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

7 months

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

3 January 1963

OFFICIAL TITLE OF SUPERVISOR

Deputy Chief, RID/IN (S/S)

TYPED OR PRINTED NAME AND SIGNATURE

James J. Raley, Jr.
JAMES J. RALEY, Jr.

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I fully concur in the above evaluation.

DATE

3 January 1963

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, RID/Index

TYPED OR PRINTED NAME AND SIGNATURE

Aubrey L. Joney
AUBREY L. JONEY

SECRET

SECRET

(When Filled In)

TRAINING EVALUATION--CLERICAL INDUCTION

SECTION I IDENTIFYING INFORMATION

NAME OF STUDENT FLORES, Daniel	SEX M	DATES OF ATTENDANCE 12-23 March 1962
DATE OF BIRTH 4 August 1935	FOU DATE 12 March 1962	TITLE AND GRADE File Clerk GS-4

SECTION II CHARACTERISTICS OF THE COURSE

Each course subject is taught daily for a 5-day period. Students who do not meet Agency standards in shorthand and/or typewriting within this 5-day period receive further instruction in an attempt to meet the established qualifications. The second week of geography instruction is given to students who have not been assigned to their positions. It is possible that not all students will be assigned to every course subject.

SECTION III OBJECTIVES

To meet the typewriting criterion based on the scale on the reverse of this page. (For qualification, students must meet this requirement once.)
 To take dictation at 80 words a minute for 3 minutes and to transcribe with 5 or fewer errors in not more than 20 minutes. (For qualification, students must meet this requirement once.)
 To recognize errors in grammar and in punctuation and capitalization.
 To study the politics and the geography of countries of Europe and Asia. (These continents are covered in alternate weeks.)
 To receive instruction in typing of reproduction masters, making erasures, caring for the typewriter, and utilizing typing shortcuts.
 To become familiar with the system of filing as outlined in the Agency's "Handbook for Subject Filing."

SECTION IV QUALIFICATION IN SKILLS

COURSE PERFORMANCE				QUALIFICATION		
				QUALIFIED		NOT QUALIFIED
				IN COURSE	AT 100	
TYPENRITING	WPM 44	ERRORS 15	RET 29			X
SHORTHAND	WPM	ERRORS				

SECTION V RATINGS

Agency samplings of students' ratings indicate the percentage distribution as noted below. This trainee's rating is marked by the asterisk.

SUBJECT	POOR	FAIR	SATISFACTORY	EXCELLENT
GRAMMAR	4%	16% *	51%	29%
PUNCTUATION AND CAPITALIZATION	20% *	27%	41%	12%

EXCELLENT - - - thorough knowledge of material presented and above-average performance in meeting course goals.
 SATISFACTORY - - - average knowledge of material presented and adequate performance in meeting course goals.
 FAIR - - - - - borderline knowledge of material presented and limited performance in meeting course goals.
 POOR - - - - - inadequate knowledge of material presented and unsatisfactory performance in meeting course goals.

SECTION VI FAMILIARIZATION LECTURES

<input checked="" type="checkbox"/> GEOGRAPHY OF EUROPE	<input type="checkbox"/> GEOGRAPHY OF ASIA	<input checked="" type="checkbox"/> AGENCY FILING SYSTEM	<input checked="" type="checkbox"/> OFFICE PRACTICE
---	--	--	---

SECTION VII COMMENTS

This student was assigned to the class in typewriting at his own request. Because it is not necessary for an individual whose job title is File Clerk to meet Agency standards in typewriting, he was released from training when his final processing was completed.

CONTINUE COMMENTS ON REVERSE SIDE ☐ OVER

FOR THE DIRECTOR OF TRAINING:

SIGNATURE OF CHIEF, CLERICAL INDUCTION TRAINING

MARY J. KEEK

Mary J. Keek

SECRET

(When Filled In)

<u>GROSS WORDS</u>	<u>ERRORS</u>	<u>NET WORDS</u>	<u>GROSS WORDS</u>	<u>ERRORS</u>	<u>NET WORDS</u>
45	5	40	63	14	49
46	6	40	64	14	50
47	6	41	65	15	50
48	7	41	66	15	51
49	7	42	67	16	51
50	7	43	68	16	52
51	8	43	69	16	53
52	9	43	70	16	54
53	9	44	71	17	54
54	9	45	72	18	54
55	10	45	73	18	55
56	10	46	74	19	55
57	10	47	75	19	56
58	10	48	76	20	56
59	11	48	77	20	57
60	12	48	78	20	58
61	12	49	79	21	58
62	13	49	80	21	59

This scale conforms to that used by the Civil Service Commission. The number of errors indicated after the gross is the maximum permissible for that specific number of gross words typed; i.e., an individual who types 60 words per minute would be allowed no more than 12 errors in a 10-minute typewriting test.

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14-00000

SECRET
(When Filled In)

REPORT OF TEST RESULTS (CLERICAL SKILLS)

NAME FLORES, Daniel (NMI)	TITLE AND GRADE File Clerk GS-4	DATE OF BIRTH 4 August 1935
DATE 14 March 1962		PERSONNEL OFFICER - IAS

AGENCY STANDARDS

TYPEWRITING The typewriting criterion is based on the scale on the reverse of this page.

SHORTHAND Dictation at 80 words a minute for three minutes and the transcription of the dictated material with five or fewer errors in not more than twenty minutes.

EXAMINEE'S RATINGS

TYPEWRITING: WAM 43 Errors 14 Net 27 Qualified: Yes _____ No X

SHORTHAND: WAM _____ Errors _____ Qualified: Yes _____ No _____

REMARKS: Training in typewriting recommended if he so desires. It is not necessary for his job title.

MARY J. MEYER
CHIEF, CLERICAL INDUCTION TRAINING

SECRET

CONFIDENTIAL

(When Filled In)

THIS INFORMATION IS FOR AUTHORIZED PERSONS ONLY TEST SCORES ARE NOT TO BE REVEALED TO EXAMINEE

**OFFICE OF TRAINING, ASSESSMENT AND EVALUATION STAFF
EVALUATION OF TEST RESULTS (CLERICAL)**

DATE

18 March 1962

NAME

FIOROS, Daniel (JCE)

GRADE AND POSITION

GS-11 File Clerk

PERSONNEL OFFICER

TAC

TEST RESULTS ARE AN INTEGRAL PART OF THE FACT FINDING PHASE OF MOST PERSONNEL OPERATIONS. EVALUATION OF THESE MEASUREMENTS IN RELATION TO OTHER FACTUAL MATERIAL IN THE PERSONNEL RECORD PROVIDES ONE OF THE BASIS FOR THE SELECTION AND PLACEMENT OF APPLICANTS AND FOR COUNSELING WITH NEW EMPLOYEES. HOWEVER, THE DECISION AS TO WHETHER AN INDIVIDUAL CAN AND WILL PERFORM THE DUTIES OF A SPECIFIC JOB MUST REST ON THE JUDGMENT OF THE RECRUITER OR PLACEMENT OFFICER, WHO CONSIDERS ALL ASPECTS OF THE INDIVIDUAL'S ABILITY, BACKGROUND, AND PERSONALITY IN RELATION TO THE REQUIREMENTS OF THE AGENCY.

THIS REPORT EVALUATES THE SUBJECT'S PERFORMANCE BY COMPARING HIS SCORES WITH THOSE OF A NATIONWIDE GROUP OF TWELFTH GRADE STUDENTS OF THE SAME SEX. SPECIFIC APTITUDES ARE IDENTIFIED BY USING A VARIETY OF TESTS RANGING FROM WORK SAMPLES OF FILING AND CHECKING TO MEASURES OF REASONING ABILITY. IN EVALUATING THESE TEST SCORES FOUR GENERAL CONCEPTS SHOULD BE KEPT IN MIND: (1) TESTS ARE MORE EFFECTIVE IN SCREENING OUT POTENTIAL FAILURES THAN IN IDENTIFYING THOSE WHO WILL PERFORM SUCCESSFULLY. (2) PERSONS WHOSE SCORES ARE PREDOMINANTLY IN THE LOWEST 16% ORDINARILY ARE NOT SUITED FOR OFFICE WORK. (3) MOST JOBS DO NOT REQUIRE HIGH SCORES ON ALL TESTS, BUT HAVE A RANGE WITHIN WHICH PEOPLE CAN DO THE WORK EFFECTIVELY AND TEND TO REMAIN ON THE JOB. (4) EFFICIENCY IN PLACEMENT NECESSITATES MATCHING THE JOB AND THE INDIVIDUAL; BOTH THOSE WHO ARE OVERQUALIFIED AND THOSE WHO ARE UNDERQUALIFIED ARE LIKELY TO QUIT.

A DESCRIPTION OF THE SIX TESTS IN THE BATTERY IS GIVEN ON THE BACK OF THIS FORM. IN CASES WHERE THE PATTERN OF THE TEST SCORES APPEARS TO INDICATE APTITUDE IN PARTICULAR AREAS THIS WILL BE NOTED IN THE REMARKS SECTION. WHERE RESEARCH STUDIES HAVE BEEN CONDUCTED ON THE RELATIONSHIP OF THE TESTS TO JOB PERFORMANCE THESE COMMENTS WILL RELATE TO SPECIFIC JOBS. THIS SECTION MAY ALSO INCLUDE A BRIEF ANALYSIS OF THE INDIVIDUAL'S POTENTIAL IN RELATION TO HIS INTERESTS AND BACKGROUND.

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

NAME OF TEST	VERY LOW		LOW		AVERAGE		HIGH		VERY HIGH	
	25	50	75	100	125	150	175	200	225	250
CLERICAL SPEED AND ACCURACY							✓			
SPELLING							✓			
SENTENCES					✓					
NUMERICAL ABILITY						✓				
ABSTRACT REASONING						✓				
VERBAL REASONING					✓					

REMARKS:

Mr. Fiores should be referred for P&TB, preferably while he is still in the TAC.

REPRODUCTION OF ADVICE TESTS ARE GIVEN ON REVERSE SIDE OF THIS REPORT

FORM 267a

CONFIDENTIAL

147-001

CONFIDENTIAL *When Filled In*

CERTIFICATION OF LANGUAGE PROFICIENCY IN <u>Spanish A</u>						DATE PREPARED: <u>4-1-80</u>	
SSN		NAME (Last-First-Middle)		DATE OF BIRTH		GRADE	DIVISION
TYPE CHANGE	LANG CODE	READING*	SPEAKING*	UNDERSTANDING*	DATE TESTED	TYPE TEST	
41610	426230	Flores, Daniel	<input type="checkbox"/>	35	8	4	13
C	PL18	+	5	5	80	2	20
*SEE BACK FOR PROFICIENCY LEVEL DEFINITIONS							
REMARKS <u>Outside Test.</u>							
<div data-bbox="586 893 906 1146" data-label="Text"> <p>CERUAL SYSTEM Updated APR 4 1980 By: <i>[Signature]</i></p> </div>				<div data-bbox="980 1029 1305 1178" data-label="Text"> <p>CERTIFICATION OF PROFICIENCY <i>[Signature]</i> CHIEF OF TESTING/LS TEST NUMBER <u>42001</u></p> </div>			

FORM 1273 OBSOLETE PREVIOUS EDITIONS

CONFIDENTIAL

REV 40 YNS PR DATE PREPARED
JAN 84C9.2 BY 611254

10-48

PART 1 - INFO SYS BR.

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE				
DO NOT COMPLETE FOR HEADQUARTERS USE ONLY				
NAME OF EMPLOYEE		DATE (Month Year)		NAME OF ASSIGNATION
Daniel Flores		22 May 79		Lawrence Sternfield
DATE RECEIVED AT HEADQUARTERS		SPATIAL NUMBER		DATE RECEIVED BY CARRIER SERVICE
5 June 1979		JMMAT-14447		HOME BASE COMPONENT
DATE OF BIRTH		CURRENT POSITION AND GRADE		STATION OR BASE
4 Aug 35		Ops Officer, GS-13		Mexico City
SERVICE DESIGNATION		CURRENT COVER		
DQG				
TO BE COMPLETED BY EMPLOYEE				
1A. DATE OF PCS ARRIVAL IN FIELD	1B. REQUESTED DATE OF DEPARTURE	1C. EXPECTED DATE OF FIRST CHECK-IN AT HQ	1D. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE	
February 1978	Operations Officer GS-13	SEE 6A	SEE 6A	
2. NUMBER AND AGE OF DEPENDENTS WHO WILL TRAVEL WITH YOU:				
Spouse - 43 Daughter - 5				
3. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:				
Child's schooling				
4. LIST YOUR MAJOR DUTIES DURING CURRENT ASSIGNMENT (see special note on Transmittal form).				
Liaison Officer in charge of an 18-man unit.				
5. TRAINING DESIRED INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS				
Training in a third language. Additional management training offered either by the Agency or by a private institution. Consideration for an appointment to a War College.				

SECRET

As noted in 1B below, my first choice for my next assignment is that of Chief of Base in Barcelona, Spain, or Chief of Base in Latin America. I have served three tours overseas and a four-year tour at Headquarters in Cuban Operations. In the past ten years I have gained experience in technical operation, operations related to the priority and hard targets and, prior to my assignment to Mexico City, as supervisor of one of the four branches in Cuban Operations. In Mexico City my responsibilities consist of the supervision and administration of an 18-man unit composed of Mexican nationals which I manage and direct operationally in coordination with the Government of Mexico. I have been in Mexico City fifteen months.

Should the Chief of Base position in Barcelona become available in the summer of 1980 or 1981 and this job is offered to me, I would be

48. INDICATE IN 500-500-001 TO EXTEND YOUR CURRENT TOUR BY INDICATING IN APPROPRIATE BOX. PLEASE INCLUDE YOUR DESIRE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100. PLEASE SEE 6A.

- ☐ EXTEND TOUR 4-10 MONTHS AT CURRENT STATION TO depending on next assignment (insert)
- ☐ BE ASSIGNED TO POST FOR A TOUR OF DUTY. INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.
1ST CHOICE War College 2ND CHOICE Management 3RD CHOICE Headquarters Tour
- ☐ BE ASSIGNED TO ANOTHER FIELD STATION. INDICATE GEOGRAPHIC AREA OR SPECIALIZATION.
1ST CHOICE Barcelona 2ND CHOICE COB Latin Am 3RD CHOICE Washington, D.C.
- ☐ RETURN TO MY CURRENT STATION.

PREPARE UPDATING OF PERSONAL SECURITY INFORMATION IN ACCORDANCE WITH DDI-F 240-B AND FORWARD UNDER SEPARATE COVER. INDICATE DATE FORWARDED OR TO BE FORWARDED.

TO BE COMPLETED BY FIELD STATION

49. 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.

Based upon Subject's experience both prior to and during his current tour, his requests for assignment as stated by him are very reasonable. I fully endorse his requests.

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

50. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.

DATE _____ SIGNATURE _____

FOR USE BY CAREER SERVICE

51. APPROVED ASSIGNMENT

52. EMPLOYEE NOTIFIED BY _____ DATE _____
CABLE NO. _____ FAX NO. _____

CAREER SERVICE REPRESENTATIVE _____ DATE _____

SECRET

S E C R E T

CA Continued. . .

amenable to an extension in Mexico City for a period of 12 to 16 months depending on the timing of the assignment. If I were to be assigned to a country where an additional language is needed, time for language training should be taken into consideration.

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

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

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

S E C R E T

ADMINISTRATIVE
Internal Use Only

C 10

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.

NAME

LAST

FIRST

MIDDLE

1-6

(Print)

7-24

036130

Flores

Daniel

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (OHP only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 59, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR				
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	37 38 39		40-42
0	2	1	5	7	8		1	Mexico	4 5 0

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR				
25-26	27-28	29-30	31-32	33-34	35-36	1 - TDY (Basic) 4 - CORRECTION 5 - CANCELLATION	37 38 39		40-42

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

IN 0326885

DOCUMENT DATE PERIOD

2/15/78

REMARKS

PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DCB	DATE	SIGNATURE
C & L DIVISION, CYRO.	2/23/78	
C & P DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 1451a

ADMINISTRATIVE-Internal Use Only

(4-10)

Return to [unclear]
by 16 Jan

CONFIDENTIAL
(When Filled In)

NOTE TO OUTGOING PCS TRAVELERS

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

MEMORANDUM OF UNDERSTANDING

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

DANIEL FLORES

NAME
(Please Print)

[Signature]

SIGNATURE

Jan 30, 1978

DATE

FORM 3661
5-74

CONFIDENTIAL

E2, IMPDET CL. BY: 007622 (4)

CONFIDENTIAL
(When Filled In)

NOTE TO OUTGOING PCS TRAVELERS

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

MEMORANDUM OF UNDERSTANDING

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

Daniel Flores

NAME
(Please Print)

[Signature]

SIGNATURE

14 Nov. 1977

DATE

FORM 3661
5-74

CONFIDENTIAL

E2, IMPDET CL. BY: 007622 (4)

SECRET
(When Filled In)

SERVICE ABROAD AGREEMENT

I. GENERAL

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

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

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

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

NAME OF EMPLOYEE

Daniel Flores

50

D

II. TOUR OF DUTY ABROAD

1. NAME OF POST OF ASSIGNMENT

Mexico City

2. PERIOD OF SERVICE ABROAD AS PRESCRIBED IN A, B, OR C BELOW

A. STANDARD TOUR OF DUTY OF 24 MONTHS

XX

C. NONSTANDARD TOUR OF DUTY OF _____ MONTHS FOR THIS TOUR ONLY FOR THE EMPLOYEE SIGNING THIS AGREEMENT. (See HR 20-18)

REQUESTED (When Offered)

OPERATING OFFICIAL

B. NONSTANDARD TOUR OF DUTY OF _____ MONTHS PREVIOUSLY APPROVED PER HR 20-18.

OPERATING OFFICIAL

J. H. H. P. CJA/PERS

CONCUR

CARLIS SERVICE

REPLY BY RETURN

APPROVED

DIRECTOR OF PERSONNEL

III. PERMANENT PLACE OF RESIDENCE

3. YOUR "PERMANENT PLACE OF RESIDENCE" IS A PLACE TO WHICH ALLOWABLE TRAVEL AND TRANSPORTATION EXPENSES WILL BE AUTHORIZED IN CERTAIN CIRCUMSTANCES PURSUANT TO HR 22. ITS DESIGNATION WILL BE KEPT IN YOUR OFFICIAL PERSONNEL FOLDER.

4. IN REQUESTING YOUR PERMANENT PLACE OF RESIDENCE IN ITEM 5 ON THE SERVICE ABROAD AGREEMENT (FORM HR 22-3) NORMALLY INDICATES THE PLACE WHERE YOU PERMANENTLY DESIRE TO BE LOCATED AFTER YOUR ASSIGNMENT OR THE COMPLETION OF YOUR TOUR OF DUTY ABROAD. IF YOU ARE TRANSFERRED TO A POST OUTSIDE THE UNITED STATES, YOU WILL BE REQUIRED TO REIMBURSE THE GOVERNMENT FOR ALL EXPENSES IT INCURS IN THE TRAVEL AND TRANSPORTATION OF YOU, YOUR DEPENDENTS, YOUR HOUSEHOLD AND PERSONAL EFFECTS TO YOUR POST. IF YOU ARE TRANSFERRED TO A POST OUTSIDE THE UNITED STATES, YOU WILL BE REQUIRED TO REIMBURSE THE GOVERNMENT FOR ALL EXPENSES IT INCURS IN THE TRAVEL AND TRANSPORTATION OF YOU, YOUR DEPENDENTS, YOUR HOUSEHOLD AND PERSONAL EFFECTS TO YOUR POST. IF YOU ARE TRANSFERRED TO A POST OUTSIDE THE UNITED STATES, YOU WILL BE REQUIRED TO REIMBURSE THE GOVERNMENT FOR ALL EXPENSES IT INCURS IN THE TRAVEL AND TRANSPORTATION OF YOU, YOUR DEPENDENTS, YOUR HOUSEHOLD AND PERSONAL EFFECTS TO YOUR POST.

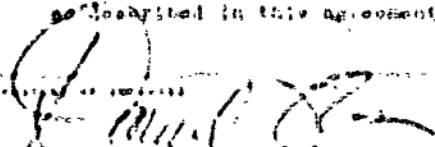
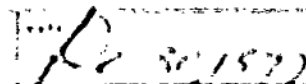
FORM 3154

SECRET

11 JAN 1964

11 JAN 1964

SECRET
(when filled in)

5. PHYSICAL DWELLING PLACE (Permanent Place of Residence unless address in item 6 is approved in lieu thereof) FULL ADDRESS <div style="border: 1px solid red; padding: 2px; display: inline-block; color: red; font-weight: bold;">8151 LARKIN LANE</div> VIENNA, VIRGINIA 22180		6. OTHER PLACE REQUESTED (Requested Permanent Place of Residence if different from item 5) FULL ADDRESS 	
DEPUTY DIRECTOR <div style="font-family: cursive; font-size: 1.2em;">Roy L. Helmerich</div>		CONCUR DEPUTY DIRECTOR 	
APPROVED DATE <div style="font-family: cursive; font-size: 1.2em;">11/9/78</div>		APPROVED DATE 	
IV. HOME LEAVE POINT			
7. AMONG THE PLACES YOU MAY REQUEST AS A HOME LEAVE POINT ARE: YOUR PERMANENT PLACE OF RESIDENCE SHOWN ABOVE, HEADQUARTERS AREA, AND WHERE YOUR CHILDREN, PARENTS, PARENTS-IN-LAW, BROTHERS, SISTERS, BROTHERS-IN-LAW, OR SISTERS-IN-LAW RESIDE.			
8. YOU MAY REQUEST FOR APPROVAL SOME OTHER POINT SUBJECT TO THE PROVISIONS OF HR 20-308(3)(C). THE REQUEST MUST BE ACCOMPANIED BY A MEMORANDUM EXPLAINING THE CIRCUMSTANCES.			
9. DESIGNATION PER ITEM 7 ABOVE FULL ADDRESS <div style="font-family: cursive; font-size: 1.2em;">PORTLAND, OREGON</div>		10. DESIGNATION PER ITEM 8 ABOVE. FULL ADDRESS 	
RELATIONSHIP OF RELATIVE AT HOME LEAVE POINT <div style="font-family: cursive; font-size: 1.2em;">IN-LAWS</div>		CONCUR DEPUTY DIRECTOR 	
APPROVED DATE <div style="font-family: cursive; font-size: 1.2em;">11/9/78</div>		APPROVED DATE 	
EMPLOYEE CERTIFICATION			
I have read and understand my service obligations and travel entitlements as specified in this agreement. <div style="display: flex; justify-content: space-between; margin-top: 20px;"> <div style="font-family: cursive; font-size: 1.5em; width: 40%;">  </div> <div style="font-family: cursive; font-size: 1.5em; width: 40%;">  </div> </div>			

SECRET

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO.		NAME							
LAST		FIRST	MIDDLE						
1-4	(Print)	7-24							
036130	FLORES	DANIEL							
INSTRUCTIONS									
USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. '80. REVISED.									
PCS DATES OF SERVICE									
ARRIVAL O/S			DEPARTURE O/S	TYPE OF DATA		O/P USE ONLY	COUNTRY		
MONTH	DAY	YEAR	MONTH	DAY	YEAR	CODE		CODE	
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	27 28 29	40-42	
TDY DATES OF SERVICE									
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY	AREA(S)
MONTH	DAY	YEAR	MONTH	DAY	YEAR	CODE		CODE	
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	27 28 29	40-42	
03	08	77	03	11	77	2		CANADA	120
OFFICE OF PERSONNEL USE ONLY - PUNCH AREA									
SOURCE DOCUMENT AND CERTIFICATION									
TRAVEL VOUCHER				DISPATCH					
CABLE				DUTY STATUS OR TIME AND ATTENDANCE REPORT					
OTHER (Specify)									
DOCUMENT IDENTIFICATION NO.				DOCUMENT DATE/PERIOD					
6A 10-77				3/8-3/11/77					
REMARKS									
PREPARED BY		REPORT SUBMITTED ON		SOURCE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT FILED					
DATE		DATE		SIGNATURE					
3/11/77		3/11/77		[Signature]					
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER									

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.

NAME

LAST

FIRST

MIDDLE

(Print)

(Print)

036130

FLORES

DANIEL

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 96, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR				
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	37 38 39		40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR				
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37 38 39		40-42
02	04	77	02	06	77	2		WESTERN HEMISPHERE	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. LA 10-77 DOCUMENT DATE/PERIOD 2/3-2/6/77

REMARKS

PREPARED BY DATE	REPORT SUBMITTED TO CONTROL DIVISION	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
<input checked="" type="checkbox"/> D. A. DIVISION, 4700	DATE <u>4/1/77</u>	SIGNATURE <u>Mike M. Mangan</u>

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

10514

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10-101

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. 1-8	NAME		
	LAST (Print)	FIRST 7-24	MIDDLE
036130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR				
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION	37	38 39	40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR				
25-26	27-28	29-30	31-32	33-34	35-36	1 - TDY (Basic) 2 - CORRECTION 3 - CANCELLATION	37	38 39	40-42
04	12	77	04	15	77		2	CANADA	120

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS, OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. LA 10-77	DOCUMENT DATE/PERIOD 4/12 - 4/15/77
REMARKS	

PREPARED BY DATE	<input checked="" type="checkbox"/> REPORT SUBMITTED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
SIGNATURE 7/14/77	SIGNATURE Mike M... ..	

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

14510

ADMINISTRATIVE-Internal Use Only

(4-10)

CONFIDENTIAL

(When filled in)

RESIDENCE AND DEPENDENCY REPORT

AN ORIGINAL OF THIS FORM WILL BE EXECUTED BY EACH EMPLOYEE AT THE TIME OF HIS APPOINTMENT AND WHEN A CHANGE OCCURS IN THE INFORMATION GIVEN BELOW. ITEMS OF CHANGE MAY BE REPORTED IN THE APPROPRIATE BLOCKS WITHOUT COMPLETING THE REMAINDER OF THE FORM EXCEPT THE EMPLOYEE'S SIGNATURE AND DATE. WHEN EXECUTING ITEM 4 ALSO COMPLY WITH HRP 20-7 PERSONNEL EMERGENCY AND EVACUATION RECORDS. THIS FORM WILL BE COMPLETED ONLY BY HEADQUARTERS PERSONNEL AND NOT SENT TO THE FIELD. FORM WILL BE FILED IN THE EMPLOYEE'S OFFICIAL PERSONNEL FOLDER.

