

MCCORD, JAMES

TRANSMITTAL SLIP		DATE 7/18/78
TO: NOTE FOR THE FILE		
ROOM NO.	BUILDING	
REMARKS		
<p>According to card notation in the files of C/SAC/OP the information referred to on the attached flag was transferred to the Office of the Inspector General and the office of the Director of Security on 21 January 1965.</p>		
FROM: J. J. Hunscherfeldt, C/FOIPE/OP		
ROOM NO.	BUILDING	EXTENSION

FORM NO. 241
11/18/55REPLACES FORM 36-8
WHICH MAY BE USED.

(47)

-E-T

OF FILE

tation is on file with

as Staff, Office of

Quarters Eye, extension

☐ Hearing transcript and related papers

☒ Other EYES ONLY material

**THIS MEMO MUST REMAIN
ON TOP OF FILE**

McCord, James W., Jr.

S-E-C-R-E-T

70 3577

31 AUG 1970

70-4562

OF HQ 50-5 25 CHA

Mr. James W. McCord, Jr.
 7 Winder Court
 Rockville, Maryland 20850

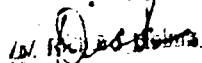
Dear June:

As you bring to a close more than twenty-five years of service to your country, I want to join your friends and co-workers in wishing you well and hoping that you find the years ahead filled with enjoyment and satisfaction.

It takes the conscientious efforts of many people to do the important work of this Agency. You leave with the knowledge that you have personally contributed notably to our success in carrying out our mission. Your faithful and loyal support has measured up to the high ideals and traditions of the Federal Service.

May I express to you my appreciation and extend my best wishes for the years ahead.

Sincerely,



Richard Helms
 Director

Distributions:

0 - Addressee

1 - DDCI

1 - ER

1 - AC/EAB/OS

1 - D/Pers

1 - OPF

1 - ROB Soft File

1 - ROB Reader

Originator:

/s/ H. B. Fisher 27 AUG 1970

Director of Personnel

Concur:

AC/EAB/OS

OP/RAD/ROB/MRDameronjat/3257 (19 August 1970)

14-00000

ADMINISTRATIVE
INTERNAL USE ONLY

31 August 1970

MEMORANDUM FOR THE RECORD

SUBJECT: Retirement - James W. McCord, Jr.

1. The retirement of Subject, effected as a result of a memorandum from the Head of his Career Service stating that he is surplus to the needs of the Service and that his retirement will be recommended to the Director under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement, in no way implies an adverse action. Subject signed an application for retirement of his own volition in order to qualify for an immediate retirement annuity. The liberalized criteria for such separations was established by the Agency to parallel similar actions under the Civil Service Retirement System in accordance with FPM Letter No. 831-23, dated 10 December 1969.

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


Francis G. Monan

Chief, Retirement Affairs Division

ADMINISTRATIVE
INTERNAL USE ONLY

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1. SERIAL NUMBER 058124						2. NAME (Last-First-Middle) MC CORD, James W., Jr.	
3. NATURE OF PERSONNEL ACTION Retirement (Involuntary) Under CIA Retirement and Disability System				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 08 31 70		5. CATEGORY OF EMPLOYMENT Regular	
6. FUNDS XX V TO V C TO V				7. FINANCIAL ANALYSIS NO. 1271-0501		8. LEGAL AUTHORITY (if completed by Office of Personnel) PL 88-643 Sec. 235(a)	
9. ORGANIZATIONAL ASSIGNATIONS DDS/Office of Security DD/Physical, Technical & Overseas Security Physical Security Division Office of the Chief				10. LOCATION OF OFFICIAL STATION Washington, D. C.			
11. POSITION TITLE Physical Security Officer				12. POSITION NUMBER 0070		13. CAREER SERVICE DESIGNATION SS	
14. CLASSIFICATION SCHEDULE (G.S. 1.18, etc.) GS		15. OCCUPATIONAL SERIES 1810.07		16. GRADE AND STEP 15/8 9		17. SALARY OR RATE 28,256 28,987	
18. REMARKS Subject's last working day will be 31 August 1970. See attached memos. Retirement is submitted pursuant to a request from the Head of the Security Career Service. Include on Agency Reserve List 1152 Release and 17th Anniversary 8/30/70. cc/CSB - Info cc/Payroll							
18A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		18B. SIGNATURE OF APPROVING OFFICIAL Edward K. O'Malley C/PS/ATS/IOS	
						DATE SIGNED 2 July 70	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE 45	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC	22. STATION CODE	23. INTEGRITY CODE	24. HOURS CODE 1	25. DATE OF BIRTH MO. DA. YR. 01 26 24	26. DATE OF GRADE MO. DA. YR.
27. DATE OF LSI MO. DA. YR.	28. DATE OF BIRTH MO. DA. YR.	29. SPECIAL REFERENCE 1-CC 2-OFCA 3-FICA 4-NONE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.	33. SECURITY REG NO.	34. SER
35. VET PREFERENCE CODE 0-NONE 1-1 PT 2-10 PT	36. SERV COMP DATE MO. DA. YR.	37. LONG COMP DATE MO. DA. YR.	38. CAREER CATEGORY EMP/RES PROV/TEMP	39. FEDERAL HEALTH INSURANCE CODE CODE 0-WAIVER (1-YES)	40. SOCIAL SECURITY NO.		
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NONE 1-NO PRIOR SERVICE 2-BEARS IN SERVICE (LESS THAN 3 YEARS) 3-BEARS IN SERVICE (MORE THAN 3 YEARS)		42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS	44. STATE TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS	45. POSITION CONTROL CERTIFICATION 8-21-70 noted M. U. R. 1152 C. 69		
46. OF APPROVAL C. 69				47. DATE APPROVED 20 Aug 70			

SECRET

BSJ: 14 SEPT 70

NOTIFICATION OF PERSONNEL ACTION							
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)					
058124		MCCORD JAMES W JR					
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT	
RETIREMENT-INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYS-CORR				08 31 70		REGULAR	
6. FUNDS		7. V TO V		8. V TO CF		9. CSC OR OTHER LEGAL AUTHORITY	
<input checked="" type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
CF TO V		CF TO CF		1271 0501 0000		PL 88-643 SEC 235A	
10. ORGANIZATIONAL DESIGNATIONS				11. LOCATION OF OFFICIAL STATION			
12. POSITION TITLE				13. POSITION NUMBER		14. SERVICE DESIGNATION	
PHYSICAL SEC OF				0070		SS	
15. CLASSIFICATION SCHEDULE (GS, LB, etc.)		16. OCCUPATIONAL SERIES		17. GRADE AND STEP		18. SALARY OR RATE	
GS		1810.07		15 9		28989	
19. REMARKS							
THIS ACTION CORRECTS FORM 1150 EFFECTIVE DATE 08/31/70 AS FOLLOWS: ITEM 16, GRADE AND STEP WHICH READ 15 8 TO READ 15 9; AND ITEM 17, SALARY OR RATE WHICH READ 28226 TO READ 28989.							
SIGNATURE OR OTHER AUTHENTICATION							

BSJ: 27 AUG 70

DEF								NOTIFICATION OF PERSONNEL ACTION			
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
058124		MCCORD JAMES W JR									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
RETIREMENT-INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYSTEM						08 31 70		REGULAR			
6. FUNDS		7. V TO V		8. V TO CF		9. Financial Analysis No. Chargeable		10. CSC OR OTHER LEGAL AUTHORITY			
X						1271 0501 0000		PL 88-643 SEC 235A			
11. ORGANIZATIONAL DESIGNATIONS						12. LOCATION OF OFFICIAL STATION					
OFFICE OF THE CTR											
13. POSITION TITLE						14. POSITION NUMBER		15. SERVICE DESIGNATION			
PHYSICAL SEC CF						0070		SS			
16. CLASSIFICATION SCHEDULE (GS, LB, etc.)			17. OCCUPATIONAL SERIES			18. GRADE AND STEP		19. SALARY OR RATE			
GS			1810.07			15 8		28226			
20. REMARKS											
SIGNATURE OF OTHER AUTHENTICATION											

ADMINISTRATIVE - INTERNAL USE ONLY

1 September 1970

MEMORANDUM FOR: Mr. James W. McCord, Jr.

THROUGH : Deputy Director for Support

THROUGH : Director of Security

SUBJECT : Certificate of Distinction

1. The Honor and Merit Awards Board is pleased to notify you that the award named above will be conferred on you in recognition of the excellent service you have rendered this Agency. Security considerations relevant to the award are explained in the attached memorandum from the Office of Security.

2. The award will be presented to you at a ceremony to be held in the near future. Members of your family, Agency associates, and intimate friends who are aware of your Agency affiliation may attend the ceremony.

3. Invitations to the ceremony will be extended by the Secretariat, Honor and Merit Awards Board, Office of Personnel, extension 3645. Please send to that office the names and phone numbers of the guests you would like to have invited, and indicate any dates on which you would not be available for such a ceremony.

/Sgd/ Robert M. Gaynor

ROBERT M. GAYNOR
Recorder
Honor and Merit Awards Board

Distribution:

Orig - Addressee

1 - D/S

1 - D/Pers Reader Chrono/OPF

1 - Sec't, HMAB

1 - Recorder, HMAB

ADMINISTRATIVE - INTERNAL USE ONLY

REPORT OF HONOR AND MERIT AWARDS BOARD				11 August 1970	
The Honor and Merit Awards Board having considered a recommendation that:					
OFFICIAL OR ID NO.	NAME (Last-First-Middle) McCord, James Walter, Jr.	BIRTH YEAR 1924	SEX M	TYPE EMPLOYEE	
OFFICE OF ASSIGNMENT DDS/OS		SO	SCHEME	GRADE GS-15	STATION
RE AWARDED					
Certificate of Distinction					
<input type="checkbox"/> FOR HEROIC ACTION ON					
<input checked="" type="checkbox"/> FOR MERITORIOUS SERVICE OR ACHIEVEMENT DURING THE PERIOD Aug 1951 - Present					
<input checked="" type="checkbox"/> RECOMMENDS APPROVAL			<input type="checkbox"/> DOES NOT RECOMMEND APPROVAL		
<input type="checkbox"/> RECOMMENDS AWARD OF					
UNCLASSIFIED CITATION					
<p>Mr. James W. McCord, Jr., is hereby awarded the Certificate of Distinction in recognition of his exemplary performance of duty for over nineteen years. In a variety of assignments, both domestic and abroad, Mr. McCord has displayed unusual imagination, ingenuity, and effectiveness in accomplishing his assigned tasks. His achievements in the fields of audio-countermeasure techniques and physical and technical security are particularly noteworthy and represent a marked contribution to the mission of the Agency. His professionalism in the conduct of his work upholds the best traditions of service and reflects great credit on him and the Office of Security.</p>					
<p>(Recommendation approved by DD/S on 23 July 1970)</p>					
REMARKS					
APPROVED <div style="text-align: center;"> R. E. Cushman, Jr. <small>DIRECTOR OF CENTRAL INTELLIGENCE</small> 25 AUG 1970 <small>DATE</small> </div>			SIGNATURE /s/ Robert S. Wattles <small>TYPED NAME OF CHAIRMAN, HONOR AND MERIT AWARDS BOARD</small> ROBERT S. WATTLES SIGNATURE Signed Original <small>TYPED NAME OF RECORDER</small> ROBERT M. GAYNOR		

SECRET
(When Filled In)

CERTIFICATION OF SEPARATING EMPLOYEE

Name (Last-First-Middle)

McCord James W.

MEMORANDUM FOR THE RECORD - ATTACH TO OFFICIAL PERSONNEL FOLDER

I hereby acknowledge the receipt of the following forms and/or information concerning my separation from CIA as indicated by check mark:

1. Standard Form 8 (Notice to Federal Employee about Unemployment Compensation).

2. Standard Form 55 (Notice of Conversion Privilege, Federal Employees' Group Life Insurance).

3. Standard Form 56 (Agency Certification of Insurance Status, Federal Employers' Group Life Insurance Act of 1954).

4. Standard Form 2802 (Application for Refund of Retirement Deductions).

5. Form 2585 (Authorization for Disposition of Paychecks).

6. Applicable to returnee (resigned from overseas assignment).

I have been advised of my right to have a medical examination before my separation from this Agency and of the importance of such a medical check to my health and well-being.

- ☐ Appointment arranged with Office of Medical Services.
☐ Appointment for Office of Medical Services examination declined.

7. I have been informed of "conflict of interests" policy of the Agency and foresee no problem in this regard concerning my new employment.

8. Form 71 (Application for Leave).

9. CSC Pamphlet 51 (Re-employment Rights of Federal Employees Performing Armed Forces Duty).

10. Instructions for returning to duty from Extended Leave or Active Military Service.

Signature of Employee

James W. McCord

Date Signed

Aug 3, 70

Address (Street, City, State, Zip Code)

7 Windsor Court, Rockville, Maryland

Correspondence

☒ Overt

☐ Covert

10530
SECRET

SECRET

14 AUG 1970

MEMORANDUM FOR : Mr. James W. McCord, Jr.**THROUGH : Head of SS Career Service****SUBJECT : Notification of Approval of
Involuntary Retirement**

1. This is to inform you that the Director of Central Intelligence has approved the recommendation of your Career Service that you be involuntarily retired under the CIA Retirement and Disability System.

2. Your retirement will become effective 31 August 1970. Your annuity will commence as of 1 September 1970 and is payable on 1 October 1970. You may be assured that every effort will be made to expedite delivery of your first check following completion of the administrative details necessary to process your retirement.

3. You will receive a lump-sum payment for your accrued annual leave up to 30 days or for whatever amount of leave credit you carried over from the last leave year if that amount is more than 30 days.

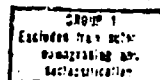
/s/ Robert S. Wattlee

**Robert S. Wattlee
Director of Personnel****Distribution:**

- 0 - Addressee
- 1 - D/Pers
- 1 - OPF
- 1 - ROB Soft File
- 1 - ROB Reader

OP/RAD/ROB/MRDameron:dam/3257

(10 Aug 70)

SECRET

SECRET

20 JUL 1970

MEMORANDUM FOR: Chief, Official Cover Branch, Central Cover Staff, DD/P

THROUGH : Chief, Administration and Training Staff, OS

SUBJECT : Summary of Agency Employment - James W. McCord, Jr.

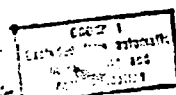
REFERENCE : Memorandum to Chief, Administrative Staff/ OS from C/OCB/CCS, dated 14 July 1970, Subject, James W. McCord, Jr.

Attached hereto is a summary of Agency Employment for Mr. James W. McCord, Jr., who is retiring 31 August 1970.

James P. O'Connell
James P. O'Connell
Deputy Director of Security (PTOS)

Att.

SECRET



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SUMMARY OF AGENCY EMPLOYMENT

JAMES W. MCCORD, JR.

Service with the Central Intelligence Agency began on 22 August 1951 and continued through 31 August 1970. During his career there was a variety of assignments involving investigations, research and report writing, technical and physical security programs and a two year tour overseas.

As an investigator during the first two years of employment, there was wide involvement in a variety of support activities requiring initiative and ingenuity.

During the seven years engaged in research and report writing, there was much independence of action and success depended on initiative, imagination and resourcefulness in pioneering new areas of interest. Beginning in May 1957, managerial responsibilities began with appointment to a Deputy Chief position of a research staff of some six professional and clerical personnel.

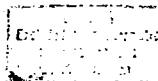
When serving overseas, responsibilities were managerial in nature as Chief of a regional staff of some ten professional and clerical personnel providing a full spectrum of security support.

From August 1964 to June 1965 he attended the Air War College as representative of the Agency.

Since 1965 two vital line positions were held involving the Agency's programs in the technical and physical security fields.

In heading up the technical security division, from 1965 to 1968, he had primary supervisory responsibility for some 40 professional and clerical personnel, preparing the budget and programs for the Agency's technical security program, and managing the obligating of authorized funding to assure that approved programs and goals were met. He was instrumental in guiding the development of new approaches, in establishing new training concepts and in bringing the Agency to a position of recognized leadership in this field.

SECRET



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Since October 1968, as Chief of a division responsible for the Agency's physical security program he had primary responsibility for the supervision of some 70 professional and clerical personnel, together with the programming, budgeting and implementing of the total physical security program of the Agency. As a result of his technological experience, he developed and implemented physical security programs which produced for the Agency a physical security posture of pre-eminent quality within the US Government.

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14 Nov 1969 Rev 1 A-38

REQUEST FOR PERSONNEL ACTION										DATE PREPARED							
1. SERIAL NUMBER 058124										18 June 1970							
2. NAME (Last-First-Middle) MCCORD, JAMES W., JR.																	
3. NATURE OF PERSONNEL ACTION DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM						4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 06 28 70		5. CATEGORY OF EMPLOYMENT REGULAR									
6. FUNDS		X V TO V		V TO CF		7. COST CENTER NO. CHARGE ABLE 0271 0501		8. LEGAL AUTHORITY (Completed by Office of Personnel) PL 88-643 Sect. 203									
9. ORGANIZATIONAL DESIGNATIONS DDS/SECURITY						10. LOCATION OF OFFICIAL STATION WASHINGTON, D. C.											
11. POSITION TITLE						12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION SS									
14. CLASSIFICATION SCHEDULE (GS, LS, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP 15		17. SALARY OR RATE \$									
18. REMARKS																	
18A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER		DATE SIGNED									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING NUMERIC ALPHABETIC		22. STATION CODE		23. INTEGREE CODE		24. MOOTRS CODE		25. DATE OF BIRTH MO. DA. YR.		26. DATE OF GRADE MO. DA. YR.		27. DATE OF LEI MO. DA. YR.	
28. WTE EXPIRES MO. DA. YR.		29. SPECIAL REFERENCE		30. RETIREMENT DATA 1-ESC 2-FICA 3-NONE CODE 2		31. SEPARATION DATA CODE		32. CORRECTION CANCELLATION DATA TYPE MO. DA. YR.		EOD DATA		33. SECURITY REG. NO.		34. SER			
35. VET. PREFERENCE CODE 8-NONE 1-5 PT 2-10 PT		36. SERV. COMP. DATE MO. DA. YR.		37. LONG. COMP. DATE MO. DA. YR.		38. CAREER CATEGORY CAR RESV PROV. LEAP CODE		39. FEGLI, HEALTH INSURANCE CODE CODE 0-WAIVER 1-YES HEALTH INS. CODE		40. SOCIAL SECURITY NO.							
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)				42. LEAVE CAT. CODE		43. FEDERAL TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS 1-YES 2-NO				44. STATE TAX DATA FORM EXECUTED CODE NO. TAX STATE CODE 1-YES 2-NO							
45. POSITION CONTROL CERTIFICATION						46. O.P. APPROVAL 7-6-70 mw				DATE APPROVED 27 JUN 70							

FORM 1152 USE PREVIOUS EDITION

OP-1
1-66

P SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

14

70 3527

31 AUG 1970

70-4562

05' H9 50 S 35 00N

Mr. James W. McCord, Jr.
7 Winder Court
Rockville, Maryland 20850

Dear Jim:

As you bring to a close more than twenty-five years of service to your country, I want to join your friends and co-workers in wishing you well and hoping that you find the years ahead filled with enjoyment and satisfaction.

It takes the conscientious efforts of many people to do the important work of this Agency. You leave with the knowledge that you have personally contributed notably to our success in carrying out our mission. Your faithful and loyal support has measured up to the high ideals and traditions of the Federal service.

May I express to you my appreciation and extend my best wishes for the years ahead.

Sincerely,

Richard Helms

Richard Helms
Director

Distribution:

0 - Addressee

1 - DDCI

1 - ER

1 - AC/EAB/CS

1 - D/Pers

1 - CPF

1 - ROB SoR File

1 - ROB Reader

Originator:

/s/ H. B. Fisher 27 AUG 1970

Director of Personnel

Concur:

AC/EAB/CS

27 AUG 1970

CP/RAD/ROB/MRDameron:jat/3257 (19 August 1970)

SECRET

81 JUL 1970

MEMORANDUM FOR : Director of Central Intelligence**SUBJECT : Recommendation for Involuntary Retirement -
Mr. James W. McCord, Jr.****REFERENCE : Memorandum for Mr. James W. McCord, Jr.
from Director of Security dated 30 June
1970, same subject**

1. This memorandum submits a recommendation for your approval; this recommendation is contained in paragraph 4.

2. Mr. James W. McCord, Jr., GS-15, Physical Security Officer, Office of Security, Support Services, has been recommended for involuntary retirement under the provisions of Headquarters Regulation 20-50m. The purpose of this proposed retirement, to which Mr. McCord is agreeable, is to assist the Office of Security to reduce its personnel surplus. If such retirement is approved, Mr. McCord requests an effective date of 31 August 1970.

3. Mr. McCord has been designated a participant in the CIA Retirement and Disability System and will meet the technical requirements for involuntary retirement under the System prior to the effective date requested. He is 46 years old and will complete 25 years of Federal service on 21 August 1970. This service includes over 19 years with the Agency of which 5 years were in qualifying service. The CIA Retirement Board has recommended that his involuntary retirement be approved.

4. It is recommended that you approve the involuntary retirement of Mr. James W. McCord, Jr. under the provisions of Headquarters Regulation 20-50m.

/s/ Robert S. Wattles

Robert S. Wattles
Director of Personnel

The recommendation contained in paragraph 4 is approved:

/s/ Richard Helms

Director of Central Intelligence

3 AUG 1970

Date

SECRET

REQUEST AND AUTHORIZATION FOR ACTIVE DUTY TRAINING/ACTIVE DUTY TOUR																
TO: HQ COMD USAF (PRP)		FROM: HQ COMD USAF (PRP-A)														
<input checked="" type="checkbox"/> BY DIRECTION OF THE PRESIDENT		<input type="checkbox"/> BY ORDER OF THE SECRETARY OF THE AIR FORCE														
1. GRADE, LAST NAME, FIRST, MIDDLE INITIAL, APOB		2. PAFSC		3. PAFSC												
LT COLONEL MC CORD, JAMES W. JR.		453-22-4741		8011												
4. PRESENT ADDRESS 7 Winder Court Rockville, Maryland 20850		5. ON FLYING STATUS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		6. APOB RATING Aircraft Observer												
7. IS INDIVIDUAL TO ACTIVE DUTY FOR <u>12</u> DAYS PLUS REQUIRED TRAVEL TIME																
8. PURPOSE (Type) <input checked="" type="checkbox"/> ANNUAL TOUR <input type="checkbox"/> SCHOOL TOUR <input type="checkbox"/> SPECIAL TOUR OF APOB <input type="checkbox"/> SPECIAL TOUR OF AD TITLE (Indicate specific school course or special tour title)																
9. REVENUE ASSIGNMENT HQ USAF (AFESS-FE) Washington, DC		10. UNIT OF ATTACHMENT														
11. INDIVIDUAL WILL REPORT TO JOHN F. KENNEDY CENTER FOR SPECIAL WARFARE (A) Student Dormitory, Bldg D-3601, Reilly Street and Bastogne Drive, Ft Bragg, North Carolina 28308		<table border="1"> <thead> <tr> <th>HOUR</th> <th>DAY</th> <th>MONTH</th> <th>YEAR</th> </tr> </thead> <tbody> <tr> <td>NLT 0800</td> <td>19</td> <td>Jan</td> <td>70</td> </tr> <tr> <td></td> <td>30</td> <td>Jan</td> <td>70</td> </tr> </tbody> </table>			HOUR	DAY	MONTH	YEAR	NLT 0800	19	Jan	70		30	Jan	70
HOUR	DAY	MONTH	YEAR													
NLT 0800	19	Jan	70													
	30	Jan	70													
12. INDIVIDUAL WILL BE RELEASED FROM ORGANIZATION ATTACHED/ ASSIGNED FOR ACTIVE DUTY TRAINING ON		13. AUTHORITY - AFM 35-3														
14. INDIVIDUAL WILL PROTECT FROM PRESENT ADDRESS IN SUFFICIENT TIME TO COMPLY WITH REPORTING TIME AND DATE.																
15. MODES OF TRANSPORTATION <input checked="" type="checkbox"/> AUTHORIZED <input type="checkbox"/> DIRECTED																
<table border="1"> <thead> <tr> <th>MILITARY</th> <th>COMMERCIAL</th> </tr> </thead> <tbody> <tr> <td><input type="checkbox"/> AIRCRAFT</td> <td><input checked="" type="checkbox"/> AIRCRAFT <input checked="" type="checkbox"/> RAIL <input checked="" type="checkbox"/> BUS</td> </tr> </tbody> </table>					MILITARY	COMMERCIAL	<input type="checkbox"/> AIRCRAFT	<input checked="" type="checkbox"/> AIRCRAFT <input checked="" type="checkbox"/> RAIL <input checked="" type="checkbox"/> BUS								
MILITARY	COMMERCIAL															
<input type="checkbox"/> AIRCRAFT	<input checked="" type="checkbox"/> AIRCRAFT <input checked="" type="checkbox"/> RAIL <input checked="" type="checkbox"/> BUS															
16. PCS, TDN, PAY, ALLOWANCES, AND TRAVEL CHARGEABLE TO: PAY & ALWS: 5703700 500 4261 P 723.01 (P&A) \$594700																
17. REMARKS TRAVEL & PER DIEM: 5703700 500 6262 P 723.07 40861 40861 \$668100 Security Clearance - TOP SECRET Training Category - D Pay Group - D For period of this active duty only, mbr and dependents authorized Commissary (Para 1a, AFR 145-15), Base Exchange (Para 3-8a(1), AFR 147-14) & Base Theater (Para 3-10, AFR 34-32) privileges.																
18. DATE 16 Dec 69	19. APPROVING OFFICIAL (Typed Name and Grade) E. E. THAYER, GS-12		20. SIGNATURE E. E. Thayer													
21. PHONE NO. 4579/4279																
22. DESIGNATION AND LOCATION OF HEADQUARTERS DEPARTMENT OF THE AIR FORCE HEADQUARTERS, HEADQUARTERS COMMAND USAF BOLLING AIR FORCE BASE, DC 20332		23. RESERVE ORDER NO. A - 2073	24. DATE 16 Dec 69													
25. DISTRIBUTION 15 - Individual 1 - Indiv Pers Rec 2 - Unit of Asgmt 2 - Unit of Atch 2 - ARPC, 3800 York St, Denver, CO 80205 2 - HQ AFRES (CAFO), Dobbins AFB, GA 30060 1 - Records Set 35 - Reserve Personnel		26. SIGNATURE ELEMENT OF ORDERS AUTHENTICATING OFFICIAL E. E. Thayer E. E. THAYER Asst Director for Administration														

MC CORD, James

100-130311

10 March 1969

MEMORANDUM FOR: Mr. John W. Coffey

I want to express my appreciation to you personally and through you to Howard Osborn and the other of your associates who contributed so effectively to the visit of the President on Friday. The arrangements were flawless; the security first-class without being intrusive. I am well aware of the amount of work and planning which went into the successful outcome. I particularly want to commend the good sense and judgment which prevailed throughout. It is easy to push people around. It is difficult to take proper precautions and at the same time make everyone feel as though it were his or her party. Thank you very much. Well done!

RM
Richard Helms
Director

cc: Acting Executive Director

SECRET

James McCord

10 March 1969

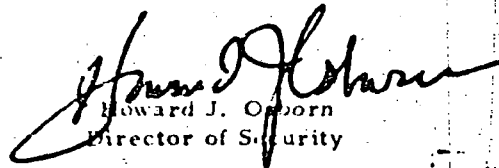
MEMORANDUM FOR: DD/PTOS

SUBJECT: Security Support During
President Nixon's Visit

1. I have received numerous and highly complimentary comments from the Director, the Executive Director and the Acting Deputy Director for Support for the role this Office played during the visit of President Nixon to the Agency on 7 March 1969. In addition, Mr. Don Gautreau, the Secret Service Agent responsible for protective measures during the visit, told me that he had never met a more highly professional group of personnel than our Security officers. He was impressed with the comprehensive coverage inherent in our protective measures.

2. Our performance on Friday was smooth, efficient and effective and once more is a tribute to our ability to rise to any occasion. This is possible only because of the quality of the effort put forth by each Security Officer who participated. I am very proud of all of you and I would like to particularly commend Jim McCord, Bill Wilkinson and Jim Greene for the work they did in planning our role in the ceremonies. Equally impressive was the performance of Hollis Whitaker and his people in the provision of audio coverage of the event.

3. I would like to have copies of this memorandum placed in the official Personnel File of every individual who participated in making this event such a great success.


Howard J. Osborn
Director of Security

SECRET

SECRET

(When filled in)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1. SERIAL NUMBER										2. NAME (Last-First-Middle)	
058124										MC CORD, James W., Jr.	
3. NATURE OF PERSONNEL ACTION										4. EFFECTIVE DATE REQUESTED	
Reassignment										MONTH DAY YEAR 10 1 68	
5. CATEGORY OF EMPLOYMENT										Regular	
6. FUNDS										7. FINANCIAL ANALYSIS NO. CHARGEABLE	
X V TO V										9271-0501	
CP TO V										8. LEGAL AUTHORITY (Completed by Office of Personnel)	
CP TO CP											
9. ORGANIZATIONAL DESIGNATIONS										10. LOCATION OF OFFICIAL STATION	
DHS/Office of Security DD/Physical, Technical & Overseas Security Physical Security Division Office of the Chief										Washington, D. C.	
11. POSITION TITLE										12. POSITION NUMBER	
Physical Security Officer										0070	
13. CLASSIFICATION SCHEDULE (1-18)										14. GRADE AND STEP	
GS										15/1 S	
15. OCCUPATIONAL SERIES										16. SALARY OR RATE	
1810.07										\$21,192 = 24,393	
18. REMARKS											
From: DHS/Office of Security/Technical Division/Office of the Chief - #0642											
CC: Payroll											
19A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		19B. SIGNATURE OF SUPERVISOR APPROVING OFFICIAL				DATE SIGNED	
						Edward K. O'Malley, C/PR/INT/OC				10/3/68	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. HIRING CODE		24. HOURS CODE	
3710		0244		0000		0000		1		01/15/68	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LSI		28. SPECIAL EXPERIENCE		29. RETIREMENT DATA		30. SEPARATION DATA CODE	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
31. NET PREFERENCE		32. SERV COMP DATE		33. LONG COMP DATE		34. CAREER CATEGORY		35. REGAL HEALTH INSURANCE		36. SOCIAL SECURITY NO.	
CODE		MO DA YR		MO DA YR		CODE		CODE		CODE	
1-10											
37. PERIODS (CIVILIAN GOVERNMENT SERVICE)		38. LEAVE CAT		39. FEDERAL TAX DATA		40. STATE TAX DATA		41. SOCIAL SECURITY NO.		42. STATE CODE	
CODE		CODE		CODE		CODE		CODE		CODE	
1-10											
43. POSITION CONTROL CERTIFICATION		44. OF APPROVAL		DATE APPROVED							
10-4-68		10-4-68		10-4-68							

FORM 1152 USE PREVIOUS EDITIONS

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

(4)



TREASURY DEPARTMENT
UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20216

September 5, 1968

Mr. Howard J. Osborn
Director of Security
Central Intelligence Agency
Washington, D. C.

Dear Mr. Osborn:

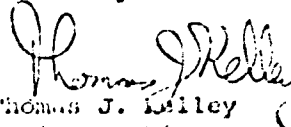
This letter is in appreciation for the valuable assistance provided by your office during the Republican National Convention at Miami Beach, Florida.

I would particularly like to commend James W. McCord and the following members of his Division:

George Schwegman
Carroll Helkerson.

Their dedication and outstanding degree of technical competence contributed immeasurably to the success of our mission.

Sincerely,


Thomas J. Bailey
Assistant Director



CONFIDENTIAL

NATIONAL COMMUNICATIONS SYSTEM
OFFICE OF THE MANAGER
WASHINGTON, D.C. 20305

IN REPLY REFER TO:
NCS-EO

21 NOV 1967

Mr. Howard Osborn
Director of Security
Central Intelligence Agency
Washington, D. C. 20505

Dear Mr. Osborn:

On 8 November 1967, Messrs. James McCord, William Flannery, and William Marcy of your agency provided a most interesting and informative briefing on the subject, "Audio Threat by the Communist Block". Included in this presentation was the display of the latest electronic techniques and technical developments in the area of audio threat.

This presentation was most enlightening and proved to be of keen interest to the Agency NCS Representatives, staff members of the Office of the Manager, NCS and selected key personnel of the Defense Communications Agency.

We very much appreciate the availability of the above mentioned personnel and I should like to commend them on their excellent manner of presentation and thorough knowledge of the subject matter.

Copy to:
Mr. Georgia

I. R. Obenchain, Jr.
I. R. OBENCHAIN, JR.
Brigadier General, USA
Assistant Deputy Manager,
National Communications System

CONFIDENTIAL

EXCLUDED FROM AUTOMATIC
DECLASSIFICATION
DOCS NOT APPLY

☐ UNCLASSIFIED ☐ INTERNAL USE ONLY ☐ CONFIDENTIAL ☐ SECRET

ROUTING AND RECORD SHEET

SUBJECT: (Optional) Commendation for Messrs. Frank Farrell, James McCord and their Assistants.			
FROM: Acting Director of Security Room 4E60.		EXTENSION NO 6777	DATE
TO: (Officer designation, room number, and building)	DATE	OFFICIAL'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
1. DD/PTOS	22 AUG 1967	<i>[Signature]</i>	It is a pleasure to commend Messrs. Frank Farrell, James McCord and their Assistants for the fine support they rendered as indicated in the attached letter. Such commendations reflect a high degree of professionalism.
2. <i>Ch. Encl. Dir.</i>	8/30	<i>[Signature]</i>	
3. <i>Ch. Phys. Sec. Dir.</i>	8/30	<i>[Signature]</i>	
4. <i>Ch. SPS</i>	8/30	<i>[Signature]</i>	
5. <i>Ch. Encl. Dir.</i>			<i>H. A. Westrell</i> Harlan A. Westrell Acting Director of Security 21 AUG 1967
6. <i>Ch. Encl. Dir.</i>			
7.			<i>Good work!</i> <i>[Signature]</i>
8.			
9.			
10.			
11.			Please document the appropriate files in APTS and the Office of Personnel.
12. C/ARTS			
13.			
14.			
15.			

FORM 610 ☐ SECRET ☐ CONFIDENTIAL ☐ INTERNAL USE ONLY ☐ UNCLASSIFIED

Executed By: [Signature]

DD/S 67-4161

MARSHALL S. CARTER
Lieutenant General, U. S. Army
Director

S E C R E T

8 March 1966

MEMORANDUM FOR: Mr. James V. McCord, Jr.

THROUGH : Head of SS Career Service

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

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

2. In your case, the Head of your Career Service has advised me that you do not meet the requirements of HR 20-50 for designation as a participant and I have accordingly made the formal determination required by the regulation that you are not eligible for designation. From a review of your record it appears that the decision of your Career Service was based upon the fact that you do not have sufficient time prior to completing 15 years of service with the Agency in which you could complete a minimum of 60 months of qualifying service as required by regulation. My determination that you are not eligible at this time for designation in no way affects your current status under the Civil Service Retirement System, nor does it preclude reconsideration of your eligibility to participate in the CIA System if you should meet the requirements for designation in the future.

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

4. It is always possible that the records upon which the determination made in your case may have been incomplete or inaccurate regarding your actual employment history with the Agency. If, after studying the materials cited above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 6E-1319 Headquarters (extension 6001). If such discussions do not resolve any questions you have regarding your eligibility, you may request that your case be formally considered by the Board. However, this request must be made within 30 days of the date of this memorandum.


Emmett D. Echols
Director Personnel

S E C R E T

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

SECRET

20 July 1965

MEMORANDUM FOR: Chief, A&TS

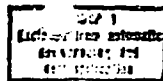
SUBJECT : (McCord, James W., Jr.)
(Educational Matter)

Attached is a letter from George Washington University showing the completion of the requirements for the degree of Master of Science in International Affairs. I understand this would be of interest to the Training and Personnel Branches for their files.

James W. McCord Jr.
James W. McCord, Jr.
Chief, Technical Division

Attachment:
As Stated Above

SECRET





THE COLLEGE OF GENERAL STUDIES

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D. C. 20006

July 7, 1965

Mr. James W. McCord, Jr.
Air War College
Maxwell AFB, Ala.

Dear Mr. McCord,

I am happy to inform you that you have passed
satisfactorily the Comprehensive Examination for
candidates seeking the degree of Master of Science
in International Affairs.

Congratulations!

Very truly yours,

Grover L. Angel
for Grover L. Angel
Dean

cc: CCS File
Registrar # 183595

SECRET

(U.S. Gov. Form 101)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED							
1. SERIAL NUMBER		2. NAME (Last-First-Middle)								19 July 1965							
058124		MC CORD, James W., Jr.															
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT									
REASSIGNMENT						MONTH DAY YEAR 07 1 65		REGULAR									
6. FUNDS		X		V TO V		V TO C		7. COST CENTER NO. CHARGEABLE		8. LEGAL AUTHORITY (Completed by Office of Personnel)							
		CF TO V		CF TO C				6271-0208									
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION											
DHS/OFFICE OF SECURITY TECHNICAL DIVISION OFFICE OF THE CHIEF						WASHINGTON, D. C.											
11. POSITION TITLE						12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION									
ELECT ENG - APTN SUPP (15)						0642		SS									
14. CLASSIFICATION SCHEDULE (GS, P, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE									
GS				0855.21		15 5		\$ 18,740									
18. REMARKS																	
19A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER				DATE SIGNED							
						Robert E. O'Brien, A/Chief/Personnel				7/2/65							
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INITIAL CODE		24. INDICATOR CODE		25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI	
37		10		16360		000		75213		1		01/26/24					
28. HIS EXPIRES		29. SPECIAL REFERENCE		30. REPLENISHMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ. NO.		34. SEN					
MO. DA. YR.				1-CSC 2-FICA 3-NONE		CODE		TYPE MO. DA. YR.		EOD DATA							
35. VET. PREFERENCE		36. SERV. COMP. DATE		37. LONG COMP. DATE		38. CAREER CATEGORY		39. LEGAL/HEALTH INSURANCE		40. SOCIAL SECURITY NO.							
CODE		MO. DA. YR.		MO. DA. YR.		CODE		CODE		CODE		CODE		CODE		CODE	
8-NONE 1-5 PT. 2-10 PT.						1-YES 2-NONE		8-BAI/ER 1-YES		HEALTH INS. CODE							
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAT. CODE		43. FEDERAL TAX DATA				44. STATE TAX DATA							
CODE				CODE		CODE				CODE							
0-NONE 1-NO PREVIOUS SERVICE 2-BAI/ER IN SERVICE (LESS THAN 3 YEARS) 3-BAI/ER IN SERVICE (MORE THAN 3 YEARS)						1-YES 2-NONE				1-YES 2-NONE							
45. POSITION CONTROL CERTIFICATION						46. O.P. APPROVAL						DATE APPROVED					
7/21/65						Michael R. ...						7/21/65					

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

SECRET

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1. SERIAL NUMBER 058124						2. NAME (Last-First-Middle) McCord, James W., Jr.	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND TRANSFER FROM ONLY VOUCHER FUNDS TO VOUCHER FUNDS				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 8 16 64		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS V TO V X CF TO V CF TO CF				7. COST CENTER NO. CHARGEABLE 5271-0100		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDG/OFFICE OF SECURITY EXECUTIVE STAFF				10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.			
11. POSITION TITLE SECURITY OFFICER				12. POSITION NUMBER 0032		13. CAREER SERVICE DESIGNATION ES	
14. CLASSIFICATION SCHEDULE (G.S. 18, etc.) GS		15. OCCUPATIONAL SERIES 1810.01		16. GRADE AND STEP 15 4		17. SALARY OR RATE \$ 18,170	
18. REMARKS Verbal Concurrence: 20 August 1964 - George Rader, DDP/EE Personnel Mr. McCord is being double slotted against position 0032 for approximately one (1) year while attending the Air War College. Date: 20 AUG 1964 Security Approval has been granted for the use contemplated by this request cc: DDP/EE cc: Cl Br U. H. O. [Signature] Chief, Personnel							
18A. SIGNATURE OF REQUESTING OFFICIAL				18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER		DATE SIGNED	
				Ernest L. Hardt, Chief, Br.		8/20/64	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE 15	20. EMPLOY CODE 12	21. OFFICE CODING NUMERIC ALPHABETIC 15160 120	22. STATION CODE 03003	23. INTELLIGENCE CODE	24. MOOTHS CODE 1	25. DATE OF BIRTH MO. DA. YR. 1 1 37	26. DATE OF GRADE MO. DA. YR.
28. NTE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1-EM 2-ICA 3-NOM	31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA TYPE MO. DA. YR.	33. SECURITY REQ. NO.		
35. VET. PREFERENCE CODE 0-None 1-1 yr. 2-10 yr.	36. SERV. COMP. DATE MO. DA. YR.	37. LONG. COMP. DATE MO. DA. YR.	38. CAREER CATEGORY CODE 1-YES 2-NO	39. FEGLI HEALTH INSURANCE CODE 0-None 1-YES	40. SOCIAL SECURITY NO.		
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		42. LEAVE CAT. CODE	43. FEDERAL TAX DATA CODE 1-YES 2-NO	44. STATE TAX DATA CODE 1-YES 2-NO		45. POSITION CONTROL CERTIFICATION From G.E.	
46. O.P. APPROVAL				DATE APPROVED 5-10-64			

FORM 1152
6-63

USE PREVIOUS EDITION:

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER				2. NAME (Last-First-Middle)	
058124				MCCORD, James W. Jr.	
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE REQUESTED	
Reassignment and Transfer to Confidential Funds				MONTH DAY YEAR 05 27 62	
5. CATEGORY OF EMPLOYMENT				Regular	
6. FUNDS				7. COST CENTER NO. CHARGEABLE	
Y TO V X V TO CF CF TO V CF TO CF				2139 9300 1017	
8. ORGANIZATIONAL DESIGNATIONS				9. LOCATION OF OFFICIAL STATION	
DDP/EE German Station Deputy for Combined Services Security Branch				Frankfurt, Germany	
10. POSITION TITLE				11. POSITION NUMBER	
Security Officer (20)				0363	
12. CAREER SERVICE DESIGNATION				SS	
13. CLASSIFICATION SCHEDULE (GS, LD, etc.)				14. OCCUPATIONAL SERIES	
GS (20)				1810.01	
15. GRADE AND STEP				16. SALARY OR RATE	
15 2				11055	
17. REMARKS					
<p>One copy has been forwarded to the Office of Security. W-4 and D-4 forms have been forwarded to Payroll. Medical OK, JANUARY 1962 per the Office of Security. From: DDS/Office of Security Security Research Staff Office of the Chief Washington, D.C. #365</p> <p><i>MA 5/22/62</i></p>					
18. SIGNATURE OF REQUESTING OFFICIAL		DATE SIGNED		19. SIGNATURE OF CAREER SERVICE APPROVING OFFICIAL	
Margaret E. McKenney, <i>for Chief, OPR</i>		5-11-62		Edward J. Ford, <i>for Chief, OPR</i>	
DATE SIGNED		16 May 62			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
20. ACTION CODE	21. EMPLOY CODE	22. OFFICE CODE	23. STATION CODE	24. PAYMENT CODE	25. DATE OF BIRTH
20	10	54460	EE	27015	3 01 12 6 20
26. BIRTH EXPENSE	27. SPECIAL REFERENCE	28. RESIDENCE DATA	29. SECURITY DATA CODE	30. SECURITY DATA	31. SECURITY REQ. NO.
32. VET. PREFERENCE	33. SER. COMP. DATE	34. SER. COMP. DATE	35. SER. COMP. DATE	36. SER. COMP. DATE	37. SECURITY DATA
38. PREVIOUS GOVERNMENT SERVICE DATA	39. FEDERAL TAX DATA	40. STATE TAX DATA	41. SOCIAL SECURITY DATA	42. SOCIAL SECURITY DATA	43. SOCIAL SECURITY DATA
44. POSITION CONTROL NOTIFICATION			45. O.P. APPROVAL (INITIALS)		
SEC. CONC. SEC. <i>MA 5-18-62</i>			DATE APPROVED <i>5/16/62</i>		

CIA INTERNAL USE ONLY
REQUEST FOR PERSONNEL ACTION

25 June 1959

1. Serial No. 158124	2. Name (Last-First-Middle) MCCORD JAMES W JR	3. Date Of Birth Mo. Da. Yr. 01 26 24	4. Vot. Pres. None-0 5 Pr-1 10 Pr-2 1	5. Sex M	6. C.S. Code Mo. Da. Yr. 08 22 51
7. SCD Mo. Da. Yr. 03 27 45	8. CSC Form Yes-1 No-2 1	9. CSC Or Other Legal Authority 50 USCA 403 J	10. Appt. Authority Mo. Da. Yr. 03 22 51	11. REGU Yr-1 No-2 03 22 51	12. ICD Yr-1 No-2 2

PREVIOUS ASSIGNMENT

14. Organizational Designations DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF	Code 3112	15. Location Of Official Station WASH., D.C.	Station Code 75013
16. Dept. - Field Dept. - USHd. - Frgn. - 2	17. Position Title SECURITY OFFICER	18. Position No. 0365	19. Serv. - 20. Occup. Series GS 1810.01
21. Grade & Step 15-2	22. Salary Or Rate \$ 11,835	23. SD SS	24. Date Of Grade Mo. Da. Yr. 07 01 56
25. FSI Due Mo. Da. Yr. 06 28 59		26. Appropriation Number 9 7100 20 001	

ACTION

27. Nature Of Action PROMOTION	Code 30	28. Eff. Date Mo. Da. Yr. 6 24 59	29. Type Of Employee Regular	Code 31	30. Separation Date
--	-------------------	--	--	-------------------	---------------------

PRESENT ASSIGNMENT

31. Organizational Designations DDS Office of Security Security Research Staff Office of the Chief	Code 3112	32. Location Of Official Station Washington, D. C.	Station Code 75013
33. Dept. - Field Dept. - USHd. - Frgn. - 2	34. Position Title Security Officer	35. Position No. 0365	36. Serv. - 37. Occup. Series GS 1810.01
38. Grade & Step 15-1	39. Salary Or Rate \$ 12,770.00	40. SD ES	41. Date Of Grade Mo. Da. Yr. 11 17 59
42. PSI Due Mo. Da. Yr. 12 28 61		43. Appropriation Number 9-7100-20-001	

SOURCE OF REQUEST

A. Requested By (Name And Title) Sheffield Edwards, Director of Security	C. Request Approved By (Signature And Title) <i>Sheffield Edwards</i> Director of Security
B. For Additional Information Call (Name & Telephone Ext.) H. E. Steele, Ch. Pers. Br., A&TS/OS	

CLEARANCES

Clearance	Signature	Date	Clearance	Signature
A. Career Board			D. Placement	
B. Pos. Control			E.	
C. Classification			F. Approved By	

