

~~SECRET~~

CIA/DDO-HOUSE COMMITTEE ON ASSASSINATIONS RECORDS
(File Title)

CIA PERSONNEL FILES
(RECORD NAME)

REEL NO. 58

ENDS WITH KENT,
WILLIAM M.

FILE
CUSTODIAN Jr

DATE
FILMED 26 AUG. 1980

~~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.
Black: Unchanged between versions.

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

Notes:

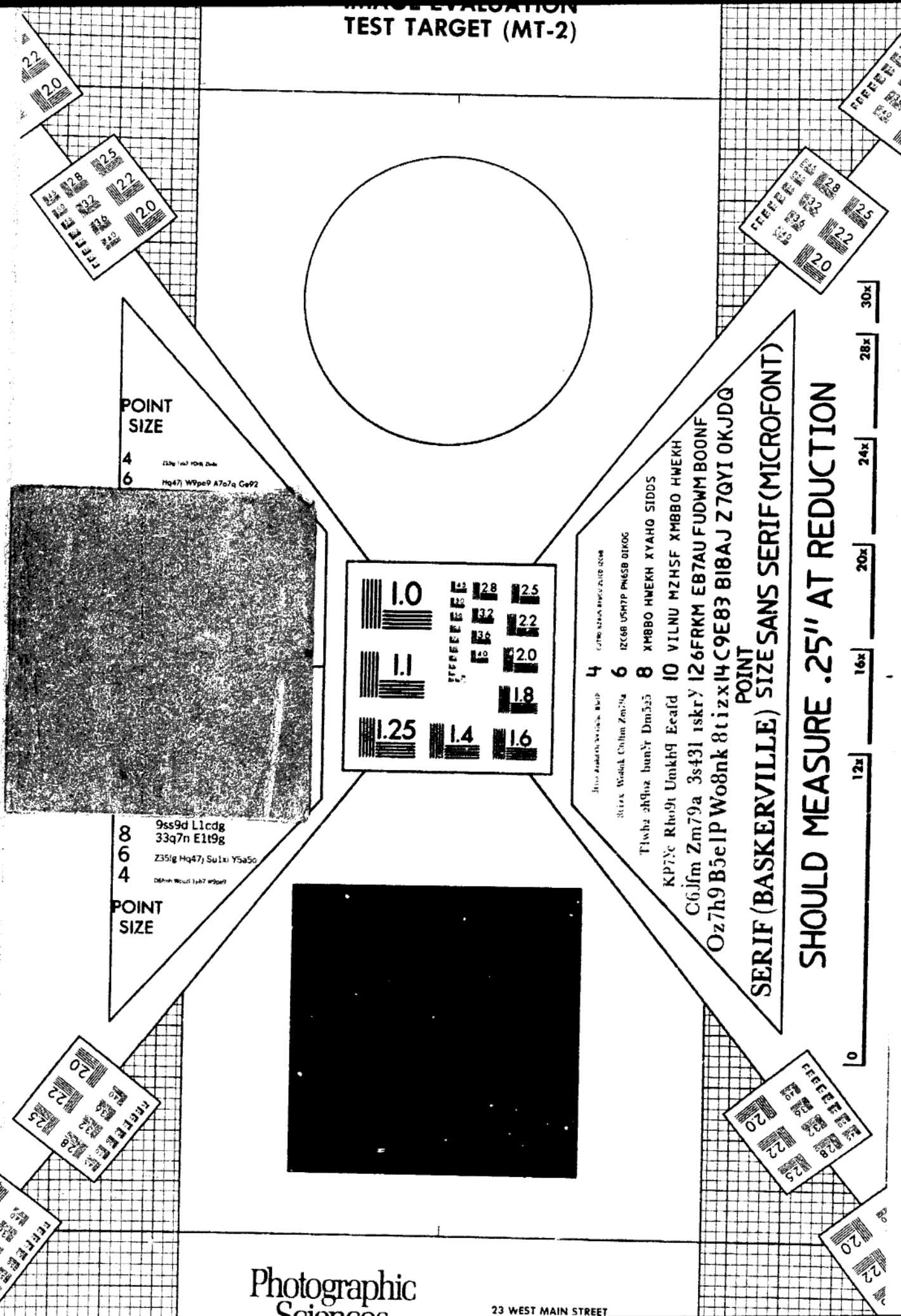
Black text on a blue background indicates content
that was previously redacted using black ink.

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

IMAGE EVALUATION TEST TARGET (MT-2)



POINT
SIZE

4
6
235g 1m3 10H 2m
Hq47j WYpe9 A7o7q Ce92

8
6
4
9ss9d L1cdg
33q7n E1t9g
Z35lg Hq47j Sulx Ysa5c
D6meh Woult 1p87 W9pe9

POINT
SIZE

1.0 1.1 1.25 1.4 1.6 1.8 2.0 2.2 2.5 2.8 3.2 3.6 4.0 4.5 5.0 5.6 6.3 7.1 8.0 9.0 10 11 12.5 14 16 18 20 22 25 28 32 36 40 45 50 56 63 71 80 90 100 110 125 140 160 180 200 220 250 280 320 360 400 450 500 560 630 710 800 900 1000

4 6 8 10 12 14 16 18 20 22 25 28 32 36 40 45 50 56 63 71 80 90 100 110 125 140 160 180 200 220 250 280 320 360 400 450 500 560 630 710 800 900 1000

4 6 8 10 12 14 16 18 20 22 25 28 32 36 40 45 50 56 63 71 80 90 100 110 125 140 160 180 200 220 250 280 320 360 400 450 500 560 630 710 800 900 1000

4 6 8 10 12 14 16 18 20 22 25 28 32 36 40 45 50 56 63 71 80 90 100 110 125 140 160 180 200 220 250 280 320 360 400 450 500 560 630 710 800 900 1000

4 6 8 10 12 14 16 18 20 22 25 28 32 36 40 45 50 56 63 71 80 90 100 110 125 140 160 180 200 220 250 280 320 360 400 450 500 560 630 710 800 900 1000

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4 6 8 10 12 14 16 18 20 22 25 28 32 36 40 45 50 56 63 71 80 90 100 110 125 140 160 180 200 220 250 280 320 360 400 450 500 560 630 710 800 900 1000

0 12x 16x 20x 24x 28x 30x

~~SECRET~~
CONFIDENTIAL
SECURITY INFORMATION
SECURITY APPROVAL

Date: 6 Dec. 1951

TO: 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 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 the EOD procedures.

C. V. BROADLEY
C. V. BROADLEY

848.13 9:00
3-Jan-52

~~SECRET~~

SECRET
SECURITY INFORMATION

TO : Chief, Communications

DATE: 11 Jan. 1952

FROM : Chief, Security Division

SUBJECT: ~~MSGT~~, William Morris 57514

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.

C. V. Broadley
C. V. BROADLEY

SED ✓

SECRET

SECRET

SECURITY INFORMATION

28 MAY 1952

TO : Chief, Personnel Division (Covert)

ATTENTION: Transactions and Records Branch

FROM : Chief, Special Security Division

SUBJECT : [REDACTED] (Pseudo)
#57514 OLIVER H. CORBUSTON

1. Reference is made to your memorandum, dated 14 May 1952, in which a covert security clearance was requested to enable the WH 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 HYPOTHESIS, under military cover.

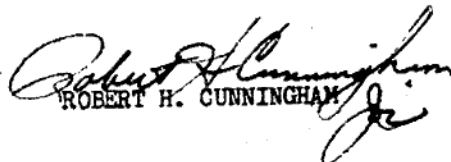
2. In accordance with the provisions set forth in the Director's Memorandum of 14 February 1949, entitled "Security and Operational Clearances", a covert security clearance is granted for the covert use of the Subject as described in your request as set forth in Paragraph 1 above.

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

SECRET

document

CONFIDENTIAL
SECURITY INFORMATION
SECURITY APPROVAL

Date: 21 September 1955

TO: Chief, Records & Services Division
Personnel Office
FROM: Chief/ Security Division
Personnel
SUBJECT: KENT, William Morris

Your Reference: C-1932 WH

Case Number: 57514

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 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/O procedures.

Ernest P. Geiss
Ernest P. Geiss

CONFIDENTIAL

CONFIDENTIAL
SECURITY INFORMATION
SECURITY APPROVAL

Date: 2 October 1956

TO: Chief, Records & Services Division
FROM: Chief, ~~Security Division~~ ^{Personnel Office}
SUBJECT: ~~KENT, William Morris~~ ^{Personnel}

Your Reference: C-6163 WH

Case Number: 57514

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 10-9.
2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.
- 3.

*Joe Kays advised 10/5/56
m*

W. M. Knott
W. M. Knott
m

CONFIDENTIAL

CONFIDENTIAL
(When Filled In)

STAFF AGENT CLEARANCE

DATE : 30 June 1966

YOUR REFERENCE: 42055

CASE NO. : 57514

TO : Chief, Contract Personnel Division

ATTN. : Staff Agents Branch

SUBJECT : ~~REDACTED~~
Kent, William M.

1. This is to advise that a security clearance is granted for the employment of the Subject as ~~REDACTED~~ GS-13, as Ops Officer by DDP/WH/JMPOPLAR at New Orleans, La. *Operation Office*

2. If your office should desire at a later date to change the status or use of the Subject, a request to cover any proposed change should be submitted to this office.

3. Unless arrangements are made within 60 days for entrance on duty within 120 days, this Approval becomes invalid.

4. As a part of entrance on duty processing:

☐ A personal interview in the Office of Security must be arranged by your office.

☒ A personal interview is not necessary.

☐

Steven L. Kuhn
Steven L. Kuhn

CHIEF, PERSONNEL SECURITY DIVISION, OS

CONFIDENTIAL
(When Filled In)

SECURITY APPROVAL

DATE : 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.
2. 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.
 - ☒ 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

Latin American Institute

900 Park Avenue

N.Y.C.-N.Y.

SUBJECT	No. of Weeks	Grade	SUBJECT	No. of Weeks	Grade	SUBJECT	No. of Weeks	Grade
LANGUAGE SCHOOL			FRENCH			BUSINESS SCHOOL		
SPANISH			Basic			STENOGRAPHY (Gregg-Pittman)		
Grammar 1	2/49	16 92/92	Elementary			English I	2/49	16 92/92
Grammar 2	5/49	16 92/91	Intermediate			Spanish		
Grammar 3	5/50	16 92/90	Advanced			French		
Conversation 1	5/49	16 92/90	Commercial Correspondence			Portuguese		
Conversation 2	2/49	16 85/86	ENGLISH			Dictation & Transcription		
Conversation 3	2/50	16 92/95	Advanced English	2/49	16 97/82	English French		
SP. Commercial Correspondence	2/50	16 90/98	Basic English	5/49	16 85/90	Spanish Portuguese		
Diplomatic Correspondence			English for Foreigners			TYPEWRITING		
Word Study and Spelling	5/50	16 97/97	Business English	5/49	16 97/98	English I	5/49	16 92/98
Translation Technique	5/50	16 85/90	Diplomatic Correspondence	5/50	16 85/90	English III	2/49	16 87/85
Technique of Interpreting			Writing for Publication	5/50	16 94/95	Spanish		
Bibliographic Research			DIPLOMATIC & ADMINISTRATION SCHOOL			French		
Cultural Background of Latin America			Banking	5/47	16 35/52	Portuguese		
Contemporary Latin American Thought			Economics	2/49	16 83/88	COMMERCIAL SUBJECTS		
Hispano-American Painting			Finance			Bookkeeping	5/50	16 80/54
SPANISH JOURNALISM			Econ. & Pol. Geography	5/49	16 90/48	Secretarial Accounting		
Style and Structure			International Relations			Principles of Accounting		
Foreign Reporting			World Problems			Cost Accounting		
Script Writing and Translation			Latin American History			Accounting for Executives		
Advertising Copy Writing			American History I	1/16	16 80/53	Business Machines		
Advertising Promotion			European History	5/49	16 90/88	Business Mathematics	2/50	16 70/95
PORTUGUESE			Far Eastern History			Business Etiquette		
Grammar 1			World Problems			Business Law	2/49	16 84/85
Grammar 2			Latin American History			EXPORT		
Grammar 3			American History I			Export Consular Documents		
Conversation 1			European History			Accounting for Export		
Conversation 2			Far Eastern History			Credits & Collections		
Conversation 3			World Problems			Export Transportation		
Commercial Correspondence			Latin American History			Market Analysis		
Diplomatic Correspondence			American History I			Export Practice & Procedure	2/50	16 90/90
Word Study and Spelling			European History			Air Freight Traffic		
Translation Technique			Far Eastern History			Foreign Trade I		
Technique of Interpreting			World Problems			Foreign Trade II		
Bibliographic Research			Latin American History			International Relations	5/49	16 85/82
GERMAN			American History I					
Grammar			European History					
Conversation			Far Eastern History					
Commercial			World Problems					

Exc from CC II by Dr. Angel

ATTENDANCE RECORD

Days Absent

Times Tardy

KENT, WILLIAM

San Salvador, El Salvador

FITNESS REPORT

SECTION A										GENERAL INFORMATION			
1. EMPLOYEE NUMBER		2. NAME (Last, first, middle)				3. DATE OF BIRTH		4. SEX	5. GRADE	6. SD			
059198		Kent, William M.				9 May 29		M	GS-14	D			
7. OFFICIAL POSITION TITLE				8. OFF/DIV/BR OF ASSIGNMENT		9. CURRENT STATION		10. CODE (ck one)					
Ops Officer				DDO/PS/CMG/NOC		Washington		X			HQS.	DF	
11. TYPE OF APPOINTMENT						12. TYPE OF REPORT							
CAREER		RESERVE		CONTRACT		OTHER (Spec.)		TEMPORARY		ANNUAL		REASSIGNMENT	SPECIAL
X										X			
13. REPORTING PERIOD (from-to)						14. DATE REPORT DUE IN O.P.							
1 January 75 - 31 October 75						30 November 75							
SECTION B													
QUALIFICATIONS UPDATE													
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.													No
SECTION C													
PERFORMANCE EVALUATION													
U—Unsatisfactory		Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.											
M—Marginal		Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.											
P—Proficient		Performance is satisfactory. Desired results are being produced in the manner expected.											
S—Strong		Performance is characterized by exceptional proficiency.											
O—Outstanding		Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.											
SPECIFIC DUTIES													
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).													
SPECIFIC DUTY NO. 1 Under the general guidance of Branch management, develops and implements a centralized system for finding suitable NOC personnel to fill specific vacancies; devises and implements procedures for identifying suitable NOC positions for unassigned NOC personnel												RATING LETTER	
												0	
SPECIFIC DUTY NO. 2 Maintains effective working relationships with various elements of the DDA such as Office of Personnel, Office of Medical Services, Office of Security and DDO's operating divisions concerning placement and assignment of personnel for NOC duties												RATING LETTER	
												0	
SPECIFIC DUTY NO. 3 As Chief of the Branch's Personnel Resources and Requirements Section, establishes and maintains liaison with the respective CIA components to develop data on nationality, background, education, language skills, professional specialties available to the Branch as aids to systematic NOC personnel												RATING LETTER	
												S	
SPECIFIC DUTY NO. 4 searches and surveys Serves as Branch area referent for LA and AF Divisions. Monitors and reviews assignments, effectiveness, and problems of NOC officers in LA and AF Divisions. Recommends as appropriate concurrence or corrective actions in conformity with DO objectives and standards												RATING LETTER	
												S	
SPECIFIC DUTY NO. 5												RATING LETTER	
SPECIFIC DUTY NO. 6												RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION													
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.													RATING LETTER
													0

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.

100-1-528441

SECRET

SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain, if 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 extra space is needed to complete Section D, attach a separate sheet of paper.

In February 1976, 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

/continued/

SECTION E

CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

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

14

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

24 January 1977

Chief, NOC Branch

Harris Greene
Harris Greene

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE

DATE

SIGNATURE OF EMPLOYEE

HAVE ATTACHED

X

HAVE NOT ATTACHED

William M. Kent
William M. Kent

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I became C/CMS on 1 October 1976 and thus my comments must be restricted to the October-December 1976 time frame. I have no basic disagreement with the narrative comments but do challenge the letter evaluations. While Mr. Kent's performance has been strong and he has amply demonstrated he is a GS-15 level officer capable of assuming greater responsibilities, I cannot concur that his performance "is so exceptional to requirements of the work and in comparison of others doing similar work as to warrant special recognition". On purely technical grounds there is no other officer serving as DC/CMS/NOC and thus the comparison is invalid. Secondly, as Chief, Career Management Staff and administrator of the

(contd)

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

26 January 1977

Chief, CMS

Robert D. Brown, Jr.
Robert D. Brown, Jr.

4. BY EMPLOYEE

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

DATE

SIGNATURE OF EMPLOYEE

CLASSIFICATION

William M. Kent
William M. Kent

FITNESS REPORT

SECTION A

GENERAL INFORMATION

1. EMPLOYEE NUMBER 059198	2. NAME (Last, first, middle) Kent, William M.	3. DATE OF BIRTH 05/09/29	4. SEX M	5. GRADE GS-15	6. SD DVB
7. OFFICIAL POSITION TITLE Ops Officer - Deputy Chief		8. OFF/DIV/BR OF ASSIGNMENT DDO/CMS/NOC	9. CURRENT STATION Hqs	10. CODE (ck one) X HQS. <input type="checkbox"/> DP	
11. TYPE OF APPOINTMENT			12. TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec.)	<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> ANNUAL
			<input type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL	
13. REPORTING PERIOD (from-to) 1 November 1975 - 31 December 1976			14. DATE REPORT DUE IN O.P. 31 January 1977		

SECTION B

QUALIFICATIONS UPDATE

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

No

SECTION C

PERFORMANCE EVALUATION

U—Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.

M—Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

P—Proficient Performance is satisfactory. Desired results are being produced in the manner expected.

S—Strong Performance is characterized by exceptional proficiency.

O—Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1 As head of the Branch's Referral Section, develops and implements a centralized system for locating suitable new-hire NOC personnel to fill specific NOC needs by area divisions; also does the same for unassigned NOC personnel as coordinator between area divisions.	RATING LETTER O
SPECIFIC DUTY NO. 2 As deputy to Chief, CMS/NOC, serves as latter's alter ego in absence of branch chief, and as his principal adviser in all matters concerning nonofficial cover in which the Branch is involved.	RATING LETTER S
SPECIFIC DUTY NO. 3 Maintains effective working relationship with various Agency components including Office of Personnel, Office of Medical Services, Office of Security, etc., as well as serving as Branch senior officer in dealing with Central Cover Staff, concerning placement, assignment and appropriate cover for personnel under non-official cover.	RATING LETTER O
SPECIFIC DUTY NO. 4 In charge of our Branch data bank on availability of NOC personnel and applicants by nationality, language skills, professional skills and specialties, foreign area experience etc.	RATING LETTER O
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

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

RATING LETTER

SECRET

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 ADDO/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 officer, very well organized in his work habits and capable 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

Harris Greene

Chief

Nonofficial Cover Branch

SECRET

NARRATIVE COMMENTS

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

14.11.1977

SECTION E

CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

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

DATE

18 May 1977

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE

DATE

SIGNATURE OF EMPLOYEE

HAVE ATTACHED

HAVE NOT ATTACHED

18 May 1977

William M. Kent

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I am in basic agreement with these comments and with the overall rating of Strong. Unfortunately, due to the physical separation of my office and that where Mr. Kent labors, I find it difficult to provide meaningful substantive comments. I have served as C/CMS only since 1 October 1976 and, while individual branches within CMS are widely dispersed, I have been lucky in having each managed and run by a senior experienced officer of supergrade rank. This was true in CMS/NOC and I am more than willing to accept C/CMS/NOC's evaluation of Mr. Kent. In my own dealings with Kent, I have found him to be responsive, informed, articulate and an excellent team player. I am also aware of certain innovations developed by him and implemented within CMS/NOC which have benefically contributed to the Directorate's NOG program.

DATE

A good, solid officer with additional growth potential.

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

31 May 77

Chief, CMS

Robert D. Brown, Jr.

4. BY EMPLOYEE

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

DATE

SIGNATURE OF EMPLOYEE

1 June 1977

William M. Kent

CLASSIFICATION

SECRET

FITNESS REPORT

SECTION A

GENERAL INFORMATION

1. EMPLOYEE NUMBER 059198	2. NAME (Last, first, middle) Kent, William M.	3. DATE OF BIRTH 05/09/29	4. SEX M	5. GRADE GS-15	6. SD DVB
7. OFFICIAL POSITION TITLE Ops Officer - Deputy Chief		8. OFF/DIV/BR OF ASSIGNMENT DDO/CMS/NOC	9. CURRENT STATION Hqs	10. CODE (ck one) <input checked="" type="checkbox"/> HQS <input type="checkbox"/> DF	
11. TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> CONTRACT <input type="checkbox"/> OTHER (Spec.) <input type="checkbox"/> TEMPORARY			12. TYPE OF REPORT <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT <input checked="" type="checkbox"/> SPECIAL		
13. REPORTING PERIOD (from-to) 1 Jan 77 - 20 May 77			14. DATE REPORT DUE IN O.P.		

SECTION B

QUALIFICATIONS UPDATE

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

No

SECTION C

PERFORMANCE EVALUATION

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

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1	RATING LETTER
SEE MEMORANDUM IN LIEU OF FITNESS REPORT (ATTACHED)	
SPECIFIC DUTY NO. 2	RATING LETTER
SPECIFIC DUTY NO. 3	RATING LETTER
SPECIFIC DUTY NO. 4	RATING LETTER
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

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

RATING LETTER

SF
(4)

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 sternness, however, are tempered by a judicious application of human understanding or compassion in cases of "hard-to-place" NOC officers. His advice in solving many of these cases to the satisfaction of 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.

CONFIDENTIAL

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

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

SECTION E		
CERTIFICATION AND COMMENTS		
1. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
7	O <u>S</u> <u>2</u> P	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
28 December 1977	Chief, OED/NOC Staff	Gerard J. Hahn <i>G. Hahn</i>
2. BY EMPLOYEE		
STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE	DATE	SIGNATURE OF EMPLOYEE
<input type="checkbox"/> HAVE ATTACHED <input checked="" type="checkbox"/> HAVE NOT ATTACHED	28 Dec. 1977	William M. Kent <i>W. M. Kent</i>
3. BY REVIEWING OFFICIAL		
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.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
29 December 1977	Chief, OED	Walter L. O'Brien <i>W. L. O'Brien</i>
4. BY EMPLOYEE		
I CERTIFY THAT I HAVE BEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT.	DATE	SIGNATURE OF EMPLOYEE
	3 January 1978	William M. Kent <i>W. M. Kent</i>
CLASSIFICATION CONFIDENTIAL		

Sec. 1.e - P. Idren's Passport

Sec. 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 Meck. Cav. Ren. Trp.: Military Policeman and voice radio operator M.P. Radio Station.
Received special M.P. training immediately after assignment to 25th Meck. Cav. 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, Luxembourg,
Switzerland, Austria.

While employed in El Salvador: visited
Guatemala - April 1951 - 10 days

On way home (driving) from El Salvador
traveled through: Guatemala, Mexico.

Sec. 18-19 - 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 Sgt. Kriebel:

Mr. James N. Leaven	Also: Mrs. & Mrs. Robert Pittman
Miss Johanna C. Gaffney	Tabacalera Morazan
Sgt. Irwin Ast, U.S.M.C.	San Salvador, El Salvador
Sgt. Wilmer Kriebel, U.S.A.	Mr. William Whitland
Miss Elizabeth Hunter	U.S. Embassy
	San Salvador, El Salvador

(over please)

(14)
P. IF, TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:

NA

SEC. 26. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME Paul Kent

ADDRESS 2448 Washington Ave.

RELATIONSHIP Father
N.Y.C. 58, N.Y. U.S.A.
(City) (State) (Country)

SEC. 27. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED.

ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANSWER "NO."

No

SEC. 28. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT

New York City
(City and State)

DATE July 16, 1951

Paul Kent
(Witness)

William M. Kent
(Signature of Applicant)

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

4. (Name and Chapter) (St. and Number) (City) (State) (Country)
 DATES OF MEMBERSHIP:

5. (Name and Chapter) (St. and Number) (City) (State) (Country)
 DATES OF MEMBERSHIP:

6. (Name and Chapter) (St. and Number) (City) (State) (Country)
 DATES OF MEMBERSHIP:

7. (Name and Chapter) (St. and Number) (City) (State) (Country)
 DATES OF MEMBERSHIP:

SPC. 25. MISCELLANEOUS

A. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED; OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF, OR HAVE YOU SUPPORTED, ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES?

IF "YES," EXPLAIN:

No

B. DO YOU USE, OR HAVE YOU USED, INTOXICANTS?

IF SO, TO WHAT

EXTENT?

C. HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? IF SO, STATE NAME OF COURT, CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE:-

No

D. HAVE YOU EVER BEEN COURT-MARTIALED WHILE A MEMBER OF THE ARMED FORCES? IF ANSWER IS "YES" GIVE DETAILS BELOW:

No

E. LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE 1940:

(None) NA

(12)

C. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY? No
GIVE PARTICULARS, INCLUDING COURT: N.Y.

D. GIVE THREE CREDIT REFERENCES IN THE U. S.

1. NAME Walterstein and Schwartz ADDRESS 7 W 36 Street N.Y.C. 18 N.Y.
(St. and Number) (City) (State) (Country)
2. NAME S. Goldner ADDRESS 15 E. First St. N.Y.C. 3 N.Y.
(St. and Number) (City) (State) (Country)
3. NAME M. Evers T. Son ADDRESS 672 Courtland Ave. N.Y.C. 51 N.Y.
(St. and Number) (City) (State) (Country)

SEC. 22. RESIDENCES FOR THE PAST 15 YEARS

FROM July 1951 TO Present 2448 Washington Ave. N.Y.C. 58 N.Y. U.S.A.
(St. and Number) (City) (State) (Country)
FROM Aug. 1950 TO July 1951 Casa Clark San Salvador El Salvador
(St. and Number) (City) (State) (Country)
FROM March 1944 TO Aug. 1950 2448 Washington Ave. N.Y.C. N.Y. U.S.A.
(St. and Number) (City) (State) (Country)
FROM Sept. 1937 TO March 1944 1250 Washington Ave. N.Y.C. N.Y. U.S.A.
(St. and Number) (City) (State) (Country)
FROM June 1937 TO Sept. 1937 Myers Cottages Pine Hill N.Y. U.S.A.
(St. and Number) (City) (State) (Country)
FROM April 1937 TO June 1937 220 W. 78 St. N.Y.C. N.Y. Italy
(St. and Number) (City) (State) (Country)
FROM 1935 TO Sept. 1937 Viale Romagna 157 Milan Italy
(St. and Number) (City) (State) (Country)

SEC. 23. RESIDENCE OR TRAVEL OUTSIDE OF THE UNITED STATES

A. FROM 1929 TO 1938 Milan Italy Home
(St. and Number) (City) (State) (Country)
FROM 1938 TO 1939 Varese Italy Home
(St. and Number) (City) (State) (Country)
FROM June 1949 TO Sept. 1949 Mexico City Mexico College
(St. and Number) (City) (State) (Country)
FROM Dec. 1946 TO March 1949 Osaka Japan U.S. Army
(St. and Number) (City) (State) (Country)
FROM 1950 TO 1951 San Salvador El Salvador Employment
(St. and Number) (City) (State) (Country)

SEC. 24. CLUBS, SOCIETIES, AND OTHER ORGANIZATIONS

LIST NAMES AND ADDRESSES OF ALL CLUBS, SOCIETIES, PROFESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIND, INCLUDING MEMBERSHIP IN OR OFFICER OF, ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCH IN A FOREIGN COUNTRY, TO WHICH YOU BELONG OR HAVE BELONGED.

1. Boy Scouts of America-Troop 139 Booth Ave. Bronx, N.Y. U.S.A.
(Name and Chapter) (St. and Number) (City) (State) (Country)
DATES OF MEMBERSHIP: 1943-1948-1945

2. _____
(Name and Chapter) (St. and Number) (City) (State) (Country)
DATES OF MEMBERSHIP: _____

3. _____
(Name and Chapter) (St. and Number) (City) (State) (Country)
DATES OF MEMBERSHIP: _____

SEC. 18. GIVE FIVE CHARACTER REFERENCES—IN THE U. S.—WHO KNOW YOU INTIMATELY—(Give residence and business addresses where possible.)

	Street and Number	City	State
1. <i>Mid'n. Donald C. Regan</i>	BUS. ADD. <i>U.S. Naval Academy</i>	<i>Annapolis</i>	<i>Md.</i>
	RES. ADD. <i>2234 Tishout Ave.</i>	<i>N.Y.C.</i>	<i>N.Y.</i>
2. <i>Theodore Accas</i>	BUS. ADD.		
	RES. ADD. <i>320 Wadsworth Ave.</i>	<i>N.Y.C.</i>	<i>N.Y.</i>
3. <i>Mrs. Alice Meyer</i>	BUS. ADD.		
	RES. ADD. <i>145 Tinehurst Ave.</i>	<i>N.Y.C.</i>	<i>N.Y.</i>
4. <i>Mrs. Ludwig Ilse</i>	BUS. ADD.		
	RES. ADD. <i>2447 Grove St. South St. Petersburg</i>		<i>Fla.</i>
5. <i>Mrs. Margaret Parker</i>	BUS. ADD.		
	RES. ADD. <i>15 Tinehurst Ave.</i>	<i>N.Y.C.</i>	<i>N.Y.</i>

SEC. 19. NAMES OF FIVE PERSONS WHO KNOW YOU SOCIALLY IN THE UNITED STATES—NOT REFERENCES, RELATIVES, SUPERVISORS, OR EMPLOYERS—(Give residence and business addresses where possible.)

	Street and Number	City	State
1. <i>Helen Raynor</i>	BUS. ADD.		
	RES. ADD. <i>221 Miller Ave.</i>	<i>Freeport L.I.</i>	<i>N.Y.</i>
2. <i>Cyrus Reseraro</i>	BUS. ADD.		
	RES. ADD. <i>528 So. 2nd Ave.</i>	<i>Mt. Vernon</i>	<i>N.Y.</i>
3. <i>Florinda Montana</i>	BUS. ADD.		
	RES. ADD. <i>262 E. Prospect Ave.</i>	<i>Mt. Vernon</i>	<i>N.Y.</i>
4. <i>Alfred Donado</i>	BUS. ADD.		
	RES. ADD. <i>12 Oak St.</i>	<i>Harrison</i>	<i>N.Y.</i>
5. <i>Sra. Eva Maria</i>	BUS. ADD. <i>200 Park Ave.</i>	<i>N.Y.C.</i>	<i>N.Y.</i>
	RES. ADD.		

SEC. 20. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U. S.—(Give residence and business addresses where possible.)

	Street and Number	City	State
1. <i>Mrs. Nelson</i>	BUS. ADD.		
	RES. ADD. <i>2788 Washington Ave.</i>	<i>N.Y.C.</i>	<i>N.Y.</i>
2. <i>Mrs. Simon</i>	BUS. ADD.		
	RES. ADD. <i>2788 Washington Ave.</i>	<i>N.Y.C.</i>	<i>N.Y.</i>
3. <i>Mrs. Frieda Schern</i>	BUS. ADD.		
	RES. ADD. <i>2788 Washington Ave.</i>	<i>N.Y.C.</i>	<i>N.Y.</i>

SEC. 21. FINANCIAL BACKGROUND

A. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? *Yes* IF NOT, STATE SOURCES OF OTHER INCOME *NA*

B. NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS *None*

(18)
E. ARE YOU NOW, OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION, SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, ETC. *No*

IF YES, INDICATE KIND OF LICENSE AND STATE *NR*

FIRST LIC. OR CERTIFICATE (YR) _____ LATEST LIC. OR CERTIFICATE (YR) _____

F. GIVE ANY SPECIAL QUALIFICATIONS NOT COVERED ELSEWHERE IN YOUR APPLICATION SUCH AS:

- (1) YOUR MORE IMPORTANT PUBLICATIONS (DO NOT SUBMIT COPIES UNLESS REQUESTED)
- (2) YOUR PATENTS OR INVENTIONS
- (3) PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE
- (4) HONORS AND FELLOWSHIPS RECEIVED

School (College) Magazine & Newspaper: Several articles & stories; also cartoons
Honors at Graduation Latin American Institute.
General Excellence - Excellence Diplomatic Subjects -
Outstanding Service to the school award.

G. HAVE YOU A PHYSICAL HANDICAP, DISEASE, OR OTHER DISABILITY WHICH SHOULD BE CONSIDERED IN ASSIGNING YOU TO WORK? IF ANSWER IS "YES," EXPLAIN:
No

H. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? IF ANSWER IS "YES," GIVE COMPLETE DETAILS:
No

SEC. 16. HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN FROM ANY POSITION? HAVE YOU LEFT A POSITION UNDER CIRCUMSTANCES WHICH YOU DESIRE TO EXPLAIN? GIVE DETAILS:

A. No

B. Resigned position in El Salvador under protest of employer whose desires were that I remained with the campaign.

SEC. 17. GENERAL QUALIFICATIONS

A. FOREIGN LANGUAGES (STATE DEGREE OR PROFICIENCY AS "SLIGHT," "FAIR," OR "FLUENT")

LANGUAGE Spanish	SPEAK Fluent	READ Fluent	WRITE Fluent
LANGUAGE Italian	SPEAK Fluent	READ Fluent	WRITE Fluent
LANGUAGE French	SPEAK Slight	READ Slight	WRITE Slight
German	SPEAK Slight	READ Slight	WRITE Slight

B. LIST ALL SPORTS AND HOBBIES WHICH INTEREST YOU: INDICATE DEGREE OF PROFICIENCY IN EACH:

Track - High School Track Team; Baseball, Football (only as spectator)
 Stamp Collecting Writing
 Music and Dancing Breeding and raising tropical fish

C. HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION?

Some experience and travel in Latin America plus knowledge of Spanish would aid in work in Latin countries.

D. LIST ANY SPECIAL SKILLS YOU POSSESS AND MACHINES AND EQUIPMENT YOU CAN USE, SUCH AS OPERATION OF SHORT-WAVE RADIO, MULTILITH, COMPTONETER, KEY PUNCH, TURNT LATHE, SCIENTIFIC OR PROFESSIONAL DEVICES:

IBM Proof Machine
 Writing Short Stories
 Cartooning
 Typing

APPROXIMATE NUMBER OF WORDS PER MINUTE IN TYPING 50 SHORTHAND

(8)
FROM Sept 1947 TO May 1948 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA
EMPLOYING FIRM OR AGENCY Attended Latin American Institute
ADDRESS 300 Park Ave New York City N.Y. U.S.A.
(St. and Number) (City) (State) (Country)
KIND OF BUSINESS NA NAME OF SUPERVISOR Dr. Juvenal L. Angeles (Pres.)
TITLE OF JOB NA SALARY \$ NA PER NA
YOUR DUTIES NA

REASONS FOR LEAVING Graduated
FROM June 1948 TO Sept 1948 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA
EMPLOYING FIRM OR AGENCY National City Bank of New York
ADDRESS 50th Street Branch N.Y.C. N.Y. U.S.A.
(St. and Number) (City) (State) (Country)
KIND OF BUSINESS Banking NAME OF SUPERVISOR Don't recall
TITLE OF JOB I.B.M. Proof Mach Oper. SALARY \$ Don't recall PER —
YOUR DUTIES Operated I.B.M. Proof Machine and had various clerical duties.

REASONS FOR LEAVING To attend Latin American Institute
FROM May 1948 TO June 1948 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA
EMPLOYING FIRM OR AGENCY Encyclopedia Britannica Inc.
ADDRESS 252 E. 161 St. N.Y.C. N.Y. U.S.A.
(St. and Number) (City) (State) (Country)
KIND OF BUSINESS Edu. Books Sales NAME OF SUPERVISOR Don't Recall
TITLE OF JOB Head Children's Books Dept. SALARY \$ Commission PER NA
YOUR DUTIES In charge Children's Books Dept. To direct sales and sell children's Books

REASONS FOR LEAVING Foot Injury

SEC. 14. ACTIVE U.S. OR FOREIGN MILITARY SERVICE

U.S.A. (Country) Army (Service) T/5 (Rank) Oct. 5, 1946 - March 29, 1948 (Dates of Service)
 Omaha, Neb. (Last Station) RA 12264528 (Serial Number) Honorable (Type of Discharge)
 REMARKS: 25th Inf. Div. 25th Misc. Cav. Reg. Troop. (Military Police)
 SELECTIVE SERVICE BOARD NUMBER 28 ADDRESS 1910 Arthur Ave. N.Y.C. 52 N.Y.
 IF DEFERRED GIVE REASON N.A.

INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS: Army Security Agency (Enlisted Reserve Corps) Honor. Arch. - Military Police (N.Y. National Guard) Honorable Discharge.

SEC. 15. CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 15 YEARS. ACCOUNT 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.)

FROM Aug. 1950 TO June 1951 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) N.A.
 EMPLOYING FIRM OR AGENCY Almacén y Librería El Siglo
 ADDRESS (St. and Number) San Salvador (City) El Salvador (State) El Salvador (Country)
 KIND OF BUSINESS Dept. Store NAME OF SUPERVISOR Edgar Schaening
 TITLE OF JOB Manager SALARY \$ 200 PER Month
 YOUR DUTIES Advertising, Publicity, Store and Window Displays, Wholesale Shipments, Supervision of employees

REASONS FOR LEAVING No future with the Company
 FROM July 1950 TO July 1951 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) N.A.

EMPLOYING FIRM OR AGENCY Commercial National Bank of N.Y.
 ADDRESS (St. and Number) N.Y.C. N.Y. U.S.A. (City) (State) (Country)
 KIND OF BUSINESS Banking NAME OF SUPERVISOR don't Recall
 TITLE OF JOB Translator SALARY \$ 10 PER day
 YOUR DUTIES Translating letters and forms from foreign languages into English and from English into foreign languages. Five languages employed.

REASONS FOR LEAVING Hired on temporary basis while regular translator was on vacation.

SEC. 12. POSITION DATA

A. KIND OF POSITION APPLIED FOR

B. WHAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT? \$ 3000
(You Will Not Be Considered For Any Position With A Lower Entrance Salary.)

C. IF YOU ARE WILLING TO TRAVEL, SPECIFY: OCCASIONALLY

FREQUENTLY

CONSTANTLY

D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C.

ANYWHERE IN THE UNITED STATES OUTSIDE THE UNITED STATES

E. IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, SPECIFY LOCATIONS:

NA

SEC. 13. EDUCATION

Elementary School: Leonardo da Vinci Milan Italy 1935 to 1938
ELEMENARY SCHOOL St. Joseph ADDRESS Bronx, N.Y.C. N.Y. U.S.A.
(City) (State) (Country)

DATES ATTENDED 1932-1944

GRADUATE: Yes

HIGH SCHOOL Fordham Preparatory

ADDRESS N.Y.C. N.Y. U.S.A.
(City) (State) (Country)

DATES ATTENDED 1944-1946

GRADUATE: No

High School: Kingsburg Evening H.S.

ADDRESS Kingsburg Calif. U.S.A.
(City) (State) (Country)

MAJOR AND SPECIALTY

YEARS COMPLETED

DATES ATTENDED

1946

DEGREE Graduated

COLLEGE Latin American Institute

ADDRESS N.Y.C. N.Y. U.S.A.
(City) (State) (Country)

MAJOR AND SPECIALTY Spanish Diplomatic Subjects YEARS COMPLETED 2

DATES ATTENDED 1948-1958

DEGREE Diploma Foreign Service Officer

CHIEF UNDERGRADUATE COLLEGE SUBJECTS Economics, Comm'l Law, Int'l Comm'l Law,

Public Relations, American, European & Diplomatic History; Tech. Bookkeeping & Business Math;
Eng. & Span. Comm'l Corresp; Translation Techniques; Spanish; Int'l Law; Writing; Export

CHIEF GRADUATE COLLEGE SUBJECTS College: Mexico City College - Mexico D.F. Mexico.

Summer Course 1949 - Import & Export, Spanish, Journalism

SEC. 9. MOTHER-IN-LAW

NA

FULL NAME _____
(First) (Middle) (Last)
 LIVING OR DECEASED _____ DATE OF DECEASE _____ CAUSE _____
 PRESENT, OR LAST, ADDRESS _____
(St. and Number) (City) (State) (Country)
 DATE OF BIRTH _____ PLACE OF BIRTH _____
 IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY _____
 CITIZENSHIP _____ WHEN ACQUIRED? _____ WHERE? _____
(City) (State) (Country)
 OCCUPATION _____ LAST EMPLOYER _____

SEC. 10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:

1. NAME Silvia Brusagani RELATIONSHIP Uncle AGE 53
 CITIZENSHIP Italy ADDRESS Via Sacco 10 Varese Italy
(St. and Number) (City) (State) (Country)
 2. NAME Eda Brusagani RELATIONSHIP Hunt AGE 47
 CITIZENSHIP Italy ADDRESS Via Sacco 10 Varese Italy
(St. and Number) (City) (State) (Country)
 3. NAME Lillian Brusagani RELATIONSHIP Cousin AGE 20
 CITIZENSHIP Italy ADDRESS Via Sacco 10 Varese Italy
(St. and Number) (City) (State) (Country)

SEC. 11. RELATIVES BY BLOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U. S. OR OF A FOREIGN GOVERNMENT:

None NA

1. NAME _____ RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
 TYPE AND LOCATION OF SERVICE (IF KNOWN) _____
 2. NAME _____ RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
 TYPE AND LOCATION OF SERVICE (IF KNOWN) _____
 3. NAME _____ RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
 TYPE AND LOCATION OF SERVICE (IF KNOWN) _____

SECRET
(When Filled In)

SECTION XI CONTINUED FROM PAGE 4

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (Do not submit copies unless requested). INDICATE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (Non-fiction, scientific articles, general interest subjects, novels, short stories, etc.)

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

NA

9. LIST ANY ~~PROFESSIONAL~~ 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	GS-11	WH/III/Cuba
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
NA	PP Ops Officer	
6. DESCRIPTION OF DUTIES		
General support of Station KUCAGE activities. Initiating new KUCAGE programs for Station implementation. Liaison with other Headquarters components. Maintenance of correspondence with Station. Attendance at various OTR courses (Intelligence Orientation, World Communism, Anti-Communist Ops, completed to date.		
1. INCLUSIVE DATES (From- and 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 SUPERVISION	5. OFFICIAL POSITION TITLE	
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 FI penetration agent.		
1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
July 1954-September 1955	GS-7	WH/Station Panama City
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
NA	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.		
1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
June 1952-July 1954	GS-5 GS-7	WH/Station Panama City
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
NA	FI Ops Officer	
6. 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	WH
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
NA	FI Ops Officer	
6. DESCRIPTION OF DUTIES		
Training. Also orientation at various desks.		

(Use additional pages if required)

SECRET

SECRET

(When Filled In)

SECTION VIII

FOREIGN LANGUAGE ABILITIES

LANGUAGE <small>(List below each language in which you possess any degree of competence. Indicate your proficiency to read, write or speak by placing a check (X) in the appropriate boxes)</small>	COMPETENCE - IN ORDER LISTED															HOW ACQUIRED													
	EQUIVALENT TO NATIVE FLUENCY					FLUENT BUT OBVIOUSLY FOREIGN					ADEQUATE FOR RESEARCH					ADEQUATE FOR TRAVEL					LIMITED KNOWLEDGE					NATIVE TO COUNTRY	PROLONGED RESIDENCE	CONTACT (WITH PARENTS ETC.)	ACADEMIC STUDY (ALL LEVELS)
	R - READ W - WRITE S - SPEAK																												
	R	W	S	R	W	S	R	W	S	R	W	S	R	W	S														
Spanish	X	X	X																										
Italian	X	X	X																X	X									
French													X	X	X														
German														X	X									X	X				

2. IF YOU HAVE CHECKED "ACADEMIC STUDY" UNDER "HOW ACQUIRED", INDICATE LENGTH AND INTENSIVENESS OF STUDY
 Spanish: 2 yrs., 20 hrs per week//Italian: 4 yrs. in Italian elementary schools.
 French: 2 yrs., 5 hrs. per week.

