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S & C R & T.
DEFERRED TELEPRUCH 190843Z WASHINGTON 208255
TO: PARIS.

FROM: EJFUS INFO EJDYPERS, EJDYHF, OPYCPD, CGS/CSB, OED/NOC

SUBJECT: ADMIN BEHANK HOGAME - THOMAS BACCASESIN (P)

- 1. ACCORDING TO MOC ON THOMAS B. CASASIN, RTACTION OBLIGATION TO REIMBURSE CASASIN FOR COST OF SHIPPING UP TO ONE THOUSAND
 (1000) POUNDS OF HHES FROM FRANCE TO WODUAL, EXPIRED AS OF 31
 DECEMBER 1977. ALL OTHER COMMITMENTS, INCLUDING EXTENSION OF
 CASASIN'S SERVICES UNDER MOC, EXPIRED 31 DEC 77 ALSO.
- 2. FYI: UNSAVANT PROJECT FOR CASASIN WAS TERMINATED AT END OF FY 76 REPEAT FY 76. PROJECT FILE BEING CLOSED AS ALL ASPECTS OF THIS CASE TERMIN ATD.
- 3. FILE: 029=006-252/2; 201-0933259. E2 IMPDET.>
 ORIG: E/F/S (SANDY DELONG X9487 14 APR 78); COORD: C/E/D/PERS
 (DUTER), E/D/BF (YOW), OP/CPD (BROOKS), CCS/CSB (FOR INFO),
 DED/NOC (FOR INFO); REL: C/E/F (HORNSTEIN). CL BY 061308.

END OF MESSAGE

MEMORATEUM CE ORAL COOMITMENT

TO: OFFICE OF FRANCE	The second with the second
VIA: CHTEF, EUR AND GONTRACT PER	SCHIEL DIVISION
FROM: CONTRACT APPROVING OFFICER,	് അത്ത്ത് പ്രധാന സ്ത്രീസ് സ്വീസ് സ്വീഡി ക്രിഡ് സ്ക്രീഡി വിവര് ക്രിഡ് ആര് സ്വീസ് ക്രവ്യാസ് വര് വിവര് വിവര് വിവര്
SURJECT: EGAGE:ENT OF	(Independent Contractor)
1. TERM AND ACTIVITY CHARGE - SULJ	ect individual has been engaged under oral contract
on obligation is altitory	Fifeerive 1 July 1975 TREENERS un
completed but Kat To Exc.	ced 31 Divatiber 1977. COD
obtained. Type (former Career de	late security approval for subject's use has been ated
3. CITIZENSHIP - Subject (1s) (15.7)	NOT) a WODUAL Citizen.
4. COMPENSATION - Subject will be p	old nothing per in
currency. Describe any other compen	esation in the nature of bonus comultments, gifts,
loans, currency conversions or other	<u> </u>
E TAYEE P. 1.1.	tion when appropriate FLAT PATE
 TAXES - Explain method of collection. (N/A, FR 20-18d applies, to be 	
6. QUARTERS AND/OR SUBSISTENCE - Qu	arters Allowance N/A per
Subsi	stence Allovance per
7. OPERATIONAL EXPENSES - N/A	
a. Travel expenses (vill) (vill	not) be reimbursed. Fixed Payment
Regular Accountings	. Allowance of per
b. Other operational expenses	(will) (will not) be reimbursed.
Type Expense	: Method of Accounting
Type Expense Type Expense	Method of Accounting
OTHER COMMITMENTS - *Describe 3	SHEAD will reinburse CASASE! for costs of shirmert
of up to 1.000 (one thousand) notices	GEAD will reinburse CASASE for costs of shipment of the at the concusion of cover englement
from Paris. Prince to America Actual	., (Scheduled for 31 May 1977)
. CONTINGENT OBLIGATIONS - (Not pro	mised Subject but may have to be met) *Describe
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	-
O COMMITMENTS OTHER THAN THOSE DESCR	THED ABOVE HAVE BEEN MADE TO SUBJECT.
	SIGNED: Thursdillower
	Case Officer
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	COMMENT	. ME	PETI	124	
	CONCRETENTANCE	ÎNFORMATION	2161	MTURE	
Rémarks: Recommend AD/Pers approval (alleit retroactively) of the attached request from the Chief, EUR Division to extend the MOC for Thomas R. CASASIN (P) as an independent contractor without compensation beginning 1 July 1975. The only benefit payable under the MOC will be a taxable payment for the shipment in 1977 of 1,000 lbs., of personal effects from Paris to the United States. Subject, now age 52, retired under CIARDS 28 June 1974 as a GS-15 (Step 10) career associate. On 24 June 1974, D/Pers approved a request to engage him as an independent contractor for a one-year period beginning 1 July 1974 at an annual fee of \$5,000.					
28 On him	Subject, June 1974 as a 24 June 1974, I as an independ	now age 52, ret GS-15 (Step 10) //Pers approved : lent contractor	ired un career a reque for a c	der CIARDS associate. st to engage ne-year	

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FROM: NAME ADDRESS AND PHONE NO. BATE

C/CPO, 5 E 67, HQTTS 7841 7 C 3 Feb 76

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76-376

P. S. JAN 1978

MEMORANDUM FOR: Director of Personnel

VIA:

Deputy Director for Operations

FROM:

Chief, European Division

SUBJECT:

Request for Extension of the Services of Thomas B. GASASIN (P), Retired Annuitant, under a Memorandum of Oral Commitment

- 1. Action Requested: Your approval is requested to extend the services of Thomas B. CASASIN (P) under a Memorandum of Oral Commitment for the period 1 July 1975 to 31 December 1977. The only compensation to CASASIN would be money equivalent to shipment costs for a maximum of 1,000 pounds of personal effects from Paris, France, to the United States. Since CASASIN is an Independent Contractor, the amount of meney given CASASIN will be considered taxable income for tax year 1977.
- 2. Basic Data and Background: CASASIN, born 20 January 1924, has been employed by the Agency since 1949. Twelve years of this period were spent as a Staff Employee, seven of which were at Headquarters and five years, 1955-1960, were spent in Tokyo. In 1962 CASASIN was assigned to Paris under nonofficial cover as a Staff Agent. In 1972 he was converted to Career Associate status to coincide with his cover employment with UNESCO, a position he attained on his own initiative. CASASIN retired as a GS-15, Step 10, on 30 June 1974 and with proper Headquarters approvals was utilized by Paris Station as an Independent Contractor, effective 1 July 1974. His compensation was in accordance with the 90 percent provision of HR 20-13 a(1) (c) (1).
- 3. Staff Position: Due to his growing employment involvement at UNESCO, CASASIN requested, and the Paris Station agreed, not to renew his written Independent Contract, due for renewal 1 July 1975. However, since CASASIN is willing to meet informally

E2 IMPDET CL BY 057567

with the Station, the Station requests a Momorandum of Oral Commitment to be effective for the period CASASIN remains in UNESCO's employ, which is expected to terminate in 1977. CASASIN's experience as an Operations Officer and, specifically, experience and operational contacts derived through his present employment position in Paris are sufficiently valued by the Paris Station to request the continuation of CASASIN's services under a Memorandum of Oral Commitment.

4. Recommendation: Your approval is requested to continue CASASIN's services under a Memorandum of Oral Commitment for the period 1 July 1975 to 31 December 1977 with total compensation being money equivalent to the cost of shipping a maximum of 1,000 pounds of personal effects from Paris, France, to the United States.

William W. Wells Chief, European Division

CONCUR: Deputy Director for Operations	17F/ /47
APPROVED:	25 FET m
H Director of Personnel	Date
DISAPPROVED:	in the second of
Director of Personnel	Date

MEMORANDUM FOR: Chief, Contract Personnel Division

THROUGH Career Management Group, Contract Personnel Branch

Thomas B. CASASIN (P)
Termination of contract SUBJECT

This is to advise you that Thomas B. CASASIN'S (P) contract expired 30 June 1975. It is requested that CASASIN'S contract be terminated effective that date.

> Gerald K. Hughes, Jr. Chief, Personnel Section European Division

APPROVED:

Islanda Sanda Sand Sheary Carl The Collect

E2 IMPDET CL BY 027164

2.8 HIN 1972

MEMORANDUM FOR: Deputy Director for Management and Services

SUBJECT

Request for Voluntary Retirement

Mr. Jacques C. Richardeca

Casasin Tionas D.

- 1. This memorandum submits a recommendation for your approval in paragraph 3.
- 2. The employee named above has applied for voluntary retirement under the provisions of Headquarters Regulation 20-50h.

Grade: GS-15 Equiv. Position: Career Associate

Career Service : Operations
Office/Division : Europe Division
Date Requested for Retirement: 28 June 1974

Age at that Date : 50
Years of Greditable Service : 30
Years of Agency Service : 24
Years of Qualifying Service : 19

3. The applicant's Career Service and the CIA Retirement Board recommended that the request be approved. I endorse these recommendations.

B. De Felice

Director of Personnel

4. The recommendation contained in paragraph 3 is approved:

As A Marria I. Dremman

Deputy Director for Management and Services

Date

CONFIDENTIAL

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- Distribution

 6 Return to Director of Personnel

 2 DD/M&S

 1 D/Pers

 1 Applicant

 1 OPP

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OP/RAD/ROB/WFMadigameam/3257 (27 June 1974)

CERTIFICATION BY THOMAS B. CASASIN CAREER ASSOCIATE, AS TO EXPENDITURES OF ADMINISTRATIVE ALLOWANCE

I certify that the Administrative Allowance payments made to me in accordance with the provisions of the Addendum to the Agency contract dated 5 August 1972 and any amendments and extensions thereto have, to the best of my knowledge and belief, been used substantially for the purpose for which provided and have not accrued to my personal advantage or enrichment.

SIGNED

Date

Thomas B. Casasia

EZIMPDET. CL by: 063837

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SECTION I ECH NOC STATUS REPORT FORWARDED REF B STATES HE ON THREE-YEAR EXTENSION CONTRACT WITH UNCAIRD TO END JUNE 1977. ADVISE - EZ IMPDET - A

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T 011029	EĮ A530	PAGE 81-81 TOR: 1318432 MAY 75	IN 578647 Pari 56054

S E C R E T 1310032 MAY 75 STAFF CITE PARIS 56954 TO I DIRECTOR. HODEEP ADMIN

- 1. THEMAS 8. CASASIN HAS GIVEN NOTICE THAT HE DOES NOT INTEND TO RENEW HIS CONTRACT WHICH TERMINATES 30 JUNE 1975. HE CITES HIS GROWING INVOLVEMENT AT UNCAIRD AS THE REASON.
- 2. HE HAS AGREED TO FUTURE MEETINGS WITH STATION

 OFFICERS ON AN INFORMAL BASIS. FOR HIS CONTINUING

 COOPERATION HE ASKS ONLY THAT HIS ENTITLEMENT FOR

 SHIPMENT OF HEE TO THE U.S. BE KEP OPEN UNTILHE

 CONCLUDES HIS UNCAIRD EMPLOYMENT. STATION WILL HRITE

 A MOC COVERING THIS CONTINGENCY. PLEASE ADVISE YOUR CONCURRENCE.

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	DATE:	Hav. 1975
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MEMORANDUM FOR: Director of Finance		ينها و الله الله الله الله الله الله الله
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THROUGH : Chief, Contract Personn	el Division	
SUBJECT : Tax Assessment for	Thomas 3. CASUSIN	
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1. A flat rate percentage covert t	ax assessment of this in	dividual's
gross taxable Agency entitlements has be	en approvéd as indicated	below.
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MEMORANDUM F	OR: Director of Financ		
ATTENTION	: Chief, Compensation	on and Tax Division	
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SUBJECT	: Tax Assessment for	Thomas B. CESSTI (P)	The state of the
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MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT : Thomas B. CASASIN

PERIOD COVERED: January - June 1974

Although I have been the Station case officer for Subject only since January 1974, I have been acquainted with his performance for the Station for the past 5 1/2 years through my assignment in the French Branch at Headquarters and, for the past 2 1/2 years, as the Station officer responsible for UNCAIRD operations. I have always considered CASASIN to be a highly skilled, experienced senior case officer thoroughly devoted to the work of BKHERALD. He is becoming increasingly effective in his present cover position at UNCAIRD, operating against both Soviet and PRC targets, and I am delighted that he has agreed to continue his cooperation with the Station as a field agent following his retirement from BKHERALD effective 30 June 1974. CASASIN can look back with pride over his years of service with BKHERALD but he can also look forward to additional years of highly useful, productive work for Paris Station.

CASASIN's attitude can best be summed up by a comment on my first operational meeting with him following his official retirement. He instinctively went immediately to a discussion of operations, not of retirement. I am confident that CASASIN will continue to be a highly motivated, effective asset of Paris Station, and I wish him well.

John H. Kenney Operations Officer

SECTION D

The attached Memorandum in Lieu of a Fitness Report should be read in conjunction with the NOC Status Report on Subject for the period ending 31 March 1974; these reports overlap somewhat in the period covered. As has been indicated by both Russell N. SKOGSBERC who prepared Section I, and George T. HEMSLEY, who prepared Section III of the NOC Status Report, Subject is an impressive officer who has developed superb cover for himself but who has been only reasonably effective in identifying, developing and turning over useful access agents to the Station. While endorsing the general thrust of the Memorandum in Lieu of a Fitness Report, the undersigned also feels that Subject should bring a sharper focus to bear on developing in-depth relationships with those persons who have the potential of becoming quality access agents to priority targets. Subject meets and knows many people in his milieu, including Sovicts; he reports in considerable volume on these contacts. We encourage him to concentrate on a few of these contacts and to plumb them to their depths. The undersigned joins SKOGSBERG in wishing Subject well and in paying recognition to his motivation and his attitude.

Subject's Specific Duties remained essentially as described in his previous Fitness Report (for the period 1 January - 31 December 1973). I would rate him on these Specific Duties as he was previously rated.

/s/ Oleg Selsky
Operations Officer

CONFIDENTIAL

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Fitness Reports must be prepar	ed with due readed for secu	SPECIAL NOTE inty considerations. For example, in the case of administrative and sup al sources of information and methods of operation, it is normally expe
stran of information or operati	atement at specific duties ma ions will not/be included. Of y and should not be fully re	y be reported in Section B. However, the nature, source, purpose or di in the other hand, the description of specific duties of certain other ported on this form, in these cases; general statements of specific di
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TO: DIRECTOR.

ADMIN PERS

REF: DIRECTOR 599151

EDWIN &. HAURONIC HITNESSED SIGNING OF CASASIN'S

CONTRACT. E2 IMPDET.

MEMORANDUM FOR: Chief, Contract Personnel Division

THROUGH

CMG/CP

SUBJECT

Inclusion of HHE shipment in contract for Independent Contractor, Thomas B. CASASIN (P)

1. It is requested that the new contract for Thomas B. CASASIN (P) include shipment of HHE for him and his dependents and POV as well as storage of household effects.

2. CASASIN retired from the Agency 28 June 1974, and by regulation is entitled to movement of HHE up to one year. An extension of an additional six months can be requested, but beyond that CASASIN would not be covered.

- 3. EUR has been granted approval to hire CASASIN under a Paris Station project. His cover job contract has been approved until May 1977, at which time he plans to return to the United States.
- 4. Therefore, EUR recommends his contract include the benefits of shipment of HHE, POV, and storage of goods to his place of legal residence upon the successful completion of his services.

George W. Owens Chief, Personnel Section European Division

CONCUR:

CMC/CP

19 JUL 1974

Date

E2 IMPDET CL BY 033769

CONFIDENTIAL

	ONLY	G AND	RECOR	CON ENTIAL SECR
SUBJECT. (C)				
FROM			EXTENSION	CSB 74-254
CCS/CSB GH-43 Hqs.			5029	DATE 27 June 1974
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CSR 74-254

26 June 1974

NEMORANDUM FOR: Chief, Retirement Affairs Division

SUSJECT:

Mr. Jacques G. Richardson

1. This is to advise you that Mr. Richardson will be placed under the covert annuity plan administered by the Cover and Commercial Staff effective upon his retirement in June 1974. He has also been placed under the Combined Group Investments (C.G.I.) plan for hospitalization insurance.

2. All future correspondence with Mr. Richardson will be handled through the Cover and Commercial Staff.

GEORGE S. POWELL
// Chief
Cover Support Branch
Cover & Commercial Staff

E2 IMPDET CL BY 063851 Sal. 36000 90% 32400 ant 22-24 K. 8000 in with 90% sale age 50 Haller Thomas B. CASASIN 65-15 10

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27 Jan 14

2 6 JUL 1974

MEMORANDUM FOR: Director of Personnel

THROUGH : Deputy Director for Operations

SUBJECT : Request for Approval to Utilize

Thomas B. CASASIN (P) as an Independent

Contractor *

REFERENCE : DD/P 6-1818, 2 May 1966

- 1. Action Requested: The European Division requests approval to utilize Thomas B. CASASIN (P) as an Independent Contractor subject to the terms regarding employment of annuitants as set forth in the reference. CASASIN has just opted for retirement under the Agency Retirement Program effective 28 June 1974.
- 2. Basic Data or Background: CASASIN, born 20 January 1924, has been employed by the Agency since 1949. He held several positions in Headquarters and from February 1955 until October 1960 served in Tokyo. Until his departure for Paris he served as a Branch Chief in the then SR Division. In 1962 CASASIN was assigned to Paris under non-official cover as a Staff Agent to work on the Soviet target. He remained a Staff Agent until his conversion to Career Associate status in 1972.
- 3. Staff Position: In 1972, with Paris Station approval, CASASIN on his own initiative obtained an editorial position with IDENTITY. This cover job affords him the unique opportunity to establish and maintain contact and access to a variety of target personalities. Despite a heavy cover load, he has been able to make useful operational contributions

E2 IMPDET CL BY 055747

Roosevelt

Archibald B. Roosevelt, Jr.

to the overall Station effort against the Soviet Bloc and more recently, the PRC target. His current appointment with IDENTITY has recently been extended until 31 May 1977. We would like to continue to utilize CASASIN's professional talents and his natural sustained access to priority targets in IDENTITY. CASASIN will retire at the GS-15 step 10 level. In accordance with Agency regulations CASASIN's proposed gross annual contract salary of \$8,000 plus his annuity will not exceed ninety percent of his salary at the time of retirement.

4. Recommendation: It is requested that approval be granted to employ Thomas B. CASASIN (P) as an Independent Contractor.

Concur:

Deputy Director for Operations

APPROVED:

Director of Personnel

Date

Chief, European Division

27 July 1974

Date

Date

Date

Director of Personnel

Date

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NENDRANDUM FOR: Chief, Contract Personnel Division

THROUGH : CNG/CF

SUBJECT : Termination of Contract for Thomas B. CASASIN (P)

This is to inform you that Career Associate Thomas B. CASASIN (P) retired from the Agency on 28 June 1974. His contract is terminated effective as of that date.

> George W. Owens Chief, Personnel Section European Division

Distribution:
Original & D- Adse.

APPROVED:

/s/ Charles W. Sandman

EZ IMPDET CL BY 033769

CONFIDENTIAL

MENORANDUM FOR:	Office of Finance			
FROM :	Administrative Allowan	ce Committe		
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	Career Associate,	Thomas B	. CASASIN	
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dollar appreciat	ion, the fixed allowance	e for Subje	ct is revi	sed by
substituting the	figure \$13.741		for the fig	gu re
\$14,981				
2. A11	other provisions of the	e current A	llowance Co	ommittee
Addendum remain	in full force and effect	t. ·	*	•
	in the state of th	UNITED ST	ATES COVERN	MENT
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Allowance	e Committee			

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E2IMPDET CL by: 063837

AMENDMENT TO ALLOWANDS COMMONTE AND ENDUM

Mr. Thomas B. Casa	ia	•	,	
Mr. Casasin		•	•	
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2) By extending. PCS return to				
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manded) remain to ful	d force and e	ffect.	•	
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Allowance Com	multee	,	,	
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	高州 "阿安尼山"			CTC NO.	210
<u>.</u>					
·	MEMORANDUM FOR: D	irector of Finance			
ſ	ATTENTION : C	hief, Compensation	and Tax Div	ision	
	THROUGH : C	hief, Contract Per	sonnel Divis	ion	
	SUBJECT : T	ax assessment for_	Thomas	B. CASASIN	(b)
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-	is to be applied to	the individual's	gross taxabl	e earnings.	
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TO: PARIS.					
ADMIN FINANCE WODE	EP		andre (

- 1. REQUEST THOMAS B. CASASIN FORWARD HQS ASAP COPIES OF HIS COVER PAY STATEMENTS FOR FEB & MARCH 73.
- 2. LATEST COVER PAY STATEMENTS INDICATE INCREASE ALLOWANCE OF

 \$26.047 PAR MONTH HADE IN FEB OR MARCH 73. COVER PAY OFFSET 1 FEB 73

 THRU 15 SEPT 73 WAS \$12.641.28. ANALYSIS BASED ON COVER PAY

 STATEMENTS IN HAND HAS FOR APRIL. BY YEAR YEAR AND STATEMENT IN THE TOTAL TO
- 3. IF PROPOSED METHOD OF REFUND REPAYMENT CITED PARA 2 ABOVE UNACCEPTABLE TO CASASIN, PLEASE ADVISE. E2 IMPDET.H

CUMEINENTIT

URJECT :	Fixed Allowance Amendmen	하후 그리 사가 쓰다는 아름 문제를
· · · · · · · · · · · · · · · · · · ·	Career Associate, Th	omas B. CASASDI
1. Effect	tive 1 July 1973	, to offset dollar
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	for the figure	g13,494
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2. All ot	ther provisions of the co	
2. All ot	ther provisions of the co	arrent Allowance Committee

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E2IMPDET CL by: 026715

27 June 1973

MEXICANDEM FOR: Office of Finance

IUN/Contract Personnel

SURVICET Changes in Financial Analysis Number

Personal Services of Thomas B. CASASIN

OBJECT CLASS:

It is requested that the cost of personal services for subject Career Agent
KANNIANNE be changed, effective the pay period beginning

from Financial Analysis Number 3131-4292

HUR DIVISION BUDGET OFFICER

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	INSTRUCTION:
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	POVISIONAL (See Insin	ctions • Section C)	ANNUAL .	REASSIGNMENT	EMPLOVE
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SECTION B		PERFORMANC	E EVALUATION	4	٠
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M-Marginal	taken or recommended	t in some aspects. The reasons to should be described.	or assigning this rating should be sta	ited in Section C and remed	dial actions
P-Proficient	Performance is satisfact	oiy Desired results are being pr	oduced in the manner expected.		
S-Strong		erised by exceptional proficienc			
O-Outstanding	Performance is so excep work as to warrant spec	tional in relation to requirement ial recognition,	s of the work and in comparison to t	he performance of others do	oing similar
		SPECIFI	COUTIES		
oth supervisory r	esponsibilitiés MUST	be rated on their ability to	ONLY effectiveness in perform supervise (indicate number of	employees supervised).	TRATING
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SECTION C

NARRATIVE COMMENTS

Indicate significant strengths of realinesses demonstrated in current position beeping in proper perspective their relationship to averall performance. Serie is against their relationship to averall performance. Serie is against their relationship to averall performance. Give recommendations for training. Commended on foreign language competence, if required for current position. Amplify properly are relative to Series. By a provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duries and cast consciousness in the use of personnel, as one of authority and cast consciousness.