Remarks

CIA INTERNAL USE ONLY

REQUEST FOR PERSONNEL ACTION

21 January 1959

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth	4. Vet. Prof.	5. Sex	6. CSC Code
158124	MCCORD JAMES W JR	Mo. Da. Yr. 01 26 24	Nono-9 5 Pt. 1 10 Pt. 9	M 1	Mo. Da. Yr. 08 22 51
7. SCD	8. CSC Reint.	9. CSC Or Other Legal Authority	10. Apmt. Alt/day	11. HGLI	12. LCD
Mo. Da. Yr. 03 27 45	Yes-1 No-2	Code 1 50 UCA 272 J	Mo. Da. Yr. Yes-1 No-2	Code 08	Mo. Da. Yr. 08 22 51
			13. Min. Serv. Code		
			Yes-1 No-2	Code 2	

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DDS OFFICE OF SECURITY INSPECTION STAFF	3110	WASH., D.C.	75013
16. Dept. - Field	17. Position Title	18. Position No.	19. Serv. 20. Occup. Series
Dept. - US/Id - Frgn - 2	INVESTIGATOR	0033	GS 1810.22
21. Grade & Step	22. Salary Or Rate	23. SS	24. Date Of Grade
14-2	\$11,595	SS	Mo. Da. Yr. 07 01 56
		25. PSI Due	26. Appropriation Number
		Mo. Da. Yr. 06 28 52	9 7101 20

ACTION

27. Nature Of Action	Code	28. Eff. Date	29. Type Of Employee	Code	30. Separation Data
REASSIGNMENT	16	Mo. Da. Yr. 1 1 59	Regular	11	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
DDS/Office of Security Security Research Staff Office of the Chief	3110	Washington, D. C.	
33. Dept. - Field	34. Position Title	35. Position No.	36. Serv. 37. Occup. Series
Dept. - US/Id - Frgn - D 2	Security Officer	T365	GS 1810.01
38. Grade & Step	39. Salary Or Rate	40. SS	41. Date Of Grade
14-2	\$11595.00 pa	SS	Mo. Da. Yr. 1 1 59
		42. PSI Due	43. Appropriation Number
		Mo. Da. Yr. 1 1 59	9-7100-20-001

SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
H. E. Steele, Ch. Pers. Br., A2TS/OS		H. E. Steele	
B. For Additional Information Call (Name & Telephone Etc.)		Chief, Personnel Branch, A2TS/OS	
Marcia Shepherd Ext. 2023			
CLEARANCES			
Clearance	Signature	Date	Signature
A. Career Board			
B. Pos. Control		23 56	
C. Classification			
Remarks		D. Placement	
		E. Approved By	
		F. Approved By	

SECRET
(When Filled In)

DATE PREPARED			REQUEST FOR PERSONNEL ACTION										X		V to V		V to UV	
Mo	Da	Yr											UV to V		UV to UV			
7	10	58																
1. Serial No.			2. Name (Last-First-Middle)					3. Date of Birth			4. Ver. Pref.		5. Sex		6. CS - EQD			
			McCord, James Walter, Jr.					Mo Da Yr 1 26 24			None-0 SP-1 to P-2		Code /		M			
7. SCD			8. CSC Reamt.		9. CSC Or Other Legal Authority		10. Appt. Author.			11. FEGLI		12. LCO		13. MIL. SERV. CREDIT LEE				
Mo	Da	Yr	Yes-1	Code			Mo Da Yr			Yes-1	Code	Mo	Da	Yr	Yes-1	Code		
			No-2							No-2					No-2			

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDS/Office of Security Security Research Staff Office of the Chief						Washington, D. C.					
16. Dept.-Field		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series	
Dept.- Usld.- Frgn.-	Code	Security Officer				365		GS		1810.01	
14-2											
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
		11,595		SS		Mo Da Yr		Mo Da Yr			
		\$ 11,595.00 pa								6-7101-20	

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Date	
REASSIGNMENT				Mo Da Yr		Regular					

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDS/Office of Security Inspection Staff				3110		Washington, D. C.					
33. Dept.-Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
Dept.- Usld.- Frgn.-	Code	Investigator				33		GS		1810.22	
14-2											
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
		11,595		SS		Mo Da Yr		Mo Da Yr			
		\$ 11,595.00 pa				07/01/56		06/28/59		8-7101-20	

SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
H. E. Steele, Ch. Pers. Br. A&TS/OS		H. E. Steele	
B. For Additional Information Call (Name & Telephone Ext.)		Chief, Personnel Branch, A&TS/OS	
Rolda White, Ext 2063			

CLEARANCES

Clearance		Signature		Date		Clearance		Signature		Date	
A. Career Board						D. Placement		H. E. Steele		7/16/58	
B. Pos. Control						E.					
C. Classification						F. Approved By		R. W. H. H. H.		7-16-58	
Remarks											

SECRET

STANDARD FORM 52
 PREVIOUS EDITIONS OF THIS
 FORM ARE OBSOLETE
 AND SHOULD NOT BE USED
 EXCEPT AS A REFERENCE
 MANUAL OFFICE USE

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr - Mrs - One given name, initial(s), and surname)		2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
MR. JAMES W. MCCORD, Jr.		26 Jan 1924		4 Jun 57
5. NATURE OF ACTION REQUESTED: A. PRECISELY (Specify whether appointment, promotion, reparation, etc.)		6. EFFECTIVE DATE A. PROPOSED:		7. C.S. OR OTHER LEGAL AUTHORITY
REASSIGNMENT				
B. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED:		
FROM: Investigator (CI) T367 GS-1810.22-14 \$10,320.00 pa DDS/Office of Security Security Research Staff Internal Branch Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		TO: Security Officer T365-14 GS-1810.01-14 \$10,320.00 pa DDS/Office of Security Security Research Staff Office of the Chief Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
8. POSITION TITLE AND NUMBER		9. SERVICE, GRADE, AND SALARY		
10. ORGANIZATIONAL DESIGNATIONS		11. HEADQUARTERS		
311201		2		
12. FIELD OR DEPARTMENTAL		13. FIELD OR DEPARTMENTAL		
A. REMARKS (Use reverse if necessary)				
No Fitness Report required - no change in supervision.				
B. REQUESTED BY (Name and title)		D. REQUEST APPROVED BY		
H.E. Steele, Ch, Pers. Br., A&TS, OS		Signature: <i>H.E. Steele</i>		
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)		Title: Ch, Personnel Branch, A&TS, OS		
Jane Gleibin, Ext. 2063				
13. VETERAN PREFERENCE		14. POSITION CLASSIFICATION ACTION		
NONE <input type="checkbox"/> WW2 <input type="checkbox"/> OTHER <input type="checkbox"/> SPT <input type="checkbox"/> 15-PONT <input type="checkbox"/> USAR <input type="checkbox"/> OTHER <input type="checkbox"/>		NEW <input type="checkbox"/> VICE <input type="checkbox"/> I.A. <input type="checkbox"/> REAL <input type="checkbox"/> SD-SS		
15. SEX		17. SUBJECT TO C.S. RETIREMENT ACT (YES-NO)		18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)
M		YES		
16. APPROPRIATION		19. LEGAL RESIDENCE		
FROM 7-1101-20		<input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:		
20. STANDARD FORM 50 REMARKS				
21. CLEARANCES				
INITIAL OR SIGNATURE		DATE		REMARKS:
A.				
B. CEN. OF POS. CONTROL		5 JUN 1957		
C. CLASSIFICATION		45/57		
D. PLACEMENT OR EXPL.		6/1/57		
E.				
F. APPROVED BY				
<i>R.W. [Signature]</i>				

SECRET

SECRET

STANDARD FORM 52 PREPARED BY THE U. S. CIVIL SERVICE COMMISSION EMPLOYEES - FEDERAL PERSONNEL MANUAL, CHAPTER II		REQUEST FOR PERSONNEL ACTION	
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.			
1. NAME (Mr., Miss, Mrs., One given name, initial(s), and surname)		2. DATE OF BIRTH	
MR. JAMES W. McCORD, Jr.		26 Jan '24	
3. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)		4. EFFECTIVE DATE A. PROPOSED:	
PROMOTION		ASAP	
B. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED:	
FROM— Security Res Spec T405 GS-1810.24-13 \$9205.00 pa DDS/Office of Security Security Research Staff External Branch Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		TO— Investigator (CI) T367 GS-1810.22-14 \$10,320.00 pa DDS/Office of Security Security Research Staff Internal Branch Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	
5. REMARKS (Use reverse if necessary) No Fitness Report required - no change in supervision.			
6. REQUESTED BY (Name and title)		7. REQUEST APPROVED BY	
H.E. Steele, Ch, Pers. Br., A&TS, OS		Signature: <i>E. E. Steele</i> Title: Ch, Admin & Training Staff, OS	
8. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)		9. POSITION CLASSIFICATION ACTION	
Jane Giesing, Ext. 2063		NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> SD-SS	
10. VETERAN PREFERENCE		11. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	
NONE <input type="checkbox"/> WWI <input type="checkbox"/> OTHER <input checked="" type="checkbox"/> S. P. <input type="checkbox"/> 10 POINT DISAB. OTHER		17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) YES	
12. APPROPRIATION		13. LEGAL RESIDENCE	
FROM: 4-7101-20 TO: 6-7101-20		<input type="checkbox"/> CLAIMED <input checked="" type="checkbox"/> PROVED STATE: TEXAS	
14. STANDARD FORM 50 REMARKS			
21. CLEARANCES A. B. CEIL. OR POS. CONTROL <i>OK</i> C. CLASSIFICATION <i>Secret</i> D. PLACEMENT OR EMP. <i>4-7101-20</i> E. <i>Approved</i> F. APPROVED BY <i>James W. McCord, Jr.</i>			
INITIAL OR SIGNATURE DATE REMARKS A. B. C. D. E. F. SECRET			

E.O.

R.W. White

23 September 1954

Joseph B. Reff

Military Permit for Germany - James Walter McCord, Jr.

1. It is requested that a Military Permit for Germany be affixed to the Special Passport issued to the above subject.

2. Travel for the above subject is sponsored by the CENTRAL INTELLIGENCE AGENCY. Housing accommodations are available.

3. It is further requested that any reference to the CENTRAL INTELLIGENCE AGENCY be excluded from the permit issued.

Special Passport # 39738

Date of issue: 15 September 1954

Place of issue: Washington, D.C.

Valid Until: 14 September 1956

Occupation: Government Employee

Destination: Frankfurt

Duration in Germany: 2yrs.

Date of entry: 30 September 1954

SECRET

STANDARD FORM 52
 PREPARED BY THE
 U. S. GOVERNMENT PRINTING OFFICE
 WASHINGTON, D. C. 20540

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr., Miss, Mrs., One given name, initials, and surname) MR. JAMES M. MCCORD, JR.		2. DATE OF BIRTH 3/20/24	3. REQUEST NO. 1924	4. DATE OF REQUEST 6/1/54
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) PROMOTION			6. EFFECTIVE DATE A. PROPOSED: ASAP	7. C. S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)			B. APPROVED: 6 June 1954	
FROM— Investigator GS-1810.27-13 3/240 \$297.01 per annum DCA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C.		A. POSITION TITLE AND NUMBER B. SERVICE, GRADE, AND SALARY C. ORGANIZATIONAL DESIGNATIONS D. HEADQUARTERS	TO— Security Officer GS-1810.01-13 \$300.00 per annum DCA/Security Office Office of the Chief Washington, D. C.	
FIELD <input type="checkbox"/> DEPARTMENTAL <input checked="" type="checkbox"/>		12. FIELD OR DEPARTMENTAL	FIELD <input type="checkbox"/> DEPARTMENTAL <input checked="" type="checkbox"/>	

A. REMARKS (Use reverse if necessary)

PSI eff 6 June 54 - not in folder

approved by SE/CSB 8 June 54

9. REQUESTED BY (Name and title) Erwin A. Schmidt, Chief, A-13		D. REQUEST APPROVED BY Signature: C. J. Herry Title: Senior Vice Officer, Security Office	
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) W. L. Stumbo, Ext. 2263		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> CD-SH	
13. VETERAN PREFERENCE NONE <input type="checkbox"/> OTHER <input checked="" type="checkbox"/> 15 POINT DISAB. OTHER	17. APPROPRIATION FROM: 4-7103-20 TO: 4-7103-20	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)	19. DATE OF APPOINTMENT AFFIDAVITS (AFCESSIONS ONLY)
15. SEX <input checked="" type="checkbox"/> 16. RACE <input checked="" type="checkbox"/>	20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:		

21. STANDARD FORM 50 REMARKS

* Parker Steele, SO -
6/4/54

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.	Jm	29 June 54	
B. CEIL OR POS. CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	SW-49124		
E.			
F. APPROVED BY Ralph A. Smith 20 June 54			

SECRET

SECRET

STANDARD FORM 52 FORM 52 OF THE U. S. CIVIL SERVICE COMMISSION GSA GEN. REG. NO. 27 MAY 1962 EDITION GSA GEN. REG. NO. 27			
REQUEST FOR PERSONNEL ACTION			
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, enter designation and fill in separation data on reverse.			
1. NAME (Mr., Mrs., Miss, etc.) (One given name, initial, and surname) MR. J. A. DE LOACH, JR.		2. DATE OF BIRTH 7/7/20	3. REQUEST NO. 1
4. NATURE OF ACTION REQUESTED A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) TRANSFERENCE		5. EFFECTIVE DATE A. PROPOSED	6. DATE OF RECEIPT 11/21/68
B. POSITION (Specify whether establish, change grade or title, etc.)		D. APPROVED	
FROM— Investigator (Gen) 14-1810-12 \$10,000 per annum DIA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		7. POSITION TITLE AND NUMBER A. SERVICE, GRADE, AND SALARY B. ORGANIZATIONAL DESIGNATIONS C. HEADQUARTERS D. FIELD OR DEPARTMENTAL	TO— Investigator 14-1810-20-12 \$10,000 per annum DIA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL
A. REMARKS (Use reverse if no entry)			
B. REQUESTED BY (Name and title) Ervin W. Schmidt, Chief, A TS		D. REQUEST APPROVED BY <i>E. Schmidt</i>	
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) W. A. Steele, ext. 2003		Signature: Title: Chief, Admin & Training Staff, A TS	
13. VETERAN PREFERENCE NONE <input type="checkbox"/> WHITE <input type="checkbox"/> OTHER <input checked="" type="checkbox"/> 10 POINT DISAB <input type="checkbox"/> OTHER <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VES <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> CD-33	
15. SEX M <input checked="" type="checkbox"/> F <input type="checkbox"/>	16. RACE W <input checked="" type="checkbox"/> N <input type="checkbox"/>	17. APPROPRIATION FROM: 4-7103-20 TO: 4-7103-20	18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO) YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>
19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSORS ONLY)		20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input checked="" type="checkbox"/> PROVED STATE: TEXAS	
21. STANDARD FORM 50 REMARKS			
22. CLEARANCES		INITIAL OR SIGNATURE	DATE
A.			
B. CEIL. OR POS. CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.			
E.			
F. APPROVED BY <i>E. Schmidt</i>			

SECRET

STANDARD FORM 52 PERSONNEL ACTION U. S. GOVERNMENT PRINTING OFFICE 1950 O - 7722-0		VOUCHERED	
REQUEST FOR PERSONNEL ACTION			
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except CC and 7 unless otherwise instructed. If applicable, obtain resignation and JEU in separation data on reverse.			
1. NAME (Mr., Mrs., Mss., One given name, initial(s), and surname)		2. DATE OF BIRTH	
MR. JAMES W. McCORD, JR.		1/26/24	
3. BASIS OF ACTION REQUESTED: A. PLACABLE (Specify whether appointment, promotion, separation, etc.)		4. REQUEST NO.	
REASSIGNMENT		12/17/53	
5. POSITION (Specify whether establish, change grade or title, etc.)		6. EFFECTIVE DATE A. PROPOSED:	
		B. APPROVED: <i>0-06</i>	
		3 JAN 1954	
7. INVESTIGATOR (Gen) T211.01 GS-1810-12 \$7040.00 per annum		8. INVESTIGATOR (Gen) T297.01 GS-1810-12 \$7040.00 per annum	
DDA/Security Office Special Security Division SSD Pool Washington, D. C.		DDA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C.	
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	
9. REMARKS (Use reverse if necessary)			
Transfer TO Vouchered Funds FROM UNVouchered Funds.			
10. REQUESTED BY (Name and title)		11. REQUEST APPROVED BY	
Ervin W. Schmidt, Chief, ARMS		<i>Elfschmidt</i>	
12. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)		13. SIGNATURE	
L.H. Steele, Ext. 2063		Chief, Admin. & Trng. Staff	
14. VETERAN PREFERENCE		15. POSITION OR CLASSIFICATION ACTION	
NONE <input type="checkbox"/> WW <input checked="" type="checkbox"/> OTHER <input checked="" type="checkbox"/> SPT <input type="checkbox"/> 15 POINT <input type="checkbox"/> 10 POINT <input type="checkbox"/> DISAB <input type="checkbox"/> OTHER <input type="checkbox"/>		16. <input type="checkbox"/> 17. <input type="checkbox"/> 18. <input type="checkbox"/> 19. <input type="checkbox"/> 20. <input type="checkbox"/>	
17. APPROPRIATION		18. SERVICE TO C.S. <input type="checkbox"/> 19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)	
FROM 4-7130-30 TO 4-7103-20		20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:	
21. STANDARD FORM 50 REMARKS			
<i>Security Concerns 12/22/53</i>			
22. CLEARANCES		INITIAL & SIGNATURE	
A.			
B. CEIL OR POS. CONTROL		<i>1954</i>	
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.			
E.			
F. APPROVED BY <i>Ervin W. Schmidt</i> <i>12/22/53</i>			

SECRET

Director of Personnel
Department of Justice-F.B.I.
Washington, D. C.

TO:

DATE:

17 September 1951

In accordance with the requirements of the Federal Personnel Manual,
it is requested that the Official Personnel Folder and Leave Record
of:

NAME: MCCORD, James Walter, Jr.
DOB: 26 Jan. 1924
PREVIOUSLY EMPLOYED IN: Department of Justice-F.B.I.
BRANCH OR DIVISION :
LOCATION : Washington, D. C.
DATES OF EMPLOYMENT : October 1948 to February 1951

Be forwarded to:

Mr. R. B. J. Hopkins
Chief, Personnel Division
Central Intelligence Agency
2430 E Street, N. W.
Washington 25, D. C.

*Leave Record
sent to Payroll
9-27-51*

CONFIDENTIAL

22 August 1951
(Date)

I, James Walter McCord, Jr., hereby certify that the information appearing on my Personal History Statement dated 13 May 1951 is still accurate and correct, except as follows: No corrections

1. However an addition may be made to the education section inasmuch as one summer semester in evening Law School, Lincoln University, Oakland, Calif., was completed since the date of the application. This semester began 4 June 1951 and ended 10 August 1951.
2. In the certificate regarding Reserve Status filed with the original application it was reflected that I was in the Volunteer Air Reserve, USAF. On August 14 a letter Reserve Order from Hamilton AFB, Calif., was sent to me advising that I was being transferred from the Volunteer Air Reserve to

James Walter McCord, Jr.
(Signature)

CONFIDENTIAL

the Organized Reserve with a mobilization assignment with the 19th District OSI, Travis AFB, California. (Military Status Questions irre)

NR
800 Pacific Avenue
Glendale, California
July 20, 1951

Mr. Joseph B. Hagan
Chief, Personnel Procurement
Central Intelligence Agency
2530 R Street, N. W.
Washington, D. C.

Dear Mr. Hagan:

Reference is made to your letter
dated June 4, 1951.

At the present time I am in the
position of finding it necessary in the very
near future to make several decisions of con-
siderable financial importance to me. Should
your organization be in a position to indicate
whether favorable consideration has been given
my application, or to indicate by what date you
may be in a position to make a decision in that
regard, such information would be of very great
help to me at this time. As you have been advised
earlier, I am interested in the CIA as a career,
am willing to accept an assignment either over-
seas or in this country at your discretion, and
at the starting salary you believe commensurate
with my past experience.

Any assistance you can furnish
concerning the above request will be indeed ap-
preciated.

Very truly yours

James Walter McCord Jr
James Walter McCord, Jr.

REQUEST FOR SECURITY CLEARANCE

Received by: 1-2-1911
Date: 6 July

1. Full Name _____ 2. Year of Birth 1928

3. Position Title SPECIAL AGENT Grade GS-11 Code 1000

L. Location: Office US Division Branch
Code Code Code

5. Geographic destination FAL STAN INC. CALIF.
City and state or country, as appropriate

6. Type of Employee: ☒ 1. Regular ☐ 2. Contract ☐ 3. Consultant
☐ 4. Military ☐ 5. Other:

7. Funds: ☐ 1. Vouchered ☒ 2. Unvouchered

8. Type(s) of security clearance requested:

X Provisional for _____
Show name of pool or group

Secret

Full

Waiver

9. Availability date: 10. Estimated clearance date
Day-Month-Year Month-Year

11. Recruitment Source	Code
------------------------	------

12. Sex and Veteran status: ☒ 1. M-V ☐ 2. M-NV ☐ 3. F-V ☐ 4. F-NV

13. Remarks:

2 FEB 03 09:41:13 PM EST

Attachments:

() PHS
() Appendix I
() Photographs

Signature

FAC

Division

Form No. 37-104
Jun 1951

4 June 1951

Mr. James W. McCord, Jr.
820 Pacific Avenue
Alameda, California

Dear Mr. McCord:

This is to acknowledge receipt of your application for employment with the Central Intelligence Agency.

Your application is being given consideration for current employment possibilities. This process is somewhat time consuming; however, we shall advise you as soon as a definite decision has been reached.

Any requests for further information should be addressed to the undersigned.

Very truly yours,

JOSEPH B. RAGAN
Chief, Personnel Procurement

Fool

10 May 1951

Mr. James Walter McCord, Jr.
222 Pacific Avenue
Alhambra, California

Dear Mr. McCord:

Thank you for your recent application for employment in our organization.

Enclosed you will find the forms which we require all prospective applicants to fill out in order that we may become more thoroughly acquainted with their background and experience. If you will be good enough to fill them out and return them with three passport size photographs of yourself, we will be in a better position to review your qualifications and will then advise you further. You may retain the fourth copy of the Personal History Statement for your own records.

We sincerely appreciate your interest in our organization and look forward to hearing from you in the near future.

Very truly yours,

JOSEPH B. RAGAN
Chief, Personnel Procurement

Enclosures (3)

RESTRICTED

SECURITY AGREEMENT

1. I, James William McCard Jr., understand that by virtue of my duties in the Central Intelligence Agency, I may be the recipient of information and intelligence which concerns the present and future security of the United States and which belongs to the United States. This information and intelligence, together with the methods of collecting and handling it, are classified according to security standards set by the Central Intelligence Agency. I have read and understand the provisions of the Act of Congress of June 15, 1917 (Espionage Act), as amended, concerning the disclosure of information relating to the National Defense and I am familiar with the penalties provided for violation thereof.

2. I agree that I do not now, nor shall I ever possess any right, interest, title or claim in or to any of the information or intelligence or the methods of collecting or handling of it which has come or shall come to my attention by virtue of my connection with the Central Intelligence Agency, but shall always recognize the property right of the United States of America in and to such matters.

3. I do solemnly swear that I will never divulge, publish nor reveal either by word, conduct, or by any other means such classified information, intelligence or knowledge, except in the performance of my official duties and in accordance with the laws of the United States, unless specifically authorized in writing in each case by the Director of Central Intelligence.

4. I understand that no change in my assignment or employment will relieve me of my obligation under this oath and that the provisions of this oath will remain binding upon me even after the termination of my services with the United States.

5. I understand that my employment by the Central Intelligence Agency is conditioned upon my understanding of and strict compliance with "Security Regulations CIA", and the appendices thereto.

6. I take this obligation freely, without any mental reservation or purpose of evasion.

In witness whereof I have set my hand and seal this ____ day of _____ 19 ____.

James William McCard Jr. (Seal)

Sworn to before me this ____ day of _____ 19 ____.

at _____.

00000
380 Pacific Avenue
Alameda, California
April 18, 1941

Director
Central Intelligence Agency
Washington, D. C.

Dear Sir:

I am interested in securing an interview with your local Agent-In-Charge regarding the position of Special Agent with your organization. My prior investigative experience includes four years with the Federal Bureau of Investigation, two years as a Special Agent and two years as a Radio Technician. I hold a commission in the U. S. Air Force Reserve, and have held an assignment as Intelligence Officer in a Reserve Unit. My last annual two-week tour of duty in the Air Force Reserve was an Intelligence Officer Refresher Course at Lowry Air Force Base, Colorado in March, 1940. My age is twenty-seven, and I am married, no children.

Should it appear that an interview may be arranged, I shall be glad to talk with your representative at his convenience.

Very truly yours

James Walter McCord, Jr.

James Walter McCord, Jr.

SECRET

REPRODUCTION MASTERS

BIOGRAPHIC

BIOGRAPHIC PROFILE

SECRET

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

14-00000

WATERGATE FILE REVIEW FLAG

SUBJECT: McCord, James

FILE NO: 58124 DATE FLAGGED: 26 April 1974

All information contained in this file through the above date was reviewed for possible significance to "Watergate" or other related matters. This review was conducted by Office of Security personnel. Additionally, this file was in the custody of the Office of the Inspector General from 26 February 1974 until released to the Office of Security on 15 April 1974.

No action is required through date cited above for further "Watergate" related file review reporting.

File Cross Reference - 625000


Officer Reviewing File

DO NOT REMOVE OR DESTROY THIS FLAG WITHOUT THE CONCURRENCE
OF THE DEPUTY DIRECTOR OF SECURITY.

SECRET

NOTIFICATION OF ASSIGNMENT OR CANCELLATION OF OFFICIAL COVER BACKSTOP			
TO: (Check)	<input checked="" type="checkbox"/>	CHIEF, RECORDS AND CONTROL	31 AUGUST 1970
	<input type="checkbox"/>	CHIEF, CONTRACT PERSONNEL DIVISION	FILE NUMBER 13507
	<input checked="" type="checkbox"/>	CHIEF, OPERATING COMPONENT (For action)	EMPLOYEE NUMBER 055128
ATTN:		03	ID CARD NUMBER
REF:		03/Chief Admin Staff	OFFICIAL COVER
SUBJECT		Resignation Debriefing	BACKSTOP ESTABLISHED
		McCord, James W. Jr.	DISCONTINUED
UNIT			
KEEP ON TOP OF FILE WHILE COVER IN EFFECT			
ESTABLISHMENT OF OFFICIAL COVER BLOCK RECORDS (OPM 20-800-11)		CANCELLATION OF OFFICIAL COVER UNBLOCK RECORDS (OPM 20-800-11)	
A. TEMPORARILY FOR _____ DAYS EFFECTIVE DATE CON _____		DATE (no. of CCB)	
B. CONTINUING AS OF COB		August 1951	
SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HNB 20-7)		SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HNB 20-7)	
ASCERTAIN THAT CIA B-2 BEING ISSUED. (HNB 20-13)		RETURN ALL OFFICIAL DOCUMENTATION TO CCS.	
SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (HNB 240-20)		DO NOT WRITE IN THIS BLOCK - FOR CCS INTERNAL USE ONLY	
SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (HNB 240-20)			
SUBMIT FORM 2680 FOR HOSPITALIZATION CARD			
REMARKS AND/OR COVER HISTORY			
Aug 51-Jun 53 CONUS 203			
Jun 53-May 62			
May 62-May 64 Germany DAC			
Jun 64 Overt			
FORWARDING ADDRESS: # 7 Winder Court Rockville, Maryland 20850			
EMPLOYMENT ADDRESS: UNK			
Subject is to indicate CIA as place of employment for entire period.			
DISTRIBUTION: COPY 1 - RCP COPY 2 - OPERATING COMPONENT COPY 3 - S/OB COPY 4 - SL/TELSVC COPY 5 - CCS - CHROD COPY 6 - CCS - FILL		James H. Franklin CHIEF, OFFICIAL COVER, CENTRAL COVER STAFF	

FORM 1551 USE PREVIOUS EDITION
8-68

SECRET

(13-20-43)

SECRET

NOTIFICATION OF CANCELLATION OF MILITARY COVER BACKSTOP		DATE 20 Jul 64
TO: (Check)	<input checked="" type="checkbox"/> CHIEF, PERSONNEL OPERATIONS DIVISION	SUBJECT McCORD, JAMES W, Jr
	CHIEF, OPERATING COMPONENT (For Action) OS	
ATTN: OS/AATS		
REF:		FILE NO. E3930
MILITARY COVER DISCONTINUED Department of the Army/ overseas		ID CARD NO.

☒ Unblock Records:
(OP Memo 20-300-11)

Effective 11 Jun 64

☒ Submit Form 642 To Change Limitation Category.
(HB 20-800-2 to be redesignated MHB 20-7)

☒ Return All Military Documentation To CCS. Overseas military documentation for subject and dependents should be returned to CFB.

☒ Remarks: Subject should be acknowledged as a current employee as he is to attend the Air War College as an overt employee.

7

THIS MEMO MUST REMAIN
ON TOP OF FILE

☐ COPY TO CPD/OP

James H. Franklin
EDF/pp CHIEF, MILITARY COVER, CCS

DISTRIBUTION: 1-OSD/OS; 1-PSD/OS

14-00000
Mr. James W. McCord, Jr.
7 Winder Court
Rockville, Maryland 20850

Dear Mr. McCord:

It is the practice of the Organization to follow up with former employees six months after their retirement. We hope by such inquiry to obtain information on what our retirees are doing and where they are located, invite suggestions for improving the retirement program and to learn if the Organization might be of some assistance on any post-retirement matters.

We should like very much to hear from you on the above points and on any other topics you think would be useful to us.

For your convenience in replying, we have enclosed a sheet somewhat akin to a form on which we have listed those standard items of information we'd like to have on every retiree. The remainder of the sheet, including the reverse side, is for your comments and suggestions. We shall be most appreciative of your fullest response to this inquiry.

Thank you very much for your cooperation.

Sincerely yours,

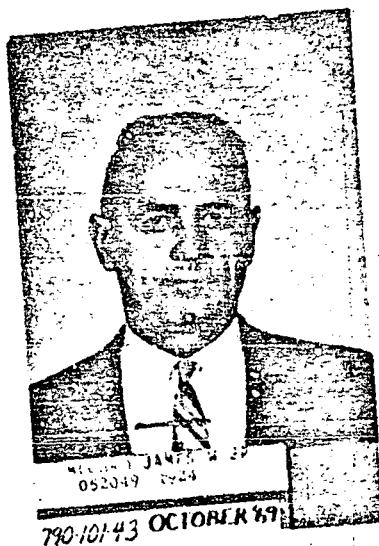
Carroll A. Duchay
Personnel Officer

Enclosures:
Questionnaire
Return Envelope

Distribution:
Original - Addressee
1 - OPF
1 - RAD Subject's File

OP/RAD/EFAB/LSHobe:mlp (23 April 1971)

Actions



1. LAST NAME MC CORD, JAMES W JR		FIRST NAME MC CORD, JAMES W JR		INITIAL(S) XX		2. APPOINTMENT DATA 08/22/51 Subject to Sec. 203(d), 1951 Leave Act Yes <input type="checkbox"/> No <input type="checkbox"/> Covered to be subject to Sec. 203(d) on <u> </u> Annual Leave Bill		3. TOTAL SERVICE FOR LEAVE (as of date of separation) Years 25 Months 05 Days 01 <input checked="" type="checkbox"/> More than 15 years	
4. DATE AND NATURE OF SEPARATION RETIREMENT*INV*UNDER CIA RETIREMENT AND DISABILITY SYSTEM 08/31/70									
SUMMARY OF ANNUAL AND SICK LEAVE (HOURS)				SUMMARY OF HOME LEAVE (DAYS)				REMARKS	
5. Balance from prior leave year ended 1/10 1070				ANNUAL 328		SICK 1729		14. Date arrival abroad for HL purposes	
6. Current leave year accrual through 8/22 1070				128		64		15. Current balance as of 19	
7. Total 456				1793				16. 12-month accrual rate	
8. Reduction in credits, if any (current year)				367		4		17. Dates leave used prior 24 months	
9. Total leave taken				89		1729		18. Monthly accrual date	
10. Balance								19. Calendar days credit for next accrual date	
11. Total hours paid in lump sum 89 hrs & 1 mol								20. Date basic service period completed	
12. Salary rate(s) \$28,989.00								MILITARY LEAVE	
13. Lump sum leave dates From 0830 09/01/70 09/17/70 0930								21. Dates during current calendar yr to	
								22. Dates during preceding calendar yr to	
14. Entered/checked by [Signature] for Chief Payroll (Title)				Date 11/3/70 113-2585 (Telephone)				23. During leave year in which separated	
								24. During step increase waiting period which began on 06/11/70	
								25. During 12-month HL accrual period (dates):	
								<input type="checkbox"/> WOP or AWO or Furlough Suspension (Hours) <input type="checkbox"/> <input type="checkbox"/>	

Standard Form 1150
November 1965
1150-106

RECORD OF LEAVE DATA TRANSFERRED

U.S. CIVIL SERVICE COMMISSION
FPM SUPPLEMENTS 290-31 AND 950-2

SECRET

(When Filled In)

FORM 1150-1

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 000128		2. NAME (LAST FIRST MIDDLE) MCCORD JAMES W JR	
3. NATURE OF PERSONNEL ACTION RETIREMENT-INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYS-CORR		4. EFFECTIVE DATE 03/31/70	5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS V TO V CF TO V	V TO CF CF TO CF	7. Reason of Analysis No. Chargeable 1271 0 001 0000	8. USE OF OTHER LEGAL AUTHORITY PL 85-612 SEC 100A
9. ORGANIZATIONAL DESIGNATIONS DOD/OFFICE OF SECURITY DD/PHYSICAL, TECHNICAL AND OVERSEAS SECURITY PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF		10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.	
11. POSITION TITLE PHYSICAL SEC OF		12. POSITION NUMBER 0076	13. SERVICE DISPOSITION SS
14. CLASSIFICATION SCHEDULE (ON 18, 19, 20) GS	15. OCCUPATIONAL SERIES 1810.07	16. GRADE AND STEP 15 0	17. SALARY OR RATE 20000
18. REMARKS THIS ACTION CORRECTS FORM 1150 EFFECTIVE DATE 03/31/70 AS FOLLOWS: ITEM 16, GRADE AND STEP WHICH READ 15 0 TO READ 15 0; AND ITEM 17, SALARY OR RATE WHICH READ 20000 TO READ 20000.			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 55	20. Entry Code 10	21. OFFICE CODING NUMERIC ALPHABETIC	22. STATION CODE
23. DATE OF BIRTH MO DA YR 01 23 24	24. DATE OF DEATH MO DA YR	25. DATE OF (1) MO DA YR	26. DATE OF (2) MO DA YR
27. TITLE REFERENCE MO DA YR	28. SPECIAL REFERENCE 1. CIL 2. CIA 3. TLA 4. NONE	29. RETIREMENT DATA CODE	30. SEPARATION DATA CODE 00000000
31. YET PREFERENCE 1. PPA 2. SP 3. SP	32. SERV COMP DATE MO DA YR	33. LONG COMP DATE MO DA YR	34. CAREER CATEGORY CAB PPS TEMP
35. HEALTH INSURANCE 1. YES 2. NO	36. SOCIAL SECURITY NO.	37. FEDERAL TAX DATA 1. YES 2. NO	38. STATE TAX DATA 1. YES 2. NO
39. SIGNATURE OR OTHER AUTHENTICATION POSTED 9-16-70 Jm			

SECRET

NOTIFICATION OF PERSONNEL ACTION

1. NAME (LAST, FIRST, MIDDLE)		2. NAME (LAST, FIRST, MIDDLE)		3. NAME (LAST, FIRST, MIDDLE)	
HIGDON, JAMES W JR		HIGDON, JAMES W JR		HIGDON, JAMES W JR	
4. NATURE OF PERSONNEL ACTION		5. EFFECTIVE DATE		6. CATEGORY OF EMPLOYMENT	
RETIREMENT - VOLUNTARY - UNDER CIA RETIREMENT AND DISABILITY SYSTEM		08/31/70		REGULAR	
7. FUNDING		8. FUNDING		9. FUNDING	
A. FUNDS		B. FUNDS		C. FUNDS	
A. FUNDS		B. FUNDS		C. FUNDS	
10. ORGANIZATIONAL DESIGNATION		11. LOCATION OF OFFICIAL STATION		12. LOCATION OF OFFICIAL STATION	
DDO, OFFICE OF SECURITY		WASH., D.C.		WASH., D.C.	
DD, PHYSICAL, TECHNICAL AND OVERSEAS SECURITY		WASH., D.C.		WASH., D.C.	
PHYSICAL SECURITY DIVISION		WASH., D.C.		WASH., D.C.	
OFFICE OF THE CHIEF		WASH., D.C.		WASH., D.C.	
13. POSITION TITLE		14. POSITION NUMBER		15. SERVICE DESIGNATION	
PHYSICAL SEC OF		0070		SS	
16. CLASSIFICATION SCHEDULE (DA 18-40)		17. OCCUPATIONAL SERIES		18. GRADE AND STEP	
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(When Filled In)

EVAL 17 170

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 05 100		2. NAME (LAST FIRST MIDDLE) FORB JAMES W JR	
3. NATURE OF PERSONNEL ACTION DESIGNATION 70 PARTITIANE IN CIA RESERVE 1 TO 10 STABILITY 1000		4. EFFECTIVE DATE MO DA YR 12 1 70	5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS V TO V CF TO V	V TO CF CF TO CF	7. FORM OF ANALYSIS No. Chargeable 1001 0001 0004	8. CODE FOR OTHER LEGAL AUTHORITY PL 100-443 SECT. 103
9. ORGANIZATIONAL ORGANIZATION DOS SEC		10. LOCATION OF OFFICIAL STATION WASH., D.C.	
11. POSITION TITLE		12. POSITION NUMBER	13. SERVICE DESIGNATION
14. CLASSIFICATION (SCHEDULE 100, 10, 100)		15. OCCUPATIONAL SERIES 15	17. GRADE AND STEP

16. REMARKS			
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SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC ALPHABETIC		22. STATION CODE	23. INTEGRITY CODE	24. HONORARY CODE	25. DATE OF BIRTH MO DA YR	26. DATE OF GRADE MO DA YR	27. DATE OF LEI MO DA YR
28. INT. EXPIRES MO DA YR	29. SPECIAL REFERENCE 1. COS 2. CIA 3. PIA 4. NONE	30. RETIREMENT DATA CODE		31. SEPARATION DATA CODE		32. CONTINUITY - Continuation Data TYPE MO DA YR		33. SECURITY REQ NO	34. SEN
35. VET. PREFERENCE CODE 1. NONE 2. 10 PT 3. 10 PT	36. SERV. COMP. DATE MO DA YR	37. LONG COMP. DATE MO DA YR	38. CAREER CATEGORY CAR B10A PROV 2200		39. FIELD HEALTH INSURANCE CODE 1. YES 2. NO	40. SOCIAL SECURITY NO			
41. PREVIOUS CIV. OR GOVERNMENT SERVICE CODE 1. NO PREVIOUS SERVICE 2. BREAK IN SERVICE LESS THAN 1 YR 3. BREAK IN SERVICE MORE THAN 1 YR		42. LEAVE CAT. CODE		43. FEDERAL TAX DATA FORM EXEMPTED CODE 1. YES 2. NO		44. STATE TAX DATA FORM EXEMPTED CODE 1. YES 2. NO			

SIGNATURE OR OTHER AUTHENTICATION

POSTED

7-8-70

FORM 1150
MAY 1967Use Previous
Edition

SECRET 686

14. JUDICIAL REVIEW
DO NOT WRITE IN THIS SPACE

(When Filled In)

A-38

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
058124		MCCORD JAMES W JR		16 240		V			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	SI	ASI
GS 15	8	28,000 28,226	06/13/67	GS 15	9	28,000 28,989	06/14/70		
9. CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE						DATE			
<i>[Signature]</i>						<i>[Date]</i>			
<input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERK'S INITIALS						MAILED BY			
<i>[Initials]</i>						<i>[Signature]</i>			
FORM 560 E Use previous editions PAY CHANGE NOTIFICATION (4-51)									

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

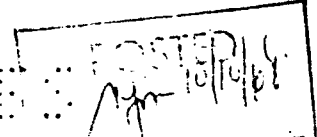
EFFECTIVE DATE OF PAY ADJUSTMENT: 28 DECEMBER 1969

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
MCCORD JAMES W JR	058124	16	240	V GS 15 B	\$28,989

SECRET

(When Filled In)

JLB: 10 OCT 65

NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)							
058124		MCCORD JAMES W JR							
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT				10 10 65		REGULAR			
6. FUNDS		7. Financial Analysis No. Chargeable		8. CSC OR OTHER LEGAL AUTHORITY					
X		9271 0501 0000		50 USC 403 U					
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OR OFFICIAL STATION					
DDO/OFFICE OF SECURITY DD/PHYSICAL, TECHNICAL & OVERSEAS SECURITY PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF				WASH., D.C.					
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION			
PHYSICAL SEC OF				00170		SS			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS		1810.07		15 8		24393			
18. REMARKS									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGRITY CODE	24. MAINT CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
37	10	16240 SEC		75013			01 26 24		
28. TIME EXPENSE		29. SPECIAL REFERENCE		30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. Correction / Cancellation Data		33. SECURITY REQ NO	
								EOD DATA	
33. VET PREFERENCE		34. SERV COMP DATE		35. LONG COMP DATE	36. CAREER CATEGORY		37. REG. HEALTH INS. FINDER		38. SOCIAL SECURITY NO
39. PREVIOUS CIVILIAN GOVERNMENT SERVICE				40. LEAVE CAT CODE		41. FEDERAL TAX DATA		42. STATE TAX DATA	
SIGNATURE OR OTHER AUTHENTICATION									
									

FORM 1150
5-66Use Previous
Edition

SECRET

JLB

 (When Filled In)
 (When Filled In)

058124		16 244 V													
GRADE		STEP		GRADE		STEP		GRADE		STEP		GRADE		STEP	
03-15		7-823734		06-18-67		03-15		8		124393		10-06-68			
QUALITY STEP INCREASE															
/s/Robert S. Mattison DATE: 10-04-68															
PAY CHANGE NOTIFICATION															

(431)

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

NAME	SERIAL	ORGA.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	058124	16	240	V GS 15 7	\$22,082	\$23,734

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

NAME	SERIAL	ORGA.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES	058124	16	240	V GS 15 7	\$21,192	\$22,082

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	058124	16	240	V GS 15 5	\$19,415	\$19,979

A 39

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours				
058124		MCCORD JAMES		16 240 V						
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last EM Date	Grade	Step	Salary	Effective Date	PSI	ISI	ADJ.
GS 15	6	\$20,535	06/20/66	GS 15	7	\$21,192	06/14/67			
8. Remarks and Authentication										
<p>NO EXCESS LWOP IN PAY STATUS AT END OF WAITING PERIOD LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS AUDITED BY</p> <p>I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.</p> <p>SIGNATURE: <i>[Signature]</i> DATE <i>[Date]</i></p> <p style="text-align: center;">PAY CHANGE NOTIFICATION</p>										

JUN 14 4 07 PM '67

1500000 8 00

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301
PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,
AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 6 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGN.	FUND	GR-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES A JR	058124	15	240	V GS 15 5	118,740	119,415

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours	
058124		MCCORD, JAMES A		15 240 V			
5. OLD SALARY RATE				6. NEW SALARY RATE			
Grade	Step	Salary	Last EM Date	Grade	Step	Salary	Effective Date
08-15	5	81997.0	08/20/65	08-15	6	82050.5	08/28/66
7. TYPE ACTION							
PSI LS ADJ.							
8. Remarks and Authentication							
QUALITY STEP INCREASE							
/s/ Emmett D. Behlke DATE: 08/18/66							
PAY CHANGE NOTIFICATION							

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION							
FILE # (18/31/65)							
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)					
054124		MCCORD JAMES W JR					
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT	
REASSIGNMENT				MO DA YR 08 24 65			
6. FUNDS		7. COST CENTER NO. CHARGEABLE		8. CS OR OTHER LEGAL AUTHORITY			
<input checked="" type="checkbox"/> V TO V <input type="checkbox"/> CF TO V <input type="checkbox"/> V TO CF <input type="checkbox"/> CF TO CF		0271 0503 0000					
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICE/STATION			
DUS/SECURITY				WASH., D.C.			
11. POSITION TITLE				12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION	
ELECT ENG AUDIO SUPP				0642		SS	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY GRADE	
GS		0652.21		19			
18. REMARKS							
SIGNATURE OR OTHER AUTHENTICATION							
<div style="float: right; border: 1px solid black; padding: 5px; text-align: center;"> POSTED <i>4/1/65</i> </div>							

DB
4-65

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Edition

SECRET

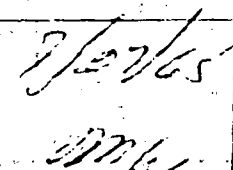
GROUP 1
EXCLUDED FROM AUTOMATIC
DOWNGRADING AND
DECLASSIFICATION

(When Filled In)

(4-51)

RZR: 23 JUL 65

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
058124		MCCORD JAMES W JR									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT						07 23 65		REGULAR			
6. FUNDS		7. COST CENTER NO. CHARGEABLE		8. CSA OR OTHER LEGAL AUTHORITY							
X		6271 0208 0000		50 USC 403 J							
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DOS/OFFICE OF SECURITY TECHNICAL DIVISION OFFICE OF THE CHIEF						WASH., D.C.					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
ELECT ENG AUDIO SUPP						0642		SS			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)			15. OCCUPATIONAL SERIES			16. GRADE AND STEP			17. SALARY OR RATE		
GS			0855.21			15 5			18740		
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGRATE CODE	24. HOURS CODE	25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI
37	10	16360 SEC		75013		1	01 26 24				
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ NO.	
								EOD DATA			
34. VET. PREFERENCE		35. SERV. COMP. DATE		36. LONG COMP. DATE		37. CAREER CATEGORY		38. FEGLI / HEALTH INSURANCE		39. SOCIAL SECURITY NO.	
40. PREVIOUS GOVERNMENT SERVICE DATA				41. LEAVE CAT				42. FEDERAL TAX DATA			
43. STATE TAX DATA				44. FEDERAL TAX DATA				45. STATE TAX DATA			
SIGNATURE OR OTHER AUTHENTICATION											
											

FORM 1150
11 62Use Previous
Edition

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

(When Filled In)

37.

