

**SECRET**

**SECRET**

# Official Personnel Folder

SECRET

RETURN TO AGENTS & RECORDS CENTER  
IMMEDIATELY AFTER USE  
JOB 70-274 BOX 23

# SECRET

0 2 JUL 1970

NOEL, JAMES A

21 May

term  
8-3-68  
70-374  
A-23

Mr. James A. Noel  
2057 Flying Hills Lane  
El Cajon, California 92020

Dear Mr. Noel:

I am very pleased to forward to you your Letter of Commendation from Mr. Helms and your Certificate of Retirement.

Your service medallion has been ordered and, of course, will be sent to you as soon as it is received from the engraver. You should have it in approximately ten weeks.

Sincerely,

F. W. M. Jannoy  
Director of Personnel

Enclosures  
Distribution:

0 - Addressee  
4 - OPF

1 - D/Pers  
1 - ROB Soft File  
1 - ROB Reader

CIA Letterhead

OP/RAD/ROB/EGraff: gln 14 May 1975

FILE 5706

Post Office Box 1925  
Washington, D. C. 20013

26

Mr. James A. Neel  
2057 Flying Hills Lane  
El Cajon, California 92020

Dear Mr. Neel:

I am responding to your letter of 27 November addressed to  
Mr. John F. Blake, former Director of Personnel.

Your request that your Certificate of Retirement and your  
Letter of Commendation from the Director be released to you was  
given very careful consideration. I am most sorry to advise that  
circumstances still prevail which preclude their release.

Sincerely,

F. W. M. Janney  
Director of Personnel

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

OP/RAD/ROB/EGraff:blc (18 December 1973)

SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM					
UNCLASSIFIED		CONFIDENTIAL		SECRET	
OFFICIAL ROUTING SLIP					
TO	NAME AND ADDRESS	DATE	INITIALS		
1	CCS/CSB Mr. Biladeau CH-44 Hqs	7 Dec	<i>RB</i>		
2					
3					
4	<i>ROB/Eleanor</i>				
5	<i>205 Magazine</i>				
6					
ACTION		DIRECT REPLY		PREPARE REPLY	
APPROVAL		DISPATCH		RECOMMENDATION	
COMMENT		FILE		RETURN	
CONCURRENCE		INFORMATION		SIGNATURE	
<b>Remarks:</b>  <div style="margin-left: 20px;"> <b>Dick:</b>            Would you please take another look at this one to see if we might now release letter and certificate.         </div> <div style="margin-left: 20px; margin-top: 10px;"> <b>Eleanor:</b>  <i>His name status has not changed. This is his yearly letter.</i> <i>RB</i> </div>					
FOLD HERE TO RETURN TO SENDER					
FROM: NAME, ADDRESS AND PHONE NO.				DATE	
ROB, 205 Magazine, x2847				12/5/73	
UNCLASSIFIED		CONFIDENTIAL		SECRET	

2057 Flying Hills Lane  
El Cajon, Calif., 92020

November 27, 1973

Mr. John F. Blake  
Director of Personnel  
Central Intelligence Agency  
Washington, D.C., 20505

Dear Mr. Blake:

I am writing to you personally and directly at the suggestion of my old friend and new neighbor, Don Marelius.

As the records will show I retired in the spring of 1971 after 40 years of Federal service 27 of which were with the Agency and predecessor organizations. At the time of my retirement a small ceremony was held, presided over by Mr. Tom K., and I was shown various items attesting to my length of service, dedication to duty, etc. However, I was not permitted to take these items with me due to certain cover considerations which I admit have never been quite clear to me. I was told informally in the division that perhaps after a year the items would be forwarded to me. It will soon be three years and I have not yet received them.

I am sure I don't need to tell you how much these items mean to me and what they will mean to my sons in later years. Therefore I would appreciate hearing from you as to the status of these items. I am sure there are many other fellows in the same boat.

Anxiously awaiting your reply, I am

Sincerely,

  
James A. Noel

<b>DISPATCH</b>		CLASSIFICATION <b>SECRET</b>		PROCESSING ACTION	
TO	Chief, FR Division			X	MARKED FOR INDEXING
INFO					NO INDEXING REQUIRED
FROM	Chief of Base, Los Angeles				ONLY QUALIFIED DESK CAN JUDGE INDEXING
SUBJECT	ISOLOG/ADMIN - Retirement Letter & Certificate - Cecil J. KLOBUKAR				
ACTION REQUIRED - REFERENCES					
<p>Action: For your retention</p> <p>Ref: USLS-416, dated 8 November 1971</p> <p>Forwarded under separate cover is the retirement letter and certificate of Cecil J. KLOBUKAR. KLOBUKAR has seen these documents and they are being returned per Reference instructions.</p> <p style="text-align: right;"><i>L. P. Hillquit</i> Lisle P. HILLQUIT</p> <p>Attachment: Letter &amp; Certificate <u>u/s/c</u></p> <p>Distribution: <u>3-C</u>, FR w/att <u>u/s/c</u></p>					
CROSS REFERENCE TO		DISPATCH SYMBOL AND NUMBER		DATE	
		USLT-431		21 March 1972	
		CLASSIFICATION		IS FILE NUMBER	
		SECRET			

August 25, 1971

Dear Tom -

I am taking advantage of Gene's coming visit to Washington to send you this little note.

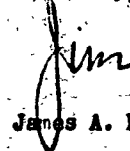
We will be moving to the San Diego area the end of this month and hoped to be settled into our new home there by the time mid-September rolls around.

Tom, you will recall that at the time of my retirement you presented me with a letter from Dick, a certificate of service, and (I understood) a silver medallion. All of these items were then returned to be safely stored away until some future date - not specified. I am sure you can appreciate that these items mean an awful lot to me - and eventually will mean a lot to my two sons. I realize and appreciate the need, because of cover reasons, for discretion with respect to displaying these items to friends, etc. At the same time I realize that as the years pass the chances of these items getting "lost" or falling between the chairs back home is very good. I do not want to lose them and it goes without saying that I would honor any restrictions that might be imposed in the event they are sent to me. The outfit in past years has entrusted me with top secrets, with the management of unvouchered funds, with details of sensitive operations. Surely it can now trust me to use intelligent discretion in the safeguarding of these items I write about. I would appreciate it Tom if you would take this request into careful consideration.

When I saw you last in Washington you promised one day you would be making a trip out to San Diego. I am holding you to that and hope it will be soon.

Lillian joins me in sending you our warmest regards. Don't forget - wherever I am you and the outfit have a sincere friend who is prepared to help out to the best of his ability.

Sincerely,



James A. Noel

SECRET

14 September 1971

MEMORANDUM FOR: SA/ADDP

SUBJECT: Mr. James A. Noel

1. Mr. James Noel was uninterruptedly employed by the Department of State from 1931 to 1968. From 1931 to 1944 Mr. Noel was a bona fide Foreign Service Officer. Since 1944 his Department of State employment was in cover status while he was with OSS, SSU, CIC and CIA. He ostensibly retired from the Department of State in 1968. Until his actual retirement from CIA in 1971, he had cover as a consultant for the Department of Army. Mr. Noel received a 35 year certificate and service pin from the Department of State in lieu of the usual CIA retirement documentation and awards. Mr. Noel retired under cover and continues to be administered in this manner.

2. Under current guidelines, personnel retiring from CIA under cover do not receive any CIA retirement documentation or awards since this would be inconsistent with the retention of cover in retirement status.



ERICH W. ISENSTEAD  
Chief, Central Cover Staff

SECRET

14-00000

71 E 983

71-15112

20 MAR 1971

Mr. James A. Noel  
1807 Sebastian Drive  
Burlingame, California 94010

Dear Jim:

As you reach the end of your active career of Government service, I want to join your friends and colleagues in wishing you continued success and satisfaction in your retirement.

You have been privileged to face the challenge of important responsibilities during your more than forty years of service to your country. The success with which you have met this challenge should be a source of lasting pride and satisfaction to you.

May I extend to you, personally and officially, my sincere appreciation for the important work you have done and my warmest hopes that you will find full enjoyment in the years ahead.

Sincerely,

Richard Helma

Richard Helma  
Director

Distribution:

- O - Addressee
- 1 - DDCI
- 1 - ER
- 1 - C/EAB/OS
- 1 - D/Pers
- 1 - OPF
- 1 - ROB
- 1 - ROB Reader

Originator:

12 MAR 1971  
Harry B. Fisher  
Director of Personnel

Telephone Concurrence

\*Concur:

16 March 1971

C/EAB/OS

OP/RAD/ROE/ERanochak:sl (16 March 1971)

\* May be shown to Subject but must be retained in Agency files.

TR MITTAL SLIP		DATE 22 May 1970
TO: OP/TRB - John McCann		
ROOM NO. 5 E 13	BUILDING Hqs	
REMARKS: <p>Would you be able to get the prior Federal Service file on this fellow. He's now a Career Agent with DOD and making retirement plans.</p> <p><b>JAMES A NOEL 055292</b> <b>SSN 083 36 2788</b></p> <p>5/25/70 Request sent to Fed. R/C. File  7/14/70 Request sent to state. Then  CCS. File  7/15/70 R/C searching SSN file for  State Dept. file. File  9/3/70 - Fed. R/C. (ROB) are has been  checked for file for 31-sec. waiting  FROM: RAD/ROB - E. Graff</p>		
ROOM NO. 205	BUILDING Magazine	EXTENSION 3251

FORM 100-241  
FEB 55

REPLACES FORM 100-241  
WHICH MAY BE USED

(6)

UNITED STATES CIVIL SERVICE COMMISSION  
WASHINGTON, D. C. 20415

FIR

REQUEST FOR OFFICIAL FILES

TO: National Personnel Records Center General Services Administration 111 Winnebago Street St. Louis, Missouri 63118	DATE	25 MAY 1970	6-5-70
	FILE	SSN: 083-36-2388	
	NAME	N-400 NOEL, JAMES A.	
	DATE OF BIRTH	19 MARCH 1911	

Please furnish the following material, needed by the Commission for the purpose shown below. The bottom part of this form is for your use as a transmittal. This material will be returned to you as soon as it has served its purpose. Any material classified under E.O. 10501 should be safeguarded and transmitted in accordance with the requirements of that order.

MATERIAL REQUESTED:

- ☒ Official Personnel File
- ☐ Abstract of Federal Employment from Official Personnel File
- ☐ Copies of any interviews held
- ☐ Copies of interrogatories and replies
- ☐ All copies of FBI reports of investigation (if you no longer employ this person, these reports will not be returned - See FPM Chapter 73b, Subchapter 5.)

☒ U.S. STATE DEPT.  
FOREIGN SERVICE  
ENSENADA, MEXICO & GUADALAJARA, MEXICO  
EMPLOYED: 26 JAN. 1931 - 8 AUG. 1944

PURPOSE:

- ☐ Request for consideration under C.S. Regulation 731.401
- ☐ Request for consideration under C.S. Regulation 732.401
- ☐ To answer Congressional or other correspondence
- ☐ For use in considering pending application for examination
- ☒ Special Request  
Chief, Division of Adjudication and Appraisal

John Johnson, Director  
Bureau of Personnel Investigations

TO: Division of Adjudication and Appraisal  
Bureau of Personnel Investigations  
U. S. Civil Service Commission  
Washington, D. C. 20415

The material indicated below is attached as requested.

- ☐ Official Personnel File
- ☐ Abstract of Federal Employment
- ☐ Copies of any interviews held
- ☐ Copies of interrogatories and replies
- ☐ All copies of FBI reports of investigation

REMARKS: The official personnel folder for Mr. Noel is in the custody of the Division of Foreign Service Personnel Records, Department of State, Washington, D.C.

6-18-70

DATE 25 MAY 1970	SIGNATURE	OFFICIAL TITLE PERSONNEL
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SECRET

27 April 1970

MEMORANDUM FOR: Chief, Retirement Affairs Division

SUBJECT : Mr. James A. Noel

REFERENCE : Dispatch - USFT-1584, 19 March 1970

1. Attached is a copy of a dispatch from subject, now a career agent - in which he poses certain questions with respect to his retirement status based on former service with the Department of State. We forwarded the dispatch to Central Cover Staff, for action with the Department of State. We were informed that there is no record of subject's service in Mexico either with the Civil Service or the Department of State, since records have been destroyed.

2. Since subject's retirement plans are directly involved with the service claimed, it would be appreciated if his records could be checked. Perhaps the Records Center could be checked.

(signed) Virginia C. Lynch  
Virginia C. Lynch  
Chief, DO Personnel & Training

Attachment: As Stated

SECRET

DISPATCH

SECRET

Chief, Domestic Operations

Chief of Base, San Francisco

REMOVAL/REVIEW

Retirement Plans - *James A. Hill*

REF: US73-860, 26 February 1970

1. Reference has been seen and noted by ~~EX-107~~ and Headquarters' offer to assist him in programming his retirement is greatly appreciated.

2. There is a matter in which Headquarters could be of assistance and which, conceivably, could influence a decision on the part of ~~EX-107~~ to retire before he reaches his 60th birthday in March 1971. It is this: When ~~EX-107~~ resigned from INCOLD on 13 August 1954, to accept employment on 18 August 1954, with WOHIVA, he had to his credit with INCOLD a considerable amount of annual and sick leave accrued over a period of about fourteen years. Due to regulations or practices in effect at that time he was not paid for his annual leave but was told that both his annual and sick leave balances would be held in escrow and if he returned to INCOLD employment in the future the credits would be reinstated. Years later, when ~~EX-107~~ was being integrated into INCOLD, he was told concerning his annual and sick leave credits and was informed by the INCOLD official handling the integration project that reinstatement of his leave could not be granted due to the fact that there had been a "break in the continuity of ~~EX-107~~'s government

...Continued...

Distribution:

CROSS REFERENCE TO

DISPATCH SYMBOL AND NUMBER

USPT-1634

DATE

19 March 1970

CLASSIFICATION

FILE NUMBER

SECRET

CONTINUATION OF  
DISPATCH

SECRET

service" as reflected by the papers submitted by Headquarters to INGOLD in connection with the information process. This break in the continuity of service was completely fictitious but was inserted into the employment record of ~~XXXXXXXX~~ by our cover people for some technical reason not clear to ~~XXXXXXXX~~. ~~XXXXXXXX~~ has been in continual government service from 20 January 1931 to date without a single day's break in service, as his personnel record will disclose. He realizes, of course, that he has long lost his annual leave credit with INGOLD and the lost annual leave is therefore not a matter of contention at this writing. However, he is most interested in now ascertaining whether the sick leave which he has to his credit when he resigned from INGOLD in 1944 can be recovered and added to his sick leave balance now being held by WFOCK. Since unused sick leave can now be used in computing longevity for retirement purposes, the recovery of this sick leave could play an important part in ~~XXXXXXXX~~'s retirement plans. Consequently, he would greatly appreciate it if the appropriate Headquarters officials would look into this matter at their earliest convenience.

3. ~~XXXXXXXX~~ would also like to raise another matter relating to his service with INGOLD. ~~XXXXXXXX~~ served from October 1933 to July 1941 at Mazatlan, Mexico, which was then designated by the INGOLD as an "unhealthy post" for retirement purposes. Each year of duty at an unhealthy post entitled the employee to one and one half years of credit for retirement purposes. ~~XXXXXXXX~~ would appreciate learning whether his service at Mazatlan during the period mentioned would, under present rules, entitle him to extra retirement credit.

4. A ruling by Headquarters on the two points raised is respectfully requested.

William G. BOLAND

Originated by ~~XXXXXXXX~~

SECRET

Do Not Filled In

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER 055292		2. NAME (Last-First-Middle) NOEL JAMES A ✓			
3. NATURE OF PERSONNEL ACTION RESIGNATION			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 08 03 68		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS ▶	V TO V OF TO V	V TO OF XX OF TO OF	7. FINANCIAL ANALYSIS NO CHARGEABLE 9129-0256		8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS DDP/DOD US FIELD INTELLIGENCE OPERATIONS GROUP SAN FRANCISCO BASE			10. LOCATION OF OFFICIAL STATION SAN FRANCISCO, CALIF.		
11. POSITION TITLE CHIEF OF BASE		12. POSITION NUMBER 0150		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, FS, etc.) GS		15. OCCUPATIONAL SERIES 0136.08		16. GRADE AND STEP 16 6	
17. SALARY OF RATE 26,640 ✓		18. REMARKS  Subject is reemployable.  1815 H. ST. N.W. WASH., D.C.			
18A. SIGNATURE OF REQUESTING OFFICIAL Virginia C. Lynch, C/DO Pers. & Training		DATE SIGNED		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER 3 Aug 68	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 43	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC	22. STATION CODE	23. INTEREST CODE	24. HQ/RTS CODE 2
25. DATE OF BIRTH MO. DA. YR. 03 19 11		26. DATE OF GRADE MO. DA. YR.		27. DATE OF LEI MO. DA. YR.	
28. DATE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1-CSC 2-CPGN 3-ICK 4-NONE	31. SEPARATION DATA CODE 1. BL. 00. 7. 1	32. CORRELATION CANCELLATION DATA TYPE MO. DA. YR.	33. SECURITY REQ NO.
34. SEX	35. PAY PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT	36. SERV COMP DATE MO. DA. YR.	37. LONG. COMP. DATE MO. DA. YR.	38. CAREER CATEGORY CODE 0-WAIVER 1-YES	39. HEALTH INS. CODE CODE 0-WAIVER 1-YES
40. SOCIAL SECURITY NO.		41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NONE 1-NO PREVIOUS SERVICE 2-GRANT IN SERVICE (LESS THAN 3 YEARS) 3-GRANT IN SERVICE (MORE THAN 3 YEARS)		42. LEAVE CAT. CODE	
43. FEDERAL TAX DATA CODE NO. TAX EXEMPTIONS		44. STATE TAX DATA CODE NO. TAX EXEMPTIONS		45. POSITION CONTROL CERTIFICATION	
46. O.P. APPROVAL HB. Fisher		DATE APPROVED 6 AUG. 68			

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1  
EXCLUDED FROM AUTOMATIC DOWNGRADING  
AND DECLASSIFICATION

SECRET

(When Filled In)

## EMPLOYEE NOTICE OF RESIGNATION

I RESIGN EFFECTIVE 03 August (Date) FOR THE FOLLOWING REASON.*Just in*

MY LAST WORKING DAY WILL BE—

DATE SIGNED

SIGNATURE OF EMPLOYEE

*see attached*

FORWARD COMMUNICATIONS, INCLUDING SALARY CHECKS AND BONDS, TO THE FOLLOWING ADDRESS (Number, Street, City, State, Zip Code)

1815 H. St. NW  
Washington DC

## INSTRUCTIONS

Items 1, thru 7  
and  
Items 9 thru 18aThe initiating office should fill in each of the referenced items. Items 3 thru 7 and 9 thru 18 require information which pertains *only* to the action requested, and NOT to the current status of the employee unless specific items remain unchanged.

Item 5 — "Category of Employment" should show one of the following entries:

Regular  
Part Time  
Temporary  
Temporary-Part TimeSummer  
Detail Out  
Detail InWAE  
Consultant  
Military

Aug 8 11 AM '68

PERSONAL AFFAIRS  
BRANCHOFFICE OF  
PERSONNELItem 9 — "Organizational Designations" should show *all* levels of organization and identify the location of the position:MAJOR COMPONENT (Director, Deputy Director, etc.)  
Office, Major Staff, etc.  
Foreign Field or U.S. Field (if pertinent)  
Division or Staff (subordinate to first line)  
Branch  
Section  
Unit

Items 11 and 15 — "Position Title" and "Occupational Series" should be the standard abbreviated title and corresponding occupational series in Handbook of Official Occupational Titles and Codes for the duties actually to be performed by the employee. If different from the title and series of the position occupied as shown on the most current edition of the Position Control Register or Form 261, Staffing Complement Change Authorization, explain under Item 18—Remarks.

Item 18b — Signature should be that of the official authorized to approve for the Career Service to which the employee belongs. If more than one Career Service is involved, the *gaining Career Service* should approve and the other Career Service should concur in Item 18, Remarks.

ROUTING— The original only of this form will be forwarded to the Office of Personnel through the appropriate Career Service official(s). In the case of requests specified in HB 20-800-1, which require advance approval of or notification to the Office of Security or the Office of Finance, one copy only will be sent to the Office(s) concerned.

SECRET

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)				19 April 1968	
055292		NOEL, JAMES A.					
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT	
REMOVAL FROM CIA RETIREMENT AND DISABILITY SYSTEM - VOLUNTARY				MONTH DAY YEAR 05 05 68		REGULAR	
6. FUNDS		7. FINANCIAL ANALYSIS NO CHARGEABLE		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
V TO V		V TO CR		8129-0256 PL 88-643 Sect. 203			
CR TO V		X CR TO CR					
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION			
DDP/DOD				SAN FRANCISCO, CALIFORNIA			
11. POSITION TITLE				12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION	
						D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE	
				16		5	
18. REMARKS							
19A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	
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. MONTHS CODE	25. DATE OF BIRTH
		NUMERIC ALPHABETIC					MO. DA. YR.
							MO. DA. YR.
26. DATE EXPIRES	27. SPECIAL REFERENCE	28. RETIREMENT DATA		29. SEPARATION DATA CODE	30. CORRECTION/CANCELLATION DATA	31. SECURITY REQ. NO.	
MO. DA. YR.		1-YES 2-NO			MO. DA. YR.	32. SEX	
		CODE 1				EOD DATA	
33. VET. PREFERENCE	34. SERV. COMP. DATE	35. LONG COMP. DATE		36. CAREER CATEGORY	37. FEGLI HEALTH INSURANCE	38. SOCIAL SECURITY NO.	
CODE	MO. DA. YR.	MO. DA. YR.		CODE	CODE	CODE	
0-NONE 1-5 PT 2-10 PT					0-WHILE 1-YES		
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT. CODE		43. FEDERAL TAX DATA	
CODE				CODE		STATE TAX DATA	
0-NONE 1-NONE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)				1-YES 2-NONE		CODE	
						CODE	
44. POSITION CONTROL CERTIFICATION				45. OF APPROVAL		DATE APPROVED	
Rik 4-25-68				Robert J. Hauto		23 APR 68	

FORM 1152 USE PREVIOUS EDITION.