GENERAL

NAME OF EMPLOYEE (Last) (First) (Middle)
Flores Daniel

1. MARITAL STATUS (Check one)

☐ SINGLE ☒ MARRIED ☐ SEPARATED ☐ DIVORCED ☐ WIDOWED ☐ ANNULLED
 IF MARRIED, PLACE OF MARRIAGE: **Lima, Peru** DATE OF MARRIAGE: **18 Nov 1960**
 IF DIVORCED, PLACE OF DIVORCE DECREE: **N/A** DATE OF DECREE:

2. MEMBERS OF FAMILY

NAME OF SPOUSE	ADDRESS (No., Street, City, State, Zip Code)	TELEPHONE NO.
Dorothy A. Flores	8151 Larkin La. Vienna, Va. 22180	573-0797
NAME OF CHILDREN	ADDRESS	DATE OF BIRTH
Zola Marie Flores	8151 Larkin La. Vienna, Va. 22180	F 15 Mar 74

NAME OF FATHER (or male guardian)	ADDRESS	TELEPHONE NO.
Jose S. Flores	Box 39 Gonzales, Texas 78629	512-672-6061
NAME OF MOTHER, INCLUDING MARIEN NAME (or female guardian)	ADDRESS	TELEPHONE NO.
N/A		

WHAT MEMBERS OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.

None

3. OTHER RELATIVES WHO ARE DEPENDENT UPON ME FOR AT LEAST 51% OF THEIR SUPPORT AND MEET OTHER REQUIREMENTS IN TRAVEL REGULATIONS (HR 22-15). SPECIFY NAMES AND RELATIONSHIPS.

NAME	DATE OF BIRTH	RELATIONSHIP
N/A		

4. PERSON RESIDING IN U.S. TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Last, First, Middle)	RELATIONSHIP
Mr. Vicente Patlan	Brother-in-law
HOME ADDRESS (No., Street, City, State, Zip Code) AND NAME OF EMPLOYER, IF APPLICABLE	HOME TELEPHONE NUMBER
627 S. River St., Seguin, Texas 78155	512-379-1087
BUSINESS ADDRESS (No., Street, City, State, Zip Code) AND NAME OF EMPLOYER, IF APPLICABLE	BUSINESS TELEPHONE NO. EXTENSION
Seguin School District	

IS THE INDIVIDUAL NAMED ABOVE SITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.)

Department of State

IS THE INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPABLE? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)

Dorothy A. Flores - 8151 Larkin Lane, Vienna, Va. 22180

DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.)

The persons named in item 2 or 3 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 6 ON THE REVERSE SIDE OF THIS FORM.

CONFIDENTIAL

(When filled in)

5.

VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

**Riggs National Bank Joint account: Daniel and/or Dorothy a
Flores**

ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION? ☒ YES ☐ NO

IF YES, DO YOU HAVE A JOINT ACCOUNT? ☒ YES ☐ NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? ☒ YES ☐ NO. (If "Yes" where is document located?)

At home. New is being prepared.

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?

☒ YES ☐ NO. (If "Yes" give name(s) and address) **Mr. and Mrs. Raymond Arnett**

HAVE YOU EXECUTED A POWER OF ATTORNEY? ☐ YES ☒ NO. (If "Yes", who possess the power of attorney?)

6.

ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

7.

RESIDENCE DATA - TO BE COMPLETED ONLY BY EMPLOYEES ENTERING ON DUTY

(No Approval Required)

RESIDENCE WHEN EMPLOYED (Full Address)

PERMANENT PLACE OF RESIDENCE AS DEFINED IN HR 22-3
(Full Address)

8.

CHANGE IN PERMANENT PLACE OF RESIDENCE (See HR 22-3)

(To Be Completed by Employee Desiring Such Change While Assigned to Headquarters)

FULL ADDRESS

DEPUTY DIRECTOR OR DESIGNEE

DATE

DIRECTOR OF PERSONNEL (when applicable per HR 22-3)

DATE

SIGNED AT

DATE

SIGNATURE

Daniel & L *Dec 30 1977*

CONFIDENTIAL

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.	NAME		
1-6 026130	LAST (Print) FRICK	FIRST 7-24 DANIEL	MIDDLE

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (*One only*) REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58 REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	37	38 39		40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37	38 39		40-42
12	14	77	12	15	77		2		CANADA	120

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER <input type="checkbox"/> CABLE OTHER (Specify) _____	<input type="checkbox"/> DISPATCH <input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
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DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
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REMARKS

PREPARED BY <input checked="" type="checkbox"/> OFI <input checked="" type="checkbox"/> C & L DIVISION, CTBR. <input type="checkbox"/> C & T DIVISION	REPORT ANNOTATED ON CONTROL DOCUMENT DATE 2/1/78	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED SIGNATURE <i>Robert D. Jovan</i>
--	---	---

**THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER**

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.

NAME

LAST

FIRST

MIDDLE

1-8

(Print)

7-14

020130

FLORIS

DANIEL

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 88, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR	1 - PCS (Basic)	CODE	37	38	39	CODE
25-26	27-28	29-30	31-32	33-34	35-36	2 - CORRECTION					40-42
						3 - CANCELLATION					

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		AREA(S)	
MONTH	DAY	YEAR	MONTH	DAY	YEAR	2 - TDY (Basic)	CODE	37	38	39	CODE
25-26	27-28	29-30	31-32	33-34	35-36	4 - CORRECTION					40-42
						5 - CANCELLATION					

011678011978 2 WESTERN H. 811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
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REMARKS

PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DCO	DATE 2/6/78	SIGNATURE Daniel J. Ford
C & L DIVISION, CTDR.		
C & T DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

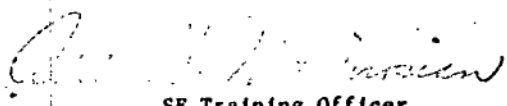
ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ASSAID

TO: Office of Personnel, Control Division, Statistical Reporting Branch

NAME																	
SERIAL NO.	LAST FIRST MIDDLE																
1-6	(Print) 7-24																
026130	FLORES DANIEL																
INSTRUCTIONS																	
USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.																	
PCS DATES OF SERVICE																	
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		COUNTRY							
MONTH	DAY	YEAR	MONTH	DAY	YEAR		CODE				CODE						
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic)	37	38	39		40-42						
						2 - CORRECTION											
						3 - CANCELLATION											
TDY DATES OF SERVICE																	
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		AREAS							
MONTH	DAY	YEAR	MONTH	DAY	YEAR		CODE				CODE						
25-26	27-28	29-30	31-32	33-34	35-36	1 - TDY (Basic)	37	38	39		40-42						
						2 - CORRECTION											
						3 - CANCELLATION											
1028	77	11	03	77		2				WESTERN HEMISPHERE	811						
OFFICE OF PERSONNEL USE ONLY - PUNCH AREA																	
SOURCE DOCUMENT AND CERTIFICATION																	
<input checked="" type="checkbox"/> TRAVEL VOUCHER						DISPATCH											
<input type="checkbox"/> CABLE						DUTY STATUS OR TIME AND ATTENDANCE REPORT											
<input type="checkbox"/> OTHER (Specify)																	
DOCUMENT IDENTIFICATION NO.						DOCUMENT DATE PERIOD											
REMARKS																	
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">PREPARED BY</td> <td style="width: 30%;">REPORT ANNOTATED IN CONTROL DOCUMENT</td> <td style="width: 40%;">ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED</td> </tr> <tr> <td> <input checked="" type="checkbox"/> OCO <input checked="" type="checkbox"/> C & L DIVISION CTRD. <input type="checkbox"/> C & T DIVISION </td> <td>DATE 1/23/78</td> <td>SIGNATURE Janet L. Jan</td> </tr> </table>												PREPARED BY	REPORT ANNOTATED IN CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED	<input checked="" type="checkbox"/> OCO <input checked="" type="checkbox"/> C & L DIVISION CTRD. <input type="checkbox"/> C & T DIVISION	DATE 1/23/78	SIGNATURE Janet L. Jan
PREPARED BY	REPORT ANNOTATED IN CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED															
<input checked="" type="checkbox"/> OCO <input checked="" type="checkbox"/> C & L DIVISION CTRD. <input type="checkbox"/> C & T DIVISION	DATE 1/23/78	SIGNATURE Janet L. Jan															
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER																	

CONFIDENTIAL

SE TRAINING REPORT		SOVIET/EAST EUROPEAN OPERATIONS COURSE	
STUDENT Flores, Daniel		YEAR OF BIRTH 1935	GRADE GS-12
ECO DATE March 1962	OFFICE LA	SERVICE DESIGNATION D	COURSE DATES 7 - 15 November 1977
<p align="center">COURSE OBJECTIVES</p> <p>To orient the student on the special nature of the Directorate of Operation's Soviet/East European target and to examine the application of clandestine methods for collecting information on assessing and preparing recruitment operations against Soviet/East European personalities.</p>			
<p align="center">ACHIEVEMENT RECORD</p> <p>This is a certificate of attendance. No evaluation is made of individual performance in the course.</p>			
<p align="right">  SE Training Officer </p>			

FORM 3687 OBSOLETE PREVIOUS EDITIONS

CONFIDENTIAL

E-2. IMPDET CL. BY. 059524 (04-43)

CONFIDENTIAL

OFFICE OF TECHNICAL SERVICES

BEHAVIORAL ACTIVITIES BRANCH

HUMAN ELEMENTS IN OPERATIONAL TARGETING

1. This certifies that Daniel Flores - LA has completed five days of training in the course, Human Elements in Operational Targeting.

2. Primary goals of the course are to familiarize Agency case officers with applied psychology techniques as they relate to operational data collection, evaluation and application in the assessment and manipulation of target personalities.

3. This is a certificate of attendance only. Student achievement was not evaluated.


OTS/Training Branch

E2 IMPDET CL BY 019432

CONFIDENTIAL

S-E-C-R-E-T

TRAINING REPORT/CERTIFICATION OF HANDGUN QUALIFICATION

TITLE: Countering Terrorist Tactics Course No. 16-77 DATES: 19-23 September 1977

STUDENT: FLIDG, Daniel OFFICE: IA SD: D

PURPOSE AND SCOPE OF COURSE:

(S) This course stressed countermeasures to thwart terrorist acts against U.S. personnel abroad. Coverage includes a discussion of the modus operandi of terrorist groups, recognition and familiarity with explosive devices employed, basic skills training in the use of hand weapons and Mace-type chemical devices, discussion and demonstration of residential security measures, and specialized driving techniques designed to counter vehicular kidnapping attempts.

PERFORMANCE RECORD:

(U/ALUO) This is to certify that the student has satisfactorily completed the prescribed course of instruction.

HANDGUN QUALIFICATION:


(C) Student completed 24 hours of instruction on handguns at the Special Training Center on 23 September 1977; subsequently fired the Handgun Qualification test achieving a score of:

Revolver (Cal. - .38)	<u>289</u>
Automatic (Cal. - 9mm)	<u>255</u>

out of a possible 300.

(U/ALUO) The student demonstrated satisfactory application of safety procedures; mechanical aptitude; marksmanship techniques; and maintenance during range firing/classroom sessions; and is qualified to use the handguns (or similar guns) listed above.

FOR THE DIRECTOR OF TRAINING:


John H. Sawyer
Chief, Special Activities Branch/OTD
Special Training Center

9/26/77
Date

S-E-C-R-E-T

E2 IMPDET
CL by 056382

SECRET

(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
5-5	(Print)	7-28	
5-56134	Thos	Rand	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE "USE NUMBER" IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	37	38	39	40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37	38	39	40-42
2	0	16	1	2	0	2			Canada	120

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL ORDER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
B/C 14-1-77	1. 14, 16, 18, 30 Sept, 77

REMARKS

PREPARED BY	REPORT APPROVED BY	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DATE	SIGNATURE	
10/10		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.

NAME

LAST

FIRST

MIDDLE

1-6

(Print)

7-28

056150

Phon

Quint

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

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TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37	38	39	40-42
2	1	1	7	7	0	1	2	2	7	7
							2			W 11

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

411-10-77

DOCUMENT DATE/PERIOD

1 Dec 76 to 30 Sept 77

REMARKS

PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DEW	DATE	SIGNATURE
C B L DIVISION, CYBR.	21.2.77	W. J. G.
C B F DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
1-6 036130	(Print) FLORES	7-26 DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	COUNTRY	CODE
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25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	37	38	39
									40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR				
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37	38	39
02	09	77	02	18	77		2	CANADA	40-42

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

per. Jague 5467

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. LA 10-77	DOCUMENT DATE/PERIOD 2/9 - 2/18/77
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REMARKS

PREPARED BY RCO C & L DIVISION, CTDR.	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
C & T DIVISION	DATE 3/25/77	SIGNATURE <i>Mike Mawanga</i>

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.

NAME

LAST

FIRST

MIDDLE

1-6
036130

(Print)
FLORES

7-28
DANIEL

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

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MONTH	DAY	YEAR	MONTH	DAY	YEAR						
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	37	38 39			40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)		CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR						
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37	38 39			40-42
02	22	77	02	25	77		2		CANADA		120

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

LA 10-77

DOCUMENT DATE/PERIOD

2/22-2/25/77

REMARKS

PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DCB		
C & L DIVISION, CTDR.	DATE	SIGNATURE
C & F DIVISION	3/25/77	Wm. M. Mawang
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER		

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
036130	(Print) FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (Opp only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 38, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
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MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37	38-39		40-42
03	03	77	03	05	77		2		WESTERN HEMISPHERE	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER <input type="checkbox"/> CABLE OTHER (Specify)	DISPATCH DUTY STATUS OR TIME AND ATTENDANCE REPORT
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DOCUMENT IDENTIFICATION NO. LA 10-77	DOCUMENT DATE PERIOD 3/3-3/5/77
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REMARKS

PREPARED BY DCC	REPORT SUBMITTED BY CENTRAL DOCUMENT	ADDITIONAL DATA CERTIFIED CORRECTLY BASED UPON SOURCE DOCUMENT ENTERED
DATE 3/25/77	SIGNATURE Suek P. Manangas	

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

14510

ADMINISTRATIVE-Internal Use Only

CONFIDENTIAL
(When Filled In)

RESIDENCE AND DEPENDENCY REPORT

AN ORIGINAL OF THIS FORM WILL BE EXECUTED BY EACH EMPLOYEE AT THE TIME OF HIS APPOINTMENT AND WHEN A CHANGE OCCURS IN THE INFORMATION SHOWN BELOW. ITEMS OF CHANGE MAY BE REPORTED IN THE APPROPRIATE BLOCKS WITHOUT COMPLETING THE REMAINDER OF THE FORM EXCEPT THE EMPLOYEE'S SIGNATURE AND DATE. WHEN EXECUTING ITEM 4 ALSO COMPLY WITH HDB 20-7, PERSONNEL EMERGENCY AND LOCATOR RECORDS. THIS FORM WILL BE COMPLETED ONLY BY HEADQUARTERS PERSONNEL AND NOT SENT TO THE FIELD. FORM WILL BE FILED IN THE EMPLOYEE'S OFFICIAL PERSONNEL FOLDER.

GENERAL

NAME OF EMPLOYEE (Last) **Flores** (First) **Daniel** (Middle)

1. MARITAL STATUS (Check one)

☐ SINGLE ☒ MARRIED ☐ SEPARATED ☐ DIVORCED ☐ WIDOWED ☐ ANNULLED

IF MARRIED, PLACE OF MARRIAGE

Lima, Peru

DATE OF MARRIAGE

18 Nov 1960

IF DIVORCED, PLACE OF DIVORCE DECREE

DATE OF DECREE

2. MEMBERS OF FAMILY

NAME OF SPOUSE **Dorothy A. Flores** ADDRESS (No. Street, City, State, Zip Code) **8151 Larkin Lane, Vienna, Va. 22180** TELEPHONE NO. **573-0797**

NAMES OF CHILDREN **Zola Marie Flores** ADDRESS (Same as above) SEX **F** DATE OF BIRTH **15 Mar 74**

NAME OF FATHER (or male guardian) ADDRESS TELEPHONE NO.

NAME OF MOTHER, INCLUDING MAIDEN NAME (or female guardian) ADDRESS TELEPHONE NO.

WHAT MEMBERS OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.

Mr. Lonnie Bruce - Brother-in-law

3. OTHER RELATIVES WHO ARE DEPENDENT UPON ME FOR AT LEAST 51% OF THEIR SUPPORT AND MEET OTHER REQUIREMENTS IN TRAVEL REGULATIONS (HDB 22-15). SPECIFY NAMES AND RELATIONSHIPS.

NAME DATE OF BIRTH RELATIONSHIP

4. PERSON RESIDING IN U.S. TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr, Mrs, Miss) **Mr. Vincente Paltan** RELATIONSHIP **Brother-in-law**

HOME ADDRESS (No. Street, City, State, Zip Code) and NAME of EMPLOYER, if applicable **627 South River St., Soguin, Tex. 78155** HOME TELEPHONE NUMBER **512-379-1087**

BUSINESS ADDRESS (No. Street, City, State, Zip Code) and NAME of EMPLOYER, if applicable BUSINESS TELEPHONE & TELETYPE **Soguin School District System**

IF THE ABOVE LISTED NAME ABOUT POSITION OF YOUR EMERGENCY NOTIFICATION IS NOT THAT OF YOUR HOME AND ADDRESS OF EMPLOYER OR BUSINESS, CHECK ONE OF THE FOLLOWING:

☒ Department of State

IF YOU ARE NOT A MEMBER OF THE U.S. ARMY, NAVY, AIR FORCE, OR MARINE CORPS, CHECK ONE OF THE FOLLOWING:

☒ Dorothy A. Flores - Spouse

IF YOU ARE A MEMBER OF THE U.S. ARMY, NAVY, AIR FORCE, OR MARINE CORPS, CHECK ONE OF THE FOLLOWING:

THE PERSONS NAMED IN THIS REPORT ARE TO BE NOTIFIED IN CASE OF EMERGENCY. IF YOUR NOTIFICATION IS NOT BE RECEIVED, REPORT OF THIS TO YOUR COMMAND. PLEASE PRINT NAME AND ADDRESS TO THE REVERSE SIDE OF THIS FORM.

CONFIDENTIAL

CONFIDENTIAL

(When Filled In)

5. VOLUNTARY ENTRIES		
<p>Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.</p> <p>INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.</p> 		
<p>ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION? <input type="checkbox"/> YES <input type="checkbox"/> NO</p>		
<p>IF YES, DO YOU HAVE A JOINT ACCOUNT? <input type="checkbox"/> YES <input type="checkbox"/> NO</p>		
<p>HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? <input type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes" where is document located?)</p>		
<p>HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS? <input type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes" give name(s) and address)</p>		
<p>HAVE YOU EXECUTED A POWER OF ATTORNEY? <input type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes", who possess the power of attorney?)</p>		
6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS		
7. RESIDENCE DATA - TO BE COMPLETED ONLY BY EMPLOYEES ENTERING ON DUTY <small>(No Approval Required)</small>		
RESIDENCE WHEN EMPLOYED (Full Address)	PERMANENT PLACE OF RESIDENCE AS DEFINED IN NR 22-2 (Full Address)	
8. CHANGE IN PERMANENT PLACE OF RESIDENCE <small>(See NR 22-2)</small> <small>(To Be Completed by Employee Desiring Such Change While Assigned to Headquarters)</small>		
FULL ADDRESS	DEPUTY DIRECTOR OR DESIGNEE	DATE
SIGNED BY	DIRECTOR OF PERSONNEL (When Applicable) <small>(See NR 22-2)</small>	DATE
<i>H. J.</i>	<i>151</i>	

CONFIDENTIAL

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD																	
TO: Office of Personnel, Control Division, Statistical Reporting Branch										<div style="border: 1px solid black; padding: 5px; display: inline-block;"> FILE PURCHASED <i>BY 4</i> </div>							
SERIAL NO.		NAME															
		LAST		FIRST				MIDDLE									
036130		FLORES		DANIEL													
INSTRUCTIONS																	
USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO DFI NO. 98, REVISED.																	
PCS DATES OF SERVICE																	
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		COUNTRY						
MONTH	DAY	YEAR	MONTH	DAY	YEAR	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION			37 38 39		CODE 40-42						
25-26	27-28	29-30	31-32	33-34	35-36												
TDY DATES OF SERVICE																	
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		AREA(S)						
MONTH	DAY	YEAR	MONTH	DAY	YEAR	1 - TDY (Basic) 2 - CORRECTION 3 - CANCELLATION			37 38 39		CODE 40-42						
25-26	27-28	29-30	31-32	33-34	35-36												
04	26	76	05	08	76	2					WESTERN Hem 8 1/1						
OFFICE OF PERSONNEL USE ONLY - PUNCH AREA																	
SOURCE DOCUMENT AND CERTIFICATION																	
TRAVEL VOUCHER						DISPATCH											
CABLE						DUTY STATUS OR TIME AND ATTENDANCE REPORT											
OTHER (Specify)																	
DOCUMENT IDENTIFICATION NO. 870-776						DOCUMENT DATE / PERIOD April 26 - May 9 76											
REMARKS																	
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:33%;">PREPARED BY</td> <td style="width:33%;">REPORT SUBMITTED TO</td> <td style="width:33%;">ADDITIONAL DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT FILED</td> </tr> <tr> <td> 1 - O & DIVISION C-00 2 - O & DIVISION </td> <td> DATE 6-9-76 </td> <td> SIGNATURE <i>[Signature]</i> </td> </tr> </table>												PREPARED BY	REPORT SUBMITTED TO	ADDITIONAL DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT FILED	1 - O & DIVISION C-00 2 - O & DIVISION	DATE 6-9-76	SIGNATURE <i>[Signature]</i>
PREPARED BY	REPORT SUBMITTED TO	ADDITIONAL DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT FILED															
1 - O & DIVISION C-00 2 - O & DIVISION	DATE 6-9-76	SIGNATURE <i>[Signature]</i>															
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER																	

FORM 10510 (10-1-60)

SECRET

(10-1-60)

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD										FILE PUNCHED BY <i>17</i>	
TO: Office of Personnel, Control Division, Statistical Reporting Branch											
SERIAL NO			LAST		FIRST		MIDDLE			NAME	
1-6			(Print)		1-10						
036130			FLORES		DANIEL						
INSTRUCTIONS											
USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 56, REVISED.											
PCS DATES OF SERVICE											
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		COUNTRY
MONTH	DAY	YEAR	MONTH	DAY	YEAR	1 - PCS (Basic)	2 - CORRECTION	3 - CANCELLATION	37	38	39
25-26	27-28	29-30	31-32	33-34	35-36						
											CODE
											40-42
TDY DATES OF SERVICE											
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		AREA(S)
MONTH	DAY	YEAR	MONTH	DAY	YEAR	1 - TDY (Basic)	2 - CORRECTION	3 - CANCELLATION	37	38	39
25-26	27-28	29-30	31-32	33-34	35-36						
06	15	76	06	20	76				2		
											CODE
											40-42
WESTERN HEMISPHERE 811											
OFFICE OF PERSONNEL USE ONLY - PUNCH AREA											
SOURCE DOCUMENT AND CERTIFICATION											
TRAVEL VOUCHER CABLE OTHER (Specify)						DISPATCH DUTY STATUS OR TIME AND ATTENDANCE REPORT					
DOCUMENT IDENTIFICATION NO.						DOCUMENT DATE/PERIOD					
LA 07-76						6-14-76					
REMARKS											
PREPARED BY: <i>[Signature]</i> DATE: 9-20-76 REPORT APPROVED BY: <i>[Signature]</i> DATE: <i>[Signature]</i> ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED											
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER											

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

TRAINING REPORT

Instructor Training Workshop

Student: Flores, Daniel Office: OTR
 Year of Birth: 1935 SD: D
 Grade: GS-12 EOD Date: 1962
 Number of Students Enrolled: 6 Date of Course: 7/26 - 8/8/76

COURSE OBJECTIVES--CONTENT AND METHODS

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

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

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

ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING

11/10/76 *Stanley W. Specker*
 DATE STANLEY W. SPECKER
 Chief Instructor

E 2 IMPDET CL BY 010628

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

ADMINISTRATIVE
Internal Use Only

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31/135/4534

REPORT OF SERVICE ABROAD											
TO: Office of Personnel, Control Division, Statistical Reporting											
SERIAL NO.		LAST		FIRST		NAME					
1-6		(Print)		F-24							
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INSTRUCTIONS											
USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OPI NO. 98, REVISED.											
PCS DATES OF SERVICE											
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR			CODE			CODE
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION		37	38	39	40-42
TDY DATES OF SERVICE											
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		AREA(S)	
MONTH	DAY	YEAR	MONTH	DAY	YEAR			CODE			CODE
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 5 - CANCELLATION		37	38	39	40-42
07	16	75	07	19	75			2			811
OFFICE OF PERSONNEL USE ONLY - PUNCH AREA											
SOURCE DOCUMENT AND CERTIFICATION											
<input checked="" type="checkbox"/> TRAVEL VOUCHER						DISPATCH					
CABLE						DUTY STATUS OR TIME AND ATTENDANCE REPORT					
OTHER (Specify)											
DOCUMENT IDENTIFICATION NO.						DOCUMENT DATE/PERIOD					
REMARKS											
PREPARED BY			REPORT ANNOTATED ON CONTROL DOCUMENT			ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED					
B & C DIVISION, CTR.			DATE			SIGNATURE					
1 & 2 DIVISION			11/1/75			R. King					
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER											

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Internal Use Only**

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

**FILE
PUNCHED
BY:**

SERIAL NO. 1-6	NAME	
	LAST (Print)	FIRST 7-24
036130	FLORES	DANIEL

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (Use only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 38, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	37	38 39		40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37	38 39	LATIN AMERICAN	40-42
07	25	75	07	29	75		2			825

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
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REMARKS

PREPARED BY	<input checked="" type="checkbox"/> REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DCB		
<input checked="" type="checkbox"/> C & L DIVISION, CTDP.	DATE	SIGNATURE
C & T DIVISION	12/1/75	[Signature]

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IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel Control Division, Statistical Reporting Branch

SERIAL NO.

NAME

LAST

5195

MIDDLE

036130

F.L.C.S.

7-24 DANIEL

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (*One only*). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISER.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR				CODE
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	27	28 29	40-42

TOY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		ANALYST		
MONTH	DAY	YEAR	MONTH	DAY	YEAR	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	CODE			WH AK'EA	CODE	
25-26	27-28	29-30	31-32	33-34	35-36		37	38	39		40-42	
1	2	08	7	5	1		2					8

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

IDENTIFICATION NO.
44-07-76

DOCUMENT DATE/PERIOD

1) L.C. 3-13-75

REMARKS

PREPARED BY		REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DCO			
B L DIVISION, CTOR.		DATE	SIGNATURE <i>[Signature]</i>
C B T DIVISION			

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting By

**FILE
PUNCHED
BY**

SERIAL NO.

NAME

LAST

FIRST

MIDDLE

036130

FLORES

DANIEL

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	37	38 39		40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	ANALYST	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37	38 39		40-42
10	15	75	10	22	75		2		WESTERN HEMM.	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify):	

DOCUMENT IDENTIFICATION NO.