During the period covered by this report, subject began a new job in an upper-level, executive capacity with an international organization. He obtained this job without BEREELD assistance and the salary offsets approximately 40% of the total cost of this activity. This cover job was possible because of subject's extensive, solid background in activitic journalism and his French (luency. His cover is impeccable because he is capable of a first class, professional performance on this job and he was selected for the job solely on his professional qualifications in competition with other highly-qualified persons.

A solid cover situation is useful only to the extent that it serves as a base for ENDERALD activities. Despite a full time job and unvitting superiors and co-workers, Subject has done a full time job for ENDERALD. He has maintained an intensive dislogue with one Soviet official, frequent contact with others, and he is developing additional Soviet contacts in his cover organization. He has also established initial contacts with Chinese officials and has laid the foundation, through the cover organization, to develop and maintain direct and long-tens contact with certain of these targets. He has been effective and ingenious in devising direct access to this difficult target and to others having access.

Subject devotes about SCI of his operational effort to the Seviet and Chinese targets. His operational reporting reflects these priorities and it is timely.

SECTION D	CERTIFICATION AND COMM	ENTS TO THE TOTAL THE CAME TO THE TANK THE TOTAL THE TANK THE TANK THE TANK THE TANK THE TANK THE TANK THE TANK
ì. · · · · ·	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A, B. AN	D C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO E	MPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
		/s/ Joseph I. Saltsman
3.	BY REVIEWING OFFICIAL	

COMMENTS OF REVIEWING OFFICIAL

During the period under review, this BOC moved into a highly agasitive but potentially very valuable new cover situation, in which he has infinitely greater access to Soviet and Chinese targets. The NOC is also superbly equipped to handle this new position, by virtue of previous experience, linguistic competence and substantive knowledge of the field of endeavor. He should, in our judgment, do a first-class job, both for the cover employer, and for the Organization as well.

With respect to the specific duties set forth in the first section of this report, this reviewer would not have rated specific duty number two at the "O"

ATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	1 TPED OR PRINTED NAME AND SIGNATURE
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•		
•		/s/ Hugh R. Montgomery

SECTION C

NARRATIVE COMMENTS

complete and literate. Despite his relative isolation as a NOC, he is well aware of priority objectives, concentrates his efforts in these areas and does not waste time on operationally marginal activities.

As is normal in a NOC situation, subject has no supervisory duties with BERERALD personnel but his cover job provides supervisory responsibility. Subject is meticulous in presentation of financial accountings and his operational expenses are modest. There are no administrative problems related to this project.

SPOLION D (cont'd) REVIEWING OFFICIAL

level; in point of fact, it would, in the writer's opinion, merit a solid "S" but no more. Recognizing that such ratings are perforce subjective, and that the rating officer has a closer, almost daily experience factor, nonetheless, the reviewer simply does not believe that the written record of the NOC's accomplishments on the specific targets will support an "O" rating at this time. Even accepting the limitations which the cover situation imposes upon the NOC, hears still not performed in a manner which would correspond to the literal definition of "O".

Other than this divergency, the reviewer shares the laudatory comments set forth in the narrative on this NOC. He is all the things the rater has stated and more: highly intelligent, versatile, linguistically extremely well qualified, and professionally experienced in his cover role. He has begun very well to utilize this new cover position on the Organization's behalf, and it is quite accurate to note that the NOC landed this particular plum (in terms of competition for the cover vacancy) solely on the basis of his own demonstrated talents in the cover context.

In sum, this is an experienced, effective NOC, whose ner cover affords him an expanded natural access to a host of the Station's primary targets; he has begun to exploit this access in a sound, logical fashion, and the period ahead should further document the utility of his key situation to our operational programs. In fairness to all concerned, it is simply too early in this new position to attempt a definitive judgment of the depth of access which can be derived from it.

Comments by Chief, EUR France:

Although concurring with an overall rating of "S", I consider the "O" ratings for specific duties numbers one and two to be somewhat high and I recommend an "S" for both. Casasin certainly has maintained his cover and we anticipate he will be able to preserve it in his new job. He has just begun to initiate contacts with Soviet personnel of operational interest and it remains to be seen 'ow effectively Casasin can exploit this situation' Frederick A. Allner, Jr.

C/E/F

SECRET

ATTACHMENT - FITNESS REPORT - Thomas B. CASASIN (P)

NOCAD/MB REVIEWING OFFICER COMMENTS:

Whether Specific Duty No. 1 is rated "O" (as by the Station rater and reviewer) or "S" (as by the EUR Division reviewer), the fact remains that CASASIN is melding his overt life and operational activity against a primary Station target with a degree of success not often achieved by Agency officers.

CASASIN's response to requirements based in NOCAD administrative and managerial responsibilities has been crompt and efficient; in this additional specific duty we rate his performance "Strong".

In view of his initiative and competence in a demanding and sensitive NOC assignment, NOCAD agrees with CASASIN's overall performance rating of "Strong".

1.0. APR 1973

/s/ Charles J. Beckman

Charles J. Beckman Chief, NOCAD/Management Branch

MEMORANDUM	FOR: Office of Finance	· The way and the state of the
FROM	: Administrative	Allowance Committee
SUBJECT	: Fixed Allowance	Amendment for
	Caroor Apose at	Thomas B. CASASDI
1. Effective	e 14 February 1973	, to offset dollar depreciation,
the fixed allowand	ce for Subject is revise	d by substituting the figure 813,654
for the figure	12, 234	
2. All othe	r provisions of the cur	rent Allowance Committee
Addendum remair	in full force and effect	. .
·		UNITED STATES GOVERNMENT
and the second s		BY KINT C Rish Muzels. Contracting Officer
APPROVED:		
Allowance C		. •

SECRET

EZIMPDET CLby 026715 MEMORANDUM FOR: Official Personnel File

SUBJECT : Richardson, Jacques F.

CASASIN T.B.

1. Studies in Intelligence is the Agency's quarterly professional journal. It publishes a wide variety of unique material—historical, analytical, technical, etc.—on all aspects of intelligence both as a profession and as a function of national security and foreign policy. Employees whose writings are accepted for publication make a valuable contribution to the Agency's work which ought to be reflected in their official files.

2. Accordingly, the Board of Editors wishes to record the fact that Studies in Intelligence has published the following material submitted by Mr. Richardson:

Article: "What to Do with Defectors" - Vol. V, No. 4 (Fall 1961)

Letter to the Editor - Vol. IX, No. 4 (Fall 1965)

HUGH T. CUNNINGHAM Charman, Board of Editors

Studies in Intelligence

Distribution:

0 - Subject's Official File

1 - NOCAD/Pers

Thomas B. Casasin

Date Action Conversation Crade
15 MAY 72 Career Agent 33,260 GS-15/
7 JAN 73 KPI 34,971 GS-15

AMENDMENT TO ALLOWANCE COMMITTEE ADDENDUM For Career Agent, Thomas B. CASASIN

Mr. Thomas B. Casasia

Dear Mr. Casasia:

Effective 7 September 1972, paragraph (A) entitled "Fixed Allowance" of your Allowance Committee Addendum dated 18 April 1972, is amended by substituting the figure \$12,234 for the figure \$11,769 to reflect your total HHE storage cost.

All other provisions of your Allowance Committee Addendum remain in full force and effect.

Note: CASASIN was converted from Staff Agent to Career Agent status, effective is May 1972. The conversion does not affect any provisions of his Allowance Committee Addendum dated 18 April 1972.

EZIMPDET CLby 027015

	FIELD REASSIGNMEN	IT OHESTIONNALDE	
	DO NOT COMPLETE: FOR	MEADQUARTERS USE ONLY	
	asasin 26 Sopt 73	David E. Murphy	3 Oct 73
DATE RECEIVED AT MEADOU	OFAT 1785	DATE RECEIVED BY CAREER SERVICE.	
	TO BE COMPLETED		
20 Jan 24 CS	AND CHADE	4. STATION OR SASE	Cuantal Cover Cuantal Cover UTICA I. D
10 Sep 62	NE NEOUESTED DATE OF SC: ENPECT CHECKS	IN AT HO AFTER LEAVE	TO REPORT TO DUTY

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

1 day hter, aged 20 (already actually back at her university)

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

My two-year contract with UNCAIPD ends officially 14 Fay 1974; it is, theoretically, rescusable.

LIST YOUR WAYOR DUTIES DURING CURRENT TOUR (see specsal note on transmittal form).
 (also attach personal cover questionnaire in accordance with CSI-F 240-8)

Have continued by spotting and assessment functions, usinly of MEHAR. He and TAPPUR individuals on a selected bacis but of third and fourth anticomals as wells. Have concentrated on two particular MEHARES targets, while assuming now cover responsibilities and manging a fairly large-scale, suthentic cover property in the field of mass communication. Have also responded to Etation investigative meeds in fields other than my own, and have maintained a continuing relationship with a high-level, well placed PEHA TH political-technical camproport personality. Have also developed a miner, yet well-placed Dim. As personality in the field of technical imposition and same companies.

Have arranged to travel to various volues of technical and scientific moetings for appropriate coverages of personalities or substance, es the case required.

10. TRAINING DESIRED:

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

I believe that there is none indicated at the present time, especially in view of the time and schedule demanded by my cover functions.

5.63 202 ******* *******

SECRET

COUNTY OF THE PARTY **(4**)

THE PREFERENCE FOR MENTASSIGNMENTA
TIA. DISCHIBET BRITTLE TYPE TO BE WOOR "VOUL BOULD PREFER FOR HERT ASSIGNMENT IF DIFFIRENT FROM THAT INDICATED IN THEM NO. 9 ABOVE. IF YOU HAVE MORE THAN ONE, PREFERENCE. INDICATE YOUR CHOICE"
I think that in view of the difficulty of obtaining through legitimate
meaning the kind of cover automout I have at the present time I should
atay shore I eas
linving said that, leadquarters may wish to live consideration to my noving
to a position analogous to the one I have in snother organization which is
comperable in access and coverent to what we know to be the case in Wicklin
kalanda da jarah da katangga tahungan da da jarah jarah j arah jarah jarah da da da da da da da da da da da da da
I would like, at any rate, to be able to continue to use the French language operationally.
118. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1. 2. & 3 (for Jet, 2nd, 2nd Jed choice) IN REMAINING DOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YO TOUR.
E EXTEND TOUR 6 to 12 MONTHS AT CURRENT STATION TO Cet 74 - Apr 75
(DATE)
BE ASSICNED TO HOUSE SAR A TOLK TO ENTRY INDICATE SAID CHOICE OF DIVISION STARS OR SEFECT.
BE ASSIGNED TO ANGINE WILD STATION INDICATE HOLES SEGRAPHIC AREA OR TAGAL NELTON SECOND SECON
T RETURN TO MY CURRENT STATION
TO BE COMPLETED BY FIELD STATION
12. IN CONSIDERATION OF THE EXPERIENCE AND PIRFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:
Station recommends approval of entension - If CASASIN retains
present, excellent cover with international organization, it
is a matural for coverage of primary targets.
and the survey of the control of the survey
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 AFCOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.
Hes approves home leave in April 1974 and new tour.
HCS Sphloges home Tauga In whire rate one were there.
DATE 19 10r21 TITLE Parantinal Offignature Harianie Galey
FOR USE BY CAREER SERVICE
Home leave in April 1974 followed by a new tour.;
S. EMPLOYEE NOTIFIED BY DISPATCH NO. DATED:
CABLE NO DATED:
CAREER SERVICE REPRESENTATIVE:
(statifue)

CONFIDENTIAL

FITNESS REPORT if CONSIDENTIAL is not adequate for the report when com	7. '
SECTION A. GENERAL INFORMATION	
1. EMPLOYEE NUMBER 2. HAME (lost, first, middle) 3. DATE OF BIRTH 4. SEX 3. GI	ADE & SO
128609 CASASIN, Thomas B. 20 Jan 24 W CS-	19 D
Career Associate DDO/EUR Paris	
10. TYPE OF APPOINTMENT 11. TYPE OF REPORT	
CAREER CAREER RESERVE X ANNUAL 21 MONTH REASSIGN MENT	SPĘĆIAŁ
CONTRACT SPECIAL TEMPORARY 1 Jan. 73-31 Dec 73 28 February 1974	, , ,
SECTION B PERFORMANCE EVALUATION	
Performance is unacceptable. A fating in this category requires immediate and positive remedial action. The nature could range from countering, to further training, to placing an probation, to reassignment or to important. Describe 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 retaken or recommended should be described. Performance is satisfactory. Desired results are being produced in the manner expected. Performance is satisfactory.	oction take
Outwarding Perta mulke is no executional in relation to requirement of the work and in comparison to the performance of others work as to warrant special recognition.	daing simila
SPECIFIC DUTIES	
erforms EACH specific duty. Consider CNLY effectiveness in performance of that duty. All employees with supervisory responsibilities. MUST be reir ability to supervise (indicate number of employees supervised). PRESERIC DUTY NO. 6	RATING LETTER
Maintenance of effective NOC status and functioning as a WOMACE officer in this situation.	Ó
PECIFIC DUTY NO. 2	RATING
Exploits his natural access to Soviet personnel for operational needs.	P
PECIFIC DUTY NO. 3	RATING
Exploits his wide range of contacts inside and outside his cover organization for operational purposes.	ų
PECIFIC DUTY NO. 4	RATING
Makes imaginative use of cover position to meet Chinese officials at international conferences.	S
PECIFIC DUTY NO. 8	RATING
Operational reporting.	S
ECIFIC DUTY NO. 6	RATING
	LETTER
OVERALL PERFORMANCE IN CURRENT POSITION	I BATILIC
ke into account everything about the employee which influences his efficiences in his current position such as performance of specific duties, aductivity, conduct on job cooperativeness, pertinent personal traits or Robin, and particular limitations or talents. Based on your knowledge employee's overall performance during the rating period, place the letter is the rating box corresponding to the statement which mast accumility reflects his level of performance.	RATING LETTER

FORM ASNI

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E-2, IMPOST CL ST 007622

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NARRATIVE COMMENTS

Ingrate signif cant strengths ar weaknesses demontrated in auffant position beaung in prace perspective their relationship to excitat performance State tuggestions mode for improvement of work performance. Cisé recommendations les tribining to have an lors of lo

During the period covered by this report, Subject has settled into his new cover job as an upper-level executive in an international organization. This salary offsets approximately 40% of the cost of maintaining this NOC in Paris. His cover is, however, excellent for other than financial reasons: Subject's experience and skills are such that he is admirably qualified to perform the job and is doing outstanding work in the eyes of his peers and supervisors, all of whom are unwitting. More importantly, it places him in a situation where he has normal, daily contact with numerous Soviet officials and by skillful use of his cover job he concocts logical reasons for contacting Chinese officials to whom he does not have natural access. In addition to direct contact to target individuals, Subject uses his position to spot and assess co-workers having access to Station targets.

The area of Subject's performance most in need of strengthening is follow-up development of operational targets. His cover situation is comewhat unique for an NOC in that it puts him in daily contact with his priority target group: Soviet officials and other potential agents having direct access to Soviet officials. This access is not fully exploited. He should make a concerted effort to expand social and/or business contacts with the four or five Soviet officials who work in close proximity to him and to seek out and assess eight or ten third

CERTIFICATION AND COMMENTS SECTION D BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT SIGNATURE OF EMPLOYEE 15 Feb 74 /s/ Thomas B. CASASIN BY SUPERVISOR IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION DATE OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE /s/ Oleg N. Selsky Operations Officer for Joe Irl Saltsman BY PEVIEWIN'S OFFICIAL

I concur with the supervisor's letter ratings and with the substance of his narrative comments. Put as simply as possible, Subject has done an outstanding job in establishing superb access cover; it now remains for him and the Station to exploit it operationally. On the basis of his ability during the reporting period to establish meaningful relationships with target Soviets or to spot and assess leads to potential agents who can, Subject's retention is this assignment would not be justified in terms of costs. The 40% rebate does make this effort entirely defensible, however, but Subject should understand that we expect more concrete results now that his cover position has been

Solidified. 12 Feb 74

Deputy Chief of Station /s/ John W. Berg

CONFIDENTIAL

SECTION C - Narrative Contents (continued)

country nationals who work in the same offices as these Soviet officials. The objective is more first hand reporting by Subject on Soviet officials and assessment reports on several of his co-workers who can be selected and recruited (based on his assessment reports) by other case officers to serve as access agents to Soviet officials.

Despite long service as an NOC, Subject's knowledge of and responsiveness to Organization priorities and requirements has not weakened. He concentrates on priority targets and his operational reporting is complete, on target and highly literate.

As is normal in an NCC position, Subject has no supervisory duties over Organization personnel although his cover job does include supervisory responsibilities. Subject is meticulous in his presentation of financial accountings and his operational expenses are modest. There are no administrative problems related to this project.

CONFIDENTIAL

	CONFIDENTIAL
	FITNESS REPORT - FIELD TRANSMITTAL 10 70
personnel and others whose dutie that a complete and realistic stat isition of information or operatio ployees may jeopardize security	SPECIAL NOTE: with due regard for security considerations: For example, in the case of administrative and supported not in themselves reveal sources of information and methods of operation, it is normally expected ment of specific duties may be reported in Section 8. However, the nature, source, purpose or dispose will not be included. On the other hand, the description of specific duties of certain other emit of specific duties of certain other emit of specific duties of the specific duties of the specific duties of the specific duties of the specific duties of the second specific duties of the specific duties of the second sp
	INSTRUCTIONS
SECTION A, items 2, 3, 7	d 3 (Only in respect to "Typed or "Printed Name and Signature")
THIS FITNISS REPORT	15 1 th Thomas B. CASASIN
	ITINS OMITTED LAUREN THE ABOVE INSTRUCTIONS, ALE LITENS APPEARING ON THE ATTICHED FITTINGS UNDER PROVISIONS OF LURRENT INSTRUCTIONS OR REGULATIONS.
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12 7b 74	George T. HEMSLEY KOT / HUMAN
FORM 45A COSTIONS	CONFIDENTIAL E.2. IMPOET CL. BY: 007622

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1 August 1972

MEMORANDUM FOR: Chief, Transactions & Records Branch

FROM

Contract Personnel Division

SUBJECT

Contact C/CPD prior to servicing any request for verification of Agency service.

/s/ Don H. Luctucher

Dow ii. Luctischer
Chief
Confract Personnel Division

NOTE: Subject converted from Staff Agent status to Career Agent status effective 15 May 1972; this should be placed in his terminated Staff Agent file.

SECRET

GROUP I - Excluded from automatic downgrading and declassification;

1 August 1972

MEMORANDUM FOR: Chief, Insurance Branch/BSD/OP

This is to advise that Thomas B. CASASIN (P)
has been employed under an Agency personal services contract
effective 15 May 1972 . The contract authorizes
participation in Civil Service Retirement, FEGLI and Federal
Health Insurance.

Subject's contract is the administrative responsibility of DDP/EUR

/s/ Pow H. Inglambar

Dow H. Luctscher
Chief
Contract Personnel Division

Former Staffer (Stf Agnt)

SECRET

GROVP 1 - Engleded from automatic descriptation and declaration to

24.2	FITNESS REPORT		UO6102	NUMBER
SECTION A		ENERAL		• • • • • • • • • • • • • • • • • • •
1. NAME (Last)	(Firet) (Middle)	S. DATE OF BIRTH S. SE	A GRADE S. SO	- 6
CASASIN	Thomas B.	20 Jan 24 M		
6. OFFICIAL POSITION TITLE		DDP/EUR/F		Ν .
Ops Offic		10. CHECK (X) TYPE OF R	Paris .	
X Cangin Akon		MITTAL	PEASSIGNUENT	LUPEOVI
	re instructione - Section C)	X ANNUAL	REASSIGNMEN	TEMPLOY
SPECIAL (Specify):		SPECIAL (Specify)	2 2 1 2 2 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2	****
L DATE REPORT DUE IN O.P.		18. REPORTING PERIOD (`.
31 March 19	72	1 April 71 - 31	March 1972	٠
ECTION B	PERFORMAN	CE EVALUATION		<u>:</u>
could range for proposed in M-Marginal Performance in M-Marginal	deficient in some aspects. The reasons	lacing on probation, to reassignm	nent or to separation. Describe o	oction taken
	nmended should be described.	المستحدد فمستحد ماله وراسميرانين		
	i satisfactory. Desired results are being: i characterised by esceptional proficier		' ,	
·	iso exceptional in relation to requireme	•	to the performance of others de	oina similar
	rant special recognition.			
	SPECII	IC DUTIES		
• • • • • • • • • • • • • • • • • • • •	e of effective NOC sta CE officer in this situ	. •		RATING
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PECIFIC DUTY NO. 2;				RATING LET.TER
	irect contact with MH	HARSH personnel.	·	S
**1 -	potting reports on wide itional meetings when			RATING
ECIFIC DUTY NO. 4	11	1		RATING
Responds to	Station requirement f	or information on	individuala	
or organiza		vativa VII /		P
				RATING
ECIFIC DUTY NO. 8				LETTER
Operational	reporting.			P
ECIFIC DUTY NO. 6		-		RATING
•				LETTER
;			10107	,
	OVERALL PERFORMANC	E IN CURRENT POSITIO		
	OTERALL PERFURMANC	L 114 CORNERS FUSITIO	····	RATING
mance of specific duties, pro- ticular limitations or talents.	out the employee which influences oductivity, conduct on job, cooks Based on your knowledge of em corresponding to the statement wi	rativeness, pertinent person playee's overall performanc	nal traits or habits, and e during the rating period,	S

Bowlewed by OP/SPD/PPE

COMMENTS

CTION	•		- N'A'D	DAT	'ıv	c

echnisses demonstrated in current position hosping in proper perspective their relationship & e for improvement at work performance. Give recommendations for training. Comme for current position. Amplify or explain ratings given in Section B to provide best oction Monne: provide monne m. Mailagerial or supervisory duries and core conficious estable. If extra space is needed to complete

During the period covered by this report subject's job with a scientific publication was terminated for economy reasons. He has now, by his own efforts and with no BKTRUST help, obtained a similar position (as of mid-March the contract has not been signed but it is almost certain that he has the job) with an international organization. The job is at a professional level with a salary that will offset approximately 40% of the total cost of this activity. His French fluency and background in scientific journalism were instrumental in obtaining this job. Subject's operational security is good and all indications are that his cover security is superb.