SECRET

GROUP 1  
EXCLUDED FROM AUTOMATIC DOWNGRADING  
AND DECLASSIFICATION

(4)

**SECRET**  
(When Filled In)

<b>REQUEST FOR PERSONNEL ACTION</b>						DATE PREPARED 12 OCTOBER 1967	
1. SERIAL NUMBER 055292		2. NAME (Last-First-Middle) NOEL JAMES A.					
3. NATURE OF PERSONNEL ACTION REASSIGNMENT				4. EFFECTIVE DATE REQUESTED MONTH: 10 DAY: 08 YEAR: 67		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS V TO V C TO V		7. FINANCIAL ANALYSIS NO CHARGEABLE 8129-0256		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS DDP/DOD U.S. FIELD INTELLIGENCE OPERATIONS GROUP SAN FRANCISCO BASE				10. LOCATION OF OFFICIAL STATION SAN FRANCISCO, CALIFORNIA			
11. POSITION TITLE CHIEF OF BASE (GS-00)				12. POSITION NUMBER 0150		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.08		16. GRADE AND STEP 16		17. SALARY OR RATE \$ 23425	
18. REMARKS  T/O Change.  TRA							
18A. SIGNATURE OF REQUESTING OFFICIAL Virginia G. Lynch, C/DO Pers. & Training				DATE SIGNED 12 OCT 67		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Paul M. H. [Signature]	
18C. DATE SIGNED 12 OCT 67		18D. DATE SIGNED 12 OCT 67					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE 39	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC: 43588 ALPHABETIC: DOD	22. STATION CODE 7009	23. INTEGRITY CODE	24. MOOTHS CODE 2	25. DATE OF BIRTH MO: 03 DA: 19 YR: 11	26. DATE OF GRADE MO: DA: YR:
27. DATE OF LES MO: DA: YR:	28. NTE EXPIRES MO: DA: YR:	29. SPECIAL REFERENCE 1-SEE 2-FILE 3-MORE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE: MO: DA: YR:	33. SECURITY REG. NO.	34. SEX
35. VET PREFERENCE CODE: 0-NONE 1-5 PT 2-10 PT	36. SERV. COMP. DATE MO: DA: YR:	37. LONG. COMP. DATE MO: DA: YR:	38. CAREER CATEGORY CODE: 1-YES 2-NO	39. FEDERAL HEALTH INSURANCE CODE: 1-YES 2-NO	40. SOCIAL SECURITY NO.		
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE: 0-NONE 1-NO. BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED: 1-YES 2-NO	44. STATE TAX DATA FORM EXECUTED: 1-YES 2-NO		45. POSITION CONTROL CERTIFICATION RL	
46. OP APPROVAL 10/20/67 [Signature]				DATE APPROVED 18 OCT 67			

FORM 1152 2-66

USE PREVIOUS EDITION

**SECRET**

GROUP 1  
EXCLUDED FROM AUTOMATIC DOWNGRADING  
AND DECLASSIFICATION

ADMINISTRATIVE  
INTERNAL USE ONLY

27 APR 1967

MEMORANDUM FOR : James A. Noel

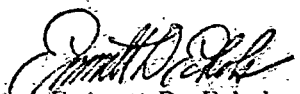
SUBJECT : Retirement Planning

1. As a participant in the CIA Retirement and Disability System, you will reach mandatory retirement at age 60. The prospect of retirement deserves serious thought and planning because of its impact on each of us and for this reason, we are taking this opportunity to provide you with this advance notice that according to our records you will be required to retire on March 1971.

2. Planning ahead can bring about, with each passing year, definite progress toward your retirement goals and the Agency is anxious to assist you in your retirement planning.

3. We would like to make available to you as much information as possible on the general subject of retirement, your annuity estimates, life and health insurance protection in retirement, opportunities for other employment, Social Security benefits, and other additional material which is available. The Agency feels that this type of information and advisory service should be made available and, hopefully, will be used by employees well in advance of the date of retirement.

4. Our Chief, Retirement Branch, on extension 3257, is available to discuss with you any aspect of your retirement planning and we encourage you to contact him.

  
Emmett D. Echols  
Director of Personnel

ADMINISTRATIVE  
INTERNAL USE ONLY

SECRET

DD/PW:38162

DO 66-197

16 AUG 1966

MEMORANDUM FOR: Director of Central Intelligence

THROUGH : Deputy Director for Plans

SUBJECT : Appointment of Mr. James A. Noel as Chief  
of Base, San Francisco, California

1. The appointment of Mr. James A. Noel as Chief of Base, San Francisco, California effective 6 September 1966 is recommended. Mr. Noel would replace Mr. Gerald J. Steiner.

2. Mr. Noel has been an employee of the Agency since 18 September 1947, and was previously assigned as Chief of Station, Madrid, Spain. A biographic profile, including information regarding his Agency experience and training, is attached.

*C. Tracy Barnes*  
C. Tracy Barnes  
Chief, DO Division

1 Attachment  
Biographic Profile (Parts 1 & 2)

APPROVAL RECOMMENDED:

*W. M. Karam*  
Acting, Deputy Director for Plans

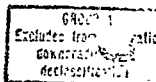
*16 Aug. 66*  
Date

The recommendation in paragraph 1 is APPROVED:

*Richard Helms*  
Director of Central Intelligence

*17 Aug. 66*  
Date

SECRET



SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1. SERIAL NUMBER 055272										2. NAME (Last-First-Middle) NOEL JAMES A	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT CORRECTION						4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 08 14 66		5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS V TO V CF TO V		V TO CF XX CF TO CF		7. COST CENTER, NO. CHARGE, AND 7129-0056		8. LEGAL AUTHORITY (Completed by Office of Personnel)					
9. ORGANIZATIONAL DESIGNATIONS DDP/DOD U.S. FIELD UNITED STATES STATION SAN FRANCISCO BASE OFFICE OF THE CHIEF						10. LOCATION OF OFFICIAL STATION SAN FRANCISCO, CALIFORNIA					
11. POSITION TITLE CHIEF OF BASE						12. POSITION NUMBER 0150		13. CAREER SERVICE DESIGNATION D			
14. CLASSIFICATION SCHEDULE (GS, E, B, etc.) GS				15. OCCUPATIONAL SERIES 0136.08		16. GRADE AND STEP 16 5		17. SALARY OR RATE \$ 22,755			
18. REMARKS Subject is being assigned to this position in accordance with JRR 20-14-107 for a year period. Comm. eff. date from: 08-10-66 to 08-14-66											
18A. SIGNATURE OF REQUESTING OFFICIAL Virginia C. Lynch, ODO Pers. & Training				DATE SIGNED 12/25/66		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER R. S. [Signature]		DATE SIGNED 11/25/66			
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. HQT/RS CODE		25. DATE OF BIRTH MO. DA. YR.		26. DATE OF GRADE MO. DA. YR.		27. DATE OF LIT MO. DA. YR.		28. DATE OF LIT MO. DA. YR.			
29. RET. EXPIRES MO. DA. YR.		30. SPECIAL REFERENCE		31. RETIREMENT DATA 1-CSC 2-FICA 3-NONE		32. SEPARATION DATA CODE		33. CORRECTION CANCELLATION DATA			
34. VET PREFERENCE CODE 0-NONE 1-5 YR. 2-10 YR.		35. SERV. COMP. DATE MO. DA. YR.		36. LONG. LOUP DATE MO. DA. YR.		37. CAREER CATEGORY CODE 1-YES 2-NO		38. FEGLI/HEALTH INSURANCE CODE 1-YES 2-NO			
39. SOCIAL SECURITY NO.		40. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NONE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		41. LEAVE CAT CODE		42. FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO		43. STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO			
44. POSITION CONTROL CERTIFICATION 11-20-66 / 15 WE-						45. O.P. APPROVAL B. J. Bond		DATE APPROVED 29 NOV 66			

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1  
EXCLUDED FROM AUTOMATIC DOWNGRADING  
AND DECLASSIFICATION

(4)

**SECRET**  
(If Not Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER <b>055292</b>		2. NAME (Last-First-Middle) <b>NOEL, JAMES A.</b>		25 JULY 1966	
3. NATURE OF PERSONNEL ACTION <b>CONVERSION FROM FSR STATUS</b>			4. EFFECTIVE DATE REQUESTED MONTH <b>08</b> DAY <b>13</b> YEAR <b>66</b>		5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>
6. FUNDS ▶ <b>V TO V</b>	<b>V TO V</b>	<b>V TO V</b>	7. COST CENTER NO. CHARGE-ABLE <b>7136-1347</b>		8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS <b>DDP WE FOREIGN FIELD MADRID STATION OFFICE OF THE CHIEF</b>			10. LOCATION OF OFFICIAL STATION <b>MADRID, SPAIN</b>		
11. POSITION TITLE <b>CHIEF OF STATION (16)</b>			12. POSITION NUMBER <b>0399</b>		13. CAREER SERVICE DESIGNATION <b>D</b>
14. CLASSIFICATION SCHEDULE (GS, FS, etc.) <b>GS</b>		15. OCCUPATIONAL SERIES <b>0136.05</b>	16. GRADE AND STEP <b>16 5</b>		17. SALARY OR RATE <b>227.55 \$ 22,331.</b>
18. REMARKS					
19A. SIGNATURE OF REQUESTING OFFICIAL <i>Richard F. Westerman</i> <b>RICHARD F. WESTERMAN</b>			DATE SIGNED <b>C/E/PERS</b>		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>
DATE SIGNED <b>27 JUL 66</b>					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19 ACTION CODE <b>56</b>	20 EMPLOY CODE <b>10</b>	21 OFFICE CODING NUMERIC <b>50660</b> ALPHABETIC <b>we</b>	22 STATUS CODE <b>67033</b>	23 INTEGRITY CODE	24 MODITY CODE <b>3</b>
25 DATE OF BIRTH MO. <b>03</b> DA. <b>19</b> YR. <b>11</b>	26 DATE OF GRADE MO. <b>03</b> DA. <b>19</b> YR. <b>66</b>	27 DATE OF LEI MO. <b>03</b> DA. <b>19</b> YR. <b>66</b>	28 SECURITY REQ NO		
29 NTE EXPIRY MO. <b>03</b> DA. <b>19</b> YR. <b>66</b>	30 SPECIAL REFERENCE 1-EX 2-TRA 3-DEAL	31 RETIREMENT DATA CODE	32 SEPARATION DATA CODE	33 CORRECTION/CANCELLATION DATA TYPE	34 SECURITY REQ NO
35 VET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT	36 SERV. COMP. DATE MO. <b>03</b> DA. <b>19</b> YR. <b>66</b>	37 LONG COMP. DATE MO. <b>03</b> DA. <b>19</b> YR. <b>66</b>	38 CAREER CATEGORY CODE 1-YES 2-NO	39 SIGS/HEALTH INSURANCE CODE 0-WAIVER 1-YES	40 SOCIAL SECURITY NO <b>371</b>
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NONE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		42 LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO		44 STATE TAX DATA CODE 1-YES 2-NO
45. POSITION CONTROL CERTIFICATION <b>7-27-66 WIL</b>			46. OP APPROVAL <i>[Signature]</i> <b>741 Bond</b>		
DATE APPROVED <b>27 JUL 66</b>			DATE APPROVED		

FORM 1152 USE PREVIOUS EDITION

**SECRET**

GROUP 1  
EXCLUDED FROM AUTOMATIC DOWNGRADING  
AND DECLASSIFICATION

(4)

**SECRET**  
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
				21 July 1966	
1. SERIAL NUMBER 055292		2. NAME (Last-First-Middle) NOEL JAMES A.			
3. NATURE OF PERSONNEL ACTION REASSIGNMENT			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 18 APR 1966		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS V TO V CF TO V X CF TO CF			7. COST CENTER NO. CHARGE 7129-0256		8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS DDP/DOD U.S. FIELD UNITED STATES STATION SAN FRANCISCO BASE <i>Office of the Chief</i>			10. LOCATION OF OFFICIAL STATION SAN FRANCISCO, CALIF.		
11. POSITION TITLE CHIEF OF BASE GS-00 (15)			12. POSITION NUMBER 0150		13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, I.B., etc.) GS		15. OCCUPATIONAL SERIES 0136.08		16. GRADE AND STEP 16 5	
17. SALARY OR RATE \$ 22,885.22		18. REMARKS Replacement for Gerald Steiner - to be reassigned Subject is being assigned to this position in accordance with HR 20-21c (2) for two years. From: DDP/WE/Madrid Station/Position No. 0399 <i>Security Approval Granted by Pers: SD/OS 8/3/66 Cic 8/16/66</i>			
18A. SIGNATURE OF REQUESTING OFFICIAL <i>Virginia C. Lynch</i> Virginia C. Lynch, C/DO Pers. & Training		DATE SIGNED 21 JUL 66		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>R. W. Bond</i>	
DATE SIGNED 8-8-66					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 27	20. EMPLOY CODE N	21. OFFICE CODING NUMERIC ALPHABETIC 43620 POP	22. STATION CODE 75067	23. INTEGRITY CODE	24. HOURS CODE 2031911
25. DATE OF BIRTH MO. DA. YR.	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LST MO. DA. YR.	28. DATE OF LST MO. DA. YR.		
29. SPECIAL REFERENCE 1-USE 2-FICA 3-NONE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.	EOD DATA	
33. VET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT	34. SERV COMP. DATE MO. DA. YR.	35. LONG COMP. DATE MO. DA. YR.	36. CAREER CATEGORY CODE 0-NO 1-YES PROV/TEMP	37. FEGLI/HEALTH INSURANCE CODE 0-YES 1-NO	
38. 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)		39. LEAVE CAT. CODE	40. FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO		41. STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO
42. POSITION CONTROL CERTIFICATION <i>From WE</i>			43. O.P. APPROVAL <i>R. W. Bond</i>		DATE APPROVED <i>8 Aug 66</i>

FORM 1152 USE PREVIOUS EDITION  
0-63

**SECRET**

GROUP 1  
EXCLUDED FROM AUTOMATIC DOWNGRADING  
AND DECLASSIFICATION

23 March 1966

Reel, James Arthur  
SS: 123-1-238

19 March 1911

U. S. State Dept.  
Foreign Service  
American Consulate  
Guadalajara, Mexico  
26 Jan. 1931 To Aug. 1944

PERSONNEL

SECRET

29 MAR 1965

MEMORANDUM FOR: Director of Personnel  
THRU : DDP/OP  
SUBJECT : PCS Return Prior to Completion of Tour  
of Duty - James A. Noel  
REFERENCE : CSN-20-59, dated 17 November 1965

1. This memorandum contains in paragraph 2 a recommendation for the approval of the Director of Personnel.

2. Mr. Noel arrived in Madrid as the Chief of Station on 21 September 1961. After home leave, he returned to Madrid on 7 August 1964, for a second tour of duty which would normally be completed on 6 August 1966. We have been advised that upon completion of his current assignment, Mr. Noel will be assigned as Chief of the DODS field office in San Francisco, California. Since the officer now filling that position is required to leave in early September for another assignment, it is very desirable that Mr. Noel arrive in San Francisco about 6 September. Therefore, it is requested that Mr. Noel be permitted to leave Madrid on or about 1 July 1966. This will permit him to take some home leave and arrive at his new post in sufficient time to settle his family, which includes two school age children, and report for his projected assignment on schedule.

*Edward Ryan*

Edward Ryan  
Acting Chief  
Western Europe Division

*Concur*  
*James A. Miller*  
DDP/OP

*Robert J. Hanks*  
A/D/PERS  
(over)

SECRET

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

SECRET

2

SUBJECT: PCS Return Prior to Completion of Tour of Duty -  
James A. Noel

CONCUR:

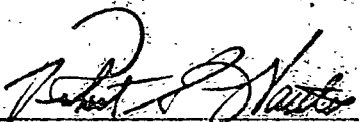
See Concurrence on Page 1

DDP/OP

22 April 1966

Date

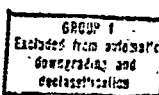
The recommendation in paragraph 2 is APPROVED:

  
Director of Personnel

26 APR 66

Date

SECRET



F 57

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
				3 January 1966	
1. SERIAL NUMBER 055892		2. NAME (Last-First-Middle) NOEL, JAMES A.			
3. NATURE OF PERSONNEL ACTION DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM				4. EFFECTIVE DATE REQUESTED MO. DAY YEAR 01 16 66	
5. CATEGORY OF EMPLOYMENT REGULAR				6. LEGAL AUTHORITY (Completed by Office of Personnel) PL 88-443 Sect. 203	
7. CCA CENTER NO. CHARGE 613-1347		8. LEGAL AUTHORITY (Completed by Office of Personnel) PL 88-443 Sect. 203			
9. ORGANIZATIONAL DESIGNATIONS DDP/WE FOREIGN FIELD MADRID STATION OFFICE OF THE CHIEF				10. LOCATION OF OFFICIAL STATION MADRID, SPAIN	
11. POSITION TITLE ATTACHE CHIEF OF STATION				12. POSITION NUMBER 0399	
13. CAREER SERVICE DESIGNATION 2				14. CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS	
15. OCCUPATIONAL SERIES 0136.05				16. GRADE AND STEP 02 4 16 5	
17. SALARY OR RATE 20,980 \$22,331					
18. REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION AND RIGHT OF APPEAL TO THE DIRECTOR OF CENTRAL INTELLIGENCE.					
19A. SIGNATURE OF REQUESTING OFFICIAL <i>Philip C. Benson</i>		DATE SIGNED 5 JAN 1966		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	
				DATE SIGNED	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 28	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC 50040	22. STATION CODE ALPHABETIC WE	23. INTEGRATE CODE 67035	24. MO. DAY YEAR 03 19 11
25. DATE OF BIRTH MO. DAY YEAR 03 20 62	26. DATE OF DEATH MO. DAY YEAR 03 20 62	27. DATE OF LEI MO. DAY YEAR 10 10 65	28. DATE OF DEATH MO. DAY YEAR 03 20 62	29. DATE OF LEI MO. DAY YEAR 10 10 65	30. SECURITY REQ. NO.
31. NTE EXPIRES MO. DAY YEAR 1 1 66	32. SPECIAL REFERENCE 1-CR 2-BEA 3-ROSE	33. RETIREMENT DATA CODE 2	34. SEPARATION DATA CODE TIME MO. DAY YEAR 03 20 62	35. CANCELLATION DATA TIME MO. DAY YEAR 03 20 62	36. SECURITY REQ. NO.
37. VET PREFERENCE CODE 0-NO 1-S.PI. 2-10.PI.	38. SERV. COMP. DATE MO. DAY YEAR 01 16 66	39. LONG COMP. DATE MO. DAY YEAR 01 16 66	40. CAREER CATEGORY CODE 0-NO 1-YES 2-NO	41. FEGLI/HEALTH INSURANCE CODE 0-NO 1-YES 2-NO	42. SOCIAL SECURITY NO.
43. 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)	44. LEAVE CAT. CODE	45. FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO	46. STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO	47. STATE COOP. CODE	48. STATE COOP. CODE
49. POSITION CONTROL CERTIFICATION 01-07706 N			50. DATE APPROVED 5 Jan 66		

FORM 1152 USE PREVIOUS EDITION

SECRET

EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

S E C R E T

Chief of Station, Madrid

1

Director of Personnel

*James H. Noel*

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

Action: As indicated  
REF: OSMS-2378

Reference dispatch informed you that the Director of Personnel had determined that you met the criteria specified in the applicable regulation for designation as a participant in the Organization Retirement and Disability System. On the basis of this determination and your recently executed election to remain in the System, your designation as a participant was made effective 16 January 1966.