LA-145-76

DOCUMENT DATE/PERIOD

10/15-22/75

REMARKS

PREPARED BY	REPORT ANNOTATED FOR CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
SCD	DATE	SIGNATURE
U.S. DIVISION, CTOR.		
U.S. DIVISION		

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IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
1-6 036130	(Print) FLORES	7-24 DANIEL	

INSTRUCTIONS

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PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR				
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION	37	38	39
									40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR				
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 3 - CORRECTION 4 - CANCELLATION	37	38	39
10	30	75	11	04	75		2	WM BRET	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

LA 166-76

DOCUMENT DATE/PERIOD

OCT 30 - NOV 4-75

REMARKS

PREPARED BY	REVIEWED BY	DATE
ADDITIONAL DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT #170		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

ADMINISTRATIVE
Internal Use Only

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REPORT OF SERVICE ABROAD															
TO: Office of Personnel, Control Division, Statistical Report															
SERIAL NO.		NAME													
1-6		LAST				FIRST									
036130		ELKINS				JAMES L									
INSTRUCTIONS															
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PCS DATES OF SERVICE															
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		COUNTRY			CODE	
MONTH	DAY	YEAR	MONTH	DAY	YEAR	1 - PCS (Basic)	2 - CORRECTION	3 - CANCELLATION	37	38	39				40-42
25-26	27-28	29-30	31-32	33-34	35-36										
TOY DATES OF SERVICE															
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		AREA(S)			CODE	
MONTH	DAY	YEAR	MONTH	DAY	YEAR	2 - TOY (Basic)	4 - CORRECTION	5 - CANCELLATION	37	38	39				40-42
25-26	27-28	29-30	31-32	33-34	35-36										
08	16	75	09	02	75				2						
OFFICE OF PERSONNEL USE ONLY - PUNCH AREA															
SOURCE DOCUMENT AND CERTIFICATION															
TRAVEL VOUCHER						DISPATCH									
CABLE						DUTY STATUS OR TIME AND ATTENDANCE REPORT									
OTHER (Specify)															
DOCUMENT IDENTIFICATION NO.						DOCUMENT DATE/PERIOD									
REMARKS															
PREPARED BY						REPORT SUBMITTED BY				ABOVE DATA CERTIFIED CORRECT. BASED UPON SOURCE DOCUMENT ENTERED					
DATE						DATE				SIGNATURE					
08/16/75						09/02/75				JAMES L ELKINS					
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER															

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14-001

SECRET
(When Filled In)

5/15

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical ~~Branch~~ ^{File}

SERIAL NO.

036130

LAST

(Print)

Flores

FIRST

7-24

Daniel

NAME

BY

MIDDLE

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TOY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

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ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION	CODE	37	38 39		CODE
25-26	27-28	29-30	31-32	33-34	35-36						
											40-42

TOY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		AREA(S)	
MONTH	DAY	YEAR	MONTH	DAY	YEAR	2 - TOY (Basic) 4 - CORRECTION 6 - CANCELLATION	CODE	37	38 39		CODE
25-26	27-28	29-30	31-32	33-34	35-36						
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OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE/PERIOD

REMARKS

PREPARED BY	REPORT SUBMITTED BY	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
BY	DATE	SIGNATURE
<input checked="" type="checkbox"/> C & P DIVISION, CTR.	5/15/75	Rosen
<input type="checkbox"/> C & P DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 1451a PREVIOUS EDITIONS OBSOLETE

SECRET

18-101

SECRET

OFF

18 NOV 1975

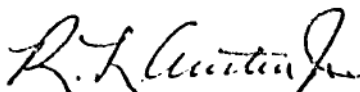
MEMORANDUM FOR THE RECORD

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

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

Felipe Acevedo
Carol A. Barr
Vivian A. Barry
P. Claudette Broyles
Daniel Calloway
Thomas G. Clines
Frank Esquivel
Owen H. Faust
Mary D. Felton
Daniel Flores
Nancy B. Fortson
Ann Goldsworthy
Clyde I. Hinkley
Christine Hopkins
Kathryn Kemp
Myron M. Kline

Barbara Morgenthauer
Mary Muldoon
Mary Musgrave
Sylvia Palmer
Elizabeth Reilly
Carol Rhodes
Nestor D. Sanchez
Joan Silverlieb
Allen Smith
John Blake Smith
Priscilla Tench
Len Therry
Mary A. Velous
Donald Venute
William Watkins
Anne Zimmerman



R. L. Austin, Jr.
Recorder

Honor and Merit Awards Board

Distribution:

- 1 - Each OFF
- 1 - C/LA
- 1 - Recorder/HMAB
- 1 - Exec Sec/HMAB

SECRET

E2 Impdet C1 By 014029

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

**FILE
PUNCHED
BY/6**

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.	NAME		
1-9	LAST	FIRST	MIDDLE
36130	(Print) <i>FLORES</i>	1-24 <i>DANIEL</i>	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TOY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (Only only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58 DATES.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/S USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION	37	38 39		40-42

TOY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/S USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - TOY (Basic) 2 - CORRECTION 3 - CANCELLATION	37	38 39		40-42
07	04	75	07	14	75		2		WH	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE/PERIOD

REMARKS

PREPARED BY	REPORT ANNOTATED BY CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT BASED UPON SOURCE DOCUMENT CITES
1. B. L. DIVISION, CDD.	DATE <i>7/15/75</i>	SIGNATURE <i>[Signature]</i>

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

SECRET
(When Filled In)

FILE

POSTED
BY/6

REPORT OF SERVICE ABROAD

TO:

Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO. -

NAME

LAST

FIRST

MIDDLE

036130

Flores

Daniel

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR	1 - PCS (Basic)	CODE	37	38 39		CODE
25-26	27-28	29-30	31-32	33-34	35-36	3 - CORRECTION					40-42
						5 - CANCELLATION				Peru	570

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		AREA(S)	
MONTH	DAY	YEAR	MONTH	DAY	YEAR	2 - TDY (Basic)	CODE	37	38 39		CODE
25-26	27-28	29-30	31-32	33-34	35-36	4 - CORRECTION					40-42
						5 - CANCELLATION					

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

TRAVEL VOUCHER	DISPATCH
<input checked="" type="checkbox"/> CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

185131

DOCUMENT DATE/PERIOD

REMARKS

PREPARED BY

DCO

REPORT ANNOTATED ON
CONTROL DOCUMENT

ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE
DOCUMENT CITED

C & L DIVISION, CTDO.

DATE

3/28/74

SIGNATURE

Will Bannister

C & L DIVISION

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IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

ADMINISTRATIVE
Internal Use Only

S/E

REPORT OF SERVICE ABROAD

FILE
PUNCHED
BY

TO: Office of Personnel, Control Division, Statistical Reporting

SERIAL NO.	NAME	
	LAST	FIRST
036130	FLORES	DANIEL

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TOY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	37	38-39		40-42

TOY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	2 - Toy (Basic) 4 - CORRECTION 6 - CANCELLATION	37	38-39		40-42
10	05	74	10	07	74		2		Europe	801

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. WH 119-75	DOCUMENT DATE/PERIOD 10/4-10/2/74
--	--------------------------------------

REMARKS

PREPARED BY	<input checked="" type="checkbox"/> REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DATE 12/23/74	SIGNATURE Daniel P. Flores	

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
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(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Transactions and Records Branch, Status Section

**FILE
CANCELED
BY 12**

SERIAL NO. 1-6	NAME	
	LAST (Print)	FIRST 7-26
026 25	FLORES	JOSE LUIS

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 50, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	37	38 39		40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37	38 39		40-42
07	07	74	07	11	74		2		USFI	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
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REMARKS

PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
SEC	DATE 6/20/74	SIGNATURE [Signature]
C & A DIVISION, CTR.		
C & V DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

**FILE
PUNCHED
BY**

TO: Office of Personnel, Control Division, Statistical Reporting

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
1-6 036130	(Print) FLORES	1-24 DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFF NO. 58 REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	COUNTRY
MONTH	DAY	YEAR	MONTH	DAY	YEAR			
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	37 38 39	40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	AREA(S)
MONTH	DAY	YEAR	MONTH	DAY	YEAR			
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37 38 39	40-42
06	13	74	06	21	74	2		WA P/1

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. 6A 542-74	DOCUMENT DATE/PERIOD 6/13-6/14/74
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REMARKS

PREPARED BY	<input checked="" type="checkbox"/> OFFICE ASSIGNED TO CONTROL DIVISION	DATE 7 May 74
SIGNATURE	SIGNATURE	

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IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

14514

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Internal Use Only

S/E

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.

NAME

1-6
036130

LAST

FIRST

(Print)

FLORES

3-24

DANIEL

FILE
PUNCHED
BY *ler*

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFF NO. 58 REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION	37	38 39		40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - TDY (Basic) 2 - CORRECTION 3 - CANCELLATION	37	38 39		40-42
08	12	74	08	16	74	2			LA Area	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE-PERIOD

12-17 June 74

REMARKS

RECEIVED BY: *[Signature]* DATE: *11/1/74*

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IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

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FIELD REASSIGNMENT QUESTIONNAIRE				
DO NOT COMPLETE		FOR HEADQUARTERS USE ONLY		
1. NAME OF EMPLOYEE (use pseudo only if SA)	2. DATE (from item 3-1)	3. NAME OF SUPERVISOR (true)	4. DATE (from item 3-2)	
Daniel Flores	27 Feb 73	Richard Welch	27 Feb 73	
5. DATE RECEIVED AT HEADQUARTERS:		6. DISPATCH NUMBER:		7. DATE RECEIVED BY CARRIER SERVICE:
2 March 1973		HPLT-6502		
TO BE COMPLETED BY EMPLOYEE				
1. DATE OF BIRTH	2. SERVICE DESIGN	3. YOUR CURRENT POSITION, TITLE AND GRADE	4. STATION OR BASE	5. CRYPT FOR CURRENT COVER
4 Aug 1935		GS-11 FI Case Officer	Lima	LNFALL
6A. DATE OF PCS ARRIVAL IN FIELD	6B. REQUESTED DATE OF DEPARTURE	6C. EXPECTED DATE OF FIRST CHECK-IN AT HQ	6D. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE	
24 Sept 1971	30 Nov 1974	1 Feb 1975	15 Feb 1975 (depending on training.)	
7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:				
Wife: 37, daughter: 3				
8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:				
None				
9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). (also attach personal cover questionnaire in accordance with CSI-P 240-B)				
<p>September 1971 - July 1972 - Activities of the Communist Party and extreme leftist groups. Labor activities. Preparation of project outlines and progress reports.</p> <p>August 1972 - Present - Chinese Operations. News media capability. Preparation of project outlines and progress reports.</p>				
10. TRAINING DESIRED: INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS				
<p>In the near future I would like to take an advanced operations course. In connection with this, I would like to concentrate on the Soviet and Chinese targets in Latin America. Special courses in these two areas would be extremely helpful. Some time in the future I would like to attend the mid-career course.</p>				

FORM 702

SECRET

SECRET

11. PREFERENCE FOR NEXT ASSIGNMENT

11A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.

At this point in my career the Soviet and Chinese targets are of major interest to me. Although I would prefer to work on Chinese operations in my next assignment, as an alternative I would consider working on Soviet operations.

11B. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (for 1st, 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 TOUR 14 MONTHS AT CURRENT STATION TO 31 November 1974
(date)

☐ BE ASSIGNED TO HQTRS FOR A TOUR OF DUTY. INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.
1ST CHOICE _____ 2ND CHOICE _____ 3RD CHOICE _____

☒ BE ASSIGNED TO ANOTHER FIELD STATION. INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION
1ST CHOICE Caracas 2ND CHOICE Mexico 3RD CHOICE Buenos Aires

☐ RETURN TO MY CURRENT STATION

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:

Concur. This officer is doing a good job on his assigned targets and his overall abilities give the Station a flexibility it often needs to call on.

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.

Subject's tour has been extended fourteen months to 31 November 1974.

DATE 4/23/73 TITLE C/MH/Pers SIGNATURE H. L. Beythold

FOR USE BY CABLE SERVICE

14. APPROVED ASSIGNMENT:

15. EMPLOYEE NOTIFIED BY DISPATCH NO. HPIS-3284 DATED (typed) 23 Apr 73

CABLE NO. _____ DATED: _____

CABLE SERVICE REPRESENTATIVE: _____ DATE: _____

SECRET

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

**FILE
PUNCHED
BY**

TO: Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO.	LAST	FIRST	MIDDLE
1-6 036130	(Print) FLORES	7-24 DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 88, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR				
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 8 - CANCELLATION	1000 31 38 39	ECUADOR	40-42 195
			05	28	71	1			

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR				
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 8 - CANCELLATION	1000 31 38 39		40-42

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input checked="" type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. **16318** DOCUMENT DATE/PERIOD **29 May 1971**

REMARKS

PREPARED BY	REPORT SUBMITTED ON (CONTROL DOCUMENT)	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DATE	SIGNATURE	
6/2/71	<i>[Signature]</i>	

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

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(When filled in)

SERVICE ABROAD AGREEMENT

I. GENERAL

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

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

IF ELIGIBLE UNDER THE TERMS OF HR 20-30, YOU WILL BE GRANTED HOME LEAVE AS SOON AS IT CAN BE ARRANGED AT GOVERNMENT CONVENIENCE AFTER COMPLETION OF YOUR PRESCRIBED TOUR OF DUTY, PROVIDED YOU HAVE SERVED AT LEAST 12 MONTHS OF CONTINUOUS CREDITABLE SERVICE OUTSIDE THE UNITED STATES. HOME LEAVE AND HOME LEAVE TRAVEL ARE CONTINGENT UPON YOUR WILLINGNESS TO RETURN, AND CONTINGENT UPON AGENCY OFFICIALS THAT YOU WILL RETURN TO SERVICE OUTSIDE THE UNITED STATES IMMEDIATELY AFTER HOME LEAVE OR UPON COMPLETION OF AN ASSIGNMENT IN THE UNITED STATES.

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

NAME OF EMPLOYEE

Daniel Flores

SO

D

II. TOUR OF DUTY ABROAD

1. NAME OF POST OF ASSIGNMENT

Currently Guayaquil, Ecuador

and Next Assignment: Lima Peru

2. PERIOD OF SERVICE ABROAD AS PRESCRIBED IN A, B, OR C BELOW

A. STANDARD TOUR OF DUTY OF 24 MONTHS

X

C. NONSTANDARD TOUR OF DUTY OF _____ MONTHS FOR THIS TOUR ONLY FOR THE EMPLOYER SIGNING THIS AGREEMENT. (See HR 20-18)

REQUESTED (Memo attached)

OPERATING OFFICIAL

CONCUR

CAREER SERVICE

DEPUTY DIRECTOR

APPROVED

DIRECTOR OF PERSONNEL

OPERATING OFFICIAL

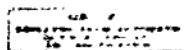
John H. [Signature] HC/44/Pos

III. PERMANENT PLACE OF RESIDENCE

3. YOUR "PERMANENT PLACE OF RESIDENCE" IS A PLACE TO WHICH ALLOWABLE TRAVEL AND TRANSPORTATION EXPENSES MAY BE AUTHORIZED IN CERTAIN CIRCUMSTANCES PURSUANT TO HR 22. ITS DESIGNATION WILL BE KEPT IN YOUR OFFICIAL PERSONNEL FOLDER.

4. IN REQUESTING YOUR PERMANENT PLACE OF RESIDENCE IN ITEM 5 ON THE REVERSE SIDE, YOU WILL (FOR SPECIFICATION IN HR 22-3) NORMALLY INDICATE THE PLACE WHERE YOU PHYSICALLY ORIGINALLY IN THE UNITED STATES, ITS POSSESSIONS OR THE COMMONWEALTH OF PUERTO RICO AT THE TIME OF YOUR FIRST TRANSFER TO A POST ABROAD. YOU MAY REQUEST IN ITEM 6 THE DESIGNATION OF ANOTHER PLACE AS YOUR PERMANENT PLACE OF RESIDENCE IF YOU CAN ESTABLISH THAT YOUR PHYSICAL ORIGINALLY PLACE IS (FOR HARR) TRANSFER AND THAT SUCH OTHER PLACE IS YOUR DOMICILE OR WAS PREVIOUSLY BEEN USED BY YOU AS A PHYSICAL ORIGINALLY PLACE. INFORMATION THAT CAN BE PRESENTED IN AN ATTACHED STATEMENT AS EVIDENCE INCLUDES BUT IS NOT LIMITED TO, STATE VOTING REGISTRATION, PROPERTY OWNERSHIP AND PLACE WHERE INCOME OR PERSONAL PROPERTY TAXES HAVE BEEN PAID.

SECRET



CONTINUED ON THE REVERSE

SECRET
(When Filled In)

5. PHYSICAL DWELLING PLACE (Permanent Place of Residence unless address in item 6 is approved in lieu thereof) FULL ADDRESS: <p align="center">Washington, D. C.</p>		6. OTHER PLACE REQUESTED (Requested Permanent Place of Residence if different from item 5) FULL ADDRESS: 	
		CONCUR	
DEPUTY DIRECTOR <div style="display: flex; justify-content: space-between;"> <div style="width: 40%;"> <i>[Signature]</i> APPROVED </div> <div style="width: 20%;"> DATE 5-20-71 </div> </div>		DEPUTY DIRECTOR <div style="display: flex; justify-content: space-between;"> <div style="width: 40%;"> APPROVED </div> <div style="width: 20%;"> DATE </div> </div>	
DEPUTY DIRECTOR <div style="display: flex; justify-content: space-between;"> <div style="width: 40%;"> <i>[Signature]</i> APPROVED </div> <div style="width: 20%;"> DATE 5-20-71 </div> </div>		DIRECTOR OF PERSONNEL <div style="display: flex; justify-content: space-between;"> <div style="width: 40%;"> APPROVED </div> <div style="width: 20%;"> DATE </div> </div>	
IV. HOME LEAVE POINT			
7. AMONG THE PLACES YOU MAY REQUEST AS A HOME LEAVE POINT ARE: YOUR PERMANENT PLACE OF RESIDENCE SHOWN ABOVE, HEADQUARTERS AREA, AND WHERE YOUR CHILDREN, PARENTS, PARENTS-IN-LAW, BROTHERS, SISTERS, BROTHERS-IN-LAW, OR SISTERS-IN-LAW RESIDE.			
8. YOU MAY REQUEST FOR APPROVAL SOME OTHER POINT SUBJECT TO THE PROVISIONS OF HR 20-30B(3)(C). THE REQUEST MUST BE ACCOMPANIED BY A MEMORANDUM EXPLAINING THE CIRCUMSTANCES.			
9. DESIGNATION PER ITEM 7 ABOVE FULL ADDRESS: <div style="border: 1px solid red; padding: 2px; display: inline-block;"> 4505 Washington Street Milwaukie, Oregon </div>		10. DESIGNATION PER ITEM 8 ABOVE. FULL ADDRESS: 	
		CONCUR	
DEPUTY DIRECTOR <div style="display: flex; justify-content: space-between;"> <div style="width: 40%;"> <i>[Signature]</i> APPROVED </div> <div style="width: 20%;"> DATE 5-20-71 </div> </div>		DEPUTY DIRECTOR <div style="display: flex; justify-content: space-between;"> <div style="width: 40%;"> APPROVED </div> <div style="width: 20%;"> DATE </div> </div>	
DEPUTY DIRECTOR <div style="display: flex; justify-content: space-between;"> <div style="width: 40%;"> <i>[Signature]</i> APPROVED </div> <div style="width: 20%;"> DATE 5-20-71 </div> </div>		DIRECTOR OF PERSONNEL <div style="display: flex; justify-content: space-between;"> <div style="width: 40%;"> APPROVED </div> <div style="width: 20%;"> DATE </div> </div>	
EMPLOYEE CERTIFICATION			
I have read and understand my service obligations and travel entitlements as described in this agreement.			
SIGNATURE OF EMPLOYEE See Dispatch Attached <i>[Signature]</i>		DATE 5/20/71	

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(When Filled In)

RESIDENCE AND DEPENDENCY REPORT

AN ORIGINAL OF THIS FORM WILL BE EXECUTED BY EACH EMPLOYEE AT THE TIME OF HIS APPOINTMENT AND WHEN A CHANGE OCCURS IN THE INFORMATION SHOWN BELOW. ITEMS OF CHANGE MAY BE REPORTED IN THE APPROPRIATE BLOCKS WITHOUT COMPLETING THE REMAINDER OF THE FORM EXCEPT THE EMPLOYEE'S SIGNATURE AND DATE. WHEN EXECUTING ITEM 4 ALSO COMPLY WITH HHD 20-1, PERSONNEL EMERGENCY AND LOCATOR RECORDS. THIS FORM WILL BE COMPLETED ONLY BY HEADQUARTERS PERSONNEL--AND NOT SENT TO THE FIELD. FORM WILL BE FILED IN THE EMPLOYEE'S OFFICIAL PERSONNEL FOLDER.

GENERAL

NAME OF EMPLOYEE (Last)	(First)	(Middle)	SOCIAL SECURITY NUMBER
FLORES	Daniel		460-48-6230

1. MARITAL STATUS (check one)

SINGLE	<input checked="" type="checkbox"/> MARRIED	SEPARATED	DIVORCED	WIDOWED	ANNULLED
--------	---	-----------	----------	---------	----------

IF MARRIED, PLACE OF MARRIAGE: Lima, Peru

DATE OF MARRIAGE: 18 November 1960

IF DIVORCED, PLACE OF DIVORCE DECREE: N/A

DATE OF DECREE:

2. MEMBERS OF FAMILY

NAME OF SPOUSE	ADDRESS (No., Street, City, State, Zip Code)	TELEPHONE NO.
Dorothy A. Flores	The American Embassy, Lima, Peru	
NAME OF CHILDREN	ADDRESS	SEX
Kendra Flores	(Same as above.)	F
		DATE OF BIRTH
		3 March 1971
NAME OF FATHER (or male guardian)	ADDRESS	TELEPHONE NO.
Jose S. Flores	Box 39, Gonzales, Texas 78629	512-672-6061
NAME OF MOTHER, INCLUDING MAIDEN NAME (or female guardian)	ADDRESS	TELEPHONE NO.
Agustina Flores (Deceased)		

WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUESTED IN AN EMERGENCY.

Mr. Lonnie G. Bruce

3. OTHER RELATIVES WHO ARE DEPENDENT UPON ME FOR AT LEAST 51% OF THEIR SUPPORT AND MEET OTHER REQUIREMENTS IN TRAVEL REGULATIONS (HR 22-15). SPECIFY NAMES AND RELATIONSHIPS.

NAME	DATE OF BIRTH	RELATIONSHIP

4. PERSON RESIDING IN U.S. TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss)	RELATIONSHIP
Mr. Lonnie G. Bruce	Brother-in-law
HOME ADDRESS (No., Street, City, State, Zip Code) AND NAME OF EMPLOYER, IF APPLICABLE	HOME TELEPHONE NUMBER
973 E. Walnut St., Seguin, Texas 78155	512-379-7620
BUSINESS ADDRESS (No., Street, City, State, Zip Code) AND NAME OF EMPLOYER, IF APPLICABLE	BUSINESS TELEPHONE & EXTENSION

IS THE INDIVIDUAL NAMED ABOVE SITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.)

YES ☒ NO ☐

IS THE INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPABLE? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)

YES ☐ NO ☒

Dorothy A. Flores The American Embassy Lima, Peru

YES ☐ NO ☒

DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.)

YES ☐ NO ☒

The persons named in item 2 or 3 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 6 ON THE REVERSE SIDE OF THIS FORM.

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5. VOLUNTARY ENTRIES		
<p>Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.</p> <p>INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.</p> <p align="center">The Riggs National Bank, Federal Office, 1750 Pennsylvania Avenue, N.W., Washington D.C.</p>		
<p>ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO</p> <p>IF YES, DO YOU HAVE A JOINT ACCOUNT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO</p>		
<p>HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes" where is document located?)</p>		
<p>HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. (If "Yes" give name(s) and address)</p>		
<p>HAVE YOU EXECUTED A POWER OF ATTORNEY? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. (If "Yes", who possess the power of attorney?)</p>		
6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS		
7. RESIDENCE DATA - TO BE COMPLETED ONLY BY EMPLOYEES ENTERING ON DUTY (No Approval Required)		
RESIDENCE WHEN EMPLOYED (Full Address)	PERMANENT PLACE OF RESIDENCE AS DEFINED IN HR 22-3 (Full Address)	
8. CHANGE IN PERMANENT PLACE OF RESIDENCE (See HR 22-3) (To Be Completed by Employee Desiring Such Change While Assigned to Headquarters)		
FULL ADDRESS	DEPUTY DIRECTOR OR DESIGNEE	DATE
	DIRECTOR OF PERSONNEL (when applicable per HR 22-3)	DATE
SIGNED AT <i>Headquarters</i>	DATE <i>7 June 1971</i>	SIGNATURE <i>Clair D. Over</i>

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FIELD REASSIGNMENT QUESTIONNAIRE				
DO NOT COMPLETE FOR HEADQUARTERS USE ONLY				
NAME OF EMPLOYEE (use pseudo only if SA)		DATE (from item S-1)		NAME OF SUPERVISOR (true)
Daniel Flores				Robert Fambrini
DATE RECEIVED AT HEADQUARTERS:		DISPATCH NUMBER:		DATE RECEIVED BY CAREER SERVICE:
30 October 1970		HEQT 1506		04 MAR 1971
TO BE COMPLETED BY EMPLOYEE				
1. DATE OF BIRTH	2. SERVICE DESIGN	3. YOUR CURRENT POSITION, TITLE AND GRADE	4. STATION OR BASE	5. CRAFT FOR CURRENT COVER
4 August 1935		Operational Officer GS-10	Guayaquil	ENCUFF
6A. DATE OF PCS ARRIVAL IN FIELD	6B. REQUESTED DATE OF DEPARTURE	6C. EXPECTED DATE OF FIRST CHECK-IN AT HQ	6D. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE	
13 May 1969	15 May 1971	1 June 1971	1 August 1971	
7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:				
Spouse (Expecting child in March 1971)				
8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:				
NA				
9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). (also attach personal cover questionnaire in accordance with CSI-P 240-B)				
Case Officer responsibilities including running project targetted against <u>subversive individuals and organizations</u> ; agent handling including <u>penetration agents</u> ; <u>responsibility for audio operations</u> and related support agents; preparation of intelligence reports, dispatches and other reports related to Case Officer duties.				
10. TRAINING DESIRED: INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS				
1. Soviet Operations Course. (If possible, I would like to co-ordinate this course with my home leave in the summer of 1971.)				
2. Language training. Preferably Portuguese because I would like to serve in Brazil sometime in the future.				

