## SECRET

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SECRET

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

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

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

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

Red: Newly revealed in 2025.

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

Blads Unchanged between versions.

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

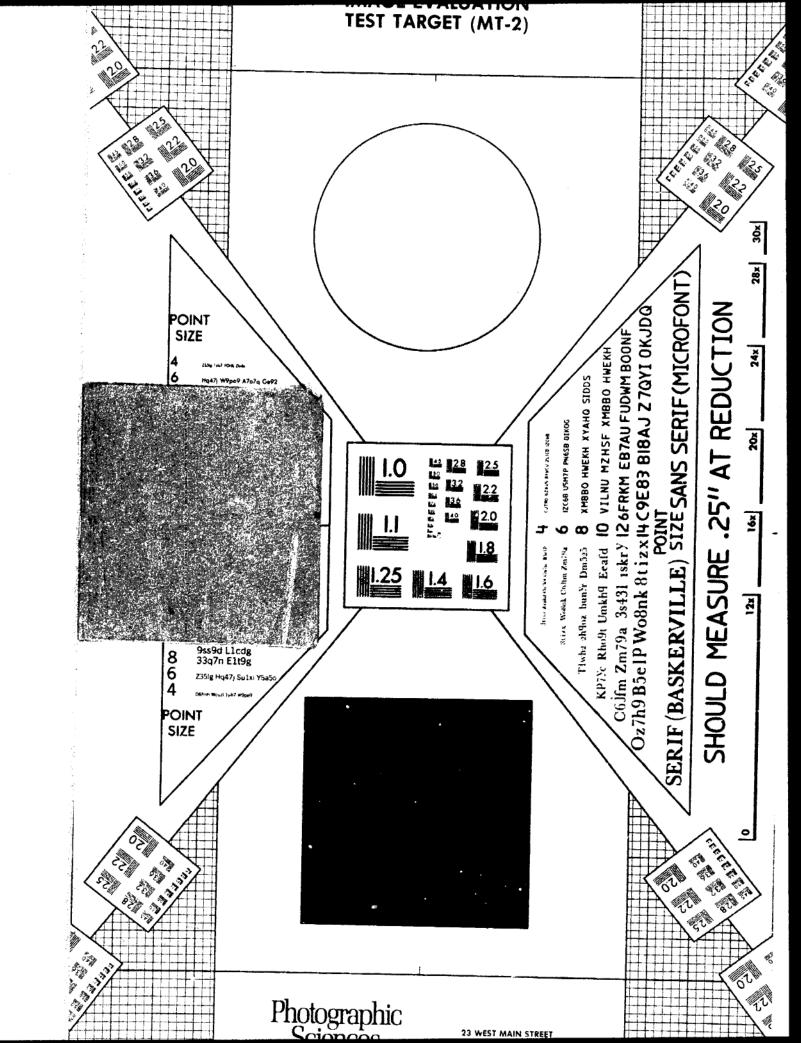
Notes:

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

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

Created by: x.com/hlywdufo

JFKdiffs.com



451 09



Date: 6 Dec. 1951

10: Chief, Covert Personnel Division

Your Reference: L-2960

FROM: Chief, Security Division

Case Number: 57514

SUBJECT: KENT, William Morris

1. This is to advise you of security action in the subject case as indicated below:

Security approval is granted the subject person for access to classified information.

Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of Paragraph H of Regulation 1C-9.

2. Unless the subject person enters on auty within 60 days from the above date, this Caproval becomes invalid.

3. Subject is to be polygraphed as part of the ROD procedures.

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SEGRETIAL

FORM NO. 38-101

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(5)

# SECRET SECRET INFORMATION

TO : Chief, Communications

DATE: 11 Jan. 1952

FROM : Chief, Security Division

SUBJECT: MILLIAM MARYLO

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676L

In reply to your memorandum this is to advise that Subject meets the current requirements for cryptographic clearance and is approved for such duties as of this date.

CUBIN-LIN-

SED

## SECRET

### SECURITY INFORMATION

TO

: Chief, Personnel Division (Covert)

ATTENTION: Transactions and Records Branch

FROM

: Chief Special Security Division

SUBJECT

(Pseudo)

#57514 OLIVER H. CORBUSTON

1. Reference is made to your memorandum, dated 1h May 1952, in which a covert security clearance was requested to enable the MH Division to utilize the Subject's services as an Intelligence Officer (Staff Agent), in Fort Amador, Canal Zone. Reference memorandum indicated that Subject will be used on Project HIPOTHESIS, under military cover.

- 2. In accordance with the provisions set forth in the Director's Memorandum of li February 1949, entitled "Security and Operational Clearances", a covert security clearance is granted for the covert use of the Subject as described in your request as set forth in Paragraph 1 above.
- 3. The Subject is not to represent himself as, nor is he to be represented as, an employee of CIA.
- 4. Your attention is called to the fact that a covert security clearance does not constitute complete compliance with the provisions of CIA Regulation 10-9. Therefore, if you should desire at a later date to change the status or use of this individual, a request for clearance to cover any proposed change should be submitted to this office.
- 5. This clearance becomes invalid in the event the Subject's services are not utilized within 60 days of the date of this memorandum.

FOR THE SECURITY OFFICER, CIA

ROBERT H. CUNNINGHAM

## CONFIDENTIAL

SECURITY INFORMATION

### SECURITY APPROVAL

Date: 21 September 1955

TO: Chief, Records & Services Division

Your Reference:

C-1932 WH

Personnel Office

Case Number:

57514

FROM: Chief/Security Division

Personnel SUBJECT: KENT, William Morris

 This is to advise you of security action in the subject case as indicated below:

Security approval is granted the subject person for access to classified information.

Frovisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9

2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.

3. Subject is to be polygraphed as part of E/D procedures.

Ermal P. Geiss

## CONFIDENTIAL SECURITY INFORMATION SECURITY APPROVAL

Date: 2 October 1956

Chief, Records & Services Division

Your Reference: C-6163 WH

FROM: Chief, Security Division

Case Number: 57514

SUBJECT: Personnel KENT, William Morris

 This is to advise you of security action in the subject case as indicated below:

Security approval is granted the subject person for access to classified information.

Provisional clearance for full duty with CIA is granted under the provision's of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9.

2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.

3.

TO:

Ja Keise advised 10/5/18

W. M. Knott

CONFIDENTIAL

		(When Fill	ed In)	<u> </u>	
		STAFF AGENT	CLEARANCE		
DATE	: 30 June 1966				
YOUR REFEREN	CE: 42055			•	
CASE NO.	: 57514			· · · · · · · · · · · · · · · · · · ·	
TO	01.1-0 0				
ATTN.	: Chief, Contract		sion		
SUBJECT	: Staff Agents Bra	anch			
5000 LQ 1	Kent, wil	liam on			
l. Tr ment of the <b>New Orlean</b>	nis is to advise the Subject as	at a security	clearance is	s granted for the granted for the granted for the granted for the grant	e employ-
3. Uni 120 days, th 4. As A p	your office should Subject, a request ice. less arrangements a his Approval become a part of entrance personal interview office.	are made within es invalid.  e on duty processin the Office of	60 days for ssing:	r entrance on du	ubmitted

## CONFIDENTIAL

## SECURITY APPROVAL

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11 February 1970

YOUR

REFERENCE:

Request #73407

DDP/WH

CASE NO. :

57514

TO

: Director of Personnel

ATTN

SA Branch/CPD

SUBJECT

KENT, William Morris

- 1. This is to inform you that Subject has been approved for the appointment specified in your request under the provisions of Headquarters Regulations 10-3 and 20-5 including access to classified information through TOP SECRET as required in the performance of duties.
- Unless arrangements are made for entrance on duty within 150 days, this approval becomes invalid.
- 3. As part of the entrance on duty processing:

A personal interview in the Office of Security must be arranged.

XX A personal interview is not necessary.

Please advise Chief, Clearance Branch, extension 5620 when Subject enters on duty.

4. Conversion from Staff Agent to Staff Employee.

FOR THE DIRECTOR OF SECURITY:

for Chief, Personnel Security Division

FORM 1173 OBSOLETE PREVIOUS

CONFIDENTIAL

GROUP I Excluded from substants developmenting and declosification

SUBJECT	No. of Gro		SUBJECT	No. of Weeks	Grade	SUB.	JECT .	No. of Week	Grade
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SECTION A			NERAL INF	ORMATION			05 4 80
, EMPLOYEE NUME	IER 2. NAME (L	ast, first, middle)	,		3. DATE OF BIR	TH 4. BEX 5. GRA	DE 6. 8D
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, OFFICIAL POSIT					ENT 9. CURRENT 8	1	
Ops Office			DDO/PS/	CMG/NOC	Washingt	onx	-
	11. TYPE C	OF APPOINTMENT			12. TY	E OF REPORT	
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X REPORTING PER	100 ((000-10-)			DATE REPORT	DUE IN O.P.		i
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SECTION B				NS UPDATE			1
F QUALIFICATIONS WORD "YES" IN TH	UPDATE FORM IS E BOX TO THE RIG	BEING SUBMITTER	SES ARE REQU	NGES, AND IS HRED, PLACE TH	ATTACHED TO THIS E WORD "NO" IN	REPORT, PLACE THE	T. No
SECTION C		PERFO	RMANCE	EVALUATION	<u> </u>		
U—Unsatisfactory  M—Marginal	could range from car or proposed in Section	unseling, to further to on D.	raining, to plac	ing on probation,	e and positive remedia to reassignment or to pting should be stated	separation. Describe	action tak
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SPECIFIC DUTY NO	), \$		, ~10	,	Traine mill		LETTE
SPECIFIC DUTY NO	1. 6						LETTE
		VERALL PERFO	DRMANCE	IN CURREN	T POSITION		
productivity, conduct	erything about the emp	ployee which influencess, pertinent personal	es his effectives traits or habits	ness in his current ; , and porticular lis	position such as perform nitations or talents. Bas	ed on your knowledg	•
of employee's overall		the rating period, plo	ce the letter in	the rating box co	rresponding to the state	ment which most deci	10

FORM 45 ORSOLETE PREVIOUS

CLASSIFICATION

E2, IMPDET CL BY 007327

(4)

#### SECRET

### COMMENTS OF REVIEWING OFFICIAL (contd) William M. Kent

Clandestine Service, one of my prime responsibilities is to try to reestablish the integrity of the current letter evaluations used in fitness reports and one of the first places for me to start is in my own Staff.

With that said, I do wish to underscore the fact that Mr. Kent is a responsible and responsive professional who knows what he has to do, does it with a minimum of fuss, writes clearly and to the point, is dedicated and in my judgment fully warrants an overall evaluation of strong. The above comments will be shown to the rater as well as the ratee.

SECRET

SECTION D Narrative Comments (Continued)

languages (Spanish and Italian), and his admirable command of English prose which enables him to write crisp operational communications with speed and precision, all aid him in carrying out his responsibilities in a superior manner.

Subject does not become a victim of routine. In addition to developing the effective referrals system noted above, he has also on his own initiative created our own "skills bank" in which we are able to locate suitable NOC candidates, and those on board, in terms of needed professional or area experience, rare and esoteric language skills, etc. to the point that we can supply "leads" to divisions in a matter of minutes. (Several hundred NOC applicants and on-board personnel have thus been listed by skills bank criteria.)

Subject constantly seeks to make the NOC Branch a more meaningful and useful management tool. I find him a thoughtful and canny colleague, careful to observe in full the regulatory limits of our activity but quick to perceive opportunities to support and assist the divisions within those limits. He is a firm, fair, no-nonsense supervisor of Branch personnel. He speaks his mind, honestly but tactfully, when differences occur between him and me. It is my conviction that he is ready to enter into the upper reaches of staff and supervisory echelons of the Directorate and has by now proven that he is as adept at staff responsibilities as he was previously impressive in his field and desk operational responsibilities. In short, a comer and a cherished colleague.

tio , sinese

#### SECTION D

## NARRATIVE COMMENTS

Indicate significant strengths or weaknesses domanistrated 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 graphs given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duplated and cost consciousless is the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section 2. Am or separate sheet of paper.

In February 1976, no following the emergency hospitalization and retirement of my deputy, Subject became my new deputy, a position he has filled since that time in addition to performing most of the assignments he had been tasked with earlier. His undiminished energy and enthusiasm for his work is a hall-mark of his performance since that time. Subject has, on his own initiative, developed our referrals system (finding new NOC applicants and those on board for filling specific area priority needs) to a point where it is serving the entire Directorate with distinction and precision, especially in the "crisis" areas of NOC needs, such as Africa and Near East Divisions. Thanks to his creation of an orchestrated system of finding and "shopping" new-hire applicants with rare skills, we have also begun to serve the newly-created Clandestine Corps program with dozens of such applicants, in addition to serving normal area division NOC needs.

As a Branch supervisor, Subject deals with the entire spectrum of Branch activity in my absence with sureness and confidence. His broad operational background abroad, his near-native ability in two

				/ continueu/		
SECTION E		CERTIFICATIO	N AND COM	MENTS		
1. BY SUPERVISOR						
MONTHS EMPLOYER H	AS BEEN IF T			EMPLOYEE, GIVE EXPLANATION		
14						
DATE	OFF	CIAL TITLE OF SUPE	AVISOR	TYPED OR PRINTED NAME AND BIGNATURE		
				Through o ine		
24 January 1	977   Ch	ief, NOC Br	anch	Harris Greene		
		2.	BY EMPLOYEE	100		
STATEMENT CONCE	RNING THIS EVALU	ATION DATE		SIGNATURE OF EMPLOYEE		
				II Win W. Kens		
HAVE ATTACHED	X HAVE NOT ATTA			William M. Kent		
COMMENTS OF REVIEW		3. BY R1	EVIEWING OFFIC	IAL		
1 becam	e C/CMS on	1 October 197	76 and thus	my comments must be restricted		
to me occore	11 - December	1770 nme ir	'ame. Ihat	ve no hagie digarmanne		
· · · · · · · · · · · · · · · · · · ·	unitents out (	io challenge t	he letter ev	valuations While No. 17 - 41		
berrormenca	nas been st	rong and he h	as amply de	mongtrated haden of the serve		
officer capab	le of assumi	ng greater re	anonaihilit	ies, I cannot concur that his		
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others doing	similar work	k as to manne	arrements o	of the work and in comparison of		
grounds ther	aic no other	es to warra	nt special i	recognition". On purely technical		
ic invalid C	e is no omer	Officer servi	ing as DC/C	CMS/NOC and thus the comparison		
is invalid. S	econdry, as	Chief, Caree	r Managem	ent Staff and administrator of the		
DATE		HAL TITLE OF REVIEW		TYPED OR PRINTED TO SIGNATURE		
54 -				1. (25 0 0.42) S		
26 January 19	oni Chi	ef. CMS		Robert D. Brown Jr.		
		4. E	Y EMPLOYEE	November 1. Brown, Se.		
I CERTIFY THAT ! HAV	E SEEN THE ENTRIS			SIGNATURE OF EMPLOYEE		
, ALC BECHONS OF THE	S REPORT.			William M. Kendi		
and	No.	CLA CLA	SSIFICATION			
				Tran <sup>ego</sup>		

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, canduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the latter in the rating box corresponding to the statement which most accurately reflects his level of performance.

FORM 45 0830LETE PRESIDES 9-73 45 EDITIONS

SPECIFIC DUTY NO. 6

CLASSIFICATION

E2, IMPDET CL BY 007327

6,0

RATING LETTER

18 May 1977

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. William M. Kent, Period: 1 January - 20 May 1977

- 1. As I depart from the assignment as Chief, Non-official Cover Branch, Career Management Staff, I should like to make a final comment on the performance of Mr. Kent who has served with me during the entire period of my assignment and who, since March 1976, has been my deputy. More specifically, the period since 1 January 1977 has been a trying one for this component and has culminated with its sudden transfer from one component (CMS) to another (ADDO/D).
- 2. During this most recent period, Mr. Kent has demonstrated his capacity for growth and leadership. He has himself handled virtually all of the transition aspects for the Branch, involving briefings and counsel for his new overall chief (the ADDC/D) and for his new branch chief. He has served in the past 30 days substantially as acting branch chief, given my fairly lengthy TDY absence abroad during that period. I can only reiterate my judgment in the last fitness report that Kent is a senior and mature supervisory of making measured judgments and decisions. His continuity in all aspects of nonofficial cover and its ramifications makes him a valued and valuable staff officer. I would say his future contribution lies in the entire area of managing and guiding Directorate personnel. I have noted the clear progress he has made in the past year in taking supervisory decisions involving personnel, firmly and crisply.
- 3. Given his impressive field and Headquarters experience, Kent should be given an opportunity to display his worth in future Directorate assignments involving discretion, professionalism and maturity. I give him an unquestioned "Strong" for this final period he has served with me.

Harris Greene
Chief

Nonofficial Cover Branch

SECRET

SECTION E	CER	TIFICATION AND COA	AMENTS
MONTHS EMPLOYEE HAS SEEN UNDER MY SUPERVISION	IF THIS REP	I. BY SUPERVISOR	O EMPLOYEE, GIVE EXPLANATION
MADER MY BUPERAISION		The same of the sa	O EMPLOYEE, GIVE EXPLANATION
DAYE			
18 May 1977	OFFICIAL TI	TLE OF SUPERVISOR	TYPED OR PRINTED NAME AND BIGNATURE
1011100 1711			
		2. BY EMPLOYEE	
STATEMENT CONCERNING THIS EV OF MY PERFORMANCE	ALUATION		BIGHAYURE OF EMPLOYEE
MAVE ATTACHED MAVE NOT	ATTACHED	18 1100 1977	William (0) Kein
OMMENTS OF REVIEWING OFFICIAL		3. BY REVIEWING OFFI	
I am in basic agreemer	at with th	nese comments and	with the overall rating of Strong.
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ATE CONTROL WITTEN	HAVE DE	nelically contribute	d to the Directorate's NO6 program
A good, solid officer wi 31 May 77	ith additi	ional growth potent	ia1. X
JI Way 11	Chief,	4. BY EMPLOYEE	Robert D. Brown,
CERTIFY THAT I HAVE SEEN THE EN	TRIES IN D	ATE -	SIGNATURE OF EMPLOYEE
The state of the s		1 2 me 1977	William M. Key
	/	CLASSIFICATION	
	j.	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

suggestions made for improvement of wors performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost coascossess in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D. ottach a separate sheet of paper.

SECTION:	FITNESS REPORT	
SECTION A	GENERAL INFORMATION	
059198	Z. NAME (Last, first, middle)  S. DATE OF BIRTH 4. SE)	S. GRADE 6. SD
7. OFFICIAL POS	SITION TITLE.	GS-15 DYI
Ops Offic	cer - Deputy Chief  B. Off/DIV/BR OF ASSIGNMENT D. CURRENT STATION DDO/CMS/NOC Hgs	10. CODE (ck one,
	11. TYPE OF APPOINTMENT	X HOS. DF
X CAREER	REGERVE CONTRACT OTHER (Spec.)	ORT
13, REPORTING P	PERIOD (FORUSE)	X SPECIAL
1 Jan 77	- 20 May 77	
SECTION B		
IF QUALIFICATION	QUALIFICATIONS UPDATE  AS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLANT TO THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO". IN THE	
SECTION C	THE BOX A	AT RIGHT. NO
U-Unsatisfactory	Performance is unacceptable A rating in the Performance is unacceptable A rating in the Performance is unacceptable.	
	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The could range from counseling, to further training, to plocing an probation, to reassignment or to separation.	nature of the action
M-Marginal		
PProficient	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D. Performance is additional to the section of t	and remedial actions
S-Strang	Performance is satisfactory. Desired results are being produced in the manner expected.  Performance is characterized by exceptional proficiency.	
O-Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of work as to warrant special recognition.	
		f others doing similar
	SPECIFIC DUTIES	
heir ability to supervi BPECIFIC DUTY NO.	nost important specific duties performed during the rating period. Insert rating letter which best describes the manner like duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities No. 1.	in which employee AUST be rated on
SEE MEMORA	ANDUM IN LIEU OF FITNESS REPORT (ATTACHED)	RATING
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		LETTER
	OVERALL PERFORMANCE IN CUPRENT POSITION	
ke into account everyt	thing about the state of the st	RATING
emplayee's overall pe ely reflects his level of	range about me employee which influences his effectiveness in his current position such as performance of specific di job, cooperativeness, perfinent personal traits or habits, and particular limitations or talents. Based on your knowled erformance during the rating period, place the letter in the rating box corresponding to the statement which most of f performance.	uties, LETTER
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rithess Report for: Kent, William M.

Section D (continued)

healthy skepticism enables him to contribute materially to the smooth, still on-going, transition from the old to the new way. In this context he has made invaluable suggestions on how we shall proceed in order to improve the operational efficacy of a NOC officer, as well as to ease the burdens imposed on the private life of a NOC officer.

- 3. Worthy of special note is the systematic and orderly fashion in which he tackled each new problem. These attributes resulted in his solving many of the thorny personnel problems which have confronted us of late. Mr. Kent's industriousness -- on the average he spends 10 hours a day in the office -- together with his legendary meticulousness have enabled him to set up an effective referral system through which we control the flow-through of both traditional and new NOC officers -- a most difficult and at times frustrating task.
- 4. As a deputy and acting branch chief he has been a firm and stern supervisor who exacts precision and perfection from his subordinates. The firmness and sterness, however, are tempered by a judicious application of human understanding or compassion in cases of "hard-to-place" NOC officers. His both the officer and the operational component involved was most welcome.
- 5. In sum, Mr. Kent has been a most effective deputy. As noted above, he has many outstanding traits and his overall performance has been a solid strong.

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suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide 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 funds, must be commented on, if applicable. If

1. Having been appointed to my present position on 23 May 1977, this report covers seven months. In this time I have learned to appreciate Mr. Kent's excellent performance in supporting and guiding the mission of this branch. Considering the outstanding evaluation he received from my predecessor, it must have been a great disappointment to Mr. Kent that he was not advanced to become branch chief. I make this observation because Mr. Kent has never demonstrated his obvious disappointment to me. On the contrary, from the first moment he has shown extraordinary and enthusiastic willingness in providing the needed continuity to run this branch which controls the career progression of the NOC officer complement consisting of between 275 and 300 officers at any given time. No doubt the reader is aware of the intricate, complicated and at times confusing bureaucratic machinery which governs the NOC officer program. Mr. Kent has done a superb job in helping me understand and cope with this maze.

2. With the creation of the Office of External Development and concomitant issuance of new, precise and explicit regulations we now hope to streamline and simplify this bureaucratic machinery. Mr. Kent's knowledge of past practices coupled with his eagerness and at times

knowledge of past	practio	es coupled with h	is eager	rness and at times		
SECTION E		RTIFICATION AND COM				
Manage		T. BY SUPERVISOR				
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28 December 1977	Chief.	OED/NOC Staff	1	J. Hahn Malm		
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MAVE ATTACHED MAVE NOT	ATTACHED	28 Dec. 1977	- Wix	ion 11. Kend		
		3. BY REVIEWING OFFIC	IAL			
COMMENTS OF REVIEWING OFFICIAL						
I have not had the opportunity to observe Mr. Kent's performance as closely as the rating officer. However, the rater's comments strike me as being eminently fair and accurate. Mr. Kent has certainly performed well and his thorough and accurate presentations have indeed been impressive. Despite my somewhat limited association with Mr. Kent, but having full confidence in the rating officer's judgment, I have no hesitation in concurring in the overall rating of Strong.						
	OFFICIAL TI	TLE OF REVIEWING OFFICIAL	TYPED OR PR	INTED NAME AND BIGNATURE		
29 December 1977	Chief,	OED	Walter L	. O'Brien W. Brien		
		4. BY EMPLOYEE				
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Sec. le - C' Idne l' Possport

See. 13. - Obtained diploma from Pittsburg H.S. while in the Army through series of examinations given by the School

Sec. 14. Draft Classification: 4A (Draft-exempt at present)
Duties in 25th Mecz. Cav. Kon. Trp.: M. Litary Kolicemon
and voice radio operator M.P. Radio station
Received special M.P. training immediately after
assignment to 25th Mecz. Cov. Ren. Trp.

Sec. 20 - Names in this section are of neighbors. I personally do not know these people except by sight. They do however know my parents a little better.

Sec. 21. d - Credit references given in this section are of my father.

As I have no charge accounts nor am I in business
I have no credit references in the U.S.

Sec. 23\_ While living in Italy traveled with parents to: Germany, France, Belgium, Luxem bourg, Switzerland, Austria.

While employed in El Salvador: visited Guatemala April 1751-10 days

On way kome (driving) from El Salvador Traveled through Guatemala, Mexico.

Sec. 19-19 - The following persons are persons who know me intimately as we lived in the same boarding house in El Salvador. They are all with the American Embassy in san salvador with the exception of Sqt. Knebil:

Mr. dames No Leaken, Sto: Mrs. & Art. Robert Pittman Isbocalera Morazan Son Salvador, El Salvador Sot. Urliner Kriebel, U.S. A. U.S. Embassy Sin Salvador, El Salvador. Mrs. Elizabeth Hunter Sin Salvador, El Salvador.

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Sec.	FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST. (List all civilian employment by a foreign government, regardless of dates.)
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## 12. POSITION DATA A, KIND OF POSITION APPLIED FOR B. WHAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT: \$ 3000 (You Will Met Be Considered For Any Position With A Lower Entrance Salary.) C.IF YOU ARE WILLING TO TRAVEL, SPECIFY: OCCASIONALLY ..., CONSTANTLY D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C. ANYWHERE IN THE UNITED STATES ...... QUITSIDE THE UNITED STATES ...... E. IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, SPECIFY LOCATIONS: 18. EDUCATION Elementer School, Leonardo de Vinci Milan Italy 1735 to 1938 ELEMENTARY SCHOOL St. Lieph ADDRESS BYMAK, M. Y.C. M.Y. GRADUATE: 763 DATES ATTENDED . 1910-1944 ... HIGH SCHOOL Fortham Leptrature ADDRESS N.Y.C. U.S.H. GRADUATE: No DATES ATTENDED 1994-1996 ADDRESS Kithsbury Calif. High School: Kisberg Exening H.S. CHTHIUN SHARY MAJOR AND SPECIALTY DEGREE Graduated DATES ATTENDED COLLEGE LATIN HOMERICAN INSTITUTE ADDRESS N.X.C. MAJOR AND SPECIALTY PRINCH- Liplanutic Subjects EARS COMPLETED ... 2 DEGREE Sylmot Porceya Service Other DATES ATTENDED /341-1750 CHIEF UNDERGRADUATE COLLEGE BURJECTS ECONOMICS, COMM / Low, Int'l Comm' Low, Kulla Relations; Homerican, European & Bulannite History; Hesty Bookkeering & Business Meth, By & Span. Commil Corresp; Tournation Takingues; spanis; Hesty Bookheering White; Experi Compression Commil Corresp; Tournation Takingues; spanis; Hesty Bookheering White; Experi Compression Control of the Medical Medical City Callege: Medical City Callege: Medical

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6 SECTION XI CONTINUED FROM PAGE 4 LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (Do not submit copies unless requested).
INDICATE THE, PUBLICATION DATE, AND TYPE OF WRITING (Non-fiction, scientific articles, general interest subjects, navels, short stories, etc.)
Congred Tratement Subjects and Chart Stories (hut not General Interest Subjects and Short Stories (but not significant) published. 8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED 9. LIST ANY POSTE OF THE AND PUBLIC RELATIONS EXPERIENCE During employment in El Salvador 10. LIST ANY PROFESSIONAL, ACADEMIC OR HONORARY ASSOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A MEMBER. LIST ACADEMIC HONORS YOU HAVE RECEIVED. Received highest honors and 4 awards at Graduation from Latin American Institute: General Excellence, Diplomatic Subjects, Service to the School, and one other. SECTION XII ORGANIZATION WORK EXPERIENCE - SINCE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE 1. INCLUSIVE DATES (From- and To-) 2. GRADE 3. OFFICE/DIVISION/ BRANCH OF ASSIGNMENT May 1956 to present 05-11 WH/III/Cuba 4- NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION NA 5. OFFICIAL POSITION TITLE PP Ops Officer 8. DESCRIPTION OF DUTIES General support of Station KUCAGE activities. Initiating new KUCAGE programs for Station implementation. Liaison with other Headquarters components. Maintainance of correspondence with Station. Attendance at various OTR courses (Intelligence Orientation, World Communism, Anti-Communist Ops. completed to date 1. INCLUSIVE DATES (From- end To-) 2. GRADE 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT September 55 to May 56 GS-9 WH/ Station Panama City 4. NO. OF EMPLOYEES UNDER YOUR DIRECT | 5. OFFICIAL POSITION TITLE SUPERVISION NA Station PP Officer 6. DESCRIPTION OF DUTIES Assumed and reorganized Station PP program. Broadened existing assets and acquired new assets. Wrote Spanish language materials, drew cartoons, supervised publication of KUCAGE publication. Organized anti-Communist demonstrations. Acted as co-Case Officer of PI penetration agent.

1. INCLUSIVE CATES (From- and To-)

| 2. GRADE | 3. OFFICE/DIVISION/REANCH OF ASSIGNMENT. 2. GRADE 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT July 1954-September 1955 WH/Station Penama City EMPLOYEES UNDER YOUR DIRECT 5- OFFICIAL POSITION TITLE SUPERVISION FI Ops Officer 6. DESCRIPTION OF DUTIES In charge Water Travel Control program. Worked as member Air Travel Control team performing baggage searches, photographing documents, maintaining passenger and air travel records (all covertly). Regular and audio surveillances. CE work. Temporary cut-out, later co-case officer FI penetration agent. GRADE 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT 1. INCLUSIVE DATES (From- and To-) June 1952-July 1954 WH/Station Panama City 4. NO. OF EMPLOYEES UNDER YOUR DIRECT 5. OFFICIAL POSITION TITLE SUPERVISION FI Ops Officer 5. DESCRIPTION OF DUTIES Same as 3, above, less CE Work and penetration agent handling. 1. INCLUSIVE DATES (From- and To-) 2. GRADE 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT Dec. 1951-June 1952 GS-5 WН 4. NO. OF EMPLOYEES UNDER YOUR DIRECT 5. OFFICIAL POSITION TITLE SUPERVISION FI Ops Officer 6. DESCRIPTION OF DUTIES Training. Also orientation at various desks. (Use additional pages if required)

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SECRET SECTION V CONTINUED FROM PAGE 2 4. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY? 5. IF YOUR ANSWER IS "YES" TO THE ABOVE QUESTION. GIVE PARTICULARS, INCLUDING COURT AND DATE(S) 6. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT.

PENSION, OR COMPENSATION FOR MILITARY OR NAVAL SERVICE?

YES RO 7. IF YOUR ANSWER IS "YES" TO THE ABOVE QUESTION, GIVE COMPLETE DETAILS NA 8. DO YOU HAVE ANY FINANCIAL INTEREST IN, OR OFFICIAL CONNECTION WITH, NON-U.S. CORPORATIONS OR BUSINESSES OR IN OR WITH U.S. CORPORATIONS OR BUSINESSES HAVING SUBSTANTIAL FOREIGN INTERESTS? 74.5 IF YOU HAVE ANSWERED "YES". GIVE COMPLETE DETAILS ON A SEPARATE SHEET AND ATTACH IN A SEALED ENVELOPE. SECTION VI CITIZENSHIP 2. CITIZENSHIP ACQUIRED BY - CHECK (X) ONE:

BIRTH WARRIAGE TOTHER (Specify): Naturalizati 1. PRESENT CITIZENSHIP (Country) 3. HAVE YOU TAKEN STOPS TO CHANGE YOUR PRESENT CITIZENSHIP? YES TO BE 4. GIVE PARTICULARS 5. IF YOU MAYE APPLIED FOR U.S. CITIZENSHIP, INDICATE PRESENT STATUS OF YOUR APPLICATION (First papare, etc.) SECTION VII EDUCATION 1. CHECK (X) HIGHEST LEVEL OF EDUCATION ATTAINED LESS THAN HIGH SCHOOL SAADUATE S BUCKEFOR, 2 DECREE HIGH SCHOOL SEADURTE TRADE, BUSINESS, ON COMMERCIAL SCHOOL GRADUATE GRADUATE STUDY LEADING TO HIGHER DEGREE 2. COLLEGE OR UNIVERSITY STUDY SUBJECT SEM/DO DATES ATTENDED NAME AND LOCATION OF COLLEGE OR UNIVERSITY DEGREE DATE SPECIFY Piplom (Pub. Subjects Rel. & Language Commi May 191 Latin American Institute, N.Y.C. 1950 Journ \Hist Aug June Mexico City College, Mexico D.F. 1949 1949 Sen Hrs 3. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS DATES ATTENDED TOTAL NAME OF SCHOOL STUDY OR SPECIALIZATION Latin American Institute Diplomatic (see above) 4. MILITARY TRAINING (Pull time duty in specialized schools such as Ordnance, Intelligence, Communications, DATES ATTENDED NAME OF SCHOOL STUDY OR SPECIALIZATION MONTHS FROM Military Police School M.P. Training 1947 2 mos.