3. DESCRIBE YOUR ABILITY TO DO SPECIALIZED LANGUAGE WORK INVOLVING VOCABULARIES AND TERMINOLOGY ON THE SCIENTIFIC, ENGINEERING, TELECOMMUNICATIONS, MILITARY OR ANY OTHER SPECIALIZED FIELD

Limited

SECTION IX

GEOGRAPHIC AREA KNOWLEDGE

1. LIST BELOW ANY FOREIGN REGIONS OR COUNTRIES OF WHICH YOU HAVE KNOWLEDGE GAINED AS A RESULT OF RESIDENCE, TRAVEL, STUDY OR WORK ASSIGNMENT. UNDER COLUMN "TYPE OF SPECIALIZED KNOWLEDGE", INDICATE TYPE OF KNOWLEDGE SUCH AS TERRAIN, COASTS, HARBORS, UTILITIES, RAILROADS, INDUSTRIES, POLITICAL PARTIES, ETC.

NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF RESIDENCE, TRAVEL, ETC.	KNOWLEDGE ACQUIRED BY			
			RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
Japan	General Knowledge only	1946-1948	X			
Italy	General Knowledge only	1929-1939	X	X	X	X
Mexico	"	1949	X	X	X	
		1951		X		
El Salvador	"	1950-1951	X	X		X
Panama	Political, Terrain	1952-1956	X	X		X

2. INDICATE THE PURPOSE OF VISIT, RESIDENCE OR TRAVEL FOR EACH OF THE REGIONS OR COUNTRIES LISTED ABOVE
 Japan: Military Service//Italy: Father in business in Europe//Mexico: attend College//
 El Salvador: Employment (Non-CIA)//Panama: CIA assignment//In addition to above have
 travelled in Germany, France, Belgium, Holland, Austria, Switzerland, Guatemala, India, Hong Kong.

SECTION X

TYPING AND STENOGRAPHIC SKILLS

1. TYPING (W.P.M.)	2. SHORTHAND (W.P.M.)	3. SHORTHAND SYSTEM USED - CHECK (X) APPROPRIATE ITEM			
40		GREGG	SPEEDWRITING	STENOGRAPH	OTHER (Specify):
4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (Comptometer, Mimeograph, Card Punch, etc.)					

Mimeograph, Recordak

SECTION XI

SPECIAL QUALIFICATIONS

1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH	Writing: have had some materials published//Cartooning: since childhood// Raising and breeding tropical fish: considerable knowledge//Photography, stamp collecting
2. INDICATE ANY SPECIAL QUALIFICATIONS, RESULTING FROM EXPERIENCE OR TRAINING, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION OR TYPE OF WORK	Training and experience in writing, cartooning, advertising, public relations, languages, travel, sales, etc.
3. EXCLUDING EQUIPMENT NOTED IN SECTION X, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT OR MACHINES SUCH AS OPERATION OF SHORTWAVE RADIO, MULTILITH, TURRET LATHE, SCIENTIFIC AND PROFESSIONAL DEVICES, ETC.	Voice radio (operational) experience in the Army.
4. IF YOU ARE A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION (Pilot, Electrician, Radio Operator, Teacher, Lawyer, CPA, Medical Technician, etc.), INDICATE THE KIND OF LICENSE OR CERTIFICATE, NAME OF ISSUING STATE, AND REGISTRY NUMBER, IF KNOWN.	NA

5. FIRST LICENSE OR CERTIFICATE (Year of issue)

NA

6. LATEST LICENSE OR CERTIFICATE (Year of issue)

NA

SECRET

SECRET

(When Filled In)

SECTION V CONTINUED FROM PAGE 2

4. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY? ☐ YES ☒ NO

5. IF YOUR ANSWER IS "YES" TO THE ABOVE QUESTION, GIVE PARTICULARS, INCLUDING COURT AND DATE(S)
NA

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 ☒ NO

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? ☐ YES ☒ NO IF YOU HAVE ANSWERED "YES", GIVE COMPLETE DETAILS ON A SEPARATE SHEET AND ATTACH IN A SEALED ENVELOPE.

SECTION VI CITIZENSHIP

1. PRESENT CITIZENSHIP (Country) USA

2. CITIZENSHIP ACQUIRED BY * CHECK (X) ONE:
☐ BIRTH ☐ MARRIAGE ☒ OTHER (Specify): Naturalization

3. HAVE YOU TAKEN STEPS TO CHANGE YOUR PRESENT CITIZENSHIP? ☐ YES ☒ NO

4. GIVE PARTICULARS
NA

5. IF YOU HAVE APPLIED FOR U.S. CITIZENSHIP, INDICATE PRESENT STATUS OF YOUR APPLICATION (First papers, etc.)
NA

SECTION VII EDUCATION

1. CHECK (X) HIGHEST LEVEL OF EDUCATION ATTAINED

<input type="checkbox"/> LESS THAN HIGH SCHOOL GRADUATE	<input checked="" type="checkbox"/> OVER TWO YEARS OF COLLEGE - NO DEGREE
<input type="checkbox"/> HIGH SCHOOL GRADUATE	<input checked="" type="checkbox"/> BACHELOR'S DEGREE
<input type="checkbox"/> TRADE, BUSINESS, OR COMMERCIAL SCHOOL GRADUATE	<input type="checkbox"/> GRADUATE STUDY LEADING TO HIGHER DEGREE
<input type="checkbox"/> TWO YEARS COLLEGE OR LESS	<input type="checkbox"/> MASTER'S DEGREE <input type="checkbox"/> DOCTOR'S DEGREE

2. COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT MAJOR MINOR	DATES ATTENDED		DEGREE REC'D	DATE REC'D	SEM/AM HOURS SPECIFY
		FROM	TO			
Latin American Institute, N.Y.C.	Diplom. Pub. Subject Rel. & Language Comm.	1948	1950	Yes	May 1950	191 Sem. Hrs
Mexico City College, Mexico D.F.	Journ. Hist. Spanish	June 1949	Aug 1949	No	No	9 Sem. Hrs

3. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED		TOTAL MONTHS
		FROM	TO	
Latin American Institute (see above)	Diplomatic			

4. MILITARY TRAINING (Full time duty in specialized schools such as Ordnance, Intelligence, Communications, etc.)

NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED		TOTAL MONTHS
		FROM	TO	
Military Police School	M.P. Training	1947		2 mos.

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

SECRET

(When Filled In)

SECTION III CONTINUED FROM PAGE 1

21. DATES OF MILITARY SERVICE (From- and To-) BY MONTH AND YEAR NA	
22. BRANCH OF SERVICE NA	23. COUNTRY WITH WHICH MILITARY SERVICE AFFILIATED NA
24. DETAILS OF OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN Department of Army, Cnal Zone, 1953-1955	

SECTION IV RELATIVES BY BLOOD, MARRIAGE OR ADOPTION LIVING ABROAD OR WHO ARE NOT U.S. CITIZENS

1	1. FULL NAME (Last-First-Middle) BRUSEGANI, Silvio	2. RELATIONSHIP Uncle	3. AGE 58(?)
	4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES Varese, Italy		
	5. CITIZENSHIP (Country) Italy	6. FREQUENCY OF CONTACT None	7. DATE OF LAST CONTACT 1939
2	1. FULL NAME (Last-First-Middle) BRUSEGANI, Enrico	2. RELATIONSHIP Uncle	3. AGE 57(?)
	4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES Varese, Italy		
	5. CITIZENSHIP (Country) Italy	6. FREQUENCY OF CONTACT None	7. DATE OF LAST CONTACT 1939
3	1. FULL NAME (Last-First-Middle) Families of above	2. RELATIONSHIP	3. AGE
	4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
	5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
4	1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
	4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
	5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
5. SPECIAL REMARKS, IF ANY, CONCERNING THESE RELATIVES			

SECTION V FINANCIAL STATUS

1. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY?		<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
2. IF YOUR ANSWER IS "NO" TO THE ABOVE, STATE SOURCES OF OTHER INCOME NA			
3. BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS			
NAME OF INSTITUTION		ADDRESS (City, State, Country)	
Falls Church Bank		Falls Church, Virginia, USA	

SECTION V CONTINUED TO PAGE 3

SECRET

SECRET

(When Filled In)

JAN

159198 PERIODIC SUPPLEMENT PERSONAL HISTORY STATEMENT	THIS DATE 4 February 1957						
INSTRUCTIONS <small>This form provides the means whereby your official personnel records will be kept current. Even though it duplicates information you have furnished previously, it will be necessary for you to complete Sections I through VI in their entirety. You need complete Sections VII through XIII only if there has been a change since you entered on duty with the organization or if you believe the item requires more complete coverage than you have previously reported.</small>							
SECTION I GENERAL							
1. FULL NAME (Last-First-Middle) Kent, William Morris							
2. CURRENT ADDRESS (No., Street, City, Zone, State) 2608 N. Winchester Street Arlington 13, Virginia	3. PERMANENT ADDRESS (No., Street, City, Zone, State) 2608 N. Winchester Street Arlington 13, Virginia						
4. HOME TELEPHONE NUMBER JEfferson 3-3899	5. STATE, TERRITORY, POSSESSION OR COUNTRY IN WHICH YOU NOW CLAIM RESIDENCE Virginia						
SECTION II PERSON TO BE NOTIFIED IN CASE OF EMERGENCY							
1. NAME (Last-First-Middle) PREFERABLY RESIDING IN U.S. KENT, Dorothy Bernadette							
2. RELATIONSHIP Wife							
3. HOME ADDRESS (No., Street, City, Zone, State, Country) 2608 N. Winchester Street, Arlington 13, Virginia							
4. BUSINESS ADDRESS (No., Street, City, Zone, State, Country)- INDICATE NAME OF FIRM OR EMPLOYER, IF APPLICABLE NA							
5. HOME TELEPHONE NUMBER JEfferson 3-3899	6. BUSINESS TELEPHONE NUMBER NA						
7. BUSINESS TELEPHONE EXTENSION NA							
8. IN CASE OF EMERGENCY, OTHER CLOSE RELATIVES (Spouse, Mother, Father) MAY ALSO BE NOTIFIED. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE. Mr. Paul Kent, 2448 Washington Ave., New York 58, New York (Father)							
SECTION III MARITAL STATUS							
1. CHECK (X) ONE: <table style="display: inline-table; border: none;"> <tr> <td style="border: 1px solid black; padding: 2px;">SINGLE</td> <td style="border: 1px solid black; padding: 2px;"><input checked="" type="checkbox"/> MARRIED</td> <td style="border: 1px solid black; padding: 2px;">WIDOWED</td> <td style="border: 1px solid black; padding: 2px;">SEPARATED</td> <td style="border: 1px solid black; padding: 2px;">DIVORCED</td> <td style="border: 1px solid black; padding: 2px;">ANNULLED</td> </tr> </table>		SINGLE	<input checked="" type="checkbox"/> MARRIED	WIDOWED	SEPARATED	DIVORCED	ANNULLED
SINGLE	<input checked="" type="checkbox"/> MARRIED	WIDOWED	SEPARATED	DIVORCED	ANNULLED		
2. FURNISH DATE, PLACE AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS NA							
WIFE OR HUSBAND: If you have been married more than once, including annulments, use a separate sheet for former wife or husband giving data below for all previous marriages. If marriage is contemplated, provide same data for fiance.							
3. NAME (First) (Middle) (Maiden) (Last) Dorothy Bernadette Martin Kent							
4. DATE OF MARRIAGE 17 May 1952	5. PLACE OF MARRIAGE (City, State, Country) New York City, New York, USA						
6. HIS (or her) ADDRESS BEFORE MARRIAGE (No., Street, City, State, Country) Manhattan, New York City							
7. LIVING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	8. DATE OF DEATH NA						
9. CAUSE OF DEATH NA							
10. CURRENT ADDRESS (Give last address, if deceased) Same as 2, above							
11. DATE OF BIRTH 12 November 1930	12. PLACE OF BIRTH (City, State, Country) Covington, Louisiana, USA						
13. IF BORN OUTSIDE U.S.-DATE OF ENTRY NA	14. PLACE OF ENTRY NA						
15. CITIZENSHIP (Country) USA	16. DATE ACQUIRED NA						
17. WHERE ACQUIRED (City, State, Country) NA							
18. OCCUPATION Housewife	19. PRESENT EMPLOYER (Also give former employer, or if spouse is deceased or unemployed, last two employers) N.Y. Telephone Co. (former employer)						
20. EMPLOYER'S OR BUSINESS ADDRESS (No., Street, City, State, Country) New York City							

SECTION III CONTINUED TO PAGE 2

SEC; 8 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 Evelyn D. Dovey
(First) (Middle) (Last)
 LIVING OR DECEASED living DATE OF DECEASE _____ CAUSE _____
 PRESENT, OR LAST, ADDRESS 355 N.Y. Avenue, Jersey City, N.J.
(St. and Number) (City) (State) (Country)
 DATE OF BIRTH 2 Nov 1911 PLACE OF BIRTH Lowell, Massachusetts
 IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY _____
 CITIZENSHIP U.S. WHEN ACQUIRED? _____ WHERE? _____
(City) (State) (Country)
 OCCUPATION Ketay Manuf Co, Inc LAST EMPLOYER N.Y.C, N.Y.

SEC. 10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:

1. NAME _____ RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
 2. NAME _____ RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
 3. NAME _____ RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)

SEC. 11. RELATIVES BY BLOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U. S. OR OF A FOREIGN GOVERNMENT:

1. NAME Harry Martin RELATIONSHIP Uncle AGE 43
 CITIZENSHIP U.S. ADDRESS _____ California
(St. and Number) (City) (State) (Country)
 TYPE AND LOCATION OF SERVICE (IF KNOWN) U. S. Navy, Submarine Corps
 2. NAME G. Arthur Dovey RELATIONSHIP Step Father AGE 48
IN LAW
 CITIZENSHIP U.S. ADDRESS 355 N.Y. Ave, Jersey City N.J.
(St. and Number) (City) (State) (Country)
 TYPE AND LOCATION OF SERVICE (IF KNOWN) Civil Service
 3. NAME _____ RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
 TYPE AND LOCATION OF SERVICE (IF KNOWN) _____

(4)

OCCUPATION _____ LAST EMPLOYER _____
EMPLOYER'S OR OWN BUSINESS ADDRESS _____
(St. and Number) (City) (State) (Country)
MILITARY SERVICE FROM _____ TO _____ BRANCH OF SERVICE _____
COUNTRY _____ DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN _____

SEC. 7. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters):

1. FULL NAME _____ AGE _____
(First) (Middle) (Last)
PRESENT ADDRESS _____
(St. and Number) (City) (State) (Country) (Citizenship)
2. FULL NAME _____ AGE _____
(First) (Middle) (Last)
PRESENT ADDRESS _____
(St. and Number) (City) (State) (Country) (Citizenship)
3. FULL NAME _____ AGE _____
(First) (Middle) (Last)
PRESENT ADDRESS _____
(St. and Number) (City) (State) (Country) (Citizenship)
4. FULL NAME _____ AGE _____
(First) (Middle) (Last)
PRESENT ADDRESS _____
(St. and Number) (City) (State) (Country) (Citizenship)
5. FULL NAME _____ AGE _____
(First) (Middle) (Last)
PRESENT ADDRESS _____
(St. and Number) (City) (State) (Country) (Citizenship)

SEC. 8. FATHER-IN-LAW

FULL NAME Edward G. Martin
(First) (Middle) (Last)
LIVING OR DECEASED living DATE OF DECEASE _____ CAUSE _____
PRESENT, OR LAST, ADDRESS 20 Oriole Drive, Springhill, Alabama
(St. and Number) (City) (State) (Country)
DATE OF BIRTH 4 Feb 1908 PLACE OF BIRTH Covington, Louisiana
IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY _____
CITIZENSHIP _____ WHEN ACQUIRED? _____ WHERE? _____
(City) (State) (Country)
OCCUPATION Merchant Marine Pilot LAST EMPLOYER _____

(2)

E. IF BORN OUTSIDE U. S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? _____

PORT OF ENTRY? _____ ON PASSPORT OF WHAT COUNTRY? _____

LAST U. S. VISA _____
(Number) (Type) (Place of Issue) (Date of Issue)

SEC. 2. PHYSICAL DESCRIPTION

AGE _____ SEX _____ HEIGHT _____ WEIGHT _____

EYES _____ HAIR _____ COMPLEXION _____ SCARS _____

BUILD _____ OTHER DISTINGUISHING FEATURES _____

SEC. 3. MARITAL STATUS

A. SINGLE _____ MARRIED X _____ DIVORCED _____ WIDOWED _____

STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS _____

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE—INCLUDING ANNULMENTS—USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.)

NAME OF SPOUSE Dorot y Bernadette Martin Kent
(First) (Middle) (Maiden) (Last)

PLACE AND DATE OF MARRIAGE New York City, N.Y. - 17 May 1952

HIS (OR HER) ADDRESS BEFORE MARRIAGE 521 West 180 St. N.Y.C., N.Y.
(St. and Number) (City) (State) (Country)

LIVING OR DECEASED living DATE OF DECEASE _____ CAUSE _____

PRESENT, OR LAST, ADDRESS _____
(St. and Number) (City) (State) (Country)

DATE OF BIRTH 12 Nov 1930 PLACE OF BIRTH Covington, Louisiana
(City) (State) (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY _____

CITIZENSHIP U.S. WHEN ACQUIRED? _____ WHERE? _____
(City) (State) (Country)

OCCUPATION Secretary LAST EMPLOYER N.Y. Telephone Co.

EMPLOYER'S OR BUSINESS ADDRESS 140 West St., N.Y.C., N.Y.
(St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM _____ TO _____ BRANCH OF SERVICE _____
(Date) (Date)

COUNTRY _____ DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN _____

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? _____

(Yes or No)

Sec. 1. PERSONAL BACKGROUND

A. FULL NAME ^{Miss} Mr. WILLIAM M. REPT ^{Telephone:}
(Use No Initials) ^{Office} _____
(First) ^{Ext.} _____
(Middle) ^{Home} _____
(Last)

PRESENT ADDRESS _____
(St. and Number) (City) (State) (Country)

PERMANENT ADDRESS 2448 Washington, D.C. New York City, N.Y.
(St. and Number) (City) (State) (Country)

B. NICKNAME _____ WHAT OTHER NAMES HAVE YOU USED? _____

_____ UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? _____

HOW LONG? _____ IF A LEGAL CHANGE, GIVE PARTICULARS _____

(Where?)

(By what authority)

C. DATE OF BIRTH _____ PLACE OF BIRTH _____
(City) (State) (Country)

D. PRESENT CITIZENSHIP _____ BY BIRTH? _____ BY MARRIAGE? _____
(Country)

BY NATURALIZATION CERTIFICATE NO. _____ ISSUED _____ BY _____
(Date) (Court)

AT _____
(City) (State) (Country)

HAVE YOU HAD A PREVIOUS NATIONALITY? _____
(Yes or No) (Country)

HELD BETWEEN WHAT DATES? _____ TO _____ ANY OTHER NATIONALITY? _____
(Country)

GIVE PARTICULARS _____

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? _____ GIVE PARTICULARS: _____

(4)
OCCUPATION Asst. to husband LAST EMPLOYER None
EMPLOYER'S OR OWN BUSINESS ADDRESS 506 E. 187 Street NYC, N.Y. U.S.A.
MILITARY SERVICE FROM None TO NA BRANCH OF SERVICE NA
COUNTRY NA DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN
NA

Sec. 7. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters):

1. FULL NAME None NA AGE None
(First) (Middle) (Last)
PRESENT ADDRESS None
(St. and Number) (City) (State) (Country) (Citizenship)
2. FULL NAME None AGE None
(First) (Middle) (Last)
PRESENT ADDRESS None
(St. and Number) (City) (State) (Country) (Citizenship)
3. FULL NAME None AGE None
(First) (Middle) (Last)
PRESENT ADDRESS None
(St. and Number) (City) (State) (Country) (Citizenship)
4. FULL NAME None AGE None
(First) (Middle) (Last)
PRESENT ADDRESS None
(St. and Number) (City) (State) (Country) (Citizenship)
5. FULL NAME None AGE None
(First) (Middle) (Last)
PRESENT ADDRESS None
(St. and Number) (City) (State) (Country) (Citizenship)

Sec. 8. FATHER-IN-LAW

NA
FULL NAME None
(First) (Middle) (Last)
LIVING OR DECEASED None DATE OF DECEASE None CAUSE None
PRESENT, OR LAST, ADDRESS None
(St. and Number) (City) (State) (Country) (Citizenship)
DATE OF BIRTH None PLACE OF BIRTH None
IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY None
CITIZENSHIP None WHEN ACQUIRED? None WHERE? None
(City) (State) (Country)
OCCUPATION None LAST EMPLOYER None

SEC. 4. CHILDREN OR DEPENDENTS (Include partial dependents):

1. NAME NA RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____ (St. and Number) (City) (State) (Country)
 2. NAME _____ RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____ (St. and Number) (City) (State) (Country)
 3. NAME _____ RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____ (St. and Number) (City) (State) (Country)

SEC. 5. FATHER (Give the same information for stepfather and/or guardian on a separate sheet)

FULL NAME Paul (First) Kent (Last)
 LIVING OR DECEASED Living DATE OF DECEASE NA CAUSE NA
 PRESENT, OR LAST, ADDRESS 2448 Washington Ave. N.Y.C. 58 N.Y. U.S.A.
 DATE OF BIRTH March, 1918 PLACE OF BIRTH Melz (City) (State) (Country)
 IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY Dec. 22, 1924 N.Y.
 CITIZENSHIP U.S.A. WHEN ACQUIRED July 14, 1924 WHERE? N.Y.C. N.Y. U.S.A.
 OCCUPATION Manufacturer LAST EMPLOYER Paolo Formelli, Varese, Italy
 EMPLOYER'S OR OWN BUSINESS ADDRESS 506 E. 187 Street N.Y.C. N.Y. U.S.A.
 MILITARY SERVICE FROM Oct 1941 TO Nov 29, 1944 BRANCH OF SERVICE Army
 COUNTRY Germany DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN
New York State Guard - 8th Inf. Regiment - 1940-1941

SEC. 6. MOTHER (Give the same information for stepmother on a separate sheet)

FULL NAME Beatrice (First) Kent (Last)
 LIVING OR DECEASED Living DATE OF DECEASE NA CAUSE NA
 PRESENT, OR LAST, ADDRESS 2448 Washington Ave. N.Y.C. N.Y. U.S.A.
 DATE OF BIRTH April 24, 1902 PLACE OF BIRTH Melz (City) (State) (Country)
 CITIZENSHIP U.S.A. WHEN ACQUIRED June 16, 1922 WHERE? N.Y.C. N.Y. U.S.A.
 IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY April 24, 1902 N.Y.

(8)
E. IF BORN OUTSIDE U. S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? April 20, 1939

PORT OF ENTRY: New York ON PASSPORT OF WHAT COUNTRY? Germany

LAST U. S. VISA 3990 Immigration - Naples, Italy March 25, 1939
(Number) (Type) (Place of Issue) (Date of Issue)

SEC. 2. PHYSICAL DESCRIPTION

AGE 22 SEX Male HEIGHT 6' WEIGHT 155
EYES Brown HAIR Brown COMPLEXION light SCARS Right forearm
BUILD Medium OTHER DISTINGUISHING FEATURES Scar right knee

SEC. 3. MARITAL STATUS

A. SINGLE ☒ MARRIED ☐ DIVORCED ☐ WIDOWED ☐

STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS NA

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE—INCLUDING ANNULMENTS—USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.) NA

NAME OF SPOUSE
(First) (Middle) (Married) (Last)

PLACE AND DATE OF MARRIAGE

HIS (OR HER) ADDRESS BEFORE MARRIAGE

LIVING OR DECEASED DATE OF DECEASE CAUSE

PRESENT, OR LAST, ADDRESS
(St. and Number) (City) (State) (Country)

DATE OF BIRTH PLACE OF BIRTH
(City) (State) (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY

CITIZENSHIP WHEN ACQUIRED WHERE
(City) (State) (Country)

OCCUPATION LAST EMPLOYER

EMPLOYER'S OR BUSINESS ADDRESS
(St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM TO BRANCH OF SERVICE
(Date) (Date)

COUNTRY DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

Mr. Kent advised Contract Personnel Division this date that his date of naturalization should be 20 July 1950 and not as indicated on his Personal History Statement.

1000

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? *Yes*

Sec. 1. PERSONAL BACKGROUND

A. FULL NAME *Mr. William Morris Kent*
Includes: *Mr. Mrs.* Telephone: *Home Cypress 4 612*

PRESENT ADDRESS *2448 Washington Hve. N.Y.C. 58, N.Y.* *U.S.H.*

PERMANENT ADDRESS *2448 Washington Hve. N.Y.C. 58, N.Y.* *U.S.H.*

B. NICKNAME *Bill* WHAT OTHER NAMES HAVE YOU USED? *William Rosenkranz*
UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? *Rosenkranz was legal family name formerly*

HOW LONG? *15 yrs.* IF A LEGAL CHANGE, GIVE PARTICULARS *Aug. 4, 1944*
N.Y.C. N.Y. *Supreme Court, Bronx County*

C. DATE OF BIRTH *May 2, 1929* PLACE OF BIRTH *Milan Italy*

D. PRESENT CITIZENSHIP *U.S.H.* BY BIRTH? BY MARRIAGE?

BY NATURALIZATION CERTIFICATE NO. *6909991* ISSUED *July 20, 1951* BY *U.S. District Court*

AT *New York City* *New York* *U.S.A.*

HAVE YOU HAD A PREVIOUS NATIONALITY? *Yes* *Germany*

HELD BETWEEN WHAT DATES? *May 2, 1929 to July 19, 1951* ANY OTHER NATIONALITY? *None*

GIVE PARTICULARS *NA*

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? *No* GIVE PARTICULARS: *NA*

SEC. 9:

MOTHER IN LAW -

NAME - EVELYN D. DOVEY

LIVING

ADDRESS - 355 NEW YORK AVE., JERSEY CITY, NJ

DATE OF BIRTH: 2 NOV. 1910

CITIZENSHIP: US

OCCUPATION: DEFENSE WORKER

SEC. 8:

STEP-FATHER-IN-LAW -

NAME: G. ARTHUR DOVEY

LIVING

ADDRESS: 355 NEW YORK AVE., JERSEY CITY, NJ

DATE OF BIRTH: 1904

CITIZENSHIP: US

OCCUPATION: US NAVY INSPECTOR

(14)

F. IF, TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:

SEC. 26. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME _____ RELATIONSHIP _____
ADDRESS _____
(St. and Number) (City) (State) (Country)

SEC. 27. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED.

ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANSWER "NO."

SEC. 28. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT Washington DC DATE 23 May 1952
(City and State)

Arline J. Aynd William M. Kent
(Witness) (Signature of Applicant)

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

STEP -
SEC. 9. MOTHER-IN-LAW

FULL NAME FLORENCE MARTIN
(First) (Middle) (Last)
LIVING OR DECEASED _____ DATE OF DECEASE _____ CAUSE _____
PRESENT, OR LAST, ADDRESS 20 ORIOLE DR., SPRINGFIELD, ALA.
(St. and Number) (City) (State) (Country)
DATE OF BIRTH ? PLACE OF BIRTH _____
IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY _____
CITIZENSHIP US WHEN ACQUIRED? _____ WHERE? _____
(City) (State) (Country)
OCCUPATION _____ LAST EMPLOYER _____

SEC. 10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:

1. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
2. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
3. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)

SEC. 11. RELATIVES BY BLOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U. S. OR OF A FOREIGN GOVERNMENT:

1. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
TYPE AND LOCATION OF SERVICE (IF KNOWN) _____
2. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
TYPE AND LOCATION OF SERVICE (IF KNOWN) _____
3. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
TYPE AND LOCATION OF SERVICE (IF KNOWN) _____

(4)

OCCUPATION LAST EMPLOYER
EMPLOYER'S OR OWN BUSINESS ADDRESS
(St. and Number) (City) (State) (Country)
MILITARY SERVICE FROM TO BRANCH OF SERVICE
COUNTRY DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

SEC. 7. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters):

1. FULL NAME AGE
(First) (Middle) (Last)
PRESENT ADDRESS
(St. and Number) (City) (State) (Country) (Citizenship)
2. FULL NAME AGE
(First) (Middle) (Last)
PRESENT ADDRESS
(St. and Number) (City) (State) (Country) (Citizenship)
3. FULL NAME AGE
(First) (Middle) (Last)
PRESENT ADDRESS
(St. and Number) (City) (State) (Country) (Citizenship)
4. FULL NAME AGE
(First) (Middle) (Last)
PRESENT ADDRESS
(St. and Number) (City) (State) (Country) (Citizenship)
5. FULL NAME AGE
(First) (Middle) (Last)
PRESENT ADDRESS
(St. and Number) (City) (State) (Country) (Citizenship)

SEC. 8. FATHER-IN-LAW

FULL NAME EDWARD G. MARTIN
(First) (Middle) (Last)
LIVING ~~OR~~ DECEASED DATE OF DECEASE CAUSE
PRESENT, ~~OR~~ LAST, ADDRESS 20 ORIOLE DR., SPRINGFIELD, ALA.
(St. and Number) (City) (State) (Country)
DATE OF BIRTH 4 FEB 1907 PLACE OF BIRTH COVINGTON, LA.
IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY
CITIZENSHIP US WHEN ACQUIRED? WHERE?
(City) (State) (Country)
OCCUPATION MERCHANT MARINE LAST EMPLOYER
PILOT

Amendment to PHS
Due to Marriage
Date: 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? YES
(Yes or No)

SEC. 1. PERSONAL BACKGROUND

A. FULL NAME ^{Mr.} WILLIAM MORRIS KENT
(Use No Initials) ^{Mrs.} (First) (Middle) (Last)

Telephone: Office _____
Ext. _____
Home _____

PRESENT ADDRESS _____
(St. and Number) (City) (State) (Country)

PERMANENT ADDRESS _____
(St. and Number) (City) (State) (Country)

B. NICKNAME _____ WHAT OTHER NAMES HAVE YOU USED? _____

_____ UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? _____

HOW LONG? _____ IF A LEGAL CHANGE, GIVE PARTICULARS _____

C. DATE OF BIRTH _____ PLACE OF BIRTH _____
(City) (State) (Country)

D. PRESENT CITIZENSHIP _____ BY BIRTH? _____ BY MARRIAGE? _____
(Country)

BY NATURALIZATION CERTIFICATE NO. _____ ISSUED _____ BY _____
(Date) (Court)

AT _____
(City) (State) (Country)

HAVE YOU HAD A PREVIOUS NATIONALITY? _____
(Yes or No) (Country)

HELD BETWEEN WHAT DATES? _____ TO _____ ANY OTHER NATIONALITY? _____
(Country)

GIVE PARTICULARS _____

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? _____ GIVE PARTICULARS: _____

SECRET

(When Filled In)

OFFICE OF PERSONNEL

SECTION XIII

CHILDREN AND OTHER DEPENDENTS

1. NUMBER OF CHILDREN (including stepchildren and adopted children) WHO ARE UNMARRIED, UNDER 21 YEARS OF AGE, AND ARE NOT SELF-SUPPORTING.

3

2. NUMBER OF OTHER DEPENDENTS (including spouse, parents, stepparents, sister, etc.) WHO DEPEND ON YOU FOR AT LEAST 50% OF THEIR SUPPORT, OR, CHILDREN OVER 21 YEARS OF AGE WHO ARE NOT SELF-SUPPORTING.

1

3. PROVIDE THE FOLLOWING INFORMATION FOR ALL CHILDREN AND DEPENDENTS

NAME	RELATIONSHIP	YEAR OF BIRTH	SEX		CITIZENSHIP	ADDRESS
			M	F		
Dorothy B. Kent	Wife	1930		X	US	2608 N. Winchester St. Arlington 13, Va.
William M. Kent, Jr.	Son	1953	X		US	"
Paul E. Kent	Son	1954	X		US	"
Karen A. Kent	Daughter	1955		X	US	"

ADDITIONAL COMMENT AND/OR CONTINUATION OF PRECEDING ITEMS

DATE COMPLETED 5 February 1957

SIGNATURE OF EMPLOYEE

William M. Kent

SECRET

SECRET


CONTRACT INFORMATION AND CHECK LIST (CONTINUED)		CASE OFFICER Maurice Currie TELEPHONE EXTENSION 6032	DIVISION WHD DATE 15 June 1966																																		
NOTE: SEE INSTRUCTIONS ON FIRST SHEET.																																					
SECTION VIII		OTHER BENEFITS																																			
46. BENEFITS (See HR 20-44, HR 20-41, HR 20-7, HR 20-53, and HB 20-620-1, HB 20-1000-1 and/or successor regulations for benefits applicable to various categories of contract personnel.)																																					
Normal																																					
SECTION IX		COVER ACTIVITY																																			
47. STATUS (Check) <input type="checkbox"/> PROPOSED <input checked="" type="checkbox"/> ESTABLISHED	48. TYPE (Check) <input checked="" type="checkbox"/> PROPRIETARY <input type="checkbox"/> SUBSIDIZED	<input type="checkbox"/> CULTURAL <input type="checkbox"/> EDUCATIONAL <input type="checkbox"/> MILITARY <input type="checkbox"/> OTHER	<input type="checkbox"/> COMMERCIAL <input type="checkbox"/> TOURIST																																		
49. IF COVER PAYMENTS ARE CONTEMPLATED, THEY WILL BE EFFECTED ON REIMBURSABLE BASIS <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> COMPLETE <input type="checkbox"/> PARTIAL																																					
SECTION X		OFFSET OF INCOME																																			
50. OFFSET OF INCOME AND OTHER EMOLUMENTS DERIVED FROM COVER ACTIVITIES (If less than total, justify in separate memo attached hereto.) <input type="checkbox"/> TOTAL <input type="checkbox"/> PARTIAL <input checked="" type="checkbox"/> NONE																																					
SECTION XI		TERM																																			
51. DURATION DAYS MONTHS YEARS	52. EFFECTIVE DATE 3 July 1966	53. RENEWABLE <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO																																			
54. TERMINATION NOTICE (Number of days) NA		55. FORFEITURE OF RETURN TRAVEL FOR RESIGNATION PRIOR TO CONTRACT TERMINATION <input type="checkbox"/> YES <input type="checkbox"/> NO																																			
SECTION XII		FUNCTION																																			
56. PRIMARY FUNCTION (CI, FI, PP, other) PP																																					
SECTION XIII		DUTIES																																			
57. GENERAL DESCRIPTION OF DUTIES TO BE PERFORMED <div style="border: 1px solid red; padding: 10px; color: red; text-align: center;"> Service requirements of field stations and WH Division under cover of the Christian Fellowship Fund as described in Project JMPOPLAR-12. </div>																																					
SECTION XIV		QUALIFICATIONS																																			
58. EXPERIENCE Travel and residence in Europe and Latin America. Operational assignments in Latin America and USA under WH Division.																																					
59. EDUCATION (Check Highest Level Attained)	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>TRADE SCHOOL</td> <td>HIGH SCHOOL GRADUATE</td> <td>TRADE SCHOOL GRADUATE</td> </tr> <tr> <td>BUSINESS SCHOOL GRADUATE</td> <td>COMMERCIAL SCHOOL GRADUATE</td> <td></td> </tr> <tr> <td>COLLEGE (No degree)</td> <td><input checked="" type="checkbox"/> COLLEGE DEGREE</td> <td>POST GRADUATE</td> </tr> </table>			TRADE SCHOOL	HIGH SCHOOL GRADUATE	TRADE SCHOOL GRADUATE	BUSINESS SCHOOL GRADUATE	COMMERCIAL SCHOOL GRADUATE		COLLEGE (No degree)	<input checked="" type="checkbox"/> COLLEGE DEGREE	POST GRADUATE																									
TRADE SCHOOL	HIGH SCHOOL GRADUATE	TRADE SCHOOL GRADUATE																																			
BUSINESS SCHOOL GRADUATE	COMMERCIAL SCHOOL GRADUATE																																				
COLLEGE (No degree)	<input checked="" type="checkbox"/> COLLEGE DEGREE	POST GRADUATE																																			
60. LANGUAGE COMPETENCY (Check Appropriate Degree Competency)	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2">LANGUAGE</th> <th colspan="2">SPEAK</th> <th colspan="2">WRITE</th> <th colspan="2">READ</th> </tr> <tr> <th>FLUENT</th> <th>AVERAGE</th> <th>FLUENT</th> <th>AVERAGE</th> <th>FLUENT</th> <th>AVERAGE</th> </tr> </thead> <tbody> <tr> <td>Spanish</td> <td><input checked="" type="checkbox"/></td> <td></td> <td><input checked="" type="checkbox"/></td> <td></td> <td><input checked="" type="checkbox"/></td> <td></td> </tr> <tr> <td>Italian</td> <td></td> <td><input checked="" type="checkbox"/></td> <td></td> <td><input checked="" type="checkbox"/></td> <td></td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>French</td> <td></td> <td></td> <td><input checked="" type="checkbox"/></td> <td></td> <td><input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> </tr> </tbody> </table>			LANGUAGE	SPEAK		WRITE		READ		FLUENT	AVERAGE	FLUENT	AVERAGE	FLUENT	AVERAGE	Spanish	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		Italian		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	French			<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
LANGUAGE	SPEAK		WRITE		READ																																
	FLUENT	AVERAGE	FLUENT	AVERAGE	FLUENT	AVERAGE																															
Spanish	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>																																
Italian		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>																															
French			<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>																															
61. INDIVIDUAL'S COUNTRY OF ORIGIN <div style="text-align: right; padding-right: 20px;">Italy</div>																																					
62. AREA KNOWLEDGE Europe, Far East, Latin America																																					
SECTION XV		EMPLOYMENT PRIOR TO CIA																																			
63. GIVE INCLUSIVE DATES, POSITION TITLE OR TYPE WORK, SALARY AND REASON FOR LEAVING 1950-1951 Store Manager, El Salvador, C.A., Salary \$2,400, left for better position.																																					
SECTION XVI		ADDITIONAL INFORMATION																																			
64. ADDITIONAL OR UNUSUAL REQUIREMENTS, JUSTIFICATIONS OR EXPLANATIONS (Use other side if necessary) <div style="text-align: center;"> ██████████ will be engaged in this Project for at least five years. </div>																																					

SECRET

CONTRACT INFORMATION AND CHECK LIST		CASE OFFICER Maurice Currie	DIVISION WHD
INSTRUCTIONS: Use HR 20-53 and HR 20-1000-1 for guidance. Complete all items, inserting "NA" when items are not applicable. Forward original and TWO copies for preparation of contract.		TELEPHONE EXTENSION 6032	DATE 15 June 1966
SECTION I GENERAL			
1. NAME <input type="checkbox"/> PSEUDO <input checked="" type="checkbox"/> TRUE William on Kent	2A. PROJECT JMWAVE-12	3. ALLOTMENT NO. 7195-0630	4. SLOT NO.
	2B. PERMANENT STATION New Orleans, La.	3A. FUNDS <input type="checkbox"/> V <input checked="" type="checkbox"/> UV	
5. PREVIOUS CIA PSEUDONYM OR ALIASES Charles K. Morledge (P) Douglas G. Gupton (alias at JMWAVE)	6. INDIVIDUAL HAS BEEN ENGAGED BY CIA OR ITS ALLIED ACTIVITIES IN SOME CAPACITY PRIOR TO THIS CONTRACT. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (If yes, describe and include dates and salary.) Staff Employee 1951-1952 " 1952-1956 Staff Employee 1956 To Present		
7. SECURITY CLEARANCE (Type and date)	7A. MEDICAL CLEARANCE <input checked="" type="checkbox"/> OBTAINED <input type="checkbox"/> INITIATED <input type="checkbox"/> NOT REQ'D.	8. CONTRACT IS TO BE WRITTEN IN STERILE FORM I.E., "U.S. GOVERNMENT" <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
9. INDIVIDUAL WILL WORK UNDER "CONTROLLED CONDITIONS" I.E., REGULAR OFFICE HOURS AWAY FROM SUBJECT'S HOME AND PERFORMED UNDER THE SUPERVISION OF A STAFF EMPLOYEE OR STAFF AGENT <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		10. PROPOSED CATEGORY (Contract agent, contract employee, etc.) Staff Employee	
SECTION II PERSONAL DATA			
11. CITIZENSHIP USA	12. IF NOT U.S. CITIZEN, INDIVIDUAL IS A PERMANENT RESIDENT ALIEN <input type="checkbox"/> YES <input type="checkbox"/> NO	13. AGE 37	14. DATE OF BIRTH (Month, day, year) 9 May 1929
15. LEGAL RESIDENCE (City and state or country) Herndon, Virginia		16. CURRENT RESIDENCE (City and state or country) Same	
17. MARITAL STATUS (Check as appropriate) <input type="checkbox"/> SINGLE <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> WIDOWED <input type="checkbox"/> ANNULLED <input type="checkbox"/> SEPARATED <input type="checkbox"/> DIVORCED			
18. NUMBER OF DEPENDENTS (Not including individual) RELATIONSHIP AND AGE: Wife - 35 Son - 12 Son - 11 Daughter - 10		19. INDIVIDUAL IS RELATED TO A STAFF EMPLOYEE, STAFF AGENT OR AN INDIVIDUAL CURRENTLY WORKING FOR THE AGENCY IN SOME CAPACITY <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO RELATIONSHIP:	
SECTION III U.S. MILITARY STATUS			
20. RESERVE	21. VETERAN XXX	22. IF RETIRED, INDICATE CATEGORY (Longevity, combat disability, service disability non-combat)	
23. BRANCH OF SERVICE	24. RANK OR GRADE	25. DRAFT ELIGIBLE <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	26. DRAFT DEFERMENT OBTAINED BY CIA <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
SECTION IV COMPENSATION			
27. BASIC SALARY GS-13, Step 5	28. POST DIFFERENTIAL	29. COVER (Breakdown, if any) Former Dept. of Army, Dept. of State, Dept. of Army Executive Secretary of Christian Fellowship Fund	
		30. FEDERAL TAX WITHHOLDING COVER <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO CIA <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
SECTION V ALLOWANCES (NORMALLY GRANTED ONLY TO RESIDENTS OF THE UNITED STATES)			
31. QUARTERS NA	32. POST NA	33. OTHER *Non-official cover premium pay	
34. COVER (Breakdown, if any) None			
SECTION VI TRAVEL			
35. TYPES <input checked="" type="checkbox"/> PCS <input type="checkbox"/> DOMESTIC OPERATIONAL <input type="checkbox"/> FOREIGN OPERATIONAL			36. WITH DEPENDENTS <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
37. HME TO BE SHIPPED <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	37A. HME TO BE STORED <input type="checkbox"/> YES <input type="checkbox"/> NO	38. PERSONAL VEHICLE TO BE SHIPPED <input type="checkbox"/> YES <input type="checkbox"/> NO	39. TRANSPORTED VEHICLE TO BE USED FOR OPERATIONAL TRAVEL <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
40. IF WITH DEPENDENTS STATE RELATIONSHIP, CITIZENSHIP, AGE AND DATE OF BIRTH			
Wife	USA	35	12 November 1930
Son	USA	12	6 September 1963
Son	USA	11	6 September 1952
Daughter	USA	10	12 December 1953
Approved by CS/CS Agent Panel (Date) 7 July 1966 Secretary, CS/CS Agent Panel			
41. PAYMENT AND ACCOUNTABILITY WILL BE IN CONFORMANCE WITH <input checked="" type="checkbox"/> CIA REGULATIONS <input type="checkbox"/> COVER POLICIES AND PROCEDURES			

SECRET

(When Filled In)

SECTION IX		MARITAL STATUS		
1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:				
2. NAME OF SPOUSE		(Last)	(First) (Middle) (Maiden)	
		DOROTHY	BERNADETTE	
3. DATE OF BIRTH	4. PLACE OF BIRTH (City, State, Country)			
12 NOV. 1930	COVINGTON, LA. - USA.			
5. OCCUPATION	6. PRESENT EMPLOYER			
HOUSEWIFE				
7. CITIZENSHIP	8. FORMER CITIZENSHIP(S) COUNTRY(IES)		9. DATE U. S. CITIZENSHIP ACQUIRED	
US				
SECTION X				
DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE				
NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
WILLIAM M., JR.	SON	6 SEPT. '53 - PANAMA	US	
PAUL E.	SON	6 SEPT. '54 - PANAMA	US	
KAREN A.	DAUGHTER	12 DEC. '55 - PANAMA	US	
SECTION XI				DATE OF M.
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)		FROM
HERNDON ROTARY CLUB		HERNDON, VA.		1961
"		"		1967
CATHOLIC ECONOMIC ASSOCIATION		WASHINGTON, D.C.		1966
CATHOLIC ASSN. FOR INT'L PEACE		WASHINGTON, D.C.		1966
FOREIGN POLICY ASSN OF N.O.		NEW ORLEANS, LA.		1966
INTERNATIONAL HOUSE		"		1966
DATE		SIGNATURE OF EMPLOYEE		
9 January 1968		 William M. Kent		

SECRET

(When Filled In)

GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL

SECTION V

TYPING AND STENOGRAPHIC SKILLS

4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (comptometer, mimeograph, card punch, etc)

SECTION V:

SPECIAL QUALIFICATIONS

SECRET

SECRET
(When Filled In)

OFFICIAL USE ONLY (until filled in)

QUALIFICATIONS SUPPLEMENT TO PERSONAL HISTORY STATEMENT

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

SECTION I

BIOGRAPHIC AND POSITION DATA

1. EMP. SER. NO. 059198 2. NAME (Last-First-Middle) Kent, Wm. M. 3. SEX M 4. DATE OF BIRTH 05/09/29 5. SCHEDULE/GRADE/STEP GS-13-05
6. SD D 7. POSITION TITLE IOPS OFFICER 8. OFFICE OF ASSIGNMENT DOD 9. LOCATION (Country, City) WASH., D.C.