SECRET

11. PREFERENCE FOR NEXT ASSIGNMENT:	
11a. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.	
<p>I would like a position of increased responsibility, preferably as a Case Officer for Soviet Operations in Latin America. If this is possible I would like to take the Soviet Operations Course at Headquarters prior to my next assignment.</p>	
11b. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (for 1st, 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.	
<input type="checkbox"/>	EXTEND TOUR _____ MONTHS AT CURRENT STATION TO _____ (DATE)
<input type="checkbox"/>	BE ASSIGNED TO HQTRS FOR A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE. 1ST CHOICE _____ 2ND CHOICE _____ 3RD CHOICE _____
<input type="checkbox"/>	BE ASSIGNED TO ANOTHER FIELD STATION: INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION 1ST CHOICE <u>Caracas, Venc</u> 2ND CHOICE <u>Mexico</u> 3RD CHOICE <u>Lima, Peru</u>
<input type="checkbox"/>	RETURN TO MY CURRENT STATION
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.	
<p>It is believed that this officer's performance at his present post of assignment has provided sufficient indication of his competence as a field case officer, and that he should have no problem filling a Soviet Operations Officer slot at a medium sized field installation. He should attend the Soviet Operations Course prior to such assignment.</p>	
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS 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.	
<p>WII Division has selected Mr. Flores for assignment to Lima in September 1971.</p>	
DATE <u>1 May 71</u>	TITLE <u>C/WII/Pers</u> SIGNATURE <u>H. L. Burthold</u>
FOR USE BY CAREER SERVICE	
14. APPROVED ASSIGNMENT:	
15. EMPLOYEE NOTIFIED BY DISPATCH NO. <u>113900</u> DATED _____	
FBI NO. _____ DATED _____	
16. SUPERVISOR REPRESENTATIVE _____ DATE _____	

SECRET

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD										FILE PUNCHED BY <i>RT</i>																			
TO: Office of Personnel, Transactions and Records Branch, Status Section																													
SERIAL NO.			NAME																										
			LAST			FIRST			MIDDLE																				
<i>036130</i>			<i>Flores</i>			<i>Daniel</i>																							
INSTRUCTIONS																													
USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.																													
PCS DATES OF SERVICE																													
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		COUNTRY																		
MONTH	DAY	YEAR	MONTH	DAY	YEAR				CODE			CODE																	
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION			37	38	39	40-42																	
<i>05</i>	<i>13</i>	<i>69</i>							<i>1</i>			<i>Ecuador 175</i>																	
TDY DATES OF SERVICE																													
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		AREA(S)																		
MONTH	DAY	YEAR	MONTH	DAY	YEAR				CODE			CODE																	
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 5 - CANCELLATION			37	38	39	40-42																	
OFFICE OF PERSONNEL USE ONLY - PUNCH AREA																													
SOURCE DOCUMENT AND CERTIFICATION																													
TRAVEL VOUCHER						DISPATCH																							
CABLE						DUTY STATUS OR TIME AND ATTENDANCE REPORT																							
OTHER (Specify)																													
DOCUMENT IDENTIFICATION NO. <i>21457300</i>						DOCUMENT DATE/PERIOD <i>12 May 1967</i>																							
REMARKS																													
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td colspan="2">PREPARED BY</td> <td colspan="2">REPORT SUBMITTED ON</td> <td colspan="2">ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED</td> </tr> <tr> <td colspan="2">DATE</td> <td colspan="2">DATE</td> <td colspan="2">SIGNATURE</td> </tr> <tr> <td colspan="2"><i>21457300</i></td> <td colspan="2"><i>21457300</i></td> <td colspan="2"><i>[Signature]</i></td> </tr> </table>												PREPARED BY		REPORT SUBMITTED ON		ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED		DATE		DATE		SIGNATURE		<i>21457300</i>		<i>21457300</i>		<i>[Signature]</i>	
PREPARED BY		REPORT SUBMITTED ON		ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED																									
DATE		DATE		SIGNATURE																									
<i>21457300</i>		<i>21457300</i>		<i>[Signature]</i>																									
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER																													

SECRET

Not Approved by
CS Career Service

JAG pm

MEMORANDUM FOR: Secretary, CSCS Panel (Section C)

SUBJECT : Recommendation for Promotion to Grade
GS-10, Daniel Flores

1. It is recommended that Mr. Daniel Flores be promoted from GS-09 to GS-10.

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

3. Both as a Headquarters and field operations officer Mr. Flores has carried out his assignments with intelligence, enthusiasm and initiative. As the **Guayaquil** Base officer in charge of Communist penetration operations, his performance has been of high caliber. In August 1969, during the forced absence of the Chief of Base and other senior officers, Mr. Flores assumed the full responsibilities for running the base for a period of several weeks. He performed the duties of Acting Chief of Base in a superior manner. In addition to his operational competence, the **Guayaquil** Chief of Base has observed that Mr. Flores' ability to develop social relations with ease has been a distinct asset for the Base.

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

William V. Broe
William V. Broe
Chief
Western Hemisphere Division

SECRET

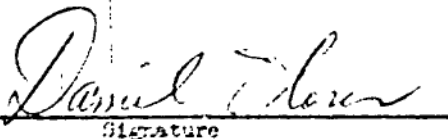
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(When filled in)

IMPORTANT

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

MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Conduct, dated 23 October 1964.


Signature

DANIEL FLORES


Date

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Group 1 - Excluded from
automatic downgrading
and declassification.

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(When Filled In)

Complete in original. The data recorded on this form is essential in determining travel expenses allowable in connection with leave at government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. This form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last) (First) (Middle) SOCIAL SECURITY NUMBER
 Flores, Daniel 460-48-6230

1. RESIDENCE DATA

PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If applicable abroad)

Washington, D.C.

PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE HOME LEAVE RESIDENCE

Washington, D.C. Washington, D.C.

2. MARITAL STATUS (Check one)

☐ SINGLE ☒ MARRIED ☐ SEPARATED ☐ DIVORCED ☐ WIDOWED ☐ ANNULLED

IF MARRIED, PLACE OF MARRIAGE DATE OF MARRIAGE

Lima, Peru 14 Dec 1960

IF DIVORCED, PLACE OF DIVORCE DECREE DATE OF DECREE

IF WIDOWED, PLACE SPOUSE DIED DATE SPOUSE DIED

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

CURRENT RESIDENCE AND DEPENDENCY REPORT

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(When Filled In)

VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

Riggs National Bank : Daniel and Donna H. A. Flores
17th and Penn. Avenues, Washington, D.C.
(1750 Penn Avenue

ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION?

☒ YES ☐ NO

IF YES, DO YOU HAVE A JOINT ACCOUNT?

☐ YES ☒ NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT?

☒ YES ☐ NO. (If "Yes" where is document located?)

At home. Will leave with responsible person for safe keeping.

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?

☐ YES ☐ NO. (If "Yes" give name(s) and address)

N/A

HAVE YOU EXECUTED A POWER OF ATTORNEY?

☐ YES ☒ NO. (If "Yes", who possesses the power of attorney?)

But may before I leave.

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

My father should not be notified in case of an emergency because of his health and age.

SIGNED AT

DATE

7 April 1969

SIGNATURE

Daniel Flores

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Supplement to Staff Employee Personnel

Action for Integration of Daniel Flores

Effective 10 April 1969

The purpose of this memorandum is to set forth existing policies of concern to you while integrated and to reiterate certain rights and obligations which derive from your true status as an appointed employee. It is hereby agreed and understood that:

1. As an employee of this organization, at the present grade and salary of GS-9 \$8744.00 per annum, you will accept cover employment with another instrumentality of the Government (hereinafter referred to as "your cover facility") effective as of 10 April 1969. You will, insofar as consistent with your basic responsibility to this organization, abide by all the rules, regulations, practices and policies of your cover facility, in order to appear as a conventional member of that establishment. Your appointment to your cover facility is being effected as a FSR-7 at a salary of \$8153.00 per annum. You are prohibited, except as specifically authorized herein, from retaining emoluments paid by your cover facility.

2. It is understood and agreed that the minimum period of your overseas tour of duty is governed by and coincident with the prescribed tour of duty of your cover organization. Currently, your prescribed tour consists of a period of two (2) years from the date of your arrival at your overseas post of duty. Your assignment may be terminated earlier for the convenience of this organization and the length of your tour of duty, as currently specified, may be unilaterally changed by this organization in order to conform with subsequent changes in the prescribed tour of your cover facility. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed the minimum period of service prescribed above from the date of arrival at your overseas post of duty, you will not be entitled to return travel or transportation for yourself or your dependents to the United States at Government expense. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed one (1) year of service from the date of your arrival at your overseas post of duty you will be required to reimburse the Government for all of its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas post of duty.

3. Travel to your post of duty overseas and your return travel to the United States, as well as travel performed overseas which is consistent with your cover designation, will normally be at the direction of your cover facility. Such travel will be accomplished in conformance with applicable

FORM 1535

SECRET

SECRET

regulations of your cover facility except when you are directed for operational reasons to perform travel in accordance with the regulations of this organization.

4. Salary and allowances paid by your cover facility shall be retained by you to the extent that they do not exceed the salary and allowance payment due you on the basis of your grade level with this organization. If such cover payments are less than the amount due you, the difference will be paid to you by this organization. If such cover payments exceed the amount due you, the excess amounts will be remitted to this organization at intervals to be designated by the Office of Finance. Computations hereunder will be based on the aggregate gross amounts due and received. That portion of retirement contributions withheld by your cover facility which exceeds the retirement contributions applicable to your organization salary will be deducted from the gross amount of the overpayment. Upon integration, the payroll office of this organization will establish the date on which you would normally receive a regular step increase from your cover facility. Failure to report a grade promotion received from a cover facility does cause errors in processing regular step increases. Regular step increases, incorrectly processed in such manner, should be reported immediately to this organization. To eliminate this problem, any grade promotion received from a cover facility will be reported immediately by you to this organization's payroll office through channels showing both the old and the new rate and the effective date. All salary difference payments and adjustments will be reflected on earnings statements.

5. Your status as an employee of this organization will continue in full force and effect during your period of duty with your cover facility and you will continue to be entitled to all rights, benefits and emoluments of such status. Certain variations in procedure will be required, however, to preserve the security of your cover position.

a. Upon integrating into your cover facility you will continue to be covered by the particular retirement system in which you are a participant as an employee of this organization. Salary received from your cover facility and any salary differences payable by this organization will be subject to appropriate retirement contributions.

b. Appropriate Federal income tax withholdings shall be made from taxable income received from both your cover facility and this organization. Additionally, while serving in the United States, withholdings shall also be made for District of Columbia or State income tax, when applicable. You may claim reimbursement for excess income taxes paid on overt tax returns by reason of taxable income from your cover facility exceeding the taxable income due you as an employee of this organization.

SECRET

c. All annual and sick leave which is accrued to your credit at the time of integration will be transferred to your cover facility. While integrated you will be permitted annual leave, sick leave, home leave, and leave without pay in accordance with the regulations of your cover facility in lieu of the leave benefits of this organization. Upon termination of your integration, your unused annual leave, sick leave, and home leave will be transferred to your credit with this organization and your leave record will be reconstructed as of the beginning of the leave year in which you return to this organization, as explained in the Handbook on Leave for Special Situations. Serving in an integrated capacity does not permit the carryover from one leave year to another of an annual leave balance which exceeds the ceilings authorized by regulations of this organization and the Federal leave law. If security conditions require that your cover facility make a lump-sum payment for accrued annual leave, upon your "resignation" you will be required to pay the gross amount thereof to this organization, including any income taxes withheld by your cover facility in order to receive credit for such annual leave.

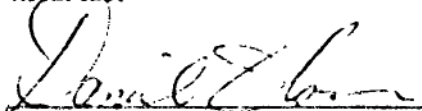
6. You will be required to keep forever secret this agreement and all information which you may obtain by reason hereof, unless you are released in writing by this organization from this obligation. Violation of such secrecy may subject you to criminal prosecution under the espionage laws, as amended, and other applicable laws and regulations. The termination of your employment with this organization will not release you from the obligations of any security oath you may be required to take.

UNITED STATES GOVERNMENT

BY 

Personnel Office

ACCEPTED:



3

FORM 1535c

SECRET

10-01

SECRET

ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL

TO COMPLETE THIS FORM—

1 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.

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

NAME (last) 036730 (first) Flores (middle) Daniel DATE OF BIRTH (month, day, year) 4 August 1935 SOCIAL SECURITY NUMBER 460 48 6230
EMPLOYING DEPARTMENT OR AGENCY _____ LOCATION (City, State, ZIP Code) _____

3 MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here
if you
WANT BOTH
optional and
regular
insurance



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



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



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 insurance until at least 1 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 insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

4 SIGN AND DATE IF YOU MARKED BOX "A" OR "C". COMPLETE THE "STATISTICAL STUD" THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE

Signature of Employee

Date

FOR EMPLOYING OFFICE USE ONLY

(Official stamping date stamp)

See back of form for instructions on back of original

Please see instructions on back of original

The only way to get a copy of this form is by mail

(OPTIONAL) COPY - Return to Office of Personnel Policies

14-00000

S-E-C-R-E-T

- TRAINING REPORT -

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

Student: Flores, Daniel

Office: WH

Grade : 08

EOD : Mar 62

Number of Students Enrolled: 9

Service Designation: D

COURSE OBJECTIVE

To teach the student to interrogate and to manage interrogation.

RATING

Class Performance : Satisfactory

Interrogation Aptitude: Average

GENERAL CLASS PERFORMANCE


Excellent: 3 Satisfactory: 6 Unsatisfactory: 0

GENERAL CLASS APTITUDE FOR INTERROGATION

High: 2 Average: 6 Low: 1

FOR THE DIRECTOR OF TRAINING:

27 DEC 1968
Date


Ezekiel B. Ramirez
Chief Instructor

S-E-C-R-E-T

C-E-C-R-E-T

TRAINING REPORT OPERATIONS COURSE (FULL TIME)	Course No.	No. of Students		Dates of Course	
	OC-1-3/4-68	Began	Finished	27 May -	16 August 1968
STUDENT IDENTIFYING INFORMATION					
NAME OF STUDENT	YOB	ECG DATE	OFFICE	GS	SL
FLORES, Daniel	1934	March 1967	CTP	GS	SL
PERFORMANCE EVALUATION					

- W - Weak Ranges from inadequate to less than satisfactory (in terms of a new and inexperienced case officer).
- A - Adequate Has achieved the basic level required. Satisfactory, characterized neither by deficiency nor excellence.
- P - Proficient More than satisfactory. Has acquired a solid beginner's proficiency. This rating may be interpreted as representing "average" on our rating scale.
- S - Strong Exceptional proficiency, characterized by thoroughness, initiative, originality, and an exceptional student understanding of the case officer role in clandestine operations.
- O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of other students doing similar work as to warrant special recognition.

COURSE OBJECTIVE

This course is designed to prepare selected staff officers from the Career Trainee Program for field operations officer work with the Clandestine Services. The student's understanding of the Clandestine Services doctrines, policies and operational concepts and his ability to apply these related items is measured by a series of practical exercises. Successful completion of the Operations Familiarization Course (OFC) is a prerequisite for admission to the Operations Course.

RATING LETTER

TRADECRAFT	P
INTELLIGENCE AND OPERATIONAL INFORMATION REPORTING	P
CLANDESTINE SERVICES OPERATIONAL PROGRAMS	P

The trainee also received basic instruction and practical work in photography, including the use of a 35mm camera and in darkroom procedures; in **audio-surveillance**, and in the use of **S/W and agent radio communications systems**. In addition, he was given general familiarization on such subjects as **surreptitious entry, documentation** and authentication, observation and sketching.

This rating corresponds to the statement which most accurately reflects the student's level of performance and takes into account everything about him which influenced his effectiveness. This rating is a reflection of the degree to which the instructors feel that the student is both suitable and competent for overseas service in the Clandestine Services.

OVERALL PERFORMANCE
P

Overall performance ratings of all students in this class:

WEAK 0 ADEQUATE 0 PROFICIENT 40 STRONG 40 OUTSTANDING 0

C-E-C-R-E-T

S-E-C-R-E-T

NARRATIVE COMMENTS

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

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

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

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

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

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

FOR THE DIRECTOR OF TRAINING:


Arthur P. Fritzell
Chief Instructor

23 August 1968
Date

S-E-C-R-E-T

3-E-C-N-E-T

TRAINING REPORT

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

4 March - 3 May 1968
(Date)

Student	:	FLORES, Daniel	Office	:	CTP/OTR
Year of Birth:		1935	Service Designation:		BJ
Grade	:	GS-07	No. of Students:		<u>60</u> Began; <u>60</u> Finished
EOD	:	March 1962			

COURSE OBJECTIVES:

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

ACHIEVEMENT RECORD:

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

INCOMPLETE 0 ADEQUATE 0 PROFICIENT * 48 STRONG 12

NARRATIVE COMMENTS:

Mr. Flores is a self-sufficient, steady worker, who demonstrated an excellent ability to adapt himself to the various training situations. His proficient performance during Operations Course, Phase II-3-68 did not fluctuate appreciably from beginning to end.

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

Continued on Page 2

14-00000
S-E-C-R-E-T

TRAINING REPORT

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

4 March - 3 May 1968

Student : FLORES, Daniel

Office : CTP/OTR

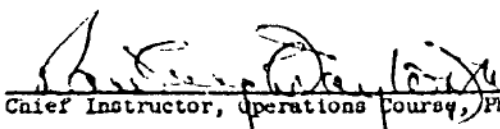
Service Designation: SJ

NARRATIVE COMMENTS (Continued)

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

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

FOR THE DIRECTOR OF TRAINING:


Chief Instructor, Operations Course, Phase II

S-E-C-R-E-T

SECRET

TRAINING REPORT

NAME OF TRAINEE: Flores, Daniel	COURSE: CS RECORDS I & CS RECORDS II (Biographic Research)
DOB: 1935 SD: SJ	DATE : 9 - 16 May 1968
OFFICE: CTP GS: 07	HOURS : 30 - part time

OBJECTIVES

1. To provide briefing in the CS requirement for biographic research, the importance of this research in the investigative process, and in the importance of the role of the biographic researcher.
2. To provide instruction in the nature, content and means of access to repositories of biographic information in the CS and other elements of the Agency and the community.
3. To introduce the concept of research and investigation and the processes involved therein, and to provide practical work in research as done at headquarters.
4. To alert the students to the nature of analysis in producing finished reports of biographic research.
5. To provide practice in writing the report of biographic research.

METHOD OF INSTRUCTION

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

ADJECTIVAL RATINGS USED IN THE TRAINING REPORT

EXCELLENT	Student demonstrated unusual competence in achieving the course objectives. His understanding of the course content was unusually thorough and perceptive. Where skills were taught, he demonstrated particular facility in their use.
✓ SATISFACTORY	Student's achievement of the course objectives was competent. He demonstrated good understanding of the course content. Where skills were taught, he demonstrated basic facility in their use.
UNSATISFACTORY	Student did not demonstrate adequate competence. Although he may have made some progress, he fell short of the minimum standards for achievement of the course objectives.

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S E C R E T

NARRATIVE RATING OF ACHIEVEMENT:

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

Overall adjectival rating of achievement:

Satisfactory ✓

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

EXCELLENT: 2 SATISFACTORY: 14 UNSATISFACTORY:

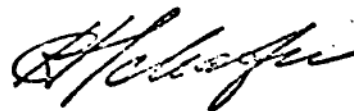
Attendance at this course does not provide the student with operational knowledge and background sufficient to qualify him as an independent researcher, capable of making operational judgments.

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

FOR THE DIRECTOR OF TRAINING:

24 MAY 1968

Date



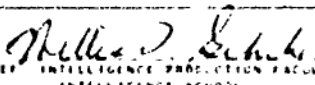
Charles H. Schafer
Chief Instructor

- 2 -

S E C R E T

SECRET

(When Filled In)

TRAINING REPORT INTELLIGENCE TECHNIQUES COURSE (120 Hours)		COURSE NO. 3-68	NO. STUDENTS 46	DATE OF COURSE 29 Jan - 13 Feb 1968	
IDENTIFYING INFORMATION					
NAME OF STUDENT	YOB	EDD DATE	OFFICE	CS	SD
FLORES, Daniel	35	Mar 1962	CTP	07	SJ
KEY TO RATINGS					
<p>W - Weak Ranges from inadequate to less than satisfactory.</p> <p>A - Adequate Has achieved the basic level required. Satisfactory, characterized neither by deficiency nor excellence.</p> <p>P - Proficient More than satisfactory. Has acquired a solid beginner's proficiency.</p> <p>S - Strong Exceptional proficiency. Characterized by thoroughness, initiative, originality, and an exceptional student understanding of the work involved in intelligence production.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
EVALUATION OF PERFORMANCE IN SKILLS					
BRIEFING	RATING P	WRITING	RATING A+	ANALYSIS	RATING P
OVER-ALL PERFORMANCE EVALUATION					
<p>The RATING LETTER reflects the over-all performance of the student in the course and is thus a measure of the extent to which the student possesses the skills and techniques required in the production of finished intelligence. The rating is not necessarily arrived at by mathematically averaging in the skills ratings, but takes into consideration any outstanding strengths or weaknesses that should be reflected in an evaluation of the performance of the student as a whole. The RATING LETTER is a consensus of the view of the faculty.</p>					RATING P-
REPORT OF OBSERVATIONS, JUDGMENTS AND IMPRESSIONS					
<p>This is a general, unspecific, narrative report of observations, judgments, and impressions. It includes intangible factors such as the student's attitude, cooperativeness, attentiveness, maturity, and judgment. It also includes the general impression the student has made on the faculty. This report will not be included unless the instructors believe that it would add something to the previous evaluation of performance in skills as well as to the evaluation of the OVER-ALL PERFORMANCE of the student.</p>					
FOR THE DIRECTOR OF TRAINING:		 CHIEF INTELLIGENCE PRODUCTION FACULTY INTELLIGENCE SCHOOL		DATE	

S-E-C-R-E-T

PERFORMANCE RECORD

The Challenge of World-Wide Communism

CT Class 2000 - 1000Course Description

A. Statement of Objectives

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

B. Course Method

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

NAME Flower, DavidWritten WorkExamination By StudentOral WorkSeminars, Exercises By StudentComments:

GROUP I
Excluded from automatic
downgrading and
declassification

S-E-C-R-E-T

TRAINING REPORT

OPERATIONS FAMILIARIZATION COURSE NO. 2-68
(192 hours, full-time)

2 Jan. - 26 Jan. 1968
(Date)

STUDENT : FLORES, Daniel

OFFICE : CTF

YEAR OF BIRTH: 1935

SERVICE DESIGNATION: SJ

GRADE : GS-07

NUMBER OF STUDENTS : 114 began

END DATE : March 1962

114 Finished

COURSE OBJECTIVE AND CONTENT

The Operations Familiarization Course is a four-week course designed to provide the student with an understanding of the Clandestine Services programs, operational methods and reporting techniques. Special emphasis is given the basic elements of **tradecraft, the fundamentals of operational and intelligence information reporting, and the Foreign Intelligence, Counterintelligence and Covert Action programs of the Clandestine Services. General orientation is also provided in special operations and staff communications.**

METHODS

The instructional methods used included class discussions, lectures, films demonstrations, practical exercises and case studies. Practical exercises were conducted in **operational and intelligence information reporting, surveillance, casing, handling of walk-in defectors and planning for, meeting and debriefing an agent.** The operational programs of various Clandestine Services Divisions were discussed by representatives of the respective Headquarters components.