JUN 23 12 24 PM '65

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours	
098124		MCCORD JAMES W JR		16 160 V			
5. OLD SALARY RATE				6. NEW SALARY RATE			
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	Effective Date
GS 15 4		\$18,170	06/23/63	GS 15 5		\$18,740	06/20/65
7. TYPE ACTION							
PS (S) ADJ							
8. Remarks and Authorization							
/X/ NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLERK'S INITIALS <i>RF</i> AUDITED BY <i>MP</i> I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. SIGNATURE <i>AS BULL</i> DATE <i>8/11/65</i> PAY CHANGE NOTIFICATION <i>mw</i>							

Form 506

Obsolete Form
Edition

(4-51)

[illegible]

SECRET
(When Filled In)

DDO: 14 AUG 64

NOTIFICATION OF PERSONNEL ACTION									
<p>OCF</p> <p>1. SERIAL NUMBER 2. NAME (LAST-FIRST MIDDLE)</p> <p>058124 MCCORD JAMES W JR</p>									
<p>3. NATURE OF PERSONNEL ACTION</p> <p>REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS</p>					<p>4. EFFECTIVE DATE</p> <p>08 16 64</p>		<p>5. CATEGORY OF EMPLOYMENT</p> <p>REGULAR</p>		
<p>6. FUNDS</p> <p>X V TO V</p> <p>X CF TO V</p>					<p>7. COST CENTER NO. (MARGABLE)</p> <p>5271 0100 0000</p>		<p>8. CSC OR OTHER LEGAL AUTHORITY</p> <p>50 USC 403 J</p>		
<p>9. ORGANIZATIONAL DESIGNATIONS</p> <p>DDS OFFICE OF SECURITY EXECUTIVE STAFF</p>					<p>10. LOCATION OF OFFICIAL STATION</p> <p>WASH., D. C.</p>				
<p>11. POSITION TITLE</p> <p>SECURITY OFFICER</p>					<p>12. POSITION NUMBER</p> <p>0032</p>		<p>13. SERVICE DESIGNATION</p> <p>SS</p>		
<p>14. CLASSIFICATION SCHEDULE (GS, LB, etc.)</p> <p>GS</p>			<p>15. OCCUPATIONAL SERIES</p> <p>1810.01</p>		<p>16. GRADE AND STEP</p> <p>15 4</p>		<p>17. SALARY OR RATE</p> <p>18170</p>		
<p>18. REMARKS</p>									
<p>SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL</p>									
<p>19. ACTION CODE</p> <p>16</p>		<p>20. EMPLOY CODE</p> <p>10</p>		<p>21. OFFICE CODING</p> <p>NUMERIC 16160 ALPHABETIC SEC</p>		<p>22. STATION CODE</p> <p>75013</p>		<p>23. INTEGREE CODE</p> <p>1</p>	
<p>24. DATE OF BIRTH</p> <p>01 26 24</p>		<p>25. DATE OF GRADE</p> <p>01 26 24</p>		<p>26. DATE OF LEI</p> <p>01 26 24</p>		<p>27. SECURITY REQ NO.</p> <p>0000</p>		<p>28. SEX</p> <p>M</p>	
<p>29. DATE EXPIRES</p> <p>NO DA YR</p>		<p>30. SPECIAL REFERENCE</p> <p>1 - CSC 2 - PICA 3 - NONE</p>		<p>31. RETIREMENT DATA</p> <p>CODE</p>		<p>32. SEPARATION DATA CODE</p> <p>TYPE</p>		<p>33. CORRECTION/CANCELLATION DATA</p> <p>TYPE</p>	
<p>34. VET PREFERENCE</p> <p>CODE 0 - NONE 1 - 5 PT 2 - 10 PT</p>		<p>35. SERV. COMP. DATE</p> <p>NO DA YR</p>		<p>36. 10% COMP. DATE</p> <p>NO DA YR</p>		<p>37. CAREER CATEGORY</p> <p>CODE 0 - NONE 1 - 5 PT 2 - 10 PT</p>		<p>38. FEGLI / HEALTH INSURANCE</p> <p>CODE 0 - NONE 1 - YES</p>	
<p>39. SOCIAL SECURITY NO.</p> <p>000000000</p>		<p>40. PREVIOUS GOVERNMENT SERVICE DATA</p> <p>CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)</p>		<p>41. LEAVE CAT. CODE</p> <p>CODE</p>		<p>42. FEDERAL TAX DATA</p> <p>FORM EXECUTED CODE NO. TAX EXEMPTIONS</p>		<p>43. STATE TAX DATA</p> <p>FORM EXECUTED CODE NO. TAX EXEMPTIONS</p>	
<p>SIGNATURE OR OTHER AUTHENTICATION</p>									
<p>FROM: EE G</p>									
<p>3 SEP 1964</p>									

FORM 11-62 1150

Use Previous Edition

SECRET

20 AUG 1964

GROUP 1
Excluded from automatic
downgrading and
declassification

(When Filled In)

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 1 JANUARY 1964.

NAME	SERIAL	ORGN	FUNDS	GR-ST	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	058124	44	400	CF GS 15 4	\$16,005	\$17,210

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours				
058124		MCCORD JAMES W JR		54 460 CF						
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ.
GS 15	3	\$15,525	06/24/62	GS 15	4	\$16,005	06/23/63			
8. Remarks and Authentication										
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLEKKS INITIALS AUDITED BY										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.										
SIGNATURE: <i>[Signature]</i> DATE <i>5 June 63</i>										
PAY CHANGE NOTIFICATION										

Form 9-61 560 Obsolete Previous Edition (4-51)

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 14 OCTOBER 1962

NAME	SERIAL	ORGN	FUNDS	GR-ST	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	058124	54460	CF	15 3	\$14380	15 3 \$15525

058124 MCCORD JAMES W JR 24 175

GS 15 2 \$14,055 12/25/60 GS 15 3 \$14,350 05/24/61

Remarks and Authentication

to UV 5/27/60 2 133

✓ NO EXCESS LWOP / / EXCESS LWOP

/ / IN PAY STATUS AT END OF WAITING PERIOD

/ / IN LWOP STATUS AT END OF WAITING PERIOD

20. 150 2 1500

HONORABLE

CLERKS INITIALS AUDITED BY

PAY CHANGE NOTIFICATION

Form 9-61 560 Obsolete Previous Edition (4-51)

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.		2. NAME		3. ASSIGNED ORGAN.		4. FUNDS		5. ALLOTMENT	
158124		MCCORD JAMES W JR		POS/SEC 1		V-20			
6. OLD SALARY RATE				7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE
			MO.	DA.	YR.				MO. DA. YR.
GS 15	1	\$13,730	06	20	59	GS 15	2	\$14,055	12 25 60
TO BE COMPLETED BY THE OFFICE OF COMPTROLLER									
8. CHECK ONE <input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP					9. NUMBER OF MOORS LWOP				
IF EXCESS LWOP, CHECK FOLLOWING:					10. INITIALS OF CLERK				
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD					11. AUDITED BY				
<input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD									
TO BE COMPLETED BY THE OFFICE OF PERSONNEL									
12. TYPE OF ACTION					13. REMARKS				
<input type="checkbox"/> P.S.I. <input type="checkbox"/> L.S.I. <input type="checkbox"/> PAY ADJUSTMENT									
14. AUTHENTICATION									
<p>0 0</p> <p>CLERKS INITIALS</p> <p>PAY CHANGE NOTIFICATION</p>									

FORM 9-61

560

OBsolete PREVIOUS EDITION

SECRET

IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-563 AND DCI MEMO DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD	NAME	SERIAL	ORGN	GR-ST	OLD SALARY	NEW SALARY
SS	MCCORD JAMES W JR	158124	31 12	GS-15 1	\$12,770	\$13,730

/S/

EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.		2. NAME		3. ASSIGNED ORGAN		4. FUNDS		5. ALLOTMENT	
159124		MCCORD JAMES W JR		DDS/SEC		V-20			
6. OLD SALARY RATE						7. NEW SALARY RATE			
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE
			MO.	DA.	YR.				MO.
GS 14	2	\$11,595	12	29	57	GS 14	3	11 835	06
									28
									59
TO BE COMPLETED BY THE OFFICE OF THE COMPTROLLER									
8. CHECK ONE <input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP					9. NUMBER OF HOURS LWOP				
IF EXCESS LWOP, CHECK FOLLOWING:					10. INITIALS OF CLERK				
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD					11. AUDITED BY				
<input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD									
TO BE COMPLETED BY THE OFFICE OF PERSONNEL									
12. PROJECTED SALARY RATE AND EFFECTIVE DATE						13. REMARKS			
GRADE	STEP	SALARY	MO.	DA.	YR.				
14. AUTHENTICATION									
<p>RECEIVED 22 NOV 58 RECEIVED BRANCH</p> <p align="center">SECRET</p>									
PERIODIC STEP INCREASE - AUTHENTICATION									

FORM NO. 560b
1 JAN. 56**SECRET**

PERSONNEL FOLDER

(4)

PSC: 24 MAY 62

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
058124		MCCORD JAMES W JR									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE			5. CATEGORY OF EMPLOYMENT		
REASSIGNMENT AND TRANSFER TO CONFIDENTIAL FUNDS						05 27 62			REGULAR		
6. FUNDS		7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY							
V TO V		X		V TO CF		2129 9300 1017		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DOP EE GERMAN STATION DEPUTY FOR COMBINED SERVICES SECURITY BRANCH						FRANKFURT, GERMANY					
11. POSITION TITLE						12. POSITION NUMBER			13. CAREER SERVICE DESIGNATION		
SECURITY OFFICER						0363			SS		
14. CLASSIFICATION SCHEDULE (GS, LO, etc.)			15. OCCUPATIONAL SERIES			16. GRADE AND STEP			17. SALARY OR RATE		
GS			1810.01			15 2			14055		
18. REMARKS											
SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGRITY CODE		24. MGRS CODE	
20		10		54460 EE		27015		3		01 26 24	
25. DATE EXPIRES		26. SPECIAL REFERENCE		27. RETIREMENT DATA		28. SEPARATION DATA CODE		29. CORRECTION CANCELLATION DATA		30. SECURITY REQ. NO.	
01 01 62				1 - CSC 2 - PICA 3 - NONE				EOD DATA			
31. 4ST PREFERENCE		32. SERV. COMP. DATE		33. LONG. COMP. DATE		34. MIL. SERV. CREDIT/LCD		35. PEGU / HEALTH INSURANCE		36. SOCIAL SECURITY NO.	
01 01 62		01 01 62		01 01 62		01 01 62		01 01 62		01 01 62	
37. PREVIOUS GOVERNMENT SERVICE DATA				38. LEAVE CAT. CODE		39. FEDERAL TAX DATA				40. STATE TAX DATA	
01 01 62				01 01 62		01 01 62				01 01 62	
SIGNATURE OR OTHER AUTHENTICATION											
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> TOS: 100 MAY 1962 60 </div>											

SECRET

(When Filled In)

NOTIFICATION OF PERSONNEL ACTION														
1. Serial No.		2. Name (Last-First-Middle)				3. Date of Birth			4. Vet. Prof.		5. Sex		6. CS-FOB	
158124		MCCORD JAMES W JR				Mo. Da. Yr. 01 20 24			Name Code 5 Pt-1 13 Pt-2		M 1		Mo. Da. Yr. 03 22 51	
7. SS		8. CSC Point		9. CSC Or Other Legal Authority				10. Agent Affidavit			11. FEGLI		12. LCD	
Mo. Da. Yr. 03 27 45		Yes-1 No-2 1		50 1:SCA 403 J				Mo. Da. Yr. Mo. Da. Yr.			Yes-1 No-2		Mo. Da. Yr. Mo. Da. Yr.	

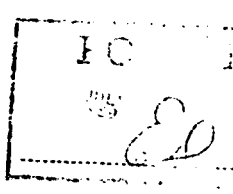
PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF				3112		WASH., D.C.				75013	
16. Dept. - Fine		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series	
Dept. - 2 USIS - 4 From - 5		SECURITY OFFICER				0365		GS		1810.01	
21. Grade & Series		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
14 3		\$11035		SS		Mo. Da. Yr. 07 01 56		Mo. Da. Yr. 06 28 55		9 7100 20 001	

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
PROMOTION		30		Mo. Da. Yr. 06 23 52		REGULAR		01			

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF				3112		WASH., D. C.				75013	
33. Dept. - Fine		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
Dept. - 2 USIS - 4 From - 5		SECURITY OFFICER				0365		GS		1810.01	
38. Grade & Series		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
15 1		\$12770		SS		Mo. Da. Yr. 06 23 52		Mo. Da. Yr. 12 24 52		9 7100 20 001	
44. Remarks											
<div style="text-align: right;">  </div>											

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION														
AES: 4 FEB 1959														
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Soc. Sec. No.		5. Sex		6. CG-ESS	
158124		MCCORD JAMES W JR				Mo. Da. Yr.			5 D-1 10 D-2		M		Mo. Da. Yr.	
03 27 45		50 USCA 403				10. Appt. Authority			11. FE-1		12. LCD		13. Other Info	
03 27 45		50 USCA 403				Mo. Da. Yr.			11. FE-1		12. LCD		13. Other Info	

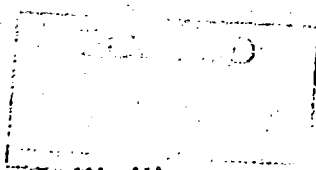
PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDS OFFICE OF SECURITY INSPECTION STAFF				3110		WASH., D.C.				75013	
16. Dept. Field		17. Position Title		18. Position No.		19. Serv.		20. Occup. Series			
Dept. - 2 USMld - 4 Frgh - 6		2 INVESTIGATOR		0033		GS		1810.22			
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
14 2		\$11,595		SS		Mo. Da. Yr.		Mo. Da. Yr.		9 7101 20	
07 01 56						06 28 59					

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
REASSIGNMENT		56		02 104 59		REGULAR		01			

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF				3112		WASH., D.C.				75013	
33. Dept. Field		34. Position Title		35. Position No.		36. Serv.		37. Occup. Series			
Dept. - 2 USMld - 4 Frgh - 6		2 SECURITY OFFICER		0365		GS		1810.01			
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
14 2		\$11535		SS		Mo. Da. Yr.		Mo. Da. Yr.		9 7100 20 001	
07 101 156						05 128 159					
44. Remarks											
<div style="text-align: center;">  <p>SECRET</p> </div>											

SECRET

GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE
12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI
DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	158124	GS-14-2	\$10,535	\$11,595

GORDON M. STEWART
/S/ DIRECTOR OF PERSONNEL

SECRET

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

LVL 29 JULY 58

1. Serial No.		2. Name (Last-First-Middle)		3. Date Of Birth		4. Vac. Code		5. Sex		6. SSN	
158124		MCCORD JAMES W JR		01 25 24		5 P-1 10 P-2		M 1		03 22 51	
7. SCD		8. CSC Reim.		9. CSC Or Other Legal Authority		10. Agent Allotment		11. FEOLU		12. LGS	
Mo. Da. Yr.		Yes-1 No-2		Code		Mo. Da. Yr.		Yes-1 No-2		Code	
03 27 45		1		50 USCA 403				08 22 51		11 2 2	

PREVIOUS ASSIGNMENT

14. Organizational Designations			Code			15. Location Of Official Station			Section Code		
ODS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF						WASH., D.C.					
16. Dept. - Field		17. Position Title		18. Position No.		19. Ser. 20. Org. Ser. 21					
Dept. - 2 Field - 4 Frgh - 6		Code 2		SEC OF		0365		GS		1210.01	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade 25. Vol Due		26. Appropriation Number			
14 2		\$11,595		SS		Mo. Da. Yr. Mo. Da. Yr.		9 7101 20			

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		30. Separation Data	
REASSIGNMENT		56		07 29 58		REGULAR		01	


PRESENT ASSIGNMENT

31. Organizational Designations			Code			32. Location Of Official Station			Section Code		
ODS OFFICE OF SECURITY INSPECTION STAFF			3110			WASH., D.C.			75013		
33. Dept. - Field		34. Position Title		35. Position No.		36. Ser. 37. Org. Ser. 38					
Dept. - 2 Field - 4 Frgh - 6		Code 2		INVESTIGATOR		0033		GS		1210.22	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade 42. Vol Due		43. Appropriation Number			
14 2		\$11,595		SS		Mo. Da. Yr. Mo. Da. Yr.		9 7101 20			

44. Remarks

AUG 5 1958
F. J.

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME	3. ASSIGNED ORGAN.	4. FUNDS	5. ALLOTMENT							
15C124	MCCORD JAMES W JR	DDS/SEC /	V-20								
6. OLD SALARY RATE		7. NEW SALARY RATE									
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO.	DA.	YR.				MO.	DA.	YR.
14	1	\$10,320	07	01	56	14	2	\$10,535	12	29	57
REMARKS											
<p style="text-align: center;">CERTIFICATION</p> <p>I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.</p>											
TYPED, OR PRINTED, NAME OF SUPERVISOR			DATE		SIGNATURE OF SUPERVISOR						
H1 E. Steele			11/8/57								
<p style="text-align: center;">PERIODIC STEP INCREASE - CERTIFICATION</p>											

Price \$5.60

SECRET

PERSONNEL FOLDER

44

STANDARD FORM NO. 50 (5 PART)
REV. APRIL 1957
PUBLISHED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER V, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (Last - first - middle - last name, initials, S. & S. & S. & S.)		2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
MR. JAMES W. MCCORD, JR. 153124		26 Jan 1924		14 June 1957
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (use standard terminology)		6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
REASSIGNMENT 56		16 June 1957	50 UBCA 403 J	
FROM		TO		
Investigator (CI) T367 OS-1810.22-14 \$10320.00 per annum Internal Branch		Security Officer T365-14 OS-1810.01-14 \$10320.00 per annum DSS/Office of Security Security Research Staff Office of the Chief Washington, D. C.		
8. POSITION TITLE		9. SERVICE SERIES, GRADE, SALARY		
10. ORGANIZATIONAL DESIGNATIONS		11. HEADQUARTERS		
12. FIELD OR DEPT'L		13. VETERAN'S PREFERENCE		
2		14. POSITION CLASSIFICATION ACTION		
FIELD		NEW VICE I. A. REAL		
DEPARTMENTAL		SD/SS		
15. VETERAN'S PREFERENCE		16. APPROPRIATION		17. SUBJECT TO C. S. RETIREMENT ACT (YES - NO)
NONE OTHER 5 PT 10 POINT		FROM: 7-7101-20		18. DATE OF APPOINTMENT AFFIDAVIT (FACED BY THE GALT)
1		N H TO: Rome 750-13		19. LEGAL RESIDENCE
2		Yes		CLAIMED PROVED
20. REMARKS:		STATE:		
2 ECD 08/22/51				
<div style="border: 1px solid black; padding: 5px; text-align: center;"> POSTED JUN 21 1957 </div>				
ENTRANCE PERFORMANCE RATING:				
Director of Personnel				

4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE: 1956:379047

713 6/4/51

STANDARD FORM 50 (8 PART)
REV APRIL 1951
NO. 50-107-10-1
U. S. CIVIL SERVICE COMMISSION
CHAPTER VI, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR - MISS - MRS - ONE GIVEN NAME, INITIALS, AND SURNAME)		2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. JAMES J. MC COY, JR.		26 Jan 1924	158124	25 Jan 1956
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERM, VOLUNTARY)		6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
PROMOTION		1 Jul 1956	50 USC 403	
8. POSITION TITLE		9. SERVICE, SERIES, GRADE, SALARY		
Security Res Spec 2405		Investigator (CI) Y367		
OS-1810.24-13 \$9205.00 per annum		OS-1810.22-14 \$10,320.00 per annum		
10. ORGANIZATIONAL DESIGNATIONS		11. HEADQUARTERS		
External Branch		2		
311230		Washington, D. C.		
12. FIELD OR DEPT'L		13. VETERAN'S PREFERENCE		
FIELD		NONE		
DEPARTMENTAL		10-POINT		
14. POSITION CLASSIFICATION ACTION		15. SEX		
XXX		M		
16. APPROPRIATION		17. SUBJECT TO C. S. RETIREMENT ACT		
FROM: 7-7101-20		YES		
TO: 7-7101-20		18. DATE OF APPOINTMENT AFFIDAVIT		
19. LEGAL RESIDENCE		20. SIGNATURE OF TITLE		
CLAIMED		6 JUL 1956		
PROVED		Director of Personnel		
STATE:		Director of Personnel		

FORWARDED
6 JUL 1956

Form 7-6-54

PERIODIC STEP INCREASE CERTIFICATION

CONFIDENTIAL

U. S. GOVERNMENT PRINTING OFFICE 1955-930C30

1. Agency and organizational designation				2. Payroll period		3. Slip No. 7103 Vouchered		4. Slip No.					
5. Employee's name (and social security account number when appropriate) McCord, James Walter				6. Grade and salary GS-13 - \$8,990.00									
PAYROLL CHANGE DATA													
	BASE PAY	OVERTIME		GROSS PAY	RET.	FEDERAL TAX	BOND	F. L. C. A.	STATE TAX	GROUP LIFE INS.			NET PAY
7. Previous normal													
8. New normal													
9. Pay this period													
10. Remarks								11. Appropriation(s) 08 - 1		12. Prepared by MG - 10/24/55			13. Audited by
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase													
14. Effective date 4 Dec 55	15. Date last equivalent increase 6 Jun 54	16. Old salary rate \$8,990.00	17. New salary rate \$9,205.00	18. Performance rating is satisfactory or better. SERVICE AND CONDUCT (Signature or other authentication)									
19. LWOP data. (Fill in appropriate spaces covering LWOP during following period(s).) <input type="checkbox"/> No excess LWOP. Total excess LWOP													
STANDARD FORM NO. 1126d—Revised Form prescribed by Comp. Gen. U. S. October 20, 1954, General Regulations No. 102													

PAYROLL CHANGE SLIP — PERSONNEL COPY

whp

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR., MISS, MRS., ONE GIVEN NAME, INITIALS, AND SURNAME) Mr. James H. McGinnis, Jr.		2. DATE OF BIRTH 26 Jan 1924	3. JOURNAL ACTION NO.	4. DATE 21 May 1955
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Reassignment		6. EFFECTIVE DATE 8 May 1955	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 USC 4031	
FROM Security Officer GS-1310.01-13 DIA/Security Office Office of the Chief		8. POSITION TITLE Security Res Spec	TO T-405	
		9. SERVICE, SERIES, GRADE, SALARY GS-1310.21-13 \$236.00 p.a.		
		10. ORGANIZATIONAL DESIGNATIONS DIA/Office of Security Security Research Staff External Branch		
		11. HEADQUARTERS Washington, D. C.		
<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		12. FIELD OR DEPT'L <input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WWI <input type="checkbox"/> OTHER <input type="checkbox"/> 5-PT. <input type="checkbox"/> 10-POINT <input type="checkbox"/> DISAB <input type="checkbox"/> OTHER <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> L.A. <input type="checkbox"/> REAL <input type="checkbox"/>		
15. SEX <input type="checkbox"/> M <input type="checkbox"/> F	16. RACE <input type="checkbox"/> W <input type="checkbox"/> N <input type="checkbox"/> O	17. APPROPRIATION FROM: 5-71-1-20 TO: 1-05	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) <input type="checkbox"/> YES <input type="checkbox"/> NO	19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY) 5/1/55
		20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: Texas		
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p>COPIED</p> <p>8 JUN 1955</p> </div>				
ENTRANCE PERFORMANCE RATING: <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10				
Director of Personnel				

4. PERSONNEL FOLDER COPY

12 5/24/55

CENTRAL INTELLIGENCE AG. . . Y

NOTIFICATION OF PERSONNEL ACTION

Jan

1. NAME (MR., MISS, MRS., ONE GIVEN NAME, INITIALS AND SURNAME) Mr. James W. McCord, Jr.		2. DATE OF BIRTH 26 Jan 1924	3. JOURNAL OR ACTION NO.	4. DATE 4 June 1954
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Promotion		6. EFFECTIVE DATE 6 June 1954	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 USCA 403 j	
FROM		TO		
Investigator T 297.01 GS-1810.22-12 \$7240.00 per annum Special Security Division Operations Branch Office of the Chief		8. POSITION TITLE Security Officer T 405 9. SERVICE, SERIES, GRADE, SALARY GS-1810.01-13 \$8360.00 per annum 10. ORGANIZATIONAL DESIGNATIONS DIA/Security Office Office of the Chief 11. HEADQUARTERS Washington, D. C.		
<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
11. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WW <input type="checkbox"/> OTHER <input type="checkbox"/> 5-PT. <input type="checkbox"/> 10-POINT <input type="checkbox"/> DISAB. OTHER <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VIK <input type="checkbox"/> A.A. <input type="checkbox"/> REAL <input type="checkbox"/> CD-EE		
15. SEX M	16. RACE W	17. APPROPRIATION FROM: 4-7103-80 TO: 4-7101-80		18. SUBJECT TO C. S. RETIREMENT ACT (YES NO) Yes
		19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)		20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: Texas
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				
ENTRANCE PERFORMANCE RATING: Deputy Assistant Director for Personnel				

4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE: 1972 - 907574

1. Agency and organizational designation

2. Pay period 12/1 3. Basic pay 6-7103-20 4. Slip No.

5. Employee's name (and social security account number when appropriate) McCORD, JAMES WALTER 6. Grade and salary GS 12 \$7010.00

PAY ROLL CHANGE DATA

	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	BONUS	F. I. C. A.		NET PAY
7. Previous period										
8. New period										
9. Pay this period										

10. Remarks

11. Appropriation(s) SECURITY 7

12. Prepared by mc/3/10/74

13. Audited by

☒ Periodic step increase ☐ Pay adjustment ☐ Other step increase

14. Effective date 6/1/74 15. Date last equivalent increase 7/1/72 16. Old salary rate \$7010.00 17. New salary rate \$7210.00

18. Performance rating is satisfactory or better.

19. LWOP data (Fill in appropriate spaces covering LWOP during following periods):

Period(s) 8/1/73 to 8/31/73 9/1/73 to 9/30/73 10/1/73 to 10/31/73 11/1/73 to 11/30/73 12/1/73 to 12/31/73

☐ No period LWOP. Total across LWOP 0

(Check applicable box in case of leave LWOP)

☐ to 12/1/74 ☐ to 12/31/74 ☐ to 12/31/74 ☐ to 12/31/74

Signature of Clerk [Signature]

STANDARD FORM NO. 1120a—Revised
Form prescribed by Comp. Gen., U. S.
Nov. 8, 1970, General Regulation No. 107

PAY ROLL CHANGE SLIP—PERSONNEL COPY

STANDARD FORM 50
REV. APRIL 1961
PROVIDED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER VI, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

250

1. NAME (MR., MRS., OR OTHER GIVEN NAME, INITIALS, AND SURNAME) Mr. James V. McCord, Jr.		2. DATE OF BIRTH 26 Jan 1924	3. JOURNAL OR ACTION NO.	4. DATE 23 Apr 1954
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Resignment		6. EFFECTIVE DATE 25 Apr 1954	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 USCA 403 J	
FROM		TO		
Investigator (Gen) GS-1810-12		8. POSITION TITLE Investigator	T297.01	
		9. SERVICE, SERIES, GRADE, SALARY	GS-1810.22-12 \$7040.00 per annum	
		10. ORGANIZATIONAL DESIGNATIONS	DDA/Security Office Special Security Division Operations Branch Office of the Chief	
		11. HEADQUARTERS	Washington, D. C.	
<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		12. FIELD OR DEPT'L	<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	
13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WWI <input type="checkbox"/> OTHER <input type="checkbox"/> 5-PT. <input type="checkbox"/> 10-POINT <input type="checkbox"/> OVER <input type="checkbox"/> OTHER <input checked="" type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> L.A. <input type="checkbox"/> REAL <input type="checkbox"/>		
15. SEX <input checked="" type="checkbox"/> M <input type="checkbox"/> W		16. DATE OF APPOINTMENT AFFIDAVIT (PROFESSIONS ONLY) Yes		
17. APPROPRIATION FROM: 4-7103-20 TO: Same		18. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: Texas		
19. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				
ENTRANCE PERFORMANCE RATING				
Deputy Assistant Director for Personnel				
20. SIGNATURE OF OFFICIAL AUTHORIZING ACTION				

4. PERSONNEL FOLDER COPY

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION **Cons. 22 Dec 53 Jan**

1. NAME (MR - MISS - MRS - ONE GIVEN NAME, INITIAL(S), AND SURNAME)		2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. James W. McCard, Jr.		26 Jan 54		28 Dec 53
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)		6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
Reassignment		B.O.B. 3 Jan 54	50 UBCA 403 J	
FROM		TO		
Investigator (Gen) T 211.01 GS-1810-12 \$7040.00 per annum DDA/Security Office Special Security Division SSD Pool Washington, D. C.		Investigator (Gen) T 297.01 GS-1810-12 \$7040.00 per annum DDA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C.		
8. POSITION TITLE		9. SERVICE, SERIES, GRADE, SALARY		
10. ORGANIZATIONAL DESIGNATIONS		11. HEADQUARTERS		
12. FIELD OR DEPT'L		13. FIELD OR DEPT'L		
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
14. VETERAN'S PREFERENCE		15. POSITION CLASSIFICATION ACTION		
NONE WWII OTHER 5 PT. 10-POINT DISAB OTHER Verified		NEW VKE I.A. REA. CS-82		
16. SEX	17. RACE	18. APPROPRIATION	19. SUBJECT TO C.S. RETIREMENT ACT (YES/NO)	20. DATE OF APPOINTMENT AFFIDAVIT (UNCLASSIFIED ONLY)
M	W	FROM: 4-7130-30 TO: 4-7103-60	Yes	
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				
"Transfer TO Vouchered Funds FROM Unvouchered Funds."				
ENTRANCE PERFORMANCE RATING: Personnel Director				

4. PERSONNEL FOLDER COPY

STANDARD FORM 52 U.S. DEPARTMENT OF THE ARMY OFFICE OF THE SECRETARY WASHINGTON, D.C. 20315		SECRET SECURITY INFORMATION	
REQUEST FOR PERSONNEL ACTION			
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.			
1. NAME (Mr., Miss, Mrs. One given name, initial(s), and surname) MR. JAMES W. HOGG		2. DATE OF BIRTH 1/26/24	
3. NATURE OF ACTION REQUESTED A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) REASSIGNMENT B. POSITION (Specify whether establish, change grade or title, etc.)		4. REQUEST NO. 7/7/53 5. EFFECTIVE DATE 7/7/53 6. APPROVED: [Signature]	
7. C.S. OR OTHER LEGAL AUTHORITY		8. DATE OF REQUEST 7/7/53	
9. INVESTIGATOR (General) T169.01-12 13-1810-12 \$7640.00 per annum DDA/Security Office Special Security Division San Francisco Field Office San Francisco, California		10. INVESTIGATOR (General) T211.01 Same Same Same SSD Pool Washington, D. C.	
11. FIELD <input checked="" type="checkbox"/> DEPARTMENTAL <input type="checkbox"/>		12. FIELD OR DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL <input type="checkbox"/>	
14. REMARKS (Use reverse if necessary)			
15. REQUESTED BY (Name and title) C. J. KING, DEPUTY CHIEF, ASST 16. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) WEND F. CYRUS, EXT. 2063		17. REQUEST APPROVED BY [Signature] Title: [Signature] 18. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> A. <input type="checkbox"/> REAL <input type="checkbox"/> CD-SE	
19. VETERAN PREFERENCE NONE <input checked="" type="checkbox"/> WWI <input type="checkbox"/> OTHER <input type="checkbox"/> 5 PT. <input type="checkbox"/> 10 POINT <input type="checkbox"/> DISAB. OTHER <input type="checkbox"/>		20. LEGAL RESIDENCE 19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY) 20. CLAIMED <input type="checkbox"/> PROVED <input type="checkbox"/> STATE:	
21. STANDARD FORM 50 REMARKS		22. CLEARANCES A. <input type="checkbox"/> B. CEIL. OR POS. CONTROL <input type="checkbox"/> C. CLASSIFICATION <input type="checkbox"/> D. PLACEMENT OR EMPL. <input type="checkbox"/> E. <input type="checkbox"/>	
23. APPROVED BY [Signature] 24. DATE 16 July 1953		25. REMARKS [Signature] 26. [Signature]	

SECRET - SECURITY INFORMATION

Inspection & Security Office

Page 6 of 7 pa

UNVOUCHERED

Used in lieu of SF-52 &/or or SF-50 to document the following types of personnel action involving no change in grade or salary; (a) Change in Title (b) Change of Position No. (c) Reassignment within Division without series Code change. All Class series are the same on the From and To sides.

W/O App.: 1/14/53

Eff. Date: 2/15/53

NAME	ORG. INF. & POS. TITLE	SCHEDULE SERIES-GRADE	SLOT NOS.	ACTION	ORG. INF. & POS. TITLE	SCHEDULE SERIES-GRADE	SLOT NOS.	
<u>Chicago Field Office (cont'd.)</u>					<u>Chicago Field Office</u>			
Green, Paul R.	Inv. Gen.	GS-11	T180.01	b, c	Inv. Gen.	GS-1810-11	T180.05-11	
Brown, Stuart A.	Inv. Gen.	GS-11	T181	b, c	Inv. Gen.	GS-1810-11	T180.06-11	
Wakefield, James C.	Inv. Gen.	GS-11	T181.04	b, c	Inv. Gen.	GS-1810-11	T180.07-11	
Ambrose, Vance E.	Inv. Gen.	GS-11	T180.04	b, c	Inv. Gen.	GS-1810-11	T181	
Braham, Elwood M.	Inv. Gen.	GS-11	T211.07	b, c	Inv. Gen.	GS-1810-11	T181.01	
Francis, Donald T.	Inv. Gen.	GS-11	T181.03	b, c	Inv. Gen.	GS-1810-11	T181.02	
Anderson, Charles E.	Inv. Gen.	GS-10	T181.02	b, c	Inv. Gen.	GS-1810-10	T181.03-10	
Lelle, Tell C.	Inv. Gen.	GS-10	T181.08	b, c	Inv. Gen.	GS-1810-10	T181.04-10	
Anderson, Theodore M.	Inv. Gen.	GS-10	T181.07	b, c	Inv. Gen.	GS-1810-10	T181.05-10	
Nettinger, Helga M.	Clerk Steno.	GS-3	T215	b, c	Clerk Steno.	GS-112-3	T186.02-3	
<u>San Francisco Field Office</u>					<u>San Francisco Field Office</u>			
Finch, William G.	Inv. Gen.	GS-13	T189.01	b, c	Inv. Gen.	GS-1810-13	T188	
Spears, C. Calvin	Inv. Gen.	GS-12	T189.02	b, c	Inv. Gen.	GS-1810-12	T189-12	
McCord, James W.	Inv. Gen.	GS-12	T190.03	b, c	Inv. Gen.	GS-1810-12	T189.01-12	
Haviland, Glenn A.	Inv. Gen.	GS-11	T190.02	b, c	Inv. Gen.	GS-1810-11	T190.01-11	
Mason, Robert E.	Inv. Gen.	GS-11	T207.02	b, c	Inv. Gen.	GS-1810-11	T190.02-11	
Stith, Ernest P.	Inv. Gen.	GS-12	T190.05	b, c	Inv. Gen.	GS-1810-12	T190.03	
Gabriel, Jerome A.	Inv. Gen.	GS-9	T212.06	b, c	Inv. Gen.	GS-1810-9	T191.04-9	
Melt, William H.	Inv. Gen.	GS-10	T216.08	b, c	Inv. Gen.	GS-1810-10	T191.05-10	
Quackenbush, William J.	Inv. Gen.	GS-9	T212.05	b, c	Inv. Gen.	GS-1810-9	T191.06-9	
<u>Los Angeles Field Office</u>					<u>Los Angeles Field Office</u>			
White, Victor R.	Inv. Gen.	GS-13	T147.02	b, c	Inv. Gen.	GS-1810-13	T326-13	
Mullan, William J.	Inv. Gen.	GS-13	T189	b, c	Inv. Gen.	GS-1810-13	T327	
Rice, Edward H.	Inv. Gen.	GS-12	T188	b, c	Inv. Gen.	GS-1810-12	T328-12	
McChilgan, Raymond F.	Inv. Gen.	GS-13	T179	b, c	Inv. Gen.	GS-1810-13	T328.01	
Alden, John S.	Inv. Gen.	GS-12	T190.01	b, c	Inv. Gen.	GS-1810-12	T329	
Meek, Bert E.	Inv. Gen.	GS-12	T190.04	b, c	Inv. Gen.	GS-1810-12	T329.01	
Ginger, John W.	Inv. Gen.	GS-12	T172	b, c	Inv. Gen.	GS-1810-12	T329.02	
Geraty, Franklin R.	Inv. Gen.	GS-9	T172.12	b, c	Inv. Gen.	GS-1810-9	T329.03-9	
Connors, Donald C.	Inv. Gen.	GS-9	T191.04	b, c	Inv. Gen.	GS-1810-9	T329.04-9	
Kuh, Richard E.	Inv. Gen.	GS-7	T172.03	b, c	Inv. Gen.	GS-1810-7	T330-7	
Coonan, John S.	Inv. Gen.	GS-7	T212	b, c	Inv. Gen.	GS-1810-7	T330.01-7	
Kreykenbohm, Warren C.	Inv. Gen.	GS-9	T213.03	b, c	Inv. Gen.	GS-1810-9	T330.02-9	

SECRET - SECURITY INFORMATION

App. by:

Staff or Div. Chief

App. by:

Class & Wage Div.

App. by:

Personnel Div.

10 Sept. '52

1. Agency and organizational designation CENTRAL INTELLIGENCE AGENCY					2. <i>10 Sept. '52</i>		3. Block No UV		4. Slip No	
5. Employee's name (and social security account number when appropriate) MC CARD, James W.					6. Grade and salary GS-11 \$5940.00					
PAY ROLL CHANGE DATA										
	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	BOND	F.I.C.A.		NET PAY
7. Previous normal										
8. New normal										
9. Pay this period										
10. Remarks <i>Mr. Cancellation of P.S.I. B.R.</i>					11. Appropriation(s) <i>1350 11</i>				12. Prepared by	
									13. Audited by	
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase										
14. Effective date 31 Aug. '52	15. Date last equivalent 22 Aug. '51	16. Old salary rate \$5940.00	17. New salary rate \$6140.00	18. Performance rating is satisfactory or better. (Signature or other authentication)						
19. LWOP data (fill in appropriate spaces covering LWOP during following periods): Period(s): <input type="checkbox"/> No excess LWOP. Total excess LWOP				(Check applicable box in case of LWOP) <input type="checkbox"/> In pay status at end of waiting period. <input type="checkbox"/> In pay status at end of waiting period.						
STANDARD FORM NO. 1126d- <i>Revised</i> Form prescribed by Comp. Gen., U. S. Nov. 8, 1950, General Regulations No. 102										

PAY ROLL CHANGE SLIP - PERSONNEL COPY

16-61111-2a U. S. GOVERNMENT PRINTING OFFICE

SECRET

SECURITY INFORMATION

STANDARD FORM 52
 PROVIDED BY THE
 U. S. CIVIL SERVICE COMMISSION
 JANUARY 1952—FEDERAL PERSONNEL
 MANUAL CHAPTER 81

REQUEST FOR PERSONNEL ACTION

UNFOUNDED

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

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname) JAMES W. MC CORD	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST 11/12/52
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) PROMOTION		6. EFFECTIVE DATE A. PROPOSED:	7. C. S. OR OTHER LEGAL AUTHORITY
B. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED: DEC 7 1952	

FROM— Investigator (Gen) T190.03-11 GS-1810-11 \$6140.00 pa Inspection & Security Office Special Security Division San Francisco Field Office San Francisco, California <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	8. POSITION TITLE AND NUMBER 9. SERVICE, GRADE, AND SALARY 10. ORGANIZATIONAL DESIGNATIONS 11. HEADQUARTERS 12. FIELD OR DEPARTMENTAL	TO— Investigator (Gen) T190.03 GS-1810-12 \$7040.00 pa Same Same Same Same <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL
--	--	---

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title)	D. REQUEST APPROVED BY Signature: <i>A. F. Henry</i> Title: EXECUTIVE OFFICER
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)	

13. VETERAN PREFERENCE				14. POSITION CLASSIFICATION ACTION			
NONE	WWII	OTHER	5-PT.	10-POINT	NEW	VICE	1. A. REAL
				DISAB. OTHER			
15. SEX	16. RACE	17. APPROPRIATION		18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	19. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:	
		FROM: TO:					

21. STANDARD FORM 50 REMARKS

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			<div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED 11 DEC 52 HP </div>
B. CEIL. OR POS. CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR ENPL.			
E.			
F. APPROVED BY:			<div style="text-align: center;"> SECRET SECURITY INFORMATION </div>

S E C R E T
SECURITY INFORMATION
INSPECTION & SECURITY OFFICE

CODE "T"

APR 1 5 1968

SPECIAL SECURITY DIVISION FIELD OFFICES

NAME	TITLE	GRADE SERIES	POSITION NUMBER
<u>CHICAGO FIELD OFFICE (CONTINUED)</u>			
DOYLE, C. Veronica	Clerk(Stenography)	GS-301-5	T185
FREEMAN, Mary Margaret	Clerk(Stenography)	GS-301-4	T185.01-4
GAVERILOVICH, Gloria A.	Clerk(Stenographer)	GS-312-4	T186
<u>SAN FRANCISCO FIELD OFFICE</u>			
HUNT, William C.	Investigator(Gen)	GS-1810-13	T187-13
RICH, Edward H.	Investigator(Gen)	GS-1810-12	T188-12
MULLAN, William J.	Investigator(Gen)	GS-1810-12	T189-12
FINCH, William G.	Investigator(Gen)	GS-1810-12	T189.01-12
SPEARS, C. Calvin, Jr.	Investigator(Gen)	GS-1810-11	T189.02-11
TURTON, Jack S.	Investigator(Gen)	GS-1810-12	T190
HARRIS, Jack A.	Investigator(Gen)	GS-1810-11	T190.01-11
HAVELAND, Glenn A.	Investigator(Gen)	GS-1810-11	T190.02-11
MCCORD, James W.	Investigator(Gen)	GS-1810-11	T190.03-11
MEER, Bert B., Jr.	Investigator(Gen)	GS-1810-11	T190.04-11
STITH, Ernest P.	Investigator(Gen)	GS-1810-12	T190.05
GAMRATH, Murray W.	Investigator(Gen)	GS-1810-11	T191
ALDEN, John S.	Investigator(Gen)	GS-1810-11	T191.01
SULLIVAN, Thomas V.	Investigator(Gen)	GS-1810-9	T191.02-9
JOVICK, Edward J.	Investigator(Gen)	GS-1810-9	T191.03-9
CONNORS, Donald O.	Investigator(Gen)	GS-1810-7	T191.04-7
SILBERT, Annie	Adm. Assistant	GS-301-5	T192-5
MILLAGE, Margaret K.	Clerk	GS-301-5	T193-5
VAN STEENBERG, Charlotte	Secretary(Steno)	GS-318-5	T194

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME McCord, James Walter, Jr.		DATE 27 June 1951
NATURE OF ACTION Re: Appointment		EFFECTIVE DATE 22 August 51
TITLE	FROM	TO Investigator (Security) Special Agent
GRADE AND SALARY		GS-11 - \$5400.00 P.S.
OFFICE		Inspection and Security Office
DIVISION		Special Security Division
BRANCH		
OFFICIAL STATION		San Francisco, Calif. (Field)
QUALIFICATIONS G. H. Jones	APPROVAL E. J. Kim Administrative Officer	EXECUTIVE
CLASSIFICATION F-522 (1943-1950) (A.C. Hunter 17 July 1951)	PERSONNEL OFFICER D. Mulcahy JUL 23 1951	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		
OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON 22 August 51		
SECURITY CLEARED ON 14 August 51		
OVERSEAS AGREEMENT SIGNED NA		
ENTERED ON DUTY 22 August 51		
PPD ✓		Robert W. White (SIGNATURE OF AUTHENTICATING OFFICER)
REMARKS: Control No. 1544 - Slot No. 10. Two copies of PHS retained for security processing. One PHS attached. DoG - 12/07/52 EOD - 09/22/51 LCD - 02/22/51 REQUEST CONTACTS BE MADE BY SECURITY ONLY COPY IN PAYROLL FILES gm 2		

SECRET

24 APR 1970

MEMORANDUM FOR: Director of Security

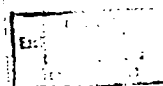
SUBJECT : McCORD, James W., Jr. Emp. Ser. No. 58124
Fitness Report

1. This is an annual fitness report covering the period 1 April 1969 through 31 March 1970. Mr. McCord completed his first full year as Chief, Physical Security Division. During 1969 the Division underwent many changes, a direct result of the personal efforts of this employee. He has shown the initiative to seek out new ways and means to harden the security of our domestic and overseas facilities by tapping all possible technological sources both in and out of Government. His efforts have produced tangible results and in my judgment, our posture in the physical security field is far superior to any of our contemporaries.

2. With the spiraling costs of manpower, Mr. McCord has concentrated on the potential for use of technical devices to replace the human asset. He has made remarkable inroads into this field by way of imagination, ingenuity and drive.

3. Mr. McCord has the quality to inspire his subordinates. He is demanding, but understanding. On more than one occasion he was asked to take under his wing employees who were labeled "problems." Through personal interest and effort, he has salvaged the majority of these individuals to a point where they are performing in a highly satisfactory manner.

4. In the previous fitness report, I alluded to the fact that employee has a tendency to find it difficult to see another person's point of view. This, I feel, is attributable to an innate stubbornness which obviously is difficult to overcome. Mr. McCord is a very

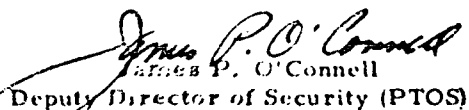


24 APR 1970
AC

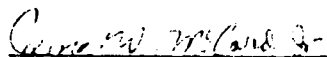
14-00000

principled individual who once convinced he has hit upon the proper course of action will usually yield only by direction. We've discussed this, and I've noted a determined effort on his part to broaden his tolerance for other opinions.

5. Overall, the employee has made a substantial contribution to the Office of Security by his dedication to his job, his tenacious attitude toward upgrading our physical security standards, a curious and inventive mind ever searching for better ways to solve a problem in his area of responsibility, and a cost consciousness in the administration of his division. I rate him an overall "Strong."

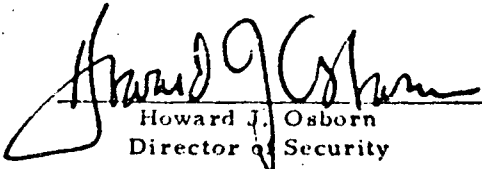

James P. O'Connell
Deputy Director of Security (PTOS)

Noted by Employee:


James W. McCord, Jr.

April 28 '70
Date

Reviewed By:


Howard J. Osborn
Director of Security

29 APR 1970
Date

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				658124	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE 5. SD
McCORD, James W., Jr.			01/26/24	M	GS-15 SS
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR. OF ASSIGNMENT 8. CURRENT STATION		
Physical Security Officer			OS/PTOS/PhySD/OC Washington, D. C.		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
30 April 1969			1 April 1968 - 31 March 1969		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					RATING LETTER
SPECIFIC DUTY NO. 1					
See Attached Memorandum					
SPECIFIC DUTY NO. 2					RATING LETTER
SPECIFIC DUTY NO. 3					RATING LETTER
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER

SECRET

10 APR 1969

MEMORANDUM FOR: Director of Security

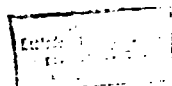
SUBJECT : McCORD, James W., Jr., Emp. Ser. No. 058124
Fitness Report

1. This is an annual fitness report covering the period 1 April 1968 through 31 March 1969. During the first period of this report, Mr. McCord served as the Chief, Technical Division/PTOS and continued to display a very high degree of professionalism in administering the Agency's world-wide Audio Countermeasures (ACM) program. Under his guidance, several new devices and techniques were developed which have helped the Agency and the intelligence community to maintain pace with the sophisticated advances by the opposition in the field of positive audio.

