# MATERIAL REVIEWED OF CIA HEADQUARTERS BY HOUSE SELECT COMMITTEE ON ASSASSINATIONS STAFF MEMBERS

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

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

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

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

Red: Newly revealed in 2025.

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

Black: Unchanged between versions.

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

Notes:

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

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

Created by: x.com/hlywdufo

JFKdiffs.com

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

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

#### 2 0 OCT 1976

MEMORANDUM FOR: Chairman, GS-12 Evaluation Board

FROM : Raymond A. Warren

Chief, Latin America Division

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

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- 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 S1 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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#### S E C R E T EYES ONLY

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

- While assigned to LA/COG, Mr. Flores was involved in the spotting, assessing, developing access to, and eventually pitching a Cuban who was the head of Cubana Airlines in a Latin American country. The recruitment pitch was not successful but the details of this operation were handled in the most professional manner. Mr. Flores developed more leads to relatives and friends of Cuban officials during this period than any other LA/COG operations officer. He has native fluency in Spanish and feels "at home" operating in the field. While in LA/COG Mr. Flores was called upon to do a considerable amount of TDY travel since he was on call to meet his 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

S E C R E T EYES ONLY

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 trained with a framework for analyzing problems usually encountered in supervisory or in agent development, recruitment, and handling situations and with a system for presenting his ideas in a way standing the best chance for success in gaining a target individual's willing acceptance. Flores was an active and most interested participant throughout the program and achieved a good understanding of the basic principles involved. A copy of his course critique is attached for your information.
- 3. Since Flores is an ALT Instructor, we plan to dispense with the formality of a post-training questionnaire.

Walter R. Cox

Originated by:

Coorge W. Steitz

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MTR/ALT Staff

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

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

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

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

- The greatest revelation from an operation point of view, was the clarification of perhaps an 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 considered 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.
- I am sure that hany people would be recovereded for this training and that all would benefit for it. However, I would strongly recovered that personnel officers be given SAI as a prerequisite to their these 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 exellent. However, adding one or two more days would certainly help in putting the SAI concepts into practice by the trainee himself. That is, perhaps a live excercise with a person who is not sware of the training situation. A trainee could be tasked to elicit information from an unwitting participant. The use of videotapes and/or movies would help in testing the trainees perceptiveness through the course.
- 7. Any other comments you may wish to make:

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

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

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17 AUG 1971

MEMORANDUM FOR: Secretary, CSCS Panel A

SUPJECT

Recommendation for Propotion to Grade

GS-11, Daniel Flores

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

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

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

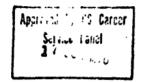
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2 JUN 1970

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 Mi 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 MI Division, he was selected for assignment as an operations officer at the Guayaquil Base, where he arrived in May 1969.
- 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 prometion at this time is strongly recommended.

hilliam V. Broe Chief hestern Hemisphere Division

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October Stant Bloke SECRET W. 1. 2 . . . Chicf, WY Davision Chief of Statton, Quite 1204 Ward ADMINISTRATIVE/PERSONNES - Proposition for & anarina disecta edin Approved by CS Carear ACTION REQUIRED: See Below Service Panel 17 JUL 19/0 During the visit of the Chief, WHD to the Base lant November 1969 he mentioned to the COS, Quito and the COB that the promotion for Flores (from 68-9 to 68-10) woold be forthcoming; he also said this to ( during a private meeting. Thus far, however, there has been no notice of the promotion action. The COB assumes that the delay is related in some way to the dates set for meeting of the promotion panel In 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 Pitness Report, the COH would appreciate being aivised. Distribution: Forig. & 2 - C/MIDD 2 - COS, Quito " " 1 2Uhuret 10 DUPATOR STATES AND METERS HEGT-1474 26 <u>1197 1970</u> CASSICI:09

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26 October 1967

MEMORANUUM FOR: Daniel Plores

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. PRESSAN Chief, CTP

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MEMORANDUM FOR: Secretary CSCS Panel, Section D

SUBJECT

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

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

William V. Broo Chief Western Hemisphere Division

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#### SECRET (When Filled in)

9 September 1966

MEMORANDUM FOR: Rr. Daniel Flores

THROUGH : Head 65 CS Career Service

SUBJECT: Notification of Non-eligibility for Designation as a

Participant in the CIA Retirement and Disability System

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

- 2. In your case, the Head of your Career Service has advised me that you do not meet the requirements of HR 20-50 for designation as a participant and I have accordingly made the formal determination required by the regulation that you are not eligible for designation. This in no way affects your current status under the Civil Service Retirement System, nor does it preclude reconsideration of your eligibility to participate in the CIA System if you should meet the requirements for designation in the future.
- 3. Should you desire further information concerning the requirements for designation as a participant in the CIA Retirement System, I suggest that your read paragraph e of IIR 20-50 and paragraph 5 of the Employee Bulletin dated 30 July 1965, entitled "Public Law 88-643, The Central Intelligence Agency Retirement Act of 1964 for Certain Employees."
- 4. It is always possible that the records upon which the determination made in your case may have been incomplete or inaccurate regarding your actual employment history with the Agency. If, after studying the materials cited above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 205, Magazine Building (extension 2847). If such discussions do not resolve any questions you have regarding your eligibility, you may request that your case be formally considered by the CIA Retirement Board. However, this request must be made within 30 days of the Gate of this memorandum.

Emmett D. Echols
Director of Personnel

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# CENTRAL INTELLIGENCE AGENCY WASHINGTON, D.C. 20505

17 JAN 1966

Claimant: Daniel Flores File No.: 7000438

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

Dear Mr. Harren:

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

Enclosed is additional information submitted by claimant.

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

Very truly yours,

7e/ B. Defelice

B. DeFelice Office of Personnel

Enclosures:

As stated

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6 January 196**5** 

MEMORANDUM FOR: Chief, CSPO

SUBJECT : Conversion to Part-Time Staff Employment

Mr. Daniel Flores

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

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

JOHN K. KING Chief, SAS/Intel

APPROVAL RECOMMENDED

DESMOND FITZGERALD Chief, Special Affairs Staff

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#### 14 February 1962

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

Dear Mr. Flores:

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

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

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

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

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

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

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

Very truly yours,

E. D. Echols Director of Personnel

OP/Corres/mjt File sent to: Shirley Wells

26 January 1962

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

Dear Mr. Flores:

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

Your continued interest and patience are approclaied.

Very truly yours,

E. D. Echols
Director of Personnel

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

Mr. Daniel Flores Apartment 203 2828 Connecticut Avenue, N. W. Washington B, 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/Corres/car
file sent to shiring wells

#### 12 October 1961

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

Dear Mr. Flores:

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

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

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

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

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

Vory truly yours,

A. D. Echols
Director of Personnel

OP/Corres/car
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15 September 1961

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

Dear Mr. Flores:

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

Very truly yours,

E. D. Echola Director of Personnel

OP/Corres-bt file sent to Mr. Washam

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## CENTRAL INTELLIGENCE AGENCY

WASHINGTON 25, D. C.

Applicant Information Sheet No. 1

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

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

#### General Considerations:

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

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

- 2. Investigation of an applicant may reveal something which prevents his clearance - perhaps something of which the applicant is genuinely unaware, perhaps something which only the special employment criteria of the Agency make unacceptable. In any event, adverse findings by the Agency are conclusive and final so far as the Agency is concerned, and no statement of specific reasons is made to the applicant.
- 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 flay of September, 1961.

(Signature of Applicant)

Daniel Flores

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"PAY ACJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ERDER 12165 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND DCI DIRECTIVE CATED & CCTOBER 1962."

# . EFFECTIVE CATE OF PAY ACJUSTMENT: C7 OCTOBER 1579

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# EFFECTIVE DATE OF PAY ADJUSTMENT: ON OCTUBER 1978

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"FAY ACJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12010 PURSUANT TO AUTHORITY OF DOL AS PROVIDED IN THE CIA ACT OF 1549, AS AMENDED, AND DOLD DIRECTIVE DATED B COTOBER 1962."

## EFFECTIVE CATE OF PAY ACJUSTMENT: C9 OCTOBER 1577

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EFFECTIVE CATE OF PAY ACUICATEFAL: IC COTCREE 1970

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"PAY ADJUSTMENT IN ACCURDANCE WITH THE PROVISIONS OF SECTION 5305 CF TITLE 5, U.S.C. AND EXECUTIVE CHOER IIBBS PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE CATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ACJUSTMENT: 12 OCTUBER 1975

NAME

SERIAL URGN. FUNDS GR-STEP

NEW SALARY

FLORES DANIEL

036130 51 500 CF GS 12 2

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EFFECTIVE GATE OF PAY ACJUSTPENT: 13 CCTOBER 1974

NAME

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036130 51 5CJ CF GS 12 1

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

EFFECTIVE DATE OF DESIGNATION: 31 MAY 1974.

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EFFECTIVE CATE OF PAY ACJUSTMENT: 14 OCTOBER 1973

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

"PAY ACJUSTMENT IN ACCURDANCE WITH 5 U.S.C. 5305 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF DCI AS PROVICED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED OR OCTUBER 1962."

EFFECTIVE DATE OF PAY ACJUSTMENT: OF JANUARY 1973

NEW SERIAL URGN. FUNDS GR-STEP SALARY
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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE DROPER 11637 PURSUANT TO AUTHORITY OF CCI AS PROVIDED IN THE CIA ACT OF 1749, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTUBER 1962"

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EFFECTIVE DATE OF PAY ADJUSTMENTE 9 JANUARY 1972

NAME

SERIAL DRGM. FUNDS GRASTEP

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FLORES DANIEL

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

EFFECTIVE DATE OF PAY ADJUSTMENTS TO JANUARY 1971

NAME

83.50

SERIAL DRGN. FUNDS GRASTEP

NEW SALARY

FLORES DANIEL

036130 51 700 CF GS 10 2

\$11,901

SECRET (When filled In)

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THAY ADJUSTMENT IN ACCOMPANCE WITH SECTION 212 OF F. 90-204 AND EXECUTIVE DRIVER 11474 FURSUANT TO SOLD RETYING DOLLAS PROVIDED IN THE CIT ACT OF 1949, AS MHENGED, AND A DOLL DIRECTIVE DATE: 8 DOTTIMES 1962"

EFFECTIVE DATE OF HAY ADJUSTMENTS 13 JULY 1969

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FLORES CANTEL

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TRAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE ORDER 11324 PURSUANT TO AUTHORITY OF DOLLAS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DOL DIRECTIVE DATED 8 OCTOBER 1962".

EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

NAME

SERIAL GROW, FUNDS GRESTER

SALARY

FLORES DANIEL

036130 51 700 CF G5 09 2

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SECRET (When fired in) 24 APR 69 NOTIFICATION OF PERSONNEL ACTION I SERIAL NUMBER 036130 FLORES DANIEL 3 NATURE OF PERSONNEL ACTION 4 this live Date REGULAR

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MPAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE GROEF 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

OLO SALARY SEKIAL DAGN. FUNDS GR-STEP

FLORES CANTEL

030130. 28 300 V GS 08 2 \$ 7,630

\*PAY ADJUSTMENT IN ACCORDANCE WITH BALARY 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 ADJUSTMENTS & CCTOBER 1967

ORGH. FUNDS GR-STEP SERIAL OLD 036130 GS 06 3 \$ 6,263

FLORES DANIEL

SECRET (When Filed in)

JLB: 24 JUN 68

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#PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDILES OF PL 89-504 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA 4CT OF 1949. AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1956

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ACTION 70 Employ CODE Code 3 36	21 DECEMBER	SPACE BELOW PO	OR EXCLUSIVE	USE OF THE OFFICE	or person or state of	NNEL 26 BRIE OF CRADE	27 DATE OF 1	
ACTION TO Employ COOL Code 3 36 BIE EXPLAIS	21 DECEMBER	SPACE BELOW PO	OR EXCLUSIVE	USE OF THE OFFICE  24 Magn. 21 Datt  (ada 90 000)  1 O8 1	or person or state of	NNEL 26 BRIE OF CRADE	27 DATE OF (	
ACTION TO Employ Code 3 36 NIE EXPLATS	21 DECEMBER  1. 21. OFFICE CODING  NUMBER  51500 WH  21. SPECIAL  20. SPECIAL  20. SPECIAL  20. SPECIAL  30. SPECIAL  4. NO	SPACE BELOW PORTION TO THE STATE OF THE STAT	TRESCLUSIVE OF THE CORE	USE OF THE OFFICE  24 Mayor 25 DATE  (ode 00  1	COP PERSON OF BIRTH ON 35 [LATION DATA ON 3	NNEL 26 DATE OF STADE 20 DA 14  EOD DATA	27 DATE OF (	34, 582
ACTION TO Employ CODE 3 36 HIE EXPLAIS OUT TO VET. PREFERENCE	21 DECEMBER  21. OFFICE CODING  AUTHOR  515CX) WH  515CX1 WH  515CX2 COMP BATE  10 GA 70	SPACE BELLOW NO COSE 1 75013 STRINGE STATE COSE 1 75013 STRINGE SALE COSE 1 COS	DR EXCLUSIVE (CORE )  13 SEPARATION DATA (ORE )  14 M. (ARLER (A. )	USE OF THE OFFICE  24 Mayon 25 Dairy  Code 90  17 COSSICTION/CANCEL  1772 90  1115017 29	COP PERSON OF BIRTH ON 35 [LATION DATA ON 3	NNEL 26 DATE OF CRADE 20 DA 14  LOD DATA	27 DATE OF (	34, 582
ACTION TO Employ Code  3 36  NTE EXPLICES  O OA TE  VET. PREFERENCE  DE O SOCIE  1 177	21 DECEMBER  21. OFFICE CODING  AUTHOR  515CX) WH  515CX1 WH  515CX2 COMP BATE  10 GA 70	SPACE BELOW PORTION TO THE STATE OF THE STAT	DR EXCLUSIVE ( TODE  3  31 SEPARATION DATA CODE  11 38 CARLES (C.	USE OF THE OFFICE  24 Mayon 25 Dairy  Code 90  17 COSSICTION/CANCEL  1772 90  1115017 29	OF PERSON OF BIRTH ON 35 LIATION DATA	NNEL 28 DATE OF CRADE TO DA 14  EOD DATA  H INSURANCE	27 DATE OF (	34, 582
ACTION   10   Employ     3   36     13   36     14   Exploy     10   04     10   10     10   10     10   10     10   10	21 DECEMBER  7. 21. OFFICE CODING  NUMBER  51500 WH  29. SPECIAL 20  21. CEL  21. CEL  21. CEL  22. CEL  33. CEL  34. SERV (OUP BATE  30. CA  30. CA  4. NO	SPACE BELOW PO COOF COOF COOF COOF COOF COOF COOF C	DR EXCLUSIVE ( TODE  3  31 SEPARATION DATA CODE  11 38 CARLES (C.	USE OF THE OFFICE    34 Mayor   25 DATE     (cde   0   0	COP PERSON OF BERTH	NNEL 26 BATE OF CRADE TO DA 14  LOD DATA  H INSURANCE THE INTERNAL COOL	27 DATE OF E  10 04  23 SECURITY  25 RO  40 SOCIAL SECU	34, 582
7 ACTION 10 Employ (cot ) 3 36  HIE EXPLAS  VET. PREFERENCE  OR 10 10 17  1 10 17	21 DECEMBER  7. 21. OFFICE CODING  NUMBER  51500 WH  29. SPECIAL 20  21. CEL  21. CEL  21. CEL  22. CEL  33. CEL  34. SERV (OUP BATE  30. CA  30. CA  4. NO	SPACE BELOW N  SPACE BELOW N  17 STATICAL  CODE  18 STATICAL  CODE  19 CODE  19 CODE  10 CODE  10 CODE  11 STATICAL  CODE  11 CODE  12 STATICAL  CODE  13 STATICAL  CODE  14 STATICAL  CODE  15 STATICAL  CODE  16 STATICAL  CODE  17 STATICAL  CODE  18 STATICAL  CODE  CODE  18 STATICAL  CODE  CODE  CODE  CODE  CODE  CODE  CODE  COD  COD	DR EXCLUSIVE 1  THE INTEGRALE  CODE  3  SALE ARREST CODE  AT A CODE  AT ALL  TO THE SALE ARREST CODE  AT ALL  TO THE SALE ARREST CODE  AT ALL  TO THE SALE ARREST CODE  AT ALL  TO THE SALE ARREST CODE  AT ALL  TO THE SALE ARREST CODE  A B CODE  A	USE OF THE OFFICE    34 Mayor   25 DATE     (cde   0   0	OF PERSON OF BIRTH	EOD DATA  I INSURANCE  TO STATE  TO	27 DATE OF L 10 OA  23 SECUPITY BEG NO  40 SOCIAL SECU	34, 58.8 (8117 NO
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ा MPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301 PURSUANT TO AUTHOPITY OF DCT AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCT POLICY DIRECTIVE DATED 8 OCTOBER 1952.\*\*  $\bigcirc$ r) FFFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1965

OLD NEW NAME SERIAL OPEN. FUNDS GRESTEP SALARY SALARY FLORES DANIEL 036130 GS 95 3

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

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

# GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

CDADE			Per A	nnum	Rate	s and	Steps			
GRADE -	1	2	3	4	5	6	7	8	9	10
GS- 1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2	3,680	3,805	3,930	4,055	4,180	4,305	4,430	4,555		
GS- 3	4,005	4,140	4,275	4,410	4,545	4,680	4,815	4,950	5,085	5,220
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830
GS- 5	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	6,320	6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	8,610
OS- 9	7,220	7,465	7,710	7,955	8,200	8,445	8,690	8,935	9,180	9,425
GS-10	7,900	8,170	8,440	8,710	8,980	9,250	9,520	9,790	10,060	10,330
GS-11	8,650	8.945	9,240	9,535	9.830	10.125	10,420	10,715	11,010	11,305
OS-12	10,250	10,605	10,000	11.315	11.670	12,025	12,380	12,735	13,090	13,445
OS-13	12,075	12,495	12.915	13.335	13.755	14,175	14,595	15,015	15,435	15,855
GS-14										
OS-15	16,460	17.030	17.C00	18.170	18.740	19,310	19.880	20.450	21,020	21.590
OS-16										
GS-17										
OS-18					. ,					

SECRET (When Fillet In)

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IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87#793 AND DOT WEMORANDUM DATED 1 AUGUST 1986, BALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1984.