5. OTHER EDUCATIONAL TRAINING NOT INDICATED ABOVE Self Study, various fields.

SECRET

	SECTION 11	1 CONTINUED COOK O			
21. DATES OF MILITARY	SERVICE (From- and To- ) BY MC	I CONTINUED FROM PA	AGE 1		
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ECTION IV RELATI	VES BY BLOOD, MARRIAGE OR ADOF	TION LIVING ARROAD	OR WHO ARE	NOT IL C. CITIZENA	· /:4*
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THE OR HUSBAND: If you is the beat and giving data be.  NAME (F  DOTO  DATE OF MARRIAGE  17 May 1952  HIS (OF her) ADDRESS B  7. LIVING  YES   NO  0. CURRENT ADDRESS (Give Same as 2, abo  1. DATE OF BIRTH  12 November 19  3. IF BORN OUTSIDE U.S NA  5. CITIZENSHIP (Country)  USA  8. OCCUPATION  HOUSEWIFE  0. EMPLOYER'S OR BUSINES	S. PLACE OF A SEFOPE MARRIAGE  B. DATE OF D  LAST address,  VY C  12. PLACE OF  DATE OF ENTRY	Widdle)  Bernadette  PARRIAGE (City, St.  York City, N.  (No., Street, Cit  if deceased)  BIRTH (City, Star  OVINGTON, LOU  14- PLAGE OF ENTR  16. DATE ACQUIRED  NA  19. PRESENT EMPLO  unemployed, i	Maiden)  Wartin  Oute, Country)  Martin  Oute, Country)  Manhattan, New You  CAUSE OF DEATH  NA  Oute, Country)  Islana, USA  17. WHERE ACQUIR  NA  Outer (Also give former of two employers)  Nayer (Also give former of two employers)  Nayer (Also employers)  Nayer (Also employers)  Nayer (Also employers)	Lated, provide same da (Lost)  Kent  ck City  DATE 4	FOR FICATIONS MAY 1958
PE OR HUSBAND: If you is husband giving data be.  NAME  OF DOTO  DATE OF MARRIAGE  17 May 1952  HIS (or her) ADDRESS B  T. LIVING  X YES HO  CURRENT ADDRESS (Give Same as 2, about 12 November 19  3. IF BORN OUTSIDE U.S  NA  5. CITIZENSHIP (Country)  USA  8. OCCUPATION  HOUSEWIFE	S. PLACE OF A SEFOPE MARRIAGE  B. DATE OF D  LAST address,  VY C  12. PLACE OF  DATE OF ENTRY	Widdle)  Bernadette  PARRIAGE (City, St.  York City, N.  (No., Street, Cit  If deceased)  BIRTH (City, State  OVINGTON, IOU  14. PLACE OF ENTR  16. DATE ACQUIRED  NA  19. PRESENT EMPLO  unemployed, I  Street, City, St.	Maiden)  Wartin  Oute, Country)  Martin  Oute, Country)  Manhattan, New You  CAUSE OF DEATH  NA  Oute, Country)  Islana, USA  17. WHERE ACQUIR  NA  Outer (Also give former of two employers)  Nayer (Also give former of two employers)  Nayer (Also employers)  Nayer (Also employers)  Nayer (Also employers)	Lated, provide same da (Lost)  Kent  ck City  DATE 4	FOR IFICATION MAY 1959

Step Father in law

Full Name: G. Arthur Dovey
Living
PRESENT ADDRESS: 355 N. Y. Ave., Jersey City, N.J.

DATE OF BIRTH:

1904

CITIZENSHIP:

U.S.

OCCUPATION: U. S. N. Inspector (Civil Service)

Sec	9. MOTHER-IN-LAW					
	FULL NAME Eyel	70	D.		Do	vey
	LIVING OR DECEASED LIV	ring DATE (	OF DECEASE		(Iast) CAUSE	
	PRESENT, OR LAST, ADDRES					
	DATE OF BIRTH 2 Nov 19	11 PLACE OF 1	BIRTH LONG	) ], Ynsse	(Blaze) chusett	(Country)
	IF BORN OUTSIDE U. S. INDI	CATE DATE AN	ID PLACE OF EN	TRY		
	CITIZENSHIP U.S. V	VHEN ACQUIRE	D?	WHERE	<b>?</b>	
	OCCUPATION Letay Manuf	Co, Inclast	EMPLOYER N	Y.C. N.	(City)	State) (Country
Sec.	10. RELATIVES BY BLOOD, M OR WHO ARE NOT CITIZEN	AKKIAGE OD	A DODUTOR 11	TTTA TITE	HER LIV	Æ ABROAL
	1. NAME		RELATIONSHI	IP		ACE
	CITIZENSHIP	ADDRESS	(8t and Van)			AGE
	2. NAME		_ RELATIONSHI	P	(State)	(Country)
	CITIZENSHIP	ADDRESS	_			AGE
	CITIZENSHIP		(St. and Number)	(City)	(State)	(Country)
	CITIZENSHIP	ADDRESS	RELATIONSHI	P	**************************************	AGE
			(St. and Number)	(City)	(State)	(Country)
SEC.	11. RELATIVES BY BLOOD OR THE U.S. OR OF A FOREIGN	MARRIAGE	IN THE BETT IN	ARY OR	CIVIL S	ERVICE OF
	1. NAME Harry Martin		_ RELATIONSHII	Uncl		AGE 43
	CITIZENSHIP U.S.	ADDRESS .	(St and Warning)			California
	TYPE AND LOCATION OF SERV	TICE (IF KNOW)	N) U. S. Na	vy, Subm	(State) arine C	(Country)
	2. NAME G. Arthur Dovey					
	CITIZENSHIP U.S.			TAI T	ATI	
	TYPE AND LOCATION OF SERV	ICE (IF KNOWN	(St. and Number)	(City) Service	(State)	(Country)
	3. NAME	* d ***	RELATIONSHIP			
	CITIZENSHIP	ADDRESS			A	WE
	TYPE AND LOCATION OF SERV	10D	(St. and Number)	(City)	(State)	(Country)

	OCCUPATION	LĄST EI	IPLOYER		
	EMPLOYER'S OR OWN BUSINESS AT	DDRESS			<del></del>
		(8	t, and Number)	(City) (Sta	te) (Country)
	MILITARY SERVICE FROM	то	BRANC	H OF SERVICE	
	COUNTRY	DETAILS OF	OTHER GOV	T. SERVICE, U.	s. or foreign
AT				*******	
SEC.	7. BROTHERS AND SISTERS (Includi	ing half-, ste	p-, and adopt	ed brothers and	d sisters) :
	1. PULL NAME (First)	(1	(iddle)		AGE
	(St. and Number)	(City)	(State)	(Country)	(Citizenship)
	2. FULL NAME		næn.	*******************	. AGE
	PRESENT ADDRESS (St. and Number)			(Los	3)
	• Pitt I Mann	(CRS.	(State)	(Country)	(Citizenship)
	(Pint)		iddle)		AGE
	PRESENT ADDRESS				
	PRESENT ADDRESS (St. and Namber)	(City)	(State)	(Country)	(Citizenahip)
	4. FULL NAME				ACD
	4. FULL NAME (First)	(M	kldle)	(Last	. AGE
	PRESPINT ALDRESS (St. and Number)	(Chty)	(State)	(Country)	(691
	6. FULL NAME(Plast)				
	(First)	(14)	ddle)	(Last)	. AGE
	PRESENT ADDRESS				
	PRESENT ADDRESS (St. and Number)	(City)	(State)	(Country)	(Citizen-bip)
SEC. 8	FATHER-IN-LAW				
	FULL NAME Riward G. (First)			Martin	
	(First)	(M)	idie)	(Last)	
	MAING OR DECEASEDD	ATE OF DEC	EASE	CAUSE	
	PRESENT, OR LAST, ADDRESS 20 OR	iole Drive	. Springhi	ll. Alahama	
	DATE OF BIRTH 4 Feb 1908 PLACE	OF BIRTH	Covingto	(State)	(Country)
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	CITIZENSHIP				
	CITIZENSHIP WHEN ACC	totkeD?	w	HERE?	
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В	MENTS—USE A SEI	PARATE SHEET I PREVIOUS MARS	FOR FORMER WIFE RIAGES.)	OR HUSBAND	GIVING DA	TA REQU
В	BELOW FOR ALL I	PARATE SHEET I	FOR PORMER WIFE RIAGES.) ernadette (Midas)	OR HUSBAND  Martin  (Maiden)	GIVING DA	Kent (Lest)
В	MENTS—USE A SEI BELOW FOR ALL I NAME OF SPOUSE	PARATE SHEET PREVIOUS MARS  Dorot y B  (Final)  OF MARRIAGE	FOR PORMER WIFE RIAGES.) ernadette (Middle)	Martin (Malden)	GIVING DA	Kent (Lest)
В	MENTS—USE A SEI BELOW FOR ALL I NAME OF SPOUSE	PARATE SHEET PREVIOUS MARS (Fini) OF MARRIAGE PRESS BEFORE M	FOR PORMER WIFE RIAGES.)  ernadette (Middle)  New York City,  IARRIAGE 521 W (St and N	Martin (Malden)  NaY 17)  est 180 St.  maker) (City)	fay 1952	Kent (Leet)
В	MENTS—USE A SEI BELOW FOR ALL I NAME OF SPOUSE PLACE AND DATE ( HIS (OR HER) ADD LIVING OR DECEAS	PARATE SHEET PREVIOUS MARS  DOFOL Y B  OF MARRIAGE  ORESS BEFORE M  SED living	FOR PORMER WIFE RIAGES.)  ernadette (Middle)  . New York City.  (ARRIAGE521_W (St and N	Martin (Maidon)  N.Y 17 )  est 180 St. conber)  (City)	fay 1952  N.Y.C.  (Pate)	Kent (Lask)
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В	MENTS—USE A SEI BELOW FOR ALL I NAME OF SPOUSE PLACE AND DATE ( HIS (OR HER) ADD LIVING OR DECEAS	PARATE SHEET PREVIOUS MARE PREVIOUS MARE OF MARRIAGE PRESS BEFORE MARRIAGE OF	FOR PORMER WIFE RIAGES.)  ernadette (Middle)  New York City,  IARRIAGE 521 W (St and N  DATE OF DECEAS  (St and Number)  ACE OF BIRTH	Martin (Maldon)  N.Y 17)  est 180 St.  maker)  (City)  Covington, (City)	fay 1952  N.Y.C (Bate)  (State)  Louisians (State)	Kent (Last)  H.Y. (County (County County Cou
В	MENTS—USE A SEI BELOW FOR ALL I NAME OF SPOUSE. PLACE AND DATE ( HIS (OR HER) ADD LIVING OR DECEAS PRESENT, OR LAST DATE OF BIRTH 12 IF BORN OUTSIDE	PARATE SHEET IPREVIOUS MARS  DOFOT Y B  (First)  OF MARRIAGE  RESS BEFORE M  SED LIVING  F, ADDRESS  2. Nov 1930 PLA  U. S. INDICATE I	FOR PORMER WIFE RIAGES.)  ernadette (Missa)  Env. York City, (ARRIAGE 521 W (St and N  DATE OF DECEAS  (St and Number) ACE OF BIRTH  DATE AND PLACE	Martin (Maiden) N.Y 17 ) est 180 St. ember) (City) SE (City) Covington, (City) OF ENTRY	fay 1952  N.Y.G. (Pote)  CAUSE (State)  Louisians (State)	Kent (Leet)  H.Y. (County
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# PERSONAL HISTORY STATEMENT

Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.
any question or questions for which you do not have sufficient room.

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	-	Miss						Teleph Office	0118:
а.	FULL NAME (Use No Initials)	Mrs.	(First)	(Misk	[iie)	<del>-</del>	<b>T</b>		
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٠, ١	PRESENT AD	DRESS							
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B. 1	NICKNAME								(Country
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SEC. 4	. CHILDREN OR	NA	(Include par	tial dependents):		A	GE
	1. NAME			REDATIONS	,		
	CITIZENSHIP			(ac and times	(Gty)		(Country)
	2. NAME			RELATIONSHIP .	e: asse e**	<b>^</b>	
	CITIZENSHIP		address	(St. and Number) RELATIONSHIP	(City)	(State)	(Country)
	3. NAME	- 1 - mg - 100		RELATIONS			
	CITIZENSHIP		ADDRESS	a serversity a market		(State)	(Country)
-	5. FATHER (Giv	a the same infor	mation for st	epfather and/or g	ruardian (	on a sept	arate sheet)
SEC.	5. FAIRER (GIV					Kent	•
	FULL NAME	Paul (Flora)	5478 ()	P DECEASE	9	AUSE	NA
,	LIVING OR D	ECEASED LIVING	DATE U	P DECEMBER	0/40	~	v 110 A
	PRESENT, O	R LAST, ADDRESS	2448 1425	hington Hye.	Z. z. Z. Jean	58 Z.S.	France.
	DATE OF BIE	THE MANAGE AND S.	. PLACE OF I	HETH MELZ.	19	iida) L. /2.34	(Country)
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		. //S.A wa	REN ACQUIR	DY WY 14 1998	WHERE!	/Y.Z.	/ Y. f L.E. 2x (7) Mate) (Compley)
	OCCUPATION	Manufacture	LAS	T EMPLOYER PAOL	o sema	u, lar.	v 1/c <b>n</b>
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Sec	. & MOTHER (G	ive the same info	rmation for s	tepmother on a sep	rate shee	t) بد سد	
	PULL'NAME			(16146-)	/p	(Lan)	NA
	LIVING OR	DECEASED LIVE	DATE	OF DECEASE	XXC.	N.Y.	U.S.A.
					· ·	(State)	LL. (Country)
	DATE OF S	12 martin 124, 124	APPLACE OF	BURTH FRANCE		NY	CAYUS
	CCTUUE/SIM	B.H.	Mark Acqui	ern Tack, 1997	MHENE	(Car)	ALV
δ		orana v. e ma	CHE DATE	AMBINACE OF E	THE STATE OF	1 10,12	1.7.

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Nr. Kent advised Contract Fersonnel Division this date that his date of naturalization should be 20 July 1959 and not as indicated on his Personal History Statement

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### PERSONAL HISTORY STATEMENT

Instructions: 1. Answer all questions completely. If question is not applicable write "NA," Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.

Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS 1/65 SEC. I. PERSONAL BACKGROUND Enter E.O. Homo Cypress & 61:22 A.FULI NAME Mr. William Morris Kent PRESENT ADDRESS 2448 Washington Hive. N.Y.C. S.V. IV. Y. U.S.H. PERMANENT ADDRESS 2448 Washington Hue. N.X. C. 58 N.Y. U.S.H. WHAT OTHER NAMES HAVE YOU USED! William B. NICKNAME ROSPARTANZ . UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES! BESENKERINE Was legal tamit name tarmerly HOW LONG! 15.973. IF A LEGAL CHANGE, GIVE PARTICULARS Hog. 4, 1944 Supreme Court. Eronx County N.Y.C. N.Y. C. DATE OF BIRTH May 2, 4227 PLACE OF BIRTH Milan D. PRESENT CITIZENSHIP U.S. H. BY BIRTH! BY NATURALIZATION CERTIFICATE NO. 690 999.1 ISSUED July 20, 1951 BY U.S. HISTORY COURT AT New York City New York HAVE YOU HAD A PREVIOUS NATIONALITY! HELD BETWEEN WHAT DATES #12 1999 TO LAZ 199 ANY OTHER NATIONALITY? None

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP! No .... GIVE PARTICULARS:

562.9:

MOTHER IN LAW-

NAME - EVELYN D. DOVEY
LIVING
PDDRESS - 355 NEW YORK AVE, , JERSEY CITY, NAT
DATE OF BIRTH: & NOV. 1910
CITIZENSHIP: US
OCCUPATION: DEFENSE WORKER

SEC.8:

STEP-FATHER-IN-LAWNAME I G. ARTHUR DOVEY
LIVING
ADDRESS: 355 NEW YORK AVE., TERSEY CITY, NJ.
DATE OF BIRTH: 1904
CITZENSHIP: US

OCCUPATION: US NAUY INSPECTOR

	YOU, INDICATE B	WLEDGE, ANY OF THE ABO ELOW THE NAME OF THAT ION:	VE HAS CONDU AGENCY AND	THE APPROXIM	ATE DATE OF
Sec.		NOTIFIED IN CASE OF			
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USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

U. S. GOVERNMENT PRINTING OFFICE 18-82855-1

SEC. 9. MOTHER-IN-LAW

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# Amend ment to Piss Due to Markinge Dute: 17 May 1952 PERSONAL HISTORY STATEMENT

Instructions: 1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.

> 2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

HAVE	YOU	READ	AND	DO	YOU	UNDERSTAND	THE	INSTRUCTIONS?	762
									(Yes or No)
 							CHARLES AND ADDRESS.		

. 1.	. PE	RSONAL BACKGRO	DUND			Telephon	e:			
		FULL NAME Mr.	WILLIAM	MORRIS	KENT					
	(	(Use No Mys.	(First)	(Middle)	(Last)		******************			
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	Wife	1930		x	US WOOM	ADDAESS  2608 N.Winchester St.  Arlington 13, Va.
William M. Kent, Jr.	Son	1953	x		US	W Va
Faul E. Kent	Son	1954	x		US	
Karen A. Kent	Daughter	1955		I	TE .	
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				-		
DITIONAL COMMENT AND/OR CONTIN	UATION OF PRECED	ING ITEMS				

DATE COMPLETED February 1957

SIGNATURE OF EMPLOYEE

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SECTION X		DEPEND	ENT CHILDREN AND DEPENDENTS	OTHER THAN SPO	USE	
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MUNICIPALITY, ETC.: (Provide Lee	nsc registry hud	ber if kna	~n)						6. LATEST	LICENSE/CE	RIFICATE IN	ear of issue:	
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8, INDICATE ANY DEVICES WHICH	H YOU HAVE	INVENTED	AND STAT	E WHE	THER OR N	OT THEY ARE PATENTED							and the second of the second o
9. PUBLIC SPEAKING AND PUBLIC HAVE BEEN THIS REQUIRE	RELATIONS E	XPERIENIC CITHUD 1003	E IDATE PUBLI	- ,	(A) N	ON-PARTISM FOR NECS - S.	v 701 vD 58	U N V-E-2	600.	NET L	GZET	70103	**************************************

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SECTION VII			ECIAL QUALIFICA		, ENG , TF		7 345011		
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Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 4441, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.

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### QUALIFICATIONS UPDATE

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

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Additionally, a qualifications update may take place at any time there is information to be added or changed simply

Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

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### QUALIFICATIONS UPDATE

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### QUALIFICATIONS UPDATE

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# DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

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# INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the ferrgoing certificate is made shall determine to his own satisfaction that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations and acts of Congress pertaining to appointment, this form should be checked for holding of office, pension, suitability in connection with only record of recent discharge or arrest, and particularly for the following:

(1) Identity of appointes.—It is the duty of the appointing officer to guard against inpersonation and to determine beyond reasonable doubt that the appointee is the same person whose appointment was sutherized. The appointer's signature and handwriting are to be compared with the application and/or other pertinent papers. If the appointee qualified in a written examination, the signature on this form should be compared with the signature on the declaration sheet, which was signed in the examination room. His physical appearance may be checked against the medical certificate. The appointer may also be questioned on his personal three medical certificate.

POUNTING UPFICEM

(2) Age.—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made, the appointment may not be consummated.

(3) Citizenship.—The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriation acts. Form 61 constitutes an antidavit for both purposes and is acceptable proof of citizenship status in the absence of conflicting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Commission.

(4) Mambacs of Family.—Section 9 of the Civil Service Act provides that

(4) Members of Family.—Section 9 of the Civil Service Act provides that whenever there are slready two or more members of a family service under probational or permanent appointment in the competitive service, no other member of such family is eligible for probational or permanent appointment in the competitive service. The appointments of persons entitled the competitive service.

- 8. Authorized instructions which you receive from CIA in briefing, training, or in any other way are a part of this memorandum of agreement and are incorporated herein to the extent that such instructions are not inconsistent with the terms hereof.
- 9. You are not assured upon the completion of your period of duty with the Foreign Service of any status with the Foreign Service based on your services performed with that organization at the request of CIA.
- 10. You will be required to keep forever secret this agreement and all other information which you may obtain by reason hereof, unless you are released in writing by CIA from this obligation. Violation of such secrecy may subject you to criminal prosecution under the espionage law, dated 25 June 1948, as amended, and other applicable laws and regulations. The termination of your employment with CIA will not release you from the obligations of any security oath you may be required to take.

CENTRAL INTELLIGENCE AGENCY

ACCEPTED:

APPROVED:

DIRECTOR OF PERSONNEL

with your cover designation, will normally be at the direction of the Foreign Service. Such travel will be accomplished in conformance with applicable regulations of the Foreign Service except when you are directed for operational reasons to perform travel in accordance with CIA regulations.

- 4. You are entitled by this agreement to the payment of a post differential and allowances, based upon your CIA or Foreign Service salary rate, whichever is greater. Payment of your salary, post differential and allowances by the Foreign Service will be full compensation for your services when the total amount is equal to or greater than that payable by CIA. Otherwise, the balance will be paid directly to you by CIA in a manner designated by you in writing and acceptable to CIA. The schedule of allowances applicable to your grade (CIA and Foreign Service) and post of duty are subject to unilateral adjustment by the Government.
- 5. Your status as a CIA employee will continue in full force and effect during your period of duty with the Foreign Service, 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. All annual and sick leave which will have accrued to your credit at the time of integration into the Foreign Service will be held by CIA pending your transfer from the Foreign Service to CIA. While assigned to the Foreign Service you will be permitted annual leave, sick leave, statutory leave, and leave without pay in accordance with the regulations of that organization. Upon completion of your integration in the Foreign Service your accrued leave will normally be transferred to your credit with CIA. If security conditions require that you be given a lump-sum payment for accrued annual leave, you will be required to pay the gross amount of any such lump-sum payment to the CIA at the time of your reinstatement including any withholding tax deducted by the Foreign Service.
  - b. Upon your integration in the Foreign Service, you will continue to be covered by the provisions of the Civil Service Retirement Act, as amended, and you will be subject to payroll deductions for retirement purposes (now six percent).
- 6. If the CIA considers it undesirable for you to continue the use of your Foreign Service cover, your services will be utilized whenever possible in some other appropriate capacity as designated by CIA, unless the circumstances are such as to warrant your termination for cause.
- 7. Consistent with your cover activity, you will continue to be responsible for compliance with CIA rules and regulations.

INTEGREE AGREEMENT

Mr. William M. Kent Washington, D. C.

Dear Mr. Kent

This is a memorandum of agreement between you and the United States Government in regard to your employment by CIA. It is hereby mutually agreed and understood that:

- l. As an employee of CIA, at the present grade and salary of 68-11 \$7270 per annum, you will accept cover employment in the Foreign Service effective as of 23 Jaly 58. You will, insofar as consistent with your basic responsibility to CIA, abide by all the rules, regulations, practices and policies of the Foreign Service in order to appear as a conventional member of that establishment. Your appointment to the Foreign Service is being effected at the class of FSR-7 and salary of 2015 per annum.
- 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 CIA, and the length of your tour of duty, as currently specified, may be unilaterally changed by CIA in order to conform with subsequent changes in the prescribed tour of the Foreign Service. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by the Agency to be beyond your control or if you are terminated for cause either by the Foreign Service or CIA 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 the Agency to be beyond your control or if you are terminated for cause either by the Foreign Service or CIA 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 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

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## DEPARTMENT OF STATE

February 19, 1959

Dear Shaft

I would like to take this opportunity to thank you for the outstanding help of the officers of your agency in Carseas, Venezuels to our protection detail during the recent inauguration of President Betancourt.

Specific mention should be made of Mesers. Jacob Esterline, Milliam Patterson, and Milliam Kent, whose untiring efforts were in no small way responsible for the safety of the U.S. delegation.

As always, it has been a pleasure to work with you and members of your agency, and we look forward to doing so again in the future.

Sincerely yours,

E. Toslin Bailey Director

Office of Security

Colonel Sheffield Edwards
Director of Security
Central Intelligence Agency
Washington, D.C.

## CONFIDENTIAL

	(When Fit	led In)	
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## CONFIDENTIAL (When Filled In)



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MEMORANDUM FOR:

William M. Kent

SUBJECT

Commendation

You were mentioned particularly as one who performed your duties with distinction in support of the mission outlined in Project JMATE. Your cooperation, enthusiasm and the untiring application of your experience and knowledge with confidence and conviction has been a real credit to you and to your office. Even though you may have been subjected to disappointments and personal inconveniences, you gave more than is normally expected and your performance and contribution is worthy of special praise.

Thank you personally for this contribution.

Western Hemisphere Division

4. While consideration has been given Mr. Kent with regard to an Honor and Merit Award, it appears more appropriate that he be granted a Quality Step Increase.

William V. Broe Chief, Western Hemisphere Division

APPROVAL RECOMMENDED;	
Alle	3 June 1966
Secretary, CS Panel Section B	Date
CONCUR:	

Michael G. Mitchell

6 Juni 1966

APPROVED:

Director of Personnel

Date

STANDARD FORM 61 (REVISED AUGUST 1949)
PROMULGATED BY CIVIL SERVICE COMMISSION
FEDERAL PERSONNEL MARIJAL

## APPOINTMENT AFFIDAVITS

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

CIA				
(Department or agenc	(x)	(Bureau or division)	(Place of	employment)
WILLIAM M. KENT		• .	, do solemnly swea	r (or affirm) that—
*			, do solching swea	t (or animy that
A. OATH OF OFFICE  I will support and defer domestic; that I will bear without any mental reserva duties of the office on which	true faith and tion or purpos	allegiance to t e of evasion; th	he same; that I ta at I will well and	ke this obligation free
B. AFFIDAVIT AS TO SUBVER	SIVE ACTIVITY	AND AFFILIATIO	N	
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C. AFFIDAVIT AS TO STRIKE	IG AGAINST TH	E FEDERAL GO	/ERNMENT	
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D. AFFIDAVIT AS TO PURCH.  I have not paid, or offer firm or corporation for the	red or promised	i to pay, any m	oney or other thing	of value to any perso
E. AFFIDAVIT AS TO DECLAR				
The answers given in correct.			on the reverse of	this form are true a
2 January (952 (Date of entrancion duty)			Signature of app	Kersi vointee)
Subscribed and sworn before	me this 2nd	day of	Jamuary	, A. D. 19
Daniel Communication of the Co		WASHINGTON, I		,
at (City)			**********	State)
[SEAL]		K	abert J	Hayes
			(Title)	
NOTE.—If the oath is taken be shown.	before a Notar	y Public the da	te of expiration of	his commission shou

either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

6. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.

Official authorized to sign lefters of appointment.

I accept the above agreement as a condition of my employment by CIA.

William M. Kent 2 Jan. 1952 Employee Date

### CENTRAL INTELLIGENCE AGENCY 2450 E STREET NW. WASHINGTON 25, D. C.

Date 2 amuary 52

### Door WILLIAM M. KENT

1. This is to notify you that the United States Government, as represented by the Central Intelligence Agency, has accepted your employment effective

Position: ADMIN. CLERK

Base Salary: 08-5 \$3/10.

### 2. You will be:

- a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.
- b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.
- c. If stationed cutside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.
- 3. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, unless otherwise specified in advance by CIA, you will be required to remain at the post to which assigned for a period of 24 months from the date of arrival thereat, unless sooner transferred, reassigned or separated for reasons beyond your control. If you wish to return to the United States for personal reasons during that period, all travel and transportation costs incident to such return will be borne by you, with no expense to the Government.
- 4. If this employment is for assignment to an overseas post, it is understood and agreed that, unless earlier separated for reasons beyond your control, you will remain in Government service for 12 months after your arrival at your first overseas post, and if you violate this agreement, any money expended by the United States on account of your travel and the transportation of your immediate family and household goods will be considered a debt due to the United States.
- 5. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event

## Security Information

- 6. If you should receive any sums required under the terms of this letter of appointment from or through your cover instrumentality, such sums will be used to offset amounts due and payable by CIA. Sums thus received through your cover instrumentality are acknowledged and agreed to be payment by CIA within the provisions of this letter of appointment.
- 7. Your employment under this letter of appointment is subject to the availability of the appropriations for the functions of CIA. Upon termination of your cover employment, you will revert to normal staff employee status upon the effective date of the termination of your employment hereunder, unless for good and sufficient cause, such as misconduct or demonstrated incompetence, such reversion would be opposed to the efficiency and best interests of CIA. The termination of this appointment will not release you from the provisions of any security eaths you will be required to take.
- 8. Authorized instructions from CIA received by you in briefing or training will be deemed a part of this letter of appointment and are incorporated herein to the extent that such instructions are not inconsistent with the terms hereof
- 9. Any additional provisions or arrangements will be contained in supplemental documents.

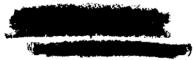
CENTRAL INTELLIGENCE AGENCY

Personnel Division, Covert

ACCEPTED:

Kant William Morris

### Security Information



Central Intelligence Agency

Washington, D. C.

Kent, William Merris

1. Pursuant to the authority vested in me by Section 5.2 of the Confidential Funds Regulations, you are hereby appointed an employee of the Central Intelligence Agency in the capacity of a staff agent at a salary of \$ 3715.00 grade GS-6

This appointment will be effective 10 June 1952.

If security considerations permit, appropriate deductions will be made for retirement and withholding tax purposes. In any event, it shall be your responsibility to report income received from CJA hereunder in accordance with existing Federal income tax laws and regulations.

- 2. The conditions of your employment will be in accordance with established CIA procedures for an employee of similar grade and salary provided, however, that where necessary, in the interests of preserving your cover and the security of CIA, established procedures will not be followed in all details. However, there will be substantial compliance with such procedures. Termination of this appointment will be in accordance with established procedures.
- 3. Where authorized, you will receive living-quarters and cost-of-living allowances, travel and transportation expenses and other emoluments of your position with CIA. You will account for such allowances, travel, and operational expenses in substantial compliance with CIA regulations or the established policies of your cover facility whichever is directed by CIA.
- 4. For the purpose of your employment hereunder, you will be required to accept employment or adopt necessary cover other than with CIA in a manner directed by CIA. In the event the circumstances of your cover are altered to such an extent that CIA deems it undesirable to continue further use by you of such cover, it is intended that your services will be continued by CIA in some other appropriate capacity or position.
- 5. a. If, in the performance of your cover service, you assume the custody of or take title of record to property of any nature whatscever and wherever situate, which property has in fact been purchased with monies of the U.S. Government, you hereby recognize and admowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by CIA to evidence this relationship.
- b. It is expressly understood and agreed that any and all documents which you may execute in the course of such cover employment are subordinate to this agreement and any contradiction in terms which may in any way appear to amplify, extend or restrict your rights and/or obligations hereunder shall be resolved by this agreement which shall always be dominant.

### Security Information

Date: 6 June 1952

Central Intelligence Agency 2430 E Street, N. W. Washington, D. C.

#### Centlemen:

- 1. In accordance with the policy of this agency, it is understood and agreed by me that I shall be required to serve a minimum term of two years from the date of my arrival at my overseas post of duty, unless terminated by the Government for its convenience. If the assignment is terminated at my request in less than twenty-four months, the following shall prevail:
- (a) If I resign in less than twelve months from the date of my arrival at my overseas post of duty, I shall reimburse CIA for all travel expenses involved in the transportation of myself, my immediate family, household goods, and personal effects and automobile to the foreign station, and pay all such expenses for return to the United States.
- (b) If I resign between the twelfth and twenty-fourth month from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects and automobile to the United States.
- 2. Part (a) above shall not apply to employees who have served in a departmental position with CIA or who have served an overseas tour of duty with CIA, and in such case part (b) only shall apply, amended to read: "If I desire to terminate or return to the United States prior to the expiration of twenty-four months from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects to the United States".