SECTION II

AGENCY OVERSEAS SERVICE

AREA	TYPE TOUR	FROM	TO
HAWAII	PCS-WX	52/06/01	58/05/01
HAWAII	TDY-WX	56/07/01	56/07/14
CUBA - TOTAL 3 MONTHS	TDY-64	57/06/01	57/06/01
GUATEMALA Total 6-7 weeks	TDY-64	58/01/01	58/01/01
VENEZUELA	PCS-46	58/08/01	60/03/23
WESTERN HEMISPHERE: PERU	TDY-51	64/04/09	64/04/18

OVERSEAS DATA

DATE:

18 MAR 1968

INITIALS:

EG

SECTION III

EDUCATION

DEGREE	MAJOR FIELD	COLLEGE	YEAR
NO COLLEGE DEGREE ON RECORD			

SECRET
(When Filled In)

SECTION V GEDGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY--CHECK (X)			
				RESI- DENCE	TRAVEL	STUDY	WORK ASSIGN- MENT
1.			JAN 15 1 41 PM '69				
2.							

SECTION VI TYPING AND STENOGRAPHIC SKILLS	
1. TYPING (WPM)	2. SHORTHAND (WPM)
3. INDICATE SHORTHAND SYSTEM USED--CHECK (X) APPROPRIATE ITEM.	
<input type="checkbox"/> GREGG	<input type="checkbox"/> SPEEDWRITING
<input type="checkbox"/> STENOTYPE	<input type="checkbox"/> OTHER SPECIFY:

SECTION VII SPECIAL QUALIFICATIONS
PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.

SECTION VIII MILITARY SERVICE	
CURRENT DRAFT STATUS	
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED? <input type="checkbox"/> YES <input type="checkbox"/> NO	2. NEW CLASSIFICATION
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS	4. IF DEFERRED, GIVE REASON
MILITARY RESERVE, NATIONAL GUARD STATUS	
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG	<input type="checkbox"/> ARMY <input type="checkbox"/> MARINE CORPS <input type="checkbox"/> COAST GUARD <input type="checkbox"/> NATIONAL GUARD <input type="checkbox"/> NAVY <input type="checkbox"/> AIR FORCE <input type="checkbox"/> AIR NATIONAL GUARD
1. CURRENT RANK, GRADE OR RATE	2. DATE OF APPOINTMENT IN CURRENT RANK
3. EXPIRATION DATE OF CURRENT OBLIGATION	
4. CHECK CURRENT RESERVE CATEGORY <input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (active) <input type="checkbox"/> STANDBY (inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED	
5. MILITARY MOBILIZATION ASSIGNMENT	6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED
MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)	
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION
DATE COMPLETED	
<input type="checkbox"/> RESIDENT <input type="checkbox"/> AGENCY-SPONSORED	

SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS		
NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)	DATE OF MEMBERSHIP
		FROM TO
1.		
2.		
3.		

SECTION X REMARKS

DATE 31 December - 1968	SIGNATURE OF <i>William M. Kent</i>
----------------------------	--

SECRET

SECRET
(When Filled In)

LLC

QUALIFICATIONS UPDATE

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

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not. Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I BIOGRAPHIC AND POSITION DATA						
EMP. SER. NO. 059198	NAME (Last, First, Middle Initial) Kent, William M				DATE OF BIRTH 05/09/29	
SECTION II EDUCATION						
HIGH SCHOOL						
LAST HIGH SCHOOL ATTENDED		ADDRESS (City, State, Country)		YEARS ATTENDED (From-To)		GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO
COLLEGE OR UNIVERSITY STUDY						
NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM--TO--	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/OTR. HRS. (Specify)
	MAJOR	MINOR				
1.						
2.						
IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.						
TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS						
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS
OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE						
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS
SECTION III MARITAL STATUS						
1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:						
2. NAME OF SPOUSE (Last) (First) (Middle) (Maiden)						
3. DATE OF BIRTH		4. PLACE OF BIRTH (City, State, Country)				
5. OCCUPATION		6. PRESENT EMPLOYER				
7. CITIZENSHIP		8. FORMER CITIZENSHIP(S) COUNTRY(IES)			9. DATE U.S. CITIZENSHIP ACQUIRED	
SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE						
NAME		RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS	
1.	<input type="checkbox"/> ADD <input type="checkbox"/> DELETE					
2.	<input type="checkbox"/> ADD <input type="checkbox"/> DELETE					

SECRET
(When Filled In)

SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY--CHECK (X)			
				RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
1.		OFFICE OF PERSONNEL					
2.		Apr 6	1 42 PM '71				

SECTION VI TYPING AND STENOGRAPHIC SKILLS	
1. TYPING (WPM)	2. SHORTHAND (WPM)
3. INDICATE SHORTHAND SYSTEM USED--CHECK (X) APPROPRIATE ITEM.	
<input type="checkbox"/> GREGG	<input type="checkbox"/> SPECIAL METHOD
<input type="checkbox"/> STENOGRAPH	<input type="checkbox"/> STENOGRAPH
<input type="checkbox"/> OTHER SPECIFY:	

SECTION VII SPECIAL QUALIFICATIONS	
PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.	

SECTION VIII MILITARY SERVICE	
CURRENT DRAFT STATUS	
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED?	2. NEW CLASSIFICATION
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS	4. IF DEFERRED, GIVE REASON
MILITARY RESERVE, NATIONAL GUARD STATUS	
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG	<input type="checkbox"/> ARMY <input type="checkbox"/> MARINE CORPS <input type="checkbox"/> COAST GUARD <input type="checkbox"/> NATIONAL GUARD <input type="checkbox"/> NAVY <input type="checkbox"/> AIR FORCE <input type="checkbox"/> AIR NATIONAL GUARD
1. CURRENT RANK, GRADE OR RATE	2. DATE OF APPOINTMENT IN CURRENT RANK
3. EXPIRATION DATE OF CURRENT OBLIGATION	
4. CHECK CURRENT RESERVE CATEGORY <input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (active) <input type="checkbox"/> STANDBY (inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED	
5. MILITARY MOBILIZATION ASSIGNMENT	6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED
MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)	
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION
DATE COMPLETED	
<input type="checkbox"/> RESIDENT <input type="checkbox"/> AGENCY-SPONSORED	

SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS			
NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)	DATE OF MEMBERSHIP	
		FROM	TO
1. Herndon Rotary Club	Herndon, Va.	1967	Present
2. Herndon Citizens Assn.	Herndon, Va.	1969	Present
3.			

SECTION X REMARKS	

DATE	SIGNATURE OF EMPLOYEE
5 April 1971	William M. Kent

SECRET

SECRET
(When Filled In)

PLW

QUALIFICATIONS UPDATE

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

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SECTION I BIOGRAPHIC AND POSITION DATA

EMP. SER. NO.	NAME (Last-First-Middle)	DATE OF BIRTH	SD	GRADE
059198	Kent, William M.	05/09/29	D	GS-14

SECTION II EDUCATION

HIGH SCHOOL

LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO
---------------------------	--------------------------------	--------------------------	--

COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM--TO--	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/QT. HRS. (Specify)
	MAJOR	MINOR				
1.						
2.						

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1.				
2.				

SECTION III MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:

2. NAME OF SPOUSE (Last) (First) (Middle) (Maiden)

3. DATE OF BIRTH 4. PLACE OF BIRTH (City, State, Country)

5. OCCUPATION 6. PRESENT EMPLOYER

7. CITIZENSHIP 8. FORMER CITIZENSHIP(S) COUNTRY(IES) 9. DATE U.S. CITIZENSHIP ACQUIRED

SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

	NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
1.	<input checked="" type="checkbox"/> ADD Beatrice Kent <input type="checkbox"/> DELETE	Mother	30 Apr. 1901-Italy	U.S.	Same as employee
2.	<input type="checkbox"/> ADD <input type="checkbox"/> DELETE				

SECRET
(When Filled In)

SECTION V							
GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY--CHECK (X)			
				RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
1.		JAN 11 3 32 PM '72					
2.							

SECTION VI		TYPING AND STENOGRAPHIC SKILLS	
1. TYPING (WPM)	2. SHORTHAND (WPM)	3. INDICATE SHORTHAND SYSTEM USED--CHECK (X) APPROPRIATE ITEM.	
		<input type="checkbox"/> GREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENOTYPE <input type="checkbox"/> OTHER SPECIFY:	

SECTION VII
SPECIAL QUALIFICATIONS
PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.

SECTION VIII	
MILITARY SERVICE	
CURRENT DRAFT STATUS	
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED? <input type="checkbox"/> YES <input type="checkbox"/> NO	2. NEW CLASSIFICATION
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS	4. IF DEFERRED, GIVE REASON
MILITARY RESERVE, NATIONAL GUARD STATUS	
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG <input type="checkbox"/> ARMY <input type="checkbox"/> MARINE CORPS <input type="checkbox"/> COAST GUARD <input type="checkbox"/> NATIONAL GUARD <input type="checkbox"/> NAVY <input type="checkbox"/> AIR FORCE <input type="checkbox"/> AIR NATIONAL GUARD	
1. CURRENT RANK, GRADE OR RATE	2. DATE OF APPOINTMENT IN CURRENT RANK
3. EXPIRATION DATE OF CURRENT OBLIGATION	
4. CHECK CURRENT RESERVE CATEGORY <input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (active) <input type="checkbox"/> STANDBY (inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED	
5. MILITARY MOBILIZATION ASSIGNMENT	6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED
MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)	
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION
	DATE COMPLETED
<input type="checkbox"/> RESIDENT <input type="checkbox"/> AGENCY-SPONSORED	

SECTION IX			
PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS			
NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)	DATE OF MEMBERSHIP	
		FROM	TO
1. HERNDON ROTARY CLUB	HERNDON, VA	1961	PRESENT
2. HERNDON CITIZENS ASSN.	" "	1969	PRESENT
3.			

SECTION X
REMARKS

DATE 10 January 1972	SIGNATURE OF EMPLOYEE William M. Kent
-------------------------	--

SECRET
(When Filled In)

BPS

QUALIFICATIONS UPDATE

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

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not. Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I BIOGRAPHIC AND POSITION DATA

EMP. SER. NO. 059198	NAME (Last-First-Middle) Kent, William	DATE OF BIRTH 05/09/29	SD D	GRADE 14
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SECTION II EDUCATION

HIGH SCHOOL

LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO
---------------------------	--------------------------------	--------------------------	--

COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM--TO--	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/ QTR. HRS. (Specify)
	MAJOR	MINOR				
1.						
2.						

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1.				
2.				

SECTION III MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:

2. NAME OF SPOUSE (Last) (First) (Middle) (Maiden)

3. DATE OF BIRTH 4. PLACE OF BIRTH (City, State, Country)

5. OCCUPATION 6. PRESENT EMPLOYER

7. CITIZENSHIP 8. FORMER CITIZENSHIP(S) COUNTRY(IES) 9. DATE U.S. CITIZENSHIP ACQUIRED

SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

	NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
1.	<input checked="" type="checkbox"/> ADD BEATRICE KENT <input type="checkbox"/> DELETE	MOTHER	APRIL 30, 1961 MUNZA ITALY	U.S.	11450 NO. SHORE DRIVE RESTON, VA. - APT. 317
2.	<input type="checkbox"/> ADD <input type="checkbox"/> DELETE				

SECRET
(When Filled In)

GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATE OF TRAVEL OR RESIDENCE	PLACE OF STUDY	KNOWLEDGE ACQUIRED BY--CHECK (X)			
				RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
		FEB 27	11 32 AM '73				
TYPING AND STENOGRAPHIC SKILLS							
2. SHORTHAND (WPM) 3. INDICATE SHORTHAND SYSTEM USED--CHECK (X) APPROPRIATE ITEM.							
<input type="checkbox"/> GREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENOGRAPHY <input type="checkbox"/> OTHER SPECIFY:							
SPECIAL QUALIFICATIONS							
INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.							
MILITARY SERVICE							
CURRENT DRAFT STATUS							
1. SELECTIVE SERVICE CLASSIFICATION CHANGED?				2. NEW CLASSIFICATION			
<input type="checkbox"/> YES <input type="checkbox"/> NO							
3. SELECTIVE SERVICE BOARD NUMBER AND ADDRESS				4. IF DEFERRED, GIVE REASON			
MILITARY RESERVE, NATIONAL GUARD STATUS							
1. SERVICE OR GUARD ORGANIZATION WHICH YOU BELONG				2. DATE OF APPOINTMENT IN CURRENT RANK			
<input type="checkbox"/> ARMY <input type="checkbox"/> MARINE CORPS <input type="checkbox"/> COAST GUARD <input type="checkbox"/> NATIONAL GUARD <input type="checkbox"/> NAVY <input type="checkbox"/> AIR FORCE <input type="checkbox"/> AIR NATIONAL GUARD				3. EXPIRATION DATE OF CURRENT OBLIGATION			
4. CURRENT RESERVE CATEGORY				5. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED			
<input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (active) <input type="checkbox"/> STANDBY (inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED							
MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)							
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		DATE COMPLETED			
						<input type="checkbox"/> RESIDENT <input type="checkbox"/> AGENCY-SPONSORED	
PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS							
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)				DATE OF MEMBERSHIP	
						FROM TO	
REMARKS							
SIGNATURE OF EMPLOYEE							
6-1973 <i>William M. Kess</i>							

SECRET

SECRET

(When Filled In)

BWS

QUALIFICATIONS UPDATE

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

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SECTION I

BIOGRAPHIC AND POSITION DATA

EMP. SER. NO. 059198	NAME (Last-First-Middle) Kent, William	DATE OF BIRTH 05/09/29	SD D	GRADE GS-14
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SECTION II

EDUCATION

HIGH SCHOOL

LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO
---------------------------	--------------------------------	--------------------------	--

COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM--TO--	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/QR. HRS. (Specify)
	MAJOR	MINOR				
1.						
2.						

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1.				
2.				

SECTION III

MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:				
2. NAME OF SPOUSE (Last)		(First)		(Middle) (Maiden)
3. DATE OF BIRTH		4. PLACE OF BIRTH (City, State, Country)		
5. OCCUPATION		6. PRESENT EMPLOYER		
7. CITIZENSHIP		8. FORMER CITIZENSHIP(S) COUNTRY(IES)		9. DATE U.S. CITIZENSHIP ACQUIRED

SECTION IV

DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
1. <input checked="" type="checkbox"/> ADD BEATRICE KENT <input type="checkbox"/> DELETE	MOTHER	30 APRIL 1901 MONZA, ITALY	U.S.	1450 N. SHORE DRIVE RESTON, VA.
2. <input type="checkbox"/> ADD <input type="checkbox"/> DELETE				

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST
		19 June 1970
2. NAME (Last, First, Middle)	3. POSITION TITLE	4. GRADE
KENT, William M.	C/WH/3/Peru	GS-14
5. OFFICE, DIVISION, BRANCH	6. EMPLOYER'S EXT.	
DDP/WH/3	6223	
7. PURPOSE OF EVALUATION		
<input type="checkbox"/> PRE-EMPLOYMENT	<input type="checkbox"/> HQS/TDY	
<input type="checkbox"/> ENTRANCE ON DUTY	<input type="checkbox"/> OVERSEAS ASSIGNMENT	
<input checked="" type="checkbox"/> TDY STANDBY	<div>ETD</div> <div>STATION</div> <div>TDY OR PCS</div> <div>TYPE OF COVER</div> <div>NO. OF DEPENDENTS TO ACCOMPANY</div> <div>NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED</div>	
<input type="checkbox"/> SPECIAL TRAINING	<input type="checkbox"/> RETURN FROM OVERSEAS	
<input type="checkbox"/> ANNUAL	<div>ETA</div> <div>STATION</div> <div>NO. OF DEP.'S</div>	
<input type="checkbox"/> RETURN TO DUTY		
<input type="checkbox"/> FITNESS FOR DUTY		
<input type="checkbox"/> MEDICAL RETIREMENT		
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER
<input type="checkbox"/> YES		SIGNATURE
<input type="checkbox"/> NO		Judy Kassler
		ROOM NO. & BUILDING
		EXT. 5671
10. COMMENTS		
11. REPORT OF EVALUATION		
Qualified for tdy standby until Feb. 1972.		
DATE	SIGNATURE FOR CHIEF OF MEDICAL STAFF	
11 Sept/ 1970	Don Farley PRO/OMS	

SECRET

(When Filled In)

REQUEST FOR MEDICAL EVALUATION			1. DATE OF REQUEST
2. NAME (Last, First, Middle) Kent, William M.			25 April 1975
3. POSITION TITLE Ops Officer		4. GRADE GS-14	
5. OFFICE, DIVISION, BRANCH DBO/MOCOG			6. EMPLOYEE'S EXT. 9464
7. PURPOSE OF EVALUATION			
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input checked="" type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		<input type="checkbox"/> HDQS/TDY <input type="checkbox"/> OVERSEAS ASSIGNMENT <div style="border: 1px solid black; padding: 2px; margin-bottom: 10px;"> ETD STATION TDY OR PCS TYPE OF COVER NO. OF DEPENDENTS TO ACCOMPANY NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED </div> <input type="checkbox"/> RETURN FROM OVERSEAS <div style="border: 1px solid black; padding: 2px;"> ETA STATION NO. OF DEP.'S </div>	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER	
<input type="checkbox"/> YES <input type="checkbox"/> NO		SIGNATURE <i>Kathy Hill</i> Kathy Hill, LA/Trag ROOM NO. & BUILDING 3B6317 Bsn EXT. 7431	
10. COMMENTS			
11. REPORT OF EVALUATION			
Qualified for TDY Standby until 1 November 1976.			
DATE 28 May 1975		SIGNATURE FOR CHIEF OF MEDICAL STAFF William E. Golder, OMS/pro	

☐ SECRET

☐ CONFIDENTIAL

☐ INTERNAL USE ONLY

☐ UNCLASSIFIED

REQUEST FOR MEDICAL EVALUATION				1. REQUEST DATE (DA-MO-YR)	2. APPLICANT - HAS APPLICANT PREVIOUSLY BEEN SEEN BY OMS
(SCREENED AREAS WILL BE COMPLETED BY OMS)				3. NAME (Last, First, Middle)	4. SOCIAL SECURITY NO.
5. GRADE	6. AFFILIATION CD	7. DIRECTORATE/OFFICE/DIVISION	8. EMP. EXT.	9. POSITION TITLE	10. DOB (DA-MO-YR)
11. COMPLETE 13-19 FOR EACH DEPENDENT TO ACCOMPANY OR RETURN WITH EMPLOYEE ONLY IF 2 IS CHECKED "DEPENDENT(S)"					12. SEX
13. DEPENDENT NAME (L-F-M)		14. SOC SEC NO.	15. DOB (DMY)	16. SEX	17. RELATIONSHIP
18. DEPENDENT PREVIOUSLY SEEN BY OMS (yes-no)					
20. REQUESTED ACTION (more than one action is acceptable)					
APPLICANT:		PRE-EMPLOYMENT		EOD	
O/S PCS		STATION		STD/ETA (DA-MO-YR)	
O/S TOY		TYPE COVER		NO. OF DEPENDENTS TO ACCOMPANY OR RETURN	
O/S RETURNEE		FITNESS FOR DUTY		OTHER (specify)	
O/S TOY STANDBY		RETURN TO DUTY			
O/S PLANNING		SPECIAL TRAINING			
SEPARATION:		MDR/CIARDS		MDR/CSC	
ROUTINE		EXECUTIVE ANNUAL		MPT/PHE	
21. COMMENTS					
22. REQUESTING DIRECTORATE/OFFICE/DIV		23. ROOM/BLDG		24. EXTENSION	
25. SIGNATURE OF REQUESTING OFFICER					
FOR OMS USE ONLY					
FOR APPLICANTS			COMMENTS		
APPROVE PROCESSING FOR EOD					
HOLD PENDING RECEIPT OF ADDITIONAL MEDICAL INFORMATION (form letter attached)					
REQUEST PRE-EMP. MEDICAL EVALUATION					
OTHER (see comments)			DATE		
FOR OTHER ACTIONS			OMS SIGNATURE		
REQUESTED ACTION	QUAL	COND QUAL	DEFER	DISQUAL	
BIANNUAL	XX				
OMS ASSIGNABILITY CODE		EXAMINATION FACILITY		DATE	
26		1A		OMS SIGNATURE	

Next Bi-annual due 1 November 1979.

12 January 1978

James J. Graham, OMS/PEO

<input type="checkbox"/> SECRET		<input type="checkbox"/> CONFIDENTIAL		<input checked="" type="checkbox"/> INTERNAL USE ONLY		<input type="checkbox"/> UNCLASSIFIED	
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REQUEST FOR PCS OVERSEAS EVALUATION				OAS DATE		1. REQUEST DATE (DD-MO-YR) 8 May 78		2. APPLICANT - HAS APPLICANT PREVIOUSLY BEEN SEEN BY OMS <input type="checkbox"/> YES <input type="checkbox"/> NO		
3. NAME (Last, First, Middle) Kent, William M.				4. SOCIAL SECURITY NO. 058-22-8472		5. DOB (DD-MO-YR) 9 May 29		7. SEX M		
8. GRADE GS-15		9. AFFILIATION CD A11		10. DIRECTORATE/OFFICE/DIVISION DDO/OED/MOC		11. EMP. EXT. 4103		12. POSITION TITLE Operations Officer		
COMPLETE 13-19 FOR EACH DEPENDENT TO ACCOMPANY OR RETURN WITH EMPLOYEE ONLY IF 2 IS CHECKED "DEPENDENT(S)"										
13. DEPENDENT NAME (L-F-M)			14. SOC SEC NO.		15. DOB (MMY)		17. SEX		18. DEPENDENT PREVIOUSLY SEEN BY OMS (yes - no)	
20. REQUESTED ACTION (more than one action is acceptable)										
APPLICANT:		PRE-EMPLOYMENT		STATION		ETD/ETA (DD-MO-YR)		NO. OF DEPENDENTS TO ACCOMPANY OR RETURN		
ASSIGNMENTS:		O/S PCS		TYPE COVER		POSITION		OTHER (specify)		
		O/S TDY								
		O/S RETURNEE		FITNESS FOR DUTY						
		O/S TOY STANDBY		RETURN TO DUTY						
O/S PLANNING		SPECIAL TRAINING								
SEPARATION:		XX RETIREMENT		MOR/CIARDS		MDR/CSC				
ROUTINE		REGULAR ANNUAL		EXECUTIVE ANNUAL		MPT/PME				
21. COMMENTS Mr. Kent is retiring effective 30 June 1978.										
22. REQUESTING DIRECTORATE/OFFICE/DIV DDO/PCS/CCS/Personnel				23. ROOM/BLDG 1 B 4135 Hq		24. EXTENSION 7335		25. SIGNATURE OF REQUESTING OFFICER Robert F. O'Sahan		
26. OFFICE OF SECURITY DISPOSITION										
27. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION RETIREMENT XX Retiree exam completed. 15 June 1978 James J. Graham DDO/OMS										

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.

1. PRESENT ADDRESS (street and number, city and State) Slaughter's Hotel 1625 16th Street NW Washington, DC.			
2. (A) DATE OF BIRTH 5/9/29		(B) PLACE OF BIRTH (city or town and State or country) Milan Italy	
3. (A) IN CASE OF EMERGENCY PLEASE NOTIFY Paul Kent		(B) RELATIONSHIP Father	(C) STREET AND NUMBER, CITY AND STATE 2448 Washington Ave. New York 58, New York
			(D) TELEPHONE NO. CYpress 8-61
4. DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (OTHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO If so, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.			

NAME	POST OFFICE ADDRESS (Give street number, if any)	(1) POSITION (2) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATIONSHIP	MARRIED (Check one)	SINGLE
		1.			
		2.			
		3.			
		1.			
		2.			
		3.			
		1.			
		2.			
		3.			

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO	ITEM NO.	10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY
5. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	X			
6. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? <i>If your answer is "Yes", give details in Item 10.</i>		X		
7. DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PERSON OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? <i>If your answer is "Yes", give in Item 10 reason for retirement, that is, age, optional disability, or by reason of voluntary or involuntary separation after 5 years' service; amount of retirement pay, and under what retirement act; and rating, if retired from military or naval service.</i>		X		
8. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU BEEN DISCHARGED, OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? <i>If your answer is "Yes", give in Item 10 the name and address of employer, date and reason in each case.</i>		X		
9. HAVE YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED \$25 OR LESS, OR FORFEITED COLLATERAL OF \$25 OR LESS) SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT? <i>If your answer is "Yes", list all such cases under Item 10. Give in each case: (1) The date; (2) the nature of the offense or violation; (3) the name and location of the court; (4) the penalty imposed, if any, or other disposition of the case. If appointed, your fingerprints will be taken.</i>		X		

INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing 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 any record of recent discharge or arrest, and particularly for the following:

(1) **Identity of appointee.**—It is the duty of the appointing officer to guard against impersonation and to determine beyond reasonable doubt that the appointee is the same person whose appointment was authorized. The appointee'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 appointee may also be questioned on his personal history.

(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 affidavit 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) **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 preference are subject to the same limitation.

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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

Patricia H. Kuehl
Personnel Office

ACCEPTED:

Date: *22 July 58*

William M. Kent

Date: *22 July 1958*

APPROVED:

G. M. STEWART
DIRECTOR OF PERSONNEL

Date: *22 July 58*

BY *[Signature]*

SECRET

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.

SECRET

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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:

1. As an employee of CIA, at the present grade and salary of GS-11 \$7270 per annum, you will accept cover employment in the Foreign Service effective as of 23 July 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 \$6435 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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Part III.—DETERMINATION OF COMPETITIVE STATUS. (Complete for noncompetitive hires based on competitive status as required by instructions in FPM Chapter S2.) Employee has a competitive status. This determination is based upon the following evidence:

NAME OF AGENCY	SIGNATURE AND OFFICIAL TITLE	DATE

PART IV.—DETERMINATION OF CREDITABLE SERVICE AND SERVICE COMPUTATION DATE FOR LEAVE PURPOSES

	TOTAL SERVICE (Item 12)	NONCREDITABLE SERVICE (Item 13)	CREDITABLE SERVICE (Leave Purposes)	ENTRANCE ON DUTY DATE (Present Agency)	LESS CREDITABLE SERVICE (Leave Purposes)	SERVICE COMPUTATION DATE (Leave Purposes)
Years				5	1	50
Months				7	5	7
Days				28	24	8

PART V.—DETERMINATION OF CREDITABLE SERVICE AND SERVICE COMPUTATION DATE FOR REDUCTION IN FORCE PURPOSES. (Complete only those cases when the amount of creditable service for reduction in force purposes differs from the amount creditable for leave purposes.)

	TOTAL SERVICE (Item 12)	NONCREDITABLE SERVICE (Item 14)	CREDITABLE SERVICE (RIF Purposes)	ENTRANCE ON DUTY DATE (Present Agency)	LESS CREDITABLE SERVICE (RIF Purposes)	SERVICE COMPUTATION DATE (RIF Purposes)
Years						
Months						
Days						

* Enter as the "Service Computation Date" on the employee's "Service Record Card," SF 7

REMARKS:

STATEMENT OF PRIOR FEDERAL AND MILITARY SERVICE AND DETERMINATION OF COMPETITIVE STATUS

IMPORTANT: The information on this form will be used (1) in determining creditable service for leave purposes and retention credits for reduction in force, and (2) in recording agency determination of competitive status. The employee should complete Part I and the Personnel Office should complete Parts II through V.

PART I.—EMPLOYEE'S STATEMENT

PART II.—THIS COLUMN IS FOR PERSONNEL OFFICE USE

1. NAME (Last, first, middle initial)

KENT, WILLIAM M.

2. DATE OF BIRTH

9 MAY 1929

9. RETENTION GROUP

10. A. CSC STATUS ☐ YES ☐ NO

B. TYPE OF PRESENT APPOINTMENT

3. LIST THE FOLLOWING INFORMATION CONCERNING ALL FEDERAL AND DISTRICT OF COLUMBIA SERVICE YOU HAVE HAD PRIOR TO YOUR PRESENT APPOINTMENT (Do not include military service.)

NAME AND LOCATION OF AGENCY	FROM—			TO—			TYPE OF APPOINTMENT IF KNOWN
	YEAR	MONTH	DAY	YEAR	MONTH	DAY	
CENTRAL INTELLIGENCE AGENCY	1950	JAN	12				
<p>Sec 7/3/50 verified 10/24/57</p>							

4. LIST PERIODS OF ACTIVE SERVICE IN ANY BRANCH OF THE ARMED FORCES OF THE UNITED STATES. IF YOU HAD NO ACTIVE MILITARY SERVICE, WRITE "NONE."

BRANCH	FROM—			TO—			DISCHARGE (Hon. or dishon.?)
	YEAR	MONTH	DAY	YEAR	MONTH	DAY	
U.S. ARMY	1946	OCT	6	1948	MAR	24	HONORABLE

5. DURING PERIODS OF EMPLOYMENT SHOWN IN ITEM 3, DID YOU HAVE A TOTAL OF MORE THAN 6 MONTHS ABSENCE WITHOUT PAY, INCLUDING PERIODS OF MERCHANT MARINE SERVICE, DURING ANY ONE CALENDAR YEAR? ☐ YES ☒ NO
IF ANSWER IS "YES," LIST FOLLOWING INFORMATION.

TYPE IF KNOWN (LWOP, Furl, Susp, AWOL, Moe Mar)	FROM—			TO—			TOTAL		
	YEAR	MONTH	DAY	YEAR	MONTH	DAY	YEARS	MONTHS	DAYS

6. DURING THE FEDERAL SERVICE LISTED IN ITEM 3, DID YOU ACQUIRE A PERMANENT COMPETITIVE CIVIL SERVICE STATUS? ☐ YES ☒ NO

(If answer is "Yes," in what agency were you employed at the time status was acquired?)

7. ARE YOU:

- A. THE WIFE OF A DISABLED VETERAN? ☐ YES ☒ NO
B. THE MOTHER OF A DECEASED OR DISABLED VETERAN? ☐ YES ☒ NO
C. THE UNREMARKED WIDOW OF A VETERAN? ☐ YES ☒ NO

8. TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS.

I swear (or affirm) that the above statements are true to the best of my knowledge and belief.

5 OCT 1956
(DATE)

William M. Kent
(SIGNATURE)

Subscribed and sworn to before me on this 5th day of Oct 19 56 at Wash., D. C.
(MONTH) (CITY) (STATE)

SEAL

With E. J. Griffin
(SIGNATURE)

NOTE: If oath is taken before a Notary Public, the date of expiration of his Commission should be shown.

INSTRUCTIONS: File this form on the permanent side of the employee's official personnel folder immediately before or after the personnel action involved.

(OVER)



DEPARTMENT OF STATE
WASHINGTON

February 19, 1959

Dear Sheft:

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

Specific mention should be made of Messrs. Jacob Esterline, William Patterson, and William 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. Toalin Bailey
Director
Office of Security

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

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(When Filled In)

5. VOLUNTARY ENTRIES		
Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.		
INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.		
William M. - Dorothy B. Kent Citizens National Bank of Herndon, Herndon, Va. Republic Bank and Trust Co., Herndon, Va. Herndon Savings & Loan, Herndon, Va.		
HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. (If "Yes" where is document located?)		
HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. (If "Yes" give name(s) and address)		
HAVE YOU EXECUTED A POWER OF ATTORNEY? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. (If "Yes", who possess the power of attorney?)		
6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS		
Notify parents in case of emergency only if unable to contact wife within reasonable amount of time.		
" changes made 20 July '66 "		
SIGNED AT Hqs	DATE 7 April 1964	SIGNATURE William M. Kent

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(When Filled In)

JAR

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave at government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. The original of this form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last)		(First)		(Middle)		SOCIAL SECURITY NUMBER
Kent		William		Morris		058 22 8472
1. RESIDENCE DATA						
PLACE OF RESIDENCE WHEN INITIALLY APPOINTED				LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)		
New York, N.Y.						
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE				HOME LEAVE RESIDENCE		
Herndon, Va.				Same		
2. MARITAL STATUS (Check one)						
<input type="checkbox"/> SINGLE <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> SEPARATED <input type="checkbox"/> DIVORCED <input type="checkbox"/> WIDOWED <input type="checkbox"/> ANNULLED						
IF MARRIED, PLACE OF MARRIAGE					DATE OF MARRIAGE	
New York, N.Y.					17 May 1952	
IF DIVORCED, PLACE OF DIVORCE DECREE					DATE OF DECREE	
IF WIDOWED, PLACE SPOUSE DIED					DATE SPOUSE DIED	
IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)						
3. MEMBERS OF FAMILY						
NAME OF SPOUSE		ADDRESS (No., Street, City, Zone, State)			TELEPHONE NO.	
Dorothy B. Kent		189 Van Buren St. Herndon, Va.			(703) 437-3018	
NAMES OF CHILDREN		ADDRESS			SEX DATE OF BIRTH	
William M., Jr.		Same			M 6 Sept 1953	
Paul E.		Same			M 6 Sept 1954	
Karen A.		Same			F 12 Dec 1955	
NAME OF FATHER (Or male guardian)		ADDRESS			TELEPHONE NO.	
Paul Kent		2448 Washington Ave. N.Y. 58, N.Y.			WE 3-1141	
NAME OF MOTHER (Or female guardian)		ADDRESS			TELEPHONE NO.	
Beatrice Kent		Same			Same	
WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.						
Wife						
4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY						
NAME (Mr., Mrs., Miss) (Last-First-Middle)				RELATIONSHIP		
Mrs. Kent, Dorothy Bernadette				FATHER (NOT WITTING)		
HOME ADDRESS (No., Street, City, Zone, State)				HOME TELEPHONE NUMBER		
189 Van Buren Street, Herndon, Va.				(703) 437-3018		
BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE				BUSINESS TELEPHONE & EXTENSION		
Republic Bank & Trust Co., Herndon, Va.				1-1111		
IS THE INDIVIDUAL NAMED ABOVE WITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.)						
Yes						
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)						
Yes						
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.)						
Yes						
The persons named in item 3 above may also be notified in case of emergency. If such notification is not desirable because of health or other reasons, please so state in item 6 on the reverse side of this form.						
CONTINUED ON REVERSE SIDE						
CURRENT RESIDENCE AND DEPENDENCY REPORT						

8 - DEC 1961

MEMORANDUM FOR: William M. Kent *WJ*

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.

J. C. King
C. KING
Chief
Western Hemisphere Division

- 2 -

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.

by *Joseph V. Esterlin*
William V. Broe
Chief,
Western Hemisphere Division

APPROVAL RECOMMENDED:

[Signature]
Secretary, CS Panel Section B

3 June 1966
Date

CONCUR:

Michael H. Mitchell
for DDF/OP

6 June 1966
Date

APPROVED:

for *John J. Caldwell*
Director of Personnel

22 June 66
Date

APPOINTMENT AFFIDAVITS

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

CIA

(Department or agency)

(Bureau or division)

(Place of employment)

I, **WILLIAM M. KENT**, do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, **SO HELP ME GOD.**

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

2 January 1952
(Date of entrance on duty)

William M. Kent
(Signature of appointee)

Subscribed and sworn before me this 2nd day of January, A. D. 1952,

at WASHINGTON, D. C.
(City) (State)


[SEAL]

Robert J. Hayes
(Signature of official)
Asst. Clerk
(Title)

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

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 letters of appointment.

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

William M. Kent
Employee

2 Jan. 1952
Date

CENTRAL INTELLIGENCE AGENCY

2430 E STREET NW.

WASHINGTON 25, D. C.

Date 2^J January 52

Dear **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: **GS-5 \$2410.**

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 outside 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

S E C R E T

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 oaths 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: [REDACTED]

Kent, William Morris

S E C R E T

Security Information

SECRET

Security Information

Central Intelligence Agency

Washington, D. C.

sent William Morris

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 \$ 3795.00, 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 CIA 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 whatsoever and wherever situate, which property has in fact been purchased with monies of the U.S. Government, you hereby recognize and acknowledge 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.

SECRET

Security Information

SECRET

Security Information

Date: 6 June 1952

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

Gentlemen:

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:

Ernest W. Ryan

[REDACTED]

Kent, William Morris

SECRET
Security Information

STATUS AND EFFICIENCY REPORT

(SEE INSTRUCTIONS ON REVERSE SIDE)

SECTIONS 1 THROUGH 9 WILL BE COMPLETED BY EMPLOYEE

TYPEWRITER WILL BE USED IF POSSIBLE.

DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT FIRST. DESCRIBE CONCISELY BUT FULLY)

Agent at the Air Travel Control Field Office at Tocumen International Airport, maintaining all water travel control on both the atlantic and pacific sides of the Isthmus, writing general operational reports and the monthly satellite travel reports, performing surveillances and acting as out out for HUALIZ.

4. PROFICIENCY IN FOREIGN LANG.	READING			SPEAKING			UNDERSTANDING		
	EXC	GOOD	FAIR	EXC	GOOD	FAIR	EXC	GOOD	FAIR
Spanish	X			X			X		
Italian	X			X			X		
French			X			X			X
German			X			X			X

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN US-30 STATE)	
TYPE OF DUTY	LOCATION
Operations Officer	Panama
"	Mexico
"	Cuba
"	Guatemala
(LIST ONE OR MORE IN ORDER OF PREFERENCE)	

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATEST

MARITAL STATUS	<input type="checkbox"/> YES	NUMBER OF DEPENDENTS	<input type="checkbox"/> YES	EMERGENCY ADDRESSEE	<input type="checkbox"/> YES	LEGAL ADDRESS	<input type="checkbox"/> YES
	<input checked="" type="checkbox"/> NO		<input checked="" type="checkbox"/> NO		<input checked="" type="checkbox"/> NO		<input checked="" type="checkbox"/> NO

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

8 June 1954

DATE _____

DATE
Test William Morris

— 30 —

6. SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT

DATE FROM	DATE TO
1 June 53	31 May 54

OCCASION FOR REPORT

ANNUAL ☒ REASSIGNMENT OF ☐ PROPOSED REASSIGNMENT ☐ COVERING INITIAL 90 ☐
REPORTING OFFICER OF EMPLOYEE REPORTED ON DAYS OF EMPLOYMENT

9. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? ☒ YES ☐ NO IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? ☒ YES ☐ NO IF SO, WHAT DUTY OR DUTIES Intelligence Officer O Operation
after Headquarters training.

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		IF NO, EXPLAIN IN SECTION 11	
HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	DO YOU RECOMMEND EMPLOYEE FOR PROMOTION?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
		IF SO, TO WHAT GRADE AND FOR WHAT POSITION?	

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK 'NOT OBSERVED' ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSER- VED	UNSAT- ISFAC- TORY	FAIR	GOOD	VERY GOOD	EXCEL- LENT	OUT- STAND- ING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE					X		
B. INTEREST AND ENTHUSIASM IN WORK						X	
C. SECURITY CONSCIOUSNESS						X	
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS						X	
E. ATTENTION TO DUTY						X	
F. JUDGMENT AND COMMON SENSE					X		
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE						X	
H. DISCRETION					X		
I. INITIATIVE						X	
J. ABILITY TO HANDLE AND DIRECT PEOPLE.					X		
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)						X	
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						X	
M. TACT					X		
N. SAGACITY (NON-GULLIBILITY)						X	
O. LEADERSHIP					X		
P. PHYSICAL STAMINA						X	
Q. MENTAL STAMINA						X	

13. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU -
DEFINITELY ☐ PREFER NOT ☐ BE SATISFIED ☐ BE PLEASED ☒ PARTICULARLY
NOT WANT HIM? ☐ TO HAVE HIM? ☐ TO HAVE HIM? ☐ TO HAVE HIM? ☒ DESIRE HIM? ☐

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO. REASONS FOR ANY RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

Corbyston [redacted] reliable, willing and dependable and has done an excellent job at the airport.

Corbueton

Report prepared by Reingraber because [redacted] is immediate supervisor
is on home leave.

CONFIDENTIAL
(When Filled In)

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.

Ruth E. Griffin
Office of Personnel

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

William M. Kent
(Employee)

5 October 1952
(Date)

CONFIDENTIAL

CONFIDENTIAL
(When Filled In)

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 declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

PRESENT ADDRESS (street and number, city and State) 2608 N. WINCHESTER ST. - ARLINGTON 13, VIRGINIA			
DATE OF BIRTH 9 MAY 1929	(B) PLACE OF BIRTH (city or town and State or country) MILAN, ITALY		
(D) IN CASE OF EMERGENCY PLEASE NOTIFY DOROTHY B. KENT		(C) STREET AND NUMBER, CITY AND STATE SEE #1, ABOVE	(E) TELEPHONE NO. JE 3-3899
(F) RELATIONSHIP WIFE			

ARE THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS? ☐ YES ☒ NO
 So, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.