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SECTION D	NARRATIVE COM	MENTS
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ACTION: C/LA-5 (653) INFO: RF, FILE, (7/m)

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PAGE 001 TOR: 132307Z NOV 79

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CITE MFXICO CITY 51744

TO: WARHINGTON.

FUR: C/LA/PERS

SUBJECT: ADMIN/RYBAT/PERS/FR FOR

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

- 2. THE FOLLOWING INFO IS KEYED TO FORM 45N, SECTION A:
  1. 03h130; 4. M; 5. GS-13; 6. DGG; 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 UNE LIAISON PENETRATION. RATING

OGERALL RATING - STRONG.

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#### 4. SECTION C - NARRATIVE COMMENTS.

SHORTLY BEFORE THE DEPARTURE OF THE FORMER COS, HE SUBMITTED A SPECIAL MEMORANDUM ON SUBJECT'S PERFORMANCE (MEXICO CITY 50702) WHICH CONCENTRATED MOSTLY ON SUBJECT'S RESPONSTBILITIES IN THE CI FIELD. A CUPY 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 AROUT EQUALLY BETWEEN HIS CI RESPONSIBILITIES AND OTHER STATION OBJECTIVES, PRINCIPALLY THE CUBAN TARGET. SUBJECT WAS GIVEN THESE ADDITIONAL DUTIES BECAUSE THE CI OPERATIONS GROUP IS WELL ORGANIZED AND REQUIRES LESS DIRECT C/O INPUT, AND ALSO BECAUSE OF THE NEED TO DEDICATE ALL AVAILABLE RESOURCES AGAINST THE CURAN TARGET. THIS STATION IS ONE OF FOUR WITHIN THE DIRECTORATE WHICH MAVE BEEN SELECTED FOR A CONCENTRATED EFFORT AGAINST CUBA, AND THIS TARGET NOW RANKS NUMBER ONE AMONG THE STATION'S MANY PRIORITY OBJECTIVES. SUBJECT'S PAST EXPERIENCE IN CUBAN OPERATIONS, HIS ABILITY TO PASS AS A 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 HAS ASSIGNED TO SUBJECT AND IT WILL MATURE UNDER HIS DIRECTION. FUR REASONS OF SENSITIVITY, A MORE DETAILED REVIEW OF SUBJECT'S MORK ON THIS OPERATION CANNOT BE PROVIDED, BUT THE HETORD SHOULD NUTE THAT DURING THE PAST THREE MONTHS, HE HAS HANDLED THIS OPERATION IN A THOROUGHLY PROFESSIONAL MANNER WITH STRADY PROGRESS BEING MADE TO FULLY EXPLOIT THE OPERATIONAL AND REPORTING PUTENTIAL. ALSO DURING THIS REPORTING PERIOD, SUBJECT RENEMED CONTACT THROUGH HIS OWN EFFORTS WITH A FORMER REPORTING ASSET WHO HAD DRIFTED AWAY FROM CULLAHORATION WITH THE ORGANIZATION. SUBJECT IS NOW ATTEMPTING TO BREATH NEW LIFE INTO THIS OPERATION AND BRING IT BACK UNDER CUNTROL.

CUNTROL 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 RESPONSTBILITY INVOLVES THE RESOURCES OF THE SPECIAL CI UPERATIONS GROUP. FOR SOME MONTHS NOW, THIS GROUP HAS BEEN TRYING TO MOUNT A SENSITIVE FI COLLECTION EFFORT AND PROSPECTS REMAIN FNCOURAGING THAT THIS EFFORT WILL SOON BE OPERATIONAL. THIS IS A FAIRLY COMPLEX UNDERTAKING WHICH REQUIRES PATIENCE AND AN FLEMENT 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 MAS 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 UBTAINED FROM THE NEW SOURCE GREATLY FACILITATED THE ABILITY OF SUBJECT TO ESTABLISH CLOSE RAPPORT WITH THE CHINESE OFFICIAL UNCE CONTACT WAS MADE. SUBJECT WAS ABLE TO DISCERN THAT THE TARGET WAS POTENTIALLY VULNERABLE ON SEXUAL GROUNDS, BUT TIME DTD NOT PERMIT THIS YULNERABILITY FROM BEING EXPLOITED BEFURE THE TARGET COMPLETED HIS TOUR AND DEPARTED THE COUNTRY. STATION REGRETS THAT A LEAD TO THIS TARGET MAS NOT IDENTIFIED EARLIER. BUT THIS DUES NOT DETRACT FROM THE PROFESSIONAL MANNER IN WHICH SUBJECT EXPLOITED EVERY OPPORTUNITY TO PUSH THIS CASE FORWARD AGAINST AN UNHEALISTIC 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 FLEXIBITITY IN PURSUING HIS TARGETS AND IS EVER ALERT FOR VULNERABILITIES WHICH CAN BE EXPLOITED. HE USES GOOD JUDGMENT IN HANDI ING HIS CASES AND HIS TRADECRAFT PROCEDURES DURING THIS PERIOD HAVE BEEN SOUND. IT SHOULD ALSO BE NOTED THAT THE PARTICINAR CUBAN CASES WHICH HE IS INVOLVED ARE NOT EASY ONES. THEY REQUIRE HARD WORK, AND THE FULL RANGE OF CASE OFFICER EXPERISE IN ORDER TO PUSH THEM FORWARD. HIS RESPONSIBILITIES IN THE CI FIELD ARE EQUALLY DEMANDING. SUBJECT HAS MADE A VERY PUSITIVE CONTRIBUTION TO THE WORK OF THIS STATION DURING THIS REPORTING PERIOD AND WELL DESERVES A RATING OF STRONG FOR HIS VARIOUR DUTIES AND A STRONG FOR HIS OVERALL PERFORMANCE.

#### 5. COMMENTS BY REVIEWING OFFICER.

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

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

END UF MESSAGE

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#### CONFIDENTIAL SECTION C NARRATIVE COMMENTS Indicate significant strengths or weaknesses demonstrated in current position, keeping in proper perspective their relationship to averall performance. State suggestions made for improvement of work performance. One relationship to the halding, Comment on foreign language competence, if required for current position. Amplity or explain ratings given in Section 8 to provide best basis for determining future personnel action. Manner of performance of managerial or successiony duties and cost consciousness in the rise of performance of performance of managerial or successiony duties and cost consciousness in the rise of performance. It is the performance of performance of performance of performance of managerial or successions. 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, Munila, 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 OFFICIAL TITLE OF SUPERVISOR DC/LA/COG 2. BY EMPLOYEE STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE AVE ATTACHED HAVE NOT ATTACHES 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. BYAG PFICIAL TITLE OF REVIEWING OFFICIAL

CONFIDENTIAL

C/LA/COG

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.

## S E C R E T

) 19-St	FITNES	S REPORT	•			
SECTION A		NFORMATIO	N			
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22 June - 19 November	1976	4. DATE REPORT	DUE IN O.P.			-
SECTION B	QUALIFICATION	ONS UPDATE				
IF QUALIFICATIONS UPDATE FORM IS BEING WORD YES: IN THE BOX TO THE RIGHT, IF	SUBMITTED WITH CH NO CHANGES ARE REC			THIS REPORT, PLA	ACE THE RIGHT,	
SECTION C	PERFORMANCE			- Andrew Commencer and the second		
U-Unsatisfactory Performance is unacceptable could range from counseling, or proposed in Section D. M-Marginal Performance is deficient in a	to further training, to pl	being an probation	, to reassignment	ar to separation. (	Describe ac	tion taken
P—Proficient Preformance is satisfactory.	d be described.		-			
S-Strong Performance is characterized			ramer styleties.			
O-Outstanding Performance is so exceptional work as to worrant special r	ecognition		in comparison to 1	the performance of	others do	ing similar
	SPECIFIC	DUTIES				
List up to six of the most important specific duties per performs EACH specific duty. Consider ONLY effective their ability to supervise (indicate number of employs	eness in performance of the	eriod. Insert rating at duty. All employ	latter which best de res with supervisor	scribes the monner is y responsibilities M	e which em UST be rot	ployee led on
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#### SECTION D

#### NARRATIVE COMMENTS

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Mr. Flores joined Me'ne 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 reutine 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-

	(continue	<b>d)</b>
SECTION E	CERTIFICATION AND C	OMMENTS
	1. BY SUPERVIS	SOR .
MONTHS EMPLOYEE HAS SEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOW	N TO EMPLOYEE, GIVE EXPLANATION
4 Months		
DATE	OPPICIAL TITLE OF BUPERVISOR	TYPED ON THE THE PAD BIOMAJURE
17 January 1977	Chief, ALT Unit	Walter R. Cox
	2. BY EMPLOYE	[E /
STATEMENT CONCERNING THIS	PEALUATION DATE	BIGNATURE OF EMPLOYEE
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	3. SY REVIEWING C	OFFICIAL
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#### SECRET

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 computordesigned art work to replace some of the less impressive early work in this field.

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CLASSIFICATION

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			FITNESS REPORT	
SECTION A			GENERAL INFORMATION	
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CONTRACT	SPECIAL	OTHER	15 Feb - 30 Sept 78	
ECTION B			QUALIFICATIONS UPDATE	
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ECTION C	1	P	ERFORMANCE EVALUATION	
-Unsatisfactory	Performance is	unocceptable. A re	ating in this category requires inmediate and positive remedial action. The nature	of the as.
	or proposed in	Section D.	urther training, to plucing an prohation, to reassignment or to separation. Describe	
-Marginal	Performance is c taken or recomm	leficient in some a rended shauld be	expects. The reasons for assigning this rating should be stated in Section D and re- described.	medial action
	Performance is t	atisfactory. Desire	d results are being produced in the manner expected.	
			acoptional proficiency.	
		o exceptional in re ant special recogn	itation to requirements of the work and in comparison to the performance of others tition.	doing simile
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forms EACH specific or ability to supervise	duty. Consider O	NLY affectiveness i	in performance of that duty. All employees with supervisory responsibilities MUST be	rated, on
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C O N F 1 D E N T 1 A L 172250Z NOV 78 DEFERRED TELEPOUCH

CITE MEXICO CITY 47396

TO: MASHINGTON.

FOR: C/LA/PERS

Dan Flores

SUBJECT: ADMINIPYRAT/PERSIFITNESS REPORT FOR

- 1. GIVEN BELOW IS THE FITNESS REPORT ON SUBJECT FOR THE PERIOD 15 FEB 36 SEPT 7R. RATTING ON SPECIFIC DUTIES AND NARRATIVE COMMENTS NERE PREPARED BY HAROLD O. CHAIDEZ, DCOS. REVIEWING COMMENTS WERE PREPARED BY JOEL N. NEBECKEP, COS. SUBJECT WAS NOT SHOWN...A. COPY OF THIS REPORT AS HE DEPARTED STATION ON EMERGENCY, LEAVE BEFORE THE REPORT COULD BE TYPED. A COPY WILL BE MADE AVAILABLE TO HIM IMMEDIATELY UPON HIS RETURN AND ANY STATEMENT BY THE EMPLOYEE WILL BE TELEPOUCHED TO MOS. A SIGNED COPY OF FORM 45A WILL BE POUCHED AT THAT TIME.
- 2. THE FOLLUMING INFO IS KEYED TO FORM 45%, SECTION AS:
  1. 036130; 4. MS 5. GS-13; 6. DGG; 9. MEXICO CITY;
  10. CAREER; 11. ANNUAL; 12. 15 FEB-30 SEP 78.
  - 3. SECTION B. PERFORMANCE EVALUTATION SPECIFIC DUTIES:
- 1. DIRECTS THE ACTIVITIES OF AN 18-MAN CI LIAISON TEAM RESPONSIBLE TO THE STATION, AND WHICH INCLUDES COORDINATING ALL REACTION UPS INITIATED BY THE TEAM. RATING LETTER -- S.
- 2. PESPONSIBLE FOR TARGETTING CI OPERATIONS AGAINST SOVIETS AND CUBANS IN MEXICO CITY. RATING LETTER -- S.
- 3. CASE OFFICEP FOR TWO PENETRATIONS OF LIAISON, RATING LETTER -- S.
- W. COUNDINATES SENSITIVE CE OPERATIONS RUN BY OTHER NUBLAZON AGENCIES MITH LIMISON 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 FER 78. SUBJECT HAS BEEN IN THE ORGANIZATION FOR OVER 16 YEARS AND SERVED TWO U/S ASSIGNMENTS PRIOR TO MEXICO CITY.

HIS PRIMARY DUTY IS TO SUPERVISE THE UPERATIONS 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 NUCLEOUS 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 SENVING 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-TOAN RETREAT OF A PRINCIPAL ADVERSARY IN MEXICO. SUBJECT PARTICIPATED IN THE RECHUITMENT OF A CARETAKER WHO PROVIDED ACCESS TO THE TARGET INSTALLATION AND WAS SUBSEGUENTLY 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 RARTY. 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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IL SEPTEMBER, ANOTHER OPERATION BEGAN AGAINST THE RETHEAT OF THE SAME PRINCIPAL ADVERSARY MENTIONED ABOVE SINCE A NEW PROPERTY HAD BEEN ACQUIPED. 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 CIUNIT 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 OTHE 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, VIPSATILE, AND HIGHLY QUALIFIED OFFICER. HE HAS HANDLED THE PLRSONNEL AND OPERATIONAL PROBLEMS WHICH HAVE SURFACED WITH HIS CI UNIT WITH TACT AND EFFECIENCY, 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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VAPIOUS DUTIES AND AN OVERALL STRONG FOR THIS REPORTING PERIOD. WE LOOK FORWARD TO A CONTINUED HIGH LEVEL OF PERFORMANCE DUPING THE YEAR TO COME.

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

I FULLY CONCUR WITH THE NARRATIVE COMMENTS OF THE REVIEWER.

SUBJECT HAS DISPLAYED A GREAT AMOUNT OF IMAGINATION AND ENERGY
IN DIRECTING A DIFFICULT ACTIVITY NAMELY COUNTERINTELLIGENCE
ACTIVITY THAT IS SEVERELY RESTRICTED BY ATTORNEY GENERAL GUIDE—
LINES TO THE EXISTING EXECUTIVE 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 INMERENT IN THE COUNTERINTELLIGENCE ACTIVITY
HE CARPIES ON WITH A HIGH SPIRIT AND A TREMENDOUS AMOUNT OF GOOD
WILL—NO MEAN ACHIEVEMENT AT THIS JUNCTURE OF AGENCY COUNTER—
INTELLIGENCE ACTIVITIES. E3, IMPDET.

END OF MESSAGE

SECRET CLASSIFICATION

			FITNE	SS REPORT	•				
SECTION A			GENERAL	INFORMATIO	ON				
1. EMPLOYEE NUM	BER 2 NAM	E (Last, first, midd			<u> </u>	S. DATE O	F BIRTH 4 REX	B GRA	OE 0. SD
194737	Flor	es, Dani	c l			4 Aug		GS:	12 D
operations				/LA/COG	IGNMEN	Headq	uarters	X HO	DE Z (ch one)
	11. TYP	E OF APPOINTM	ENT			11	TYPE OF REPO	DRT	
XX CAREER	RESERVE	CONTRACT	OTHER (Spec )	TEMPORAR	тxx	ANNUAL	REAGSION.		OPECIAL.
13. REPORTING PER	RIOD (from-to-)	<u> </u>	<u> </u>	14. DATE REPO	AT DUE	IN O.P.			
01 July 1975 - 30 June 1976 31 July 1976									
SECTION B	, , , , , , , , , , , , , , , , , , , ,		QUALIFICAT	IONS UPDA					
IF QUALIFICATIONS WORD "YES" IN TH								ACE THE	
SECTION C		PEI	REORMANC	E EVALUATI	ON				
U- <u>Unsatisfactory</u>	Performance is un could range from or proposed in Se	counseling, to furt	ng in this categ her training, to	placing on probat	diate and	S positive rer eassignment (	medial action. The or to separation, l	nature c Describe	of the action action taken
M-Morginal		icient in some ass	ects. The reason	e for opigning th	is rating	should be sh	oted in Section D	and tem	edial actions
P—Proficient S—Strong	Performance is sat Performance is cha				- Manner	expected.			
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			SPECIFI	C DUTIES					
List up to six of the mos performs EACH specific their ability to supervise	duty. Consider ON	LY effectiveness in	performance of	period. Insert rational that duty. All emp	ng letter v loyees wi	which best des th supervisor	cribes the manner i y responsibilities. M	n which e iUST be i	mployee rated on
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Review incom and ensure t	ing operati							ers	RATING LETTER
Maintain a the our operation appropriate.	horough fam								RATING LETTER
Develop leads interviewing	Develop leads against the Cuban target by locating, clearing, and ultimately interviewing relatives, friends, etc., of Cuban officials to obtain assessment						RATING LETTER		
Work closely required cor	with the L	A's of the	section	to ensure t	hat t	hey ans	wer all	,	RATING LETTER
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## S E C R E T

#### SECTION D

#### NARRATIVE COMMENTS

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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 TDV 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	CTION E CERTIFICATION AND COMMENTS					
h y s	1. BY SUPERVISOR					
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	2. BY EMPLOYER					
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	3. BY REVIEWING OFFICIAL					
COMMENTS OF REVIEWS	OPPIGIAL					
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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. Puture tours for him should involve supervision of younger case officers and he should begin to move into the managerial aspects of operations.