Witness:

Sweet W. Payan

Kents William Morris

## PORM NO. Dec. 1947 51-53

### CONFIDEN

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Report prepared by Reingrober because is on home leave.

- 7. Your employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of 12 months from the date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be considered for other types of available employment for which you are suited, or your employment will be terminated.
- 8. Your appointment is for such time as your services may be required and available funds permit.

Pluth & Duffer Office of Personnel

I accept the above agreement as a condition of my employment by CIA.

(Employee)

5 October 1952

Date \_\_\_ 5 Oct 1956

### Dear Mr. Kent:

1. This is to notify you that the United States Government, as represented by the Central Intelligence Agency, has accepted your employment effective 8 October 1956.

Position:

Area Ops Officer

Base Salary:

\$6390.00 per annum

- 2. You will be entitled to receive annual and sick leave, retirement coverage and such other employee benefits as may be provided by Agency regulations or applicable Federal laws and regulations.
- 3. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, the duration of the tour of duty will be prescribed in advance and will normally consist of a period of 24 months. You will be required to serve the prescribed period of the overseas tour of duty from the date of arrival at your overseas post of duty unless this tour is sooner terminated by the Government for its convenience or it is terminated for circumstances that are considered by the Agency to be beyond your control.
- 4. If you terminate your assignment at an overseas post of duty for reasons within your control in less than 12 months from the date of arrival at the overseas post of duty, it is understood and agreed that you will be liable for reimbursing CIA for all travel expenses, including storage and per diem, incurred by the Government in the transportation of yourself, your dependents, household effects and automobile to your overseas post of duty, and you will pay all return travel and transportation expenses to the United States.
- 5. It is further understood and agreed that if you terminate your overseas assignment for reasons within your control subsequent to the twelfth month but prior to the completion of your prescribed tour of duty, you will pay all return expenses for the travel and transportation of yourself, your dependents, household effects and automobile to the United States.
- 6. If you wish to return to the United States for personal reasons during your overseas tour of duty, all travel and transportation costs incident to such return will be borne by you, with no expense to the Government.

## DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this eclaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a riminal offense and will be prosecuted accordingly.

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E YOU FILED APPLICATION RESULTING IN THIS DISCHARGED, OR FORCED TO RESIGN, FOR M DRY SERVICE FROM ANY PROFITCIONS	AFPOINTMENT HAVE Y	00				<del></del>	
DRY SERVICE FROM ANY POSITION?	ISCORDUCT OR UNSAT	15-	1		YES		
our answer is "Yes", give in Item 10 ti imployer, date and reseon in each cei	e name and addre		X			************	
and reason in seen ca	<b>.</b>	1	1				
YOU BEEN ARRESTED /NOT INCLUDING			-				
YOU BEEN ARRESTED (NOT INCLUDING TR IN YOU WERE FINED 8:5 OR LESS, OR FORFEITE SINCE YOU FILED APPLICATION RESULTING I	D COLLATERAL OF 125 C	R P				***************************************	
The second secon	IN THIS APPOINTMENTS.		J.				
our answer is "Yes", list all such os in each case; (1) The date; (2) the n clatron; (3) the name and location o			Х				
alty imposed, if any, or other dispondented, your fingerprints will be to	sition of the case						
The same of the sa					•		
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	INSTRUCT	TIONS	TO /	APPOI	NTING OFFICER		

sppointing officer before whom the foregoing certificate is made shall ine to his own satisfaction that this appointment would be in conformance of Civil Service Act, applicable Civil Service Rules and Regulations and Congress pertaining to appointment, form should be checked for holding of office, pension, suitability in conwith any record of recent discharge or arrest, and particularly for the agt.

lentity of appointes.—It is the duty of the appointing officer to against inpersonation and to determine beyond reasonable doubt that the tee is the same person whose appointment was authorized. The region signest was an anodwriting are to be compared with the application other ipertinent papers. If the appointe qualified in a written examination short, which was signed in the examination room. His physical once may be thecked against the medical certificate. The appointee to be questioned on his personal history for agreement with his previous mits.

(2) Age — If definite age limits have been established for the position, it should be determined that applicant is not outside the figure for appointment. Until such determination is made, the appointment may not be consummated.

(3) Citizenship.—The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriation acts, Form 61 constitutes an affidavit for both purposes and is acceptable proof of citizenship status in the absence of conficting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Commission.

(4) Members of Family — Service Commission.

the certifying office of the Civil Service Commission.

(4) Members of Family.—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probational or permanent appointment in the competitive service, no other member of such family is eligible for probational or permanent appointment in the competitive service. The appointments of persons entitled to veteran preference are not subject to this requirement. The members-of-family provision does not apply to temperary appointments. Doubtful cases may be referred to the appropriate office of the Civil Service Commission for decision.

U. S. GOVERNMENT PRINTING OFFICE 18-58160-2

STANDARD FORM 61 (REVISED AUGUST 1949)
PROMULGATED BY CIVIL SERVICE COMMISSION
FEDERAL PERSONNEL MANUAL

be shown.

## APPOINTMENT AFFIDAVITS

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

	CENTRAL INTELLIGENCE A	GENCY	Washington, D. C.
	(Department or agency)	(Bureau or division)	(Place of employment)
I,	William M. Kent		do solemnly swear (or affirm) that-
A. DATH	OF OFFICE		do solemnly swear (or affirm) that—
I w domesti without	rill support and defend the Co	and anegiance to the	d States against all enemies, foreign and same; that I take this obligation freely I will well and faithfully discharge the
B. AFFIC	PAVIT AS TO SUBVERSIVE ACTI	VITY AND ACCUIATION	
that adv unconsti Constitu	m not a Communist or Fascis vocates the overthrow of the itutional means or seeking by ution of the United States.	st. I do not advocate Government of the Un force or violence to do I do further even for	nor am I a member of any organization ited States by force or violence or other my other persons their rights under the affirm) I will not so advocate, nor will that I am an employee of the Federal
C. AFFID	AVIT AS TO STRIKING AGAINS	T THE FEDERAL COVE	DNMFUT
I an so engag an organ	n not engaged in any strike ag ge while an employee of the C sization of Government emplo nited States, and that I will r	gainst the Government Sovernment of the Uni	of the United States and that I will not ted States; that I am not a member of right to strike against the Government at employee, become a member of such
I ha	AVIT AS TO PURCHASE AND S we not paid, or offered or pror corporation for the use of influ	nised to nev any mone	ey or other thing of value to any person,
	AVIT AS TO DECLARATION OF		pontanent.
The correct.	answers given in the Declar	ration of Appointee or	the reverse of this form are true and
	at 1956 ste of entrance on duty)	<u> </u>	(Signature of appoints)
Subscribe	d and aworn before me this	8th day of	October , A. D. 19 56 ,
at	Washington		D- C-
	(SEAL) Solid		(State)  Little & Drifter (Signature of officer).  Apat Gena
NOTE.	If the oath is taken before a No. be shown.	otary Public the date of	(Tide)  of expiration of his commission should

16-65160-2



## CENTRAL INTELLIGENCE AGENCY WASHINGTON 25, D. C.

## OFFICE OF THE DIRECTOR

5 DEC 1956

MEMORANDUM FOR: William M. Kent

SUBJECT:

Notification of Membership in the Career Staff

- 1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 27 December 1954.
- 2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.
- 3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds Chairman, CIA Selection Board

Career Service Staff Office of Personnel

·н JAN 1957.

Noted:

. 511. 1 APR 55

### 20 DEC 1965

MEMORANDUM FOR: Deputy Director for Plans

ATTENT ION DDP/OP

SUBJECT Request for Quality Step Increase (HR 20-37),

Mr. William M. Kent, GS-13

On the basis of the information presented below, it is recommended that a Quality Step Increase be approved for Mr. William M. Kent.

- 2. Mr. Kent has made a most valuable contribution to the Covert Action mission of this Division. On occasion of the discovery of a Cuban arms cache in Venezuela in November 1963, of the January 1964 riots in Panama, of the April 1965 revolution in the Dominican Republic, of many other crises and situations which have developed, Mr. Kent immediately took the initiative within and outside this Division for the initiation and coordination of Covert Action efforts to safeguard the U.S. image and support U.S. objectives in each case; this, of course, without neglecting his other, routine, day-to-day responsibilities. Mr. Kent has been energetic, imaginative, and professional in his work to a degree much beyond that normally found or expected. He speaks excellent Spanish, and this has been an essential ingredient in his critical abilities in the handling of his assigned tasks.
- 3. Mr. Kent has been with the WH Division's Covert Action Staff since 1963. In 1964, he attended the Midcareer Executive Development Course No. 4. He has consistently maintained a very high level of competence, conscientious application, and strong dedication to his duties. In this connection, despite an illness which lasted from December 1964 to July 1965, he took only two days of sick leave and did not allow his work performance to suffer. There is every reason to believe that Mr. Kent's exceptional proficiency and effectiveness will continue.

1 6 JUN 1966

MEMORANDUM FOR: Head, Clandestine Services

SUBJECT

Career Service
: Notification of Approval of
Quality Step Increase William M. Kent

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

Emmet D. Echols
Director of Personnel

Distribution:

O & 1 - C/WH Division

1 - C/CSPS

¥ - OPF - KENT

I - D/Pers Chrono

1 - C/PD

OP/DD/RP/PD/JJCaldwell:ksd (16 June 1966)

**SECRET** 

GROOF 1 Excluded from autometic downgrading and declassification In view of your contemplated cover assignment, you have been designated a Staff Agent. The purpose of this Supplement is to call your attention to existing policies which are particularly material to you while you are so designated and to set forth certain rights and obligations incident to your status as an appointed employee.

- I. Payroll Administration. As indicated in your Staff Agent Personnel Action, your present salary and grade are \$15.00 per annum and 65.13. respectively. As an appointed employee of the Government you are entitled to receive and retain only the salary, allowances and other benefits applicable to that status. However, certain procedural variations will be followed to preserve the security of your cover position.
  - (a) The gross emoluments that you receive from your cover activities will be retained by you as an offset against the gross emoluments due you from this organization. If cover emoluments ever exceed those due you from this organization, the overage is to be remitted to this organization on a monthly basis, unless a different period is specified.
  - (b) Your Federal income taxes will be withheld and reported in conformance with R 20-661 or any subsequent regulations or procedures promulgated by this organization. For your information, this organization shall withhold from the gross payments due you, Federal income taxes in an amount which, when added to the income taxes withheld by your cover facility, will equal the tax withholdings normally made from your gross taxable compensation with this organization. Taxes will be withheld from the differential due you by this organization. If there is no differential or if it is insufficient, you will be required to make tax remittances be conformance with HB 20-661-1.
  - (c) This organization will deduct from the gross payments due you an amount equivalent to six and one-half per cent (6 1/2%) of your gross salary for contribution to the Civil Service Retirement Fund. This amount will be deducted from the differential due you by this organization. If there is no differential or if it is insufficient, you will be required to make direct remittances to this organization in satisfaction of the required contributions. The Agency will not reimburse you for mandatory social security deductions required by virtue of your cover employment.
- 2. Nonofficial Cover Premium Pay You are bereby authorized Nonofficial Cover Premium Pay in conformance with applicable organizational policies and issuances. For your information, currently this premium pay is ten per cent of your base salary and represents additional taxable compensation to you.
- 3. Place of Assignment. This Supplement is predicated upon a domestic PCS assignment under non-Governmental cover. Any deviation therefrom will require a new Supplement or so amendment becate.

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and regulations.	

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united states government

Farsonnel Officer

B.E.G. R.E.T

EUPPLINENT TO STAFF PRISONNEL ACTION

and william on

Dur William m Kent

Reference is made to your Staff Supplement, effective 31 July 1966.

Effective 30 July 1967 your authorization to receive monefficial cover premium pay is terminated. As of that date, your Staff Supplement is smeaded by deleting therefrom paragraph two (2).

All other terms and conditions of the Supplement remain in full force and effect.

UNITED STATES GOVERNMENT

or Jan K. Lycksoff

1 3 4 TO 1

20 July 1966

THIS IS TO CERTIFY THAT I AM AWARE OF THE PROVISIONS OF HANDBOOK 20-4,

LATED 7 OCTOBER 1967 CONCERNING THE PERSONAL CONDUCT OF AGENCY EMPLOYEES.

William M. Kent

S-E-C-R-E-T

		QUALIFICATIONS SYSTEM RECORD CHANGE Kent, William
		APPLICANT CODING DATA
1. 1 E	2. APPL. NO.	3. NAME
<b>(•</b> 2	0-010175	MUST CONTAIN 20-DIGITS
4. DATE	OF BIRTH	5, DATE CODED THE DATA ABOVE (LITEMS 2 THRU 5)
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DOD

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The authorization to process this employee's disclaim of proficiency in the language factors indicated on this form is contained in a memorandum on file and designated "language Proficiency Disclaim File", located in the Qualifications Analysis Branch, Office of Personnel.

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

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

**IMPORTANT** AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

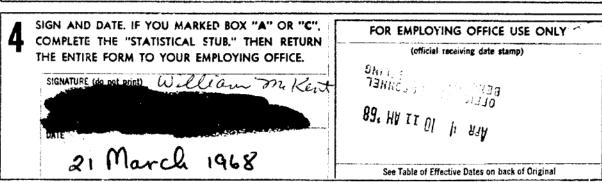
### TO COMPLETE THIS FORM-

#### 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.

5/1

7	FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):											
2	NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER							
	Kent, WE	Oh nigenty Wia	wasn.	LOCATION (City, State, ZIP Code)								
3	Mark here ————if you WANT BOTH optional and regular	NE OF T	ELECTION OF OPTIONA  i elect the \$10,000 addit from my salary, compens	o NOT mark more than one  L (IN ADDITION TO REGULAR tional optional insurance and at satioh, or annuity to pay the ful is in addition to my regular ins	R) INSURANCE ithorize the required deductions if cost of the optional insurance.							
	Mark here ——————————————————————————————————	X	i decline the \$10,000 ad tional insurance until at I at the time I apply for it	east 1 year after the effective da I am under age 50 and preser nd also that my regular insuran	NSURANCE inderstand that I cannot elect op- need this declination and unless it satisfactory medical evidence ce is not affected by this declina-							
	Mark here if you WANT NEITHER regular nor optional insurance	(C)	Insurance Program. I und surance until at least 1 y I apply for insurance I ar surability. I understand	d and I waive coverage under the derstand that I cannot cancel the ear after the effective date of the n under age 50 and present sat	ne Federal Employees Group Life his waiver and obtain regular in- his waiver and unless at the time isfactory medical evidence of in- er have the \$10,000 additional							



ORIGINAL COPY-Retain in Official Personnel Folder

SECRET

STANDARD FORM No. 176-T JANUARY 1968 (for use only until April 14, 1968) 176-101

# ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL

## TO COMPLETE THIS FORM-

## 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.

2	FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):											
_	NAME (last) (first) (middle) (middle) (MILLIAM M.	DATE OF BIRTH (month, day, year)   SOCIAL SECURITY NUMBER										
	EMPLOYING DEPARTMENT OR AGENCY	5-9-29 058 22 8472 LOCATION (City, State, ZIP Code)										
	HAVE YOU EVER BEFORE FILED AN "ELECTION, DECLINATION, OR WAIT If "YES," your last such form remains in effect and you should not file to Employees on page 4.)	YER OF LIFE INSURANCE COVERAGE"? ☐ YES ☐ NO his new form unless you want to change the old one. (See Instructions for										
3	MARK AN "X" IN ONE OF THE BOXES BELOW (do Mark here ELECTION OF OPTIONAL	NOT mark more than one):  (IN ADDITION TO REGULAR) INSURANCE										
	WANT BOTH   I elect the \$10,000 additi	I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.										
	DO NOT WANT OPTIONAL but  I decline the \$10,000 add tional insurance until at least the time I apply for it.	NAL (BUT NOT REGULAR) INSURANCE itional optional insurance. I understand that I cannot elect of ast 1 year after the effective data of this declination and unlet am under age 50 and present satisfactory medical evidend also that my regular insurance is not affected by this declin insurance.										
	regular nor optional iapply for insurance I am surance with at least 1 year apply for insurance I am surability. I understand a	ANCE COVERAGE and I waive coverage under the Federal Employees Group Li erstand that I cannot cancel this waiver and obtain regular i ar after the effective date of this waiver and unless at the tir under age 50 and present satisfactory medical evidence of i lso that I cannot now or later have the \$10,000 addition have the regular insurance.										
	DATE AND SIGN. RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.	FOR EMPLOYING OFFICE USE ONLY										
Т	SIGNATURE (do not print) William M. Keur	(official receiving date stamp)										
	March 30, 1970											

See Table of Effective Dates on back of Original

11. PREFERENCE FOR NEXT ASSIGNMENT:  11A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE INDICATE YOUR O
IN ITEM NO. 9, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.
I would very much like to continue in my present duties, dealing with
in my present status and cover arrangement indefinitely.
A final first firs
Employe
• 0
118. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE
FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, B 3 (for lat, 2nd, and 3rd choice) IN REMAINING BOXES.  COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CAPER THE CONTRACTOR OF THE CONTRACTOR
COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR.
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MONTHS AT CURRENT STATION TO
(DATE)
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GE ASSIGNED TO ANOTHER FIELD STATION: INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION  157 CHOICE
RETURN TO MY CURRENT STATION
TO BE COMPLETED BY FIELD STATION
Z. IN CONSIDERATION OF THE PURCHASE
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washington base concurs with a second manual to the
his present assignment for another tour.
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE  IN CONSIDERATION OF THE EXPERIENCE FAMILY PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT.
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE  IN CONSIDERATION OF THE EXPERIENCE FAND 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.
. IN CONSIDERATION OF THE EXPENSERS AND ACCOUNTS
DO Division concurs in Subject's and Basels desire for mext assignment.
DO Division concurs in Subject's and Basels desire for mext assignment.
AND THE STAFFING BEQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT  DO Division concurs in Subject's, and Base's, desire for another tour at Washington Base. Subject has been an effective case officer.
DO Division concurs in Subject's, and Base's, desire for another tour at Washington Base. Subject has been an effective case officer and his effectiveness should be still greater by virtue of his accumulated.
DO Division concurs in Subject's and Basels desire for mext assignment.
DO Division concurs in Subject's, and Base's, desire for another tour at Washington Base. Subject has been an effective case officer and his effectiveness should be still greater by virtue of his accumulated experience in the Base area.
DO Division concurs in Subject's, and Base's, desire for another tour at Washington Base. Subject has been an effective case officer and his effectiveness should be still greater by virtue of his accumulated experience in the Base area.  DATE 1 May 69 TITLE DCDO/I SIGNATURE
DO Division concurs in Subject's, and Base's, desire for another tour at Washington Base. Subject has been an effective case officer and his effectiveness should be still greater by virtue of his accumulated experience in the Base area.  DATE 1 May 69 TITLE DCDO/I  SIGNATURE
DO Division concurs in Subject's, and Base's, desire for another tour at Washington Base. Subject has been an effective case officer and his effectiveness should be still greater by virtue of his accumulated experience in the Base area.  DATE 1 May 69 TITLE DCDO/I SIGNATURE  FOR USE BY CAREER SERVICE
DO Division concurs in Subject's, and Base's, desire for another tour at Washington Base. Subject has been an effective case officer and his effectiveness should be still greater by virtue of his accumulated experience in the Base area.  DATE 1 May 69 TITLE DCDO/I SIGNATURE Stanley II. Gaines  FOR USE BY CAREER SERVICE
DO Division concurs in Subject's, and Base's, desire for another tour at Washington Base. Subject has been an effective case officer and his effectiveness should be still greater by virtue of his accumulated experience in the Base area.  DATE 1 May 69 TITLE DCDO/I SIGNATURE  FOR USE BY CAREER SERVICE
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DO Division concurs in Subject s, and Base's, desire for another tour at Washington Base. Subject has been an effective case officer and his effectiveness should be still greater by virtue of his accumulated experience in the Base area.  DATE 1 May 69 TITLE DCDO/I  SIGNATURE  STanley H. Gaines  FOR USE BY CAREER SERVICE
DO Division concurs in Subject s, and Base's, desire for another tour at Washington Base. Subject has been an effective case officer and his effectiveness should be still greater by virtue of his accumulated experience in the Base area.  DATE 1 May 69 TITLE DCDO/I  SIGNATURE  STanley H. Gaines  FOR USE BY CAREER SERVICE
DO Division concurs in Subject's, and Base's, desire for another tour at Washington Base. Subject has been an effective case officer and his effectiveness should be still greater by virtue of his accumulated experience in the Base area.  DATE 1 May 69 TITLE DCDO/I SIGNATURE STANLEY Gaines  FOR USE BY CAREER SERVICE  CABLE NO.  DATED: OATED:  CABLE NO.  DATED: OATED: CABLE NO.  DATED: OATED: CABLE NO.
DO Division concurs in Subject's, and Base's, desire for another tour at Washington Base. Subject has been an effective case officer and his effectiveness should be still greater by virtue of his accumulated experience in the Base area.  DATE 1 May 69 TITLE DCDO/I SIGNATURE Stanley II. Gaines  FOR USE BY CAREER SERVICE  CABLE NO. DATED:  CARLER SERVICE REPRESENTATIVE: Caller B. Refmendage  CARLER B. R
DO Division concurs in Subject's, and Base's, desire for another tour at Washington Base. Subject has been an effective case officer and his effectiveness should be still greater by virtue of his accumulated experience in the Base area.  DATE 1 May 69 TITLE DCDO/I SIGNATURE STANLEY Gaines  FOR USE BY CAREER SERVICE  CABLE NO.  DATED: OATED:  CABLE NO.  DATED: OATED: CABLE NO.  DATED: OATED: CABLE NO.

		SECR	ET		
* .	FIELD RE	ASS I GNMEN	QUESTIONNA	IRF	
William M.	DO NOT COMO	CYC COD	11515		
NAME OF EMPLOYEE (HEAD	eudo only if SA) DATE(f	rom item S-D	NAME OF SUPERVI	SOR (true)	10.50 (6
DATE RECEIVED AT HEADQUAR	12 F e	b. 1969	John G. S	Shaffer, Jr.	DATE (from item S- 12 Feb. 196
17 February 1969	TM 1	98253 5. 1969	NAT : RECEIVED B	Y CAREER SERVICE:	
	TO I	BE COMPLETED	BY EMPLOYEE		
1. DATE OF BIRTH 2. SERVICE DESIGN	3. YOUR CURRENT POSITE	ON, TITLE	4. STATION OR	PASE	
9 May 1929 D	Ops Officer -	GS-14/3			S. CRYPT FOR CURRENT COVER WUINDIAN
A. DATE OF PCS ARRIVAL IN FIELD	6P. REQUESTED DATE OF DEPARTURE	60. EXPECTE	D DATE OF FIRST	60. DESIRED DATE AFTER LEAVE	TO REPORT TO DUTY
1 August 1967	and the second				
, NUMBER AND AGES OF DEP	ENDENTS WHO WILL TRAVEL	WITH YOU.		`	
4 dependents, a	ges 38, 15, 14,	, 13			
Or my wife.  List your major butjes (elso attach personal c	facilities for				lities
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	nd maintain se				
Prepare ope trative tas	rational corres	spondence	and cond	luct routine	adminis-
TRAINING DESIRED: INDICATE WHAT TRAINING	AON BETTERE AON 2HONTO	HAVE DURING T	HE NEXT SEVERAL	YEARS	
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- 4. Mr. Kent has a first rate mind, a unique flair for SA operations, and unusual language capabilities. During the Chilean crisis period he demonstrated his dedication to duty, working eleven or twelve hours a day without complaint, and his ability to make effective use of his exceptional professional talents and experience while simultaneously exercising sound judgment and leadership in his management of Branch affairs.
- 5. In view of Mr. Kent's outstanding performance under tense and trying circumstances it is strongly recommended that he be granted a QSI.

David A. Phillips Chief Western Hemisphere Division

APPROVAL RECOMMENDED:

Muada Foloway Chairman, DDO/QSI Fanel

15 Jan 74

APPROVED:

Director of Personnel

31 JAN 1974

Date

2 0 DEC 1973

MEMORANDUM FOR: Chairman, QSI Honor and Merit Award Panel

SUBJECT:

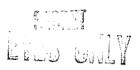
Request for QSI:

William M. Kent, GS-14

- 1. It is recommended that Mr. William M. Kent be granted a Quality Step Increase in recognition of his outstanding performance as Chief of the SA Section and Acting Deputy Branch Chief of WH/6 during the tension-filled days which preceded and followed the Chilean military coup of 11 September 1973. The nature of Mr. Kent's service to the Agency during this period has been described more fully in his most recent fitness report, which evaluated his overall performance as "Outstanding."
- 2. Mr. Kent served as Acting Deputy Branch Chief of WH/6 for five months, from mid-June to mid-November 1973, while concurrently continuing to direct the large and important Chilean covert action program with exceptional competence. Mr. Kent thus was handling two exacting jobs simultaneously during the entire coup period. This was a time of particular tension for the Branch, since developments in Chile were of international importance and generated almost daily requests for special papers and briefings for top U.S. Government leaders. Mr. Kent performed at a consistently high level in both his SA and managerial capacities: his propaganda and political action guidance was timely, imaginative and effective, while his managerial decisions as provisional head of a 15-man branch reflected sound judgment and an across-the-board foundation in clandestine operations.
- 3. A self-reliant and exceptionally talented SA officer, Mr. Kent was personally responsible for the creation and implementation of two successful Division programs -- one in the political action and one in the propaganda field -- which have made an important contribution to the achievement of U.S. policy objectives with regard to Chile. These programs are being continued even though Mr. Kent has now left the Branch to handle an exacting new staff assignment.

E2, IMPDET CL BY 024345

SECRET



3 November 1970

## MEMORANDUM FOR THE RECORD

SUBJECT: Commendation - Mr. William Kent

- 1. Mr. Kent was assigned to a high priority Task Force in WH Division from 21 September through 30 October.
- 2. During this period Mr. Kent assisted in the preparation of propaganda material and was in charge of black operations. Based on his knowledge of the Cuban Intelligence Service and Cuban modus operandi, Mr. Kent prepared several highly imaginative black operations and provided much needed advice to the Task Force on this subject. The biographic material he pulled together on a major proponent of our little drama was of exceptional value and was delivered to several U. S. as well as foreign newsmen who made extensive use of it. Mr. Kent is a well trained and resourceful Clandestine Service Operator whose work showed the stamp of professionalism and whose attitude was marked by a deep interest in his work. Mr. Kent is to be commended for his efforts on the behalf of the Task Force and for the unusual talent he brought to the job.
- 3. A copy of this commendation will be placed in Mr. Kent's personnel file.

William V Broo

Chief

Western Hemisphere Division

## MANAGEMENT BY OBJECTIVES SEMINAR

Student: Kent, Willaim M.

Dates: 30 June - 2 July 1975

Employee Number: 059198

Office: PS

Service Designation: D

## COURSE OBJECTIVES:

Upon completion of this Seminar, the participant should be able to:

- 1) Understand the evolution of the MBO concept.
- Identify the elements of MBO and understand their utility.
- Understand how MBO has been applied in certain large organizations.
- 4) Understand the major characteristics of the management system now used within each Directorate, particularly within his own Directorate.
- Define significant differences and common traits in the practice of MBO among the Directorates of the Agency.
- 6) Describe actions which might be taken to improve and strengthen the application of MBO within the Agency.

## ACHIEVEMENT RECORD:

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

FOR THE DIRECTOR OF TRAINING

CONFIDENTIAL (when filled in)

5 December 1975

MEMORANDUM FOR THE RECORD

SUBJECT: Commendation of Mr. William Kent

During the last five months I have turned to Mr. Kent on two occasions to help the Latin America Division in connection with Senate Select Committee's investigation of covert action in Chile. When confronted with a need to produce a paper on Chile in a short timeframe, I instinctively turned to him. It was not only because he had expertise on Chile, due to service in the Chile Branch, but because he is highly skilled in written presentation. He organizes his material well and presents it in a lucid, highly readable manner. On the first occasion, he helped us prepare a paper that was eventually used by the Director in his presentation before the Senate Select Committee on 14-15 July. On the second occasion his contribution was used by the DDO in his appearance before the Senate Select Committee on 28 October. Both of these papers were excellent and have withstoood critical scrutiny.

Aside from Mr. Kenn's ability to write I would like to take this occasion to record my overall high esteem for Mr. Kent as a professional and as a person. I have always considered him to be one of our more able and promising officers. His dedication is exemplary; he has spent untold extra hours of his time carrying out his duties. He has good judgment and common sense. Mr. Kent has a very attractive personality and excellent personal presence. From all standpoints he is an excellent officer that deserves to move ahead in the organization. I am convinced he has the ability and potential to do so.

sigmed Raymond A. Warren

Raymond A. Warren Deputy Chief Latin America Division

cc: C/CMG/NOC C/LA/PEMS

SECRET

E2 IMPDET CL BY 009560

#### CONFIDENTIAL (When filled in)

#### TRAINING REPORT

### MANAGEMENT COMMUNICATION COURSE (40 hrs., full-time)

STUDENT:

William M. Kent

EMPLOYEE NO: 059198

SERVICE DESIGNATION: D

OFFICE

: CMG

DATES ATTENDED: 24-28 January 1977

## COURSE OBJECTIVES-CONTENT AND METHODS

The Management Communication Course is designed to enable students to improve managerial performance by applying communication theory and principles to daily management activity; use interpersonal communication techniques to deal more effectively with superiors, peers, and subordinates; identify and use management communication source/resource personnel within the Agency; and assess the effectiveness of communication within an organizational component.

The content of the course is presented with the use of TV, films, and relevant exercises supplementing group and individual participation. Current theory and practical application are stressed.

## ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING:

Tharles E. Coughlin 3 1 JAN 1977 Chief Instructor

CONFIDENTIAL

#### TRAINING REPORT

#### OFFICE OF TRAINING

## FUNCTIONAL TRAINING DIVISION

This certifies that	William M. Kent (05919	8) has
completed the two day Equa	•.	
for Supervisors heldl	7-18 August 1976	At the
conclusion of this two-day	y session, each participar	it will be
able to describe the follow	owing:	

- a) The REO Program and reasons for its existence;
- A supervisor's responsibility in implementing the program;
- c) The procedures for processing EEO complaints;
- d) The Agency's past record and the Agency's Affirmative Action Plans; and
- e) The significance of Upward Mobility, Federal Women's, and Hispanic Programs in the overall EEO Program.

FOR THE DIRECTOR OF TRAINING:

Donald R. Heady
Course Administrator

ADMINISTRATIVE - INTERNAL USE ONLY

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No.	INNESS OUTWEIGHS ALL OTHER CONFIDENCE OF PERSONNEL
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	MAIL ROOM
1. Phases I, II, III. 2. CPO	•
	ION YI
RECTIONS: Consider only the skill with which the	n the most appropriate box under subsections A,B,C,&D
erson has performed the duties of his job and rate im accordingly.	C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.
1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.  2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR THAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.  3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.  4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.  5. A FINE PERFORMANCE: CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPT; ONALLY WELL.  6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.  IS INDIVIDUAL SETTER QUALIFIED FOR WORK IN SOME AREA?	1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCYWILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.  2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZA. TIONIRKED BY RESTRICTIONSREGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.  3. TEMPS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION., BOTHERED BY MINOR FRUSTRA- TIONSWILL QUIT IF THESE CONTINUE.  4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF- FERENTHAS "WAIT AND SEE" ATTITUDEWOULD LEAVE IF SOMEDNE OFFERED HIM SOMETHING BETTER.  5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANI- ZATIONMAKES ALLOWANCES FOR RESTRICTIONS. INFOSED BY WORKING FOR ORGANIZATIONTHINKS IN TERMS OF A CAREER IN THE ORGANIZATION.  5. DEFINITELY HAS PAVORABLE ATTITUDE TOWARD THE ORGANIZATIONBARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.  7. HAS AN ENTHUSIABTIC ATTITUDE TOWARD THE ORGAN- IZATIONWILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.
, v	
RECTIONS: Considering others of this person's grade d type of assignment, how would you rate him on tentiality for assumption of greater responsibilises normally indicated by promotion.  1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.  2. IS MAKING PROGRESS, RUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.  3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE. BUT MAY NEED TRAINING IN SOME AREAS.  4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.  5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.  6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE.	D. DIRECTIONS: Consider everything you know about this person is making your rating, akill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.  1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.  2. OF DOUBTFUL SUITABLLITY WOULD NOT HAVE ACCEPTEC HIM IF I HAD KNOWN WHAT I KNOW NOW.  3. A BARELY ACCEPTABLE EMPLOYEE DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.  4. A TYPICAL EMPLOYEE HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.  5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.  6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.  7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK
	IN THE ORGANIZATION.