Despite a full time cover job, and completely unwitting employer, subject has maintained a high output for BKTRUST. He has maintained trequent and meaningful contact with two MHHARSH nationals in Paris and with an MHHARSH couple in another European city. The flow of spotting reports is equal in number and quality to those produced when his cover work was less demanding. One person spotted and assessed by subject was successfully recruited by an "inside" case officer. Subject's cover situation precludes the possibility of his recruiting.

/continued/

SECTION D	CERTIF	ICATION AND COM	MENTS	
1.		BY EMPLOYEE		
	ERTIFY THAT I HÄVE	SEËN SECTIONS A, B, A	ND C OF THIS REPOR	7
DATE	/s/ Thom	as B. CASASII	٧	
2.		BY SUPERVISOR	,	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HA	S NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXI	PLANATION .
DATE	OFFICIAL TITLE OF SUPERVISOR OPS Officer		TYPED OR PRINTE	O NAME AND SIGNATURE
24 March 1972	ops of i	icer	/s/ Joe II	RL Saltzman
3.	87	REVIEWING OFFICIAL		
See Atta	ched Sheet.			
27 March 1972	DCOS	REVIEWING OFFICIAL	/s/ Hugh Mo	oname and signature ontgomery

SECTION C NARRATIVE (continued)

It has been noted in past titness reports that subject was weak in long-range, operational development of a target. The ease and probable success of an extended development is a function of the personalities involved. During this reporting period subject has conducted a sustained development of an MHHARSHER despite their different ages and divergent personalities thus demonstrating improvement in this area.

It some times appears that subject's reporting could be more precise and more closely attended to BKTRUST objectives. This is probably the result of time limitations, and the NOC officer's knowledge of BKTRUST needs is lessened by his relative isolation.

As is normal in a NOC situation, subject has no supervisory duties with BKTRUST personnel. His cover job provided supervisory responsibility. Subject is meticulous in presentation of financial accountings and his operational expenses are modest.

Section 3 - Comments by Reviewing Official

The career of this NOC officer has reached a crucial juncture; if, as we currently anticipate, he succeeds in landing the position for which he appears to have the inside track, he will gain access to an institution and its employees which could prove to be invaluable. His new function will permit the widest possible access to a variety of targets, and with careful guidance, his utility as a spotter and assessor should improve very substantially.

The report notes that this officer has conducted a lengthy dialogue with an MiHARSH target; it is quite accurate that our NOC has handled himself well in a situation where disparity in age and background renders the relationship somewhat incongruous. Nonetheless, accuracy requires that we record that the NOC's interlocutor has obviously not maintained this ongoing relationship solely for altruistic motives, and has, in point of fact, on one occasion suggested that the NOC might wish to "help" him in the preparation of restricted distribution reports on the local situation, even though the particular topic was in itself totally innocuous. For these reasons we continue to monitor this relationship with great care, particularly since we simply cannot assess its longer range viability and the direction it is likely to take.

In sum, the NOC has done the best he could under somewhat trying circumstances, exacerbated by the severe economic problems of his erstwhile employer, which led to the NOC's being separated from that position at the end of last year. Through his own efforts, the NOC learned of the vacancy for which he has applied, and by assiduous and discriminating manipulation of his extensive connections on the local scene, has managed to maneuver himself into becoming the leading candidate for the post. If he is accepted for this position, his value to the Organization will unquestionably increase by a quantum leap, and we are consequently optimistic concerning his future ability to make an impressive contribution to Organizational goals on the local scene.

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:	RE HIS FEDERAL EMPLOY	CHENT, - HE -SHOULD - REFER	UNCAIRD TO IDEN.
,	CASASIN SHOULD SAY HE	CONSULTED IDEN ON RE	CENT VISIT RE HIS
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			AND IDEN WILL BE ALERTED.
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REPPODUCTION BY OTHER THAN THE ISSUITED OFFICE IS AROMISTED.

(ciess seation) SEGRET 27849

RYSAT ADMIN PERS TOPSY HODEEP HOGAME REF: PARIS 27951 (IN 597183)

- L. UNITED STATES CIVIL SERVICE COMMISSION BACKGROUND INVESTIGATION CASASIN) HAS BEEN CANCELLED.
- 2. ALSO TAKING MEASURES BACKSTOP PRIOR EMPLOYMENT. BUT REGRET IT NOT POSSIBLE BACKSTOP WITH FEDERAL RECORDS CENTER. IF UNCAIRD QUERIES FRO ITS RESPONSE WILL BE -"NO RECORD."
- 3. IF UNCAIRD QUERIES SKOGSBERG DELEGATION RE FRC RESPONSE. PRESUME SKOGSBERG CAN ARRANGE REPLY THAT MERC IN ERROR" BECAUSE CSC INVESTIGATION CONSISTENT CASASIN'S CURRICULUM VITAE.

4. NO FILE.

END OF MESSAGE

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ADMIN TOPSY UODEEP

RELEASING OFFICER

- 1. FOLLOWING IS STATUS REPORT ON TALKS WITH CASASIN RECONVERSION TO CAREER AGENT:
- A. PROCESSING FOR CONVERSION DISCUSSED AT LENGTH WITH CASASIN AND HE AGREEABLE TO TERMS AND CONDITIONS OF CONTRACT.

 WHICH NOW IN PROCESS. CONTRACT WILL BE FORWARDED WHEN RECEIVED.
- B. IN ORDER CONVERT CASASIN TO CAREER AGENT IT NECESSARY

 TO ALLOW HIM RETAIN PORTION OF COVER SALARY IN LIEU OF 10% LOSS

 OF STAFF STATUS PAY AND TO MOVE HIM FROM GS-15/8 TO 15/10 LEVEL.

 ABOVE WILL BE SPELLED OUT FULLY IN CONTRACT.
- C. CASASIN WILL BE TRANSFERRED TO BELLE UPON DATE
 OF HIS ACCEPTANCE BY UNCAIRD.
- 2. SHOULD CASASIN NOT BE ACCEPTED BY UNCAIRD, HQS RECOMMENDATION, SUBJECT TO STATION CONCURRENCE, UOULD BE FOR CASASIN
 TO REMAIN PARIS AS STAFF AGENT FOR RELATIVELY BRIEF PERIOD TO

 COMPLETE CURRENT OPS ASSIGNMENTS. FOLLOUING THIS PERIOD CASASIN
 WOULD BE PETURNEDWIGG FOR REASSIGNMENT. REQUEST STATION COMMENT.

GL.

COORDINATING OFFICERS

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S. C. R. S. T.

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Attachment #1

Item 44. Operational Expenses

Reimbursement for payment of fringe benefit programs of cover organization (including retirement, health, and life insurance) when it is determined by the Agency that membership therein is necessary for cover and/or security.

Attachment 12

Item 50. Offset of Income

In accordance with IN 20-129(2b), CASASIN will initially be permitted to retain \$1449 of his cover income without offset. Upon successful completion of three years service under this contract, the offset will be further reduced by \$551, which totals \$2000.

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FROM: Office of Medical Services

SUBJ: Interim Medical Disposition

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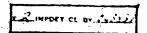
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Mr. Thomas B. Casasin

Dear Mr. Casasin:

The United States Government, as represented by the Contracting Officer, hereby contracts with you as an Independent Contractor to render professional services of a confidential nature under the following terms and conditions:

- 1. Fee. For professional services rendered hereunder, you will be paid a fee calculated at the rate of \$8,000 per annum. Payments will be made as requested by you in writing in a manner acceptable to the Government.
- 2. Taxes. As an Independent Contractor, monies paid you under paragraph one (1) above constitute taxable income for Federal tax purposes and you must satisfy your Federal tax liability thereon. Such income may be paid you by or through a cover facility. Because of cover, operational and security considerations, the Tax Board or this organization is authorized to make certain determinations and establish procedures (including tax withholdings) which will result in the full satisfaction of your Federal income and Social Security tax obligations. It is specifically understood and agreed that such determinations and procedures, whether oral or written, constitute an integral part of this contract and are legally incorporated herein by reference.
- 3. Travel. You will be advanced or reimbursed funds for travel and transportation expenses for you and your dependents to and from your permanent post of assignment and for you alone for authorized operational travel. In addition, you will be entitled to storage of such household and personal effects as are not shipped in conformance with applicable organization policies and procedures. You may be entitled to per diem in lieu of subsistence in the course of all travel performed hereunder and when authorized for you alone while on temporary duty away from your permanent post of assignment. Upon your satisfactory completion of services hereunder, you will be authorized transportation expenses for you, your dependents and your household and personal effects to your recorded permanent place of legal residence in the United States. All travel, transportation and per diem provided for under this paragraph must be properly authorized and expenses incurred herewith are subject to payment and accounting in substantial compliance with Government regulations or your cover facility, whichever is directed by the Government.
- 4. Operational Expenses. You will be advanced or reimbursed funds for necessary operational expenses including, but not limited to, entertainment and the purchase of information, as specifically approved by the Government. Such funds will be subject to payment and accounting in substantial compliance with applicable Government regulations.
- 5. Repayment. It is recognized that your failure to account for or refund any monies advanced you hereunder shall entitle the Government to withhold the total amount of such indebtedness or any portion thereof from any monies due you under the terms of this contract in such manner as it deems appropriate.
- 6. Execution of Documents. If, during your utilization hereunder, you assume the custody of Government funds 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 this organization to evidence this relationship.



- 7. Status. Your legal status under this agreement is that of an independent Contractor. Nothing contained herein shall be construed as implying the creation of an employee-employer relationship.
- 8. Requirements. Requirements levied upon you by this organization hereunder are a part of this contract provided they are not inconsistent with the terms hereof.
- 9. Unauthorized Commitments. No promises or commitments pertaining to rights, privileges or negotiated benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.
- 10. Secrecy. By virtue of personal knowledge acquired during this and any previous association, you will become privy to employees, associates, plans, programs, methods and the like of this organization, in particular, and the U. S. Intelligence Community, in general. As a direct consequence of this knowledge, you agree to keep forever secret all classified information so obtained; to refrain from presenting a paper, writing for publication; making a speech through any media or forum, or other public statement on the subject of intelligence, factual or fictional, without prior authorization by the Government. Violation of such secrecy may subject you to criminal prosecution under the espionage laws of the U. S. and other applicable laws and regulations.

UNITED STATES GOVERNMENT

By /S/ Charles W. Sandram
Contracting Officer

ACCEPTED:
Thomas B. Casasin
Thomas B. Casasin
WITNESS:
· . •
APPROVED:

RCB/14 74

Mr. Thomas B. Casasin

Dear Mr. Casasin:

The United States Government, as represented by the Contracting Officer, hereby contracts with you for your services as a Career Agent under the following terms and conditions:

- l. Status. Your status is that of a Government employee under contract and, as such, your rights and benefits are governed by the provisions of this agreement. It is specifically understood that you are not entitled to rights and benefits pertaining to appointed staff status, except as provided herein.
- 2. Cover: In the performance of your services hereunder, you will act under cover suitable to conceal your relationship with the Government. 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 of terms which may in any way amplify, extend or restrict your rights and/or obligations hereunder shall be resolved by this agreement which shall always be dominant.
- 3. Compensation. In full consideration for your services as a Career Agent, and subject to the provisions set forth in paragraph four (4) below, you are guaranteed payment of a basic salary of \$33,260 per annum, the equivalent of a GS-15/10. In addition, you are herein authorized legislative salary adjustments and a post differential in substantial conformance with rules and regulations applicable to Government appointed personnel. Your Federal Tax liability, benefits, retirement and the like shall be based upon said basic salary.

4. Disposition of Cover Emoluments.

(a) Earned Cover Income.

- (1) Earned cover income is herein defined as income (including benefits in kind) received by you from your cover activities, which income does not have as its source the Government (this organization) or for which reimbursement from the Government has not nor will be sought by the cover activity.
- (2) Earned cover income in an amount initially computed at the .ate of \$1449 per annum may be retained by you in addition to your basic contractual salary for the first three consecutive years of successful service hereunder; thereafter, at the rate of \$2000 per annum.
- (3) Earned cover income in excess of that set out in subparagraph two (2) above will be offset and thereby reduce your basic contractual salary by a like amount.

- (4) You will initially report to this organization, upon assumption of cover status and thereafter on an annual basis, your rate of cover compensation. Any changes during the year will also be reported. This organization will pay your basic contractual salary (initially \$33,260) until such time as reports indicate cover income in excess of that set out in sub-paragraph two (2) above. You will thereafter be paid at your full rate of compensation less anticipated carned cover income based on the last report. Adjustments, if any, will be made following receipt of the yearend report. Failure to timely submit reports may result in a delay or suspension of contractual payments due you hereunder.
- (b) Other Cover Emoluments. With the exception of earned cover income, emoluments (including benefits in kind) received from or through your cover activities are the property of the Government and will be disposed of at such times and in such a manner as the Government may prescribe.
- 5. Taxes: (a) As an employee of the Government, you must satisfy your rederal tax liability on the taxable income paid to you under paragraph three (3) above. Such income may be said you by or through a cover facility. Because of cover, operational and security considerations, the Tax Committee of this organization is authorized to make certain determinations and establish procedures which will result in the full satisfaction of your Federal income tax liability on said income. It is specifically understood and agreed that such determinations and procedures, whether oral or written, constitute an integral part of this contract and are legally incorporated herein by reference.
- (b) You will not be required to bear the expense of foreign taxes on income paid or guaranteed you by the Government under paragraph three (3) above. You will be reimbursed for such foreign taxes paid by you, consistent with your cover.
- 6. Allowances. You will be entitled to: (a) Living quarters allowances in conformance with regulations of this organization applicable to its appointed personnel. In the event you are furnished quarters by your cover facility or the Government you will not be entitled to the living quarters allowances herein indicated.
- (b) Cost-of-living allowances in conformance with applicable regulations of this organization including, but not limited to, a post allowance or, if applicable, an equalization allowance in lieu thereof, a supplementary post allowance, a transfer allowance, a home service transfer allowance and a separation allowance.

- 7. Travel. You will be advanced or reimbursed funds for travel and transportation expenses for you, your dependents, your household effects and your personal automobile to and from your permanent post of assignment, and for you alone for authorized operational travel. In addition, you will be entitled to storage of such household and personal effects as are not shipped in conformance with applicable Covernment regulations. You will also be authorized shipment of household effects; presently stored in Paris, France, for combination with such household offects as are presently in storage within continental United States. You may be entitled to per diem in lieu of subsistonce in the course of all travel performed hereunder and, when authorized, for you alone while on temporary duty away from your permanent post of assignment. All travel, transportation and per diem provided for under this paragraph must be properly authorized, and expenses incurred hereunder are subject to expreent and accounting in compliance with applicable Government regulations or according to the established policies of your cover facility. whichever is directed by the Government.
- 8. Operational Expenses. You will be advanced or reimbursed funds for necessary operational expenses including but not limited to payment of fringe benefit program costs, of your cover organization (including retirement, health and life insurance) when it is determined by this organization that membership therein is necessary for cover and/or security, also entertainment and the purchase of internation, as specifically approved by the Government. Such funds will be subject to payment and accounting in compliance with applicable Government regulations or according to the established policies of your cover facility, whichever is directed by the Government.
- 9. Repayment. It is recognized that your failure to account for or refund any monies advanced you horeunder shall entitle the Government or your cover facility to withhold the total amount of such indebtedness or any portion thereof from any monies due you under the terms of this contract in such manner as it deems appropriate.
- 10. Benefits. (a) By virtue of your employment relationship with the Government hereunder, you are entitled to coverage under the Federal Employees' Compensation Act, as amended. Claims by you, your heirs, or legal representatives under this paragraph will be processed by this organization in accordance with its procedures in such manner as not to impair security.
- (b) You will be entitled to sick, annual, and home leave (including travel expenses incident thereto) equal to and subject to the same rules and regulations applicable to Government appointed employees. Annual leave may only be taken at times and places approved in advance by appropriate representatives of the Government or cover officials. All accrued but unused leave credited to your account under previous employment with the United States Gövernment will be transferred to the leave account established for you under this agreement.
- (c) You will be entitled to the continuance of pay and allowances in a manner similar to that set forth in the Missing Persons Act.

- (d) Your participation in the Retirement and Disability System of this Organization is preserved by virtue of your transfer without a break in service from a position of employment wherein qualification for such status was achieved. Contributions into the Retirement and Disability Fund will be deducted from the basic compensation due you hereunder.
- (c) You are herein authorised continued coverage under the Federal Employees' liealth Denesits Act. This organization is presently authorized to bear a portion of the premium cost, you will bear the remainder. Your financial contribution will be effected either by payroll deduction or by direct remittance at periodic intervals to be established by this organization.
- (f) You are herein authorized continued coverage under the Federal Employees' Group Life Insurance Act unless you have previously executed a written waiver of said coverage. This organization is presently authorized to bear a portion of the premium cost, you will bear the remainder. Your financial contribution will be effected either by payroll deduction or by direct remittance at periodic intervals to be established by this organization.
- (g) (1) This organization is authorized to may the cost of necessary hospitalization and related travel expenses for illness or injury incurred by a United States-citizen full-time Contract Employee in the line of duty while abroad.
- (2) This organization may pay certain necessary costs of hospitalization and related travel expenses for illness or injury incurred by the dependents of a United States citizen full-time Contract Employee permanently assigned abroad, while they are located abroad.

It is understood and agreed that the eligibility and extent of the participation by you and your dependents in the above medical programs will be in conformance with the rules, regulations, and policies of this organization in effect at the time an illness or injury is incurred, that all claims will be submitted only to this organization and that adjudication of such claims by this organization shall be final and conclusive.

- (h) You will be entitled to claim reimbursement for loss of personal property pursuant to applicable Government regulations.
- II. Offset. Emoluments (including benefits in kind) received from or through your cover activities are the property of the U. S. Government. Procedurally, such emoluments will be offset against amounts due you under this agreement and are acknowledged to be payment by the Government hereunder and for federal income tax purposes. If cover emoluments exceed those due you under this contract, you will dispose of the excess amount in conformance with governmental instructions.

- 12. Execution of Documents. If, in the performance of services under this contract, you assume the custody of Government funds or take title of record to property of any nature whatsoever and wherever situate, which property has in act 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 the Government to evidence this relationship.
- 13. Secrecy. (a) You will be required to keep forever secret this contract and all classified information which you may obtain by reason hereof (unless released in writing by the Government from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the espionage laws of the United States and other applicable laws and regulations.
- (b) In the event you marry or remarry during the term of this contract, you agree to advise this organization at least one hundred twenty (120) days in advance of such contemplated marriage, or otherwise as soon as known, and to furnish such personal history data on your prospective spouse as may be required by this organization. You understand and agree that should this organization determine that your marriage would limit or otherwise impair your usefulness to the Covernment, this contract may be terminated.
- 14. <u>Instructions</u>. Instructions received by you from the Government in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 15. Reassignments. During your period of service under this agreement, it may be necessary for this organization to terminate an assignment for easons beyond your control. In such event, you will be given every consideration for other assignments appropriate to Career Agents.
- 16. Unauthorized Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government. Specifically, you herein acknowledge that this organization makes no commitment, either express or implied, that appointed employment status will be offered you at the conclusion of or during your period of contractual service.
- 17. Term. This contract is effective as of 15 1/2 1/1/2 and shall ontinue thereafter for an indefinite period unless sooner terminated:
 - (a) Upon ninety (90) days' actual notice by either party hereto,
 - (b) Upon actual notice to you in the event the results of an initially required medical examination are determined by this organization to be unsatisfactory, or

(c) Without prior notice by the Government, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

Termination of this agreement will not release you from the obligations of any security oath you may be required to take.

UNITED STATES GOVERNMENT

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AMENDMENT TO

SUPPLEMENT TO STAFF AGENT PERSONNEL ACTION FOR THOMAS B. CASASIN

Mr. Thomas B. Casasin

Dear Mr. Casasin:

Reference is made to your Staff Agent Supplement, effective 5 August 1962.

Effective 27 September 1965, all reference to income is deleted from that supplement and the following provision is substituted:

Taxes. As an appointed employee of the Government you must satisfy your Federal income tax liability on taxable income paid to you. Such income may be paid you by or through a cover facility. Because of cover, operational and security considerations the Tax Committee of this organization is authorized to make certain determinations and establish procedures which will result in the full satisfaction of your Federal income tax liability on income directly received as a result of your Federal employment. Such determinations and procedures constitute an integral part of your Staff Agent administration.

UNITED STATES GOVERNMENT
BY
Personnel Officer

Clogy fouched to juid Tot y 52 637

Daniel Land SECRET ť OPSY WODEEP Thomas B. CASASIN REF: PARIS 27701, 27 April 1972 A As reported in reference, CASASIN begins his UNCAIRD job on 5 June 1972. Forwarded USC are a Curriculum, Vitae which he prepared for UNCAIND and a completed form required for an LNLUTE security clearance. Regently M. GUNION Attachment: 1. As stated, USC Distribution: 72 2 63= C/EUR w/att USC 1- NOCIRCG CS COPY COST RELEGIENT TO DISPATCH STMESSE AND NUMBER 1972 8 YAN OFPA-9E019 A May 1972 Lickarit. SECRET

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SECTION COMMENTS

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During the period under review, Subject managed to gain full-time employment as a senior executive of an HBSPRITE government subsidized scientific publication at a time of economic slowdown when jobs were not easy to get. He did this with out help from Headquarters or the station: Such an achievement is a tribute to Subject's fluency in French, his ability to write, his general scientific know-how and his good buisness sense. Over half of his salary therefore is now paid by this company. In converting to full-time employment, a major adjustment, Subject's contribution to the Station operations in the MHHARSH and TPFAST fields against which he is targetted temporarily decreased somewhat. Subject continued, however, to maintain contact with three local MHHARSH officials and initiated contact with three others. He also continued to search for new leads to personalities in the priority areas assigned to him. Subject has the capability to call on local scientists or technicians of just about any nationality with the possible exception of TPPAST citizens. He has used this nearunique potential well.