NAME	POST OFFICE ADDRESS (Give street number, if any)	(1) POSITION (2) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	(3) TEMPORARY OR NOT (4) RELATIONSHIP	MARRIED (Check one)	SINGLE
		1. _____		<input type="checkbox"/>	<input type="checkbox"/>
		2. _____		<input type="checkbox"/>	<input type="checkbox"/>
		3. _____		<input type="checkbox"/>	<input type="checkbox"/>
		1. _____		<input type="checkbox"/>	<input type="checkbox"/>
		2. _____		<input type="checkbox"/>	<input type="checkbox"/>
		3. _____		<input type="checkbox"/>	<input type="checkbox"/>

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO	10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS
YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY. HAVE YOU RECEIVED OR DO YOU EXPECT TO RECEIVE A LUMP-SUM PAYMENT FOR ACCRUED ANNUAL LEAVE UNDER PRIOR FEDERAL OR D. C. GOVERNMENT SERVICE? <div style="display: flex; justify-content: space-around;"> <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO </div>
YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR COMPENSATION FOR MILITARY OR NAVAL SERVICE?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR COMPENSATION FOR MILITARY OR NAVAL SERVICE?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR COMPENSATION FOR MILITARY OR NAVAL SERVICE?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
DO YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU DISCHARGED, OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	HAS LEAVE PERIOD COVERED BY SUCH PAYMENT EXPIRED? <div style="display: flex; justify-content: space-around;"> <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO </div>
DO YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED \$25 OR LESS OR FORFEITED COLLATERAL OF \$25 OR SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT)?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

INSTRUCTIONS TO APPOINTING OFFICER

Appointing officer before whom the foregoing certificate is made shall line to his own satisfaction that this appointment would be in conformance with the 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 connection with any record of recent discharge or arrest, and particularly for the age.

Identity of appointee.—It is the duty of the appointing officer to ascertain that the person whose appointment is authorized, The person's signature and handwriting are to be compared with the application and other pertinent papers. If the appointee qualified in a written examination, the signature on this form should be compared with the signature on the examination sheet, which was signed in the examination room. His physical condition may be checked against the medical certificate. The appointee should be questioned on his personal history for agreement with his previous statements.

(2) **Age.**—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for 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 conflicting evidence. In doubtful cases the appointing officer should not be consummated until clearance has been secured from 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 temporary appointments. Doubtful cases may be referred to the appropriate office of the Civil Service Commission for decision.

APPOINTMENT AFFIDAVITS

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

CENTRAL INTELLIGENCE AGENCY

(Department or agency)

Washington, D. C.

(Bureau or division)

(Place of employment)

I, **William M. Kent**, do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, **SO HELP ME GOD.**

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

8 Oct 1956

(Date of entrance on duty)

William M. Kent

(Signature of appointee)

Subscribed and sworn before me this **8th** day of **October**, A. D. 19**56**,

at **Washington**

(City)

D. C.

(State)

[SEAL]

U.S.C. 16 & 16a

Ruth S. Griffin

(Signature of officer)

Asst. Clerk

(Title)

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



SECRET

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

19 JAN 1957.

Noted:

William M. Kent

Date: 18 December 1956

SECRET

20 DEC 1965

MEMORANDUM FOR: Deputy Director for Plans

ATTENTION : DDP/OP

SUBJECT : Request for Quality Step Increase (HR 20-37),
Mr. William M. Kent, GS-13

1. 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.

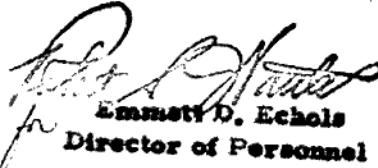
3. Mr. Kent has been with the WH Division's Covert Action Staff since 1963. In 1964, he attended the Mid-career Executive Development Course No. 4. He has consistently maintained a very high level of competence, conscientious application, and strong dedication to his duties. In this connection, despite 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.

SECRET

16 JUN 1966

MEMORANDUM FOR: Head, Clandestine Services
Career Service
SUBJECT : Notification of Approval of
Quality Step Increase -
William M. Kent

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

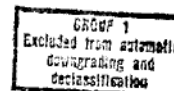

Emmett D. Echols
Director of Personnel

Distribution:

- O & 1 - C/WH Division
- 1 - C/CSPS
- * - OPF - KENT
- 1 - D/Pers Chrono
- 1 - C/PD

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

SECRET



Dear Mr. ~~_____~~ Kent

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.

1. Payroll Administration. As indicated in your Staff Agent Personnel Action, your present salary and grade are \$14,500.00 per annum and GS-13⁵, 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 in 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 hereby 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 an amendment hereto.

4. Security. It is your responsibility to maintain the highest standards of security and to inform this organization of any security matters which may arise. The organization of such matters shall be subject to the Espionage Laws, dated 25 June 1950, as amended, and all other laws and regulations.

UNITED STATES GOVERNMENT

BY

How H. Luetscher
Personnel Officer

off.

AMENDMENT TO
SUPPLEMENT TO STAFF ~~██████████~~ ^{Employee} PERSONNEL ACTION

FOR ~~██~~ ^{Kent William M}

~~██~~ William M Kent

Dear ~~██~~ Mr. Kent

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

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

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

UNITED STATES GOVERNMENT



BY Dan H. Luedtke
Personnel Officer

S-E-C-R-E-T

20 July 1966
Date

THIS IS TO CERTIFY THAT I AM AWARE OF THE PROVISIONS OF HANDBOOK 20-4,
DATED 7 OCTOBER 196⁴ CONCERNING THE PERSONAL CONDUCT OF AGENCY EMPLOYEES.

William M. Kent


Signature


S-E-C-R-E-T

SECRET
(WHEN FILLED IN)

DoD

QUALIFICATIONS SYSTEM RECORD CHANGE *Kent, William on*

APPLICANT CODING DATA

1. ID	2. APPL. NO. 0-DIGITS	3. NAME MUST CONTAIN 20-DIGITS
< 2		
4. DATE OF BIRTH MO DA YR	5. DATE CODED MO DA YR	THE DATA ABOVE (ITEMS 2 THRU 5) WILL BE FILLED IN WHEN CODING AN APPLICANT FOR THE FIRST TIME. THIS FORM IS THEN ATTACHED TO FORM 1962, MASTER QUALIFICATIONS CODING RECORD.

LANGUAGE CODING DATA - FORM 444c

1. ID	2. EMPLOYEE NO.	3. NAME 3-LETTERS	4. LANGUAGE DATA CODE							
< 3			BASE CODE	R	W	P	S	U	T	YR
6. DATE SUBMITTED MO DA YR		7. DATE OF BIRTH MO DA YR	WHEN FORM 444c DENOTES NO LANGUAGE COMPETENCE, ENTER THE FOLLOWING IN ITEM 4: "NO+LANGUAGE" (12-DIGITS)							

LANGUAGE PROFICIENCY TEST DATA

1. ID	2. EMPLOYEE NO.	3. NAME 3-LETTERS	4. CODE C-A-D	5. LANGUAGE DATA BEFORE TEST							
< 5	059198	COR	C	BASE CODE	R	W	P	S	U	T	YR
				BK50	3	1	3	0	1	4	58
6. LANGUAGE DATA AFTER TEST				7. DATE OF TEST		DATA FOR ITEM 2 THRU 7 IS EXTRACTED FROM FORM 1273, LANGUAGE PROFICIENCY AND AWARDS DATA. 7 APR 1967					
BASE CODE				MO DA YR							
BK50				7 0 7 0 4 67							

30 MAR 1967

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.

50

SECRET

ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM	IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL
--	--

TO COMPLETE THIS FORM—

1 FOLLOW THESE GENERAL INSTRUCTIONS:

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

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

NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
[REDACTED]			129	
EMPLOYING DEPARTMENT OR AGENCY Kent, William M. Jr.			LOCATION (City, State, ZIP Code)	

3 MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here if you **WANT BOTH** optional and regular insurance

☐

(A)
ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE
 I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here if you **DO NOT WANT OPTIONAL** but do want regular insurance

☒

(B)
DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE
 I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here if you **WANT NEITHER** regular nor optional insurance

☐

(C)
WAIVER OF LIFE INSURANCE COVERAGE
 I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

4 SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB," THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.

SIGNATURE (do not print) <i>William M. Kent</i> [REDACTED] DATE <i>21 March 1968</i>	FOR EMPLOYING OFFICE USE ONLY (official receiving date stamp) <div style="transform: rotate(180deg);"> OFFICE OF PERSONNEL APR 11 10 11 AM '68 </div> See Table of Effective Dates on back of Original
--	--

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—

- 1** FOLLOW THESE GENERAL INSTRUCTIONS:
- Read the back of the "Duplicate" carefully before you fill in the form.
 - Fill in BOTH COPIES of the form. Type or use ink.
 - Do not detach.

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

NAME (last) (first) (middle) KENT William M.	DATE OF BIRTH (month, day, year) 5-9-29	SOCIAL SECURITY NUMBER 058 22 8472
EMPLOYING DEPARTMENT OR AGENCY	LOCATION (City, State, ZIP Code)	

HAVE YOU EVER BEFORE FILED AN "ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE"? ☐ YES ☐ NO
If "YES," your last such form remains in effect and you should not file this new form unless you want to change the old one. (See Instructions for Employees on page 4.)

3 MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here
if you
WANT BOTH
optional and
regular
insurance



ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here
if you
DO NOT WANT
OPTIONAL but
do want
regular
insurance



DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here
if you
WANT NEITHER
regular nor
optional
insurance



WAIVER OF LIFE INSURANCE COVERAGE

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

4 DATE AND SIGN. RETURN THE ENTIRE FORM TO
YOUR EMPLOYING OFFICE.

SIGNATURE (do not print)

William M. Kent

DATE

March 30, 1970

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

02.11.1970
02.11.1970

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM No. 176
APRIL 1968
FPM Supplement 870-1
176-102

SECRET

11. PREFERENCE FOR NEXT ASSIGNMENT:

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

I would very much like to continue in my present duties, dealing with varied nationalities and having a wide range of operational opportunities. Should a circumstance develop for Washington Base involvement in Covert Action work, particularly political action, I would like to be a part of it. My preference would also lie in continuing in my present status and cover arrangement indefinitely.

Employee

11B. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (for 1st, 2nd, and 3rd choice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.

- ☐ EXTEND TOUR _____ MONTHS AT CURRENT STATION TO _____ (DATE)
- ☐ BE ASSIGNED TO HQTRS FOR A TOUR OF DUTY; INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.
1ST CHOICE _____ 2ND CHOICE _____ 3RD CHOICE _____
- ☐ BE ASSIGNED TO ANOTHER FIELD STATION; INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION
1ST CHOICE _____ 2ND CHOICE _____ 3RD CHOICE _____
- ☒ RETURN TO MY CURRENT STATION

TO BE COMPLETED BY FIELD STATION

12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

Washington Base concurs with *his* request that he remain in his present assignment for another tour.

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

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

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*
Stanley H. Gaines

FOR USE BY CAREER SERVICE

14. APPROVED ASSIGNMENT:

2nd tour approved.

15. EMPLOYEE NOTIFIED BY DISPATCH NO. AWO-338 DATED: 26 May 69
CABLE NO. _____ DATED: _____

CAREER SERVICE REPRESENTATIVE:

Charles B. Redmond
(SIGNATURE)

SECRET

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

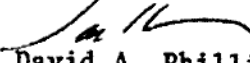
NAME OF EMPLOYEE (use pseudo only if SA) <u>William M. Kent</u>					DO NOT COMPLETE FOR HEADQUARTERS USE ONLY				
DATE (from item S-1)			NAME OF SUPERVISOR (true)		DATE (from item S-2)				
12 Feb. 1969			John G. Shaffer, Jr.		12 Feb. 1969				
DATE RECEIVED AT HEADQUARTERS:			DISPATCH NUMBER:		DATE RECEIVED BY CAREER SERVICE:				
17 February 1969			TM 198253		12 Feb. 1969				
TO BE COMPLETED BY EMPLOYEE									
1. DATE OF BIRTH		2. SERVICE DESIGN	3. YOUR CURRENT POSITION, TITLE AND GRADE			4. STATION OR BASE		5. CRYPT FOR CURRENT COVER	
9 May 1929		D	Ops Officer - GS-14/3			DO BASE WASHINGTON		WUINDIAN	
6a. DATE OF PCS ARRIVAL IN FIELD		6b. REQUESTED DATE OF DEPARTURE		6c. EXPECTED DATE OF FIRST CHECK-IN AT HQ		6d. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE			
1 August 1967									
7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:									
4 dependents, ages 38, 15, 14, 13									
8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:									
Educational facilities for my children and medical facilities for my wife.									
9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). (also attach personal cover questionnaire in accordance with CSI-F 240-8)									
<ul style="list-style-type: none"> - - Initiate and develop contacts and operations in the Washington diplomatic and foreign press communities, encompassing all the major world geographical areas. - - Handle recruited agents resident in the Washington area. - - Establish and maintain self in commercial cover role. Perform cover duties. - - Prepare operational correspondence and conduct routine administrative tasks. 									
10. TRAINING DESIRED: INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS									

SECRET

SECRET


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:


Chairman, DDO/QSI Panel

15 Jan 74
Date

APPROVED:


Director of Personnel

31 JAN 1974
Date

SECRET

SECRET

20 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

SECRET
EYES ONLY

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. Broe
William V. Broe

Chief
Western Hemisphere Division

SECRET
EYES ONLY

CONFIDENTIAL
(when filled in)

MANAGEMENT BY OBJECTIVES SEMINAR

Student: Kent, William M.

Dates: 30 June - 2 July 1975

Employee Number: 059198

Office: PS

Service Designation: D

COURSE OBJECTIVES:

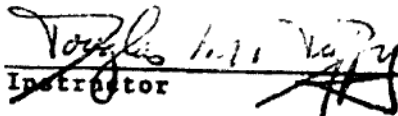
Upon completion of this Seminar, the participant should be able to:

- 1) Understand the evolution of the MBO concept.
- 2) Identify the elements of MBO and understand their utility.
- 3) 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.
- 5) 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


Instructor 3 July 1975
Date

CONFIDENTIAL
(when filled in)

S E C R E T

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 withstood 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 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.

Signed
Raymond A. Warren
Raymond A. Warren
Deputy Chief
Latin America Division

cc: ✓C/CMG/NOO
C/LA/PEMS

S E C R E T

E2 IMPDET
CL BY 009560

C O N F I D E N T I A L
(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:

Charles E. Coughlin 31 JAN 1977

Chief Instructor Date

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

ADMINISTRATIVE — INTERNAL USE ONLY

TRAINING REPORT
OFFICE OF TRAINING
FUNCTIONAL TRAINING DIVISION

This certifies that William M. Kent (059198) has completed the two day Equal Employment Opportunity (EEO) Seminar for Supervisors held 17-18 August 1976. At the conclusion of this two-day session, each participant will be able to describe the following:

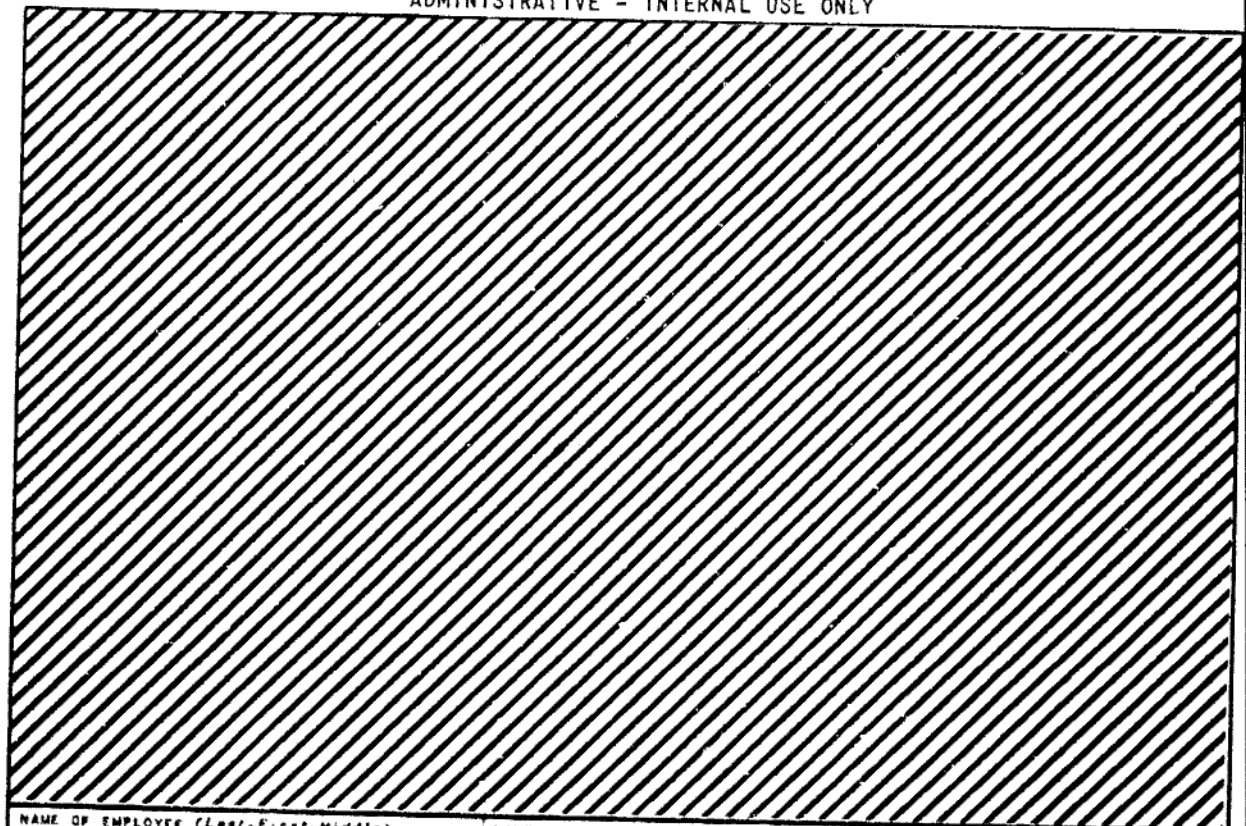
- a) The EEO Program and reasons for its existence;
- b) A supervisor's responsibility in implementing the program;
- c) The procedures for processing EEO complaints;
- d) The Agency's past record and the Agency's Affirmative Action Plans; and
- e) The significance of Upward Mobility, Federal Women's,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

FOR THE DIRECTOR OF TRAINING:

Donald R. Heady
DONALD R. HEADY
Course Administrator

ADMINISTRATIVE — INTERNAL USE ONLY

ADMINISTRATIVE - INTERNAL USE ONLY



NAME OF EMPLOYEE (Last-First-Middle)

Kent, William M.

NAME AND RELATIONSHIP OF DEPENDENT*

Self

CLAIM NUMBER

77-0324

There is on file in the Personal Affairs Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on 1/17/77.

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

DATE OF NOTICE

2/9/77

SIGNATURE OF BSD REPRESENTATIVE

Ernest L. Hardt

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

SECRET

COVER CONTROL OF RETIREMENT PROCESSING										FILE 2220		
TO: Retirement Operations Branch Office of Personnel										DATE 7 JULY 1978		
RETIREE William M. Kane						CATEGORY OF EMPLOYMENT						
On the basis of a review of the records of the Central Cover Staff the following action is to be taken on processing retirement documentation for the person named above.												
TYPE RETIREMENT				CIVIL SERVICE		<input checked="" type="checkbox"/>		CIARDS		DATE 30 JUNE 1978		
COVER	<input checked="" type="checkbox"/>	OVERT ROUTINE		COVERT (OFFICIAL COVER) LOCK-UP			COVERT (NOC) SPECIAL		RETENTION OF AWARDS		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
CORRESPONDENCE			<input checked="" type="checkbox"/>	OVERT			COVERT		THRU CCS			
FINANCES												
ANNUITY PAYMENTS SHOULD BE						<input checked="" type="checkbox"/>	U.S. GOV'T. CHECK		OTHER (Payment instructions follow)			
TAX DOCUMENTATION SHOULD BE						<input checked="" type="checkbox"/>	CIA		CSC	OTHER (MEMO FOLLOWS)		
REQUEST TRANSFER OF FUNDS FROM CIVIL SERVICE COMMISSION						<input checked="" type="checkbox"/>	YES		NO	INTERNAL TRANSFER		
INSURANCE												
FEBLI		<input checked="" type="checkbox"/>	OVERT		COVERT		MAINTAIN RECORDS INTERNALLY ONLY					
TYPE OF HOSPITALIZATION CARD: <u>GERA</u>												
AUTHORIZATION TO CONVERT INSURANCE						<input checked="" type="checkbox"/>	YES		CONVERSION MUST BE APPROVED BY CCS			
RESERVE												
MEMBER OF CIVILIAN RESERVE						<input checked="" type="checkbox"/>	YES		NO	<input checked="" type="checkbox"/>	OVERT	<input type="checkbox"/> COVERT
CREDIT UNION						<input checked="" type="checkbox"/>	OVERT		COVERT			
REMARKS:												
CHIEF, COVER SUPPORT BRANCH CENTRAL COVER STAFF												
THIS SECTION TO BE COMPLETED BY OFFICE OF SECURITY												
_____ NO SECURITY OBJECTIONS TO ABOVE. OTHER INSTRUCTIONS AS FOLLOWS:												
CHIEF, EMPLOYEE ACTIVITY BRANCH, OFFICE OF SECURITY												

FORM 3429 USE PREVIOUS EDITIONS

SECRET

E-2, IMPDET CL BY: 063857

(4-9-13)

7 - OFF. PERS. FILE ROOM

2. DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT FIRST. DESCRIBE CONCISELY BUT FULLY)

Establishing and maintaining a tentative travel control system in the Darien District of Panama for travel through the Panama-Colombia frontier. Agent at the Air Travel Control Field Office at Tocumen National Airport. Performing surveillances and conducting investigations. Writing reports.

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED.

4. PROFICIENCY IN FOREIGN LANG.	READING		SPEAKING		UNDERSTANDING	
	EXC	GOOD	FAIR	EXC	GOOD	FAIR
Spanish	X			X		X
Italian	X			X		X
French			X		X	
German			X		X	

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN US-50 STATE)

TYPE OF DUTY	LOCATION
Operations Officer	Mexico
Operations Officer	Cuba
Operations Officer	Guatemala

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?

MARITAL STATUS	<input type="checkbox"/> YES	NUMBER OF DEPENDENTS	<input type="checkbox"/> YES	EMERGENCY ADDRESSEE	<input type="checkbox"/> YES	LEGAL ADDRESS	<input type="checkbox"/> YES
	<input checked="" type="checkbox"/> NO		<input checked="" type="checkbox"/> NO		<input checked="" type="checkbox"/> NO		<input checked="" type="checkbox"/> NO

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO, IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

5 June 1953

DATE

Kent, William Morris

SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT

DATE FROM	DATE TO
16 Sept. 52	31 May 53

OCCASION FOR REPORT

ANNUAL <input checked="" type="checkbox"/>	REASSIGNMENT OF REPORTING OFFICER <input type="checkbox"/>	PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON <input type="checkbox"/>	COVERING INITIAL 90 DAYS OF EMPLOYMENT <input type="checkbox"/>
--	--	--	---

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES?

☒ YES ☐ NO

IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES?

☒ YES ☐ NO

IF SO, WHAT DUTY OR DUTIES

Intell. Off. - Operations

after Headquarters' training

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2? ☒ YES ☐ NO IF NO, EXPLAIN IN SECTION 11

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	IF SO, TO WHAT GRADE AND FOR WHAT POSITION? <input checked="" type="checkbox"/> GS-7
--	--	--

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK 'NOT OBSERVED' ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSERVED	UNSATISFACTORY	FAIR	GOOD	VERY GOOD	EXCELLENT	OUTSTANDING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE					X		
B. INTEREST AND ENTHUSIASM IN WORK						X	
C. SECURITY CONSCIOUSNESS						X	
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS						X	
E. ATTENTION TO DUTY						X	
F. JUDGMENT AND COMMON SENSE					X		
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE						X	
H. DISCRETION					X		
I. INITIATIVE						X	
J. ABILITY TO HANDLE AND DIRECT PEOPLE					X		
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)						X	
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						X	
M. TACT					X		
N. SAGACITY (NON-GULLIBILITY)						X	
O. LEADERSHIP					X		
P. PHYSICAL STAMINA						X	
Q. MENTAL STAMINA						X	

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU DEFINITELY NOT WANT HIM? ☐ PREFER NOT TO HAVE HIM? ☐ BE SATISFIED TO HAVE HIM? ☐ BE PLEASED TO HAVE HIM? ☒ PARTICULARLY DESIRE HIM? ☐

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

(IF ADDITIONAL SPACE IS NEEDED ATTACH EXTRA SHEET)

1 July 1953

DATE

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT, EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

Clairidge B. Crozier
SIGNATURE OF REPORTING OFFICER

Z. T. Cady
SIGNATURE OF REVIEWING OFFICER

SECRET
(When Filled In)

INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS ALL OTHER CONSIDERATIONS:

No.

DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? ☒ NO ☐ YES. IF YES, WHY?

MAR 7 9 40 AM '55

MAIL ROOM

WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

1. Phases I, II, III.
2. CPO

OTHER COMMENTS (Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person):

SECTION VI

Read all descriptions before rating. Place "X" in the most appropriate box under subsections A, B, C, & D.

DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate accordingly.

- ☐ 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
- ☐ 2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, 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 EXCEPTIONALLY WELL.
- ☐ 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME AREA? ☐ NO ☐ YES. IF YES, WHAT?

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. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY... WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
- ☐ 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZATION... IRKED BY RESTRICTIONS... REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
- ☐ 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION... BOTHERED BY MINOR FRUSTRATIONS... WILL QUIT IF THESE CONTINUE.
- ☐ 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFFERENT... HAS "WAIT AND SEE" ATTITUDE... WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
- ☐ 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANIZATION... MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION... THINKS IN TERMS OF A CAREER IN THE ORGANIZATION.
- ☒ 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION... BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.
- ☐ 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION... WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.

DIRECTIONS: Considering others of this person's grade or type of assignment, how would you rate him on potentiality for assumption of greater responsibilities 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 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 ADVANCEMENT.

D. DIRECTIONS: Consider everything you know about this person in making your rating... skill 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 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.
- ☒ 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

SECRET
(When Filled In)

26. CAN THINK ON HIS FEET.

27. COMES UP WITH SOLUTIONS TO PROBLEMS.

28. STIMULATING TO ASSOCIATES: A "SPARK PLUG".

29. TOUGH MINDED.

30. OBSERVANT.

31. CAPABLE.

32. CLEAR THINKING.

33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.

34. EVALUATES SELF REALISTICALLY.

35. WELL INFORMED ABOUT CURRENT EVENTS.

36. DELIBERATE.

37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.

38. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS.

39. THOUGHTFUL OF OTHERS.

40. WORKS WELL UNDER PRESSURE.

41. DISPLAYS JUDGEMENT.

42. GIVES CREDIT WHERE CREDIT IS DUE.

43. HAS DRIVE.

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.

50. A GOOD SUPERVISOR.

SECTION V

A. WHAT ARE HIS OUTSTANDING STRENGTHS?

He 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.

SECRET

SECRET
(When Filled In)

OFFICE OF PERSONNEL

SECTION IV

This section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive 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 than you 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.

STATEMENTS		CATEGORIES					
		NOT OBSERVED	DOES NOT APPLY	APPLIES TO A LIMITED DEGREE	APPLIES TO A REASONABLE DEGREE	APPLIES TO AN ABOVE AVERAGE DEGREE	APPLIES TO AN OUTSTANDING DEGREE
A. ABLE TO SEE ANOTHER'S POINT OF VIEW.	SAMPLES			X			
B. PRACTICAL.						X	
1. A GOOD REPORTER OF EVENTS.						X	
2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.						X	
3. CAUTIOUS IN ACTION.					X		
4. HAS INITIATIVE.							X
5. UNEMOTIONAL.					X		
6. ANALYTIC IN HIS THINKING.					X		
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.							X
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.						X	
9. HAS SENSE OF HUMOR.						X	
10. KNOWS WHEN TO SEEK ASSISTANCE.						X	
11. CALM.					X		
12. CAN GET ALONG WITH PEOPLE.						X	
13. MEMORY FOR FACTS.						X	
14. GETS THINGS DONE.							X
15. KEEPS ORIENTED TOWARD LONG TERM GOALS.						X	
16. CAN COPE WITH EMERGENCIES.						X	
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.							X
18. HAS STAMINA: CAN KEEP GOING A LONG TIME.						X	
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		
ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT.						X	

SECRET

SECRET
(When Filled In)

WIT

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 headquarters.

TO THE FIELD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, 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 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 stands.

Rest William M.
Revth RAS 3/7/55
IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED

SECTION I

1. DATE OF BIRTH 9 May 1929		2. SEX M	3. SERVICE DESIGNATION Operations KUFIRE
4. GRADE GS-7b	5. STATION DESIGNATION (Current) Panama		
6. DUE DATE OF THIS REPORT 30 November 1954	7. PERIOD COVERED BY THIS REPORT (Inclusive dates) 1 June 1954 to 30 November 1954		

SECTION II (To be completed by field supervisor)

1. CURRENT POSITION Operations Officer	2. DATE ASSUMED RESPONSIBILITY FOR POSITION 16 June 1952
3. STATE 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)	

1. Navy liaison, including coverage and reporting of strategic materials transiting this area.
2. Water travel control, including reporting of satellite travel through this area, and assisting in air travel control.
3. Development of file material for CE loads and travel control check on persons of CE interest.
4. Cutout for one of the top CP penetrations in the area.
5. Occasional surveillances on persons of interest to the Mission.

POSTED ON
OFFICE

SECTION III (To be completed at headquarters only)

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF REPORT AND SIGNATURES

1. NAME OF RATER (True) Edward L. Anderson	2. NAME OF REVIEWING OFFICIAL IN FIELD (True) John H. Jenkins, Jr.
3. THIS REPORT <input checked="" type="checkbox"/> WAS <input type="checkbox"/> WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED.	
4. DATE REPORT AUTHEN- 21 JAN 1955	5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES <i>J. H. Jenkins</i>

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

SECRET
(When Filled In)

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS OTHER CONSIDERATIONS:

NO CONT PERS DIV

OFFICE OF PERSONNEL

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? ☒ NO ☐ YES

FEB 23 3 41 PM '56

FEB 27 12 01 PM '56

MAIL ROOM

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

1. World Communism
2. Anti-Communist Operations

F. OTHER COMMENTS (Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person):

Corbuston has demonstrated, amply, above-average aptitude for KUCAGE-type work.

SECTION VI

Read all descriptions before rating. Place "X" in 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.

- ☐ 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
- ☐ 2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.
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- ☐ 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? ☒ NO ☐ YES. IF YES, WHAT?

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. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE ORGANIZATION... WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
- ☐ 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZATION... IRKED BY RESTRICTIONS... REGARDS ORGANIZATION AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
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- ☒ 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION... BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.
- ☐ 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION... WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.

B. DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities normally indicated by promotion.

- ☐ 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
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D. DIRECTIONS: Consider everything you know about this person in making your rating... skill 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 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.
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- ☐ 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

SECRET

(When Filled In)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES																											
<p>DIRECTIONS:</p> <p>a. State in the spaces below up to six of the more important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.</p> <p>b. Rate performance on each specific duty considering ONLY effective performance of this specific duty.</p> <p>c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).</p> <p>d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.</p> <p>e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.</p> <p>f. Be specific. Examples of the kind of duties that might be rated are:</p> <table border="0"> <tr> <td>ORAL BRIEFING</td> <td>HAS AND USES AREA KNOWLEDGE</td> <td>CONDUCTS INTERROGATIONS</td> </tr> <tr> <td>GIVING LECTURES</td> <td>DEVELOPS NEW PROGRAMS</td> <td>PREPARES SUMMARIES</td> </tr> <tr> <td>CONDUCTING SEMINARS</td> <td>ANALYZES INDUSTRIAL REPORTS</td> <td>TRANSLATES GERMAN</td> </tr> <tr> <td>WRITING TECHNICAL REPORTS</td> <td>MANAGES FILES</td> <td>DEBRIEFING SOURCES</td> </tr> <tr> <td>CONDUCTING EXTERNAL LIAISON</td> <td>OPERATES RADIO</td> <td>KEEPS BOOKS</td> </tr> <tr> <td>TYPING</td> <td>COORDINATES WITH OTHER OFFICES</td> <td>DRIVES TRUCK</td> </tr> <tr> <td>TAKING DICTATION</td> <td>WRITES REGULATIONS</td> <td>MAINTAINS AIR CONDITIONING</td> </tr> <tr> <td>SUPERVISING</td> <td>PREPARES CORRESPONDENCE</td> <td>EVALUATES SIGNIFICANCE OF DATA</td> </tr> </table> <p>g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.</p>				ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS	GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES	CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN	WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES	CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS	TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK	TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING	SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA
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GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES																									
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN																									
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES																									
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS																									
TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK																									
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING																									
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA																									
<p>DESCRIPTIVE RATING NUMBER</p> <table border="0"> <tr> <td>1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY</td> <td>6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS</td> </tr> <tr> <td>2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY</td> <td>7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY</td> </tr> <tr> <td>3 - PERFORMS THIS DUTY ACCEPTABLY</td> <td></td> </tr> <tr> <td>4 - PERFORMS THIS DUTY IN A COMPETENT MANNER</td> <td></td> </tr> <tr> <td>5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB</td> <td></td> </tr> </table>				1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY	6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS	2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY	7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY	3 - PERFORMS THIS DUTY ACCEPTABLY		4 - PERFORMS THIS DUTY IN A COMPETENT MANNER		5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB															
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4 - PERFORMS THIS DUTY IN A COMPETENT MANNER																											
5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB																											
SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING NUMBER																								
Provides FP support and guidance to field	5	Has and uses language and area knowledge	6																								
SPECIFIC DUTY NO. 2	RATING NUMBER	SPECIFIC DUTY NO. 5	RATING NUMBER																								
Originates FP material and ideas for field	6	Prepares and handles Hqs.-field corresp. on FP and related matters	5																								
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6	RATING NUMBER																								
Co-ordinates with other Hqs. components on FP and related matters	5	Prepares project outlines, renewals etc.	5																								
<p>3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE</p> <p>DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.</p> <p>A fertile, imaginative mind combined with tremendous drive, good area knowledge and near fluency in Spanish, makes subject an ideal FP Ops officer for the WH area. He is a little too impetuous at times and somewhat "bullheaded" but both of these shortcomings can probably be attributed to his youth and vigor and should disappear with experience. Versatility is another factor in subject's favor as is dedication to job. His overall performance on the Cuban desk has been excellent.</p>																											
<p>SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION</p> <p>DIRECTIONS: Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.</p> <table border="0"> <tr> <td rowspan="7"> <div style="border: 1px solid black; padding: 5px; display: inline-block;">5</div> </td> <td>1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED</td> </tr> <tr> <td>2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW</td> </tr> <tr> <td>3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION</td> </tr> <tr> <td>4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION</td> </tr> <tr> <td>5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS</td> </tr> <tr> <td>6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION</td> </tr> <tr> <td>7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION</td> </tr> </table> <p>RATING NUMBER</p> <p>IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. IF YES, EXPLAIN FULLY:</p>				<div style="border: 1px solid black; padding: 5px; display: inline-block;">5</div>	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...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION	4 - OF THE SAME SUITABILITY AS MOST 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																
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	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

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section "A" below.

SECTION A.

GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
KENT William M.	9 May 1929	M	DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE		
DDP/WE/III	Area Ops Officer		
7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-11	5 July 1957	27 Dec 56 - 17 Jan 57	
10. TYPE OF REPORT (Check one)	REASSIGNMENT-SUPERVISOR		
INITIAL <input checked="" type="checkbox"/>	REASSIGNMENT-EMPLOYEE		
ANNUAL <input type="checkbox"/>	SPECIAL (Specify)		

SECTION B.

CERTIFICATION

1. FOR THE RATER: THIS REPORT ☐ WAS ☒ HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY.
 NOT: Subject out of country on extended for at time report prepared.

A. CHECK (X) APPROPRIATE STATEMENTS:

<input checked="" type="checkbox"/> THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	IF INDIVIDUAL IS RATED "P" IN CI OR D, A WARNING LETTER WAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
<input type="checkbox"/> THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.	I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):
<input checked="" type="checkbox"/> I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	

B. THIS DATE	C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	D. SUPERVISOR'S OFFICIAL TITLE
19 June, 1957	William M. Kent	DDP/WE/III/000

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

BY	DATE
Posted Pos. Control	3 JUL 57
Reviewed by POC	7/8/57

I certify that any substantial difference of opinion with the supervisor is reflected in the above section. ☐ CONTINUED ON ATTACHED SHEET

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
20 June 1957	R. N. DAHLGREN	

SECTION C.

JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

5	1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
	2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
	3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
	4. PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
	5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
	6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

SECRET

Performance

(4)

SECRET
(When Filled In)

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.

MAIL ROOM

DEC 22 3 21 PM '59

OFFICE OF PERSONNEL

SECTION F CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I certify that I have seen Sections A, B, C, D and E of this Report.		
DATE	SIGNATURE OF EMPLOYEE	
1 December 1959	/s/ William M. Kent	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.		
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 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	/s/ Jacob D. Esterline
3. BY REVIEWING OFFICIAL		
I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.		
I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.		
I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.		
<input checked="" type="checkbox"/> I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.		
COMMENTS OF REVIEWING OFFICIAL		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
17 Dec 59	C/WHD	AS King

SECRET

SECRET
(When Filled In)

EMPLOYEE SERIAL NUMBER
Handwritten: 27 Dec 59

FITNESS REPORT

SECTION A

GENERAL

1. NAME (Last) (First) (Middle) KENT William M			2. DATE OF BIRTH 9 May 1929	3. SEX M	4. GRADE GS-12
5. SERVICE DESIGNATION DI		6. OFFICIAL POSITION TITLE Area Operations Officer		7. OFF/DIV/BR OF ASSIGNMENT DDF/WH/Venezuela	
8. CAREER STAFF STATUS			9. TYPE OF REPORT		
<input type="checkbox"/> NOT ELIGIBLE <input checked="" type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED <input type="checkbox"/> PENDING <input type="checkbox"/> DECLINED <input type="checkbox"/> DENIED			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT/SUPERVISOR <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT/EMPLOYEE		
10. DATE REPORT DUE IN O.P. 28 February 1960		11. REPORTING PERIOD From 1 Jan 59 To 31 Dec 59			

SECTION B

EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding
SPECIFIC DUTY NO. 1 Case officer responsible for two KUCAGE media projects.		RATING NO. 5	SPECIFIC DUTY NO. 4 Special KUCAGE target of opportunity, campaigns (eg. national elections, student congresses, etc.).		RATING NO. 6	
SPECIFIC DUTY NO. 2 Development and contact with two political action assets.		RATING NO. 6	SPECIFIC DUTY NO. 5		RATING NO.	
SPECIFIC DUTY NO. 3 Development of contacts in Dominican revolutionary circles.		RATING NO. 6	SPECIFIC DUTY NO. 6		RATING NO.	

SECTION C

EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

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

- 1 - Performance in many important respects fails to meet requirements.
- 2 - Performance meets most requirements but is deficient in one or more important respects.
- 3 - Performance clearly meets basic requirements.
- 4 - Performance clearly exceeds basic requirements.
- 5 - Performance in every important respect is superior.
- 6 - Performance in every respect is outstanding.

RATING NO. 5

SECTION D

DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree		
CHARACTERISTICS						
NOT APPLI- CABLE	NOT OB- SERVED	RATING				
		1	2	3	4	5
						X
GETS THINGS DONE						X
RESOURCEFUL						X
ACCEPTS RESPONSIBILITIES					X	
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES					X	
DOES HIS JOB WITHOUT STRONG SUPPORT						X
FACILITATES SMOOTH OPERATION OF HIS OFFICE						X
WRITES EFFECTIVELY				X		
SECURITY CONSCIOUS					X	
THINKS CLEARLY						X
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS					X	
OTHER (Specify):				X		

SEE SECTION "E" ON REVERSE SIDE

SECRET

(When Filled In)

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.

This employee is an outstanding, talented and dedicated individual who is original in his ideas and thorough in executing them. He 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.

MAR 21 12:06 PM '63
MAIL ROOM

SECTION F

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I certify that I have seen Sections A, B, C, D and E of this Report.		
DATE	SIGNATURE OF EMPLOYEE	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
3	He was not available at the time.	
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.		
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS	
OTHER (Specify):		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
	COB, JMASH	Raymond J. Mara
3. BY REVIEWING OFFICIAL		
I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.		
I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.		
I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.		
I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.		
COMMENTS OF REVIEWING OFFICIAL		
The reviewing official has known subject and his work for several years and considers him to be an outstanding employee with tremendous career potential. The reviewing official would have rated him slightly lower than the rating official, however, although this does not mean to imply at all that the fitness report is not a valid one.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	C/WI/4	Jacob D. Esterline

SECRET

THIS REPORT COVERS PERIOD OF DETAIL TO DDP/WH/4/ - 7 00

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER

SECTION A

GENERAL

1. NAME (Last) KENT (First) William (Middle) M.		2. DATE OF BIRTH 29 May 1929	3. SEX Male	4. GRADE GS-12
5. SERVICE DESIGNATION D	6. OFFICIAL POSITION TITLE Operations Officer		7. OFF/DIV/BR OF ASSIGNMENT DDP/WH, Branch 4	
8. CAREER STAFF STATUS <input checked="" type="checkbox"/> MEMBER <input type="checkbox"/> NOT ELIGIBLE <input type="checkbox"/> PENDING <input type="checkbox"/> DECLINED		9. TYPE OF REPORT <input checked="" type="checkbox"/> REASSIGNMENT/SUPERVISOR <input type="checkbox"/> REASSIGNMENT/EMPLOYEE <input type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify) Promotion request		
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD From 21 Apr. 60 To 12 Sep 60		

SECTION B

EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employee supervised).

1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding
SPECIFIC DUTY NO. 1 Responsible for the overall PP operations at JMASH		RATING NO. 7	SPECIFIC DUTY NO. 4 Organizing indigenous newspapers as well as supervising their contents		RATING NO. 7	
SPECIFIC DUTY NO. 2 Contacting, developing and supervising indigenous personnel for radio programs		RATING NO. 7	SPECIFIC DUTY NO. 5 Coordinating all PA operations regarding AMRASP		RATING NO. 7	
SPECIFIC DUTY NO. 3 Organizing and preparing scripts for both covert and overt radio programs		RATING NO. 7	SPECIFIC DUTY NO. 6		RATING NO.	

SECTION C

EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

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

- 1 - Performance in many important respects fails to meet requirements.
- 2 - Performance meets most requirements but is deficient in one or more important respects.
- 3 - Performance clearly meets basic requirements.
- 4 - Performance clearly exceeds basic requirements.
- 5 - Performance in every important respect is superior.
- 6 - Performance in every respect is outstanding.