/s/ Joseph P. Cardia

21 JAN 1966

/s/ RICHARD S. EGAN

27 JAN 66

OSMS - 2643

21 Jan 66

**SECRET**  
(When Filled In)

<b>REQUEST FOR PERSONNEL ACTION</b>				DATE PREPARED <b>16 August 1961</b>	
1. SERIAL NUMBER <b>055292</b>		2. NAME (Last-First-Middle) <b>NOEL JAMES A.</b>			
3. NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>			4. EFFECTIVE DATE REQUESTED MONTH <b>08</b> DAY <b>20</b> YEAR <b>61</b>		5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>
6. FUNDS 		7. COST CENTER NO. CHARGEABLE <b>2136-6400-1017</b>		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS <b>DDP WE MADRID STATION OFFICE OF THE CHIEF</b>			10. LOCATION OF OFFICIAL STATION <b>MADRID, SPAIN</b>		
11. POSITION TITLE <b>ATTACHE CHIEF OF STATION</b>			12. POSITION NUMBER <b>03-399</b>	12A. PCN CONTROL NO.	13. CAREER SERVICE DESIGNATION <b>D</b>
14. CLASSIFICATION SCHEDULE (OF, LD, etc.) <b>FSR GS</b>		15. OCCUPATIONAL SERIES <b>00</b>	16. GRADE AND STEP <b>03 16 01</b>	17. SALARY OR RATE <b>13,600 15,255</b>	
18. REMARKS <div style="display: flex; justify-content: space-between;"> <div> <p><b>DDP/WH/DoV Comp/Havana Cuba</b></p> <p><b>COPY SENT TO SECURITY</b></p> <p><i>Security Action Requested by DTS 8/21/61</i></p> <p><i>via 9/7/61</i></p> <p><i>coordinated with Phil Bowers (phone)</i></p> <p><i>8/21/61</i></p> </div> <div> <p>Locality funds available:</p> <p>OSZ Ref. No. <b>MCR 2-007</b></p> <p>Charge A/c No. <b>736-640-1012</b></p> <p>Auth. Officer <i>Charles E. Fisher</i></p> </div> </div>					
19. REQUESTED BY <i>Thomas M. Fisher</i>			20. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>St. Leger</i>		
THOMAS M. FISHER, WE PERSONNEL OFFICER					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
21. ALT. CN CODE <b>37</b>	22. EMP. CL. CODE <b>10</b>	23. OFFICE DESIGNATION <b>62660 WE</b>	24. STATION CODE <b>62633</b>	25. MONTHLY CODE <b>3</b>	26. DATE OF ACTION <b>03/19/61</b>
27. NIE EMP RES		28. SPECIAL DIFFERENCE	29. RETIREMENT DATA	30. SEPARATION DATA CODE	31. SECURITY RLO NO.
32. VET. PREFERENCE		33. SICK, COMP. DATE	34. SICK, COMP. DATE	35. MIL. SERV. DATA CODE	36. REG. / MIL. SERVICE
37. PREVIOUS ASSIGNMENT SERVICE DATA		38. FEDERAL TAX DATA	39. STATE TAX DATA		
40. POSITION CONTROL CERTIFICATION <i>W. Keeney 8/20/61</i>		41. C.P. APPROVAL <i>D. G. Keeney</i> <i>for DDP/Per 5 Sep 61</i> <i>1 Aug 61</i>			

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER <b>255272</b>		2. NAME (Last-First-Middle) <b>NOEL, JAMES A.</b>		24 July 1961	
3. NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>			4. EFFECTIVE DATE REQUESTED MONTH <b>07</b> DAY <b>23</b> YEAR <b>61</b>		5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>
6. FUNDS		7. COST CENTER NO. CHARGEABLE <b>2135-1990-1000</b>		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS <b>CS/CS DEVELOPMENT COMPLEMENT DDP/WH DIVISION</b>			10. LOCATION OF OFFICIAL STATION <b>* HAVANA, CUBA</b>		
11. POSITION TITLE <b>ATTACHE CHIEF OF STATION</b>			12. POSITION NUMBER <b>9997</b>		13. CAREER SERVICE DESIGNATION <b>D</b>
14. CLASSIFICATION SCHEDULE (GS, LP, etc.) <b>FSR GS</b>		15. OCCUPATIONAL SERIES <b>0136-01</b>		16. GRADE AND STEP <b>3 16 1</b>	
17. SALARY OR RATE <b>13600 15255</b>					
18. REMARKS  (FROM: DDP/WH/Branch 4/PAP-114/Havana, Cuba) <i>try 9</i> 1 copy to Security Office. *Returnee Casual - pending approval of his appointment as Chief of Station, Madrid. <i>SPD continuing 2004-10/2/61 W.K.</i>					
19. SIGNATURE OF REQUESTING OFFICIAL <i>P. C. Bowers</i> <b>P. C. BOWERS WH/PERSONNEL OFFICER</b>			20. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>M. Lipp</i>		
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
21. ACTION NO. EMPLOY CODE <b>37 14</b>		22. OFFICE LODGING NUMERIC <b>14977</b> ALPHANUMERIC <b>47 17045</b>		23. DATE OF BIRTH <b>5 04/17/17</b>	
24. DATE OF ENTRY MO. DAY YEAR <b>1 1 61</b>		25. SPECIAL REFERENCE 1 - CDD 2 - FDS 3 - NOUNC <b>2004</b>		26. DATE OF ENTRY MO. DAY YEAR <b>1 1 61</b>	
27. VET. PREFERENCE CODE 1 - NONE 2 - 5 PT. 3 - 10 PT.		28. SERV. COMP. DATE MO. DAY YEAR <b>1 1 61</b>		29. LEAVE DATE MO. DAY YEAR <b>1 1 61</b>	
30. PREVIOUS GOVERNMENT SERVICE DATA CODE 0 - NO PREVIOUS SERVICE 1 - NO BORN IN SERVICE 2 - BORN IN SERVICE (LESS THAN 12 MOS) 3 - BORN IN SERVICE (MORE THAN 12 MOS)		31. LEAVE CAT. CODE 1 - NO 2 - YES		32. FEDERAL TAX DATA CODE 1 - YES 2 - NO	
33. POSITION CONTROL CERTIFICATION <i>W. Kearney 07/25/61</i>		34. O.P. APPROVAL <i>M. Lipp</i> 24 July 61			

SECRET

1-3683

16 June 1961

61-59241

MEMORANDUM FOR: Director of Central Intelligence

VIA : Deputy Director (Plans)

SUBJECT : Appointment of Mr. James A. Noel,  
Chief of Station, Madrid, Spain

1. The appointment of Mr. Noel as Chief of Station, Madrid, Spain, effective on or about 15 September 1961, is recommended. Mr. Noel would replace Mr. Archibald B. Roosevelt, Jr. who is scheduled to be reassigned to the Covert Action Staff.

2. Mr. Noel has been an employee of the Agency since 18 September 1947, and is presently assigned to WH Division. A biographic data sheet, including information regarding his Agency experience and training, is attached.

3. In view of the fact that Mr. Noel is not available for interview because he is on home leave the usual interview endorsement is not made a part of this memorandum.

*Eric W. Timm*

ERIC W. TIMM

Chief

Western Europe Division

1 Attachment  
Biographic Information

APPROVAL RECOMMENDED:

*Richard W. Russell Jr.*  
Deputy Director (Plans)

*Doc*  
11 JUL 1961  
(Date)

The recommendation in paragraph 1 is approved:

*Allen Dulles*  
Director of Central Intelligence

11 AUG 1961  
(Date)

SECRET

SECRET

16 June 1961

Name:  
Grade:  
Service Designation:

James A. Noel  
GS-16  
D

Date and Place of  
Birth:

March 19, 1911  
New York, New York

Marital Status:

Married  
Wife: Lillian B. Noel  
Son: James A. Noel, Jr.  
Son: Richard A. Noel

Education and Career  
Outside the Agency:

1926 - 1929  
1931 - 1944

San Diego Senior High School  
Department of State  
Ensenada, Mexico; Vice Consul  
Mazatlan, Mexico; Vice Consul  
Guadalajara, Mexico; Vice Consul  
OSS/SSU/CIG  
Spain and Guatemala; Chief of Station

1944 - 1947

Languages:

Spanish; Good

Military Duty:

None

CIA Experience:

Sep 1947  
Mar 1949  
Aug 1949  
Aug 1951  
Sep 1952  
Aug 1954  
Jan 1956  
Jun - Jul 1956  
Jun 1957  
Apr 1958  
Apr 1961

OSO/FBI/Guatemala; COS, GS-12  
Promoted to GS-13  
OSO/FBI/Buenos Aires; COS, GS-13  
Promoted to GS-14  
DDP/WH/Caracas; COS, GS-14  
Promoted to GS-15  
DDP/WH-1/Branch Chief, Headquarters  
TDY - South America  
DDP/WH-2/Branch Chief, Headquarters  
DDP/WH/Havana; COS, GS-15  
Promoted to GS-16

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SECRET

- 2 -

15 June 1961

Name:

James A. Noel

**CIA Training:**

1947	Investigation Techniques
1947	Photography
1947	Communications Training
1949	Familiarization Sound & Surveillance Equipment
1949	Intelligence Orientation
1949	SAIC
1949	AIC
1949	Documentation
1949	Cryptographic Training
1952	Psychological Warfare
1952	Clandestine Political Warfare
1958	Basic Supervision
1958	Clandestine Political Warfare

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**SECRET**  
(When Filled In)

V to V		V to UV		REQUEST FOR PERSONNEL ACTION				DATE PREPARED			
UV to V		UV to UV						Mo	Da	Yr	
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth		4. Vol. Ref.		5. Sex	
		NOEL, James A.				Mo Da Yr 3 19 11		None-0 Code 5 Pt-1 0 10 Pt-2 0		M	
7. SCD		8. CSC Retire.		9. CSC Or Other Legal Authority		10. Acmt. Affidav.		11. FEGLI		12. LCD	
Mo Da Yr		Yes - 1 Code No - 2				Mo Da Yr		Yes - 1 Code No - 2		Mo Da Yr	
										13. Credit Lcp	
										Yes - 1 Code No - 2	

**CURRENT ASSIGNMENT**

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP/WH Branch III Havana, Cuba Station						Havana, Cuba					
16. Dept. Field		17. Position Title		18. Position No.		19. Serv.		20. Occup. Series			
Dept. Usfid. Fragn.		CHIEF OF STATION		114		(PSS)		0136-01			
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
(2) 15 4		\$ 13,670		DI		Mo Da Yr 08 01 54		Mo Da Yr 07 12 66			

**ACTION**

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Date	
PROMOTION (TEMPORARY) *				Mo Da Yr 07 12 66		REGULAR					

**PROPOSED ASSIGNMENT**

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
33. Dept. Field		34. Position Title		35. Position No.		36. Serv.		37. Occup. Series			
Dept. Usfid. Fragn.											
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
16 1		\$ 14,190		DI		Mo Da Yr 07 12 66		Mo Da Yr 07 12 66		0155-5450-3000	

**SOURCE OF REQUEST**

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)		Date Approved	
		Richard Helms Chief of Operations, DD/P			
B. For Additional Information Call (Name & Telephone Ext.)					

**CLEARANCES**

Clearance		Signature		Date		Clearance		Signature		Date	
A. Career Board						D. Placement					
B. Pos. Control				3-10-66		E. Release					
C. Classification						F. Approved By				MAR 1966	

\* Promotion to the grade indicated is temporary and for such duration as the Director will determine. Your permanent grade is the grade from which you are temporarily promoted.

☐ Continued on reverse side

SECRET

Classify Acco.  
To Contain

## REQUEST FOR PERSONNEL ACTION

1. Serial No.	2. Name (Last-First-Middle) NOEL, James A.	3. Date Of Birth Mo Da Yr 5 10 11	4. Vet. Pref. None-0 Code 5 Pt-1 10 Pt-2 0	5. Sex M	6. CS - EOD Mo Da Yr
7. SCD Mo Da Yr	8. CSC Reentr. Yes - 1 No - 2 Code 1	9. CSC Or Other Legal Authority	10. Apmt. Affidav. Mo Da Yr	11. FEGLI Yes - 1 No - 2 Code	12. LCD Mo Da Yr
					13. Civil Serv. Lgo. Yes - 1 No - 2 Code

## PREVIOUS ASSIGNMENT

UNVOUCHERED

14. Organizational Designations DDP/WH Branch II Argentina Section	Code	15. Location Of Official Station Washington, D.C.	Station Code
16. Dept. - Field Dept. - X Unfld. Fragn.	17. Position Title (Attache) Area Ops Officer (Br-Ch)	18. Position No. SA-160	19. Serv. (FSS) GS
20. Occup. Series 0136.01	21. Grade & Step 15-3	22. Salary Or Rate \$ 12, 150	23. SD DI
24. Date Of Grade Mo Da Yr	25. PSI Due Mo Da Yr	26. Appropriation Number B-3500-10-200	

## ACTION

27. Nature Of Action REASSIGNMENT	Code 69	28. Eff. Date Mo Da Yr 4 16 15	29. Type Of Employee REGULAR	Code OM	30. Separation Date
--------------------------------------	------------	--------------------------------------	---------------------------------	------------	---------------------

## PRESENT ASSIGNMENT

UNVOUCHERED

31. Organizational Designations DDP/WH Branch III Havana, Cuba Station	Code 465	32. Location Of Official Station Havana, Cuba	Station Code 17085
33. Dept. - Field Dept. - X Unfld. Fragn.	34. Position Title (Attache) Area Ops Officer (Br-Ch)	35. Position No. SA-114	36. Serv. (FSS) GS
37. Occup. Series 0136.01	38. Grade & Step 15-3	39. Salary Or Rate \$ 12, 150	40. SD DI
41. Date Of Grade Mo Da Yr 08 10 15	42. PSI Due Mo Da Yr 01 12 15	43. Appropriation Number E-3545-55-055	
A. Requested By (Name And Title) ROBERT S. WATLES C/WH/Support		C. Request Approved By (Signature And Title) S. W. Sherry 27 Feb 1958	
B. For Additional Information Call (Name & Telephone Ext.) JOHN WASHINKO X 8242			
SOURCE OF REQUEST			
CLEARANCES			
A. Clearance	Signature	Date	B. Clearance
A. Career Board		3/18/58	D. Placement
B. Pos. Control			E.
C. Classification			F. Approved By ROBERT W. SHERRY

Remarks

2 copies to Security.

Sec. Conc. by ext 3/24 - 3/26

FORM 1152a  
5-57

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DDP 3-10574

10-1694/1

12 February 1958

MEMORANDUM FOR: Director of Central Intelligence

VIA: Deputy Director (Plans)

SUBJECT: Appointment of Mr. James A. NOEL, Chief of Station, Havana, Cuba

1. The appointment of Mr. Noel as Chief of Station, Havana, Cuba, effective on or about 7 September 1958, is recommended. Mr. Noel would replace Mr. William B. Caldwell whose reassignment to another field station is under active consideration.

2. Mr. Noel has been an employee of the Agency since 15 August 1944, and is presently assigned as Chief of Branch II, WH Division, Headquarters, GS-15. A biographic data sheet, including information regarding his Agency experience and training, is attached.

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

1 Attachment  
Biographic information

APPROVAL RECOMMENDED:

Mr. Noel has been interviewed by the Chief of Operations, and by myself, and we are satisfied that he is qualified for this assignment.

*WPC*  
DDCI 1 MAR 1958

*Frank Sullivan*  
Deputy Director (Plans) 5 March 1958  
(Date)

The recommendation in paragraph 1 is APPROVED:

*Chief Keller*  
Director of Central Intelligence 10 MAR 1958  
(Date)

SECRET

WOHL

James

A.

12 November 57

Branch Chief

DEP/ME/II

GS-15

ooo

ooo

TDY Stand-by Status

Subject is qualified for one (3 weeks) TDY. (11/25/57)  
Must be evaluated for each TDY.

WHL HAM

NOV 25 5 00 PM '57

DEPT OF DEFENSE

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S-E-C-R-E-T

This Notice Expires 1 July 1958

N 20-190-139

NOTICE  
NO. 20-190-139PERSONNEL  
2 July 1957

## ANNOUNCEMENT OF ASSIGNMENTS TO KEY POSITIONS

## PANEL OF EXAMINERS OF THE CIA SELECTION BOARD

In accordance with paragraph 5b of Regulation No. 20-105, The Career Staff of the Central Intelligence Agency, the following persons are appointed, effective 1 July 1957, to serve as members of the Panel of Examiners for the period ending 30 June 1958:

<u>Name</u>	<u>Service Designation</u>	<u>Organizational Component</u>
Albertsen, C. V.	DP	DDP/WE
Brent, Irl Darcy	IS	DDI/OSI
Broe, William V.	DI	DDP/FE
Buscey, Robert O.	DT	DDP/TSS
Cain, Benjamin B.	OD	DDI/CO/FDD
Caldwell, John J.	SP	DDS/OP
Christ, David L.	DT	DDP/TSS
Connor, Sydney	IB	DDI/OBI
Covell, Louis C.	C	DDI/OCR
Czajkowski, Anthony	OC	DDI/CO/C
Darling, James A.	DM	DDP/NEA
Dean, Warren L.	DI	DDP/WE
Desmond, Daniel H.	SC	DDS/OC
Dillon, Thomas P.	SL	DDS/OL
Flynn, Anthony P.	DI	DDP/CI
Ganley, Frederick W.	SF	DDS/Compt
Gause, William W.	SL	DDS/OL
Gibson, Frank E., Jr.	SM	DDS/Med
Giesecke, Fritz H.	DP	DDP/EE
Gimmell, Kermit V.	IB	DDI/OBI
Godfrey, Francis E.	C	DDI/OCR
Hall, Fred H.	SS	DDS/OS
Heimann, Peter K.	DI	DDP/EE
Henderson, Donald G.	IN	DDI/ONE
Heney, Carlyle F.	SS	DDS/OS
Hines, Samuel M.	D	DDP/PPC

S-E-C-R-E-T

S-E-C-R-E-T

N 20-190-139

NOTICE  
NO. 20-190-139PERSONNEL  
2 July 1957

<u>Name</u>	<u>Service Designation</u>	<u>Organizational Component</u>
Ilyin, Boris	DP	DDP/SR
Ingersoll, Harold B.	IC	DDI/OCI
Johnson, Quentin C.	DI	DDP/SR
Karamessines, Thomas H.	DI	DDP/FI
Kaylor, James S.	D	DDP/I&R
Lamberth, Hugh R.	IR	DDI/OCRR
Larsen, Boyd N.	SF	DDS/Compt
Lowe, Benton S.	SL	DDS/OL
Little, Harry W., Jr.	DI	DDP/FE
Lyon, N. Harris	SS	DDS/OS
MacDonald, John	SC	DDS/OC
Mathews, Charles W.	IS	DDI/OSI
McPherson, Paul S.	OB	DDI/CO/FBID
Mitchell, Michael G.	DI	DDP/FI
Noel, James A.	DI	DDP/WH
Pearson, Robert W.	SL	DDS/OL
Porter, George A.	SC	DDS/OC
Procaccino, Joseph	DI	DDP/WE
Ranlet, Robert R.	DM	DDP/PP
Reff, Joseph S.	SP	DDS/OP
Schmalbach, Stewart	SC	DDS/OC
Sealey, Jay S.	IR	DDI/OCRR
Shallcross, Lawrence B.	ST	DDS/OT
Shattuck, William B.	ST	DDS/OT
Shaw, J. Arnold	SA	Off/DCI
Sherman, Katherine	DI	DDP/FE
Steege, Harold M.	SC	DDS/OC
Tenney, Calvin W.	DI	DDP/CI
Voigt, Frederick A.	IC	DDI/OCI
von Schrader, Atreus	SP	Off/DDI
Wattles, Robert S.	SA	DDP/WH

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:

H. GATES LLOYD  
Acting Deputy Director  
(Support)DISTRIBUTION: A, plus each member  
of the Panel of Examiners

S-E-C-R-E-T

SECRET

STANDARD FORM 52  
FORM 52-1  
U. S. CIVIL SERVICE COMMISSION  
GENERAL (10) - FEDERAL PERSONNEL  
MANUAL, CHAPTER II

UNVOUCHERED

## REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr., Miss, Mrs., One given name, initials, and surname) <b>Mr. James A. KUEL</b>	2. DATE OF BIRTH <b>19 Mar 1911</b>	3. REQUEST NO.	4. DATE OF REQUEST <b>17 May 57</b>
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <b>Reassignment</b>		6. EFFECTIVE DATE A. PROPOSED:	7. C.S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED:	
FROM: <b>(ATTACHED) (DC CH)</b> <b>Area Ops Officer (SS) EA-10</b> <b>GS-0136.01-15 \$11,880.00 p.a.</b> <b>(FSS-3 \$9635.00 p.a.)</b> <b>DDP/MH</b> <b>Branch I</b> <b>Washington, D. C.</b>	9. POSITION TITLE AND NUMBER: 10. SERVICE GRADE AND SALARY: 11. ORGANIZATIONAL DESIGNATIONS: 12. HEADQUARTERS:	TO: <b>(ATTACHED) (DC CH) 460</b> <b>Area Ops Officer (SS) EA-10</b> <b>GS-0136.01-15 \$11,280.00 p.a.</b> <b>(FSS-3 \$9635.00 p.a.)</b> <b>DDP/MH</b> <b>Branch II</b> <b>ADJUTANT SECTION</b> <b>Washington, D. C.</b>	
<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	(D)	

## A. REMARKS (Use reverse if necessary)

Memorandum forwarded to Management on 23 May 1957 requesting that position BA-51 be converted from Headquarters Vouchered to Headquarters Unvouchered.