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

SECTION D	CERTIFICATION AND CO	DMMENTS
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	CERTIFY THAT I HAVE SEEN SECTIONS A. I	B, AND C OF THIS REPORT
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9 June 1971	/s/ Thomas B. CASASIN	·
2.	BY SUPERVISOR	
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3.	BY REVIEWING OFFICE	IAL

OMMENTS OF REVIEWING OFFICIAL

The Staticn submitted comments on Subject officer recently in OPPT-16549 (8 April 1971), to which we should add that Subject has, largely on his own merits, acquired a solid and potentially highly useful cover employment. However, this new employment will demand a very substantial amount of time and energy from Subject, and the unanswerable question at the moment relates to his availability for Organizational tasks. We shall need additional time and careful working with this officer to determine the answer, since the fiscal outlay from the Organization to support his continued stay in Paris is still quite

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FITNESS REPORT

section C (continued)

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

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

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

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

Section D (continued)

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

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

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

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The comments of the rating officer are limited to the period from Coloper 1969 to March 1970 during which he worked with Subject. The previous rating officer has added his comments to allow coverage of the total indicated period from April 1969 to March 1970. During this period Subject was integrated in a new train assigned to the local S&T and Communical inningshi target. Subject's recent activity has been very productive indeed. Subject used the excellent petential given to him by his cover to skillfully spot and assess access agent candidates. As Subject's operational situation in Paris precludes making recruitment, the most promising of thece candidates, was placed in contact with a Station officer during social events Susject organized. At the same time, Subject continued his efforts to develop personal rela tionship with several MENASHers. The beginning of personal, as opposed to purely professional, relations with a major MIMARSH target enabled him to obtain insight in to the target's beliefs and personality which was the best the Station had to doze Subject also managed to establish contact with two other MMMRSH representatives of interest. This, in one case, required almost six menths to accomplish via a combine tion of patience, skill and determination. Subject in an experienced officer. He is cost conscious and prociicos good security. The Stallon san no other arest with the necessary scientific and editorial know-how, fluent French and local knowledge to replace Subject. In view of this and the recent progress made by Subject in response to very specific requirements and his willingness to try to establish personal and, hopefully, social relations with access prospects and MHMARSH targets, the Station recently recommended that he be extended in Paris. At the same time, to Station recommended that Subject's cover be reinforced by full-time employment with

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	Prodict Officer	/s/ Provide Cherry
3.	SY REVIEWNS OFFICE	AL / /

CONVENTS OF REVIEWING OFFICIAL

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

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Section D3 continued

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

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

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

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

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probation, to reassignment or to separation. De A - Adequate Performance mosts all requirements. It is ontire excillence: Professor Performance is more than tatisfactory. Desired S-Strong Performance is characterized by exceptional pro-	oly satisfactory and i	characterized	I noither by defic	loncy nor
O - Outstanding, Performance is so exceptional in relation to req		and in compar	ison to the perfor	monce of
others doing similar work as to warrant special				
	C DUTIES			
let up to six of the most important specific duties performed duti- anner in which employee performs EACH specific duty. Consider ith supervisory responsibilities MUST be rated on their ability to PECIFIC DUTY NO. I	ONLY affectiveness	In performance	of that duty. A	II employe
Establishes and maintains a legitime representation for the purpose of de			· · · · · · · · · · · · · · · · · · ·	S
Develops cover pretexts to meet WOLAD operational interest in the SST comm		national	. of	RATIN
PECIFIC DUTY NO. 3	٠,			RATING
Responds to Station ad-hoc requirementarget.	nts on the 1	ocal int	ernal	8
ECIPIC DUTY HO. 4				RATING
Develops potential agent prospects i				į
the point where they can be recommen	ded as Stati	on ageint		P
candidates.	· · · · · · · · · · · · · · · · · · ·			RATING
				LETTER
ECIPIC DUTY NO. 6		 	· · · · · · · · · · · · · · · · · · ·	RATING
	•			LETTER
		-		i
	11. 61666.			<u> </u>
OVERALL PERFORMANCE	IN CURRENT POS	ITION		
he into account overything about the employee which influences h meance of specific duties, productivity, conduct on job, cooper				RATING

FORM 45 AREAL ETE PREVIOUS ENTINAS

SECRET

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SECTION C

NARRATIVE COMMENTS

Indicate significant strangths as weaknosses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations we reasing. Commends of foreign in a commendation of the province of the province of the province of the province of performance of managerial or supervisory duties must be described, if applicable.

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

SECTION D	CERTIFICATION AND C	OMMENTS			
1.	BY EMPLOYEE				
,	CERTIFY THAT I HAVE SEEN SECTIONS A.	B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYER	SIGNATURE OF EMPLOYER			
11 June 1969	/s/ Thomas B. CASASIN				
2.	BY SUPERVISOR				
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION			
OATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE			
5 June 1969	Ops Officer	/s/ Murat Natirboff			
3.	BY REVIEWING OFFIC	IAL			
COMMENTS OF REVIEWING OFFICE	AL ,				

I do not concur in this rating. I would have given the employee STEONG in the performance of his cover responsibilities, that is to say in the manner in which he has created and expended his cover. I would have restricted mysolf to PROFICIENT, however, in assessing his exploitation of that cover for operational purposes. For a fuller treatment of thes staff agent's performance, suggest that reference be made to the NOC Status Report, submitted 26 May 1949, via OFPA-89925.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
23 JUNE 1969	Chief of Station	/s/ David kE. Hurphy

SECRET

	CRET	
FITNESS REPORT	EMPLOYER SERIAL	RIGMUN
	006102	
SECTION A GE	NERAL	
. SPECIAL CASASINATE Thomas B.	20 Jan 1924 M GB-15 DE	
ODS Officer	DDP/EUR/Fransparrony Parla	
CAREER RESERVE TEMPORARY	INITIAL REASSIGNMENT	SUPERVIS
CAREER-PROVISIONAL (See Instructione - Section C)	ANNUAL R ASSIGNMENT	EMPLOVE
SPECIAL (Specify):	SPECIAL (Specify):	
11. DATE REPORT DUE IN O.P.	18. REPURTING PERIOD (Prom 19) 2 1 Pilos	
	1 April 1967 - 31 March 196	<u>a </u>
	E EVALUATION	<u> </u>
positive remedial action. The nature of the action probation, to reassignment or to separation. De A - Adagyata Performance means all requirements. It is entire excellence.	alightly less than satisfactory. A rating in this categorian could range from counseling, to further training, to escribe action token or proposed in Section C. ely satisfactory and is characterized notition by deficient satisfactory and in a proficient manner.	placing on
S - Strong Performance is characterized by exceptional pro	oficiency.	
O - Outstanding Performance is so exceptional in relation to requestions of the company of the c	ulrements of the work and in comparison to the perform recognition.	ance of
SPECIFI	COUTIES	
PECIFIC DUTY NO. 1 Establishes and maintains a legi	و المراجع المر	RATING
representation for the purpose	of developing natural	. 8
Develops cover pretexts to meet operational interest in the S&T		BATING LETTER
PECIFIC DUTY NO. 3		RATING
Responds to Station ad-hoc requi	irements on the local internal	LETTER
ECIPIC DUTY NO. 4	e response de rem la colonia de la colonia d	RATING
Develops potential agent prospec	·	62,124
the point where they can be reco	mmended as station agent	P
ECIPIC OUT NO GACES		RATING
· .		
ECIFIC DUTY NO. 6		RATING LETTER
OVERALL PERFORMANCE	IN CURRENT POSITION	
ike into account everything about the employee which influences he rmance of specific duties, productivity, conduct on job, coopera tricular limitations or talents. Based on your knowledge of employee see the letter in the rating box corresponding to the statement which	nis effectiveness in his current position such as per- ativeness, pertinent personal traits or habits, and loyee's overall performance during the rating perfed,	RATING LETTER

FORM 45 OBSOLETE PREVIOUS EDITIONS.

SECRET

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SECTION C

NARRATIVE COMMENTS

Indicate significant strangths of weeknesses demonstrated in current position keeping in proper perspective their relationship to everall personness. State-suggestions made for improvement of work performance. Give recommendations for training. Commend on basisful language competence; if required for current position. Amplify or explain rotings given in Section B.to provide best basis for determining future personnel action. Manner of performance of managerial or supervisery duties must be described, if applicable.

Since the last reporting period Subject's efforts were directed by the Station toward the spotting, developing and assessing WOLADY SAT agent candidates in terms of recruitment and inclusion in the Station's SAT spotting network.

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

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

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

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

SECTION D	CERTIFICATION AND CO	IMMEN 15
1	BY EMPLOYEE	alaberta (1914) a mese saste a a la superior de la
	ERTIFY THAT I HAVE SEEN SECTIONS A, E	AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
24 Oct. 1968	/s/ Thomas B. CASASIN	
2.	- BY SUPERVISOR	· · · · · · · · · · · · · · · · · · ·
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
<u>;</u>		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
20 000, 1900	Qou Officer	/s/ Murat Mattrbot?
l.	BY REVIEWING OFFICE	AL
See attached.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIA	L TYPED OR PRINTED NAME AND SIGNATURE
	Chief ofStation	/s/ David R. Murphy

SECRET

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

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

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

/s/ David E. Murphy

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

Section D

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

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

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

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

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

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FITNESS REPORT	NUMBER:
1 000102	
SECTION A GENERAL	
I. NAME (Loot) (Pirot) (Middle) 2. DATE OF BIRTH 3. SEX 4. ORADE 8. SD	
CASASIN Thomas B. (SA) 20 Jan 24 B C3-15 D CASASIN THOMAS B. (SA) 20 Jan 24 B C3-15 D CASASIN THE CHARACTER STATION	<u> </u>
P. CHECK (X) TYPE OF APPOINTMENT	
CAREER RESERVE TEMPORARY INITIAL REASSIGNMENT	SUPERVISOR
CAREER-PROVISIONAL (See Instructions - Section C)	
SPECIAL (Specify): SPECIAL (Specify):	
11. DATE REPORT DUE IN Q.P. 12. REPORTING PERIOD (Proce- for)	
1 April 1956 - 31 Barch 1967	
SECTION B PERFORMANCE EVALUATION	
W- Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this categor positive remedial action. The nature of the action could range from counseling, to further training, to 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 deficience. Performance is more than satisfactory. Descret results are being produced in a proficient manner. S - Strong O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance.	placing on
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 latter which best de manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees euporvised).	omployees
SPECIFIC DUTY NO. 1	RATING
Establishes and maintains a legitimate SMT publishing representation for the purpose of developing natural access to Soviet SMT parsonnel.	8
PECIFIC DUTY NO. 2	RATING
Develops cover protents to sect, assess, and recommend as agent candidates WOLADY and Third Mationals in the HEPAINY 88/7 community.	.8
PECIFIC DUTY NO. 3	RATING
Contacts and develops local Seviet Blos personnel.	LETTER
PECIFIC DUTY NO. 4	RATING
	LETTER
Develops cover protexts to attend selected scientific conferences.	8
	• •
PECIFIC DUTY NO. 8	RATING
	LETTER
Responds to local Station adhoe operational requirements.	8
PECIFIC DUTY NO. 9	RATING
	LETTER
OVERALL PERFORMANCE IN CURRENT POSITION	L
oke Into account everything about the employee which influences his effectiveness in his current position such as per- ormance of specific duties, productivity, conduct on job, cooperativeness, perment personal traits or habits, and articular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, loco the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	RATING LETTER

FORM 45 OBSOLETE PREVIOUS EDITIONS

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NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position heeping in proper perspective their relationship to overall pertormance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on twenty in language competence, it required for current position. Amplify or explain retings given in Section B to provide best best for determining future personnel action. Manney of performance of managerial or supervisory duries must be described, if applicable.

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

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

SECTION D	CERTIFICATION AND CO	MMENTS
1.	BY EMPLOYEE	The second of th
I,	CERTIFY THAT I HAVE SEEN SECTIONS A. B	3, AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERYISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
S Amount 1967	Cor Cart or	1. March Mart de M.
3.	BY REVIEWING OFFICE	
of his werk emisph a have the impression, guidance and is not cover work, which es case, rather linited	as I am informed of it by his however, that the employee by any means simply drifftin an be a temptation when an em I contact with his colleagues	player's efforts and know little supervisor in the Station. I is responding to his supervisor's sq along paths indicated by his player has, as is true in this who work under official cover sa m on the basis of limited knowledge.
	er fan	
PATE	OFFICIAL TITLE OF REVIEWING OFFICIA	TYPED OR PRINTED NAME AND SIGNATURE

EMPLOYEE SERIAL NUM FITNESS REPORT 006102 SECTION A GENERAL 2. DATE OF BIRTH BRADE T D 20 Jan. 1924 . **H** 15 CASASTE Thomas 7. OFF/DIY/BR OF ASSIGN 6. OFFICIAL POSITION TITLE Ops Officer DDP/WE/French Paris P. CHECK (X) TYPE OF APPOINTMENT IO. CHECK (X) TYPE OF REPORT T REASSIGNMENT SUPERVISO CAREER RESERVE INSTIAL CAREER-PROVISIONAL (See Instructions - Section C) REASSIGNMENT CHPLOVER ANNUAL SPECIAL (Specify): SPECIAL (Specifyl) I. DATE REPORT DUE IN O.P. IL REPORTING PERIOD (Fr 1 April 1964 - 2 June 1965 SECTION B PERFORMANCE EVALUATION Performance ranges from whally inadequate to slightly less than satisfactory. A reting in this category requires positive remedial action. The nature of the action could range from counseling, to farther training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C. W - Week A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized to their by defictioney nor 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 ONL'S effectiveness in performance of that duty. All employee with supervisory responsibilities MUST be rated on their ability to supervisor (indicate number of employees expervised). SPECIFIC DUTY NO. 1 Contact, cultivation and assessment of, and collection of biographic and operational intelligence on Soviet scientific and technical targets, and on other Soviets and other nationalities to whom he has access through his 0 cover. specific DUTY No. 2 Spotting and assessment of potential operational assets to be RATING used against the targets specified under Specific Duty No. 1. 8 SPECIFIC DUTY NO. 3 Execution of operational assignments as directed by Hgs and field RATING stations concerned, whether of a KUTURK, KURTLE or KUTESK nature. RATING Specific Duty No. 4 Preparation or acquisition of gover firm written material as operational information to increase his access and flexibility in furtherance of 0 Specific Duties Nos. 1 through 3. specific outvio. 3 Planning, directing and managing overseas bureau of cover firm, RATING with emphasis on exploitation of the cover to meet operational requirements. 0 SPECIFIC CUTY NO. 6 RATING OVERALL PERFORMANCE IN CURRENT POSITION erything about the amplayee which influences his effectiveness in his current position such as per formance of specific duties, productivity, conduct on job, corperativeness, pertinent personal mairs or habits, and particular limitations or talents. Based on your knowledge of employee's averall performance during the caring period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance. 0

<u></u>	(Bhen't's Part In)	- Simmel
SECTION C	NARRATIVE COMM	
on bright language competent beautiful distribution for the solidification of his solidification of his sover to a point when anyone with his past country authorities i point of view of his lack of opportunity (KUBARK an asset who is capability for exploid As has been stated to approach operation efforts, in which he enhances the foundation the cover company, but he applied direct the cover company, but he countries, usual tion he has contribution he has contribution of higs components tets. It would be difficultially and mental capacitiful in analysis.	reporting period this employed a cover and the expansion of he represents as deeply bur organizational background. From the appears to be completely lettargets, he also apparently he appears to be completely lettargets, he also apparently he for scrutiny, for what he claim has not only solid status and iting his cover for specific a in past fitness reports, his has devoted a transmitus amount of the cover, which require to devise and exploit ways and it needs to operational tasks and party of assignment, he has also ally involving direct contact and greatly to the acquisition in their overall approach to the fault this employee with pacity. He is a keen student cyzing the possibilities it of	ion kalling protects beginn their relationship to organice. Give recombed ifficing the training. Comment or explain ratings given in Section 8 to provide best considerable in as a shaff mannt has continued the his operational activity within his ried a staff officer as can be found on the point of view of the host saitimate. From the more important has been accepted, and not through a last to be. He thus represents for access cover, but also the demonstrating agressive operational undertaking present capability directly and opening of his cover is the result of his count of work not only to establish and was a considerable amount of work for and reans by which the cover activity regrams. In addition to operational been used in Handington for the Soviet scientific and technical tarch respect to energy, professional of his operational environment and fors for application toward operation in devising logical and credible
	·	(oontinued)
ECTION D	CERTIFICATION AND CO	MMENTS
<u>· </u>	BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A. B.	. AND C OF THIS REPORT
ATE	SIGNATURE OF EMPLOYEE	
1 June 1965	/s/ Thomas B. Casasin	
ONTHE FURI OVER DATE	BY SUPERVISOR	
, IONTHS EMPLOYEE HAS BEEN NOER MY SUPERVISION	BY SUPERVISOR IF THIS REPORT HAS NOT BEEN SHOWN T	O EMPLOYEE, GIVE EXPLANATION
ONTHS EMPLOYEE HAS BEEN NOER MY SUPERVISION	the state of the s	TYPED OF PAINTED NAME AND SIGNATURE
NDER MY SUPERVISION	OPS Officer	/s/ James M. Flint
1 June 1965	OFFICIAL TITLE OF MIPERVISOR OPS Officer BY REVIEWING OFFICIA	/s/ James M. Flint
Bince the Reconstitution of the Reconstituti	Ops Officer BY REVIEWING OFFICIAL viewing Officer in the field in the free support, I would like to make a t from enything the Supervisor obliged to note that the ratio given, for example, to any Bre maistent with the grading patt	/s/ James M. Flint

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

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

This employee has always been conscious and punctillious in his preparation of operational and administrative reports, including financial accountings, and his reporting in general, despite the burdens imposed by the necessity for minimizing the risks inherent in the lack of access to classified storage, leaves nothing to be desired.

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

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

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

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

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

*(Section 3) - No special recognition of Subject's "Outstanding" overall performance is being requested at this time.

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FITNESS REPOR	ŔŦ			EMPLOYER	BERIAL	NUMBER
	·			006	102	<u> </u>
SECTION A	GENERA			·		
1. NAME (Loo) (Piret) (Hide	20	Jan 1924	3. 50 X	OS-15	9. SD	• •
6. OFFICIAL POSITION TITLE	7. 01	P/DIV/BR OF	SSIGNMENT	Paris	PATATIO	N J
P. CHECK (X) TYPE OF APPOINTMENT.	10.6	DDP/WE/FIN			· ·	<u> </u>
CARER RESERVE TEMPORARY		INITIAL	OF REPOR		LICHUS N	PSUPERVI
CAREEN-PROVISIONAL (See Instructions - Section C)	<u> </u>	ANNUAL				TEMPLOY
SPECIAL (Specity):		SPECIAL (Spe	((ÿ);		2 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	
I. DATE REPORT DUE IN O.P.	12. R	EPONTING PER	IOD (Frain- (o-) .	,	
31 May 1964	1	April 1963	- 31 Ma	rch 1964		
SECTION B PERFOR	RMANCE EV					
Performance is acceptional in relation Performance is more than satisfactory. Performance is acceptional in relation Performance is acceptional in relation	ition, Doscribi is ontirely sal Dosired result	action taken isfactory and i s are being pro	or proposed s characteri	In Section C zed neither proficient me	by defici	ency nor
others doing similar work as to warrant	spécial recogn	ition.			· · · · · · · · · · · · · · · · · · ·	
SI	PECIFIC DU	TIES			,	
list up to six of the most important specific duties perform namer in which employee performs EACH specific duty. Critic supervisory responsibilities MUST be roted on their ab	Consider ONL Y	effectiveness	in performá	nce of that	duty. All	scribes ti I employe
Finding, cultivating unwittingly and Soviet scientists, engineers and other	er technic	new targe al special	t person	alities	among	RATIN
Continuing the assessment and unwitti in the same category.	ing develo	pment of e	stablish	ed targe	ets	RATIN
ECIFIC DUTY NO. 3						RATING
Development of similar leads on target making recruitments outside base cour	at persona ntry.	lities fro	m other	denied a	ireas;	8
FIFE DUTY NO 4						2ATING
Development and assessment or technic internal (domestic) programs.	al person	alities of	interes	t to Sta	ition's	8
ECIPIC DUTY NO. 5						RATING
Managing and directing cover company' strengthen own cover and diversify ac	s foreign	bureau an KUTUEB, KU	d its as WOLF and	KUDESE.		0
purposes.						
Researching, writing and editing own	and other	s' materia	l publis	hed by o	over	RATING
company to strengthen cover and diver	rsify acce	es for KUD	OVE oper	ationai		0
OVERALL PERFORM	MANCE IN C	JRRENT PO	HOITIG			
ke into account everything about the employee which influ mance of specific duties, productivity, conduct on job, ticular limitations or talents. Based on your knowledge ice the letter in the rating box corresponding to the statem	unces his effo cooperativene of employee's	ctiveness in h ss, pertinent overall perfo	is current po personal tra mance duri	its or habits no the ratin	s, and a period,	RATING LETTER
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SECTION C

NARRATIVE COMMENTS

Indicate eignificant strengths or weaknesses demanstrated 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 languages competence, threquited for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnal action. Mainter of performance of maintenantial or action of the provider best of determining future personnal action. applicable.

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

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

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

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

SECTION D	CERTIFICATION AND	COMMENTS apocific Seviet targets on a
1.	BY EMPLOYE	E Europe-kida basis.
	I CERTIFY THAT I HAVE SEEN SECTIONS	
DATE	SIGNATURE OF EMPLOYEE	
25 May 1061	/s/ Thomas B. CASASTN	
2.	BY SUPERVISO	
MONTHS EMPLOYEE HAS BEE UNDER MY SUPERVISION	EN IF THIS REPORT HAS NOT BEEN SHO	WN TO EMPLOYEE, GIVE EXPLANATION
Righteen		•
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
25 May 1964		/s/ James Plint
3	BY REVIEWING OFF	ICIAL
COMMENTS OF REVIEWING OF	FFICIAL	
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DATE	OFFICIAL TITLE OF REVIEWING OFFI	CIAL TYPED OR PRINTED NAME AND SIGNATURE
25 May 196h	Cps. Officer	/a/ Robert F. Oven

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<u>. </u>	<u> </u>	CONCI	
٠,		IELD REASSIGNMENT QUESTIONNAIRE	
Ţ.		O NOT COMPLETE to FUR HEADQUARTERS USE ONLY	
Ş	AUTHENTICATION' OF, S'IGNATURES AT	ID VERTIFICATION OF LITEMS I THROUGH 7, BELOW:	
300	NAME OF EMPLOYEE (Frue)	9 Doc 1963 James Plint	27 Dec 1963
O. NOT	NAME AND SIGNATURE OF OFFICIAL AUTHORIZED TO AUTHENTICATE RIG		DATE
0			
		TO BE COMPLETED BY EMPLOYEE	
	DATE OF BIRTH 2. GRADE 3	I, CURRENT POSITION TITLE AND GRADE	10 September 1962
	Jan 1 24 GHAT US-15 known)	perations our rest. was 45	TURE FROM FIELD September 1905
•.	OTHER DUTY STATIONS OR FIELD BA	SES DURANG CURRENT TOUR PROTES	TO ENPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS

WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (and apocial note on Transmittal Form)

Staff agent assigned to a major oversess station, exploiting the cover provided by a major firm of technical periodical publishers. I take my instructions from a section clief within the station, and report in smithing on the programs of my cover development and its operational amplification.