EVALUATION OF PERFORMANCE

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

<u>UNSATISFACTORY</u>	<u>ADEQUATE</u>	<u>* PROFICIENT</u>	<u>STRONG</u>
1	1	87	25

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

FOR THE DIRECTOR OF TRAINING

[Signature]
ACTING DIRECTOR
JAN 28 1968
J-S-C-S-4-1

9 Feb. 1968
JTS

S-E-C-R-E-T

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

STUDENT	: Daniel FLORES	Duration:	11-22 December 1967 (30 hours, full time)
YEAR OF BIRTH:	1935	OFFICE	: CT
GRADE	: GS-07	SERVICE DESIGNATION:	SJ
EOD	: March 1962	NUMBER OF STUDENTS	: 88

COURSE OBJECTIVES - CONTENT AND METHODS

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

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

ACHIEVEMENT RECORD

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

PROFICIENT

The evaluation system used was as follows:

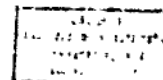
O = Outstanding	-	0-3 wrong
S = Strong	-	4-8 wrong
P = Proficient	-	9-15 wrong
A = Adequate	-	16-25 wrong
W = Weak	-	26- wrong

FOR THE DIRECTOR OF TRAINING:

Lawrence C. Baugh Jr.
Chief, Orientation & Briefing Faculty

8 January 1968
Date

S-E-C-R-E-T



CONFIDENTIAL

26 October 1967

MEMORANDUM FOR: Daniel Flores

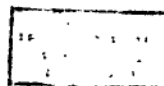
THROUGH : Executive Secretary
CSCT Selection Board

SUBJECT : Application for Career Training Program

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


ROBERT B. FREEMAN
Chief, CTP

CONFIDENTIAL



SECRET

(When Filled In)

MILITARY STATUS QUESTIONNAIRE (READ INSTRUCTIONS ON REVERSE SIDE)				DO NOT WRITE IN SPACES BELOW	
1. THIS DATE (Month-day-year) MARCH 12, 1962				1-6. SERIAL NUMBER 006100	
2. NAME (Last-first-middle) FACKES, DANIEL (1)				7-24. NAME	
3. DATE OF BIRTH (Month-year) August 1935		4. SEX <input checked="" type="checkbox"/> (1) MALE <input type="checkbox"/> (2) FEMALE		25-28. UIC 1835	
5. OFFICE TO WHICH ASSIGNED DDP/OPSER/RT		6. SCHEDULE AND GRADE GS-04		29. SEX 1	
7. SUBJECT TO CURRENT DRAFT <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		8. INDICATE DRAFT CLASSIFICATION, IF ANY		30-31. OFFICE CODE 39	
				32-34. SCHD/35-39 GR. GS 04	
9. BRANCH OF SERVICE ON SEPARATION (Check one)				37. DRAFT STATUS 2	
(1) ARMY <input checked="" type="checkbox"/> (2) MARINE <input type="checkbox"/> (3) COAST GUARD <input type="checkbox"/> (4) NAVY <input type="checkbox"/> (5) AIR FORCE <input type="checkbox"/>				38-39. CLASS.	
10. MIL. GRADE ON SEPARATION OPL (E4) H 45				40. BRANCH SERVICE 3	
11. STATUS AT TIME OF SEPARATION (Check one) <input checked="" type="checkbox"/> (1) REGULAR <input type="checkbox"/> (2) RESERVE <input type="checkbox"/> (3) DRAFTER <input type="checkbox"/> (4) OTHER (Specify in comments)				41-42. MIL. GRADE E 4	
12. TYPE OF SEPARATION (Check one)				43. STATUS AT SEPARATION 1	
PLEASE NOTE ALTHOUGH YOU MAY HAVE A SERVICE CONNECTED DISABILITY, DO NOT CHECK THE BOX "RETIRED-SERVICE CONNECTED DISABILITY" UNLESS YOU WERE ACTUALLY RETIRED FOR THIS REASON. IF OTHERWISE, CHECK "HONORABLE DISCHARGE" OR "RELEASED TO INACTIVE DUTY" AS APPROPRIATE, EVEN THOUGH YOU MAY BE DRAWING A DISABILITY ALLOWANCE OR COMPENSATION.				44. TYPE OF SEPARATION (A-less than 8 yrs; B-8 yrs or more)	
(1) RELEASED TO INACTIVE DUTY <input type="checkbox"/> (5) RETIRED-AGE <input type="checkbox"/> <input checked="" type="checkbox"/> (2) HONORABLE DISCHARGE <input type="checkbox"/> (6) RETIRED-SERVICE CONNECTED DISABILITY <input type="checkbox"/> (3) RETIRED-80 (or more) YRS. SERVICE <input type="checkbox"/> (7) RETIRED-COMBAT DISABILITY <input type="checkbox"/> (4) RETIRED-LESS THAN 20 YRS. SERVICE <input type="checkbox"/> (8) OTHER-SPECIFY UNDER COMMENTS				1 A 2 A 3 A 7 A 1 B 2 B 3 B 7 B 2 A 4 A 6 A 8 A 2 B 4 B 6 B 8 B	
MEMBERS OF RESERVE FORCES COMPLETE THE FOLLOWING					
13. RESERVE BRANCH OR SERVICE		14. ORIGINAL ENTRY DATE IN ARMED SERVICES		45. BRANCH SERVICE	
15. SERVICE SERIAL NO.		16. MOS, AFSC, DESIGNATOR, OR RATING		46-49. ENTRY DATE	
17. MIL. GRADE		18. RESERVE CATEGORY (Check one) (1) READY (2) STANDBY (3) RETIRED		50-59. SERV. SER. NO.	
19. EXPIRATION DATE OF APPOINTMENT OR ENLISTMENT (Month and year)				60-64. MOS, AFSC, ETC.	
20. MIL. MOBILIZATION ASSIGNMENT				55-59. MIL. GRADE	
21. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED				67. CATEGORY	
				68-71. EXPIRATION DATE	
				72. MOBILIZATION ASSIGNMENT	
				73. ASSIGNMENT UNIT	
				74. MOBILIZATION CATEGORY	
22. COMMENTS					

CIA INTERNAL USE ONLY
(Classify When Filled In)

OUTSIDE ACTIVITY APPROVAL REQUEST				
SPR HR 10-7 BEFORE SUBMITTING TO FAR AN ORIGINAL AND 2 COPIES OF THIS FORM				
TO :	DIRECTOR OF SECURITY; ATTN: EMPLOYEE ACTIVITY BRANCH			DATE 16 April 1962
THROUGH:	(Operating official, administrative and/or security officer)			
<p>JOHN A. MAYO, Jr. Security Officer, RID</p>				
FROM :	NAME AND GRADE OF EMPLOYEE (Print or type)	COMPONENT	ROOM NO. AND BLDG.	PHONE
	FLORES, Daniel GS-04	DDP/OPSER/RID/RB/IN	A B 4003	6187
1. DESCRIPTION OF OUTSIDE ACTIVITY FOR WHICH APPROVAL IS REQUESTED:				
Bartender				
2. FULL NAMES OF ORGANIZATION AND/OR PERSONS INVOLVED				
Bartenders Union Local 014 75 Mr. Patrick Duffy				
3. DATE(S) OF PARTICIPATION AND LOCALE OF ACTIVITY				
On call different days of the week. 914 F Street, N. W. Washington, D. C.				
4. REMARKS				
In engaging in the requested activity I will make no reference to, or discuss my CIA assignments or duties nor will I make reference to or discuss my CIA employment except as authorized by Headquarters Regulation 10-7.				
<p><i>[Signature]</i> SIGNATURE OF REQUESTING EMPLOYEE</p>				
5. CONCURRENCES AND/OR APPROVAL WITHIN OPERATING OFFICE				
<p>(signed) John M. Wiggleworth JOHN M. WIGGLESWORTH Chief, RID/ADMIN</p>				
FOR COMPLETION BY EMPLOYEE ACTIVITY BRANCH AND RETURN OF ORIGINAL TO EMPLOYEE				
<p><i>[Handwritten initials]</i></p> <p><i>[Handwritten signature]</i></p>				

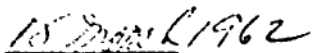
Standard Form No. 2809 CHAPTER I, § 1 PM G. L. 1955		HEALTH BENEFITS REGISTRATION FORM* FEDERAL EMPLOYEES HEALTH BENEFITS ACT OF 1959 (Print in ink on reverse of last page. Use only space for or for by.)				4536490																																						
PART A ALL WHO REGISTER MUST FILE IN THIS PART	1. NAME (LAST, FIRST, MIDDLE) FLORNO, L. J.	2. DATE OF BIRTH MONTH DAY YEAR 7 15 35	3. Are you now married? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>		4. SEX MALE <input checked="" type="checkbox"/> FEMALE <input type="checkbox"/>																																							
	5. YOUR MAILING ADDRESS (INQUIRY AND CORRESPONDENCE) 1111 1st St. N.W.	6. Are you covered by, or are you lawfully eligible for, health coverage by or under the Federal Employees Health Benefits Act of 1959 (through the service of another United States or District of Columbia Government employee or annuitant)? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	7. Enter on X in proper box to show your annual basic salary range: \$10,001 to \$15,000 <input type="checkbox"/> \$15,001 to \$20,000 <input checked="" type="checkbox"/> \$20,001 to \$25,000 <input type="checkbox"/> \$25,001 to \$30,000 <input type="checkbox"/> \$30,001 to \$35,000 <input type="checkbox"/> \$35,001 to \$40,000 <input type="checkbox"/> \$40,001 to \$45,000 <input type="checkbox"/> \$45,001 to \$50,000 <input type="checkbox"/> \$50,001 to \$55,000 <input type="checkbox"/> \$55,001 to \$60,000 <input type="checkbox"/> \$60,001 to \$65,000 <input type="checkbox"/> \$65,001 to \$70,000 <input type="checkbox"/> \$70,001 to \$75,000 <input type="checkbox"/> \$75,001 to \$80,000 <input type="checkbox"/> \$80,001 to \$85,000 <input type="checkbox"/> \$85,001 to \$90,000 <input type="checkbox"/> \$90,001 to \$95,000 <input type="checkbox"/> \$95,001 to \$100,000 <input type="checkbox"/> \$100,001 to \$105,000 <input type="checkbox"/> \$105,001 to \$110,000 <input type="checkbox"/> 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PART B FILE IN THIS PART IF YOU WISH TO ENROLL IN A HEALTH BENEFITS PLAN	1. I elect to enroll in a health benefit plan as shown below. I authorize deductions to be made from my salary, compensation, or annuity to cover my share of the cost of the enrollment. (Copy the information requested below from inside cover of brochure of the plan you select.) NAME OF PLAN: HEALTH BENEFITS PLAN OPTION: HIGH PLAN CODE NUMBER: 4 1 2																																											
	2. In space below list all eligible family members with exception. List your wife or husband first, then your unmarried child under age 19, including legally adopted children, and stepchildren and illegitimate children who live with you in a regular parent-child relationship. Include also any unmarried child over 19 who became disabled before age 19 and who, because of the disability, is incapable of self-support. (Attach a doctor's certificate for a disabled child age 19 or over.)																																											
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 40%;">NAMES OF FAMILY MEMBERS</th> <th style="width: 20%;">DATE OF BIRTH (Month, Day, Year)</th> <th style="width: 20%;">NAMES OF FAMILY MEMBERS</th> <th style="width: 20%;">DATE OF BIRTH (Month, Day, Year)</th> </tr> </thead> <tbody> <tr> <td>Wife or husband: L. J. Florno</td> <td>7/15/35</td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>					NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)	NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)	Wife or husband: L. J. Florno	7/15/35																																		
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Wife or husband: L. J. Florno	7/15/35																																											
3. If enrollment is for self only, answer item 3. If enrollment is for self and family, also answer item 3. If item 3 is applicable, attach a doctor's certificate.																																												
4. Does the family listed above include a husband who is incapable of self-support because of mental or physical disability which can be expected to continue for more than one year? (If answer YES, attach a doctor's certificate.) YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>																																												
PART C FILE IN THIS PART IF YOU WISH TO CHANGE YOUR ENROLLMENT	1. I elect to enroll in any plan under the Health Benefits Act. <input type="checkbox"/>																																											
	2. I elect to cancel my present enrollment under the Health Benefits Act. <input type="checkbox"/>																																											
3. The reason for my election is (Place an X in proper box): (a) I am covered by a plan under the Health Benefits Act through the enrollment of my husband, wife, or parent. <input type="checkbox"/> (1) (b) I am covered by a health insurance plan which is not under the Health Benefits Act. <input type="checkbox"/> (2) (c) Any other reason. <input type="checkbox"/> (3)																																												
PART D FILE IN THIS PART IF YOU WISH TO CHANGE YOUR ENROLLMENT	1. I elect to change my enrollment as shown by the enrollment code number of present plan: 4 1 2																																											
	2. Date of event which permits change: 4/1/62																																											
PART E ALL WHO REGISTER MUST FILE IN THIS PART	3. Date of event which permits change: 4/1/62																																											
	4. Signature of employee or annuitant: L. J. Florno																																											
PART F TO BE COMPLETED BY AGENCY	1. NAME AND ADDRESS OF EMPLOYING OFFICE: 1111 1st St. N.W.		2. DATE RECEIVED BY EMPLOYING OFFICE: 4/1/62																																									
	3. EFFECTIVE DATE OF ELECTION: 4/1/62		4. PAYROLL ACTION (INITIALS AND DATE): 4/1/62																																									
REMARKS: 1. 7/15/62																																												

CONFIDENTIAL,
(when filled in)

MEMORANDUM OF UNDERSTANDING

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


Signature


Date

CONFIDENTIAL

APPOINTMENT AFFIDAVITS

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

CENTRAL INTELLIGENCE AGENCY
(Department or agency)

WASHINGTON, D. C.
(Bureau or division)

(Place of employment)

I, FLORES, DANIEL, do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I knowingly a member of any organization that advocates the overthrow of the constitutional form of the Government of the United States, or which seeks by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) that I will not so advocate, nor will I knowingly become a member of such organization during the period that I am an employee of the Federal Government or any agency thereof.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not participating in any strike against the Government of the United States or any agency thereof, and I will not so participate while an employee of the Government of the United States or any agency thereof. I do not and will not assert the right to strike against the Government of the United States or any agency thereof while an employee of the Government of the United States or any agency thereof. I do further swear (or affirm) that I am not knowingly a member of an organization of Government employees that asserts the right to strike against the Government of the United States or any agency thereof and I will not, while an employee of the Government of the United States or any agency thereof, knowingly become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not, nor has anyone acting in my behalf, given, transferred, promised or paid any consideration for or in expectation or hope of receiving assistance in securing such appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

11 March 1962

(Date of entrance on duty)

Daniel Flores
(Signature of appointee)

Subscribed and sworn before me this 12th day of March A. D. 19 62,
at Washington, D. C.
(City) (State)

[SEAL]

Shirley L. Lewis
(Signature of official)
Appointment Clerk
(Title)

NOTE: The oath of office must be administered by a person specified in 5 U. S. C. 18 or by a person designated to administer oaths under Section 506, Act of June 18, 1943, 5 U. S. C. 10a. If the appointee is a Native, the date of expiration of his commission should be shown.

DECLARATION OF APPOINTEE

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

1 PRESENT ADDRESS (street and number, city and State)
 2228 CONNECTICUT AVE. N.W. #203. WASHINGTON 8, D.C.
 2 (A) DATE OF BIRTH (B) PLACE OF BIRTH (city and State or city and foreign country)
 AUGUST 11, 1935 SAN MARCOS, TEXAS
 3 (A) IN CASE OF EMERGENCY, PLEASE NOTIFY (B) RELATIONSHIP (C) STREET AND NUMBER, CITY AND STATE (D) TELEPHONE NO.
 MRS. DANNIE TOLLES WIFE 2228 CONNECTICUT AVE., N.W. WASH., D.C. 265-5312

4 DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS? ☐ YES ☒ NO
 If so, for each such relative fill in the blank below. If additional space is necessary, complete under Item 12.

NAME	POST OFFICE ADDRESS (Give street number, if any)	(1) POSITION (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATIONSHIP	MAR. RIED (Check one)	SIN- GLE
		1.			
		2.			
		3.			
		4.			
		5.			
		6.			
		7.			

INDICATE ANSWER BY PLACING "X" IN PROPER COLUMN		YES	NO	INDICATE ANSWER BY PLACING "X" IN PROPER COLUMN		YES	NO
1 (A) ARE YOU A CITIZEN OF THE UNITED STATES OF AMERICA OR (B) AS A NATIVE OF AMERICA, DO YOU OWE ALLEGIANCE TO THE UNITED STATES OF AMERICA?		X		10 (A) HAVE YOU EVER FILED A WAIVER OF LIFE INSURANCE COVERAGE UNDER THE FEDERAL EMPLOYEES GROUP LIFE INSURANCE ACT?			X
6 ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY?			X	(B) IF YOU HAVE FILED SUCH A WAIVER, HAS IT BEEN CANCELED OR REVOKED?			X
If your answer is "Yes," give details in Item 12				11 SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT, A. HAVE YOU BEEN DISCHARGED FROM EMPLOYMENT BECAUSE:			
7 DO YOU RECEIVE OR HAVE YOU APPLIED FOR AN ANNUITY FROM THE UNITED STATES DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT FOR ANY PERIOD OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE?			X	(1) YOUR CONDUCT WAS NOT SATISFACTORY?		X	
If your answer is "Yes," give details in Item 12				(2) YOUR WORK WAS NOT SATISFACTORY?		X	
8 SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT, HAVE YOU BEEN ARRESTED, CHARGED OR FILED BY FEDERAL, STATE, OR OTHER LAW ENFORCEMENT AGENCIES FOR ANY VIOLATION OF ANY FEDERAL LAW, STATE LAW, COUNTY OR MUNICIPAL LAW, REGULATION OR ORDINANCE? DO NOT INCLUDE TRAFFIC VIOLATIONS FOR WHICH A FINE OF \$25 OR LESS WAS IMPOSED. ALL OTHER CHARGES MUST BE INCLUDED EVEN IF THEY WERE DISMISSED.			X	B. HAVE YOU RESIGNED AFTER OFFICIAL NOTIFICATION THAT:			
If your answer is "Yes," give in Item 12 for each case, (1) approximate date, (2) charge, (3) place, (4) action taken.				(1) YOUR CONDUCT WAS NOT SATISFACTORY?		X	
9 SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT, HAVE YOU BEEN BARRED BY THE U.S. CIVIL SERVICE COMMISSION FROM TAKING EXAMINATIONS OR ACCEPTING CIVIL SERVICE APPOINTMENTS?			X	(2) YOUR WORK WAS NOT SATISFACTORY?		X	
If your answer is "Yes," give dates of and reasons for such barment in Item 12				C. HAVE YOU BEEN DISCHARGED FROM THE ARMED SERVICES UNDER OTHER THAN HONORABLE CIRCUMSTANCES?			
				If your answer to A, B or C is "Yes," give details in Item 12 as to date, as you can remember, including the name and address of employer, approximate date, and reasons in each case.			

12 SPACE FOR (STANDARD ANSWERS TO OTHER QUESTIONS) (Indicate item numbers to which answers apply)

ITEM NO.	ANSWER	ITEM NO.	ANSWER
13		14	
15		16	
17		18	
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INSTRUCTIONS TO APPOINTING OFFICER: You must determine that the appointment award is in conformance with the Civil Service Act, applicable local laws, rules and regulations, and city or town laws pertaining to appointments. This form should be attached to the finding of fitness, previous any record of record discharge or arrest, apt. certification and exam. Note of fitness. Also, to establish the identity of the appointee, you should postmaster's check (1) his signature and handwriting against the application and on other pertinent papers and (2) the photo of appointee against the medical certificate.

STATEMENT OF PRIOR FEDERAL CIVILIAN AND MILITARY SERVICE AND DETERMINATION OF COMPETITIVE STATUS

IMPORTANT: The information on this form will be used (1) in determining creditable service for leave purposes and retention credits for reduction in force, and (2) in recording agency determination of competitive status. The employee should complete Part I and the Personnel Office should complete Parts II through V.

PART I.—EMPLOYEE'S STATEMENT

PART II.—THIS COLUMN IS FOR PERSONNEL OFFICE USE

1. NAME (Last, first, middle initial)

2. DATE OF BIRTH

FLORES, DANIEL

August 4, 1935

3. LIST THE FOLLOWING INFORMATION CONCERNING ALL FEDERAL AND DISTRICT OF COLUMBIA SERVICE YOU HAVE HAD PRIOR TO YOUR PRESENT APPOINTMENT (Do not include military service.)

9. RETENTION GROUP

10. A. C/S STATUS ☐ YES ☐ NO
B. TYPE OF PRESENT APPOINTMENT

NAME AND LOCATION OF AGENCY	FROM—			TO—			TYPE OF APPOINTMENT IF KNOWN
	YEAR	MONTH	DAY	YEAR	MONTH	DAY	

11. SERVICE

YEAR MONTH DAY

4. LIST PERIODS OF ACTIVE SERVICE IN ANY BRANCH OF THE ARMED FORCES OF THE UNITED STATES. IF YOU HAD NO ACTIVE MILITARY SERVICE, WRITE "NONE"

BRANCH	FROM—			TO—			DISCHARGE (Hon or dishon?)
	YEAR	MONTH	DAY	YEAR	MONTH	DAY	
UNITED STATES MARINE CORPS	1959	JULY	25	1961	JULY	25	HONORABLE

4 - -

5. DURING PERIODS OF EMPLOYMENT SHOWN IN ITEM 3, DID YOU HAVE A TOTAL OF MORE THAN 6 MONTHS ABSENCE WITHOUT PAY, INCLUDING PERIODS OF MERCHANT MARINE SERVICE, DURING ANY ONE CALENDAR YEAR? ☐ YES ☐ NO
IF ANSWER IS "YES," LIST FOLLOWING INFORMATION.

12. TOTAL SERVICE

13. NONCREDITABLE SERVICE (Leave purposes only):

TYPE IF KNOWN (LWOP, Full, Susp, AWOL, Mor Mar)	FROM—			TO—			TOTAL		
	YEAR	MONTH	DAY	YEAR	MONTH	DAY	YEARS	MONTHS	DAYS

14. NONCREDITABLE SERVICE (RIF purposes only):

6. DURING THE FEDERAL SERVICE LISTED IN ITEM 3, DID YOU ACQUIRE A PERMANENT COMPETITIVE CIVIL SERVICE STATUS?

☐ YES ☐ NO

(If answer is "Yes," in what agency were you employed at the time status was acquired?)

15. REEMPLOYMENT RIGHTS

☐ YES ☐ NO

16. RETENTION RIGHTS

☐ YES ☐ NO

17. EXPIRATION DATE OF RETENTION RIGHTS

7. ARE YOU

A. THE WIFE OF A DISABLED VETERAN? ☐ YES ☐ NO

B. THE SISTER OF A DECEASED OR DISABLED VETERAN? ☐ YES ☐ NO

C. THE UNREMARKED SPOUSE OF A VETERAN? ☐ YES ☐ NO

8. TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS

I swear (or affirm) that the above statements are true to the best of my knowledge and belief.

12 March 1962
(DATE)

Daniel Flores
(SIGNATURE)

Subscribed and sworn to before me on this 12th day of Mar 1962 at Washington, D.C.
(MONTH) (YEAR) (CITY) (STATE)

SEAL

Shirley L. Smith
(SIGNATURE)

NOTE: If oath is taken before a Notary Public, the date of expiration of his Commission should be shown.

INSTRUCTIONS: Fill this form on the personnel side of the employee's official personnel folder immediately before or after the personnel action involved.

CONFIDENTIAL

(When Filled In)

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave at government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. The original of this form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last)		(First)		(Middle)		SOCIAL SECURITY NUMBER	
FLORES		DANIEL		C.		1162-25-6250	
1. RESIDENCE DATA							
PLACE OF RESIDENCE WHEN INITIALLY APPOINTED				LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)			
2828 Connecticut Ave. NW, Wash. 8, DC							
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE				HOME LEAVE RESIDENCE			
2828 Connecticut Ave. NW, Wash. 8, DC							
2. MARITAL STATUS (Check one)							
<input type="checkbox"/> SINGLE <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> SEPARATED <input type="checkbox"/> DIVORCED <input type="checkbox"/> WIDOWED <input type="checkbox"/> ANNULLED							
IF MARRIED, PLACE OF MARRIAGE						DATE OF MARRIAGE	
LIMA, PERU, SOUTH AMERICA						11/14/1961	
IF DIVORCED, PLACE OF DIVORCE DECREE						DATE OF DECREE	
IF WIDOWED, PLACE SPOUSE DIED						DATE SPOUSE DIED	
IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)							
3. MEMBERS OF FAMILY							
NAME OF SPOUSE		ADDRESS (No., Street, City, Zone, State)			TELEPHONE NO.		
HAROLD A. FLORES		2828 Connecticut Ave. NW			265-8322		
NAMES OF CHILDREN		ADDRESS			SEX DATE OF BIRTH		
NAME OF FATHER (Or male guardian)		ADDRESS			TELEPHONE NO.		
JOSE J. FLORES		501 S. QUINN ST. WASH. 8, DC					
NAME OF MOTHER (Or female guardian)		ADDRESS			TELEPHONE NO.		
ANTHONY R. FLORES		501 S. QUINN ST. WASH. 8, DC					
WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.							
4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY							
NAME (Mr., Mrs., Miss) (Last-First-Middle)				RELATIONSHIP			
FLORES, DANIEL ARNET				WIFE			
HOME ADDRESS (No., Street, City, Zone, State)				HOME TELEPHONE NUMBER			
2828 Connecticut Ave. NW, Wash. 8, DC				265-8322			
BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE				BUSINESS TELEPHONE & EXTENSION			
1000 16TH ST. NW, WASHINGTON 6, DC				RF 7-5444			
IS THE INDIVIDUAL NAMED ABOVE SITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.)							YES NO
							YES NO
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)							YES NO
							YES NO
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 5.)							YES NO
							YES NO
The persons named in item 3 above may also be notified in case of emergency. If such notification is not desirable because of health or other reasons, please so state in item 6 on the reverse side of this form.							
CONFIDENTIAL (ON REVERSE SIDE)							
CURRENT RESIDENCE AND DEPENDENCY REPORT							

CONFIDENTIAL

(When Filled In)

5. VOLUNTARY ENTRIES		
Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.		
INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.		
UNION TRUST CO., WASH., D.C. - DANIEL OR <u>DEREK A. FLORIS</u> BANK OF CALIFORNIA, PORTLAND ORE, DANIEL OR <u>DEREK A. FLORIS</u>		
HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. (If "Yes" where is document located?)		
HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS? <input type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes" give name(s) and address)		
HAVE YOU EXECUTED A POWER OF ATTORNEY? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. (If "Yes", who possess the power of attorney?)		
6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS		
SIGNED AT	DATE	SIGNATURE
Washington DC	March 12, 1962	Daniel A. Floris

CONFIDENTIAL

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☐ INTERNAL USE ONLY

☐ UNCLASSIFIED

REQUEST FOR MEDICAL EVALUATION

12 Sept 77

APPLICANT HAS APPLICABLE PRE-2010/2011 REFIN
YES ☒ NO ☐

Flores, Daniel

460-48-0230

4 Aug 35

13 All

DDO/LA

5270

Ops Officer

Flores, Dorothy

31 Jan 35

wife

yes

Flores, Yola M.

15 Mar 74

daughter

yes

20 REQUESTED ACTION (see also 19a and 19b)

APPLICANT	PRE EMPLOYMENT	STATION	EDD	EDD DATE (M/D/Y)	NO. OF DEPENDENTS TO ACCOMPANY (M/D/Y)
ASSIGNMENTS	<input checked="" type="checkbox"/> USPCS	Mexico City		14 Oct 77	2
	<input type="checkbox"/> US TDY	Nominal State	Ops Officer		
	<input type="checkbox"/> US RETURNEE				
	<input type="checkbox"/> US TDY STANDBY				
SEPARATION	RETIREMENT	MDR/CIARDS		MDR/CIARD	
ROUTINE	REGULAR ANNUAL	EXECUTIVE ANNUAL		MPT/PHE	

21 COMMENTS

Assignment to Tokyo, Japan has been cancelled, Subject is now being considered for Mexico City.

22 REQUESTING OFFICER'S OFFICE DIV

DDO/LA/PPRS

23 ROOM/BLDG

30303 Jpg

24 EXTENSION

5270

25 SIGNATURE OF REQUESTING OFFICER

Diane M. Hoy

FOR APPLICANTS

APPROVE PROCESSING FOR EDD
HOLD PENDING RECEIPT OF ADDITIONAL MEDICAL INFORMATION (see also 19a and 19b)
REQUEST PRE EMP MEDICAL EVALUATION
OTHER (see comments)

FOR OMS USE ONLY

COMMENTS

DATE

OMS SIGNATURE

FOR OTHER ACTIONS

REQUESTED ACTION	QUAL	COND QUAL	DEFER	DISQUAL

QUALIFIED FOR OMS. OMS MUST
BE EVALUATED PRIOR TO
FUTURE OMS.