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•	chief, LVCC	Thomas A. Clayton
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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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		FITNE	S REPORT			
SECTION A	v.		INFORMATIO		١	
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S. REPORTING PERIO	) (/rom-to-)		14. DATE REPORT	DUR IN O.P.	- <del></del>	t
October 197	74 - 30 June :	1975	31 July	1975	:	
SECTION B		QUALIFICAT	IONS UPDAT	E		
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ECTION C		PERFORMANC	E EVALUATIO	N		
	formance is unacceptable. Id range from counseling, t	A rating in this categ	ory require immedi	ate and positive		
	ld range from counseling, f proposed in Section D.	io furiner iroining, th	process on probation	i, to reassignmen	r or to separation. De	pacribe action
A— <u>Marginal</u> Per	larmance is deficient in son on or recommended should	ne aspects. The reason he described	s for assigning this	rating should be	stated in Section D a	nd remedial
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erforms EACH apecific duty	. Consider ONLY effectivens dicate number of employees	ess in performance of t				
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e into account everything	about the employee which cooperativeness partinent p	influences his effective	hem in his current po	silten tuck at per	formance of specific du	fles LET
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#### SECTION D

#### NARRATIVE COMMENTS

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LA/COG is both a Headquarters Approved Comment 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 tase 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				
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	3. BY REVIEWING					
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those assigned to handling agents did as a Desk Chief. Division as these of Headquarters desk of these six employees group, but it must officers are senion	Mr. FloresCase offinected against a hard these tasks are unique officers serve as fie officers. All on-isles. I would rank Mr. be taken into considering rade.	performing duties similar to cer responsible for recruiting/ target and also staff duties e within the Latin America ld case officers and also as and Cuban agents are handled by Flores in the middle of this eration that all the other				
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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 agressiveness 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 midcareer 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 agressive and is gaining experience as a manager. Mr. Flores is already performing at a higher level than his grade. In approximately a year, he should be again dispatched to the field as a senior officer responsible for handling Soviet, Chinese or Cuban targets. During the next reporting period, Mr. Flores should receive training in superivsion. He is a solid performer in the Cuban Operations Group and has contributed much to our successes during the past year.

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	FITNESS REPORT						
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CAREER	OTHER (Spec )						
11. REPORTING PE	h 1974 - 30 Sept	14. DATE REPORT	DUE IN O.P.				
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IF QUALIFICATIONS		SUBMITTED WITH CHANGES, AND IS	ATTACHED TO THIS REPORT, PLACE THE				
SECTION C		PERFORMANCE EVALUATION					
U-Unsatisfactory	Performance is unacceptable. A could range from counseling, to ar proposed in Section D.	A rating in this category requires immediate further training, to placing on probution,	e and positive remedial action. The nature of the reassignment or to separation. Describe	of the action action taken			
M- <u>Marginal</u>	Performance is deficient in som taken or recommended should		ating should be stated in Section D and rem	edial actions			
P - Proficient S-Strong	Performance is satisfactory. Del Performance is characterized by	sired results are being produced in the ma v exceptional proficiency.	anner expected.	1			
Q-Outstanding		relation to requirements of the work and i	n comparison to the performance of others i	daing similar			
		SPECIFIC DUTIES					
performs EACH specific	est important specific duties perfor c duty. Consider ONLY effectivens se (indicate number of employees	rss in performance of that duty. All employs	otter which best describes the manner in which a es with supervisory responsibilities MUST be	imployee rated on			
SPECIFIC DUTY NO.	1		1	RATING LETTER			
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SPECIFIC DUTY NO.	1	- ,	- t 'L'	RATING LETTER			
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she into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, oductivity, conduct on job, cooperativeness, perforest personal traits or habits, and particular limitations or takents. Sensed on your knowledge employees averall performance during the rating period, place the letter in the rating bas curresponding to the stetement which most arrow hely reflects his level of performance.							
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SECTION D NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current partial beging in proper perspective their relationship to averall performance. State suggestions made for improvement of work performance. Givê reco mendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section Cato projects basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the two at prefightfull stops 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. 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 com-

adherence to good tradecraft procedures. It has developed into one of							
our most productive sources of information on Cuban clandestine							
SECTION E	CER	TIFICATION AND COM	AMENTS	(cont'd)			
	1. BY SUPERVISOR						
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION		IP THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION					
DATE	OFFICIAL TI	TLE OF SUPERVISOR	TYPED OR PRINTED	TYPED OR PRINTED NAME AND SIGNATURE			
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		2. BY EMPLOYEE					
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		3. BY REVIEWING OFFI	CIAL				
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	OFFICIAL TIT	A Station effort	ts against the	NAME AND BIGNATURE (CONT			

4. BY EMPLOYEE

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FITNESS REPORT - Daniel Flores

### SECTION D (CONTINUED)

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

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

#### COMMENTS BY REVIEWING OFFICIAL (CONTINUED)

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

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SECTION A.	G	ENERAL IN	FORMATION			
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	Flores, Caniel			4 Aug 35	M GS-	12 0
2. OFFICIAL POSITION TITLE Ops Officer			/WH/Br 3	NMENT P CURRENT	ma, Peru	
10. TYPE OF APPOINT	MENT		11,	TYPE OF REPORT		
X X CAREER PROVISIONAL	1	ANNUAL	21 MONTH	30-MONTH XX	REASSIGN- MENT	SPECIAL
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SPECIFIC DUTY NO. 1	,	_				LETTER
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						LETTER
Case officer re	sponsible for	ra unila	teral sur	veillance t	eam	S
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SECTION C	NARRATIVE COMMENTS	
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Subject's t	our in Limb has been cut short by the serious	
illness of his d	ughter. As a result of this illness it was also	
<ul> <li>necessary for h1</li> </ul>	i to spend the months of December and January on	
emergency leave	n the United States, returning without his family	
in February in o	der to transfer his ops workload and pack out his for PCS transfer to Headquarters on 4 March.	
personal effects	for PLS transfer to headquarters on 4 march.	
Although th	undersigned had the privilege of working with	
Subject only bri	fly, as rating officer he had the advantage of	
taking over hand	ing of most of Subject's cases following the	
	gency leave. Thus he was able to observe first	
the progress he	I the human material with which Subject had worked, ad made in developing their access and capabilities,	
and the respect	hese agents had for him.	
· ·	nest agents not non.	
During the p	eriod covered by this report, Subject continued	
his pursuit of th	e MPCHEEK target as his primary operational	
responsibility.	He developed and recruited a prominent member of	
ombaccy and hand	community who has good access to the MPCHEEK ed four other access agents. He also handled a	
unilateral surve	llance team and the Station's press placement	į
	cipal agent who in turn handled three sensitive	
assets.		
CCCTION D	CERTIFICATION AND COMMENTS (Continued)	_
SECTION D	BY EMPLOYEE	-
	THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT	٦
DATE	SIGNATURE OF EMPLOYEE	
4 Mar/74	_/s/ Daniel Flores	_
2.	BY SUPERVISOR  IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	4
UNDER MY SUPERVISION	IN THIS REPORT HAS BY BEEN BROWN TO SAPEGIES. BITS GATERIALION	-
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DATE	OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED HAME AND SIGNATURE	
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4 Mar 74	DCOS /s/ Arthur T. Ladenburg	-1
COMMENTS OF PEVIEWING DEFICIAL	Company of the Compan	1
As the rater	makes clear, Subject will be missed in Lima and	١
	thize with the reasons why he must now leave. He	١
was doing the Sta	tion a great deal of good and advancing his own ,	ı
	iell. It is worth recalling that Subject pro-	I
sided here in Lim	over what we understand is still a unique	1
	a staged recruitment approach to an MPCHEEK ! ubject was often used on a variety of operational	١
	e to do with his assigned targets because, in the	I
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	(Continued)	1

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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 LNGOLO 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 assignment. 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.

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.

the is a register

file of a sauger

FI	TNESS REPO	RT			pervisor or R			-	-	-	
SECTION A.			GENE	RAL IN	FORMATIC	NC					
1 EMPLOYEE NUMBER	2. NAME	(last, firet, mide	dle)	- ,			3. DAT	E OF BIRT	H 4. SEX	5. GRA	DE 6 50
036130	Flo	res, Dar	nici				4 /	lug 35	M	GS 1 1	ם
7. OFFICIAL POSITION		*			7/UIV/88 OF	ASSIGNM	ENT	9 CUPPEN		001.	
	ns Office		-	D	DO/WH/3				a, Per	u	
	OF APPOINTMENT	<u></u>			. ,	11. typ	E OF B	LPORT	1		
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CONTRACT	SPECIAL*	TEMPORARY			00 (Franto) 72-31 Mi	ıy 73		IE PEPONI	DUE IN O.P		
SECTION B		PE			EVALUATION						
	Performance is und could range from c or proposed in Sec	tounseling, to ful tion C .	rther trainin	g, to plu	cing on probati	on, le re	assignm	ent or to I	eparation. Di	escribe d	oction token
M-Marginal	'erformance is defi uken or recommen	cient in some as ded should be a	spects the	reasons f	or ossigning thi	s rating s	should b	e stated in	Section C a	nd reme	dial actions
P-Proficient P	'erformance is sati	sfactory Desired	results an		produced in the	mgmner (	espected	1.			
O-Outstanding . P	'erformance is chai 'erformance is so e rork as to warrant	sceptional in rela	ation to req		of the work an	d in com	parison	to the per	formance of a	others d	oing similar
			SPE	CIFIC	DUTIES						
List up to six of the most performs EACM specific d helr ability to supervise	uty. Consider ONL	Y offectiveness in	performan	rating per se of that	iod, insert ratio duty, All-empl	g letter with	hich bost h supers	describes to	he manner in nebilities MU	which as	ned on
SPECIFIC DUTY NO. I					. *						RATING LETTER
Station off target.	icer res	ponsible	for	opera	tions a	gain	st t	he MP	CHEEK		s
PECIFIÉ DUTY NO. A					,	<del>,</del>					RATING LETTER
Handler for a	ensitive <mark>u</mark>	nilateral	peneti	ration	of the I	Revolu	tion	ary Go	vernment		0,
PECIFIC DUTY NO. 8							<del></del>				RATING
Supervise pri	ncipal age	nt			•		1:	· ș t	, ,		5
PECIFIC DUTY NO. 4										<u> </u>	RATING LETTER
Miscellaneous surveillance		al support	t activ	ity,	including	dire	ction	of a	unilate	ral	5
PECIFIC DUTY NO. 8								,		<del></del>	RATING LETTER
	٠.										. ,
PECIPIC DUTY NO. 6		<b></b>	,						****		RATING
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	٧٠	ERALL PER	FORMA	NCF II	V CHEDEN	T POS	ITION	<del></del>			
											AATING
to into account groupthis advertisity, conduct on sail amptopools ascrall party laty collects to the oil of pa	b. cooperativeness.	partinent person.	ut Paits or	babile, a	nd particular ha	e-regione o	ar teless	. Bused on	your beaute	ige	s

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I SECTION C	NAKKATIVE, COMMEN	113				
Indicate significant strangths or meaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. State suggestions made for improvement of make performance. Give recommendations for training, Comment on foreign language competence, if required to current position. Amplify or explain ratings given in Section B ty profile begings for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the vise 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 pages.						
Following realignmen	t of Station officer assignmen	nts last year, Subject was given the				
responsibility for ope	esponsibility for operations against the MPCHEEK "hard target". He also assumed					
	dditional tasks in more traditional areas, such as coverage of the local government,					
		ment activity. The breadth of these				
		nal ability and versatility. (This				
		otion and Subject's performance at				
		elerated promotion last year.)				
	the difficult MPCHEEK target,					
		itions and disappointments of work-				
		the period under review, his job				
	icult since the MPCHEEKS, in a					
		bject played a major role), have				
		operations verge on the impossible.				
		es, and has managed to develop two				
leads which, with the	exercise of patience and appli	cation of his proven operational				
	ually give us access to the of					
officer refuses to beco	ome discouraged, a quality off	icers working on hard targets must				
have.	•					
Special mention is ma	de of Subject's successful bi	d to make recontact and establish				
	valuable penetration of the					
		the belief that such action was.				
		bject to attempt to recontact this				
		skittish Latins and our belief				
that Subject could brin	R 1t off with tact, reading t	he situation /CONTINUED/				
SECTION D	CERTIFICATION AND COM	MEINTS				
1,	THAT I HAVE SEEN SECTIONS A, B, A	NO C OF THIS REPORT				
DATE	BIGNATURE OF EMPLOYEE	IND C OF THIS REPORT				
28_June_1973	/s/ Daniel Flores					
MONTHS EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN TO E	MPLOYEE, GIVE EXPLANATION				
UNDER MY BUPERVISION	<u>.</u>					
20						
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND BIGNATURE				
		to to mhorosome V. Vannan				
28 June 1973	Deputy Chief of Station	/s/ Thomas J. Keenan				
3.	BY REVIEWING OFFICIAL					
COMMENTS OF REVIEWING OFFICIAL						
	fficer is a steady and solid p	•				
		int. He has even volunteered				
to take on additional w	ork when he has seen opportun	ities to help the Station's				
overall mission. Becau	use he blends in well on the l	ocal scene, he is often				
	of <u>ad hoc</u> operational work. T					
	ressive but also shows lively					
	e and does not push beyond wh					
	seriousness, which permits hi	m to get more utility out of				
them. He is a pillar o	i this Station.	1				
		•				
DATE	UFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED HAME AND BIGNATURE				
	,					
2 July 1973	Chief of Station	/s/ Pichard S. Wolch				
.`	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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		EMPLOYEE SERIAL N			
FITNESS REPORT	036130				
SECTION A GE	NERAL				
1. NAME (Lest) (First) (Midsle)	2. DATE OF BIRTH 3. SEX	4. GRACE : 5. 50			
Flores Daniel	4 Aug 1935 M	GS-11 D			
Ops Officer	DDP/WH/3	Lima			
9. CHECK (X) TYPE OF APPOINTMENT	10. CHECK (%) TYPE OF REPORT				
X CAREER RESERVE TEMPORARY	INITIAL	REASSIGNMENT			
CAREER-FROVISIONAL (See Instructions - Section C)	XX ANNUAL	RE ASSIGNMENT	EMPLOYEE		
SPECIAL (Specify):	SPECIAL (Specify):				
31 August 1972	24 September 197	-	1972		
SECTION B PERFORMANCE	E EVALUATION		AV.1-		
U-Unsatisfactory Performance is unacceptable. A ruting in this category could range from counseling, to further training, to pla or proposed in Section C.  M-Marginal Performance is deficient in some aspects. The reasons to taken or recommended should be described. P-Proficient Performance is satisfactory. Desired results are being proficiency Performance is characterized by exceptional praficiency	icing on probation, to reassignment or to or assigning this rating should be stated oduced in the manner expected.	to separation. Describe or	ction taken		
O-Outstanding Performance is so exceptional in relation to requirements work as to warrant special recognition.	s of the work and in comparison to the	performance of others do	ing similar		
SPECIFIC	C DUTIES				
List up to six of the most important specific duties performed durin manner in which employee performs EACH specific duty. Consider with supervisory responsibilities MUST be rated on their ability to	ONLY effectiveness in performan	nce of that duty. All	employees		
Direction of and administrative suppo	ort for three outsi	de (iii)	RATING		
principal agents whose efforts he did Party, extreme left and labor targets	rects against the C	Communist	s		
SPECIFIC DUTY NO. 2			RATING		
Coordinator of all Station operations management of the project covering the	s against the left, his activity.	including	S		
SPECIFIC DUTY NO. 3		53 ~ 1 1	RATING		
Case officer in charge of the Station	's labor reporting		P		
SPECIFIC DUTY NO. 4			RATING LETTER		
PECIFIC DUTY NO. 3	، ميون	SIFECULAR LC (R)	RATING LETTER		
PECIFIC DUTY NO. 6			RATING		
LETTE					
OVERALL PERFORMANCE	IN CURRENT POSITION				
the into account everything about the employee which influences his effectiveness in his current position such as personance of specific duties, productivity, conduct on job, cooperativeness, petiment personal traits or habits, and stricular limitations or talents. Based on your knowledge of employee's averall performance during the rating seriod, see the letter in the rating box corresponding to the stetement which must accurately relients his level of performance.					
see 45 ••••chara manifolia contrari SECRI	ET Para Pier	domest 1 1 1 2 2	<del>,,</del>		

#### SECTION C

#### NARRATIVE COMMENTS

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

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.