RATING NO.
6

SECTION D

DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

CHARACTERISTICS	1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree
GETS THINGS DONE					
RESOURCEFUL					
ACCEPTS RESPONSIBILITIES					
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES					
DOES HIS JOB WITHOUT STRONG SUPPORT					
FACILITATES SMOOTH OPERATION OF HIS OFFICE					
WRITES EFFECTIVELY					
SECURITY CONSCIOUS					
THINKS CLEARLY					
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS					
OTHER (Specify):					

SEE SECTION "E" ON REVERSE SIDE

SECRET

(When Filled In)

SECTION E			NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE		
<p>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.</p>					
<p align="center">AUG 10 12 00 PM '61 MAIL ROOM</p> <p>Mr. Kent's greatest strengths are a good analytical 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.</p> <p>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.</p> <p>The undersigned would be happy to have Mr. Kent as a colleague during any future assignment.</p>					
SECTION F			CERTIFICATION AND COMMENTS		
1. BY EMPLOYEE					
I certify that I have seen Sections A, B, C, D and E of this Report.					
DATE 1 August 1961		SIGNATURE OF EMPLOYEE William M. Kent			
2. BY SUPERVISOR					
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 10		IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION Mr. Kent departed JMWAVE prior to the preparation of this report.			
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.					
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS			REPORT MADE WITHIN LAST 90 DAYS		
OTHER (Specify):					
DATE		OFFICIAL TITLE OF SUPERVISOR Chief of Base, JMWAVE		TYPED OR PRINTED NAME AND SIGNATURE Robert Reynolds	
3. BY REVIEWING OFFICIAL					
<input checked="" type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.					
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.					
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.					
<input type="checkbox"/> I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.					
COMMENTS OF REVIEWING OFFICIAL					
DATE 2 AUG 1961		OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, WH/4		TYPED OR PRINTED NAME AND SIGNATURE R. K. DAVIS	

SECRET

(When Filled In)

26. CAN THINK ON HIS FEET.
27. COMES UP WITH SOLUTIONS TO PROBLEMS.
28. STIMULATING TO ASSOCIATES; A "SPARK PLUG".
29. TOUGH MINDED.
30. OBSERVANT.
31. CAPABLE.
32. CLEAR THINKING.
33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.
34. EVALUATES SELF REALISTICALLY.
35. WELL INFORMED ABOUT CURRENT EVENTS.
36. DELIBERATE.
37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.
38. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS.
39. THOUGHTFUL OF OTHERS.
40. WORKS WELL UNDER PRESSURE.
41. DISPLAYS JUDGEMENT.
42. GIVES CREDIT WHERE CREDIT IS DUE.
43. HAS DRIVE.
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.
50. 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.

SECRET
(When Filled In)

SECTION IV

OFFICE OF PERSONNEL

This section is provided to aid in describing the individual. Your description should be favorable or unfavorable in itself and requires no meaning in relation to a particular job or assignment. The description 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. Each category is divided into four smaller blocks; this is to allow you to make finer distinctions if you wish. 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 you have the definite opinion that the description is not at all suited to the individual.

MAIL ROOM

STATEMENTS

CATEGORIES

SAMPLES	NOT OBSERVED	DOES NOT APPLY	CATEGORIES			
			APPLIES TO A LIMITED DEGREE	APPLIES TO A REASONABLE DEGREE	APPLIES TO AN ABOVE AVERAGE DEGREE	APPLIES TO AN OUTSTANDING DEGREE
A. ABLE TO SEE ANOTHER'S POINT OF VIEW.			X			
B. PRACTICAL.					X	
1. A GOOD REPORTER OF EVENTS.					X	
2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.					X	
3. CAUTIOUS IN ACTION.				X		
4. HAS INITIATIVE.						X
5. UNEMOTIONAL.				X		
6. ANALYTIC IN HIS THINKING.					X	
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.						X
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.					X	
9. HAS SENSE OF HUMOR.					X	
10. KNOWS WHEN TO SEEK ASSISTANCE.					X	
11. CALM.				X		
12. CAN GET ALONG WITH PEOPLE.					X	
13. MEMORY FOR FACTS.					X	
14. GETS THINGS DONE.						X
15. KEEPS ORIENTED TOWARD LONG TERM GOALS.						X
16. CAN COPE WITH EMERGENCIES.					X	
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.					X	
18. HAS STAMINA: CAN KEEP GOING A LONG TIME.						X
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		
25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT.						X

SECRET
(When Filled In)

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 headquarters.

TO THE FIELD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, 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 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 stands.

IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED

SECTION I	
LEAVE BLANK - FOR HEADQUARTERS USE ONLY	
1. DATE OF BIRTH	2. SEX
May 9, 1929	M
3. SERVICE DESIGNATION	DI
4. GRADE	5. STATION DESIGNATION (OFFICE)
GS-9	Panama
6. DUE DATE OF THIS REPORT	7. PERIOD COVERED BY THIS REPORT (inclusive dates)
31 December 1955	1 December 1954 - 31 December 1955

SECTION II (To be completed by field supervisor)	
1. CURRENT POSITION	2. DATE ASSUMED RESPONSIBILITY FOR POSITION
Operations Office - KUTUBE (Staff Agent)	2 January 1952
3. STATE 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)	
<ol style="list-style-type: none">1. Acting Chief of KUCAGE operations since mid October 1955 and, for approximately three months before that time, personally planned and directed a very active KUCAGE campaign against the local CP-controlled labor organization.2. Case Officer trainee on direct contact with one of Station's top local CP penetrations.3. Liaison with indigenous persons and with ODYOKE officials as needed to carry out his duties.4. Travel control and surveillance duties as directed.	

POSTED ON
OF-44
JAN 27 1956

SECTION III (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)
ANDERSON, EDWARD L	Jenkins, John H
3. THIS REPORT <input checked="" type="checkbox"/> WAS <input type="checkbox"/> WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED.	
4. DATE REPORT AUTHENTICATED AT HQS.	5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES
FEB 15, 1956	JCKing
DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY	

SECRET

(When Filled In)

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

OFFICE OF PERSONNEL

4. COMMENTS CONCERNING POTENTIAL

A combination of youth, experience, drive and a fertile mind, among other attributes would appear to indicate a bright future for Subject. The fact that he enjoys the qualifications for both FI and PP type work is another factor in his favor, as is his facility for languages.

MAIL ROOM

SECTION H.

FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Subject has just completed Intelligence Orientation and World Communism courses. He is currently taking the Anti-Communist Ops course and hopes to get training in covert political warfare and covert economic warfare, prior to reassignment. It is expected that Subject will be reassigned to the field (in an FI or PP capacity) upon 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 virtually any job to which he might be assigned. He would probably be most valuable in WH or WF capacity due to strong language and area knowledge qualifications. Of versatility and drive, he would be a good candidate for assignment as chief of 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 persons. To the left of each statement is a box under the heading "category." Read each statement and insert in the category number which best tells how much the statement applies to the person covered by this report.

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

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
3	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	4	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN RELATIONS WITH ASSOCIATES
4	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	5	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN OPINION
5	3. HAS INITIATIVE	4	13. ACCEPTS RESPONSIBILITIES	3	23. IS THOUGHTFUL OF OTHERS
3	4. IS ANALYTIC IN HIS THINKING	3	14. ADMITS HIS ERRORS	X	24. WORKS WELL UNDER PRESSURE
4	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	4	25. DISPLAYS JUDGEMENT
4	6. KNOWS WHEN TO SEEK ASSISTANCE	4	16. DOES HIS JOB WITHOUT STRONG SUPPORT	3	26. IS SECURITY CONSCIOUS
3	7. CAN GET ALONG WITH PEOPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
4	8. HAS MEMORY FOR FACTS	4	18. IS OBSERVANT	4	28. HIS CRITICISM IS CONSTRUCTIVE
4	9. GETS THINGS DONE	4	19. THINKS CLEARLY	3	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
X	10. CAN COPE WITH EMERGENCIES	4	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	4	30. DOES NOT REQUIRE AND CONTINUOUS SUPERVISION

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part 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 management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OP no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E.

GENERAL

1. NAME (Last) (First) (Middle) KENT William M.	2. DATE OF BIRTH 9 May 1929	3. SEX M	4. SERVICE DESIGNATION DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT DDP/WE/Branch III		6. OFFICIAL POSITION TITLE Area Ops Officer	
7. GRADE GS-11	8. DATE REPORT DUE IN OF 18 January 1957	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 2 July 1956 - 27 December 1956	
10. TYPE OF REPORT (Check one) <input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL		11. REASSIGNMENT-SUPERVISOR <input type="checkbox"/> REASSIGNMENT-EMPLOYEE <input type="checkbox"/> SPECIAL (Specify)	

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED		
A. THIS DATE 16 Jan 1957	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR James E. Boland	C. SUPERVISOR'S OFFICIAL TITLE Area Ops Officer
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.		
A. THIS DATE 16 Jan 57	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL H. G. G. G.	C. OFFICIAL TITLE OF REVIEWING OFFICIAL C/WE/III

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

5	1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
	2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
3	3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
	4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
4	5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
	6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
5	7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? ☒ Yes ☐ No. If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the "actual" column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER	0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION	1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION	2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION	3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION
ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION		
	3	A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor)		
	2	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)		
	2	A GROUP WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)		
	2	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT		
	2	WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION		
	2	WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX		
		OTHER (Specify)		

SECRET
(When Filled In)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

- a. State in the spaces below up to six of the more important SPECIFIC duties performed during the rating period. Place the most important first. Do not include minor or unimportant duties.
- b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
- c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).
- d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
- e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
- f. Be specific. Examples of the kind of duties that might be rated are:
- | | | |
|-----------------------------|--------------------------------|----------------------------|
| ORAL BRIEFING | HAS AND USES AREA KNOWLEDGE | MAIL ROOM |
| GIVING LECTURES | DEVELOPS NEW PROGRAMS | CONDUCTS INTERROGATIONS |
| CONDUCTING SEMINARS | ANALYZES INDUSTRIAL REPORTS | PREPARES SUMMARIES |
| WRITING TECHNICAL REPORTS | MANAGES FILES | TRANSLATES GERMAN |
| CONDUCTING EXTERNAL LIAISON | OPERATES RADIO | DEBRIEFING SOURCES |
| TYPING | COORDINATES WITH OTHER OFFICES | KEEPS BOOKS |
| TAKING DICTATION | WRITES REGULATIONS | DRIVES TRUCK |
| SUPERVISING | PREPARES CORRESPONDENCE | MAINTAINS AIR CONDITIONING |
- g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

OFFICE OF PERSONNEL

JAN 23 9 48 AM '57

DESCRIPTIVE RATING NUMBER	1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY	6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
	2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY	
	3 - PERFORMS THIS DUTY ACCEPTABLY	
	4 - PERFORMS THIS DUTY IN A COMPETENT MANNER	
	5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB	
	7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY	

SPECIFIC DUTY NO. 1 Provides support and guidance to field on PP matters.	RATING NUMBER 5	SPECIFIC DUTY NO. 4 Has and uses knowledge of area and language.	RATING NUMBER 6
SPECIFIC DUTY NO. 2 Coordinates with other Headquarters components on matters relating to PP.	RATING NUMBER 5	SPECIFIC DUTY NO. 5 Develops and illustrates new ideas for use in Field PP effort (political cartoons, etc.)	RATING NUMBER 5
SPECIFIC DUTY NO. 3 Prepares periodic progress and status reports and originates dispatches to field.	RATING NUMBER 4	SPECIFIC DUTY NO. 6	RATING NUMBER

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

Subject's initiative and imagination, combined with Spanish language facility and area knowledge, have made him particularly valuable in his present capacity as Headquarters case officer for the complex and ever expanding PP program in Cuba. In addition to the usual support functions as a Headquarters case officer, he has originated a number of ideas which have been incorporated into the Cuban program. The rater has observed no significant shortcomings in subject. He is a little too impulsive at times, though much of this may be attributed to his drive, which is, in turn, probably his greatest asset.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS: Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.

- | | |
|--|--|
| <div style="border: 1px solid black; padding: 5px; display: inline-block;">5</div>
RATING
NUMBER | 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...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION |
| | 4 - OF THE SAME SUITABILITY AS MOST 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 |

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? ☐ YES ☒ NO. IF YES, EXPLAIN FULLY:

He is however, equally suited for work of an FI nature.

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section "A" below.

SECTION A.

GENERAL

1. NAME (Last) KENT	(First) William	(Middle) M.	2. DATE OF BIRTH 9 May 1929	3. SEX M	4. SERVICE DESIGNATION DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT DIP/WH/Branch III			6. OFFICIAL POSITION TITLE Area Ops Officer		
7. GRADE GS-11	8. DATE REPORT DUE IN OP 18 January 1957	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 2 July 1956 - 27 December 1956			
10. TYPE OF REPORT (Check one) <input checked="" type="checkbox"/> ANNUAL		<input type="checkbox"/> INITIAL		<input type="checkbox"/> REASSIGNMENT-SUPERVISOR	
		<input type="checkbox"/> REASSIGNMENT-EMPLOYEE		<input type="checkbox"/> SPECIAL (Specify)	

SECTION B.

CERTIFICATION

1. FOR THE RATER: THIS REPORT ☒ HAS ☐ HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:

2. CHECK (X) APPROPRIATE STATEMENTS:

<input checked="" type="checkbox"/> THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	IF INDIVIDUAL IS RATED "I" IN CI OR D, A WARNING LETTER WAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
<input type="checkbox"/> THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.	
<input checked="" type="checkbox"/> I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW TO EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):

B. THIS DATE

16 January 1957

C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR

James B. Nolan

D. SUPERVISOR'S OFFICIAL TITLE

Area Ops Officer

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

BY SE	DATE 25 JAN 1957
Posted For Control	
Reviewed by DM 1-25-57	

☐ CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the Supervisor is reflected in the above section.

A. THIS DATE

16 Jan '57

B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL

W. CALBRAITH

C. OFFICIAL TITLE OF REVIEWING OFFICIAL

C/WH/III

SECTION C.

JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

<div style="border: 1px solid black; padding: 5px; text-align: center; width: 30px; margin: 0 auto;">5</div> INSERT RATING NUMBER	1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
	2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
	3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
	4. PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
	5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
	6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

SECRET

(When Filled In)

FITNESS REPORT (Part 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 management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OF no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E.

GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
KENT William M.	9 May 1929	M	DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE		
DUP/WH/III	Area Ops Officer		
7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
OS-11	5 July 1957	27 Dec 56 - 17 Jan 57	
10. TYPE OF REPORT (Check one)	INITIAL	SPECIAL (Specify)	
	ANNUAL	REASSIGNMENT-SUPERVISOR	
		REASSIGNMENT-EMPLOYEE	

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED		
A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE
9 June 1957	James B. Holand	G/WH/III/Gabe
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.		
A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
28 June 1957	R. M. DAHLGREN	

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

RATING NUMBER	1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
	2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
	3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
	4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
	5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
	6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
	7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? ☒ Yes ☐ No If you answer YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER	0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION	1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION	2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION	3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION
ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION		
	2	A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor)		
	2	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)		
	2	A GROUP WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS AND POLICY (Executive level)		
	2	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT		
	2	WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE COMPLEX AND NEED CAREFUL COORDINATION		
	2	WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF FIELD AGENCIES		
		OTHER (Specify)		

SECRET

Potential

SECRET

(When Filled In)

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION

12 mos. 8 32 AM '57

4. COMMENTS CONCERNING POTENTIAL

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 WH area, although he is also fluent in Italian, knows that area well and as indicated previously has attributes which should make him a valuable intelligence officer in most any area, whether in FI or FP capacity. It is rater's opinion that talents can be utilized more advantageously in FP field.

SECTION H.

FUTURE PLANS

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 Economic Warfare. He plans to take several additional courses including CM prior to reassignment to field during coming year; hopes to transfer to WH Division eventually.

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

No limiting factors. Should adjust well in virtually any area.

SECTION I.

DESCRIPTION OF INDIVIDUAL

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

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

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
3	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	4	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
4	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	5	12. SHOWS ORIGINALITY	3	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	4	13. ACCEPTS RESPONSIBILITIES	3	23. IS THOUGHTFUL OF OTHERS
4	4. IS ANALYTIC IN HIS THINKING	3	14. ADMITS HIS ERRORS	2	24. WORKS WELL UNDER PRESSURE
4	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	3	15. RESPONDS WELL TO SUPERVISION	4	25. DISPLAYS JUDGEMENT
4	6. KNOWS WHEN TO SEEK 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 MEMORY FOR FACTS	4	18. IS OBSERVANT	4	28. HIS CRITICISM IS CONSTRUCTIVE
5	9. GETS THINGS DONE	4	19. THINKS CLEARLY	3	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
2	10. CAN Cope WITH EMERGENCIES	5	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	4	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

SECRET

10 AUG 1961

EMPLOYEE SERIAL NUMBER	
------------------------	--

GENERAL

SECTION B	15 Sep 00	80 June 01
EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES		

1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding
--------------------	---------------------	----------------	---------------	---------------	--------------	-----------------

SECTION C		EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION	
Total			

- 1 - Performance in many important respects fails to meet requirements.
- 2 - Performance meets most requirements but is deficient in one or more important respects.
- 3 - Performance clearly meets basic requirements.
- 4 - Performance clearly exceeds basic requirements.
- 5 - Performance in every important respect is superior.
- 6 - Performance in every respect is outstanding.

RATING NO.
5

DESCRIPTION OF THE EMPLOYEE

1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree
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SEE SECTION "E" ON REVERSE SIDE

SECRET

Section F 3.

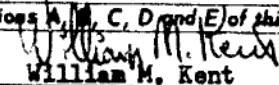
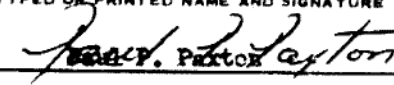
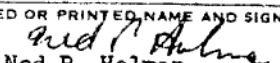
I agree with the rating officer that the subject has a great deal of enthusiasm and interest in his job and in many aspects performs his duties in a highly professional manner. I do not, however, for reasons stated below, believe that his over all rating should be higher than 4+.

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

SECRET
(When Filled In)

SECTION E			NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE		
<p>Stress strengths and weaknesses demonstrated in current position. Indicate suggestions 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.</p>					
<p align="right">12 11 48 AM '62</p> <p>Subject has a unique flair for planning 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.</p>					
SECTION F			CERTIFICATION AND COMMENTS		
1. BY EMPLOYEE					
I certify that I have seen Sections A, B, C, D and E of this Report.					
DATE		SIGNATURE OF EMPLOYEE			
		 William 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 SUPERVISION LESS THAN 90 DAYS		REPORT MADE WITHIN LAST 90 DAYS			
OTHER (Specify):					
DATE		OFFICIAL TITLE OF SUPERVISOR		TYPED OR PRINTED NAME AND SIGNATURE	
29 January 1962		Chief, WH/DR & H		 Robert P. Patton	
3. BY REVIEWING OFFICIAL					
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.					
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.					
<input checked="" type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.					
<input type="checkbox"/> I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.					
COMMENTS OF REVIEWING OFFICIAL					
See attachment.					
DATE		OFFICIAL TITLE OF REVIEWING OFFICIAL		TYPED OR PRINTED NAME AND SIGNATURE	
7 Feb 62		Chief, WH/3		 Ned P. Holman	

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE NUMBER 050906	
SECTION A GENERAL					
1. NAME (Last) KENT (First) William (Middle) M.			2. DATE OF BIRTH 29 May 1929		3. SEX Male
4. GRADE GS-12		5. SERVICE DESIGNATION D			
6. OFFICIAL POSITION TITLE Operations Officer				7. OFF/DIV/BR OF ASSIGNMENT DDP/AM, Br. 4	
8. CAREER STAFF STATUS			9. TYPE OF REPORT		
<input type="checkbox"/> NOT ELIGIBLE <input type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED <input type="checkbox"/> PENDING <input type="checkbox"/> DECLINED <input type="checkbox"/> DENIED			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT/SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT/EMPLOYEE		
10. DATE REPORT DUE IN O.P. 31 January 1962		11. REPORTING PERIOD From 1 June 61 To 31 Dec 61		12. SPECIAL (Specify)	
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).					
1 - Unsatisfactory 2 - Barely adequate 3 - Acceptable 4 - Competent 5 - Excellent 6 - Superior 7 - Outstanding					
SPECIFIC DUTY NO. 1 Planning and development of CA operations on Dominican Republic Desk at Headquarters.		RATING NO. 6		SPECIFIC DUTY NO. 4 Maintaining current files on political personalities & keeping abreast of political developments by thorough examination of Dominican press media.	
SPECIFIC DUTY NO. 2 Personal contact with Dominican exile leaders in U.S. and recruiting & directing same for Agency use upon their return to Dom. Rep.		RATING NO. 6		SPECIFIC DUTY NO. 5 Using knowledge of Spanish to act as interpreter & translator in operational matters.	
SPECIFIC DUTY NO. 3 Writing position papers & project documents on CA operations for WH Division & use of senior staffs.		RATING NO. 6		SPECIFIC DUTY NO. 6	
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.					
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.					RATING NO. 5
SECTION D DESCRIPTION OF THE EMPLOYEE					
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee					
1 - Least possible degree 2 - Limited degree 3 - Normal degree 4 - Above average degree 5 - Outstanding degree					
CHARACTERISTICS		NOT APPLI- CABLE	NOT OB- SERVED	RATING	
				1	2 3 4 5
GETS THINGS DONE					X
RESOURCEFUL					X
ACCEPTS RESPONSIBILITIES					X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES					X
DOES HIS JOB WITHOUT STRONG SUPPORT					X
FACILITATES SMOOTH OPERATION OF HIS OFFICE					X
WRITES EFFECTIVELY					X
SECURITY CONSCIOUS					X
THINKS CLEARLY					X
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS					X
OTHER (Specify):					

SEE SECTION "E" ON REVERSE SIDE

(When Filled In)

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE		
<p>Stress strengths and weaknesses demonstrated in current position. Indicate suggestions 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.</p> <p><i>AUG 10 12 00 PM '61</i></p> <p>Mr. Kent's greatest strengths are a good analytical 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.</p> <p>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.</p> <p>The undersigned would be happy to have Mr. Kent as a colleague during any future assignment.</p>		
SECTION F CERTIFICATION AND COMMENTS		
1. BY EMPLOYEE		
I certify that I have seen Sections A, B, C, D and E of this Report.		
DATE 1 August 1961	SIGNATURE OF EMPLOYEE <i>William M. Kent</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 10	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION Mr. Kent departed JMWAVE prior to the preparation of this report.	
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.		
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS	
OTHER (Specify):		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
	Chief of Base, JMWAVE	<i>Robert Reynolds</i> Robert Reynolds
3. BY REVIEWING OFFICIAL		
<input checked="" type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.		
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.		
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.		
<input type="checkbox"/> I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.		
COMMENTS OF REVIEWING OFFICIAL		
DATE 2 AUG 1961	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, WH/4	TYPED OR PRINTED NAME AND SIGNATURE <i>R. K. Davis</i> R. K. DAVIS

SECRET

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER

SECTION A

GENERAL

1. NAME (Last) (First) (Middle) KENT, William M.			2. DATE OF BIRTH 9 May 1929	3. SEX male	4. GRADE GS-12
5. SERVICE DESIGNATION Operations Officer			7. OFF/DIV/BR OF ASSIGNMENT DDP/WH, Br. 4, D.C.		
8. CAREER STAFF STATUS			9. TYPE OF REPORT		
<input type="checkbox"/> NOT ELIGIBLE <input checked="" type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED <input type="checkbox"/> DENIED			<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT/SUPERVISOR <input type="checkbox"/> REASSIGNMENT/EMPLOYEE		
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD From 13 Sep 60 To 8 June 61 SPECIAL (Specify)			

SECTION B

EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding
SPECIFIC DUTY NO. 1 Supervising JMWAVE PW Section composed of 7 staff or contract personnel.		RATING NO. 5	SPECIFIC DUTY NO. 4 Serving as Case Officer for a number of PW operations.		RATING NO. 6	
SPECIFIC DUTY NO. 2 Planning PW operations against Latin America		RATING NO. 6	SPECIFIC DUTY NO. 5 Handling Political Action contacts.		RATING NO. 5	
SPECIFIC DUTY NO. 3 Planning PW operations against Cuba.		RATING NO. 4	SPECIFIC DUTY NO. 6		RATING NO.	

SECTION C

EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

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

- 1 - Performance in many important respects fails to meet requirements.
- 2 - Performance meets most requirements but is deficient in one or more important respects.
- 3 - Performance clearly meets basic requirements.
- 4 - Performance clearly exceeds basic requirements.
- 5 - Performance in every important respect is superior.
- 6 - Performance in every respect is outstanding.

RATING NO.
5

SECTION D

DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree							
CHARACTERISTICS					NOT APPLI- CABLE	NOT OB- SERVED	RATING				
							1	2	3	4	5
GETS THINGS DONE											
RESOURCEFUL										X	
ACCEPTS RESPONSIBILITIES										X	
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES											X
DOES HIS JOB WITHOUT STRONG SUPPORT										X	
FACILITATES SMOOTH OPERATION OF HIS OFFICE										X	
WRITES EFFECTIVELY										X	
SECURITY CONSCIOUS										X	
THINKS CLEARLY									X		
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS											X
OTHER (Specify):										X	

SEE SECTION "E" ON REVERSE SIDE

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

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		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 2/26/63	SIGNATURE OF EMPLOYEE <i>William M. Kent</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 2/24/63	OFFICIAL TITLE OF SUPERVISOR Deputy Chief, WH/5	TYPED OR PRINTED NAME AND SIGNATURE <i>J. S. Norton</i>
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	Chief, WH/5	<i>R. D. Gahagen</i> R. D. Gahagen

SECRET

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER ✓

059198

SECTION A

GENERAL

1. NAME (Last) (First) (Middle) Kent, William M.		2. DATE OF BIRTH 9 May 29	3. SEX M	4. GRADE GS-12	5. SD D
6. OFFICIAL POSITION TITLE Ops Officer		7. OFF/DIV/BR OF ASSIGNMENT DDP WH 5		8. CURRENT STATION Hq.	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT			
<input type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT SUPERVISOR	
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input type="checkbox"/> ANNUAL	<input checked="" type="checkbox"/> X	<input type="checkbox"/> REASSIGNMENT EMPLOYEE
<input type="checkbox"/> SPECIAL (Specify):		<input type="checkbox"/> SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.		12. REPORTING PERIOD (From- to-) 18 May 62 - 15 Nov 62			

SECTION B

PERFORMANCE EVALUATION

- W - Weak** Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.
- A - Adequate** Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.
- P - Proficient** Performance is more than satisfactory. Desired results are being produced in a proficient manner.
- S - Strong** Performance is characterized by exceptional proficiency.
- O - Outstanding** Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).

SPECIFIC DUTY NO. 1	RATING LETTER
Continuing analysis and evaluation of CA projects - as many as ten, including two major projects, at one time.	A
SPECIFIC DUTY NO. 2	RATING LETTER
Preparation of correspondence (cables, dispatches and memoranda) on CA projects under his responsibility.	P
SPECIFIC DUTY NO. 3	RATING LETTER
Liaison with CA staff components (WH and DD/P) on matters concerning projects under his responsibility and on miscellaneous Branch CA matters.	S
SPECIFIC DUTY NO. 4	RATING LETTER
Participation in CA operational planning, with special emphasis on graphic aspects.	S
SPECIFIC DUTY NO. 5	RATING LETTER
Preparation of CA project renewal.	A
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	RATING LETTER
28 FEB 1963	P

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.

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTARY 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 B to provide basis for determining future personnel action. Manner of performance of major duties must be described, if applicable.

Mr. Kent has been under my supervision and has occupied his present position of responsibility for propaganda matters for less than four months, but in that time has demonstrated an unusual ability to provide imaginative, timely and useful propaganda guidances for covert field use. He is very sensitive and perceptive to the capabilities and limitations of WHD media operations and exploits their possibilities to the maximum. He has been particularly effective in the exploitation of leads provided by KUTUBE sources as the basis for "black" operations. In this regard he has shown great initiative, imagination and professional ability. Kent regularly makes sound suggestions for increasing the effectiveness and security of WHD media operations, and with more time on the job, and an increased knowledge of specific country operations, he should further improve his ability to assess and review WHD projects.

This officer is admirably suited for his present assignment; he is creative and an industrious worker, producing quickly and with a minimum of supervision; his guidances are well written and easily understood; and he has sole responsibility for his functional duties as part of a small three-man staff team. He has a friendly disposition and gets along well with his co-workers, although he is a person of strong convictions which he does not hesitate to express.

No further training is recommended at this time. His proficiency in Spanish is excellent and he uses that ability regularly in originating media operations, especially "black" operations.

SECTION D

CERTIFICATION AND COMMENTS

(continued on attached)

1.

BY EMPLOYEE

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

DATE

24 February 1964

SIGNATURE OF EMPLOYEE

William M. Kent

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

4

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

DATE

24 Feb 64

OFFICIAL TITLE OF SUPERVISOR

Chief, WH/CA

TYPED OR PRINTED NAME AND SIGNATURE

Herschel F. Peak

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

The rating in specific duty number one of "outstanding" is very much deserved. Subject is an excellent idea man and writes quickly and to the point.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

WH/COPS

TYPED OR PRINTED NAME AND SIGNATURE

W. J. Hood

SECRET

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER

059198

SECTION A

GENERAL

1. NAME (Last) (First) (Middle) KENT, William M.			2. DATE OF BIRTH 9 May 1929	3. SEX M	4. GRADE GS-13	5. SD D
6. OFFICIAL POSITION TITLE Operations Officer			7. OFF/DIV/BR OF ASSIGNMENT DDP WH P&O/B		8. CURRENT STATION Headquarters	
9. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			10. CHECK (X) TYPE OF REPORT <input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE			
11. DATE REPORT DUE IN O.P. 31 January 1964			12. REPORTING PERIOD (From- to-) 15 November 1962 - 31 December 1963			

SECTION B

PERFORMANCE EVALUATION

- W - Weak** Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counselling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.
- A - Adequate** Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.
- P - Proficient** Performance is more than satisfactory. Desired results are being produced in a proficient manner.
- S - Strong** Performance is characterized by exceptional proficiency.
- O - Outstanding** Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1 Coordinate, monitor and originate propaganda guidances for use by WHD assets.	RATING LETTER O
SPECIFIC DUTY NO. 2 Review, assess and evaluate the effectiveness of WHD media projects.	RATING LETTER S
SPECIFIC DUTY NO. 3 Coordinate, monitor and originate black propaganda operations involving WHD, including their planning, conduct and support.	RATING LETTER S
SPECIFIC DUTY NO. 4 Provide materiel support for the conduct of media operations through KMFORGET channels.	RATING LETTER P
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

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

25 FEB 1964

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

S E C R E T

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:

1. 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 30 NOV 1964
Chief, Midcareer & Senior Officers Courses Date

S E C R E T

SECRET

(When Filled In)

OFFICE OF PERSONNEL

SECTION C

NARRATIVE COMMENTS

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

Mr. Kent has sustained the same high degree of competence, imagination and conscientious application to his duties noted in the last fitness report. He is unusually well qualified for his present job by reason of experience, knowledge and sensitivity to the Latin American culture and mentality. Although he is a person of strong convictions, not always tactfully expressed, it is to his credit that he has adapted to the role of a staff officer with admirable self-restraint and self-discipline.

Were it not for the fact that Mr. Kent cannot accept a permanent overseas assignment at this time for family medical reasons, he should now be considered for assignment to a senior position at a country desk preparatory to a Field Station assignment. Under these circumstances, Mr. Kent is making a valuable, perhaps even indispensable, contribution to the covert action mission of WHD and should remain in his present position for the immediate future.

No further training is recommended at this time. He completed the Midcareer Executive Development Course No. 4 during the reporting period.

Mr. Kent has no supervisory functions in his present position, but he appears to be capable of performing such duties. His security record is excellent and his cost consciousness is good.

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

31 March 1965

SIGNATURE OF EMPLOYEE

William M. Kent

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

8 MOS.

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

DATE

3-31-65

OFFICIAL TITLE OF SUPERVISOR

C/WH/PO/B

TYPED OR PRINTED NAME AND SIGNATURE

Seymour R. Bolten

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

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

31 March 1965

OFFICIAL TITLE OF REVIEWING OFFICIAL

Deputy Chief, WHD

TYPED OR PRINTED NAME AND SIGNATURE

R. W. Herbert

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 059198	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) KENT, William M.			2. DATE OF BIRTH 9 May 1929	3. SEX M	4. GRADE GS-13
6. OFFICIAL POSITION TITLE Ops Officer			7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/P&O/3		
9. CHECK (X) TYPE OF APPOINTMENT			8. CURRENT STATION Headquarters		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):			10. CHECK (X) TYPE OF REPORT <input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE <input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P. 31 January 1965			12. REPORTING PERIOD (From- to-) 1 January 1964 - 31 December 1964		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Review, assess and evaluate the effectiveness of WHD media projects.					RATING LETTER S
SPECIFIC DUTY NO. 2 Coordinate, monitor and originate propaganda guidances for use by WHD assets.					RATING LETTER O
SPECIFIC DUTY NO. 3 Liaison with CA Staff and other CA components on propaganda and related operations in the WHD area.					RATING LETTER S
SPECIFIC DUTY NO. 4 Assist WHD area desks to discharge their responsibilities in the propaganda and media field.					RATING LETTER S
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S
31 MAR 1965					

SECRET

(When Filled In)

SECTION C	NARRATIVE COMMENTS		OFFICE OF PERSONNEL
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B and provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.</p>			
<p>Mr. Kent is indeed a professional in his field, and expert 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 focuses 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.</p> <p>Mr. Kent has no supervisory duties to perform. He is highly cost conscious.</p>			
SECTION D			
CERTIFICATION AND COMMENTS			
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
6 December 1965	William M. Kent		
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 OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>I concur fully in this report. Mr. Kent is rated strong across the board. He definitely ranks on the high side in this category.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
27 December 1965	WHD/Executive Officer	Donald C. Marelius	

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER <div style="text-align: center; font-weight: bold;">059198</div>	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) <div style="text-align: center;">KENT, William M.</div>			2. DATE OF BIRTH <div style="text-align: center;">9 May 29</div>	3. SEX <div style="text-align: center;">M</div>	4. GRADE <div style="text-align: center;">GS-13</div>
5. OFFICIAL POSITION TITLE <div style="text-align: center;">Ops Officer</div>			7. OFF/DIV/BR OF ASSIGNMENT <div style="text-align: center;">DDP/WH/CA</div>		8. CURRENT STATION <div style="text-align: center;">Headquarters</div>
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From- to-) <div style="text-align: center;">1 January - 31 December 1965</div>		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					RATING LETTER
SPECIFIC DUTY NO. 1 Review, assess, and evaluate the conduct and effectiveness of WH media, youth and student, D&TO, and support projects.					S
SPECIFIC DUTY NO. 2 Originate, monitor, and coordinate propaganda guidances for use by WH assets.					S
SPECIFIC DUTY NO. 3 Liaison with the CA Staff and other CA components on propaganda, youth and student, and other operations in the WH area.					S
SPECIFIC DUTY NO. 4 Assist WH area Desks to discharge their responsibilities in the propaganda/media and youth and student fields.					S
SPECIFIC DUTY NO. 5 					RATING LETTER
SPECIFIC DUTY NO. 6 					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S

8 JAN 1966

SECRET
(When Filled In)

SECTION C		NARRATIVE COMMENTS	
<p><small>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 in detail in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</small></p>			
<p>Aug 9 3 37 PM '66</p> <p>MAIL ROOM</p>			
<p>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.</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
21 July 1966	William M. Kent		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
	Chief, WH/CA	Gerald Droller	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>I concur with the above evaluation. Mr. Kent has proved to be a versatile officer and should be successful in his new assignment which requires independent judgment and initiative.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
1 August 1966	WH/Executive Officer	Donald C. Marelius	

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				059198 ✓	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) Kent, William M.			2. DATE OF BIRTH 9 May 1929	3. SEX M	4. GRADE GS-13
5. OFFICIAL POSITION TITLE Operations Officer			6. OFF/DIV/BR OF ASSIGNMENT DDP/WH/CA	7. CURRENT STATION Headquarters	
8. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			9. CHECK (X) TYPE OF REPORT INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE <input checked="" type="checkbox"/> SPECIAL (Specify):		
10. DATE REPORT DUE IN O.P.			11. REPORTING PERIOD (From - to) 1 January 1966 - 29 July 1966		
SECTION B PERFORMANCE EVALUATION					
W - Weak		Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.			
A - Adequate		Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.			
P - Proficient		Performance is more than satisfactory. Desired results are being produced in a proficient manner.			
S - Strong		Performance is characterized by exceptional proficiency.			
O - Outstanding		Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.			
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Provide advice and assistance to WH Case Officers in discharging their responsibilities in the media/propaganda and youth/student fields.					RATING LETTER S
SPECIFIC DUTY NO. 2 Originate, coordinate and monitor regional and country propaganda guidances and campaigns by WH assets.					RATING LETTER S
SPECIFIC DUTY NO. 3 Review, assess and evaluate the development, conduct and effectiveness of WH media, youth/student, D&TO, and support projects, and projects of other Agency components operating in the WH area.					RATING LETTER S
SPECIFIC DUTY NO. 4 Liaise with the CA Staff and other Agency components on propaganda, youth/student, and other operations in the WH area.					RATING LETTER S
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personnel traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S

FORM 4-65 45 USE PREVIOUS EDITIONS

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

5 OCT 1966

MEMORANDUM FOR: Secretary, CS/CS Panel (Section A)

SUBJECT: Recommendation for Promotion to Grade GS-14,
William M. Kent (Staff Agent)

1. *Kent* who was a Staff Employee up to the time of his conversion to Staff *Kent* 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 he 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 *Kent's* performance 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, *Kent* 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 *Kent's* impact on the formulation of our operational posture. *Kent* 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 *Kent* to GS-14 is strongly recommended at this time.

by Jacob W. Esterline
William V. Broe
Chief,
Western Hemisphere Division

Not Approved
12/66

S E C R E T

6 January 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT:

Kent, William M
[REDACTED], GS-14;
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.

Rudolph E. Gomez
Rudolph E. Gomez
Chief
Washington Base

S E C R E T

7 APR 1969
[Signature]

5 MAY 1970
[Signature]

S-E-C-R-E-T

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 unsuspecting 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 observe his capability for supervising other case officers.

S-E-C-R-E-T

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

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)

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 20 February 1970	SIGNATURE OF EMPLOYEE /s/ William Kent	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 12	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 3 February 1970	OFFICIAL TITLE OF SUPERVISOR Chief of Base	TYPED OR PRINTED NAME AND SIGNATURE John G. Shaffer, Jr. (Signed in Presence on Form 45a)
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
<p>This reviewing official concurs with the ratings and narrative comments. Subject tended to evince operational interest in individuals or situations that were rather marginal in terms of the mission of the Base. It is significant that during the course of his tour in the Washington Base, he has made no recruitments of foreign targets. His propensity for living his cover was so strong that it suggests his future operational utilization in the field should be in spotting and assessing rather than recruiting.</p>		
DATE 6 March 1970	OFFICIAL TITLE OF REVIEWING OFFICIAL C/DOH/1	TYPED OR PRINTED NAME AND SIGNATURE Joseph J. Bulik

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
SECTION A				GENERAL			
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH		3. SEX	4. GRADE	5. SSN	
Kent William		05/09/29		M	GS-14	D	
6. OFFICIAL POSITION TITLE				7. OFF/DIV/BR OF ASSIGNMENT			
Ops Officer				DDP/DO Washington Base			
9. CHECK (X) TYPE OF APPOINTMENT				10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):				<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE <input type="checkbox"/> SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.				12. REPORTING PERIOD (From - to)			
				7 January 1969 - 16 January 1970			
SECTION B				PERFORMANCE EVALUATION			
<p>U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p>P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Strong Performance is characterized by exceptional proficiency.</p> <p>O-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
SPECIFIC DUTIES							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1						RATING LETTER	
Spotting, developing and assessing new agent assets.						P	
SPECIFIC DUTY NO. 2						RATING LETTER	
Recruitment of agent assets.						P	
SPECIFIC DUTY NO. 3						RATING LETTER	
Handling (and exploiting) agent assets.						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
Utilizing commercial cover operationally.						O	
SPECIFIC DUTY NO. 5						RATING LETTER	
.							
SPECIFIC DUTY NO. 6						RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER	
						P	

27 AUG 1970

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.

SECRET

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

Subject has been under the supervision of Branch 6 since August 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 high 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 needs.

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 COMMENTS

1.

BY EMPLOYEE

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

DATE

SIGNATURE OF EMPLOYEE

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

5

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

Subject is assigned outside of the Washington area.

DATE

31 March 1967

OFFICIAL TITLE OF SUPERVISOR

DC/WH/6

TYPED OR PRINTED NAME AND SIGNATURE

Lee E. Patton

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

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

31 March 1967

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, WH/6

TYPED OR PRINTED NAME AND SIGNATURE

Paul E. Oberst

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 059198	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) Kent, William M.			2. DATE OF BIRTH 9 May 29	3. SEX M	4. GRADE GS-13
5. OFFICIAL POSITION TITLE Ops Officer			6. OFF/DIV/BR OF ASSIGNMENT DDP/WH/6		
7. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			8. CURRENT STATION New Orleans		
9. CHECK (X) TYPE OF REPORT <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):			10. CHECK (X) TYPE OF REPORT <input checked="" type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
11. DATE REPORT DUE IN O.P. 28 February 1967			12. REPORTING PERIOD (From - to) 1 August 1966 - 31 March 1967		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Responsible as <i>Ops Officer</i> for directing all operations conducted through proprietary foundation JMCLIPPER					RATING LETTER S
SPECIFIC DUTY NO. 2 Administration and financial control of JMCLIPPER					RATING LETTER S
SPECIFIC DUTY NO. 3 Development and planning of new operational support tasks for JMCLIPPER					RATING LETTER O
SPECIFIC DUTY NO. 4 Supervision of JMCLIPPER secretary and contract agent/trustee					RATING LETTER P
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6 <i>21 APR 1967</i> <i>WP</i>					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S

28 April 1967/pc
POSTED ON
OF-4b

SECRET
(When Filled In)

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position. Give recommendations for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</p>			
<p>In the past [redacted] <i>Kent</i> has proven himself to be a dynamic and highly-skilled operations officer whose geographic area of specialization was WH and whose professional forte was propaganda and covert action 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 "take" from Subject will be equally firm. During his brief Base tour [redacted] has handled several selected operational matters within 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. <i>Kent</i> He is cost conscious in all respects. It is expected that [redacted] will be able to provide meaningful assistance during the coming year in attacking those areas of priority operational interest assigned to the Base by Headquarters. In order to assist [redacted] in this and to enable the Base to utilize his many talents to the optimum, it is planned, when the Base operational climate allows, to have him take the <i>Kent</i> Soviet Realities course and the CI/CE course. [redacted] is well-motivated and does his best to become a meaningful member of the Washington Base.</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
31 January 1968	<i>William M. Kent</i>		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
5			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
31 January 1968	C/OG/Washington Base	<i>John H. Furfey</i>	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>As Reviewing Official I am in full concurrence with the evaluation given this employee as outlined above.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
31 JANUARY 1968	Chief of Base	<i>Rudolph E. Gomez</i> Rudolph E. Gomez	

SECRET

S E C R E T

I certify that I have seen the above Fitness Report:

William M. 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
Stanley H. Gaines
DC/DO/I

11 MAR
1969

S E C R E T

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
SECTION A GENERAL				059198	
1. NAME (Last) (First) (Middle) Kent William W.		2. DATE OF BIRTH 05/09/29	3. SEX M	4. GRADE GS-13	5. SD D
6. OFFICIAL POSITION TITLE Ops Officer		7. OFF/DIV/BR OF ASSIGNMENT DDP/DO/Wash Base		8. CURRENT STATION Washington, D.C.	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):		<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> SPECIAL (Specify): <input type="checkbox"/> REASSIGNMENT EMPLOYEE			
11. DATE REPORT DUE IN O.P.		12. REPORTING PERIOD (From- to-) 1 August - 31 December 1967			
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).					RATING LETTER
SPECIFIC DUTY NO. 1 To fully establish himself within the Washington area under a viable commercial cover and to take the necessary initial steps to exploit his position operationally as a Base support officer.					S
SPECIFIC DUTY NO. 2 To maintain operational contact with agents and targets of operational interest to WH Division as assigned.					S
SPECIFIC DUTY NO. 3 To provide operational entre into a large number of local religious, civic and academic groups which may become of greater operational interest to the Base in the future.					P
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					S

S E C R E T

6 January 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT:

Kent, William M
[REDACTED] GS-14;
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.