DATE

OMS SIGNATURE

26 OCT 1977

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INTERNAL USE ONLY

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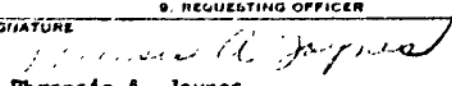
SECRET

22 IMPORTED BY

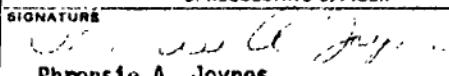
2598

A - OMS

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST
2. NAME (Last, First, Middle) Flores, Daniel DOB: 4 August 1935		28 July 1976
3. POSITION TITLE Instructor		4. GRADE GS-12
5. OFFICE DIVISION BRANCH OTR/FTD/OTB		6. EMPLOYEE'S EXT. 5191
7. PURPOSE OF EVALUATION		
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input checked="" type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT	<input type="checkbox"/> HQGS/TDY <input type="checkbox"/> OVERSEAS ASSIGNMENT <div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;"> ETO STATION TDY OR PCS TYPE OF COVER NO. OF DEPENDENTS TO ACCOMPANY NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED </div> <input type="checkbox"/> RETURN FROM OVERSEAS <div style="border: 1px solid black; padding: 5px;"> ETA STATION NO. OF DEP.'S </div>	
8. OVERSEAS PLANNING EVALUATION (One block must be checked) <input type="checkbox"/> YES <input type="checkbox"/> NO		9. REQUESTING OFFICER SIGNATURE  Phronsie A. Joyner ROOM NO. & BUILDING 6057 Hqs EXT. 5191
10. COMMENTS Destination: World-Wide		
11. REPORT OF EVALUATION Qualified for TDY Standby until 1 August 1978.		
DATE 31 August 1976		SIGNATURE FOR CHIEF OF MEDICAL STAFF William T. Golder, OMS/PEO

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST	
		18 June 1976	
2. NAME (Last, First, Middle) Flores, Daniel		3. POSITION TITLE Instructor	4. GRADE GS-13
5. OFFICE DIVISION BRANCH OTR/FTD/OTB		6. EMPLOYEE'S EXT. 5191	
7. PURPOSE OF EVALUATION			
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input checked="" type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		<input type="checkbox"/> HQS/TDY <input type="checkbox"/> OVERSEAS ASSIGNMENT <div style="border: 1px solid black; padding: 2px;"> ETD STATION TDY OR PCS TYPE OF COVER NO. OF DEPENDENTS TO ACCOMPANY NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED </div> <input type="checkbox"/> RETURN FROM OVERSEAS <div style="border: 1px solid black; padding: 2px;"> ETA STATION NO. OF DEP.'S </div>	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER	
<input type="checkbox"/> YES <input type="checkbox"/> NO		SIGNATURE  Phronie A. Joynes ROOM NO. & BUILDING GD57 Hqs.	
		EXT. 5191	
10. COMMENTS			
11. REPORT OF EVALUATION			
Qualified for TDY Standby until 1 August 1978.			
DATE 31 August 1976		SIGNATURE FOR CHIEF OF MEDICAL STAFF William T. Golder, CMS/PEO	

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST	
		10 Mar 75	
2. NAME (Last, First, Middle)		3. POSITION TITLE	4. GRADE
Flores, Daniel (NMN) 4-35		Ops Officer	GS-12
5. OFFICE DIVISION BRANCH		6. EMPLOYEE'S EXT.	
DDO/LA/COG		7265	
7. PURPOSE OF EVALUATION			
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input checked="" type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		<input type="checkbox"/> HDQS/TDY <input type="checkbox"/> OVERSEAS ASSIGNMENT <div style="border: 1px solid black; padding: 2px;"> ETD STATION TDY OR PCS TYPE OF COVER NO. OF DEPENDENTS TO ACCOMPANY NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED </div> <input type="checkbox"/> RETURN FROM OVERSEAS <div style="border: 1px solid black; padding: 2px;"> ETA STATION NO. OF DEP.'S </div>	
8. OVERSEAS PLANNING EVALUATIONS (One block must be checked)		9. REQUESTING OFFICER	
<input type="checkbox"/> YES <input type="checkbox"/> NO		SIGNATURE <i>Kathy Hill</i> Kathy Hill, LA/Trng ROOM NO. & BUILDING 3D5317 Hqs EXT. 7431	
10. COMMENTS			
11. REPORT OF EVALUATION			
Disposition deferred until subject fulfills medical requirements.			
DATE		SIGNATURE FOR CHIEF OF MEDICAL STAFF	
1 April 1975		William T. Golder, OAS/Registrar	

SECRET

1. NAME (Last, First, Middle) Flores, Daniel		2. DATE OF BIRTH 4 Aug 1935	3. GRADE GS-10
4. OFFICE, DIVISION, BRANCH (or overseas station and existing cover if lateral assignment) DDP/WIL/Guayaquil (State)		5. PRESENT POSITION 0376	6. EMPLOYEE EXTENSION 7431
7. PROPOSED STATION Lima, Peru		8. PROPOSED POSITION (Title, Number, Grade) Ops Officer/0636/GS-13	
9. TYPE OF COVER AT NEW STATION State		10. ESTIMATED DATE OF DEPARTURE Sept 71	11. NO. OF DEPENDENTS TO ACCOMPANY two
12. COMMENTS Vice: Donald J. Venuto Please schedule appointments week of 31 May 1971/ Mr. Flores' Spanish capabilities are native reading and high speaking which more than meets the language requirements of intermediate reading and speaking for the Station. <i>Ernest W. Smith</i> <i>15 Feb 1971</i>			
13. DATE OF REQUEST 11 Mar 71	14. SIGNATURE OF REQUESTING OFFICIAL <i>Joan Wright</i> Joan Wright	15. ROOM NUMBER AND BUILDING 3D 5309 Hqs	16. EXTENSION 7431
17. OFFICE OF MEDICAL SERVICES DISPOSITION			
18. OFFICE OF SECURITY DISPOSITION			
19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION 15 JUN 1971 QUALIFIED FOR PROPOSED ASSIGNMENT OVERSEAS <i>G. E. Lott</i> Chairman, Overseas Candidate Review Panel			
REQUEST FOR PCS OVERSEAS EVALUATION			

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST: 11 Mar 71	
2. NAME (Last, First, Middle) Flores, Daniel (Dependents of)		3. POSITION TITLE Ops Officer	
5. OFFICE DIVISION, BRANCH DDP/VH/Quayaquil		4. GRADE GS-10	
		6. EMPLOYEE'S EAT. 7431	
7. PURPOSE OF EVALUATION			
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		<input type="checkbox"/> HDQS/TDY <input checked="" type="checkbox"/> OVERSEAS ASSIGNMENT <div style="border: 1px solid black; padding: 5px;"> ETO September 1971 STATION Lima, Peru TDY OR PCS PCS TYPE OF COVER <div style="border: 1px solid black; padding: 2px; display: inline-block;">State</div> NO. OF DEPENDENTS TO ACCOMPANY Two NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED </div> <input type="checkbox"/> RETURN FROM OVERSEAS <div style="border: 1px solid black; padding: 5px;"> ETA STATION NO. OF DEP.'S </div>	
8. OVERSEAS PLANNING EVALUATION (One Mark must be checked)		9. REQUESTING OFFICER	
<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		SIGNATURE Joan Wright ROOM NO. & BUILDING 3D 5300 Eqs	
		EAT. 7431	

TO COMMENTS

Dorothy	wife	31 Jan 1938
Kendra	dau	3 Mar 1971

Please schedule appointments week of 31 May 1971.

REPORT OF EVALUATION

16 8 7R

SPERRY PRESTON

SIGNATURES FOR CHIEF OF MEDICAL STAFF

SECRET
(When Filled In)


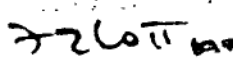
REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST 11 Mar 71															
2. NAME (Last, First, Middle) Flores, Daniel (Dependents of)		3. POSITION/TITLE Ops Officer	4. GRADE GS-10														
5. OFFICE DIVISION BRANCH DDP/WH/Guayaquil		6. EMPLOYEE'S EXT. 7431															
7. PURPOSE OF EVALUATION																	
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		<input type="checkbox"/> HQS/TDY <input checked="" type="checkbox"/> OVERSEAS ASSIGNMENT <table border="1" style="width:100%; border-collapse: collapse;"> <tr><td>ETD</td></tr> <tr><td>September 1971</td></tr> <tr><td>STATION</td></tr> <tr><td>Lima, Peru</td></tr> <tr><td>TDY OR PCS</td></tr> <tr><td>PCS</td></tr> <tr><td>TYPE OF COVER</td></tr> <tr><td>State</td></tr> <tr><td>NO. OF DEPENDENTS TO ACCOMPANY</td></tr> <tr><td>Two</td></tr> <tr><td>NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED</td></tr> </table> <input type="checkbox"/> RETURN FROM OVERSEAS <table border="1" style="width:100%; border-collapse: collapse;"> <tr><td>ETA</td></tr> <tr><td>STATION</td></tr> <tr><td>NO. OF DEP.'S</td></tr> </table>		ETD	September 1971	STATION	Lima, Peru	TDY OR PCS	PCS	TYPE OF COVER	State	NO. OF DEPENDENTS TO ACCOMPANY	Two	NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED	ETA	STATION	NO. OF DEP.'S
ETD																	
September 1971																	
STATION																	
Lima, Peru																	
TDY OR PCS																	
PCS																	
TYPE OF COVER																	
State																	
NO. OF DEPENDENTS TO ACCOMPANY																	
Two																	
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED																	
ETA																	
STATION																	
NO. OF DEP.'S																	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER															
<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		SIGNATURE Joan Wright															
		ROOM NO. & BUILDING 3D 5300 Hqs	EXT. 7431														

10. COMMENTS			
Dorothy	wife	31 Jan 1938	
Kendra	dau	3 Mar 1971	
Please schedule appointments week of 31 May 1971.			
11. REPORT OF EVALUATION		16-87R	
SPERRY PRESTON			
DATE		SIGNATURE FOR CHIEF OF MEDICAL STAFF	

SECRET

1. FLOREN, Emilio (110) 867-83-6253		2. FAMILY #803		3. CP-10	
4. OFFICE, DIVISION, BRANCH (OF OVERSEAS STATION AND DIE/WH/Consular) *** (11010) ***		5. PRESENT POSITION 1076		6. EXTENSION 7451	
7. PROPOSED STATION Lima, Peru		8. PROPOSED POSITION (Title, Number, Grade) Ops Officer/0630/GS-13			
9. TYPE OF COVER AT NEW STATION State		10. ESTIMATED DATE OF Sept 71		11. NO. OF DEPENDENTS TO ACCOMPANY	
12. COMMENTS <p>Vico: Donald J. Venuto Please schedule appointments week of 31 May 1971/</p> <p>Mr. Floren's Spanish capabilities are native reading and high speaking which more than meets the language requirements of intermediate reading and speaking for the Station.</p>					
13. DATE OF REQUEST 11 Mar 71		14. SIGNATURE OF REQUESTING OFFICIAL Joan Wright		15. ROOM NUMBER AND BUILDING, EXTENSION 3D 5309 Bqs 7451	
17. OFFICE OF QUALIFIED OVERSEAS POS <p>11 June 1971 Joe W. Cline, OHS/pro</p>					
18. OFFICE OF SECURITY DISPOSITION					
19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION					
REQUEST FOR PCS OVERSEAS EVALUATION					

SECRET

1. NAME (Last, First, Middle) Flores, Daniel		2. DATE OF BIRTH 4 August 1935		3. GRADE GS-08	
4. OFFICE DIVISION, BRANCH (or overseas station and existing cover if lateral assignment) DDP/WH/4		5. PRESENT POSITION Ops Officer		6. EMPLOYEE EXTENSION 6815	
7. PROPOSED STATION Guayaquil		8. PROPOSED POSITION (Title, Number, Grade) Ops Off 0376 GS-09			
9. TYPE OF COVER AT NEW STATION Department of State		10. ESTIMATED DATE OF DEPARTURE o/a 27 April 69		11. NO. OF DEPENDENTS TO ACCOMPANY 1	
12. COMMENTS VICE KENNETH R. GOODMAN WILL INTEGRATE IN 14 APRIL 1969 FSI CLASS 89'B ATTACHED. <div style="text-align: right;">  10 MAR 1969 </div>					
13. DATE OF REQUEST 6 March 1969		14. SIGNATURE OF REQUESTING OFFICIAL PPMacDougall		15. ROOM NUMBER AND BUILDING 3D5309 Hqs.	
16. EXTENSION 6815					
17. OFFICE OF MEDICAL SERVICES DISPOSITION					
18. OFFICE OF SECURITY DISPOSITION					
19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION 25 MAR 1969 QUALIFIED  CHAIRMAN, OVERSEAS					
REQUEST FOR PCS OVERSEAS EVALUATION					

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		DATE OF REQUEST 6 March 1969
2. NAME (Last, First, Middle) Flores, Daniel (dependent)	3. POSITION TITLE Ops Officer	4. GRADE GS-08
5. OFFICE, DIVISION, BRANCH DDP/WH/4	6. EMPLOYEE'S EXT. 6815	
7. PURPOSE OF EVALUATION		
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT	<input type="checkbox"/> HOUSEHOLD <input checked="" type="checkbox"/> OVERSEAS ASSIGNMENT <div style="border: 1px solid black; padding: 5px; margin: 5px 0;"> PTD o/a 27 April 1969 STATION Guayaquil TDY OR PCS PCS TYPE OF COVER Department of State NO. OF DEPENDENTS TO ACCOMPANY 1 NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 50) ATTACHED 1 </div> <input type="checkbox"/> RETURN FROM OVERSEAS <div style="border: 1px solid black; padding: 5px; margin: 5px 0;"> CTA STATION NO. OF DEP.'S </div>	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER
<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		SIGNATURE PPMacDougall WH/Personnel ROOM NO. & BUILDING 3D5309 Hqs. EXT. 6815
10. COMMENTS <div style="display: flex; justify-content: space-between;"> Wife - Dorothy A. - 1/31/35 <i>ms. Deller</i> </div>		
11. REPORTING OFFICER QUALIFIED FOR PROPOSED OR PCS <div style="display: flex; justify-content: space-between;"> DATE SPERRY PRESTON SIGNATURE FOR CHIEF OF MEDICAL STAFF </div>		

SECRET

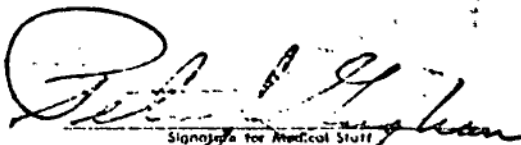
1. NAME (Last, First, Middle) Flores, Daniel		2. DATE OF BIRTH 4 August 1935		3. GRADE GS-09	
4. OFFICE, DIVISION, BRANCH (for overseas station and existing cover if lateral assignment) DDP/WI/4		5. PRESENT POSITION Ops Officer		6. EMPLOYEE EXTENSION 6815	
7. PROPOSED STATION Guayaquil		8. PROPOSED POSITION (Title, Number, Grade) Ops Off 0376 GS-09			
9. TYPE OF COVER AT NEW STATION Department of State		10. ESTIMATED DATE OF DEPARTURE c/a 27 April 69		11. NO. OF DEPENDENTS TO ACCOMPANY 1	
12. COMMENTS VICE KENNETH R. GOODMAN WILL INTEGRATE IN 14 APRIL 1969 FBI CLASS 89's ATTACHED.					
13. DATE OF REQUEST 6 March 1969		14. SIGNATURE OF REQUESTING OFFICIAL PPMacDougall		15. ROOM NUMBER AND BUILDING 3D0309 Hqs.	
16. EXTENSION 6815					
17. OFFICE OF MEDICAL SERVICES DISPOSITION					
18. OFFICE OF SECURITY DISPOSITION					
19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION MEDICALLY QUALIFIED FOR PROPOSED OS PCS. DONALD FARLEY 13 21 69					
REQUEST FOR PCS OVERSEAS EVALUATION					

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST 6 October 1961	
2. NAME (Last, First, Middle) FIDRUS, DANIEL		3. POSITION TITLE File Clerk	
5. OFFICE, DIVISION, BRANCH DDP/OPBR		4. GRADE GS-04	
		6. EMPLOYEE'S EXT. 	
7. PURPOSE OF EVALUATION			
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY XXXXXXXXXXXXXXXXXXXX <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		<input type="checkbox"/> NOQS/TDY <input type="checkbox"/> OVERSEAS ASSIGNMENT <div style="border: 1px solid black; padding: 2px;"> ETD STATION TDY OR PCS TYPE OF COVER NO. OF DEPENDENTS TO ACCOMPANY NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED </div> <input type="checkbox"/> RETURN FROM OVERSEAS <div style="border: 1px solid black; padding: 2px;"> EZA STATION NO. OF DEPS </div>	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER	
<input type="checkbox"/> YES <input type="checkbox"/> NO		SIGNATURE Shirley Wells ROOM NO. & BUILDING POI 1016 16th Street	
		EXT. 2701	

10. COMMENTS <div style="text-align: center;">1017322 MARR</div>	
11. REPORT OF EVALUATION NOV 24 1961	
DATE 22 NOV 61	SIGNATURE FOR CHIEF OF MEDICAL STAFF OFFICE OF THE CHIEF

CONFIDENTIAL.
(When Filled In)

REQUEST FOR PRE-EMPLOYMENT MEDICAL EVALUATION			1. DATE 6 October 1961	
2. NAME (Last) PIORES,		(First) DANIEL	(Middle)	
4. ORGANIZATIONAL ASSIGNMENT DDP/OPSER		5. POSITION, TITLE AND GRADE File Clerk GS-04		
6. MEDICAL STAFF REQUESTED TO CHECK DESIRED ACTION BELOW, RETURN ORIGINAL COPY TO OFFICE OF PERSONNEL.				
<input type="checkbox"/> Approve Processing for S. O. D.		<input checked="" type="checkbox"/> Hold Pending Receipt of Additional Medical Information (Form Letters Attached)		<input checked="" type="checkbox"/> Request Pre-Employment Medical Examination
				<input type="checkbox"/> Referred For Medical Reasons
7. REMARKS 259 Forwarded as of 6 October 1961				
 Signature for Medical Staff				

SECRET
(When Filled In)

QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 447, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 58-13 Headquarters, whether information is added or not. Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I BIOGRAPHIC AND POSITION DATA

EMP. SER. NO. 036130	NAME (Last-First-Middle) Flores, Daniel	DATE OF BIRTH 08/04/35
--------------------------------	---	----------------------------------

SECTION II EDUCATION

HIGH SCHOOL	
LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)
YEARS ATTENDED (From-To)	GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO

COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM-TO	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/STR. HRS. (Specify)
	MAJOR	MINOR				
1. <i>American University, Washington, DC</i>	<i>Political Science</i>		<i>1962-1967</i>	<i>B.A.</i>	<i>1967</i>	<i>120 hrs</i>
2.						

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1.				
2.				

SECTION III MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:				
2. NAME OF SPOUSE (Last) (First) (Middle) (Maiden)				
3. DATE OF BIRTH	4. PLACE OF BIRTH (City, State, Country)			
5. OCCUPATION	6. PRESENT EMPLOYER			
7. CITIZENSHIP	8. FORMER CITIZENSHIP(S) COUNTRY(IES)		9. DATE U.S. CITIZENSHIP ACQUIRED	

SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

	NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
<input type="checkbox"/> ADD					
<input type="checkbox"/> DELETE					
<input type="checkbox"/> ADD					
<input type="checkbox"/> DELETE					

FORM 447-1
8-66

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(When Filled In)

SECTION V: GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL						
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY--CHECK ONE		
				TRAVEL	STUDY	WORK ASSIGNMENT
			JUL 30 - 5	50		
SECTION VI: TYPING AND STENOGRAPHIC SKILLS						
1. TYPING (WPM) 2. SHORTHAND (WPM) 3. INDICATE SHORTHAND SYSTEM USED--CHECK ALL APPROPRIATE ITEM						
<input type="checkbox"/> GREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENOGRAPH <input type="checkbox"/> OTHER SPECIFY:						
SECTION VII: SPECIAL QUALIFICATIONS						
PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED						
SECTION VIII: MILITARY SERVICE						
CURRENT DRAFT STATUS						
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED?				2. NEW CLASSIFICATION		
<input type="checkbox"/> YES <input type="checkbox"/> NO						
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS				4. IF DEFERRED, GIVE REASON		
MILITARY RESERVE, NATIONAL GUARD STATUS						
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG		<input type="checkbox"/> ARMY	<input type="checkbox"/> MARINE CORPS	<input type="checkbox"/> COAST GUARD	<input type="checkbox"/> NATIONAL GUARD	
		<input type="checkbox"/> NAVY	<input type="checkbox"/> AIR FORCE		<input type="checkbox"/> AIR NATIONAL GUARD	
1. CURRENT RANK, GRADE OR RATE		2. DATE OF APPOINTMENT IN CURRENT RANK		3. EXPIRATION DATE OF CURRENT OBLIGATION		
4. CHECK CURRENT RESERVE CATEGORY <input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (ACTIVE) <input type="checkbox"/> STANDBY (INACTIVE) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED						
5. MILITARY MOBILIZATION ASSIGNMENT				6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED		
MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)						
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		DATE COMPLETED		
SECTION IX: PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS						
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)			DATE OF MEMBERSHIP	
					FROM TO	
SECTION X: REMARKS						
21 June 1961						

SECRET

Name: Daniel, Daniel

SSN: 15575

Date of Birth: 4-8-35

Date & Place of Birth: 4-8-35, San Marco, Texas

Non-degree

Wash. Sem.

THE AMERICAN COLLEGE
WASHINGTON, DISTRICT OF COLUMBIA



ADMISSION RECORD: Full Standing

PREVIOUS RECORD: San Marcos High School, Texas 5/55

TOOLS OF RESNAIGH PASSED:

COMPREHENSIVE EXAMINATIONS PASSED:

CATALOG NUMBER	TITLE OF COURSE	SEM.	GRADE	QUALITY POINTS
NEW STUDENT NUMBER				
10306	INTRO ACCOUNTING I	3	C	3
37458	ADV SPANISH II	3	A	9
53511	MODERN POLIT THEORY	3	A	9
SUMMER 1966				
COLLEGE OF ARTS & SCIENCES				
29531	RUSSIA SINCE 1917	3	C	6
37550	ICHRN ADV SPAN II	3	B	6
47376	PROB RELIG THOUGHT	3	C	3
FALL 1966				
COLLEGE OF ARTS & SCIENCES				
33450	CONTEMP INT POLIT	3	D	6
33584	LATIN AMER SEM I	9	A	27
37550	GOLDEN AGE NOVEL	3	A	9
53548	GOV & POL LAT AMER	3	C	3
SPRING 1967				
COLLEGE OF ARTS & SCIENCES				
33440	INTERNATL LAW & ORGANIZA	3	B	6
33529	LAT AMER INTERNATL RELA	3	A	9
37354	MODERN SPANISH DRAMA	3	A	6
37551	SPANISH 19TH C NOVEL	3	B	6
53150	U S POLITICAL SYSTEM I	3	C	3

TITLE OF COURSE		SEMI. HOURS	GRADE	QUALITY POINTS
FALL 62				
11100	INTRO ECONOMICS I	3	C	3
11100	ENGLISH COMP I	3	C	3
11100	BACKGROUNDS CIV I	3	D	3
11100	INTRO WORLD POL	3	C	3
SPR 63				
11100	INTRO ECONOMICS II	3	D	3
11100	AMERICAN GOVT NATL	3	D	3
21101	ENGLISH COMP II	3	F	1-63
21101	BACKGROUNDS CIV II	3	C	3
FALL 1963				
31101	COMP & READING II	3	B	6
31102	GEON ANAL INCOME	A	F	1
SPRING 1964				
11101	INTRO PHILOSOPHY	3	C	3
11101	INTRO GOVT ST & LOG	7	F	1
SPRING 1965				
11101	INTRO BIOLOGY	3	C	3
11102	INTRO POL INT POWRS	3	B	6
11101	INTRO TO PHILOSOPHY	3	C	3
11100	STATE GOVERNMENT	3	B	6
SUMMER 1965				
11100	INTRO SCIENCES	3	B	6
11100	INTRO NEW TESTAMENT (Course cancelled by Univ.)			
FALL 1965				
CURRENT NUMBER 460-48-6230				
11100	INTRO LATIN AMER	3	A	9
11100	COMPARATIVE RELIGION	3	C	3
11100	COMPARATIVE GOVTS	3	C	3
11100	INTRO POLIT THEORY	3	C	3
11100	INTRO PSYCHOLOGY	3	D	3
SPRING 1966				
COLLEGE OF ARTS & SCIENCES				
11100	INTRO INTL LAW 1966	3	A	9
11100	INTRO INTL LAW 1966	3	A	9

Admission: Summer
Dismissed: Spring 1966, Fall 1966.

REGISTERED CERTIFICATE
JUL 12 1967
John E. Sullivan

SECRET

(When Filled In)

A-13

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QUALIFICATIONS SUPPLEMENT TO PERSONAL HISTORY STATEMENT

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS.

SECTION I

BIOGRAPHIC AND POSITION DATA

1. EMP. SER. NO.	2. NAME (Last, First, Middle)	3. SEX	4. DATE OF BIRTH	5. SCHEDULE GRADE STEP
086130	FLORES DANIEL		08/04/35	GS-05-04
6. SO	7. POSITION TITLE	8. OFFICE OF ASSIGNMENT	9. LOCATION (Agency, City)	
D	INTELLIGENCE CLERK	WH	WASH., D.C.	

SECTION II

AGENCY OVERSEAS SERVICE

AREA	DATE TO	FROM	TO
AC OVERSEAS SERVICE			

SECTION III

EDUCATION

DEGREE	MAJOR FIELD	SCHOOL	YEAR
AC COLLEGE DEGREE ON RECORD			

SECRET

 14-00000
 14-00000
 14-00000

07 MAY 1970

14-00000

SECRET

(When Filled In)

SECTION III						
EDUCATION (Cont'd)						
HIGH SCHOOL						
LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Zip)		YEARS ATTENDED FROM	TO	GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO	
COLLEGE OR UNIVERSITY STUDY						
NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM	TO	DEGREE RECEIVED	YEAR RECEIVED
	MAJOR	MINOR				
1 The American University Washington, D.C.	Pol.Sci.	Spanish Literature	1962 -	1967	A degree will be conferred in July 1967.	11th Sem. Hrs.
2						
3						
4						
5 IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT						
TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS						
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS	
1						
2						
3						
OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE						
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS	
1						
2						
3						
4						
5						
AGENCY SPONSORED EDUCATION						
Specify which of any of the education shown in Section III was Agency sponsored						
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS	
1						
2						
3						
4						
5						

SECRET

SECRET

(When Filled In)

SECTION IV GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY			CHECK IN WHICH ASSIGNED VALUE
				RESEARCH	TRAVEL	STUDY	
Bolivia	Economic, topographic, cultural and political.	Nov. 1959- Jan. 1960	American Univ. 1962-1967	X		X	
Peru	Topographic, cultural, and political.	Jan. 1960- Nov. 1960	American Univ. 1962-1967	X		X	
Latin America in general.	Economic, topographic, cultural, and political.		American Univ. 1962-1967			X	

SECTION V TYPING AND STENOGRAPHIC SKILLS			
1. TYPING (WPM) 45	2. SHORTHAND (WPM)	3. INDICATE SHORTHAND SYSTEM USED. CHECK IN APPROPRIATE ITEM. <input type="checkbox"/> GREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENOTYPE <input type="checkbox"/> OTHER, SPECIFY	
4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (comparator, mimeograph, card punch, etc.)			