B. REQUESTED BY <b>ROBERT S. JAMES</b> <b>J. KOTLANOVICH</b>	D. REQUEST APPROVED BY Signature: _____ Title: _____
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) <b>L-8212</b>	13. VETERAN PREFERENCE NONE <input checked="" type="checkbox"/> WHEN OTHER'S S.P.T. <input type="checkbox"/> DISAB. OTHER <input type="checkbox"/>
15. 20X H	14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> <b>SD-DI</b>
16. APPROPRIATION FROM: <b>7-3500-10-200</b> TO: <b>Same</b>	17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) <b>Yes</b>
18. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)	
19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:	

## 20. STANDARD FORM 50 REMARKS

21. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CEIL. OR POS. CONTROL	<b>RW</b>	<b>12 JUN 1957</b>	<b>approved by COPS, DDIP</b>
C. CLASSIFICATION	<b>2121</b>	<b>14 June</b>	<b>on 2121-2121-2121</b>
D. PLACEMENT OR EMPL.	<b>2121</b>	<b>14 June</b>	<b>2121</b>
E.			
F. APPROVED BY <b>W. S. Sear</b> <b>11 June 1957</b>			

SECRET

16-68177-9

STANDARD FORM 52 PERSONNEL ACTION REQUEST FOR PERSONNEL ACTION		UNVOUCHERED	
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) <b>Mr. James A. NOEL</b>		2. DATE OF BIRTH <b>19 March 1911</b>	
3. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <b>Reassignment</b>		4. REQUEST NO.  5. EFFECTIVE DATE A. PROPOSED:  B. APPROVED: <b>29 Jan. 1956</b>	
6. POSITION (Specify whether establish, change grade or title, etc.)  FROM: <b>Area Ops Officer (S.C.), BAF-93 (Attache) GS-0136.01-15 \$11610.00 p.a. (FSS-3) \$8481.00 p.a. DDP/WH Caracas, Venezuela</b>		7. C.S. OR OTHER LEGAL AUTHORITY  TO: <b>Area Ops Officer (B. C.) BA-40 (Attache) GS-0136.01-15 \$11610.00 p.a. (FSS-3) \$8481.00 p.a. DDP/WH Branch I - NWC Washington, D. C.</b>	
8. FIELD <input checked="" type="checkbox"/> DEPARTMENTAL <input type="checkbox"/>		9. FIELD OR DEPARTMENTAL: <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL <input type="checkbox"/>	
A. REMARKS (Use reverse if necessary)  <b>A memorandum has been forwarded to the Management Staff requesting that this position be converted from vouchered to unvouchered.</b>  <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>B. REQUESTED BY (Name and title) <i>James A. Noel</i> C/MH</p> <p>C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) <b>P. C. BOWERS: X 4457</b></p> </div> <div style="width: 45%;"> <p>D. REQUEST APPROVED BY <i>James P. Dunbar</i> (C/MH)</p> <p>Signature: <i>[Signature]</i> Title: <i>[Signature]</i></p> </div> </div>			
13. VETERAN PREFERENCE NONE <input checked="" type="checkbox"/> NEW <input type="checkbox"/> OTHER <input type="checkbox"/> 10 POINT <input type="checkbox"/> DISAB. OTHER <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I.A. <input type="checkbox"/> REAL <input type="checkbox"/> <b>SD-DI</b>	
15. SEX <input checked="" type="checkbox"/> M <input type="checkbox"/> F		16. RACE <input checked="" type="checkbox"/> W <input type="checkbox"/> O	
17. APPROPRIATION FROM: <b>6-3588-55-066</b> TO: <b>6-3500-20 6-3500-10-200</b>		18. SUBJECT TO C.S. AFFIDAVIT ACT (YES-NO) <b>Yes</b>	
19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)		20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:	
21. STANDARD FORM 50 REMARKS  <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p><i>Case by Elise 20 Dec 55 LR 1/24/56</i></p> </div> <div style="width: 45%;"> <p><i>Approved by J. J. Caldwell 19 Jan. '56</i></p> </div> </div>			
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"/>		INITIAL OR SIGNATURE <b>1-2-56</b> DATE <b>JAN 2 1956</b>	
REMARKS:  <i>Approved by J. J. Caldwell 19 Jan. '56</i>			

SECRET

26 May 1954

MEMORANDUM FOR: PERSONNEL OFFICER, FI

SUBJECT: NOEL, James A. -  
Recommendation for Promotion

1. Mr. James A. Noel was born 19 March 1911, in New York City, is married and has two children. He graduated from San Diego Senior High School and entered the United States Foreign Service, where he served as consular officer in Mexico and Spain, from 1931 to 1944. He entered on duty with CIA, at CAF-11, on 15 August 1944. He served in Madrid and Barcelona and was promoted to CAF-12 in 1946. He subsequently served at Guatemala City as Chief of Station, and in March 1947, was promoted to GS-13. He was assigned to Buenos Aires as Chief of Station, and in August of 1951 was promoted to GS-14. Subject is presently Chief of Station at Caracas, Venezuela.

2. Mr. Noel has been rated Excellent to Outstanding as Chief of Station. His last efficiency report in June 1953 reflected a lower rating due to a difficult personnel situation and hospitalization. However, this situation has been resolved, and it is felt that Mr. Noel has earned his promotion to GS-15.

3. Your approval is requested.

*J. Caldwell King*  
J. Caldwell King  
Chief, WH

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14-00000

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21 January 1954

MEMORANDUM FOR: CWH

SUBJECT : Reference to James A. Noel by William I. Clark,  
Assistant Director U.S.I.A. for Latin America.

During the briefing of CIA personnel conducted by William I. Clark, Assistant Director of U.S.I.A. for Latin America, on 14 January 1954, he twice referred to the excellent cooperation between our Chief of Mission at Caracas, James A. Noel and the P.A.O., which he characterized as exemplary and a model for all other stations.

\_\_\_\_\_  
CWP/WH

Distribution:

Original and 1: Addressee

BRANCH  
FEB 1 3 21 PM '54  
PERSONNEL

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**CONFIDENTIAL FUNDS PERSONNEL ACTION**

12951

CONFIDENTIAL FUNDS PERSONNEL ACTION		
NAME <b>ROHL, James A.</b>		DATE <b>12 March 1952</b>
NATURE OF ACTION <b>Reassignment</b>		EFFECTIVE DATE <b>27 April 1952</b>
TITLE	FROM <b>Intell Off</b>	<b>Intell Off</b>
GRADE AND SALARY	<b>Chief of Station, GS-14</b>	<b>Chief of Station, GS-14</b>
OFFICE	<b>GS-14, \$9600.00 per annum</b>	<b>GS-14, \$9600.00 per annum</b>
DIVISION	<b>OSD</b>	
BRANCH	<b>INT</b>	<b>INT</b>
OFFICIAL STATION	<b>PC</b>	<b>Brno, I</b>
Duenos Aires, Argentina (73510)		Caracas, Venezuela (73529)
QUALIFICATIONS	FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION <b>AIN 699 4-24-52</b>	PERSONNEL OFFICER <i>[Signature]</i>	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS <input type="checkbox"/> YES <input type="checkbox"/> NO OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____ SECURITY CLEARED ON _____ OVERSEAS AGREEMENT SIGNED _____ ENTERED ON DUTY _____		
DATE <b>MAR 20 1952</b> COPIES FOR THE CHIEF OF INSP, TIGR, AND CHIEF, PERSONNEL SECURITY BRANCH		
(SIGNATURE OF AUTHENTICATING OFFICER)		
REMARKS: <b>1.</b>		
12 March 1952		

SECRET

MR+CED

CONFIDENTIAL FUNDS PERSONNEL ACTION		
NAME <b>BOEL, James A.</b>		DATE <b>16 July 1951</b>
NATURE OF ACTION <b>Promotion</b>		<b>15 August 1951</b>
	FROM <b>(Intelligence Officer)</b>	
TITLE	<b>Chief of Station, CS-23</b>	<b>Chief of Station, CS-21</b>
GRADE AND SALARY	<b>GS-23, \$10,000 per annum</b>	<b>GS-21, \$8,500 per annum</b>
OFFICE	<b>OSO</b>	<b>OSO</b>
DIVISION	<b>EXT</b>	<b>EXT</b>
BRANCH	<b>EO</b>	<b>EO</b>
OFFICIAL STATION	<b>Director Airmail, in waiting</b>	<b>Director Airmail, in waiting</b>
QUALIFICATIONS	APPROVAL FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION	PERSONNEL OFFICER	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS <input type="checkbox"/> YES <input type="checkbox"/> NO		
DATE OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
SIGNATURE OF AUTHENTICATING OFFICER _____		
REMARKS: <b>Slot # 07.</b>		
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <b>POSTED</b>  <b>16/22 Aug 51</b> </div> <div style="margin-top: 20px; margin-left: 100px;"> <b>100</b> </div>		


SECRET

-----  
FROM: BUENOS AIRES ROUTINE  
TO: SPECIAL OPERATIONS 22 DEC 49  
ACTION: FDT (1-2) IN 12169  
INFORMATION: ADSO (3-4), SED (5), CFD (6), COMMO (7-8), IID (9)  
-----

BUEN 818

TO: WASHF CITE: BUEN

RE: WASH 4980 (OUT 95043)

RECKER DEPARTED FOR URUGUAY 22 DECEMBER.  IN CHARGE.


James Noel

SECRET

TOR: 1922Z 22 DEC 49

Copy No. 5

- C. To be able to plan my travel and leave, it is important that I know the approximate duration of TDY.
- D. Would it be possible to postpone the date of my arrival at my new post until 15 June? This would be a great convenience to me, and I would appreciate any consideration which Headquarters may be able to give to this request.

  
\_\_\_\_\_  
Chief of Station

Mr. Robert Cunningham.

-3-

16 February 1948.

close relation to the job he is doing. Since this job is directly concerned with national security and the national interest, and has been consistently well done, I believe that Mr. Noel can be said with sincerity to be an employee of unquestionable loyalty and integrity.

5. The same beliefs of the writer pertain to Mr. Noel's wife, whom I have met on many occasions and found to share his attitudes and feelings completely. She, too, is strongly interested in the work Mr. Noel is engaged in and has few, if any, outside interests. Their home life is happy and wholesome and their social activities appear strictly restricted to the business of the day.
6. In this respect, I believe that both Mr. Noel and his wife are, by training and personality, security-conscious people who are quite happy to devote themselves to the success of the career in intelligence which Mr. Noel has selected.

RECEIVED

RECEIVED 15 JS 45

RECEIVED

RECEIVED

STANDARD FORM NO. 64

*Office Memorandum* • UNITED STATES GOVERNMENT ①

TO : Miss K. Haller, X-2  
FROM : OSS Draft Deferment Committee  
SUBJECT:

DATE: 21 August 1945

The local Board has notified us as follows:

James Arthur Noel      Class 2-A      Eff. Aug. 1, 1945 until indefinitely

File

## Office Memorandum • UNITED STATES GOVERNMENT

TO : Mr. William Sherwood  
FROM : M. L. Brockdorff  
SUBJECT: Mr. James Arthur Noel

DATE: 17 October 1944

(1)

This office is in receipt of advice from Mr. Noel's Local Board, dated 12 October 1944, that he has been classified II-A until 9 April 1945. The Local Board also stated that their records show that the registrant was never ordered for a pre-induction physical examination by that Board.

M. L. B.

M. L. Brockdorff  
Administrative Assistant

14-00000  
SECRET

REPRODUCTION MASTERS

SECRET

BIOGRAPHIC PROFILE

SECRET

H a n d l e   W i t h   C a r e



## CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

(Mission submits original and one copy directly to appropriate agency; retains one copy.)

OFFICER BEING RATED Chief, CAS <i>North-Turner A</i>		POST Madrid, Spain	
POSITION Chief, Liaison Section		GRADE FSR-2	AGENCY CAS
RATING PERIOD 9/4/64 to 10/31/65		DATE OF REPORT December 15, 1965	
SIGNATURE OF REPORTING OFFICER <i>Angier Biddle Duke</i> Angier Biddle Duke		TITLE Ambassador	
SIGNATURE OF REVIEWING OFFICER		TITLE	

EVALUATION OF PERFORMANCE	
<input checked="" type="checkbox"/> Outstanding <input type="checkbox"/> Satisfactory <input type="checkbox"/> Unsatisfactory	
II. Does this officer properly understand and perform his role and his functions as a member of your staff under existing Presidential directives? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No    (If no, explain in detail below.)	
Has he seen this report? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
NARRATIVE COMMENTS	
(Attach additional sheets, if necessary for this section or for reviewing officer's comments.)	
<p>Chief, CAS is one of the ablest members of my Country Team. He has a profound knowledge and understanding of the complex Spanish political scene, and scores of valuable contacts. I have a healthy respect for his judgment, and frequently seek his advice and counsel.</p> <p>He manages his staff effectively and enjoys their respect and confidence. Popular and well liked by his colleagues in the Embassy and the Spanish Government, Chief, CAS is an excellent representative of our Government.</p> <p>Chief, CAS is prudent and discreet, and I have complete confidence in him. He is a man of few words but when he expresses himself, he does so in a meaningful way.</p> <p>A gifted analyst with an incredibly deep grasp of the complicated Spanish mentality, Chief, CAS' assessment and opinions are highly valued by me and the members of my Country Team.</p> <p>Chief, CAS and his associates have been most cooperative at all times, and have provided me with excellent support. I regard their operation superior in every respect which is a compliment to Chief, CAS' skillful leadership and direction.</p> <p>Chief, CAS' wife is an attractive American lady who is an asset to her husband. She takes an active part in community affairs.</p>	

THIS DOCUMENT CONSISTS OF ONE PAGE. COPY NUMBER 1 OF TWO COPIES, SERIES A.

14-00000

"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	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
NOEL JAMES A	059292	43	500	CF GS 16 6	\$24,477	\$26,640

SECRET

NOTIFICATION OF ESTABLISHMENT OF OFFICIAL COVER BACKSTOP		DATE 22 July 1966
TO: (Check)	<input checked="" type="checkbox"/> CHIEF, PERSONNEL OPERATIONS DIVISION	ESTABLISHED FOR  NOEL, James A.
	<input type="checkbox"/> CHIEF, CONTRACT PERSONNEL DIVISION	
	<input checked="" type="checkbox"/> CHIEF, OPERATING COMPONENT (For action) DOD	
ATTN:	Personnel	FILE NO. 233
REF:	Verbal Request	ID CARD NO.
OFFICIAL COVER BACKSTOP ESTABLISHED OS, Evaluation Office (SAN FRANCISCO, CALIF)		EMPLOYEE NO.
<b>KEEP ON TOP OF FILE WHILE COVER IN EFFECT</b>		
<input checked="" type="checkbox"/> Block Records: (OSR 20-800-11) <p>a. Temporarily for _____ days, effective _____</p> <p>b. Continuing, effective _____ EOD _____</p>		
<input checked="" type="checkbox"/> Submit Form 642 to change limitation category. (HNB 20-7)		
<input checked="" type="checkbox"/> Ascertain that Army W-2 being issued. (HB 20-882-1)		
<input checked="" type="checkbox"/> Submit Form 1322 to change effecting this cover. (R 240-250)		
<input checked="" type="checkbox"/> Submit Form 1323 to transfer cover responsibility. (R 240-250)		
<input type="checkbox"/> Remarks:		
<input checked="" type="checkbox"/> Cover History <p>1944-1947 OSS/CIG          1947-1949 St Int/Guatemala          1949-1951 St Int/Argentina          1951-1955 St Int/Venezuela          1956-1958 St Int/Hdqs          1959-1961 St Int/Cuba          1961-1961 St Int/Hdqs          1961-1966 St Int/Madrid Spain</p>		
CD/nz <span style="float: right;">CHIEF, OFFICIAL COVER CCS</span>		
DISTRIBUTION: Copy 1-POD, Copy 2-Operating Component, Copy 3-OS D'OS, Copy 4-OL/TELSVC, Copy 5-PSD/OS, Copy 6-OCS/OPS, Copy 7-File		

FORM 1551 USE PREVIOUS EDITIONS

SECRET

(13-20-43)

PLW: 15 AUG 68

SECRET  
(When Filled In)

DEF: NOTIFICATION OF PERSONNEL ACTION					
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)			
055232		NOEL JAMES A			
3. NATURE OF PERSONNEL ACTION			4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT
RESIGNATION			08 03 68		REGULAR
6. FUND		7. PERSONAL ANALYSIS NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY	
V TO V		V TO CF			
CF TO V		CF TO CF			
X		129 0256 0000			
9. ORGANIZATIONAL DESIGNATION			10. LOCATION OF OFFICIAL STATION		
DDP/ODD US FIELD INTELLIGENCE OPERATIONS GROUP SAN FRANCISCO BASE			SAN FRANCISCO, CALIFORNIA		
11. POSITION NAME			12. POSITION NUMBER		13. SERVICE DESIGNATION

1. LAST NAME		FIRST NAME		INITIALS	2. APPOINTMENT DATA		3. TOTAL SERVICE FOR LEAVE		
Noel		James		A.	Entered on duty: F/T P/T		Last of date of separation:		
4. DATE AND NATURE OF SEPARATION					Subject to Sec. 303(d) 1953 Leave Act		Years	Months	Days
Retirement: 3/31/71 8-3-66					Yes <input type="checkbox"/> No <input type="checkbox"/>		More than 15 years <input type="checkbox"/>		
Cesased to be subject to Sec. 303(d) on Annual Leave Bal.									
SUMMARY OF ANNUAL AND SICK LEAVE					SUMMARY OF HOME LEAVE				
(HOURS)			ANNUAL		SICK		(DAYS)		
5. Balance from prior leave year ended 1/9 1971			480		1901		14. Date arrival abroad for HL purposes		
6. Current leave year accrual through 3/20 1971			40		20		15. Current balance as of 19 None		
7. Total			520		1921		16. 12-month accrual rate		
8. Reduction in credits, if any, (current year)			0		0		17. Dates leave used, prior 24 months		
9. Total leave taken			40		0		18. Monthly accrual date		
10. Balance			480		1921		19. Calendar days credit for next accrual date		
11. Total hours paid in lump sum: 480 hrs. + 1 Holiday					20. Date basic service period completed				
12. Salary rate(s): \$33,757.00					21. Dates during current calendar yr				
13. Lump sum leave dates: From 4/1/71 to 6/24/71 (Hours)					22. Dates during preceding calendar yr				
26. <i>[Signature]</i> (Signature) Asst. Cert. Officer (Title)					23. During leave year in which separated				
					24. During leave year in which separated period which began on 10/5/69				
					25. During 12-month HL accrual period (dates)				
					27. During 12-month HL accrual period (dates)				

Standard Form 1150  
November 1965  
5010-106

## RECORD OF LEAVE DATA TRANSFERRED

U.S. CIVIL SERVICE COMMISSION  
FPM SUPPLEMENTS 900-31 AND 900-21150  
Rev. 10-67Use Previous  
Edition

SECRET

FVD

1150  
Rev. 10-67  
When Filled In

JLB: 14 MAY 68

SECRET  
(When Filled In)

## NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 055292		2. NAME (LAST FIRST MIDDLE) NOEL JAMES A	
3. NATURE OF PERSONNEL ACTION REMOVAL FROM CIA RETIREMENT AND DISABILITY SYSTEM-VOLUNTARY		4. EFFECTIVE DATE MO DA YR 05 05 68	
5. CATEGORY OF EMPLOYMENT REGULAR		6. CSC OR OTHER LEGAL AUTHORITY	
7. Financial Analysis No. Chargeable 8129 0256 0000		8. CSC OR OTHER LEGAL AUTHORITY PL 88-643 SECT. 203	
9. ORGANIZATIONAL DESIGNATIONS DDP/DOD		10. LOCATION OF OFFICIAL STATION SAN FRANCISCO, CALIFORNIA	
11. POSITION TITLE		12. POSITION NUMBER	
13. SERVICE DESIGNATION D		14. CLASSIFICATION SCHEDULE (SEE 18.4.1)	
15. OCCUPATIONAL SERIES		16. GRADE AND STEP 16	
17. SALARY OR RATE		18. REMARKS	

## SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERICAL ALPHABETIC	22. STATION CODE	23. INTEGRITY CODE	24. HOURS CODE	25. DATE OF BIRTH MO DA YR	26. DATE OF GRADE MO DA YR	27. DATE OF LEI MO DA YR
28. NFE EXPIRES MO DA YR	29. SPECIAL CIRCUMSTANCE	30. RETIREMENT DATA 1. CODE 2. DATE 3. TYPE	31. SEPARATION DATA CODE	32. CORRECTION/CONCILIATION DATA 1. YES 2. NO	33. SECURITY REG. NO.	34. SEX	35. VET. PREFERENCE CODE 0 NONE 1 5 PT 2 10 PT	
36. SERV. COMP. DATE MO DA YR	37. LEAVE CAT. CODE	38. CARRIER CATEGORY LAB SERV CODE PROV TEAP	39. FEELI HEALTH INSURANCE CODE 0 NONE 1 YES	40. SOCIAL SECURITY NO.	41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 NO PREVIOUS SERVICE 1 NO PREVIOUS SERVICE 2 SERVED IN SERVICE LESS THAN 3 YES 3 SERVED IN SERVICE MORE THAN 3 YES			
42. FEDERAL TAX DATA FORM EXECUTED 1 YES 2 NO		43. STATE TAX DATA FORM EXECUTED 1 YES 2 NO		44. SIGNATURE OR OTHER AUTHENTICATION				

POSTED

R.J.  
5-14-68

"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 1962

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
NOEL JAMES A	55292	43	500	CF GS 16 5	\$22,755	\$23,778

**SECRET**  
(When Filled In)

MAH: 25 OCT 67

**NOTIFICATION OF PERSONNEL ACTION**

OCF

1. SERIAL NUMBER <b>055292</b>		2. NAME (LAST-FIRST-MIDDLE) <b>NOEL JAMES A</b>	
3. NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>		4. EFFECTIVE DATE MO. DA. YR. <b>10 108 67</b>	5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>
6. FUNDS Y TO Y CF TO Y <b>X</b>	7. Financial Analysis No. Chargeable <b>8129 0256 0000</b>	8. CSC OR OTHER LEGAL AUTHORITY <b>50 USC 403 J</b>	
9. ORGANIZATIONAL DESIGNATIONS <b>DDP/DOD U.S. FIELD INTELLIGENCE OPERATIONS GROUP SAN FRANCISCO BASE</b>		10. LOCATION OF OFFICIAL STATION <b>SAN FRANCISCO, CALIFORNIA</b>	
11. POSITION TITLES <b>CHIEF OF BASE</b>		12. POSITION NUMBER <b>0150</b>	13. SERVICE DESIGNATION <b>0</b>
14. CLASSIFICATION SCHEDULE (GS, GS, etc.) <b>GS</b>	15. OCCUPATIONAL SERIES <b>0136.08</b>	16. GRADE AND STEP <b>16 6</b>	17. SALARY OR RATE <b>28425</b>
18. REMARKS			

**SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL**

19. ACTION CODE <b>37</b>	20. EMPLOY CODE <b>10</b>	21. OFFICE CODING NUMERIC ALPHABETIC <b>43500 DOD</b>	22. STATION CODE <b>75007</b>	23. INTEGREE CODE	24. HOURS CODE <b>2</b>	25. DATE OF BIRTH MO. DA. YR. <b>03 11 11</b>	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LEI MO. DA. YR.
28. NTE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE 1 - CSC 2 - CIA 3 - FICA 4 - NONE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.	33. SECURITY REQ. NO.		34. SEA	
35. VET. PREFERENCE CODE 0 - NONE 1 - 5 PT. 2 - 10 PT.	36. SERV. COMP. DATE MO. DA. YR.	37. LONG COMP. DATE MO. DA. YR.	38. CAREER CATEGORY CODE CAN. SERV. PROV. TEMP.	39. FEGLI / HEALTH INSURANCE CODE 0 - WAIVER 1 - YES	40. SOCIAL SECURITY NO.			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)		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				

SIGNATURE OR OTHER AUTHENTICATION

**POSTED**  
*P.S.*  
**10-25-67**

FORM 5-66 1150

Use Previous Edition

**SECRET**

**FVD**

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

(When Filled In)

(4-0)

1.65

D-25

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
055292		NOEL JAMES A		43 620		CF			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.
GS 16	5	\$22,755	10/10/65	GS 16	6	\$23,425	10/08/67		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE <i>Stanly H. Harris</i>						DATE <i>11 Aug 67</i>			
<input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERK'S INITIALS <i>RS</i>						ADDED BY			
FORM 560 E Use previous editions PAY CHANGE NOTIFICATION (4-51)									

**SECRET**  
(When Filled In)

REF: 30-103-16

### NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER <b>055292</b>		2. NAME (LAST-FIRST MIDDLE) <b>INDEL JAMES A</b>	
3. NATURE OF PERSONNEL ACTION <b>REASSIGNMENT - CORRECTION</b>		4. EFFECTIVE DATE MO. DA. YR. <b>08 14 66</b>	5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>
6. FUNDS V TO V CF TO V <b>X</b>	V TO CF CF TO CF	7. Financial Analysis No. Chargeable <b>7129 0256 0000</b>	8. CSC OR OTHER LEGAL AUTHORITY
9. ORGANIZATIONAL DESIGNATIONS <b>DDP/DOO US FIELD UNITED STATES STATION SAN FRANCISCO BASE OFFICE OF THE CHIEF</b>		10. LOCATION OF OFFICIAL STATION <b>SAN FRANCISCO, CALIFORNIA</b>	
11. POSITION TITLE <b>CHIEF OF BASE</b>		12. POSITION NUMBER <b>0150</b>	13. SERVICE DESIGNATION <b>D</b>
14. CLASSIFICATION SCHEDULE (GS, LO, etc.) <b>GS</b>	15. OCCUPATIONAL SERIES <b>0135.02</b>	16. GRADE AND STEP <b>16 5</b>	17. SALARY OR RATE <b>22755</b>
18. REMARKS <b>THIS ACTION CORRECTS FORM 1150 TO CHANGE EFFECTIVE DATE WHICH READ 08/10/55 TO READ 08/14/66.</b>			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE <b>03</b>	20. EMPLOY CODE <b>03</b>	21. OFFICE CODING NUMERIC ALPHABETIC <b>03 19 11</b>	22. STATION CODE
23. INTEGRAL CODE	24. HOURS CODE	25. DATE OF BIRTH MO. DA. YR. <b>03 19 11</b>	26. DATE OF GRADE MO. DA. YR.
27. DATE OF LEI MO. DA. YR.	28. NIE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1. CSC 2. CIA 3. FICA 4. NONE
31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.	33. SECURITY REQ NO.	34. SEX
35. VET. PREFERENCE CODE 0. NONE 1. 5-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. FECL/HEALTH INSURANCE CODE 1. YES 2. NO	40. SOCIAL SECURITY NO.	41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0. NO PAY/DOO SERVICE 1. NO PAY/DOO SERVICE 2. DOO IN SERVICE (LESS THAN 3 YRS) 3. DOO IN SERVICE (MORE THAN 3 YRS)	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 EXEMPT. STATE CODE	45. SIGNATURE OR OTHER AUTHENTICATION	
		<div style="border: 2px solid black; padding: 10px; display: inline-block;"> <b>POSTED</b>   <b>11-30-66 AS</b> </div>	

FORM 1150  
5-66

Use Previous  
Edition

**SECRET**

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

(4-51)

(When Filled In)

RZF 1 2 AUG 66

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)									
055292		NOEL JAMES A									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
CONVERSION FROM FSR STATUS						MO COB YR 08 13 66		REGULAR			
6. FUNDING		V TO V		V TO CF		7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY			
CF TO V		X		CF TO CF		7136 1347 0000		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DOP/VE FOREIGN FIELD MADRID STATION OFFICE OF THE CHIEF						MADRID, SPAIN					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
CHIEF OF STATION						0399		D			
14. CLASSIFICATION SCHEDULE (GS, LO, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS				0136.05		16 5		22755			
18. REMARKS											
MADRID, SPAIN											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTERSEE CODE	24. MAILING CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI		
56	10	NUMERIC 50660	ALPHABETIC WE	67033		3	MO DA YR 03 19 11	MO DA YR	MO DA YR		
28. NTE EXPIRES		29. SPECIAL REFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ. NO.		34. SER	
MO DA YR			1. CSC 2. FICA 3. NONE			TYPE MO DA YR		EOD DATA			
35. VET. PREFERENCE		36. SERV. COMP. DATE		37. LONG. COMP. DATE		38. CAREER CATEGORY		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO.	
CODE 0 - NONE 1 - 5 PT. 2 - 10 PT.		MO DA YR		MO DA YR		CAR RESV PROV TEMP		CODE CODE 0 - WAIVER 1 - YES		HEALTH INS. CODE	
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAT. CODE		43. FEDERAL TAX DATA		44. STATE TAX DATA			
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)				CODE 1 - YES 2 - NO		CODE NO TAX EXEMPTIONS		FORM EXECUTED 1 - YES 2 - NO			
SIGNATURE OR OTHER AUTHENTICATION											
0803 607											

FORM 11-62 1150

Use Previous Edition

SECRET

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

(When Filled In)

PJH: 10 AUG 66

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)							
055292		NOEL JAMES A							
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT				08   10   66		REGULAR			
6. FUNDS		7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY					
V TO V		4729 0256 0000		50 USC 403 J					
CF TO V		X		CF TO CF					
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION					
DDP/DOD U.S. FIELD UNITED STATES STATION SAN FRANCISCO BASE OFFICE OF THE CHIEF				SAN FRANCISCO, CALIFORNIA					
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION			
CHIEF OF BASE				0150		D			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS		0136.08		16 5		22755			
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. INTEGREE CODE	24. MONTH CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
37	10	43620 DOD		75007		2	03   19   11		
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA	
NO. DA YR		1. CSC 2. FICA 3. NONE		CODE		TYPE NO. DA YR		33. SECURITY REQ. NO.	
								EOD DATA	
35. VET. PREFERENCE		36. SERV. COMP. DATE		37. LONG. COMP. DATE		38. CARRER CATEGORY		39. FEGLI / HEALTH INSURANCE	
CODE 0 - NONE 1 - 5 PT. 2 - 10 PT.		NO. DA YR		NO. DA YR		CAP. 50% PRIV. TEMP.		CODE 0 - WAIVER 1 - YES	
								HEALTH INS. CODE	
41. PREVIOUS GOVERNMENT SERVICE DATA		42. LEAVE CAT. CODE		43. FEDERAL TAX DATA		44. STATE TAX DATA			
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)				FORM EXECUTED 1 - YES 2 - NO		FORM EXECUTED 1 - YES 2 - NO			
SIGNATURE OR OTHER AUTHENTICATION									
FROM: WE									
[Signature]									

FORM 1150  
11-62Use Previous  
Edition

SECRET

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

(When Filled In)

"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
NOEL JAMES A	055292	50	660	CF GS 16 5	\$22,331	\$22,755

PJH: 17 JAN 66

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION																	
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)															
055292		NOEL JAMES A															
3. NATURE OF PERSONNEL ACTION DESIGNATION AS PARTICIPANT IN CIA RETIREMENT AND DISABILITY SYSTEM				4. EFFECTIVE DATE MO: 01 DA: 16 YR: 66		5. CATEGORY OF EMPLOYMENT REGULAR											
6. FUNDS		V TO V		V TO G		7. COST CENTER NO. CHARGEABLE 6136 1347 0000		8. CSC OR OTHER LEGAL AUTHORITY SECTION 203 P.L.88-643									
9. ORGANIZATIONAL DESIGNATIONS DDP/WE FOREIGN FIELD MADRID STATION OFFICE OF THE CHIEF		10. LOCATION OF OFFICIAL STATION MADRID, SPAIN															
11. POSITION TITLE ATTACHE CHIEF OF STATION				12. POSITION NUMBER 0399		13. SERVICE DESIGNATION D											
14. CLASSIFICATION SCHEDULE (GS, LS, etc.) FSR GS		15. OCCUPATIONAL SERIES 0136.05		16. GRADE AND STEP 02 4 16 5		17. SALARY OR RATE 20928 22331											
18. REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION AND RIGHT OF APPEAL TO THE DIRECTOR OF CENTRAL INTELLIGENCE.  MADRID, SPAIN																	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
19. ACTION CODE 28		20. EMPLOY CODE 10		21. OFFICE CODING NUMERIC: 50660 ALPHABETIC: WE		22. STATION CODE 67033		23. INTEGREE CODE I		24. MOBILE CODE 3		25. DATE OF BIRTH MO: 03 DA: 19 YR: 11		26. DATE OF GRADE MO: 03 DA: 20 YR: 60		27. DATE OF LEI MO: 10 DA: 10 YR: 65	
28. NTE EXPIRES MO: DA: YR:		29. SPECIAL REFERENCE		30. RETIREMENT DATA 1 - CSC 2 - FICA 3 - NONE CODE: 2		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA TYPE: MO: DA: YR:		33. SECURITY REF. NO.		34. SEX		EOD DATA			
35. VET. PREFERENCE CODE: 0 - NONE 1 - 5 PT. 2 - 10 PT.		36. SERV. COMP. DATE MO: DA: YR:		37. LONG. COMP. DATE MO: DA: YR:		38. CAREER CATEGORY CAR: 0 - NONE 1 - 5 PT. 2 - 10 PT. PROM: 0 - NONE 1 - 5 PT. 2 - 10 PT.		39. FEGLI / HEALTH INSURANCE CODE: 0 - WAIVER 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 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)				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 EXEMP. 1 - YES 2 - NO				STATE CODE					
SIGNATURE OF OTHER AUTHENTICATION												POSTED					

FORM 1150  
1-62Use Previous  
Edition

SECRET

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

(When Filled In)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 49-301  
PURSUANT TO AUTHORITY OF FCY AS PROVIDED IN THE CIA ACT OF 1949,  
AS AMENDED, AND AD-DCI POLICY DIRECTIVE DATED 1 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
NOEL JAMES A	055292	50	660	CF GS 16 5	\$21,555	\$22,331

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours	
055292		NOEL JAMES A		50 660 CF			
5. OLD SALARY RATE				6. NEW SALARY RATE			
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date
GS 16	4	\$20,900	10/13/63	GS 16	5	\$21,555	10/10/65
7. TYPE ACTION							
PSI LSI ADJ.							
PSI							
LSI							
ADJ.							
8. Remarks and Authorization							
NO EXCESS LWOP IN PAY STATUS AT END OF WAITING PERIOD LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS AUDITED BY 01 663 675 I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. SIGNATURE: <i>W. B. [Signature]</i> DRSE 20 Aug 1965 PAY CHANGE NOTIFICATION							

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION					
DCS 06/16/69					
1. SERIAL NUMBER 095292		2. NAME (LAST-FIRST MIDDLE) NOEL JAMES A			
3. NATURE OF PERSONNEL ACTION SERIES CODE ADJUSTMENT			4. EFFECTIVE DATE 06 07 69		5. CATEGORY OF EMPLOYMENT
6. FUNDS	V TO V C TO V	V TO U X U TO U	7. COST CENTER NO. CHARGEABLE 9136 1347 0000		8. CSC OR OTHER LEGAL AUTHORITY
9. ORGANIZATIONAL DESIGNATION DDP/WE DIVISION			10. LOCATION OF OFFICIAL STATION MADRID, SPAIN		
11. POSITION TITLE CHIEF OF STATION			12. POSITION NUMBER 0399		13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.09		16. GRADE AND STEP 26	
17. SALARY OR RATE					
18. REMARKS					
<div style="position: relative; width: 100%; height: 100%;"> <div style="position: absolute; top: 50%; left: 50%; transform: translate(-50%, -50%); border: 2px solid black; padding: 10px; text-align: center;"> <p>POSTED</p> <p>in 6-21-69</p> </div> </div>					
SIGNATURE OR OTHER AUTHENTICATION					

[illegible]

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND  
 CCI MEMORANDUM DATED 1 AUGUST 1986, SALARY IS ADJUSTED AS FOLLOWS:  
 EFFECTIVE 14 OCTOBER 1982

NAME	SERIAL	OPGN	FUNDS	OLD GRST SALARY	OLD GRST SALARY	NEW GRST SALARY	NEW GRST SALARY
NOEL JAMES A	055292	62460	CF 16 2	\$15515	16 2	\$16500	

**SECRET**  
 (When Filled In)

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours	
055292		NOEL JAMES A		62 660 CF			
5. OLD SALARY RATE				6. NEW SALARY RATE		7. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date
GS-16	2	\$16,500	09/17/81	GS-16	3	\$17,000	10/14/82
8. Remarks and Authentication							
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD. CLERKS 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: 24 OCT 1982			
PAY CHANGE NOTIFICATION							

Form 560

Obsolete Previous Edition

**SECRET**

(4-51)

1. Serial No.	2. Name	3. Cost Center Number	4. LWOP Hours
055292	NOEL JAMES A	62 660 CF 14	
5. OLD SALARY RATE		6. NEW SALARY RATE	
Grade	Step	Salary	Last Eff. Date
GS 16	3	\$17,000	10/14/62
Grade	Step	Salary	Effective Date
GS 16	4	\$17,500	10/13/63
7. TYPE ACTION			
PSN LSI ADJ			
8. Remarks and Authentication			
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD / / CLEHKS INITIALS AUDITED BY 663 I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. SIGNATURE: [Signature] DATE Aug 26, 1963 PAY CHANGE NOTIFICATION			

Form 560

Obsolete Previous Edition

(4-51)

SECRET  
(When Filled In)

1. Serial No.	2. Name	3. Cost Center Number	4. LWOP Hours
55292	NOEL JAMES A	DDP/WH 9 UV	
5. OLD SALARY RATE		6. NEW SALARY RATE	
Grade	Step	Salary	Last Eff. Date
GS 16	1	\$13,255	03/20/60
Grade	Step	Salary	Effective Date
GS 16	2	\$15,515	09/17/61
7. TYPE ACTION			
PSN LSI ADJ			
8. Remarks and Authentication			
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / IN LWOP STATUS AT END OF WAITING PERIOD [Signature] WK PAY CHANGE NOTIFICATION			

Form 560

Obsolete Previous Edition

SECRET

(4-51)

AES: 26 JULY 61

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)									
055292		NOEL JAMES A									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT						07 23 61		REGULAR			
6. FUNDS		V TO V		V TO CF		7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY			
CF TO V		X		CF TO CF		2135 1990 1000		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
CS/CS DEV COMP DDP WH DIVISION						HAVANA CUBA					
11. POSITION TITLE						12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION			
ATTACHE CHIEF OF STATION						9997		D			
14. CLASSIFICATION SCHEDULE (GS, WD, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
FSR GS				0136.01		03 0 16 1		13600 15255			
18. REMARKS											
RETRUNEE CASUAL											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGREE CODE	24. HOURS CODE	25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI
37	14	64997 WH		17085	1	3	03 19 11				
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ NO	
MO. DA. YR.				1. CSC 2. WGL 3. WGLS		TYPE		MO. DA. YR.		34. SEX	
35. VET. PREFERENCE		36. SERV. COMP. DATE		37. LONG COMP. DATE		38. MIL. SERV. CREDIT/LCD		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO.	
CODE		MO. DA. YR.		MO. DA. YR.		CODE		CODE		CODE	
0. NONE 1. 5 PT 2. 10 PT						1. YES 2. NO		0. WAIVER 1. YES		HEALTH INS. CODE	
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAT CODE		43. FEDERAL TAX DATA				44. STATE TAX DATA	
CODE				CODE		FORM EXECUTED				FORM EXECUTED	
0. NO PREVIOUS SERVICE 1. NO BREAK IN SERVICE 2. BREAK IN SERVICE (LESS THAN 42 MOS) 3. BREAK IN SERVICE (MORE THAN 42 MOS)				1. YES 2. NO		1. YES 2. NO				1. YES 2. NO	
SIGNATURE OR OTHER AUTHENTICATION											
FOOTED											
7/28/61 RKT											

Form 6-60 1150

Obsolete Previous Editions

SECRET

(4-51)

27/27/61

PSC: 7 SEPT 1961

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
ODF											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
055292		NOEL JAMES A									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT						MO. DA. YR.		REGULAR			
6. FUNDS						7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY			
V TO V CF TO V X CF TO CF						2136 6400 1017		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DOP WE MADRID STATION OFFICE OF THE CHIEF						MADRID, SPAIN					
11. POSITION TITLE						12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION			
ATTACHE CHIEF OF STATION						0399		D			
14. CLASSIFICATION SCHEDULE (GS, NW, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
FSR GS				0136.01		03 0 16 1		13600 15255			
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. INTEGREE CODE	24. Hq. Code	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI		
37	10	62660	WE	67033	1	3	03 19 11				
28. NIE EXPIRES		29. SPECIAL REFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA		33. SECURITY REG NO.		34. SEX	
MO. DA. YR.			1. CSC 2. PICA 3. NONE		CODE	TYPE MO. DA. YR.		EOD DATA			
35. VET. PREFERENCE		36. SERV. COMP DATE	37. LONG. COMP. DATE	38. MIL. SERV. CREDIT/LCD		39. FEGLI/HEALTH INSURANCE		40. SOCIAL SECURITY NO.			
CODE		MO. DA. YR.	MO. DA. YR.	1. YES 2. NO		CODE CODE		O. WAIVER 1. YES 2. NO		HEALTH INS. CODE	
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAT. CODE	43. FEDERAL TAX DATA				44. STATE TAX DATA		
CODE					FORM EXECUTED CODE NO. TAX EXEMPTIONS				FORM EXECUTED CODE NO. TAX EXEMPTIONS		
0. NO PREVIOUS SERVICE 1. NO BREAK IN SERVICE 2. BREAK IN SERVICE (LESS THAN 12 MOS) 3. BREAK IN SERVICE (MORE THAN 12 MOS)					1. YES 2. NO				1. YES 2. NO		
SIGNATURE OR OTHER AUTHENTICATION											
9-11-61 WJN											

Form 1150  
6-60

Obsolete Previous Editions

SECRET

(4.51)

JAN 9-7-61

AES: 6 APRIL 61

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION									
00F									
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)							
055292		NOEL JAMES A							
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
CONVERSION TO PERMANENT SUPERGRADE RANK*				04 06 61		REGULAR			
6. FUNDS		V TO V		V TO CF		7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY	
CF TO V		X		CF TO CF				50 USC 403 J	
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION					
DDP WH BRANCH 4 HAVANA CUBA STATION				HAVANA CUBA					
11. POSITION/TITLE				12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION			
ATTACHE CHIEF OF STATION				0114		0			
14. CLASSIFICATION SCHEDULE (GS, WD, WH)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY RATE			
FSS GS		0136.01		02 0 16 1		11740 15255			
18. REMARKS									
*THE DIRECTOR OF CENTRAL INTELLIGENCE ON 6 APRIL 1961 APPROVED YOUR PERMANENT GRADE AS GS 16.									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGREE CODE	
				NUMERIC ALPHABETIC					
24. NTE EXPIRES		25. SPECIAL REFERENCE		26. RETIREMENT DATA		27. SEPARATION DATA CODE		28. CORRECTION/CANCELLATION DATA	
W2 ON YR.				1 - CRZ 2 - FICA 3 - NONE		TYPE NO. CA. YR.		29. SECURITY 34 SEX REG. NO.	
30. VET PREFERENCE		31. SERV. COMP. DATE		32. LONG COMP. DATE		33. MIL. SERV. CREDIT/CD		34. FEGLI / HEALTH INSURANCE	
CODE 0 - NONE 1 - 5 PT 2 - 10 PT		NO DA YR		NO DA YR		1 - YES 2 - NO		CODE 0 - WAIVER 1 - YES	
35. PREVIOUS GOVERNMENT SERVICE DATA		36. LEAVE CAT CODE		37. FEDERAL TAX DATA		38. STATE TAX DATA		39. SOCIAL SECURITY NO.	
CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 12 MOS) 3 - BREAK IN SERVICE (MORE THAN 12 MOS)				FORM EXECUTED CODE NO TAX EXEMPTIONS 1 - YES 2 - NO		FORM EXECUTED 1 - YES 2 - NO		CODE NO OFF STATE CODE EACMP	
SIGNATURE OR OTHER AUTHENTICATION									
<div style="border: 1px solid black; padding: 5px; display: inline-block;">             10 42761 W           </div>									