2. Mr. McCord initiated the necessary planning for the activation of the Interagency Training Center (ITC) which provides ACM instruction to all members of the community in the latest of equipment and techniques.

3. On 14 October 1968, he was reassigned to the position of Chief, Physical Security Division. Although he had relatively little experience in this particular field, he has quickly assimilated the necessary details to manage this Agency effort. He has taken steps toward the development and use of the most advanced physical security equipment and techniques to protect the Agency. Under the supervision of Mr. McCord, the Agency Security Command Center operations have been expanded and improved. He has been assigned the responsibility to organize and direct the Security efforts relating to the protection of Agency assets in time of demonstrations, riots, and other civil disturbances. He coordinated the Agency Security effort with the U. S. Secret Service in protection of the President of the United States during his recent visit to the CIA Headquarters.

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4. Mr. McCord is considered to be economical in his use of equipment, manpower and funds.

5. Perhaps one of the stronger attributes this employee possesses is his ability to organize. In a relatively short time, he has deliberated the Physical Security Division's mission and already taken steps to restructure it within existing manpower limitations to more effectively react to its responsibilities.

6. He inspires his subordinates and has the respect of his superiors. There have been instances, however, when Mr. McCord has exhibited a certain intolerance with individuals who do not agree with his point of view, resulting in some friction in their working relations. There has been much improvement in this regard, and I do not feel it will present any problem in the future.

7. I anticipate this employee will continue to absorb knowledge and experience in the physical security field at the rapid rate he has during his short tenure and am confident his efforts will result in a major contribution to the Office and Agency. I rate Mr. McCord a high "Strong."

James P. O'Connell
James P. O'Connell
Deputy Director of Security (PTOS)

Noted by Employee:

James W. McCord Jr.
James W. McCord, Jr.

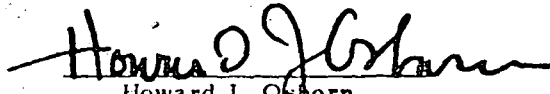
18 April 1969
Date

SECRET

SECRET

SUBJECT: McCORD, James W., Jr., Emp. Ser. No. 058124
Fitness Report - 1 April 1968 through 31 March 1969

Reviewed By:


Howard J. Osborn
Director of Security

21 APR 1969

Date

SECRET

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				058124	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SO
MC CORD, James W., Jr.		01/26/24	M	GS-15	SS
6. OFFICIAL POSITION TITLE		7. OFF. DIV. OR OF ASSIGNMENT		8. CURRENT STATION	
Elect. Eng - Audio Support		OS/PTOS/TD/OC		Washington, D. C.	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER-PROBATIONAL (See Instructions - Section C) SPECIAL (Specify):			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE SPECIAL (Specify):		
11. DATE REPORT DUE TO O.P.			12. REPORTING PERIOD (From - to)		
26 April 1968			1 April 1967 - 31 March 1968		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					RATING LETTER
SPECIFIC DUTY NO. 1 Supervises the Technical Division/OS.					S
SPECIFIC DUTY NO. 2 Develops new techniques, procedures, and equipment to be used in the audio countermeasures field.					O
SPECIFIC DUTY NO. 3 Plans operating programs for implementation by the Technical Division.					O
SPECIFIC DUTY NO. 4 Selects and trains personnel in an expanding Division.					S
SPECIFIC DUTY NO. 5 Maintains liaison with his counterpart organizations throughout the U. S. Government.					S
SPECIFIC DUTY NO. 6 30 APR 68 (1)					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

Mr. McCord supervises a technical operation with considerable skill. Although not an engineer by training, he has bridged the difficult gap of communication between the administrative and technical aspects of his Division. He has maintained a high esprit de corps under difficult conditions which involve the necessity of his personnel to travel extensively throughout the world. Although such duty carries with it numerous family problems, Mr. McCord is able to manage the Division in such a manner as to maintain a high state of morale. Perhaps the most outstanding accomplishments which I attribute to Mr. McCord's fine management of his Division lies in the field of developing useful and esoteric equipment in the counteraudio field. I have a distinct impression that he and his Division are considerably ahead of other Government departments in this area of activity. This fact alone is a high tribute to his management skill. Because of the success in this field, I consider him to be economical in the use of manpower and funds.

During this rating period, the Technical Division has had operational success in the overseas area. I attribute this success to the careful planning and training which the incumbent has accomplished and directed. Further, he has already shown a high degree of skill in planning for a new activity of considerable responsibility which he will undertake during the coming fiscal year. I am highly

(Continued)

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 26 APR 1968	SIGNATURE OF EMPLOYEE <i>James W. McCord</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 26	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 26 APR 1968	OFFICIAL TITLE OF SUPERVISOR Dep. Dir. of Sec. (PTOS)	TYPED OR PRINTED NAME AND SIGNATURE <i>Ernest P. Griss</i>
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
DATE 4/29/68	OFFICIAL TITLE OF REVIEWING OFFICIAL Director of Security	TYPED OR PRINTED NAME AND SIGNATURE <i>Ernest P. Griss</i>

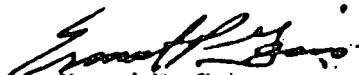
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SECRET

Fitness Report - McCORD, James W., Jr. - Emp. Ser. No. 058124
Reporting Period 1 April 1967 - 31 March 1968
Section C. (Continued)

pleased to have Mr. McCord serve in his current position and
consider him capable of advancement into broader areas.


Ermal P. Geiss
Deputy Director of Security (PTOS)

SECRET

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				058124	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE 5. SD
McCORD, James W., Jr.			01/26/24	M	GS-15 SS
6. OFFICIAL POSITION TITLE			7. OFF DIV/BR OF ASSIGNMENT		8. CURRENT STATION
Elec Eng - Audio Supp			OS/PT&OS/TSD/OC		Washington, D. C.
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
SPECIAL (Specify):			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
21 April 1967			15 January 1966 - 31 March 1967		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
Supervises Technical Division/OS, consisting of 29 professional employees					S
SPECIFIC DUTY NO. 2					RATING LETTER
Develops new techniques, procedures and equipment to be used in the audio countermeasures field.					O
SPECIFIC DUTY NO. 3					RATING LETTER
Plans operating programs for implementation by the Technical Division.					O
SPECIFIC DUTY NO. 4					RATING LETTER
Selects and trains personnel in an expanding Division.					S
SPECIFIC DUTY NO. 5					RATING LETTER
Maintains liaison with his counterpart organizations throughout the U. S. Government.					S
SPECIFIC DUTY NO. 6					RATING LETTER
<div style="position: absolute; left: -100px; top: -50px; transform: rotate(-45deg);"> 01 MAY 1967 LCT </div>					
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER
					S

SECRET

SECTION C

NARRATIVE COMMENTS

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

Mr. McCord supervises his Division in a vigorous manner. He is capable of instilling enthusiasm and esprit de corps within his organization - a difficult task because of the extensive amount of world-wide travel demanded from his subordinate. This travel is so extensive as to result in personal hardships.

During the rating period, Mr. McCord and two of his employees received the Certificate of Merit. These awards resulted from the vigorous and successful pursuit of a technique having great promise in the audio-countermeasures field.

Mr. McCord's performance of his liaison and coordination with other components of the intelligence community, which received special mention in his last Fitness Report, is now at a status which warrants a designation of "Strong." He is conscientiously working at the liaison problem in a difficult interdepartmental atmosphere.

Mr. McCord has an excellent grasp of the technical requirements of his position even though he is not an engineer. He has an exceptional environmental knowledge and appreciation. He sets his goals high. He is cost conscious in the field involving expensive equipment, which normally is costly to develop.

(Continued)

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

SIGNATURE OF EMPLOYEE

17 April 67

James D. G. G.

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

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

14

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

19 APR 1967

Dep. Dir. of Sec. (PTOS)

Ermal P. Gies
Ermal P. Gies

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

Director of Security

Howard S. ...
Howard S. ...

SECRET

4-00000

SECRET

McCORD, James W., Jr. - Serial #058124
Annual Fitness Report 15 January 1966 - 31 March 1967

SECTION C. (Continued)

I am highly pleased to have Mr. McCord serving in his current position and consider him capable of advancement into broader areas.

SECRET

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				058124	
SECTION A				GENERAL	
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH		3. SEX	4. GRADE
McCord, James W., Jr.		01/26/24		M	GS-15 SS
5. OFFICIAL POSITION TITLE		6. OFFICER/IN CHARGE OF ASSIGNMENT			
Electronic Engineer		OS/PT&OS/TechSecDiv/OC Wash., D.C.			
7. CHECK TYPE OF APPOINTMENT		8. CHECK TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER PROFESSIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify)		<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify)			
9. DATE REPORT DUE IN O.P.		10. REPORTING PERIOD (From - to)			
25 April 1966		1 April 1965 - 14 January 1966			
SECTION B					
PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					RATING LETTER
SPECIFIC DUTY NO. 1 Supervises the Tech Division/OS					S
SPECIFIC DUTY NO. 2 Plans and programs for the Division					S
SPECIFIC DUTY NO. 3 Schedules and plans overseas coverage					S
SPECIFIC DUTY NO. 4 Protection of Washington Area Buildings from penetration					S
SPECIFIC DUTY NO. 5 Training of Division and other personnel					S
SPECIFIC DUTY NO. 6 Works with Tech Comm. and other units					S
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER
8 APR 1966					S

SECRET

OFFICE OF PERSONNEL

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B. Provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties. Consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</p>			
<p>Mr. McCord was attending the Air War College during part of the reporting period. He became Chief of the Technical Division/OS on 20 July 1965.</p> <p>Mr. McCord took hold of this Division with a heartening vigor and enthusiasm. Although not an Engineer, he soon learned enough of the technical business to meet many crash assignments with exceptional skill and judgment. By trying to get these assignments done within set time limits, he sometimes short-circuited a few coordinations in other offices, but this did not seriously detract, in my opinion, from a very proficient job.</p> <p>While Mr. McCord has not had the Technical Division a sufficiently long time for me to judge his long range performance, I feel he will become an exceptionally proficient Chief. There was insufficient time for me to judge his cost and manpower consciousness.</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
22 March 66	<i>John McCord</i>		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
6			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
23 March 1966	Dep. Dir. of Sec. (PTOS)	<i>E. M. Winters</i> E. M. WINTERS	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	

SECRET

FITNESS REPORT

James W. McCord, Jr.

SECTION D

CERTIFICATION AND COMMENTS

3. Comments of Reviewing Official

I concur thoroughly with Mr. Winters' evaluation of Mr. McCord's vigor and enthusiasm, skill and judgment. I would add to this that he has demonstrated extraordinary ingenuity and leadership in supervising the development of several new and valuable techniques in the counter-measures field. However, I would rate him only "Proficient" in Specific Duty Number 6, for I believe that he has not been as effective as he might be in liaison and coordination with other components of the Intelligence Community represented on the Technical Committee. This is unfortunate, for it detracts from his outstanding performance in all other elements of his assigned responsibilities. He must work on improving these relationships and he has been counseled to this effect by his current supervisor.


Date

Official Title of Reviewing Official

Typed Name and Signature

31 March 1966

Director of Security


Howard L. Osborn

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				O 58124			
SECTION A				GENERAL			
1. NAME (Last) (First) (Middle) McCORD, James W., Jr.			2. DATE OF BIRTH 1/26/24	3. SEX M	4. GRADE GS-15	5. SS SS	
6. OFFICIAL POSITION TITLE Security Officer			7. OFF. DIV. OR OF ASSIGNMENT OS/Exec Staff		8. CURRENT STATION Wash., D. C.		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT				
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):				
11. DATE REPORT DUE IN O.P. 30 April 1965			12. REPORTING PERIOD (From - to) 1 April 1964 - 31 March 1965				
SECTION B				PERFORMANCE EVALUATION			
W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or its separation. Describe action taken or proposed in Section C. A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence. P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner. S - Strong Performance is characterized by exceptional proficiency. O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.							
SPECIFIC DUTIES							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1 See Section C.							RATING LETTER
SPECIFIC DUTY NO. 2							RATING LETTER
SPECIFIC DUTY NO. 3							RATING LETTER
SPECIFIC DUTY NO. 4							RATING LETTER
SPECIFIC DUTY NO. 5							RATING LETTER
SPECIFIC DUTY NO. 6							RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.							RATING LETTER
16 APR 1965							

SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS		MANNER OF PERSONNEL	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain rating given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties described, if applicable.</p>					
<p>Since 10 August 1964, Mr. McCord has been enrolled as a student at the Air War College, Maxwell Air Force Base, Montgomery, Alabama. He will complete his course there on 4 June 1965. Prior to 10 August 1964, Mr. McCord was in a travel status from his assignment as Chief, Security Branch, Frankfurt, Germany.</p>					
<p>In view of the above, no rating is made for this reporting period.</p>					
SECTION D					
CERTIFICATION AND COMMENTS					
1. BY EMPLOYEE					
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT					
DATE		SIGNATURE OF EMPLOYEE			
2. BY SUPERVISOR					
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION		IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION			
		Mr. McCord will be advised that he has not been rated for this period.			
DATE		OFFICIAL TITLE OF SUPERVISOR		TYPED OR PRINTED NAME AND SIGNATURE	
30 MAR 65		Asst. Dep. Dir. of Sec. (PPS)		N. Harris Lyon	
3. BY REVIEWING OFFICIAL					
COMMENTS OF REVIEWING OFFICIAL					
DATE		OFFICIAL TITLE OF REVIEWING OFFICIAL		TYPED OR PRINTED NAME AND SIGNATURE	
30 March 1965		Director of Security		Howard J. Osborn	

SECRET

17 APR 1964

SECRET/[REDACTED]

17 March 1964

58124

MEMORANDUM FOR: Director of Personnel

SUBJECT: Fitness Report - James W. McCord, Jr.
DOB: 24 Jan 1924, Male, GS-15,
SS German Station, Career, Annual Report
(1 April 1963 - 31 March 1964)

- James W. McCord, Jr.
1. [REDACTED] GS-15, has served as Chief, Security Branch, under my supervision for the subject period.
 2. His duties were as follow:
 - a. Security policy advisor to COS and its senior Station and Base officers.
 - b. Supervised nine professional and four clerical employees of the Security Branch and the Military Personnel Unit.
 - c. Directed conduct of LCFLUTTER, SGLATERAL, Physical Security duties, and Investigations performed by the Security Branch.
 - d. Reviewed security of German Station and recommended ways and means for strengthening and improving.
 - e. Furnished technical security support and guidance to other Bases in EE, and outside of EE on request.
 - f. Reviewed investigative reports of the Security Branch and performed such other duties as directed by the COS; Chief, CSB; and Chief, Administrative Staff.
 3. This individual is an outstanding security officer. He efficiently performs his broad responsibilities, effectively manages those he supervises and is cost conscious. On the last-mentioned item, he weighs both cost and security factor and has been flexible where he has felt security could be relaxed -- but recognizes that there are areas where cost is secondary. He continues to keep the proper personnel informed of his activities and he is one of the best security

SECRET/[REDACTED]

22 APR 1964

GROUP 1-Excluded from automatic downgrading and declassification

SECRET/[REDACTED]

-2-

officers with whom I have had the pleasure to be associated. During this period he has been assigned responsibility for supervision of the Military Personnel Branch. This consolidation has given the Security Branch greater flexibility and has increased the utilization of available personnel. Subject has also instituted off-duty security training courses for those interested military personnel.

4. I would rate him from Strong to Outstanding on the duties in paragraph 2 above with an overall rating of Strong.

Read: [REDACTED]

/s/ James W. McCord, Jr.

[REDACTED]
/s/ Daniel M. Kelley

Reviewer's Comments:

McCord

I agree that [REDACTED] is a very strong security officer. He tends to be conservative in his views and judgments. He maintains excellent morale in his Branch. In the never-ending conflict between economy and a desirable level of security, he usually leans toward the latter.

[REDACTED]
/s/ Wendell Little

SECRET/[REDACTED]

14-00000

058124

SECRET

28 March 1963

MEMORANDUM FOR: Director of Personnel

SUBJECT : Fitness Report (June 1962 - March 1963)

JAMES W. MCCORD

1. ~~XXXXXXXXXX~~ GS-15, has served as Chief, Security Branch, under my supervision for the subject period.

2. His duties were as follows:

a. Security policy advisor to COS and its senior Station and Base officers.

b. Supervised nine professional and four clerical employees of the Security Branch.

c. Directed conduct of LCFLUTTER, SGLATERAL, Physical Security duties, and investigations performed by the Security Branch.

d. Reviewed security of German Station and recommended ways and means for strengthening and improving.

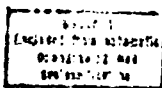
e. Furnished technical security support and guidance to other Bases in EE, and outside of EE on request.

f. Reviewed investigative reports of the Security Branch and performed such other duties as directed by the Chief of Station, Deputy for Coordination and Services, and Chief, Administrative Staff.

3. ~~XXXXXXXXXX~~ ^{MCCORD} has demonstrated time and again his ability to efficiently perform his broad responsibilities in a most efficient manner. His position is not an easy one. He is under the general supervision of the undersigned, while also working on activities directly for the COS and the DCS. He has been able to coordinate these activities in such a way as to earn the respect of all those with whom he deals. He has respected confidences, but also insured that the undersigned has been adequately briefed. He has acted for the undersigned in his absence and will continue to do so.

4. I would rate . . .

15 MAY 1963



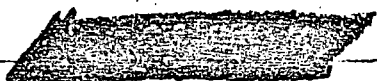
SECRET

SECRET

- 2 -

4. I would rate him from Strong to Outstanding on the individual functions, with an over-all rating of Strong. He is a good supervisor.

DANIEL M. KELLY /s/

READ:

27 APR 64 (DATE)

JAMES W. McCORD /s/

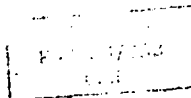
REVIEWER'S COMMENTS:

I agree with the comments of the rating officer. Subject is an outstanding staff officer and capable of assuming broader responsibilities. He never complains of obstacles, but uniformly produces excellent results.

WENDELL LITTLE /s/



SECRET

SECRET

18 MAY 1962

SUBJECT: James W. McCord, Jr.
Annual Fitness Report - 1 April 1961 to 31 March 1962

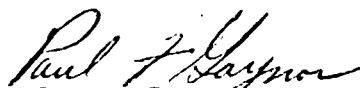
During this reporting period, Mr. McCord has continued to function as coordinator of a comprehensive highly sensitive series of investigations involving investigative representatives of all elements of the intelligence community. This assignment has been carried out by Mr. McCord with considerable initiative, skill and enthusiasm.

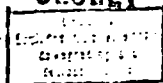
Mr. McCord, during this reporting period, served as Case Officer on a sensitive and very important personnel security case which due to his efforts was brought to a successful conclusion with favorable results to the Agency.

Mr. McCord has performed a liaison function with a vital element of a friendly service which has resulted in the maintenance of a cordial relationship of great value to the Office of Security and the Agency. This liaison has required Mr. McCord to perform several periods of temporary duty overseas during which he not only carried out his liaison function, but handled other special investigative assignments in a successful manner.

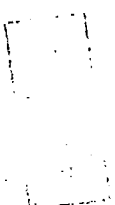
On various occasions during the reporting period in the absence of the Chief, Mr. McCord has functioned as Acting Chief of SRS and has performed his duties in an extremely competent manner.

It is felt that Mr. McCord's forthcoming assignment as Security Officer, German Station will give him additional varied experience of value in his career development.


Paul F. Gaynor
Chief/SRS/OS

SECRET

SECRET

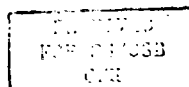


Read by: Jessie McCall Date: May 1862

Reviewed by: Self Date: 18 May 62

SECRET

SECRET



2-10-61
Mg

SUBJECT: James W. McCord, Jr.
Annual Fitness Report - 1 April 1960 - 31 March 1961

During the reporting period, Mr. McCord on various occasions, has functioned as Acting Chief/SRS, during absences of the Chief and has discharged this function in a highly competent fashion.

Mr. McCord, since last report was rendered, has coordinated a comprehensive investigation of a highly sensitive security matter involving investigative representatives from all members of the U. S. intelligence community. This assignment has required a high degree of tact, patience and investigative skill on the part of Mr. McCord.

In addition, during the reporting period, Mr. McCord has served as Case Officer on a counter-intelligence case of considerable importance to the security of the Agency and has displayed rare qualities of initiative, energy, and imagination in developing this case.

Mr. McCord is considered particularly well-adapted by virtue of his experience, training and personality for his present assignment.

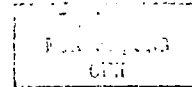

Paul F. Gaynor
Chief/SRS/OS

Read by: James W. White Date: 10-60
Reviewed by: Stefan S. Smith Date: 17 APR 1961

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copy

SUBJECT: James W. McCord, Jr.
Annual Fitness Report - 1 April 1959 - 31 March 1960

During the reporting period, Mr. McCord functioned as Acting Chief of the Security Research Staff, Office of Security for a period of six months. He discharged this function in an extremely able fashion and handled a number of highly sensitive assignments with skill and finesse.

Mr. McCord has demonstrated on many occasions the ability to subordinate his personal interests to the necessity for performing his assigned tasks.

In the latter two months of the reporting period, Mr. McCord has been coordinating a very important investigation being conducted in the intelligence community of a leak of highly sensitive information which has caused serious damage to U. S. intelligence collection capabilities. He has displayed rare qualities of initiative, imagination and coordination in the course of this investigation.

Mr. McCord has demonstrated repeatedly his ability to perform sensitive assignments of the utmost importance during the reporting period.

Paul F. Gaynor
Paul F. Gaynor
Chief/SRS/OS

Read by: *James W. McCord* Date: *4/17/60*

Reviewed by: *James W. McCord* Date: *4/27/60*

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(When Filled In)

RECEIVED
FOR SS/CSE
CSE

FITNESS REPORT				28 APR 1959 <i>ms</i>		EMPLOYEE SERIAL NUMBER				
SECTION A GENERAL										
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH		3. SEX		4. GRADE				
McCord, James W.		26 January 1924		male		GS-14				
5. SERVICE DESIGNATION		6. OFFICIAL POSITION TITLE		7. OFF/CIV/DR OF ASSIGNMENT						
SD - SS		Security Officer		OS/SRS/Office of the Chief						
8. CAREER STAFF STATUS				9. TYPE OF REPORT						
<input type="checkbox"/> NOT ELIGIBLE <input checked="" type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED <input type="checkbox"/> INITIAL <input type="checkbox"/> PENDING <input type="checkbox"/> DECLINED <input type="checkbox"/> DENIED <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT/SUPERVISOR <input type="checkbox"/> REASSIGNMENT/EMPLOYEE										
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD		SPECIAL (Specify)						
30 April 1959		5/22/59 3/31/59								
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES										
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).										
1 - Unsatisfactory 2 - Barely adequate 3 - Acceptable 4 - Competent 5 - Excellent 6 - Superior 7 - Outstanding										
SPECIFIC DUTY NO. 1		RATING NO.		SPECIFIC DUTY NO. 4		RATING NO.				
Assists in the development, implementation and coordination of all CI programs		7		Receives, evaluates and develops information of a counter intelligence nature.		6				
SPECIFIC DUTY NO. 2		RATING NO.		SPECIFIC DUTY NO. 5		RATING NO.				
Assists in the supervision of all aspects of the CI program		6		Analyzes and evaluates results of counter intelligence operations.		7				
SPECIFIC DUTY NO. 3		RATING NO.		SPECIFIC DUTY NO. 6		RATING NO.				
Plans operations necessary to resolve counter intelligence cases		7		Conducts such personnel investigations, interrogations and interviews as deemed necessary in sensitive cases.		7				
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION										
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.										
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.							RATING NO. <div style="border: 1px solid black; padding: 5px; width: 30px; margin: 0 auto;">6</div>			
SECTION D DESCRIPTION OF THE EMPLOYEE										
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee										
1 - Least possible degree		2 - Limited degree		3 - Normal degree		4 - Above average degree		5 - Outstanding degree		
CHARACTERISTICS					NOT APPLICABLE		NOT OBSERVED		RATING	
GETS THINGS DONE									X	
RESOURCEFUL									X	
ACCEPTS RESPONSIBILITIES									X	
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES									X	
DOES HIS JOB WITHOUT STRONG SUPPORT									X	
PARTICIPATES IN THE OPERATION OF HIS OFFICE									X	
WRITES EFFECTIVELY									X	
RELATES CONCISELY									X	
FINDS SOLUTIONS									X	
EXCELLENCE IN ORGANIZING, MAINTAINING AND IMPROVING OF RECORDS									X	
OTHER (Specify)										

SEE SECTION 11 ON REVERSE SIDE

SECRET

(When Filled In)

SECTION E

NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and of 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.

During the past year Mr. McCord has shown superior ~~supervisory~~ ^{and} organizational ability. During July and August he personally organized and supervised a major ~~the~~ project overseas which was of national interest. His plan of action was implemented smoothly and the CI mission was accomplished. Another major project ~~was~~ ^{has} successfully directed by Mr. McCord with outstanding results.

Mr. McCord has the proven ability to organize complex problems into workable and seemingly simple plans of action. He is a good supervisor, delegates responsibility, and uses imagination and tenacity of purpose in meeting problems. He is continuing to improve himself. No special training is planned for the next year. Mr. McCord will continue to "grow." He is ready to assume greater responsibility and with further experience will qualify for a senior position in this Agency.

SECTION F

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I certify that I have seen Sections A, B, C, D and E of this Report.		
DATE 8 April 1959	SIGNATURE OF EMPLOYEE <i>James W. McCord Jr.</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION Since March 1954	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.		
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS	
DATE 8 April 1959	OFFICIAL TITLE OF SUPERVISOR Chief, Security Research Staff/OS	TYPED OR PRINTED NAME AND SIGNATURE <i>Harlan A. Westrell</i> Harlan A. Westrell
3. BY REVIEWING OFFICIAL		
<input checked="" type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.		
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.		
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.		
<input type="checkbox"/> I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.		
COMMENTS OF REVIEWING OFFICIAL		
DATE 13 April 1959	OFFICIAL TITLE OF REVIEWING OFFICIAL 8 Director of Security	TYPED OR PRINTED NAME AND SIGNATURE <i>James E. Conrad</i>

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

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

SECTION A. GENERAL					
1. NAME (Last)	(First)	(Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCord,	James	M.	26 January 1934	male	SD - SS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT			6. OFFICIAL POSITION TITLE		
OS/Security Research Staff			Acting Deputy Chief, SRS		
7. GRADE	8. DATE REPORT DUE IN OF	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)			
GS-14	22 August 1958	21 August 1957 - 22 August 1958			
10. TYPE OF REPORT (Check one)		INITIAL		SPECIAL (Specify)	
<input checked="" type="checkbox"/> ANNUAL		<input type="checkbox"/> SUPERVISOR		<input type="checkbox"/> EMPLOYEE	

SECTION B. CERTIFICATION	
1. FOR THE RATER: THIS REPORT <input checked="" type="checkbox"/> HAS <input type="checkbox"/> HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT.	

A. CHECK (X) APPROPRIATE STATEMENTS:

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

B. THIS DATE	C. TYPED OR PRINTED NAME OF SUPERVISOR	D. SUPERVISOR'S OFFICIAL TITLE
29 Sept 1958	Harlan A. Westrell	Chief, SRS

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

Mr. McCord has demonstrated marked ability in all fields of responsibility. His work involves constant dealings with senior officials of the Agency concerning substantive, policy and procedural matters. In this he has displayed exceptional judgment and balance in promoting and protecting the interests of the Agency.

☐ CONTINUED ON ATTACHED SHEET

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

A. THIS DATE	B. TYPED OR PRINTED NAME OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
2 October 1958	R. L. Bannerman	Deputy Director of Security

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

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

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

COMMENTS:	BY <i>Harlan A. Westrell</i> Typed For: <i>Harlan A. Westrell</i> Reviewed by: <i>R. L. Bannerman</i> Performance
-----------	--

SECRET

Form 101-1 (Rev. 1-55)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES																											
<p>DIRECTIONS:</p> <p>a. State in the spaces below up to six of the more important SPECIFIC DUTIES performed during this rating period. Place the most important first. Do not include minor or unimportant duties.</p> <p>b. Rate performance on each specific duty considering ONLY the individual's performance of this specific duty.</p> <p>c. For supervisory ability to supervise will always be rated on the basis of the individual's performance as supervisor, those who supervise a secretary only.</p> <p>d. Compare in your mind, when possible, the individual being rated with a performing the same duty at a similar level of responsibility.</p> <p>e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.</p> <p>f. Be specific. Examples of the kind of duties that might be rated are:</p> <table border="0"> <tr> <td>ORAL BRIEFING</td> <td>MAN AND USES AREA KNOWLEDGE</td> <td>CONDUCTS INTERVIEWS</td> </tr> <tr> <td>GIVING LECTURES</td> <td>DEVELOPS NEW PROGRAMS</td> <td>PREPARES SUMMARIES</td> </tr> <tr> <td>CONDUCTING SEMINARS</td> <td>ANALYZES INDUSTRIAL REPORTS</td> <td>TRANSLATES GERMAN</td> </tr> <tr> <td>WRITING TECHNICAL REPORTS</td> <td>MANAGES FILES</td> <td>DEBRIEFING SOURCES</td> </tr> <tr> <td>CONDUCTING REFERRAL LIAISON</td> <td>OPERATES RADIO</td> <td>KEEPS BOOKS</td> </tr> <tr> <td>TYPING</td> <td>COORDINATES WITH OTHER OFFICES</td> <td>DRIVES TRUCK</td> </tr> <tr> <td>TAKING DICTATION</td> <td>WRITES REGULATIONS</td> <td>MAINTAINS AIR CONDITIONING</td> </tr> <tr> <td>SUPERVISING</td> <td>PREPARES CORRESPONDENCE</td> <td>EVALUATES SIGNIFICANCE OF DATA</td> </tr> </table> <p>g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.</p>				ORAL BRIEFING	MAN AND USES AREA KNOWLEDGE	CONDUCTS INTERVIEWS	GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES	CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN	WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES	CONDUCTING REFERRAL LIAISON	OPERATES RADIO	KEEPS BOOKS	TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK	TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING	SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA
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SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA																									
<p>DESCRIPTIVE RATING NUMBER</p> <table border="0"> <tr> <td>1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY</td> <td>6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS</td> </tr> <tr> <td>2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY</td> <td>7 - EXCELS ABOVE 1 AND IN THE PERFORMANCE OF THIS DUTY</td> </tr> <tr> <td>3 - PERFORMS THIS DUTY ACCEPTABLY</td> <td></td> </tr> <tr> <td>4 - PERFORMS THIS DUTY IN A COMPETENT MANNER</td> <td></td> </tr> <tr> <td>5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB</td> <td></td> </tr> </table>				1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY	6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS	2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY	7 - EXCELS ABOVE 1 AND IN THE PERFORMANCE OF THIS DUTY	3 - PERFORMS THIS DUTY ACCEPTABLY		4 - PERFORMS THIS DUTY IN A COMPETENT MANNER		5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB															
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5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB																											
SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 2	RATING NUMBER																								
Assist in the development and coordination of all counter-intelligence programs.	6	Analyze and evaluate results of a counter-intelligence operation.	7																								
SPECIFIC DUTY NO. 2	RATING NUMBER	SPECIFIC DUTY NO. 3	RATING NUMBER																								
Plan operations necessary to resolve counter-intelligence cases.	7	Maintain liaison with various sensitive government agencies as well as components of CIA regarding all cases.	7																								
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING NUMBER																								
Receive, organize and develop information of a counter-intelligence nature.	6	Conduct such interrogations, investigations and briefings as necessary.	6																								
<p>3. NARRATIVE DESCRIPTION OF MAJOR JOB PERFORMANCE</p> <p>DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.</p> <p>Mr. McConl continues to exhibit superior organizational ability, as well as being a fine supervisor. His imaginative and analytical approach to complex problems quickly reduces them to useable plans. Mr. McConl is an excellent supervisor, can delegate responsibility, give credit to his subordinates and continually works for self-improvement.</p>																											
<p>SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION</p> <p>DIRECTIONS: Take into account here everything you know about the individual's productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents, and how he fits in with your team. Compare him with others doing similar work of about the same level.</p> <table border="0"> <tr> <td>1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED</td> <td></td> </tr> <tr> <td>2 - OF DOUBTFUL SUITABILITY - SHOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW</td> <td></td> </tr> <tr> <td>3 - A BARELY ACCEPTABLE EMPLOYEE - BEING AVERAGE BUT WITH NO STRENGTHS SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION</td> <td></td> </tr> <tr> <td>4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION</td> <td></td> </tr> <tr> <td>5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS</td> <td></td> </tr> <tr> <td>6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION</td> <td></td> </tr> <tr> <td>7 - EXCELS BY ONLY A LITTLE IN SUITABILITY FOR WORK IN THE ORGANIZATION</td> <td></td> </tr> </table> <p>IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO IF YES, EXPLAIN WHY.</p>				1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED		2 - OF DOUBTFUL SUITABILITY - SHOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW		3 - A BARELY ACCEPTABLE EMPLOYEE - BEING AVERAGE BUT WITH NO STRENGTHS SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION		4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION		5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS		6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION		7 - EXCELS BY ONLY A LITTLE IN SUITABILITY FOR WORK IN THE ORGANIZATION											
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SECRET

SECRET

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

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

SECTION E.

GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCORD, James W.	20 January 1924	male	SD - SS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT		6. OFFICIAL POSITION TITLE	
OS/Security Research Staff		Acting Deputy Chief, SRS	
7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-14	22 August 1958	21 August 1957 - 22 August 1958	
10. TYPE OF REPORT (Check one)	INITIAL	REASSIGNMENT-SUPERVISOR	SPECIAL (Specify)
	<input checked="" type="checkbox"/> ANNUAL	REASSIGNMENT-EMPLOYEE	

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED		
A. THIS DATE	B. TYPED NAME OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE
29 Sept 1958	Harlan A. Weikell	Chief, SRS
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.		
A. THIS DATE	B. TYPED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
2 Oct 58	W. E. Cameron	Dep. Dir. Security

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

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

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

2. SUPERVISORY POTENTIAL

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

DESCRIPTIVE RATING NUMBER	0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION	1 - BELIEVE INDIVIDUAL WOULD BE A BEAR SUPERVISOR IN THIS KIND OF SITUATION	2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION	3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION
ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION		
3	3	A GROUP DOES THE BASIC JOB (Scribe, typists, stenographers, technicians or professional specialists of various kinds) UNDER CLOSE CONTACT WITH IMMEDIATE SUPERVISOR (First line supervision)		
3	3	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervision)		
2	3	A GROUP WHO MAY OR MAY NOT BE SUPERVISORS, BUT IS RESPONSIBLE FOR WORK PLANS, ORGANIZATION AND POLICY (Executive level)		
	3	OVER CONTACT WITH IMMEDIATE SUPERVISOR IS NOT FREQUENT		
3	3	OVER IMMEDIATE SUPERVISORY ACTIVITIES ARE FREQUENT AND NEED CAREFUL COORDINATION		
1	3	OVER IMMEDIATE SUPERVISORY ACTIVITIES INCLUDE MEMBERS OF THE EXECUTIVE STAFF		
		Other (Specify)		

PERSONNEL REPORT

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

4. COMMENTS CONCERNING POTENTIAL

Mr. McLaughlin demonstrated organizational ability, steadiness, initiative, responsibility and ability to eventually qualify for a senior position in this Agency.

Oct 3 3 02 PM '58
MAIL ROOM

SECTION II. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

None at present - recommend that he remain in his present position for at least two more years.

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

None

SECTION I. DESCRIPTION OF INDIVIDUAL

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

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

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

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 29.370. It is recommended that you read the entire form before completing any report. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item A, of Section "A" below.

SECTION A.

GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCord, James W., Jr.	26 January 1924	male	SD-SS
5. OFFICE/DIVISION BRANCH OF ASSIGNMENT		6. OFFICIAL POSITION TITLE	
OS/Security Research Staff		Investigator Acting Deputy Chief, Security Research Staff	
7. GRADE	8. DATE REPORT DUE IN-OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-14	22 August 1957	22 August 1956 - 21 August 1957	
10. TYPE OF REPORT (check one)	11. ASSIGNMENT SUPERVISOR		
<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> SPECIAL (Specify)		

SECTION B.

CERTIFICATION

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

A. CHECK (X) APPROPRIATE STATEMENTS:

<input checked="" type="checkbox"/> THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	IF INDIVIDUAL IS RATED "E" IN C1 OR D, A WARNING LETTER HAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
<input type="checkbox"/> THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.	I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):
<input type="checkbox"/> I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	

B. THIS DATE 28 August 1957 C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR Harlan A. Westrell D. SUPERVISOR'S OFFICIAL TITLE Chief/Security Research Staff, OS

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

17 SEP 1957
10ND 9/19/57

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

A. THIS DATE 3 Sept 57 B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL C. F. HENEY C. OFFICIAL TITLE OF REVIEWING OFFICIAL EXECUTIVE OFFICER

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

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

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

COMMENTS:

SECRET

Performance

(4)

SECRET

OFFICE OF PERSONNEL

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

a. State in the spaces below up to six of the most important SPECIFIC duties performed during the rating period. Place the most important first. Do not include minor or unimportant duties.

b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.

c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).

d. Compare in your mind, when possible, the individual being rated with other individuals performing the same duty at a similar level of responsibility.

e. ~~Two individuals with the same job title may be performing different duties. If so, rate them on different duties.~~

f. Be specific. Examples of the kind of duties that might be rated are:

ORAL BRIEFING	NAS AND USNS AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS DOORS
Typing	COORDINATES WITH OTHER OFFICES	DELIVES TRUCK
TAKING DICTATION	WRITES PROCLAMATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA

g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

DESCRIPTIVE RATING NUMBER	1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY	2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY	3 - PERFORMS THIS DUTY ACCEPTABLY	4 - PERFORMS THIS DUTY IN A COMPETENT MANNER	5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB	6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS	7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY	
SPECIFIC DUTY NO. 1	Assist in the development and coordination of all counter intelligence programs				RATING NUMBER 5	SPECIFIC DUTY NO. 4	Analyze and evaluate results of a counter intelligence operation	RATING NUMBER 6
SPECIFIC DUTY NO. 2	Plan operations necessary to resolve counter intelligence cases				RATING NUMBER 7	SPECIFIC DUTY NO. 5	Maintain liaison with various other sensitive govt. agencies as well as other components of CIA in conn. with CIA operations.	RATING NUMBER 6
SPECIFIC DUTY NO. 3	Receive, evaluate and develop information of counter intelligence nature				RATING NUMBER 6	SPECIFIC DUTY NO. 6	Conduct such personnel invest., interrogations & interviews as deemed necessary in certain cases.	RATING NUMBER 6

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Mr. McCord has a great organizational ability. This combined with an analytical mind, imagination and tenacity of purposes enables him to organize complex problems into workable and seemingly simple plans of action. He is a good supervisor, can delegate responsibility, gives credit to his subordinates and, in turn, is well liked by them. He is continually working to improve himself by both formal and informal training.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

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

1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED

2. OF DOUBTFUL SUITABILITY - SHOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW

3. A BARELY ACCEPTABLE EMPLOYEE - BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION

4. OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION

5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS

6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION

7. EXCELLED IN ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

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

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

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

SECTION E. GENERAL			
1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCord, James W., Jr.	26 January 1924	male	SD-SS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT		6. OFFICIAL POSITION/TITLE	
OS/Security Research Staff		Acting Deputy Chief, Investigator Security Research Staff	
7. GRADE	8. DATE REPORT DUE IN CV	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-14	22 August 1957	22 August 1956 - 21 August 1957	
10. TYPE OF REPORT (Check one)	11. SPECIAL (Specify)		
<input checked="" type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT-SUPERVISOR		
<input type="checkbox"/> FINAL	<input type="checkbox"/> REASSIGNMENT-EMPLOYEE		
SECTION F. CERTIFICATION			
1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED			
A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE	
28 August 1957	Harlan A. Westrell <i>Harlan A. Westrell</i>	Chief/Security Research Staff/OS	
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.			
A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL	
22 August 1957	C. F. Hickey	EXECUTIVE	
SECTION G. ESTIMATE OF POTENTIAL			
1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES			
DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.			
6	1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED 2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED 3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES 4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES 5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING 6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL 7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES		
2. SUPERVISORY POTENTIAL			
DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.			
DESCRIPTIVE RATING NUMBER	0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION 1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION 2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION 3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION		
ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION	
3	3	A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) where contact with immediate subordinates is frequent (First line supervisor)	
3	3	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)	
	3	A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)	
	3	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT	
	3	WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION	
2	3	WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF TWO DIFFERENT SEX	
		OTHER (Specify)	

SECRET

(When Filled In)

OFFICE OF PERSONNEL

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

36

4. COMMENTS CONCERNING POTENTIAL

Mr. McCord has a good educational background, well rounded personality, which combined with his organizational ability and further experience should equip him for a senior position in this Agency.

SEP 5 3 42 PM '57
MAIL ROOM

SECTION II.

FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

McCord should continue in his present assignment as Deputy Chief/SRS for at least two more years.

McCord wishes to continue his study of Russian.

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

SECTION I.

DESCRIPTION OF INDIVIDUAL

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

X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL

CATEGORY NUMBER

- 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	5	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITIES	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTICAL IN HIS THINKING	4	14. ADMITS HIS ERRORS	5	24. BORN WELL UNDER PRESSURE
5	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	5	25. DISPLAYS JUDGMENT
4	6. ENJOYS WORK TO SOME ASSISTANCE	5	16. DOES HIS JOB WITHOUT EXCESS SUPPORT	5	26. IS SECURITY CONSCIOUS
5	7. CAN GET ALONG WITH PEOPLE	5	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VIOLENT
4	8. HAS GROUND FOR PRIDE	4	18. IS LOOSEMOUTH	4	28. HIS CRITICISM IS CONSTRUCTIVE
5	9. GETS THINGS DONE	5	19. THINKS CLEARLY	4	29. FACILITATES OTHERS' EXPANSION OF HIS OFFICE
4	10. CAN GET ALONG WITH SUPERVISORS	5	20. APPLICATES ASSIGNED DUTIES ALLERGED TIME	5	30. FEELS NOT READING STORIES AND LITERATURE UNNECESSARY

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

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

SECTION A.

GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCord James W. Jr.	26 January 1924	male	SD-SS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT		6. OFFICIAL POSITION TITLE	
GS/Security Research Staff		Investigator	
7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-12	22 August 1956	22 August 1955 - 21 August 1956	
10. TYPE OF REPORT (Check one)	11. SPECIAL (Specify)		
<input checked="" type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT - SUPERVISOR		
<input type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT - EMPLOYEE		

SECTION B.

CERTIFICATION

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

A. CHECK (X) APPROPRIATE STATEMENTS:

<input checked="" type="checkbox"/> THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	IF INDIVIDUAL IS RATED "S" IN C1 OR D, A RATING LETTER HAS BEEN SENT TO HIM BY COPY ATTACHED TO THIS REPORT.
<input type="checkbox"/> THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.	
<input type="checkbox"/> I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	
<input type="checkbox"/> I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):	

B. THIS DATE	C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	D. SUPERVISOR'S OFFICIAL TITLE
27 August 1956	Harlan A. Westrell	Chief, CI/SRS

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

BY	DATE
Posted Pos. Control <i>YAL</i>	5 SEP 1956
Reviewed by PUS <i>W</i>	7 SEP 1956

☐ CONTINUED ON ATTACHED SHEET

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

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
27 August 1956	Paul E. Canner	Chief, Security Research Staff

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

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

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

COMMENTS:

SECRET

(When Filled In)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

- State in the spaces below up to six of the more important SPECIFIC duties performed during rating period. Place the most important first. Do not include minor or unimportant duties.
- Note performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
- For supervisors, ability to supervise will always be rated as a specific duty (rate as supervisors those who supervise a secretary only).
- Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
- Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
- Be specific. Examples of the kind of duties that might be rated are:

ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INSTRUMENTAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS
Typing	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA
- For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

OFFICE OF RESEARCH
SEP 5 10-30 AM '56

MAIL ROOM

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

SPECIFIC DUTY NO. 1 Receives, evaluates and develops information of a counterintelligence nature.	RATING NUMBER 6	SPECIFIC DUTY NO. 4 Evaluates results of counter-intelligence operations.	RATING NUMBER 6
SPECIFIC DUTY NO. 2 Plans operations necessary to resolve counter-intelligence matters.	RATING NUMBER 6	SPECIFIC DUTY NO. 3 Maintains liaison with various other sensitive government agencies as well as other components of CIA in connection with CI operations.	RATING NUMBER 6
SPECIFIC DUTY NO. 3 Coordinates SO resources in implementation of CI operations.	RATING NUMBER 7	SPECIFIC DUTY NO. 5 Conducts such personal investigation, interrogations and interviews as deemed necessary in certain cases.	RATING NUMBER 6

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Mr. McCord's greatest strength is his ability to follow tenuous counter-intelligence leads without becoming enmeshed in extraneous material. He organizes his work well, then proceeds to follow through to completion. He has ability to do vast quantities of work, shows initiative and imagination and gets along well with all classes of people.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

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

7	1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED 2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW 3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION 4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION 5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS 6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION 7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION
---	--

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

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL RATING on the employee, however, it MUST be completed and forwarded to the OI no later than 30 days after the due date indicated in item 4 of Section "E" below.

SECTION E.

GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
McCord, James W., Jr.	26 January 1924	Male	SP-SS
5. OFFICE/DIVISION BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE		
OS/Security Research Staff	Investigator		
7. GRADE	8. DATE REPORT DUE IN OF	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-13	22 August 1956	22 August 1955 - 22 August 1956	
10. TYPE OF REPORT (Check one)	INITIAL	REASSIGNMENT-SUPERVISOR	SPECIAL (Specify)
	ANNUAL	REASSIGNMENT-EMPLOYEE	

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED.		
A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE
27 August 1956	Harlan A. Westrell	Chief, CI/Sec. Research Staff
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.		
A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
27 August 1956	Paul J. Gaynor	Chief, Security Research Staff

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

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

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

2. SUPERVISORY POTENTIAL

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

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

SECRET

(When Filled In)

1. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE NAMED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION		OFFICE OF PERSONNEL	
29 months			
4. COMMENTS CONCERNING POTENTIAL			
Mr. McCord is an outstanding individual who should continue to develop into a key employee. He is particularly good at organizing and directing operations. He does need further experience in his present position, but within two years should be ready to assume a senior position in the Security Office or in CI/DDP.			
SECTION M.		FUTURE PLANS	
1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL			
None planned for the present. Should continue to work in present position.			
2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENT:			
SECTION I.		DESCRIPTION OF INDIVIDUAL	
DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.			
X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE			
CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	4	12. SHOWS ORIGINALITY
5	3. HAS INITIATIVE	4	13. ACCEPTS RESPONSIBILITY
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS
4	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION
4	6. KNOWS WHEN TO SEEK ASSISTANCE	5	16. DOES HIS JOB WITHOUT STRONG SUPPORT
4	7. CAN GET ALONG WITH PEOPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS
4	8. HAS MEMORY FOR FACTS	5	18. IS OBSERVANT
5	9. GETS THINGS DONE	5	19. THINKS CLEARLY
4	10. CAN Cope WITH EMERGENCIES	5	20. EMPLOYED AND AVAILABLE WITHIN ALLOCABLE TIME LIMITS
		4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
		4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
		5	23. IS THOUGHTFUL OF OTHERS
		5	24. BARES WELL UNDER PRESSURE
		4	25. DISPLAYS JUDGMENT
		5	26. IS SECURITY CONSCIOUS
		5	27. IS VERSATILE
		4	28. HAS CRITICAL AS CONSTRUCTIVE
		5	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
		5	30. DOES NOT DISPLAY STRESS AND CONTINUOUS SUPERLATIVE

SECRET

SECRET

(When Filled In)

FITNESS REPORT

The Fitness Report is an important factor in agency personnel management. It provides:

1. The agency selection board with information of value when considering the promotion of an individual for membership in the career service; and
2. A periodic record of job performance as an aid to the effective utilization of personnel.

INSTRUCTIONS

TO THE ADMINISTRATIVE OR PERSONNEL OFFICER: Consult current administrative instructions regarding the initiation and transmittal of this report.

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

A. NEXT due DATE - 22 AUG 56

Posted Per. 898 10/21/55

1976

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

SECTION I (To be filled in by Administrative Officer)

1. NAME (Last)	(First)	(Middle)	2. DATE OF BIRTH	3. SEX	4. CAREER DESIGNATION
McGOWAN	JAMES	H. JR.	26 Jan. 1924	M	5D:53
5. DATE OF ENTRANCE ON DUTY	6. OFFICE ASSIGNED TO		7. DIVISION		8. BRANCH
22 August 1951	Security		Security Research Staff		
9. NATURE OF ASSIGNMENT	10. IF FIELD, SPECIFY STATION:		11. GRADE		
<input checked="" type="checkbox"/> DEPARTMENTAL <input type="checkbox"/> FIELD			GS-13		
12. DATE THAT THIS REPORT IS DUE	13. PERIOD COVERED BY THIS REPORT (Inclusive dates)				
31 August 1955	22 August 1954 to 22 August 1955				

SECTION II (To be filled in by Supervisor)

1. CURRENT POSITION	2. DATE ASSUMED RESPONSIBILITY FOR POSITION
1876-24 Chief, External Branch, Security Research Staff	1 January 1955
3. WHAT SPECIFIC ASSIGNMENTS OR TASKS ARE TYPICAL OF THOSE GIVEN TO HIM DURING THE PAST THREE TO SIX MONTHS (List in order of frequency):	

As Chief, External Branch (CI), planned and directed sensitive CI investigations; coordinated action with other Government investigative services; analyzed results of investigations, conducted and directed detailed research on CI problems; conducted interrogations and interviews on all phases of CI activity; wrote detailed reports on CI cases; supervised activities of SRS employees assigned to External Branch.

READ THE ENTIRE FORM BEFORE ATTEMPTING TO COMPLETE ANY ITEM

SECTION III

I certify that, during the latter half of the period covered by this report, I have discussed with the rated individual the manner in which he has performed his job and provided suggestions and criticisms wherever needed. I believe that his understanding of my evaluation of his performance is consistent with my evaluation of him as evidenced by this fitness report and I have informed him of his strengths, weaknesses, and on-the-job effectiveness. If performance during the report period has been unsatisfactory, there is attached a copy of the memorandum notifying him of unsatisfactory performance.

This report ☒ has ☐ has not been shown to the individual rated.

THIS DATE	SIGNATURE OF RATER (Employee's immediate supervisor)
9/28/55	Harlan A. Westfall
I HAVE RECEIVED THIS REPORT (Comments, if any, are reflected by attached memorandum)	
THIS DATE	SIGNATURE OF OFFICIAL (Official next higher in line of authority)
9-28-55	Paul J. Shynon

FORM NO. 45 REPLACES FORM 37-52, 1 MAY 54
1 OCT 54 WHICH MAY BE USED.

SECRET

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SECRET
(When Filled In)

SECTION IV

This section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but requires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

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

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

SECRET

10000 filled in

SECRET

SECRET
(When Filled In)

1. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OVERWEIGHS ALL OTHER CONSIDERATIONS

None

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

3. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

Employee has expressed desire to study Russian

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

SECTION VI

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

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

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

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

C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the agency.

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

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

- ☐ 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
- ☐ 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
- ☐ 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
- ☐ 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
- ☐ 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
- ☒ 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

D. DIRECTIONS: Consider everything you know about this person in making your rating. Skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.

- ☐ 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
- ☐ 2. OF DOUBTFUL SUITABILITY... WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
- ☐ 3. A BARELY ACCEPTABLE EMPLOYEE... DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
- ☐ 4. A TYPICAL EMPLOYEE... HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I ENCU IN THE AGENCY.
- ☐ 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING ATTRIBUTES.
- ☒ 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE AGENCY.
- ☐ 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE AGENCY.

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SECURITY INFORMATION

PERSONNEL EVALUATION REPORT

Items 1 through 6 will be completed by Administrative or Personnel Officer.

1. NAME (Last)	First	Middle	2. GRADE	3. POSITION TITLE
McCord	James	W.	GS-13	Security Officer CD-SE
4. OFFICE	STAFF OR DIVISION	BRANCH	<input checked="" type="checkbox"/> DEPT.	IF FIELD, SPECIFY STATION
Security	Office of Chief		<input type="checkbox"/> FIELD	
5. PERIOD COVERED BY REPORT From To		6. TYPE OF REPORT		
22 Aug. 1953 21 Aug. 1954		<input type="checkbox"/> Initial <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Reassignment <input type="checkbox"/> Reassignment of Supervisor		

Items 7 through 10 will be completed by the person evaluated.

7. LIST YOUR MAJOR DUTIES IN APPROXIMATE ORDER OF IMPORTANCE, WITH A BRIEF DESCRIPTION OF EACH. OMIT MINOR DUTIES.

To handle certain special assignments and conduct certain sensitive research for the Security Office, CIA. Research in many cases of such high sensitivity that the conduct of same must be limited.

8. LIST COURSES OF INSTRUCTION COMPLETED DURING REPORT PERIOD.

Name of Course	Location	Length of Course	Date Completed
none			

9. IN WHAT TYPE OF WORK ARE YOU PRIMARILY INTERESTED?

Same as my present assignments

IF DIFFERENT FROM YOUR PRESENT JOB, EXPLAIN YOUR QUALIFICATIONS (APTITUDE, KNOWLEDGE, SKILLS).

10

22 July 1954

James W. McCord Jr.

Items 11 through 13 will be completed by Supervisor.

11. BRIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE MAJOR DUTIES LISTED UNDER ITEM 7 ABOVE.

Mr. McCord has performed the above duties in an excellent manner. He has an unusual ability to develop information thru both research and investigation and in this instance has produced results which have been of great value to high authorities of this Agency.

SECRET
SECURITY INFORMATION

12. IN WHAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT JOB MOST NOTICEABLY GOOD OR OUTSTANDING?	
In his "knack" for developing information from research and investigation, and in his utmost discretion in sensitive assignments.	
13. ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF IMPROVEMENT?	
None noted.	
14. COMMENT ON THIS PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN THE FUTURE.	
Yes, he has definite promise of future increased responsibilities.	
15. ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate reassignment, if possible.)	
Not at this time.	
16. WHAT TRAINING OR ROTATION DO YOU RECOMMEND FOR THIS PERSON?	
None at this time. Will consider for Phase II Operations Course when work load permits.	
17. IF PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM NOTIFYING THIS PERSON OF UNSATISFACTORY PERFORMANCE. NOT APPLICABLE.	
18. THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING COMMENT ON ITEMS 7, 8 AND 9, ARE SHOWN BELOW UNDER ITEM 20.	
11 Oct 1954 DATE	<i>Edgar Edwards</i> SIGNATURE OF SUPERVISOR
19. I HAVE REVIEWED THE ABOVE REPORT. (Comments, if any, are shown in Item 20.)	
20 Jan 55 DATE	<i>M. W. H.</i> SIGNATURE OF REVIEWING OFFICIAL
20. COMMENTS: (If necessary, may be continued on reverse side of cover sheet.)	

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SECURITY INFORMATION

20. COMMENTS (Continued):

INSTRUCTIONS

1. Instruction to the Administrative or Personnel Officer

Consult current Administrative Instructions regarding the initiation and transmittal of this report.

2. Instruction to the person evaluated

Since this evaluation will become an important part of your record, you will want to give to it as much care and attention as you would like to have it receive from your Supervisor and the Reviewing Official. With respect to Items 8 and 9, you should include courses of instruction or assignments, either within or outside of the Agency, which you consider pertinent to your career development.

3. Instruction to the Supervisor and the Reviewing Official

a. As the supervisor who assigns, directs and reviews the work of others, you bear primary responsibility for planning and fostering the development of each person under your supervision, commensurate with his capacity, aptitude, knowledge and skills. As an alert supervisor, you judge the people working with you on a job-by-job and day-by-day basis and use this information in carrying out your supervisory responsibilities. Although evaluation is a continuous process, it is necessary periodically to record your observations and recommendations for appropriate action. In preparing the report you should consider the individual's capabilities for further development in his present assignment and his potentialities for more effective utilization in other positions, including work of a more responsible and difficult nature.

b. The following traits are generally regarded as having some bearing on a person's performance and development. Although you are not asked for specific ratings, do not hesitate to refer to these or similar traits in your comments, which should be terse and precise.

COOPERATION
DEPENDABILITY

ACCURACY

SECURITY CONSCIOUSNESS

INITIATIVE

RESOURCEFULNESS

STABILITY UNDER PRESSURE

ABILITY TO OBTAIN RESULTS

JUDGMENT

LEADERSHIP

c. In fairness to the individual and in the interest of the Agency, the importance of carefully prepared and accurate Personnel Evaluation Reports can not be overstressed. The following basic principles of evaluation should be kept in mind:

(1) Base your judgment on

- (a) what you have observed the individual do or fail to do.
- (b) Typical performance as well as critical incidents.
- (c) Examples relevant to the duties under consideration.

(2) Different standards prevail in different assignments. Every effort should be made to arrive at a just estimate of the qualities of the individual as demonstrated during the report period. Avoid exaggerations. They detract from the value of the report and are unfair to others.

(3) BIASED OPINIONS, BASED ON PERSONAL LIKES AND DISLIKES MUST BE SCRUPULOUSLY AVOIDED. IT SHOULD BE BORN IN MIND THAT THE PREPARATION OF EVALUATION REPORTS IS AN IMPORTANT RESPONSIBILITY OF ALL SUPERVISORS AND THEIR CAREFUL PREPARATION IS AN INDICATION OF THE SUPERVISOR'S OWN ABILITY AND QUALIFICATION FOR THE POSITION HE HOLDS.

4. A FRANK DISCUSSION BETWEEN SUPERVISOR AND INDIVIDUAL CONCERNING THIS REPORT IS NECESSARY IN ORDER TO ASSIST IN THE DEVELOPMENT AND BEST USE OF EACH INDIVIDUAL'S CAPABILITIES.

THIS PORTION TO BE DETACHED ONLY BY AUTHORIZED OFFICIAL

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SECURITY INFORMATION

ITEMS 1 THROUGH 6 WILL BE COMPLETED BY TRANSACTIONS AND RECORDS BRANCH WHEN ACTION IS INITIATED IN PERSONNEL DIVISION					
ROUTING AND ACTION SLIP FOR PERSONNEL EVALUATION REPORT					DATE 15 July 1954
1. NAME McCord, James W.	2. GRADE GS-13	3. POSITION TITLE Security Officer CD-32			
4. OFFICE Security	5. STAFF OR DIVISION Office of Chief	6. BRANCH	<input checked="" type="checkbox"/> DEPT.	<input type="checkbox"/> FIELD, SPECIFIC STATION	
7. PERIOD COVERED BY REPORT From 22 August 1953 To 21 August 1954		8. TYPE OF REPORT <input type="checkbox"/> Initial <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Reassignment <input type="checkbox"/> Reassignment of Supervisor			
9. DATE REPORT DUE IN PERSONNEL OFFICE 21 September 1954			10. AUTHENTICATION (SEE BRANCH)		

ROUTING AND ACTION			
REQUIRED ACTION	PERSON TO TAKE ACTION	DATE ACTION COMPLETED	INITIALS
9. a. Obtain two copies of CIA Form 37-151. b. Enter data in Items 1 through 6, above, in corresponding spaces of PER forms. c. Attach this action form and pamphlet "Your Evaluation Report" to PER forms. d. Deliver forms to immediate supervisor of person to be evaluated.	Evaluations Officer		
10. a. Deliver forms to person to be evaluated. b. Offer advice and assistance.	Supervisor		
11. a. Complete Items 7 through 10. b. Deliver forms to supervisor. ✓	Person to be Evaluated	10 Aug 54	June 9.
12. a. Complete Items 11 through 17. b. Attach warning memo, if required. c. Deliver forms to reviewing official (supervisor next in line).	Supervisor		
13. a. Review the evaluation. b. Discuss complete evaluation and recommendations with supervisor. c. Record additional comments on forms. d. Sign forms in Item 19. e. Deliver forms to supervisor.	Reviewing Official	1/30/55	John
14. a. Discuss all aspects of evaluation with person being evaluated. (Explain right of appeal, if warning memo is prepared.) b. Sign forms in Item 19. c. Deliver forms to Evaluations Officer.	Supervisor		
15. a. Deliver original copy of evaluation form to Transactions and Records Branch, Personnel Division. b. Retain the carbon copy for use of operating office and Office Career Service Board. c. Retach instruction sheet of Form 37-151 if Item 20 (continued) is used.	Evaluations Officer		

FORM NO. 37-151A
SEP 1953

SECRET

SECRET
(When Filled In)

last seen 2/6

RECOMMENDATION FOR HONOR OR MERIT AWARD (Submit in triplicate - see HR 20-37)				
SECTION A PERSONAL DATA				
1. EMP. NO. 058124	2. NAME OF PERSON RECOMMENDED (Last, First, Middle) McCord, James Walter, Jr.	3. POSITION TITLE Physical Sec. Off.	4. GRADE GS-15	5. DO SS
6. OFFICE OF ASSIGNMENT OS/Phys. Sec. Div.	7. DESIG. (Last-First) 6821	8. STATION <input checked="" type="checkbox"/> HEADQUARTERS <input type="checkbox"/> FIELD (Specify location)		
9. HOME ADDRESS (No., St., City, State, ZIP Code) 7 Winder Court, Rockville, Md. 20850		10. HOME PHONE 762-7678	11. CITIZENSHIP AND HOW ACQUIRED U. S. A. - Birth	
12. RECOMMENDED AWARD Certificate of Distinction		13. IF RETIRING, DATE OF RETIREMENT 31 August 1970	14. POSTHUMOUS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
15. NAME OF NEXT OF KIN Marjorie Lee McCord	16. RELATIONSHIP Wife	17. HOME ADDRESS (No., St., City, State, ZIP Code) Same	18. HOME PHONE Same	
SECTION B RECOMMENDATION FOR AWARD FOR HEROIC ACTION OR ACCEPTANCE OF HAZARD				
19. WERE YOU AN EYEWITNESS TO THE ACT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO				
PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD:				
20. FULL NAME	21. ORGN. TITLE	22. GRADE	23. OFFICE OF ASSIGNMENT	
LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT:				
24. FULL NAME	25. AWARD RECOMMENDED			
CONDITIONS UNDER WHICH ACT WAS PERFORMED:				
26. LOCATION	27. INCLUSIVE DATES	28. TIME OF DAY		
29. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED				
30. DATES FOR WHICH AWARD RECOMMENDED	31. ASSIGNMENT COMPLETED <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	32. NOW IN SAME OR RELATED ASSIGNMENT <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		
SECTION C RECOMMENDATION FOR AWARD FOR ACHIEVEMENT, SERVICE, OR PERFORMANCE				
33. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO				
34. OFFICIAL ASSIGNMENT OF PERSON RECOMMENDED AT TIME OF SERVICE OR PERFORMANCE Chief, Physical Security Division, PTOs, OS				
35. COMPONENT OR STATION (Designation and location) Headquarters				
36. DUTIES AND RESPONSIBILITIES OF ASSIGNED POSITION To plan and direct an Agency-wide physical security program for protecting Agency installations against unauthorized physical penetration and Agency information and material against loss, compromise or disclosure.				
37. INCLUSIVE DATES FOR WHICH RECOMMENDED	38. ASSIGNMENT COMPLETED <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	39. NOW IN SAME OR RELATED ASSIGNMENT <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		
PERSONNEL WHO ASSISTED OR CONTRIBUTED SUBSTANTIALLY TO THE SERVICE OR PERFORMANCE:				
40. FULL NAME	41. ORGN. TITLE	42. GRADE	43. OFFICE OF ASSIGNMENT	
LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN THE PERFORMANCE:				
44. FULL NAME	45. DATE OF AWARD			

SECRET

(When Filled In)

SECTION D		NARRATIVE DESCRIPTION	
<p>Award for Meritorious Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding and if it was more than normally expected. Explain, why, and how. If an aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Indicate results of the act. Enclose unclassified citation.</p> <p>Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of assignment and relief). What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other persons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation. Enclose unclassified citation.</p>			
<p>When he retires 31 August 1970, Mr. James W. McCord, Jr., will have completed 25 years of Government service, 15 years of which were with the CIA in a variety of assignments covering the investigative, counter-intelligence, overseas security support, audio countermeasures and physical security fields within the Security Career Service.</p> <p>During his early years of employment when assigned to the San Francisco Field Office, Office of Security, August 1951 to May 1953, Mr. McCord assisted in the covert entry and processing through customs of operational personnel from the Far East areas and performed safehouse duties and related tasks designed to ensure the protection and cover of such personnel.</p> <p>When serving with the Security Research Staff, 1955 to 1962, Mr. McCord worked in direct support of Agency activities abroad of a specialized nature exploiting highly sensitive intelligence source material resulting in the reconstruction of Soviet espionage networks and resolving operational and security leads affecting both the British and United States Governments. The identities, composition and operations of Soviet intelligence services in Europe prior to 1950 and dating back into the 1930's, were reconstructed. Between 1955 and 1960, Mr. McCord was involved in contacting, developing and debriefing these identified and available</p>			
<p><input checked="" type="checkbox"/> CONTINUED ON ATTACHED SHEET</p>			
<p>46. ENCLOSURES (List individually) IF ORIGINATOR IS NOT AN EYEWITNESS OR DOES NOT HAVE PERSONAL KNOWLEDGE OF THE ACT OR PERFORMANCE, ATTACH AFFIDAVITS OF EYEWITNESS OR INDIVIDUALS HAVING PERSONAL KNOWLEDGE OF THE FACTS.</p> <p>1. PROPOSED CITATION</p> <p>2.</p> <p>3.</p>			
<p>47. RECOMMENDATION INITIATED BY</p> <p>James P. O'Connell</p>		<p>48. TITLE AND SIGNATURE OF EMPLOYEE MAKING RECOMMENDATION</p> <p><i>James P. O'Connell</i> Deputy Director of Security (PTOS)</p>	
<p>49. DATE</p> <p>4 July 1970</p>			
SECTION E RECOMMENDATION FORWARDED THROUGH OFFICIALS CONCERNED FOR THEIR INFORMATION			
<p>50. HEAD OF <u>SS</u> (CAREER SERVICE) (Career service of origin)</p>		<p>TITLE AND SIGNATURE</p> <p>Director of Security</p>	
<p>51. DEPUTY DIRECTOR OF CAREER SERVICE</p>		<p>TITLE AND SIGNATURE</p> <p>Deputy Director for Support</p>	
<p>52. DEPUTY DIRECTOR OF OPERATING COMPONENT</p>		<p>TITLE AND SIGNATURE</p>	

SECRET

SECRET**Section D-Continued--James Walter McCord, Jr.**

former Soviet intelligence personalities. This activity led to close liaison with British and other Western intelligence representatives involving numerous trips to Europe. This liaison activity with representatives of the British MI-5 established a direct channel of communications resulting in a continuous exchange of leads and a flow of operational data over the years of benefit to the Agency.

During the period of his work with the Security Research Staff, in which he served as Deputy Chief from May 1957, Mr. McCord was the Agency's case officer in a number of double agent cases involving Agency staff employees who had been contacted and were being developed for recruitment by the Soviet intelligence service.

From 1962 to 1964, Mr. McCord served overseas as Chief of the Regional Security Support Staff located at Frankfurt, Germany with responsibility for the overall personnel and physical security and audio countermeasures programs applicable to the Stations and Bases of the European area. This assignment was followed by attendance at the Air War College, August 1964 to June 1965.

For the past five years, Mr. McCord has held two vital line positions with world-wide responsibilities involving the Agency's audio countermeasures and physical security programs.

As Chief of the Technical Division from 23 July 1965 to 10 October 1968, Mr. McCord supervised a technical operation with considerable skill. Although not an engineer by training, he spanned a difficult gap between the administrative and technical demands of his responsibilities, guiding the development of useful and esoteric equipment in the counter-audio field to a point where the Agency became the recognized leader among Government departments in this area of activity. This leadership is evidenced by the

SECRET

SECRET

Section D Continued - James Walter McCord, Jr.

establishment of an Inter-Agency Technical Training Center under the Executive Agency of the Technical Division for the Technical Surveillance Countermeasures Committee of the United States Intelligence Board. Much of Mr. McCord's ideas, talents, and imagination went into the creation of this training activity which commenced operations about the time of his reassignment to the Physical Security Division.

Mr. McCord participated with two subordinate employees in the development of x-ray equipment for use by the Technical Division in detecting and locating hostile audio devices implanted in office appurtenances and walls of Agency occupied facilities. The responsibility for ensuring that appropriate protective methods for the safe use of this equipment was also associated with this development. The significance of this achievement was recognized by the Agency when Mr. McCord and his participating colleagues were awarded Certificates of Merit with Distinction in October 1966.

In his current position as Chief, Physical Security Division, Mr. McCord demonstrated his ability to quickly assimilate the necessary details of a field in which he had relatively little experience. He showed initiative in seeking out new ways and means to harden the security of the Agency's domestic and overseas facilities by tapping all possible technological resources, both in and out of Government, to produce for the Agency a posture in the physical security field which is the equal of, if not superior to, those of other elements of the United States Government. Illustrative of this effort is the expansion and improvement of the Agency's Security Command Center relating to the protection of Agency assets in time of demonstrations, riots and civil disturbances.

Throughout his Agency career, Mr. McCord has engaged his curious and inventive mind to search out even better ways to solve problems within his area of responsibility. As a result, his

SECRET

SECRET**Section D Continued - James Walter McCord, Jr.**

Agency career is a record of sustained superior performance of duty of high value. The value of his exemplary performance over the years has often been recognized and commended by senior officials of the Agency. It is on this basis that Mr. McCord is nominated for the Certificate of Distinction upon the occasion of his retirement.

SECRET

Mr. James W. McCord, Jr.
Certificate of Distinction

CITATION

**Mr. James W. McCord, Jr. is hereby awarded the
Central Intelligence Agency's Certificate of Distinction.**

**During his nineteen years of Agency service, both
domestic and foreign, Mr. McCord displayed remarkable
imagination, ingenuity and effectiveness in the performance
of his assigned tasks. His sustained superior performance of
duty of high value over the years leaves a marked contribution
to the overall mission of the Office of Security and the Agency,
particularly in the areas of physical and technical security.**

CONFIDENTIAL

DD/S 69-4658

MEMORANDUM FOR: Director of Security

SUBJECT : Commendation

1. The Committee on the Security of Headquarters Building in a series of twelve meetings between May and August 1969 conducted a detailed study and analysis of each facet of security of the Headquarters Building. I know that considerable time and effort were given to preparation of the detailed briefings, supplemental studies and reports, contributions to the formal report and implementation of the recommended corrective measures. I am appreciative of the efforts and contribution made by your staff to this important piece of business. Although I am sure that many of your staff have worked on this project, my attention has been drawn particularly to these officers:

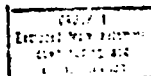
Buckley, Robert
Carrico, H. Clifton
Elliott, Robert N.
Farrell, Francis M.
Fennessey, Robert E.
Geiss, Ernal P.
Good, Charles B.
Green, James P.
Griffin, Robert B.
Hayes, Robert J.
Herlihy, John F.

Kane, Edward J.
King, Joseph F.
Mantoni, Rudolfo
McCord, James W., Jr.
McGinn, John B.
O'Connell, James P.
Parr, Laurence
Petit, Alan F.
Sullivan, Arthur H.
Todd, Orin H.

2. I would appreciate it if you would pass this commendation on to the individuals concerned. Copies of this commendation have been forwarded to the Office of Personnel for inclusion in the Official Personnel File of each of the above officers.

R. L. Bannerman
Deputy Director
for Support

CONFIDENTIAL



REQUEST AND AUTHORIZATION FOR ACTIVE DUTY TRAINING, ACTIVE DUTY TOUR															
TO: HQ COMD USAF (PRP)		FROM: HQ COMD (PRP-A)													
1. <input checked="" type="checkbox"/> BY DIRECTION OF THE PRESIDENT <input type="checkbox"/> BY ORDER OF THE SECRETARY OF THE AIR FORCE															
2. GRADE, LAST NAME, FIRST, MIDDLE INITIAL, AFSC, SSAN: 453-22-4741		3. PAYSC													
MAJOR MCCORD, JAMES W.		FV2099263 8054													
4. PRESENT ADDRESS 7 Winder Court Rockville, Maryland 20850		5. ON-FLYING STATUS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO													
		6. AERO RATING Acft Obsr													
7. IS ORDERED TO ACTIVE DUTY FOR 13 DAYS PLUS REQUIRED TRAVEL TIME															
8. PURPOSE (Type) <input checked="" type="checkbox"/> ANNUAL TOUR <input type="checkbox"/> SCHOOL TOUR <input type="checkbox"/> SPECIAL TOUR OF ACUTRA <input type="checkbox"/> SPECIAL TOUR OF AD TITLE (Indicate specific school course or special tour title)															
9. RESERVE ASSIGNMENT Hq USAF (AFESS-FE) Washington, DC		10. UNIT OF ATTACHMENT													
11. INDIVIDUAL WILL REPORT TO Registrar, Defense Intelligence School U.S. Naval Station, Anacostia Annex (Bldg T-5) Washington, DC 20390		<table border="1"> <thead> <tr> <th>HOUR</th> <th>DAY</th> <th>MONTH</th> <th>YEAR</th> </tr> </thead> <tbody> <tr> <td>NET 1300 NET 1600</td> <td>*8</td> <td>Jun</td> <td>69</td> </tr> <tr> <td></td> <td>21</td> <td>Jun</td> <td>69</td> </tr> </tbody> </table>		HOUR	DAY	MONTH	YEAR	NET 1300 NET 1600	*8	Jun	69		21	Jun	69
HOUR	DAY	MONTH	YEAR												
NET 1300 NET 1600	*8	Jun	69												
	21	Jun	69												
12. INDIVIDUAL WILL BE RELEASED FROM ORGANIZATION ATTACHED/ ASSIGNED FOR ACTIVE DUTY TRAINING ON															
13. INDIVIDUAL <input checked="" type="checkbox"/> IS NOT AUTHORIZED TO PARTICIPATE IN FLYING ACTIVITIES DURING THE PERIOD OF ACTIVE DUTY COVERED BY THIS ORDER.		14. AUTHORITY - AFM 35-3													
15. INDIVIDUAL WILL PROCEED FROM PRESENT ADDRESS IN SUFFICIENT TIME TO COMPLY WITH REPORTING TIME AND DATE.															
16. MODES OF TRANSPORTATION <input type="checkbox"/> AUTHORIZED <input type="checkbox"/> DIRECTED															
<input type="checkbox"/> MILITARY AIRCRAFT		COMMERCIAL <input type="checkbox"/> AIRCRAFT <input type="checkbox"/> RAIL <input type="checkbox"/> BUS													
17. TDY, TDN, PAY, ALLOWANCES, AND TRAVEL CHARGEABLE TO: PAY & ALWS: 5793700 509 4261 P723.01 S594700															
18. REMARKS TRAVEL & PER DIEM: 5793700 509 6262 P723.07 40861 40961 S668100 Training Category - D Pay Group - D Security Clearance - TOP SECRET Member and dependents authorized Commissary Privileges IAW Para 1a, AFR 145-15. IAW Para M4201-14, JTR, member will incur no additional subsistence expenses. *Students reporting after 1600 hours, 8 Jun 69, should contact the school Duty Officer at OX 8-2455.															
19. DATE 29 May 69	21. APPROVING OFFICIAL (Typed Name and Grade) E. E. THAYER, ASST DIRECTOR FOR ADMIN		22. SIGNATURE E. E. Thayer												
23. DESIGNATION AND LOCATION OF HEADQUARTERS DEPARTMENT OF THE AIR FORCE HEADQUARTERS, HEADQUARTERS COMMAND USAF BOLLING AIR FORCE BASE, DC 20332	24. RESERVE ORDER NO. A-961		25. DATE 29 May 69												
27. DISTRIBUTION 10 - Individual 1 - Indiv Pers Rec 2 - Unit of Asgmt 2 - Unit of Atch 2 - ARPC, 3800 York St, Denver Colo. 80205 2 - Hq AFRES (CAFO) Dobbins AFB, Ga. 30080 2 - Hq AFRES () Robins AFB, Ga. 31093 2 - Records Sec		26. SIGNATURE OF THE COMMANDER A. L. NEWSOM, Colonel, USAF Director, Reserve Personnel													

SECRET

9 OCT 1968

MEMORANDUM FOR: Director of Security**SUBJECT : Notification of Approval of
Quality Step Increase -
James McCord**

1. I am pleased to send to you the attached official notification of the approval of a second Quality Step Increase to be awarded to this employee. The previous award was effective 28 August 1966.

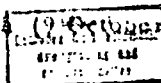
2. May I again ask that you arrange an appropriate ceremony for the presentation of this Quality Step Increase which is in recognition of his continuing excellent performance.

for Robert S. Wattles
Director of Personnel

Distribution:

Orig & 1 - Addressee
1 - OPE - McCORD
1 - D/Pers Chrono
1 - C/PD

OP/DD/Pers/R&P/PD/JJCaldwell:s (9 OCT 1968) 1968)

SECRET

SECRET

4 October 1968

MEMORANDUM FOR: Director of Personnel

ATTENTION : Chief, Placement Division

SUBJECT : McCORD, James W., Jr. #058124
Quality Step Increase

The Deputy Director of Security for Physical, Technical, and Overseas Security has recommended, with the concurrence of the Director of Security, that Mr. James W. McCord, Jr. be granted a Quality Step Increase. The original recommendation from Mr. McCord's supervisor is attached for your consideration.

Edward K. O'Malley
Edward K. O'Malley
Secretary
Security Career Service Board

Attachment

John J. Caldwell
John J. Caldwell
for Director of Personnel

SECRET

SECRET

A OCT 1965

MEMORANDUM FOR: Chairman, OS Career Board

SUBJECT : Quality Step Increase for
Mr. James W. McCord, Jr.

1. Mr. McCord has served as Chief of the Technical Division since 23 July 1965. Through his leadership and fine management of the Division, he and his engineers have developed several new and valuable techniques in the audio countermeasures field. The cost of research and development in these techniques was at a minimum and saved the Government much time and money in increasing the state of the art in audio countermeasures.

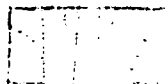
2. Mr. McCord supervises his Division in a vigorous manner and instills enthusiasm and esprit de corps within his organization--a difficult task because of the extensive amount of world-wide travel demanded from his subordinates.

3. Through the efforts of Mr. McCord the establishment of an Interagency Training Center for audio countermeasures is proceeding in an orderly basis, and the first courses offered to technical personnel in the intelligence community will begin this fall. The Technical Division, PTOS, serves as the Executive Agent for the operation of such school for the Community.

4. In view of Mr. McCord's sustained high level of performance of duties and the outstanding achievement in the research and development of new hardware and techniques in the audio countermeasures field, it is recommended that Mr. McCord be awarded a Quality Step Increase.

James P. O'Connell
James P. O'Connell
Deputy Director of Security (PTOS)

SECRET



**ELECTION, DECLINATION, OR WAIVER
OF LIFE INSURANCE COVERAGE**
—FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM—

**IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL**

TO COMPLETE THIS FORM—

1

FOLLOW THESE GENERAL INSTRUCTIONS:

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

2

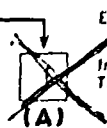
FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
McCord	James	W	1/26/34	453 22 7771
EMPLOYING DEPARTMENT OR AGENCY			LOCATION (City State ZIP Code)	
[REDACTED]			[REDACTED]	

3

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

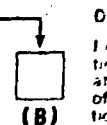
Mark here
if you
WANT BOTH
optional and
regular
insurance



ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

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

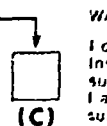
Mark here
if you
DO NOT WANT
OPTIONAL but
do want
regular
insurance



DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

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

Mark here
if you
WANT NEITHER
regular nor
optional
insurance



WAIVER OF LIFE INSURANCE COVERAGE

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

4

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

SIGNATURE (do not print)

James W. McCord

DATE

13 February, 1968

FOR EMPLOYING OFFICE USE ONLY

(Official receiving date stamp)

RECEIVED
OFFICE OF PERSONNEL
FEB 13 11 04 AM '68

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM No. 176-2
JANUARY 1965
(For use only until April 15, 1968)
176-101

CONFIDENTIAL
(When Filled In)

MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20- , Employee Conduct, dated 29 August 1961, and the information brochure for PCS returnees, dated ~~August 1960~~ May 1964

James W Mc Cord
Signature

JAMES W MC CORD

10 July 64
Date

CONFIDENTIAL
(When Filled In)

CONFIDENTIAL

(When filled in)

TRAINING REPORT**MANAGERIAL GRID SEMINAR (50 hours) - DATES: 23-28 April 1967**

Student : James W. McCord, Jr. Office : OS

Year of Birth: 1924

Service Designation: SS

Grade : 15

No. of Students : 46

EOD Date : August 1951

COURSE OBJECTIVES AND METHOD

Course objectives are to aid participants to: learn the managerial theories contained in the Grid; understand their personal managerial styles in Grid terms; evaluate convictions about managerial values; develop team action skills; increase candidness of communication; strengthen the use of critique for problem-solving and learning; and acquire an appreciation of Organization Culture and Development.

The method of learning offers a challenge to all participants regardless of level or experience. A Grid Seminar is not "taught" in the usual sense. In Grid teams, participants solve complex management problems. Objective solutions are made available. Individual and team performance is repeatedly assessed. Various measuring instruments are used to evaluate effectiveness.

Critique sessions assist each participant to understand how he might change his own behavior to increase his problem-solving effectiveness. Thus managers are not told the best way to manage, but they learn by convincing themselves.

About twenty to thirty hours of study are completed as prework. Insights gained are deepened and personalized during the intensive 50-hour Seminar.

ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING:

Chief Instructor

Date

CONFIDENTIAL

(When filled in)

7 MAR 1967

MEMORANDUM FOR: Deputy Director of Security for Physical,
Technical & Overseas Security

ATTENTION : Chief, Technical Security Division

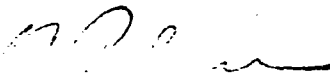
SUBJECT : Security Presentation - Support Course

1. The Office of Security presentation at the Warrenton Training Center on 2 March 1967 was extraordinarily well received. Colonel Winters, Commanding Officer, WTC, has informed me of a number of superlative comments by those in attendance.

2. I want to express my appreciation to Messrs. James McCord, Alan Petit, and Carroll Melkerson for their most effective presentation on audio countermeasures. It was a highlight of the program and contributed immeasurably to its success.

3. I'd like to express a special word of thanks to Mr. William Herron, for his splendid support in preparing visual aids for the program on extremely short notice. I am aware that Bill worked long hours over the preceding weekend and virtually all night on one occasion in order to ensure the success of this program, while fulfilling heavy commitments to get audio countermeasures teams into the field.

4. I can be justifiably proud of the success of the presentation, and attribute this success in large part to the extraordinary team effort by the Office of Security components involved. Please extend my personal commendation to Messrs. McCord, Petit, Melkerson, and Herron and advise them that a copy of this memorandum will be placed in their Official Personnel Files.


Howard J. Osborn
Director of Security

cc: Official Personnel Files

OFFICE OF THE DIRECTOR

TREASURY DEPARTMENT
UNITED STATES SECRET SERVICE

WASHINGTON, D.C. 20226

January 3, 1967

The Honorable
Richard Helms
Director, Central Intelligence
Agency
Washington, D. C.

Dear Dick:

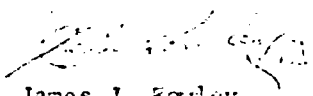
I wish to express my appreciation for the valuable assistance provided by your agency during the recent tour of President Johnson to Southeast Asia. Your response to our request for technical assistance was most gratifying.

I would particularly like to commend to you Mr. Howard J. Osborn, Director, Office of Security, Mr. James McCord, Chief, Technical Security Division, and Mr. Arthur Sheridan, Regional Security Office, Far East, for their cooperation. Their dedication to duty and extensive knowledge and experience in technical support greatly contributed to the success of our mission.

Messrs. Robert Prouty and William Flannery of Mr. McCord's office and Mr. Phil Rush of Mr. Sheridan's office also contributed immeasurably to the success of the visit.

Please extend our sincere appreciation to your staff for a job well done.

Sincerely,


James J. Rowley

SECRET

8/15/67

9 JAN 1967

1st Endorsement

TO: Director of Security

It is always a pleasure to see commendations such as this
in recognition of jobs well done.

I would like to add my congratulations and appreciation to
you and all of the members of your staff for your fine efforts which
contributed to the successful completion of the President's trip.

R. L. Bannerman
R. L. Bannerman
Deputy Director
for Support

SECRET

CONFIDENTIAL

(When Filled In)

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

NAME OF EMPLOYEE (Last) (First) (Middle) SOCIAL SECURITY NUMBER

1. RESIDENCE DATA

PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)

6801 E. Bay Ave Springfield Va

PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE HOME LEAVE RESIDENCE

Same

1314 - 28th St

2. MARITAL STATUS (Check one)

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

IF MARRIED, PLACE OF MARRIAGE DATE OF MARRIAGE

Lafayette Tenn

30 May 1948

IF DIVORCED, PLACE OF DIVORCE DECREE DATE OF DECREE

IF WIDOWED, PLACE SPOUSE DIED DATE SPOUSE DIED

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

3. MEMBERS OF FAMILY

NAME OF SPOUSE ADDRESS (No., Street, City, Zone, State) TELEPHONE NO.

Sarah Ruth McCarroll

Same as 1

451-5228

NAMES OF CHILDREN ADDRESS SEX DATE OF BIRTH

Michael Steven McCarroll

Same as 1.

M

April 11, 51

Carol Anne McCarroll

F

Nov 3 53

Nancy Ellen McCarroll

F

28 Nov 55

NAME OF YOUR FATHER (Or male guardian) ADDRESS TELEPHONE NO.

James W. McCarroll Sr.

Box 63 Rockingham Va

NAME OF YOUR MOTHER (Or female guardian) ADDRESS TELEPHONE NO.

Margaret L. McCarroll

Box 63 Rockingham Va

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

Wife

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss) (Last-First-Middle) RELATIONSHIP

Mr. McCarroll, Sarah Ruth

Wife

HOME ADDRESS (No., Street, City, Zone, State) HOME TELEPHONE NUMBER

Same as 1.

451-5228

BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE BUSINESS TELEPHONE EXTENSION

Same as 1.

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

YES ☒ NO ☐

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

YES ☒ NO ☐

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

YES ☒ NO ☐

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

CONTINUE ON REVERSE SIDE

CURRENT RESIDENCE AND DEPENDENCY REPORT

CONFIDENTIAL

(When Filled In)

3.

VOLUNTARY ENTRIES

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

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

Bank of Prime Valleys, Springfield Va - in name of wife only

ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION?

☒ YES ☐ NO

IF YES, DO YOU HAVE A JOINT ACCOUNT?

☒ YES ☐ NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT?

☒ YES ☐ NO. (If "Yes" where is document located?)

Residence

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

☒ YES ☐ NO. (If "Yes" give name(s) and address)

Mr. Dorothy Berry Houston Texas

HAVE YOU EXECUTED A POWER OF ATTORNEY?

☐ YES ☒ NO. (If "Yes", who possess the power of attorney?)

4.

ADDITIONAL DATA AND OR CONTINUATION OF PRECEDING ITEMS

SIGNED AT

DATE

SIGNATURE

2 11 66

Yes. C. W. Bell Jr.

CONFIDENTIAL

23 September 1954

MEMORANDUM FOR: Chief, Technical Division

FROM: ADD/PTOS

SUBJECT: Commendation

1. It is with great personal gratification that I am able to pass along to you the attached letter from Mr. James J. McCord, Director of the United States Secret Service, with its endorsement by the Deputy Director for Support and, indirectly, by the Chairman commending you and members of your Division for the valuable technical support you have provided to the Secret Service over the past year.

2. Please accept my sincere appreciation for the excellent performance that you and your staff consistently turn in. It reflects the excellent credit on this Office and on the Agency. I would appreciate it if you would convey my sentiments, as well as those of Mr. Tolson, Mr. Boardman, and Mr. Belmont to each of your staff members named in Mr. McCord's letter. When you have had a chance to do so, I would appreciate it if you would return the letter to the Administrative and Training Staff so that the requisite acknowledgment may be made to place in your Personnel File.

Harold J. Cushman
Director of Secret Service

McCord, James J. JR.

TREASURY DEPARTMENT
UNITED STATES SECRET SERVICE

September 15, 1950

Director
Central Intelligence Agency
Washington, D.C.

Re: Director, Office of Security/AS

Dear Sir:

During the past year representatives of your Agency's Office of Security assisted the Secret Service in our technical security program. Mr. Howard J. Johnson, Director, Office of Security, has generously furnished us the support of his Technical Security Division headed up by Mr. James M. McConi. In turn Mr. McConi has placed at his time, equipment and manpower to assist the Secret Service in the technical security of the President.

The assistance furnished by Mr. McConi's Division consisted of two special training courses, the loan of electronic equipment, manpower assistance for searches during Presidential and Vice Presidential travel, the loan of engineering manpower for special facilities and tasks, and above all a willingness to assist the Secret Service wherever possible.

Although all of Mr. McConi's Division should be recognized for their professional competence and assistance to the Secret Service, the Division is particularly involved with our problems and merit individual recognition:

Mr. James Johnson
Mr. Nelson
Mr. John Williams
Mr. Alan
Mr. John
Mr. John

CONFIDENTIAL

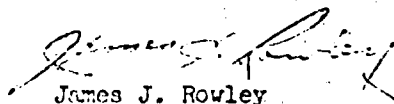
Keep Freedom in Your Future With U.S. Savings Bonds

CONFIDENTIAL

- 2 -

On behalf of the Secret Service I would like to express our deep appreciation for the excellent and dedicated assistance furnished by your Agency over the past year in the technical security area.

Very truly yours,


James J. Rowley
Director

CONFIDENTIAL

SECRET

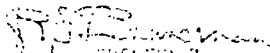
DD/S 65-8075

27 SEP 1965

MEMORANDUM FOR: Director of Security

SUBJECT: Commendation

1. The Director was pleased with the attached letter from Mr. Rowley in which he expressed deep appreciation for the excellent and dedicated assistance rendered to the U. S. Secret Service during the past year. The Director wishes to continue this cooperation and assistance.
2. I appreciate very much this kind of performance which reflects credit upon the Agency and I compliment you and your staff for another job well done.


R. L. McLaughlin
Deputy Director
for Support

201: Letter dtd 15 Sept 65 to DCI re
Mr. Rowley, subj: Appreciation

SECRET

50 AUG 1966

MEMORANDUM FOR: Director of Security

SUBJECT : Notification of Approval of
Quality Step Increase -
James McCord

1. I am pleased to send to you the attached official notification of the approval of the Quality Step Increase which you recommended for this employee.

2. As this award is designed to encourage excellence by recognizing and rewarding the employee, may I ask that you arrange to have this Quality Step Increase presented at an appropriate ceremony.

/s/ Rex E. Greaves

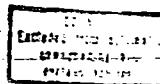
[Signature]
Emmett D. Echols
Director of Personnel

Distribution:

O & 1 - Addressee
2 - OPF - McCORD
1 - D/Pers-Chrono
1 - C/PD

OP/DD/R&P/PD/JJCaldwell:ksd (30 Aug 66)

SECRET



14-00000

SECRET

19 AUG 1966

MEMORANDUM FOR: Director of Personnel

ATTENTION : Chief, Placement Division

SUBJECT : McCORD, James W., Jr. #058124
Quality Step Increase

The Security Career Service Board has recommended, with the subsequent concurrence of the Director of Security, that Mr. James W. McCord, Jr. be granted a Quality Step Increase which would change his salary from GS-15, step 5, at \$19,978 per annum to GS-15, step 6, at \$20,585 per annum. The original recommendation from Mr. McCord's supervisor is attached for your consideration.

Ernest L. Hardt

Ernest L. Hardt
Secretary
Security Career Service Board

Attachment



SECRET

14-00000

SECRET

28 JUN 1966

MEMORANDUM FOR: Director of Security

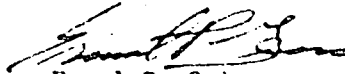
SUBJECT : Quality Step Increase -
James W. McCord, Jr.

1. Mr. James W. McCord, Jr. joined the Central Intelligence Agency, Office of Security, in August 1961.

2. He has served successfully in various capacities in the Office of Security as an Investigator, Deputy Chief, Security Research Staff, Regional Security Officer, Germany, and upon his return from overseas, he attended the Air War College, where his overall performance was rated as outstanding.

3. For the past year, Mr. McCord has been serving as Chief, Technical Division.

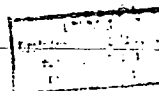
4. Through Mr. McCord's imaginative planning, guidance, and direction, the Technical Division has developed numerous improvements in both instrumentation and techniques which have greatly enhanced the Agency's capability to detect clandestine microphones and other devices targeted against the Agency both domestically and overseas. It is, therefore, recommended that he be granted a Quality Step Increase.