SECTION VI SPECIAL QUALIFICATIONS	
1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH.	
2. EXCLUDING BUSINESS EQUIPMENT OR MACHINES WHICH YOU MAY HAVE LISTED IN ITEM 4, SECTION V, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT AND MACHINES SUCH AS OPERATION OF RADIO TRANSMITTERS (indicate CW speed, sending & receiving), OFFSET PRESS, TURK LATHE, LOP AND OTHER SCIENTIFIC & PROFESSIONAL DEVICES.	
3. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, MEDICAL TECHNICIAN, PSYCHOLOGIST, PHYSICIAN, ETC? <input type="checkbox"/> YES <input type="checkbox"/> NO	
4. IF YOU HAVE ANSWERED "YES" TO ITEM 3 ABOVE, INDICATE KIND OF LICENSE OR CERTIFICATION AND THE ISSUING STATE, MUNICIPALITY, ETC. (Provide license registry number, if known)	5. FIRST LICENSE/CERTIFICATE year of issue 6. LATEST LICENSE/CERTIFICATE year of issue
7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR. do NOT submit copies unless requested. INDICATE THE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (see Annex for suitable articles, general interest subjects, novels, short stories, etc.)	
8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED	
9. PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE	

SECRET

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- 7 -

SECRET
(When Filled In)

LANGUAGE DATA RECORD	
PART I-GENERAL	
1. NAME (Last-First-Middle) <i>ENCRES, RONNIE</i>	2. DATE OF BIRTH (MM-DD-YY) <i>Aug. 1, 1935</i>
3. LANGUAGE (11-33) <i>SPANISH 720</i>	4. TODAY'S DATE (14-12) MONTH DAY YEAR <i>MARCH 12 1962</i>
5. <input type="checkbox"/> I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE	
PART II-LANGUAGE ELEMENTS	
SECTION A. Reading (40)	
1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.	
<input checked="" type="radio"/> 2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.	
3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (NEWSPAPERS, REFERENCE MATERIALS, ETC.), USING THE DICTIONARY FREQUENTLY.	
4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.	
5. I HAVE NO READING ABILITY IN THE LANGUAGE.	
SECTION B. Writing (41)	
1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.	
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.	
<input checked="" type="radio"/> 3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.	
4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.	
5. I CANNOT WRITE IN THE LANGUAGE.	
SECTION C. Pronunciation (42)	
<input checked="" type="radio"/> 1. MY PRONUNCIATION IS NATIVE.	
2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.	
3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.	
4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.	
5. I HAVE NO SKILL IN PRONUNCIATION.	
CONTINUE ON REVERSE SIDE	

CONTINUATION OF PART II-LANGUAGE ELEMENTS	
SECTION D. Speaking (43)	
1	I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2	I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3	I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
4	I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
5	I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.
SECTION E. Understanding (44)	
1	I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
2	I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKE'S AND PUNS.
3	I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.
4	I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5	I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.
BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.	
PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)	
1	I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2	I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3	BOTH OF THE ABOVE STATEMENTS APPLY.
4	NONE OF THE ABOVE STATEMENTS APPLY.
PART IV-CERTIFICATION	
<p>I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 25-115, PAR. 1C(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.</p>	
DATE SIGNED	SIGNATURE
March 13, 1962	David E. Lee
1461	1471

DO NOT USE THIS SPACE		PERSONAL HISTORY STATEMENT		THIS DATE: 8 SEP 66, 1961	
INSTRUCTIONS					
<p>1. Answer all questions completely or check appropriate box. If question is not applicable, write "NA". Write "Unknown" only if you do not know the answer and it cannot be determined from personal records. Use blank space at end of form for extra details on any question for which you have insufficient space.</p> <p>2. Type, print or write carefully: illegible or incomplete forms will not receive consideration.</p> <p>3. Consider your answers carefully. Your signature at the end of this form will certify to their correctness. Careful completion of all applicable questions will permit review of your qualifications to the best advantage.</p>					
SECTION I GENERAL PERSONAL AND PHYSICAL DATA					
1. FULL NAME (Last-First-Middle)		2. AGE		3. SEX	
FLORES, Daniel		26		<input checked="" type="checkbox"/> MALE <input type="checkbox"/> FEMALE	
4. HEIGHT	5. WEIGHT	6. COLOR OF EYES	7. COLOR OF HAIR	8. TYPE COMPLEXION	9. TYPE BUILD
5' 8"	165 lbs.	Brown	Black	Dark	Medium
10. SCARS (Type and Location) Right cheek, one-half inch scar; left upper lip, one-quarter inch scar; both received playing football					
11. OTHER DISTINGUISHING PHYSICAL FEATURES					
None					
12. CURRENT ADDRESS (No., Street, City, Zone, State and Country)			13. PERMANENT ADDRESS (No., Street, City, Zone, State and Country) AND PHONE NO.		
2828 Connecticut Avenue, N. W., #203 Washington 8, D. C.			2828 Connecticut Avenue, N. W. #203 - Washington 8, D. C.		
14. CURRENT PHONE NO.		15. OFFICE PHONE NO. EXT.		16. LEGAL RESIDENCE (State, Territory or Country)	
264-8322		None		Washington, District of Columbia	
17. NICKNAMES		18. OTHER NAMES YOU HAVE USED			
Dan		None			
19. INDICATE CIRCUMSTANCES (including Length of Time) UNDER WHICH YOU HAVE EVER USED THESE NAMES					
Personal acquaintances - twelve years					
20. IF LEGAL CHANGE, GIVE PARTICULARS (Where and by what Authority)					
NA					
SECTION II POSITION DATA					
1. INDICATE THE TYPE OF WORK OR POSITION FOR WHICH YOU ARE APPLYING					
Any phase of communications; administration; or personnel work.					
2. INDICATE THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT (You will not be considered for any position with a lower entrance salary).			3. DATE AVAILABLE FOR EMPLOYMENT		
\$ 4,250.00			Immediately		
4. INDICATE YOUR WILLINGNESS TO TRAVEL					
<input type="checkbox"/> OCCASIONALLY <input checked="" type="checkbox"/> FREQUENTLY <input type="checkbox"/> CONSTANTLY <input type="checkbox"/> OTHER:					
5. INDICATE YOUR WILLINGNESS TO ACCEPT ASSIGNMENT IN THE FOLLOWING LOCATIONS (Check (X) each item applicable)					
<input checked="" type="checkbox"/> WASHINGTON, D. C. <input type="checkbox"/> ANYWHERE IN U. S. <input type="checkbox"/> CERTAIN LOCATIONS ONLY (Specify):					
<input checked="" type="checkbox"/> OUTSIDE CONTINENTAL U. S.					
6. INDICATE WHAT RESERVATIONS YOU WOULD PLACE ON ASSIGNMENTS OUTSIDE THE WASHINGTON, D. C. AREA.					
I would be willing to travel within the United States provided said travel would not involve a permanent move whereby my legal residence would be changed. However, it is my wish to live overseas on a permanent basis.					



SECTION IV CONTINUED FROM PAGE 1

5. IF A GRADUATE DEGREE HAS BEEN NOTED, WITHIN WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

NA

6. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	MONTHS
NA				

7. MILITARY TRAINING (FULL TIME DUTY IN SPECIALIZED SCHOOLS SUCH AS ORDNANCE, INTELLIGENCE, COMMUNICATIONS, ETC.)

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	MONTHS
Marine Security Guard School - Henderson Hall Hq. Marine Corps, Washington 25, D.C.	Security Guard Training	9/22/58	10/31/58	(5 wks)

8. OTHER EDUCATIONAL TRAINING NOT INDICATED ABOVE.

Weapons Training in Marine Corps.
Acted as partisan during cold weather training at Bridgeport,
California (Pickle Meadows - TEMO).

SECTION V

FOREIGN LANGUAGE ABILITIES

1. LANGUAGE (List below each language in which you possess any degree of competence. Indicate your preference to Read, Write or Speak by placing a check (X) in the appropriate boxes.)	COMPETENCE - IN ORDER LISTED					HOW ACQUIRED			
	R-Read, W-Write, S-Speak					NATIVE OF COUNTRY	PROLONGED RESIDENCE	CONTACT WITH NATIVE SPEAKERS (etc.)	ACADEMIC STUDY (all levels)
	EXCELLENT FLUENCY	FLUENT BUT SOME MISTAKES	ADAPTIVE FOR RESEARCH	ADAPTIVE FOR TRAVEL	LIMITED KNOWLEDGE				
Spanish	X	X	X					X	

2. IF YOU HAVE CHECKED "ACADEMIC STUDY" UNDER "HOW ACQ. REQ." INDICATE LENGTH AND INTENSIVENESS OF STUDY.

NA

3. IF YOU HAVE INDICATED FLUENCY FOR A LANGUAGE MARKED BY FLUENT DIFFERENCES IN SPOKEN AND OR WRITTEN FORM, EXPLAIN YOUR COMPETENCE THEREIN.

NA

4. DESCRIBE YOUR ABILITY TO INTERPRET, TRANSLATE, ETC. IN THE FIELD OF YOUR SPECIALIZATION AND TERMINAL DEGREE IN THE FIELD OF YOUR SPECIALIZATION.

Could act as literal interpreter at almost any level.

5. IF YOU HAVE NOTED ANY OTHER FOREIGN LANGUAGE ABILITIES, PLEASE INDICATE THE ABILITY IN THE FIELD OF YOUR SPECIALIZATION AND TERMINAL DEGREE IN THE FIELD OF YOUR SPECIALIZATION.

X

SECTION VI GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
1. LIST BELOW ANY FOREIGN REGIONS OR COUNTRIES IN WHICH YOU HAVE TRAVELED OR GAINED KNOWLEDGE AS A RESULT OF RESIDENCE, STUDY OR WORK. INDICATE TYPE OF KNOWLEDGE SUCH AS TERRAIN, HARBORS, UTILITIES, RAILROADS, INDUSTRIES, POLITICAL PARTIES, ETC.							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF RESIDENCE OR TRAVEL	DATES AND PLACE OF STUDY	KNOWLEDGE ACQUIRED BY			
				RESIDENCE	TRAVEL	STUDY	WORK
Bolivia	General knowledge	11/11/58 to 1/11/60		X			
Peru	General knowledge	1/11/60 to 11/30/60		X			
Chile		6/15/59 to 6/21/59			X		
Argentina		6/21/59 to 6/30/59			X		
Uruguay		6/30/59 to 7/2/59			X		
2. INDICATE THE PURPOSE OF VISIT, RESIDENCE, OR TRAVEL IN EACH OF THE REGIONS OR COUNTRIES LISTED ABOVE.							
Marine Security Guard - American Embassy - Bolivia and Peru Vacation - Chile; Argentina; Uruguay; Panama							
3. UNITED STATES PASSPORT NUMBER AND EXPIRATION DATE, IF ISSUED							
No. 174850 (SP-35575) Passport has been cancelled.							
SECTION VII TYPING AND STENOGRAPHIC SKILLS							
1. TYPING (wpm)		2. SHORTHAND (wpm)		3. SHORTHAND SYSTEM USED - CHECK ALL APPROPRIATE ITEM			
45 wpm		None		SHESS [] SPEEDWRITING [] SPENSTYRE [] OTHER (Specify) []			
4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (Computers, Mimeograph, Card Punch, Etc.).							
Thermofax, mimeograph, switchboard							
SECTION VIII SPECIAL QUALIFICATIONS							
1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH.							
Football - good Basketball - fair Swimming - good Reading - average Contract Bridge - very good							
2. INDICATE ANY SPECIAL QUALIFICATIONS RESULTING FROM EXPERIENCE OR TRAINING WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION OR TYPE OF WORK.							
None to my knowledge							
3. INCLUDING EQUIPMENT OR MACHINES WHICH YOU MAY HAVE LISTED IN THE SECTION VI LIST ANY SPECIAL SKILLS YOU POSSESS RELATIVES TO OTHER EQUIPMENT AND MACHINES SUCH AS OPERATING OR MAINTAINING RADIO (Transmit and receive, sending and receiving), OFFICE PRESS, TURBO LATHE, SCIENTIFIC AND PROFESSIONAL DEVICES.							
None							

SECTION VIII (CONTINUED FROM PAGE 1)	
6. ARE YOU ONE OF THESE WHO HAVE BEEN QUALIFIED IN CERTAIN OF THESE OCCUPATIONS, SUCH AS PUMP ELECTRICIAN, RADIO OPERATOR, TEACHER, LABORER, OR MEDICAL TECHNICIAN, ETC.? YES NO	
7. IF YOU HAVE ANSWERED "YES" TO ABOVE, INDICATE KIND OF LICENSE AND STATE (If known, License Number, if known).	
NA	
8. FIRST LICENSE OR CERTIFICATE (Year of issue)	9. LATEST LICENSE OR CERT. (Year of issue)
NA	NA
10. LIST ANY SIGNIFICANT PUBLISHED MATERIAL OF WHICH YOU ARE THE AUTHOR (If any, include address, telephone, etc.) THE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (Non-Fiction or Scientific articles, Technical Interest Subjects, Novels, Short Stories, Etc.).	
None	
11. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED	
None	
12. LIST PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE	
Have spoken in my father's church and other churches approximately 150 times. Met and assisted public in Embassies during my tour of duty with the Marine Security Guard.	
13. LIST ANY PROFESSIONAL, ACADEMIC OR HONORARY ASSOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A MEMBER LIST ACADEMIC HONORS YOU HAVE RECEIVED.	
None	
SECTION IX EMPLOYMENT HISTORY	
NOTE: (LIST LAST POSITION FIRST.) Indicate chronological history of employment for last 15 years. Account for all periods including casual employment and all periods of unemployment. Give address and state what you did during periods of unemployment. List all civilian employment by a foreign government, regardless of date. In completing item 9, "Im- plement of Duties" consider your experience carefully and describe meaningful, in a few statements.	
1. INCLUSIVE DATES (From and To) (If none, state)	2. NAME OF EMPLOYER (If none, state)
From 1949 to 1953	Hallburn's Drug Store
3. ADDRESS (No. Street, City, State, Country)	4. NAME OF SUPERVISOR
San Marcos, Texas	Mr. William Hallburn
5. KIND OF BUSINESS	6. NAME OF EMPLOYER
Drug Store	12250 San Marcos
7. TITLE OF JOB	8. CLASS GRADE (If Federal Service)
Fountain attendant	
9. DESCRIPTION OF DUTIES	
Employee at soda counter	
10. REASONS FOR LEAVING	
To participate in school events (football).	

SECTION IV - CONTINUED FROM PAGE 3	
1. INCLUSIVE DATES: From and To - By No. and Yr.	2. NAME OF EMPLOYING FIRM OR AGENCY
July 1955 - June 1956	Diamond Grocery Store
3. ADDRESS (No., Street, City, State, Country)	
South Guadalupe St., San Marcos, Texas	
4. KIND OF BUSINESS	5. NAME OF SUPERVISOR
Grocery Store	Mr. Ignacio Gonzales
6. TITLE OF JOB	7. SALARY OR EARNINGS 8. CLASS GRADE (If Federal Service)
Butcher	\$20.00 PER WEEK
9. DESCRIPTION OF DUTIES	
Slaughtering and preparing meat for sale as well as actual selling.	
10. REASONS FOR LEAVING	
To attend college ?	
1. INCLUSIVE DATES: From and To - By No. and Yr.	2. NAME OF EMPLOYING FIRM OR AGENCY
May, 1955 - September, 1955	San Marcos Baptist Academy
3. ADDRESS (No., Street, City, State, Country)	
San Marcos, Texas	
4. KIND OF BUSINESS	5. NAME OF SUPERVISOR
Private School	Mr. John Sparkman
6. TITLE OF JOB	7. SALARY OR EARNINGS 8. CLASS GRADE (If Federal Service)
Painter's Assistant	\$15.00 PER WEEK
9. DESCRIPTION OF DUTIES	
Painted dormitories in the Academy	
10. REASONS FOR LEAVING	
To attend school	
1. INCLUSIVE DATES: From and To - By No. and Yr.	2. NAME OF EMPLOYING FIRM OR AGENCY
September, 1956 - July, 1957	Economy Department Stores
3. ADDRESS (No., Street, City, State, Country)	
San Marcos, Texas	
4. KIND OF BUSINESS	5. NAME OF SUPERVISOR
Clothing Store	Mr. Max Mendlovitz
6. TITLE OF JOB	7. SALARY OR EARNINGS 8. CLASS GRADE (If Federal Service)
Sales Clerk	\$30.00 PER WEEK
9. DESCRIPTION OF DUTIES	
Assisted customers in selecting and buying goods.	
10. REASONS FOR LEAVING	
To join the Marine Corps.	
1. INCLUSIVE DATES: From and To - By No. and Yr.	2. NAME OF EMPLOYING FIRM OR AGENCY
July 25, 1957 - July 25, 1961	United States Marine Corps
3. ADDRESS (No., Street, City, State, Country)	
Marine Corps Schools, Quantico, Virginia	
4. KIND OF BUSINESS	5. NAME OF SUPERVISOR
Military	Col. John Magruder
6. TITLE OF JOB	7. SALARY OR EARNINGS 8. CLASS GRADE (If Federal Service)
Marine Corps Museum Attendant	\$100.00 per month Spl. (E-4)

SECTION IV - CONTINUED FROM PAGE 3

SECTION II (CONTINUED FROM PAGE 1)			
<p>6. DESCRIPTION OF DUTIES</p> <p>Acted as guide to all visitors entering Museum, explaining Marine Corps history, etc. Also on several occasions acted as interpreter for visiting military personnel from Latin America.</p>			
<p>7. REASONS FOR LEAVING</p> <p>Discharged</p>			
<p>1. INCLUSIVE DATES (From and To - Month and Year)</p> <p>July 28, 1961 - August 30, 1961</p>		<p>2. NAME OF EMPLOYING AGENCY OR AGENCY</p> <p>Ohio Valley Engineering Company</p>	
<p>3. ADDRESS (No., Street, City, State, Country)</p> <p>3. Capitol and I Streets, S. W., Washington, D. C.</p>			
<p>4. KIND OF BUSINESS</p> <p>Construction</p>		<p>5. NAME OF SUPERVISOR</p> <p>Mr. L. G. Brown</p>	
<p>6. TITLE OF JOB</p> <p>Laborer</p>		<p>7. SALARY OR EARNINGS</p> <p>2.17</p>	<p>8. CLASS, GRADE (If Federal Service)</p> <p>GS-1</p>
<p>9. DESCRIPTION OF DUTIES</p> <p>Handyman for Company</p>			
<p>10. REASONS FOR LEAVING</p> <p>Temporary work while seeking permanent employment.</p>			
<p>1. INCLUSIVE DATES (From and To - Month and Year)</p>		<p>2. NAME OF EMPLOYING AGENCY OR AGENCY</p>	
<p>3. ADDRESS (No., Street, City, State, Country)</p>			
<p>4. KIND OF BUSINESS</p>		<p>5. NAME OF SUPERVISOR</p>	
<p>6. TITLE OF JOB</p>		<p>7. SALARY OR EARNINGS</p>	<p>8. CLASS, GRADE (If Federal Service)</p>
<p>9. DESCRIPTION OF DUTIES</p>			
<p>10. REASONS FOR LEAVING</p>			
<p>11. IF PRIOR SERVICE WITH THE FEDERAL GOVERNMENT IS NOTED ABOVE, INDICATE THE NUMBER OF YEARS CREDITABLE TOWARD U.S. CIVIL SERVICE RETIREMENT, IF ANY</p> <p>7 1/2 years</p>			
<p>12. HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN FROM ANY POSITION? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO</p> <p>HAVE YOU LEFT A POSITION UNDER CIRCUMSTANCES WHICH YOU DESIRE TO EXPLAIN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO</p> <p>IF YOUR ANSWER TO EITHER OR BOTH QUESTIONS IS "YES", GIVE DETAILS</p> <p>Honorably discharged from United States Marine Corps.</p>			

SECTION X		MILITARY SERVICE	
1. CURRENT DRAFT STATUS			
1. ARE YOU NOW DEFERRED FOR THE DRAFT UNDER THE UNIVERSAL MILITARY TRAINING AND SERVICE ACT OF 1964 (42 USC 461)?		2. SELECTIVE SERVICE CLASSIFICATION	
X YES NO		3. SELECTIVE SERVICE NO. 42-55-15-157	
4. IF DEFERRED, GIVE REASON NA		5. LOCAL DRAFT BOARD NO. OR DESIGNATION AND ADDRESS 55-157 1/2 S. San Antonio St., San Antonio, Texas 78205	
2. MILITARY SERVICE RECORDS			
3. CURRENT AND OR PAST ORGANIZATIONAL MEMBERSHIP			
CHECK (X) AS APPROPRIATE	ARMY	NAVY	AIR FORCE
HAVE SERVED		X	
NOW SERVING			
4. BRANCH OR CORPS OF ABOVE CHECKED ORGANIZATION(S)			
Personnel Administration			
5. DATE SEPARATED FROM EXTENDED ACTIVE DUTY (Past service only)		6. TOTAL LENGTH OF EXTENDED ACTIVE DUTY IN U.S. ARMED FORCES (Past or current service)	
25 July, 1961		12 years	
7. DATE ENTERED ACTIVE DUTY		8. TOTAL LENGTH OF ACTIVE DUTY IN FOREIGN MILITARY OR ORGANIZATION	
26 July, 1957			
9. RANK, GRADE OR RATE		10. SERVICE SERIAL OR FILE NUMBER (If now serving, provide current number)	
Cpl. (E-4)			
11. PRIMARY MILITARY OCCUPATIONAL SPECIALTY (MOS or Designation) AND TITLE		12. SECONDARY MILITARY OCCUPATIONAL SPECIALTY (MOS or Designation) AND TITLE	
Clerk - Chief Clerk		None	
13. BRIEF DESCRIPTION OF MILITARY DUTIES (Indicate whether applicable to past or current service)			
Past Service: Clerk - Maintained personnel service records. 2 years as Security Guard in the American Embassies in La Paz, Bolivia and Lima, Peru.			
14. CHECK (X) TYPE OF SEPARATION FROM ACTIVE DUTY			
X HONORABLE DISCHARGE		RETIREMENT FOR SERVICE	
X RELEASE TO INACTIVE DUTY		RETIREMENT FOR COMBAT DISABILITY	
		RETIREMENT FOR PHYSICAL DISABILITY	
		OTHER:	
15. CHECK (X) COMPONENT IN WHICH YOU SERVED			
X REGULAR		X RESERVE (Including the National and Air National Guard)	
		OTHER (Including ACU)	
3. MILITARY RESERVE, NATIONAL GUARD AND ROTC STATUS			
1. DO YOU NOW HAVE RESERVE STATUS?		2. ARE YOU NOW A MEMBER OF THE NATIONAL GUARD OR AIR NATIONAL GUARD?	
X YES NO		YES X NO	
		3. ARE YOU NOW A MEMBER OF THE ROTC?	
		X YES NO	
4. IF YOU HAVE ANSWERED "YES" TO ITEMS 1, 2 OR 3 ABOVE, CHECK COMPONENT MEMBERSHIP BELOW			
ARMY		NAT'L GUARD	
X MARINE CORPS		COAST GUARD	
NAVY		AIR FORCE ROTC	
		AIR NATIONAL GUARD	
		ARMY ROTC	
		AIR FORCE ROTC	
5. CURRENT RANK, GRADE OR RATE		6. DATE OF APPOINTMENT TO CURRENT RANK	
Cpl. (E-4)		January 20, 1962	
7. CHECK (X) CURRENT RESERVE CATEGORY		8. EXPIRATION DATE OF CURRENT RESERVE DDL CATEGORY	
READY RESERVE		January 20, 1962	
STANDBY ACTIVE			
STANDBY INACTIVE			
RETIRED			
9. PRIMARY MILITARY OCCUPATIONAL SPECIALTY (MOS or Designation) AND TITLE		10. SECONDARY MILITARY OCCUPATIONAL SPECIALTY (MOS or Designation) AND TITLE	
Clerk		None	
11. BRIEF DESCRIPTION OF MILITARY RESERVE DUTIES			
None			
12. ARE YOU CURRENTLY ASSIGNED OR ATTACHED TO A RESERVE, NAT'L GUARD OR ROTC TRAINING UNIT?			
YES X NO			
13. IF YOU HAVE ANSWERED "YES" TO ITEM 12, GIVE UNIT OR AGENCY AND ADDRESS			
14. HAVE YOU A MILITARY MOBILIZATION ASSIGNMENT?			
YES X NO			
15. IF YOU HAVE ANSWERED "YES" TO ITEM 14, GIVE UNIT OR AGENCY AND ADDRESS			
16. INDICATE TOTAL MILITARY SERVICE YEARS MONTHS			
7 7			
17. WHERE ARE YOUR SERVICE RECORDS KEPT?			
Washington, D.C.			