SECRET 26. CAN THINK ON HIS FEET. x 27. COMES UP WITH SOLUTIONS TO PROBLEMS. x 28. STIMULATING TO ASSOCIATES: A " SPARK PLUG". 29. TOUGH MINDED. 30. OBSERVANT. x 31. CAPABLE. 32. CLEAR THINKING. 33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS. X 34. EVALUATES SELF REALISTICALLY. x 35. WELL INFORMED ABOUT CURRENT EVENTS. 36. DELIBERATE. 37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES. 18. IMPLEMENTS DECISIONS REGARD-LESS OF OWN FEELINGS. x 39. THOUGHTFUL OF OTHERS. x 40. WORKS WELL UNDER PRESSURE. x 41 DISPLAYS JUDGEMENT. 42. GIVES CREDIT WHERE CREDIT IS DUE. x 43. HAS DRIVE. x 44. IS SECURITY CONSCIOUS. 45. VERSATILE.

46. HIS CRITICISM IS CONSTRUCTIVE.

47. ABLE TO INFLUENCE OTHERS.

48. FACILITATES SMOOTH OPERATION OF HIS OFFICE.

49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.

SO. A GOOD SUPERVISOR.

SECTION V

x

A. WHAT ARE HIS OUTSTANDING STRENGTHS?

has initiative to a high degree and takes pride in carrying out his duties well. He is keenly interested in increasing his professional capabilities and shows considerable aptitude for this type of work.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES?

None outstanding.

#### SECTION IV

This section is provided as an aid in describing the individual. Yours description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or lands after the threspictive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the right hand side of the page are four major categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make finer distinctions lift apply desire. Look at the statement on the left - then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.

ar ar s	NOT OB- SERVED	DOES NOT APPLY	Ì L	IES IMITE	D	REA	IES T	LE	ABOV	E AVE	RAGE	OUT	IES TO	ING
A. ABLE TO SEE ANOTHER'S THE POINT OF VIEW.	SERVED	A	$\times$	2011										
B. PRACTICAL.										$\times$				
. A GOOD REPORTER OF EVENTS.									x					
Z. CAN MADE DECISIONS ON HIS OWN WHEN NEED ARISES.									x					
S. CAUTIOUS IN ACTION.						X			-			-	<u> </u>	_
A. HAS INITIATIVE.			<u> </u>	<u></u>			<u> </u>						×	<u></u>
S. UNEMOTIONAL.				<u> </u>			x	<u> </u>				-	<u> </u>	<u></u>
6. ANALYTIC IN HIS THINKING.				L.			<u> </u>	I					<u></u>	<u> </u>
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.			ļ				<u> </u>			<u> </u>		X	<u> </u>	
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.				<u> </u>	<u></u>	<u> </u>	<u> </u>	<u> </u>	_	X			<u></u>	<u> </u>
9. HAS SENSE OF HUMOR.						<u> </u>	<u> </u>	<u> </u>	_	x		<del> </del>	<u> </u>	<u> </u>
O. KNOWS WHEN TO SEEK ASSISTANCE.				<u> </u>	<u> </u>			<u> </u>		<u> </u>	x	<del> </del>	<u> </u>	<u> </u>
1- CALM						<u> </u>	<u> </u>	I	<u> </u>	<u> </u>	<u>L</u>	-	<u> </u>	<u> </u>
2. CAN GET ALONG WITH PEOPLE.				<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>		I	-	<u> </u>	ᆜ
3. MEMORY FOR FACTS.			<u> </u>	<u></u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	X	<u> </u>		-	<u> </u>	<del> </del>
4. GETS THINGS DONE.			<u> </u>	<u> </u>	<u> </u>	$\perp$	<u> </u>	<u> </u>	<del> </del>		<u> </u>	+-	<u> </u>	느
5. KEEPS ORIENTED TOWARD LONG TERM GOALS.			-	<u> </u>	<u> </u>	<u> </u>	<u> </u>		<u> </u>	-	X	+-	+	<del> </del>
6. CAN COPE WITH EMERGENCIES.				<u></u>	<u> </u>	-	<u> </u>	<u> </u>	- 3	<u> </u>	<u> </u>	+=		$\perp$
7. HAS HIGH STANDARDS OF ACCOMPLISHMENT.			_	<u> </u>	<u> </u>		<u> </u>	<u> </u>	-	<u> </u>	<u> </u>	+	<u> </u>	$\perp$
8. HAS STAMINA: CAN KEEP GOING A LONG TIME.		-	-	<u></u>	<u> </u>	-	<u> </u>	<u> </u>	<del> </del>	<u></u>	X	+==	+-	+
9. HAS WIDE RANGE OF INFORMATION				<u> </u>		-	<u> </u>		X		<u> </u>	+	4_	+
O. SHOWS ORIGINALITY.				<u></u>	<u> </u>			<u> </u>	<u> </u>	X		1		
ACCEPTS RESPONSIBILITIES.									-	<u> </u>	<u> </u>	X		<u> </u>
2. ADMITS HIS ERRORS.					<u></u>				×		<u> </u>		<u> </u>	$\dotplus$
3. RESPONDS WELL TO SUPERVISION.											×	+		<u> </u>
4. EVEN DISPOSITION.				L			x	1	1-	<u> </u>	<u> </u>	+-		#
ASLE TO DO HIS JOB WITHOUT														

# FIELD FITNESS REPORT

The Fitness Report is an important factor in organization personnel management. It seeks to provide: 1. The organization selection board with information of value when considering the application of an individual for membership in the career staff; and

2. A periodic record of job performance as an aid to the effective utilization of personnel.

#### INSTRUCTIONS

TO THE FIELD ADMINISTRATIVE OR PERSONNEL OFFICER: Consult current field administrative instructions regarding the initiation and transmittal of this report to head-

TO THE FIFLD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who sasigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his attempths, weaknesses, and on-the-job effectiveness as

, revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is essumed that, throughout the period this individual has been under your supervision. you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stands.

PERSON BEING RATED 3/1/50 Kent William IN HOT THIS FITNESS REPORT IS SHOWN TO THE

		SEC	TION I			
r.		ar Agent)	9 May 19	) )	3. SERVICE DESIGN Operations	, -
4. GRADE	5. STATION DESIGNAT	ION (Current)				
8. DUE DATE OF	THIS REPORT	7. PERIOD COVERED	BY THIS REPORT (Inc	lueive dates)		
30 Novembe	r 195).	1 June 195	to 30 November	r 195).		
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SECTION II (To be completed by field supervisor)

1. CURRENT POSITION

2. DATE ASSUMED RESPONSIBILITY FOR POSITION 16 June 1952

Operations Officer

THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)

- Many lisison, including coverage and reporting of strategic materials transiting this area.
- Water travel control, including reporting of satellite travel through this area, and assisting in air travel control.
- Development: of file material for CE leads and travel control check on persons of CE interest.
- Cutout for one of the top CP penetrations in the area.
- 5. Occasional surveillances on persons of interest to the Mission.



#### SECTION 111 (To be completed at headquarters only)

DO NOT COMPLETE FOR HEADQUARTERS USE ONLY AUTHENTICATION OF REPORT AND SIGNATURES 1. NAME OF RATER (True) 2. NAME OF REVIEWING OFFICIAL IN FIELD (True) Edward L. Anderson John H. Jenkins, Jr. THIS REPORT TO WAS I WAS NOT SHOWN TO THE INDIVIDUAL BEING MATED. 4. DATE REPORT AUTHEN- 5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES eger nauts

FOR HEADQUARTERS USE ONLY

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKN	ESS OUTHEIGHS THEOTHER CONSIDERATIONS:
C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKN TO CONT PERS DIV	OF PERSONNEL
D. DO YOU FEEL THAT HE MACHINE PHILOSE SUPERVISIONS	_
E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?	MAIL ROOM
	•
1. World Communism 2. Anti-Communist Operations	
F. OTHER COMMENTS (Indicate here general traits, specific report but which have a beging on effective utilisation	habits or characteristics not covered elsewhere in the on of this person):
Corbuston has demonstrated, amply, above-ave	erage aptitude for KUCACE-type work.
SECTIO	ON VI
*-***	the most appropriate box under subsections A.B.C.&D
A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.	C. DIRECTIONS: Beved upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organisation.
1. DOES NOT PERFORM DUTIES ADEQUATELY, HE IS INCOMPETENT.  2. GARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE ON TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.  3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA- SIONALLY REVEALS SOME AREA OF WEAKNESS.  4. PERFORMS DUTIES IN A TYPICALLY COMPETENT. EFFECTIVE MANNER.  5. A FINE PERFORMANCE: CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.  6. PERFORMS HIS DUTIES IN SUCH AN GUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PER- SONS KNOWN TO THE RATER.  IS THIS INDIVIOUAL WETTER QUALIFIED FOR WORK IN SOME OTHER AREA?  AND WESS. IF YES, WHAT?	1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE ORGAN- 12ATIONWILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.  2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZA- TIONIRKED BY RESTRICTIONSREGARDS ORGAN- 1ZATION AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING SETTER.  3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATIONBOTHERED BY MINOR FRUSTRA- TONSWILL QUIT IF THESE CONTINUE.  4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF- FERENTHAS "WAST AND SEE" ATTITUDEWOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.  5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANI- ZATIONMAKES ALLOWANCES FOR RESTRICTIONS IN TERMS OF A CAREER IN THE ORGANIZATION THINKS IN TERMS OF A CAREER IN THE ORGANIZATION.  6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE CRGANIZATIONBARRING AN UNEXPECTED OUTSIDE OPPORTUNITY. WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.  7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANI- IZATIONWILL PROBABLY NEVER CONSIDER BORKING ANY PLACE BUT IN THE ORGANIZATION.
and type of essignment, how would you rate him on potentiality for assumption of greater responsibili-	D. DIRECTIONS: Consider everything you know about this preson is making your rating. skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.
ties normally indicated by promotion.  1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED., 2. IS MAKING PROGRESS. BUT NEEDS MORE TIME IN PRESENT GRADE SEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.  3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.  4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.  5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.  6. AN EXCEPTIONAL PERSON WHO 15 ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.	1. DEFINITELY UNSUITABLE . HE SHOULD BE SEPARATED.  2. OF DOUBTFUL SUITABILITY WOULD NOT HAVE ACCEPTED HIM IF, I HAD KNOWN WHAT I KNOW NOW.  3. A BARELY ACCEPTABLE EMPLOYEE. DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.  4. A TYPICAL EMPLOYEE. HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.

	( Wh	en Filled In)			
2. RATINGS ON PERFORMANCE OF	SPECIFIC DUTIES	bs 3	8 32 M 3		
DIRECTIONS:  a. State in the spaces below Place the most important	tirst. To not include	minor or unimo	artant dution		
<ul> <li>Rate performance on each</li> <li>For supervisors, ability</li> <li>who supervise a secretary</li> </ul>	specific duty consider: to supervise will alway	ing ONLY effect ys be rated as	specific duty (	rmance of this specific of to not rate as supervisor	luty.
d. Compare in your mind,	hen possible, the ind				
similar level of response.  e. Two individuals with the duties.	e same job title may	be performing	different duties.	If so, rate them on di	fferent
f. Be specific. Examples of					
ORAL BRIEFII GIVING LECT	TRES DE	S AND USES AREA VELOPS NEW PROG	RAWS	CONDUCTS INTERROGATIONS PREPARES SUMMARIES	1
	NICAL REPORTS MAN	LLYZES INDUSTRI. IAGBS PILES	AL REPORTS	TRANSLATES GERMAN DEBRIEFING SOURCES	
TYPING	COC	RRATES RADIO PRDINATES WITH (	THER OPPICES	KEEPS BOOKS DRIVES TRUCK	
TAKING DICTA SUPERVISING g. For some jobs, duties may and phone operation, in	PRI be broken down even fu	TES REGULATION. PARES CORRESPON Inther if super-	INENCE	MAINTAINS AIR CONDITION EVALUATES SIGNIFICANCE t advisable, e.g., combi	AP BATA
	IN THE PERFORMANCE OF		6 - PERFORMS THE	S DUTY IN AN OUTSTANDING	WARRES
DESCRIPTIVE DUTY	UATE IN THE PERFORMANCE IS DUTY ACCEPTABLY		FOUND IN VER LAR JOBS	Y FEW INDIVIDUALS HOLDIN	G SIMI -
NUMBER 4 - PERFORMS TH	IS DUTY IN A COMPETENT	MANNER	THIS DUTY	NE ! KNOW IN THE PERFORM	ANCE OF
THAT HE IS	A DISTINCT ASSET ON HIS	700			
Prevides PP support a	nd guidance Ac	TING SPECIFIC I	nd week lang	the and area	RATING NUMBER
to field					6
Originates IP mieria for field	1 and 1deas		wass way per	iles Has,-field ad related matters	RATING NUMBER
Co-extinates with ot		TING SPECIFIC &	STOR THE LOCK	outlines, removals	RATING
on 77 and related me	T	5 010.	_	Andrews, temmer	5
S. NARRATIVE DESCRIPTION OF MA	NER OF JOB PERFORMANCE				
DIRECTIONS: Stress strengths			ch affect develor	ment on present ich	
A fortile , imginate and near fluorey in area, He is a little of these shedtesting should disappear with as is dedication to	Spanish, makes or too importures at as one probably be th experience. Yes	bject am 14 times and attributed watility is	eel 22 Ope of semewhat Thui to his youth another fact	fficer for the WE liberded but both and vigor and or in subjects for	
SECTION D.	SUITABILITY FOR CL				
DIRECTIONS: Take into account pertinent personal characteria	t here everything you	know about the	individual as	ductivity, conduct in ti	he job.
base time aven genera doing att	ller work of about the	same level.	entsand how !	he fits in with your tear	n. Com-
3 - A BARELY ACCEPTA RANT HIS SEPARA	FABILITYWOULD NOT HAY ABLE EMPLOYEEBELOW AY FION	VE ACCEPTED HIM VERAGE BUT WITH	NO WEAKNESSES SE	WHAT I KNOW NOW IFFICIENTLY OUTSTANDING T	TO WAR+
RATING 5 - A FINE EMPLOYEE NUMBER 6 - AN UNUSUALLY ST	TABILITY AS MOST PEOPLE - HAS SOME OUTSTANDING RONG PERSON IN TERMS OF 'A FEW IN SUITABILITY I	STRENGTHS THE REGULERAN	TS OF THE ORGANIE	ATION	
IS THIS INDIVIDUAL BETTER SUITE EXPLAIN FULLY:				YES NO. 1	F YES,
,					
3					

	PITALING
3	FITNESS REPORT (Part I) PERFORMANCE
FOR THE ADMINISTRATIO	VE OFFICER: CORNELS
FOR THE SUPERVISOR: 1	VE OFFICER: Consult current instructions for completing this report.
this evaluation to you	This report is designed to help you express your evaluation of your subordinate and to transmour supervisor and senior officials. Organization policy requires that you inform the subord the subord that it is not to be a supervisor and senior of the report can help you present for a district that you inform the subord that it is not to be a supervisor to the subord that the subord
strengths and weekness	The subord the report can help you present you inform the subord
ARV question If the	it is recommended that you sand all apport to the employee exce
	is is the initial report on the employee, it must be completed and forwarded to the Office on 30 days after the date indicated in item 8, of Section "A" below.
	GENERAL
(2451)	(First) (Middle) 2, DATE OF BIRTH , 3. SEX 4. SERVICE DESIGNATIO
S. OFFICE/DIVISION/ OR	William M. 9 May 1929 M DT
DDP/W/III	ANCH OF ASSIGNMENT 6. OFFICIAL POSITION TITLE
GRADE 8. DATE RE	PORT DUE IN OP . PERIOD COVERED ODS Officer
GS-11 5 July	y 1957  9. PERIOD COVERED BY THUS REPORT (Inclusive dates)  27 Dac 56 - 17 185 57
O. TYPE OF REPORT (Check one)	INSTIAL X
	ANNUAL REASSIGNMENT-EMPLOYEE
ECTION &.	CERTIFICATION
FOR THE RATER: THE	S REPORT MAS HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY
CHECK (X) APPROPRIA	repert prepared.
	IE STATEMENTS:
VIOUAL,	TE MY CON OPINIONS OF THIS INCI-
THIS REPORT SEFLEC	TO THE BEFORE
AND PRESIDUE SUPER	I CANNOT CERTIFY THE SATED INDIVIDUAL SHOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):
NAVE DISCUSSED	
THIS DATE	THAT IS SACOS WESSE HE STANDS.
19 June, 1957	C. TYPED OR PRINTED NAME AND SYSNATURE OF SUPERVISOR D. SUPERVISOR'S OFFICIAL TITLE
FOR THE REVIEWING OF	of and 111/Occ
PORMATION. WHICH WIL	TITIAL! RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER IN-
	DATE
	3100
*****	and an Control
	Posted Pos. Control 7/8/52
	Reviewed by Paris
ertify that mny subs	tential difference of upinion with the supervisor is reflected in the above section.
THIS DATE	B. TYPED OR THIN TO THE AND DE REVIEWING C. OFFICIAL TITLE OF REVIEWING OFFICIAL
1957 C.	
	JOB PERFORMANCE EVALUATION
RATING ON GENERAL PER ECTIONS: Consider O	FORMANCE OF DUTIES
duties during the re	NLY the productivity and effectiveness with which the individual being rated has performed than productivity will be taken into account later in Section D
,	productivity will be taken into account later in Section D.
1 DOES NOT	PERFORM DUTIES AREALISM
CARRY OUT	BESPANNING ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TOATHOUGH
4 · PERFORMS	DUTIES ACCEPTABLY: OCCASIONALLY REVEALS SOME AREA OF WEAPAGE
TING F T T PINE PE	RECOMANCE. CARRIER
MBER 6 PERFORMS	HIS DUTIES IN SUCH AN DUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO VISOR.
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## SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Subject is a bright young officer who has made an outstanding contribution to the operations of the Station since his arrival on duty. He is unusually well motivated and energetic in his work. He has shown a high degree of imagination and intelligence in his direction of KUCAGE operations. He has handled his agents and other contacts in an exemplary fashion.

The only factor that has had to be discussed with Subject is his need for greater patience, tact and understanding in his dealings with fellow workers.

Subject has great potential which should not necessarily be limited to KUCAGE type activities. His abilities and attributes are of equal value to KUTUBE operations.

EECTION E	Afana a da da da da da da da da da da da da	<u> </u>
SECTION F	CERTIFICATION AND	
1,	BY EMPLOYEE	
	certify that I have seen Sections A, B,	, C, D and E of this Report.
DATE	SIGNATURE OF EMPLOYEE	
1 December 1959		M. Kent
2.	BY SUPERVISO	R
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOW	N TO EMPLOYEE, GIVE EXFLANATION
		,
	IF REPORT IS NOT BEING MADE AT THE	S TIME, GIVE REASON.
EMPLOYEE UNDER MY SUP	ERYISION LESS THAN BO DAYS	REPORT MADE WITHIN LAST 90 DAYS
OTHER (Specify):		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
1 December 1959	Chief of Station	/5/ Jacob D. Esterline
3.	BY REVIEWING OFF	ICIAL
I WOULD HAVE GIVEN THE	EMPLOYEE ABOUT THE SAME EVALUATION	
	EMPLOYEE A HIGHER EVALUATION.	
I WOULD HAVE GIVEN THIS	EMPLOYEE A LOWER EVALUATION.	
I CANNOT JUDGE THESE E	VALUATIONS. I AM NOT SUFFICIENTLY FA	MILIAR WITH THE EMPLOYEE'S PERFORMANCE.
COMMENTS OF REVIEWING OFFI		TO THE CONTROL OF THE
		ta c
DATE	OFFICIAL TITLE OF REVIEWING OFFIC	TAL TYPED OR PRINTED NAME AND SIGNATURE
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17 Dec 59	C/WHD	X Kme
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		KEN'			illiam	( "	M		į.	ATE OF BIR		3. SEX						
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10.	DATE R	EPORT DE	JE IN	0. P.	11. REPOR	TIN	G PERIO	D	SPE	CIAL (Specif		- IONMEN	17 E.M	PLOY			-	
2	8 Feb	ruary	1960		Jan	50	21	Dec 59	1		· ·							
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1 -	Unsatistic Di	factory		2 - Bore	ly adequat	•	3 - Acc	eptable	4 - G	rating perior year of the control of	5 - Excel	lent 6 -	Super	rvieed) lor	7 - 0	vistor	nding	
Case officer responsible for two KUCACE media projects.						0	5	Ca	mpaigns	l KUCAGE target of opportunity, gns (eg. national elections, t congresses, etc.).								
\$75	CIFIC D	UTY NO. 2						RATING	80	CIFIC DUTY	ngresse	s, etc	•)•			$\rightarrow$		
				conta	t with	+-	^	NO.	372	CIPIC DUTT	NO. 5						NO.	
P	oliti	cal act	tion	asset	ts.	VIII.	•	6		•								
		UTY NO. 3						RATING	SPE	CIFIC DUTY	NO. 8					-	ATING	
D	evelor omini	ment o	of co rolut	ntact Lionar	s in y circ	les.		6 6									NO.	
SE	CTION	C		EYALL	JATION (	OF C	VERA	L PERI	ORA	ANCE IN	CURREN	POSITI	ON		113 113 114			
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SEC	TION	<u> </u>				DE	SCRIPT	ION OF	THE	EMPLOYE	E							
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SECRE 1
(When Filled In)

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE F.

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

This employee is an outstanding, talented and dedicated individual them. The has been the second of the executing them. who is original in his ideas and thorough in executing them. We has been placed in most difficult positions, particularly in the handling of incompatible people and groups which he has managed without alienating either side and on various occasions accomplishing the impossible by satisfying everyone concerned. His versatility, coupled with his language ability, makes him particularly important at this time; however, I believe that his potential has not been scratched. He is circumspective, intelligent conscious and possesses administrative ability.

SECTION F	CERTIFICATION AND	COMMENTS							
BY EMPLOYEE									
10	ertify that I have seen Sections A, B,								
DATE	SIGNATURE OF EMPLOYEE	, e, e							
2.	BY SUPERVISOR	R							
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN								
3	He was not available a	4 44-44-4							
	IF REPORT IS NOT BEING MADE AT THE	S TIME, GIVE REASON.							
EMPLOYEE UNDER MY SUPER		REPORT MADE WITHIN LAST 90 DAYS							
DTHER (Specify):	!								
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR RINTED NAME AND SIGNATURE							
3.	COB, JMASH	Resmond J. O'Mara							
	BY REVIEWING OFFI								
	MPLOYEE ABOUT THE SAME EVALUATION	N.							
	MPLOYEE A HIGHER EVALUATION.								
	MPLOYEE A LOWER EVALUATION.								
I CANNOT JUDGE THESE EVA	LUATIONS. I AM NOT SUFFICIENTLY FAI	MILIAR WITH THE EMPLOYEE'S PERFORMANCE.							
COMMENTS OF REVIEWING OFFICE	AL								
The reviewing of official, however report is not a	ficial would have rated him r, although this does not me valid one.	his work for several years and with tremendous career potential. slightly lower than the rating ean to imply at all that the fitness							
DATE	OFFICIAL TITLE OF REVIEWING OFFICE	Jacob D. Esterline							

SECRET

		FITN	ESS RE	PORT					EMP	LOYER	SERI	AL NU	BER
SECTION A									1				
1. NAME (Last)	-	(First)		G	ENERA	L							
KENT		US 774	Middle	•)	2. D	ATE OF	BIRTH		7				
5. SERVICE DESIGNATION	N S. OFFI	LITTITUDE	М.		29	May :	1929		3. SE			4. GR	ADE
D	2	CIAL POSIT	ION TITL	E								GS	-12
s. C	Up	eration	S Offic	er					7. 0	F/DIV/	BR O	F A8510	NMENT
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10, DATE REPORT DUE	DECLI		DEN	ED		ANNUAL	-+-	REASE	GNME	IT/SUP	ERVI	OR	
1	N O.P.	11. REPOR	TING PER	IOD		IAL (Spec		REASS	GNMEN	T/EMP	LOYE	E	
SECTION B		21 Apr.	60	125ep	A Pro-								
1.1-4		EVALUA'	TION OF	PEREC	PALANCE								
List up to six of the mo manner in which employ with supervisory respon 1 - Unset/sfactory	st importan	specific :	duties no	in-	-	C OF SP	ECIF	C DUTI	ES				
with supervisory respon	ibilities H	EACH spe	cific dut	rormed du 7. Consid	ring the r	ating pe	ried, j	sert rati	nà num	harl	1-1-1		
1 - Unsatisfactory		103   De 101	ed on the	ir ability	o superv	errectly ise (Indi	eness i	n perforn	auce c	of that	duty.	All as	cribes :
- ALL STOCIOLA	2 - Barel	y adequate					CHI O INLAN	iber of em	pioyeee	euperv	iced).		ipioyee:
					4 - Co	mpetent	5 - E	xcellent		uperio			
Responsible for operations et m	the ove	מם ונפים		RATINI	SPECI	FIC DUTY	Y NO. 4		10.3	pperio		7 - Out	standing
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Organizing and pr both covert and o	enewi			RATING	SPECIEL	C D.							7
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and o	troat and	script,	s for		20,7	C DUTY,	NO. 8						BATIN
	vert ra	script: dio pro	for grams	7	20,7	C DUTY ,	NO. 8						RATING
F 6 5 1 6 1	vero ra	alo pro	grams	7									RATING
ECTION C	EVALUA	TION OF	grams Overal	7 L PERF	ORMAN	CÉ IN C	URRE	NT POS	TION	· perfe	· inanc	e of se	
ake into account everythis uties, productivity, conductor uties, productivity, conductor uties, productivity, conductor uties, productivity, conductor interpolation  1 - Performance 2 - Performance 3 - Performance 4 - Performance 5 - Performance 6 - Performance 6 - Performance	EVALUA  g about this f on lob, c 's averall stely reflect in many i meets mon clearly my clearly sy	TION OF  e employee cooperativer performance its his leve  mportant re st requirem costs basic creeds has	OVERAL which interests, port of during to of period respects for the service of t	L PERF	ORMANI or effect onal trail period, p	CE IN C	URRE in his c its, por	urrent po ticular li number ii	sition mitation the b	· perfe	# spor	e of spanishing to the spanish	
ake into account everything ties, productivity, conductour knowledge of employed atement which most accurate management which most accurate management which most accurate management which most accurate management with the performance of a perfo	EVALUA  g about this t on lob, c 's averall ately reflect in many i meets mo t clearly m clearly m in every i in every r	TION OF  employee apporativer performanc its his leve  mportant re acts basic reeds basi receds basi mportant re espect is a	which interest, port of during to of performances for the during to the during the durin	L PERF	ORMANI is effect onal train period, p require it require	CE IN C iveness is or hab liace the ments, or mare	URRE	urrent po ticular li number li	sition mitation the b	· perfe	** spor	ATING	
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SECTION E	NARRATIVE DESCRIP		

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

Mr. Kent's greatest strengths are a good, benalytical mind, skillful handling of agent personnel, fluency in languages, intimate background knowledge of targets and assets, strong loyalty up and down, good sense of humor. He has the ambition to go on to jobs calling for greater responsibility, and he has amply demonstrated his readiness to move on to such jobs.

On occasion he may forget that good staff work includes not only defining problems but recommending sound solutions as well. This is only a transitory weakness that will be corrected by more experience and training.

The undersigned would be happy to have Mr. Kent as a colleague during any future assignment.

CERTIFICATION AND C	OHN	ENTS			
BY EMPLOYEE					
	C. C	and E of this Report.			
SIGNATURE OF EMPLOYEES A	` .	1.)			
William 1	M.	Kent			
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Mr. Kent departed JMWAVE prior to the preparat					
	TIME	E, GIVE REASON.			
VISION LESS THAN 90 DAYS	T	REPORT MADE WITHIN LAST 90 DAYS			
	1	The state of the s			
OFFICIAL TITLE OF SUPERVISOR		TYPED OR PRINTED NAME AND SIGNATURE			
		Kohal Camble			
Chief of Base, JMWA	VE	Robert Reynolds			
BY REVIEWING OFFIC	CIAL				
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SECRET 26. CAN THINK ON HIS FEET. 27. COMES UP WITH SOLUTIONS TO X PROBLEMS. 28. STIMULATING TO ASSOCIATES: A "SPARK PLUG". X 29. TOUGH MINDED. X 30. OBSERVANT. X 31. CAPABLE. 32. CLEAR THINKING. X 35. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS. 34. EVALUATES SELF REALISTICALLY. I 35. WELL INFORMED ABOUT CURRENT EVENTS. X 36. DELIBERATE. X 37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES. 38. IMPLEMENTS DECISIONS REGARD-LESS OF OWN FEELINGS. X 39. THOUGHTFUL OF OTHERS. I 40. WORKS WELL UNDER PRESSURE. I 41 DISPLAYS JUDGEMENT. X 42. GIVES CREDIT WHERE CREDIT IS DUE. x 43. HAS DRIVE. X 44. IS SECURITY CONSCIOUS. X 45. VERSATILE. X 46. HIS CRITICISM IS CONSTRUCTIVE. 47. ABLE TO INFLUENCE OTHERS. 48. FACILITATES SMOOTH OPERATION OF HIS OFFICE. I 48. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION. SO. A GOOD SUPERVISOR. SECTION V

#### A. WHAT ARE HIS OUTSTANDING STRENGTHS?

has initiative, originality, and "drive" to a high degree. These qualities, combined with the definite aptitude he has for KUCAGE-type work, have done much to pull the KUCAGE program at this Station out of the planning stage and to producing positive results.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES?

None outstanding.

SECTION IV

This section is provided Callinaid in describing the individual. Your description in indictionable or unfavorable in itself confidual for its meaning in relation to a particular job or assignment. The describing pords are to be interpreted literally. On the left hand side of the pass below are a series of statements that apply sin some degree to most people. On the right hand side of the pass below are a series of descriptions. The pass below it is distributed by the pass of the pass of descriptions of your descriptions of your descriptions of your descriptions of your descriptions of your descriptions of your descriptions of your description on the test of the category on the right which heat tells how much the statement of the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual. STATEMENTS CATEGORIES APPLIES TO A APPLIES TO A NOT DOES APPLIES TO AN APPLIES TO AN OUTSTANDING REASONABLE 08. LIMITED ABOVE AVERAGE APPLY SERVED DEGREE DEGREE DEGREE DEGREE A. ABLE TO SEE ANOTHER'S POINT OF VIFW. B. PRACTICAL. 1. A GOOD REPORTER OF EVENTS. 2. CAN MAKE DECISIONS ON HIS DWN x WHEN NEED ARISES. S. CAUTIOUS IN ACTION. X 4. HAS INITIATIVE. X 5. UNEMOTIONAL. 8. ANALYTIC IN HIS THINKING. x 7. CONSTANTLY STRIVING FOR NEW X KNOWLEDGE AND IDEAS. 8. GETS ALONG WITH PEOPLE AT ALL x SOCIAL LEVELS. . HAS SENSE OF HUMOR. IO. KNOWS WHEN TO SEEK ASSISTANCE. I 11. CALM. I 12. CAN GET ALONG WITH PEGPLE, I 13. MEMORY FOR FACTS. X 14. GETS THINGS DONE. X IS. KEEPS ORIENTED TOWARD LONG X TERM GOALS. IA. CAN COPE WITH EMERGENCIES. x 17. HAS HIGH STANDARDS OF X ACCOMPLISHMENT. IN. HAS STAMINA: CAN KEEP GOING X A LONG TIME. 19. HAS WIDE RANGE OF INFORMATION. X 20. SHOWS ORIGINALITY. X 21. ACCEPTS RESPONSIBILITIES. x 22. ADMITS HIS ERRORS. X 23. RESPONDS WELL TO SUPERVISION. X 24. EVEN DISPOSITION. X

Z5. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT.