Form 1150

Obsolete Previous Editions

SECRET

(4-51)

8-22 4-27-61

IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 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
D	NOEL JAMES A	555292	46 52	GS-16 1	\$14,190	\$15,255

/S/ EMMETT D. ECHOLS  
DIRECTOR OF PERSONNEL

**SECRET**  
(When Filled In)

### NOTIFICATION OF PERSONNEL ACTION

**PAS: 11 MARCH 1960**

1. Serial No.		2. Name (Last-First-Middle)		3. Date Of Birth			4. Vet. Pref.		5. Sex		6. CS - ECD			
555292		NOEL JAMES A		Mo.	Da.	Yr.	None-0 5 Pt-1 10 Pt-2	Code		M	I	Mo.	Da.	Yr.
03		19		11							09		18	47
7. SCD		8. CSC Reint.		9. CSC Or Other Legal Authority			10. Apmt. Affidav.		11. FEGLI		12. LCD		13. <sup>100</sup> <sub>100</sub> <sup>100</sup> <sub>100</sub>	
Mo.	Da.	Yr.	Yes-1 No-2	Code				Mo.	Da.	Yr.	Yes-1 No-2	Code		
01	26	31		1	50 USCA 403 J						09	18	47	1

### PREVIOUS ASSIGNMENT

14. Organizational Designations				Code	15. Location Of Official Station				Station Code		
DDP WH BRANCH III HAVANA CUBA STATION				4652	HAVANA CUBA				17085		
16. Dept. - Field		17. Position Title		18. Position No.		19. Serv.		20. Occup. Series			
Dapt - 1 USStd - 3 Fign - 5	Code	ATTACHE CHIEF OF STATION		0114		FSS GS		0136.01			
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
02 15 4		\$ 10920 13670		D		Mo. Da. Yr. 08 01 54 01 25 59				8 3545 55-055	

### ACTION

27. Nature Of Action		Code	28. Eff. Date		29. Type Of Employee		Code	30. Separation Data	
PROMOTION (TEMPORARY)*		30	Mo. Da. Yr. 03 20 60		REGULAR		OM		

### PRESENT ASSIGNMENT

31. Organizational Designations				Code	32. Location Of Official Station				Station Code		
DDP WH BRANCH III HAVANA CUBA STATION				4652	HAVANA CUBA				17085		
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv.		37. Occup. Series			
Dapt - 1 USStd - 3 Fign - 5	Code	ATTACHE CHIEF OF STATION		0114		FSS GS		0136.01			
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
02 16 1		\$ 10920 14190		D		Mo. Da. Yr. 03 20 60 09 17 61				0135 5450 3000	

#### 44. Remarks

\* PROMOTION TO THE GRADE INDICATED IS TEMPORARY AND FOR SUCH DURATION AS THE DIRECTOR WILL DETERMINE. YOUR PERMANENT GRADE IS THE GRADE FROM WHICH YOU ARE TEMPORARILY PROMOTED.

FOCIED

4-7-60

GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO	DA	YR				MO	DA	YR
GS 15	3	\$13,370	07	28	57	GS 15	4	\$13,670	01	25	59

REMARKS

**CERTIFICATION**

I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.

TYPED, OR PRINTED, NAME OF SUPERVISOR	DATE	SIGNATURE OF SUPERVISOR
ROBERT H. DAHLGREN	11 Dec. 1958	<i>Robert H. Dahlgren</i>

**PERIODIC STEP INCREASE - CERTIFICATION**

FORM NO. 560

SECRET

PERSONNEL FOLDER (4)

**SECRET**  
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME	3. ASSIGNED ORGAN.	4. FUNDS	5. ALLOTMENT
555292	NOEL JAMES A	DDP/WH	UV	

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	3	\$13,370	07	28	57	GS 15	4	\$13,670	01	25	59

**TO BE COMPLETED BY THE OFFICE OF THE COMPTROLLER**

8. CHECK ONE <input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP	9. NUMBER OF HOURS LWOP
IF EXCESS LWOP, CHECK FOLLOWING: <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD	10. INITIALS OF CLERK
11. AUDITED BY	

**TO BE COMPLETED BY THE OFFICE OF PERSONNEL**

12. PROJECTED SALARY RATE AND EFFECTIVE DATE	13. REMARKS												
<table border="1"> <thead> <tr> <th>GRADE</th> <th>STEP</th> <th>SALARY</th> <th>MO</th> <th>DA</th> <th>YR</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	GRADE	STEP	SALARY	MO	DA	YR							<p style="text-align: center;">544</p> <p style="text-align: center;">7/10</p>
GRADE	STEP	SALARY	MO	DA	YR								

14. AUTHENTICATION

**SECRET**

SECRET

GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE  
12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI  
DIRECTIVE. SALARY AS OF 15 JUNE 1955 ADJUSTED AS FOLLOWS

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
NOEL JAMES A	555292	GS-15-3	\$12,150	\$13,370

GORDON M. STEWART  
/S/ DIRECTOR OF PERSONNEL

SECRET

SECRET  
(When Filled In)

DMG 4 APR 58												NOTIFICATION OF PERSONNEL ACTION											
1. Serial No.				2. Name (Last-First-Middle)								3. Date Of Birth				4. Vet. Pref.		5. Sex		6. CS - LOD			
555292				NOEL JAMES A								Mo. Da. Yr. 03 19 11				None-0 5 Pt-1 10 Pt-2		Code 0 M 1		Mo. Da. Yr. 09 18 47			
7. SCD				8. CSC Reim.				9. CSC Or Other Legal Authority				10. Apmt. Affidav.				11. FEGLI		12. LCD		13. Mil. Serv. Les.			
Mo. Da. Yr. 01 26 31				Yes-1 No-2 1				50 USCA 403				Mo. Da. Yr.				Yes-1 No-2		Mo. Da. Yr. 09 18 47		Yes-1 No-2 1			

PREVIOUS ASSIGNMENT

14. Organizational Designations										Code		15. Location Of Official Station										Station Code			
DDP WH BRANCH 11 ARGENTINA SECTION												WASH. D.C.													
16. Dept. - Field				17. Position Title																18. Position No.		19. Serv.		20. Occup. Series	
Dept. - 1 USIld - 3 Fign - 5				ATTACHE AREA OPS OFF BR CH																0460		FSS GS		0136.01	
21. Grade & Step				22. Salary Or Rate				23. SD		24. Date Of Grade				25. Pos. Due		26. Appropriation Number									
02 15 3				\$925 \$12150				DI		Mo. Da. Yr.				Mo. Da. Yr.		8 3500 10 200									

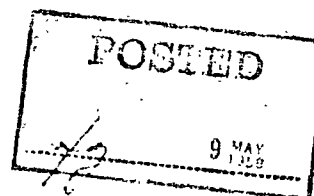
ACTION

27. Nature Of Action				Code		28. Eff. Date				29. Type Of Employee				Code		30. Separation Data	
REASSIGNMENT				67		Mo. Da. Yr. 04 06 58				REGULAR				OM			

PRESENT ASSIGNMENT

31. Organizational Designations										Code		32. Location Of Official Station										Station Code			
DDP WH BRANCH 111 HAVANA CUBA STATION										4652		HAVANA CUBA										17025			
33. Dept. - Field				34. Position Title																35. Position No.		36. Serv.		37. Occup. Series	
Dept. - 1 USIld - 3 Fign - 5				ATTACHE CHIEF OF STATION																0114		FSS GS		0136.01	
38. Grade & Step				39. Salary Or Rate				40. SD		41. Date Of Grade				42. Pos. Due		43. Appropriation Number									
02 15 3				\$925 \$12150				DI		Mo. Da. Yr. 03 01 54				Mo. Da. Yr. 01 25 59		8 3545 55 055									

44. Remarks



FORM NO. 1150a  
1 MAR 57

SECRET

(4)

**SECRET**  
(WHEN FILLED IN)

1. EMP. SERIAL NO. <b>555292</b>		2. NAME <b>NOEL JAMES A</b>			3. ASSIGNED ORG. <b>DDP/WH -3</b>		4. FUNDS <b>UV</b>		5. ALLOTMENT		
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO.	DA.	YR.				MO.	DA.	YR.
<b>15</b>	<b>2</b>	<b>\$11,880</b>	<b>01</b>	<b>29</b>	<b>56</b>	<b>15</b>	<b>3</b>	<b>\$12,150</b>	<b>07</b>	<b>28</b>	<b>57</b>
REMARKS											
<p align="center"><b>CERTIFICATION</b></p> <p>I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.</p>											
TYPED OR PRINTED NAME OF SUPERVISOR <b>J. C. KING</b>			DATE <b>16 July 57</b>		SIGNATURE OF SUPERVISOR <i>J. C. King</i>						
<p align="center"><b>PERIODIC STEP INCREASE CERTIFICATION</b></p>											

FORM NO. 560  
1 MAR. 56

**SECRET**

**PERSONNEL FOLDER (4)**

**SECRET**  
(WHEN FILLED IN)

1. EMP. SERIAL NO. <b>555292</b>		2. NAME <b>NOEL JAMES A</b>			3. ASSIGNED ORG. <b>DDP/WH</b>		4. FUNDS <b>UV</b>		5. ALLOTMENT		
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO.	DA.	YR.				MO.	DA.	YR.
<b>15</b>	<b>2</b>	<b>\$11,880</b>	<b>01</b>	<b>29</b>	<b>56</b>	<b>15</b>	<b>3</b>	<b>\$12,150</b>	<b>07</b>	<b>28</b>	<b>57</b>
<p align="center"><b>TO BE COMPLETED BY THE OFFICE OF COMPTROLLER</b></p>											
9. CHECK ONE: <input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP IF EXCESS LEAVE LWOP, CHECK FOLLOWING: <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD						10. INITIALS OF CLERK: _____ 11. AUDITED BY: _____					
<p align="center"><b>TO BE COMPLETED BY THE OFFICE OF PERSONNEL</b></p>											
12. PROJECTED SALARY RATE AND EFFECTIVE DATE						13. REMARKS					
GRADE	STEP	SALARY	MO.	DA.	YR.	<div style="font-size: 2em; opacity: 0.5; transform: rotate(-15deg); position: absolute; top: 50%; left: 50%;">CF</div>					
14. AUTHENTICATION											
<p align="center"><b>PERIODIC STEP INCREASE - AUTHENTICATION</b></p>											

FORM NO. 560a  
1 MAR. 56

**SECRET**

**PERSONNEL FOLDER (4)**

**SECRET**  
(WHEN FILLED IN)

**NOTIFICATION OF PERSONNEL ACTION**

1. NAME (MR., MISS, MRS., ONE GIVEN NAME, INITIALS, AND SURNAME) <b>MR. JAMES A. NOEL</b>		2. DATE OF BIRTH <b>19 Mar 1911</b>	3. JOURNAL OR ACTION NO. <b>555292</b>	4. DATE <b>28 Jun 1957</b>
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>REASSIGNMENT</b>		6. EFFECTIVE DATE <b>10 Jun 1957</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>50 USCA 403 j</b>	
FROM <b>BA-40</b>		TO <b>Area Ops Officer (Br Ch) BA-460 (Attache)</b>		
8. POSITION TITLE <b>Area Ops Officer (Br Ch) BA-460 (Attache)</b>		9. SERVICE SERIES, GRADE, SALARY <b>GS-0136.01-15 \$11,880.00 per annum (FSS-3 \$9635.00 per annum)</b>		
10. ORGANIZATIONAL DESIGNATIONS <b>Branch I 467552</b>		11. HEADQUARTERS <b>DDP/WH Branch II Argentina Section Washington, D. C.</b>		
12. FIELD OR DEPT'L <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		13. VETERAN'S PREFERENCE NONE <input checked="" type="checkbox"/> WWII <input type="checkbox"/> OTHER <input type="checkbox"/> S.P.T. <input type="checkbox"/> 10-POINT <input type="checkbox"/> OTHER <input type="checkbox"/>		
14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> <b>SD/DI</b>		15. APPROPRIATION FROM <b>7-3500-10-200</b> TO <b>750-13</b>		
16. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) <b>Yes</b>		17. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY) <b>5 JUL 1957</b>		18. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: _____
20. REMARKS: <b>3 EOD 09/18/47</b>				
21. SIGNATURE OR OTHER AUTHENTICATION <b>POSTED</b> <b>5 JUL 1957</b> <i>Rw</i>				

ENTRANCE PERFORMANCE RATING:  
**Director of Personnel**

**SECRET**

1. EMPLOYEE COPY

*27 7/1/57*

# PERIODIC STEP INCREASE CERTIFICATION

CONFIDENTIAL  
(When Filled In)

U. S. GOVERNMENT PRINTING OFFICE: 1954-270090

1. Agency and organizational designation		2. Payroll period		3. Book No.		4. Slip No.					
5. Employee's name (and social security account number when appropriate)		6. Grade and salary									
MOORE, JAMES A. JR.		GS-15 \$11,510									
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)		12. Prepared by							
D. M. N. 1011		WTL-5		Feb 10 Nov 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	15. Date last adjustment	16. Old salary rate	17. New salary rate	18. Performance rating (Satisfactory or better) SERVICE AND CONDUCT ALL SATISFACTORY							
29 Jan 56	1 Jan 56	\$11,510	\$11,510	(Signature or other authentication)							
19. LWOP data (fill in appropriate spaces covering LWOP during following periods)				(Check applicable box in case of excess LWOP)							
<input type="checkbox"/> No excess LWOP <input type="checkbox"/> Excess LWOP				<input type="checkbox"/> in pay status at end of waiting period. <input type="checkbox"/> in LWOP status at end of waiting period.							
STANDARD FORM NO. 1126a—Revised				CONFIDENTIAL    PAYROLL CHANGE SLIP — PERSONNEL COPY							
Form prescribed by Comp. Gen. U. S. G. October 26, 1954, General Regulations No. 102											

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**SECRET**

~~1. EMPLOYEE COPY~~

1000/25/50

STANDARD FORM 52  
PROPERTY OF THE  
U. S. ARMY, SERVICE COMMAND  
HEADQUARTERS, ARMY, WASHINGTON, D. C.  
REPLACES FORM 52, 1-54, AND FORM 52, 1-55

SECRET

CONFIDENTIAL FUNDS

# 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	3. REQUEST NO.	4. DATE OF REQUEST
MR. JAMES A. NOEL	19 Mar. 1911	-	26 May 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: AUG 1 1954	

FROM: AREA OPS OF (STA CH), BAF-93-14 (Attache, FSS-4) GS-0136-01-14, \$9800.00 p.a. (FSS-4, \$7929.00 p.a.) DDP/WH	9. POSITION TITLE AND NUMBER	TO: AREA OPS OF (STA CH), BAF-93 (Attache, FSS-4) GS-0136-01-15, \$10,800.00 p.a. (FSS-4, \$7929.00 p.a.) DDP/WH
CARACAS, VENEZUELA	10. SERVICE, GRADE, AND SALARY	CARACAS, VENEZUELA
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	11. ORGANIZATIONAL DESIGNATIONS	<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL
	12. HEADQUARTERS	

A. REMARKS (Use reverse if necessary) BAF-93	PERIODIC STEP INCREASE DUE 15 May 54 TO SALARY \$10,000.00 p.a.
-------------------------------------------------	--------------------------------------------------------------------

B. REQUESTED BY (Name and title) J. King	C. REQUEST APPROVED BY Signature: J. Keith Reid Title: DDP/WH Admin
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) V. C. LYNCH, x-4451	

13. VETERAN PREFERENCE NONE <input checked="" type="checkbox"/> WH <input type="checkbox"/> OTHER <input type="checkbox"/> 14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> CD: VI	15. SEX <input checked="" type="checkbox"/> M <input type="checkbox"/> F 16. RACE <input checked="" type="checkbox"/> W <input type="checkbox"/> O	17. APPROPRIATION FROM: 4-3509-55-066 TO: 8806	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)	19. DATE OF APPOINT- MENT AFFIDAVIT (ACCESSARY ONLY)	20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input checked="" type="checkbox"/> PROVED STATE: FL
-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------	----------------------------------------------------	------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------

21. STANDARD FORM 20 REMARKS
------------------------------

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CEIL OR POS CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMPL			
E.			
F. APPROVED BY Joseph B. Regan July 23, 1954. For Robert H. Regan			

APPROVED BY  
FI CAREER SERVICE BOARD  
DATE: JUN 23 1954

SECRET

UNVOICED

# 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 A. NOEL**

2. DATE OF BIRTH  
**19 Mar. 1911**

3. REQUEST NO.  
**-**

4. DATE OF REQUEST  
**16 Feb. 54**

5. NATURE OF ACTION REQUESTED:  
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)  
**Reassignment**

6. EFFECTIVE DATE  
A. PROPOSED:  
**28 Feb. 54**

7. C. S. OR OTHER  
LEGAL AUTHORITY

B. POSITION (Specify whether establish, change grade or title, etc.)

8. APPROVED:  
**FEB 28 1954**

FROM: OPS OF - CHIEF, BA-121-14  
(ATTACHE, FSS-4)  
OS-132-14, \$9800.00 p.a.  
(FSS-4, \$7929.00 p.a.)  
DDP/WH  
**CARACAS, VENEZUELA**

9. POSITION TITLE AND  
NUMBER  
10. SERVICE GRADE AND  
SALARY  
11. ORGANIZATIONAL  
DESIGNATION  
12. HEADQUARTERS

TO: ARZA OPS OF - (STA CH) BAF-93-14  
(Attache, FSS-4)  
OS-0136.01-14, \$9800.00 p.a.  
(FSS-4, \$7929.00 p.a.)  
DDP/WH  
**CARACAS, VENEZUELA**

13. FIELD ☒ DEPARTMENTAL ☐

12. FIELD OR DEPARTMENTAL

☒ FIELD ☐ DEPARTMENTAL

A. REMARKS (Use reverse if necessary)  
**BAF-93**

B. REQUESTED BY (Name and title)

**V. C. LYNCH**

C/WH

D. REQUEST APPROVED BY

Signature:

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)

**V. C. LYNCH, x-1457**

Title:

13. VETERAN PREFERENCE

NONE ☒ WWI ☐ OTHER: 5-PT. ☐ 10 POINT ☐  
DISAB. OTHER ☐

14. POSITION CLASSIFICATION ACTION

NEW ☐ VICE ☐ F. A. ☐ REAL ☐

CD: FI

15. SEX  
**M**

16. RACE  
**W**

17. APPROPRIATION  
FROM: **4-3588-55-066**  
TO: **same**

18. SUBJECT TO C. S.  
RETIREMENT ACT  
(YES-NO)

19. DATE OF APPOINTMENT  
AFFIDAVIT  
(ACCESSIONS ONLY)

20. LEGAL RESIDENCE  
☐ CLAIMED ☐ PROVED  
STATE:

21. STANDARD FORM 50 REMARKS

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A			
B. CEIL. OR POS. CONTROL	<b>ICW</b>	<b>2/19</b>	
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	<b>P. Taylor</b>	<b>1/12/54</b>	
E.			
F. APPROVED BY			

**P. Taylor 19 Feb 54**

U. S. GOVERNMENT PRINTING OFFICE: 1953-908490

1. Agency and organizational designations		2. Pay roll	3. Block No. VV	4. Slip No.	
5. Employee's name (and social security account number when appropriate) SOUL, James A.		6. Grade and salary GS - 14 28 \$9600			
PAY ROLL CHANGE DATA					
	BASE PAY	OVERTIME	GROSS PAY	RET. TAX BOND F.I.C.A.	NET PAY
7. Previous period					
8. New period					
9. Pay this period					
10. Remarks <i>[Handwritten: 10m 7/16]</i>		11. Appropriation(s) VE		12. Prepared by Jan 2/17/53	
				13. Audited by	
<input checked="" type="checkbox"/> Periodic step increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step increase					
14. Effective date 15 Feb 53	15. Does not supersede previous	16. Old salary rate \$7600	17. New salary rate \$9800	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 <input type="checkbox"/> Excess LWOP					
STANDARD FORM NO. 1126—Revised Form prescribed by Comp. Gen., U. S. Nov. 8, 1952, General Regulations No. 102 PAY ROLL CHANGE SLIP—PERSONNEL COPY					

STANDARD FORM 52  
ISSUED BY THE  
U. S. CIVIL SERVICE COMMISSION  
REPLACES FORM 52, PREVIOUS EDITIONS  
GENERAL OFFICE OF PERSONNEL

SECRET

SECURITY INFORMATION UNVOICED

# 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 - M - One given name, initial(s), and surname) <b>Mr. James A. NOEL</b>	2. DATE OF BIRTH <b>19 Mar. 1911</b>	3. REQUEST NO. <b>-</b>	4. DATE OF REQUEST <b>7 Mar. 53</b>
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <b>Reassignment</b>		6. EFFECTIVE DATE A. PROPOSED:	7. C S OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED: <b>29 Mar 53</b>	