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. /CONTINUED/

SECTION D	CERTIFICATION AND COM	MENTS
1	BY EMPLOYEE	
1	CERTIFY THAT I HAVE SEEN SECTIONS A, B, A	IND C OF THIS REPORT
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	1	•
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

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.

OFFICIAL TITLE OF RESISEING HERILIEL TIPELL HE PENTEL MANE AND SIGNATURE

15 August 1972

Chief of Station

/m/ Richard S. Beich

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.

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	,	FITHES	REPORT				036130	
SECTION A			G	ENERA	L.		1	
1. NAME	'Lost)	(Firet)	(Middle)	2. DA	78 SF BIRTH	3. SEX	4. GRASE 5.	90
Flores,				01	8/04/35	M	GS-10	D
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X CAREER	DEBENER!	, , ,			HECF '#1 T TPE	OF REPOR	<del></del>	
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II. DATE REPORT D			<del></del>	12. 01	POPTION PER		(or)	
31 Octo				1	May 1971	- 30	Soptember	1971
SECTION B	· · · · · · · · · · · · · · · · · · ·		PERFORMAN					
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,	Performance is deficien aken ar recommended	should be d	lescribed.				d in Section C and	remedial actions
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	erformance is characte			•				
	erformance is so excep ork as to warrant spec		ion.			parison to the	performance of sti	hers doing similar
			SPECIF	IC DU	TIES			
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PECIFIC DUTY NO. 3	····							PATING
	-							LETTKA
PECIFIC DUTT NO. 4							<del></del>	RATING
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PECIFIC OUTT NO. 8								BATING LETTOR
PECIPIC DUTT NO. 6							. : !	ETTER
	OY	ERALL	PERFORMANC	E IH CI	JRRENT PO	SITION	***************************************	
the late arruser ere craence of apecific stipulat ficulations are the letter in the	rything about the e- dutine, productivit or tolente. Based i	apleyee:	which influences if on job, energy newledge of se	hie effs	arcoprope to b	is surent p personal sur	ing the terms pe	

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SECTION C	NARRATIVE COMMENTS
overall performance. State on foreign language competi	hs or weaknesses demanstrated in current nosition keeping in proper perspective, their relationship-to suggestions made for improperation of social methods. Give recommendations for training. Commentance, if required for current location. Amplify or explain ratings given in Section B to provide best personnel action. Menner of performance of managerial or supervisory duties and cost consciousness ce, estimpent and tynds, must be commented on a capticable. If estra space is needed to complete
Section C, attach a separate	r. Daniel Flores completed his first tour in Gunyaquil

Mr. Daniel Flores completed his first tour in Gunyaquil and departed the field on 28 May 1971. Following home leave, Mr. Flores returned to Regiguenters 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.

Since Mr. Flores has been on leave or training status for most of this reporting period, no meaningful rating can be given.

SECTION D	CERTIFICATION AND COMM	AENTS
1.	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A, B, A	ND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	7
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
	employee in training	ng
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPEDOR PRINTELL NAME AND SIGNATURE
16 August 1971	WH/Porsonnel Officer	Jaon Forguetin
3.	BY REVIEWING OFFICIAL	
•		
OATE	OFFICIAL FITE OF BRYISHING OFFICIAL	TYPED OR PHINTED NAME AND SIGNATURE

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	FITHES	S REPORT	1			03613	0	
SECTION A		The same of the sa	ERAL	\				
	res, Daniel	(14.4110)	4 Aug	1935	М	00-10	9. 10	D
Ops (	orion title Officer		DDP/V		SSIGNME NT	Guaya		4
P. CHECH (A) TY	F OF APPOINTMENT		IC. CHECK	LES TYPE	OF REPOR	,		
XX CAMEEN	DEALHAR	EMBQ0101	17417	146				SUPERVIS
CAMERA-PA	OVISIONAL (See Instructions - \$	ettim C)	1 4 7 7	4.4		XX = * * * *	HIGHMEN	FMPLOTE
SPECIAL (S				CIAL (Spec				
II. DATE REPORT	DUE IN O.P.				1970/3	o, O April	1973	L.
SECTION B		PERFORMANCE						
U-Unsatisfactory	Performance is unacceptable, A record range from counseling, to for proposed in Section C.	ating in this category wither training, to place	ing on prob	ediate and pathon, to rea	positive reme ssignment or	dial action, Th to separation,	e nature o Describe o	f the action iction taken
M-Marginal	Performance is deficient in some a taken or recommended should be	ospects. The reasons for described.	designing th	us rating sho	ruld be state	d in Section C	and reme	dial actions
P-Proficient	Performance is satisfactory. Desire			manner expe	ected.			
S-Strong	Performance is characterised by e		1					
O-Outstanding	Performance is so except-seed in re work as to warrant special recogni	tica.	:		arison to the	performance o	f others do	oing similar
		SPECIFIC	DUTIES					
nanner in which en with supervisory re	e most important specific duti iployee performs EACH specif sponsibilities MUST be reted	ic day. Consider (	ONLY effe	divenoss i	n performa	nce of that d	iuty, All	employee
PECIFIC DUTY NO							+ho	RATING LETTER
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PECIFIC DUTT NO.	,							RATINO
Developmen	nt of new agent a	esets.			· .	15%	,2	P
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Preparation correspond	n of dispatches, lence pertinent to	intelligen o his area	of res	orts a	and oth		0	P
PECIFIC DUTY NO.	•							RATING
		•						
PRCIFIC DUTT NO.						25		RATING LETTER
	OVERALL	PERFORMANCE	IN CURR	ENT POS	ITION			
rmance of specification	verything about the employee c duties, productivity, condu s or ratents. Besed on your k is reting box corresponding to	rt on Joh, zooperat Inewledge of emplo	14040 E	etinent p	ersanal tra	its or hebits ng the tering	, and period,	S S

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ECTION C	NAPRATIVE COMMENT

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

There has been little Unalgeding Emblect's performance since the submission of his last report covering the period through 30 September 1970.

经表现 化洗涤罐

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

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

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

SECTION D	CERTIFICATION AND CO	MMENTS
1.	BY EMPLOYEE	
,	CERTIFY THAT I HAVE SEEN SECTIONS A, B.	, AND C OF THIS REPORT
3 May 1971	/s/ Daniel Flores	
2.	BT SUPERVISOR	1000
MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN 1	TO EMPLOYEE, GIVE EXPLANATION
20		
DATE	OFFICIAL TIFLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
3 May 1971	COB, Guayaquil	/s/ Robert Fambini
3.	BY REVIEWING OFFICE	AL

UMMENTS OF REVIEWING OFFICIAL

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.

(Continued)

0.418	COPPLETAL TITLE OF ME SIE SING UPPICIAL	TTPED OR PRINTED NAME AND SIGNATURE
17 May 71	COS, Qaito	/s/ Paul V, Harwood

#### 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 REFORT

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

TRAINEE: FLORES, Daniel

OFFICE: WH

### FURFOSE AND SCOPE OF CCURSE:

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

#### ACHIEVENENT RECORD:

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

FOR THE DIRECTOR OF TRAINING:

JOSEPH M. HUDACEK Chief, Special Activities Branch

9 August 1971

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

### Certification of Handgun Qualification

. 9 August	
(Instructor CAB Staff, OTG, ISOLATION)  Identity	
Trainee FLORES, Daniel, WH Identity	
on 2-6 August Mr. Flores was given 28 date identity	hours
instruction in firing techniques, weapon care and safe weapons	s handling
procedures. Eubsequently Mr. Flores fired the handgun identity	-
Automatic(Cal9mm) 25 tion course with aRevolver(Cal.38 achieving a score of veapon 26	
of a possible 300 . Mr. Flores demonstrate identity	d that he
had absorbed the instruction on safe weapon handling and that	he exercises
due care and discretion. Accordingly Mr. Flores is certification identity	ed as
Qualified with the Revolver (Cal 38) s of this date.  Weapon	

Signed

FREDERICK E. OWENS, SAB/OTO
INSTRUCTOR Identity

#### Continuation of Narrative Comments

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

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

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

#### Continuation of Comments of Reviewing Official

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

SECRET

Martenard by the Mad street

SECTION C

#### HARRATIVE COMMENTS

Indicate significant strengths or meaknesses demonstrated in current position keeping in proper perspective their retainonship to averall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, it required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Mannet of performance of managerial or supervisory duties and cost consciousness in the use of performance of managerial or supervisory duties and cost consciousness in the use of performance of managerial or supervisory duties and cost consciousness for the comment of a supervisory duties and cost consciousness.

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.

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.

The Subject is also responsible for the management of a project targetted 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 (Continued)

		(Continued)
SECTION D	CERTIFICATION AND C	OMMENTS
1.	BY EMPLOYEE	
	I CERTIFY THAT I HAVE SEEN SECTIONS A.	B, AND C OF THIS REPORT
30 Oct. 1970	/s/ Daniel Flores	i
2.	BY SUPERVISOR	
MONTHS BUPLO. FF PABOREN UNLER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO ZWPLOYEE, GIVE EXPLANATION
0474	OFFICIAL FITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
30 Oct, 1970		Robert L. Fambrini /s/
3.	BY REVIEWING OFFIC	TAL
	h the ratings. This has	been a good year for Subject, opportunity to learn many

I shree with the ratings. This has been a good year for Subject, one which has given him a rather unusual opportunity to tearn 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 Gusyaquil he became, for a short time, the Acting Chief of hame, and through that period and the ensuing change in Base Chiefs, he showed a professional maturity we felt to be exceptional for a young differer on his itest 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. (Continued)

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Section C

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Narrative Comments, Cont'd

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

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

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

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

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

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

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

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

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SECTION B				PERFORMANCE	EVA	LUATION					
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				SPECIFI	C DU	riES					
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 supervisor (indicate number of employees expertised).							scribes the employees				
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SECTION C

#### NARRATIVE COMMENTS

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

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							
I. BY EMPLOYEE							
	RTIFY THAT I HAVE SEEN SECTIONS A, B, AN	D C OF THIS REPORT					
DATE	SIGNATURE OF EMPLOYEE						
2 October 1969	/s/ Daniel Flores						
2.	BY SUPERVISOR						
MONTHS FMPLOYEE HAS BEEN IF THIS REPORT HAS NOT BLEN SHOWN TO EMPLOYEE, GIVE EXPLANATION UNDER MY SUPERVISION							
DATE	OFFICIAL TITLE OF EUPERVISOR	TYPEG OR PRINTED NAME AND SIGNATURE					
2 October 1969	Chief of Base	/s/ Neil Hinckley					
in a few short more mature, if modest, highly for the train the absence of sibilities uncommon handled them in a their representati effectiveness, and Ecuador. Because beyond his grade l sidered for promot	ande a most impressive benths adapted to new tasks assurance and a professioning and experience he to the Chief of Base and other to an officer of his just a predict a most highly he has shown a personal a evel, it is strongly recoion to GS-10 at the earli	successful tour for him in and professional competence mmended that he be con-					
16 October 1969	Chief of Station	/s/ John S. Morgan					

SECRET

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	<del></del>				EMPLOYEE SERIAL	NUMBER
		FITHESS REPORT			036130 ,	
SECTION A			ENERAL			
1. HAME		aniel (Middle)	4 Aug		GS-08 D	
4. OFFICIAL PUR					T . CURPENT STATIO	N
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				CIAL (Specify):		, , , ,
II. DATE PEPORT			12. REPO	RTING PERIOG (From	8 - 30 April	1969
SECTION B		PERFORMAN				
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PECIFIC DUT! NO				• !	1	RATING
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rmance of specif	ic duties, productivi is ar talents. Based	employee which influence ty, conduct on job, coop on your knowledge of er conding to the statement v	xerativenoss, mployee's av	pertinent personal : erall performance du	traits or habits, and wing the rating period,	P

SECRET

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#### SECTION C NARRATIVE COMMENTS

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

Mr. Flores did a fine job while he was a standed 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.

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.

Mr. Flores did not have any managerial duties.

SECTION D CERTIFICATION AND COMMENTS								
I. BY EMPLOYEE								
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT								
Chil 28, 1969 Latice / Lore								
2. /	BY SUPERVISOR							
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 5 MONTHS	IF THIS REPORT HAS NOT BEEN SHOWN TO 6	IMPLOYEE, GIVE EXPLANATION						
28 April 69	C/WH/4/Chile	Robert Wiccha						
3.	BY REVIEWING OFFICIAL							
I concur	in the above assessment.							
29 April 1969	Chief, WH/4	Raymond A. Warren						

O'BAN TERROR A. A.

FLORES,

Daniel 07 036130

30 November 1968 17 December 1967 - 31 October 1968

This Career leadens has been appeared in commercial in a represent Program with extension training to Clandestine Operations.

Ditabled evaluations of his performance in out, name any contained in "As Official Presummed Folcer. Definition of raw varing fetrus converponds to that in Section E. Firmest Report Form to 14-5-1.

CYBESTA PERFORMANCE DA LOUCORACED PROCESAGO.

COMPENT AND PRITING P. ORSE VARIONS.

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

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

25 November 1968

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F	ITNESS REPORT		ĺ			
			0.3	6130 ~		
SECTION A		NERAL				
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Intel Clerk		DDP/WH/COC				
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CAREEN-PROVISIONAL (See Instru	ctions - Section C)	ANNUAL	, READ	HONWENT EMPLOYEE		
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11. DATE REPORT DUE IN O.P		12. REPORTING PER		. tio		
			1967-15 June	1967		
SECTION B		E EVALUATION				
positive remedial act	rom wholly inadequate to s ion. The nature of the act inment of to separation. D	ion could range from (	aunseling, to further tro	ining, to placing on		
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List up to six of the most important the manner in which employee performs EAC with supervisory responsibilities MUST	H specific city. Consider	ONLY effectiveness	in performance of that	duty. All employees errised).		
Performs intelligence operations support work in connection with						
Cuban CI operations in third countries. Assembles lead files. DE M						
collates data on hand	and additions	information	received in p	prepar- S		
SPECIFIC DUTY NO. 2 ation for	-			RATING		
Screens Cuban Spanish	language publi	ications for	information of	of value		
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for operational data,				S		
,				LETTER		
Conducts liaison betw maintains the adminis	een two contrac trative records	t agents and for these	ases.	and p		
SPECIFIC DUTY NO. 4				RATING		
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OV OV	ERALL PERFORMANC	E IN CURRENT PO	SITION			
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	•		and income			

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### SECRET NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplifu or explain rations given in Section B to provide best basis for determining future personnel action. Namer of performance of managerici er supervisory duties and cost consequences in the use of personnel, space, equipment and funds, must be commonted and times space. If extra space is neeled to complete. Section C, attach a separate sheet of paper.

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.

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

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

SECTION D	CERTIFICATION AND CO	MMENTS
1.	BY EMPLOYEE	
	I CERTIFY THAT I HAVE SEEN SECTIONS A, B	, AND C OF THIS REPORT
Denc 14, 1	967 SIGNATURE OF EMPLOYEE	<u>.</u>
.2/	BY SUPERVISOR	١.
MONTHS EMPLOYEE HAS UNDER MY SUPERVISION	SEEN OF THIS REPORT HAS NOT DEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR POUTED NAME AND S'ONATURE
	DC/WH/COG/CICS	Carl Trottin
1. COMMENTS OF PEYICOIN	BY REVIEWING OFFICE	<u>^\</u>
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	c/ww/cog/cics	Parry Mahoney
	tropry	

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11. DATE REPORT D. E IN O.P. 12. REPORTING PERIOD (From- to-)									
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SECTION B			PERFORMANCE					<del>~</del>	
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<del></del>			SPECIFI	C DU	TIES				
manner in which e	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).  INATING.							-mployees	
Conducts liaison between two contract agents and WH/COG/CICS						P			
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#### SECRET (Atre Filled In)

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#### NARRATIVE COMMENTS.