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

A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 8. ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

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

My second choice would be to return to Eq. and use the knowledge and experience I have gained in my present job to (1) select staff personnel who will be placed in non-official cover, (2) select the cover mechanisms propare, (3) train our personnel for the proper discharge of their total homeomethic times while service while service with the set of the service with the set of the set of the service with the set of

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

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g, PREFERENCE FOR NEXT (ASSIGNMENT (continued)	
C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT IN THE BOXES BELOW:	By Instating numbers 1, 2 AND 3 (for let, 2nd and 3rd choice)
AETURN TO MY CURRENT STATION . Aften	e a one-year extension of my present tou
	OF DUTY. WITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS.
IST. CHOICE OTR 2ND.	CHOICE Comp Group and CHOICE Office Paraconnel
SE ASSIGNED TO ANOTHER FIELD STATION.	PITH BESPECT TO POSSIBLE REASSIGNMENT TO MOTHER FIELD STATION
	CHOICE Druggela san. CHOICE Hore Lon land/Cana
10. NOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS	
II. INDICATE THE NUMBER AND RGE OF DEPENDENTS THO WI	INDICATE NUMBER OF WORK DAYS
Wife, will be 37 in 1965; tw	o daughters, 15 and 12 in 1965
114. INDICATE ANY CHANGE IN YOUR PERSONAL OR FAMILY ASSIGNMENT	SITUATION THICH SHOULD BE CONSIDERED IN CETERMINING YOUR MEXT
Hort post should have high a	phoch technical according in Assach or
	HEET, TO INCICATE COMPLETION OF ABOVE PORTION OF THIS FORM.
	SUPERVISOR AT FIELD STATION
	ORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT STATION, IMPICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT
9-7- No. 19-7-	
5	
at this time.	se officers working under him is not feasible
4. SIGNATURE: COMPLETE ITEM NO. 3-2, TRANSMITTAL SK	MEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.
TO BE COMPLETED BY APPROPRIATE CAREER SER	VICE OFFICER OF PERSONNEL OFFICER AT HEADQUARTERS
IS." IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFO ASSIGNMENT, AND THE STAFFIRS BEQUIREMENTS OF THE RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAIN	SAMENCE SE THE EMBLOYES HIS EVERGREEN PROFESSION FOR
Recommend Home Lanva and retur	COMPONENT TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR
	COMPONENT TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR (196)
	companient to which he is currently assigned, indicate your cive: The for abusing tour.
	COMPONENT TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR (196)
	component to which he is currently assished, indicate your cive: The for all-shot tour.
8. NAME OF CAREER SERVICE OFFICER OR PERSONNEL OFFIC	component to which he is currently assisted, indicate your rives. The for anyther tour. SR Concurs.
6. NAME OF CAREER SERVICE OFFICER OR PERSONNEL OFFIC DATE & PODTLARY 1984	component to which he is currently assisted, indicate your rives The for showner tour. SR Concurs.
DAYE	component to which he is currently assisted, indicate your rate for souther tour. SR Concurs.
DATE 6 Pehruary 1964	ER SIGNATURE G.K. Hogannam F. CAREER SERVICE
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DATE 6 PEDFURITY 1964 FOR USE O 7. EMPLOYEE HAS HAS NOT BEEN NOTIFIED OF PLAN REASSIGNMENT 9. TYPED ON PRINTED NAME CICLOCAL M. Callengal 1. TITLE COMMENT	ER SIGNATURE G.K. ROGANNAM F. CAREER SERVICE HIND 18. REFERENCE DISPATCH NO. CFPS—CARLE NO. 20. SIGNATURE 21. DATE 22. DATE 24. FILL C.4
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		CASASIN			03736	<u> </u>	
SECTION A			IERAL		, 3		• •
1- NAME		(Middle)	2. DATE OF BIRTH	J. SEX	4. GRADE	5. SD	
6. OFFICIAL POS	TION TITLE		23 Jan 1021	ASSIGNMENT	CURRENT	STATION	
Ops	Officer		DDP/8R		- Par	ام	
CHECK (X) TY	PE OF APPOINT	WENT	10. CHECK (X) TYPE	OF REPORT	744		
CAREER	RESERV	E TEMPORARY	INITIAL	2 3 F 2 2 5	REASS	GNMENT,	PERVISOR
CAREER-PI	NOVISIONAL (See	Instructions - Section C)	ANNUAL	· 2. (1)	PEASI	IGNMENT	EMPLOYER
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11: DATE REPORT	OUE IN O.P.	The Control of the State of	12. REPORTING PER		-	*	
SECTION B	op 1963 – -	PERFORMANC	E EVALUATION	sper 196) - 37 He	nop 13	53
W - Weak	positive remed	nges from wholly inddequate to s ial action. The nature of the acti rassignment or to separation, Di	on could range from	counseling,	to further tra	ining, to p	y requires
A - Adequate	Performance mexcellence.	eets all requirements. It is entire	ly satisfactory and	is characteri	zed neither !	by deficie	ncy nor
P - Proficient	Policemanca 18	more than satisfactory. Desired	results are being pr	oduced in a	scofici ent ind	inner.	
S - Strong	Performance is	characterized by exceptional pro	fictency.				
O - Outstanding		so exceptional in relation to req milar work as to warrant special (k and in com	parison to th	e perform	once of
		SPECIFI	C DUTIES			-	
namer in which e with supervisory r SPECIFIC DUTY NO	mployes perform esponsibilities D.: I	nt specific duties performed during EACH specific duty. Consider MUST be rated on their ability to	ONLY offoctiveness supervise (Indicate	in performe	nce of that o	luty. All	
	lishment au rofession.	ed maintenance of cover	r as a genuine	working	member (o£	0
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	ing and associated of the contract of the cont	sessing persons of openations.	rational inter	est to P	eris Sta	tion	8
PECIFIC DUTY NO), 3		···.				RATING
	_	organizations and phe	momena of ope	rational	interest		LETTER
PECIFIC DUTY NO	e Station.						SALING
, Lett te Bott to	• •						RATING LETTER
_		sitive and operational	information	using his	cover i	or	
PECIFIC DUTY NO							RATING
-				-			LETTER
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PECIFIC DUTY NO.	. 6	·					RATING LETTER
		•					1
·		OVERALL REPERCHANCE	IN CHORENZ DO	(1710 <u>)</u>)			
		OVERALL PERFORMANCE	IN CURKENT PO	131 I IUN			RATING
ormance of specif articular limitation	fic duties, prod ns ar talents. B	the employee which influences he uctivity, conduct on job, cooper ased on your knowledge of employeesponding to the statement whi	stiveness, pertinent oyne's overall perfe	personal tro ormance duri	rits or habits ng the ratin	s, and g period,	S
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FORM 45 OBSOLETE PREVIOUS EDITIONS

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OROUGH I married from property descriptions and descriptions

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SECTION C	NARRATIVE COMMEN	TS -
Indicate élánificant strongths ar i overall performance: State sugge an foreign language competence,	reakinesses demonstrated in current position stions mode for improvement of work perform I required for current position. Amplify or e	keeping in proper perspective their relationship to nice. Give recommendations for training. Commen splain ratings given in Section B to provide best rerial or supervisory duties must be described, if
See attached shee		
man military or say you		and the state of t
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74.		
•		
SECTION D	CERTIFICATION AND COMM	ENTS
l	BY EMPLOYEE	
DATE	RTIFY THAT I HAVE SEEN SECTIONS A, B, AN	D C OF THIS REPORT
15 May 1963	SIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IP THIS REPORT HAS NOT BEEN SHOWN TO E	MPLOYEE, GIVE EXPLANATION
6) months		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
15 Kay 1963	according Office	/a/ James Flint
<u> </u>	BY REVIEWING OFFICIAL	
OMMENTS OF REVIEWING OFFICIAL		And the second second second
See attached she	eet	
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ep or printed name and signature /s/ Edward Ryan

OPS Official TITLE OF REVIEWING OFFICIAL

20 May 1963

SECREI

SECTION C

NARRATIVE COPPENTS

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

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

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

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

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

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

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

Memorandum in Lieu of Fitness Report

Subject:

The state of the s

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

QUENTIN C. JOHNSON Chief of Operations and Plans SR Division

tigged

HOWARD J. OSBORN

CONCUR:

HOWARD J. OSBORN Chief, SR Division

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SECTION A		13000	-	CEN	IERA		; 		Ļ					
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SECTION B		EVALUAT	ION OF	PERFOR	AAN	E OF SPE	CIFIC	ITUC	EŚ				2.	
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tional branch						rious co				ie A	gend	an an	a	÷
and fifteen con	atract.	personnel	•	5	VI	th other	agend	168	•					6
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special studies	both o	n om in	itiativ	re 5		Cectors,								5
SECTION C	EVAL	UATION OF	OVERA	LL PERF									nt.	
Take into occount ever duties, productivity, co your knowledge of emp statement which most a	nduct on la	ob, cooperativ	reness, pa nee durin	rtinent pers g-the rating	lanoi	traits or hal	its, port	icular	limite	tions	or ta	ionts.	Base	d on
2 - Perfore 3 - Perfore 4 - Perfore 5 - Perfore	nanco meel nance clea nance clea nanco in ou	ony important is most requir rly meats bus rly exceeds b rary important fery raspect i	ements bu ic require asic requi respect i	it is deficie ments, irements, is superior,	et rec	ulrements, one of more	Importar	it rosį	pects.			5	ING	
ECTION D						EMPLOYE								
		s below, chec		Normal de								ling day		
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STOTIONE NARRATIV: ESCRIPTION OF MANNER OF JOB PER MANCE
Stress strengths and weaknesses demonstrated in current position. Indicate suggestions frade 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.

Hall River Add Representations a good knowledge of Soviet matters and generally is

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

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

SECTION F	CERTIFICATION AND	COMMENTS
1.	BY EMPLOYE	E ·
	ertify that I have seen Sections A, E	
9 November 1961	SIGNATURE OF EMPLOYEES	por personal participation of the second
2.	BY SUPERVISO	DR 🗼
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IP THIS REPORT HAS NOT BEEN SHOW	YN TO EMPLOYEE, GIVE EXPLANATION
Twelve	<u> </u>	
	IF REPORT IS NOT BEING MADE AT TH	IS TIME, GIVE REASON.
EMPLOYEE UNDER MY SUPE	RVÍSION LESS THAN SÓ DAYS	REPORT MADE WITHIN LAST 80 DAYS
OTHER (Specify):		
9 November 1961	SR/Chief of Plans and Op	erations CITATIN COMONICA
3.	BY REVIEWING OFF	ICIAL
	IMPLOYEE ABOUT THE SAME EVALUATION	ж
I WOULD HAVE GIVEN THIS I	IMPLOYEE A HIGHER EVALUATION.	<u> </u>
	IMPLOYEE A LOWER EVALUATION.	
 		MILIAR WITH THE EMPLOYEE'S PERFORMANCE.
COMMENTS OF REVIEWING OFFICE	^L	
. ,		
ZINOV	OFFICIAL TITLE OF REVIEWING OFFIC	TAL TYPED OR PRINTED HAME AND SIGNATURE
**196j	Chief, SR Division	JOHN M. MAURY

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	 A. T. T.	44310
. ^	~ J. T. T.	
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15 June 1900

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Cacaria	IELD REASS	SWENT QUESTIONNAIR.		
<u> </u>	DO NOT COMPLETE	"FOR HEADQUAPTERS USE ONLY		3
M AUTHENTICATION OF SIGNATURES	AND VERIFICATION OF	TTENS 1 THEOLOGY TO BELOW!		ľ,
NAME OF EMPLOYED (1149)	9/15/55	de 1) mais or surenvison (1740) John Baker	DATE (from (too a- 2)	5
MANE AND SIGNATURE OF OFFICE AND AUTHORIZED TO AUTHENTICATE VERIFY DATA IN ITEMS NOS. 7 TO	AT MEADOUARTERS	Andrew L. Busby	6/30/60	CHOPLETE
	TO BE CO	ELETED BY, EMPLOYEE		_
20 January 1924	2: GRACE 03-14	Operations Officer		
a. SERVICE DESIGNATION (If Anom)	TOLOTO, J.	TOR OR FIELD BASE		
4 ATUGO A. C. ABARTANA AD GLAVA A			F-000000	=

Chief of hajor Externel Geographic Branch (GSS: Burcpoan Satallites) of large oversess station (Tokyo). As such, an responsible to Station Deputy for Operations.

Direct, names, supervise and train 25 persons, including operations and project personnel under non-official cover, under State, Army, and Air Force cover. Porsonnel are divided functionally within FI, FF, and CI sections.

Initiate and launch new FI, PP and CI operations uping best available independent excess as well as assure available through foreign (sepances) limison. Henage and applied personal operations; observe progress or deterioration of activities to insure that marginal and non-productive activities are terminated. As case officer on my can operations, too.

Naintein liaison with other DS agencies. Provide operational support to other Far East estations peculiar exercised and ins USSS-Seat European operations energy and develop.

A WRITE A BRIEF DESCRIPTION OF THE TYPE OF WOM YES WOULD PREFER FOR YOUR MEXT ASSISHMENT IF IT DIFFERS FROM DAT INDICATED IN 1784 NO. 8, ABOVE. IF YOU ARE WARE INAM ONE PREFERENCE, INDICATE YOUR CHOICES. I would like a challenging ansignment crarposes, again, as my first preferences. I am appecially interested in developing across-ton-board FI-PP-GI programs and assots. I am not unduly particular as to area, but of course would prefer an area in which English or French is the lingua frames.

By next choice would be to go to an eres whose language I do not know — but could learn — and which needs the requirements of the challenge stated in the first paragraph, above.

ity next choice would be to return to depar, where I could use my departed knowledge. My next choice would be an assignment to a special training course at the national intelligence level.

My lest choice would be reassignment directly to Headquarters.

I would especially enjoy an assignment in which I can combine on the job training of other personnel with the direction are many transfer of their operational profits as

B. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD WAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to cetalog of courses, if evalleble):

Clandestine Services kaview
State Scaler Officers' Course
Appropriate additional language training

Outside edvanced graduate work in international relations.

FORM NO. 202

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The state of the s	SEGRET
6. PARICERCE FOR HELT ASSIGNATAT (continued)	
C: INDICATE YOUR PREPERTIES FOR REST ASSIGNMENT &	v institting numbers 1, 2 and 3 (for lot, 2nd and 3rd aboles)
origin to an eventual station	
	1131 (m 13 79 A007mgs field 0747100
	MER FIELD STATION, INDICATE YOUR 197. 209 AND SON CHOICE FOR
GEOGRAPHIC AREA ON SPECIFIC STATIONS	
ter chaics . Mestera Duropo	
tes choics. Eastern Burge, Africa	or lear best
Latin Aperica, Southeas	
The court of the c	
TO. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS?	
10 weeks, including possible TOT	INDICATE NUMBER OF SOFE DAYS 50
	SE TRAVELLING OR MOVING DITH YOU.
Wife: Herriotte, 52	
Descriteres Pamela, 10; Mic	challe, 7
12. SIGNATURE: COMPLETE ITEM NO. 3-1, TRANSMITTAL SHE	ET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM.
TO BE COMPLETED BY S	UPERVISOR AT FIELD STATION
	FORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT
ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE S AND TRAININGS	TATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT
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the same wife, and the same of	
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14: SIGNATURE: COMPLETE ITEM NO. 3-2, TRANSMITTAL SMEE	T. TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.
TO BE COMPLETED BY APPROPR	TATE SUPERVISOR AT HEADQUARTERS
	ORNANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR HEXT
ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAININ	DIVISION TO MICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR
APPROXIMENTALISMS IN HIS NEXT RESIDENTLY MIS INCINIA	
To be assigned as Chief, SR/6	
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S. MAME OF SUPERVISOR	\$1 GNATURE:
Andrew L. Rushy	
TITLE	DATE
Chief, SR/Personnel	30 June 1960
7. REMARKS (additional comment)	
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SECTION E HARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

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

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work. Give recommendations	ses demonstrated in current position. Indicate suggestions made to employee for improvement of his for his training. Describe, if appropriate, his patential for development and for assuming greater replain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best besis for determining
herd worki egainet e drive, exc	ntimes as one of the most capable, professional and ng of the branch chiefs in the Station. Working tough denied area problem, he demonstrates imagination, client area background and knowledge, and a high degree
of product	ivity. He definitely has the potential for an even more
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ECTION F	CERTIFICATION AND COMMENTS
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27 April 1959

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iss duties during the r	ating period. Compare h	in CNLY with	others doing simil	er work at a	similar level of respon-
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b. Rate performance on each specific duty cons	idering	OMLY elfectiveness in peel	promise of this ageca	
who (aupervise a macrotary only).	eleeye b	e tared as a specific dark	(do not rate as super	*: # 0 f # 1 NO E
d. Compare in your mind, when possible, the	individ	dual being, rated with oth	ers performing the se	e duty et
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a. State in the spaces below up to sea of the Place the most important first. Point inc				of baston.
b. Hate performance on each specific duty cont	idering O	MLY effectiveness in	performance of this specific	daty.
c. For supervisors, ability to supervise will	-always be	roted as o specific'd	luty (do not raté es supervit	iors these
who supervise a secretary only). d. Compare in your mind, when possible, the	individu	al being rated with	others performing the same	duty at a
rimilar level of responsibility.		· · · · · · · · · · · · · · · · · · ·	2 *	
e. Two individuals with the same job title	may be p	erforming different di	itles. If so, trate them on	different
duties. f. He specific. Framples of the kind of dutie	a shas mi	shi he rated ava:		
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7		INSTRUCTIONS
FOR THE	UNINISTRAT	IVE OFFICER: Consult current anstructions for completing this report.
ment and rated emp to be con hold and	personnel loyer. It pleted onl complete a	This report is a privileged communication to your supervisor, and to appropriate career manage officials concerning the potential of the employee being rated. It is NOT to be shown to the is recommended that you read the entire report before completting any question. This report is recommended that you read the entire report before completting any question. This report is refer the employee has been under your supervision FOR AT-LEAST 90 DAYS. If less than 90 days feer the 90 days has elassed. If this is the INITIAL REPORT on the employee, however, it MUST be deed to the OF no later than 30 days after the due date indicated in item 8 of Section "E" below
SECTION,	E.:	GENERAL
	ICHAHDSO	Jacques 20 Jan. 1924 M DI
	- 1	RANCH OF ASSIGNMENT a. OFFICIAL POSITION TITLE Area Operations Officer
	do stat	PERIOD COVERED O' THIS REPORT (Inclusive dates)
C8-14		1 October 1956 to 30 September 1757
10. TYPE	F REPORT	INITIAL REASSISHMENT-SUPERVISOR SPECIAL (Specify)
		A annual Reassignment-emplorer
SECTION		CERTIFICATION
A. THIS D		CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED B. TYPED OR PRINTED NAME AND SIGNATURE OF SYNTRY ISON S OFFICIAL TITLE
25	257	Illand CEOBCE May Cost Tokyo
		OFFICIAL: I HEVE REVIEWED THIS REPORT AND NOTES ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.
16 00	£ 1957	Edward Marelins Chief SOV Branch Japan
SECTION (<u>. </u>	ESTINATE OF POTENTIAL
		AC GREATER RESPONSIBILITIES ing others of his grade and type of assignment, rate the employee's potential to assume greater
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2. SÚPERVI	SORY POTENT	TIAL .
mnswer ^k is Suitable t to express	res indicat RAINING 1 ing your or	this question: Has this person the sbility to be a supervisor? Yes No If your to below your opinion or guess of the level of supervisory ability this person will reach AFTER indicate your opinion by placing the number of the descriptive rating below which comes closest inion in the appropriate column. If your rating is based on observing him supervise, note your column. If based on opinion of his potential, note the rating in the "potential" column.
DESCRIPT RATING NUMBER	1 · BE 2 · BE	VE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION Lieve Individual would be a beak supervisor in this Kind of Situation Lieve Individual would be an average supervisor in this Kind of Situation Lieve Individual would be a strong supervisor in this situation
ACTUAL"	POTENTIAL	MESCRIPTIVE SITUATION
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3		A 4ROUP OF SUPERVISORS ONG CIRECT THE BRSIC JOB (Second line supervisore)
	3	A GROUP, THO MAY OR MAY NOT BE SUPER:15085, THICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
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3		PHEW IMMEDIATE SUPPROIDENTES INCLUDE NEWBERS OF THE OPPOSITE SER
		OTHER (Spec .)

TORM NO. 45 (Part II) OF FORMS 45 AND 454 BEICH SECRET

Potential

S IND	ICATE THE APPROXIMATE NUMB	* won this t	HE MATER EMPLOYEE HAS BEEN U	Nt YOUR	SUPEREISION	
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	progress steadily to po				*	-
ł				1. 724		٠,
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SECTIO	N N. NING OR OTHER DEVELOPMENTAL EX	PERIENCE !	FUTURE PLANS PLANNED FOR THE INDIVIDUAL.			
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2. NOTE	OTHER FACTORS, INCLUDING PERS.	SYAL CIRCU	MSTANCES, TO BE TAKEN INTO A	CCOUNT IN	INDIVIDUAL'S FUTURE ASSE	GAMEN T
N	o limiting factors or p	ersonal	dramatances known	to the r	ater	
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DIRECTIO	MS: This section is provided	d es' en ei	d to describing the individu	al as you	see him on the job. Int	• epte t
the wore	ds literally. On the page be of each statement is a cox u number which best tells how a	elow are a under the	series of statements that heading "category." Read e	apply in a	ome degree to most peoplent and insert in the b	e. To
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_5	3. HAS INITIATIVE		13. ACCEPTS RESPONSIBILL.	3	23. '18 THOUGH FFUL OF OTH	
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	6. KHOTS OMEN TO SEER ASSISTANCE	5	16. DOES HIS JOB WITHOUT STRONG SUPPORT		28. IS SECURITY CONSCIOU	
9	7. CAN SET ALONG WITH PERPLE	5	17. COMES UP TITH SOLUTIONS TO PROSLEMS	5	27. 18 VERSATILE	
	8. HAS WEWDRY FOR FACTS		18. IS COSCREANT		28. HIS CRITICISM IS CON STRUCTIVE	•

SECRET

سيطيعه درين بالرساء الاسلام

COMPLETES ASSIGNMENTS FITHIN ALLOWABLE TIME LIMITS 29. FACILITATES SMOOTH OPERA TION OF MIS OFFICE 30. DOLS NOT ECQUISE STRONG AND CONTINUOUS SUPERSI-SION

		FITNESS RE	PORT (P	art I	PERFORM	ANCE	
				UCTION			
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SECTION A.				SRAL	* .		
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3. OFFICE/DIVISION/DR			•		ICIAL POSITION TI		
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AND WEARNESSES SO	THAT HE	2005 CHEST HE	S TTREMOTHS Stands.				
B. THIS DATE 15 November 1950	.l	ARD MARELIUS		TURE OF	SUPERVISOR D. SU		official fitte
2. FOR THE REVIEWING O	FFICIAL:	TO A BETTER UNDE	STANTIAL DIF	THIS B	OF OPINION WITH		
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SECTION C.			PERFORMANC	E EVAL	UATION		
I. RATING ON GENERAL PE							<u>'</u>
DIRECTIONS: Consider (his duties during the r sibility. Factors othe	ating per than	eriod. Compare	him ONLY with I be taken in i	other: to acc	ount later in Sect	rk at a su	milar level of respon-
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DIRECTIONS. a. State in the spaces below up to air, of the Place the most important first. In not inc. b. Rase performance on each specific duty cons. c. For supervisors, stillly to superviso will who supervisors a servetery only). d. Compare in your mind, when possible, the similar level of responsibility. e. Two individuals with the same job title duties. f. Be specific. Famples of the kind of duties. ORAL MRITERING	tiste milica altering (altering (altering) individually be p a that mi	of or unimportant duties, MLY effectiveness in perfor erneed as a specific duty (, lual being rated with other performing different duties,	emence of this specific do not case as supervi	e duty. sors those duty at a different
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. MARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMA	NCE			
Subject has really superb natura in terms of mental capacity, psycholo and people he comes against. He to ability among other natural aptitudes the best, he is a bit shy of humor and qualities which mitigate more against	pgical ps thi On perso	bent and affinity for a off with industry a the debit side and me nal understanding in	the things and language sasured against some situations,	***
SECTION D. SUITABILITY FOR	CURREN	T JOB IN ORGANIZATION	·	
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Subject is an all around per his present secondary, response	rfor ne i	capablesof a primar	y, in place of	IF YES,

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FOR THE	AMINISTRA	HVE OFFICER:	Consult cure		sons for, completing	this	report.	*	• • •
mont and rated ea- to be con hold and	l pérsonnel ployce. It epleted on l complété a	officials co is recommend y after the e Iter the 90 da	orcerning the led that you r mployee has b lys has elease	potential of ead the enti- een under you d. If this	tion to your supervisite employee bean reference before contraction pysics the INITIAL Phinter the due date in	g rat mplet AT LF	ed, It i ing any AST 90 to the emplo	s NOT took jurstion. KS. If les over house	e shown to the third report is then 90 day er, it MUST
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SECTION	G.			ESTIMATE OF	POTENTIAL				
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	•	01-10 (\$1	(7)		•				

SECRET Six Subject has a high all around potential. With respect to supervision, below, he tends to support subordinates from his own energy rather more than to bring them along the hard way, and a normal tendency to avoid the categorical "no" - both teniencies easily correctable.