#### FIELD FITNESS REPORT

The Fitness Report is an important factor in organization personnel management. It seeks to provide:

1. The organization selection board with information of value when considering the application of an individual for membership in the career staff; and

2. A periodic record of job performance as an aid to the effective utilization of personnel.

#### INSTRUCTIONS

TO THE FIELD ADMINISTRATIVE OR PERSONNEL OFFICER: Con-sult current field administrative instructions regarding the initiation and transmittal of this report to head-

TO THE FIELD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigna, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weeknesses, and on-the-job effectiveness as revealed by his day-to-day activities. If this individ-ual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisors to make sure the report is accurate previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stends.

profest.

		IT IS OPTIONAL WHETHE	R OR NOT THIS FITNESS REPO	ORT IS SHOWN TO THE PERSON BEING RATED
	Ko.	it William	M' SECTION I	
LEAVE BL	ANK . E	OR HEADQUARTERS HEE		1. DATE OF BIRTH 2. SEX 3. SERVICE DESIGNATION
				May 9, 1929 M **********************************
4. GRADE		5. STATION DESIGNATI	ON (CUPPOSE)	
GS-9	ì	Panama		S REPORT (Inclusive dates)
	•	THIS REPORT	1	
3	7 Dece	mber 1955	OH II (To be completed	- 31 December 1955
1. CURRE	MT POST		OM II (10 De Completen	Z. DATE ASSUMED RESPONSIBILITY FOR POSITION
Operat	ions (	Office - KUTUBE	(Staff Agent)	2 January 1952
S. STATE	THE SP	ECIFIC ASSIGNMENTS OR	TASKS WHICH ARE TYPICAL O	F THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE
		•	•	
1.	three	months before	hat time, personally	mid October 1955 and, for approximately y planned and directed a very active trolled labor organization.
2.		Officer trainee trations.	on direct contact w	ith one of Station's top local CP
3.		on with indigenduties.	ous persons and with	CDYOKE officials as needed to carry out
4.	Trave	el control and s	rveillance duties a	s directed.
				POSTED C'!  GOT-444/SE
		SECTIO	N 111 (To be completed .	at headquarters only
		DO NOT	COMPLETE - FOR H	EADQUARTERS USE ONLY
			AUTHENTICATION OF REPOR	
		ATER (True)		NAME OF REVIEWING OFFICIAL IN FIELD (True)
	Noev		0 L	Jewicins, Juna 17
I			NOT SHOWN TO THE INDIVIDUA	ALL BEING MATED.  ATIVE OR PERSONNEL OFFICER AT HEADQUARTERS
τ	CATED A		IND SIGNATURE OF ADMINISTRA HIZED TO AUTHENTICATE FITHE	ESS REPORT AND SIGNATURES
		DO WOT	COMPLETE - FOR I	HEADQUARTERS USE ONLY

INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION 6 months

OFFICE OF PERSONNE 4. COMMENTS CONCERNING POTENTIAL A combination of youth, experience, drive and a fertile mind, among other att A combination of youth, experience, urive and a finite fact that he enjoy would appear to indicate a bright future for Subject. The fact that he enjoy has the qualifications for both FI and PP type work is another that the transfer of the property of the control of the property of the control of the contr his favor, as is his facility for languages.

MAIL ROOM

#### SECTION H.

#### FUTURE PLANS

. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL Subject has just completed Intelligence Orientation and World Communism cours He is currently taking the Anti-Communist Cos course and hores to get training covert political warfare and covert economic warfare, prior to reassignment. expected that Subject will be reassigned to the field (in an FI or PP capacity unon completion of the present tour at Headquarters.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE Subject is personable as well as versatile and should be able to adapt to virt any job to which he might be assigned. He would probably be most valuable in WH or We capacity due to strong language and area knowledge qualifications. I of versatility and drive, he would be a good candidate for assignment as chief small station or base requiring multiple talents.

#### SECTION I.

#### DESCRIPTION OF INDIVIDUAL

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

X - HAVE NOT COSERVED THIS: HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLE INDIVIDUAL

. APPLIES TO THE INDIVIOUSL TO THE LEAST POSSIBLE DEGREE 3 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE :
2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE CATEGORY NUMBER

CATEGORY			AN OUTSTANDING DEGREE		
CATEGORY	2,2,500,	CATEGORY	STATEMENT	CATEGORY	STATEMENT
3	1. ASLE TO SEE ANOTHER'S POINT OF VIEW	4	11. HAS HIGH STANDARDS OF . ACCOMPLISHMENT	4	21. IS EFFECTIVE IN SIGNS WITH ASSO
4	2. CAN MAKE DECISIONS ON HIS DOWN WHEN MEED ARISES	5	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECI
5	3. RAS INITERTIVE	4	13. ACCEPTS RESPONSIBLLS.	3	23. IS THOUGHTFUL O
3	4, ISTANALYTIC IN HIS THINK- ING	3	14. ADMITS HIS CRROKS	x	24. WORKS WELL UNDE
4	5. STRIVES CONSTANTLY FOR HER KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUMER-	4	25. DISPLAYS JUDGEM
4	6. KNOWS WHEN TO SEEK Assistance	4	16. DOES HIS JON WITHOUT STRONG SUPPORT	3	26. IS SECURSTY CON
3	7. CAN GET ALONG WITH PROPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
4	8. HAS WEMORY FOR FACTS	4	18. IS OBSERVANT	4	28. HIS CRITICISM IS STRUCTIVE
4	9. GETS THINGS DONE	4	19. THINKS CLEARLY	3	29. FACILITATES SMOOTION OF HIS OFF
X	10. CAN COPE WITH EMERGENCIES	4	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS		30. DOES NOT REQUIRE AND CONTINUOUS S

FITNESS	REPORT	(Dart II)	POTENTIAL

#### INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career manage-

rated empl to be comp	oyee. It is letted only	s recommended that you after the employee ha	ny read the ent is been under y	ire report before con our supervision FOR A	mpleting any AT LEAST 90 DA	question. This report is YS. If less than 90 days,
hold and c	omplete aft and forward	er the 90 days has cla ed to the OP no later	osed. If this than 30 days a	is the INITIAL REPOR	RT on the empl dicated in ite	oyee, however, it MUST be m 8 of Section "E" below.
SECTION E			GE	MERAL		
1. NAME	(Lost)	(First)	(Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
	KENT	William	n.	9 May 1929	M	DI
5. OFFICE/	DIVISION/88	ANCH OF ASSIGNMENT		6. OFFICIAL POSITIO	N TITLE	
DDP/W	H/Branch	III		Area Ops Off	icer	
		PORT DUE IN OF	9. PERIOD	COVERED BY THIS REPOR	RT (Inclusive	dates)
GS-11	18 J	nuary 1957	2 Ju	ly 1956 - 27 Dec	ember 1956	,
10. TYPE O	F REPORT	INITIAL		MMENT-SUPERVISOR		L (Specify)
(Check	one)	X ANNUAL	8E 4551 G	NMENT-EMPLOYEE	-1	
SECTION F	•		CERTI	FICATION		
1. FOR THE	RATER: I	CERTIFY THAT THIS REP	ORT REPRESENTS	MY BEST JUDGEMENT OF	F THE INDIVIDU	AL BEING RATED
A. THIS DA	TE	TYPED OR PRINTE		NATURE OF SUPERVISOR	C. SUPERVISOR	'S OFFICIAL TITLE
16	xun: 45	James B	Mole	رق	A	a Officer
2. FOR THE	REVIEWING	OFFICIAL I HAVE REV	IEWED THIS REP	ORT AN NOTED ANY DIS	FERENCE OF OP	INION IN ATTACHED MEMO.
A. THIS DA		B. TYPED OR THE	NAME MAY SIG	OF REVIEWING	C. OFFICIAL T	INION IN ATTACHED MEMO.
160	au '57	OFFICIAL	BRATTI	ng .	C/WH/III	•
SECTION/6	. /		ESTIMATE	OF POTENTIAL		
1. POTENTI	AL TO ASSUM	E GREATER RESPONSIBIL	ITIES			
DIRECTIONS	: Consideri	ng others of his grad	de and type of	essignment, rate the	employee's po	tential to assume greater
responsibí work.	lities. Th	ink in terms of the	e kind of resp	onsibility encounter	ed at the vari	ous levels in his kind of
WOTE.	1 - ALREAD	Y ABOVE THE LEVEL AT	WHICH SATISFAC	TORY PERFORMANCE CAN	BE EXPECTED	
-		ACHED THE HIGHEST LEV				CTED ATER RESPONSIBILITIES
5		FOR TRAINING IN ASSUM			TO ASSUME GAT	AIER RESPONSIBILITIES
· L		ROBABLY ADJUST QUICKE				INING
RATING		Y ASSUMING MORE RESPO EPTIONAL PERSON WHO				ARLY ASSUMPTION OF HIGHER
NUMBER		RESPONSIBILITIES		•		
2. SUPERVI	SORY POTENT	TAL		,		
SUITABLE 7	YES, indicat FRAINING. I sing your op	te below your opinion Indicate your opinion Vinion in the appropri	or guess of the by placing the late column. If	e level of superviso number of the descr your rating is base	ry ability thi iptive rating d on observing	Yes No If your is person will reach AFTER below which comes closest him supervise, note your the "potentiel" column.
DESCRIPT	IVE O HA	VE NO OPINION ON HIS	SUPERVISORY PO	TENTIAL IN THIS SITU	ATION	
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	3	a GROUP COING THE cialists of various supervisor)	HASIC JOB (CIU Kinds) WHERE	CR drivers, stenogra; Contact with immedia	Phers, technic Te subordinate	inns or professional spe- s is facquent (First line
	2	A GROUP OF SUPERVISO	PRS WHO DIRECT	THE BASIC JOS (Second	d line supervi	sors)
	2	A SROBP. WHO MAY OR AND POLICY (Executiv		ERVISORS, WHICH IS RE	SPONSIBLE FOR	MAJOR PLANS, ORGANIZATION 公子
	3.	WHEN CONTACT WITH IN	INEOLATE SUBURD	INATES IS NOT FREQUE	¥ T	21
	2	WHEN INMEDIATE SUBOR	DINATES" ACTIV	ITIÉS ARE DIVERSE AN	D HEERINA AREUL	godan Atton
	2	THEN INMEDIATE SUBOR	FRIMATES INCLUD	E MEMBERS OF THE OPP	DSITE SEX	, was selected to
,		OTHER (Specify)			11.	, , , , , , , , , , , , , , , , , , , ,

	en Filled In)		
2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES			
DIRECTIONS:  a. State in the spaces below up to six of the melace the most important first. Do not incled. But the place the most important first. Do not incled. But the performance on each specific duty consists. For supervisors, ability to supervise will a who supervise a secretary only).  d. Compare in your mind, when possible, the similar level of responsibility.  c. Two individuals with the same job title duties.	ing ONLY effectivene ys be rated as a spe dividual being rated be performing diffe	s in performance of this specific cific duty do not rate as superviso the with other carfo cits and the different duties. If so, rate them on d	duty. rs those uty st a
f. Be specific. Examples of the kind of duties ORAL BRIEFING GIVING LECTURES CONDUCTING SEMINARS WRITING TECHNICAL REPORTS CONDUCTING EXTERNAL LIAISON TYPING TAKING DICTATION SUPERVISING 8. For some jobs, duties may be broken down ever and phone operation, in the case of a radio of	S AND USES AREA KNOW, VELOPS NEW PROGRAMS ALYZES INDUSTRIAL RE NAGES PILES ERATES RADIO ORDINATES WITH OTHER ITES REGULATIONS EPARES CORRESPONDENC urther if supervisor fator.	LEDGE CONDUCTS INTERROGATION: PREFARES SUMMARIES TRANSLATES GEMAN DEBRIEFING SOURCES KEEFS BOOKS OFFICES DRIVES TRUCK MAINTAINS AIR CONDITION	VING
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Provides support and guidance to field on PP matters.	Has and use language.	s knowledge of area and	RATING NUMBER
Coordinates with other Headquarters components on matters relating to PP.	MBER Develops an	d illustrates new ideas for f PP effort(political carto	RATING NUMBER
Prepares periodic progress and status reports and originates dispatches to 34. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMA	TING PECIFIC DUTY NAMEER	0. 6	RATING NUMBER
Subject's initiative and imagination, knowledge, have made him particularly case officer for the complex and ever usual support functions as a Headquart ideas which have been incorporated int significant shortcomings in subject. of this may be attributed to his drive	mbined with Span luable in his property of the Cuban progration is a little too which is, in turn	mish language facility and resent capacity as Headquar ram in Cuba. In addition the has originated a number am. The rater has observed a impulsive at times, thoughn, probably his greatest a	ters o the of no
	JRRENT JOB IN ORGAN		
DIRECTIONS: Take into account here everything yestinent personal characteristics or habits, spec pere him with others doing similar work of about it 1 - DEFINITELY UNSUITABLE - HE SHOULD BIT OF THE SHOULD BIT OF THE SHOULD BIT OF THE SHOULD BIT OF THE SHOULD BIT OF THE SHOULD BIT OF THE SHOULD BIT OF THE SHOULD BIT OF THE SHOULD BIT OF THE SHOULD BIT OF THE SHOULD BE SHOULD BE SHOULD BIT OF THE SHOULD BE SHOULD BIT OF THE SHOULD BE SHOULD BIT OF THE SHOULD BIT OF THE SHOULD BE SHOULD BIT OF THE SHOULD BE SHOULD	know about the indiv defects or talents. same level, PARATED VE ACCEPTED HIM IF I VERAGE BUT WITH NO WI I KNOW IN THE DAGAN STRENGTHS THE REQUIREMENTS OF	idualproductivity, conduct in topnd how he fits in with your team had known what I know now eaknesses sufficiently outstanding to its contraction.	n. Com-
is this individual Better Suited for WORK in SOME C EXPLAIN FULLY: He is however, equally suite	ER POSITION IN THE OF	RGANIZATION! YES NO.	F YES.

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any quest	ion. If this	is the initial repo	rt on the emp	loyee, it must be	completed and fo	re form before completing prwarded to the Office of
SECTION	DO TALLI LIMII	30 days after the d	ate indicated	in item 8, of Sect	ion "A" below.	
1. NAME	(Last)	(First)		ERAL		4
((44))	`			2. DATE OF SIRTH	3. SEX	4. SERVICE DESIGNATION
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L				6. OFFICIAL POSIT		
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	k one)	ANNUAL	<del></del>	MENT-SUPERVISOR	SPECIAL	(Specify)
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16 Janua	arv 1957	James B. NOL	1	To be la	A 0	0000
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	17				CONT	INUED ON ATTACHED SHEET
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		LY the productivity ing period. Compare than productivity w				ing rated has performed imilar level of respon-
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NUMBER	6 · PERFORMS H THE SUPERV	IS DUTIES IN SUCH AN	OUTSTANDING	MANNER THAT HE IS	FORMULED DV FCW	OTHER PERSONS KNOWN TO
COMMENTS:						
						, J.

### SECRET

(When Filled In)

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FOR THE A	OMINISTRAT	TIVE OFFICE	R: Consult			UCTIONS				
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to be comp hold and c completed	leted onl complete a and forwa	y after th	ended that e employee	you read has been	the enti	re report b	pefore comp	leting eny	question.	e career mana be shown to This report ess than 90 da ever, it MUST ction "E" bel
SECTION E					GEN	ERAL				tron t. ber
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08-11						OVERED BY T	EPORT	(Inclusive	(ates)	
		<b>ply</b> 1957		2	7 Dec	56 - 177	57			
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SECTION F			ANNUAL			ENT-EMPLOY	1			-
1. FOR THE		CERTIFY	MAT 71	0000	CERT; F					
A. THIS DAT		B. THE	ED OR PRINT	FORT REPR	ESENTS M	Y BEST JUDG	SEMENT OF TH	E INDIVIDUA	L BEING R	ATED
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2. FOR THE	REVIEWING	OFFICIAL	14808	B. NOL	AND			G/WH/I	II/Gab <b>a</b>	
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SECTION G.						PUTENTIAL				
1. POTENTIA	L TO ASSU	ME GREATER	RESPONSIBLE	1.1.1.00						
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ACTUAL F	POTENTIAL				. Ď	ESCRIPTIVE	SITHATION			
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	2	A GROUP OF	SUPERVISOR	*S #HG D)	RECT THE	##51C JOB	(Second lin	e supervisor	)	
	2	A GROUP, W	(Executive	AY MOT BE	SUPERVI	50#5, WHICH	IS RESPONS	DA		ORGAN (ZATION
	2	WHEN CONTA	СТ. <b>В</b> ІТН. ЈММ	EDIATE	BOOTHA	ES IS NOT	REQUEN BY	,	101	
	2	WHEN INNED	IATE SUBORD	INATES -	Poste	Pos. Corne	sk_and	CAREFUL CO	ORDINATIO	<u> </u>
	2	AHEN SHRED	ATE SUBORD	INATES I	CLUBE WE	MBERR HAY FIRE		31.2		
		OTHER (Spe	cify)							

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

Potential

# SECRET

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNITED TOUR SUPERVISION 13 TO 10 TO

4. COMMENTS CONCERNING POTENTIAL

SECTION 1.

Based on youth, desire and contribution to date, subject would appear to have a bright future with the organization. His language and area knowledge make him particularly valuable in WE area, although he is also fluent in Italian, knows that a well and as indicated previously has attributes which should make him a valuable istelligence efficer in most any area, whether in FI or FP capacity. It is rater's SECTION H. STATE COLUMN SECTION H. STATE COURSE IN 12 30 Sield.

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Subject has undergone considerable training during past year, taking such courses As World Communism, Anti-Communist Ops, Psychological and Mconomic Warfare, He plans take several additional courses including OB prior to reassignment to field during opnix coming year; hopes to transfer to ME Division eventually.

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

We limiting factors. Should adjust well in virtually any area.

DECTION		DES	CRIPTION OF INDIVIDUAL		
	number which best tells how m	t as an air flow are a mder the such the s	d to describing the individual series of statements that a heading "category." Read en tatement applies to the pers	ach statem	see him on the job. Interpret lome dagree to most people. To lent and insert in the box the by this report
CATEGOS	X - HAVE NOT OBSERVED INDIVIDUAL  1 - APPLIES TO THE APPLIES TO INDI  3 - APPLIES TO INDI  4 - APPLIES TO INDI  5 - APPLIES TO INDI	INDIVIDUAL VIDUAL TO VIDUAL TO VIDUAL TO	HENCE CAN GIVE NO OPINION AS L TO THE LEAST POSSIBLE DEGRE	TO HOW THE	E DESCRIPTION APPLIES TO THE
TEGORY	STATEMENT	CATEGORY		CATEGORY	STATEMENT
3	1. ABLE TO SER ANOTHER'S POINT OF YIER	*	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUS- SIONS WITH ASSOCIATES
٠	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	5	12. SHOWS ORIGINALITY	3	22. IMPLEMENTS DECISIONS DE- GARDLESS OF OWN FEELINGS
5	3- PASTINI ZAH .E	4	13. ACCEPTS RESPONSIBILL.	3	23. IS THOUGHTFUL OF OTHERS
4	4. IS ANALYTIC IN HIS THINK- ING	3	14. ADMITS HIB ERRORS		24. BORKS WELL UNDER PRESSURE
4	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE END IDEAS	3	15. RESPONDS WELL TO SUPER-	4	25. DISPLAYS JUDGENERT
4	6. KNOWS WHEN TO SEER ASSISTANCE	4	16. DOES HIS JOB WITHOUT STRONG SUPPORT	3	26. IS SECURITY CONSCIOUS
3	7. CAN GET ALONG WITH PEOPLE	3	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
4	8. HAS MEMONY FOR FACTS	4	18. 13 OBSERVANT	4	28. HIS CRITICISM IS CON- STRUCTIVE
5.	9. GETS THINGS DONE	. 4	19. THINKS CLEARLY	3	29. FACILITATES SMOOTH GPERA- TION OF HIS OFFICE
*	10. CAN COME WITH ENERGENCIES	5	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	b	30. DOES NOT PEQUIPE STRONG AND CONTINUOUS SUPERVI- SION
			99999		

SECRET

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SECTION A												
I. NAME (Leet)	,	(First)	(Middle)	GE	NERA							
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B. SERVICE DESIGNAT	ION & OFF	ICIAL POSITIO	N TITLE		.19_	May 19	29		_male		G.	3-1
	1	Operation		24002					7. OFF/D			
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PENDING	DECL	INED	DENIE	D	+	ANNUAL			NMENT/			
10. DATE REPORT DU	I IN O.P.	11. REPORT	ING PERIO		SPE	CIAL (Speci		E 45516	NMENT/	EMPLO	YEE	
		13Sep60	)	SJune 6								
SECTION B		EVALUATI	ION OF F	ERFOR	MANC	F OF SP	FCIEIC I	VITI				
List up to six of the manner in which emplo with supervisory respe 1 - Unsetisfactory	~~~	ant specific du ns EACH spec MUST be rate	uties perfo cific duty, ed on their	rmed duri Conside ability to	ng the r ONL super	rating per Y effective vise (indic	lad. Insa			which hat du pervice	best y. Al	desc I emi
SPECIFIC DUTY NO. 1	2 - 000	ely adequate	3 - Acc	eptable		ompetent	5 - Exc	llent	6 - Sup	erior	7.	Outs
Supervising	JMWAVH	PW Seet	tion	RATING	SPEC	IFIC DUTY	NO. 4					
composed of	7 staf	L OR COL	11011	_	Sei	ving a	as Cas	e 0	ffice	r fo	r a	
personnel.	,	- 01 (01)	I OT AC C	.5-	nun	nber of	PW c	per	ation	\$.		
SPECIFIC DUTY NO. 2												
Planning PW	operat	ions aga	inet	RATING	SPEC	IFIC DUTY	NO. 5		_			
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	_		,		COL	tacts.	•					
SPECIFIC DUTY NO. 1				BATING								
Planning PW	operat:	ions aga	inst	"NO."	3PEC	FIC DUTY	NO. 6					
Cuba.	•	-64		4								
SECTION C	EVALI	JATION OF	OVERAL	L PERF	OPH	NCE IN	CHOPEN	T 00				
3 - Perform 4 - Perform 5 - Perform	mance in mai mance in mai mance clear mance clear mance clear	y me employee y cooperatives reli perfermenc flects his leve ny important ri most requiren y meets basic y exceeds has rry important ri rry respect is	el of perio	the rating rmence. ills to medic deficie ents, ments,	perio	d, place th	e rating n	umber	in the bo	perform s or to x corre	Spond R/	of sp Bar ing to
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#### Section F 3.

I agree with the rating officer that the subject has a great deal of enthusiasm and interest in his job and in many aspects performs his duties in a highly professional manner. I do not, however, for reasons stated below, believe that his over all rating should be higher than 4+.

While it is true that he demonstrates considerable imagination and energy, he is headstrong and develops prejudices that prevent him on occasions from being objective in handling operations. This in my opinion is due to his youth and lack of experience in dealing with a particular situation of the kind with which he is now faced. This is by no means meant to be a reflection on his qualifications or future potential.

I emphatically disagree with the last sentence of Section E for the reasons set out above. He should not be, at the present time, given greater individual responsibility but rather should be subject to close, strong supervision of a senior officer.

### SECRET

	(When Filled In)
SECTION E	NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions updated amployee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his agtisfic for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SEOTIONS B, C, and D to provide the best basis for determining future personnel actions.

Subject has a unique flair for planting and conducting political action operations. His previous field experience in dealing with Latin American political action agents and his facility with the Spanish language have made him an unusually strong asset in the conduct of current operations in the Dominican Republic. His personality and background enable him to establish rapport with foreign nationals with remarkable ease. He uses imagination in developing new operations and is aggressive in follow-up procedures. He is well qualified for a Headquarters position which would give him greater individual responsibility.

SECTION F	CERTIFICATION AND CO	MAENTS
1.	BY EMPLOYEE	ALCOHOL STATE OF THE STATE OF T
) cer	rtify that I have seen Sections A.M. (	Dand-Flof this Pennet
DATE	SIGNATURE OF EMPLOYEE	M. Kent
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
5 months		
	IF REPORT IS NOT BEING MADE AT THIS	TIME, GIVE REASON.
EMPLOYEE UNDER MY SUPERY	ISION LESS THAN 80 DAYS	REPORT MADE WITHIN LAST 90 DAYS
OTHER (Specify):		
29 January 1862	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
29 January 1962	Chief, WH/DR & H	TERRET. Prator aylon
	BY REVIEWING OFFICE	IAL
I WOULD HAVE GIVEN THIS EM	PLOYEE ABOUT THE SAME EVALUATION.	
	APLOYEE A HIGHER EVALUATION.	
	APLOYEE A LOWER EVALUATION.	
I CANNOT JUDGE THESE EVAL	LUATIONS. I AM NOT SUFFICIENTLY FAMI	LIAR WITH THE EMPLOYEE'S PERFORMANCE.
COMMENTS OF REVIEWING OFFICIAL		: .
See attachmen	nt.	
,	•	
DATE 7 Feb 62	OFFICIAL TITLE OF REVIEWING OFFICIA	and And
	Chief, WH/3	Ned P. Holman

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	KEN	ľ	`.Ii.	1.1.1am	М.		29	May 1929		M	e.L.3			35-1	2
5. 5	ERVICE DESIGNAT	TION	. OFFIC	IAL POSITIO	N TITLE								ASSIG	NMEN	T
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8.		CARE	ER STA	FF STATUS			9.		TY	PE OF RE					
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	DATE REPORT DU		3.P.	II. REPORT		To	SPE	CIAL (Specify)	<b>)</b>						
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TH	ER (Specify):											1			1

•	(When Filled In)	
SECTION E NAR	RATIVE DESCRIPTION OF MANNER O	F JOB PERFORMANCE
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defining problems h	e may forget that good st out recommending sound so ess that will be correcte	aff work includes not only lutions as well. This is only d by more experience and
The undersigned during any future a		Mr. Kent as a colleague
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SECTION F	CERTIFICATION AND COM	AENTS
1.	BY EMPLOYEE	
/ con	tify that I have seen Sections A, B, C,	D and E of this Report.
"Allugust 1961	William M.	Keus
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	
10	of this report.	E prior to the preparation
	IF REPORT IS NOT BEING MADE AT THIS TIM	
EMPLOYEE UNDER MY SUPER	ISION LESS THAN SO DAYS	REPORT MADE WITHIN LAST SO DAYS
OTHER (Specify):	OPPICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
DATE	Chief of Base, JMWAVE	the comble
3.	BY REVIEWING OFFICIAL APLOYEE ABOUT THE SAME EVALUATION.	
	PLOYEE A HIGHER EVALUATION.	
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	LUATIONS. I AM NOT SUPPICIENTLY PAMILIA	R WITH THE EMPLOYEE'S PERFORMANCE
COMMENTS OF REVIEWING OFFICIA		
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SECRET

1.58

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, WH/4

DATE

2 AUG 1961

R. K. DAVIS

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10. DATE RE		IN		II. REPOR	<u> </u>		D	TARE!	CIAL (Spe		REASS	CHMI	NT/EM	PLOY	e.		
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#### SECTION C

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

During the approximately six months of Mr. Kent's association with WH/5, the Branch CA effort was almost exclusively concentrated on a special operation with which Mr. Kent was not directly concerned. His assigned task was to act as Headquarters case officer for those CA projects not directly involved in the special project and for peripheral aspects of some which were. He performed his assigned duties competently and demonstrated that in the graphic aspects of CA work he has few peers.

At the same time, Mr. Kent did not show any large measure of initiative in developing those projects assigned to him, and seemed to treat his assignment as a temporary one (as indeed it turned out to be) to which he was not fully committed and in which he was not overly interested.

Mr. Kent is a pleasant and cooperative officer who doubtless can perform capably in a position with supervisory responsibilities, although his duties with WH/5 gave him no opportunity to demonstrate his competence in this area.

SECTION D	CERTIFICATION AND COMMENTS
1.	BY EMPLOYEE
1 CI	ERTIFY THAT I HAVE SEEN SECTIONS A. B. AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE , A STANDE OF THIS REPORT
2/26/63	William M. Kens
2.	BY SUPERVISOR
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
ONDER MY SOFERVISION	
DATE	OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE
2/ //	Deputy
2/24/63	Chief, WH/5
3.	BY REVIEWING OFFICIAL
COMMENTS OF REVIEWING OFFICIAL	
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	OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED OF PRINTED NAME AND SENATURE
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	Chief, WH/5 R. D. Gahagen
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******			18	May 62	- 15 N	ov 62		
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KENT, William M. (continuation of Section C)

For family medical reasons, Mr. Kent cannot accept a permanent overseas assignment at the present time.

He is not called upon to exercise supervisory functions; therefore, his ability in this regard has not been rated.

	SECRE	T
SECTION C	(When Filled	
Indicate significant strengths	NARRATIVE C	OMMENTSUE OF PERSONNE
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In this regard he Kent regularly mak	ided by KUTUHE sources as has shown great initiative es sound suggestions for i dia operations, and with m	carticularly effective in the exploita- the basis for "black" operations. , imagination and professional ability ncreasing the effectiveness and ore time on the job, and an increased should further improve his ability
for his functional friendly disposition person of strong co	Well written and easily und duties as part of a small on and gets along well with nvictions which he does no	this time. His proficiency in Spanish ly in originating media operations,
CTION D	CERTIFICATION AND	(continued on attached
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	Chief, WH/CA	Herschel F. Peak
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W. J. Hood

AND SIGNATURE

OFFICIAL TITLE OF REVIEWING OFFICIAL

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DATE

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### TRAINING REPORT

Midcareer Executive Development Course No. 4 20 Sept - 30 Oct 1964 (6 weeks, full-time)

Student: William M. Kent Office: WH

Year of Birth: 1929 Service Designation: D

Grade: GS-13 No. of Students: 30

EOD Date : Dec 1951

### COURSE OBJECTIVES - CONTENT AND METHODS

The Midcareer Executive Development Course, a part of the Midcareer Training Program, is designed to enable potential executive officers to develop and widen their understanding of the Agency, of the Government, and of international affairs.

The Course consists of three major segments, each of approximately two weeks duration. The topics covered through lectures, seminars, panel discussions and field trips are:

- The functions, relationships and problems of various Agency components.
- 2. U.S. domestic problems and their effect on Government policy.
- 3. Current developments in key international affairs.

### ACHIEVEMENT RECORD

No evaluation of the student is made during the course, and no final grade is given upon course completion.

FOR THE DIRECTOR OF TRAINING:

Charles D. Ford

0 1001 1964

Date

Chief, Midcareer & Senior Officers Courses

SECRET

·	SECRET (When Filled In)	THE OF PERSONNEL
SECTION C	NAPPATIVE COVERNO A	<b>b</b> / •
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	CERTIFICATION AND COMMENTS	
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ATE	RTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF	THIS REPORT
31 March 1965	William M. Kent	
ONTHS EMPLOYEE HAS BEEN	BY SUPERVISOR	
NDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOY	EE, GIVE EXPLANATION

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leut
TO EMPLOYEE, GIVE EXPLANATION
THE EXPLANATION
TYPED OR PRINTED NAME MED SIGNATURE
Seymour R. Bolten
AL

I agree with the rating of Mr. Kent. He has been energetic, imaginative and professional in his work. The only thing that I can add to the assessment is that Mr. Kent speaks excellent Spanish which has been an essential ingredient in his critical abilities in the handling of media operations for Latin America.

DATE	OFFICIAL TITLE	
	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
31 March 1965	Deputy Chief, WHD	R. W. Herbert

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	(When Filled In)
SECTION C	NARRATIVE COMMENTS

OFFICE OF PERSONNEL

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section 13 for provide best basis for determining future personnel action. Manner of performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance or applicable.

Mr. Kent is indeed a professional in his fieldall annexpert in propaganda operations which require area knowledge, technical know-how, and imagination. In a specialty where it is only too easy to go off the deep end, Mr. Kent has always kept his wits about him and avoided parochialism. He is a lucid writer who focus es on the essential. By nature, Mr. Kent is an impatient man who has certain biases which sometimes get into the way of his operational judgements. He is keenly aware of this and his efforts to remain as "uninvolved" as possible are commendable. In summary, Mr. Kent is a "doer" who in his field contributes much.