SECTION XI		FINANCIAL STATUS	
1. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY?		<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
2. IF YOUR ANSWER IS "YES" TO THE ABOVE, STATE SOURCE(S) OF OTHER INCOME			
Wife's income			
3. BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS			
NAME OF INSTITUTION	ADDRESS (No., Street, City, State)		
The Bank of California, N.A.	330 S.W. 5th Avenue, Portland, Oregon		
Union Trust Company	15 and H Streets, N.W., Washington, D.C.		
4. HAVE YOU EVER BEEN IN OR DEFICIENT FOR BANKRUPTCY?			
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
5. IF YOUR ANSWER IS "YES" TO THE ABOVE, GIVE PARTICULARS INCLUDING COURT AND DATE(S)			
6. GIVE THREE CREDIT REFERENCES IN THE UNITED STATES			
NAME	ADDRESS (No., Street, City, State)		
General Motors Acceptance Corp.	1310 S.W. Yamhill Street, Portland 5, Oregon		
Gulf Oil Corporation	P.O. Box 7215, Atlanta 9, Georgia		
Hinde Furniture Company	917 Carolina Street, Fredericksburg, Virginia		
7. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT, PENSION OR COMPENSATION FOR MILITARY OR NAVAL SERVICE?			
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
8. IF YOUR ANSWER IS "YES" TO THE ABOVE QUESTION, GIVE COMPLETE DETAILS			
9. DO YOU HAVE ANY FINANCIAL INTEREST IN OR OFFICIAL CONNECTIONS WITH ANY U.S. CORPORATIONS OR BUSINESSES, OR IN OR WITH U.S. CORPORATIONS OR BUSINESSES HAVING SUBSTANTIAL FOREIGN INTERESTS?			
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO (If answer "YES," furnish details on separate sheet.)			
SECTION XII		MARITAL STATUS	
1. PRESENT STATUS (Single, Married, Divorced, Separated, Divorced, or Annulled) SPECIFY: <u>Married</u>			
2. STATE DATE, PLACE AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS			
NA			
WIFE, HUSBAND OR FIANCE If you have been married more than once - including annulments - use a separate sheet for former wife or husband giving data requested below for all previous marriages. If marriage contemplated, fill in appropriate information for fiancee.			
3. NAME (First) (Middle) (Last)			
<u>Dorothy</u> <u>Anne</u> <u>Arnett</u> <u>Flones</u>			
4. STATE ANY OTHER NAMES EVER USED (Indicate circumstances (including length of time) under which any of these names were used. If legal change give particulars (date and by what authority). Use extra space provided on page 16 of this form to record this information.)			
<u>Dorothy A. Moran</u>			
5. DATE OF MARRIAGE 6. PLACE OF MARRIAGE (City, State, Country)			
<u>November 14, 1960</u> <u>Lima, Peru</u>			
7. HIS (OR HER) ADDRESS BEFORE MARRIAGE (No. Street, City, State, Country)			
<u>American Embassy, La Paz, Bolivia</u>			
8. LIVING 9. DATE OF DEATH 10. CAUSE OF DEATH			
<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO			
11. CURRENT ADDRESS (Give full address if applicable)			
<u>2423 Connecticut Ave., N.W., 1003, Washington 8, D.C.</u>			
12. DATE OF BIRTH 13. PLACE OF BIRTH (City, State, Country) 14. CITIZENSHIP			
<u>January 31, 1935</u> <u>Portland, Ore on</u> <u>United States of A.</u>			

SECTION XII CONTINUED (Rev. 5-22-64)				
18. IF BORN OUTSIDE U.S. - DATE OF ENTRY		19. PLACE OF ENTRY		
NA		NA		
20. FORMER CITIZENSHIP(S) (Country, date)		21. DATE U.S. CITIZENSHIP ACQUIRED (City, State, Country)		
NA		NA		
22. OCCUPATION		23. PRESENT EMPLOYER (Name, address, occupation, or if spouse deceased or unemployed, give last four digits)		
Legal Secretary		Boykin and De Francis Former: Department of State		
24. EMPLOYER'S OR BUSINESS ADDRESS (No. Street, City, State, Country)				
1000 14th St., N.W., Suite 601, Washington, D.C.				
25. DATES OF MILITARY SERVICE (From and to - U.S. No. and 37)				
None				
26. BRANCH OF SERVICE		27. COUNTRY WITH WHICH MILITARY SERVICE AFFILIATED		
28. DETAILS OF OTHER GOVERNMENT SERVICE (U.S. OR FOREIGN) (Foreign Service - Jan., 1950 - Oct., 1960; Civil Service - April 1951 - June 1961)				
SECTION XIII CHILDREN AND OTHER DEPENDENTS				
1. PROVIDE THE FOLLOWING INFORMATION FOR ALL CHILDREN AND DEPENDENTS				
NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	ADDRESS
None				
2. NUMBER OF CHILDREN (Including born children and adopted children who are unmarried, under 21 yrs. of age, and not self-supporting)		3. NUMBER OF OTHER DEPENDENTS (Including spouse, parents, stepchildren, etc., who are not you for at least part of the reporting, or children over 21 yrs. of age who are not self-supporting)		
0		0		
SECTION XIV FATHER (Give same information for Steplather and no daughter in a variable chart)				
1. FULL NAME (Last-First-Middle)		2. LIVING		3. DATE OF DEATH
Jose S. Flores		Y YES		
4. STATE OTHER NAMES HE HAS USED		INDICATE CIRCUMSTANCES (Including length of time) UNDER WHICH HE HAS EVER USED THESE NAMES. IF LEGAL CHANGE, GIVE PARTICULARS, where and by what authority. USE EXTRA SPACE PROVIDED ON PAGE 16 OF THIS FORM TO RECORD THIS INFORMATION.		
None				
5. CURRENT ADDRESS - Give last address, if deceased No. Street, City, State, and zip				
501 S. Chalabure Street, San Antonio, Texas				
7. DATE OF BIRTH		8. PLACE OF BIRTH (City, State, Country)		9. CITIZENSHIP
December 21, 1923		Niet y Loteria, Mexico, Mexico		Mexican
10. IF BORN OUTSIDE U.S. - DATE OF ENTRY		11. PLACE OF ENTRY		
May 24, 1913		Mexico		
12. FORMER CITIZENSHIP(S) (Country, date)		13. DATE U.S. CITIZENSHIP ACQUIRED		14. WHERE ACQUIRED (City, State, Country)
Mexican		1917		Mexico, Mexico
15. OCCUPATION		16. PRESENT EMPLOYER (Name, address, occupation, or if spouse deceased or unemployed)		
Baptist Minister		Mexican Baptist Church		
17. EMPLOYER'S BUSINESS ADDRESS OR FATHER'S BUSINESS ADDRESS (If self-employed)				
501 S. Chalabure Street, San Antonio, Texas				
18. TO MY KNOWLEDGE NEVER SERVED IN ARMED FORCES OR NAVY				19. COUNTRY
20. DETAILS OF OTHER DEPENDENT STATUS (If applicable)				

SECTION XV MOTHER (Give name and date of birth in full; if deceased, give date of death)			
1. FULL NAME (Last-First-Middle) Flores, Adelina	2. LIVING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	3. DATE OF DEATH June 1969	4. CAUSE OF DEATH Unknown
5. STATE OTHER NAMES SHE HAS USED None to my knowledge		INDICATE CIRCUMSTANCES INCLUDING DATE OF FIRST UNDER WHICH SHE HAS EVER USED THESE NAMES. IF LOCAL CHANGE, GIVE PARTICULARS (where and by what authority). USE EXTRA SPACE PROVIDED ON PAGE 18 OF THIS FORM TO RECORD THIS INFORMATION.	
6. CURRENT ADDRESS (GIVE LAST ADDRESS, IF DECEASED) (No., Street, City, State, Country) 3, Austin and Lee Streets, San Antonio, Texas			
7. DATE OF BIRTH September 20, 1901	8. PLACE OF BIRTH (City, State, Country) Mier y Terrell, Nuevo Leon, Mexico		9. CITIZENSHIP Mexican
10. IF BORN OUTSIDE U.S.: DATE OF ENTRY Unknown		11. PLACE OF ENTRY Unknown	
12. FORMER CITIZENSHIP(S) (Country(ies)) NA	13. DATE U.S. CITIZENSHIP ACQUIRED NA	14. WHERE ACQUIRED (City, State, Country) NA	
15. OCCUPATION Housewife		16. PRESENT EMPLOYER (Give last employer, if mother is deceased or unemployed) NA	
17. EMPLOYER'S BUSINESS ADDRESS OR MOTHER'S BUSINESS ADDRESS IF SELF EMPLOYED NA			
18. DATES OF MILITARY SERVICE (From-and-To) NA	19. BRANCH OF SERVICE NA	20. COUNTRY NA	
21. DETAILS OF OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN NA			
SECTION XVI BROTHERS AND SISTERS (Including Half-, Step- and Adopted Brothers and Sisters)			
1. FULL NAME (Last-First-Middle) Pacian, Francis	2. RELATIONSHIP Sister	3. CITIZENSHIP (Country) U.S. of America	
4. CURRENT ADDRESS (No., Street, City, State, Country) 631 S. River St., Seabrook, Texas		5. LIVING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	6. AGE 41
1. FULL NAME (Last-First-Middle) Renteria, Rachel	2. RELATIONSHIP Sister	3. CITIZENSHIP (Country) U.S. of America	
4. CURRENT ADDRESS (No., Street, City, State, Country) 111 Lathrop St., San Antonio, Texas		5. LIVING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	6. AGE 39
1. FULL NAME (Last-First-Middle) Black, Rebecca Mary	2. RELATIONSHIP Sister	3. CITIZENSHIP (Country) U.S. of America	
4. CURRENT ADDRESS (No., Street, City, State, Country) 501 S. Guadalupe St., San Marcos, Texas		5. LIVING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	6. AGE 36
1. FULL NAME (Last-First-Middle) Flores, Samuel	2. RELATIONSHIP Brother	3. CITIZENSHIP (Country) U.S. of America	
4. CURRENT ADDRESS (No., Street, City, State, Country) Rogers and Oak Sts., Seabrook, Texas		5. LIVING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	6. AGE 32
1. FULL NAME (Last-First-Middle) Flores, Joe	2. RELATIONSHIP Brother	3. CITIZENSHIP (Country) U.S. of America	
4. CURRENT ADDRESS (No., Street, City, State, Country) 4000 S. 12th St., San Antonio, Texas		5. LIVING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	6. AGE 30
1. FULL NAME (Last-First-Middle) Spivey, Esther	2. RELATIONSHIP Sister	3. CITIZENSHIP (Country) U.S. of America	
4. CURRENT ADDRESS (No., Street, City, State, Country) 1203 S. 12th St., San Antonio, Texas		5. LIVING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	6. AGE 28
1. FULL NAME (Last-First-Middle) Flores, Eleanor	2. RELATIONSHIP Brother	3. CITIZENSHIP (Country) U.S. of America	
4. CURRENT ADDRESS (No., Street, City, State, Country) NA		5. LIVING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	6. AGE 27
1. FULL NAME (Last-First-Middle) Flores, Juan	2. RELATIONSHIP Brother	3. CITIZENSHIP (Country) U.S. of America	
4. CURRENT ADDRESS (No., Street, City, State, Country) NA		5. LIVING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	6. AGE 26

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SECTION XVII		FATHER-IN-LAW	
1. FULL NAME (Last, first, middle)	2. LIVING	3. DATE OF DEATH	4. CAUSE OF DEATH
Arnett, Carl Raymond	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		
5. STATE OTHER NAMES HE HAS USED		INDICATE CIRCUMSTANCES (including length of time) UNDER WHICH HE HAS BEEN USED THESE NAMES. IF LEGAL CHANGE, GIVE PARTICULARS (where and by what authority). USE EXTRA SPACE PROVIDED ON PAGE 15 OF THIS FORM TO RECORD THIS INFORMATION.	
Ray			
6. CURRENT OR LAST ADDRESS (No., Street, City, State, Country)			
4505 Washington St., Milwaukee, 22, Oregon			
7. DATE OF BIRTH	8. PLACE OF BIRTH (City, State, Country)	9. CITIZENSHIP	
January 2, 1909	Minot, North Dakota	U.S. of America	
10. IF BORN OUTSIDE U.S. - DATE OF ENTRY		11. PLACE OF ENTRY	
NA		NA	
12. FORMER CITIZENSHIP(S) (Country)	13. DATE U.S. CITIZENSHIP ACQUIRED	14. WHERE ACQUIRED (City, State, Country)	
NA	NA	NA	
15. OCCUPATION	16. PRESENT EMPLOYER (Give last employer, if Father-in-Law is deceased or unemployed)		
Warehouse Foreman	Rudy Wilhelm Inc., Portland, Ore. on		

SECTION XVIII		MOTHER-IN-LAW	
1. FULL NAME (Last, first, middle)	2. LIVING	3. DATE OF DEATH	4. CAUSE OF DEATH
Tompkins, Alma Dean	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		
5. STATE OTHER NAMES SHE HAS USED		INDICATE CIRCUMSTANCES (including length of time) UNDER WHICH SHE HAS BEEN USED THESE NAMES. IF LEGAL CHANGE, GIVE PARTICULARS (where and by what authority). USE EXTRA SPACE PROVIDED ON PAGE 15 OF THIS FORM TO RECORD THIS INFORMATION.	
Alma Dean Arnett			
6. CURRENT OR LAST ADDRESS (No., Street, City, State, Country)			
13920 S.E. Portland View Place, Portland 36, Oregon			
7. DATE OF BIRTH	8. PLACE OF BIRTH (City, State, Country)	9. CITIZENSHIP	
May 4, 1910	Portland, Oregon	U.S. of America	
10. IF BORN OUTSIDE U.S. - DATE OF ENTRY		11. PLACE OF ENTRY	
NA		NA	
12. FORMER CITIZENSHIP(S) (Country)	13. DATE U.S. CITIZENSHIP ACQUIRED	14. WHERE ACQUIRED (City, State, Country)	
NA	NA	NA	
15. OCCUPATION	16. PRESENT EMPLOYER (Give last employer, if Mother-in-Law is deceased or unemployed)		
Homemaker			

SECTION XIX			
RELATIVES BY BLOOD, MARRIAGE OR ADOPTION WHO EITHER (1) LIVE ABROAD, (2) ARE NOT U.S. CITIZENS OR (3) WORK FOR A FOREIGN GOVERNMENT			
1. FULL NAME (Last, first, middle)	2. RELATIONSHIP	3. AGE	
None to my knowledge			
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		5. EMPLOYED BY	
6. CITIZENSHIP (Country)	7. FREQUENCY OF CONTACT	8. DATE OF LAST CONTACT	
1. FULL NAME (Last, first, middle)	2. RELATIONSHIP	3. AGE	
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		5. EMPLOYED BY	
6. CITIZENSHIP (Country)	7. FREQUENCY OF CONTACT	8. DATE OF LAST CONTACT	
1. FULL NAME (Last, first, middle)	2. RELATIONSHIP	3. AGE	
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		5. EMPLOYED BY	
6. CITIZENSHIP (Country)	7. FREQUENCY OF CONTACT	8. DATE OF LAST CONTACT	
1. FULL NAME (Last, first, middle)	2. RELATIONSHIP	3. AGE	
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		5. EMPLOYED BY	
6. CITIZENSHIP (Country)	7. FREQUENCY OF CONTACT	8. DATE OF LAST CONTACT	

SECTION XX			
RELATIVES BY BLOOD, MARRIAGE OR ADOPTION WHO ARE IN THE MILITARY OR CIVIL SERVICE OF THE UNITED STATES			
1. NAME (Last-First-Middle) Arnett, Raymond Wesley	2. RELATIONSHIP Brother-in-law	3. AGE 24	4. CITIZENSHIP U.S. of America
5. ADDRESS (No., Street, City, State, Country) U.S. Army Depot, Pueblo, Colorado			
1. NAME (Last-First-Middle) Miller, Claude	2. RELATIONSHIP 2nd Cousin	3. AGE 24	4. CITIZENSHIP U.S. of America
5. ADDRESS (No., Street, City, State, Country) Air Station, Quantico, Virginia			
6. TYPE AND LOCATION OF SERVICE (If known) Aviation - 1st S. T. 1. WING			
7. TYPE AND LOCATION OF SERVICE (If known)			
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99. TYPE AND LOCATION OF SERVICE (If known)			
100. TYPE AND LOCATION OF SERVICE (If known)			

SECTION XXI		
REFERENCES, ACQUAINTANCES, AND NEIGHBORS		
1. LIST FIVE CHARACTER REFERENCES NOT RELATIVES IN THE U.S. WHO KNOW YOU INTIMATELY		
NAME (Last-First-Middle)	BUSINESS ADDRESS (No., Street, City and State)	RESIDENCE ADDRESS (No., Street, City and State)
Mr. and Mrs. José Espinosa	S. Guadalupe St., San Marcos, Texas	San Marcos, Texas
Rev. Carlos Paredes	First Baptist Church Austin, Texas	Austin, Texas
Mr. Thaxter L. Goodell	2130 E. St., N.W., Washington, D.C.	3740 Jason Avenue, Alexandria, Virginia
Mr. Alfred Reitz	Dept. of Agriculture The American Embassy, Lima, Peru	1711 Massachusetts Ave., Washington, D.C.
Col. Michael Hennesey	172 Bartolome Herrera, Matanzas, Cuba	172 Bartolome Herrera, Matanzas, Cuba
2. LIST FIVE PERSONS IN THE U.S. WHO KNOW YOU SOCIALLY, NOT RELATIVES, SUPERVISORS OR EMPLOYERS		
NAME (Last-First-Middle)	BUSINESS ADDRESS (No., Street, City and State)	RESIDENCE ADDRESS (No., Street, City and State)
Mr. Howard Wickland Jr.	Department of State, Washington, D.C.	Hilltop House, 1411 14th St., N.W., Washington, D.C.
Mr. Max Pine	Department of State, Washington, D.C.	3571 Section Road, Cincinnati, Ohio
Miss Mary Ann Newman	Department of State, Washington, D.C.	Allen Lee Hotel, 23rd & K St., N.W., Washington, D.C.
Miss Ruth P. Stewart		601 Cascade, Boulder, Colorado
Mrs. Bea Lux		173 Bartolome Herrera, Matanzas, Cuba
3. LIST THREE NEIGHBORS AT YOUR MOST RECENT NORMAL RESIDENCE IN THE U.S.		
NAME (Last-First-Middle)	BUSINESS ADDRESS (No., Street, City and State)	RESIDENCE ADDRESS (No., Street, City and State)
Miss Nancy Payne		102 Hanover St., Fredericksburg, Virginia
Lt. and Mrs. William Paulsen		c/o Leo Pelts, Route 1, Marietta, Ga.

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SECTION XXII CLUBS, SOCIETIES AND OTHER ORGANIZATIONS

NOTE: List names and addresses of all clubs, societies, professional societies, employee groups or organizations of any kind (including membership in or support of any organization having headquarters or branch in a foreign country) to which you belong or have belonged.

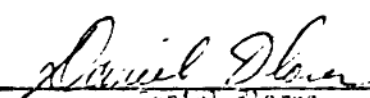
NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)	DATES OF MEMBERSHIP	
		FROM	TO
Spanish Club	San Marcos High School, San Marcos, Texas	Sept., 1951	May, 1955
Distributive Education Club	San Marcos High School, San Marcos, Texas	Sept., 1951	May, 1955
Baptist Youth Organization	First Mexican Baptist Church, San Marcos, Tex.	Jan., 1957	1957

SECTION XXIII RESIDENCES FOR THE PAST 15 YEARS

ADDRESS - LAST RESIDENCE FIRST (Number, Street, City, State, Country)	INCLUSIVE DATES	
	FROM	TO
4736 Kenners Ave., #201, Alexandria, Virginia	March, 1961	Aug., 1961
1402 Haveras St., Fredericksburg, Virginia	Dec., 1960	Mar., 1961
172 Bartolomea Herrera, Miraflores, Lima, Peru	Jan., 1960	May., 1960
RSIS Building, 3rd & 14th Floors, La Paz, Bolivia	Nov., 1959	Jan., 1960
47th Company, Headquarters Marine Corps, Henderson Hall, Washington 25, D.C.	Sept., 1959	Nov., 1960
Cold Weather Training Battalion, Pico de Neve, El Estero, California	Jan., 1959	Aug., 1960
Marine Corps Base, 29 Palms, California	Dec., 1957	Jan., 1958
Marine Corps Recruit Depot, San Diego, California	July, 1957	Nov., 1957
Marine Corps Base, Camp Pendleton, California	Nov., 1957	Dec., 1957
501 S. Guadalupe St., San Marcos, Texas	May, 1956	July, 1957
Howard Payne College, Brownwood, Texas	Sept., 1955	May, 1956
501 S. Guadalupe St., San Marcos, Texas	1955	Sept., 1955

SECTION XXIV		ADDITIONAL INFORMATION	
1. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED, OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF, OR HAVE YOU EVER BEEN ASSOCIATED OR BEEN ASSOCIATED WITH ANY OF THE FOLLOWING: (a) PARTY, IN THE U.S. OR IN A FOREIGN COUNTRY, WHICH ADVOCATES OR TEACHES THE OVERTHROW OF THE GOVERNMENT OF THE UNITED STATES, BY FORCE, VIOLENCE OR OTHER UNLAWFUL MEANS, OR (b) FORCE OR VIOLENCE TO DENY PERSONS THEIR RIGHTS UNDER THE CONSTITUTION OF THE UNITED STATES?			
X NO			
2. IF YOU HAVE ANSWERED "YES" TO THE ABOVE QUESTION, EXPLAIN:			
3. DO YOU USE OR HAVE YOU EVER USED "INTOCANT'S"?		4. IF SO, TO WHAT EXTENT?	
X NO			
5. DO YOU USE OR HAVE YOU EVER USED "NARCOTICS"?		6. IF SO, TO WHAT EXTENT?	
X NO			
7. HAVE YOU EVER BEEN A MEMBER OF, OR SUPPORTED, OR HAD ANY CONNECTIONS WITH A FOREIGN INTELLIGENCE ORGANIZATION OR ITS ACTIVITIES?			
YES NO X NO IF ANSWER IS "YES", GIVE COMPLETE DETAILS			
8. LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE 1940:			
I served 4 years in the United States Marine Corps.			
9. IF TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAVE CONDUCTED AN INVESTIGATION OF YOU, INDICATE THE NAME OF THE AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION.			
An investigation (I do not know by whom) was conducted prior to my departure for Bolivia where I was assigned to the American Embassy. This investigation took place during August and September of 1953.			
NOTE SPECIAL: If your answer is "YES" to the following Questions 10, 11 or 12, provide the information requested for each question on a separate, signed sheet and attach the sheet to this form in a sealed envelope.			
10. HAVE YOU, OR TO YOUR KNOWLEDGE HAS YOUR SPOUSE, EVER BEEN DETAINED, ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF THE LAW OTHER THAN A MOTOR VEHICLE VIOLATION IN THE UNITED STATES OR ABROAD?		YES NO X NO	
IF SO, STATE NAME OF COURT, CITY, STATE, COUNTRY, DATE, NATURE OF OFFENSE AND DISPOSITION OF CASE IN ACCORDANCE WITH THE SPECIAL INSTRUCTIONS ABOVE.			
11. HAVE YOU EVER BEEN ARRESTED, COURT-MARTIALED OR OTHERWISE PUNISHED UNDER MILITARY LAW OR REGULATION? IF SO, DESCRIBE INCIDENT(S) AND PROVIDE DATE(S) OF OCCURRENCE ON SEPARATE SHEET IN ACCORDANCE WITH SPECIAL INSTRUCTIONS ABOVE.		YES NO X NO	
12. ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE, NOT MENTIONED ABOVE, WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE INCIDENT(S) AND PROVIDE DATE(S) OF OCCURRENCE ON SEPARATE SHEET IN ACCORDANCE WITH SPECIAL INSTRUCTIONS ABOVE.		YES NO X NO	
SECTION XXV		PERSON TO BE NOTIFIED IN CASE OF EMERGENCY	
1. NAME (First, Middle, Last)		2. RELATIONSHIP	
Mrs. Daniel Flores		Wife	
3. HOME ADDRESS (No. Street, City, State, Country)		4. HOME PHONE NO.	
2528 Conn. Ave. S.W., Washington 5, D.C.		365-8100	
5. BUSINESS ADDRESS (No. Street, City, State, Country) - INDICATE NAME OF FIRM OR, EMPLOYER, IF APPLICABLE		6. BUSINESS PHONE NO. & EXT.	
Boydin and De Francis 1000 15th St., Suite 603, Washington 5, D.C.		DI 7-5444	
7. IN CASE OF EMERGENCY, OTHER CLOSE RELATIVES (Mother, Father, etc.) MAY ALSO BE NOTIFIED IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS. PLEASE SO STATE.			
In all cases wife: Relative, Mrs. Vicente Paltan, 631 S. River St., Seguin, Texas Telephone FR 9-1007			

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SECTION XXVI		CERTIFICATION							
<p>YOU ARE INFORMED THAT THE CORRECTNESS OF ANY STATEMENT MADE IN THIS APPLICATION WILL BE INVESTIGATED.</p> <p><small>I have read and understand the instructions. I Certify that the foregoing answers are true and correct to the best of my knowledge and belief. I agree that any misstatement or omission is a material fact will constitute grounds for immediate dismissal or rejection of my application. I also understand that any false statement made herein may be punishable by law (U.S. Code, Title 18, Section 1001).</small></p>									
<p>1. DATE OF SIGNATURES <u>September 5, 1961</u></p>		<p>2. SIGNATURE OF APPLICANT <u>Daniel Flores</u></p>							
<p>3. SIGNED AT (City and State) <u>Washington, District of Columbia</u></p>		<p>4. SIGNATURE OF WITNESS <u>Lawrence Coolidge</u></p>							
<p><small>NOTE: Use the following space for extra details. Reference each continued item by section and item number to which it relates. Sign your name at the end of the added material. If additional space is required use extra pages the same size as this page and sign each such page.</small></p>									
<p>MARITAL STATUS: Item #4, Section XII <u>September 1, 1956 to October 6, 1956. Married to Lt. Col. Joseph G. Moran in Portland, Oregon, by Circuit Court Judge. Used name of Moran until November 14, 1960, when changed to Flores.</u></p>									
<p>FATHER-IN-LAW: Item #5, Section XVII <u>Short name for Raymond</u></p>									
<p>GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL: Item #1, Section VI</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 30%;">Argentina</td> <td style="width: 30%;">2 July 1959 to 3 July 1959</td> <td style="width: 40%;">Travel</td> </tr> <tr> <td>Panama</td> <td>10 November 1958 to 13 November 1958</td> <td>Travel</td> </tr> </table>				Argentina	2 July 1959 to 3 July 1959	Travel	Panama	10 November 1958 to 13 November 1958	Travel
Argentina	2 July 1959 to 3 July 1959	Travel							
Panama	10 November 1958 to 13 November 1958	Travel							
<p>SEE ATTACHED SHEET FOR PERTINENT INFORMATION RELATIVE TO STEP-MOTHER.</p>									
<p>Signed at Washington, D. C., this <u>7th</u> day of September, 1961.</p> <div style="text-align: right; margin-top: 20px;">  <u>Daniel Flores</u> </div>									

ATTACHMENT TO FORM NO. 444 - PERSONAL HISTORY STATEMENT

Section XV - STEPMOTHER

Full name: Concepcion R. Flores
Living: Yes
Other Names She Has Used: None to my knowledge
Current Address: 501 S. Guadalupe Street, San Marcos, Texas
Date of Birth: December 9, 1914
Place of Birth: Mexico
Citizenship: Mexican
If Born Outside U.S. - Date of Entry: December 8, 1922
Place of Entry: Unknown
Former Citizenships: None
Occupation: Homemaker and Missionary
Present Employer: Mexican Baptist Church, San Marcos, Texas
Never served in Military or other Government service to my knowledge.

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


Daniel Flores

CONFIDENTIAL
(WHEN FILLED IN)

SECURITY APPROVAL

DATE : 19 January 1962

YOUR
REFERENCE: 07100 OPEER

CASE NO. : 195221

TO : Director of Personnel
FROM : Director of Security
SUBJECT : FLORES, Daniel

1. This is to inform you of security approval of the subject person as follows:

- ☒ Subject has been approved for the appointment specified in your request under the provisions of Regulations 10-210 and 20-730 including access to classified information through Top Secret as required in the performance of his duties.
- ☐ Subject has been approved for appointment under the authority of Paragraph 4(d) of Regulation 10-210, and under Regulation 20-730 including access to classified information through Top Secret as required in the performance of his duties.

2. Unless arrangements are made within 60 days for entrance on duty within 180 days, this approval becomes invalid.

3. As part of the entrance on duty processing:

- ☒ A personal interview in the Office of Security must be arranged.
- ☐ A personal interview is not necessary.
- ☐

FOR THE DIRECTOR OF SECURITY:

W. A. Osborne
Chief, Personnel Security Division

OFFICE OF PERSONNEL SECURITY

FORM NO 1173 REPLACES FORM 10-101 WHICH IS OBSOLETE

CONFIDENTIAL

(6)