SECTION H.

FUTURE PLANS

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANTED FOR THE INDIVIDUAL

Routine refresher training as appropriate.

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

All normal. No limiting factors.

SECTION 1.

DESCRIPTION OF INDIVIDUAL

INECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the world 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 healing "category," Read each statement and insert in the box the category number which lest tells how much the statement applies to the person covered by this report.

R. MAVE NOT OBSERVED THIS: HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE A. HAVE NOT OBSERVED THIS! HENCE CAN GIVE NO OPINION AS TO INDIVIDUAL

1. APPLIES TO THE INDIVIDUAL TO THE FEAST POSSIBLE SESPEE

2. APPLIES TO INDIVIDUAL TO ALMITED DEGREE

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5. APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY NUMBER

CATEGORY		CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	P. ABLE TO BEE ANDTHER'S	5	11. HAS NIGH STANDARDS OF ACCOMPLISHED	4	21, (IS EFFECTIVE IN BISCUS- ISIONS BITM ASSOCIATES
4	2. CAN WARE DICISIONS ON HIS OND WHEN MEED ANISES	4	12. SHOWS ORIGINALITY	3	22. IMPLEMENTS DECISIONS OF
5	3. HAT 1417147146	4	17. ACCEPTS RESPONSIBILITA TERS	3	23. IS THOUGHTful OF GTHERS
5	4. IS AVALYTIC IN HIS THING- ING	3	td. Advits will teroes	4	24
5	5 TIRIVES CONSTAUTLY FOR NEW SUDDLEDGE AND IDEAS.	4	15. RESPONDS REIL TO SUPER- VIEIQU	4	25. DISPLAYS JUDGEMENT
4	6. ENGUS WHEN TO SEER ASSISTANCE	5	16. BOLS WIS JOS WITHCHT STROWG-SUPPORT	4	26. IS SECURITY CONSCIOUS
3	7. CAN SET ALONG BITH PEOPLE	5	17. COULS UP BITH SOLUTIONS TO PERBLEMB	5	27. IS VERSATILE
5	8. HAS WEWERY FOR FACTS	5	18. 15 09510VAN7	4	28. HIS CRITICISM IS CON- STRUCTIVE
5 -	9. GETS THIMES DOWN	5	ty. Tuines clearly	4	29. FACILITATES SWOOTH-OFERAL TION OF HIS OFFICE
'x	TO- CAN CAPE BITM EMERS" CITS	5	20. Completes assignments Olympu allouages find Linery	5	30. DOES NOT REQUIRE STRANG AND CONTINUOUS SUPERSY- STOR

FIELD FITHESS: REPORT

The Petness Bosort to an isportant loctor in organization personnel management. It were to provider

1. The argustation expection board with interestion of value when considering the application of an
individual for monorchip in the career staff; and

individual for anaborable in the career staff; and 2. A periodic record of job performance so im sid to the offective utilisation of personnel.

INSTRUCTIONS

TO THE PIRD ADDITISTRATIVE OF PERSONNEL OPPICES: Consult current field educative instructions requested by his day-to-day activities. If this individauthor was been under your supervision for less than 30
days, you will collaborate, if practicable, with his
provious supervision to make sure the report is accurate
accomplete.

TO THE PIRD SPECTION: Read the entire form before
attempting to complete my item. As the supervisor who
artified, directs and revisor the most of the individual,
you have primary responsibility for evaluating his
be frequent discussions of his work, so that in a genotrengtha, weaknesses, and on-the-job effectiveness as

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

SECTION I DATE OF BIRTH 2. SEX 3. SERVICE DESIGNATION Jacques Richardson 20 Jan. 1924 M DI GRADE 3. STATION DESIGNATION (Current) GS-14 USSR Base, Tokyo DUE DATE OF THIS REPORT 7. PERIOD COVERED BY THIS REPORT (Inclusive dates) 30 September 1955 17 February - 30 September 1955 SECTION II (To be coepieted by field supervisor) 2. DATE ASSUMED RESPONSIBILITY FOR POSITION CURRENT POSITION 19 February 1955 Chief, USSR Rase, Tokyo

- STATE THE SPECIFIC ASSIGNMENTS OR TASKS THICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)
- As Chief of Operating Base:
 - Manage and direct all operations against target area, and monitor products.
 - Supervise system of development and exploitation of operational leads.
 - Supervise proper administration and support of operations, including finances.
 - Conduct or supervise effective liaison with other CIA elements, with other Government agencies abroad and, when appropriate, with representative of other governments.
- B. As Senior SR Division Officer in Area:
 - Consult with or advise other CIA and non-CIA units on target area, government, and IS characteristics.
 - 2. Make available to other CIA and non-CIA units area specialists, as required.

SECTION III (To be completed at headquarters only)

FOR HEADQUARTERS USE ONLY DO FOT COMPLETE

AUTHENTICATION C	OF REPORT AND SIGNATURES
1. NAME OF BATER (Frue) .	Z. HAME OF REVIEWING OFFICIAL IN FIELD (True)
Carleton E. Swift	W. Lloyd George
3. THIS REPORT TO THE I	INDIVIDUAL BEING RATED.
	MINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARYERS ATE FITNESS REPORT AND SIGNATURES
7 Nov. 1955 Phyll	is M. Landrum

COMPLETE FOR HEADQUARTE

JSE ONLY

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SECTION IV

SECTION 19
This section is provided as an aid in describing the individual. Tout description is not favorable or unlaverable in itself but ecquires its seeming 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 fine distinctions if you so desire. Look at the statement on the left of the person-you are rating, Placing as "X" in the "Not Observed" calumn means out here no opinion on whether a phrase applies to an individual. Placing as "X" in the Does Not Apply calumn means that you have the definite opinion in the left of the description is not at all suited to the individual.

STATEMENTS : CATEGORIES: APPLIES TO A LIMITED DEGREE APPLIES TO AN APPLIES TO AN ABOVE AVERAGE OUTSTANDING DEGREE DEGREE APPLIES TO A REASONABLE DEGREE NOT DOES NOT OB. SERVED A. ARLE TO REE ANDTHER'S POINT OF VIEW. B. PRACTICAL. 1. A GOOD REPORTER OF EVENTS. 2. CAN MAKE DECISIONS ON HIS OWN MET ACED ARISES. S. CAUTIOUS IN ACTION. 4. HAS INITIATIVE. S. UNEMOTIONAL. 6. AMALYTIC IN HIS THINKING. 7. CONSTANTLY STRIVING FOR HER KNOWLEDGE AND IDEAS. &. GETS ALONG BITH PEOPLE AT ALL BOCIAL LEVELS. .. HAS BENSE OF HUMOR. IO. KNOWS WHEN TO SEER ASSISTANCE. II. CALM. .. 12. CAN GET ALONG WITH PEOPLE. 13. MEMORY FOR FACTS. 14. GETS THINGS DONE. 13. KEEPS ORIENTED TOWARD LONG TERM GOALS. 16. CAN COPE WITH EMERGENCIES. 17. HAS HIGH STANDARDS OF ACCOMPLISHMENT. 18. HAS STAMINAL CAN KEEP GOING A LONG TIME. 19. HAS BIDE RANGE OF INFORMATION. .O. SHOWS ORIGINALITY. 21. ACCEPTS RESPONSIBILITIES. 22. ADMITS HIS ERRORS. 23. RESPONDS MELL TO SUPERVISION. 24. EVEN DISPOSITION. 25. ABLE TO DO HIS JOB BITHOUT

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IS. CAN THINK ON HIS PEET.	"	<u> </u>				ļ	1	Ŀ			<u> </u>	.	<u> </u>	12
T. COMES UP WITH SOLUTIONS TO			1	Γ			T		-			1		Ι
PROBLEMS.			1			F	Î	1			1	V	1	T
"SPARE PLUG".		===	‡=	<u> </u>			 	T			1		7	÷
3. TOUCH MINDED.	<u> </u>	<u></u>	<u> </u>			<u></u>		<u> </u>			<u> </u>		<u></u>	ᆣ
O. OMSERVANT.			 	11		L.,			· ·	Ŀ	<u> </u>	$ \mathbf{X} $	<u> </u>	<u>_</u>
I. CAPABLE.													\boxtimes	
2. CLEAR THINKING.			Ŀ		· .	,			ή.		Ŀ			\triangleright
3. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.										<u> </u>		\times		
4. EVALUATES SELF REALISTICALLY.												X		
S. WELL INFORMED ABOUT CURRENT													X	
CYCYTS.	1											=	$\overline{\mathbf{x}}$	Ī
6. DECIBERATE. 7. EFFECTIVE IN DISCUSSIONS WITH					_								لديما	-
ASSOCIATES.								=						_
LESS OF DWN FEELINGS.											$\stackrel{\times}{=}$		<u> </u>	_
3. THOUGHTFUL OF OTHERS.									l				\preceq	
O. WORKS FELL UNDER PRESSURE.						1			1			\times		
POISPLAYS JUDGEMENT.									\Box				[\geq
R. GIVES CREDIT WHERE CHEDIT IS													X	_
3. HAS DRIVE.							\Box					X	\Box	
4. IS SECURITY CONSCIOUS.												\boxtimes		
S. VERSATILE.													X	
. HIS CRITICISM IS CONSTRUCTIVE.			-										X	
						7					< 1		Ť	
7. ABLE TO INFLUENCE OTHERS. B. FACILITATES SMOOTH OPERATION			$\overline{}$	÷	=	一	_	-	寸			$\overline{\mathbf{x}}$	T	_
OF HIS OFFICE.								=		_	=	$\stackrel{\sim}{\rightarrow}$	\forall files. \forall files. \fora	
D. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.					_			=+			==	_	$\stackrel{\triangle}{\rightarrow}$	-7
	t i											Δ L		
O. A GOOD SUPERVISOR.				ION Y										

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C INDICATE IF YOU THINK THAT I NGLE STRENGTH OR DE	ARRESS OUTHER ONS ALL ER CONSIDERATIONS:
	•
· ·	
D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISIONS	
. BO TOO PEEL THAT HE HEODINES CLOSE SUPERVISION?	O TO TES. OF YES, SHY?
[•
E. SHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?	
E. SHAT THAINING DO TOO RECOMMEND FOR THIS TRUITINGACT	
	•
F. DTHER COMMENTS (Endicate here general traits, apocifi	s behits as characteristics and assessed affective in
report but which have a bearing on effective utilizat	
CCAT	IAN WE
	ION VI
	in the next eppropriete 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	C. DIRECTIONS: Based upon that he has said, his actions, and any other indications, give your opinion of this
bio eccordingly.	person's attitude toward the organization.
1. DOES NOT PERFORM DUTIES ADEQUATELY: HE IS	1. MAS AN ANTAGONISTIC ATTITUDE TOWARD THE ORGAN- IZATION. WILL DEFINITELY LEAVE THE ORGANIZATION
2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE	AT THE FIRST OPPORTUNITY.
MAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES	2. MAS STRONG REGATIVE ATTITUDE TOWARD ORGANIZA-
COMPETENTLY.	FZATION AS A TEMPORARY STOP UNTIL HE CAN GET
3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA- SIONALLY REVEALS SOME AREA OF WEAKNESS.	SOMETHING BETTER. 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD
d. PERFORMS DUTIES IN A TYPICALLY COMPETENT.	THE ORGANIZATION BOTHERED BY MINOR FRUSTRA-
B. A FINE PERFORMANCE, CARRIES OUT MANY OF MIS	TIONS: WILL OUIT IF THESE CONTINUE.
RESPONSIBILITIES EXCEPTIONALLY WELL.	FERENT NAS "WAIT AND SEE" ATTITUDE WOULD
4. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING	LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
MANNER THAT HE IS EQUALLED BY FEW OTHER PER- SONS KNOWN TO THE RATER.	ZATION MAKES ALLOWANCES FOR RESTRICTIONS
IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME	IMPOSED BY WORKING FOR ORGANIZATIONTHINKS IN TERMS OF A CAREER IN THE ORGANIZATION.
OTHER AREA? 200 HO TES. SE VES. THAT?	DOCK &. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE
1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	ORGANIZATION BARRING AN UNEXPECTED OUTSIDE -
	CAREER IN THE ORGANIZATION.
	7. MAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGAN- 12ATION. GILL PROBABLY NEVER CONSIDER WORKING
	ANY PLACE BUT IN THE ORGANIZATION.
• • • • • • • • • • • • • • • • • • • •	
B. DIRECTIONS: Considering others of this person's grade	D. DIRECTIONS: Consider everything you know about this
and type of essignment, how would you rate him on potentiality for assumption of greater responsibili-	person is making your reting, skill in job duties, conduct on the job, personal characteristics or
ties normally indicated by promotion.	habits, and apocial defects or talonts.
1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH	1. DEFINITELY UNSUITABLE . HE SHOULD BE SEPARATED.
SATISFACTORY PERFORMANCE CAN BE EXPECTED.	
2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER	2. OF DOUBTFUL SUITABILITY. WOULD NOT HAVE AC-
GRADE CAN BE RECOMMENDED.	
S. IS READY TO TAKE ON RESPONSIBILITIES OF THE	AVERAGE BUT WITH NO WEARNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
SOME AREAS.	4. A TYPICAL EMPLOYEE. HE DISPLAYS THE SAME SUSTA-
4. WILL PROBABLY ADJUST QUICKLY TO THE MORE.	BILITY AS MOST OF THE PEOPLE IS KNOW IN THE
RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.	ORGANIZATION. S. A FINE EMPLOYEE - HAS SOME OUTSTANDING
HIGHER GRADE.	STACHGTHS.
# AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEB	G. AN UNUSUALLY STRONG PERSON IN TERMS OF THE
went.	DOOC 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR BORK
\$ ^{**} ,	IN THE ORGANIZATION.

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	PÉRSONNEL EVALUATION	N REPORT	
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Page 1 stands winds to the	inted by Administrative or Personal		<u></u>
It want (fort)		ALTERNATION TITLE	,
Richardson Jac		se resignation tiller	
4. OFFICE STAF	C CE TIVISION BROOK	Area Open Office	TIP PIELD SPECIFY STATION
DDP		7100	To vitte, settler sixtion
5- PERIOD COVERED BY REPORT	6. TIPE OF REPORT		!
From To	Initial	adnual	Special
18 301- 1052 39 23	Reassignment	Reassignment	of Supervisor
18 July 1953 17 July 1	letes by the person evaluated		
	TRILIMATE ORDER OF IMPORTANCE, MIT	N & BATEF DESCRIPTION	F EACH. OMIT MINOR OUTIES.
18 July 53 - 31 Jan 54	, , , , , , , , , , , , , , , , , , , ,		
a. Manage and direct the	e estivities of an eversee	s operating brane	h.
b. Assist the division	chief of operations in the	planning of new	and continued operins
e. Assist the division of	chief in personnel progres	ming in support o	f branch and field
station activities.		,	
1 Pab 54 - 17 Jul 54	•		-
a. Establish new domesti	ic activities branch.	,	4-1
b. Develop and manage of	perational program of this	branch, insuring	(1) continuity of
	ed personnel, (2) processi		e requirements, and
	seat of finished intellige		
	with other elements of CI	A, the Covernment	, and foreign 13.
8. LIST COURSES OF INSTRUCTION 2	CHILETED DURING REPORT PERICOL		:
Name of Course	Location	ngth of Course	Date Completed
Counterespionage (OTR)	Vashington	3 weeks	22 January 1954
. IN WHAT TYPE OF WORK ARE YOU ! sent where I could apply in bility to manage and cl If DIFFERENT FROM YOUR PRESENT	ee) approximately every almost almost approximately every almost approximately every almost al	TAPPERENT OF THE PROPERTY OF T	has been my respon-
	ns become somewhat narrow		Dariel TurkerRa
sorriges and obborganth	for direct contact with	countings.	•
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. •		£,	
3 July 1954		/Mia	/
DATE		Janatu	
tone II through to milt be seen!	inted by Supervisor	VIGARIO	R E
. BRIEFLY DESCRIBE THIS PERSON'S	PERFORMANCE ON THE MAJOR DUTIES I	. 157ED UNDER ITEM 7 ABO	vē.
· saiefit describe this persou's Richardson is a superi	regronuance on the major puties i	OBA 7 HITI RICKU CITEL	ve. 3. He is efficient,
Richardson is a superiprecise, and energetic, a	regrossance on the sauce puties of ler officer in the perform and brings considerable in	osa f mare saces care. see of his duties arination and for	vr. s. He is efficient, esight to the
Richardson is a superi precise, and energetic, a operational problems conf	regrounding on the major putter licr officer in the performed brings considerable in trenting him. His concept	arination and for of staff organise	vr. 3. He is efficient, esight to the ation and
Richardson is a superi precise, and energetic, a operational problems conf responsibility is of a hi	regronuance on the major surfes licr officer in the perform and brings considerable in fronting him. His concept ich caliber. In hamiling	arca caper lies ? ABO ance of his duties arination and for of staff organism personnel, he is	vr. s. He is efficient, esight to the ation and
Richardson is a superi precise, and energetic, a operational problems conf responsibility is of a hi	regrounding on the major putter licr officer in the performed brings considerable in trenting him. His concept	arca caper lies ? ABO ance of his duties arination and for of staff organism personnel, he is	vr. 3. He is efficient, esight to the ation and
Richardson is a superi precise, and energetic, a operational problems conf responsibility is of a hi	regronuance on the major surfes licr officer in the perform and brings considerable in fronting him. His concept ich caliber. In hamiling	arca caper lies ? ABO ance of his duties arination and for of staff organism personnel, he is	vr. s. He is efficient, esight to the ation and
Richardson is a superi precise, and energetic, a operational problems conf responsibility is of a hi	regronuance on the major surfes licr officer in the perform and brings considerable in fronting him. His concept ich caliber. In hamiling	arca caper lies ? ABO ance of his duties arination and for of staff organism personnel, he is	vr. 3. He is efficient, esight to the ation and
Richardson is a superiprecise, and energetic, a operational problems confresponsibility is of a hi	regronuance on the major surfes licr officer in the perform and brings considerable in fronting him. His concept ich caliber. In hamiling	arca caper lies ? ABO ance of his duties arination and for of staff organism personnel, he is	vr. 3. He is efficient, esight to the ation and
Richardson is a superiprecise, and energetic, a operational problems confresponsibility is of a hi	regronuance on the major surfes licr officer in the perform and brings considerable in fronting him. His concept ich caliber. In hamiling	arca caper lies ? ABO ance of his duties arination and for of staff organism personnel, he is	vr. 3. He is efficient, esight to the ation and

22- 14 WHAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT	HOS NOST HOTICEABLY GOOD OR OUTSTANDING!
This officer has been outstending as a shis balancing of jurisdictional equities. he ever, and should not be construed so as	staff officer. He is unusually talented in This sbility reflects a broad competence, to limit his future duties.
15. On WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENT	HATE EFFORT FOR SELF IMPROVEMENTS
This officer's devotion to his duties an him toward inflexible declarations of positional declarations of positional declarations of positional declarations of positional declarations of positions and the corrected by the corre	d professional convictions sometimes inclined ion. This fault, a minor one in officers of y increased responsibility and experience.
LA. COMMENT ON THIS PERSON'S ABILITY TO NANDLE GREATER RESPO	MSIBILITIES HOW OR IN THE FUTURE.
This officer is prepared for promotion a or staff duties.	nd for increased responsibilities in command
ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QU	WALIFICATIONS? (Recommend appropriate reessignment, if
possible.;	
Richardson is presently well placed. See	e below.
n ^c	
. THAT TRAINING OR ROTATION DO YOU RECOMMEND FOR THIS PERSO	m?
Tradecraft training and a field assignment	it. Both are planned in the next six months.
	•
•	
•	•
1 PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSATISFACTOR	OF THESE IS ATTACHED CORE OF MEMORIMOUS MOTISTING THIS
PERSON OF UNSATISFACTORY PERFORMANCE.	RY, INCRE 15 GIIGLACO COPY OF BEHORANDON ROTTFING INTS
THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH I	THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING
COMMENT ON ITEMS 1, 8 AND 9, ARE SHOWN BELOW UNDER ITEM 20	
• •	α
0.80 /	Pen de Sih
29 July sy	I la de dih
DATE	SIGNATURE OF SUPERVISOR
. I MAYE REVIEWED THE ABOVE REPORT. (Comments, if any, are	shown in item 20.1
· · · · · · · · · · · · · · · · · · ·	to allow the
21 July 54	SIGNATURE OF REVIEWING CEFICIAL
. Counters: (If necessary, may be continued on reverse side	of source about 1
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SECRET SECURITY INFORMATION