FROM: **INTELL OFF**  
**(Chief of Station) GS-14**  
**(Attache - Economic Ofc)**  
**GS-14, \$7689 p.a. \$7800**  
**DDP (P33-4, \$7689)**  
**WH**  
**I**  
**Caracas, Venezuela**

9. POSITION TITLE AND NUMBER

10. SERVICE, GRADE, AND SALARY

11. ORGANIZATIONAL DESIGNATIONS

12. HEADQUARTERS

13. FIELD OR DEPARTMENTAL

TO:

**OPS OF (CHIEF), BA-121-14**  
**(Attache - Economic Ofc)**  
**GS-132-14, \$7689 p.a.**  
**(P33-4, \$7689) \$7800**  
**DDP**  
**WH**  
**I**  
**Caracas, Venezuela**

14. FIELD OR DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

**BA-121**

APPROVED BY:  
**FI CAREER SERVICE BOARD**

B. REQUESTED BY (Name and title)

C. WH

D. REQUEST APPROVED BY

Signature:

Title:

15. VETERAN PRECEDENCE

NAME	WH	OTHER	UP	POINT
				DISAB OTHER

16. SEX	17. RACE	18. APPROPRIATION
		FWN: 3529
		TY: 3529

19. POSITION CLASSIFICATION ACTION

NEW	VICE	L.A.	REAL
-----	------	------	------

20. SUBJECT TO C S  
ACTING ACT  
(YES-NO)

21. DATE OF APPOINTMENT  
BY: AFFIDAVIT  
(ACCESSIONS ONLY)

22. LEGAL RESIDENCE  
☐ CLAIMED ☐ PROVED  
STATE:

23. STANDARD FORM 50 REMARKS

FOSTERED

AK 26 Mar

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

F. APPROVED BY

**Mr. L. Shobe 3/23/53**

STANDARD FORM 52 Prescribed by GSA U. S. GOVERNMENT PRINTING OFFICE JAN 1967 O - 707-000-0000 GPO : WASHINGTON, D. C.		UNVOICED	
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 - Mss. One given name, initials, and surname)		2. DATE OF BIRTH	3. REQUEST NO.
Mr. James A. NOEL 555 292		19 Mar 1911	
4. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)		5. EFFECTIVE DATE & PROPOSED:	6. DATE OF REQUEST
Reassignment			7 May 56
B. POSITION (Specify whether establish, change grade or title, etc.)		7. C. S. OR OTHER LEGAL AUTHORITY	
		8. APPROVED: 20 MAY 1956	
FROM - Area Ops Officer (Br Ch) BA-40		TO - Area Ops Officer (Br Ch) BA-40	
A. POSITION TITLE AND NUMBER		B. SERVICE GRADE AND SALARY	
		GS-0136.01-15 \$11880.00 p.a. (FSS-5 \$9380.00 p.a.)	
C. ORGANIZATIONAL DESIGNATIONS		D. HEADQUARTERS	
		DDP/WH Branch I Washington, D. C.	
E. FIELD OR DEPARTMENTAL		F. FIELD OR DEPARTMENTAL	
<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	
G. REMARKS (Use reverse if necessary)		H. USED IN LIEU OF SF50 NOTIFICATION OF PERSONNEL ACTION	
New T/O			
I. REQUESTED BY (Name and title)		J. REQUEST APPROVED BY	
J. KOPLANOVICH 14457		Signature: _____ Title: _____	
K. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)		L. POSITION CLASSIFICATION ACTION	
J. KOPLANOVICH 14457		NEW VICE P.A. REG.	
M. VETERAN PRECEDENCE		N. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)	
NONE WWII OTHER 3 PT. 10 POINT DISAB. OTHER		19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: _____	
O. SEX M		P. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)	
Q. FROM: 6-3500-10-200 TO: Same		R. SUBJECT TO C.S. RETIREMENT ACT (YES - NO) Yes	
S. STANDARD FORM 50 REMARKS: APPROVED BY FI CAREER SERVICE BOARD DATE: 14 May 56			
T. POSTED			
U. 21. CLEARANCES			
A. INITIAL OR SIGNATURE			
B. CEIL OR POS CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR ENPL			
E. DATE			
F. APPROVED BY Robert A. ... per John J. ... 16 May 56			

SECRET

## CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME NOEL, James A.		DATE 14 August 1952
NATURE OF ACTION Integration		EFFECTIVE DATE 15 August 1952
	FROM	TO
TITLE	Intell. Off. (Chief)	Attache (Econ. Off.)
GRADE AND SALARY	GS-14, \$2900	PSS-4, \$7689.
OFFICE		
DIVISION	WH	WH
BRANCH	1	1
OFFICIAL STATION	Caracas, Venezuela	Caracas, Venezuela
APPROVAL		
QUALIFICATIONS	FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION	PERSONNEL OFFICER <i>H. C. [Signature]</i>	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES <input type="checkbox"/> NO <input type="checkbox"/>		
OATH OF OFFICE AND NO-STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
(SIGNATURE OF AUTHENTICATING OFFICER)		
REMARKS:		
Subject integrated into the Department of State with a PSS-4, \$7689. Subject is to be paid the difference between CIA salary of \$9600. and salary of \$7689 to be paid by the Department of State in accordance with his instructions there-with.  Sick and annual leave are to be held in escrow until subject reverts back to GS-status.		

FORM NO. 37-1  
MAY 1952


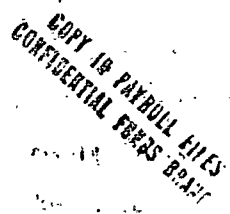
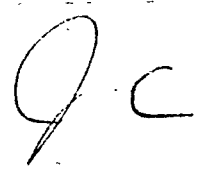
SECRET

16-62122-1 U. S. GOVERNMENT PRINTING OFFICE

(2)

6PG 33-700339

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION		
NAME <b>NOEL, James A.</b>	DATE <b>16 July 1951</b>	
NATURE OF ACTION <b>Promotion</b>	EFFECTIVE DATE <b>19 August 1951</b>	
	FROM	TO
TITLE	<b>Chief of Station, GS-13</b>	<i>(Intelligence Officer)</i> <b>Chief of Station, GS-11</b>
GRADE AND SALARY	<b>GS-13, \$7800.00 per annum</b>	<b>GS-11, \$6800.00 per annum</b>
OFFICE	<b>OSO</b>	<b>OSO</b>
DIVISION	<b>FDT</b>	<b>FDT</b>
BRANCH	<b>EO</b>	<b>EC</b>
OFFICIAL STATION	<b>Buenos Aires, Argentina</b>	<b>Buenos Aires, Argentina</b>
QUALIFICATIONS	APPROVAL	
	FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION <i>4/17/51</i> <b>F-648</b>	<i>Personnel Officer</i> <b>PERSONNEL OFFICER</b>	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS <span style="float: right;">YES <input type="checkbox"/> NO <input type="checkbox"/> <b>5:130</b></span>		
DATE OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____ <div style="text-align: right; margin-top: 5px;">             PURSUANT TO ECI DIRECTIVE              11 MAY 21 OCT 1951              SALARY ADJUSTED TO \$ <b>9600</b> </div>		
SIGNATURE OF AUTHENTICATING OFFICER _____		
REMARKS: <b>Slot # 87.</b>		
<div style="display: flex; justify-content: space-between; align-items: flex-start;"> <div style="text-align: center;">   <b>Chief, FDT</b> </div> <div style="text-align: center;">  </div> <div style="text-align: center;">  </div> </div>		

SECRET

*16 Seymour*

CONFIDENTIAL FUNDS PERSONNEL ACTION		
NAME NOLL, James A.	DATE 19 September 1950	
NATURE OF ACTION Periodic Pay Increase	EFFECTIVE DATE 17 September 1950	
	FROM	TO
TITLE	Intelligence Officer (Staff)	Intelligence Officer (Staff)
GRADE AND SALARY	GS-13 \$7600.00	GS-13 \$7800.00
OFFICE	OSO	OSO
DIVISION	FDT	FDT
BRANCH		
OFFICIAL STATION	Buenos Aires	Buenos Aires
QUALIFICATIONS	<div style="text-align: center;">APPROVAL</div> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p style="text-align: center; font-size: small;">FOR ASSISTANT DIRECTOR</p> <p style="text-align: center;"><i>Wm G. Thayer</i></p> </div> <div style="width: 45%;"> <p style="text-align: center;">EXECUTIVE</p> </div> </div>	
CLASSIFICATION	<div style="text-align: center;">PERSONNEL OFFICER</div> <p style="text-align: center;"><i>Robert R. Winters</i></p>	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS <div style="float: right; text-align: right;">             YES <input type="checkbox"/> NO <input type="checkbox"/> </div>		
DATE OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
REMARKS:  L.S.I. 7 March 1949. This is to certify that the conduct and services of the employee during this period were satisfactory in all respects. <div style="display: flex; justify-content: space-between; align-items: flex-end; margin-top: 20px;"> <div style="border: 1px solid black; padding: 5px; text-align: center;"> <b>POSTED</b>  <i>JA 25 Sept</i> </div> <div style="text-align: center;"> <p><i>Wm G. Thayer</i></p> <p style="font-size: small;">DEPARTMENT CHIEF</p> </div> <div style="text-align: right;"> <p><i>BND</i></p> <p><i>JK</i></p> </div> </div>		

**SECRET**

CONFIDENTIAL FUNDS PERSONNEL ACTION		
NAME <b>NOEL, James A.</b>	DATE <b>10 November 1949</b>	
NATURE OF ACTION <b>Conversion - Classification Act of 1949*</b>	EFFECTIVE DATE <b>30 October 1949</b>	
	FROM	TO
TITLE	Intelligence Officer (Staff)	Intelligence Officer (Staff)
GRADE AND SALARY	CAF-13 \$7432.20	GS-13 \$7600.00 /
OFFICE	OSO	OSO
BRANCH	FBT	FDT
DIVISION		
OFFICIAL STATION	Buenos Aires	Buenos Aires
QUALIFICATIONS	<div style="text-align: center;">APPROVAL</div> <div style="display: flex; justify-content: space-between;"> <div style="width: 30%;">FOR ASSISTANT DIRECTOR</div> <div style="width: 40%; text-align: center;"> </div> <div style="width: 30%;">EXECUTIVE</div> </div>	
CLASSIFICATION	<div style="text-align: center;">PERSONNEL OFFICER</div> <div style="display: flex; justify-content: center; align-items: center;"> </div>	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS <div style="float: right; text-align: right;">             YES <input type="checkbox"/> NO <input type="checkbox"/> </div>		
DATE OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
<div style="text-align: right; margin-top: 10px;">             _____  <small>SIGNATURE OF AUTHENTICATING OFFICER</small> </div>		
REMARKS:  <div style="margin-left: 40px;">* Per authority contained in ltr DCI - 28 October 1949</div>		

**SECRET**

SECRET

## CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME <b>James A. Noel</b>		DATE <b>28 June 1949</b>	
RESIDENCE AT TIME OF EMPLOYMENT			
LOCAL ADDRESS			
CITIZENSHIP <b>U.S.</b>	SEX <b>Male</b>	DATE OF BIRTH <b>19 March 1911</b>	MARITAL STATUS <b>Married</b>
NO. OF DEPENDENTS		DATE OF APPOINTMENT	
NATURE OF ACTION <b>Transfer and Reassignment</b>		EFFECTIVE DATE <b>24 July 1949</b>	
	FROM		
TITLE	<b>Chief</b>		<b>Intelligence Officer (Staff)</b>
GRADE AND SALARY	<b>CAF-13, \$7432.20</b>		<b>CAF-13, \$7432.20</b>
OFFICE	<b>OSO</b>		<b>OSO</b>
BRANCH	<b>FBT</b>		<b>FBT</b>
DIVISION			
OFFICIAL STATION	<b>Guatemala City</b>		<b>Buenos Aires</b>
APPROVAL			
FIELD		HEADQUARTERS	
CHIEF OF STATION		FOR THE ASSISTANT DIRECTOR	
PERSONNEL OFFICER			
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS <input type="checkbox"/> YES <input type="checkbox"/> NO			
OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____			
SECURITY CLEARED ON _____			
OVERSEAS AGREEMENT SIGNED _____			
ENTERED ON DUTY _____			
AUTHENTICATED BY _____			
REMARKS <b>S-2</b> Subject is replacement for Vernon L. Gresham who is leaving that slot.			

FORM NO. 57-1 - PREVIOUS EDITIONS ARE NOT TO BE USED.  
FEB 1949

SECRET

SECRET

## CONFIDENTIAL FUNDS PERSONNEL ACTION

JB.

NAME NOEL, James Arthur					DATE 25 February 1949	
RESIDENCE AT TIME OF EMPLOYMENT						
LOCAL ADDRESS						
CITIZENSHIP USA	SEX M	DATE OF BIRTH 19 March 1911	MARITAL STATUS Married	NO. OF DEPENDENTS	DATE OF APPOINTMENT	
NATURE OF ACTION Promotion				EFFECTIVE DATE 7 March 1949		
		FROM		TO		
TITLE		Chief of Station		Chief of Station		
GRADE AND SALARY		CAF-12 \$6714.00		CAF-13 \$7432.20		
OFFICE		OSO - FBI		OSO - FBI		
BRANCH						
DIVISION						
OFFICIAL STATION		Guatemala City		Guatemala City		
APPROVAL						
FIELD			HEADQUARTERS			
CHIEF OF STATION			FOR THE ASSISTANT DIRECTOR			
			PERSONNEL OFFICER			
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS			<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____						
SECURITY: CLEARED ON _____						
OVERSEAS AGREEMENT SIGNED _____						
ENTERED ON DUTY _____						
AUTHENTICATED BY _____						
REMARKS						
Subject has been in grade since 20 October 1946.						

100-100000-1-12  
CONFIDENTIAL FUNDS BRANCH  
INITIALS

3/31/49  
Jef

SECRET

**SECRET**

PERSONNEL ACTION REQUEST  
SPECIAL FUNDS

**NOTE:** See instructions on reverse side.

NAME		James Arthur FOEL		DATE		12 October 1948	
LEGAL ADDRESS		California		MARITAL STATUS		Married	
LOCAL ADDRESS				NUMBER OF DEPENDENTS			
TELEPHONE		CITIZENSHIP		SEX		AGE	
		USA		M		37	
NATURE OF ACTION		Periodic Pay Increase		EFFECTIVE DATE		17 October 1948	

	FROM	TO
Title	Chief of Station	Chief of Station
Grade and Salary	CAP-12 \$6474.60	CAP-12 \$6714.00
Office - Branch	OSO - FBI	CSO - FBI
Division		
Section		
Official Station	Guatemala City	Guatemala City
ALLOWANCES (Per Annum)		
Quarters		
Cost of Living		
Special Foreign Living		

REMARKS: (May be continued to reverse side)

Subject has received no increase in salary since 6 April 1947.  
I certify that the services and conduct of the employee during the period  
were satisfactory in all respects. (1

POSTED

in all respects.

**Branch Chief**

FIELD		APPROVAL	
		HEADQUARTERS, U. S.	
CHIEF OF STATION	DATE	<i>H. C. Phillips</i> PERSONNEL OFFICER	12/20/48 DATE
SPECIAL FUNDS OFFICER	DATE	<i>H. C. Phillips</i> BRANCH CHIEF	12/20/48 DATE
	DATE	FOR THE ASSISTANT DIRECTOR	DATE
	DATE	<i>E. M. Jewell</i> CHAIRMAN PERSONNEL STUDIES COMMITTEE	DATE
	DATE	<i>John D. Smith</i> SPECIAL FUNDS OFFICER	10/21/48 DATE

SECRET

**SECRET**

HB 2

This form is to be initiated in the appropriate branch or office. Chief of branch or office to complete and forward to personnel procedures. Upon approval, the original and one copy will be retained by the Disbursing Office and one copy returned to the originating office.

NAME <u>NOEL, JAMES A.</u>		DATE <u>19 March 1947</u>	
NATURE OF ACTION <u>Periodic Increase</u>		NUMBER OF DEPENDENTS <u>One</u>	
EFFECTIVE DATE <u>6 April 1947</u>		LOCATION OF DEPENDENTS _____	
MARITAL STATUS <u>Married</u>		CITIZENSHIP <u>U.S.</u> SEX <u>M</u> AGE <u>35</u>	
FROM		TO	
POSITION <u>Chief of Station</u>		POSITION <u>Chief of Station</u>	
CONTROL NO. _____		CONTROL NO. _____	
CLASSIFICATION <u>CAF-12</u>		CLASSIFICATION <u>CAF-12</u>	
ANNUAL GROSS SALARY <u>\$5905.20</u>		ANNUAL GROSS SALARY <u>\$6115.60</u>	
OFFICIAL STATION <u>Guatemala City, Guatemala</u>		OFFICIAL STATION <u>Guatemala City, Guatemala</u>	
ALLOWANCES:		ALLOWANCES:	
QUARTERS _____		QUARTERS _____	
COST OF LIVING _____		COST OF LIVING _____	
SPECIAL FOREIGN LIVING _____		SPECIAL FOREIGN LIVING _____	
TOTAL _____		TOTAL _____	
OFFICE:		OFFICE:	
BRANCH <u>OSO-FET</u>		BRANCH <u>OSO-FB T</u>	
DIVISION _____		DIVISION _____	

TO BE PAID BY \_\_\_\_\_ OFFICE \$ \_\_\_\_\_

TAX WITHHELD IN UNITED STATES \_\_\_\_\_

INSURANCE TO BE WITHHELD IN UNITED STATES \_\_\_\_\_  
(Amount subject to change if premium is increased or decreased)

SAVINGS BONDS 12.50

PETIREMENT WITHHELD IN UNITED STATES 37.50

OTHER (Specify in detail) \_\_\_\_\_

ALLOTMENTS \_\_\_\_\_  
(Name of Allottee) 172.65

Address \_\_\_\_\_

TOTAL GROSS SALARY PER PAY PERIOD 172.65

I hereby authorize and direct the Disbursing Office to make above allotments from my compensation.

JOB DESCRIPTION:

SPECIAL QUALIFICATIONS

REASONS FOR ACTION

DATE OF LAST PROMOTION

Periodic Pay Increase - Last Salary Increase - 1 Sep 1946

APPROVED \_\_\_\_\_ OFFICE  
(Field)

\_\_\_\_\_  
(Chief of Mission) Date \_\_\_\_\_

\_\_\_\_\_  
(Security Officer) Date \_\_\_\_\_

\_\_\_\_\_  
(Special Funds Officer) Date \_\_\_\_\_

APPROVED \_\_\_\_\_ OFFICE

\_\_\_\_\_  
(Administrative Officer) Date \_\_\_\_\_

\_\_\_\_\_  
(Branch Chief) Date 20/3/47

\_\_\_\_\_  
(Chairman, Pers. Review Com.) Date \_\_\_\_\_

\_\_\_\_\_  
(Special Funds Officer) Date 24/4/47

## PERSONNEL ACTION REQUEST

**SECRET**

This form is to be initiated in triplicate by the appropriate Branch or Office Chief for processing in accordance with existing personnel procedures. Upon approval, the original and one copy will be retained by the Disbursing Office and one copy returned to the originating office.

NAME <u>NOEL, JAMES A.</u>		DATE <u>8 March 1947</u>	
NATURE OF ACTION <u>Transfer</u>		NUMBER OF DEPENDENTS <u>one</u>	
EFFECTIVE DATE <u>10 March 1947</u>		LOCATION OF DEPENDENTS _____	
MARITAL STATUS <u>married</u>		CITIZENSHIP <u>American female</u> AGE <u>35</u>	
FROM		TO	
POSITION <u>Chief of Station</u>		POSITION <u>Chief of Station</u>	
CONTROL NO. _____		CONTROL NO. _____	
CLASSIFICATION <u>CAF-12</u>		CLASSIFICATION <u>CAF-12</u>	
ANNUAL GROSS SALARY <u>\$5908.20</u>		ANNUAL GROSS SALARY <u>\$5908.20</u>	
OFFICIAL STATION <u>Barcelona, Spain</u>		OFFICIAL STATION <u>Guatemala City, Guatemala</u>	
ALLOWANCES:		ALLOWANCES:	
QUARTERS _____		QUARTERS _____	
COST OF LIVING _____		COST OF LIVING _____	
SPECIAL FOREIGN LIVING _____		SPECIAL FOREIGN LIVING _____	
TOTAL _____		TOTAL _____	
OFFICE:		OFFICE:	
BRANCH <u>OSO - FBR</u>		BRANCH <u>OSO - FBR</u>	
DIVISION _____		DIVISION _____	

TO BE PAID BY \_\_\_\_\_ OFFICE \$ \_\_\_\_\_  
 (Field)

TAX WITHHELD IN UNITED STATES \_\_\_\_\_

INSURANCE TO BE WITHHELD IN UNITED STATES  
 (Amount subject to change if premium is increased or decreased) \_\_\_\_\_

SAVINGS BONDS \_\_\_\_\_

RETIREMENT WITHHELD IN UNITED STATES \_\_\_\_\_

OTHER (Specify in detail) \_\_\_\_\_

ALLOTMENTS \_\_\_\_\_  
 (Name of Allottee)

Address \_\_\_\_\_

TOTAL GROSS SALARY PER PAY PERIOD \$ \_\_\_\_\_

I hereby authorize and direct the Disbursing Office to make above allotments from my compensation.