Rudolph E. Gomez

Rudolph E. Gomez
Chief
Washington Base

S E C R E T

5 MAY 1970
De

SECRET

Soft 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

1. 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:

- 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;

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-2-

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

SECRET

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 near-native 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 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. Government.

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 least several times a day; thus, special performance consultations with him were not considered necessary. His performance was fully up to our expectations of him and consistent with the high standards of responsibility and efficiency required in this branch.

SECTION C - Narrative Comments (continued)

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SECRET
(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

JUN 31 11 15 AM '71

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 demonstrated 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)

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 8 April 1971	SIGNATURE OF EMPLOYEE <i>William M. Kent</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 10 1/2 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 8 April 1971	OFFICIAL TITLE OF SUPERVISOR Acting Chief, WH/3	TYPED OR PRINTED NAME AND SIGNATURE <i>Richard L. Conolly</i> Richard L. Conolly
3. BY REVIEWING OFFICIAL		
COMMENTS OF 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 "line" position, again with managerial responsibilities.		
DATE 8 April 1971	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, WH/3	TYPED OR PRINTED NAME AND SIGNATURE <i>Alfonso Spera</i> Alfonso Spera

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 059198	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) Kent, William		2. DATE OF BIRTH 05/09/29	3. SEX M	4. GRADE GS-14	5. SD D
6. OFFICIAL POSITION TITLE Ops Officer		7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/3		8. CURRENT STATION Hqs	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):		<input type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input checked="" type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> SPECIAL (Specify): <input checked="" type="checkbox"/> REASSIGNMENT EMPLOYEE			
11. DATE REPORT DUE IN O.P.		12. REPORTING PERIOD (From- to-) 17 January 1970 - 1 December 1970			
SECTION B PERFORMANCE EVALUATION					
<p>U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p>P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Strong Performance is characterized by exceptional proficiency.</p> <p>O-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Chief of the Peru Desk, which encompasses overall Headquarters guidance and support of field operations. (DA10)					RATING LETTER S
SPECIFIC DUTY NO. 2 Supervises the preparation of cables, dispatches, project actions, special memoranda and other correspondence for FI, CI and CA activities in Peru. (DB10)					RATING LETTER O
SPECIFIC DUTY NO. 3 Coordination of Desk activities with other components of the Agency and other U.S. Government departments. (DB40)					RATING LETTER S
SPECIFIC DUTY NO. 4 Briefing and debriefing Headquarters and field personnel and other agencies' officers on Peruvian activities. (DM50)					RATING LETTER S
SPECIFIC DUTY NO. 5 Supervision of four (4) Desk employees GS-05 to GS-13. (DM80)					RATING LETTER S
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S

SECTION C -Continued-

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.

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

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.

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		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 2 June 1971	SIGNATURE OF EMPLOYEE William M. Kent	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 2 June 71	OFFICIAL TITLE OF SUPERVISOR DC/WH/6	TYPED OR PRINTED NAME AND SIGNATURE Basil A. Beardsley Basil A. Beardsley
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
In my capacity as Branch Chief during the period January to April 1971, I had ample opportunity to observe the work of Mr. Kent and had the pleasure of working directly with him on a variety of sensitive and important activities. In addition to his highly imaginative yet realistic approach to the problem of Chile, he amply demonstrated his ability to deal with persons who were out to sell bills of goods to the Agency. His clear understanding of the role of the Clandestine Service protected the Agency from disagreeable encounters that might have resulted in compromises or embarrassments. His forte is clearly in the field of public relations and propaganda well-adjusted to the role of the Clandestine		
DATE 8 June 1971	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, WH/COG	TYPED OR PRINTED NAME AND SIGNATURE /Continued/ Lawrence Sternfield

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 059198	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) Kent, William M.		2. DATE OF BIRTH 05/09/29	3. SEX M	4. GRADE GS-14	5. SD D
6. OFFICIAL POSITION TITLE Operations Officer		7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/6		8. CURRENT STATION Headquarters	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER-PROVISIONAL (See Instructions - Section C) SPECIAL (Specify):		<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P. 30 April 1971		12. REPORTING PERIOD (From- to-) 1 November 1970 - 31 March 1971			
SECTION B PERFORMANCE EVALUATION					
U-Unsatisfactory		Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.			
M-Marginal		Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.			
P-Proficient		Performance is satisfactory. Desired results are being produced in the manner expected.			
S-Strong		Performance is characterized by exceptional proficiency.			
O-Outstanding		Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.			
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).					RATING LETTER
SPECIFIC DUTY NO. 1 Direct the covert action program of the Branch and supervise the Section's personnel.					S
SPECIFIC DUTY NO. 2 Originate propaganda and operational guidance in support of Station operations and 40 Committee policy objectives.					S
SPECIFIC DUTY NO. 3					RATING LETTER
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					S

SECRET

- 2 -

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.

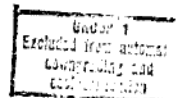
Mr. Kent displayed his talent for dealing with non-Agency personnel at a meeting of publishers from all over the hemisphere held during the latter part of 1971. At this meeting he skillfully handled several key Latin American assets with the result that some of the Agency's objectives for influencing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



SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 059198	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) Kent, William		2. DATE OF BIRTH 05/09/29	3. SEX M	4. GRADE GS-14	5. SD D
6. OFFICIAL POSITION TITLE Ops Officer		7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/6		8. CURRENT STATION Headquarters	
9. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY		10. CHECK (X) TYPE OF REPORT <input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C) <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE <input type="checkbox"/> SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P. January 1972		12. REPORTING PERIOD (From: to:) April 1971 - December 1971			
SECTION B PERFORMANCE EVALUATION					
U-Unsatisfactory		Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.			
M-Marginal		Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.			
P-Proficient		Performance is satisfactory. Desired results are being produced in the manner expected.			
S-Strong		Performance is characterized by exceptional proficiency.			
O-Outstanding		Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.			
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					RATING LETTER
SPECIFIC DUTY NO. 1 Directs the Covert Action program of the Branch and supervises the Covert Action Section.					S
SPECIFIC DUTY NO. 2 Originates guidances for political action and propaganda activities for Santiago Station and third-country Stations' use.					S
SPECIFIC DUTY NO. 3 Initiates, prepares and directs third-country economic warfare operations aimed at the Chilean target.					S
SPECIFIC DUTY NO. 4 Coordinates with CA Staff and other Agency components on Covert Action operations conducted against Chile.					S
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

During the rating period Mr. Kent 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 EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 21 January 1972	SIGNATURE OF EMPLOYEE William M. Kent	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 4 Months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 21 January 1972	OFFICIAL TITLE OF SUPERVISOR DC/WH/6	TYPED OR PRINTED NAME AND SIGNATURE A. D. Wedemeyer
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
There is little 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 his work on an effective propaganda operation in the economic field and found it highly successful and effective. His tenure as Acting Deputy Branch Chief left nothing to be desired. I was also personally associated with him at the hemisphere-wide publishers' meeting in late 1971. His professional conduct and good judgment during this meeting undoubtedly was		
...continued...		
DATE 24 JAN 1972	OFFICIAL TITLE OF REVIEWING OFFICIAL C/WH/6	TYPED OR PRINTED NAME AND SIGNATURE Earl J. Williamson

SECRET

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 supervised 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.

SECRET

SECRET

SECTION C (Continued)

NARRATIVE COMMENTS

William M. Kent

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SECRET

SECRET
(When Filled In)

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</p>			
<p>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.</p>			
<p>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.</p>			
<p>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</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
15 Nov. 1972	William M. Kent		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
12 Months			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
15 November 1972	DC/WH/6	Albert D. Wedemeyer	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>I concur with this evaluation. Subject's ability in the propaganda 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.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
15 NOV 1972	C/WH/6	Stewart D. Burton	

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				059198	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE 5. SD
Kent, William			05/09/29	M	GS-14 D
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT 8. CURRENT STATION		
Ops Officer			DDP/WH/6 Headquarters		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR		
CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
SPECIAL (Specify):			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From- to-)		
30 November 1972			1 January 1972 - 31 October 1972		
SECTION B PERFORMANCE EVALUATION					
<p>U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p>P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Strong Performance is characterized by exceptional proficiency.</p> <p>O-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
Directs the Covert Action program of the Branch and supervises the Covert Action Section.					S
SPECIFIC DUTY NO. 2					RATING LETTER
Originates propaganda guidances for Santiago Station and third country stations' use.					O
SPECIFIC DUTY NO. 3					RATING LETTER
Initiates, prepares and directs economic warfare operations aimed at the Chilean target. D/G 72					S
SPECIFIC DUTY NO. 4					RATING LETTER
Coordinates with CA Staff and other Agency components on operations conducted against Chile.					S
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
					17 NOV 1972 <i>[Signature]</i>
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER
					S

S E C R E T

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 WH Division will test his talents, but I believe he has the growth potential to rise to positions of even greater responsibility. ()

S E C R E T

SECRET

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.

SECRET

1. Agency and organizational designations CENTRAL INTELLIGENCE AGENCY		2. Pay to		3. Block No.	4. Slip No.
5. Employee name and social security account number when appropriate OLIVER H. COBBUSTON		6. Grade and salary GS-6 \$1255.00			
PAY ROLL CHANGE DATA					
	BASE PAY	OVERTIME	GROSS PAY	RET.	TAX
7. Previous normal					
8. New normal					
9. Pay this period					
10. Remarks <i>Kent, William M.</i>			11. Appropriation(s)		
			12. Prepared by		
			13. Audited by		
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase					
14. Effective date	15. Date last equivalent	16. Old salary rate	17. New salary rate	18. Performance rating is satisfactory to head	
19. LWOP date (fill in appropriate codes covering LWOP during following periods) <input type="checkbox"/> For excess LWOP: Total number LWOP _____ (Check applicable box in case of LWOP) <input type="checkbox"/> For any other reason: _____					
PAY ROLL CHANGE SLIP - PERSONNEL COPY					

13 Blue

REQUEST FOR PERSONNEL ACTION

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed.
If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Last, first, middle initial) **[REDACTED]** 2. DATE OF BIRTH **9 May 1929** 3. REQUEST NO. 4. DATE OF REQUEST **22 Jun 53**

5. NATURE OF ACTION REQUESTED:
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)
Promotion (Staff Agent)
B. POSITION (Specify whether establish, change grade or title, etc.)

6. EFFECTIVE DATE
A. PROPOSED:
JUL 5 - 1953
B. APPROVED:
JUL 5 - 1953
7. C.S. OR OTHER LEGAL AUTHORITY

FROM: **Intelligence Asst. GS-6**
GS-6, \$3,795.00 p.a.
NSP/NE
Branch III, Cont. Am. & Carib.
Panama City, Panama
TO: **Intelligence Asst. GS-7**
GS-7, \$4,805.00 p.a.
NSP/NE
Branch III, Cont. Am. & Carib.
Panama City, Panama

8. POSITION TITLE AND NUMBER
9. SERVICE, GRADE, AND SALARY
10. ORGANIZATIONAL DESIGNATIONS
11. HEADQUARTERS
12. FIELD OR DEPARTMENTAL ☒ FIELD ☐ DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

Slot No. 2
FRAGILE HYPODERMIC
COVER - MILITARY

B. REQUESTED BY (Name and title) **C/M** C. REQUEST APPROVED BY

D. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
V. G. LINDEN, Extension 477 Signature: **Dennis B. Powell**

13. VETERAN PREFERENCE 14. POSITION CLASSIFICATION ACTION

15. SEX 16. RACE 17. APPROPRIATION FROM: **1945-75-051** TO: **1945-75-051** 18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) 19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY) 20. LEGAL RESIDENCE STATE: ☐ CLAIMED ☐ PROVED

21. STANDARD FORM 88 REMARKS

Packed 7/1/53
OF 46
Boos - 7/5/53
SAEOD - 6/10/52
CSEOD - 7/27/51
LCD - 7/27/51

APPROVED
PERSONNEL DIVISION (CONVERT)
JUL 5 - 1953
Effective: **JUL 5 - 1953**
DISTRIBUTION:
☒ PERS. FILE
☒ P1/T&R
☒ SSD/ISSO
☒ ORGN. CONCERNED
☒ SPS/T&R
☒ OTHER

22. CLEARANCES
A. INITIAL OR SIGNATURE DATE REMARKS:
B. CEIL. OR POS. CONTROL
C. CLASSIFICATION
D. PLACEMENT OR EMPL.
E.

F. APPROVED BY

SECRET
SECURITY INFORMATION

W Burrows 6/30/58

PAY ROLL CHANGE DATA

02-7 \$1205.00

	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	BOND	F. I. C. A.		NET PAY
7. Previous normal										
8. New normal										
9. Pay this period										
10. Remarks: <i>Kent, William M.</i>										
							11. Appropriation(s)		12. Prepared by <i>Sgt. 2 Aug 54</i>	
									13. Audited by	
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase										
14. Effective date <i>Jul 54</i>	15. Date last equivalent increase <i>Jul 53</i>	16. Old salary rate <i>\$1205.00</i>	17. New salary rate <i>\$1205.00</i>	18. Performance rating is satisfactory or better.						
19. LWOP data (Fill in appropriate spaces covering LWOP during following periods):				(Check applicable box in case of LWOP)						
<input checked="" type="checkbox"/> No excess LWOP. Total excess LWOP				<input type="checkbox"/> State of ... <input type="checkbox"/> Federal ... <input type="checkbox"/> Other ...						

POSTED ON
OF-4b
Aug 54

RECEIVED

1481

PAY ROLL CHANGE SLIP—PERSONNEL COPY

STANDARD FORM NO. 1126d—Revised
Form prescribed by Comp. Gen., U. S.
Nov. 8, 1950, General Regulations No. 182

REQUEST FOR PERSONNEL ACTION

UNFOGGERED

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed.
If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr., Miss, Mrs., or other name, initials, and surname) [REDACTED]	2. DATE OF BIRTH 9 May 1929	3. REQUEST NO.	4. DATE OF REQUEST 22 Oct 54
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) PROMOTION (STAFF AGENT)		6. EFFECTIVE DATE A. PROPOSED: 30 Jan 55 B. APPROVED: JAN 30 1955	7. C.S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)			

FROM— INTELLIGENCE ASST., GS-7, \$4330.00 p.a. DDP/WH BRANCH III, CENT AMER & CARIB. PANAMA CITY, PANAMA	9. POSITION TITLE AND NUMBER 10. SERVICE, GRADE, AND SALARY 11. ORGANIZATIONAL DESIGNATIONS 12. HEADQUARTERS 13. FIELD OR DEPARTMENTAL	TO— INTELLIGENCE OFFICER, GS-9, \$5060.00 p.a. DDP/WH PROJECT HYPOTHESIS PANAMA CITY, PANAMA
---	--	---

14. REMARKS (Use reverse if necessary) *for this cancellation stamp, check should have cancelled the accepted application*

COVER - Military

CANCELLED

THRU P. I.

16 Jan 55

15. REQUESTED BY (Name and title) <i>James P. Bowers, C/WH</i>	16. REQUEST APPROVED BY Signature: <i>James P. Bowers (wmd)</i> Title: <i>Es/emo</i> 10 Jan '55
17. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) P. C. BOWERS 21457	

18. VETERAN PREFERENCE NONE WWI OTHER 5-YR 10-YR DISAB. OTHER	19. POSITION CLASSIFICATION ACTION NEW VICE I.A. REAL D.FI
20. SEX (M) (W) M W	21. APPROPRIATION FROM: 5-3525-55-051 TO: SAME
22. SUBJECT TO C. 9 RETIREMENT ACT (YES—NO)	23. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)
24. LEGAL RESIDENCE STATE: <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED	

25. STANDARD FORM 50 REMARKS

PURSUANT TO GCI DIRECTIVE
EFFECTIVE 12 MAR. 1955
SALARY ADJUSTED TO: \$5440

POSTED ON
1-20-55

APPROVED
SPECIAL CONTRACTING, ALLOWANCES
AND PROCESSING STAFF
Effective: JAN. 30. 1955
DISTRIBUTION:

26. CLEARANCES A. B. CEIL. OR POS. CONTROL C. CLASSIFICATION D. PLACEMENT OR EMPL. E.	INITIAL OR SIGNATURE 1-20-55	DATE 1-20-55	REMARKS: GFD (R) PER. FLOR. PI SOS/MED OSEN. WORKED SCAPS OTHER
F. APPROVED BY <i>John L. Bischoff</i>			

1. Agency and organizational designation DDP/WE <i>Rep. William M.</i>		2. Payroll period	3. Block No.	4. Slip No.
5. Employee's name (and social security account number when appropriate) [REDACTED]		6. Grade and salary GS-9 \$5440.00		

PAYROLL CHANGE DATA

	BASE PAY	OVERTIME		GROSS PAY	RET.	FEDERAL TAX	BOND	F. I. C. A.	STATE TAX	GROUP LIFE INS.			NET P/
7. Previous period													
8. New period													
9. Pay this period													

10. Remarks:	11. Appropriation(s)	12. Prepared by dak 13 Feb 56
		13. Audited by

☐ Periodic step-increase ☐ Pay adjustment ☐ Other step-increase

4. Effective date	15. Date last equivalent increase	16. Old salary rate	17. New salary rate	18. Signature and account number of employee
Jan 56 30 Jan 56		\$5440.00	\$5575.00	

9. LWOP data (fill in appropriate spaces covering LWOP during following periods):

☐ No LWOP, Total LWOP _____

(Check applicable box in case of LWOP)
☐ In LWOP status during entire period
☐ In LWOP status at end of following period

STANDARD FORM NO. 1126d—Revised

Form prescribed by Comp. Gen., U. S.
October 26, 1954. General Regulations No. 102

36,

PAYROLL CHANGE SLIP — PERSONNEL COPY

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed.
If applicable, obtain resignation and fill in separation data on reverse.

UNVOUCHERED

1. NAME (Mr., Miss, Mrs., One given name, initial(s), and surname) [REDACTED]		2. DATE OF BIRTH 9 May 1929	3. REQUEST NO.	4. DATE OF REQUEST 3 May 1956
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) Promotion (STAFF AGENT)		6. EFFECTIVE DATE A. PROPOSED:		7. C.S. OR OTHER LEGAL AUTHORITY
B. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED:		

FROM— Intelligence Officer GS-0136.51-9 \$5575.00 p.a. DDP/WH Project HYPOTHESIS Panama City, Panama	8. POSITION TITLE AND NUMBER	TO— I.O. (FI) GS-0136.51-11 \$6390.00 p.a. DDP/WH Branch III Panama City, Panama
9. SERVICE, GRADE, AND SALARY	10. ORGANIZATIONAL DESIGNATIONS	
11. HEADQUARTERS	12. FIELD OR DEPARTMENTAL	

☒ FIELD ☐ DEPARTMENTAL

13. REMARKS (Use reverse if necessary)
New T/O

APPROVED
CONFIDENTIAL PERSONNEL DIVISION
JUL 1 1956

A. REQUESTER (Name and title) [Signature]		B. REQUEST APPROVED BY [Signature]	
C. PERSONNEL INFORMATION CALL (Name and telephone extension) [Signature]		D. DATE OF APPOINTMENT AFFIDAVITS (Accessions only)	
E. VETERAN PREFERENCE		F. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:	

14. POSITION CLASSIFICATION ACTION NEW VICE I. A. REAL	15. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes	16. DATE OF APPOINTMENT AFFIDAVITS (Accessions only)	17. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:
---	---	--	---

18. STANDARD FORM 50 REMARKS

21. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A. CEIL. OR POS. CONTROL			
B. CLASSIFICATION			
C. PLACEMENT OR EMPL.			

APPROVED BY **[Signature]**

SECRET

16-27429-4

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR.-MISS-MRS.-ONE GIVEN NAME, INITIAL(S), AND SURNAME) WILLIAM M. KENT		2. DATE OF BIRTH 9 May 1929	3. JOURNAL OR ACTION NO.	4. DATE 9 Oct 1956
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Resignation (Staff Agent)*		6. EFFECTIVE DATE 7 Oct 1956	7. CIVIL SERVICE OF LEGAL AUTHORITY 50 USCA 403j	
FROM		TO		
I.O. (FI) BAF-277.01 GS-0136.51-11 \$6390 p/a DDP/WH Branch III Panama City, Panama Station Panama City, Panama		8. POSITION TITLE 9. SERVICE, SERIES, GRADE, SALARY 10. ORGANIZATIONAL DESIGNATIONS 11. HEADQUARTERS 12. FIELD OR DEPT'L		
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WWII <input type="checkbox"/> OTHER <input type="checkbox"/> 5-YR. <input checked="" type="checkbox"/> 10-YR. <input type="checkbox"/> 15-YR. <input type="checkbox"/> 20-YR. <input type="checkbox"/> 25-YR. <input type="checkbox"/> 30-YR. <input type="checkbox"/> 35-YR. <input type="checkbox"/> 40-YR. <input type="checkbox"/> 45-YR. <input type="checkbox"/> 50-YR. <input type="checkbox"/> 55-YR. <input type="checkbox"/> 60-YR. <input type="checkbox"/> 65-YR. <input type="checkbox"/> 70-YR. <input type="checkbox"/> 75-YR. <input type="checkbox"/> 80-YR. <input type="checkbox"/> 85-YR. <input type="checkbox"/> 90-YR. <input type="checkbox"/> 95-YR. <input type="checkbox"/> 100-YR.		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/>		
15. SEX M	16. RACE W	17. ASSIGNMENT FROM: 6-3525-55-051 TO:		18. SUBJECT TO C. & R. RETIREMENT ACT (YES-NO) Yes
19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)		20. LEGAL RESIDENCE <input checked="" type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:		
21. REMARKS:				
ENTRANCE PERFORMANCE RATING:				
22. SIGNATURE OR OTHER AUTHENTICATION				

POSTED ON
OF-4b
Oct 10 1956

FOR DIRECTOR OF PERSONNEL

Ralph S. Paddock

SECRET

1. **FILE** COPY

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION P.C. 2 Oct 1956
C-6163 REG

1. NAME (MR.-MISS-MRS.-ONE GIVEN NAME, INITIAL(S), AND SURNAME) MR. WILLIAM M. KENT 159198		2. DATE OF BIRTH 9 May 1929	3. JOURNAL OR ACTION NO.	4. DATE 8 Oct 1956
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) RECEIVED APPOINTMENT		6. EFFECTIVE DATE 8 Oct 1956	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 USCA 403 j	
FROM		TO		
		8. POSITION TITLE Area Ops Officer	RA-322-11	
		9. SERVICE, SERIES, GRADE, SALARY GS-0136.01-11	\$6390.00 p.m.	
		10. ORGANIZATIONAL DESIGNATIONS DEF/WH Branch III Cuba Section		
		11. HEADQUARTERS Washington, D. C.		
12. FIELD OR DEPT'L <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL				
13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WWI <input type="checkbox"/> OTHER <input checked="" type="checkbox"/> S-PT <input type="checkbox"/> 10 POINT <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> BOC SD:DI		
15. SEX <input checked="" type="checkbox"/> M <input type="checkbox"/> F		16. APPROPRIATION FROM: 7-3500-20		
17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes		18. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY) 8 Oct 1956		
19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: Va.				
20. REMARKS: RC-004 DOG: 7/1/56 CEREB: 1/2/52 LCD: 1/2/52 SCD: 7/8/50 PSI due 12/29/57				
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED 10/16/56 </div>				
ENTRANCE PERFORMANCE RATING: Director of Personnel				
4. PERSONNEL FOLDER COPY				

C-6163 10/11/56

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO. 159198		2. NAME KENT, WILLIAM M.		3. ASSIGNED ORGN. DDP/WH		4. FUNDS V-20		5. ALLOTMENT													
6. OLD SALARY RATE						7. NEW SALARY RATE															
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE												
			MO.	DA.	YR.				MO. DA. YR.												
11	1	\$6390.	07	01	56	11	2	\$6605.	12 29 57												
<p align="center">TO BE COMPLETED BY THE OFFICE OF COMPTROLLER</p> <p>9. CHECK ONE <input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP</p> <p>IF EXCESS LEAVE LWOP, CHECK FOLLOWING:</p> <p><input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD</p> <p><input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD</p> <p>10. INITIALS OF CLERK</p> <p>11. AUDITED BY</p>																					
<p align="center">TO BE COMPLETED BY THE OFFICE OF PERSONNEL</p> <p>12. PROJECTED SALARY RATE AND EFFECTIVE DATE</p> <table border="1"> <tr> <td>GRADE</td> <td>STEP</td> <td>SALARY</td> <td>MO.</td> <td>DA.</td> <td>YR.</td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </table> <p>13. REMARKS</p>										GRADE	STEP	SALARY	MO.	DA.	YR.						
GRADE	STEP	SALARY	MO.	DA.	YR.																
14. AUTHENTICATION																					
<p align="center">PERIODIC STEP INCREASE - AUTHENTICATION</p>																					

FORM NO. 560b
1 MAR. 56

SECRET

PERSONNEL FOLDER

(4)

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO. 159198		2. NAME KENT, WILLIAM M.		3. ASSIGNED ORGN. DDP/WH		4. FUNDS V-20		5. ALLOTMENT	
6. OLD SALARY RATE						7. NEW SALARY RATE			
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE
			MO.	DA.	YR.				MO. DA. YR.
11	1	\$6390.	07	01	56	11	2	\$ 6605.	12 29 57
REMARKS									
<p align="center">CERTIFICATION</p> <p>I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.</p>									
TYPED OR PRINTED NAME OF SUPERVISOR ROBERT N. DAHLGREN			DATE 28 Feb 58		SIGNATURE OF SUPERVISOR <i>Robert N. Dahlgren</i>				
<p align="center">PERIODIC STEP INCREASE - CERTIFICATION</p>									

FORM NO. 560
1 MAR. 56

SECRET

PERSONNEL FOLDER

(4)

FITNESS REPORT

SECTION A

GENERAL INFORMATION

1. EMPLOYEE NUMBER 059198	2. NAME (Last, first, middle) Kent, William M.	3. DATE OF BIRTH 9 May 29	4. SEX M	5. GRADE GS-15	6. SD DYB
7. OFFICIAL POSITION TITLE Operations Officer CH		8. OFF/DIV/BR OF ASSIGNMENT DDO/OED/NOC Staff		9. CURRENT STATION Hqs	
10. CODE (check one) <input checked="" type="checkbox"/> HOS. <input type="checkbox"/> DF					
11. TYPE OF APPOINTMENT			12. TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> CONTRACT <input type="checkbox"/> OTHER (Spec.) <input type="checkbox"/> TEMPORARY <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT <input type="checkbox"/> SPECIAL					
13. REPORTING PERIOD (from-to) 1 June 77 - 3 Dec 77			14. DATE REPORT DUE IN O.P. 02 January 1978		

SECTION B

QUALIFICATIONS UPDATE

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

SECTION C

PERFORMANCE EVALUATION

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

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1 Deputy Chief of OED/NOC Staff	RATING LETTER S
SPECIFIC DUTY NO. 2 As head of the Branch's Referral Section, develops and implements a centralized system for locating suitable new-hire NOC personnel to fill specific NOC needs by area divisions; also does the same for unassigned NOC personnel as coordinator between area divisions.	RATING LETTER O
SPECIFIC DUTY NO. 3 Maintains effective working relationship with various Agency components including Office of Personnel, Office of Medical Services, Office of Security, etc., as well as serving as Branch senior officer in dealing with CCS concerning assignment and appropriate cover for personnel under nonofficial cover.	RATING LETTER S
SPECIFIC DUTY NO. 4 In charge of our Branch data bank on availability of NOC personnel and applicants by nationality, language skills, professional skills and specialties, foreign area experience, etc.	RATING LETTER O
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

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

RATING LETTER S

FORM 45 PREVIOUS EDITIONS 9-73

CLASSIFICATION
CONFIDENTIAL

E2, IMPDET CL BY 054854

01/78

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

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

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

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 did I receive the kind of support and loyal counsel I received from Mr. Kent during the past 13 months.

SECTION D

CERTIFICATION AND COMMENTS

1. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
	Fitness Report Rating Profile 0 0 3 7 0 4 0 0 0	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
12 June 1978	Chief, OED/NOC	Gerard J. Hahn <i>G. Hahn</i>
2. BY EMPLOYEE		
I HAVE <input type="checkbox"/> OR HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	DATE	SIGNATURE OF EMPLOYEE
	21/6/78	William M. Kent <i>William M. Kent</i>
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
There is little to add to the thoughtful and accurate comments of the rating officer. I share his sense of loss over the retirement of Mr. Kent. Mr. Kent performed in an exceptionally able manner throughout the period of time covered by this report. He was always quick and willing to respond and the results of his labors, without exception, were of a very high professional order. As indicated, he was of great assistance to the rating officer and to me as well, during this time. It is indeed unfortunate that the clandestine service is losing the experience and talent of Mr. Kent. However, he reached this decision on his own and, after careful consideration, opted for early retirement. Thus, I can only wish him well in his new endeavors and hope that everything works out for him as planned.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
19 June 1978	Chief, OED	Walter L. O'Brien <i>W. O'Brien</i>
4. BY EMPLOYEE		
I CERTIFY I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT. I HAVE <input type="checkbox"/> HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE REVIEWING OFFICIAL'S EVALUATION OF MY PERFORMANCE.	DATE	SIGNATURE OF EMPLOYEE
	21/6/78	William M. Kent <i>William M. Kent</i>

CONFIDENTIAL

FITNESS REPORT

NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.

SECTION A.

GENERAL INFORMATION

1. EMPLOYEE NUMBER 059198	2. NAME (last, first, middle) Kent, William M.	3. DATE OF BIRTH 9 May 29	4. SEX M	5. GRADE GS-15	6. SD DYE
7. OFFICIAL POSITION TITLE Operations Officer, Ch		8. OFF/DIV/BR OF ASSIGNMENT DDO/OED/NOC	9. CURRENT STATION Hqs.		
10. TYPE OF APPOINTMENT		11. TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT of Supervisor
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> OTHER	12. REPORTING PERIOD (FROM-TO) 4 Dec 77 - 19 May 78		13. DATE REPORT DUE IN O.P. ASAP

SECTION B

PERFORMANCE EVALUATION

U—Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.
M—Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial action taken or recommended should be described.
P—Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.
S—Strong	Performance is characterized by exceptional proficiency.
O—Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1 Deputy Chief of OED/NOC Staff	RATING LETTER S
SPECIFIC DUTY NO. 2 As head of the Branch's Referral Section, develops and implements a centralized system for locating suitable new-hire NOC personnel to fill specific NOC needs by area divisions; also does the same for unassigned NOC personnel as coordinator between area divisions.	RATING LETTER O
SPECIFIC DUTY NO. 3 Maintains effective working relationship with various Agency components including Office of Personnel, Office of Medical Services, Office of Security, etc., as well as serving as Branch senior officer in dealing with CCS concerning assignment and appropriate cover for personnel under nonofficial cover.	RATING LETTER S
SPECIFIC DUTY NO. 4 In charge of our Branch data bank on availability of NOC personnel and applicants by nationality, language skills, professional skills and specialties, foreign area experience, etc.	RATING LETTER O
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

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

RATING LETTER

S

FORM 9-75 45N

USE PREVIOUS EDITIONS

CONFIDENTIAL

E-2, IMPDET CL. BY: 010026

AS 78

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME KENT, William M.		DATE 13 July 1951
NATURE OF ACTION Appointment		EFFECTIVE DATE 27 December 51
	FROM	TO
TITLE		Administrative Clerk, GS-5 <i>(typing)</i>
GRADE AND SALARY		GS-5, \$3100.00 per annum
OFFICE		OSO
DIVISION		FDT
BRANCH		NWC
OFFICIAL STATION		Guayaquil, Ecuador

QUALIFICATIONS <i>M. Philippe</i>	APPROVAL FOR ASSISTANT DIRECTOR <i>[Signature]</i>	EXECUTIVE
CLASSIFICATION <i>GS-5</i>	PERSONNEL OFFICER <i>Thomas M. Fisher</i>	

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES ☒ NO ☐

PATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON **2 January 52**

SECURITY CLEARED ON **6 December 51**

OVERSEAS AGREEMENT SIGNED **2 January 52**

ENTERED ON DUTY **27 December 51**

Robert J. Hayes
 SIGNATURE OF AUTHENTICATING OFFICER

REMARKS:
 Slot # 13. ~~C# 9999~~ #1681 301

[Signature]
 Chief, FDT

COPY TO PATRULL FILED
 CONFIDENTIAL FUNDS BRANCH.

ju

William M. KENT		DATE 10 January 1952
NATURE OF ACTION Transfer		EFFECTIVE DATE 3 February 1952

	FROM	TO
TITLE	Admin. Clerk, GS-5	Admin. Clerk, GS-5
GRADE AND SALARY	GS-5 \$3410.00 per annum (old) GS-5 \$3410.00 per annum (new)	GS-5 \$3410.00 per annum
OFFICE	OSO	-
DIVISION	FDT	WH
BRANCH	NWC	Branch I
OFFICIAL STATION	<u>Guayaquil, Ecuador</u>	Maracaibo, Venezuela 3530

APPROVAL

QUALIFICATIONS CLASSIFICATION <i>1-334</i> <i>Thomas M. Frick</i>	FOR ASSISTANT DIRECTOR <i>Grace L. Greaves</i> PERSONNEL OFFICER <i>D. Mulcahy</i>	EXECUTIVE
--	---	-----------------------

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES ☐ NO ☒

BATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____

SECURITY CLEARED ON _____

OVERSEAS AGREEMENT SIGNED _____

ENTERED ON DUTY _____

(SIGNATURE OF AUTHENTICATING OFFICER) _____

REMARKS:

 Slot No. 3

 ACWH _____ 10 January 1952

NOT IN PAYROLL
 CONFIDENTIAL FUNDS BRANCH

William M. KENT		DATE 30 April 1952
NATURE OF ACTION Transfer Reassignment*		EFFECTIVE DATE 11 May 1952

	FROM	TO
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	WH	
DIVISION	WH WH	WH
BRANCH	Branch I	Branch I
OFFICIAL STATION	Maracaibo, Venezuela	Curacao, N.W.I. 3535

APPROVAL		
QUALIFICATIONS	FOR ASSISTANT DIRECTOR <i>Gran L. Greaves</i> PERSONNEL OFFICER	EXECUTIVE
CLASSIFICATION <i>Thomas M. Fisher</i> F-600	<i>[Signature]</i>	

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS ☐ YES ☐ NO

GATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____

SECURITY CLEARED ON _____

OVERSEAS AGREEMENT SIGNED _____

ENTERED ON DUTY _____

(SIGNATURE OF AUTHENTICATING OFFICER)

REMARKS: Slot #3 - THIS REASSIGNMENT ~~FOR CONVENIENCE ONLY~~ 303

[Signature]
Chief, WH

POSTED
 Apr 13 May 52

SECRET

FORM NO. 37-1
NOV 1949

GPO 16-53206-1 (2)

NAME [REDACTED]		DATE 7 May 1952	
NATURE OF ACTION Appointment - Staff Agent <i>Agent, William H.</i>		EFFECTIVE DATE 10 June 1952 Upon arrival at station	
TITLE GRADE AND SALARY OFFICE DIVISION BRANCH OFFICIAL STATION	FROM		<i>Asst</i> Intell. Officer, GS-6 GS-6, \$3795.00 per annum WH III (#5531-001) Fort Amador, C.Z. (Project <i>Agriban</i>)
APPROVAL			
QUALIFICATIONS	FOR ASSISTANT DIRECTOR	EXECUTIVE	
CLASSIFICATION F 599 <i>Inf</i>	PERSONNEL OFFICER <i>[Signature]</i>		
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>			
OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____			
SECURITY CLEARED ON _____			
OVERSEAS AGREEMENT SIGNED _____			
ENTERED ON DUTY _____			
(SIGNATURE OF AUTHENTICATING OFFICER) _____			
REMARKS: <div style="border: 1px solid red; padding: 2px; display: inline-block; color: red;">Cover - military</div> 301 <div style="display: flex; justify-content: space-between; margin-top: 20px;"> _____ C/MA _____ DATE </div>			

CONFIDENTIAL FUNDS PERSONNEL ACTION		
NAME	[REDACTED]	
NATURE OF ACTION	DATE <u>7 May 1952</u> EFFECTIVE DATE <u>10 June 1952</u> <u>Upon arrival at station</u>	
TITLE	FROM	Intell. Officer, GS-6
GRADE AND SALARY		GS-6, \$3795.00 per annum
OFFICE		
DIVISION		WH
BRANCH		III
OFFICIAL STATION		(#3531-001) Fort Amador, C.Z. (Project)
APPROVAL		
QUALIFICATIONS	FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION	PERSONNEL OFFICER	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	
OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
(SIGNATURE OF AUTHENTICATING OFFICER)		
REMARKS:		
Cover - military		
30/		
C/MS	DATE	

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:	GS-15	Position:	Operations Officer
Career Service			: Operations
Office/Division			: Office of External Development
Date Proposed for Retirement:	30 June 1978		
Age at that Date	49		
Years of Creditable Service	27		
Years of Agency Service	26		
Years of Qualifying Service	5		

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

/s/ Kenneth Corbat

The recommendation contained in paragraph 3 is approved:

(Signature)

Director of Personnel

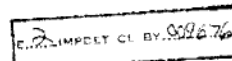
(Signature)

Date

Distribution:

- 0 - Return to ROB
- 1 - Applicant
- 1 - OPF
- 1 - ROB Soft File
- 1 - ROB Reader

CONFIDENTIAL



OP/RAD/ROB/STWawson:cs/3777 (26 June 1978)

3589A (3-77)

20 AUG 1978

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 Originator: *W. S. Turner*
1-OPF *W. S. Turner* Director of Personnel
OP/RAD/ROB/SELawson:mn(14 August 1978)

20 AUG 1978

SECRET
(When Filled In)

19 JUN 1978

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1. SERIAL NUMBER 059198		2. NAME (Last-First-Middle) Kent, William						19 June 1978			
3. NATURE OF PERSONNEL ACTION Retirement (Involuntary) CIARDS and Cancellation of NSCA				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 06 30 78			5. CATEGORY OF EMPLOYMENT REGULAR				
6. FUNDS		V TO V		V TO CF		7. PAY AND NSCA 8020-0008 0000		8. LEGAL AUTHORITY (Completed by Office of Personnel) Public Law 88-643 Section 235(a)			
9. ORGANIZATIONAL DESIGNATIONS DDO/Office of Deputy Director for Operations Asst Dep Dir-Operations/Development Non-Official Cover Staff Referral Branch						10. LOCATION OF OFFICIAL STATION Wash., D.C.					
11. POSITION TITLE Operations Officer, Ch						12. POSITION NUMBER FS63		13. CAREER SERVICE DESIGNATION DYB			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS				15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 15 5		17. SALARY OR RATE \$ 40,995			
18. REMARKS L.W.D. 30 June 78 CONCUR: <i>Henry E. Walton</i> CMS/MSB 6/21/78 Date <i>George H. Thier</i> CMS/MSB cc - Payroll Co-ordinated with Mr. Ransohoff/ROB 6/27/78											
19A. SIGNATURE OF REQUESTING OFFICIAL <i>Henry E. Walton</i>				19B. DATE SIGNED 20 June 78		19C. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Robert E. O'Brien</i>				19D. DATE SIGNED 06/23/78	
C/PCS/CSS/Pers SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL CM-15											
19. ACTION CODE 45 10		20. EMPLOY CODE		21. OFFICE CODING NUMERIC ALPHABETIC		22. STATION CODE		23. INTEGRITY CODE		24. MONTHS CODE	
25. DATE OF BIRTH MO. DA. YR. 05 09 29		26. DATE OF GRADE MO. DA. YR.		27. DATE OF LEI MO. DA. YR.		28. DATE OF RETIREMENT MO. DA. YR.		29. DATE OF SEPARATION MO. DA. YR.		30. DATE OF CANCELLATION MO. DA. YR.	
31. SPECIAL REFERENCE 1-EXC 2-OSM 3-FILA 4-MORT		32. RETIREMENT DATA CODE		33. SEPARATION DATA CODE		34. CORRECTION CANCELLATION DATA TYPE MO. DA. YR.		35. SECURITY REQ. NO.		36. SEX	
37. VET. PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT		38. SERV. COMP. DATE MO. DA. YR.		39. LONG. COMP. DATE MO. DA. YR.		40. LEAVE CAT. CODE		41. FEDERAL TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS		42. STATE TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS	
43. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NONE 1-BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)				44. LEAVE CAT. CODE		45. FEDERAL TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS		46. STATE TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS		47. SOCIAL SECURITY NO.	
48. POSITION CONTROL CERTIFICATION 28 JUN 1978 6-27-78 PWD						49. OP. APPROVAL <i>William H. King</i> 6/28/78			50. DATE APPROVED		

FORM 8-72 1152 USE PREVIOUS EDITION

SECRET

E-2, IMPDET CL. BY: 007622 (4)

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.

2. Any inquiry received concerning the nature of the separation of Subject from the Agency should be confirmed simply as a retirement.

Kenneth Corbat
Kenneth Corbat
Chief

Retirement Affairs Division

SECRET

Official Personnel Folder

SECRET

Reviewed 15 Aug 1966
68 Apr 1966 (12)
71 Apr 1966 (12)
74 Jan 1967
76 Mar 1967

31 Aug 1965
Leave for Quarantine

First Name
KENT WILLIAM
SSN 058-22-8472
TERMINATED
DATE 05/09/29

SECRET
(When Filled In)

OCF REQUEST FOR PERSONNEL ACTION				DATE PREPARED 18 May 76	
1. SERIAL NUMBER 059198		2. NAME (Last-First-Middle) Kent William			
3. NATURE OF PERSONNEL ACTION Promotion and Change of Functional Category			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 05 23 76		5. CATEGORY OF EMPLOYMENT Regular
6. FUNDS XX <input checked="" type="checkbox"/> V TO V <input type="checkbox"/> V TO CF <input type="checkbox"/> <input type="checkbox"/> CF TO V <input type="checkbox"/> CF TO CF		7. FAN AND INCE 6221-0117 0002		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDO/PS Career Management Group Non Official Cover Branch			10. LOCATION OF OFFICIAL STATION Wash., D.C.		
11. POSITION TITLE Ops Officer D CH (15)			12. POSITION NUMBER FS 63		13. CAREER SERVICE DESIGNATION DQB
14. CLASSIFICATION SCHEDULE (GS, LS, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 15 4	
17. SALARY OR RATE \$ 34,441					
18. REMARKS DQS to DQB <i>Handwritten: Handwritten by phone LA Personnel</i>					
18A. SIGNATURE OF REQUESTING OFFICIAL JL Olmstead, C/CMG/MSE		DATE SIGNED 18 May 76		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Paul B. Breilweiser, C/CM 14	
DATE SIGNED 5/18/76					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 22	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 37325 PS	22. STATION CODE 75013	23. INTEGRATE CODE	24. HOSTS CODE
25. DATE OF BIRTH MO. DA. YR. 05 09 24	26. DATE OF GRADE MO. DA. YR. 05 23 76	27. DATE OF LEI MO. DA. YR. 05 23 76	32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR. EOD DATA		
29. INT. EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1-CL 2-DRM 3-PIKA 4-NONE	31. SEPARATION DATA CODE	33. SECURITY REQ. NO.	34. SER
35. VET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT	36. SERV COMP DATE MO. DA. YR.	37. LONG COMP DATE MO. DA. YR.	38. CAREER CATEGORY CAR. RESP. PROF. TEMP.	39. REG. HEALTH INSURANCE CODE CODE CODE 0-WAIVER 1-REG 2-REG/OPT 3-INDICIBLE	40. SOCIAL SECURITY NO.
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NONE 1-NO PREVIOUS SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS 1-YES 2-NONE	44. STATE TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS 1-YES 2-NONE		
45. POSITION CONTROL CERTIFICATION 05-19-76 R/M			46. CH APPROVAL DATE APPROVED 21 MAY 1976		

FORM 1152 USE PREVIOUS EDITION
8-72

SECRET

E-2, IMPDET CL. BY. 007622 (4)

SECRET

-2-

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.