ERMAL P. GEISS
Deputy Director of Security (PTOS)

NO 3 33 AM '66

SECRET



SECRET
(When Filled In)

RECOMMENDATION FOR HONOR OR MERIT AWARD <small>(Submit in duplicate)</small>				DATE 8 JUL 1960	
TO: Secretariat, Honor and Merit Awards Board			FROM: <i>(Appointing official)</i> Director of Security		
Section A Personal Data					
1. NAME OF PERSON RECOMMENDED (Last, First, Middle) McCord, James W., Jr.			2. POSITION/TITLE Elec. Engr.-Audio Supt.		3. GRADE 15
4. OFFICE OF ASSIGNMENT OS/Technical Division			5. STATION 4192		
6. HOME ADDRESS (No., St., City, Zone, State) 6801 Floyd Ave., Springfield, Va.			7. CITIZENSHIP AND HOW ACQUIRED U. S. - Birth		
10. RECOMMENDED AWARD Certificate of Merit			11. POSTHUMOUS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		
12. NAME OF NEXT OF KIN Sarah Ruth McCord		13. RELATIONSHIP Wife		18. HOME PHONE 451-5279	
Section B Recommendation for Award for Heroic Action or Acceptance of Hazard					
16. WERE YOU AN EYEWITNESS TO THE ACT <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO					
Personnel in immediate vicinity or who assisted in act or shared in same hazard:					
17. FULL NAME		18. ORGN. TITLE		19. GRADE	
20. OFFICE OF ASSIGNMENT					
List any of the above persons given an award or recommended for award for participating in act:					
21. FULL NAME		22. TYPE OF AWARD			
Conditions under which act was performed:					
23. LOCATION		24. INCLUSIVE DATES		25. TIME OF DAY	
26. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED					
Section C Recommendation for Award for Achievement, Service, or Performance					
27. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO					
28. OFFICIAL ASSIGNMENT AT TIME OF SERVICE OR PERFORMANCE Chief, Technical Security Division, OS					
29. COMPONENT OR STATION (Designation and location) Headquarters					
30. DUTIES AND RESPONSIBILITIES Supervises the activities of the Technical Security Division, OS					
Personnel who assisted or contributed substantially to the service or performance					
31. FULL NAME		32. ORGN. TITLE		33. GRADE	
MARCY, William M.		Elec. Engr.		GS-10	
PETIT, Alan F.		Elec. Engr.		GS-13	
34. OFFICE OF ASSIGNMENT OS/Technical Division					
List any of the above persons given an award or recommended for award for participating in the performance					
35. FULL NAME		36. TYPE OF AWARD			
MARCY, William M.		Certificate of Merit with Distinction			
PETIT, Alan F.					
37. INCLUSIVE DATES FOR WHICH RECOMMENDED		38. ASSIGNMENT COMPLETED		39. NOW IN SAME OR RELATED ASSIGNMENT	
		<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	

SECRET
(When Filled In)

Section D	Narrative Description	
<p>Award for Heroic Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding, and if it was more than normally expected. Explain, why, and how. If an aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Indicate results of the act.</p> <p>Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of assignment and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other persons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation.</p>		
<p>40. From early December 1965 through May 1966, Messrs. James W. McCord, Jr., Alnn F. Petit, and William M. Marcy of the Technical Division, Office of Security, conceived and developed a unique technique for the use of a small portable X-ray machine which has been placed in extensive use in the Agency's Audio-Countermeasures Program. Experimentation during these months indicated that X-ray combined with a fluoroscopic screen had distinct advantages in terms of time and effort over the considerably more expensive X-ray film and processor. Along with this, they designed an innovation in the form of a fluoroscopic cloth which has the distinct advantage of flexibility over the fluorescent screens currently available on the commercial market.</p> <p>The combination of the X-ray and the fluorescent cloth make it possible to rapidly scan in "real time" large wall surfaces and furnishings, a capability the Agency has not had before.</p> <p>The Technical Division has greatly enhanced the world-wide use of this equipment in that they designed and developed a packaging plan whereby using two attache cases they are able to easily transport the X-ray fluoroscopic equipment, wall racks, and motor units making it possible to inconspicuously carry it into offices, residences, and safehouses.</p> <p>These men have shown initiative, ingenuity and great imagination in the application of fluoroscopic scanning with X-ray.</p> <p>This technique, much of which required many off-duty hours to develop, has greatly enhanced the Agency's capability to detect clandestine microphones and other devices targeted against the Agency both domestically and overseas.</p>		
<p>41. ENCLOSURES (List individually) If originator is not an eyewitness or does not have personal knowledge of the act or performance, attach affidavits of eyewitness or individuals having personal knowledge of the facts.</p> <p>1. PROPOSED CITATION</p> <p>2.</p> <p>3.</p>		
<p>42. RECOMMENDATION INITIATED BY</p> <p align="center">ERMAL P. GEISS</p> <p align="center">Ermal P. Geiss</p>	<p>43. TITLE AND SIGNATURE OF OFFICIAL MAKING RECOMMENDATION</p> <p align="center">Deputy Director of Security (PTOS)</p>	<p>44. DATE</p> <p align="center">22 JUN 1966</p>
<p>Section E Recommendation Forwarded Through Officials Concerned For Their Information</p>		
<p>45. Head of SS Career Service (Career service of nominee)</p>	<p>TITLE AND SIGNATURE</p> <p align="center">Director of Security</p>	<p>DATE</p>
<p>46. Deputy Director of Operating Component</p>	<p>TITLE AND SIGNATURE</p>	<p>DATE</p>
<p>47. Deputy Director of Career Service</p>	<p>TITLE AND SIGNATURE</p> <p align="center">Deputy Director for Support</p>	<p>DATE</p>

SECRET

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

MEMORANDUM FOR: Chief, Transactions & Records Branch/OP

FROM: Chief, External Training Branch/KS/TR

SUBJECT: Completion of External Training 16 AUG 1965

This is to advise you that McCord, James H., Jr. training request # R-12340 attended the following external training program:

COURSE: Air War College Program

INSTITUTION: Air War College

DATE: 7 August 1964-4 June 1965

GRADE: None

FOR THE DIRECTOR OF TRAINING:

Paul D. Shaw

Attachments:

- ☐ Grade Report
- ☐ Certificate of Satisfactory/Successful Completion
- ☐ Certificate of Completion
- ☐ Roster of Participants
- ☒ Training Report by Institution
- ☐ Training Report by Student
- ☐ None
- ☐ Other: _____

GROUP 1
excluded from automatic
downgrading and
declassification

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

AIR WAR COLLEGE
Air University
United States Air Force
Maxwell Air Force Base, Alabama 36112

RECEIVED
ATTN: G-1

AWCA

2 June 1965

SUBJECT:

Training Reports

TO:

Director of Personnel
Central Intelligence Agency
Washington, D. C.

Attached are Training Reports (AF Form 475) for Central Intelligence Agency representatives in the Air War College Class of 1965. These reports are forwarded for your information and appropriate distribution.

FOR THE COMMANDANT

J. K. BROCK
Lt Colonel, USAF
Director of Administration

2 Atchs

1. TR, Mr. Copeland
2. TR, Mr. McCord

1. IDENTIFICATION DATA (Print AFM 35-10 carefully before filling out any item)				
1. LAST NAME - FIRST NAME - MIDDLE INITIAL McCORD, James H., Jr.		2. AFPM Civilian - General Intelligence Agency	3. ACTIVE DUTY GRADE	4. PERMANENT GRADE
5. ORGANIZATION COMMAND AND LOCATION Air University Maxwell AF Base, Alabama		6. AERO RATING CODE	8. PERIOD OF REPORT FROM 7 Aug 64 TO 4 Jun 65	
		7. ACADEMIC PERIOD 44 weeks	9. REASON FOR REPORT <input checked="" type="checkbox"/> FINAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> DIRECTED	
10. NAME AND LOCATION OF SCHOOL OR INSTITUTION Air War College, Maxwell AF Base, Alabama				
11. NAME OR TITLE OF COURSE Air War College Resident Course				12. LENGTH OF COURSE 44 weeks
13. REPORT DATA (Complete on duplicate)				
1. COURSE HOURS COMPLETED 1576	2. COURSE HOURS FAILED None	3. APC AWARDED N/A	4. AERO RATING AWARDED N/A	5. DEGREE AWARDED N/A
6. COURSE SUCCESSFULLY COMPLETED (and report only) <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (If No, explain below) Col. Wash. Univ. Center towards MA degree			8. DISTINGUISHED GRAD (If Applicable)	
7. TITLE OF THESE The Sino-Soviet Struggle for Power in Africa, and its Implications for the U.S.			9. ACADEMIC FIELD N/A	
III. COMMENTS PROFESSIONAL EDUCATION OVERPRINT				
1. WRITING ABILITY				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input type="checkbox"/>	OUTSTANDING <input checked="" type="checkbox"/>
2. SPEAKING ABILITY				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input checked="" type="checkbox"/>	OUTSTANDING <input type="checkbox"/>
3. INDEPENDENT PROBLEM SOLVING ABILITY (Thesis, Staff Study, etc)				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input type="checkbox"/>	OUTSTANDING <input checked="" type="checkbox"/>
4. GROUP PROBLEM SOLVING AND DISCUSSION				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input checked="" type="checkbox"/>	OUTSTANDING <input type="checkbox"/>
<p>ATTN: REVIEW AUTHORITIES: THIS EVALUATION COMPARES THE INDIVIDUAL REPORTED UPON WITH 278 OTHER EXCEPTIONAL OFFICERS AND CIVILIANS CAREFULLY SELECTED FOR ATTENDANCE AT THE AIR WAR COLLEGE. Mr. McCord was an outstanding member of this AWC class. As a member of the Student Entertainment Committee, he early initiated the School into a get-together; ahead of time, he attended to the many details so thoroughly that the social activities were most delightful. Mr. McCord has a most friendly and direct manner of speaking with people. He seemed well-oriented toward the group endeavors. He considerably expressed his deferences toward the students of his seminars, through nice amenities appropriately made as the occasion permitted. In the seminar discussions, his participation was timely and positive, constructive and appropriately introduced so as to further the progress of the group endeavor. He was especially well-informed on the Sino-Soviet struggle for power in Africa. This student's outstanding over-all performance surpassed the high standards expected of the carefully selected members of the AWC.</p>				
IV. REPORTING OFFICIAL				
TYPED NAME GRADE AFPM AND ORGANIZATION ARNO H. LUEHMAN, Maj. Gen, USAF, 1080A, Air War College		DUTY TITLE Commandant	SIGNATURE <i>Arno H. Luehman</i> DATE 11 June 1965	

AF Form 475

REPLACES FORM 475, 1 FEB 64

TRAINING REPORT

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 5 E 2506 Headquarters

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1-8 58124	(Print) McCord	7-24 JAMES W.	 JR.	25-28 16

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	GERMANY	40-42
3 - CORRECTION									
5 - CANCELLATION	1				06	12	64		270

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
4 - CORRECTION									
6 - CANCELLATION									

SOURCE OF RECORD DOCUMENT

TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT

X OTHER (Specify) RETURNIC PERSON INFO

DOCUMENT IDENTIFICATION NO. FORM 1451A	DOCUMENT DATE PERIOD 7-10-64
---	---------------------------------

REMARKS

PREPARED BY 124	REPORT ANNOTATED OR SOURCE DOCUMENT	ADDITIONAL DATA REQUESTED, CORRECTION, BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE 4-2-65	SIGNATURE [Signature]
FINANCE DIVISION		

FORM 1451A USE PREVIOUS EDITIONS

SECRET

18, 191

4-00000

CONTINUED SERVICE AGREEMENT FOR EMPLOYEES ASSIGNED
TO TRAINING THROUGH NON-CIA FACILITIES

1. In consideration of my being assigned by the Central Intelligence
Agency to training in Air War College at
(Course)

Montgomery, Alabama
(Name of Facility)

beginning August 1963 and ending June 1965.

I agree to the following terms and conditions:

a. That, after having completed the training under the program described above, I will continue serving the Central Intelligence Agency (hereinafter the Agency) for a period of not less than 36 months, which period shall be deemed to commence the first workday after completion of the training covered by this agreement, unless I am involuntarily separated from the Agency;

b. That, if I voluntarily leave the Agency before completion of the agreed period of service and do not immediately, as determined by the Agency, enter the service of another Federal agency, I will reimburse the Agency for any additional expenses incurred by it in connection with my training, which expenses are defined to include (1) travel and per diem in lieu of subsistence, (2) transportation of immediate family, household goods and personal effects, packing, crating, temporary storage, drayage, and unpacking, (3) tuition and matriculation fees, (4) library and laboratory services, (5) purchase or rental of books, materials and supplies, (6) the cost of other services or facilities directly related to the training, but excluding salary, pay, or compensation received.

c. That, before voluntarily leaving the Agency to enter the service of another Federal agency during the agreed period of service, I will give the Agency at least ten working days' written notice, during which period it shall have the opportunity to determine whether I am to reimburse it for any additional expenses incurred; that should I fail to give such ten-day notice, or if the Agency notifies me that reimbursement is required, I will, upon demand, promptly reimburse the Agency for the additional expenses determined to be due.

d. That if I do not make prompt voluntary payment for the amount of additional expenses determined to be due under paragraphs b or c of

(McCord)

14-00000

this agreement, the Agency may recover such amounts from me or my estate by (1) set-off of accrued salary, pay, compensation, amount of retirement credit, or other amount due me from the Government, and by (2) such other methods as may be provided by law for the recovery of amounts due the Government.

e. That the assignment to training under this agreement does not commit the Government to continue my employment and, further, that I may be released in whole or in part from the terms of this agreement only by action of the Director of Central Intelligence.

(Signature)

James W. McCord
James W. McCord ✓

(Type Name)

13 July 1964
(Date)

WITNESS:

Richard R. Shaw
(Signature)

(Type Name)

13 July 1964
(Date)

HEADQUARTERS
UNITED STATES ARMY, EUROPE
Office of the Provost Marshal
US Forces

9 MAY 1954

Dear Jim:

My tour of duty in Headquarters, United States Army, Europe will terminate in late May when I leave Europe to undertake new duties in Washington, D. C. My association with you and your staff has been a richly rewarding experience, both personally and professionally. The manner in which you have unobtrusively, yet effectively, served as the catalyst which welded together the activities of the many staff and operational agencies which share an interest in our national security, has been a source of continuing inspiration to me. Your efforts have enjoyed my unqualified personal support and have merited the admiration of those members of my staff who have been privileged to associate with you.

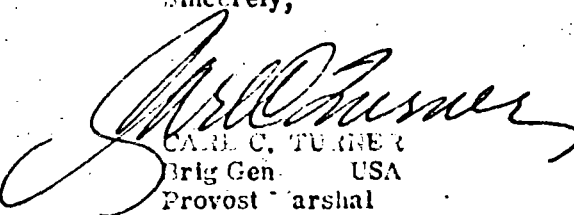
You have dramatically demonstrated a capacity for bringing together key personnel of agencies who seek, in the accomplishment of their individual missions, the realization of a common goal, in a manner calculated to preserve the individual integrity of each agency while exploiting those benefits of cohesiveness so essential to maximum effectiveness. Mindful that the application of a prescribed technique without adding the complementing ingredient of your confidence inspiring and persuasive personality would not have achieved the same measure of success, I unhesitatingly ascribe our abundant joint accomplishments to your generous personal contribution.

Walter James

14-00000

My future relationships with your associates will always reflect my admiration for the manner in which you have contributed to the attainment of our national aims and the manner in which your personal efforts have precipitated a more significant contribution from the other agencies with which yours has been associated.

Sincerely,



CARL C. TURNER
Brig Gen USA
Provost Marshal

DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
Office of Special Investigations
Office of the Deputy Director (USAFE)
APO 332, US Forces



REPLY TO
ATTN OF: AFISI-D

SUBJECT:

10 JUN 1964

10. Mr. Gordon M. Stewart
Coordinator and Special Advisor
OCA, AMCONGEN
APO 757, US Forces

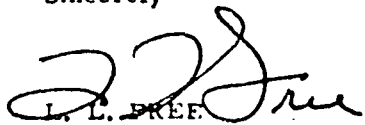
Dear Mr. Stewart


On the departure of Mr. James W. McCord I wanted you to know of OSI's appreciation for his constant support and cooperation during his tour. He has given us valuable assistance in the performance of our mission.

We appreciate also Mr. McCord's constant efforts to create unity of purpose and action among the many security and counterintelligence agencies in the area. Through his efforts new liaison avenues were opened to OSI which, on several occasions, facilitated the completion of our tasks. His efforts in contingency planning also were noteworthy.

OSI in USAFE will miss Mr. McCord. Please extend our good wishes to him and Mrs. McCord for continued success in their endeavors.

Sincerely


L. L. FREE
Colonel, USAF
Deputy Director (USAFE)

for Pearson


HEADQUARTERS
513TH INTELLIGENCE CORPS GROUP
Office of the Commanding Officer
APO 757 US Forces

AEUMC-SD

5 June 1964

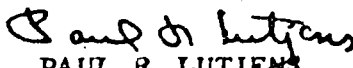
SUBJECT: Letter of Appreciation

TO: Mr. James W. McCord
United States Army Area Security Component
APO 757, US Forces

1. Upon your impending departure from overseas assignment, I wish to take this opportunity to express sincere appreciation on behalf of the 513th Intelligence Corps Group for your splendid cooperation with this organization.

2. The conference held by security officers in this area on a monthly basis, which was established largely due to your efforts, has provided an excellent opportunity for closer coordination, exchange of information, and integrated operations; and has resulted in benefits to the overall security missions of the United States agencies in this area.

3. Your professional competence, coupled with your cheerful approach to problem areas, has benefited all of those who have had the opportunity to work with you. I feel certain you will render distinguished service in your new assignment, and I wish you every success for the future.


PAUL R. LUTJENS
Colonel, AIS
Commanding

HEADQUARTERS
UNITED STATES ARMY SECURITY AGENCY EUROPE
OFFICE OF THE CHIEF
APO 757

IAEINT-I

8 June 1964

SUBJECT: Letter of Appreciation

TO: Mr. James W. McCord, Jr.
Chief, Security
USAASC
APO 757, US Forces

1. The news of your departure to a new station in the USA has been received with regret; your contributions in the intelligence community will be missed. At the same time it is gratifying to learn that you have been selected for such an important assignment of which you are most deserving.

2. I wish to express my appreciation for your efforts in organizing the Frankfurt Security Officers' Conference. I am aware that through your initiative and tenacity this organization expanded in size until all security and intelligence units in the Frankfurt area were represented, thus cementing their combined efforts into one sphere of cooperation. This, I am sure, has contributed immeasurably to the overall security mission of this community.

3. I also wish to specifically thank you for the security lecture you presented to members of my command in England. There have been many favorable comments received from personnel hearing that presentation, to the effect that the lecture indicated a very broad range of knowledge on your part and that it was presented in a truly professional manner.

4. The fine cooperation you have extended to personnel in my S2 Division has been of the greatest assistance to my command and all have voiced their appreciation and satisfaction concerning their association with you. I wish you the best of luck and success in your new endeavor.

James H. Keller
JAMES H. KELLER
Colonel, AIS
Chief

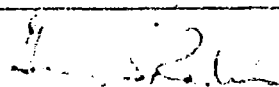
FOR OFFICIAL USE ONLY

SECRET

rec'd 21 Nov 63
HQT-2 T11, 30 Oct 63

FIELD REASSIGNMENT QUESTIONNAIRE			
DO NOT COMPLETE FOR HEADQUARTERS USE ONLY			
AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW			
NAME OF EMPLOYEE (Type)	DATE (from item 1)	NAME OF SUPERVISOR (Type)	DATE (from item 2)
James H. McConal, Jr.	18 Oct 63	Daniel M. Kelly /S/	23 Oct 63
NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW:		George G. Ruder	21 Nov 63
TO BE COMPLETED BY EMPLOYEE			
1. DATE OF BIRTH	2. GRADE	3. CURRENT POSITION TITLE	
26 January 1924	GS-15	Chief, Security Branch/CSB	
4. SERVICE DESIGNATION (if known)	5. CURRENT STATION OR FIELD BASE	16. EXPECTED DATE OF DEPARTURE FROM FIELD	
Security Officer	German Station, CSB	9 June 1964	
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR		17. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS	
		20 July 1964	
8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on Transmittal Form):			
<ol style="list-style-type: none"> 1. Security policy advisor to COS and its Senior Station and Base Officers. 2. Supervises nine professional and four clerical employees of the Security Branch. 3. Directs conduct of LCFLUTTER, SGLATERAL, Physical Security Duties and Investigations performed by the Security Branch. 4. Reviews security of German Station and recommends ways and means for strengthening and improving. 5. Furnishes technical security support and guidance to other Bases in EE and outside of EE on request. 6. Reviews investigative reports of the Security Branch and performs such other duties as directed by COS, Chief, EE and Bases. 			
9. PREFERENCE FOR NEXT ASSIGNMENT:			
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. 3, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.			
Same as #8, above.			
B. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):			
Would like National War College training			

SECRET

9. PREFERENCE FOR NEXT ASSIGNMENT (Continued)	
C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (for 1st, 2nd and 3rd choice) IN THE BOXES BELOW:	
1 <input type="checkbox"/>	RETURN TO MY CURRENT STATION
2 <input type="checkbox"/>	BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY WITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS. INDICATE CHOICE OF COMPONENT: 1ST. CHOICE <u>OS/IOS</u> 2ND. CHOICE <u>OS/PPS</u> 3RD. CHOICE <u>OS/Staff</u>
3 <input type="checkbox"/>	BE ASSIGNED TO ANOTHER FIELD STATION WITH RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION. INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIFIC STATION, BASED ON QUALIFICATIONS: 1ST. CHOICE <u>San Francisco</u> 2ND. CHOICE <u>Los Angeles</u> 3RD. CHOICE <u>Miami</u>
10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS? <u>30 days</u> INDICATE NUMBER OF WORK DAYS <u>20</u>	
11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU: <u>four; ages, 36, 11, 9, and 7</u>	
12. SIGNATURE: COMPLETE ITEM NO. 5-1, TRANSMITTAL SHEET TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM. TO BE COMPLETED BY SUPERVISOR AT FIELD STATION	
13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING: Subject has rendered outstanding performance while assigned to the German Station. His preference to return for an additional two years after home leave is accepted with great pleasure. Full consideration should also be given in the future for his request to attend the National War College.	
14. SIGNATURE: COMPLETE ITEM NO. 5-2, TRANSMITTAL SHEET TO INDICATE COMPLETION OF THIS PORTION OF THE FORM. TO BE COMPLETED BY APPROPRIATE PERSONNEL OFFICER AT HEADQUARTERS	
15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE COMPONENT TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING: Events have overtaken this HQ and Subject will be returning in the summer of 1964 to attend the Air War College.	
16. NAME OF PERSONNEL OFFICER George S. Hader DATE <u>10 December 1963</u>	SIGNATURE 
17. EMPLOYEE (X) HAS [] HAS NOT BEEN NOTIFIED OF PLANNED REASSIGNMENT	18. EMPLOYEE'S SIGNATURE <u>Ernest Hader</u>
19. TYPED OR PRINTED NAME <u>ERNEST HADER</u>	20. DATE <u>20 Jan 64</u>
21. COMMENTS <u>Mr. Hader selected for Air War College and subsequently decided to return for this purpose.</u>	

SECRET

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO. 1-6	NAME OF EMPLOYEE			OFFICE/COMPONENT 25-28
	LAST (Print)	FIRST 7-24	MIDDLE W.	
58124	MCCORD	JAMES	W.	<i>SF</i>

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA 1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION	CODE 27	ARRIVAL			DEPARTURE			COUNTRY	OMIT 40-42
		MONTH 28-29	DAY 30-31	YEAR 32-33	MONTH 34-35	DAY 36-37	YEAR 38-39		
1	06	09	62				GERMANY	270	

TDY DATES OF SERVICE

TYPE OF DATA 1 - TDY (Basic) 2 - CORRECTION 3 - CANCELLATION	CODE 27	DEPARTURE			RETURN			AREA(S)	OMIT 40-42
		MONTH 28-29	DAY 30-31	YEAR 32-33	MONTH 34-35	DAY 36-37	YEAR 38-39		

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD 5/13 - 6/9/62
-----------------------------	---------------------------------------

REMARKS	<table border="1"> <tr> <td>PREPARED BY</td> <td><input checked="" type="checkbox"/> REPORT ANNOTATED ON SOURCE DOCUMENT</td> <td> SOURCE DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT FILED DATE 8/14/62 </td> </tr> </table>	PREPARED BY	<input checked="" type="checkbox"/> REPORT ANNOTATED ON SOURCE DOCUMENT	SOURCE DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT FILED DATE 8/14/62
PREPARED BY	<input checked="" type="checkbox"/> REPORT ANNOTATED ON SOURCE DOCUMENT	SOURCE DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT FILED DATE 8/14/62		

SECRET

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE 253100 MAY 31 62

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curtis Hall

EMPLOYEE SERIAL NO. 1-6	NAME OF EMPLOYEE			OFFICE/COMPONENT 25-26
	LAST (Print)	FIRST	MIDDLE	
253124	MR. (MR.)	JAMES W.	JR.	54

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
3 - CORRECTION									
5 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
4 - CORRECTION									
5 - CANCELLATION									
	2	04	04	62	04	14	62	4/E	801

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.

OS-655-62

DOCUMENT DATE/PERIOD

4/1-14/62

REMARKS

Bk
9-10-62

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ADDITIONAL DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT LISTED
PERIOD DESIGNATION	DATE	SIGNATURE
ATTENDANCE DESIGNATION	2/12/62	JOHN L. JONES

FORM 1451a

SECRET

14-101

CERTIFICATE

This is to certify that

James W. McCord

has attended and successfully completed the

SECURITY OFFICE SPECIAL TRAINING COURSE

Security Officer Field Course #12

during the period 14 May *to* 25 May 1962



FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON, D.C.

14-00000

CERTIFICATE

This is to certify that

James W. McCord

has attended and successfully completed the

SECURITY OFFICE SPECIAL TRAINING COURSE

Physical Security Training Course #8

during the period 23 April *to* 11 May 1962



FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON, D.C.

CONFIDENTIAL
(When Filled In)

TRAVEL AGREEMENT BY STAFF EMPLOYEES ASSIGNED TO PERMANENT
DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

1. In accordance with the policy of the Central Intelligence Agency, I agree to serve outside the continental United States a minimum tour of Two Years from the date of my arrival at my permanent post of duty, unless said tour is sooner terminated by the Government for its convenience, or it is terminated by the Agency for circumstances that are considered by it to be beyond my control.

2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.

3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

WITNESS:

James Walter McCord, Jr.
James Walter McCord, Jr.
(Employee)

Nella Hallen
Nella Hallen
Office of Personnel

Date: May 8 '62

14-00000

S-E-C-R-E-T

TRAINING REPORT

Operations Support No. 50
120 hours, full-time, Phase I 2 - 20 April 62 8 Students
80 hours, full-time, Phase II 23 April - 4 May 62 10 Students

Student : McCORD, James W., Jr.

Year of Birth: 1924

EOD Date: August 1951

Grade: GB-15

Office : OB

COURSE OBJECTIVES - CONTENT AND METHODS

The Operations Support Course emphasizes the role of support personnel in clandestine activities and their responsibility in originating material of a support nature at headquarters and in the field. The Course objectives are to provide the student with (1) an appreciation of the interrelationship between operating functions and support functions; (2) an understanding of some of the basic principles and techniques of Agency operations; (3) a knowledge of procedures, regulations and problems pertinent to the necessary support of operational activities.

a. Phase I covers instruction on organization, functions and responsibilities of the Clandestine Services; basic principles of clandestine activity accompanied by practical exercises; project and agent management; familiarization with defensive and offensive audio surveillance.

About fifty per cent of Phase I consists of lectures, briefings, and discussions; about thirty-five per cent is devoted to field exercises, practical written assignments, practice problems, and observing films as training aids in basic tradecraft. The remainder of the time is devoted to studying and testing.

b. Phase II includes name checks, records procedures, foreign travel, finance and property accounting, dispatch, pouch, cable and message-writing procedures. For this phase, problems have been developed to represent situations as they normally occur at a Class B Station.

About thirty-five per cent of Phase II is composed of lectures, briefings, and discussions; about fifty per cent is devoted to practice problems and practical written assignments. The remainder of the time is devoted to studying and testing.

ACHIEVEMENT RECORD

The adjectival ratings on this student for each major area of this course are the result of an evaluation of his work on his individual projects, on the other exercises, and on the final examination. Comparative judgment takes into account students in preceding classes as well as the present one. The numbers show how many students received each rating. An asterisk (*) shows the rating this student received. The rating the student receives represents the student's performance in the course with no allowance made for difference in age, education, experience and so forth.

S-E-C-R-E-T

S-E-C-R-E-T

NAME McCord, James W., Jr.

MAJOR CATEGORIES

PHASE I	UNSAT	SAT	EXCELLENT
1. Tradecraft - Recognition of elementary principles.	0	2	6
2. Casing - Written observation of an assigned site.	0	2	6
3. Personal Meeting Plan - Written paper emphasizing techniques of effecting clandestine meeting.	0	5	3
4. Personal Meeting - Carrying out student's plan.	0	4	4
5. Contact Report - Written report of clandestine personal meeting.	0	2	6
6. Operational Support Procedures - General knowledge of Clandestine Services Organization and Functions; Agent and Project Management.	0	2	6
PHASE II			
1. Originating Headquarters and Field Dispatches. Indexing Requirements. Field Pouch Manifest.	0	2	8
2. Preparation of Headquarters and Field Cables. Writing and Indexing Messages. Use of Message Writing Techniques.	0	7	3
3. Type II Property Accounting - Fundamentals and Execution of Records.	0	1	9
4. Foreign Travel - Currency Conversion and Completion of Travel Voucher.	0	4	6
5. Familiarization with Class B Accounting and Preparation of Records.	0	0	10
6. Clandestine Services Headquarters and Field Support Procedures.	1	4	5

COMMENTS

Student cancelled per Registrar/Training, 29 March 1962.

FOR THE DIRECTOR OF TRAINING:

Everett S. Byrnes
Chief Instructor

18 May 1962
Date

S-E-C-R-E-T

CONFIDENTIAL

(When Filled In)

T.H.R.

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

NAME OF EMPLOYEE (Last, First, Middle) McCORD, James W Jr SOCIAL SECURITY NUMBER 453-72-4741

1. RESIDENCE DATA

PLACE OF RESIDENCE WHEN INITIALLY APPOINTED 5701 7104th Ave, Springfield, Va LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad) 5

PLACE IN CONTINENT 5701 7104th Ave, Springfield, Va HOME LEAVE RESIDENCE Same

2. MARITAL STATUS (Check one)

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

IF MARRIED, PLACE OF MARRIAGE Lanua, Texas DATE OF MARRIAGE 30 Apr

IF DIVORCED, PLACE OF DIVORCE DECREE Same DATE OF DECREE Same

IF WIDOWED, PLACE SPOUSE DIED Same DATE SPOUSE DIED Same

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

3. MEMBERS OF FAMILY

NAME OF SPOUSE SARAH RUTH McCORD ADDRESS (No., Street, City, Zone, State) 5701 7104th Ave, Springfield, Va TELEPHONE NO. FL 4 7666

NAMES OF CHILDREN Michael Steven McCORD ADDRESS Same SEX M DATE OF BIRTH 4/18/54

Nancy Ellen McCORD ADDRESS Same SEX F DATE OF BIRTH 7/24/51

Carol Anne McCORD ADDRESS Same SEX F DATE OF BIRTH 11/7/52

NAME OF FATHER (Or male guardian) James W. McCORD Sr ADDRESS Box 63, Thackerville, Okla TELEPHONE NO. —

NAME OF MOTHER (Or female guardian) Marjorie Lu McCORD ADDRESS — TELEPHONE NO. —

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

Parents & Luther Perry, 3508 39th St, Lubbock, Texas (Mother is in)

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss) (Last-First-Middle) Luther Perry RELATIONSHIP Father in Law

HOME ADDRESS (No., Street, City, Zone, State) 3508 39th St, Lubbock, Texas HOME TELEPHONE NUMBER 501, Pt 9-3440

BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE Same BUSINESS TELEPHONE & EXTENSION Same

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

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

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

The persons named in item 3 above may also be notified in case of emergency. If such notification is not desirable because of health or other reasons, please so state in item 6 on the reverse side of this form.

CONTINUED ON REVERSE SIDE

CURRENT RESIDENCE AND DEPENDENCY REPORT

CONFIDENTIAL

(When Filled In)

5. VOLUNTARY ENTRIES								
Experience in the handling of employee emergencies has shown that the absence of certain persons often delays and complicates the settlement of estate and financial matters. The information requested in this section may be very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.								
INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.								
1ST NATIONAL BANK of Vienna Virginia - James W Jr and Sara Paul McGee								
NEW FEDERAL CREDIT UNION								
HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes" where is document located?)								
Wife								
HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes" give name(s) and address)								
Dorothy Berry, White Plains, 2212-B Marshall St. Houston, Texas								
HAVE YOU EXECUTED A POWER OF ATTORNEY? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes", who possess the power of attorney?)								
1ST NATIONAL BANK, Vienna Virginia								
6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS								
<table border="1"> <tr> <td>SIGNED BY</td> <td>DATE</td> <td>SIGNATURE</td> </tr> <tr> <td>Paul McGee</td> <td>May 8 62</td> <td>James W McGee</td> </tr> </table>			SIGNED BY	DATE	SIGNATURE	Paul McGee	May 8 62	James W McGee
SIGNED BY	DATE	SIGNATURE						
Paul McGee	May 8 62	James W McGee						

CONFIDENTIAL

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE 239754 MAR 1362

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1-5	8-23			24-25
058124✓	McCORD	JAMES W.	J.P.	24

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	ARRIVAL				DEPARTURE			COUNTRY	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	26	27-28	29-30	31-32	33-34	35-36	37-38		39-41
3 - CORRECTION									
5 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE				RETURN			AREA(S)	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	26	27-28	29-30	31-32	33-34	35-36	37-38		39-41
4 - CORRECTION									
6 - CANCELLATION	2	10	06	61	10	16	61	EE	801

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.

05-544-62

DOCUMENT DATE/PERIOD

10/4-10/61

REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ADDITIONAL DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE	SIGNATURE
FINANCE DIVISION		

FORM 1451a

SECRET

(4-10)

S-E-C-R-E-T
(When Completed)

TRAINING REPORT

Americans Abroad Orientation - Free Europe (Germany)

28 hours 19, 20, 26 & 27 February 1962 Office :

Students : MCCORD, Sarah Ruth (Dependent- Service Designation:
James W., Jr.)

Year of Birth: No. of Students :

Grade : EOD Date :

COURSE OBJECTIVE - CONTENT AND METHOD

This course helps prepare personnel and their adult dependents for residence or travel in the general area and country of destination. Included are a briefing on "The Americans Abroad Problem," its implications for the individual employee or dependent and the agency, practical advice for successful personal adjustment to everyday problems of working and living in the area of assignment, useful information on the area, and guide lines for understanding its major problems. Advice includes cues for effective inter-personal relations in the particular country or region. Area information includes an analysis of the importance of the region to the United States and descriptions of the people, their institutions, and current living conditions. The course offers lectures, panel discussions, films, slide commentaries, and selected readings for a recommended program of self-study. Employees and dependents recently returned from the area help to keep current the information on conditions.

ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING:

Anthony M. Lewis
Chief Instructor
ANTHONY M. LEWIS

4 June 1962
Date

S-E-C-R-E-T
(When Completed)

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Carle Hall

EMPLOYEE SERIAL NO.

NAME OF EMPLOYEE

OFFICE/COMPONENT

1-8

LAST

FIRST

MIDDLE

25-26

57124

McCORD

JAMES

W

24

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	ARRIVAL				DEPARTURE				COUNTRY	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR			
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39			40-41
3 - CORRECTION										
5 - CANCELLATION										

TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE				RETURN				AREA(S)	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR			
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39			40-42
4 - CORRECTION										
6 - CANCELLATION										
	2	06	12	61	06	29	61	EE		801

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE/PERIOD

T.O. OS-516-62

4/12/61 - 6/29/61

REMARKS

219883 NOV 15 61

PREPARED BY

REPORT ASSIGNED ON
SOURCE DOCUMENTABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE
DOCUMENT CITED

FISCAL DIVISION

DATE

SIGNATURE

FINANCE DIVISION

14 Dec 61

[Signature]

FORM 1451a OBSOLETE PREVIOUS EDITIONS

SECRET

(4-10)

25/12/61

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TOS

Office of Personnel, Statistical Reporting Branch, ROOM 102 Curle Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1-0 58124	(Print) McCord	 James	 W. Jr.	25-26 24

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TOY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS IN BASIC DATA, CORRECTION, OR CANCELLATION (Omit this). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-28	30-31	32-33	34-35	36-37	38-39	40-42	
3 - CORRECTION									
5 - CANCELLATION									

TOY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TOY (Basic)	27	28-28	30-31	32-33	34-35	36-37	38-39	40-42	
4 - CORRECTION									
6 - CANCELLATION									
	22	03	12	61	03	22	61	WE	801

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
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REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED.
OFFICE DIVISION	DATE	SIGNATURE
OFFICE DIVISION	9/22/61	W. H. [Signature]

FORM 1851a
EXHIBIT PREVIOUS
EDITION

SECRET

(4-10)

SECRET

(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

123189 DEC 16 60

102

Office of Personnel, Statistical Reporting Branch, ROOM 190 Curle Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST (Print)	FIRST I-28	MIDDLE	
58124	McCORD	JAMES	W.	24 21

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO INDICATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	UNIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
3 - CORRECTION									
5 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			ANALYST	UNIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
3 - CORRECTION									
5 - CANCELLATION									
		12	08	15	60	08	22	60	EE, WE
									801

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE/PERIOD

15-22 AUG. 60

REMARKS

PREPARED BY

REPORT ANNOTATED ON
SOURCE DOCUMENTABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE
DOCUMENT CITED

1. PREPARED BY

DATE

SIGNATURE

2. APPROVED BY

12/14/60

G. M. B. B. B.

FORM 10-58a PREVIOUS EDITIONS.

SECRET

14-101

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Corle Hall

EMPLOYEE SERIAL NO. 1-3	NAME OF EMPLOYEE			OFFICE/COMPONENT 24-25
	LAST (Print)	FIRST 1-23	MIDDLE	
58124	Mr. Cord	James	W.	31

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT 39-41
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	28	27-28	29-30	31-32	33-34	35-36	37-38		
2 - CORRECTION									
3 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT 39-41
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - TDY (Basic)	28	27-28	29-30	31-32	33-34	35-36	37-38		
2 - CORRECTION									
3 - CANCELLATION									
	2	10	25	59	10	17	59	WE - EE	801

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.

OS - 278 - 60

DOCUMENT DATE/PERIOD

5-17 Oct. 1959

REMARKS

03134 FEB 24 60

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT - BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE 2/23/60	SIGNATURE
FINANCE DIVISION		

FORM 1451a

SECRET

(4-10)

CONFIDENTIAL

(When Filled In)

N-R

INSTRUCTIONS: COMPLETE IN FULL. THE DATA RECORDED ON THIS FORM IS ESSENTIAL IN DETERMINING TRAVEL EXPENSES INCURRED IN CONNECTION WITH LEAVE BY GOVERNMENT EMPLOYEE, OVERSEAS DUTY, RETURN TO RESIDENCE UPON SEPARATION, AND FOR PRESENTING CURRENT RESIDENCE AND DEPENDENCY INFORMATION REQUIRED IN THE EVENT OF AN EMPLOYEE EMERGENCY. THE SOLE USE OF THIS FORM WILL BE FOR THE EMPLOYEE'S OFFICIAL PERSONNEL FILE.

NAME OF EMPLOYEE (Last) (First) (Middle)
 McCard James W. Jr.

1. RESIDENCE DATA
 PLACE OF RESIDENCE WHEN APPOINTED: 5701 Floyd Ave.
 LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad): 5701 Floyd Ave., Springfield Va.
 PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE: 5701 Floyd Ave., Springfield Va.

2. MARITAL STATUS
 CHECK ONE: ☐ SINGLE ☒ MARRIED ☐ SEPARATED ☐ DIVORCED ☐ WIDOWED ☐ ANNULLED

IF MARRIED, INDICATE PLACE OF MARRIAGE: LAMESA TEXAS
 DATE OF MARRIAGE: MAR 30 1958

IF DIVORCED, PLACE OF DIVORCE DECREE: _____
 DATE OF DECREE: _____

IF WIDOWED, INDICATE PLACE SPOUSE DIED: _____
 DATE SPOUSE DIED: _____

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S): _____

3. MEMBERS OF FAMILY

NAME OF SPOUSE	ADDRESS (No., Street, City, Zone, State)	TELEPHONE NUMBER
Carol Ruth McCard	5701 Floyd Ave	FL 4-7684

NAME OF CHILDREN	ADDRESS	SEX	AGE
Michael Steven McCard	Same	M	7
Ed Anne McCard		F	5
Henry Ed McCard		F	3

NAME OF FATHER (Or male guardian)	ADDRESS	TELEPHONE NUMBER
James W. McCard Sr.	Purcell Okla	—

NAME OF MOTHER (Or female guardian)	ADDRESS	TELEPHONE NUMBER
Frances Lee McCard	Purcell Okla	—

WHAT MEMBERS OF YOUR FAMILY HAS BEEN TOLD OF YOUR AFFILIATION WITH THE AGENCY FOR EMERGENCY PURPOSES?
 wife only

4. PERSONS TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss) (Last-First-Middle)	RELATIONSHIP
Mrs. Frances W. McCard Jr.	wife

HOME ADDRESS (No., Street, City, Zone, State)	HOME TELEPHONE NUMBER
5701 Floyd Ave Springfield Va	FL 4-7684

BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE	BUSINESS TELEPHONE & EXTENSION

IS THE INDIVIDUAL NAMED ABOVE HEARING OF YOUR AGENCY AFFILIATION?
☒ YES ☐ NO

IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF?
☒ YES ☐ NO

DID THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE?
☒ YES ☐ NO

THE PERSONS NAMED IN ITEM 3 ABOVE MAY ALSO BE NOTIFIED IN CASE OF EMERGENCY. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 5 ON THE REVERSE SIDE OF THIS FORM.

5. VOLUNTARY ENTRUSTED

DO YOU HAVE ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS?
 The Springfield Bank Springfield Va
 NW Federal Credit Union

CURRENT RESIDENCE AND DEPENDENCY REPORT

CONFIDENTIAL

6- ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? YES ☐ NO ☒ IF "YES," WHERE IS DOCUMENT LOCATED?

HAVE YOU EXECUTED A POWER OF ATTORNEY? YES ☐ NO ☒ IF "YES," WHO POSSESSES THE POWER OF ATTORNEY?

My wife

James W. and Sarah R. H. H. H.

IN WHOSE NAME(S) ARE THE ACCOUNTS LISTED?