Mr. Kent has no supervisery duties to perform. He is highly cost conscious:

SECTION D	CERTIFICATION AND CO	MENTS
1,	BY EMPLOYEE	
1	CERTIFY THAT I HAVE SEEN SECTIONS A, 9	, AND C OF THIS REPORT
6 December 1965	SIGNATURE OF EMPLOYEE WILL	m. M. Kers
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
2		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
6 December 1965	Chief, WH/CA	Gerard Droller
3.	BY REVIEWING OFFICE	
COMMENTS OF REVIEWING OFFICE	AL	
I conc	ur fully in this report. Mr.	Kent is rated strong across
the board	He definitely marks on the Li	

He definitely ranks on the high side in this category.

DATE OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED OR PRINTED NAME AND SIGNATURE Donald C. Marelius 27 December 1965 WHD/Executive Officer

	FITNESS	REPORT			1321	EMPL	OYEE SERIAL N	IUMBER .
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SECTION C

SECTION D

### NARRATIVE COMMENTS

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

Aug 9 3 37 PH '66

MAIL ROOM

There is but little which can be added to the comments made in the fitness report covering the period 1 January to 3 December 1965; Mr. Kent is an excellent officer in his specialty; he holds strong opinions on certain issues, but - over the years - has learned to bend. His projected non-official cover assignment will utilize his talents for dealing with Latin Americans and for translating ideas and concepts into meaningful action. We wish him well.

CERTIFICATION AND COMMENTS

1.	BY SMPI	LOYEE
	I CERTIFY THAT I HAVE SEEN SECT	TIONS A. B. AND C OF THIS REPORT
DATE 21 Huly 19	G SIGNATURE OF EMPLOYEE	William M. Ken
2.	BY SUPE	RYBOR
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DATE	OFFICIAL TITLE OF SUPERVIS	SOR TYPED OR PHINTERNAME AND SIGNATURE
	Chief, WH/CA	General Droller
3.	BY REVIEWIN	IG OFFICIAL
	I concur with the above ex	valuation. Mr. Kent has proved uld be successful in his new pendent judgment and initiative.
1 2	8H:	
DATE  1 August 196	official title of reviewing  66 WH/Executive Off	Quariles

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6. OFFICIAL POSITION TITLE  Operations Officer  Operations Officer		NUMBER
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MEMORANDUM FOR: Secretary, CS/CS Panel (Section A)

Kent

SUBJECT: Recommendation for Promotion to Grade GS-14, (Staff Agent)

his conversion to Staff in July of this year, has been connected with the Latin American scene since he joined the Agency in 1951. Even before that time he had lived in some Central American countries. Thus, it is not surprising that brought to his assignments a thorough knowledge of the Social, economic, and political currents throughout the WH Division area.

2. In handling many tasks at various levels of responsibility and different locations, one facet of has always been outstanding: he has an unusual ability to apply his imagination toward realistic and useful operations. To be specific: on occasion of the discovery of a Cuban arms cache in November 1963, of the January 1964 riots in Panama, of the April 1965 revolution in the Dominican Republic, and of many other crises and situations which have developed in the WH area immediately took the initiative within and outside the Division for the initiation and coordination of covert action efforts to support U.S. (and Agency) objectives. In his last assignment prior to assuming his duties under nonofficial cover, his constructive analyses of this Division's covert action activities and conclusions therefrom have made a significant. Cal's impact on the formulation of our operational posture. task in his current assignment will be to find and develop channels to Latin American Christian Democratic individuals and groups which will require maturity and judgment, tact and operational know-how, creativeness and flexibility. His current assignment is and some others in the past were at a level of a GS-14 if not higher and thus the promotion of to GS-: is strongly recommended at this time. to GS-14

> by Jacob W. Orlehm Chief, Broe

Western Hemisphere Division

not approved

6 January 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT:

Employee Number 059198; DOB: 5 September 1929; Operations Officer; Career; Service

Designation: D

PERIOD UNDER REVIEW:

1 January 1968 - 6 January 1969

MONTHS UNDER MY SUPERVISION: 16

OVERALL RATING:

Proficient

- 1. During this reporting period Subject has continued to maintain a state of more than satisfactory proficiency and has done a good job of establishing himself under unofficial commercial cover. He is always on the alert for new avenues of approach to targets of interest using his cover as access.
- 2. At present he is handling one quite sensitive penetration of an Embassy and to date has managed this case in a highly professional manner.
- 3. Subject is well motivated, takes a serious approach to his work and profits by his mistakes. At times he is inclined to take precipitate action and think later. However, he is most willing to learn and takes constructive criticism of his work in the proper spirit.
- 4. In order to increase Subject's value to the Washington Base, it is recommended, that when time permits, he be enrolled in the CI/CE and the Soviet Realities courses.
- 5. As of the present Subject has no supervisory responsibilities. He has proven to be sensibly cost conscious and submits his accountings promptly.

1 May De

Rudolph E. Gomez

Chief Washington Base

SECRET

### SECTION C NARRATIVE COMMENTS (Continued)

Subject devised a first-class cover relationship with the priority (REDTOP) target of this Base. For a period the relationship was close, and in our judgment it was wholly unsuspicious because Subject made it seem so natural. This was a very delicate operation which Subject handled with distinction.

Personal characteristics of this officer which should not be overlooked in this review are loyalty, responsiveness, willingness to accept any direction.

In conclusion I want to emphasize my conviction that this officer's assignments should be limited to the area for which he was trained and in which he feels confident: Latin America.

This officer is reasonably cost-conscious. I have had no opportunity to deserve his capability for supervising other case officers.

When Filled

### SECTION C NARRATIVE COMMENTS

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

This officer to some extent has been a victim of his assignment. His undergraduate training in Latin American affairs was thorough and extensive. His employment with RVROCK for the next 16 years was Latin-oriented. His Spanish language is rated "native". Yet during the period under review he was diverted from Latin-American affairs toward a variety of higher priority targets. This re-orientation was not uniformly successful, and should not be continued, because Subject seems to have no natural interest in foreign nationals (with the apparent exception of Latin Americans) and in most foreign affairs (with the exception of Latin American affairs).

Subject's strongest characteristic is his ability to live and to utilize his commercial cover. He showed great aptitude and commendable imagination in devising new modes of commercial access to foreign nationals residing in Washington. For example his use of his cover was the matrix of several successful recruitments for which other case officers received the ultimate credit, even though the recruitments were based on this officer's discovery of the potential agents and his initial development of them before they were transferred. Conversely, when Subject retained the contacts through the development phase, the contacts languished.

(continued on separate sheet)

	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A. B.	AND C OF THIS REPORT
ATE	SIGNATURE OF EMPLOYEE	
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20 February 1970	BY SUPERVISOR	• · ·
ONTHS EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN T	O EMPLOYEE, GIVE EXPLANATION
INDER MY SUPERVISION		
12	İ	
ATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
	1	John G. Shaller, Jr.
3 February 1970	Chief of Base	(Signed in Pounds on Form 45)
	BY REVIEWING OFFICE	
This r	eviewing official concurs with	the ratings and narrative
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7-63 45 OBSOLETE PREVIOUS EDITIONS

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GROUP ) actuded from outprouts developeding and policy, CCS will not okay engaging in recruitment activities people who are under cover of legitimate firms (such as my cover firm, WWIS). The risk, he said, is too great, adding that where recruitment responsibilities are envisaged, a devised facility cover rather than that of a real firm, is provided. He suggested that I call Mr. Will Burke, current Chief of the Corporate Cover Branch in CCS, for further details and confirmation.

5. I spoke with Mr. Burke on the morning of 29 June. In essence, he said the same thing that Biladeaux had said, allowing that there are occasional exceptions such as an instance where an officer assigned abroad might use an alias, or on the rare occasion where a person might, in effect, recruit himself. With specific reference to WWIS, when I had that cover recruitment activity was precluded.

SECTION C

المرازين والمرازية

### NARRATIVE COMMENTS

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

Subject has been under the supervision of Branch 6 since progressives 1966. In August Subject was transferred PCS to New Orleans where he was responsible for all aspects of the operation of proprietary foundation JMCLIPPER. During the reporting period, he has consistently demonstrated a lifth degree of enthusiasm and operational initiative. Although operating under instructions not to expand foundation activities too rapidly, he has not waited for an official "go-ahead" but has shown unflagging energy in planning operations for the period when JMCLIPPER could expand activities. He has shown an unusually keen perception of areas of CA operational needs and of imaginative thinking on how to fill these

Subject has shown himself fully capable of exercising the self-disciplined and self-motivation necessary in an unofficial cover position. His proficiency in Spanish has been useful in meeting and entertaining Latin American travelers of potential operational interest passing through his city. He has handled his cover situation well. The cover office has been well run with no significant financial, administrative, or personnel problems having arisen during the period. Subject has exhibited an above-average cost consciousness.

SECTION D	CERTIFICATION AND CO	WALENTS ,			
l	BY EMPLOYEE	AMMER 13			
1	CERTIFY THAT I HAVE SEEN SECTIONS				
DATE	CERTIFY THAT I HAVE SEEN SECTIONS A, E	B, AND C OF THIS REPORT			
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31 March 1967	DC/WH/6	Lee E. Patton			
	BY REVIEWING OFFICE	,			
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I agree with the rating officer's judgement that Mr. Kent's performance has been characterized by exceptional efficiency. He demonstrated unusual energy and imagination in developing plans for expansion of JMCLIPPER activities. His detailed reporting was also commendable.

DATE	OFFICIAL TITLE OF DE	DASA CA
31 March 1967	Chief, WH/6	Paul E. Oberst
		radiz. Oberst

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SECTION B		CE EVALUATION				
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A - Adequate	Performance meets all requirements. It is enti- excellence.	irely satisfactory and	d is characteri	ized nei	ither by deficien	ncy nor
P - Proficient	Performance is more than satisfactory. Desire	id results are being i	produced in a f	proficie	int manner.	
S - <u>Strong</u> O - Cutstanding	Performance is characterized by exceptional pr					_
O - William	others doing similar work as to warrant special	i recognition.	ork and in com	pori son	to the perform	once of
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particular limitatio	everything about the employse which influence: lific duties, productivity, conduct on job, coop- ons or talents. Based on your knowledge of en- the rating box corresponding to the statement w	s his effectiveness i	in his current ;	raits or	habits, and	RATING LETTER

FORM 45 OBSOLETE PREVIOUS EDITIONS.

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SECTION C	NARRATIVE COMMENT	\$					
Indicate significant strengths or weaknesses demonstrated in current possible in the professional for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel. Section B, the provide best in the past section C, attach a separate heart of poper. It is a supervisory duties and highly-skilled operations officer whose geographic area of specialization was the past ship of the past ship of the past ship of the past ship of the past skilled operations officer whose geographic area of specialization was the past ship of the was propagand Amplitude over a activity. During his 5 months association with the Washington Base, this officer has continued to maintain a state of exceptional proficiency while establishing himself locally under unofficial commercial. He has done this with his usual high degree of energy, perception and seriousness. Having laid a firm operational base, it is expected that during the next reporting period the operational with the sex propagand with the second during the period the operational with the area of his greatest competence and during the Fall meeting of the OAS acquitted himself with exceptional proficiency subject has no supervisory duties at present. The is cost conscious in all respects. It is expected that the will be able to provide reaningful assistance during the coming year in attacking those areas of priority operational interest assigned to the Base by Headquarters. In order to assist the first second of the coming year in attacking those areas of priority operational interest assigned to the Base by Headquarters. In this and to enable the Base operational climate allows, to have him take the source of the Washington Base.							
SECTION D	CENTIFICATION AND CONTROL						
	CERTIFICATION AND COMME	ENTS					
1.	BY EMPLOYEE						
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2.	BY SUPERVIOR	William In New					
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31 January 1968	C/OG/Washington Base	John H. Furfey					
3.	BY REVIEWING OFFICIAL						
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with to outling	viewing Official I am in the evaluation given this ned above.	employee as					

I certify that I have seen the above Fitness Report:

William on Kent

DATE: 3 March 1969

## REVIEWING OFFICIAL'S COMMENTS:

I concur generally in this evaluation. Subject is always on the look-out for new leads. While in general this is commendable, it should be noted that his assessments are not in depth. It would be preferable if he concentrated on a few good prospects, leading to a solid recruitment, rather than enlarging numerically his stable of contacts.

Stanley H. Gaines DC/DO/I

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SECTION B			ERFORMA						
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P - Proficient	excellence,							·	,
S - Strong	Performance is cha	e than satisf enctorised b	ectory. Des	ired result	s are being pro	oduced in a	proficie	nt manner.	
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perticular limitation	everything about the fic duries, producti ns or talents. Base the rating box corre	e employee w	thich influent	ces his eff	ectiveness in ess, pertinent	his current personal	raits or	habits, and	RATING LETTER

FORM 45 USE PREVIOUS EDITIONS

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6 January 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT:

Employee Number 059198; DOB: 5 September 1929; Operations

Officer; Career; Service

Designation: D

PERIOD UNDER REVIEW:

1 January 1968 - 6 January 1969

MONTHS UNDER MY SUPERVISION: 16

OVERALL RATING:

Proficient

- 1. During this reporting period Subject has continued to maintain a state of more than satisfactory proficiency and has done a good job of establishing himself under unofficial commercial cover. He is always on the alert for new avenues of approach to targets of interest using his cover as access.
- 2. At present he is handling one quite sensitive penetration of an Embassy and to date has managed this case in a highly professional manner.
- 3. Subject is well motivated, takes a serious approach to his work and profits by his mistakes. At times he is inclined to take precipitate action and think later. However, he is most willing to learn and takes constructive criticism of his work in the proper spirit.
- 4. In order to increase Subject's value to the Washington Base, it is recommended, that when time permits, he be enrolled in the CI/CE and the Soviet Realities courses.

5. As of the present Subject has no supervisory responsibilities. He has proven to be sensibly cost conscious and submits his accountings promptly.

July Or Phui De

Rudolph E. Gomez

Chief Washington Base

SECRET

Soff File

29 June 1971

MEMORANDUM FOR: Mr. Joseph Di Stefano

SUBJECT : Responsibilities During Assignment to

DO/Washington Base (re Fitness Report Jan 69 - Jan. '70)

FROM : Mr. William M. Kent

l. During the early days of my assignment to DO/Washington Base, the matter of my cover was discussed a number of times with DO Personnel and CCS. Eventually, CCS came up with World Wide Information Services, Inc., of New York, as a legitimate firm which would provide me with the needed cover. It came out loud and clear during the discussions that this cover would allow me to spot, assess and develop targets of interest, and would allow me to handle recruited agents, but, because of the high risk involved in the use of a legitimate firm for cover purposes, I was not to engage in recruitments.

- 2. Despite its one limitation, the cover was ideal. Among other things,  $I\colon$ 
  - a. Handled a recruited Venezuelan agent assigned to the Venezuelan Embassy in Washington;
  - b. Handled a recruited code clerk assigned to one of the embassies in Washington;
  - c. Contacted and assessed a high official of the Soviet Embassy, made arrangements to have him met by another Base Case Officer under alias who continued the development which eventually was to lead to a recruitment pitch;



- d. Established contact and developed a third national employed by the Algerian Embassy, gained access to the Embassy, went all through it, drew a sketch of the interior of the premises including the location of the code room;
- e. Made contact with and developed two Arab officials assigned to the Arab Information Office in Washington;
- f. Made contact with and developed officials in the Polish, Czech, Hungarian and other Embassies; was on particularly good terms with the Poles;
- g. Made contact and developed an official of the Pakistani Embassy;
- h. Made contact, developed and turned over to another case officer under alias a Swedish national who was subsequently recruited and was to be sent to India to work on the Chicom target.
- i. Maintained my cover in a manner which was completely devoid of suspicion during the entire period I used it.
- 3. When the Base moved to its new offices in Washington, the COB gave me my instructions. He told me that I should avoid making or maintaining contacts in the Church and Latin American communities in Washington; that I was not being assigned any geographical area on which to concentrate but would be expected to use my judgment, seek out persons who might be of interest, and take advantage of opportunities which might arise; that I would be given recruited agents to handle as the need arose; that, per the limitation concerning my cover, I was not to engage in actual recruitments, but was to spot, assess, and develop persons of possible interest who would be turned over to other case officers under alias for further development and recruitment.
- 4. On 28 June 1971, I called Dick Biladeaux of CCS who was involved at the time I was given the WWIS cover. While I did not, purposely, make specific reference to the matter at hand, in response to my query he said that as a matter of

SECTION C - Narrative Comments (continued)

and he is consistent and reliable in his performance. His writing is entirely coherent and always in good form, although occasionally a little too clever and glib for my tastes. He has an excellent understanding of personal and operational security and cover.

A word about versatility: Mr. Kent does indeed have nearnative Spanish and a specific interest in Latin American affairs as noted in his previous fitness report; however, his general interests cover a much greater geographic and topical area and and he has no difficulty in quickly finding some common ground with persons of all backgrounds and nationalities. Although his job here in the branch rarely called for direct operational contacts, I have no reservations about his ability to develop, recruit and handle all types of persons of intelligence interest. He is presentable, sensible, well-spoken, and a definite credit to the Agency in his dealings with other elements of the U.S.

Mr. Kent is an enthusiastic and energetic activist with now proven managerial abilities. His greatest asset is his quick, sharp and imaginative mind: His only shortcoming worthy of mention is a slight tendency towards impulsiveness in making decisions. My relationship with this officer has been such that we discussed operational and personnel matters and his handling of them at with him were not considered necessary. His performance consultations fully up to our expectations of him and consistent with the high branch.

SECTION C - Narrative Comments (continued)

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(When Filled In)

### SECTION C NARRATIVE COMMENTS

COMMENTS OF REVIEWING OFFICIAL

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

Mr. Kent came to this branch from a non-official cover job which had little in common with the duties of a country desk chief. Moreover, he found himself in the sometimes difficult situation of taking over a position just vacated by the newly appointed deputy branch chief. Despite these, to him, minor obstacles, he called upon his close association with Latin American affairs for many years, his wealth of experience on WH country desks, and his inherent ability to deal successfully with people and situations in asserting leadership and quickly bringing the Peru Desk under his own independent control.

During the year that Mr. Kent served as Peru Desk Chief he domonstrated conclusively that he is equally talented in all fields of clandestine activity. There is little question that Covert Action is what he likes and does the best, as once more evidenced by a written commendation he received for this type of work while part of a special WH task force in September and October 1970; however, it should be equally noted that the FI and CI aspects of his job on the Peru Desk also received full interest and attention during his tenure. He is a good personnel manager and maintained high morale in his unit while working it hard and demanding high standards. He is not at all afraid of responsibility, he meets all deadlines without prompting, (continued)

CERTIFICATION AND COMMENTS SECTION D BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT SIGNATURE OF EMPLOYEE 8 Hpat 1971 William M Key BY SUPERVISOR MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION F THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION 10 1/2 months TYPED OR PRINTED NAME AND SIGNATURE OFFICIAL TITLE OF SUPERVISOR Richard L. Conolly Richard L. Conolly Acting Chief WH/3 8 April 1971 BY REVIEWING OFFICIAL

I have little to add to this comprehensive narrative with which I fully agree. I, too, have worked very closely with Bill for most of the period under review, which witnessed rather hectic days in the life of the Lima Station: it was comforting to be able to rely on his keen perception of latent trouble, clear analysis of events, and sound and/or imaginative, as the case demanded, proposals for approaching problems. Because he has the potential for career advancement, I would strongly recommend that he be soon transferred back to a "lime" position, again with managerial responsibilities.

8 April 1971 Chief, WH/3 Alfonso Spera

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SECTION C -Continued-

 $\mbox{\rm Mr.}$  Kent has clearly projected his concern for the efficient use of Agency funds.

In November 1970 Mr. Kent received a commendation for his resourceful contribution to the Chilean Task Force.

Comments of Reviewing Official: (Continued)

Service. In addition, it must be noted that Mr. Kent thinks through every problem as it applies to his work. His thoroughness is of the highest nature. His depth of thought and study devoted to a given subject is rarely found among officers dealing with rapidly moving situations. His is unflappable yet flexible.

#### 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 B to provide best in the use of personnel, space, equipment and funds, must be isommented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of papers.

Mr. Kent has competently directed the covert action activities of Branch 6 since being named Chief of the CA Section for the Branch in December 1970. He was selected for this position because of his aggressiveness in the CA field and especially because of his years of experience and success in the propaganda activity. In closely monitoring the actions of the Allende Government (GOC) Mr. Kent lived up to his reputation and demonstrated his unique ability to recognize propaganda vulnerabilities and to attack them with effective and imaginative propaganda guidance.

1972 During his brief tour in the Branch Mr. Kent developed one economic warfare operation against the GOC which shows indications of partially satisfying the USG objective of discouraging foreign investment in Chile.

Mr. Kent is fluent in the Spanish language and on at least two occasions he has proven himself as a translator for two meetings between senior officials of the USG and Latin American officials.

Mr. Kent has effectively supervised the personnel of the CA Section which, besides himself, consists of two officers and one clerical. In the management of the Branch's covert action programs

SECTION D CERTIFICATION AND COMMENTS									
1. BY EMPLOYEE									
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3.	DC/WH/6	Basil A. Beardsley							
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In my capacit	ty as Branch Chief during the p	period Tanuana to A							
I had ample opportunit	ty to observe the work of Mr.	Vent and he 14							
working directly with	him on a variety of sometime	Kent and had the pleasure of							
addition to his highly i	him on a variety of sensitive a	nd important activities. In							
he applied among the	imaginative yet realistic appro	ach to the problem of Chile,							
ne amply demonstrate	d his ability to deal with perso	ns who were out to sell bills							
or goods to the Agency	. His clear understanding of	the role of the Clandestine							
service protected the	Agency from disagreeable ence	ounters that might have							
resulted in compromis	ses or embarrassments. His	forte is clearly in the field							
of public relations and	propaganda well-adjusted to t	he rele of the Classic Constitution							
•	propaganda well-adjubled to t								
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	/Continued/							
8 June 1971	Chief. WH/COG	TYPED OF PRINTED NAME AND SIGNATURE							

Chief, WH/COG

Lawrence Stepnield we

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SECTION B	PERFORMAN	CE EV	ALUATION					
U-Unsatisfactory  Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the could range from counseling, to further training, to placing an probation, to reassignment or to separation. Describe action or proposed in Section C.								
M-Marginat	Performance is deficient in some aspects. The reasons taken or recommended should be described.				d in Section (	and remedi	al actions	
P-Proficient	Performance is satisfactory. Desired results are being		in the monner exp	pected.			l	
S-Strong	Performance is characterized by exceptional proficie						l	
O-Outstanding	Performance is so exceptional in relation to requiremental as to warrant special recognition.	ents of the	work and in com	parison to the	performance	of others doi:	ng similar	
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particular limitation	everything about the employee which influence fic duties, productivity, conduct on job, coo ns or talents. Based on your knowledge of e the rating box corresponding to the statement	es his ef	fectiveness in ness, pertinent 's overall perf ost accurately i	his current	raits or habi	its, and	RATING LETTER	

FORM 45 OBSOLETE PREVIOUS EDITIONS

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Reviewed by OP/SPD/PPF

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SECTION C (Continued)

to inhibit foreign investment in Chile. The responses to the first phase of this operation were highly favorable and the initial reactions to the second phase have also been very favorable.

It should be noted that during this period Mr. Kent served for three months as the Acting Deputy Branch Chief, including two weeks when he was the Acting Branch Chief. In both of these positions he performed very capably, showing excellent judgment and managerial abilities in handling Branch-level matters. He showed similar managerial ability in his handling of the two officers and secretary in his Section throughout the rating period. He has consistently shown a high degree of cost consciousness in all phases of his work.

Mr. Kent displayed his talent for dealing with non-Agency personnel at a meeting of publishers from all over the hemisphere held during the latter part of 1971. At this meeting he skillfully handled several key Latin American assets with the result that some of the Agency's objectives for influencing the meeting were achieved under difficult circumstances.

In sum, Mr. Kent made a notable contribution to the Branch's efforts in 1971 and we are looking forward with pleasure to working with him in the coming year.

SECTION D (Continued)

responsible for the extent of the success in accomplishing Agency objectives. Mr. Kent, in my opinion is well qualified to assume a position with greater responsibilities.

SECRET Excluded from actoms:

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SECTION B				PERFOR	MANCE	EVA	LUATION	19/1	- Decem	ber 1	971
U-Unsatisfactory  M-Marginal  P-Proficient  S-Strong	Perfor taken Perfor	oposed in Se mance is de or recomme mance is sal	iction C. :ficient in sc nded should tisfactory, E	. A rating in this of the training of the respects. The red to the described.  Desired results are 1	casons for	ossign	ing this rating sh	ould be stat	r to separation	. Describe o	action taken
O-Outstanding	Perfor	monce is ch	exceptional	by exceptional pr	oficiency.				e performance	of others d	aing similar
1	,	- F.		SP	ECIFIC	DU.	TIES				
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PECIFIC DUTY NO.	PECIFIC DUTY NO. 6								RATING LETTER		
			OVERA	LL PERFORM	ANCE I	N CI	IRRENT PO	SITION			<u> </u>
ake into account e ormance of specif articular limitation lace the letter in t		lasta D.	the emplo	yee which influ onduct on job,	ences his cooperati	s effe	ctiveness in h	is current	raits or habit	s. and	RATING LETTER

#### SECTION C NARRATIVE COMMENTS

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

During the rating period Mr Alkent continued to direct in a highly effective manner the large-scale covert action program carried out by the Branch against the Chilean target, including political action operations, propaganda, economic warfare, black operations and a militant action group. Mr. Kent is uniquely qualified for his present job since he combines an active and imaginative mind with a background of twenty years of operational experience in the Latin American area. He also possesses an unusual degree of fluency in the Spanish language.

In addition to directing the Branch's overall covert action program, Mr. Kent personally handled the majority of the propaganda effort conducted by the Branch. He turned in a very strong performance in originating and coordinating propaganda guidances on the Chilean situation for use in the Western Hemisphere as well as other areas such as Europe. He showed a real flair for spotting propaganda vulnerabilities and then coming up with fresh ideas for the exploitation of these vulnerabilities. He particularly excelled in staying on top of fast breaking situations requiring a steady flow of propaganda guidance.

Mr. Kent also conceived and executed the second phase of an effective propaganda operation in the economic field which is designed

		continued						
SECTION D CERTIFICATION AND COMMENTS								
1.	BY EMPLOY							
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT								
21 Lamony 1972 SIGNATURE OF EMPLOYEE Clicam M. Kerry								
2.	BY SUPERVIS	OR						
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SH	OWN TO EMPLOYEE, GIVE EXPLANATION						
4 Months								
OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE  Ally & Wedeneyer  1 January 1972 DC/WH/6  A. D. Wedeneyer								
3.	3. BY REVIEWING OFFICIAL							
COMMENTS OF REVIEWING OFFICIAL	•							
There is littl	le that I can add to	this performance rating and						
narrative comments.	. I agree with the	rating officer's judgment.						
Mr. Kent is a self.	starter with a very	imaginative mind. I have						
closely observed hi	e work on an offect	ive propaganda operation in						
the economic field	s work on an effect	ive propaganda operation in						
the economic field	and found it nighty	successful and effective.						
his tenure as Actin	ig Deputy Branch Chi	ef left nothing to be						
desired. I was als	so personally associa	ated with him at the hemi-						
sphere-wide publish	ers' meeting in late	e 1971. His professional						
conduct and good ju	dgment during this	meeting undoubtedly was						
		continued						
DATE 94 46N 1072	OFFICIAL TITLE OF REVIEWING OF	FICIAL TYPED ON PRINTED NAME AND SIGNATURE						
24 JAN 1972		(Red L. Williamser						
	C/WH/6	Early. Williamson						
	SECRET							

SECTION C (Continued)

NARRATIVE COMMENTS

William M. Kent

government's economic credibility both in Chile and abroad. These efforts undoubtedly have played a role in Chile's increasing difficulties in obtaining badly needed foreign financial assistance.

In the course of his duties Mr. Kent was called upon to meet and handle several key Chileans concerning matters affecting covert operations in Chile. In one case he made the first Agency contact with an important Chilean business leader who will be taken over shortly by the Santiago Station. This individual is a leader of the Chilean private sector which has become of increasing interest to the Station's operations.

Mr. Kent ably supervisied the activities of the two other officers and secretary in his Section during the rating period. In addition to his regular duties, he has frequently been called upon to fill in for the Branch Chief and/or the Deputy Branch Chief during absences of the latter two officers. In all such cases he displayed sound judgment and a thorough grasp of both the FI and CA operations being conducted in Chile.

In conclusion, it should be noted that Mr. Kent has turned in an unusually strong across-the-board performance during the highly active period covered by this report. It has been a real pleasure to have worked with an individual of this high competence and dedication.

SECTION C (Continued)

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During the past year Mr. Kent continued to direct the CA Section of the Chile Branch in the same highly effective manner noted in the previous fitness report. In this position he was responsible for directing the Headquarters support for WH Division's largest and most active covert action program. This program is generally credited with having achieved a number of successes during the past year in a wide variety of activities against the Chilean target.

Mr. Kent possesses an unusual combination of talent, language capability and experience that makes him one of the top CA officers in the Division. He is particularly effective in conducting propaganda work and his imaginative exploitation of the Chilean situation has been superb. As a result of his efforts, the Branch has been able to conduct a continuous and effective hemisphere-wide propaganda campaign against the Allende government during the past year. In addition, he has brought in key European stations to assist in this program on numerous occasions.

Among the more significant contributions made by Mr. Kent have been his activities in the economic field. He has successfully carried out a number of operations designed to damage the Allende

ECTION D CERTIFICATION AND COMMENTS										
1.	V. 101 20155									
	RTIFY THAT I HAVE SEEN SECTIONS A, B,	AND C OF THIS REPORT								
15 Nov. 1972	15 Nov. 1972 William M. Kent									
2.	BY SUPERVISOR									
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION  12 Months	12 Months									
15 November 1972	DC/WH/6	Albert D. Wedeneyer								
3.	BY REVIEWING OFFICE	AL .								
I concur with this evaluation. Subject's ability in the propagand field particularly is exceptional. Blessed with a fertile imagination, he has an uncanny talent for coming up with an appropriate CA remedy to almost any problem. His knowledge and experience in the CA field is wide and deep, making him undoubtedly one of the best officers in this speciality in the Agency. The Branch is indeed fortunate to have his services.										
15 NOV 1972	C/WH/6	Stewart D, Burton								

SECRET

# SECRET

Originates propaganda guidances for Santiago Station and third  Country stations use.  SPECIFIC DUTY NO. 3  Initiates, prepares and directs economic warfare operations aimed at the Chilean target.  SPECIFIC DUTY NO. 4  Coordinates with CA Staff and other Agency components on operations conducted against Chile.  SPECIFIC DUTY NO. 5  SPECIFIC DUTY NO. 5  CRATING LETTER  OVERALL PERFORMANCE IN CURRENT POSITION  RATING LETTER  OVERALL PERFORMANCE IN CURRENT POSITION  RATING LETTER  RATING LETTER  RATING LETTER  RATING LETTER  RATING LETTER  RATING LETTER  OVERALL PERFORMANCE IN CURRENT POSITION  RATING LETTER  RATING LETTER  RATING LETTER  RATING LETTER  OVERALL PERFORMANCE IN CURRENT POSITION  RATING LETTER  RATING LETTER  RATING LETTER  RATING LETTER  POPULATION OF THE PROPERTY OF THE PROPERTY POSITION PROPERTY POSITION TO THE PROPERTY POSITION PRO			( #nen	Fillea	In)				
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30 November 1972  PERFORMANCE EVALUATION  Performance is unocceptable. A roting in this category requires immediate and positive remedial action. The nature of the action could rong from countains, to further training, to plocing on probabilism, to resessignment or to separation. Describe action token or probable in Section.  M-Marginal  Performance is deficient in some aspects. The reasons for assigning this rating should be started.  Performance is deficient in some aspects. The reasons for assigning this rating should be started.  Performance is deficient in some aspects. The reasons for assigning this rating should be started.  Performance is deficient in some aspects. The reasons for assigning this rating should be started.  Performance is deficient in started by asseptional preficiency.  Performance is characterized by asseptional preficiency.  Performance is characterized by asseptional preficiency.  SPECIFIC DUTIES  List up to six of the most important specified duties performed during the rating part of the performance of others doing similar work to the amount of the performance of the action of the performance of the action of the performance of the action of the performance of the duty. All amployees with supervisory responsibilities MUST be reted on their ability to supervise (indicate number of employees supervises)  SPECIFIC DUTY NO. 1  Directs the Covert Action program of the Branch and supervises supervises.  SPECIFIC DUTY NO. 2  SPECIFIC DUTY NO. 3  SPECIFIC DUTY NO. 3  SPECIFIC DUTY NO. 5  SPECIFIC DUTY NO. 6  OVERALL PERFORMANCE IN CURRENT POSITION  PATING  CETTER  OVERALL PERFORMANCE IN CURRENT POSITION  PATING  CETTER  OVERALL PERFORMANCE IN CURRENT POSITION  PATING  CETTER  OVERALL PERFORMANCE IN CURRENT POSITION  PATING  CETTER  OVERALL PERFORMANCE IN CURRENT POSITION  PATING  CETTER  OVERALL PERFORMANCE IN CURRENT POSITION  PATING  CETTER  OVERALL PERFORMANCE IN CURRENT POSITION  PATING  CETTER  OVERALL PERFORMANCE IN CURRENT POSITION  PATING  CETTER  OVERALL PERFORMANCE IN CURRENT POSI	SPECIAL (S)	pecify):				olly):	<del></del>		
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## Fitness Report - William M. Kent

# Section D - Comments of Reviewing Official (Continued)

ability to act on his own and get things done, he also has a decided capacity for working as a team member.