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PERSONNEL EVALUA	TION REPORT	· · · · · · · · · · · · · · · · · · ·
rensonnet evaco.	TICH NEIGHT	
Itom I through 6-vill be completed by Administrative or Po		
La fant franti (Gronte, ignige) 2. Ge	tot is sertion title	
. or fell extracted 13 page es division D longs	U Ban Incotting	(0:40)
4. OFFICE	,	IP PIECE, PSPECIFY STATION
5. PERIOD COVERED BY REPORT SR 6. TIPE OF REPORT	PS San FIELD	
from to To The Initial	Adnust	Special
Reassignee	nt Reasilgnment o	f Supervisor
Items 7 through 10 will be Exepteted by the person evaluate	4	······································
	C. ATTECHMENT PLACEMENTS OF	CACH, CHIT MIANA DUTLES.
d: 'Supervise and manage a little of boots will used personnel at the and in the field station	Grancij Wile Incluses	total of 21 anchor
elogient. c. Detect and explore potential open	1. 0. Triece and coordin	HE STIT PROJECT COA
ion activities with appropriate branches, into	articles contests	actuace intra-civis
divisions, senior staffs, and elements outside	CALLESTON OCCUPATION A	Tur arreogrance
of new personnel, continued employment and rot	often of inminious poor	const and substitution
able incumbent personnel on lean basis to other	autor or mouseons para	complete the ecome
tional and actinistrative workloads within the	indicate and the his	portures the opera-
econel. g. Adapt charging field situations a		
tion of the branch, raiding the branch best sor	ve the needs of the flo	ld etations b
Review continuously all requirements imposed o	n the branch, and trans	mit then clearly to
		the field,
8. LIST COURSES OF INSTRUCTION COMPLETED DURING REPORT FERIO		
Name of Course togation	Leasth of Course	Cate Completed
Home (I was overseas port of the time co	mored of curs report).	
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successful operation of American intelligence	rincipally interested :	n the building and
successful operation of American intelligence (broad, both in theory a	
remark/ver "hele" this "Is the clai" made held "IH "life I	ATIONS NAPILIUSE, REQUIENCE, S	The only
constriction of a promote state of the material of the contract of the contrac	reservoir resourt, rue s	CENTISTIALIVE FOS-
consibilities of a breach entof do not enable t If it were possible to carry loss of an adminis	the to be a purely opera	FIGHT THOTALONY
w time to the refinement of the intelligence p	rooss and its technique	es in my area of
0.		concern.
00 0-4-1 3003	•	
22 October 1953		
3763	SIGNATURE	
Items II through 18 will be completed by Supervisor		
1. DRIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE MAJOR DU		
During this period hr: Nichardson was prom	sted from vepuly brench	Catet to
Branch Chief, in recognition of his extrem	oly good pur: ormance. I	ents appone to
. has elapsed to be able to evaluate him full	ly on all aspects of his	s new position.
liouwer, his headling of the breach has been	s north boots villensians na	naneconart
point of view and there is every reason to		
direction of operational activities the sai		
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SECRET SECURITY INFORMATION

He should contirme	to dovolon h	is knarledes of	operations	and onemakion	lá
procedures.			٠.	7	
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MMENT ON THIS PERSON'S ABILE	TT TO MANDLE GR	EATER RESPONSIBILITI	ES NON ON IN	THE FUTUAL.	
	,			•	•
He is well equipped	to orkennos	Phonod Income	ne lemble	or momentall	4420.
no as noite or appor	W COVERED !	errocht weronn	TR TOACTO	or reclaration	-49 •
	, =		•		-
E THERE OTHER DUTIES WHICH B	ETTER SUIT THIS	PERSON'S QUALIFICAT	IONS? (Recomme	nd appropriate rea	ssignment,
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Woll placed at prese	mt.		- ,	•	
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redignment to a fiel	,		istant fut	To.	
	,		istent fut	Ero.	
	,		istent fut	ro.	
	,		istent fut	ro.	
redignment to a fiel	d pos ition i	n the not-too-d		· , .	NOTIFYING
PERFORMANCE DURING REPORT PE SON OF UNSATISFACTORY PERFOR	d position i	n the not-too-d	IS ATTACHED (· , .	· · · · · · · · · · · · · · · · · · ·
PERFORMANCE DURING REPORT PE	d position i	n the not-too-d	IS ATTACHED (OPT OF MEMORANGUM	· · · · · · · · · · · · · · · · · · ·
PERFORMANCE DURING REPORT PE SON OF UNSATISFACTORY PERFOR	d position i	n the not-too-d	IS ATTACHED (OPT OF MEMORANGUM	· · · · · · · · · · · · · · · · · · ·
PERFORMANCE DURING REPORT PE SON OF UNSATISFACTORY PERFOR S PERSONNEL EVALUATION REPOR MENT ON ITEMS 7, 8 AND 9, AR	d position i	n the not-too-d	IS ATTACHED (OPT OF MEMORANGUM	· · · · · · · · · · · · · · · · · · ·
PERFORMANCE DURING REPORT PE SON OF UNSATISFACTORY PERFOR	d position i	n the not-too-d	IS ATTACHED O	OPY OF MEMORANGUM ADDITIONAL COMMENT	SINCLUDIN
PERFORMANCE DURING REPORT PE SON OF UNSATISFACTORY PERFOR S PERSONNEL EVALUATION REPOR MENT ON ITEMS 7, 8 AND 9, AR 26 October 1953	d position i	n the not-too-d	IS ATTACHED O	OPT OF MEMORANGUM	SINCLUDIN
PERFORMANCE DURING REPORT PE SON OF UNSATISFACTORY PERFOR S PERSONNEL EVALUATION REPOR MENT ON ITEMS 7, 8 AND 9, AR	d position i	n the not-too-d	IS ATTACHED O	OPY OF MEMORANGUM ADDITIONAL COMMENT	SINCLUDIN
PERFORMANCE DURING REPORT PESON OF UNSATISFACTORY PERFORMENT ON ITEMS 7, 8 AND 9, AR 26 October 1953 DATE LIVE REVIEWED THE ABOVE REPORT	d position i	n the not-too-d	IS ATTACHED O	OPY OF MEMORANGUM ADDITIONAL COMMENT	SINCLUDIN

SÉCRET

SECURITY INFORMATION

				•
	PERSONNEL EVA	LUATION REP	PORT	
Items I through 6 will be t	capieted by Administrative	or Personnel Office	cer	
RICHARDSON,	Jacques G.		ition title . (Dep. Chief)
• OFFICE DINF		-5 Par Bast		IF FIELD, SPECIFY STATION
9. PERIOD COVERED BY REPORT	8-53 Initie		Adnual Reassignment c	Special Supervisor
Items 7 through 10 will be	coopleted by the person eval	lusted		
sent, I act as Branch tion for approval of sussion with each of single mission PP), proparation of insonnel needs, etc. As Branch for control of maintaining liaison without or document. A stations on TDY. Super	all basic plans, progression (7) dosk chiefs a under any given progression progression for work requirements, ope into the appropriate staffs as ist or direct, as r	rans, and pro- of the purpos ject, includir ogistic and i ding directly cilligence, an and other Di equired, spec	jects. This is as and proceed as target and liscal require with the Divi d reports. A visions who m dific mission	wolves thorough dis- lures for accomplish- lysis (whether FI or ments, specific per- sion's Intelligence m responsible for not coordinate any planning at overseas
8. LIST COURSES OF INSTRUCTI			0,0100, 1001	· · · · · · · · · · · · · · · · · · ·
Name of Course	Location	length of	Course '	Date Completed
International Politics 102	, Graduste School Georgetown Universi Washington.		3 hours!	5 June 1952
				,
o. IN WHAT TYPE OF WORK ARE am primarily interest and PP Activities out and his differs from my precomes so involved in themtion to project meakground and experies	ted in the conception, and south resent assignment esset administrative detail magement and agent he	defications tarrit entially in the that he came	ude, KNOWLEDGE, S hat a Branch (not-always giv ems. Otherwi:	Chief or his Deputy to his undivided
}•			. Se	
7 February 19	953		i Yh W	
DATE	**		SIGNATURE	
tees 11 through 18 will be c				
i. Priefly describe this pers hief, Mr. Richardson h is timely and afficien ants and reports has b ast year. Mr. Richards	as performed his duti t preparation of inte	es, taken as Uligence anne tanding. Dur	a whole, in a xes, logistic ing three to	superior manner. and fiscal require four months of the

Chief, Mr. Richardson has performed his duties, taken as a whole, in a superior manner. His timely and efficient preparation of intelligence annexes, logistic and fiscal requirements and reports has been particularly outstanding. During three to four months of the past year, Mr. Richardson has acted as Branch Chief. The review of Branch operations under Kr. Richardson's direction, during the writer's absence, indicated his complete competence in supervising Branch activities. His supervision of the planning and preparation for approval of basic plans and projects of the seven (7) deak chiefs has been superior. Mr. Richardson also participated in the planning and dispatch of a difficult operational mission, acting in the capacity of Senior Case Officer. On this mission his liaison with representatives of one of the Military Services was conducted in a manner which enhanced cooperation between that S ice and this Agency.

FORM NO. 97-151

SECRET

r i

SECRET RECURITY INFORMATION

	PRESENT JOB MOST RETICEABLY GOOD OR OUTSTANDINGS
	ably outstanding with respect to his thorough know-
100go of overy activity of the shaden	He was in position to assume direction of Brunch Limself thoroughly briefed on Division policies and
inlaming in order to give timely instruc	stion and guidance to the Branch overseas stations.
13. ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON	
	ground in two (2) languages, French and Japanese. He
would benefit substantially by learning	the Russian language. He is meticulous with res-
poet to his attention to details, someti	mes to the point of concealing the breader picture
	Richardson to direct his attention to the broad
scope of Branch activities rather than t	
IN. COMMENT ON THIS PERSON'S ABILLITY TO HANDLE GREAT	er responsibilities now or in the ruture. N ume the duties of the chief SF Division representa -
Mr. Alghardon is lully qualified to accept the station. In order to as	nume this responsibility in the most efficient
manner. it is recommended that Mr. Richa	rdson serve a minimum period of time of approximate
ly six (6) months as the assistant to th	e present chief of the field station.
15. ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PER	RSON'S QUALIFICATIONS? IRecommend appropriate reassignment, if
	n a staff function for either F1 or PP activities.
inis does not mean, nowever, that his processing.	esent duties are not better suited to his qualifi-
cations.	•
16. WHAT TRAINING OR ROTATION DO YOU RECOMMEND FOR 1H	is proving
	ded for overseas assignment in the Far East during
	i command of the Japanese language, having served
in Japan proviously with the United State	es Army. His duties at Heudquarters nave been so
pressing that his departure for overseas	assignment is being delayed until an adequate
replacement my be trained.	
17. IF PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSAT PERSON OF UNSATISFACTORY PERFORMANCE.	TISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM MOTIFYING THIS
TA THE BENEAUTE CHAINATION OF POOT MAC BEEN DISCUSES	D WITH THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING
COMMENT ON ITEMS 7, 8 AND 9, ARE SHOWN BELOW UNDER	
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m la ma	A GIANT
March 31 1953	More Mireralle
March 3/ 1953	Jenge Miscivally
9. I HAVE REVIEWED THE ABOVE PEPORT. (Comments, 11 as	ny, are shoen of item (26.1
9. I HAVE REVIEWED THE ABOVE PEPORT. (Comments, If as	ny, are shoen of Item 20.1
9. I HAVE REVIEWED THE ABOVE SEPORT. (Comments, If as	ny, are shown of Item (36.1) Ozural & Durand
9. I HAVE REVIEWED THE ABOVE SEPORT. (Comments, If as	ny, are shown of Item 20.1 SIGNATURE OF SUPERVISOR Druck Durand SIGNATURE OF REVIEWING OFFICIAL
9. I HAVE REVIEWED THE ABOVE PEPORT. (Comments, If as CATE CATE C. COMMENTS: (If necessary, may be continued on reverse	ny, are shown of Item(36.1) SIGNATURE OF SUPERVISOR DILLAN DULLAN SIGNATURE OF REVIEWING OFFICIAL 10 side of cover sheet.)
9. I HAVE REVIEWED THE ABOVE SEPORT. (Comments, If as	ny, are shoen of Item 20.1 SIGNATURE OF SUPERVISOR SIGNATURE OF REVIEWING OFFICIAL 10 side of cover sheet.)
9. I HAVE REVIEWED THE ABOVE SEPORT. (Comments, If as	ny, are shoen of Item 20.1 SIGNATURE OF SUPERVISOR SIGNATURE OF REVIEWING OFFICIAL 10 side of cover sheet.)
9. I HAVE REVIEWED THE ABOVE SEPORT. (Comments, If as	ny, are shoen of Item 20.1 SIGNATURE OF SUPERVISOR SIGNATURE OF REVIEWING OFFICIAL see side of cover sheet.)
9. I HAVE REVIEWED THE ABOVE SEPORT. (Comments, If as	ny, are shoen of Item 20.1 SIGNATURE OF SUPERVISOR SIGNATURE OF REVIEWING OFFICIAL se side of cover sheet.)

THROUGH

Chief of Station, Paris.

SUBJECT

Notification of Designation as a Participant in the Organization Retirement and Disability System

Book Dispatch 5096, dated 12 August 1965

Recent correspondence on the above subject informed you that I had determined that you met the criteria specified in the applicable regulation for designation as a participant in the Organization Retirement and Disability System. On the basis of this determination and your recently executed election to remain in the System, your designation as a participant was made effective 10 April 1966.

RICHARD B. EGAN

Thomas B. CASABIM

THROUGH

Chief of Station, Paris

SUBJECT

Designation as a Participant in the Organization Retirement and

Disability System

Book Dispatch 5096 dated 12 August 1965

- 1. Based on a review of your record and the recommendations of the Head of your Career Service and of the Organization Retirement Board, I have determined that you meet the criteria. for designation as a participant in the Organization Retirement and Disability System.
- 2. The regulation governing this retirement system provides that "Any participant who has completed fifteen years of service with the Organization and whose career at that time is adjudged by the Director of Personnel to be qualifying for the system may elect to remain a participant in the system for the duration of his employment by the Organization and such election shall not be subject to review or approval by the Director." Since you have already completed fifteen years of service with the Organization, your right to this election vests upon your designation as a participant and must be exercised immediately.
- 3. If you should elect not to remain a participant in the system, you will be continued under the Civil Service Retirement System. Once your election has been made, you do not have the privilege of changing it at some later date.
- 4. It is requested that you indicate your election by checking in the appropriate box and signing below. The original of this memorandum should be returned to Headquarters as soon as possible.

RICHARD B. EGAN

Exercise of option of participant with fifteen years of service:

I elect to remain in the Organization Retirement and Disability System for the duration of my employment by the Organization.

I elect NOT to remain a participant in the Organization Retirement and Disability System for the duration of my employment by the Organization.

Signature

Date

	SERIA NO"(1-6)	LA	GUA	GE PR	•	Filled In)	AWA	iDS DATA	2. ID NO. 8707
3. NAME (7-24	LAST	FIRST		MEDICALE	1	E OR DIVISION	S. LANGUA		6. LANG. CODE (25-27)
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15. INELIGIBLE (EASON)							FOR A PROFICIENCY AV	VARD OF \$ 100 . 0 . (40-4
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	4.	•				17. I CERTIFY TO	AT FUNDS AF	E AVAILABLE	
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1. PERSONNEL SERIAL NO. (1-6) LANGUAGE PROFICIENCY AND AWARDS DATA G6102 3. NAME (7-24) LAST 4 OFFICE OR DIVISION a LANG. CODE (25-27) Edulant dson, 370 . DATE OF TEST 46-51 O. DATE OF BERTH P. GRADE 11. REASON FOR TAKING TEST 12. TEST SCORES READING (24) PRONUNCIATION (36) UNDERSTAINDING (38) APPLY FOR AWARD ESTABLISH SKILL LEVEL 13 ELIGIBILITY (39) TYPE OF AWARD (A) ELEMENTARY INTERMEDIATE (E) (i) (H) READING (R) SPEAKING (S) BASED ON TRAINING THAT WAS DIRECTED OF OR VOLUNTARY (V) ACHIEVEMENT MAINTENANCE COMPREHENSIVE (C) NA 15. INELIGIBLE (REASON) 16. I CERTIFY THIS EMPLOYEE FOR A PROFICIENCY AWARD CH \$ (40-45) SIGNATURE Arrard disapproved by CS Board

FORM 1273

REMARKS

OBSOLETE PREVIOUS EDITIONS

SECRET

(10-45)

17. I CERTIFY THAT FUNDS ARE AVAILABLE

OBLIGATION REF. NO.

SIGNATURE

TLO COPY

CHARGE ALLOTMENT NO.

S-E-C-E-E-T (When filled in)

THAINING REPORT

Prench Basic Reading, Speaking, Writing-II

100 hours, part-time, 9 Apr 62 - 15 Jun 62

students

Student: Harriette D. Richardson (Dependent)

EOD Date: (wife of Jacques Richardson - SR)

Year of Birth: 192

Cffice :

COUPLE OBJECTIVES - CONTENT AND METHODS - Instructors W. Ray Rackley

This is the second phase in a three-phase basic sequence of 30 weeks, each phase lasting 10 weeks.

The general aim of this course is to provide a thorough grounding for the student who has previously had either a reading course in French or an insufficient introduction to the language. The major objectives of this phace of the course are to develop an ability: (1) to distinguish and pronounce satisfactorily all the sounds of the language; (2) to use effectively a modest stock of French sentences and expressions; (3) to comprehend normal—speed spoken French in a variety of everyday non-technical situations; (4) to begin to read and write basic French, applying the spoken vocabulary and grammatical material previously learned.

Classes are held 2 hours per day, 5 days a week, requiring minimum of 10 hours of preparation per week. To receive the maximum benefit from this course each student should plan to devote at least two thirds of the class preparation time doing drill in the language laboratory.

ACHIEVEMENT RECORD

Student progress is evaluated primarily on oral recitation in the form of drills and free conversation based on memorized material. In addition, several tests are given during the course. This student's rating is indicated by the asterisk.

Unsatisfactory

Satisfactory

Excellent

Incomplete

Mrs. Richardson was definitely a superior student. Her pronunciation was excellent and she had a solid command of the structure of French. She was somewhat hesitant in new language situations, but she more than made up for this through diligent and profitable laboratory and home preparation.

FOR THE DIRECTOR OF TRAINING: /8/4; MAY MACKLEY
Chief Instructor

26 July 1962

Date

Erran In Barra Erran Lat Bar Branz string

S-E-C-R-E-T (When filled in):

S	ECRET	
	8.22.00	2.

REPORT OF TRAINING AT NON-CIA FACILITY

(Forward original and 2)

TO : Director of Training

ATTN: Feristrar

CSR 6 (DD/P)

SCL8

1. INSTITUTION ATTENDED

Remasolaci Polytechnic Institute

CSR 6 (DD/P)

1. INSTITUTION ATTENDED

Remasolaci Polytechnic Institute

10-16 June 1962

1. DESCRIPTION OF PROGRAM (Paclade list of courses and a copy of grades received)

Technical Writers' Instituto; certificate awarded

Purpose: to provide a forme where technical writers from injustry and government can meet to discuss and practice writing techniques under the supervision of experienced teachers. Many of the instructors have worked closely with industry as consultants on special writing problems and trainin courses for technical writing. All of them have published in the field of technical writing.

4. YOUR OPINION OF THE PROGRAM (Explain strengths and westnesses)

This was an excellent combination of classroom prescritions and writing laboratories. Almost all guest speakers had a useful message to deliver. The writing encouraged is of the tight-language, pure English variety, in the three estegories of informative, directive, and persuasive writing. The schedule was full, although I believe it could have been fuller. The five 2-hour workshops should be expanded to three-hour sessions. The contact with representatives of industry was especially useful for cross-fortilisation purposes.

S. EXPLAIN TRAINING OBJECTIVES AND WHETHER THEY BERE MET

Pour our purposes, the training objectives were (a) to see that our writing techniques in the reporting field compare favorably with those in industry, (b) to meet and become known by persons throughout the nation in the technical writing field, and (c) to learn new techniques in the field of communicating technical, scientific and engineering exacepts, processes, and general information. All three objectives were met. I recommend that officers from SR/keports and SR/Requirements-Targets, as well as analysts from SR 6, be permitted the encertunity to attend this same institute in future years. It is well worth the effort.

. I CERTIFY THAT I ATTENDED THE TRAINING PROGRAM DESCRIBED ABOVE.

18 JUR ...:

J. C. Bernarden

Jacques U. Richardson

NOTE: The original will be forwarded to the Office of Personnel for inclusion, in your official for ir, 2 copies will be for OTR us

SECRET

134-45

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3. NAME (7 24) LAST		FIRST		MIDDLE	4 OFFICE	OR DIVISION	5 LANG	UAGE		6. LANG. CODE (25-27)	
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TRAINING REPORT

MANAGEMENT COURSE NO. 64

40 hours, part-time

18 students

Student: Jacques Bichardson

Year of birth: 1924

EUD Date: September 1956

Grade: 14

Office: SR

COURCE OBJECTIVES - CONTENT AND NETHODS

The Management Course is designed to familiarize schior line and staff managers with both the theory and the practical problems of management in CIA. The underlying assumption of the course is that management development is a process of growth on the jeb. The course, however, enables the participants to examine their job activities in an environment where, guided by the instructors, they can critically examine their own actions, exchange ideas with managers from other components, and develop an understanding of the complex relationships that exist among the people, the pattern of organization, and the purposes of the Agency. The course approaches the problems of management in the Agency by discussing the formal and informal structures, concepts of leadership and communication, the problems of personnel management, and theories of planning and controlling. These subjects are related as closely as possible to the activities of the class members.

The content of the course is developed through lectures, case and group discussions, filmed presentations, and problem-solving exercises.

ACHIEVEMENT RECORD

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

FOR THE DIRPCTOR OF TRAINING:

Instructor

20 February 1961 Date

CONFIDENTIAL (When filled in)

TRAINING REPORT

Clardestine bervices Review No. 31

do hours, full-time

20 November - 9 December 1960

43 students

Student: Jacques G. Richardson

Year of birth: 1924

EOD Date: November 1949

Grade: **GS-14**

Office: DDP/SR/6

COURSE CELECTIVES - CONTENT AND PETHOLO

This course aims to develop in the Clandestine Services officers, and others, recently returned from the field in up-to-date exercises of the role of CIA in the United States intelligence community, the relations of the ID/I area with the CB and the support available from the offices of the ID/S. Recently this course has been designated as an alternate pre-requisite for CIA officers nominated for certain external training.

The course is presented by lectures given by CTA officials who are directly responsible for the missions, functions, programs, and services discussed. Each lecture is usually followed by a short question period. Approximately 10 per cent of the students time is scheduled for reading pertinent up-to-date regulations and background summaries.

ACHIEVEVENT RECORD.

This is a certificate of attendance only; no attempt was made to evaluate student achievement in the course. This student was conscientious and regular in attendance.