2- CONTINUE ON

CONFIDENTIAL

SECRET

REPORT OF HONOR AND MERIT AWARDS BOARD (CONVENED PURSUANT TO REGULATIONS R 20-635 AND R 20-635)		DATE 2 March 1959
The Honor and Merit Awards Board having considered a recommendation that:		
NAME: (Last)	First	Initial
McCord	James	Walter
PRESENT GRADE	OFFICE ASSIGNED TO	POSITION TITLE
GS-14	Security	Actg. Dep. Chief/SSS/OS
		STATION
		Headquarters
BE AWARDED:		
Certificate of Merit with Distinction		
<input type="checkbox"/> FOR HEROIC ACTION, OR		
<input checked="" type="checkbox"/> FOR MERITORIOUS ACHIEVEMENT OR SERVICE DURING THE PERIOD 1 July - 15 August 1958		
<input type="checkbox"/> APPROVES THE RECOMMENDATION <input checked="" type="checkbox"/> DISAPPROVES THE RECOMMENDATION		
<input type="checkbox"/> APPROVES, BUT IN LIEU THEREOF, RECOMMENDS THE AWARD OF:		
CITATION		
REASONS FOR DISAPPROVAL OF RECOMMENDED AWARD		
The Honor and Merit Awards Board concludes from the information available to it that the service performed, while of unquestionable value, is not sufficiently outstanding to merit an honor award.		
APPROVED _____ DIRECTOR OF CENTRAL INTELLIGENCE	SIGNATURE _____ OFFICER NAME OF CHAIRMAN, HONOR AND MERIT AWARDS BOARD Gordon M. Stewart SIGNATURE _____ OFFICER NAME OF RECORDED Halvard Boulton	

SECRET

RECOMMENDATION FOR HONOR AWARD (REGULATIONS D-20-635 & AFR 20-635)		DATE 18 December 1958	
TO: Honor Awards Board		THROUGH:	FROM: Office of Security
SECTION I PERSONAL DATA			
NAME OF PERSON RECOMMENDED (Last) (First) (Initial)		POSITION TITLE	GRADE
McCord, James Walter		Actg. Sup. Chief/Sec/OS	GS-11
OFFICE ASSIGNED TO		STATION <input checked="" type="checkbox"/> Headquarters <input type="checkbox"/> Field (Specify location)	
Security			
LEGAL RESIDENCE (Number, Street, City, Zone, State)		CITIZENSHIP AND HOW ACQUIRED	
5701 Floyd Avenue, Springfield, Virginia		Birth	
IF ANY OF THE ABOVE ITEMS WERE DIFFERENT FOR THE INDIVIDUAL RECOMMENDED AT THE TIME OF THE ACT OR SERVICE, INDICATE SUCH DIFFERENCES.			
RECOMMENDED AWARD		POSTHUMOUS	
Certificate of Merit with Distinction		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
NAME OF NEXT OF KIN		RELATIONSHIP	ADDRESS (Number, Street, City, Zone, State)
Ruth McCord		Wife	5701 Floyd Avenue, Springfield, Va.
IF PREVIOUS RECOMMENDATIONS WERE SUBMITTED FOR THIS ACT OR SERVICE, INDICATE TYPE OF AWARD RECOMMENDED, BY WHOM, DATE, ORIGINATING OFFICE, AND ACTION TAKEN.			
None			
SECTION II RECOMMENDATION FOR AWARD FOR HEROIC ACTION			
WERE YOU AN EYEWITNESS TO THE ACT?		IF ORIGINATOR IS NOT AN EYEWITNESS, ATTACH AFFIDAVITS OR CERTIFICATES OF EYEWITNESSES OR INDIVIDUAL HAVING PERSONAL KNOWLEDGE OF THE FACTS.	
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD:			
FULL NAME	POSITION TITLE	GRADE	OFFICE ASSIGNED TO
LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT:			
FULL NAME	TYPE OF AWARD		
CONDITIONS UNDER WHICH ACT WAS PERFORMED:			
LOCATION	INCLUSIVE DATES	TIME OF DAY	
PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED:			
SECTION III RECOMMENDATION FOR AWARD FOR ACHIEVEMENT OR SERVICE			
OFFICE, COMMAND, OR STATE TO OR IN WHICH ACT WAS PERFORMED (Indicate location and location)			
Germany and Washington, D.C.			
ASSIGNED TO POSTED		NOW IN SAME OR RELATED ASSIGNMENT	
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
1 July - 15 August 1958			

SECTION IV		TO BE USED FOR ALL RECOMMENDATIONS	
NARRATIVE DESCRIPTION OF <input type="checkbox"/> DEED (OR ACT) <input checked="" type="checkbox"/> ACHIEVEMENT (OR SERVICE RENDERED)			
<p>AWARD FOR BRAVE ACTION: WAS ACT VOLUNTARY? DESCRIBE WHY ACT WAS OUTSTANDING AND IF IT WAS MORE THAN NORMALLY EXPECTED. EXPLAIN HOW, IF IN AERIAL FLIGHT, DESCRIBE TYPE AND POSITION OF AIRPLANE, CREW POSITION OF INDIVIDUAL, AND ALL UNUSUAL CIRCUMSTANCES. INDICATE RESULTS OF ACT.</p> <p>AWARD FOR ACHIEVEMENT OR SERVICE: TITLE AND DUTIES OF ASSIGNMENT, INCLUDING CHARACTER OF SERVICE DURING PERIOD FOR WHICH RECOMMENDED. GIVE COMPLETE DESCRIPTION OF TECHNICAL OR SPECIALIZED POSITIONS, INCLUDING DATES OF ASSIGNMENT AND RESULTS. WHAT DID THE INDIVIDUAL DO THAT MERITED THE AWARD? WHY WAS THIS OUTSTANDING WHEN COMPARED TO OTHERS OF THAT GRADE AND EXPERIENCE IN SIMILAR POSITIONS? INDICATE RESULTS OF ACHIEVEMENT OR SERVICE.</p> <p>Reference is made to the attached memorandum dated 1 November 1958, which is the summary excerpted from the report of the operation submitted on that date.</p> <p>Upon receipt of information, 2 July 1958, that a member of the Soviet Foreign Office in Moscow had mentioned to one of the American Embassy staff members that the Soviets had knowledge of the crew of the missing C-118, Mr. McCord was appointed head of a team of men from Headquarters to proceed immediately to Germany to plan for and debrief the crew of the C-118 in case they were released.</p> <p>At Wiesbaden, acting upon police guidance received from Headquarters, Mr. McCord made detailed plans for the interrogation of crew members; prepared news releases and made plans for the handling of the press; arranged for reunion of the crew members with their families; and arranged medical examinations, all with the view toward avoiding publicity or incidents which might reveal Central Intelligence Agency interest in the highly sensitive nature of the plane's flight.</p> <p>When the crew arrived at Wiesbaden, Mr. McCord directed the over-all interrogations and participated in portions of the interrogation of the crew members himself. He prepared cables and dispatches for Headquarters as well as the over-all report of the debriefing of the crew. He briefed the crew members regarding their conduct before the press. He also assisted in the plans for the return of the crew members to Washington, all of which entailed around-the-clock work.</p> <p>Upon return to Washington, Mr. McCord directed the detailed debriefing of the crew, covering all aspects of possible compromise of security of CIA personnel, operations, and cover unit activities, as well as various positive intelligence and counter-intelligence matters. Final reports were prepared and Mr. McCord participated in briefings of the DCI, DDCI, and various Air Force and Defense Department officials.</p> <p>The ingenuity, foresight, planning and guidance exercised by Mr. McCord from the time the team first left for Europe, through the initial debriefing, and then in following through in the debriefings back at Headquarters, resulted in rapid and thorough interview of the crew members, assessment of the compromise to the Agency, and determination of appropriate action needed by the Agency to counter such compromise. His performance in that instance was of the highest degree and did much credit to this Agency in the highly professional manner in which it was performed.</p>			
<p>RELATED POSITION OF PERSON INITIATING RECOMMENDATION TO PERSON BEING RECOMMENDED</p> <p>Head of Office</p>		<p>NAME, POSITION TITLE, AND GRADE OF PERSON MAKING RECOMMENDATION</p> <p>Sheffield Edwards Director of Security OS-18</p>	
<p>LIST OF ENCLOSED LITERATURE PROPOSING DATE OF</p> <p>Summary memorandum excerpt from report dated 1 November 1958</p>		<p>SIGNATURE</p> <p>15 December 1958</p>	

S E C R E T

1 November 1958

SUBJECT: American C-118 Aircraft Downed in Soviet
Azerbaijan 27 June 1958 by Soviet MIG-17's

On 27 June 1958, a C-118 cargo plane, assigned to the U. S. Air Force in Wiesbaden, was fired on and forced down near Gendarkh, Soviet Azerbaijan. The plane was carrying nine U. S. airmen, three of whom are assigned to this Agency. They are Colonel Dale D. Brannon, Major Robert E. Crans and Major Bennie A. Shupe. The other six men were regular Air Force members assigned to Wiesbaden, Germany. The nine men were en route from Wiesbaden to Teheran and Pakistan on a flight carrying cargo for CIA. Col. Brannon and Major Crans were planning to get off the plane in Teheran had the plane remained on course.

The plane, while en route to Teheran from Nicosia and as a result of bad weather and navigation error, went off its plotted course and crossed into Soviet Armenia. There it was intercepted and fired on by three MIG-17's and caught fire in the left wing. Five of the crew bailed out and the other four rode the aircraft down to a safe landing on a small airstrip at Gendarkh in Soviet Azerbaijan. The crew members who had remained on the plane to its landing got out safely and the plane was burning fiercely when the crew last saw it. The part of the crew that parachuted was surrounded by Soviet peasants, some of whom beat and struck at the crew members. One of the men, Major Bennie Shupe, CIA employee, was taken by the mob to a telephone pole and narrowly escaped hanging before being rescued by the Soviet military.

Major Shupe and the remainder of the crew were turned over to the Soviet military, and after an overnight stay in a Soviet military garrison near Stepanakert were taken to a city believed to be Yevlakh, and then flown to Baku, Russia. There they underwent interrogation by Soviet intelligence officers, at least one of whom had served in the United States, as a Soviet Purchasing Commission employee 1943-45, and later in Canada in 1949-55 as First Secretary of the Soviet Embassy. This SIS officer, Vladimir Bourdine, later served in 1955 as a personal interpreter for Khrushchev in a meeting with Prime Minister Nehru of India. Bourdine interrogated Colonel Brannon of CIA at considerable length during the period 30 June - 3 July 1958, while the crew was imprisoned in the MVD Headquarters building in Baku. Following their individual interrogations, the crew members were required to appear separately before a Commission of Soviet officials at the Baku MVD Headquarters who questioned them about the border violation by the C-118 aircraft, and requested them to sign statements attesting that they had been well-treated and received adequate medical care by the

S E C R E T

S E C R E T

Soviets. The inquiry by the Commission was perfunctory and did not involve an interrogation in the intelligence sense. The crew was then transported to Astara on the Soviet-Iranian border on 7 July 1958 and turned over to the American Air Attache.

On 2 July 1958 this Agency received information indicating that the Soviets might be considering releasing the nine fliers. Since no date or place of release was indicated, cables were sent to the various peripheral CIA stations around the Soviet border indicating the possibility of impending release. The Air Force agreed to alert its Air Attaches in the same areas of the possibility of impending release. At the same time a team of Agency personnel, including a medical officer, an Air Maritime officer, and two representatives of the Security Office were dispatched to Wiesbaden from Headquarters in anticipation of the release of the fliers. Three hours after the team arrived in Germany, the place of release was learned from the Soviets to be Astara on the Soviet-Iranian border, and a USAFE plane was dispatched that night from Wiesbaden with the Air Maritime team member aboard destined for Teheran to await the turnover of the American fliers at Astara. The fliers were turned over on 7 July 1958, were immediately flown to Wiesbaden, Germany where an initial joint CIA-AF debriefing of them was begun, and where initial press interviews were held, following careful briefing of the crew as to the text and limitations to be observed. Two days later, two members of the crew, one of whom was Major Shupe, a CIA employee, were permitted to give an interview to the Paris representative of Time-Life. Members of the CIA team were present during these press interviews, under appropriate cover arrangements, to furnish guidance to the CIA personnel.

Following the initial debriefing, the entire crew was flown to Washington, D. C. on 18 July 1958, for a more extended debriefing. These debriefings were completed on 6 August 1958 and covered the various aspects of possible compromise of the security of CIA personnel, operational and cover units activities, as well as various positive intelligence and counter-intelligence matters.

The three CIA men aboard the plane were extremely knowledgeable of highly sensitive Agency operational activities and of the identities of numerous CIA personnel. Colonel Brannon, as Commander of the CIA Air Support Operations in Europe, was knowledgeable of CIA operational activities on a world-wide basis, with many of these projects being extremely sensitive. Colonel Brannon and Major Robert Crans each carried briefcases containing classified material, and Brannon carried an address book containing several names, addresses and telephone numbers of CIA personnel and cover units. The two briefcases are believed to have been destroyed by the fire in the aircraft after landing. The address book of Brannon was taken from him by the Soviet

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peasants on landing and was later turned back to him by the Soviet Commission members at Baku. Neither he nor other members of the crew were questioned about either of the briefcases, their contents, nor about the address book and its contents. We assume that the Soviets have or will process the names in the address book through their Moscow files. Some of the other crew members carried personal notations in their wallets relating to a few other CIA personnel.

We have received no indications that Colonel Brannon or the other crewmen were drugged or otherwise tampered with by the Soviets. Brannon and some of the others did receive shots the first night and second day from the Soviet military for their wounds and burns; however, these shots are believed to have been for legitimate medical reasons.

The substance of the questioning, treatment and techniques of interrogation has been exhaustively explored with all the crew members in the course of the debriefings. In summation, the interrogations of the crew members were superficial and do not appear to have been backed up by close coordination and communication with Moscow for intelligence research purposes. It is possible that the quick acknowledgment by the Soviet Foreign Office of the landing of the C-118 in Soviet territory precluded the KVD from fully exploiting the crew members. Colonel Brannon and Captain Kane were separated from the group and given preferred treatment, apparently with the intention of developing them for information purposes. We are convinced that both men handled themselves extremely well and did not disclose any information concerning the Agency or its activities.

To date we have no indication that the Soviets knew at the time they interrogated the crew men, that the flight of the C-118 was connected with CIA in any way, nor that they knew three of the men aboard were CIA personnel. We do believe that in time the Soviets, through Brannon's address book, which lists the open Agency telephone number EX 3-6115 below his name on the first page, will connect him and possibly others in the address book with CIA. Since the Soviets questioned him about the 7170th Support Group and the 7405th Support Squadron in Wiesbaden, it is therefore presumed that they will associate those units with this Agency.

In addition to this report, debriefings of the crewmen were taped and typed, which will total some 7,000 - 9,000 pages when completed, are being distributed to the CI Staff and

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other interested components of this Agency as they are completed. Questions were solicited by this Office of all interested components, in order to cover all matters in the debriefings of interest to the Agency. Careful arrangements have been made with the Air Force in order that Agency interests will be adequately protected and proper security will be maintained in the handling of information and reports derived from the debriefings, and so that no compromise of the Agency interest in the flight of the C-118 will be made to the press.

CONCLUSIONS:

- A. It is our opinion that the possible compromises arising out of this incident are relatively minor in nature and that no major compromises occurred.
- B. That the Soviets "missed" on the true nature of the flight and personnel of the C-118.
- C. That the reasons the crew members were given an early release were as follows:
 1. Primarily, the Soviet interrogators failed to use all of the leads at their command, particularly Brannon's address book, and failed to break the crewmen through interrogation.
 2. The crew did not inadvertently disclose through interrogations, the purpose of their flight, its relation to the Agency and that of three of its crew to CIA.
 3. The Soviets apparently failed to check out the names and other data in Brannon's address book through their files prior to release of the crew.
 4. No incriminating information or material was immediately recovered from the burned aircraft.
 5. Several of the crew destroyed incriminating building passes and notations in their wallets while on their way down in their parachutes, or immediately after landing in their chutes.
 6. There were either no leaks or insufficient leaks of incriminating information through any room conversations at Baku among the crew, which may have been monitored by the Soviets, or such conversations as there may have been were not properly interpreted, or interpreted soon enough to tip the Soviets that there was something unusual about the flight or the crew.

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7. The crew members were all in uniform and not in mixed civilian and Air Force clothing, which properly established their cover.
 8. Sufficient pressures were exercised by Agency, State, Air Force, and Executive action upon the Soviets to effect the release of the crew as soon as possible.
 9. A factor that probably had an important bearing was the early acknowledgment by the Soviet Foreign Office of the downing of the aircraft and the attempts by the Soviets in the early stages to make this appear as a deliberate violation of the Soviet air frontier. This tended to take the "play" away from the MVD and military intelligence. In addition, this Government was stepping up the pressure for the release of the nine Army personnel who landed in East Germany in a helicopter, and the Soviets probably had no desire to create a duplicate of this incident.
 10. Safeguards taken by the Agency and the Air Force were such that there was no leak to the press, during the crew's internment, of the fact that there was an intelligence connection of the flight and crew of the C-118.
- D. That it is not believed, based on the evidence at hand, that the crew was drugged or otherwise tampered with medically.
- E. That there are valuable points of guidance from a cover, operations, policy and code of conduct standpoint which can be gathered from experiences of these crewmen in the hands of the Soviets and can aid the Agency and its personnel in any future situation of a similar nature in which the Soviet military and RIS interrogators are encountered.

ACTION TAKEN TO SAFEGUARD AGENCY INTEREST IN THIS MATTER:

- A. All possible steps were taken during the period immediately preceding and immediately after the release of the crew to effect the minimum of publicity and to safeguard and limit such publicity as was given out, in order to avoid disclosing the CIA connection of the flight and some of its crew.
- B. Throughout the entire debriefing process in Germany and in the U. S., the maximum care has been taken to safeguard the information taken by transcript and classify it so that there would be access to the information therein on a need-to-know basis and by only properly cleared persons.

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- C. Steps were taken immediately by the German Station after the downing of the C-118 to change the combinations of the safes and locks in the buildings to which the crew had access.
- D. The three men from this Agency who were aboard the flight, Brannon, Crans and Shupe, and the aircraft commander, Lyles, are being removed from the German area, being returned to the U. S. The three CIA crewmen are being returned to duty with the Air Force from the Agency.
- E. Steps are continuing to be taken to properly safeguard Agency interests and personnel in regard to names of Agency personnel who appeared in Brannon's address book or in other notations appearing in any papers carried by other members of the crew.

RECOMMENDATIONS:

- A. Continue to take all possible steps to prevent any disclosure to any unauthorized persons, particularly the press, about the CIA personnel aboard the C-118, or the true nature of the flight.
- B. Continue to take all possible steps to change the cover designation of the units appearing in Brannon's address book to prevent any further compromise of these units.
- C. Permit no further publicity about the flight itself, in order to minimize the possibility of the press learning of the CIA interest in the flight of the C-118.
- D. Carefully follow all matters relating to the International Court of Justice interest in this flight, in order to prevent any compromise of Agency interests.

SECRET
(When Filled In)

158124		LANGUAGE DATA RECORD			
PART I-GENERAL					
1. NAME (Last-First-Middle)			2. DATE OF BIRTH		
McCord James W Jr			JAN 26 29		
3. LANGUAGE		4. TODAY'S DATE		5.	
RUSSIAN 654		NOV 18 58		<input type="checkbox"/> I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE	
PART II-LANGUAGE ELEMENTS					
SECTION A. Reading (40)					
1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.					
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.					
3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY.					
✓ 4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.					
5. I HAVE NO READING ABILITY IN THE LANGUAGE.					
SECTION B. Writing (41)					
1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.					
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.					
3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, ABBREVIATED STYLE, USING THE DICTIONARY OCCASIONALLY.					
✓ 4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, ABBREVIATED STYLE, USING THE DICTIONARY FREQUENTLY.					
5. I CANNOT WRITE IN THE LANGUAGE.					
SECTION C. Pronunciation (42)					
1. MY PRONUNCIATION IS NATIVE.					
2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.					
3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.					
✓ 4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.					
5. I HAVE NO SKILL IN PRONUNCIATION.					
CONTINUE ON REVERSE SIDE					

CONTINUATION OF PART II—LANGUAGE ELEMENTS	
SECTION D. Speaking (43)	
1.	I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2.	I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3.	I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
<input checked="" type="checkbox"/> 4.	I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
5.	I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.
SECTION E. Understanding (44)	
1.	I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
2.	I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND PUNS.
3.	I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.
<input checked="" type="checkbox"/> 4.	I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5.	I AM NOT ABLE TO UNDERSTAND THE SPEAKING LANGUAGE.
BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.	
PART III—EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)	
1.	I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2.	I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3.	BOTH OF THE ABOVE STATEMENTS APPLY.
<input checked="" type="checkbox"/> 4.	NONE OF THE ABOVE STATEMENTS APPLY.
PART IV—CERTIFICATION	
<p>I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 25-11A, PAR. 1C(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.</p>	
DATE SIGNED	SIGNATURE
17 Nov 58	James W. McGraw Jr.
1958	E

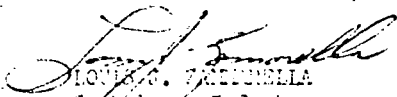
HEADQUARTERS
 USAF, HORS, OFFICE OF THE SECRETARY OF THE AIR STAFF
 (FIELD EXTENSION)
 Washington 25, D.C.

C E R T I F I C A T E

I concur in the Reserve assignment of James W. McCord, Jr.
 (Name)
Captain AO 2 099 263 with this organization. In the
 (Grade) (SN)
 event of partial or full mobilization, he will be made available for active
 military service.

I certify that no delay in his entry on active duty will be requested
 by this employing agency if he is ordered to active military service during
 a period of mobilization.

Date: 12 Jan 1956


 DONALD C. WILLIAMS
 Captain, Infantry
 Mobilization Training Officer

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CENTRAL INTELLIGENCE AGENCY

WASHINGTON 25, D. C.

OFFICE OF THE DIRECTOR

9 DEC 1955

MEMORANDUM FOR: James W. McCord, Jr.

SUBJECT: Notification of Membership in the Career Staff

1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 22 August 1954.

2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.

3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds
Chairman, CIA Selection Board

Noted:

Date: 10 January 1956

SECRET

CAREER SERVICE QUESTIONNAIRE							
SECTION I (To be completed by employee)							
NAME (Last)		NAME (First)		AGE	GRADE	NO. OF MOS. IN GRADE	CAREER DESIGNATION
McCORD, James W.				30	GS-13	2	Security
STAFF OR DIVISION		BRANCH		POSITION TITLE			
Office of Director of Security				Special Assistant to Director of Security			
NO. OF MOS. IN PRESENT POSITION		NO. OF MOS. IN OSS		NO. OF MOS. IN CIG		NO. OF MOS. IN CIA	
10						36	
DATA ON ALL PERMANENT DUTY OVERSEAS OR IN U.S. FIELD (Include any TDY during last two years)							
APPROXIMATE DATES OF SERVICE		LOCATION		TDY	PCS	COMMENTS	
FROM	TO	COUNTRY	STATION				
August 1951	June 1953	U.S.	San Francisco Field Office		X		
INDICATE WILLINGNESS TO SERVE TOUR OF DUTY OVERSEAS PCS							
A <input checked="" type="checkbox"/> YES B <input type="checkbox"/> ONLY UNDER CERTAIN CONDITIONS C <input type="checkbox"/> NO							
INDICATE ASSIGNMENT PREFERENCE IF PRECEDING ANSWER IS "A" OR "B"							
PREFERENCE	COUNTRY	STATION		TYPE OF POSITION			
1ST	Japan	Tokyo		Security			
2ND	Germany	Frankfurt		Security			
3RD	South America	Rio de Janeiro		Security			
IF ANSWER ABOVE IS "B" STATE CONDITIONS. IF ANSWER ABOVE IS "C" EXPLAIN YOUR REASONS							
INDICATE GEOGRAPHIC AREAS OVERSEAS IN WHICH YOU WILL NOT SERVE AND EXPLAIN REASONS							
None							
INDICATE RELATIONSHIP AND AGE OF EACH DEPENDENT TO BE MOVED OVERSEAS							
Wife - 26 Daughter - 9 yrs.							
Son - 2							
INDICATE KNOWN MEDICAL RESTRICTIONS WHICH THE AGENCY HAS IMPOSED ON YOUR SERVICE							
None							

[illegible]

JAMES W. McCOORD, JR.

27 August 1951

14 September 1951

FOR THE

A. J. Henry

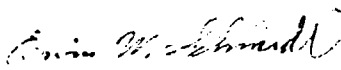
3 October

1

CERTIFICATION:

This is to certify that I personally witnessed James Walter McCord, Jr., subscribe his signature to these papers on this date.

24 August 1951


Ervin W. Schmidt

PLEASE READ INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS FORM

STATEMENT OF FEDERAL CIVILIAN AND MILITARY SERVICE		OFFICE 145		DIVISION						
		BRANCH		SECTION						
I. FEDERAL CIVILIAN SERVICE (BEGIN WITH THIS AGENCY AND FOLLOW IN REVERSE CHRONOLOGICAL ORDER)										
AGENCY	LOCATION	FROM			TO			TOTAL SERVICE		
		DA.	MO.	YR.	DA.	MO.	YR.	DA.	MO.	YR.
Present Agency	San Francisco	22	Aug	1951	Present					
Federal Bureau of Investigation	- San Francisco San Diego, Wash- ington D. C.	25	Oct	1948	12	Feb	1951	25	3	2
Federal Bureau of Investigation	- Washington D. C. New York City	9	Mar	1942	22	Nov	1943			1
<i>SAC - 12/27/51 verified by [signature]</i>										
Total Civilian Service								1	4	4
II. MILITARY SERVICE (INCLUDE ONLY PERIODS OF ACTIVE DUTY; DO NOT INCLUDE TERMINAL LEAVE)										
BRANCH OF SERVICE		FROM			TO			TOTAL SERVICE		
		DA.	MO.	YR.	DA.	MO.	YR.	DA.	MO.	YR.
U. S. Army Air Corps		23	Nov	1943	30	Oct	1945			
Total Military Service										1
III. CERTIFICATION										
I hereby certify that the above Civilian and Military service is complete and accurate to the best of my knowledge.										
21 December 1951 DATE				[Signature] SIGNATURE OF EMPLOYEE						
IV. REMARKS: (CONCERNING ABOVE SERVICE)						V. FOR PERSONNEL OFFICE USE ONLY				
						TOTAL CREDITABLE SERVICE				
						DAYS	MONTHS	YEARS		
						21	30	6		
MAY BE CONTINUED ON NON-DETACHABLE REVERSE SIDE						6666				

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PERSONNEL QUALIFICATION QUESTIONNAIRE

128104

1. Serial No. (no entry)	2. NAME: (last) (first) (middle) McGord James W., Jr.			3. Office R-50
4. Date of Birth 20 January 1921	5. Sex: <input checked="" type="checkbox"/> male (1) <input type="checkbox"/> female (2)	6. Marital Status Mr. Dependents 2		7. Employment Date: 22 August 1951
7. Citizenship: <input checked="" type="checkbox"/> U.S. <input type="checkbox"/> Other	8. Acquired By: (1) <input checked="" type="checkbox"/> Birth (2) <input type="checkbox"/> Marriage (3) <input type="checkbox"/> Naturalization (4) <input type="checkbox"/> Other (specify) Year U.S. citizenship acquired, if not by birth			

SEC. I. EDUCATION

1. Extent: (circle one)

1. Less than high school	4. Two years college, or less	8. Masters degree
2. High school graduate	5. Over two years, no degree	9. Doctors degree
3. Trade, Business or Commercial school graduate	6. Bachelor degree	
	7. Post-graduate study (minimum 8 sem. hrs.)	

2. College or University Study:

Name and location of College or University	Major	Minor	Dates att'd		Yrs Compl		Degree Recd		Sem Hrs
			From	To	Day	Night	Title	Date	
University of Texas at Austin, Texas	Engineering		1/22	12/19	4		B.S. Eng.	1/29	120
Kilgore College, Kilgore, Texas	Engineering		2/2	7/2	1 sem		n one		16
Lincoln Univ., Oakland, Calif	Law		1/2	7/1	1 sem		n one		8

3. Trade, Commercial, and Specialized Training:

School	Attendance Dates			Study or Specialization
	From	To	Tot. mo's	

CODED
DATE 20 JUL 1954

4. Military, Intelligence or Investigative training (full time duty as a student in specialized schools such as intelligence, communications, ordnance disposal, etc.)

School	Attendance Dates			Study or Specialization
	From	To	Tot. mo's	
U.S. Army Air School, Ft. Rucker, Ala.	6/1	7/1	1	Operation of B-29 bomber and navigation of B-29
Intelligence School, Lowry Air Force Base, Colo.	1/1	7/1	6 weeks	Air Force Intelligence Officer
Intelligence School, Lowry Air Force Base, Colo.	7/1	11/1	4	Special Agent (Inventory Control)

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SEC. II. WORK EXPERIENCE

1. State the nature of duties performed with this organization, starting with your present position. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to adequately describe your duties.

From <u>6/1</u> To <u>10/1</u> Tot. mos. <u>1</u>	Description of Duties: _____ <small>Include the following for years 1 and 2 only:</small> <u>SECRET</u>
Grade <u>11</u> Salary <u>10.40</u>	
Office <u>I GO</u>	
Position _____	
Title: <u>Investigator, Security</u>	
Duty _____	
Title: <u>Security Officer</u>	Duty Station, if overseas: _____
From _____ To _____ Tot. mos. _____	Description of Duties: _____
Grade _____ Salary _____	
Office _____	
Position _____	
Title: _____	
Duty _____	
Title: _____	Duty Station, if overseas: _____
From _____ To _____ Tot. mos. _____	Description of Duties: _____
Grade _____ Salary _____	
Office _____	
Position _____	
Title: _____	
Duty _____	
Title: _____	Duty Station, if overseas: _____
From _____ To _____ Tot. mos. _____	Description of Duties: _____
Grade _____ Salary _____	
Office _____	
Position _____	
Title: _____	
Duty _____	
Title: _____	Duty Station, if overseas: _____
From _____ To _____ Tot. mos. _____	Description of Duties: _____
Grade _____ Salary _____	
Office _____	
Position _____	
Title: _____	
Duty _____	
Title: _____	Duty Station, if overseas: _____

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SEC. II. WORK EXPERIENCE (CONT'D)

3. **Special Work Experience:** Check any of the following organizations by which you may have been employed.

- | | | | |
|----|------------------------------|----|------------------------------|
| 01 | U.S. Secret Service | 24 | Air Force A-2 |
| 02 | Civil Police | 25 | Foreign Economic Admin. |
| 03 | Military Police | 26 | Counter Intelligence Corps |
| 04 | U.S. Border Patrol | 27 | Immigration & Naturalization |
| 05 | U.S. Narcotics Squad | 28 | Strategic Services Unit |
| 06 | FBI | 29 | Foreign Service, State Dept. |
| 07 | Criminal Investigation Div. | 30 | Central Intelligence Group |
| 21 | Office of Naval Intelligence | 31 | Armed Forces Security Agency |
| 22 | Office of War Information | 32 | Coordinator of Information |
| 23 | Army G-2 | 33 | Office of Facts & Figures |
| 20 | Office of Strategic Services | 34 | Board of Economic Warfare |
| | | 35 | Federal Communications Comm. |

SEC. III. FOREIGN LANGUAGES

List below the foreign languages in which you have some competence. Be sure to include uncommon modern languages. Check (X) your competence and how acquired.

		LANGUAGE							
		COMPETENCE						HOW ACQUIRED	
		Equivalent to Native Fluency *	Fluent but obviously Foreign *	Adequate for Research **	Adequate for Travel	Limited Knowledge			
								Native of Country	
								Prolonged Residence	
								Contact (Parents, etc.)	
								Academic Study	

* If you have checked 'Fluent' for a language that has significant difference in spoken and written form (e.g., Arabic), explain your competence herein

••Specialized Language Competence: Describe ability to do specialized language work involving vocabularies and terminology in the scientific, engineering, telecommunications, and military fields. List the language with the type of speciality.

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SEC. IV. AREA KNOWLEDGE

1. List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military, commercial or professional work assignment.

Country or Region	Dates of Residence, Study Etc.	Manner in Which Knowledge Was Acquired (check (X) one)		
		Residence	Travel	Study
None				

2. Specialized Knowledge of Area

List specialized knowledge of foreign country such as knowledge of terrain, coasts and harbors, utilities, railroads, industries, political parties, etc., gained as a result of study or work assignment. Include name of employer or organization.

Country	Type of Knowledge	How and When Gained

SEC. V. TYPING AND STENOGRAPHIC SKILLS (PRESENT UTILIZATION)

Skill	Per Cent of Time Used	Not Used	WPM (Approximate Proficiency)	Prefer Assignment Using Skill Oftener
Typing	1.	2.		1. Yes 2. No
Shorthand	1.	2.		1. Yes 2. No

Shorthand System: 1. Manual 2. Machine 3. Speedwriting.

SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

1. Licenses: List any licenses or certification such as teachers, pilot, marine, etc. _____	2. Hobbies: List any hobbies such as sailing, skiing, writing, or other special qualifications. _____
_____	_____
_____	_____

SEC. VII. PROFESSIONAL AND ACADEMIC HONORS

List any professional or academic associations or honorary societies in which you hold membership. _____

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SEC. VIII. PUBLICATIONS

List below the type of writing (non-fiction: professional or scientific articles, general interest subjects, current events, etc; fiction: novels, short stories, etc.) of any published materials of which you were author or co-author.

None

SEC. IX. INVENTIONS

Describe any devices you have invented as to type of work for which intended and whether patented.

Device	Patented	
None	(1) Yes	(2) No
	(1) Yes	(2) No
	(1) Yes	(2) No

SEC. X. TESTS (Within present organization)

Describe below the type of tests which you have taken,

Type of Test	Date Taken
None	

SEC. XI. PHYSICAL HANDICAPS

List any physical handicaps you may have.

None

SEC. XII. OVERSEAS ASSIGNMENT

Are you willing to accept periodic tour of duty overseas?

(1) 2 year Tour yes (2) 4 year Tour yes (3) Not interested no

SEC. XIII. WORK ASSIGNMENT

In view of your total experience and education, for what assignment do you think you are best qualified?

None

SECRET

4. - Present Draft Status

If yes, indicate your present draft classification

 $y = \lambda$

2. Present Reserve or National Guard Status

If yes, complete the following.

1. ☐ National Guard
2. ☐ Air National Guard
3. ☒ Active Reserve Status (member of organized unit)
4. ☐ Inactive Reserve Status

Service	Grade	Serial Number
---------	-------	---------------

Reserve Unit with which currently affiliated

AO-200 2763

Service Mobilization Assignment, if any

Location of Service Records, if known

SEC. XV. TRAINING

List the training courses or subjects you have taken in this organization.

Course or Subject	(from) Dates (to)	Hours
I.S. Investigative Course	1/17/71-2/11/71	100

SEC. XVI. REMARKS

Use this space to indicate any other qualifications you may have which you do not describe above.

[illegible]

DATE 10 November 1962

SIGNATURE

SECRET

RESIDENCE AND DEPENDENCY REPORT

INSTRUCTIONS: Submit in triplicate when ordered overseas and whenever designated place of residence or marital or dependency status changes. IMPORTANT in determining travel expenses allowable in connection with leave at Government expense, return to residence upon separation, and in determining transportation expenses allowable in connection with shipment of remains of employee or member of family.

NAME OF EMPLOYEE

McCord, James Walter Jr.

RESIDENCE DATA

PLACE OF RESIDENCE WHEN APPOINTED TO SERVICE

LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (IF APPOINTED ABROAD)

820 Pacific Ave. Alameda, Calif.

PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT OR LEGAL RESIDENCE

Berkeley, Calif.

MARITAL STATUS

☐ SINGLE☒ MARRIED☐ DIVORCED☐ WIDOWED

PLACE OF MARRIAGE

Houston, Texas

PLACE OF DIVORCE DECREE

PLACE SPOUSE DIED

DATE OF MARRIAGE

May 30, 1948

DATE OF DIVORCE DECREE

DATE SPOUSE DIED

MEMBERS OF FAMILY (DEPENDENTS ONLY)

IDENTIFICATION OF MEMBERS OF IMMEDIATE FAMILY

RELATIONSHIP

DATE OF BIRTH

Sandra Ruth McCord

Wife

April 12, 1928

August 22, 1951

DATE

James Walter McCord Jr.

SIGNATURE

CENTRAL INTELLIGENCE AGENCY

2430 E STREET NW.

WASHINGTON 25, D. C.

Date 22 August 1951

Dear Mr. McCord:

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

Position: GS-11

Base Salary: \$5400 per annum

2. You will be:

a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof;

b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.

c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.

3. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

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

D. M. McCarley
Official authorized to sign letters of appointment

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

James Walter McCord Jr.
Employee

22 August 1951
Date

Form No. 51-105
June 1948

STANDARD FORM 61 (REVISED 1-25-50)
 PROMULGATED BY THE FEDERAL BUREAU OF INVESTIGATION
 FEDERAL BUREAU OF INVESTIGATION

APPOINTMENT AFFIDAVITS

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

Central Intelligence Agency

(Department or agency)

(Bureau or division)

(Office of employment)

I, James Walter McCord, Jr., do solemnly swear (or affirm) that—

A. OATH OF OFFICE

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

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

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

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

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

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

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

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

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

22 August 1951

(Date of entrance on duty)

James Walter McCord, Jr.
 (Signature of appointee)

Subscribed and sworn before me this _____ day of _____, A. D. 19____,

at _____ (City) _____ (State)

[SEAL]

Robert M. White
 (Signature of officer)
 _____ (Title)

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

16-52100-1

DECLARATION OF APPOINTEE

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

1. PRESENT ADDRESS (street and apartment, city and state) 820 Pacific Ave. ALHAMBRA, CALIFORNIA			
2. (a) DATE OF BIRTH Jan 26, 1924		(b) PLACE OF BIRTH (city or town and State or country) Alhambra, California	
3. (c) IN CASE OF EMERGENCY PLEASE NOTIFY Suzette Ruth Gibson		(d) RELATIONSHIP wife	(e) STREET AND NUMBER, CITY AND STATE 820 Pacific Ave. Alhambra, California
			(f) TELEPHONE NO. 661-2228 5-6640

4. DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS? ☐ YES ☒ NO

If so, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.					
10. NAME	POST OFFICE ADDRESS (Give street number, if any)	(1) POSITION, (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATION- SHIP	MAR- RIED (Yes & date)	SINGLE
		1.			
		2.			
		3.			
		1.			
		2.			
		3.			
		1.			
		2.			
		3.			

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO	ITEM NO.	13. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY
1. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	✓			
2. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY?		✓		
If your answer is "Yes", give details in Item 10.				
3. DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE?		✓		
If your answer is "Yes", give in Item 10 reasons for retirement, that is, age, optional disability, or by reason of voluntary or involuntary separation after 3 years' service; amount of retirement pay, and under what retirement act, and rating, if retired from military or naval service.				
4. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU BEEN DISCHARGED OR FORCED TO RESIGN FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION?		✓		
If your answer is "Yes", give in Item 10 the name and address of employer, date and reason in each case.				
5. HAVE YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED \$50 OR LESS, OR FINE \$100 OR LESS) IN THIS APPOINTMENT?		✓		
If your answer is "Yes", list all such cases under Item 10. Give in each case: (1) The date; (2) the nature of the offense or violation; (3) the name and location of the court; (4) the penalty imposed, if any, or other disposition of the case. If appointed, your fingerprints must be taken.				

INSTRUCTIONS TO APPOINTING OFFICER

The reporting officer before whom the foregoing certificate is made shall determine to his own satisfaction that the information furnished is a true statement of the Civil Service Act, and shall then transmit the same to the Bureau and to the Civil Service Commission, and to the Committee on Civil Service of the House of Representatives, and to the Committee on Civil Service of the Senate.

(1) Definition of disclosure -- It is the duty of the organizing authority to provide sufficient information and to determine the internal management of the project so that the objectives of the same become clear. Information was provided to the ITC members, managers and consultants in order to be acquainted with the activities and progress of the project. In the management of the project, a written report was prepared at the end of each month and submitted to the ITC members. The report contained the activities of the project, which was signed by the project manager. All projects were done in a written report, which was signed by the project manager. The report was submitted to the ITC members and the project manager.

(1) Age - If definite age limits have been established for the position, it should be determined that applicant is and outside the age range for appointment. Unless such determination is made, the appointment may not be recommended.

(3) *Consequence*—The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and its Appropriation Acts, (2) of a statute or an order of a court, and (3) of a specific part of all such orders in the absence of conflicting orders. In disputes over the appointment of a civil servant, the appointing officer has been required to decide the citizenship status of the Civil Servant concerned.

the Ministry of Family Relations of the Gulf Coast Area providing that whenever there are directly two or more members of a family serving under a National Government appointment in the same position, there shall exist a family unit to ensure the professional performance of appointment in the same position, and such a family equivalent for all cases of family unit shall exist in the same manner as in the case of family unit.

CONFIDENTIAL
(When Filled In)

RESIDENCE AND DEPENDENCY REPORT

INSTRUCTIONS: Submit in duplicate when ordered overseas or whenever designated place of residence, marital or dependency status changes. This information is important in determining travel expenses allowable in connection with leave at Government expense, overseas duty, return to residence upon separation, and in determining transportation expenses allowable in connection with shipment of remains of employee or member of family.

1. NAME OF EMPLOYEE (Last) (First) (Middle) <i>McLeod Thomas William Jr</i>		
2. RESIDENCE DATA PLACE OF RESIDENCE WHEN APPOINTED <i>Albany, Alaska</i> LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (if appointed abroad) <i>5701 Floyd Ave, Springfield Virginia</i> PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT OR LEGAL RESIDENCE <i>5701 Floyd Ave, Springfield Virginia</i>		
3. MARITAL STATUS <input type="checkbox"/> SINGLE <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> DIVORCED <input type="checkbox"/> WIDOWED PLACE OF MARRIAGE <i>Lawrence, Texas</i> DATE OF MARRIAGE <i>October 6, 1944</i> PLACE OF DIVORCE DECREE DATE SPOUSE DIED PLACE SPOUSE DIED DATE SPOUSE DIED		
4. MEMBERS OF FAMILY NAME OF SPOUSE <i>Sarah Ruth McLeod</i> ADDRESS (Number) (Street) (City) (State) TELEPHONE <i>5701 Floyd Ave, Springfield Virginia</i> NAMES OF CHILDREN <i>Michael Steven McLeod</i> <i>Carolyn Anne McLeod</i> <i>Nancy Ellen McLeod</i> NAME OF FATHER (or male guardian) <i>James W. McLeod Sr</i> ADDRESS (Number) (Street) (City) (State) TELEPHONE <i>400 S. 1st St, Norfolk, Va</i> NAME OF MOTHER (or female guardian) <i>Marjorie Lee McLeod</i> ADDRESS (Number) (Street) (City) (State) TELEPHONE <i>5701 Floyd Ave, Springfield Va</i>		
5. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY NAME <i>Sarah Ruth McLeod</i> RELATIONSHIP <i>Wife</i> ADDRESS (Number) (Street) (City) (State) TELEPHONE <i>5701 Floyd Ave, Springfield Va</i> TELEPHONE <i>470-15</i> THE PERSONS NAMED IN ITEM 4 ABOVE WILL ALSO BE NOTIFIED IN CASE OF EMERGENCY. IF SUCH NOTIFICATION IS NOT DESIRABLE, DUE TO HEALTH OR OTHER PERTINENT REASONS, PLEASE SO STATE UNDER "REMARKS."		
VOLUNTARY ENTRIES THE FOLLOWING AGENCY ENDORSED LIFE AND HOSPITALIZATION INSURANCE POLICIES ARE IN FORCE IN MY NAME: THE "POLICY NO." SHOULD BE ENTERED IF POSSIBLE, SINCE THIS INFORMATION WILL ASSIST IN EXPEDITING ACTION BY THE INSURANCE COMPANY SHOULD A CLAIM BECOME PAYABLE.		
6. FULL NAME OF COMPANY <i>Metropolitan Life Insurance Co</i> ADDRESS OF HOME OFFICE <i>Metropolitan Life Insurance Co</i> POLICY NO.		
7. I HAVE COMPLETED THE FOLLOWING: WILL <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO POWER OF ATTORNEY <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		
8. REMARKS: <i>all bank of known to family</i>		
SIGNED AT	DATE	SIGNATURE <i>James W. McLeod Jr</i>

CONFIDENTIAL

SECRET

(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST 2 May 1968	
2. NAME (Last, First, Middle) McCord, James W., Jr.		3. POSITION TITLE	
4. GRADE		5. EMPLOYEE'S EXT.	
6. OFFICE, DIVISION, BRANCH SEC		7. PURPOSE OF EVALUATION	
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input checked="" type="checkbox"/> ANNUAL EXECUTIVE <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		<input type="checkbox"/> HQS/TDY <input type="checkbox"/> OVERSEAS ASSIGNMENT <div style="border: 1px solid black; padding: 2px; margin-top: 5px;"> ETD STATION TDY OR PCS TYPE OF COVER NO. OF DEPENDENTS TO ACCOMPANY NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 87) ATTACHED </div> <input type="checkbox"/> RETURN FROM OVERSEAS <div style="border: 1px solid black; padding: 2px; margin-top: 5px;"> ETA STATION NO. OF DEP.'S </div>	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER	
<input type="checkbox"/> YES <input type="checkbox"/> NO		SIGNATURE	
		ROOM NO. & BUILDING	
		EXT.	
10. COMMENTS			
CONFIDENTIAL FOR TDY STANDBY UNTIL 10-1-69			
11. REPORT OF EVALUATION			
DONALD FARLEY			
DATE 16 12 68		SIGNATURE FOR CHIEF OF MEDICAL STAFF	

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST 6 May 1966
2. NAME (Last, First, Middle) McCord, James W., Jr.	3. POSITION TITLE	4. GRADE GS-15
5. OFFICE, DIVISION, BRANCH SPC		6. EMPLOYEE'S FILE NO. 442
7. PURPOSE OF EVALUATION Room # 4E 63		
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input checked="" type="checkbox"/> ANNUAL - Executive <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT	<input type="checkbox"/> HQS/TDY <input type="checkbox"/> OVERSEAS ASSIGNMENT <div style="border: 1px solid black; padding: 2px; margin-top: 5px;"> ETU STATION TDY OR PCS TYPE OF COVER NO. OF DEPENDENTS TO ACCOMPANY NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SP 89) ATTACHED </div> <input type="checkbox"/> RETURN FROM OVERSEAS <div style="border: 1px solid black; padding: 2px; margin-top: 5px;"> LFA STATION NO. OF DEP.'S </div>	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER
<input type="checkbox"/> YES <input type="checkbox"/> NO		SIGNATURE <div style="display: flex; justify-content: space-between;"> ROOM NO. & BUILDING EXT. </div>

10. COMMENTS	
QUALIFIED FOR TDY ST... UNTIL May 67 PETER BROWN	
11. REPORT OF EVALUATION	
QUALIFIED FOR CURRENT DUTIES	
DATE	SIGNATURE FOR CHIEF OF MEDICAL STAFF PETER BROWN

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		DATE OF REQUEST 10 July 1966	
2. NAME (Last, First, Middle) MCCOY, JAMES		3. POSITION TITLE	4. GRADE
5. OFFICE, DIVISION, BRANCH SECURITY		6. EMPLOYEE'S EXT.	
7. PURPOSE OF EVALUATION			
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		<input type="checkbox"/> HDQ/ TDY <input type="checkbox"/> OVERSEAS ASSIGNMENT <div style="border: 1px solid black; padding: 2px; margin-top: 5px;"> RTD STATION TDY OR PCS TYPE OF COVER NO. OF DEPENDENTS TO ACCOMPANY NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED </div> <div style="text-align: center; margin-top: 10px;"> XXXXXXXXXX RETURN FROM OVERSEAS XXX </div> <div style="border: 1px solid black; padding: 2px; margin-top: 5px;"> ETA STATION FRANKFURT NO. OF DEP.'S </div>	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER	
<input type="checkbox"/> YES <input type="checkbox"/> NO		SIGNATURE <div style="display: flex; justify-content: space-between; margin-top: 10px;"> ROOM NO. & BUILDING EXT. </div>	

10. COMMENTS	
QUALIFIED FOR DEPARTMENTAL DUTIES JOE W. CLINE	
11. REPORT OF EVALUATION DATE <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div> SIGNATURE FOR CHIEF OF MEDICAL STAFF </div> </div>	

SECRET
(WHEN FILLED IN)

REQUEST FOR MEDICAL EVALUATION

1. NAME (LAST) (FIRST) (MIDDLE) MC COYD, James W.		2. DATE OF REQUEST 11 Feb. 1959
3. POSITION TITLE	4. OFFICE, DIVISION AND BRANCH Security	5. GRADE GS-13
6. REQUESTING OFFICER	7. BUILDING AND ROOM NO.	8. EXTENSION 1161

TYPE OF EVALUATION AND REPORT

9. TYPE OF EVALUATION

- ☐ PRE-EMPLOYMENT
- ☐ ENTRANCE ON DUTY
- ☐ OVERSEAS

EID

STATION

TOY-PCS

- ☐ OVERSEAS RETURN
- ☐ TOY STANDBY
- ☐ SPECIAL TRAINING
- ☒ ANNUAL
- ☐ RETURN TO DUTY
- ☐ FITNESS FOR DUTY
- ☐ MEDICAL RETIREMENT

10. OVERSEAS PLANNING EVALUATION DESIRED IN ACCORDANCE WITH H 16-200

- ☐ YES ☐ NO

9A. REPORT OF MEDICAL EVALUATION

- ☐ QUALIFIED FOR CURRENT DUTY
- ☐ DISQUALIFIED

10A. REPORT OF OVERSEAS PLANNING EVALUATION

- ☐ QUALIFIED
- ☐ DISQUALIFIED

11. COMMENTS

DATE OF EVALUATION

16 FEB 1959

SIGNED FOR CHIEF, MEDICAL STAFF

SECRET
(WHEN FILLED IN)

REQUEST FOR MEDICAL EVALUATION

1. NAME (LAST) MCCORD		(FIRST) JAMES	(MIDDLE) W., JR.	2. DATE OF REQUEST 15 January 1962
3. POSITION TITLE Security Officer		4. OFFICE, DIVISION AND BRANCH Security		5. GRADE GS-15
6. REQUESTING OFFICER <i>John J. Buckle</i>		7. BUILDING AND ROOM NO. 4863 Langley		8. EXTENSION 5643
9. TYPE OF EVALUATION				
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> OVERSEAS <div style="border: 1px solid black; padding: 2px; margin: 5px 0;"> ETD STATION TDY-PCS </div> <input type="checkbox"/> OVERSEAS RETURN <input checked="" type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT				
10. OVERSEAS PLANNING EVALUATION DEFINED IN ACCORDANCE WITH R 15-200				
<input type="checkbox"/> YES <input type="checkbox"/> NO				
9A. REPORT OF MEDICAL EVALUATION		10A. REPORT OF OVERSEAS PLANNING EVALUATION		
<input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED		<input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED		
11. COMMENTS <i>Re evaluation for TDY Stand by</i>				
<div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> EXPIRED FOR 30 DAYS <i>So 3 Jan 1963</i> </div>				
DATE OF EVALUATION 3 JAN 1963		SIGNATURE FOR CHIEF, MEDICAL STAFF <i>[Signature]</i>		

SECRET
(WHEN FILLED IN)

REQUEST FOR MEDICAL EVALUATION

1. NAME (LAST) McCORD		(FIRST) JAMES	(MIDDLE) W.	2. DATE OF REQUEST 18 December 1961
3. POSITION TITLE Security Officer		4. OFFICE, DIVISION AND BRANCH Security		5. GRADE GS-15
6. REQUESTING OFFICER <i>Frankfurt, Germany</i>		7. BUILDING AND ROOM NO. 4163 Langley		8. EXTENSION 5643
TYPE OF EVALUATION AND REPORT				
9. TYPE OF EVALUATION <input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input checked="" type="checkbox"/> OVERSEAS <div style="border: 1px solid black; padding: 2px; margin-top: 5px;"> ETD May 1962 STATION Frankfurt, Germany TDY-PCS PCS DAG Cover </div> <input type="checkbox"/> OVERSEAS RETURN <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT			10. OVERSEAS PLANNING EVALUATION DESIRED IN ACCORDANCE WITH R 10-200 <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
9A. REPORT OF MEDICAL EVALUATION <input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED			10A. REPORT OF OVERSEAS PLANNING EVALUATION <input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED	
11. COMMENTS				
<div style="text-align: center; font-size: 1.2em; margin-top: 20px;">10 JAN 1962</div>				
DATE OF EVALUATION			SIGNATURE FOR CHIEF, MEDICAL STAFF	
			<i>[Signature]</i>	

SECRET

(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST					
2. NAME (Last, First, Middle)		15 August 1960					
3. POSITION TITLE		4. GRADE					
McCord, James B.		Investigator GS-15					
5. OFFICE, DIVISION, BRANCH		6. EMPLOYEE'S EXT.					
Security		2063					
7. PURPOSE OF EVALUATION							
<div style="display: flex; justify-content: space-between;"> <div style="width: 48%;"> <input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> OVERSEAS RETURN <input checked="" type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT </div> <div style="width: 48%;"> <input type="checkbox"/> OVERSEAS ASSIGNMENT <table border="1" style="width: 100%;"> <tr><td>STATION</td></tr> <tr><td>TOY OR PCS</td></tr> <tr><td>TYPE OF COVER</td></tr> <tr><td>NO. OF DEPENDENTS TO ACCOMPANY</td></tr> <tr><td>NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (ISP AG) ATTACHED</td></tr> </table> </div> </div>			STATION	TOY OR PCS	TYPE OF COVER	NO. OF DEPENDENTS TO ACCOMPANY	NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (ISP AG) ATTACHED
STATION							
TOY OR PCS							
TYPE OF COVER							
NO. OF DEPENDENTS TO ACCOMPANY							
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (ISP AG) ATTACHED							
8. OVERSEAS PLANNING EVALUATION (One block must be checked)							
<input type="checkbox"/> YES <input type="checkbox"/> NO							
9. REQUESTING OFFICER							
SIGNATURE							
Report J. Hayes							
3509 1960 Bld.		2064					

10. REPORT OF EVALUATION	
<p>QUALIFIED FOR PROPOSED TDY STANDBY</p> <p>till 6 Sept 61</p>	
DATE	SIGNATURE FOR MEDICAL STAFF
	<i>[Signature]</i>

SECRET
(When Filled In)

MEDICAL ACTION REQUEST AND REPORT			
I. REQUEST FOR PHYSICAL EXAMINATION BY			
1. NAME (Last)		2. DATE	
McCord		19 June 1956	
3. TO POSITION		4. OFFICE, DIVISION, BRANCH	
Investigator (CI)		Security	
5. TYPE OF POSITION		6. GRADE	
<input checked="" type="checkbox"/> Departmental <input type="checkbox"/> U.S. Field <input type="checkbox"/> Overseas		7. EVALUATE FOR <input type="checkbox"/> 100-- <input checked="" type="checkbox"/> Overseas <input type="checkbox"/> Returned <input type="checkbox"/> Pre-Employment <input type="checkbox"/> Annual <input type="checkbox"/> Special (Specify)	
		Tdy - Holland	
II. REPORT OF MEDICAL EVALUATION			
<input type="checkbox"/> Qualified for Full Duty (General) <input type="checkbox"/> Qualified for Departmental Duty Only		<input type="checkbox"/> Qualified for Full Duty (Special) <input type="checkbox"/> Disqualified	
Remarks: Subject is qualified for Departmental Action and P.N., 1 month. (6/26/56) May be re-evaluated upon request.			
		<i>Max M. [Signature]</i> MEDICAL OFFICER	

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MEDICAL ACTION REQUEST AND REPORT			
I. REQUEST FOR PHYSICAL EXAMINATION BY			
1. NAME (Last)	2. FIRST	3. MIDDLE	4. DATE
McCOPD	JAMES	WALTER JR.	8 September 1954
5. TO POSITION	6. OFFICE, DIVISION, BRANCH		7. GRADE
S.O.	Security		GS-13
8. TYPE OF POSITION	9. EVALUATE FOR		
<input type="checkbox"/> Departmental <input type="checkbox"/> U.S. Field <input type="checkbox"/> Overseas	<input type="checkbox"/> EOD <input type="checkbox"/> Overseas <input type="checkbox"/> Returned <input type="checkbox"/> Pre-employment <input checked="" type="checkbox"/> Initial <input type="checkbox"/> Special (Specify)		
II. REPORT OF MEDICAL EVALUATION			
<input checked="" type="checkbox"/> Qualified for Full Duty (General) <input type="checkbox"/> Qualified for Departmental Duty Only <input type="checkbox"/> Qualified for Full Duty (Special) <input type="checkbox"/> Disqualified			
Remarks: Full duty/General(9-28-54) <i>Notified H. State 6 Oct 54</i>			
<i>File</i>			
SECRET <i>Jo</i> <i>Mackin</i> MEDICAL OFFICE			

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LLC

QUALIFICATIONS UPDATE

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

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

Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.