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. State suggestions made for improvement of with performance, or performance for training. Comment on foreign language competence, if required for current position, likebility at exhibit full high given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

## JAN 30 10 48 AH '67

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

CERTIFICATION AND CO	MMENTS
BY EMPLOYEE	
I CERTIFY THAT I HAVE SEEN SECTIONS A. B.	, AND C OF THIS REPORT
of agent / Gran	/
BYSUPERVISOR	
IP THIS REPORT HAS NOT BEEN SHOWN T	O EMPLOYER, GIVE EXPLANATION
·	
OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED MANE AND SIGNATURE
7 Chief, WH/COG/CICS	Harry T. Mahoney
. BY REVIEWING OFFICIA	AL ;
	I CERTIFY THAT I HAVE SEEN SECTIONS A, B,  SIGNATURE OF EMPLOYEE  (1) (1) (2)  BY SUPERVISOR  IF THIS REPORT HAS NOT BEEN SHOWN TO  OPPICIAL TITLE OF SUPERVISOR  7 Chief, WH/COG/CICS

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

Deputy Chief, WH/COG 30 Jan 67

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	EMPLICITE SEB	141, 111, 119 E B
FITNESS REPORT	036130 4	
THE PROPERTY OF THE PARTY OF TH	GENERAL	
1. NAME (Line) (First) (Middle)	2. DATE OF BIRTH 1. SEX 4. SRAUE 5. 4	D.
FLORES, Daniel	4 Aug 35 M GS-05 D	The committee and the
6. OFFICIAL POSITION TITLE	7. OFF/DIV/BH OF ASSIGNMENT & CURPENT STA	
Intelligence Asst.	DDP/WH/C Washingto	on D.C.
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11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (Frame for)	
30 April 1966	1 April 65 - 31 March 66	
	NCE EVALUATION	
positive remedial action. The nature of the optobation, to reassignment or to separation.	to slightly less than satisfactory. A rating in this ca action could range from counseling, to further training. Describe action taken or proposed in Section C. ntirely satisfactory and is characterised neither by de	, to placing sm
P - Prolicient Performance is more than satisfactory. Desi	ired results are being produced in a proficient manner	
5 - Strong Performance is characterized by exceptional	proficiency.	
O - Outstanding Performance is so exceptional in relation to others doing similar work as to warrant speci	requirements of the work and in comparison to the period recognition.	iformanca st
SPEC	IFIC DUTIES	
List up to six of the most important specific duties performed di nanner in which employee performs EACH specific duty. Consi with supervisory responsibilities MUST be rated on their ability SPECIFIC DUTY NO. 1	ider OHLY effectiveness in performance of that duty.	All emstspees
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Maintains files and handles adm same two contract agents, incluments, etc.		P
PECIFIC DUTY NO. 3	· Andreas and the second secon	BAT TEA
Prepares translations from Span	ish to English and from.	
English to Spanish	_	S
Prepares material for input for	the CUIS Machine Program.	P
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PECIFIC DUTY HO. 6		
OVERALL REPEOPLAN	ICE IN CURRENT POSITION	
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she into account everything about the amplayee which influence immore of specific dules, productivity, conduct on job, coajerticular limitations or talents. Based on your bnawledge of a eco the letter in the rating bas carresponding to the stutement of the stutement.	perativeness, pertinent personal traits or hubits, and imployee's averall performance during the reting per	wd p
8. C	T MOAT	

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CTION C NARRATIVE COMMENTS

Indicate significant strengths or werbnasses demonstrated in current pasition keeping in Visible parspective 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 ar explain rutings given in Section B to provide hest basis for determining future personnel action. Mainter of performance of maninglift or jupervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, it applies the properties are needed to complete Section C, attach a separate sheet of paper.

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

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

I SECTION D	CERTIFICATION AND CO	WMEN 12
1,	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A. B	, AND C OF THIS REPORT
30 December 1960	STUHATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
MONTHS EMPLOTER HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYAE, GIVE EXPLANATION
11 months		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPES OF PRINTED NAME AND SIGNATURE
30 November 66	DC/WH/COG/CICS	John A. Castoro
J.	BY REVIEWING OFFICE	
in the handli Specific Duty Castoro and c will make a p	ing of the two contract No. 1 and 2. I concur can only emphasize that good Case Officer and I	with the rating of Mr. I believe Mr. Flores
30 Nov 1966	Chief, WII/COG/CICS	Harry T. Mahoney

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			FITN	ESS REPORT			-		EMPLOTER STRIAL	NUMBER
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CARFERIN			netrictions			ANNU			HF ARRIGNMEN	
SPECIAL S					X	BPECI	AL (Spec	H) Rec	ommendation	for Pro
II. DATE REPORT	DUE IN	O.P.			- 1			1967	-15 June 1967	ţi.
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ECTION C	NARRAT	IVE	: co	ммЕ	HT	1

Indicate significant strengths or weaknesses demonstrated in current position keeping is process perspective their relationship is a verall 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 review given in Section B to provide best basis for determining future personnel action. Manger of performance of managerial of scores very 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.

Mr. Plores is a part-time staff employee who works a maximum of 19g hours per week while attending university full-time. In August 1967 he will obtain his bachelor's degree in relitical science. He will revert to full-time employment upon finishing his university studies and will be recommended to the Office of Training for admission in the CT class beginning November 1967.

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

Mr. Plass 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 besitate to invest time and money for the advancement of his career training.

SECTION D		
	CERTIFICATION AND CO	MMENTS
1.	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A, F	, AND C OF THIS REPORT
Fune 14, 1867	SIGNATURE OF EMPLOYEE	<u> </u>
22	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	Carl Trettin
	DC/WH/COG/CICS	
3.	BY REVIEWING OFFICE	AL .
I would	rate Mr. Plores essent	ially the same as Mr. Trettin,
intelligence	work at the present tier CT training Mr. Flore	ng and inexperienced in me, the potential is certainly g should be a fine, dedicated
intelligence thore. Afte	work at the present tier CT training Mr. Flore	me, the potential is certainly s should be a fine, dedicated

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FLORES										4	D	
6. OFFICIAL POS	1			ASSIGNMENT	1							
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P - Proficient				atlafactory. Desired			ing pro	oduced in a	profici	ent m	ennef.	
S - Strong				ed by exceptional pr		• 1	٠.					
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officers and Office of Communications officers in training and briefing agents												
being prepared for dispatch to denied area (Cuba).									s			
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PECIFIC DUTY NO.	. •										<del></del>	RATING
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			VERAL	L PERFORMANC	E IN C	URREN	T PO	SITION				
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, cosporativeness, perlinent personal traits or habits, and particular limitations or tolents. Based on your knowledge of exployee's averall performance during the rating period, place the latter in the rating base corresponding to the statement which most occurately reflects his level of performance.								S				
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SECTION C	NARRATIVE COMMENT	s 196 an en
overall performance. State sugges on foreign language competence, if basis for determining future person applicable.	tions made for improvement of work performan Frequired for current position. Amplify or exp and action, <u>Manner of performance of manage</u>	eeping in proper perspective their relationship to ice. Give recommendations for training. Comment plain payings given in Section B to provide best rial or supervisory during must be described, if
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or previous operations	Lorrigiones he learned and	n ne mad no operational training
operational support tyr	l experience, he learned rapid	ary and performed well the spanish
language his willing	see to learn and norfarm todim	us tasks, and his conscientious
approach to his work w	ere important factors in his p	us tasks, and his conscientious
assignments in the RI I	Division and in WH/SA as a tr	canslator and in conducting name
traces gave him a good	background.	ansator and in conducting name
		wo separate operations in New
York City Mr. Flores	participated in the training and	d preparation of agents for
dispatch to Cuba. In th	e first operation he interprete	ed for training in S/W. OWVL.
W/T (medium speed) ar	nd related subjects. The seco	ond operation involved OWVL
only. This experience	enable Mr. Flores to perforn	duties (specific duty #3.)
	ions with agents in Cuba.	
Mr. Flo	res plans to continue his unive	ersity education and attain a
degree. Arrangements	have been completed so that	he may work in the Agency on a
part time basis beginni	ng in January 1965. He will a	ttend classes at a local
university as a full time		
Mr. Flo	res was promoted from GS-04	to GS-05 on 16 March 1964. He
has been performing du	ties at the GS-06 level, and he	e should be promoted.
		(see page two)
SECTION D	CERTIFICATION AND COMME	NTS
1,	BY EMPLOYEE	
DATE	RTIFY THAT I HAVE SEEN SECTIONS A. B. AND	C OF THIS REPORT
Charle 1965	David Hour	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EA	PLOYEE, GIVE EXPLANATION
15 months		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPEO ON PRINTED HAVE AND SIGNATURE
(il 1. 5.1965	C/WH/SA/QOps (WH/C/RR/Q	S) Richard Tausing
3.	BY REVIEWING OFFICIAL	75) Ideland Lausing
COMMENTS OF REVIEWING OFFICIAL	and the second s	Management season age experience of the agreement where the property is a country and account. Management are a
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١ ا		James Mesey
14. 16. 19. 1 m	C. WIL SA CL (WILC SP)	/ Matolil t. Duchaill

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

Mr. Flores does not hold a supervisory position.

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ar		FITNESS	REPORT			036130	NUMBER .
SECTION A			GE	NERAL		1	
1. NAME	FLORES	Daniel	(Midito)	4 Aug. 1935	Male	GS-4 D	
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II. DATE REPORT				18. REPORTING PER			dation
III DATE NEPON	DUE IN C.P.			10 June 1963		The second second	
SECTION B		Р	ERFORMANC	E EVALUATION			
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A - Adequate	Performance me excellence.	ets all requirem	ents. It is entir	ely satisfactory and l	s choracteris	ed noither by defici	ancy nor
P - Proficient			•	l results are being pro	duced in a p	roficient manner.	
S - Strong	Performance is						
O - Quistanding	Performance is others doing sim	iler work as to	warrant special		and in comp	arison to the perform	mone of
	marriament construction was actions.		"" PECIE	IC DUTIES			
manner in which e with supervisory r	mulayee performs espansibilities M	EACH specific	duty. Consider	ng the rating period. I ONLY effectiveness supervise (Indicate n	In performan	ce of that duty. Al	l employees
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Perfo Perfo inforzatio	orms name tr	aces, analy	zes, extra	acts and summar	izes obt	ained	RATING LETTER
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SECTIONC

### HARRATIVE 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 rutings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

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

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

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

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

SECTION D	CERTIFICATION AND C	OMMENTS
1,	BY EMPLOYEE	
	I CERTIFY THAT I HAVE SEEN SECTIONS A,	
17 Dec 1963	Daniel Plores	and Cherry
7.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT MAS NOT BEEN SHOWN	TO EMPLOYES, GIVE EXPLANATION
17 Dec 3963	CHIEF, SAS/ICS	JOSEPH A. MOUGHAN
<i>₹</i> <b>₹</b>		Journal Hilliang faril
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be promoted	e with the assessment of sion to move Mr. Flores ity, and I support the r . ed is a formal recommend	the supervisor, concurinto a position of greater ecommendation that Mr. Flores ation.
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Λ.	FI	TNESS REPORT		036130	
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	- Market Company of Co	niel	1935	G3-4 D	
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		terized by exceptional p	•		
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SECTION C

NARRATIVE COMMENTS

Indicate alguificant strongths or weaknesses demonstrated in current position keeping of Figher BF REAL-MANA relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign lunguage competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if

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 Alis Titness 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. Plores 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 ties Agency may offer to him. He is currently enrolled as a full-time student at the American University.

SECTION D	CERTIFICATION AND COMM	ENTS
1.	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A, B, A	ND C OF THIS REPORT .
10 april 1963	SIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
UNDER MY SUPERVISION  10 months	IP THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TIPED OR PRINTED NAME AND STONATURE
10 aprl, 1963	Deputy Chief, RID/III (N/S) BY REVIEWING OFFICIAL	JAMES J. RALEY, Jr.
COMMENTS OF REVIEWING OFFICE		
		·
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
146,00 1401		the same of the same
14 25 2 1 1 2 5 1	Chief, RID/Index	AUTREY L. POSKY

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#### SECTION C

### NARRATIVE COMMENTS

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

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

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

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

SECTION D	CERTIFICATION AND COM	ENTS
1.	BY EMPLOYEE	
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2.	BY SUPERVISOR	
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3 January 1963	Deputy Chief, RID/IN (N/S)	JAMES J. RALEY, Jr.
3.	BY REVIEWING OFFICIAL	*
I fully concu	r in the above evaluation.	
3 January 1963	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, RID/Index	AUTHER L. MITEY

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

### REPORT OF TEST RESULTS (CLERICAL SKILLS)

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,	OFFICE OF TRAINING, ASSESSMENT EVALUATION OF TEST RESUL	TS (CLERICAL)	1h Farch 1962
NAWE	FIGRES, Daniel (DE)	GS-1. The Clork	TAD

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 RESORD PROVIDES ONE OF THE BASES FOR THE SELECTION AND PLACEMENT OF APPLICANTS AND FOR COUNSELING BITH NEW EMPLOYEES. HOBITYER, THE DECISION AS TO BHETHER BE INDIVIDUAL CAN AND BILL PERFORM THE DUTIES OF A SPECIFIC JOB MUST REST ON THE JUDGMENT OF THE RECRUITER OF PLACEMENT OFFICER, WHO CONSIDERS ALL ASPECTS OF THE INDIVIDUAL'S ABILLTY, BACAGROUND, AND PERSONALITY IN PELATION TO THE REQUIREMENTS OF THE ASENCY.

THIS REPORT EVALUATES THE SUBJECT'S PERFORMANCE BY COMPARING HIS SCORES WITH THOSE OF A NATIONWIDE GROUP OF THELFTH GRADE STUCENTS 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 WORE SAMPLES OF FILEING AND CHECKING TO MEASURES OF REASONING ABILITY. IN EVALUATING THESE TIST SCORES FOUR GIRESAL CONCEPTS SHOULD BE REPT IN WIND. (1) TESTS ARE WORE EFFECTIVE IN SCREENING OUT POTENTIAL FAILURES THAN IN IDENTIFY FYING THOSE WHO BILL PERFORM SUCCESSFULLY. (2) PERSONS WHOSE SCORES ARE PREDOMINANTLY IN THE LOSEST IS GROTHABILY ARE NOT SUITED FOR OFFICE WORL. (3) MOST JOSS DO NOT REQUIRE HIGH SCORES ON ALL TESTS. BUT HAVE A RANGE SITHING WHICH PROPLE CAN DO THE WORL FETTING THE PROPLE CAN DO THE WORL STREET FOR THE FOUR PLATEMENT RECESSITATES DATCHING THE JOS AND THE INDIVIDUAL; BOTH THOSE WHO ARE OVERQUALIFIED AND THOSE WHO ARE UNDERGUALIFIED ARE LIKELY

A DESCRIPTION OF THE SIX TESTS IN THE BATTERY IS GIVEN ON THE BACK OF THIS FORM. IN CASIS 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 NAVE SEEN CONDUCTED ON THE SELATIONSHIP 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 RELATE TO SPECIFIC JOBS. THIS ST TO HIS INTERESTS AND BACKGROUNG.

CONSULTATION OR FURTNER INFORMATION REGARDING INTERPRETATION OF TEST SCORES IS AVAILABLE BY CALLING

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Mr. Flores should be referred for PaTB, preferably while , he is still in the lAS.

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Child's schooling

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Liaison Officer in charge of an 18-man unit.

Training in a third language.

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

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As noted in 'B below, my first choice for my next assignment is this
of Chief of Base in Barcelona, Spain, or Chief of Base in Latin America.
I have served three tour sections and a four-year tour at Headquarters
lia Cuban Operations. In the past ten years I have carned experience in
technical operation, operations related to the priority and hard targets.
land, prior to my assignment to Mexico City, as supervisor of one of the
Ifour 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 co-
ordination 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 1985 or 1981 and this job is offered to me. I would be
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SHOUTETT YOUR RECOMMEND, AT ON THE HIS NEET PROTECTION AT ANY TRAINING
Based upon Subject's experience both prior to and during his carrent
tour, his requests for assignment as stated by him are very reasonable.
I fully endorse his requests.
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amenable to an extension in Mexico City for a period of 12 to 10 months depending on the timing of the assignment. If I were to be assigned to a country where an additional language is needed, time for language training should be taken into consideration.

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

My third choice is to be considered as a candidate for the agency's management program at one of the participating Universities in the United States with the intention of accepting a field 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 re.

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.

ADMINISTRATIVE Internal Use Only

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## LOW TO OUTHOUR DIE TRAVELENS

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

# MEKORANDUM OF UNDERSTANDING

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

DANIEL FLORES

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### NOTE TO OUTGOING PCS TRAVELERS

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

### MEMORANDUM OF UNDERSTANDING

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

baniel Flores

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#### I. GENERAL

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

IF YOU TERMINATE YOUR REMANENT ASSIGNMENT OUTSIDE THE CONTINENTAL UNITED STATES BEFORE YOU COMPLETE 12 MONTHS OF CHEDITABLE SERVICE FOLLOWING THE DATE OF YOUR ARRIVAL ABROAD, YOU WILL BE REQUIRED TO REIMBURSE THE GOVERNMENT FOR ALL EXPENSES IT INCURS IN THE TRAVEL AND TRANSPORTATION OF YOU, YOUR DEPENDENTS, YOUR POST. IF YOU FAIL TO COMPLETE YOUR PRESCRIBED TOUN 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 THANSPORTATION, WHICHEVER IS APPLICABLE. 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 WILL INCRESS 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 INCESTEDNESS ARISING FROM VIOLATION OF THIS AGREEMENT. YOU WILL BE AFFORDED ALL NORMAL RECOURSE IN APPEALING DECISIONS MADE PURSUANT TO THIS AGREEMENT.