R. S. Sampson

Richard S. Sampson
Chief
Latin America Division

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4 MAR 1976

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 Republic.

E2, IMPDET
CL BY 018952

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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
Harris Greene

Chief
Nonofficial Cover Branch

CONCUR:

[Signature]
Chief, Career Management Group

12/31/75
Date

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 a 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.

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED 24 AUGUST 1977	
1. SERIAL NUMBER 059198		2. NAME (Last-First-Middle) KENT, WILLIAM					
3. NATURE OF PERSONNEL ACTION REASSIGNMENT				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 08 28 77		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS V TO V CF TO V		V TO CF CF TO CF		7. FAN AND NSCA 7020 0008 0002		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDO/OFFICE OF DEPUTY DIRECTOR FOR OPERATIONS ASST DEP DIR-OPERATIONS/DEVELOPMENT NON OFFICIAL COVER STAFF REFERRAL BRANCH				10. LOCATION OF OFFICIAL STATION WASH., D.C.			
11. POSITION TITLE OPERATIONS OFFICER CH (15) OPD				12. POSITION NUMBER FS63		13. CAREER SERVICE DESIGNATION DYB	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 15 4		17. SALARY OR RATE \$ 37,167	
18. REMARKS FROM CMS CONCUR: <i>Kevin Wyle</i> CMS/MSB <u>08-25-77</u> Date							
18A. SIGNATURE OF REQUESTING OFFICIAL <i>Theadora H. Brummitt</i> Theadora H. Brummitt				DATE SIGNED 24 Aug 77		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>G. Busby</i> CM/PE	
18C. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>G. Busby</i> CM/PE				DATE SIGNED 8/29/77			
AC/PCS/CSS/Pers SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL DDO/CM-15							
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC 30125 ALPHABETIC 0000	22. STATION CODE 75013	23. INTEGRITY CODE	24. HOURS CODE 1	25. DATE OF BIRTH MO DA YR 05 09 29	26. DATE OF GRADE MO DA YR
27. DATE OF LEI MO DA YR	28. SITE EXPANSY MO DA YR	29. SPECIAL REFERENCE 1-CSC 2-DISM 3-FICA 4-NONE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION, CANCELLATION DATA TYPE MO DA YR	33. SECURITY REQ. NO.	34. SEX
35. VET PREFERENCE CODE 0-NONE 1-1 PT 2-10 PT	36. SERV COMP DATE MO DA YR	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY CAP. BSH PROV. TEMP	39. FEGLI HEALTH INSURANCE CODE 0-NONE 1-REG 2-REG/OPT 3-UNELIGIBLE	40. SOCIAL SECURITY NO.		
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NONE 1-BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NONE	44. STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NONE	45. POSITION CONTROL CERTIFICATION D. Brummitt 8-29-77			
46. OP APPROVAL <i>John Macdonald</i>				DATE APPROVED 30 Aug 77			

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
- Served on number of civic and mayoral committees

Interests:

Reading, travel, gardening, etc.

Other:

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

RESUME

William M. Kent
556 Van Buren Street
Harrison, Virginia 22059

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 on-the-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

W.M.K.
CS/KAB
28 Apr 78

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 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
- 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)

NO SECURITY OBJECTIONS

82m
USIA
6 April 1978

SECRET
(When Filled In)

OCF REQUEST FOR PERSONNEL ACTION		DATE PREPARED 18 May 76	
1. SERIAL NUMBER 059198		2. NAME (Last-First-Middle) Kent William	
3. NATURE OF PERSONNEL ACTION Promotion and Change of Functional Category		4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 05 23 76	
5. CATEGORY OF EMPLOYMENT Regular		6. FUNDS XX <input checked="" type="checkbox"/> V TO V <input type="checkbox"/> V TO CF <input type="checkbox"/> CF TO V <input type="checkbox"/> CF TO CF <input type="checkbox"/>	
7. ORGANIZATIONAL DESIGNATIONS DDO/PS Career Management Group Non Official Cover Branch		8. LEGAL AUTHORITY (Completed by Office of Personnel) 6221-0117 0002	
9. POSITION TITLE ops Officer D CH (15)		10. LOCATION OF OFFICIAL STATION Wash., D.C.	
11. CLASSIFICATION SCHEDULE (GS, LS, etc.) GS		12. POSITION NUMBER FS 63	
13. OCCUPATIONAL SERIES 0136.01		14. GRADE AND STEP 15 4	
15. SALARY OR RATE \$ 34,441		16. REMARKS DQS to DQB Hank Barthold by phone LA Personnel	
17A. SIGNATURE OF REQUESTING OFFICIAL JL Olmstead, C/CMG/MSE		17B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Paul B. Breilweiser, C/CM 14	
DATE SIGNED 18 May 76		DATE SIGNED 5/18/76	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
18. ACTION CODE 22	19. EMPLOY CODE 10	20. OFFICE CODING NUMERIC 37325 PS	21. STATION CODE ALPHABETIC 75013
22. INTEGRATE CODE	23. HOSTS CODE	24. DATE OF BIRTH MO. DA. YR. 05/09/24	25. DATE OF GRADE MO. DA. YR. 05/23/76
26. DATE OF LEI MO. DA. YR. 05/23/76	27. SPECIAL REFERENCE 1-CL 2-ORIG 3-PLCA 4-None	28. RETIREMENT DATA CODE	29. SEPARATION DATA CODE
30. DATE OF EXPIRY MO. DA. YR.	31. DATE OF CORRECTION MO. DA. YR.	32. DATE OF CANCELLATION MO. DA. YR.	33. SECURITY REQ. NO.
34. VET PREFERENCE CODE 0-None 1-5 PT 2-10 PT	35. SERV COMP DATE MO. DA. YR.	36. LONG COMP DATE MO. DA. YR.	37. CAREER CATEGORY CODE 1-YES 2-NO
38. FEDERAL TAX DATA CODE 1-YES 2-NO	39. HEALTH INSURANCE CODE 1-WAIVER 2-REG 3-REG/OPT 4-UNELIGIBLE	40. SOCIAL SECURITY NO.	41. STATE TAX DATA CODE 1-YES 2-NO
42. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	43. LEAVE CAT. CODE	44. FORM EXECUTED CODE 1-YES 2-NO	45. DATE APPROVED 05/21/76
46. POSITION CONTROL CERTIFICATION 05-19-76 RJA	47. DATE APPROVED 21 MAY 1976	48. SIGNATURE Robert H. [Signature]	49. DATE APPROVED 05/21/76

FORM 1152 USE PREVIOUS EDITION
8-72

SECRET

E-2, IMPDET CL. BY, 007622

SECRET

-2-

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.

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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.

R. S. Sampson

Richard S. Sampson
Chief
Latin America Division

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4 MAR 1975

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 Republic.

E2, IMPDET
CL BY 018952

SECRET

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
Harris Greene

Chief
Nonofficial Cover Branch

CONCUR:

[Signature]
Chief, Career Management Group

12/31/75
Date

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 a 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.

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED 24 AUGUST 1977	
1. SERIAL NUMBER 059198		2. NAME (Last-First-Middle) KENT, WILLIAM					
3. NATURE OF PERSONNEL ACTION REASSIGNMENT				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 08 28 77		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS V TO V CF TO V		V TO CF CF TO CF		7. FAN AND NSCA 7020 0008 0002		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDO/OFFICE OF DEPUTY DIRECTOR FOR OPERATIONS ASST DEP DIR-OPERATIONS/DEVELOPMENT NON OFFICIAL COVER STAFF REFERRAL BRANCH				10. LOCATION OF OFFICIAL STATION WASH., D.C.			
11. POSITION TITLE OPERATIONS OFFICER CH (15) OPD				12. POSITION NUMBER FS63		13. CAREER SERVICE DESIGNATION DYB	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 15 4		17. SALARY OR RATE \$ 37,167	
18. REMARKS FROM CMS CONCUR: <i>Karen Wyle</i> CMS/MSB <i>08-25-77</i> Date							
18A. SIGNATURE OF REQUESTING OFFICIAL <i>Theadora H. Brummitt</i> Theadora H. Brummitt				DATE SIGNED 24 Aug 77		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>G. Busby</i> CM/PE	
18C. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>G. Busby</i> CM/PE				DATE SIGNED 8/29/77			
AC/PCS/CSS/Pers SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL DDO/CM-15							
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC 30125 ALPHABETIC 0000	22. STATION CODE 75013	23. INTEGRITY CODE	24. HOURS CODE 1	25. DATE OF BIRTH MO DA YR 05 09 29	26. DATE OF GRADE MO DA YR
27. DATE OF LEI MO DA YR	28. SITE EXPANSY MO DA YR	29. SPECIAL REFERENCE 1-CSC 2-DISM 3-FICA 4-NONE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION, CANCELLATION DATA TYPE MO DA YR	33. SECURITY REQ. NO.	34. SEX
35. VET PREFERENCE CODE 0-NONE 1-1 PT 2-10 PT	36. SERV COMP DATE MO DA YR	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY CAP. BSH PROV. TEMP	39. FEGLI HEALTH INSURANCE CODE CODE 0-NONE 1-REG 2-REG/OPT 3-UNELIGIBLE	40. SOCIAL SECURITY NO.		
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NONE 1-NONE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE MO. TAX EXEMPTIONS 1-YES 2-NONE	44. STATE TAX DATA FORM EXECUTED CODE MO. TAX STATE CODE 1-YES 2-NONE	45. POSITION CONTROL CERTIFICATION D. Brummitt 8-29-77			
46. OP APPROVAL <i>John Macdonald</i>				DATE APPROVED 30 Aug 77			

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
- Served on number of civic and mayoral committees

Interests:

Reading, travel, gardening, etc.

Other:

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

RESUME

William M. Kent
155 Van Buren Street
Washington, Virginia 22070

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 on-the-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

WMA
CS/KAB
28 Apr 78

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 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
- 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)

NO SECURITY OBJECTIONS

82m
EST/AS
6 April 1978

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED 15 April 1970	
1. SERIAL NUMBER 059198		2. NAME (Last-First-Middle) KENT, WILLIAM									
3. NATURE OF PERSONNEL ACTION TRANSFER <i>to vouchered funds</i>				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 04 19 70		5. CATEGORY OF EMPLOYMENT REGULAR					
6. FUNDS X V TO V CF TO V		V TO CF CF TO CF		7. FINANCIAL ANALYSIS NO. CHARGEABLE 0235 0620		8. LEGAL AUTHORITY (Completed by Office of Personnel)					
9. ORGANIZATIONAL DESIGNATIONS DDP/WH BRANCH 3 PERU SECTION				10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.							
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 1391		13. CAREER SERVICE DESIGNATION D					
14. CLASSIFICATION SCHEDULE (GS, FS, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 14 4		17. SALARY OR RATE \$ 20,385.21608					
18. REMARKS 1 - Security 1 - Payroll											
19A. SIGNATURE OF REQUESTING OFFICIAL HENRY L. BERTHOLD C/WH/PERS				DATE SIGNED 15 Apr 70		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER C. Rush				DATE SIGNED 4-16	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE 16		20. EMPLOY CODE 10		21. OFFICE CODING NUMERIC 51400 ALPHABETIC WH		22. STATION CODE 75013		23. INTEGRITY CODE		24. HOURS CODE	
25. DATE OF BIRTH MO DA YR 05 09 29		26. DATE OF GRADE MO DA YR		27. DATE OF LSI MO DA YR		28. DATE OF EXPIRATION MO DA YR		29. SPECIAL REFERENCE 1-CC 2-ORGN 3-PCA 4-NONE		30. RETIREMENT DATA CODE	
31. SEPARATION DATA CODE		32. CORRECTION, CANCELLATION DATA TYPE MO DA YR		33. SECURITY REQ NO.		34. SEX		35. VET PREFERENCE CODE 0-NONE 1-S PP 2-10 PT		36. SERV. COMP. DATE MO DA YR	
37. LONG. COMP. DATE MO DA YR		38. CAREER CATEGORY CODE		39. FEGLI HEALTH INSURANCE CODE 0-WAIVER 1-YES		40. SOCIAL SECURITY NO.		41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		42. LEAVE CAT CODE	
43. FEDERAL TAX DATA FORM EXECUTED CODE		44. STATE TAX DATA FORM EXECUTED CODE		45. POSITION CONTROL CERTIFICATION		46. OF APPROVAL 0446-70 JRR		DATE APPROVED 0446-70			

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1. SERIAL NUMBER 059198										5 May 1970	
2. NAME (Last-First-Middle) KENT, WILLIAM											
3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS (Correction)										4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 04 19 70	
5. CATEGORY OF EMPLOYMENT REGULAR										6. LEGAL AUTHORITY (Completed by Office of Personnel)	
7. FINANCIAL ANALYSIS NO. CHARGEABLE 0235 0620										8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDP/WH BRANCH 3 PERU SECTION										10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.	
11. POSITION TITLE OPS OFFICER										12. POSITION NUMBER 1391	
13. CAREER SERVICE DESIGNATION D										14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	
15. OCCUPATIONAL SERIES 0136.01										16. GRADE AND STEP 14 4	
17. SALARY OR RATE \$ 21,608										18. REMARKS * To correct item 3 from "transfer to vouchered funds" to "reassignment and transfer to vouchered funds." * To drop staff employee spectat -	
19. ACTION CODE 38										20. EMPLOY CODE 10	
21. OFFICE CODING NUMERIC ALPHABETIC 51400 WH 75013										22. STATION CODE 75013	
23. INTEROFF CODE										24. MOOTRS CODE 1	
25. DATE OF BIRTH MO DA YR 05 09 29										26. DATE OF GRADE MO DA YR 04 19 70	
27. DATE OF LEI MO DA YR										28. SECURITY REQ. NO.	
29. SPECIAL REFERENCE 1-CSC 2-ORGN 3-PLCA 4-WORK										30. RETIREMENT DATA CODE	
31. SEPARATION DATA CODE TYPE										32. CORRECTION CANCELLATION DATA MO DA YR 04 19 70	
33. VET PREFERENCE CODE 0-NONE 1-1 PT 2-10 PT										34. SERV COMP. DATE MO DA YR	
35. LONG. COMP. DATE MO DA YR										36. CAREER CATEGORY EMP. RISK PROG. TEMP	
37. FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO										38. STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO	
39. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)										40. LEAVE (AT. CODE)	
41. POSITION CONTROL CERTIFICATION										42. O.P. APPROVAL James B. Russell	
43. DATE APPROVED 05-11-70										44. DATE APPROVED 05-11-70	

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1. SERIAL NUMBER 059198		2. NAME (Last-First-Middle) KENT, WILLIAM ✓								9 JANUARY 1973	
3. NATURE OF PERSONNEL ACTION CANCELLATION OF N.S.C.A.						4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 01 15 78		5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS ▶ <input checked="" type="checkbox"/> V TO V <input type="checkbox"/> CF TO V		<input type="checkbox"/> V TO CF <input type="checkbox"/> CF TO CF		7. FAN AND NSCA 3235 0620 0000		8. LEGAL AUTHORITY (Completed by Office of Personnel)					
9. ORGANIZATIONAL DESIGNATIONS DDP/WH DIVISION BRANCH 6 CA SECTION						10. LOCATION OF OFFICIAL STATION WASH., D.C.					
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 1855		13. CAREER SERVICE DESIGNATION D					
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 14 5		17. SALARY OR RATE \$ 26168 ✓					
18. REMARKS											
18a. SIGNATURE OF REQUESTING OFFICIAL <i>H.L. Benhold</i>				DATE SIGNED 9 Jan 73		18b. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Gregory H. Arnold</i>				DATE SIGNED 10 Jan 73	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 51480 WH		22. STATION CODE 75013	23. INTEREST CODE 1	24. HQGTRS CODE 03109129	25. DATE OF BIRTH MO. DA. YR. 1 1 73	26. DATE OF GRAD MO. DA. YR. 1 1 73	27. DATE OF LEI MO. DA. YR.		
28. NTE EXPIRY MO. DA. YR.		29. SPECIAL REFERENCE 1-CSC 2-ORGN 3-FILA 4-NONE		30. RETIREMENT DATA CODE		31. SEPARATION DATA CODE		32. CORRECTION CANCELLATION DATA TYPE MO. DA. YR.		33. SECURITY REQ. NO.	
35. NET PREFERENCE CODE 1-NO 2-16 PT		36. SERV COMP DATE MO. DA. YR.		37. LONG COMP DATE MO. DA. YR.		38. CAREER CATEGORY CODE 1-NO 2-16 PT		39. FULLY HEALTH INSURANCE CODE 1-NO 2-16 PT		40. SOCIAL SECURITY NO.	
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1-NO 2-BREAK IN SERVICE 3-BREAK IN SERVICE (LESS THAN 3 YEARS) 4-BREAK IN SERVICE (MORE THAN 3 YEARS)				42. LEAVE CAT. CODE		43. FEDERAL TAX DATA CODE 1-YES 2-NO		44. STATE TAX DATA CODE 1-YES 2-NO		45. NO. TAX STATE CODE	
45. POSITION CONTROL CERTIFICATION <i>WLB 1-11-78</i>						46. OP APPROVAL <i>William Bohan</i>		DATE APPROVED 11-5-78			

FORM 1152 USE PREVIOUS EDITION
8-72

25 JAN 1973

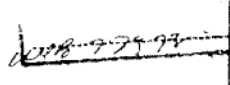
SECRET

E2. IMPDET CL. BY: 007622

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

0JCS 07/21/73

1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)	
039198		KENT WILLIAM	
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE	
REASSIGNMENT		07 01 73	
5. CATEGORY OF EMPLOYMENT		7. PAN AND NSCA	
6. FUNDS		8. CSI OR OTHER LEGAL AUTHORITY	
<input checked="" type="checkbox"/> X <input type="checkbox"/> V TO V <input type="checkbox"/> CF TO V <input type="checkbox"/> V TO CF <input type="checkbox"/> CF TO CF		4235 4532 0000	
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION	
000/WH DIVISION		WASH., D.C.	
11. POSITION TITLE		12. POSITION NUMBER	
OPS OFFICER		1855	
13. CAREER SERVICE DESIGNATION		14. GRADE AND STEP	
D		14	
15. CLASSIFICATION SCHEDULE (GS, LB, WN)		16. OCCUPATIONAL SERIES	
GS		0136.01	
17. SALARY OR RATE		18. REMARKS	
SIGNATURE OR OTHER AUTHENTICATION			
			

CONFIDENTIAL

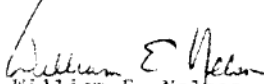
7-6596

10 Dec 74

MEMORANDUM FOR: Mr. William Kent
VIA : 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

CONFIDENTIAL

EXEMPT CL 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.

2. 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

CONFIDENTIAL

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED
23 July 1974

1. SERIAL NUMBER 05918 ✓		2. NAME (Last-First-Middle) KENT WILLIAM ✓	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT		4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 08 04 74	
5. CATEGORY OF EMPLOYMENT REGULAR		6. FUNDS XX V TO V CF TO V	
7. FINANCIAL ANALYSIS NO CHARGEABLE 5221- 5221-0117-0000		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDO/PS CAREER MANAGEMENT GROUP NON OFFICIAL COVER BRANCH AREAS SECTION		10. LOCATION OF OFFICIAL STATION WASH., D.C.	
11. POSITION TITLE OPS OFFICER (14)		12. POSITION NUMBER 0053	
13. CAREER SERVICE DESIGNATION DOC		14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	
15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 14 7	
17. SALARY OR RATE \$ 29,095 ✓		18. REMARKS coord: H. Berthold /telecoord/ WH Pers Home Base: WH cc: Security	
19. SIGNATURE OF REQUESTING OFFICIAL J.L. Olmstead, C/CMG/MSB		DATE SIGNED 23 July 74	
20. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Paul Berthold		DATE SIGNED 24 JUL 74	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
21. ACTION CODE 37	22. EMPLOY CODE 10	23. OFFICE CODING NUMERIC ALPHABETIC 3735 PS	24. STATION CODE 75013
25. INTEGRATE CODE 1	26. MOOTHS CODE 05	27. DATE OF BIRTH MO DA YR 09 29	28. DATE OF GRADE MO DA YR
29. DATE OF LEI MO DA YR	30. NTE EXPIRES MO DA YR	31. SPECIAL REFERENCE 1-CC 2-DC 3-FICA 4-NONE	32. RETIREMENT DATA CODE
33. SEPARATION DATA CODE	34. CORRECTION, CANCELLATION DATA TYPE MO DA YR	35. SECURITY REG. NO.	36. SEX
37. VET. PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT	38. SERV. COMP. DATE MO DA YR	39. LONG. COMP. DATE MO DA YR	40. CARRIER CATEGORY CODE
41. FEDERAL HEALTH INSURANCE CODE 0-WAIVER 1-REG 2-REC/OPT 3-INELIGIBLE	42. SOCIAL SECURITY NO.	43. STATE TAX DATA CODE	44. FEDERAL TAX DATA CODE
45. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO EMPLOY IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	46. LEAVE CAT. CODE	47. FORM EXECUTED 1-YES 2-NO	48. STATE TAX DATA CODE
49. POSITION CONTROL CERTIFICATION 7-24-74 JLR	50. G.P. APPROVAL J. Berthold	DATE APPROVED 1 Aug 74	

FORM 1152 USE PREVIOUS EDITION
9-70

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED

18 August 1975

1. SERIAL NUMBER 059198		2. NAME (Last-First-Middle) Kent William	
3. NATURE OF PERSONNEL ACTION Reassignment--Change in Functional Category		4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 8 27 75	
5. CATEGORY OF EMPLOYMENT Regular		6. FUNDS XX V TO V CF TO V	
7. PAY AND NSCA 6221-0117 0000		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDO/STAFF CAREER MANAGEMENT GROUP Non Official Cover Branch AREAS Section		10. LOCATION OF OFFICIAL STATION Wash., D.C.	
11. POSITION TITLE Ops Officer		12. POSITION NUMBER Bl. 12	
13. OCCUPATIONAL SERIES 0136.01		14. GRADE AND STEP 14 7	
15. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		16. SALARY OR RATE \$ 30,699	
17. REMARKS DQ G to BQS I concur in my Functional Career Category being changed from B/OG to B/OS: William M Kent William Kent Concur: Herb Beulhold (By phone) LA/Personnel 8/26/75 18A. SIGNATURE OF REQUESTING OFFICIAL JLO:instead, C/CMG/MSB 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Paul B. Breitwieser, C/CM 14 DATE SIGNED 8/26/75 DATE SIGNED 8/26/75 SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 19. ACTION CODE 37 10 20. EMPLOY CODE 37325 PS 21. OFFICE CODING NUMERIC ALPHABETIC 7400 22. STATION CODE 7400 23. INTEREST CODE 1 24. MOOT CODE 05/09/29 25. DATE OF BIRTH MO DA YR 26. DATE OF GRADE MO DA YR 27. DATE OF LEI MO DA YR 28. INTX EXPIRES MO DA YR 29. SPECIAL REFERENCE 1-CC 2-OPM 3-FICA 4-MOB 30. RETIREMENT DATA CODE 31. SEPARATION DATA CODE TYPE 32. CORRECTION/CANCELLATION DATA MO DA YR 33. SECURITY REQ. NO. 34. SEX 35. VET PREFERENCE CODE 0-NONE 1-1 PT 2-10 PT 36. SERV COMP DATE MO DA YR 37. LONG COMP DATE MO DA YR 38. CAREER CATEGORY CAP RES PROG TEMP CODE 39. FEGLI HEALTH INSURANCE CODE 0-WAIVER 1-BEG 2-BEG/OP1 3-UNELIGIBLE 40. SOCIAL SECURITY NO. 41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS) 42. LEAVE CAT CODE 43. FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO 44. STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO 45. POSITION CONTROL CERTIFICATION 2 SEP 1975 3 2775 46. OP APPROVAL Robert H. Jensen DATE APPROVED 09/04/75			

FORM 1152 USE PREVIOUS EDITION

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E-2, IMPDET CL. BY: 007622

S E C R E T

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 withstood 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 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.

Signed
Raymond A. Warren
Raymond A. Warren
Deputy Chief
Latin America Division

cc: ✓C/CMG/NOG
C/LA/PEMS

S E C R E T

E2 IMPDET
CL BY 009560

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1. SERIAL NUMBER 059198										1 March 1976	
2. NAME (Last-First-Middle) KENT WILLIAM											
3. NATURE OF PERSONNEL ACTION REASSIGNMENT and Delegation of Authority NSCA										4. EFFECTIVE DATE REQUESTED MONTH 03 DAY 01 YEAR 76	
5. CATEGORY OF EMPLOYMENT REGULAR										6. LEGAL AUTHORITY (Completed by Office of Personnel)	
6. FUNDS X V TO V CF TO V CF TO CF										7. PAY AND NSCA 6221-0117 0002 0000	
9. ORGANIZATIONAL DESIGNATIONS DDO PLANS STAFF CAREER MANAGEMENT GROUP NON-OFFICIAL COVER BRANCH										10. LOCATION OF OFFICIAL STATION WASH., D.C.	
11. POSITION TITLE OPERATIONS OFFICER D CH (15)										12. POSITION NUMBER FS63	
13. CAREER SERVICE DESIGNATION DQS											
14. CLASSIFICATION SCHEDULE (GS, LS, etc.) GS										15. OCCUPATIONAL SERIES 0136.01	
16. GRADE AND STEP 14 7										17. SALARY OR RATE \$ 32,231	
18. REMARKS Form 261 establishing new position number FS63 is in process of being issued. Amendment to 261 will authorize position classification authority of secret phase 10/14											
19. SIGNATURE OF REQUESTING OFFICIAL J. L. Olmstead C/CMG/MSB				DATE SIGNED 3-2-76		20. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Paul B. Breitweiser C/CM -14				DATE SIGNED 3/3/76	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING NUMERIC ALPHABETIC		22. STATION CODE		23. INTEGRITY CODE		24. HOURS CODE	
371037381		FS		15013						25. DATE OF BIRTH MO DA YR 05 09 29	
26. DATE OF GRADE		27. DATE OF LSI		28. SPECIAL REFERENCE		29. RETIREMENT DATA		30. SEPARATION DATA CODE		31. CORRECTION CANCELLATION DATA	
MO DA YR		MO DA YR		1-ESC 2-DUGH 3-FCG 4-NONE		CODE		TYPE		MO DA YR	
32. SECURITY REQ. NO.		33. SEX		34. VET PREFERENCE		35. SERV COMP. DATE		36. LONG. COMP. DATE		37. CAREER CATEGORY	
CODE		CODE		0-NONE 1-1 PT 2-10 PT		MO DA YR		MO DA YR		CAP. RESH PROV. TEMP	
38. SOCIAL SECURITY NO.		39. LEGAL HEALTH INSURANCE		40. PREVIOUS CIVILIAN GOVERNMENT SERVICE		41. LEAVE CAT. CODE		42. FEDERAL TAX DATA		43. STATE TAX DATA	
CODE		CODE		0-NONE 1-NONE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		CODE		CODE		CODE	
44. POSITION CONTROL CERTIFICATION		45. D.P. APPROVAL		46. DATE APPROVED		47. FORM EXECUTED		48. NO. TAX EXEMPTIONS		49. FORM EXECUTED	
08 MAR 1976		03/08/76				1-FPS 2-NONE		CODE		1-FPS 2-NONE	

FORM 1152 USE PREVIOUS EDITION

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E2, IMPDET CL. BY: 007622

SECRET

7 APR 1967

MEMORANDUM FOR: Secretary, CSCS Agent Panel

SUBJECT : Recommendation for Promotion to
Grade GS-14 - [REDACTED]

William M. Kent
Employee

1. *William M. Kent* a Staff [REDACTED] 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 [REDACTED] *Kent* 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, [REDACTED] 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 [REDACTED] *Kent* 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 Approved -
June 1967

William V. Broe
William V. Broe
Chief

Western Hemisphere Division

SECRET

XXB

SECRET
(When Filled In)

660

REQUEST FOR PERSONNEL ACTION										DATE PREPARED					
1. SERIAL NUMBER 059198										2. NAME (Last-First-Middle) Kent, William M.					
3. NATURE OF PERSONNEL ACTION DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM										4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 05 07 67					
5. CATEGORY OF EMPLOYMENT REGULAR										6. FUNDS V TO V CF TO V X CF TO CF					
7. FINANCIAL ANALYSIS NO CHARGEABLE 7135-0630										8. LEGAL AUTHORITY (Completed by Office of Personnel) PL 88-643 Sect. 203					
9. ORGANIZATIONAL DESIGNATIONS DDP/WH										10. LOCATION OF OFFICIAL STATION NEW ORLEANS, LOUISIANA					
11. POSITION TITLE										12. POSITION NUMBER					
13. CAREER SERVICE DESIGNATION D										14. CLASSIFICATION SCHEDULE (GS, E.B., etc.)					
15. OCCUPATIONAL SERIES										16. GRADE AND STEP 13					
17. SALARY OR RATE 5										18. REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION.					
18A. SIGNATURE OF REQUESTING OFFICIAL										18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER					
DATE SIGNED										DATE SIGNED					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL															
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC ALPHABETIC	22. STATION CODE	23. INTEGREE CODE	24. POSTS CODE	25. DATE OF BIRTH MO. DA. YR.	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LEI MO. DA. YR.	28. NTE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1-ESC 2-TIA 3-NONE 2	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.	33. SECURITY REQ. NO.	34. SEX
35. VET PREFERENCE CODE 0-NONE 1-5 PT. 2-10 PT.	36. SERV. COMP. DATE MO. DA. YR.	37. LONG COMP. DATE MO. DA. YR.	38. CAREER CATEGORY CAR. RES. PROJ. TEMP.	39. FEDERAL HEALTH INSURANCE CODE CODE 0-WAITER 1-YES	40. SOCIAL SECURITY NO.	EOD DATA									
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS	44. STATE TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS	45. POSITION CONTROL CERTIFICATION 05-15-67H											
46. OP APPROVAL See memo signed by D/Pers dated 3 MAY 1967										DATE APPROVED					

FORM 1152 USE PREVIOUS EDITION
0-1-2

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
<div style="display: flex; justify-content: space-between;"> <div> 1. SERIAL NUMBER VXB 059198 </div> <div> 2. NAME (Last-First-Middle) Kent, William M. </div> </div>										1 August 1967	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT						4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07 30 67		5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS <div style="display: flex; justify-content: space-between;"> <div> V TO V CF TO V </div> <div> V TO CF XX CF TO CF </div> </div>						7. FINANCIAL ANALYSIS NO. CHARGEABLE 6129-0109		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS DDP/DOD US FIELD UNITED STATES STATION ORBIT OPERATIONS GROUP (13)						10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.					
11. POSITION TITLE OPS OFFICER						12. POSITION NUMBER 0203		13. CAREER SERVICE DESIGNATION D			
14. CLASSIFICATION SCHEDULE (GS, Z.B., etc.) GS				15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13 5		17. SALARY OR RATE \$ 14665 ✓			
18. REMARKS <p>To fill vacant position.</p> <p>From: DDP/WH/US Field/positon no. 8001</p> <p align="right">Security Approval Expires 6/1/67 6/8/1/67</p>											
19. SIGNATURE OF REQUESTING OFFICIAL Virginia C. Lynch, DDO Pers. & Training						DATE SIGNED		19. SIGNATURE OF CAREER SERVICE APPROVING OFFICER John Collins		DATE SIGNED 7 Aug '67	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE 37 12		20. EMPLOY CODE 43620DOD		21. OFFICE CODING NUMERIC ALPHABETIC 75013		22. STATION CODE		23. INTEGRAL CODE		24. HOURS CODE 2 05 109 29	
25. DATE OF BIRTH MO DA YR		26. DATE OF GRADE MO DA YR		27. DATE OF LEL MO DA YR		28. DATE OF BIRTH MO DA YR		29. DATE OF GRADE MO DA YR		30. DATE OF LEL MO DA YR	
31. RETIREMENT DATA 1-ESS 2-FIA 3-NOT		32. SEPARATION DATA CODE		33. CORRECTION CANCELLATION DATA YES MO DA YR		34. SECURITY REQ. NO.		35. SEX		EOD DATA	
36. NET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT		37. SERV. COMP. DATE MO DA YR		38. LONG. COMP. DATE MO DA YR		39. CAREER CATEGORY CODE EAR RES. PROJ. TEMP		40. FEDERAL TAX DATA CODE 0-WAIVER 1-YES		41. SOCIAL SECURITY NO.	
42. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)				43. LEAVE CAT. CODE		44. FEDERAL TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS		45. STATE TAX DATA FORM EXECUTED CODE MO. TAX STATE CODE		46. DATE APPROVED	
47. POSITION CONTROL CERTIFICATION R from WH 9/9/67						48. DATE APPROVED 9 Aug 67		49. DATE APPROVED		50. DATE APPROVED	

SECRET

14 AUG 1967

MEMORANDUM FOR: Chief, Contract Personnel Division

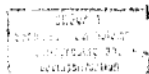
SUBJECT: [REDACTED]

William on Kent

The Clandestine Services Agent Panel has approved the reassignment of [REDACTED] to DO/Washington, D. C. Nonofficial Cover Premium Pay (NCP) should be terminated the effective date of this reassignment.

Dwight M. Collins
Dwight M. Collins
Secretary, Agent Panel

SECRET



SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED 10 OCTOBER 1967	
1. SERIAL NUMBER 059198		2. NAME (Last-First-Middle) Kent William M.									
3. NATURE OF PERSONNEL ACTION: REASSIGNMENT						4. EFFECTIVE DATE REQUESTED MONTH 10 DAY 05 YEAR 67		5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS CF TO V		V TO V		V TO CF		7. FINANCIAL ANALYSIS NO. CHARGEABLE 8129-0109		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS DDP/DOD US FIELD INTELLIGENCE OPERATIONS GROUP WASHINGTON BASE						10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.					
11. POSITION TITLE OFS OFFICER (GS-13/14)						12. POSITION NUMBER 0416		13. CAREER SERVICE DESIGNATION D			
14. CLASSIFICATION SCHEDULE (GS, LR, etc.) GS				15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13 5		17. SALARY OR RATE \$ 14665			
18. REMARKS T/O Change											
18A. SIGNATURE OF REQUESTING OFFICIAL Virginia C. Lynch, C/DO Pers.				DATE SIGNED 10 OCT 67		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Joyce A. Myelson 12 OCT 1967		DATE SIGNED			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC 43500 ALPHABETIC DOD		22. STATION CODE 75813	23. INTERSEE CODE	24. HOURS CODE 2	25. DATE OF BIRTH MO. 05 DA. 10 YR. 29	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LEI MO. DA. YR.		
28. MTE EXPRES MO. DA. YR.		29. SPECIAL REFERENCE 1-ESC 2-TICA 3-MORE		30. RESIGNMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA TYPE MO. DA. YR.	33. SECURITY REQ. NO.		34. SEX		
35. NET. PREFERENCE CODE 0-MORE 1-1 PT 2-10 PT		36. SERV COMP DATE MO. DA. YR.		37. LONG COMP DATE MO. DA. YR.		38. CAREER CATEGORY CAR RESV PROV TEMP	39. FEGLI HEALTH INSURANCE CODE 0-WAIVER 1-YES		40. SOCIAL SECURITY NO.		
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 2 YEARS) 3-BREAK IN SERVICE (MORE THAN 2 YEARS)				42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS		44. STATE TAX DATA FORM EXECUTED CODE NO. TAX EXEMPT. STATE CODE				
45. POSITION CONTROL CERTIFICATION RS.						46. OR APPROVAL Dow H. Luster 11 OCT 1967		DATE APPROVED			

XXB

SECRET
(When Filled In)

9

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER 059198				2. NAME (Last-First-Middle) Kent, William M.	
3. NATURE OF PERSONNEL ACTION PROMOTION		4. EFFECTIVE DATE REQUESTED MONTH: 12, DAY: 15, YEAR: 68		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS V TO V, V TO CF, CF TO V, X CF TO CF		7. FINANCIAL ANALYSIS NO. 9129-0109		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDP/DOD US FIELD INTELLIGENCE OPERATIONS GROUP WASHINGTON BASE		10. LOCATION OF OFFICIAL STATION WASH., D.C.			
11. POSITION TITLE OPS OFFICER GS-14		12. POSITION NUMBER 0416		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 14 3	
17. SALARY OR RATE \$ 18076		18. REMARKS			
19A. SIGNATURE OF REQUESTING OFFICIAL Virginia C. Lynch, C/DO Pers. & Training		DATE SIGNED 12/12/68		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER 12/12/68	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 22	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC: 43500, ALPHABETIC: DOD	22. STATION CODE 75013	23. INTEGRITY CODE 2	24. HOODIES CODE 05/09/29
25. DATE OF BIRTH MO: 12, DA: 15, YR: 68	26. DATE OF GRADE MO: 12, DA: 15, YR: 68	27. DATE OF LEL MO: 12, DA: 15, YR: 68	28. WTE EXPIRES MO: , DA: , YR:		
29. SPECIAL REFERENCE 1-CLC, 2-DEGR, 3-DECA, 4-NONE		30. RETIREMENT DATA CODE:		31. SEPARATION DATA CODE TYPE:	
32. CORRECTION/CANCELLATION DATA MO: , DA: , YR:		33. EOD DATA		34. SECURITY REQ NO.	
35. VET. PREFERENCE CODE: 0-NONE, 1-1 PT, 2-10 PT	36. VET. COMP. DATE MO: , DA: , YR:	37. LONG. COMP. DATE MO: , DA: , YR:	38. CAREER CATEGORY CODE:	39. FEGLI HEALTH INSURANCE CODE: 0-WAIVER, 1-YES	40. SOCIAL SECURITY NO.
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE: 0-NO PREVIOUS SERVICE, 1-NO BREAK IN SERVICE, 2-BREAK IN SERVICE (LESS THAN 3 YEARS), 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE: 1-YES, 2-NO		44. STATE TAX DATA FORM EXECUTED CODE: 1-YES, 2-NO
45. POSITION CONTROL CERTIFICATION 12-12-68		46. O.P. APPROVAL 12/12/68		DATE APPROVED 12/12/68	

FORM 1152 USE PREVIOUS EDITION
3-67

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

(4)

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER 059198		2. NAME (Last-First-Middle) Kent W. Williams M.		3 February 1970	
3. NATURE OF PERSONNEL ACTION RESIGNATION			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 02 07 70		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS V TO V CF TO V X CF TO CF			7. FINANCIAL ANALYSIS NO. CHARGEABLE 0129 0109		8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS DDP/ WFF DOD U.S. FIELD INTELLIGENCE OPERATIONS GROUP WASHINGTON BASE			10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.		
11. POSITION TITLE OPS OFFICER			12. POSITION NUMBER 0416		13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		17. SALARY OR RATE \$ 20,385	
16. GRADE AND STEP 14 4					
18. REMARKS					
<p><i>Terrence L. Lynch 10 Feb 70</i></p> <p>18A. SIGNATURE OF REQUESTING OFFICIAL <i>[Signature]</i></p> <p>DATE SIGNED <i>10 Feb 70</i></p> <p>18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i></p> <p>DATE SIGNED <i>11 Feb 70</i></p>					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 45	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC	22. STATION CODE	23. INTEGRITY CODE	24. HOURS CODE 2
25. DATE OF BIRTH MO. DA. YR. 05 07 29		26. DATE OF GRADE MO. DA. YR. 02 07 70		27. DATE OF LSI MO. DA. YR.	
28. MTE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE 1-CSC 2-DRGN 3-FICA 4-NONE	30. RETIREMENT DATA CODE 1800091	31. SEPARATION DATA CODE TYPE	32. CORRECTION CANCELLATION DATA MO. DA. YR.	33. SECURITY REQ. NO.
34. VET. PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT	35. SERV. COMP. DATE MO. DA. YR.	36. LONG. COMP. DATE MO. DA. YR.	37. CAREER CATEGORY CODE CARE. RES. PROV. TEMP.	38. REG. HEALTH INSURANCE CODE 0-WAIVER 1-YES	39. SOCIAL SECURITY NO.
40. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		41. LEAVE CAT. CODE	42. FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO		43. STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO
44. POSITION CONTROL CERTIFICATION 2-9-70 WIA			45. O.P. APPROVAL <i>[Signature]</i> DATE APPROVED 02/09/70		

FORM 1152 USE PREVIOUS EDITION
3-67

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

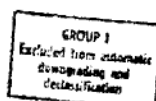
(4)

30 January 1970

The referent memorandum approved by Chairman, Agent Panel, requested that [REDACTED] be converted to a staff employee with full access to the Headquarters building. Since [REDACTED] will remain under non-official cover, it is requested that WH Division initiate action to place [REDACTED] in the Staff Employee Special category to avoid interruption of his payroll by a devised facility cover entity.

Willard F. Burke
C/CCS/BFB

SECRET



SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)		3. DATE PREPARED	
059198		KENT, WILLIAM		2 February 1970	
3. NATURE OF PERSONNEL ACTION			4. EFFECTIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT
EXCEPTED APPOINTMENT (Career)			MONTH DAY YEAR 02 08 70		REGULAR
6. FUNDS		7. FINANCIAL ANALYSIS NO. CHARGEABLE		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
V TO V CF TO V		V TO CF X CF TO CF		0135 0620	
9. ORGANIZATIONAL DESIGNATIONS			10. LOCATION OF OFFICIAL STATION		
DDP/WH BRANCH 3 PERU SECTION			WASHINGTON, D.C.		
11. POSITION TITLE			12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION
OPS OFFICER (14)			1391		D
14. CLASSIFICATION SCHEDULE (GS, E.B., etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP	
GS		0136.01		14 4	
17. SALARY OR RATE		18. REMARKS			
\$ 20,385		VICE RICHARD CONOLLY STAFF EMPLOYEE SPECIAL C 12/54 Home Base: WH Joyce Mayhew C/SR/Agent Br. 11 Feb 70			
19A. SIGNATURE OF REQUESTING OFFICIAL		DATE SIGNED		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	
HENRY L. BERTHOLD C/WH/PERS		5 Feb 70		A. Buss	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING	
13		10		51400 WH 75013	
22. STATION CODE		23. INTEGRITY CODE		24. HOURS CODE	
75013				1	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI	
MO DA YR 05 09 29		MO DA YR 12 15 68		MO DA YR 12 14 69	
28. INT. EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA	
MO DA YR		1-CC 2-ORIG 3-PLA 4-NONE		CODE 2	
31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ. NO.	
		EOD DATA		00000 M1	
34. VET. PREFERENCE		35. SERV. COMP. DATE		36. LONG. COMP. DATE	
CODE 1 0-None 1-5 Yr 2-10 Yr		MO DA YR 07 03 50		MO DA YR 01 02 52	
37. CAREER CATEGORY		38. FEELT-HEALTH INSURANCE		39. SOCIAL SECURITY NO.	
CODE C 1-YES 2-NO		CODE 1 0-WAIVER 1-YES		058 228472	
40. PREVIOUS CIVILIAN GOVERNMENT SERVICE		41. LEAVE CAT. CODE		42. FEDERAL TAX DATA	
CODE 1 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		8		CODE 0 1-YES 2-NO	
43. POSITION CONTROL CERTIFICATION		44. O.P. APPROVAL		45. DATE APPROVED	
02-11-70 JBR		[Signature]		9 Feb 70	

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

(4)

SECRET

12 March 1969

MEMORANDUM FOR: TRB & CSPS

SUBJECT: Fitness Report -

William M. Kent Employee

Attached hereto is Subject's Annual/Reassignment of Supervisor
Fitness Report covering reporting period 1 January 1968 - 6 Jan. 1969.