While the Outstanding rating necessarily must be assigned sparingly, I believe it is merited in this case. Mr. Kent did a really superb job in the tension-filled days leading to the Chilean coup. His performance and intellectual abilities place him among the top 10% of SA officers in the Division and probably in the Agency.

As far as future assignments are concerned, I believe Mr. Kent is best qualified by experience and personal inclination to handle staff jobs calling for a large measure of political and economic astuteness. The new job he is taking over in the economic section of NH Division will test his talents, but I believe he has the growth potential to rise to positions of even greater responsibility.

SECTION C

NARRATIVE COMMENTS

KENT

operational experience. His ingenuity, originality and flare are balanced by sound common sense and enriched by his sense of humor and personal modesty. Mr. Kent was personally responsible for the creation and implementation of two important Division programs - one in the political action field and the other in the propaganda field, which were designed to influence foreign attitudes toward the Allende Government and to dissuade foreign governments from providing economic assistance to Chile. These programs were highly successful, and since the same techniques can be applied in support of the new Chilean military government, the programs are being retained and hopefully will continue to produce results which make an important contribution to the achievement of U.S. policy objectives.

Mr. Kent continued to supervise the SA Section in the same highly effective manner noted in previous efficiency reports. He also continued to meet and handle several key Chileans, including a top civilian adviser to the new Chilean government. He put in long hours, working eleven or twelve hours a day during crisis periods.

Mr. Kent's transfer to the economic section of WH Division will enable him to make fuller use of his talents in the specialized and important field of economic intelligence, in which he has a particular interest. It is, however, a severe loss to the Branch, which has benefited immeasurably from his imaginative yet level-headed approach to operational problems and challenges. He is much liked as well as respected by Branch 6 personnel and has contributed greatly toward maintaining the high morale and effectiveness of the Branch as a whole.

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	FITNESS REPORT	****	_
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1. EMPLOYEE NUM	BER 2. NAME (Lust, first, middle) 3. DATE OF BIRTH 4.	BEX 5. GRADE 6. S	<b>S</b> D
059198	Kent, William M. 9 May 29	M GS-15 DY	
7. OFFICIAL POSIT			
Operatio	ons Officer CH   DDO/OED/NOC Staff   Hqs		DF
	11. TYPE OF APPOINTMENT 12. TYPE OF	REPORT	
X CAREER	RESERVE CONTRACT TEMPORARY X ANNUAL REASS		\L
15. REPORTING PE			
1 June 77	0 0 0 di da 1 7 1 9 7 0		
SECTION B	QUALIFICATIONS UPDATE		
IF QUALIFICATIONS WORD "YES" IN TH	S UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT HE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BO	T, PLACE THE DX AT RIGHT.	
SECTION C	PERFORMANCE EVALUATION	· · · · · · · · · · · · · · · · · · ·	
U-Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and positive remedial action could range from counseling, to further training, to placing an probation, to reassignment or to separate or proposed in Section D.	. The nature of the a tion. Describe action t	action taken
M— <u>Marginal</u>	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Sectional token or recommended should be described.	on D and remedial ac	ctions
P-Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.		
5—Strong O—Outstanding	Performance is characterized by exceptional proficiency.		
	Performance is so exceptional in relation to requirements of the work and in comparison to the performan work as to warrant special recognition.	nce of others daing si	imilar
	SPECIFIC DUTIES		
their ability to supervi	ost important specific duties performed during the rating period. Insert rating letter which best describes the ma ic duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibili ise (indicate number of employees supervised),	inner in which employed ities MUST be rated as	i <b>ė</b> 10
SPECIFIC DUTY NO	. 1	RAT	
Deputy C	hief of OED/NOC Staff		
	or or or or or or or or or or or or or o	S	,
SPECIFIC DUTY NO	Ala had of the December D. C. 1. C.	RATI	
implements	As head of the Branch's Referral Section, develor a centralized system for locating suitable new-him	s and Can	TER
P	to that appointed not needs by area divisions; also	MARC I U	)
the same i	or unassigned NOC personnel as coordinator between	area	
<b>・ キャナインアング カンパン かん</b>	a divisions.		ING
Maintains (	effective working relationship with various Agency.	compo-	TER
Office of	effective working relationship with various Agency uding Office of Personnel, Office of Medical Servi Security, etc., as well as serving as Branch senior with CCS concerning assignment and appropriate con	c officer S	
		er for	
SPECIFIC DUTT NO.	4 personnel under nonofficial cover.	RATI	ING
in charge o	of our Branch data bank on availability of NOC pers	Connel	
and special	ants by nationality, language skills, professional lities, foreign area experience, etc.	skills 0	1
SPECIFIC DUTY NO		RATI	ING
		LETT	TER
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SPECIFIC DUTY NO.	, \$		
		RATI LETT	TER
	OVERALL PERFORMANCE IN CURRENT POSITION		$\neg$
Y-L- 1 h		RATI	
productivity, conduct o	rything about the employee which influences his effectiveness in his current position such as performance of sp on lab, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on you	u kaswiedae	TER
of employee's overail rately reflects his level	performance during the rating period, place the letter in the rating box corresponding to the statement which	ch most occu-	
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FORM 45 DESDEETE PRESTOUS

CLASSIFICATION CONCIDENTIAL

E2, IMPDET CL BY 05 4854

Bill, many thanks, and good luck to you in your new career.

CONFIDENTIAL

naticate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Monner of performance of the performance of t managerial or supervisory duties and cost consciousness in the use of personnel, pake, equipment and funds, must be commented on, if applicable. If This report covers approximately five and one half months since I submitted the last report on Mr. Kent. Unfortunately, and I do mean unfortunately, it will be the last fitness report written on Mr. Kent because he has elected to retire on 30 June 1978. Although his retirement was just around the corner, Mr. Kent did not slacken his pace. On the contrary, in the last four months the NOC Branch has been besieged with a myriad of statistical reports from DDO management. Had it not been for the legendary meticulousness of Mr. Kent, coupled with his excellent tribal memory, the NOC Branch would have been hard-pressed to come up as promptly and as efficiently with the figures and facts as was the case. Much of it Mr. Kent and his staff had to accomplish while he was acting for me while I was on a 4 week TDY. He definitely excelled at running the branch during these four weeks. In closing I would like to say that CIA is losing one of its finest officers in Mr. Kent. This may not be the proper vehicle for making the following statement, but I would like to state nevertheless and without any equivocation whatsoever, that seldom in my career of 31 years

Mr Kont dive the	aind of support and past 13 months.	loval counsel to	er of 31 years
Mr. Kent during the	past 13 months.	repair counsel 1 r	eceived from
SECTION D	CERTIFICATION AN	D. COMMENTS	
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DATE	1005370	HOUOH	
	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED I	
12 June 1978	Chief, OED/NOC	Gerard I	. Haho Malm
fing	2. BY EMPLO	DYEE	Tiang
I HAVE OR HAVE NOT STATEMENT CONCERNING THE SEVALUATION OF MY PERFORMANCE	21/6/7	William	-M. Kein
COMMENTS OF REVIEWING OFFICIAL	3. BY REVIEWING	OFFICIAL William	
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ie was always quick and exception, were of a ver exception, were of a ver essistance to the rating fortunate that the cland owever, he reached this or early retirement. That everything works our		period of time covered the results of his later. As indicated, he ell, during this time. If the experience and after careful consistency and the experience	Mr. Kent performed ed by this report. bors, without was of great It is indeed un-
	OFFICIAL TITLE OF REVIEWING OFFI	CIAL TIPER OF PRINCE	ME AND SIGNATURE
19 June 1978	Chief, OED	Walter L.	Mun len
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	CONFIDENT	IAL	

FITNESS REI	PORT		if CON	Supe FIDE	ervisor or Revie NTIAL is not a	wir ade	ng Official may assign a higher cl quate for the report when compl	assificatio eted.
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SECTION B		PERF	DRMANC	E (	VALUATION	1	VI	
U-Unsatisfactory Performance is	unacceptable. A	ratina	in this cotec	IGIV	requires immediat	-	nd positive remedial action. The nature	of the actio
or proposed in	Section C.	ıurıner	fraining, to	plac	ing on probation,	to	reassignment ar to separation. Describe	action take
M-Marginal Performance is	deficient in some	ospeci	. The reason	ns fo	r ossigning this re	ating	should be stated in Section C and rem	edial action
10.411 01 145011	mended should be satisfactory. Desir	00001	1000.					
5—5trong Performance is	characterized by	excepti	anal proficie	nty.				
O-Outstanding Performance is	sa exceptional in r rrant special recas	elation	to requirem	enfs :	of the work and	in c	on.parisan to the performance of others (	doing simila
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implements a cent	ralized s	yst	em for	~ĭ	ocating	su	tion, develops and itable new-hire NOC visions; also does nator between area	LETTER
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divisions.	signed No	C p	ersonn	e ı	as coord	111	nator between area	0
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senior officer in	or Securi	ty,	etc.,	a	s well as	5 :	serving as Branch	_
senior officer in appropriate cover eracleic buty No. 4	for pers	onn	el und	er	<del>-nonoffi</del>	4	ssignment and	S
In ch	arge of o	ur	Branch	d:	ata bank	~	a availability	RATING LETTER
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professional skill	ls and sp	eci	alitie	s.	foreign	a	rea experience, etc.	0
SPECIFIC DUTY NO. 3							experience, ecc.	
								RATING LETTER
SPECIFIC DUTY NO. 5				-				RATING
	•							LETTER
	OVERALL D	EDE/	DMANG	E 11	N CURRENT		OCITION	
								RATING
productivity, conduct on lob, cooperativ	eness. Declinent pe	CARRO	traits or bob	ide a	and portioning limit		n such as performance of specific duties, ns or talents. Based on your knowledge	LETTER
of employee's averall performance duri rately reflects his level of performance.	ng the rating perio	d, pla	the letter	in the	rating box corre	spoi	ins or raients. Based on your knowledge inding to the statement which most accu-	

5-75 45N USE PREVIOUS

CONFIDENTIAL

E-2, IMPDET CL. BY: 010026



NAME	CONFIDENTIAL FUNDS PERSONN	EL ACTION
KENT, William M.		13 July 1951
Appointment		27 December 51
	FROM	To
TITLE		Administrative Clerk, GS-5
GRADE AND SALARY		GS-5, \$3100.00 per annum
OFFICE		0.50
DIVISION		FDT
BRANCH		NWC
OFFICIAL STATION		Guayaguil, Ecuador
OUNT ON O	FOR ASSISTANT DIRECTOR	EXECUTIVE
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FORM NO. 37-1

SECRET

GPO 83-500335

		10 January 1952
Transfer		EFFECTIVE DATE
The state of the s	FROM	3 February 1952
TITLE	Admin. Clerk, GS-5	70
GRADE AND SALARY		Admin.Clerk, GS-5
THE SALARY	GS-5 \$3410.00 per annum (new)	GS-5 \$3410.00 per annum
OFFICE	OSO	
DIVISION	FDT	1.07
BRANCH	NWC	WH
OFFICIAL COLUMN		Branch I
OFFICIAL STATION	Guayaquil, Ecuador	Maracaibo, Venesuela 35
QUALIFICATIONS	APPROVAL	
	FOR ASSISTANT DIRECTOR	EXECUTIVE
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William M. KE	TYT	20 Amei 7 7050
Transfer Transfer	Reassigment*	30 April 1952 EFFECTIVE DATE
	FROM	11 May 1952
TITLE	Admin. Clerk, GS-5	Intell. Asst, GS-5
GRADE AND SALARY	GS-5, \$3410.00 per annum	GS-5, \$3410.00 per annum
OFFICE	· ·	
DIVISION	*** WH	WH.
BRANCH	Branch I	Branch I
OFFICIAL STATION	Maracaibo, Venezuela	Curacac, N.W.I. 3535
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	SECRE I	<b>670</b> 10→63206-1 (2)

NAME		DATE
		DATY Hay 1952
Appointment - Sta	St Me Kent, William 19	EFFECTIVE DATE 10 June 1952
	Kent, William 14	Upon appival at station
	FROM	asse
ITLE		Intell. Officer, GS-6
RADE AND SALARY		08-6, \$3795.00 per annum
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PANCH		(#3531-00)
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TITLE		Intell. Officer; GS-6
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OFFICE		
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FORM NO. 37-1

SECRET

PP 16--63206-1

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FOR ADDITIONAL INFORMATION SALE		GAN.		Davis	B. Paro	بوو	
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14-470-0

# CONFIDENTIAL

28 JUN 1978

MEMORANDUM FOR: Director of Personnel

FROM

Kenneth Corbat

Chief, Retirement Affairs Division

SUBJECT

Recommendation for Involuntary Retirement -

Mr. William M. Kent

1. This memorandum submits a recommendation for your approval in paragraph 3.

2. The employee named above has been proposed by the Career Service concerned for involuntary retirement under the provisions of Headquarters Regulation 20-50j. This employee has been declared excess to the manpower requirements of his Directorate.

Grade: 68-15 Career Service Position: Operations Officer

Operations Office/Division

Office of External Development

Date Proposed for Retirement: 30 June 1978

Age at that Date 49 27

Years of Creditable Service : Years of Agency Service : Years of Qualifying Service : : 26

3. The Career Service and the CIA Retirement Board recommended that this proposal be approved.

/s/ Kenneth Corbet

The recommendation contained in paragraph 3 is approved:

Sure T. W. M. Emiles

Director of Personnel

St. Hun.

Date

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CONFIDENTIAL

E. PLIMPEET OF BY 009676

OP/RAD/ROB/ $S^{rt}$ awson:cs/3777 (26 June 19 )

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Dear Mr. Kent:

As you bring to a close your active career of service with the Central Intelligence Agency, I want to express appreciation for the many contributions you made to our Government and to the Agency.

Your service both domestically and in Latin America was characterized by a high degree of professionalism. The consistently fine performance which you exhibited during your career of over 26 years set an example for your associates.

I note that you received a number of Letters of Commendation and that twice you were awarded a Quality Step Increase in recognition of your sustained superior performance. Your record of accomplishment should be a lasting source of pride and satisfaction to you.

I want to join your many friends and colleagues in wishing you every success and enjoyment in the years ahead.

Yours sincerely,

STANSFIELD TURNER

Mr. William M. Kent 836 Van Buren Street Herndon, Virginia 22070

Distribution: 0-Addressee

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Originator: Director of Personnel

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MEMORANDUM FOR THE RECORD

SUBJECT: Retirement - Kent, William M. effective 30 June 1978

- 1. The retirement of Subject, effected as a result of a memorandum from the Head of his Career Service stating that he is surplus to the needs of the Service and that his retirement will be recommended under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement, in no way implies an adverse action. Subject voluntarily opted for involuntary retirement under CIARDS to qualify for an immediate retirement annuity.
- Any inquiry received concerning the nature of the separation of Subject from the Agency should be confirmed simply as a <u>retirement</u>.

Kunth Crbul Kenneth Corbat Chief Retirement Affairs Division

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January 1972
BY U.S. CIVIL SERVICE COMMISSION
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Mr. Kent has also served as the field representative for a Latin America Division funding and cover mechanism. Mr. Kent's past service in a nonofficial cover status has well qualified him for his present Headquarters assignment at a time when nonofficial cover is taking on even greater significance in Agency operational planning.

- c. Personal characteristics and qualifications. In fulfilling his various responsibilities, Mr. Kent has demonstrated that he is imaginative, perceptive, energetic, and a person of sound, independent judgment. He is extremely versatile and has a first-rate mind. Invariably, when a crisis situation arose and talent had to be mobilized within the Division, Mr. Kent was one of the first officers whose name came to mind. He writes quickly and with a polished style. During the past year, he was called upon on two occasions to draft papers concerning Agency involvement in Chile which were used by the Director and the Deputy Director for Operations in their presentations before the Senate Select Committee. Mr. Kent speaks and writes fluent Spanish in addition to speaking very good Italian and some French.
- 2. Mr. Kent meets all of the general and specific criteria for promotion within his category. He has a total of 24 years of Agency service, of which 23 years have been involved with operations. He has served overseas tours in Panama City and Caracas in addition to his domestic assignments in New Orleans, Miami, and Washington, D.C. He has successfully developed and managed new programs in the Covert Action and the Nonofficial Cover fields in which he is presently engaged. Mr. Kent is a man of enormous energy who is eager to take on challenging assignments. He has yet to reach his peak within the Agency. Mr. Kent has demonstrated that he is an effective supervisor, having served as Desk Chief, Acting Branch Chief, and Section Chief.
- 3. Mr. Kent is entering into competition for promotion carrying the strong recommendation of this Division as well as that of CMG/NOC. His rotational tour with the Nonofficial Cover Branch will end in July 1977. Because of family medical reasons, Mr. Kent is presently subject to a medical hold. Upon completion of his tour with CMG/NOC, he will return to the Latin America Division with a projected assignment in a senior staff position.

Richard S. Sampson Chief Latin America Division

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4 MAR 1979

MEMORANDUM FOR: Chairman, GS-14 Evaluation Board

SUBJECT : Recommendation for Promotion to Grade GS-15, William M. Kent

1. This memorandum recommends the promotion of Mr. William M. Kent from GS-14 to GS-15. Mr. Kent is a 46-year old Operations Specialist who has been in grade since December 1968.

- a. Performance in current grade. During the seven years that Mr. Kent has been in grade, he has served as a case officer assigned to the Washington Base of the Foreign Resources Division and, in the Latin America Division, as Chief of the Peruvian Desk, Chief of Covert Action activities for the Chile Branch, and Deputy Special Assistant in the Economic Intelligence Collection and Operations Staff. Since August 1974, Mr. Kent has been serving on a rotational tour with the Nonofficial Cover Branch of the Career Management Group (CMG/NOC). Mr. Kent has occupied a series of increasingly important positions since his assignment to Headquarters in 1970. During his tenure in the Chile Branch he was personally responsible for developing two important programs -- one in the political action field and the other in the propaganda field -- which were designed to influence foreign attitudes towards the Allende regime in Chile. These programs were highly successful. He received overall Outstanding ratings in his Fitness Reports for the period 1972-73 and for his work with CMG/NOC in 1975. Mr. Kent received a Quality Step Increase in 1974.
- b. Potential. Throughout his Agency career Mr. Kent has demonstrated that he can assume broader and increased responsibilities and perform effectively in challenging situations. His special strengths lie in the Covert Action and Nonofficial Cover fields. He has distinguished himself in his ability to apply imaginative solutions to operational problems involving Covert Action. In particular, he is noted for his work in exploiting the discovery of the Cuban arms cache in Venezuela in 1963, and to support U.S. actions during the January 1964 riots in Panama and the April 1964 revolt in the Dominican Pepublic.

E2, IMPDET CL BY 018952 6. Kent has been in his present grade for the past seven years. He has clearly earned, and I strongly recommend that he be considered for, promotion to GS-15.

Harris Greene
Chief

Nonofficial Cover Branch

CONCUR:

Chief, Career Management Group

- 3. The above has been accomplished in addition to Kent's initially assigned responsibilities for close support of the NOC programs of two very active divisions, Latin America and Africa. This task calls for experienced and tactful direct cooperation with the NOC referents and senior operations officers in the divisions concerned. Ordinarily, such area division NOC responsibility would be a full-time job for an officer of this Branch. Kent handles this assignment, as well as his development of the referrals program, with dispatch and poise.
- 4. Kent's recent fitness reports will indicate his outstanding qualities. They include an enormous and enthusiastic capacity for work, a fine and precise writing ability, a genuinely rare imagination and a willingness to move far beyond the daily work requirements to get his job done, or to increase the value of his assigned task. This officer is constantly on the move to devise new and effective means of enhancing the nonofficial cover program. He has proven a patient and sympathetic guidance counsellor for numbers of officers either in the NOC program or those interested in it. It is to his credit primarily that we have created the referrals system which not only coordinates the reassignment of NOC personnel across division lines to appropriate new areas and opportunities, but also serves as a central clearing house for personalities who indicate interest in working for CIA in an non-staff capacity.
- 5. Kent's primary area of operational experience has been Latin America, including years of NOC officer status. A look at his file reveals over a half dozen commendations for unusual service and initiative. Linguistically he speaks native Spanish, very good Italian and some French. He has a supervisory ability far above the average, and has a highly developed diplomatic skill in his pursuit of new operational and staff goals which has stood him well on countless occasions. He is a harmonious and cooperative work colleague. Clearly he is a most unusual operations officer who has mastered staff skills and abilities to the point where he is capable of taking on a wide spectrum of future field or Headquarters assignments.

23 December 1975

MEMORANDUM FOR: Chief, Career Management Group

VIA : Chief, Latin America Division

SUBJECT : Mr. William M. Kent, Recommendation for Promotion

1. Mr. Kent has been on a rotational assignment to the Nonofficial Cover Branch from Latin America Division since August 1974. From the outset, he has displayed a most impressive ability to switch gears from his natural operational initiatives and to focus that initiative into his staff officer role. His rapid absorption of management and personnel principles and problems, with especial emphasis on the non-official cover program of the Directorate, has been remarkable even in an officer with his experience.

2. Specifically, Kent's innovative and imaginative drive has, in a relatively short period of time, enabled the Branch to create a NOC referrals section headed by him, in which he has become a principal DDO coordinator for hundreds of leads involving job applicants which are derived from letters written to the Agency, from our field recruiters, from the CT program, our management skills bank, and other sources. He has created, in his development of this referrals system, a language and job skills record of available applicants who do not fit any specific Agency criterion such as the Career Trainee program. Under his guidance, referrals files are prepared on specific applicants and are forwarded to all DDO components which he knows would be interested in the specific candidate. He handles all replies and indications of interest, and arranges that candidates of interest are cleared, contacted, interviewed, and assessed. Often he handles the contacting, interviewing and assessment himself. In its first full year of operation, his referrals system has assisted in placing impressive candidates in a variety of DDO field assignments.

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PERSONNEL AND TRAINING: Responsible for the screening of personnel for assignment to desk, branch or staff; organized special Headquarters operational programs requiring the selection of personnel, the formulation and execution of training seminars, and direction of field administration; managed personnel matters and devised and instituted new systems and programs for spotting, selecting, recruiting, training and assigning personnel; provided career development guidance and counseling to Agency personnel. On occasion, was called on to lecture to training classes. During off-duty hours, gave classes in Spanish and Italian.

RESEARCH AND ANALYSIS: In all phases of career, have conducted intelligence, political and economic research and analysis in support of operational activities.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management (MBO, EEO, etc.), economics, security, and other topics related to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence and travel in Europe (as a child), Japan, and Latin America. Extensive travel in the United States. Fluent in Spanish and Italian, slight capability in German and French.

#### PERSONAL:

#### Community Service:

- ---Active in Little League, Cub Scouts, Boy Scouts ---Officer and President of PTA
- ---Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President ---Founder, later President, Vice-president of town-wide citizens association
- wide citizens association --- Served on number of civic and mayoral committees

## Interests:

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## Other:

Age: 48 Married, 3 children (ages 22, 23, 24)

#### RESUME

William M. Kent 536 Van Buren Street Harriagn, Virginia 22000

SUMMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador, Central America (1950-1951). Twenty-six years as an intelligence officer with the Central Intelligence Agency, covering progressively higher-level assignments in Latin America, Washington, D.C. and other domestic locations. Varied experience in both operational and staff assignments in areas of management, personnel recruitment and training, intelligence collection, liaison, propaganda and political action, field investigations.

OPERATIONS: Selected, assessed, recruited and trained operational assets in the field for intelligence collection purposes. Initiated and developed productive liaison and social connections with foreign political, military and business personalities, in almost all cases using foreign languages. Sent on special assignments to conduct onthe-spot field investigations, collected material evidence and corroborated suspicions. Organized, instituted and supervised individual, regional and world-wide propaganda and political action programs in response to high level directives and in consonance with U.S. policy objectives. Much of this work required a thorough knowledge and understanding of the psychology, culture, aspirations and motivation of foreign individuals and peoples in order to influence them, through verbal as well as written means, from one point of view or ideological preference, to another. Essential to the work were imagination, innovation and drive, as well as a complete understanding of a given subject, a knowledge of journalism and other media, and well-developed writing and verbal skills. Assignments required a willingness and ability to assume effectively and convincingly, a variety of roles; have served as a graduate student, an author, an American diplomat serving in an Embassy abroad, as the head of a voluntary organization, as a businessman, etc.

MANAGEMENT: In Washington headquarters and in the field, served in numerous middle level and senior management positions; have had responsibility for a 26-person operational branch; as a desk chief for overseas stations; as the responsible officer for major political action and propaganda operations; as recruiter and manager of human sources of intelligence; as liaison officer to high level exile and indigenous personalities; as a staff section chief, staff deputy chief, and staff acting chief; and as the deputy of a special assistant to a very senior Agency officer. Responsible for evaluating the work of subordinate personnel and for support and assistance to promotion panels. Planned, disbursed and accounted for operational budgets of up to several millions of dollars.

NO SECURITY OBJECTIONS

RESUME

William M. Kent 836 Van Buren Street Herndon, Virginia Telephone: Home (703) 437-3162 Office -(703) 351-4104

SUMMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador (1950-1951). Twenty-six years (1952-1978) of experience as an officer with the Central Intelligence Agency, covering a variety of operational and staff assignments. domestic and foreign, ranging from intelligence collection, to propaganda and political action, to administration, personnel recruitment and training, and career management. Hold active Top Secret clearance.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management, security, economics, EEO, and other topics related to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence in Europe. Panama, Venezuela, El Salvador. Travel to Cuba, Chile, Peru, Guatemala, Nicaragua, Mexico. Extensive travel in the United State: Fluent in Spanish and Italian, slight capability in German and French

### PERSONAL:

## Community Service:

- ---Active in Little League, Cub Scouts, Boy Scouts
  ---Officer and President of PTA
- ---Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President
- ---Founder, later President, Vice-president of town-wide citizens association
- --- Served on number of civic and mayoral committees

### Interests:

International affairs, writing, fishing and outdoors, gardening, etc.

#### Other:

Age: 48 Married, 3 children (ages 22, 23, 24)

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Mr. Kent has also served as the field representative for a Latin America Division funding and cover mechanism. Mr. Kent's past service in a nonofficial cover status has well qualified him for his present Headquarters assignment at a time when nonofficial cover is taking on even greater significance in Agency operational planning.

- c. Personal characteristics and qualifications. In fulfilling his various responsibilities, Mr. Kent has demonstrated that he is imaginative, perceptive, energetic, and a person of sound, independent judgment. He is extremely versatile and has a first-rate mind. Invariably, when a crisis situation arose and talent had to be mobilized within the Division, Mr. Kent was one of the first officers whose name came to mind. He writes quickly and with a polished style. During the past year, he was called upon on two occasions to draft papers concerning Agency involvement in Chile which were used by the Director and the Deputy Director for Operations in their presentations before the Senate Select Committee. Mr. Kent speaks and writes fluent Spanish in addition to speaking very good Italian and some French.
- 2. Mr. Kent meets all of the general and specific criteria for promotion within his category. He has a total of 24 years of Agency service, of which 23 years have been involved with operations. He has served overseas tours in Panama City and Caracas in addition to his domestic assignments in New Orleans, Miami, and Washington, D.C. He has successfully developed and managed new programs in the Covert Action and the Nonofficial Cover fields in which he is presently engaged. Mr. Kent is a man of enormous energy who is eager to take on challenging assignments. He has yet to reach his peak within the Agency. Mr. Kent has demonstrated that he is an effective supervisor, having served as Desk Chief, Acting Branch Chief, and Section Chief.
- 3. Mr. Kent is entering into competition for promotion carrying the strong recommendation of this Division as well as that of CMG/NOC. His rotational tour with the Nonofficial Cover Branch will end in July 1977. Because of family medical reasons, Mr. Kent is presently subject to a medical hold. Upon completion of his tour with CMG/NOC, he will return to the Latin America Division with a projected assignment in a senior staff position.

Richard S. Sampson Chief Latin America Division

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MEMORANDUM FOR: Chairman, GS-14 Evaluation Board

SUBJECT: Recommendation for Promotion to Grade GS-15, William M. Kent

1. This memorandum recommends the promotion of Mr. William M. Kent from CS-14 to GS-15. Mr. Kent is a 46-year old Operations Specialist who has been in grade since December 1968.

- a. Performance in current grade. During the seven years that Mr. Kent has been in grade, he has served as a case officer assigned to the Washington Base of the Foreign Resources Division and, in the Latin America Division, as Chief of the Peruvian Desk, Chief of Covert Action activities for the Chile Branch, and Deputy Special Assistant in the Economic Intelligence Collection and Operations Staff. Since August 1974, Mr. Kent has been serving on a rotational tour with the Nonofficial Cover Branch of the Career Management Group (CMG/NOC). Mr. Kent has occupied a series of increasingly important positions since his assignment to headquarters in 1970. During his tenure in the Chile Branch he was personally responsible for developing two important programs -- one in the political action field and the other in the propaganda field -- which were designed to influence foreign attitudes towards the Allende regime in Chile. These programs were highly successful. He received overall Outstanding ratings in his Fitness Reports for the period 1972-73 and for his work with CMG/NOC in 1975. Mr. Kent received a Quality Step Increase in 1974.
- b. Potential. Throughout his Agency career Mr. Kent has demonstrated that he can assume broader and increased responsibilities and perform effectively in challenging situations. His special strengths lie in the Covert Action and Nonofficial Cover fields. He has distinguished himself in his ability to apply imaginative solutions to operational problems involving Covert Action. In particular, he is noted for his vork in exploiting the discovery of the Cuban arms eachs in Venezuela in 1965, and to support U.S. actions during the January 1964 riots in Panama and the April 1964 revolt in the Dominican Pepublic.

U2, IMPDET CL BY 018952 6. Kent has been in his present grade for the past seven years. He has clearly earned, and I strongly recommend that he be considered for, promotion to GS-15.

Harris Greene Chief

Nonofficial Cover Branch

CONCUR:

Chief, Career Management Group

- 3. The above has been accomplished in addition to Kent's initially assigned responsibilities for close support of the NOC programs of two very active divisions, Latin America and Africa. This task calls for experienced and tactful direct cooperation with the NOC referents and senior operations officers in the divisions concerned. Ordinarily, such area division NOC responsibility would be a full-time job for an officer of this Branch. Kent handles this assignment, as well as his development of the referrals program, with dispatch and poise.
- 4. Kent's recent fitness reports will indicate his outstanding qualities. They include an enormous and enthusiastic capacity for work, a fine and precise writing ability, a genuinely rare imagination and a willingness to move far beyond the daily work requirements to get his job done, or to increase the value of his assigned task. This officer is constantly on the move to devise new and effective means of enhancing the nonofficial cover program. He has proven a patient and sympathetic guidance counsellor for numbers of officers either in the NOC program or those interested in it. It is to his credit primarily that we have created the referrals system which not only coordinates the reassignment of NOC personnel across division lines to appropriate new areas and opportunities, but also serves as a central clearing house for personalities who indicate interest in working for CIA in an non-staff capacity.
- 5. Kent's primary area of operational experience has been Latin America, including years of NOC officer status. A look at his file reveals over a half dozen commendations for unusual service and initiative. Linguistically he speaks native Spanish, very good Italian and some French. He has a supervisory ability far above the average, and has a highly developed diplomatic skill in his pursuit of new operational and staff goals which has stood him well on countless occasions. He is a harmonious and cooperative work colleague. Clearly he is a most unusual operations officer who has mastered staff skills and abilities to the point where he is capable of taking on a wide spectrum of future field or Headquarters assignments.