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Dorothy A. Plores	\$151 Larkin La. Vienna, Va.22	180 573-0797
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JOSE S. Plores	Gonzales, Texas 78629	512-672-6061
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### 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 HANDOWN QUALIFICATION

TITLE:	Countering Terrori	st Tactics Cou	se No. 16-7	DATES: 19-	23 September 197
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2.	MEMBERS OF FAMILY		
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Dorothy A. Flores	8151 Larkin Lane, Vienr		573-0797
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5. VOLUNIARY INTRIES
Experience in the handling of employee energencies 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 BITH WHICH YOU WAS ACCOUNTS AND THE NAMES IN BRICH THE ACCOUNTS ARE CARRIED.
ARE YOU & MEMBER OF THE HORTHHEST FEDERAL CREDIT UNION? YES NO
IF YES, DO YOU HAVE A JOINT ACCOUNT! YES YES
HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? YES NO. (If "Yes" where is de ument located?)
HAVE YOU PREFLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?  YES NO. (21 "Yee" give name(s) and address)
HAVE YOU EXECUTED A POWER OF ATTORNEY! VIS NO. (If "Yes", "No possess the power of attorney")
6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS
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#### TEALNING PEPOPT

### Instructor Training Workshop

Student: Flores, Daniel Office:

Year of Birth: 1935 SD: D

Grade: CS-12 EOD Date: 1962

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

## COURSE OBJECTIVES -- CONTENT AND METHODS

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

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

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

### ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING

STANCEY W. SPECKER

OTR

Chief Instructor

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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 Morgenthaler
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:

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ADMINISTRATIVE Internal Use Only REPORT OF SERVICE ABROAD FILE PUNCHED Office of Personnel, Control Division, Statistical Reports SEPIAL NO. LAST 1.24 FLORES 236130 DANIEL **MSTRUCTIONS** USE APPROPRIATE SPACE BILDR TO REPORT DATA FOR FITHER PES OR TOY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE BUILTIES SUBMISSION IS OF RASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE ROWER FOR THE MORTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFF NO. 58. REVISED. USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PES OR TOY. PCS DATES OF SERVICE TYPE OF DATA O/P USE ONLY c a n e 1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION 30 39 40.41 TOY DATES OF SERVICE O'F USE ONLY · DIFARTURE 0/3 TIPE OF DATA ----WOWTH DAY /140 cont 2 . 10/ (Basic) 27-28 29-10 31-32 38 39 25-26 33-34 35-36 4 - COMMISTION 4 - CANSFELATION 37 40.42 0774 0.5 10 رادلع 2 OFFICE OF PERSONNEL USE ONLY - PUNCH AREA SOURCE DOCUMENT AND CERTIFICATION TRAVEL VOUCHER OTHER (Specify) DOCUMENT ISTATIFICATION NO. WH 119.75 THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL

ADMINISTRATIVE-Internal Use Only

IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

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Daniel Flores	27 1	eb 73	Richard W	elch	27 Feb 73
DATE RECEIVED AT HEADQUARTERS		H MUMBER:	Commence and administration of the Commence of	Y CARIOR SERVICE.	127 100 75
2 March 1973	пред	-6592			
			BY DOLOYEE		
1. DATE OF BIRTH 2. SERVICE 3 Y	OUR CURRENT POSITIO		4. STATION OR B	ASS	S. CHYPT FOR
	NO GRADE	,			CURRENT COVER
1 1	GS-11	!	Lima		LNFALL
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SA. DATE OF PCS ARRIVAL 60.	REQUESTED DATE OF DEPARTURE	Sc. EMPECT	ID DATE OF FIRST	60. DESIRED DATE AFTER LEAVE	TO REPORT TO DUTY
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7. NUMBER AND AGES OF DEPENDEN			1979	<u>on traini</u>	ng.)
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LIST YOUR MAJOR DUTIES DURIS					
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•	tion of pro	ject ou	tlines and	progress re	ports.
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11. PREFERENCE LOW NICE ASSIGNMENT
THE DESCRIPT PRICES THE TOPE OF BOTH BOULD PREFER FOR PERS ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 ABOVE. THE YOU HAVE MURE THAN ONE PRIFERENCE, 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.
•
<b>i</b>
•
-
IIB. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHICKING IN APPROPRIATE ROX. ALSO INDICATE PREFERENCE FOR HERT REGULAR ASSIGNMENT BY INSERTING 1, 2, 0 3 (for lat, 2nd, and 3rd choice) IN REMAINING BOFFS, COMPLETE ALL ALTERNATE CHOICES AND OPPIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.
EXTEND TOUR 14 NONTHS AT CUMBERT STATION TO 31 NOVEMBER 1974
SET CHOICE TO HOSTES FOR A TOUR OF DUTY. INGICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE,
BE ANSIGNED TO ANOTHER PIPLE STATION. IPDICATE CHOICE OF GEOGRAPHIC AREY OR SPICIALIZATION THE CHOICE CRYSCAS THE CHOICE Wexico SAD CHOICE Buenos Alpes
AETURN TO MY CURRENT STATION
The state of the s
TO BE COMPLETED BY FIELD STATION
T. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR HEXT ASSECUMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAININGS
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 MPROPPLATE 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.
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01-+77
DATE 4/23/73 TITLE C/NII/Pers SIGNATION II. L. Beythold
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FOR USE BY CAPIES SERVICE
18. EMICOILE MOTIFIED 91 DISPATES NO. HPLS-3284 0410 (typed.23 Apr 73)
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TO: Office of Pers	onnel, Transactions of	and Records Br	andh, Sta	PUNCHED				
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	N 100,000 account.	SIGNATURE	OCCUMENT.					
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LT IS UNDERSTOOD THAT YOU ASKEE TO SERVE THE PERIOD OF SERVICE ABROAD PRESCRIBED. IN SECTION II BLOW AND THAT THE SOVERNMENT IS DRUIGATED TO RETURN YOU, YOUR DEPENDENCE AND YOUR HOUSEHOLD AND PERSONAL LEFECTS UPON THE SAFESFACTORY COMPLETION OF THIS PERIOD. YOUR ALLOWABLE EXPENSES WILL BE DETERMINED IN ACCORDANCE WITH AGENCY REGULATIONS.

IF YOU TERMINATE YOUR PERMANENT ASSIGNMENT OUTSIDE SHE CONTINENTAL UNITED STATES BEFORE YOU COMPLETE 12 MONTHS OF CREDITABLE SERVICE FOLLOWING THE DATE OF YOUR APPLIAL ABROAD, YOU WILL BE REQUIRED TO PEIMBURSE HIS GOVERNMENT FOR ALL EXPENSES IT INCOME IN THE TRAVEL AND THANSPORTATION OF YOU, YOUR DEPENDENTS, YOUR MOUSEHOLD AND PERSONAL EFFECTS TO YOUR POST. IF YOU FAIL TO COMPLETE YOUR PRESCRIBED TOUR OF DUTY ABROAD FOU WILL NOT BE INITILED TO THE PETURN TRAVEL AND TRAVELOPPATATION OF FOURSELF. YOUR DEPENDS FITS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS TO THE UNITED STATES. IF, HOWEVER, ASENCE OFFICIALS DETERMINE THAT YOUR EARLY DEPARTURE IS PROCESSARY FOR OFFICIAL REASONS, OF TOP PERSONAL REASONS OF SIGNIFICANT INTEREST TO THE GOVERNMENT, THE MAY WAIVE THE RELIMBURSEMENT 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 SPECIFU HOME LEAVE AS 300M AS IT CAN BE ARRANGED AT GOVER-MEN? CONVENIENCE AFTER COMPLETION OF YOUR PRESCRIBES TOUR OF DUTY, PROVIDED YOU HAVE SERVED AT LEAST 18 MOSTHS OF CONTINUOUS CHEDITABLE SERVICE OUTSING THE UNLIED STATES. HOME LEAVE AND HOME LEAVE TRAVEL ARE CONTINGEST UPON YOUR WILLINGSESS TO RETURN, AND CONTIMPLATION BY AGENCY OFFICIALS THAT YOU WILL HETURN TO SERVICE OUTSIDE THE UNLIED STATES IMMEDIATELY AFTER HOME LEAVE OR UPON COMPLETION OF AN ASSIGNMENT IN THE UNLIED STATES.

YOU ARE ADVISED THAT ANY WONLES DUE YOU FROM THE COVERNMENT 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.

hame of twolovice Daniel Flores		D .		
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11. TOUR OF	DUTY ABROAD			
Currently Gunyaquil, Ecuzdor znd	Next Assignment: 1	Lima Peru		
2. PERIOD OF SERVICE ARROAD AS PACAGOISTS IN A. B. ON C. D.	r L O W			
A. STANDARD TOUR OF DUTY OF 24 WONTHS X	C. HONGTANDARD TOUR OF OUTY THIS TOUR CHUT FOR THE EL (See HR 20-18)	OF WATHS FOR MING THIS ACRESHENT		
	0660000000			
	OPERATING GEFICIAL	Weso allached)		
	OPPRATIGO STREET			
6.	CO	HCUR		
PREVIOUSLY APPROVED PER HR 20-18.	CAREEN SIPILE	DEPUTY DIRECTOR		
OFFEATING OFFICIAL	APP	ROYED		
Jan Nun Mel 44/Pas	DIRECTOR OF PERSONNEL			
	ACE OF RESIDENCE			
3. YOUR "PERMATENT PLACE OF RESIDENCE" IS A PLACE TO BE AUTHORISED IN CERTAIN CINCUMSTRUCES PLUSTANT TO ME PERSONNEL FOLDER.  4. IN REQUESTING YOUR PERMANENT PLACE OF WELLERUF IN ME 32-33 NORMALLY INCICATE THE PLACE ANTER YOU PHY OR THE COMMONMENT OF PLETTO RICG AT THE TIME OF TOU PHY OR THE COMMONMENT OF PLETTO RICG AT THE TIME OF TOU PLACE AS TOUR PERMATENCE OF THE COMMONMENT OF A WEST OF PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY TAKES WHEE BE PLACE AND THE THEORY.	22. It's designation of L.  If au 5 on the of sense sine Bicacle onecise in the chir Becacle onesistance to his that sice of massicrace to his that sice of massicrace to his that sice of massicrace to his that sice of massicrace at the state of that can be that	AC REPT IN YOUR GERSCEAL  , YOU WILL (AN PROSESSIONS OF ACT OF AC		

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8. PHYSICAL DEFLLING PLACE (Permenent Pi uniona address in 1102 & in approved		8 given Place Requestin (Requested Permanent Place of Residence of different from item 3)				
FULL ADDRESS.		FULL ADDRESS				
I						
Washington, D. C.		1				
1						
i						
		CONCUR				
		DEPUTY DIRECTOR	DATE			
APPROVED		APPROVED				
Pruty Dinecton	DATE	DIRECTOR OF PERSONNEL	DATE			
16.13.6	5.20.71	<u> </u>				
	IV. HOME I	LEAVE POINT				
7. AMONG THE PLACES YOU MAY REQ RESIDENCE SHOWN ABOVE, HEADQ IN-LAW, BROTHERS, SISTERS, B	UARTERS AREA.	F LEAVE POINT ARE: YOUR PERMANE AND WHERE YOUR CHILDREN, PARENT W. OR SISTERS-IN-LAW RESIDE.	NT PLACE OF 9, PAPENTS-			
8. YOU MAY REQUEST FOR APPROVAL HR 20-30B(3)(C). THE REQUES CIRCUMSTANCES.	SOME OTHER PO	OINT SUBJECT TO THE PROVISIONS O OMPANIED BY A MEMORANDUM EXPLAIN	NG THE			
9. DESIGNATION PER ITEM 7 ABOVE		10. DESIGNATION PER ITEM 8 ABOVE.				
FULL ADDRESS		FULL ADDRESS				
			l			
4505 Washington Street			1			
Milwaukte, Oregon			1			
			1			
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	j					
		DEPUTY DIRECTOR	CATE			
Parents-in-law	INT					
fon APPROVED		APPROVED				
PIPUTY DIRECTOR	DATE	DIRECTOR OF PERSONNEL	5476			
U. 13mg	5-20-71					
	EMPLOYEE C	ERTIFICATION				
I have read and understas described in this agreement		ce obligations and travel entitle	ezents			
SICNATURE OF EMPLOYEE	-(-/)	DATE				
See Dispatch Attach	ed Lanu	l ( 5/20/7	1			

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## CONFIDENTIAL

<b></b>	· (When Filled In)				
RE	SIDENCE AND DEPENDENCY REPO	RT			
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	GENERAL			-	
SAME OF EMPLOYEE (Last)	(First) (Mide	IIA) SOCIAL SI	CURITY N	UMBER	
FLORES	Daniel.	160-48			
1,	MARITAL STATUS (Check one)				
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Limo, Feru			18	liovemb	er 19
IP DIVORCED, PLACE OF DIVORCE DECRIE			DATE	OF DECAE	:
	#IIV#				
2.	MEMBERS OF FAMILY	The state of the same of the same of			
SAMI OF SPOUNT	ADDRESS (No. Street, City, State, Z		TELEPHO	NE NO.	
Dorothy A. Flores	The American Embassy, Lim	vi, Peru			
NAMES OF CHILDREN	ADDR# 89		SEX	DATE OF	DIRTH
Kendra Flores	(Same as above.)		F	3 Mar	ch 19'
		•			
	d manual management of the				
AME OF FATHER (or male Avardien)	ADDRESS		TLLEPHO	1E NO.	
Jose S. Flores	Pox 39, Conzales, Texas	78629	512-67	2-6061	
SAME OF MOTHER, INCLUDING MAIDEN NAME (OF	ADDRESS		TELEPHOI	NE NO.	
Agustina Flores (Deceased)					
PHAT MEMBER'S) OF YOUR FAMILY IF ANY, HAS	BEEN TOLD OF YOUR AFFILIATION WITH	THE UNGANIZATIO	N IF CON	ACT IS R	· ·
Mr. Lonnie	7. Bruce				
. OTHER RELATIVES WHO ARE DEPENDENT MENTS IN TRAVEL REGULATIONS (HR 22			MEET OT	IER REQU	IRE-
AME	DATE OF BIRTH	representative or recognitive matrix of the security	PELATION	3HIP	
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85888		ac Pure Action	L		
PERSON RESIDING	IN U.S. TO BE NOTIFIED IN CASE	OF EMERGENCY	MSHIP		
		i i	r-in-1		
Mr. Lonnie 7. Bruce	de) AND NAME OF EMPLOYER, IF APPLICA	BLE HOME TE	LEPHONE N		
973 E. Walnut St., Seguin, Tsiness abouts (No., Street, City, State, Zi	Code) AND NAME OF EMPLOYER, IF APP	LICAULI OUSINIS	FELEPHO	NE 4 CATE	HSION
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S THE INDIVIDUAL NAMED ABOVE BITTING OF Y	OUR AGENCY AFFILIATIONS (11 'No' 41)	e name and add	*** 0/		Х
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S THE INDIVIDUAL AUTHORIZED TO MARE DECIS	IGNS ON YOUR BEHALF IN THE EFFNT YOU ho can make such decisions in case o	ATE INCAPABLE	1 (11 "No		
5 11 1 ms m 1 m	loan Embassy Lime, Peru			••	Х
Uorginy A. Flores The Amer		5667 (11 answer	No.		Ŷ
spisin why in item 6.)					
se persons named in item 2 or 3 above may	also be notified in case of emergen	cy. IF SUCH N	OTIFICATIO	N IS NOT	DE-
FARLE BECAUSE OF HEALTH OR OTHER REASONS					

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5. VOLUNTASI ENTRIES
Experience in the handling of employee energencies has shown that the absence of certain personal data often de lays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.
INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS BET BOICH YOU HAVE ACCOUNTS AND THE NAMES IN BHICH THE ACCOUNTS ARE CARRIED.
The Riggs National Rank, Februal Office, 1750 Pennsylvania lvenue, N.D., Mashington D.C.
:
ARE YOU A MEMBER OF THE NORTHBEST FEDERAL CREDIT UNION? X NES NO
IF YES, DO YOU HAVE A JOINT ACCOUNT?
HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? X YES NO. (11 "Yes" where is document located?)
HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILCREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?  YES X NO. (If "You" dive name(s) and address)
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
RESIDENCE WHEN EMPLOYED (Full Address)  PERMANENT PLACE OF RESIDENCE AS DEFINED IN HR 22-3 (Full Address)
CHANGE IN PERMANENT PLACE OF RESIDENCE (See HR 22-3)  (To Be Completed by Replayer Designing Such Change Phile Assigned to Headquarters)
TULL ADDRESS DATE
cable per HR 22-3)
Teger AT STRATE
Trangerits Led 971 Cland Com

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	SECKET				
Scota	FIELD REASSIGNMENT QUESTIONNAIRE				
	DO NOT COMP	LETE FOR	HEACCUARTERS US	E ONLY	
NAME OF EMPLOYEE (use pseudo only if SA)  Daniel Flores		romitem 5-1)	Robert Fambrini -		hare three ites \$-2)
DATE RECEIVED AT HEADQUARTERS:		CH NUMBER:	DATE RECEIVED BY CAPEER SERVICE:		
30 October 1970		1506	04 MAR 1871		
	. TO	BE COMPLETED	BY DELOYEE		
4 August	o. Your current Posit		4. STATION OF BASE		S. CHATT FOR CURRENT COVER
1935	GS-10	111001	Guayaqui	1	LNCUFF
64. DATE OF PCS ARRIVAL	SP. REQUESTED DATE OF DEPARTURE		ED CATE OF FIRST	AFTER LEAVE	to ecount to outs
13 May 1969	15 May 1971		ne 1971	1 August	1971
7. NUMBER AND AGES OF DEPE	NDENTS WHO WILL TRAVE	L WITH YOU:			
Spouse (Expecti	ng child in M	arch 197	1)		
B. PERSONAL CIRCUMSTANCES	THAT SHOULD BE CONSID	IRED IN DETER	RWINING NEXT ASS	IGNMENT	
NA					
	· : ·	•			
(also milech personal cover questionnaire in accordance with CSLF 240-8).  (also milech personal cover questionnaire in accordance with CSLF 240-8).  Case Officer responsibilities including running project targetted against suversive individuals and organizations; agent handling including penetration agents; responsibility for audio operations and related support agents; preparation of intelligence reports, dispatche and other reports related to Case Officer duties.					
			•		
ID. TRAINING DESIRED:					``
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 Fortuguese because I would like to serve in Brazil sometime in the future.					
<b>∵</b>	· ·				