FOR THE DIRECTOR OF TRAININGS

21 December 1960

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TSS EVALUATION

SUBJECT F1:	ps & Seals -	Basic Fami	liariestion	
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EVALUATI ON:				
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TSS EVALUATION

NAME_Je	ck Kichardson			Div	53	
•			···	,		
SUBJECT_	Audio				·	
DATES TR	ATNEĎ	FROM	29 110	1. 1954	TO 3	Dec. 1954

EVALUATION: Although lacking a background in electronics, Mr. Richardson was able to grasp the instructions given and correctly interpret it. I feel that Mr. Richardson would be able to correctly evaluate audio opportunities and to equip and direct such an operation with the exception of the telephone tap. Mr. Richardson is not qualified to perform maintenance on the equipment.

CARL S. MCCREWILL

Please return three copies of this form to TSS/TD.

Distribution:

1 - TLO -

1 - OTR/Registrar

1 - TSS/TD files

CSO A SOLUTION OF 195

S-7-C-7-1-7

TRAINING EVALUATION

Counterespience Course No. 20

RICEATOSON, J	acques G.		2 January 1954 ates of Cource
20 Jan. 1924	10 June 1949	GS-13	DD/P/SR-5
Date of Sirth	E0D	Grade or Rank	

Chief of geographic branch.

Projected Assignment or Present Position

The Counter-spionage Course is a specialized course of three weeks' duration designed to expose the student to CS principles and practices and to indestrinate him therein. The course is conducted on a seminar, round-table basis. Emphasis is placed on student participation during staff and guest lectures. Ample time is allotted for reading the extensive material provided.

Each straint is required, starting mid-way in the second week, to give a presentation before the class. This how-long presentation is based on a problem assignment given the student by the stuff. Exception is made where students have the field or headquarters experience in CE or a related field; such a student is permitted to give a cra-hour lacture based on specific experience. The "canned" problems are selected to tost students! ability to de CE research, collate, make logical analyses, and present ideas effectively to a seminar group.

This evaluation is based primarily on the student presentation, and to a lesser degree on participation in seminar discussions when conducted by the staff.

RICHARDSON, Jacques G.

- 1. Mr. Richardson ranked first in a strong group. He applied himself effectively throughout the course. His seminar contributions aided materially. He drew freely on a sound operational background and was by all odds the top student.
- 2. Student Presentation: Mr. Richardson presented a case with which he was familiar from his own experience. It was a first-rate performance. The material was very well organized and crisply prosented. So effective in fact, that Mr. Richardson will be called upon to give the same discussion in subsequent CE courses.
- In my opinion Mr. Richardson is fully qualified to act as senior CE officer.

Chief Instructor, CS Course

TRAINING EVALUATION

In the conocial to whom this report is entructed is personally responsible for it. Atthough ne may within his discretize show it to other members of his staff, the report should never be shown to the student whom it concerns.	opinions of Histed only about the s	the various , with no re- tudent, work	es the findings, observations, a instructors during the course ference to other facts or finding e complete data is evaluable in ng Division and may be examined
	after conta	cting the Réc	ords and Schaduling Officer.
RICHAROSON			
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FORM BO. 81-08

TRAINING EVALUATION

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(6) Observation and Description	(4) Interviews: Personality			
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CHIEF INSTRUCTOR

REVIEWED. Jelen Cury
REVIEWED. Jelen Cury

FORM 80. 51-87

AMENDMENT TO ALLOWANCE COMMITTEE ADDENDUM For Stall Agent, (Thomas B. CASASIN)

Mr. Thomas B. Casasin

Dear Mr. Casasin:

Effective 25 May 1970, your current Allowance Committee Addendum, as amended, is further amended by substituting the following for sub-paragraph (B) entitled "Other Allowance Entitlements":

(B) One-Time Payment. You are herein authorized a one-time, non-taxable Agency payment of \$235 in lieu of your entitlement to reinibursement for the round-trip educational travel of your daughter from Paris to Norton, Massachusetts, and return to Paris. Payment of this amount will be by deposit to your bank account. This payment and the fixed allowances as set out in subparagraph (A) above are in lieu of your Agency overseas allowance entitlements except that upon your return to a domestic permanent post of assignment you will be entitled to a home service transfer allowance in conformance with applicable Agency regulations.

All other provisions of your Allowance Addendum, as amended, remain in full force and effect.

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BY		
Contracting	Officer	

UNITED STATES GOVERNMENT

APPROVED:

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ADDINDUM TO STAFF AGENT SUPPLEMENT For Thomas B. CASASIN, Effective 5 August 1962

Mr. Thomas B. Casasin

Dear Mr. Casasin:

The Agency Allowance Committee is authorized to modify the entitlements of a Staff Agent for cover, operational or security reasons. Based upon that authority, on 7 June 1906, the Committee made the following determinations which will apply to your Agency overseas assignment in Paris. France under non-official cover. These determinations supersede and modify any provisions of your present Staff Agent Supplement which conflict therewith:

- (a) Fixed Allowance. Iffective the day of your return to Paria you are herein authorized a non-accountable, non-taxable fixed allowance calculated at the rate of \$7,580 for the following year, i.e., for a one year period. If required, advances may be granted by an Agency authorizing official. This fixed allowance is in lieu of your Agency overseas allowance entitlements except that upon your return to a domestic permanent post of assignment you will be entitled to a home service transfer allowance in conformance with applicable Agency regulations. Agency fixed allowances are also in lieu of entitlements to (1) reimbursement for the overseas operational use of your POV and common carriers in and around Paris and (2) storage of your HHE. Cuarters will not be furnished you by the Government or by your cover facility during the period covered by these fixed allowances.
- (b) Exemption from Cifset. During this one year period of your overseas assignment, you are herein authorized to retain, without offset, the housing and cost-of-living allowances of your cover facility.
- (c) Requirement of Cortification. You agree to certify, when requested, that payments made to lou as set forth herein have been expended for the purpose for which made and have not accrued to your personal advantage or enrichment. You will repay any amount for which you cannot provide such a certification. You understand that you are not required to make financial accountings for amounts received under (a) above.

UNITED STATES GOVERNMENT

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APPROVED:

Allowance Committee

Thomas B. asasın

ACKNOWLEDGED:

will be followed to preserve the security of your cover position. (a) The grous empluments that you receive from your cover activities will be retained by you as an offset against the gross emoluments due you from this organization. He except as provided in paragraph 4 below. your cover emoluments ever exceed those due you as a Staff Agent, the overage is to be remitted to this organization on a monthly basis, unless a different period is specified. (b) Your Federal income fance will be withheld and reported in conformance with MR 70.33 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 grove taxable compensation with this organization. If there is no after-nital or if it is insufficient, you will be required to make tax comittances in conformance with hB 20-6664. Also, that fesurace together with R 30-720 covers the procedures to be followed in order to receive relimbirsement for foreign accorne taxes imposed upon you. (c) This organization will deduct from the gross payments due you an amount equivalent to an and one half per cent (6 1/2%) of your gross salary for contribution to the Civil Service Retirement Fund, This amount will be defacted from the differential due you by this organization. If there is no differential as if it is insulticiset, you will be required to make direct monthly specitorities or a tiration in satisfaction of the required contributions, (d) If permanent quarters are not furnished your quarters allows cace will be granted at the madistant rate established for your post of assignment. family crates and grade. No accounting for this allowance will be required. If your position requires that you make contribution to the Social Security Fund, such contributions will be at your expense. However, involuntary contributions for Lover facility programs, such as insurance and retire; ment, may be considered items of expense to this organization, and in

Supplement to Stall Agent, Personnel Action

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

respectively, and you are cotifled to receive the sulary, allowances and other benefits applicable thereto, however, coreas procedural variations

1. Payroll Administration. As indicated in your Staff Agent Fersonnel

Eligative

and GS-110

Thomas U. Casasin_

incident to your status as an appointed employee.

Action, your present halary and grade are \$13,510

Thomas B. Casasin

Dear Mr. Casasin

such case may mornes you receive as a result of your participation is such programs must be returned to this organization. Whether participation in a particular cover facility program is involuntary will be determined by this organization.

- districted Cover Premium Pay. You are hereby authorized Conalternal Cover Premium Pay in conformance with applicable organizational testimes. For your information currently this premium pay is ten percent of your base halary, represents additional taxable compensation to a you and is applicable for that period of time you are assigned under noncofficial cover.
- 3. Equalization Allowance. You are hereby authorized an equalization allowance in accordance with applicable organization issuances.
- 4. Travel Expenses. You will be entitled to travel, transportation and storage in conformance with the regulations of this organization. HR 30-2c provides that travel expenses of integrated personnel will be allowed in accordance with the regulations of their cover organizations of HR 22, whichever allows the greater amount.
- 5. Travel Fenalties: You herein agree that your assignment abroad will be for a minimum of from the date of your arrival at your permanent post of duty, unless such assignment shall be sooner terminated by the Government for its convenience. Your violation of such agreement may result in regulatory travel penalties. HR 22-6 provides that if the agreement is violated during the first year of duty abroad, expenditures for travel and transportation to the post, including per diem while at headquarters and storage of effects, shall be reimbursed by the employee. If the agreement is violated after the first year of duty, but before the completion of the minimum tour agreed to above, return travel at Government expense shall not be allowed.

at Gov	ernment expense shall not be allowed.
٧.	AGREED:
refeas- knowle cution	6. Secrecy. You will be required to keep forever secret this Supple and all information which you may obtain by reases hereof (unless ed in writing by the Government from such obligation), with full dge that violation of such necessy may subject you to critinial prosesunder the Espionage Laws, dated 25 June 1948, as amended, and applicable laws and regulations.
	UNITED STATES GOVERNMENT

BY Fersonnel Officer

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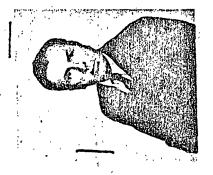
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SEPARATE

BIOGRAPHIC DATA SHEET

DOB: 20 January 1924 NAME: RICHARDSON, Jacques Gabriel

GRADE: GS-14 Date of Grade 16 January 1955

Wife . MARITAL STATUS: Married DEPENDENTS:

Daug - age 11

CAREER SERVICE DESIGNATION: Daug - age 8

EDUCATION:

Sir George Williams College, Canada - French 194C-42

1942 1945 Trinity College, Conn. - French (year)
Univ of Michigan - BA (1947), Oriental Civilization, Japanese

1951-52 Georgetown Univ. - International Relations

PRIOR ORGANIZATIONAL EMPLOYMENT:

1940-41

Jacoby Photographers, Montreal, Canada - Photo Tech (part-time). T. Eaton Co., Ltd (dept store), Montreal, Canada - Salesman 1941-42

(part-time).

1943-48 Military Service, U. S. Army, 1st Lt. (1946-48, G-2 Japan).

1949 Guide Publishing Co., Baltimore, Md., County Editor of weekly

newspaper (4 months).

1949 Housing Authority of Baltimore City, Md., - Planning Admin. off-

icer (6 months).

1955-56 Seikei Univ., Tokyo, Japan - Current Affairs English Seminar Leader (part-time).

LANGUAGE PROFICIENCY:

French - Reading and Writing - Elementary; Speaking - Pative (Oct 1960). Japanese - Reading and Spraking - Elementary; Writing - Intermediate. French

MILITARY RESERVE STATUS: NONE

ORGANIZATIONAL TRAINING:

1950 Basic Intel 1954 Counterespionage 1950 Staff Orient 1954 Audio Surv Mgmt 1950 1954 Ops Ops Audio Surv Eq 1950 Adv Ops 1954 Flaps and Seals Intel Rptg Tech 1950 Intel Orient 1960 1950 Ops Famil 1960 Cland Serv Review

1961 Mgmt Course 1950 UTGA

1951 Documentation 1961 IBM Program. Orient. Course

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SEPARATE COVER ATT:

BIOGRAPHIC DATA SHEET

RICHARDSON, Jacques Gabriel

ORGANIZATIONAL EMPLOYMENT:

Nov 1949	I.O., GS-7, OPC/OPS St/FBD Area III, Hqs
Oct 1950	I.O., GS-9, OPC/FE-3/Ch, Soviet Desk, Hqs
Apr 1951	I.O., GS-11. OPC/FE/Dep Ch, FE-3, Hqs
Jan 1952	Ops Off, GS-12, OSO/SR/Dep Ch, SR-5, Hqs
,	June - Oct 1952, TDY Hawaii, Alaska & Pearl Harbor
	June - Jul 1953, TDY Japan and Korea
Jul 1953	I.O., GS-13, KUDOVE/SR/Ch, SR-5, Hqs
Jan 1954	Area Ops Off, GS-13, KUDOVE/SR/COPs/Ch, Spec Daf Rec Proj, Hqs
Feb 1955	Area Ops Off. GS-14, KUDOVE/SR/FE/Japan/Ch, USSR Base, Tokyo
- -	Oct - Nov 1955, TDY Hong Kong, Thailand, Malaya and Burma
Mar 1956	Area Ops Off, GS-14, KUDOVE/SR/Tokyo Sta/Dep Ch, Sov Br, Tokyo
	Nov - Dec 1956, TDY Hong Kong and Australia
Oct 1957	Area Ops Off, GS-14, KUDOVE/SR/Tokyo Sta/Ch, Ops Br, Tokyo
Oct 1960	Ops Off, GS-14, KUDOVE/SR/Ch, Branch 6, Hqs

PERSONNEL EVALUATION:

Fitness Report, 10 April 1958 - 31 March 1959 "Subject continues as one of the most capable, professional and hard working of the branch chiefs in the station. Working against a tough denied area problem, he demonstrates imagination, drive, excellent area background and knowledge, and a high degree of productivity. He definitely has the potential for an even more responsible position." Fitness Report, 1 April 1959 - 24 June 1960 "In most respects, this officer is one of the best I have known in this agency. He has a broad and deep knowledge of his target area, as well as of his 'host country'; an excellent and proven degree of operational 'know-how'; the ability to write and speak lucidly and effectively and with apparent ease; and a very high degree of motivation and devotion to duty." Fitness Report, July 1960 - October 1961 "Subject supervises a very large and key branch engaged in a wide variety of activities, a difficult job which he does well."

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1 February 1962.

MEMORANDUM FOR: Central Cover Group/Non-official Cover

VIA

SR/99

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Cover requirements for Thomas B. CASASIN (P)

- 1. Infersation keyed to your format "Nonofficial Cover Request for Individual" is transmitted herewith.
- 2. SR would like to have a durable, permanent cover established for Thomas B. CISASIN as quickly as possible. CASASIN is presently a staff employee in Headquarters. He will be available to develop and undertake cover preparations as soon as Cover Group has completed the necessary arrangements.
- 3. It will be convenient for CISASIN to discuss cover plans and preparations with you whenever you wish. Miss Ruth Paul (ext. 3839) will serve as Headquarters case officer and will be pleased to provide any supplementary information you may require.

John Gerry Chief, SR/2

Attachment: As stated in Para 1, 2 cy

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Memorandum

TO

Mary

E/Pers.

FROM :

Registrar/OMS

SUBJECT:

Richardson, Jacques G.

Subject has been evaluated by OMS and found to be qualified for proposed assignment.

DONALD WEISTER

3 October 1967

OPTIONAL FORM NO. N

UNITED STATES GG. ERNMENT

Memorandum

TO

Mary E/Pers.

FROM :

Registrar/OMS

SUBJECT:

Dependents of Richardson, Jacques

No medical disposition. Dependents will be evaluated when physicals are received.

DONALD ... POLICY ASSISTANT RECISIONS

3 October 1967

il Content of 1960

MEMORANDUM FOR:

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ATTENTION

Societty Of Local

SUBJECT

Establishment of Official Cover Backstop

REFERENCE

Form 1322, dated 9 September 1960.

1. In compliance with above reference, official cover backstopping which utilizes the the state of the state

has been established for the above-named individual. All information concerning this cover arrangement is available in the Official Cover and Liaison Section, CCD.

- 2. It is requested that OCL/CCD be notified when this cover arrangement is no longer required. Any changes in the Subject's Head-quarters status should be coordinated with this office for the determination of need for continued documentation and cover.

IS PAUL P. STEWART

JOSEPH M. ADAMS Chief, Official Cover & Liaison, CCD

cc: Personnel Security Division, Office of Security

A. General Information

- (1) Thomas B. CASASIE (P). Aliases: John F. Reynolds, John R. Williams, John F. Hartin, Mr. Black, John J. Kennedy, Lt. Col. Williams, Mr. Robbins, John Raincy, Mr. Richards, Mr. Roberts. Cover development has not been previously requested.
- (2) Staff employee, G3-14, Step 5; total compensation under cover should be publicly within range of current actual compensation.
- (3) Employee: fully cleared; wife previously had CCA for contract work in Japan, not overtly affiliated with CIA (cover was Army). Spouse is aware of employee's status.
- (4) Medical status CK
- (5) Employee has had psychological assessment and technical interviews. Results presumably satisfactory.
- (6) Current covers industrial lisison officer, Army Scientific Lisison and Advisory Group. Previous cover (Nov 1954-Sep 1960): supervising foreign affairs specialist, Detachment 1, Army Froperty Disposal Sales Agency, APO 94, San Francisco. Earlier cover (Nov 1949-Nov 1954): editor, International Press Section, USIA, in Washington. All were backstopped.
- (7) New cover can be assumed at any time.
- (8) Proposed departure date overseas is roughly susser 1962, but is flexible.
- (9) SR/Support and SR/COA funds will be available to support any operational expenses and financial commitments made to the cover organization.

B. Biographic Information

- (1) DPCB: 20 January 1924, Baltimore, Haryland. Kale, caucasian. Harried, two children (girls, 8 and 11). Current address is 312 Lamond Place, Alexandris, Virginia. Previous address was 344-C 3 chome Harajuku, Shibuya-ku, Tokyo, Japan.
- (2) Adult dependent to accompany is wife, who resides with employee, and on whom bio data is available in the Office of Security. Both minor daughters would accompany overseas.

- (3) Educations Bi, U of Michigan; graduate work in international relations at Georgetown University.
- (4) Professional experiences part-time work during college years as apprentice and journeyment photo technicisms part-time work as photo equipment salesmans newspaper assistant editor, about \$2,100 per annum; assistant to chief, planning division of housing authority of major city, \$3,100 per annum; amployed since then by CIA, pay range of \$3,800 to \$13,250 per annum.
- (5) Outside interests: photography, including own processing; writing, editing non-fiction and some fiction; gardening and do-it-yourself wood and metal working; interest in mechanics and electricity; interest in organization, management, and administrative planning; member, British Interplanetary Cociety; former associate member, American Astronautical Society; former member, Japan Rocket Society. Interested in sports cars and other high quality automobiles and trucks. Skiing, swimming, horseback riding, hiking, camping, alpiriam.
- (6) Objective personality evaluation: An exceedingly well-equipped operations officer, combining an excellent knowledge of the target area and of the base country with proven operational know-how and a mature, dynamic, self-confident personality. Has a great facility to express himself in writing and orally. Very effective in dealing with people on various levels, poised and businesslike.
- (7) Financial status: almost wholly dependent upon job income. Cutstanding debt is mortgage on house (about \$20,500).
- (8) Previous foreign residence: Canada, 5 years; Japan, 8 years. Tourism and official travel (including war service) for shorter periods to the UK, France, Belgium, The Netherlands, West Germany, Switserland, Italy, Austria, Denmark, Japan, Norea, Okinawa, Hong Kong, Thailand, Burma, Malaya, British North Borneo, Australia, and the Philippines.
- (9) Speaks Fronch and Japanese (tested in both).

C. Security Considerations

- Employed by CIA 12 years and two months. Security approval is TOP SECRET dated 10 June 1949.
- (2) Employee will know specifically of CIA interest.
- (3) Employee has had normal staff employee access to CIA buildings.
- (4) Identification of CIA connection to others: a few close friends and neighbors are aware that employee has worked for CIA since spring 1961 on detailed basis from Pentagon. Employee has been exposed to foreign intelligence services, but always under alias, and in all cases but one for short, one-time purposes. Exception: the Japanese, who know employee as John Reynolds. Turned up once in a Japanese police report as a

possible intelligence-connected person after having been accosted by a Japanese policeman in a CIA safehouse which had evidently been compromised without Station's knowledge. Government claimed no knowledge of employee's intelligence connections. Employee has one close acquaintance in proposed area of assignment who knows of employee's true connections. Acquaintance is former staffer, discreet, and who wants to protect his own reputation and status locally.

- (6) There are no other known problems bearing on security.
- (7) Employee has used overseas cover designations and Headquarters **Army Scientific Liaison and Advisory Group* and USIA for cover backstopping for non-operational purposes.
- (8) After the forthcoming tour, it is hoped that the employee will be able to continue in a non-official cover capacity, or convert to the most appropriate official cover dictated by operational and administrative planning needs.
- (9) This is a request for permanent cover.
- (10) Theodore G. Driscoll, 722 S. Royal Street, Alexandria, Virginia. Father-in-law of employee. He is not witting of Subject's CIA employment.
- (11) Insurance: WALPA and "Eisenhower" payroll-deducted insurance. Have personal policy with Massachusetta Mutual, taken out while under Army cover. Wife is beneficiary in all cases.
- (12) No Selective Service or reserve status or responsibility.

D. Operational Information

(1) Type of Operation

FI-CA management of large group of agents earlier recruited by others for REDWOOD purposes, including termination of marginal assets.

Spotting, assessment, and reporting potential new recruits.

Recruitment of agent-candidates <u>outside</u> the country of assignment when necessary.

Clandestine support and communications of own and others' operations.

Other tasks set out by Station, within cover and time-available capability.

(2) Location

Paris, France. Alternates: Brussels, Belgium; Luxeabourg; Geneva, Switzerland.

- (3) Employee should be relatively free to travel on short trips to nearby countries of Western and Middle Europe. Times and intervals will probably be dictated by the Paris Station.
- (4) Special groups the employee should be able to contact

Although it is not essential, it would be desirable if the employee's cover permitted him to initiate and maintain contacts in the scientific, technological, commercial and engineering fields.

- (5) Income directly attributable to cover should be in the range of \$10,000 per annum, with supplementary income attributable to commissions, retainers, piece work fees, personal resources, etc.
- (6) Employee should be able to devote upward of 30 hours per week to operational duties.
- (7) Communications channels desired

Communications will be (a) directly with Station; (b) indirectly with Station via dead-drop, S/W, accommodation addresses, cut-outs, or any combination of these, or (c) in unusual circumstances via Headquarters or third country points. It is not desired that the cover facility provide an operational communication channel.

(8) Cover Suggestions

Suitable covers might include: technical publication representative, correspondent, or editor; book or manuscript agent or publisher's representative; corporation, service, or management consultant's representative; prestige or representational agent for large firm, service, institute, or association. The cover vis-a-vis the target is less important than the status afforded by the cover to the eyes of the host government, i.e., a reason for being there.