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

SECTION I BIOGRAPHIC AND POSITION DATA							
EMP. SER. NO. 058124	NAME (Last-First-Middle) MC CORD, James Walter, Jr.					DATE OF BIRTH 26 January 1924	
SECTION II EDUCATION							
HIGH SCHOOL							
LAST HIGH SCHOOL ATTENDED			ADDRESS (City, State, Country)		YEARS ATTENDED (From-To)		GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO
COLLEGE OR UNIVERSITY STUDY							
NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM--TO--	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/OTR. HRS. (Specify)	
	MAJOR	MINOR					
1.							
2.							
IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.							
TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS							
NAME AND ADDRESS OF SCHOOL			STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS
OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE							
NAME AND ADDRESS OF SCHOOL			STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS
SECTION III MARITAL STATUS							
1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:							
2. NAME OF SPOUSE (Last) (First) (Middle) (Maiden)							
3. DATE OF BIRTH			4. PLACE OF BIRTH (City, State, Country)				
5. OCCUPATION			6. PRESENT EMPLOYER				
7. CITIZENSHIP			8. FORMER CITIZENSHIP(S) COUNTRY(IES)			9. DATE U.S. CITIZENSHIP ACQUIRED	
SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE							
	NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS		
1.	<input type="checkbox"/> ADD <input type="checkbox"/> DELETE						
2.	<input type="checkbox"/> ADD <input type="checkbox"/> DELETE						

FORM 444
1-64

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(When Filled In)

SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY	CHECK LIST	OTHER	REMARKS
			MAY 1 - 11 00 AM '69				
SECTION VI TYPING AND STENOGRAPHIC SKILLS							
1. TYPING (FPM) 2. SHORTHAND (FPM) 3. INDICATE SHORTHAND SYSTEM USED - CHECK LIST APPROPRIATE ITEM							
<input type="checkbox"/> CREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENOGRAPH <input type="checkbox"/> OTHER SPECIFY:							
SECTION VII SPECIAL QUALIFICATIONS							
PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED							
SECTION VIII MILITARY SERVICE							
CURRENT DRAFT STATUS							
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED?				2. NEW CLASSIFICATION			
<input type="checkbox"/> YES <input type="checkbox"/> NO							
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS				4. IF DEFERRED, GIVE REASON			
MILITARY RESERVE, NATIONAL GUARD STATUS							
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG				<input type="checkbox"/> ARMY <input type="checkbox"/> MARINE CORPS <input type="checkbox"/> COAST GUARD <input type="checkbox"/> NATIONAL GUARD <input type="checkbox"/> NAVY <input type="checkbox"/> AIR FORCE <input type="checkbox"/> AIR NATIONAL GUARD			
1. CURRENT RANK, GRADE OR RATE; 2. DATE OF APPOINTMENT IN CURRENT RANK				3. EXPIRATION DATE OF CURRENT OBLIGATION			
4. CHECK CURRENT RESERVE CATEGORY <input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (ACTIVE) <input type="checkbox"/> STANDBY (RESERVE) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED							
5. MILITARY MOBILIZATION ASSIGNMENT				6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED			
MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)							
NAME AND ADDRESS OF SCHOOL		STUDY OF SPECIALIZATION		DATE COMPLETED		<input type="checkbox"/> RESIDENT <input type="checkbox"/> AGENCY-SPONSORED	
SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS							
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)				DATE OF MEMBERSHIP	
						FROM TO	
1. Council on Exceptional Children (CEC)		1201 16th Street, NW Washington, D. C.				1968 1969	
2. National Association on Retarded Children (NARC)		450 Lexington Avenue New York City				1968 1969	
3.							
SECTION X REMARKS							
DATE				SIGNATURE OF EMPLOYEE			
17 April 1969							

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FORM 100-100-100

QUALIFICATIONS UPDATE

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

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 140, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the Pay Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not. Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I BIOGRAPHIC AND POSITION DATA						
1. EMP. SER. NO.	2. NAME (Last, First-Middle)				3. DATE OF BIRTH	
058124	McCORD, James W., Jr.				20 Jan 1934	
SECTION II EDUCATION						
HIGH SCHOOL						
1. LAST HIGH SCHOOL ATTENDED		2. ADDRESS (State, Street, City)		3. YEARS ATTENDED (From-To)		4. GRADUATE
No Change						<input type="checkbox"/> YES <input type="checkbox"/> NO
COLLEGE OR UNIVERSITY STUDY						
NAME AND LOCATION OF COLLEGE OR UNIVERSITY		SUBJECT		YEARS ATTENDED (FROM-TO)	DEGREE RECEIVED	YEAR RECEIVED
1.						
2.						
No Change						
IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.						
TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS						
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS
OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE						
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS
SECTION III MARITAL STATUS						
1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried, etc.)						
2. NAME OF SPOUSE (Last) (First) (Middle) (Maiden)						
No Change						
3. DATE OF BIRTH		4. PLACE OF BIRTH (City, State, Country)				
5. OCCUPATION		6. PRESENT EMPLOYER				
7. CITIZENSHIP		8. FORMER C. CITIZENSHIP (Country)		9. DATE U.S. CITIZENSHIP ACQUIRED		
SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE						
NAME		DATE OF BIRTH		PERMANENT ADDRESS		
1.						
2.						
3.						
No Change						

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FORM 100-100-100

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(When Filled In)

SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	NOTES ON TRAVEL OR RESIDENCE	DATE & PLACE OF TRAVEL	PROFESSIONAL ACHIEVEMENTS	TRAVEL	STUDY	OTHER
No Change							
SECTION VI TYPING AND STENOGRAPHIC SKILLS							
1. TYPING (FPM) 2. SHORTHAND (BPM) 3. INDICATE SHORTHAND SYSTEM USED (CHECK THE APPROPRIATE ITEM)							
<input type="checkbox"/> GREGG <input type="checkbox"/> SHORTHAND <input type="checkbox"/> STENOGRAPH <input type="checkbox"/> OTHER SPECIFY:							
SECTION VII SPECIAL QUALIFICATIONS							
PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED							
No Change							
SECTION VIII MILITARY SERVICE							
CURRENT DRAFT STATUS							
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED? <input type="checkbox"/> YES <input type="checkbox"/> NO							
2. NEW CLASSIFICATION							
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS							
4. IF DEFERRED, GIVE REASON							
MILITARY RESERVE, NATIONAL GUARD STATUS							
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG							
<input type="checkbox"/> ARMY <input type="checkbox"/> MARINE CORPS <input type="checkbox"/> COAST GUARD <input type="checkbox"/> NATIONAL GUARD <input type="checkbox"/> NAVY <input type="checkbox"/> AIR FORCE <input type="checkbox"/> AIR NATIONAL GUARD							
1. CURRENT RANK, GRADE OR RATE 2. DATE OF APPOINTMENT IN CURRENT RANK 3. EXPIRATION DATE OF CURRENT OBLIGATION							
4. CHECK CURRENT RESERVE CATEGORY <input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (active) <input type="checkbox"/> STANDBY (inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED							
5. MILITARY MOBILIZATION ASSIGNMENT 6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED							
MILITARY SCHOOLS COMPLETED (Indicate Active, Reserve Duty, or as Civilian)							
NAME AND ADDRESS OF SCHOOL		FIELD OF SPECIALIZATION		DATE COMPLETED		<input type="checkbox"/> RESIDENT <input checked="" type="checkbox"/> AGENCY-SPONSORED	
Add: Air Special Warfare Course		Counterinsurgency		Mar. 68			
SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS							
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)			DATE OF MEMBERSHIP		
No Change					FROM TO		
SECTION X SIGNATURE							
DATE: 20 April 1968 SIGNATURE: [Signature] TITLE: [Blank]							

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QUALIFICATIONS SUPPLEMENT TO PERSONAL HISTORY STATEMENT

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

SECTION I BIOGRAPHIC AND POSITION DATA				
1 EMPLOYEE NO	2 NAME (Last, First, Middle)	3 SEX	4 DATE OF BIRTH	5 SCHEDULE GRADE STEP
098124	MCCORD JAMES W JR	M	01/26/24	GS-15-06
6 TO	7 POSITION TITLE	8 OFFICE OF ASSIGNMENT	9 DUTY STATION (City, State, Country Code)	
SS	ELECT ENG AUDIO SUPP	SEC	WASH., D.C.	

SECTION II AGENCY OVERSEAS SERVICE			
AREA	DATE TO	FROM	TO
EUROPEAN AREA	TDY 24	46/07/01	56/08/01
EUROPEAN AREA	TDY 31	59/10/09	59/10/17
EUROPEAN AREA	TDY 24	60/08/15	60/08/22
EUROPEAN AREA	TDY 24	61/03/12	61/03/22
EUROPEAN AREA	TDY 24	61/08/12	61/08/29
EUROPEAN AREA	TDY 24	61/10/06	61/10/16
EUROPEAN AREA	TDY 34	62/04/01	62/04/14
EUROPEAN AREA	PCS 16	62/06/09	64/06/12
GERMANY			

OVERSEAS DATA

CODED

DATE:

INITIALS:

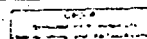
7 Jul 67

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SECTION III EDUCATION			
DEGREE	MAJOR FIELD	COLLEGE	YEAR
M.S.	International Affairs	George Washington University	1955
BBA	Business Administration	University of Texas	1948

FORM 107 (Rev. 7-67)

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SECTION III						
EDUCATION						
HIGH SCHOOL						
NAME AND ADDRESS OF SCHOOL	ADDRESS	YEARS ATTENDED	DEGREE RECEIVED	YEAR RECEIVED	TOTAL GRADES	
Electra High School	Electra, Texas	1937-40			<input checked="" type="checkbox"/> 12	<input type="checkbox"/> 13
COLLEGE OR UNIVERSITY STUDY						
NAME AND LOCATION OF COLLEGE OR UNIVERSITY	DEGREE	YEARS ATTENDED	DEGREE RECEIVED	YEAR RECEIVED	TOTAL GRADES	
George Washington University and American Univ., Washington, DC	PhD work in Internat. Affairs	1966-67	---	---	50	
George Wash. Univ., Wash., DC	Internat. Affairs	1964-66	M.S.	1965	30	
Lincoln Law School, Oakland, Calif.	Law	1961	---	---	1 year	
University of Texas, Austin, Tex.	Business	1946-48	BBA	1948	120	
<p>IF A GRADUATE DEGREE HAS BEEN HOLED ABOVE, AN INTERRUPTED SUBMISSION OF A WRITTEN TEST INDICATE THE TITLE OF THE TEST AND BRIEFLY DESCRIBE ITS CONTENT</p> <p>1965 Masters Thesis: "The Sino-Soviet Struggle for Power in Africa," a 200-page thesis from unclassified sources comparing the efforts of the Sino-Soviets for influence in Africa and the comparative strengths of the local communist parties there.</p>						
TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS						
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS		
1						
2						
3						
OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE						
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS		
1						
2						
3						
4						
5						
AGENCY-SPONSORED EDUCATION						
Specify when, if any, of the education shown in Section III was Agency sponsored						
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS		
Air War College, Montgomery, Ala.	National Strategy and International Affairs	1964	1965	10		
2						
3						
4						
5						

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SECTION VII		MILITARY SERVICE	
CURRENT DRAFT STATUS			
1. ARE YOU REGISTERED FOR THE DRAFT <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		2. SELECTIVE SERVICE CLASSIFICATION	
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS		4. IF DEFERRED, GIVE REASON	
MILITARY SERVICE RECORD <small>Active - Duty Only</small>			
1. MILITARY ORGANIZATION <small>Army, Navy, etc. specify</small>	2. BRANCH OR CORPS	3. DATES OF SERVICE <small>extended active duty</small>	
Army	Air Corps	FROM 1945 TO 1945	
4. STATUS <small>Regular, Reserve, etc. specify</small>	5. RANK, GRADE OR RATE <small>or separation point service</small>	6. SERIAL SERVICE OR FILE NUMBER	
Regular	Lt.	FV 30-1268	
7. CHECK TYPE OF SEPARATION <input checked="" type="checkbox"/> HONORABLE DISCHARGE <input type="checkbox"/> RETIREMENT FOR SERVICE <input type="checkbox"/> UNDEE HARDSHIPS <input type="checkbox"/> OTHER <small>Specify</small> <input type="checkbox"/> RELEASE TO INACTIVE DUTY <input type="checkbox"/> RETIREMENT FOR COMBAT DISABILITY <input type="checkbox"/> OTHER <small>Specify</small> <input type="checkbox"/> RETIREMENT FOR AGE <input type="checkbox"/> RETIREMENT FOR PHYSICAL DISABILITY			
8. BRIEF DESCRIPTION OF MILITARY DUTIES <small>record the duties and skills which best describe your work or function in the military service</small>			
Active Duty - Navigator - Bombardier duties Reserve - Intelligence Officer			
MILITARY RESERVE, NATIONAL GUARD STATUS			
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG <input type="checkbox"/> ARMY <input type="checkbox"/> MARINE CORPS <input type="checkbox"/> COAST GUARD <input type="checkbox"/> NATIONAL GUARD <input type="checkbox"/> NAVY <input checked="" type="checkbox"/> AIR FORCE <input type="checkbox"/> AIR NATIONAL GUARD			
1. CURRENT RANK, GRADE OR RATE	2. DATE OF APPOINTMENT IN CURRENT RANK	3. EXPIRATION DATE OF CURRENT RESERVE OBLIGATION	
Major	1982	---	
4. CHECK CURRENT RESERVE CATEGORY <input checked="" type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY <small>inactive</small> <input type="checkbox"/> STANDBY <small>active</small> <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED			
5. BRIEF DESCRIPTION OF MILITARY RESERVE DUTIES <small>record the duties and skills which best describe your work or function in the military service</small>			
Intelligence Officer			
6. IF YOU ARE CURRENTLY ASSIGNED TO A RESERVE OR NATIONAL GUARD TRAINING UNIT, IDENTIFY THE UNIT AND ITS ADDRESS			
Agency Unit			
MILITARY SCHOOLS COMPLETED <small>Active Duty, Reserve Status or as Civilian</small>			
NAME AND ADDRESS OF SCHOOL	COURSE OR SPECIALIZATION	DATE COMPLETED	REMARKS
1. Air War College, Montgomery, Ala.	National Strategy	1985	
2.			
3.			
4.			
5.			

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(When Filled In)

SECTION VIII			AGENCY EMPLOYMENT HISTORY
1. INCLUSIVE DATES (from-to-by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH	
August 1945 - present	Washington, D.C.	C-1/Technical Division	
4. TITLE OF JOB		5. GRADES HELD IN JOB	
Chief, Technical Division		GS-15	
6. DESCRIPTION OF DUTIES			
Supervision of the Office of Security audio countermeasures program domestically and overseas.			
1. INCLUSIVE DATES (from-to-by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH	
Aug 64-Aug 65	Montgomery, Alabama	CS	
4. TITLE OF JOB		5. GRADES HELD IN JOB	
student-Air War College		GS-15	
6. DESCRIPTION OF DUTIES			
Agency-sponsored - student at Air War College, study of national strategy & international affairs.			
1. INCLUSIVE DATES (from-to-by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH	
June 62-Aug 64	Germany, Frankfurt	EE/Security Branch	
4. TITLE OF JOB		5. GRADES HELD IN JOB	
Chief, Security Branch, German Station		GS-15	
6. DESCRIPTION OF DUTIES			
Chief of Security Branch activities in behalf of the German Station and supervision of certain security functions, such as polygraph and audio countermeasures, performed elsewhere in Western European area for the Agency.			

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SECTION VIII AGENCY EMPLOYMENT HISTORY (Cont'd)		
1. INCLUSIVE DATES (From-To, by month & year)	2. LOCATION (Country, City)	3. DESIGNATE OFFICE OR DIVISION BRANCH
June 60-Jun 62	USA/Washington, D.C.	CS/Security Research Staff
4. TITLE OF JOB		5. GRADES HELD IN JOB
Deputy Chief		GS-15
6. DESCRIPTION OF DUTIES		
Deputy Staff Chief, supervision of security research activities in behalf of the Office of Security		
1. INCLUSIVE DATES (From-To, by month & year)	2. LOCATION (Country, City)	3. DESIGNATE OFFICE OR DIVISION BRANCH
Aug 53-Jun 60	USA/Washington, D.C.	CS/Security Research Staff
4. TITLE OF JOB		5. GRADES HELD IN JOB
Security Research Officer		GS-12 to GS-15
6. DESCRIPTION OF DUTIES		
Security research in behalf of the Office of Security		
1. INCLUSIVE DATES (From-To, by month & year)	2. LOCATION (Country, City)	3. DESIGNATE OFFICE OR DIVISION BRANCH
Jun 53-Aug 53	USA/Washington, D.C.	CS/IOS
4. TITLE OF JOB		5. GRADES HELD IN JOB
Investigator		GS-12
6. DESCRIPTION OF DUTIES		
Investigative supervision of certain field investigations of IOS.		

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FORM 1273 (1-57)

PERSONNEL SERIAL NO. 158124		CERTIFICATION FOR LANGUAGE AWARD				AD NO. 192	
1. NAME (Last, First, Middle) McCord, James Walter				2. DATE OF BIRTH (Month, Day, Year) January 26, 1924			
3. CAREER STATUS		4. SO		5. COMPONENT 08			
6. LANGUAGE Russian		CODE 654		7. DATE OF TEST (Month, Day, Year) August 29, 1957		8. ANNIVERSARY DATE (Month, Day, Year) 29 Aug 57	
9. TEST SCORES		READING 8		WRITING --		PRONUNCIATION 8	
		SPEAKING 8		UNDERSTANDING 8			
10. AWARDABLE LEVEL		COMPREHENSIVE			SPECIALIZED-READING		
		ELEM. INTER. HIGH			ELEM. INTER. HIGH		
		EXP					
					SPECIALIZED-SPEAKING		
					ELEM. INTER. HIGH		
					NOT QUALIFIED AT ANY LEVEL		
11. I CERTIFY THAT THE ABOVE NAMED EMPLOYEE IS ELIGIBLE FOR THE AWARD INDICATED, HAVING MET ALL THE REQUIREMENTS FOR SAID AWARD.				12. TYPE OF AWARD		13. I CERTIFY FUNDS ARE AVAILABLE	
				OF AWARD		OBLIGATION REP. NO. SIGNATURE	
				ILAVR			
DATE		SIGNATURE		AMOUNT OF AWARD		CHARGE ALLOTMENT NO. DATE	
				\$1000			
14. FEDERAL TAX DEDUCTION		\$		15. EMPLOYEE PAYROLL NO.			
16. STATE/DC TAX DEDUCTION		\$		17. ALLOTMENT OF ASSIGNMENT			
18. NET AMOUNT OF AWARD PAID		\$		19. CHECK NUMBER ISSUED		DATE	
20. FORWARD CHECK TO							

FORM 1273

SECRET

(45)

PERSONAL HISTORY STATEMENT

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

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

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? _____

(Yes or No)

SEC. 1. PERSONAL BACKGROUND

A. FULL NAME Mr. James Walter McVey Sr. Telephone: _____
(Use No Initials) (Last) (Middle) (First) Office _____
 Ext. 3-1006
 Home _____

PRESENT ADDRESS 620 Pacific Avenue, Alameda, California, USA
(St. and Number) (City) (State) (Country)

PERMANENT ADDRESS 620 Pacific Avenue, Alameda, California, USA
(St. and Number) (City) (State) (Country)

B. NICKNAME Jim WHAT OTHER NAMES HAVE YOU USED? none

UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? _____

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

C. DATE OF BIRTH 1/2/23 PLACE OF BIRTH Alameda, California, USA
(Where?) (By what authority) (City) (State) (Country)

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

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

AT _____
(City) (State) (Country)

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

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

GIVE PARTICULARS _____

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

(2)

E. IF BORN OUTSIDE U. S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? 1944PORT OF ENTRY? ON PASSPORT OF WHAT COUNTRY? LAST U. S. VISA
(Number) (Type) (Place of Issue) (Date of Issue)

SEC. 2. PHYSICAL DESCRIPTION

AGE 27 SEX Male HEIGHT 5'10 1/2" WEIGHT 170
EYES Brown HAIR Dark COMPLEXION Medium SCARS none
BUILD Medium OTHER DISTINGUISHING FEATURES none

SEC. 3. MARITAL STATUS

A. SINGLE MARRIED ☒ DIVORCED WIDOWED STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS none

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

NAME OF SPOUSE Sarah Smith Doyle McGowan
(First) (Middle) (Last)PLACE AND DATE OF MARRIAGE Lubbock, Texas, USA, May 30, 1948HIS (OR HER) ADDRESS BEFORE MARRIAGE Route 6 Lubbock Texas USA
(St. and Number) (City) (State) (Country)LIVING OR DECEASED Living DATE OF DECEASE CAUSE PRESENT, OR LAST, ADDRESS 320 Pacific Ave Alameda Calif USA
(St. and Number) (City) (State) (Country)DATE OF BIRTH 1/13/21 PLACE OF BIRTH Lubbock Texas USA
(City) (State) (Country)IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY 1944CITIZENSHIP U. S. WHEN ACQUIRED? Birth WHERE?
(City) (State) (Country)OCCUPATION Secretary-Memo LAST EMPLOYER University of CaliforniaEMPLOYEE'S OR BUSINESS ADDRESS Berkeley, California
(St. and Number) (City) (State) (Country)MILITARY SERVICE FROM none TO BRANCH OF SERVICE
(Date) (Date)COUNTRY DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGNSecretary-Memo, U. S. Army, Air Force Central Command, Langley, VA, Nov. 1945 - Jan. 1949

FEDC

MFNT

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

1. NAME None, no dependents other RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
 (St. and Number) (City) (State) (Country)

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

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

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

FULL NAME Simon Calton McLeod 3rd
 (First) (Middle) (Last)

LIVING OR DECEASED Living DATE OF DECEASE _____ CAUSE _____

PRESENT, OR LAST, ADDRESS Box 230 Thornhill Texas USA
 (St. and Number) (City) (State) (Country)

DATE OF BIRTH 12/14/21 PLACE OF BIRTH Walden, N. Carolina, USA
 (Date) (City) (State) (Country)

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

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

OCCUPATION School Teacher LAST EMPLOYER Thornhill High School
 (City) (State) (Country)

EMPLOYER'S OR OWN BUSINESS ADDRESS Thornhill, Texas, USA
 (St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM None TO _____ BRANCH OF SERVICE _____
 (Date) (Date)

COUNTRY _____ DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN
None

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

FULL NAME Beatrice Boo McLeod
 (First) (Middle) (Last)

LIVING OR DECEASED Living DATE OF DECEASE _____ CAUSE _____

PRESENT, OR LAST, ADDRESS Box 230 Thornhill Texas USA
 (St. and Number) (City) (State) (Country)

DATE OF BIRTH 3/2/07 PLACE OF BIRTH Colony, Texas, U.S.
 (Date) (City) (State) (Country)

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

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

(4)

OCCUPATION Housewife LAST EMPLOYER None

EMPLOYEE'S OR OWN BUSINESS ADDRESS _____
(St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM None TO _____ BRANCH OF SERVICE _____

COUNTRY _____ DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN
None

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

1. FULL NAME Dorothy Marie McGord AGE 27
(First) (Middle) (Last)

PRESENT ADDRESS Box 336 Stearns IA U. S.
(St. and Number) (City) (State) (Country) (Citizenship)

2. FULL NAME Harmon Gayle McGord AGE 3
(First) (Middle) (Last)

PRESENT ADDRESS Box 336 Stearns IA U. S.
(St. and Number) (City) (State) (Country) (Citizenship)

3. FULL NAME Gemma Lee McGord AGE 25
(First) (Middle) (Last)

PRESENT ADDRESS Box 304 Holliday Iowa U. S.
(St. and Number) (City) (State) (Country) (Citizenship)

4. FULL NAME _____ AGE _____
(First) (Middle) (Last)

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

5. FULL NAME _____ AGE _____
(First) (Middle) (Last)

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

SEC. 8. FATHER-IN-LAW

FULL NAME Arthur (None) Dorsey
(First) (Middle) (Last)

LIVING OR DECEASED Living DATE OF DECEASE _____ CAUSE _____

PRESENT, OR LAST, ADDRESS 313 North 17th St., Harmon Iowa
(St. and Number) (City) (State) (Country)

DATE OF BIRTH 11/27/07 PLACE OF BIRTH Dumott County Iowa

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

CITIZENSHIP US WHEN ACQUIRED: 11-21 WHERE? _____
(City) (State) (Country)

OCCUPATION Farmer LAST EMPLOYER Self

SEC. 9. MOTHER-IN-LAW

FULL NAME Smith IV Barry
(First) (Middle) (Last)
 LIVING OR DECEASED Living DATE OF DECEASED _____ CAUSE _____
 PRESENT, OR LAST, ADDRESS 513 North 17th Street, Kansas, Texas, USA
(St. and Number) (City) (State) (Country)
 DATE OF BIRTH 7/1/25 PLACE OF BIRTH Kenton, Texas
 IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY IL
 CITIZENSHIP US WHEN ACQUIRED? Birth WHERE? _____
(City) (State) (Country)
 OCCUPATION Housewife LAST EMPLOYER Unemployed

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

1. NAME None RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
 2. NAME _____ RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
 3. NAME _____ RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)

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

1. NAME None RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
 TYPE AND LOCATION OF SERVICE (IF KNOWN) _____
 2. NAME _____ RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
 TYPE AND LOCATION OF SERVICE (IF KNOWN) _____
 3. NAME _____ RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
 TYPE AND LOCATION OF SERVICE (IF KNOWN) _____

(6)

SEC. 12. POSITION DATA

A. KIND OF POSITION APPLIED FOR Agent, Central Intelligence Agency

B. WHAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT? Basic Starting Salary \$4,400
(You Will Not Be Considered For Any Position With A Lower Entrance Salary.)

C. IF YOU ARE WILLING TO TRAVEL, SPECIFY: OCCASIONALLY _____
FREQUENTLY _____, CONSTANTLY X

D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C. X
ANYWHERE IN THE UNITED STATES X, OUTSIDE THE UNITED STATES X

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

SEC. 13. EDUCATION

ELEMENTARY SCHOOL North Ford ADDRESS Cambridge, Maine, U.S.A.
(City) (State) (Country)

DATES ATTENDED 1934-36 GRADUATE? yes

HIGH SCHOOL Electra ADDRESS Electra, Maine, U.S.A.
(City) (State) (Country)

DATES ATTENDED Electra, 1936-39 GRADUATE? Undergraduate
" " Electra, 1939-1940 " Yes

COLLEGE Williston ADDRESS Williston, Oregon, U.S.A.
(City) (State) (Country)

MAJOR AND SPECIALTY Business, Undergraduate YEARS COMPLETED 2-semester

DATES ATTENDED Jan. 1946 - May 1946 DEGREE No, undergraduate

COLLEGE University of Texas ADDRESS Austin, Texas, U.S.A.
(City) (State) (Country)

MAJOR AND SPECIALTY Business Administration YEARS COMPLETED 4

DATES ATTENDED 9/46 to 10/48 DEGREE Doctorate of Business Administration

CHIEF UNDERGRADUATE COLLEGE SUBJECTS Accounting, General Business

CHIEF GRADUATE COLLEGE SUBJECTS ---

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

U. S. Army Air Corps 2nd Lieutenant 11/23/10-11/11/45
 (Rank) (Dates of Service)
 1st Lt. (Capt) Army Air Corps
 2nd Lt. 10-2092263 Honorable Cert. of Service
 (Last Station) (Serial Number) (Type of Discharge)

REMARKS:

SELECTIVE SERVICE BOARD NUMBER 119 ADDRESS Austin, Texas
IF DEFERRED GIVE REASON Classified V-A

INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS. Harbor UNAF
Volunteer Air Reserve, Milton Air Force Base, Calif.

SEC. 15. CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 15 YEARS. ACCOUNT FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST. (List all civilian employment by a foreign government, regardless of dates.)

FROM 3/51 TO Present CLASSIFICATION GRADE NA
(IF IN FEDERAL SERVICE)

EMPLOYING FIRM OR AGENCY 5010

ADDRESS 820 Pacific Ave, Alameda, California USA
(St. and Number) (City) (State) (Country)

KIND OF BUSINESS Credit Org. NAME OF SUPERVISOR III

TITLE OF JOB Manager SALARY \$ 3000 PER ANNUUM

YOUR DUTIES Install credit systems for retail business firms

REASONS FOR LEAVING To re-enter investigative field

FROM 10/43 TO 7/51 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) GS-10

EMPLOYING FIRM OR AGENCY Federal Bureau of Investigation

ADDRESS _____ Washington, D. C. USA
(St. and Number) (City) (State) (Country)

KIND OF BUSINESS Investigative NAME OF SUPERVISOR Henry F. Kendall (last)

TITLE OF JOB Special Agent SALARY: \$250 PER ANNUAL

YOUR DUTIES To investigate violations of Federal Law.

REASONS FOR LEAVING To attend private business

(8)

FROM 1/1 TO 10/10 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) IA

EMPLOYING FIRM OR AGENCY University of Texas

ADDRESS Austin, Texas (City) (State) (Country)

KIND OF BUSINESS University NAME OF SUPERVISOR IA

TITLE OF JOB Student SALARY: IA PER

YOUR DUTIES Full-time student

REASONS FOR LEAVING accepted position with FBI

FROM 3/1 TO 3/10 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) IA

EMPLOYING FIRM OR AGENCY Veterans Housing Office, University of Texas

ADDRESS Austin, Texas (City) (State) (Country)

KIND OF BUSINESS Vet. Housing NAME OF SUPERVISOR P. C. McCormick

TITLE OF JOB Assistant Manager SALARY: 1320 PER (part-time)

YOUR DUTIES assist manager in operation of nine veterans' dormitories located on University of Texas campus. Position was part-time while attending the University of Texas

REASONS FOR LEAVING To devote full time to studies just prior to graduation.

FROM 11/13 TO 11/15 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) IA

EMPLOYING FIRM OR AGENCY U. S. Army Air Corps

ADDRESS IA (City) (State) (Country)

KIND OF BUSINESS IA NAME OF SUPERVISOR

TITLE OF JOB Bombardier SALARY: 1970 PER (part-time)

YOUR DUTIES Aircraft Observer-Bombardier performing duties of operation of bombing and navigation equipment aboard aircraft of U. S. Army Air Corps.

REASONS FOR LEAVING Gov. of Government

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

no

SEC. 17. GENERAL QUALIFICATIONS

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

LANGUAGE none SPEAK READ WRITE

LANGUAGE SPEAK READ WRITE

LANGUAGE SPEAK READ WRITE

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

Boxing-good prof.; baseball-good prof.; tennis-good prof.;

football-fair prof.; golf-fair prof.

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

Trained as Radio Technician in FBI, capable of operating short-wave radio by voice or c.w., encoding or decoding messages related thereto, and trained in monitoring and identifying clandestine enemy radio stations in world war II.

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

Operate short-wave radio by voice or c.w. Code speed of 25 words per minute.

APPROXIMATE NUMBER OF WORDS PER MINUTE IN TYPING 45

SHORTHAND

(10)

E. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION, SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, ETC. No 2100070 211 10070

IF YES, INDICATE KIND OF LICENSE AND STATE _____

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

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

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

G. HAVE YOU A PHYSICAL HANDICAP, DISEASE, OR OTHER DISABILITY WHICH SHOULD BE CONSIDERED IN ASSIGNING YOU TO WORK? IF ANSWER IS "YES," EXPLAIN:

No

H. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? IF ANSWER IS "YES," GIVE COMPLETE DETAILS:

No

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

	Street and Number	City	State
1. Dr. Geo. Derbyshire	BUS. ADD. 531 22nd St., Alameda, Calif. RES. ADD. 917 22nd St., Alameda, Calif.		
2. Paul A. Martin	BUS. ADD. 320 Pacific Ave., Alameda, Cal. RES. ADD. 320 Pacific Ave., Alameda, Cal.		
3. P. C. McConnell	BUS. ADD. c/o Veterans Housing Office, Univ. RES. ADD. 0, Toros, Austin, Texas		
4. W. C. Martin	BUS. ADD. 6/o Electric State Bank, Electric, RES. ADD. Toros		
5. Dr. C. C. Hayley	BUS. ADD. c/o Drs. Harbison and Hayley, RES. ADD. Wichita Falls, Texas		

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

	Street and Number	City	State
1. Mr. Hood Long	BUS. ADD. Rural Route, Rio Hondo, Texas RES. ADD.		
2. Thomas Clifton	BUS. ADD. Box 267 Marshall, Texas RES. ADD. 320		
3. Richard Ellis	BUS. ADD. RES. ADD. 631 Fairbridge, Alameda, Cal.		
4. Bruno England	BUS. ADD. RES. ADD. 1132 Fourth St., Alameda, Cal.		
5. Mrs. G. H. McCall	BUS. ADD. RES. ADD. 2307 Salado St., Austin, Texas		

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

	Street and Number	City	State
1. Mrs. P. Martin	BUS. ADD. 320 Pacific Ave., Alameda, Cal. RES. ADD.		
2. Alexander Oljennyk	BUS. ADD. 320 Pacific Ave., Alameda, Cal. RES. ADD.		
3. Mrs. Margaret Fowler	BUS. ADD. 320 Pacific Ave., Alameda, Cal. RES. ADD.		

SEC. 21. FINANCIAL BACKGROUND

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

B. NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS Bank of America, 1111 1st St., San Francisco, Calif.

(12)

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

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

1. NAME W. G. Crowell Co. ADDRESS 2001 Broadway, Oakland, Cal.
(City) (State) (Country)
2. NAME W. G. Crowell Co. ADDRESS 2001 Broadway, Oakland, Cal.
(City) (State) (Country)
3. NAME W. G. Crowell Co. ADDRESS 2001 Broadway, Oakland, Cal.
(City) (State) (Country)

SEC. 22. RESIDENCES FOR THE PAST 15 YEARS

FROM 1/10 TO Present 2001 Broadway, Oakland, Cal.
(City) (State) (Country)
FROM 7/19 TO 1/13 2001 Broadway, Oakland, Cal.
(City) (State) (Country)
FROM 1/12 TO 7/12 2001 Broadway, Oakland, Cal.
(City) (State) (Country)
FROM 10/13 TO 1/12 2001 Broadway, Oakland, Cal.
(City) (State) (Country)
FROM 6/18 TO 10/12 2001 Broadway, Oakland, Cal.
(City) (State) (Country)
FROM 9/16 TO 6/13 2001 Broadway, Oakland, Cal.
(City) (State) (Country)
FROM 11/15 TO 9/16 2001 Broadway, Oakland, Cal.
(City) (State) (Country)
FROM 11/13 TO 11/13 2001 Broadway, Oakland, Cal.
(City) (State) (Country)

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

A. FROM 6/19/19 TO 6/19/19 Tierra Verde Vacation Trip
(City or section) (Country) (Purpose)
FROM TO
(City or section) (Country) (Purpose)
FROM TO
(City or section) (Country) (Purpose)
FROM TO
(City or section) (Country) (Purpose)
FROM TO
(City or section) (Country) (Purpose)

SEC. 24. CLUBS, SOCIETIES, AND OTHER ORGANIZATIONS

LIST NAMES AND ADDRESSES OF ALL CLUBS, SOCIETIES, PROFESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIND (INCLUDE MEMBERSHIP IN, OR SUPPORT OF, ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCH IN A FOREIGN COUNTRY) TO WHICH YOU BELONG OR HAVE BELONGED:

1. Air Reserve Association, Univ. of Texas Chapter, Austin, Texas, USA
(Name and Chapter) (City) (State) (Country)

DATES OF MEMBERSHIP: 9/16 to 9/16

2.
(Name and Chapter) (City) (State) (Country)

DATES OF MEMBERSHIP:

3.
(Name and Chapter) (City) (State) (Country)

DATES OF MEMBERSHIP:

4. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

5. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

6. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

7. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

SEC. 25. MISCELLANEOUS

A. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED; OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF, OR HAVE YOU SUPPORTED, ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES? NO

IF "YES," EXPLAIN:

B. DO YOU USE, OR HAVE YOU USED, INTOXICANTS? Occasionally, in celebration Yes IF SO, TO WHAT EXTENT?

C. HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? IF SO, STATE NAME OF COURT, CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE: NO

D. HAVE YOU EVER BEEN COURT-MARTIALED WHILE A MEMBER OF THE ARMED FORCES? IF ANSWER IS "YES," GIVE DETAILS NO

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

U. S. Civil Service Commission

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

Federal Bureau of Investigation, August, 1940

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

NAME Sarah Ruth McCord RELATIONSHIP Wife
 ADDRESS 820 Pacific Avenue Alameda California USA
(St. and Number) (City) (State) (Country)

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

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

NO

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

SIGNED AT Alameda, California DATE May 16, 1951
(City and State)

Sarah Ruth McCord James Walter McCord Jr.
(Witness) (Signature of Applicant)

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

Sec. 15 (cont.)

FROM 8/2/43 TO 12/29/43 CLASSIFICATION GRADE 3A-5

EMPLOYING FIRM OR AGENCY Federal Bureau of Investigation

ADDRESS Washington D. C., USA

KIND OF BUSINESS Federal Investigative Agency

SUPERVISOR H. H. W. Coffey (last)

TERMS OF JOB Radio Technician SALARY \$2450 per annum

JOBS DUTIES Send and receive messages by radio by voice or c. w., encode and decode messages, monitor and identify clandestine enemy radio stations.

REASON FOR LEAVING On military leave to enter U. S. Army Air Corps.

FROM 4/1 to 3/43 CLASSIFICATION ON GRADE 3A

EMPLOYING FIRM OR AGENCY Electra St to Bank

ADDRESS Electra Texas

KIND OF BUSINESS State Bank SUPERVISOR W. C. Martin

TERMS OF JOB Bookkeeper SALARY \$1200 per annum

JOBS DUTIES Posted bank ledger and at tenant accounts and assisted in preparation of financial statements.

REASON FOR LEAVING To accept better paying position with FBI

FROM 5/40 to 4/41 CLASSIFICATION GRADE 3A

EMPLOYING FIRM OR AGENCY Tomlinson and Son

ADDRESS Electra Texas

KIND OF BUSINESS Retail Chain Store SUPERVISOR ELLIOT CLAYTON

TERMS OF JOB Clerk: SALARY \$600 per annum, part-time

REASON FOR LEAVING To accept full-time and better paying position with the Electra St to Bank, Electra, Texas.

FROM 5/36 to 5/40 High Sch of Student, see Sec. 13

SEC. 22 LEAVING GRADE 3A 15 Texas (cont.)

FROM 8/42 to 11/43 331 Landshields Ave, N. E., Washington, D. C.

FROM 8/37 to 8/42 301 West Ida St., Electra, Texas

FROM 9/36 to 9/40 not recalled Hollerville, Texas

CONFIDENTIAL

DATE 21 May 1962PROT. 2-6/5

TO : Chief, CS

Director of Security

Director of Personnel

FROM : Chief, Communications Security Staff

SUBJECT: Notification of Cryptographic Clearance - James W. McFard, Jr.

1. Subject employee has been granted a cryptographic clearance under the provisions of CIA Regulation 90-500. Clearance is effective 23 May 62.

2. Subject has been informed of the granting of clearance, has been briefed concerning cryptographic and related communications security matters, and has signed a Briefing Statement acknowledging responsibility for the protection of cryptographic information.

3. When Subject employee no longer requires the clearance in order to perform his assigned duties, it is requested that the Communications Security Staff (2411 "I" Bldg., Ext. 3021) be notified by Chief, CS, that the clearance may be revoked.

FOR THE CHIEF, COMMUNICATIONS:

James W. McFard, Jr.
Chief, Protective Branch

Distribution:

- 1 - Chief, CS
- 1 - Security Office (Briefing Statement attached)
- 1 - Personnel Office
- 1 - CC-S/PROT File

CONFIDENTIAL

CONFIDENTIAL

SECURITY APPROVAL

Date: 14 August 1951

Your reference:

Case Number: 52049

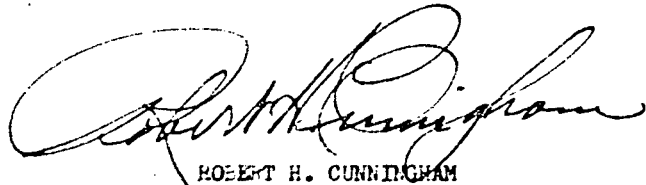
TO : Chief, Employees Division
Special Support Staff
FROM : ~~Chief, Security Division~~
Chief, Special Security Division
SUBJECT: McCORD, James Walter, Jr.

1. Note "X" below:

- ☒ Security approval is granted subject for access to classified information.
- ☐ Provisional clearance for full duty with CIA is granted under the provisions of paragraph 4, Administrative Instruction 10-2, which provides for a temporary appointment pending the completion of full security investigation.

2. Unless the applicant enters upon duty within 60 days from above date, this approval becomes invalid.

3. Subject is an applicant for a position in I & S.


ROBERT H. CUNNINGHAM

*Dr. Taylor
17 Aug*

JM

CONFIDENTIAL

F-9

60

3rd Agency method
employed at report
of Office of Security