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:1. PREFERENCE EVA NEXT ASSEGNMENT:				
ISA. DESCRIBE BRIEFLY THE TYPE OF WORK YOU BOULD PREFER FOR NEST ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.				
I would like a position of increased responsibility, preferably as a Case Officer for Soviet Operations in Latin America. If this is possible I would like to take the Soviet Operations Course at Headquarters prior to my next assignment.				
· ·				
A 2 100				
118. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOF. ALSO INDICATE PREFERENCE FOR WERT REGULAR ASSIGNMENT BY INSERTING 1. 2. & 3 (for let. 2nd, and Jrd choice) in memaining boxes. Complete all alternate choices and options in all cases even though you are reguesting an extension of your tour.				
EXTEND TOURMONTHS AT CURRENT STATION TO				
(DATE)				
BE ASSIGNED TO HOGTES FOR A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.				
BE ASSIGNED TO ANOTHER FIELD STATION: INDICATE CHOICE OF GEOGRAPHIC AREA CA SPECIALIZATION IST CHOICE CAPACONS, VONC. 200 CHOICE MEXICO 300 CHOICE LIME, PETU				
RETURN TO MY CURRENT STATION				
to the state of th				
TO BE COMPLETED BY FIELD STATION				
18. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR HEXT ASSIGNMENT.				
Indicate your recommendation for his next assignment and training.  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.				
•				
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 PEQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENGATION FOR HIS HEXT ASSIGNMENT AND TRAINING.				
Wil Division has selected Mr. Flores for assignment to Lima in				
September 1971.				
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CATE A TOTAL TITLE CANILAPORE SIGNATION II. T. Borthold				
TOO USE BY CAPTED SERVICE				
14. APPROTED ASSIGNMENT:				
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14-00000 SECRET FILE REPORT OF SERVICE ABROAD PUNCHED BYRY TO: Office of Personnel, Transactions and Records Branch, Status Section NAME SERIAL NO. FICES 1)011ic INSTRUCTIONS PCS DATES OF SERVICE ARRIVAL O/S DEPARTURE 0/8 TYPE OF DATA COUNTRY

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 CANCILLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OF! NO. 58. REVISED. O/F USE ONL Y DAY 047 1 - PCS (Basic) 31 - 32 33-34 38-26 3/ 34 39 40-42 25-26 27-28 29-30 · CORRECTION Echodor 9 TDY DATES OF SERVICE ARRIVAL 0/8 DEPARTURE O/S TYPE OF DATA USE ... \*\*\* ---DAY 75.40 .... .... . TDY (Basic)
- CORRECTION
- CAMCELLATION 38 39 25-24 27-28 29.30 31-32 33-34 25.26 37 40-42 OFFICE OF PERSONNEL USE ONLY - PUNCH AREA SOURCE DOCUMENT AND CERTIFICATION TRAVEL YOUCHER DISPATCH CABLE DUTY STATUS OR TIME AND ATTENDANCE REPORT OTHER (Specify) DOCUMENT DATE /PERIOD 1767 ...... ... ..... ........ ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL . IN THE INDIVIOUAL'S OFFICIAL PERSONNEL FOLDER

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Est Approved by CS Carear Service

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MEMORANDUM FOR: Secretary, CSCS Panel (Section C)

SUBJECT

Reconmendation for Promotion to Grade

GS-10, Daniel Flores

1. It is recommended that Mr. Daniel Flores be promoted from GS-09 to GS-10.

- 2. Mr. Flores joined the Agency in 1962; initially he was employed on a part-time basis in the Wil Division while attending the American University. He received his AB degree in 1967 and became a full-time staff employee. On the strong recommendation of his supervisors, ir. Flores was accepted for the Career Training Program which he completed in August 1908. After rejoining the Mi Division, he was selected for assignment as an operations officer at 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 Ar. Flores' ability to develop social relations with case has been a distinct asset for the Base.
- 4. Mr. Flores has already proven to be a competent operations officer. As he further develops through experience and responsibility he should become eligible for rapid advancement. In any case he is already performing at a level far higher than his current grade and a promotion at this time is strongly recommended.

Man release Broom Chicf western demisphere Division

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### IMPORTANT

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

### MEMORANDUM OF UNDERSTANDING

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

Signature

DANTEL PLOPES

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Group 1 - Excluded from automatic downgrading and declassification.

# CONFIDENTIAL (When Filted In)

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Dorothy A. Flores	1/ecom	Alliency		in the second second second second second second second second second second second second second second second
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HOME ADDRESS (No . STreet .Cary State , Tip Co	/·)	•	HOME TELE	PHONE NUMBER
	CONSTRUCTION NAME OF	F EMPLOYER, ST APPLICABLE	BUSINESS TE	LEPHONE & EXTENSION
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Down the A Elica C	auch decisions in ca	se of smergency.)		783
DOES THIS INDIVIDUAL RINGS THAT HE HAS BEEN SEPHEN BAY IN 140M 6.3	DESIGNATED AS Y	DUM EMBRIGENCY ADDINGSSES	' (Il anewer )	••N• 155
he persons named in Item 3 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE BE- AUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 6 ON THE REVERSE SIDE OF THIS FORM.				
AUSE OF HEALTH OR OTHER REASONS, PLE		—	SIDE OF TH	115 FORM.
	CONTINUED ON K			
CURRENT RESIDENCE AND DEPENDENCY REPORT				

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# CONFIDENTIAL (When Filled In)

TO VOLUNTARY ENTRIES
Experience in the handling of employee emergencies has shown that the obsence of certain personal data after delays and compli- cates 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 dissibility or death and will be disclused only when circumstances warrant.
INDICATE NAME AND ADDRESS OF ANT BANKING INSTITUTIONS WITH WHICH TOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.
Riggs Notional Bank : Daniel and Dorothy A Flores
(1750 Ponn Avenue Weshington. D.C.
ARE YOU A MEMBER OF THE NGS INSEST FEDERAL CREDIT UNION! TES NO
IF YES, DO YOU HAVE A JOINT ACCOUNT!
HAVE YOU COMPLETED A LAST WILL AND TESTAMENT! WES NO. (II "Yes" where is document located?)
At home. Will leave with responsible porcon for suk temping
YES ON (II "Yee" give natural and address)
But may lessing I lever.
ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS
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TIPR

Supplement to Staff Employee Personnel

Action	for	Integration	of	Daniel Plores

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 68-9 \$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 PRR-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

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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 malary 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 ices 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.

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

Personnel Office

ACCEPTED:

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# ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO COMPL	.ete t	HIS F	ORM—
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# 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 IN NAME (1841) C36 (5)111.  Flores Doi: EMPLOYING DEPARTMENT OR AGENCY	o (middle)	Uplease print or type):  DATE OF BIRTH (month, day, year) SOCIAL SECURITY NUMBER  Haugust 1735 460 48 6230  LOCATION (City, State, ZIP Code)
3	MARK AN "X" IN ONE OF  Mark here if you WANT BOTH optional and regular insurance  Mark here if you DO NOT WANT OPTIONAL but do want regular insurance  (B)	ELECTION OF OPTION I elect the \$10,000 add from my salary, compe This optional insurance DECLINATION OF OPT I decline the \$10,000 a timal insurance until at at the time I apply for	do NOT mark more than one):  AL (IN ADDITION TO REGULAR) INSURANCE internal optional insurance and authorize the required deductions mation, or annuity to pay the full cost of the optional insurance, it is in addition to my regular insurance.  IONAL (BUT NOT REGULAR) INSURANCE diditional optional insurance I understand that I cannot elect optional insurance I understand that I cannot elect optional in an under age 50 and present satisfactory medical evidence and also that my regular insurance is not effected by this declination and unless and also that my regular insurance is not effected by this declination and unless and also that my regular insurance is not effected by this declination.
	Mark here if you WANT NEITHER regular nor optional insurance  (C)	Insurance Program 1 un suration until at teast 1 Eappy for ussurance La surationly 1 uniferstand	RANCE COVERAGE  iid and I waive coverage under the Federal Employees Group Life interation) that I cannot carcel this waiver and obtain regular in year after the effective date of this waiver and unless at the time in uniter age tri and present satisfactory madical evidence of in also that I cannot now or later have the \$10,000 additional is I have the regular mechanics.
4	SIGN AND DATE IF YOU MA COMPLETE THE "STATISTICAL THE ENTIRE FORM TO YOUR SELENTIAL TO A PRINT	STUB" THEN RETU	- I FOR EMPLOTING OFFICE USE ONLY I

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

#### - TRAILING 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.

PATING

Class Performance

: Satisfactory

Interrogation Aptitude: Average

GENERAL CLASS PERFORMANCE

Excellent: 3

Satisfactory: 6

Unsatisfactory: 0

**GENERAL CLASS APTITUDE FOR INTERROGATION** 

High: 2

Average: 6

FOR THE DIRECTOR OF TPAINING:

27 DEC 1958

Chief Instructor

8-E-C-R-E-T

(FULL TIME)	Course No. OC-1-3/4-68		No. of 5	tudents Finished [0]	Dates of Of May 16 August	-
	STUDENT IDENTI					
NAME OF STUDENT	YOB		DATE	OFFICE	C5	SL
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and his ability to apply cises. Successful comp- requisite for admission TRADECRAFT	y these related its letion of the Opera- to the Operations	ems is meas stions Fami Course.	ured by a	eries of p	P P	epts exer- pre-
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#### S-E-C-8-E-T

#### LARRATIVE COMMENTS

Significant strengths and weaknesses and their relationship to overell performance in the Operations Course. This section amplifies and explains, as accessary, 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 Forcign 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. Frizzell

Chief Ingructor

23 August 1968

5

5-E-C-F-E-T

8-E-C-R-E-T

#### TRAINING REPORT

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

(Date)

Student

FLORES, Daniel

Office

: CTP/OTR

Year of Birth:

1935

Service Pesignation: ВJ

69-07 Grade

No. of Students: 60 Began; 60 Finished

EOD

March 1962

#### COURSE OBJECTIVES:

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

#### ACHIEVEMENT RECORD:

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

INCOMPLETE ٥ ADEQUATE 0

PROFICIENT + 48

STRONG 12

#### NARRATIVE COMMENTS:

Mr. Flores is a self-sufficient, steady worker, who domonstrated an excellent ability to adapt himself to the various training situations. His proficient performance during Operations Course, Phase II-3-63 did not fluctuate appreciably from beginning to end.

Mr. Plores 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

#### TRAINING PEPORT

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

4 March - 3 May 1968

Student

: FLORES, Daniel

Office

: CTP/OTR

Service Designation: 8J

### 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

2

S-E-C-R-E-T

#### TRAINING REFORT

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

DOB: 1935 3D: SJ (Bicgraphic Research)

OFFICE: CTP GS: 07

HCURS: 30 - part time

### **OBJECTIVES**

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

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

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

4. To alert the students to the nature of analysis in producing finished reports of Licgraphic 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 Etudent 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 acce progress, he fell
short of the minimum standards for achievement of

the course objectives.

### NARRATIVE RATING OF ACHIEVEMENT:

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

Overall adjectival rating of achievement:

Satisfactory 1

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

EXCELLENT:

2 SATISFACTORY:

14 UNSATISFACTORY:

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

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

FOR THE DIRECTOR OF TRAINING:

2 4 MAY 1968

Dote

Charles H. Schafer

Chief Instructor

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

#### FERFORMANCE RECORD

#### The Challenge of World-Wide Communism

CT Class D FSV - L T P 107

### Course Pescription

#### A. Statement of Objectives

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

#### B. Course Method

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

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GROUP I Excluded from nutreptic downgrading and declassification

3-E-C-R-K-T

# THAINING REPORT

OPERATIONS PATELLY STRATION COURSE TO. 2-68 (152 inure, full-time)

2 Jan. - 26 Jan. 1968 (Date)

: FLORES, Doniel

· CIP

YEAR OF STRIE: 1935

SERVICE DESIGNATION: SJ

: G3-07 GRADE

FIREZZ OF STUDENTS : 114 Began

BOD DATE

STUDZIT

: March 1962

114 Finished

#### COURCE GASTICTIVE AND CONTENT

The Operations Familiarization Course is a four-week course designed to provide the student with an understanding of the Clandestine bervices 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 Owert Action programs of the Clandertine Services. General orientation is also provided in special operations and staff communications.

The instructional methods used included class discussions, lectures, films monatrations, practical exercises and case studies. Practical exercises were conducted in operational and intelligence information reporting, surveillance, one handling of welk-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 exurse content. Other factors considered in determining the final rating were the stident's interest, attitude and preparation for assignments. The number of studence receiving each adjectival rating on overall course parformance is shown below. This statement's rating is indicated by an asterick. Explanatory parretive comments are included with a rating of ADEQUATE OF STROWN. When considered partiment by the training staff, comments may also be included with a PROFICIENT (average) rating.

UNSATISPACTORY	ADECCATE	* PROVICIES?	STRONG
1	1	8 <b>7</b>	25

Mr. Plores' 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.

9 Feb. 1963

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

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

Ouration: 11-22 December 1987

(30 hours, full time)

YEAR OF BIRTH: 1935

OFFICE

: CT

OFFICE

GRADE : GS-07

SERVICE DESIGNATION: SJ

EOD

STUDENT

March 1962

Daniel FLORES

NUMBER OF STUDENTS: 88

#### COURSE UBJECTIVES - CONTENT AND HETHODS

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 exarcises, training films, and intelligence exhibits.

#### ACHIEVEMENT RECORD

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

PROFICIENT

The evaluation system used was as follows:

0 = Outstanding = 0-3 wrong S = Strong = 4-8 wrong P = Proficient = 9-15 wrong

A = Adequate = 15-25 wrong

W = Veak = 15-15 wrong

FOR THE DIRECTOR OF TRAINING: Lawrence C. Basque Sir. 8.

8 January 1968

S-E-C-R-E-T

Life of the second seco

26 October 1967

MEMORANDUM FOR: Daniel Flores

THROUGH

Executive Secretary

C3CT Selection Board

SUBJECT

: Application for Unrear Training Program

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

ROBERT B: FREEMAN Chief, CTP

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(Then Filled In)

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CONFIDENTIAL, (when filled in)

## MEMORANDUM OF UNDERSTANDING

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

Signature

18 Main 1962 Date

CONFIDENTIAL

STANDARD FORM 61
REVISED JUNE 1317
U. S. CIVIL SERVICE FOMMISSION
F. P. W. CHAPTER 46

# APPOINTMENT AFFIDAVITS

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

CENTRAL DITELLINENCE AGENCY	WASH RIGTON, P. C.
(Department or agency) (Bur	rau or division) (Place of employment)
I. FLORES, DANIEL	do solemnly swear (or affirm) that-
A. OATH OF OFFICE	
domestic; that I will bear true faith and allegi	of the United States against all enemies, foreign and ance to the same; that I take this obligation freely evasion; that I will well and faithfully discharge the er, SO HELP ME GOD.
B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND	AFFILIATION
organization that advocates the overthrow of United States, or which seeks by force or vio Constitution of the United States. I do furt	not advocate nor am I knowingly a member of any the constitutional form of the Government of the lence to deny other persons their rights under the her swear (or affirm) that I will not so advocate, h organization during the period that I am an em- cy thereof.
C. AFFIDAVIT AS TO STRIKING AGAINST THE FEI	DERAL GOVERNMENT
agency thereof, and I will not so participate w States or any agency thereof. I do not and wi ment of the United States or any agency the United States or any agency thereof. I do fu member of an organization of Government em Government of the United States or any agency	inst the Government of the United States or any hile an employee of the Government of the United II not assert the right to strike against the Government while an employee of the Government of the other ther swear (or affirm) that I am not knowingly a ployees that asserts the right to strike against the sy thereof and I will not, while an employee of the y thereof, knowingly become a member of such an
D. AFFIDAVIT AS TO PURCHASE AND SALE OF OF I have not, nor has anyone acting in my b sideration for or in expectation or hope of recei	ehalf, given, transferred, promised or paid any con-
E. AFFIDAVIT AS TO DECLARATION OF APPOINTE	<b>E</b> '
The answers given in the Declaration of A	appointee on the reverse of this form are true and
11 March 1962 (Pate of entrance on duty)	Samuel Blozas
Subscribed and sworn before me this 12th	day of
at	D. C. (Brate)
[SEAL]	Applied of the Color
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# 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.