23 December 1975

MEMORANDUM FOR: Chief, Career Management Group

VIA : Chief, Latin America Division

SUBJECT : Mr. William M. Kent, Recommendation for Promotion

1. Mr. Kent has been on a rotational assignment to the Nonofficial Cover Branch from Latin America Division since August 1974. From the outset, he has displayed a most impressive ability to switch gears from his natural operational initiatives and to focus that initiative into his staff officer role. His rapid absorption of management and personnel principles and problems, with especial emphasis on the non-official cover program of the Directorate, has been remarkable even in an officer with his experience.

2. Specifically, Kent's innovative and imaginative drive has, in a relatively short period of time, enabled the Branch to create a NOC referrals section headed by him, in which he has become a principal DDO coordinator for hundreds of leads involving job applicants which are derived from letters written to the Agency, from our field recruiters, from the CT program, our management skills bank, and other sources. He has created, in his development of this referrals system, a language and job skills record of available applicants who do not fit any specific Agency criterion such as the Career Trainee program. Under his guidance, referrals files are prepared on specific applicants and are forwarded to all DDO components which he knows would be interested in the specific candidate. He handles all replies and indications of interest, and arranges that candidates of interest are cleared, contacted, interviewed, and assessed. Often he handles the contacting, interviewing and assessment himself. In its first full year of operation, his referrals system has assisted in placing impressive candidates in a variety of DDO field assignments.

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PERSONNEL AND TRAINING: Responsible for the screening of personnel for assignment to desk, branch or staff; organized special Headquarters operational programs requiring the selection of personnel, the formulation and execution of training seminars, and direction of field administration; managed personnel matters and devised and instituted new systems and programs for spotting, selecting, recruiting, training and assigning personnel; provided career development guidance and counseling to Agency personnel. On occasion, was called on to lecture to training classes. During off-duty hours, gave classes in Spanish and Italian.

RESEARCH AND ANALYSIS: In all phases of career, have conducted intelligence, political and economic research and analysis in support of operational activities.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management (MBO, EEO, etc.), economics, security, and other topics related to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence and travel in Europe (as a child), Japan, and Latin America. Extensive travel in the United States. Fluent in Spanish and Italian, slight capability in German and French.

## PERSONAL:

#### Community Service:

- ---Active in Little League, Cub Scouts, Boy Scouts ---Officer and President of PTA
- ---Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President ---Founder, later President, Vice-president of town-wide citizens association
- wide citizens association --- Served on number of civic and mayoral committees

## Interests:

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## Other:

Age: 48 Married, 3 children (ages 22, 23, 24)

#### RESUME

William M. Kent 335 Van Buren Street Marcian, Varinia 22000

SIMMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador, Central America (1950-1951). Twenty-six years as an intelligence officer with the Central Intelligence Agency, covering progressively higher-level assignments in Latin America, Washington, D.C. and other domestic locations. Varied experience in both operational and staff assignments in areas of management, personnel recruitment and training, intelligence collection, liaison, propaganda and political action, field investigations.

OPERATIONS: Selected, assessed, recruited and trained operational assets in the field for intelligence collection purposes. Initiated and developed productive liaison and social connections with foreign political, military and business personalities, in almost all cases using foreign languages. Sent on special assignments to conduct onthe-spot field investigations, collected material evidence and corroborated suspicions. Organized, instituted and supervised individual, regional and world-wide propaganda and political action programs in response to high level directives and in consonance with U.S. policy objectives. Much of this work required a thorough knowledge and understanding of the psychology, culture, aspirations and motivation of foreign individuals and peoples in order to influence them, through verbal as well as written means, from one point of view or ideological preference, to another. Essential to the work were imagination, innovation and drive, as well as a complete understanding of a given subject, a knowledge of journalism and other media, and welldeveloped writing and verbal skills. Assignments required a willingness and ability to assume effectively and convincingly, a variety of roles; have served as a graduate student, an author, an American diplomat serving in an Embassy abroad, as the head of a voluntary organization, as a businessman, etc.

MANAGEMENT: In Washington headquarters and in the field, served in numerous middle level and senior management positions; have had responsibility for a 26-person operational branch; as a desk chief for overseas stations; as the responsible officer for major political action and propaganda operations; as recruiter and manager of human sources of intelligence; as liaison officer to high level exile and indigenous personalities; as a staff section chief, staff deputy chief, and staff acting chief; and as the deputy of a special assistant to a very senior Agency officer. Responsible for evaluating the work of subordinate personnel and for support and assistance to promotion panels. Planned, disbursed and accounted for operational budgets of up to several millions of dollars.

NO SECURITY DEJECTIONS

CS [EAB]

284718

#### RESUME

William M. Kent 836 Van Buren Street Herndon, Virginia Telephone: Home (703) 437-3162 Office -(703) 351-4104

SUMMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador (1950-1951). Twenty-six years (1952-1978) of experience as an officer with the Central Intelligence Agency, covering a variety of operational and staff assignments. domestic and foreign, ranging from intelligence collection, to propaganda and political action, to administration, personnel recruitment and training, and career management. Hold active Top Secret clearance.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management, security, economics, EEO, and other topics related to the intelligence, creft. to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence in Europe, Panama, Venezuela, El Salvador. Travel to Cuba, Chile, Peru, Guatemala, Nicaragua, Mexico. Extensive travel in the United State: Fluent in Spanish and Italian, slight capability in German and French

### PERSONAL:

## Community Service:

- ---Active in Little League, Cub Scouts, Boy Scouts ---Officer and President of PTA
- ---Fourteen years in Rotary International, variously as member of the Board of Directors, Committee
- Chairman, Vice President and President
  ---Founder, later President, Vice-president of townwide citizens association
- --- Served on number of civic and mayoral committees

### Interests:

International affairs, writing, fishing and outdoors. gardening, etc.

#### Other:

Married, 3 children (ages 22, 23, 24) Age: 48

> MO SECURITY OBJECTIONS Laniers

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1 - Payre IBA SIGNATURE OF R HENRY L  P ACTION 20 CODE LC LC R ATE EXPLOSES	BERT  21  AUME 5 / 4  29. SPECH	HOLD  6643CE COOK  ANC  ANC  ANC  ANC  ANC  ANC  ANC  AN	SPACE B NG LPHABETIC C) F( RETIREM CSC ORGAN NCM NCM	H/PERS HOW FOR 12 STATION 1001 175013	EXCLUSIVE U  23. INTEGREE  100E  31. SEPARATION DATA (ODE	SE OF THE (  14 HOUTE), 25 (68)  12 (OBSECTION TYPE	DATE OF BILLION DA.	PHRACE RTH FR. DATA VR.	POD DATA	104 77 YR. M	DATE OF LE
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REQUEST FOR PERSONNI	EL ACTION		
Comparison in security of the Manager		5 May	1970
1. SERVAL NUMBER   J. NAME   LAW-STREET   THURSDAY		1 3 1141	1010
059198 KENT, WILLIAM			
3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DA	TE REQUESTED 5. CATEGORY OF EMP	LOYMENT
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1 - Security 1 - Payroll 188 SIGNATURE OF HOUSTING OFFICIAL DATE SIGN	RD 188 SIGNATUR		DATE SIGNED  H-S
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MEMORANDUM FOR: Mr. William Kent

VIA : Chief. We:

: Chief, Western Hemisphere Division

SUBJECT : Personnel Evaluation Panel Service

1. The Chairman of the Nonofficial Cover Board has reported to me on your recent service on the NOC Board Sub-Panel for the FY 1974 Personnel Evaluation of officers at the GS-12 level.

2. I take this means to thank you for this important service and to express my hope that it was as valuable an experience for you as it has been for many of your colleagues in the past. The continuing and unstinting contributions being made by persons such as you are helping the Directorate and the Agency not just in improved personnel evaluation but also in markedly enhancing our use of our most valuable asset.

William E. Nelson
Deputy Director for Operations

COMPLEMENTAL

S.MEDET CL D: 060947

## CONFIDENTIAL

MEMORANDUM FOR: William M. Kent

SUBJECT : Quality Step Increase

- 1. My congratulations on the award to you of a Quality Step Increase. This award is in recognition of superior sustained performance and reflects great credit on you and the job you have been doing.
- I am confident that your future performance will be of continuing high quality.

With personal best wishes,

William E. Nelson Deputy Director for Operations

> CL BY 009668 E2, IMPDET

DATE PREPARED REQUEST FOR PERSONNEL ACTION 23 July 1974 2. NAME (Last-First-Middle) 059189√ KENT WILLIAM 🖝 4. EFFECTIVE DATE REQUESTED 5. CATEGORY OF EMPLOYMENT DAY YEAR 04 REASSIGNMENT 80 74 REGULAR 7 FINANCIAL ANALYSIS NO 8. LEGAL AUTHORITY (Completed by Office of Personnel) XX V TO V 42 CT V 5221-CF TO Y CF TO CF 5391-0117-0000 P. ORGANIZATIONAL DESIGNATIONS 32 DDO/PS CAREER MANAGEMENT GROUP WASH., D.C. NON OFFICIAL COVER BRANCH AREAS SECTION 12. POSITION NUMBER 13. CAREER SERVICE DESIGNATION (14)OPS OFFICER
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5 December 1975

MEMORANDUM FOR THE RECORD

SUBJECT: Commendation of Mr. William Kent

During the last five months I have turned to Mr. Kent on two occasions to help the Latin America Division in connection with Senate Select Committee's investigation of covert action in Chile. When confronted with a need to produce a paper on Chile in a short timeframe, I instinctively turned to him. It was not only because he had expertise on Chile, due to service in the Chile Branch, but because he is highly skilled in written presentation. He organizes his material well and presents it in a lucid, highly readable manner. On the first occasion, he helped us prepare a paper that was eventually used by the Director in his presentation before the Senate Select Committee on 14-15 July. On the second occasion his contribution was used by the DDO in his appearance before the Senate Select Committee on 28 October. Both of these papers were excellent and have withstoood critical scrutiny.

Aside from Mr. Kent's ability to write I would like to take this occasion to record my overall high esteem for Mr. Kent as a professional and as a person. I have always considered him to be one of our more able and promising officers. His dedication is exemplary; he has spent untold extra bours of his time carrying out his duties. He has good judgment and common sense. Mr. Kent has a very attractive personality and excellent personal presence. From all standpoints he is an excellent officer that deserves to move ahead in the organization. I am convinced he has the ability and potential to do so.

signed Reymond A. Verren

Raymond A. Warren Deputy Chief Latin America Division

cc: \*C/CMG/NOC C/LA/PEMS

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7 APR 1967

MEMORANDUM FOR: Secretary, CSCS Agent Panel

SUBJECT

: Recommendation for Promotion to

Grade GS-14 -

William m. Kent

William on Kent Jan player a Staff since July 1966, has been involved in Latin American area activities since coming with the Agency in 1951. Over the years he has developed an unusually thorough understanding of the political, social and economic realities of the area built on residence there before and after his entrance into the Agency. His fluency in Spanish has complimented this area knowledge and contributed to the superior performance which has characterized his work for this Division over the years.

2. The ability to apply imaginative solutions to operational problems in the CA field has been outstandingly demonstrated by during numerous crises in the area. On the occasion of the discovery of the Cuban arms cache in November 1963, the January 1964 riots in Panama, the April 1965 revolution in the Dominican Republic, and numerous other smaller crises situations, showed a high degree of initiative and professional competence in developing and coordinating covert action efforts in support of Agency objectives.

Prior to becoming a Staff s constructive analyses of the Division's covert action activities have made a significant contribution to the development of a more effective operational program. In his present unofficial cover assignment he has continued to demonstrate a typically energetic, imaginative and enthusiastic operational approach. His current assignment is, and others in the past were, at the level of GS-14 and his promotion to GS-14 is strongly recommended by this Division.

Not apported.

Western Hemisphere Division

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14 AUG 1997

MEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT

William on Kent

The Clandestine Services Agent Panel has approved the reassignment of the Do Mashington, D. C. Nonofficial Cover Premium Pay (NCPP) should be terminated the effective date of this reassignment.

Dwight M. Collins Secretary, Agent Panel

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30 January 1570

MEMORARDUM FOR: WHYPERS

SUBJECT

THROUGH : CSES/Agent Panel

HH/SS

ATTENTION : Carroll Hauver

William Kent : Request to Payroll as Staff Employee Special

REFERENCE : Memorandum from C/WH dtd 26 January 1970 entitled

The referent memorandum approved by Chairman, Agent Fanel, requested that the percent beconverted to a staff employee with full access to the headquarters building. Since the will remain under non-official cover, it is requested that WH Division initiate action to place the place that the place that th

> Willard F. Burke C/CCS/OFB

EROUP 1

-	XXF		SEC (When I	Filled In .	
	REQUEST FOR	PERS	ONNEL AC	TION	2 February 1970
1. SERIAL NUMBER	2 NAME (Lass-First-Middle	ij.			
059198	KENT, WILL	TAM.			
3. NATURE OF PERSON	<del></del>			4. EFFECTIVE DATE REQUESTED	5 CATEGORY OF EMPLOYMENT
EVGEDMEN	APPOINTMENT /	Car	)	02 08 70	REGULAR
EXCEPTED	VIOV	Car	100	7 FINANCIAL ANALYSIS NO.	8. LEGAL AUTHORITY (Completed by Office
a. FUNDS	C+ 10 V	+	OF TO CF	CHARGEABLE 0135 0620	Personnel)
9. ORGANIZATIONAL D	<u> </u>	X		10 LOCATION OF OFFICIAL STATICS	
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11 POSITION TITLE	110.11			12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
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12 March 1969

MEMORANDUM FOR: TRB & CSPS

SUBJECT:

Fitness Report -

William m. Kert duployee

Attached hereto is Subject's Annual/Reassignment of Supervisor

Fitness Report covering reporting period 1 January 1968 - 6 Jan. 1969.

1 Attachment, A/S

SECRET (When Filled In)

	DEMHEOT E	OD DEDGARDEL LATIA		}				
		OR PERSONNEL ACTIO	N	9 August	1961			
1 - SERIAL NUMBER	2. NAME (Last-Fi	rst-Middle)						
<i>\$</i> 59198 ✓	KENT,	William M.						
3. NATURE OF PERSO	NNEL ACTION		4. EFFECTIVE DATE PROJESTED 5. CATEGORY OF EMPLOYMENT					
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REQUEST I	OR PERSONNEL ACT	TION	DATE PREPARED				
1. SERIAL NUMBER 2. NAME (LAST-	First-Middle;		21 FEBRUARY 1962				
	ULTAN M.						
. NATURE OF PERSONNEL ACTION		A . EFFECTIVE DATE REQUESTED 5. CATEGORY OF EMPLOYMENT					
REASSIGNMENT		13 18 62	REGULAR				
FUNDS X V TO V	V TO CF	7 COST CENTER NO. CHARGE-	8. LEGAL AUTHORITY (Completed & Office of Personnel)				
CF TO V	CF TG CF	2235-1000-1000	, , , , , , , , , , , , , , , , , , ,				
. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF DEFICE	AL STATION				
DDP WH BRANCH 3 CARIBBEAN SECTION		WASHINGTON, D. (	÷.				
1. POSITION TITLE		12. FOSITION NUMBER	13. CAREER SERVICE DESIGNATION				
OPS OFFICER	<b>/9</b>	<b>60-</b> 858	D				
4. CLASSIFICATION SCHEDULE ( GS, LB, et	c.) 15. OCCUPATIONAL SEPIES		17. SALARY OR RATE				
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B. REMARKS							
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PROM: DDP/WH/4/PA PROPAC	ANDA SECTION/707/X	ashineton, ${f d}.$ (). ${\cal L}$	21y3A 123				
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SECRET (\*hen Filled In)

DECHECT P	OR PERSONNEL ACTI	011		DATE PREPAR	£D
		8 MAY 1962			
1. SEPIAL NUMBER 2. NAME (LOSE-F.	irst-Widdl+)				
659198 KENT, WIL	LIAM M.				
3. NATURE OF PERSONNEL ACTION		MONTH _ DAY	PEQUESTED:	5. CATEGORY	OF EMPLOYMENT
REASSIGNMENT		05/18	62	REGULAR	
Y V TO V	V 70 CF	Y TO CF 7. COST CENTER NO. CHARGE.			HORITY (Completed )
CF TO V	GF TG CF	2235-1000-1	1000		
ORGANIZATIONAL DESIGNATIONS		to. LOCATION OF	OFFICIAL	STATION	
DDP WH					
ERANCH 5					
CA SECTION		WASHINGTON	N, D. C		
1. POSITION TITLE		12. POSITION NU	MBER	13. CAREER S	ERVICE DESIGNATION
OPS OFFICER	<b>6</b> 0	<b>48-</b> 892			D
4. CLASSIFICATION SCHEDULE ( GS, LR, etc.	.) IS OCCUPATIONAL SERIES		TEP	17. SALARY O	
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8. REMARKS	01,0001		- >	741)	
P. C. BOWERS C/WH/PERSON		15% SIGNATURE S	Ci (	SERVICE APP	ROVING DATE SIGNED
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			REQUEST F	OR PER	SONNEL AC	TION		DATE PREPARE	D	
-	. SERIAL N	UMBER 2	. NAME (Lest-Fi			,	mber 19	62		
	59198		KENT, WIL							
3.	NATURE OF	PERSONN	EL ACTION			4 FFFECTIVE DAT		5. CATEGORY	OF EMPLOYMEN	17
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			GUAY SECTI	ON		WASHINGT	ON, D.	c.		
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14	. CLASSIFIC	ATION SCHE	DULE (GS, LB, etc.	) 15. occi	PATIONAL SERIE	S 16. GRADE AND	STEP	17. SALARY OF	RATE	
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18/	SIGNATUR	REO PEO	UESTING OFFICIA	5. D	ATE SIGNED	188- SIGNATURE		Leve	OVING DATE	SIGNED
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10	C. BO	WERS SP.	C/WH/Pers	onnel	262ou 6	2 OF THE OFF	OF CAREE	SERVICE APPR		SIGNEO
3	C. BO!	WERS SF	C/WH/Pers	onnel	262ou 6	2 // C OF THE OFF. 24. H00 Tes   25. Care (t	OF CAREER	SERVICE APPR		SIGNED
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	C. BO!  Crion PO. EMP.  DDE COM  TE EXP-RES  OL  VET. PREFERRA  D - NC.	SF. SF. SF. SF. SF. SF. SF. SF. SF. SF.	C/WH/Pers ACE BELOW 1 W/101 (00) NO  1010 A	ONNE	26 200 6 LUSIVE USE  FROM STATE  STORE  STORE  STORE  STORE  STORE  AND CORE  AND CORE  CAPTREN  CAPTREN	OF THE OFF	OF CAREEL	SERVICE APPR	27, DATE OF LE	56. 34. SEA
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8. N FO.	C BO!  C104 PO. EMPL  DDF CC16  77 / C  16 EXP RE2  DA. ==  04. ==  04. ==  04. ==  04. ==  05. ==  06. ==  07. ==  08. ==  08. ==  08. ==  09	WERS SP. OLEO CO. P. SPEC. OLE	C/WH/Pers ACE BELOW :  ACE BELOW :  APPROVED :  APPROVED :  - 600 2 - 600 3 - 800 2 - 800 3 - 800 3 - 800 4 - 800 4 - 800 4 - 800 5 - 800 6 -	Onnel	2 G A O CO G CONTROL OF CONTROL O	200 THE OFF 24. MODIOS 25. CATE CT 27. COSECUTION MANCELLA 200 FY 37. TES. 200 FY 37. TES. 200 FY 37. TES.	OF CAREEL  OR  ICE OF 1  I	SERVICE APPR  PERSONNEL  SAFE OF CHASE  O. IA. 10.  EOD DATA  NSUSANCE  ALTERNO  STATE  THERMO	27, 3410 OF LE 23, 550,0111 460, 90.	56. 34. SEA
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SECRET (When Filled In)

	250::555					DATE PREPARED	
	REQUEST FOR	RPERSONNE	EL ACT	ON		5 JUN	E 1963
1. SERIAL NUMBER	. NAME (Last-Fir	it-#:ddl+)					
<b>●</b> 59198 ✓	KENT, WILLI	AM M.					
3. NATURE OF PERSONN	EL ACTION					S. CATEGORY OF	EMPLOYMENT
REASSIGNMENT				08			
	V TO V	V TD	CF	7. COST CENTE	R NO. CHARGE.	B. LEGAL AUTHO	HITT (Completed by
8. FUNDS	CF TO V	CF TO	cr	1	000 1000		,
9. ORGANIZATIONAL OF	SIGNATIONS		-	10. LOCATIO	N OF OFFICE	AL STATION	
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11. POSITION TITLE	The second section of the second section of the second section of the second section of the second section sec			12. POSITIO	N NUMBER	13. CAPEER SE	RVICE DESIGNATION
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14. CLASSIFICATION SCH	DULE (GS, LB, etc.)	15. OCCUPATION	MAL SERIES	16. GRADE A	ND STEP	17. SALARY OR	HATE
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18. REMARKS	H/2/URUGUAY	·					
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ROBERT D. CA	SHMAN C/WH/	77 1 1 7 77	10	OFFICE		EN SERVICE APPR	OVING DATE SIGNED
	FACE PELOW					FERSONNEL PRESCRIPTION	27, 9416 FF (5)
1005 1000	MERCINE BERMANINE	5703	5.06	C/ 94		Mil Ga, YA.	27, 9815 TF 151
3/10/64	1075 WH	75013	SCHARAT ON 3	1 05	09 29		\$3.55009*** 3v. SEx
MG. 34, 95,	191471	CE DF	SATA COOF	2, 0089201405/2 <b>1%</b> 1% PS	ŞA IL,	EOD DATA	33.55059174 39.5Ex PED. NO.
35, VET, PREFYRENCE PA SE	S - NOME V. COMP. BRIE 50, LONG.	ECHO. DATE 15.	CARTER CATE	COPY 39	FEW. / HEALT-	INSURANT E	45.500141 SECH4177 NO.
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SECRET

	DECLIECT EO			DATE PREPARED
	KEUUESI EU	R PERSONNEL ACT	TION	
				20 JUNE 1963
. /	2. NAME (LOST-Fir.	st-Widdle)		
<b>●59198</b> ✓	KENT, WILL	JAM M.		,
3. NATURE OF PERSO	INNEL ACTION		MONTH DAY YEAR	5. CATEGORY OF EMPLOYMENT
PROMOTION			06 23 63	REGULAR
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22 10 (200 PM PM PM PM PM PM PM PM PM PM PM PM PM	CASTILIAN C/MI SPACE BELOW E CEFFE CODES  NUMBER OF CODES  NUMBER OF CODES  ALPHARETE  FOR SETARM  FOR	POR EXCLUSIVE US PROSTRICA PROSTRE  150/3 POR EXCLUSIVE US PROSTRE  20.0000 POR EXCLUSIVE US PROSTRE  20.0000 POR EXCLUSIVE US PROSTRE  20.0000 POR EXCLUSIVE US PROSTRE  20.0000 POR EXCLUSIVE US PROSTRE  20.0000 POR EXCLUSIVE US PROSTRE  20.0000 POR EXCLUSIVE POR EXCL	3 COUL ( )  E OF THE OFFICE OF  READING DE MI FE BITH  CORE  10 05 09129  10 05 09129  11 04 15  11 04 15  AFEORY 31 1621 / MALE	20 Jun 6  20 Jun 6  20 Jun 6  20 Jun 6  21 Jun 6  22 Jun 6  23 Jun 7  24 Jun 7  25 Jun 7  26 Jun 7  27 Jun 7  28 Jun
22 10 ( 2016 20 00 00 00 00 00 00 00 00 00 00 00 00	CASTILAN C/MI SPACE BELOW E CONTROL STRANGE CH3SO WHAT SPACE W HATPARTIE CH3SO W HATPARTIE CH3SO W HATPARTIE CH3SO W STRANGE S-FICE S-FICE S-FICE S-FICE	PERB   20 6   FOR EXCLUSIVE US   27, 141   26   27, 141   26   27   27   27   27   27   27   27	3 PER OF THE OFFICE OF 124 MOVED 25. SECTION OF 14 TO SEC	20 Jun 6  A ERSONNEL  26.0416 17 JUN 27.0416 05 (6)  30.041 18.041 18.041 18.041 18.041 18.061  26.041 18.041 18.061 18.0
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19. ACTION 20. EMPLUT 20. 2021 100 4 222 10 4 2031	CASTILIAN CAME SPACE BELOW E  CONTROL STRANGE  CHASSO  CHASSO  CHASSO  CHASSO  CHASSO  SEPTIME  SERVICE  SEPTIME  SERVICE  SERVICE  CHASSO  CHASSO  SERVICE  CHASSO  C	PERB	3	# ERSONNEL  26. DATE OF JAN 27. DATE OF 164  27. DATE OF 164  28. DATE OF JAN 27. DATE OF 164  28. DATE OF JAN 28. TH.  28. DATE OF JAN 28. TH.  28. DATE OF JAN 28. TH.  28. DATE OF JAN 28. TH.  28. DATE OF JAN 28. DATE  28. D

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O FROM AUTUMATIC DOWN-CRACING AND DECLASSIFICATION

		REQU	EST FOR	PERSON	NNEL AC	TION						
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R. D.	ING (	CH AN G	SFIICIAN C/WH/P	ERS FOR	6/64 R EXCLUSIVE	USE OF TH	A.	OF PERSO	APPROVING OFFI	€ / •	DATE SIGNE	<i>i</i> )
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R. D.  19. ACTION 20 CODE 37	CAS	CHANG  OUESTING  HMAN  11 001  NUMBER  510	C/WH/P SPACE	ERS BELOW FOR 22. STATION CODE	E EXCLUSIVE  123. INTEGREE  1000E	USE OF TH	25 DATE OF	OF PERSO	APPROVING OFFI	27.	DATE SIGNE	(E)
R. D.	CAS	CH AN G	C/WH/P SPACE FISC CODING  A PHABETIC  30 RETIL	BELOW FOR	E EXCLUSIVE  23. INTEGREE  CODE	USE OF TH	25 DATE OF	OF PERSO	APPROVING OFFI	27.	DATE SIGNE	(E)
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18. COTTAIN  19. ACTION 20  19. ACTION 20  28 RESPIRATOR  NO. OA.  35 VET PREFEE  CODE 60.	CAS	CH AN G	C/WH/P SPACE CE 1-650 3-101 3-101 3-101 3-101	ERS BRAOW FOR 27. STATION CODE 1150 FEMENT DATA CODE LONG COMP DATA	R EXCLUSIVE  23. INTEGREE  CODE  31. SPRABATIC  DATA COD  E 38 CAPER  P. CAR-RESY	USE OF TH	25 DATE OF CO. D. CANCELLAT MO. D.	OF PERSON BERTH PROPERTY OF THE PERSON PERSO	APPROVING OFFI	27. YX. 335	DATE SIGNE  J - B - C  DATE DE CO. DA.  SECURITY  REQ. HO.	(E) YO
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10g CODY   10g CODY	ENG CAS:  CAS:  EMPLOY CODE  Ye.  ENG Series  LEVIOUS 50  AD PRESIDENT  AD BMAR ACTION  CHECK CAS ACTION  AD CHECK CAS ACTION  CODE  ACTION  CODE  COD	CH AN G	C/WH/P SPACE FILE COUNTS  SPACE APPRACE STATE STATE CE 1-CS 30 RETI STATE STATE CE 1-CS 3-NCB CE 1-CS CE 1-C	ERS BELOW FOI  22. STATION CODE  FEMENT DATA CODE LONG COMP DATA C. DA. Y  42. LEAVE CI	R EXCLUSIVE  23. INTEGRE  (00)  31. SPARATIO  DATA (CD)  E 35 CAPEER  HOV. TEAP  41. 45.  FORM ENERGY  THE TEAP  1—155	USE OF TH  74. HOOTES.  100F  132 CORECT  CODE  FEOSPAL 7.  TO CODE	ON CANCELAN NO. D. SATA NO. D. SATA NO. D. SATA NO. D. SATA NO. D. SATA NO. D. SATA NO. D. SATA NO. PARENTAL SATA NO. PA	OF PERSON EINTH  9 29 IGN DATA A. VE  FEGGL: MEALT MARKER	APPROVING OFFI	27. VX. MA	DATE SIGNED  DATE DO DA.  SECURITY	STATE

Droues :				-		DATE PREPARED	· · · · · · · · · · · · · · · · · · ·
	FOR PERSON	INEL A	CTION			20 DECE	MBER 1965
1. SERIAL NUMBER 2 NAME (Latt-First)  059198 KENT.							
3. NATURE OF PERSONNEL ACTION	WILLIAM M	•				-	
J. MATURE OF PERSONNEL ACTION			1 9 10	TVE DATE PEO	TEAR	5. CATEGORY OF EMP	LOYMENT
REASSIGNMENT			Pre-	19	65	REGULA	R
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CF TO V	0 10	C#	623	35 <b>-</b> 0	620		
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11. POSITION TITLE			12 POSITI	ON NUMBER		13. CAREER SERVICE D	DESIGNATION
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4. CLASSIFICATION SCHEDULE (GS. LB. etc.)	, -	-13)		0646			
	1		16 GRADE			17 SALARY OR RATE	
GS 8. REMARKS	0136	. 01	13	3	harana.	,13,380	***************************************
A SIGNATURE OF REQUESTING OFFICIAL ROBERT D. CASHMAN	DATE SI		188 SKGN	ATURE OF CA	REER SERVIC		DATE SIGNED
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SECRET (When Filled In)

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REQUESTING OFFICE:	Fill in items 1 through 12 an If applicable, obtain resignation				nerwise instructe
L NAME (Mr. Miss Mrs Ong a	iven name, initake), and surname)	2. DATE OF BIR		3. REQUEST NO.	4. DATE OF RE
4	and the same of th	9 May	1929		28 Jun
L NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether	appointment, promotion, separation,	eta.)		& EFFECTIVE DATE & PROPOSED;	7. C.S. OR O' LEGAL AU ITY
Resignation	(Staff Agent)*				
& POSITION (Specify whether es	tablish, change grade or title, etc.)	,		B. APPROVED:	
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STANDARD FORM 52		SECR	<del>- •</del> •				
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REQUESTING OFFICE						otherwit	e instructed.
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Mr. William 1			9 Ma	y 1929			28 Jun 5
A PERSONNEL (Specify whether	appointment, promotion, e	eparation, etc.)			6. EFFECTIVE DATE A. PROPOSED;		7. C. S. OR OTH LEGAL AUTH ITY
Excepted App							ITY
B. POSITION (Specify whether ea	stablish, change grade or titi	le, etc.)		·			
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## NOTIFICATION OF PERSONNEL ACTION

Mr. William M. Kent

5-9-29

FSA 6

6-26-58

Limited Appointment

7/23/58

Section 522.1. PL 72h 79th as amended

Political Officer

legistant Attache

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X Regular

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7/23/58

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Marital Status - Married - Three

Reserve Status - None

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p. C. Roye	Name And Title)	el Officer		C. Request A	oproved B	y (Signature	And Title)		
<ul> <li>For Additional</li> </ul>	Information Call (Nam	e & Telephone Ext	.)						
John Washi	nko X8242		CLEARA	NCES					
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JOHN WASHI		e a retebuon	e LXL.)			4.1		
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P. C. BOW.		ONNEL OFFICE						
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Clearance A. Career Board B. Pos. Control C. Classification Remarks Staf	Was	t Change.	-15-60 E.		THEO CEPTO U-14-LB	9-15-60		
Clearance A. Career Board B. Pos. Control C. Classification Remarks Staf:	fing Complemen	t Change.	-75-63 E.	Approved By	TREODER OF THE STATE OF THE STA	Ý-15-60 (4)		
Clearance A. Career Board B. Pos. Control C. Classification Remarks Staf	fing Complemen	t Change.	-15-60 E.	Approved By	FEGOGSED U-14-LB			