Virginia C. Lynch
Virginia C. Lynch
Chief, DO Personnel & Training

1 Attachment, A/S

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED 9 August 1961	
1. SERIAL NUMBER 659198 ✓		2. NAME (Last-First-Middle) KENT, William M.			
3. NATURE OF PERSONNEL ACTION REASSIGNMENT And Transfer to Vouchered Funds			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 08 20 61		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS X CF TO V		7. COST CENTER NO. CHARGEABLE 2635-5000-8021		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDP/WH BR. Branch 4 PA-Propaganda Sec.			10. LOCATION OF OFFICIAL STATION Wash., D. C.		
11. POSITION TITLE OPS OFFICER (D)			12. POSITION NUMBER 0707	12A. PCR CONTROL NO.	13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LB, WFO.) GS (13)		15. OCCUPATIONAL SERIES 0136.01		17. SALARY OR RATE 9215 ✓	
16. GRADE AND STEP 12 (2)					
18. REMARKS From: DDP/WH, Br. 4, #0625					
19A. SIGNATURE OF REQUESTING OFFICIAL <i>Herbert V. Judd</i> HERBERT V. JUDD, C/WH/Pers.			19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Oswell C. Dawson</i>		
STAGE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODES 16 10		20. SPECIAL CODES 64450 644 75013		21. DATE OF BIRTH 1 05 09 29	
22. DATE EMPLOYED		23. DATE OF ENTRY		24. DATE OF LEAVE	
25. VET. PREFERENCE		26. SER. COMP. DATE		27. SER. COMP. DATE	
28. PREVIOUS EMPLOYMENT SERVICE DATA		29. FEDERAL TAX DATA		30. STATE TAX DATA	
31. POSITION CONTROL CERTIFICATION <i>W. Kearney 08/1/61</i>		32. D.P. APPROVAL <i>[Signature]</i>			

FORM 1152 OBSOLETE PREVIOUS EDITIONS
8-60 AND FORM 10-62

SECRET

(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED 21 FEBRUARY 1962	
1. SERIAL NUMBER 059128 ✓		2. NAME (Last-First-Middle) KENT, WILLIAM M.			
3. NATURE OF PERSONNEL ACTION REASSIGNMENT			4. EFFECTIVE DATE REQUESTED MONTH 03 DAY 15 YEAR 62		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS X V TO V CF TO V		7. COST CENTER NO. CHARGE-ABLE 2235-1000-1000		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDP WH BRANCH 3 CARIBBEAN SECTION			10. LOCATION OF OFFICIAL STATION WASHINGTON, D. C.		
11. POSITION TITLE OPS OFFICER			12. POSITION NUMBER 00-258		13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		17. SALARY OR RATE \$9215 ✓	
18. REMARKS FROM: DDP/WH/4/PA PROPAGANDA SECTION/707/WASHINGTON, D. C. Tracy BA					
19A. SIGNATURE OF REQUESTING OFFICIAL <i>C. C. Bowers</i> C. C. BOWERS C/M/PERSONNEL		DATE SIGNED 2/23/62		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Walt Whit</i> WALT WHIT	
DATE SIGNED 2/23/62		DATE SIGNED 2/23/62			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
20. ACTION CODE 37 16		21. OFFICE CODING 64400 10H		22. STATION CODE	
23. DATE EXPIRED		24. SPECIAL REFERENCE		25. DEPARTMENTAL DATA	
26. VET. PREFERENCE		27. LONG. COMP. DATE		28. MIL. SERV. DISQUALIFIED	
29. PREVIOUS GOVERNMENT SERVICE DATA		30. FEDERAL TAX DATA		31. STATE TAX DATA	
32. POSITION CONTROL CERTIFICATION <i>W. Kent</i> 03/12/62		33. O.P.F. APPROVAL <i>Walt Whit</i> WALT WHIT		34. DATE APPROVED 2/23/62	

FORM 1152 USE PREVIOUS EDITIONS.
8-61

SECRET

(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)				8 MAY 1962	
059198		KENT, WILLIAM M.					
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT	
REASSIGNMENT				05/18/62		REGULAR	
6. FUNDS		7. COST CENTER NO. CHARGEABLE		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
X		2235-1000-1000					
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION			
DDP WH BRANCH 5 CA SECTION				WASHINGTON, D. C.			
11. POSITION TITLE				12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION	
OPS OFFICER				8-892		D	
14. CLASSIFICATION SCHEDULE (GS, LP, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE	
GS		0136.01		12 03		9235 9475	
18. REMARKS							
FROM: DDP/WH/3/CARIBBEAN SEC/BA-858/D. C. (unass) STAFFING COMPLEMENT CHANGE.							
19A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	
P. C. BOWERS C/WH/PERSONNEL						Quill C. K... ..	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE		20. OFFICE CDS		21. STATION CODE		22. INTEGRATE CODE	
37 10		64470 WH		1		05/09/29	
23. PRIOR EMPLOY		24. SPECIAL REFERENCE		25. RETIREMENT DATA		26. REPAIR DATA	
						EOD DATA	
27. VET. PREFERENCE		28. SERV. COMP. DATE		29. LONG. COMP. DATE		30. MIL. SERV. PREFERENCE	
31. PREVIOUS GOVERNMENT SERVICE DATA		32. LEAVE TAX CODE		33. FEDERAL TAX DATA		34. STATE TAX DATA	
45. POSITION CONTROL CERTIFICATION				46. O.P. APPROVAL		DATE APPROVED	
W. Keeney 05/17/62				Quill C. K...			

FORM 1152 USE PREVIOUS EDITION.

SECRET

(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED -	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)								26 November 1962	
059198		KENT, WILLIAM M.									
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE REQUESTED			5. CATEGORY OF EMPLOYMENT				
REASSIGNMENT				MONTH DAY YEAR 11 30 62			REGULAR				
6. FUNDS		X		V TO V		V TO CF		7. COST CENTER NO. CHARGEABLE		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
		CF TO V		CF TO CF		3235 1000 1000					
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDP WH BRANCH 2 URUGUAY/PARAGUAY SECTION						WASHINGTON, D. C.					
11. POSITION TITLE						12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION			
OPS OFFICER						000970		D			
14. CLASSIFICATION SCHEDULE (GS, LR, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS				0136.01		12 3		\$10,105			
18. REMARKS											
FROM: DDP/WH/5/CA Sec/892/Hqs Tray 4											
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> Received by CSRD Kearney </div>											
19. SIGNATURE OF REQUESTING OFFICIAL						DATE SIGNED		19. SIGNATURE OF CAREER SERVICE APPROVING OFFICER		DATE SIGNED	
D. C. BOWERS C/WH/Personnel						26 Nov 62		O. C. Dawson			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INITIALS		24. POSTS	
37 10		64350 WH						1 2 6 12 9			
25. DATE OF LEV		26. DATE OF GRADE		27. DATE OF LEV		28. DATE OF GRADE		29. DATE OF LEV		30. DATE OF GRADE	
31. DATE EXPIRES		32. RETIREMENT DATA		33. SEPARATION DATA		34. DISSEMINATION DATA		35. SECURITY		36. SEA	
								EOD DATA			
37. NET. PREFERENCE		38. SPCL. COMP. DATE		39. LEV. COMP. DATE		40. CAREER CATEGORY		41. TEST / HEALTH INSURANCE		42. SOCIAL SECURITY NO.	
43. PREVIOUS GOVERNMENT SERVICE DATA				44. LEAVE CAT.		45. FEDERAL TAX DATA		46. STATE TAX DATA			
47. POSITION CONTROL CERTIFICATION						48. C.S. APPROVAL			DATE APPROVED		
J. D. Kearney 11/30/62						O. C. Dawson					

FORM 1152 OBSOLETE PREVIOUS EDITION
4.62 AND FORM 1152A.


SECRET

77 1230

GROUP 1
EXC. 1
UNCLASSIFIED
DATE 11/30/62 BY 1152A

(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER 059198 ✓				2. NAME (Last-First-Middle) KENT, WILLIAM M. ✓	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT			4. EFFECTIVE DATE REQUESTED MONTH 08 DAY 16 YEAR 63		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS X V TO V V TO CF CF TO V CF TO CF			7. COST CENTER NO. CHARGE-ABLE 4235 1000 1000		8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS DDP/WH PLANS & OPERATIONS STAFF (SECTION B)			10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.		
11. POSITION TITLE OPS OFFICER			12. POSITION NUMBER 645		13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13 1	
17. SALARY OR RATE '14,150 ✓					
18. REMARKS FROM: DDP/WH/2/URUGUAY/PARAGUAY SECT/970/Hq's Tracy 2A					
<div align="right">  </div>					
18A. SIGNATURE OF REQUESTING OFFICER Robert D. CASHMAN C/WH/PERS			18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Paul R. W. ...		
DATE SIGNED Aug 63			DATE SIGNED		
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
20. ACTION CODE 37 10		21. OFFICE CODE 64075 WH		22. STATION CODE 73013	
23. EMPLOY CODE 1		24. DATE OF FIRST 05/09/29		25. DATE OF TRAIL ...	
26. DATE EXPIRES ...		27. SECURITY PED. NO. ...		28. SEX ...	
29. VET. PREFERENCE ...		30. SOCIAL SECURITY NO. ...		31. FEDERAL TAX DATA ...	
32. STATE TAX DATA ...		33. POSITION CONTROL CERTIFICATION ...		34. D.P. APPROVAL Paul R. W. ...	
35. DATE APPROVED 08/09/63		36. DATE APPROVED 6 Aug 63		37. DATE APPROVED ...	

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED 20 JUNE 1963	
1. SERIAL NUMBER 059198 ✓		2. NAME (Last-First-Middle) KENT, WILLIAM M. ✓									
3. NATURE OF PERSONNEL ACTION PROMOTION					4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 06 23 63		5. CATEGORY OF EMPLOYMENT REGULAR				
6. FUNDS ▶ X		V TO V		V TO CF		7. COST CENTER NO. CHANGE-ABLE 3235 1000 1000		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS DDP/WH BRANCH 2 URUGUAY, PARAGUAY/SECTION					10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.						
11. POSITION TITLE OPS OFFICER					12. POSITION NUMBER 970		13. CAREER SERVICE DESIGNATION D				
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS			15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13 1		17. SALARY OR RATE 11,150 ✓				
18. REMARKS FROM: SAME											
<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 10px auto;"> Recorded by CSPD <i>[Signature]</i> </div>											
19. SIGNATURE OF OFFICIAL <i>[Signature]</i> ROBERT D. CASHMAN C/WH/PERS					DATE SIGNED 6/20/63		20. SIGNATURE OF CAREER SERVICE APPROVING <i>[Signature]</i> Paul R. Williams				
DATE SIGNED 20 June 63											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
21. ACTION CODE 22		22. EMPLOY CODE 10		23. OFFICE CODE 64350		24. STATION CODE WH		25. INTEREST CODE 75013			
26. MONTHS 1		27. DATE OF BIRTH 05/09/29		28. DATE OF GRADE 1		29. DATE OF LEV 1		30. SECURITY EOD DATA			
31. SPECIAL REFERENCE 1 - YES 2 - NO		32. RETIREMENT DATA 1 - YES 2 - NO		33. DEPART IN DATA CODE 1 - YES 2 - NO		34. CORRECTION/ANCE LAT ON DATA 1 - YES 2 - NO		35. SOCIAL SECURITY NO.			
36. WEL. PREFERENCE 1 - NONE 2 - YES		37. SERV. COMM. DATE 1 - YES 2 - NO		38. SERV. COMP. DATE 1 - YES 2 - NO		39. CAREER CATEGORY 1 - YES 2 - NO		40. HEALTH INSURANCE 1 - YES 2 - NO			
41. PREVIOUS GOVERNMENT SERVICE DATA 1 - YES 2 - NO		42. MILITARY DATA 1 - YES 2 - NO		43. FEDERAL TAX DATA 1 - YES 2 - NO		44. STATE TAX DATA 1 - YES 2 - NO		45. SOCIAL SECURITY NO.			
46. POSITION CONTROL CERTIFICATION <i>[Signature]</i> 06/24/63					47. G.P. APPROVAL <i>[Signature]</i> Paul R. Williams						
DATE APPROVED 20 June 63											

FORM 1152 (UNCLASSIFIED EDITION)
4-62

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)								5 JANUARY 1965	
059198		KENT, WILLIAM M.									
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE REQUESTED			5. CATEGORY OF EMPLOYMENT				
REASSIGNMENT				MONTH DAY YEAR 01 1 65			REGULAR				
6. FUNDS		XX		V TO V		V TO CF		7. COST CENTER NO. CHARGEABLE		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
				CF TO V		CF TO CF		5235-0620			
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION							
DDP WH" PLANS & OPERATIONS STAFF SECTION B				WASH., D. C.							
11. POSITION TITLE				12. POSITION NUMBER				13. CAREER SERVICE DESIGNATION			
OPS OFFICER				0646				D			
14. CLASSIFICATION SCHEDULE (G.S. L.B. etc.)				15. OCCUPATIONAL SERIES				16. GRADE AND STEP			
GS				0136.01				13 • 2			
17. SALARY OR RATE				12,495							
18. REMARKS											
FROM: (SAME TRY)											
SLOTING CHANGE											
19A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER				DATE SIGNED	
R. D. CASHMAN C/WH/PERS				1/6/65		A. B. Bousby				1-8-65	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTERPRET CODE		24. HOURS CODE	
37 10		51055		404		1150.3		1		05 09 29	
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION CANCELLATION DATA		33. SECURITY REQ. NO.	
MO. DA. YR.				CODE		TYPE		MO. DA. YR.		34. SEX	
35. VET PREFERENCE		36. SERV. COMP. DATE		37. LONG. COMP. DATE		38. CAREER CATEGORY		39. FEGLI/HEALTH INSURANCE		40. SOCIAL SECURITY NO.	
CODE		MO. DA. YR.		MO. DA. YR.		CODE		CODE			
41. PREVIOUS GOVERNMENT SERVICE DATA		42. LEAVE CAT. CODE		43. FEDERAL TAX DATA		44. STATE TAX DATA		45. FORM EXECUTED		46. FORM EXECUTED	
CODE		CODE		CODE		CODE		CODE		CODE	
45. POSITION CONTROL CERTIFICATION		46. G.P. APPROVAL		DATE APPROVED							
W. Keeney 01/08/65		A. Bousby		1-8-65							

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER 059198				2. NAME (Last-First-Middle) KENT, WILLIAM M.	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT			4. EFFECTIVE DATE REQUESTED 12 DEC 19 65		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS X V TO V CF TO V			7. COST CENTER NO. CHARGE 6235 - 0620		8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS DDP/WH OPERATIONS STAFF PLANS & OPS SECTION B			10. LOCATION OF OFFICIAL STATION WASHINGTON, D. C.		
11. POSITION TITLE OPS OFFICER (GS-13)			12. POSITION NUMBER 0646		13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, ZB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13 3	
17. SALARY OR RATE \$13,380					
18. REMARKS FROM: 0645					
<div style="text-align: right;">Recorded by CSED ajt</div>					
18A. SIGNATURE OF REQUESTING OFFICIAL ROBERT D. CASHMAN C/WH/Personnel			18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER [Signature] 17 Dec 65		
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 37	20. EMPLOY CODE 1	21. OFFICE CODING NUMERIC ALPHABETIC 15746	22. STATION CODE 1	23. INTEGRATE CODE 1	24. MONTHS 1
25. DATE OF BIRTH MO DA YR 05 09 29		26. DATE OF GRADE MO DA YR		27. DATE OF LEI MO DA YR	
28. RET. EXPIRES MO DA YR		29. SPECIAL REFERENCE 1-FSC 3-FICA 5-MORE		30. RETIREMENT DATA CODE	
31. SEPARATION DATA CODE TYPE		32. CORRECTION/CANCELLATION DATA MO DA YR		33. SECURITY REG. NO.	
34. SEX		EOD DATA			
35. VET. PREFERENCE CODE 0-NONE 1-5 PT. 2-10 PT.		36. SERV. COMP. DATE MO DA YR		37. LONG COMP. DATE MO DA YR	
38. CAREER CATEGORY CODE CAR RES PROV TEMP		39. FEGLI, HEALTH INSURANCE CODE 0-WAIVER 1-YES		40. SOCIAL SECURITY NO.	
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NONE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		42. LEAVE CAT. CODE		43. FEDERAL TAX DATA CODE FORM EXCLUDED 1-YES 2-NO	
44. STATE TAX DATA CODE FORM EXCLUDED 1-YES 2-NO		45. NO TAX EXEMPTIONS CODE		46. NO TAX STATE CODE PARAP	
45. POSITION CONTROL CERTIFICATION 122360A			46. DATE APPROVED 122865		

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1. SERIAL NUMBER 059198										2. NAME (Last-First-Middle) KENT, WILLIAM M.	
3. NATURE OF PERSONNEL ACTION RESIGNATION					4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07 30 66			5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS <input checked="" type="checkbox"/> V TO V <input type="checkbox"/> V TO CF <input type="checkbox"/> CF TO V <input type="checkbox"/> CF TO CF					7. COST CENTER NO. CHARGE 235 0620			8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS DDP/WH PLANS AND OPERATIONS STAFF SECTION B					10. LOCATION OF OFFICIAL STATION WASH., D.C.						
11. POSITION TITLE OPS OFFICER					12. POSITION NUMBER 0646			13. CAREER SERVICE DESIGNATION D			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS			15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13			17. SALARY OR RATE 13845 14,665			
18. REMARKS FROM: SAME											
<div style="float: right; border: 1px solid black; padding: 5px;">Recorded by GSPD <i>Sgt</i></div> 1 - Security 1 - Finance											
19A. SIGNATURE OF REQUESTING OFFICIAL <i>Robert D. Cashman</i>					DATE SIGNED 6/29/66		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>			DATE SIGNED 8 July 66	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE 45	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC	22. STATION CODE	23. INTEGRITY CODE	24. HODTIPS CODE 1	25. DATE OF BIRTH MO. DA. YR. 05 09 29	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LEI MO. DA. YR.			
28. NTE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE 1-COL 2-SEC 3-NONE	30. RETIREMENT DATA CODE 130 00 91	31. SEPARATION DATA CODE	32. CONNECTION CANCELLATION DATA TYPE MO. DA. YR.	EOD DATA →			33. SECURITY REQ NO.	34. SEX		
35. VET PREFERENCE CODE 0-NONE 1-5 YR 2-10 YR	36. SERV COMP DATE MO. DA. YR.	37. LONG COMP. DATE MO. DA. YR.	38. CAREER CATEGORY FORM EXECUTED NO. YES 7-NO	39. HEALTH INSURANCE CODE 0-WAITER 1-YES	40. SOCIAL SECURITY NO.						
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 2 YEARS) 3-BREAK IN SERVICE (MORE THAN 2 YEARS)			42. LEAVE CAP. CODE	43. FEDERAL TAX DATA FORM EXECUTED NO. YES 7-NO			44. STATE TAX DATA FORM EXECUTED 1-YES 2-NO				
45. POSITION CONTROL CERTIFICATION 08 05 66 14					46. O.P. APPROVAL <i>[Signature]</i>			DATE APPROVED 8/3/66			

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED 17 JUNE 1966	
1. SERIAL NUMBER 059198		2. NAME (Last-First-Middle) Kent, William M.					
3. NATURE OF PERSONNEL ACTION EXCEPTED				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07 31 66		5. CATEGORY OF EMPLOYMENT Legation	
6. FUNDS V TO V <input type="checkbox"/> V TO CF <input type="checkbox"/> CF TO V <input type="checkbox"/> CF TO CF <input checked="" type="checkbox"/>		7. COST CENTER NO. CHARGEABLE 7135 0630		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS DDP/WH/US FIELD JMPOPLAR-12				10. LOCATION OF OFFICIAL STATION NEW ORLEANS, LA. LOUISIANA			
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 8001		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13 5		17. SALARY OR RATE \$ 13800	
18. REMARKS FROM THE ABOVE POSITION IS BEING TRANSFERRED TO THE US FIELD TO ACCOMMODATE SUBJECT. C-12-54							
19. SIGNATURE OF REQUESTING OFFICIAL Robert D. Cashman C/WH/Pers							
DATE SIGNED 6/29/66				18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER D. M. Collins			
DATE SIGNED 7 July '66							
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE 13	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 51800 VVH	22. STATION CODE 75033	23. INTEGREE CODE	24. HOURS CODE 2	25. DATE OF BIRTH MO. DA. YR. 05 09 29	26. DATE OF GRADE MO. DA. YR. 06 23 63
27. DATE OF LEI MO. DA. YR. 06 19 66	28. NTE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1-ESC 3-FICA 5-NONE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.	33. SECURITY REQ. NO. 00000	34. SEX M
35. VET. PREFERENCE CODE 0-NONE 1-5 PT. 2-10 PT. 1	36. SERV. COMP. DATE MO. DA. YR. 07 03 50	37. LONG. COMP. DATE MO. DA. YR. 01 02 52	38. CAREER CATEGORY CAR/RES/PROV/TEMP CODE 1	39. FEGLI/HEALTH INSURANCE CODE 0-WAIVER 1-YES 1	40. SOCIAL SECURITY NO.		
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NONE 1-BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS) 1			42. LEAVE CAT. CODE 8	43. FEDERAL TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS 1-YES 2-NONE 0 MO		44. STATE TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS 1-YES 2-NONE - -	
45. POSITION CONTROL CERTIFICATION 080966N				46. O.P. APPROVAL Dow H. Lutz			
				DATE APPROVED 17 July 66			

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

(4)

SECRET

STANDARD FORM 52 PREPARED BY THE U. S. CIVIL SERVICE COMMISSION JANUARY 1960 - FEDERAL PERSONNEL MANUAL CHAPTER II		UNVOUCHERED	
REQUEST FOR PERSONNEL ACTION			
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.			
1. NAME (Mr., Miss, Mrs., One given name, initials, and surname) <i>Mr. William M. Kent</i>	2. DATE OF BIRTH <i>9 May 1929</i>	3. REQUEST NO.	4. DATE OF REQUEST <i>28 Jun 56</i>
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <i>Resignation (Staff Agent)*</i>		6. EFFECTIVE DATE A. PROPOSED:	7. C. S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED: <i>OCT 7 1956</i>	
FROM— I.O. (FI) <i>BAF-277.01</i> GS-0136.51-11 <i>\$6390.00 p.a.</i>		TO—	
DDP/WH Branch III Panama City, Panama Station Panama City, Panama		9. POSITION TITLE AND NUMBER 10. SERVICE, GRADE, AND SALARY 11. ORGANIZATIONAL DESIGNATIONS 12. HEADQUARTERS	
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL (DI)		<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	
A. REMARKS (Use reverse if necessary) <i>* To BE CONVERTED to STAFF Employee</i>			
B. REQUESTED BY (Name and title) <i>[Signature]</i> C/WH		D. REQUEST APPROVED BY Signature: <i>Robert A. Schul (uncl)</i> Title: <i>Ft/CMO 24 July 56</i>	
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) <i>J. KOFLANOVICH X-8242</i>		14. POSITION CLASSIFICATION ACTION NEW VICE I. A. REAL	
13. VETERAN PREFERENCE NONE WWII OTHER 5-PT. 10-POINT <input checked="" type="checkbox"/> DISAB. OTHER		15. SEX: <i>M</i> 16. RACE: <i>W</i> 17. APPROPRIATION FROM: <i>6-3525-55-051</i> TO:	
18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)		19. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSIONS ONLY)	
20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:		21. STANDARD FORM 50 REMARKS	
22. CLEARANCES			
A.	INITIAL OR SIGNATURE	DATE	REMARKS:
B. CEIL. OR POS. CONTROL	<i>[Signature]</i>	<i>7/13/56</i>	
C. CLASSIFICATION	<i>[Signature]</i>	<i>7/13/56</i>	
D. PLACEMENT OR EMPL.			
E.			
F. APPROVED BY <i>[Signature]</i>			

SECRET

SECRET

STANDARD FORM 52
 PREPARED BY THE
 U. S. CIVIL SERVICE COMMISSION
 JANUARY 1950—FEDERAL PERSONNEL
 MANUAL CHAPTER III

REQUEST FOR PERSONNEL ACTION

VOUCHERED

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed.
 If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname) Mr. William M. KENT	2. DATE OF BIRTH 9 May 1929	3. REQUEST NO.	4. DATE OF REQUEST 28 Jun 56
A. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) Excepted Appointment		B. EFFECTIVE DATE A. PROPOSED:	7. C. S. OR OTHER LEGAL AUTHORITY
B. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED: 8 Oct 56	

FROM—	8. POSITION TITLE AND NUMBER	TO— Area Ops Officer BA-322-11
	9. SERVICE, GRADE, AND SALARY	GS-0136.01-11 \$6390.00 p.a.
	10. ORGANIZATIONAL DESIGNATIONS	DDP/WH Branch III Cuba Section Washington, D. C.
	11. HEADQUARTERS	12
<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL (D)

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title) <i>[Signature]</i> C/WH		D. REQUEST APPROVED BY <i>[Signature]</i> SD/CS/CSF																			
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) J. KOFLANOVICH X-8242		Title:																			
13. VETERAN PREFERENCE <table border="1"> <tr> <td>NONE</td> <td>WWII</td> <td>OTHER</td> <td>5-PT.</td> <td>10-POINT</td> </tr> <tr> <td></td> <td></td> <td></td> <td>X</td> <td>DISAB. OTHER</td> </tr> </table>		NONE	WWII	OTHER	5-PT.	10-POINT				X	DISAB. OTHER	14. POSITION CLASSIFICATION ACTION <table border="1"> <tr> <td>NLW</td> <td>VICE</td> <td>I. A.</td> <td>RAI</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>		NLW	VICE	I. A.	RAI				
NONE	WWII	OTHER	5-PT.	10-POINT																	
			X	DISAB. OTHER																	
NLW	VICE	I. A.	RAI																		
15. SEX M	16. RACE W	17. APPROPRIATION FROM: 6-3500-20	18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO) Yes																		
		19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:																		

21. STANDARD FORM 50 REMARKS

OFFICE/DIR

10/9/56
 Date **SPD**
 Position **Sec. Dir.**

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			Has not had boc
B. CEIL. OR POS. CONTROL	<i>[Signature]</i>	8/13/56	
C. CLASSIFICATION	<i>[Signature]</i>	9 Aug 56	
D. PLACEMENT OR EMPL.			
E.			

F. APPROVED BY

[Signature] **SECRET** **OK Ready 7/26/56**

16-57229-2

~~SECRET~~

Classify According
To Content.

REQUEST FOR PERSONNEL ACTION																	
1. Serial No.		2. Name (Last-First-Middle) MR WILLIAM M. KENT				3. Date Of Birth Mo Da Yr 5 9 29			4. Vet. Pref. None-0 5 Pt-1 10 Pt-2		5. Sex Code M		6. CS - EOD Mo Da Yr				
7. SCD Mo Da Yr		8. CSC Retmt. Yes - 1 No - 2		9. CSC Or Other Legal Authority Code		10. Apmt. Affidav. Mo Da Yr			11. FEGLI Yes - 1 No - 2		12. LCD Mo Da Yr		13. MIT Serv. Credit LCD Yes - 1 No - 2				
PREVIOUS ASSIGNMENT																	
14. Organizational Designations DDP/WH Branch III Cuba Section						Code		15. Location Of Official Station Washington, D.C.						Station Code			
16. Dept. - Field Dept - X Usfld. Frag -		Code		17. Position Title Area Ops Officer				18. Position No. 322		19. Serv. GS		20. Occup. Series 0136.01					
21. Grade & Step 11-1		22. Salary Or Rate \$ 6390		23. SD DI		24. Date Of Grade Mo Da Yr		25. PSI Due Mo Da Yr		26. Appropriation Number 8-3500-20							
ACTION																	
27. Nature Of Action Resignation				Code		28. Eff. Date Mo Da Yr		29. Type Of Employee Regular				Code		30. Separation Data			
PRESENT ASSIGNMENT																	
31. Organizational Designations						Code		32. Location Of Official Station						Station Code			
33. Dept. - Field Dept - X Usfld. Frag -		Code		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series					
38. Grade & Step		39. Salary Or Rate \$		40. SD		41. Date Of Grade Mo Da Yr 07 01 56		42. PSI Due Mo Da Yr 12 29 57		43. Appropriation Number							
SOURCE OF REQUEST																	
A. Requested By (Name And Title) P. C. BOWERS, WH/Personnel Officer										C. Request Approved By (Signature And Title)							
B. For Additional Information Call (Name & Telephone Ext.) H. C. MONTAGUE, X-8242																	
CLEARANCES																	
Clearance		Signature		Date		Clearance		Signature		Date							
A. Career Board		[Signature]		11/22/57		D. Placement		[Signature]		11/22/57							
B. Pos. Control		[Signature]		11/22/57		E.		[Signature]									
C. Classification		[Signature]				F. Approved By		Robert W. Sheay									
Remarks To seek other employment																	

FORM 1152a
5-57

~~SECRET~~

(4)

SECRET

Classify According To Content.

REQUEST FOR PERSONNEL ACTION																	
1. Serial No.		2. Name (Last-First-Middle) <i>Keat, William M.</i>				3. Date Of Birth Mo 5 Da 9 Yr 29			4. Vet. Pref. None-0 Code 1 5 Pt-1 10 Pt-2		5. Sex M		6. CS - EOD Mo Da Yr				
7. SCD Mo Da Yr		8. CSC Retmt. Yes - 1 No - 2		9. CSC Or Other Legal Authority Code 1		10. Apmt. Affidav. Mo Da Yr			11. FEGLI Yes - 1 No - 2		12. LCD Mo Da Yr		13. Mil. Serv. Credit Lcd Yes - 1 No - 2				
PREVIOUS ASSIGNMENT																	
14. Organizational Designations						Code		15. Location Of Official Station						Station Code			
16. Dept. - Field Dept - Usfld - Frag -		Code		17. Position Title				18. Position No.				19. Serv. 20. Occup. Series					
21. Grade & Step		22. Salary Or Rate \$		23. SD		24. Date Of Grade Mo Da Yr		25. PSI Due Mo Da Yr		26. Appropriation Number							
ACTION																	
27. Nature Of Action Excepted Appointment				Code		28. Eff. Date Mo Da Yr		29. Type Of Employee Excepted Appmt. Regular				Code		30. Separation Data			
PRESENT ASSIGNMENT UNVOUCHERED																	
31. Organizational Designations DDP/WH Branch III Havana, Cuba Station (DP)						Code		32. Location Of Official Station Havana, Cuba						Station Code 13-D12			
33. Dept. - Field Dept - Usfld - Frag -		Code		34. Position Title Operations Officer (PP)				35. Position No. 395-24				36. Serv. GS		37. Occup. Series 0136.31			
38. Grade & Step 11-1		39. Salary Or Rate \$ 6390		40. SD DI		41. Date Of Grade Mo Da Yr 6/1/56		42. PSI Due Mo Da Yr 12/29/57		43. Appropriation Number 8-3545-55-055							
SOURCE OF REQUEST																	
A. Requested By (Name And Title) P. C. BOWERS, WH/Personnel Officer										C. Request Approved By (Signature And Title) <i>[Signature]</i>							
B. For Additional Information Call (Name & Telephone Ext.) H. C. MONTAGUE, X-8242																	
CLEARANCES																	
Clearance		Signature		Date		Clearance		Signature		Date							
A. Career Board		<i>[Signature]</i>		11/22/57		D. Placement		<i>[Signature]</i>		11/22/57							
B. Pos. Control		<i>[Signature]</i>		11/22/57		E.		<i>[Signature]</i>									
C. Classification						F. Approved By											
Remarks																	

SECRET

Classify According
To Content.

REQUEST FOR PERSONNEL ACTION															
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vet. Prof.		5. Sex		6. CS - EOD		
		KENT, William M.				Mo	Da	Yr	None-0	Code		M	Mo	Da	Yr
						5	9	29	5 Pt-1	1					
7. SCD		8. CSC Refmt		9. CSC Or Other Legal Authority		10. Apmt. Affidav.			11. FEGLI		12. LCD		13. Will Serv. Credit LCD		
Mo	Da	Yr	Yes - 1	Code		Mo	Da	Yr	Yes - 1	Code	Mo	Da	Yr	Yes - 1	Code
			No - 2	1					No - 2					No - 2	

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP/WH Branch III Cuba Section						Washington, D.C.					
16. Dept. Field		17. Position Title		18. Position No.		19. Serv.		20. Occup. Series			
Dept -	Code	Area Ops Officer		322		GS		0136.01			
Usfid -											
Frqn -											
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
11-2		\$ 6605 7270		DI		Mo	Da	Yr	Mo	Da	Yr
											8-3500-20

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
REASSIGNMENT		05		Mo Da Yr		REGULAR		01			
Transfer from V to UV				6 12 9 58							

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP/WH Branch I Caracas, Venezuela Station				4650		Caracas, Venezuela				77003	
33. Dept. Field		34. Position Title		35. Position No.		36. Serv.		37. Occup. Series			
Dept -	Code	I.O. (FI)		537-1		GS		0136.51			
Usfid -											
Frqn -											
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
		\$				Mo	Da	Yr	Mo	Da	Yr
						07	01	58	06	08	59
										8-3588-55-066	

SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
P.C. BOWERS WH/Personnel Officer		[Signature]	
B. For Additional Information Call (Name & Telephone Ext.)			
JOHN WASHINKO 8242			

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board	[Signature]	8/16/58	D. Placement		
B. Pos. Control	[Signature]	12/1/58	E.		
C. Classification			F. Approved By	[Signature]	12/1/58
Remarks: [Handwritten notes]					

FORM 1152a
5-57

SECRET

(4)

AS

NOTIFICATION OF PERSONNEL ACTION

Mr. William M. Kent

5-9-29

PSA 6

6-26-58

Limited Appointment

7/23/58

Section 522.1
PL 72h 79th as amended

Political Officer

Assistant Attache

FSR-7 \$6135

Caracas

X Regular

5-9-29
X

New
X

1-1011-110

M

9A-8011

XCSC

7/23/58

VA.

Execute SF-61a

Marital Status - Married - Three

Reserve Status - None

SECRET
(When Filled In)

DATE PREPARED			REQUEST FOR PERSONNEL ACTION										V to V		V to UV		
Mo	Da	Yr											UV to V		UV to UV		
1. Serial No.			2. Name (Last-First-Middle)					3. Date of Birth			4. Vet. Pref.		5. Sex		6. CS - EOD		
			KENT, William M					Mo Da Yr 5 9 29			None-0 5 Pt-1X 10 Pt-2		Code M		Mo Da Yr		
7. SCD			8. CSC Retmt.		9. CSC Or Other Legal Authority			10. Apmt. Affidav.			11. FEGLI		12. LCD		13. MIL. SERV. CREDIT L.C.D.		
Mo Da Yr			Yes - 1 No - 2		Code			Mo Da Yr			Yes - 1 No - 2		Code		Mo Da Yr		

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP/WH Branch I Caracas, Venezuela Station						Caracas, Venezuela					
16. Dept.-Field		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series	
Dept. - Unfld. Frgh. - X		Code		10/FI				537		G8 0136.51	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
11 2		\$ 7270		DI		Mo Da Yr 10 08 56		Mo Da Yr 06 12 59		9-358P-53-066	

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
Integration Department of State		58		Mo Da Yr 7 23 58		Regular		om			

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
				4650						77003	
33. Dept.-Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
Dept. - Unfld. Frgh. - X		Code		Assistant Attache Pol Officer				FSR			
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
7		\$ 6435				Mo Da Yr		Mo Da Yr			

SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
OPSER/CCD/OCL		R. Eggleston Cover Officer	
B. For Additional Information Call (Name & Telephone Ext.)			
B. Eggleston x8104			

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board			D. Placement		
B. Pos. Control			E.		
C. Classification			F. Approved By		

Remarks

Standard Remarks

SECRET

REQUEST FOR PERSONNEL ACTION

1. Serial No.		2. Name (Last-First-Middle)			3. Date Of Birth			4. Vet. Pref.		5. Sex		6. CS - EOD			
559198		KENT WILLIAM M			Mo. Da. Yr. 05 09 29			None-0 5 Pt-1 10 Pt-2		Code 1 M 1		Mo. Da. Yr. 01 02 52			
7. SCD		8. CSC Retmt.		9. CSC Or Other Legal Authority			10. Apmt. Affidav.		11. FEGLI		12. LCD		13. Mil. Serv. Credit		
Mo. Da. Yr. 07 03 50		Yes-1 No-2		Code 1			50 USCA 403			Mo. Da. Yr. 01 02 52		Yes-1 No-2		Code 2	

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP WH BRANCH 1 CARACAS, VENEZUELA STATION				4650		CARACAS VENEZUELA				77003	
16. Dept. - Field		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series	
Dept - USStd - Frqn -		Code 5 ASST ATTA POL OFF 1.0. (FI)				0537		FSR GS		0136.51	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
Mo. Da. Yr. 07 11 2		\$ 6435 7270		DI		Mo. Da. Yr. 07 01 56		Mo. Da. Yr. 06 28 59		9 3588 55 066	

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
PROMOTION		30		Mo. Da. Yr. 5 11 59		REGULAR		0M1			

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
				4650						77003	
33. Dept. - Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
Dept - USStd - Frqn -		Code 5 012 OH				D-12		GS		0126.01	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
Mo. Da. Yr. 12 1		\$ 8330				Mo. Da. Yr. 5 11 59		Mo. Da. Yr. 11 13 60			

SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
P. C. Bowers WH/Personnel Officer			
B. For Additional Information Call (Name & Telephone Ext.)			
John Washinko X8242			

CLEARANCES

Clearance		Signature		Date		Clearance		Signature		Date	
A. Career Board		Dante C. Rogers		7/8/59		D. Placement					
B. Pos. Control		14 MAY 1959				Approved By		Robert E. Richards		14 MAY 1959	
C. Classification											
Remarks											

FORM NO. 1152
1 MAR 57

w/o file
yrb

OFFICE OF THE
WPA 11 1 55 LH 23

Recorded by
CSPD
MAY 5 1959

SECRET

(4)

SECRET

REQUEST FOR PERSONNEL ACTION

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth	4. Vet. Pref.	5. Sex	6. CS - EOD
	KENT, WILLIAM M.	Mo. Da. Yr. 05 09 29	None-0 5 Pt-1 10 Pt-2	Code 1 M 1	Mo. Da. Yr.
7. SCD	8. CSC Retmt.	9. CSC Or Other Legal Authority	10. Apmt. Affidav.	11. FEGLI	12. LCD
Mo. Da. Yr.	Yes-1 No-2	Code 1	Mo. Da. Yr.	Yes-1 No-2	Code

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code		
DDP WH BRANCH 4		WASH., D. C.			
16. Dept. - Field	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series	
Dept - X USfld - Frgrn -	Code 1 ASST ATTA POL OFF OPS OFF	BA-625	FSR GS	0136.01	
21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade	25. PSI Due	26. Appropriation Number
07 12 1	\$ 6600 8330	D	Mo. Da. Yr. 05 17 59	Mo. Da. Yr. 11 13 60	0135 1000 1000

ACTION

27. Nature Of Action	Code	28. Eff. Date	29. Type Of Employee	Code	30. Separation Data
CONVERSION FROM FSR STATUS		Mo. Da. Yr. 4 16 60	REGULAR	01	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code		
DDP WH BRANCH 4	4617	WASH., D. C.			
33. Dept. - Field	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series	
Dept - X USfld - Frgrn -	Code 1 OPS OFF	BA-625	GS	0136.01	
38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade	42. PSI Due	43. Appropriation Number
12 1	\$ 8330	D	Mo. Da. Yr.	Mo. Da. Yr.	0135 1000 1000

SOURCE OF REQUEST

A. Requested By (Name And Title)	Request Approved By (Signature And Title)
P. C. BOWERS WH/PERSONNEL OFFICER	
B. For Additional Information Call (Name & Telephone Ext.)	
JOHN WASHINKO X 8242	

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board	P. C. Bowers	4/18/60	D. Placement		
B. Pos. Control	WK	4-20-60	E.		
C. Classification			F. Approved By	W. Kearney	4-20-60

Remarks
Subject resigned from the Department of State effective 16 April 1960, COB.
Recorded by COPD

SECRET

SECRET**REQUEST FOR PERSONNEL ACTION**

1. Serial No.			2. Name (Last-First-Middle)			3. Date Of Birth			4. Vet. Pref.			5. Sex			6. CS - EOD		
559198			KENT WILLIAM M			05 09 29			None-0 5 Pt-1 10 Pt-2			1 M 1			01 02 52		
7. SCD			8. CSC Retmt.			9. CSC Or Other Legal Authority			10. Apmt. Affidav.			11. FEGLI			12. LCD		
Mo. Da. Yr.			Yes - 1 No - 2			Code			Mo. Da. Yr.			Yes-1 No-2			Code		
07 03 50			1			50 USCA 403 J			Mo. Da. Yr.			01 02 52			Yes - 1 No - 2		

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP WH BRANCH 1 CARACAS, VENEZUELA STATION				4650		CARACAS VENEZUELA				77003	
16. Dept. - Field		17. Position Title		18. Position No.		19. Serv.		20. Occup. Series			
Dept - USfld - Frqn -		Code ASST ATTA POL OFF		0537		FSR		GS		0136.01	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
07 12 1		\$ 8330 6600		D1		Mo. Da. Yr. 05 17 59		Mo. Da. Yr. 11 13 60		0135 5880 3000	

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
REASSIGNMENT		67		Mo. Da. Yr. 04 03 60		REGULAR		OM			

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP WH BRANCH 4				4617		WASH., D. C.					
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv.		37. Occup. Series			
Dept - USfld - Frqn -		Code ASST ATTA POL OFF		P-13 625		FSR		GS		0136.01	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
07 12 1		\$ 6600 8330		D		Mo. Da. Yr.		Mo. Da. Yr.		0135 1000 1000	

SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
P. C. BOWERS WH/PERSONNEL OFFICER			
B. For Additional Information Call (Name & Telephone Ext.)			
JOHN WASHINEO X8242			

CLEARANCES

Clearance		Signature		Date		Clearance		Signature		Date	
A. Career Board		J. O. Dawson		4/14/60		D. Placement					
B. Pos. Control				4-15-60		E.					
C. Classification						F. Approved By		W. B. Bitts		4-15-60	
Remarks											
Staffing Complement Change.											
2 copies to Security.											

FORM NO. 1152
1 MAR 57**SECRET**

(4)