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1 (4) IN CASE OF EMERGENCY, PLEASE MOTHY	(B) RECETANGED	(C) 51H	CT AND HUNDER, CITY AND STATE	dur (0) 114	T SILL
MRS. DANIEL TURES	WIFE	13	W. NASH, 8,	DL 265	5534
4 DAS THE UNITED STATES GOVERNMENT EMPLO THE PAST 24 WORTHS! TIS MO If NO, for each such relative fill in the bi		ATIVE OF YOUR	S (FITHER BY BLOOD OR WARRINGS) W	TH WHOM YOU LIFE OR HAY	E LIVED WITHIN
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# CONFIDENTIAL (When Filled In)

Complete in duplicate. The data recorded on tal government expense, overseas duty, return	to residence upon sepa	ration, and for provi	ding current resides	record dependency infor-
mation required in the event of an employee er	nergency. The original o	this form will be fol	ed in the employee	's official personnel folde
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2.	MARITAL STA	TUS (Check one)		
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IP DIVORCED, PLACE OF DIVORCE DECREE				DATE OF DECREE
IF WIDOWED, PLACE SPOUSE DIED		tellena, medi den deng alakannan bilanca dambana sau		DATE SPOUSE DIED
IF PREVIOUSLY MARRIED, INDICATE NAME(S)				
3.	MEMBERS OF			~~~
NAME OF SPOUSE		it, City, Zono, Stately	/	ELEPHONE NO.
HOROTHY A FLORES	ADDRESS	rections His	NO	115-8372
NAME OF PATHER (Or male guardian)	ADDRESS	5.4	JINSTUS T	ELEPHONE NO.
JOSE 3. FLORES	501 5 Gue	Must it	2014	
NAME OF MOTHER (Or Jonale Quantian)	ADDRESS	المؤو	WILLIAM CS TI	LEPHONE NO.
WHAT MEMBERISI OF YOUR FAMILY IF ANY, HA QUIRED IN AN EMERGENCY.	ADDRESS SOLS GUAL ADDRESS SOLS GUAL S BEFN TOLD OF YOUR	APPILIATION WITH	THE ORGANIZATION	IF CONTACT IS RE-
4. PI	ERSON TO BE NOTIFIED	IN CASE OF EMERGI		
NAME (M. Mrs., Mim) (Last-Pitat-Aiddle)			RELATIONS	
FLORES (Nd., Simel, City, Zime, State)	PRNETT		HOME TELE	7 50
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The persons named in item 3 above may also b health at other reasons, please so state in iter		of this form.	stilication is not di	senable because of
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Experience in the handling of employee energencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial motters. The information requested in this section may prove very useful to your family or attorney in the event of your dissipling or in the event of your dissipling or in the disclosed only when circumstances warrant. PANK OF ABLIFICATION, PORTLAND ONE, RANIEL OF DIRECTLY H. FLURES HAVE YOU COMPLETED A LAST WILL AND TESTAMENT! [ ] YES [X] NO. (If "Yes" where to document located") HAVE YOU PREPLANNED AN ARRANGED STAPSMANHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS!

YES NO. (II "You" give name"), and address) HAVE YOU EXECUTED A POSES OF ATTOMIET? YES NO. (Il "Yes", who possess the power of attomey") ADDITIONAL SATA AND/OR CONTINUATION OF PRECEDING ITEMS

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	-	I DATE OF REQUEST
REQUEST FOR MEDICAL EVA		28 July 1976
Clame Daniel' Mile: A August 107	15 Instructor	GS-12
Flores, Daniel DOB: 4 August 193	7736746607	6 EMPLOYER & EXT.
OTR/FTD/OTB		5191
7, PURPUS	E OF EVALUATION	
	HOG9/TOY	
PRE-EMPLOYMENT	OVERSEAS ASSIGNMENT	
·	ETO	
ENTRANCE ON DUTY		
	STATION	
T TOY STANDSY	TOY ON PCS	
SPECIAL TRAINING	TYPE OF COVER	
	NO. OF DEPENDENTS TO	ACCOMPANY
	NO OF DEPENDENTS' RE	PORTS OF MEDICAL
ANNUAL	HISTORY ATTACHED	
RETURN TO DUTY	RETURN FROM OVERGEAS	
	ETA	
PITNESS FOR DUTY	BIATION	
MEDICAL RETIREMENT	NO, OF DEP. S	
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OVERSEAS PLANNING EVALUATION (One block most be checked)	9. REQUESTING	OFFICER
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NO	Phrons te A Joynes	EXT.
	EUE7 Has	5101
COMMENTS		
		Ŧ
Destination: World-Wide		
WEPORT OF EVALUATION		
Qualified for TDY Standby until	1 August 1978.	
·	SIGNATURE FOR CHIEF OF MEDICAL ST.	AFF
	William T.Golder, O	
31 August 1976	. Hillan L. wolder, W	ayran

TO 259 EDITIONS

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			I DATE OF REQUEST
	DICAL EVALUATION		18 June 1976
Flores, Daniel OFFICE DIVISION BRANCH	DGB 1935	Instructor	GS-13
OTR/FTD/OTB		•	S. EMPLOYEE'S EXT.
	7 PURPUBE OF EVALUATI	ON	5191
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ENTRANCE ON DUTY		STATION	
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MEDICAL RETIREMENT		NO. OF DEP. 6	
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NO	1	ie A. Joynes	EXT.
		lias	5191

REQUEST FOR MEDICAL EVA	ALUATION		10 Mar	٠.
Z. TAME (Lari, Fred, Widdle)		POSITION TITLE	,	GRADE
. Flores, Daniel (NMN)	4-35	Ops Office		GS-12
5 OFFICE DIVISION BRANCH		i ·	6 EMPLOYEE 5 L) 7265	ιт.
DDO/LA/COG	E OF EVALUATION	!	7203	
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ENTRANCE ON DUTY				·
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Annual	HISTO	RY ATTACHED		
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[]	1 1	DEP.'S		
MEDICAL RETIREMENT		22		- i
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CCMMENTS				
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REPORT OF EVALUATION				
Disposition deferred until subject	fulfills me	dical requi	rements.	· ·
en sentence and a sen	BIGNATURE FOR CHI	EF OF MEDICAL STA		
	1			:
1 April 1975	William T	. Golder, G	198/Reg1st	rar
7 259 EDITE HIS SEC	CRET \$7.7.8	,		(20.

1. HAME (Lout, First, Widdle) 460-48-6230	2 DATE OF BIRTH		3. GRADE		
Flores, Daniel	4 Aug 193	5	GS-10		
4 OFFICE, DIVISION, BRANCH (or overseas station and existing cover of leteral assignment)	S. PRESENT POSIT	104	4. EMPLOYEE EXTENSION		
DDP/WH/Guayaquil (State)	0376		7431		
7. PROPUSED STATICY	8. PROPOSED POSIT	ION (Title, Number	. Grade)		
Lima, Peru	Ops 011	icer/0636/G	5-13		
9. TYPE OF COYER AT NEW STATION	10. ESTIMATED DAT	E OF 11. NO. O	F DEPENDENTS TO		
State	Sept 71	two	•		
12. COMMENTS					
Vice: Donald J. Venute Please schedule appointments we Mr. Flores' Spanish capabilitie speaking which more than meets intermediate reading and speaki	s are native	e reading an	d high ts of		
Intermediate reading and Speaks		121. As	wek.		
13. DATE OF REQUEST 14 STONATURE OF REQUESTION	S OFFICIAL IIB.	PAISON AND BUT	LDINGIA EXTENSION		
11 Mar 71 Joan Wright			lqs 7431		
17. OFFICE OF MEDICAL SERVICES DISPOSITION					
19. OFFICE OF SECURITY DISPOSITION			-		
18. OVERSEAS CANDIDATE REVIEW PAREL DISPOSITION 15 JUN 1971					
Chairean, Overses Candid	£ (6				
REQUEST FOR PCS OVE	ERSEAS EVALUATI	ON			
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Flores, Daniel (Dependents of)	Ops Office	,
DDP/WH/Guayaquil		6. EMPLOYEE'S EAT.
7 PURPOSE	OF EVALUATION	
PREEMPLOYMENT	MDQG/IDY   OVERSEAS ASSIGNMENT	
ENTRANCE ON DUTY	September Station	1971
TOY STANDBY	Lima, Peru	
SPECIAL TRAINING	State NO OF DEPENDENTS TO	ACCOMPANY
ANNUAL	NO OF DEPENDENTS RE	PORTS OF MEDICAL
RETURN TO DUTY	RETURN FROM OVERSEAG	
FITNESS FOR DUTY	STATION	
MEDICAL RETIREMENT	NO OF DEP.'S	
DVERSTAS PLANNING EVALUATION (Und Hack most be checked)	BIGNATURE	OFFICER
X YES	Joan Wright	
NO NO	3D 5300 Eqs	7431
Dorothy wife 31 Jan 1938 Kendra dau 3 Mar 1971		
Please schedule appointmats week	of 31 May 1971.	nover-select description and resident in the last of t
BPEARY PRESTOR		6 8 7 F

SECRET (When Filled In)

REQUEST FOR MEDICAL EVA	ALUATION	11 Har 71
Flores, Daniel (Dopendents of)	Ops O	fficor G8-10
DDP/TH/Guayaquil		6. EMPLOYEE S EXT.
. 7. PURPOS	E OF EVALUATION	
- PRE-EMPLOYMENT	MOQS/IDY  OVERBEAB ASSIGN	IMENT
ENTRANCE ON DUTY	STATION	ber 1971
TDY STANDBY	TOY OR PCS PCS TYPE OF COVER	
SPECIAL TRAINING	State	ENTS TO ACCOMPANY
AMNUAL		EUTS HEPORTS OF MEDICAL HEG
RETURN TO DUTY	RETURN FROM 078	TABEAS
FITNESS FOR DUTY	STATION	
MEDICAL RETIREMENT	NO. OF DEP. B	
VERSEAS PLANNING EVALUATION (One More most be cherked)	9. REQU	ESTING OFFICER
X ves	Joan Wright	<b>:</b>
	3D 5300 Eqs	7431
Dorothy wifw 31 Jan 193 Keedra dau 3 Mar 197 Please schedule appointments week	1	
SPERRY PRESTOR		16 · 8 7 f.
n againe enterlighteast. V.F. mail is seinn deigh annamhlach an airsmeaghairstein madhrig airstean ma thailisteach ar an a	SIGNATURE FOR CHIEF OF ME	DICAL STAFF
359 - 34 Per vicina 5	CRET	

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QUALIFICATIONS UPDATE

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

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose.

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1. LANGI-AGE (1)	• 33)	4. TODAY'S PATE		. 13)	3.		
SHANISH 1	20	MARCH	12	1962		NO PROFI	CIENTY LANGUAGE
	-	PART II-LANGUAG	E ELEMEN	TS.			
SECTION A.		Reading (	(40)				
1. ONLY MARELY.	NY DIFFICULTY, O	A GENERAL NATURE	09 IN P	HILDS I AM	FAMILIAN WITH, US	NG THE	DICTIONARY
O DICTIONARY OCCASIONALI		FIGULTY, OF A GEN	ERAL HAT	URI OR IN F	IFLOS 1 AV FAMILIA	# #1 TH.	USING THE
3. FREQUENTLY.	VERAGE DIFFICULTY	(newspapers, ref	******		fc.), USING THE DE	CTIONAR	<i>.</i>
4. I CAN READ SIMPLE TEXT	79, SUČH AS STRFF	T BIGNS; NEWSPAPE	R HEADLE	NES, ETC.,	USING THE DICTIONA	AY FALQU	IFMTLY.
5. I HAVE NO READING ABIL	. ITY IN THE LANGO	AGE .					
SECTION B.		Writing (	41)				
I CAM WRITE PERSONAL I I- BRITE FACTUAL NARHATIN NATINE STYLE, USING TH	E AND EXPOSITORY	MATERIAL WITH RE-					
? CAN WRITE PERSONAL L 2. RAMELY. L CAN WRITE P EMPORS, BUT IN A STYLE	ACTUAL NAMEATIVE	AND EXPOSITORY MA	ATEPIAL 1	BITH REASONS	LBLF CLARITY. #1TH	CTIONARY FEW GPA	ONLY
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5. I CANNOT GRITE IN THE	L ANGUAGE,						
SECTION C.		Pronunciation	(42)				
() NY PROMUNCIATION IS NA	1146.	,					
2. SHILE NATIVES CAN DETEC	CT AN ACCENT IN H	Y PRONUNCIATION TO	HFY HAYE	NO DIFFICU	LTY UNDERSTANDING	wt.	
3. MY PROMEMCIATION IS OB	FIGUSLY FOREIGN.	BUT ONLY MARELY C.	AUSES DI	fficulty fo	MATIVES TO UNDER	5 T AND .	
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L	CONTINUATION OF PART II-LANGUAGE ELEMENTS
SECT	IOR D. Spraking (43)
Í	I SPEAK FLUENTI CAND ACCUPATILE IN ALL PRACTICAL AND SOCIAL SITUATIONS) I CONFESS FRIELY AND IDIOMATICALLY IN ALL FIFEDS WITH ANICH I AM FAMILIAR.
2.	I SPEAK FIGURATER AND AUGURATERS IN GRANES AND PRACTICAL AND SOCIAL NETUATIONS. E CAN CONSERSE IN MOST FIELDS WITH ARICH I AM FAMILIAR AND A CUPICS SOME POPULAR SASINGS, CITEMATH QUOTATIONS, AND COMMON PROVERBS.
3.	I GET ALONG OUTTE BELL IN SETUATIONS OF DAILY 23FF AND TRAVEL AND CAN CONDUCT ROUTINE DUSINESS IN PARTICULAR FIELD
4.	A WARASE IS SET ALONG IN THE MOST COMMON SETURTIONS OF DAILY LIFE AND TRAVEL.
.5.	I MANT NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.
SECTI	On E. Understanding (44)
J	J UNDERSTAND NUM-TECHNICAL CONVENSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE: I UNDERSTAND NEAPLY EXERVINING I HEAR ON THE PAULO AND AT THE MOVILS, PLANS, AND LECTURES.
z.	I UNDIFFERED NOW-TECHNICAL CONVERSATION OF RÉADLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE: I SHOCKNITATE MOST OF WHAT I HEAR OF THE HADIS AND AT THE MOSTES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND PURS.
3.	I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELE- Passer I Understand much of what I Hear on the padio, and at the movies, plays, and lectures.
4.	I UNGIPSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE) I UNDERSTAND SOME OF MAT I MEAN ON THE MAGIO AND AT THE MOVIES, PLAYS, AND LECTURES.
<u>.</u>	F AM NOT ABLE TO UNDERSTAND THE SPOYEN 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 MAD EXPERIENCE AS A TRANSLATOR.
2.	I MAYE MAD EPPERIENCE AS AN INTERPRETEN.
3.	BOTH OF THE AGOVE STATEMENTS APPLY.
<u> </u>	SCHE OF THE ABOVE STATEMENTS APPLY.
	PART IV-CERTIFICATION
BIC:	I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF, OF CRITIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE ABARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF CLATICO NO. 73:115. PAR. IC(4). I UNCERSTANG THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIANCY TEST DEFORE! MADE ELIGIBLE FOR AN ABARD, AND THAT INFESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE ABARDS BILL DE LATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.
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2. Type, print or write careful	lly: illegible or incomplete tar	ns will not receive conside	eration.
	efully. Your signature at the e le questions and cernit review		
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SECTION IV	EDUCATION		
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SECTION X	MILITARY SERVICE
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ECTION XIV FATHER GIR	are internative	t be Steplather and or diams	es . : 4 selatife (beet)	
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SECTION XA MOTHER COME OF	-+ interation to		to separate sheet	
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14-00000

YOU ARE INFORMED THAT THE CORRECTHESS OF ANY STATEMENT MADE IN THIS APPLICATION WILL BE INVESTIGATED. I have rood and understand the instructions. I Certify that the foreign knowledge and belief. I agree that are misstanding in mission as diamess to repertion of my application. I also understand that any law (U.S. Code, Title 19, Jection 1961). eign your name at the end of the added material. If additional space is a required und page and sign each such page MaRITAL STATUS: Item #4, Section XII September 1, 1956 to Catabar 6, 1956. Married to Lt. Col. Joseph G. Moran in Portland, Oregon, by Circuit Court Judge. Used mane of Moran until Sovember Lt, 1960, when changed to Piores. PATHER-IN-LAW: Item  $\# \mathcal{I}_{\mathcal{I}_{\mathcal{I}}}$ , Section XVII Short name for Raymond GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL: Item #1, Section VI 2 July 1959 to 3 July 1959 argentina -Panama . 10 November 1953 to 13 November 1958 Trivel SEE ATTACHED SHEET FOR PERTINENT INFORMATION FELATIVE TO STEP-MOTHER. Signed at Washington, D. C., this The day of September,

ATTACHMENT TO FORM NO. WILL - PUNCOUND MICTORY STATEMENT

Section XV - STEPMOTHER

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

This paper is attuched to and hereby made a part of Form No. 144.

Daniel flores

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## SECURITY APPROVAL

DA	11 19 January 1962
	FERENCE: 07100 OPEER
CA	SE.NO.: 195281
10	Director of Personnel
FRC	M : Director of Security
SUE	SJECT : 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 favelid.
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.
	POR THE DIRECTOR OF SECURITY:
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