Form No. 37-1  
 Sep 1946

**SECRET**

(Signature of Employee)

JOB DESCRIPTION:

SPECIAL QUALIFICATIONS

REASONS FOR ACTION

DATE OF LAST PROMOTION

APPROVED \_\_\_\_\_ OFFICE  
(Field)

\_\_\_\_\_  
(Chief of Mission) Date \_\_\_\_\_

\_\_\_\_\_  
(Security Officer) Date \_\_\_\_\_

\_\_\_\_\_  
(Special Funds Officer) Date \_\_\_\_\_

*Wm. P. Pruden* 14 Mar 47

APPROVED - U.S. OFFICE

*W. Duggan* Date \_\_\_\_\_  
(Administrative Officer)

*Raymond G. Liddy* Date 4/3/47  
(Branch Chief)

*Stephen E. Edwards* Date 14 Mar 47  
(Chairman, Review Com.)

*E. Nichols* Date 18 Mar 47  
(Special Funds Officer)

**PERSONNEL ACTION REQUEST**

This form is to be initiated in triplicate by the appropriate Branch or Office Chief for processing in accordance with existing personnel procedures. Upon approval, the original and one copy will be retained by the Disbursing Office and one copy returned to the originating office.

NAME <u>NOEL, JAMES A.</u>		DATE <u>OCT 20 1946</u>
NATURE OF ACTION <u>New Appointment</u>	NUMBER OF DEPENDENTS <u>one</u>	
EFFECTIVE DATE <u>OCT 20 1946</u>	LOCATION OF DEPENDENTS <u>Barcelona, Spain</u>	
MARITAL STATUS <u>married</u>	CITIZENSHIP <u>American</u> SEX <u>Male</u> AGE <u>35</u>	

FROM	TO
POSITION _____	POSITION <u>Chief of Station, Barcelona</u>
CONTROL NO. _____	CONTROL NO. _____
CLASSIFICATION _____	CLASSIFICATION <u>CAF-12</u>
ANNUAL GROSS SALARY _____	ANNUAL GROSS SALARY <u>\$5905.20</u>
OFFICIAL STATION _____	OFFICIAL STATION <u>Barcelona, Spain</u>
ALLOWANCES:	ALLOWANCES:
QUARTERS _____	QUARTERS <u>\$ 900.00</u>
COST OF LIVING _____	COST OF LIVING <u>840.00</u>
SPECIAL FOREIGN LIVING _____	SPECIAL FOREIGN LIVING _____
TOTAL _____	TOTAL <u>\$ 1,740.00</u>
OFFICE:	OFFICE:
BRANCH _____	BRANCH <u>FSRO</u>
DIVISION _____	DIVISION _____

TO BE PAID BY <u>Madrid</u> OFFICE	\$ <u>121.53</u>
(Field)	
TAX WITHHELD IN UNITED STATES	
INSURANCE TO BE WITHHELD IN UNITED STATES (Amount subject to change if premium is increased or decreased)	<u>12.50</u>
SAVINGS BONDS	<u>37.50</u>
RETIREMENT WITHHELD IN UNITED STATES	
OTHER (Specify in detail) <u>Acct. of J. A. &amp; Lillian B. Noel</u>	
ALLOTMENTS <u>First National Bank of San Diego</u>	<u>282.71</u>
(Name of Allottee)	
Address <u>5th &amp; Broadway, San Diego, California</u>	
TOTAL GROSS SALARY PER PAY PERIOD	\$ <u>4544.24</u>

I hereby authorize and direct the Disbursing Office to make above allotments from my compensation.

Form No. 37-1  
Sep 1945

James A. Noel  
(Signature of Employee)

JOB DESCRIPTION:

Chief of Station at Barcelona. Administration of office. Preparation of all administrative and intelligence reports emanating from Barcelona office. Direction of Barcelona chains. Direction of Bilbao chains with contact maintained by occasional visit to that area. Processing of Bilbao material. Preparation on behalf of the Consulate General, Barcelona, of political reports; of reports on military activity on behalf of the Military Attache, Madrid, and of weekly report on movement of naval vessels on behalf of the Naval Attache, Madrid (through the Consulate General). Cooperation with the Joint British-American Trusteeship (ACC), Madrid, on "safe haven" cases. Liaison with British I.S.

SPECIAL QUALIFICATIONS

REASONS FOR ACTION

DATE OF LAST PROMOTION

APPROVED Madrid OFFICE  
(Field)

William L. Thia Date 20.10.46  
(Chief of Mission)

\_\_\_\_\_  
(Security Officer) Date \_\_\_\_\_

\_\_\_\_\_  
(Special Funds Officer) Date \_\_\_\_\_

Wm. G. Thayer

APPROVED U.S. OFFICE

W. H. Morgan Date 13 Nov  
(Administrative Officer)

C. W. Tenney Date 14 Nov  
(Branch Chief)

\_\_\_\_\_  
(Chairman, Penn. Review Com.) Date \_\_\_\_\_

Samuel M. Elsh Date 20 Nov  
(Special Funds Officer)


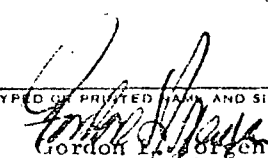
**SECRET**  
(When Filled In)

<b>FITNESS REPORT</b>				<b>EMPLOYEE SERIAL NUMBER</b> 055292	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle) <b>Noel, James A.</b>			2. DATE OF BIRTH <b>3-19-11</b>	3. SEX <b>M</b>	4. GRADE <b>GS-16</b>
5. OFFICIAL POSITION TITLE <b>Chief of Base</b>			6. OFF/DIV/BR OF ASSIGNMENT <b>DDP/DOD</b>		
7. CHECK (X) TYPE OF APPOINTMENT			8. CURRENT STATION <b>San Francisco</b>		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			9. CHECK (X) TYPE OF REPORT <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):		
10. REASSIGNMENT SUPERVISOR			10. REASSIGNMENT EMPLOYEE		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) <b>1 April 67 - 31 March 1968</b>		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak:</b> 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 resignation or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate:</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient:</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong:</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding:</b> 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>					
<b>SPECIFIC DUTIES</b>					
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).					<b>RATING LETTER</b>
SPECIFIC DUTY NO. 1 <b>Chief of Base supervising six professional and three clerical subordinates.</b>					<b>S</b>
SPECIFIC DUTY NO. 2 <b>Establishment and maintenance of operational support mechanisms.</b>					<b>S</b>
SPECIFIC DUTY NO. 3 <b>Operational reporting.</b>					<b>S</b>
SPECIFIC DUTY NO. 4 <b>Liaison with FBI and DCS, et al.</b>					<b>S</b>
SPECIFIC DUTY NO. 5 <b>Direction of recruitment and handling of support assets.</b>					<b>S</b>
SPECIFIC DUTY NO. 6					<b>RATING LETTER</b>
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					<b>RATING LETTER</b>
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.					<b>S</b>

28 JUL 1968

## SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</p> <p style="text-align: right;">JUL 19 11 08 AM '68</p>			
<p>Mr. Noel is much too experienced and practiced a hand for his performance to vary very much from year to year. He has continued to turn in the highly creditable performance in San Francisco that has been standard for him for many years. He has managed his subordinates well and has exercised uniformly good judgment in directing their operational efforts. Of particular value has been his steadiness in the face of administrative adversity disrupting the organization of his Base. Mr. Noel insured that the work of the Base continued uninterrupted and demonstrated his capacity to keep on top of all details and report them to Headquarters as appropriate. It is a credit to Mr. Noel that in the post-Ramparts exposure period there was not a single instance of an academic asset withdrawing from a relationship with the Base.</p> <p>The performance of his officers attests the careful guidance and wise leadership which has enabled them to operate securely and well in sensitive areas. His relations with the FBI and DCS are excellent. He is appropriately economy minded. In short, he is a decidedly strong supervisor.</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		
18 months	Mr. Noel is in the Field and will be shown a copy of this Fitness Report on his next TDY trip to Headquarters.		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
15 July 1968	C/DO/I	 Stanley H. Gaines	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
Concur in rating officer's judgment.			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
17 July 1968	Chief, DO Division	 Gordon E. Jorgensen	

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYER SERIAL NUMBER			
				055292			
<b>SECTION A</b>				<b>GENERAL</b>			
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH		3. SEX	4. GRADE	5. SO
Noel, James A.			3/19/11		M	16	D
6. OFFICIAL POSITION TITLE			7. OFF/BIV/BR OF ASSIGNMENT		8. CURRENT STATION		
Chief of Base			DDP/DOD		San Francisco		
9. CHECK (X) TYPE OF APPOINTMENT				10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):				<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE <input type="checkbox"/> SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.				12. REPORTING PERIOD (From - to)			
				1 October 1966 - 31 March 1967			
<b>SECTION B</b>							
<b>PERFORMANCE EVALUATION</b>							
<p><b>W - Weak</b> 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><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> 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>							
<b>SPECIFIC DUTIES</b>							
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
Chief of Base supervising six professional and three clerical subordinates.							S
SPECIFIC DUTY NO. 2							RATING LETTER
Establishment and maintenance of operational support mechanisms.							S
SPECIFIC DUTY NO. 3							RATING LETTER
Operational reporting.							S
SPECIFIC DUTY NO. 4							RATING LETTER
Liaison with the FBI and DCS, et al.							S
SPECIFIC DUTY NO. 5							RATING LETTER
Direction of recruitment and handling operations.							S
SPECIFIC DUTY NO. 6							RATING LETTER
31 AUG 1967 <i>ms</i>							
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
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. Noel is an old hand at running Bases or Stations abroad and his performance as Chief of Base, San Francisco, amply attests that. It goes without saying that he understands all aspects of the business, knows how to delegate, organize, direct and report. He has continued to do all these things well. His seniority, experience and maturity served the Agency in particularly good stead during this period when the location of his Base was compromised in the public press, through no fault of Mr. Noel. His subsequent and consequent actions were all taken with sound judgment and appropriate calm and circumspection. He was also most receptive to, and cooperative in, Headquarters suggestions in this matter. He is, of course, cost conscious and an excellent supervisor. His overall performance is that of a high order of senior Agency officers.

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

6 months

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

Subject is in the field; a copy of this report is being retained to show him on his next TDY to Hqs.

DATE

21 August

OFFICIAL TITLE OF SUPERVISOR

C/DO/I

TYPED OR PRINTED NAME AND SIGNATURE

(signed in draft)  
Stanley H. Gaines

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Concur fully in overall rating of "Strong".

DATE

28 August 1967

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, DO Division

TYPED OR PRINTED NAME AND SIGNATURE

Gordon L. Jorgensen

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				055292			
<b>SECTION A GENERAL</b>							
1. NAME (Last) (First) (Middle) <b>NOEL, James A.</b>			2. DATE OF BIRTH <b>19 March 1911</b>		3. SEX <b>M</b>	4. GRADE <b>GS-16</b>	5. SD <b>D</b>
6. OFFICIAL POSITION TITLE <b>Chief of Station</b>			7. OFF/DIV/BR OF ASSIGNMENT <b>UDP/WE/Iberinn</b>		8. CURRENT STATION <b>Madrid</b>		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT				
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):				
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) <b>1 April 1965 - 27 September 1965</b>				
<b>SECTION B PERFORMANCE EVALUATION</b>							
<p><b>W - Weak</b> 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><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> 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>							
<b>SPECIFIC DUTIES</b>							
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  My rating of the performance of this officer remains the same as the description of his performance which is contained in his fitness report for the period ending 31 March 1965.						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	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
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	
23 OCT 1965						S	

C

SECRET

(When Filled In)

OFFICE OF PERSONNEL

## SECTION C

## NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in 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.

MAIL ROOM

## 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 EMPLOYER HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
	Mr. Noel is currently at his overseas post.	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
27 September 65	Chief, WE Division	William D. O'Ryan
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
19 OCT 1965	ADDP	Thomas H. Karamessines

SECRET

SECRET

12 May 1965

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: James A. Noel, Employee Serial No. 055292  
Fitness Report for the Period 1 April 1964  
to 31 March 1965

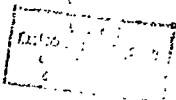
WE  
D  
Hdgrs. 3

1. Subject, who was born 19 March 1911, is a GS-16 and has been assigned to Madrid as Chief of Station since October 1961.

2. As Chief of Station, he is charged with the organization and management of the station and is responsible for the planning, direction, and supervision of all its activities. He also exercises general supervision of the Barcelona base. Assisting him and under his general supervision are 24 staff employees and 15 contract employees.

3. Subject serves as the Ambassador's principal intelligence officer, as chairman of the Embassy Defector Committee, as the Agency representative on the Embassy Country Team, and as the coordinator of U.S. clandestine intelligence operations in Spain. Accredited as the Agency's representative to the Spanish Intelligence (AEM) and Security (DGS) services, he plans, directs, and supervises all aspects of the station's multi-level liaison with these services and personally handles the liaison with the Service chiefs and a number of their senior officers. On the operational side, subject handles BISHAD/1, CITIZEN and QUWIND/1. He recruited QUIP/1 during the rating period, arranged a new cover job for HARRIOTT through QUWIND/1, and participated in the handling of QUMALT and QUHOPS.

4. Subject is an experienced and mature officer, possessing an excellent command of Spanish. Highly motivated, conscientious, and industrious, he readily accepts responsibility and is both thorough and reliable in the execution of his duties. Even tempered and affable, he holds the confidence and friendship of those whom he directs and those to whom he is responsible, and the morale of his station is noticeably high. He is alert to the operational possibilities



14 JUN 1965

SECRET

of any given situation, evidences sound and objective judgment, and works well under pressure. He writes lucidly, speaks articulately, and exhibits a high degree of cost consciousness in the use of government funds and property. His delegation of responsibility to others is meaningful and well delineated.

5. Subject's performance has been strong throughout the rating period. He has given the station purposeful direction and competent management and as an effective supervisor who commands the loyalty and respect of those whom he supervises, he has succeeded in obtaining a maximum effort from the station personnel. He enjoys the confidence of the Ambassador and other principal officers of the Embassy, several of whom have expressed their appreciation of subject's work and commented on the value of the station's contribution to the functioning of the Embassy. The fact that the Ambassador arrived in Madrid with definite prejudices regarding the Agency but was of quite another mind upon his departure is testimony to subject's skill and tact.

6. Subject has conducted the Agency's liaison with the Spanish services most competently, as evidenced by the relationship he established with Captain General Munoz Grandes, his ability to persuade the AEM to undertake sensitive operations in Cuba, and the fact that this liaison did not suffer following the attack on the Spanish ship "Sierra Aranzazu". Marked progress has been achieved in joint CE and CP operations, and subject has developed QUANTUM/30 to the point wherein the latter's collaboration far exceeds the cooperation normally expected in an official liaison relationship.

7. In addition to his considerable executive and liaison duties, subject has carried out the previously cited operational assignments with marked ability. He is a convincing and persuasive agent handler, and his operational reporting is prompt and thorough.

8. The only criticism I would make of subject is that I believe the station should be making a greater effort to develop internal assets who will be able to report on and influence developments in Spain following the departure of Franco.

*Edward Ryan*  
EDWARD RYAN  
Deputy Chief  
Western Europe Division

OVERALL PERFORMANCE IN CURRENT POSITION: "S"

COMMENTS OF REVIEWING OFFICIAL:

CONCUR

*W.D. Ryan*  
William D. O'Ryan, C/WE

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
<b>SECTION A</b>				<b>GENERAL</b>			
1. NAME (Last) <b>NOEL, James</b> (First) <b>A</b> (Middle)			2. DATE OF BIRTH <b>1911</b>	3. SEX <b>M</b>	4. GRADE <b>16</b>	5. SD <b>D</b>	
6. OFFICIAL POSITION TITLE <b>Chief of Station, Madrid</b>			7. OFF/DIV/RR OF ASSIGNMENT <b>DDP/WE/Iberia</b>		8. CURRENT STATION <b>Madrid</b>		
9. CHECK (X) TYPE OF APPOINTMENT:				10. CHECK (X) TYPE OF REPORT			
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) SPECIAL (Specify):				<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE SPECIAL (Specify):			
11. DATE REPORT DUE IN O.R.				12. REPORTING PERIOD (From - to) <b>1 April 1963 - 31 March 1964</b>			
<b>SECTION B</b>							
<b>PERFORMANCE EVALUATION</b>							
<p><b>W - Weak</b> 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><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> 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>							
<b>SPECIFIC DUTIES</b>							
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 <b>As Chief of Station, Madrid, plans and directs all FI and CA operations within Spain</b>						RATING LETTER <b>P</b>	
SPECIFIC DUTY NO. 2 <b>Supervises Madrid Station and Barcelona Base personnel</b>						RATING LETTER <b>P</b>	
SPECIFIC DUTY NO. 3 <b>Maintains contact with senior officials in the Spanish Intelligence Services</b>						RATING LETTER <b>S</b>	
SPECIFIC DUTY NO. 4 <b>Represents the Director of CIA with the Ambassador to Spain and other U.S. officials in Spain</b>						RATING LETTER <b>O</b>	
SPECIFIC DUTY NO. 5 <b>Personally handles several sensitive third country intelligence operations.</b>						RATING LETTER <b>S</b>	
SPECIFIC DUTY NO. 6 <b>Supervises Cuban operations in Spain</b>						RATING LETTER <b>O</b>	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
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 <b>S</b>	
<b>12 MAY 1964</b>							

*Handwritten initials*

## SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS		OFFICE OF PERSONNEL
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties, if described, if applicable.</p>				
<p>Subject is one of the Agency's truly mature, experienced operations officers. He has had unusual operational experience in Central and South America, both in the field and in Headquarters. His activities have spanned both the FI and the CA spectrum. He has and does deal easily and graciously with high ranking officials, both American and foreign. His good sense, poise and dignity never fail to impress. He is a person of principal and high morals. He does not hesitate to express his conviction even though he may have reason to believe such convictions are not popular. He is a strong supervisor who enjoys his subordinate's respect. He is economy minded and made diligent efforts to comply with requests to economize. Mr. Noel has succeeded in creating a cohesive station in Madrid.</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			
	Subject is worthy of this report and will be shown to him upon his return.			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE		
20 April 1964	Chief, WE/5	Fred E. Hubbard		
3. BY REVIEWING OFFICIAL				
COMMENTS OF REVIEWING OFFICIAL				
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE		
5 May 1964	C/W/E	W. D. Lyne		

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				055292			
<b>SECTION A GENERAL</b>							
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD	
NOEL, James A.			1911	M	GS 16	D	
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION		
Chief of Station			DDP/WE/Iberian Br.		Madrid		
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)				
22 April 1963			1 April 1962-31 March 1963				
<b>SECTION B PERFORMANCE EVALUATION</b>							
<p><b>W - Weak</b> 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><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> 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>							
<b>SPECIFIC DUTIES</b>							
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 Direction of all FI and CA operations.							S
SPECIFIC DUTY NO. 2 Administration of Station and supervision of personnel.							S
SPECIFIC DUTY NO. 3 Direct supervision of senior ops officer in charge of Cuban operations.							S
SPECIFIC DUTY NO. 4 Personally handles a sensitive operation of interest to another CS component.							S
SPECIFIC DUTY NO. 5 Maintains contact with senior liaison personnel.							S
SPECIFIC DUTY NO. 6 Maintains a working relationship with the Ambassador and other U. S. officials.							S
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
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
30 APR 1963							S

*SWP*

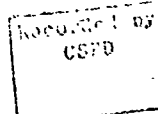
## SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.</p>			
<p>Mr. Noel has ably administered a large Station and has <sup>APR 29 9 54 AM '63</sup> demonstrated maturity, good judgment and tact in the day-to-day management and direction of Station activities and personnel. This has been achieved despite the physical location of Station staff personnel in a number of separated office sites.</p>			
<p>Under the direction of Mr. Noel a far reaching and fruitful major operational program against the high priority Cuban target has been undertaken and Madrid Station today is making a substantial contribution in good operations and good intelligence information to the over-all Agency effort. Another notable accomplishment directly attributable to Mr. Noel, and in part a reflection of his long years of service in Latin America, has been his professional handling personally of the Station operation involving Juan Peron. Interested CS components have stated categorically that Madrid Station coverage of Juan Peron and his activities is essential in satisfying existing intelligence requirements on Peronism.</p>			
<p>Despite the Station's heavy diversion into Cuban and Latin American activities and State Department policy restrictions on internal political activities, Mr. Noel has encouraged the development of a long-range program involving activities against the Spanish Communist Party and clandestine contact with the Spanish political opposition.</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		
4 Feb 1964	<i>[Signature]</i>		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYER, GIVE EXPLANATION		
19	Subject employee is in the field. Report will be shown to him upon his return to Headquarters.		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
April 25/1963	DC/WE	<i>[Signature]</i> ROLAND E. DILLON	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
I concur in the above assessment.			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
28 April 1963	C/WE	<i>[Signature]</i> WILLIAM E. O'RYAN	

SECRET

RYBAT  
SECRET



17 April 1962

MEMORANDUM FOR: Acting Chief, WE

SUBJECT : Mr. James A. Noel  
Fitness Report Covering the Period 14 August 1961 to  
31 March 1962

1. Mr. Noel assumed his duties as Chief of Station, Madrid on 23 September 1961. The Station, as constituted when Mr. Noel arrived, included some 21 staffers plus numerous contract personnel, as well as a two man base in Barcelona. The Madrid Station proper not only includes the Embassy installation but an outside operations section as well. Since Mr. Noel arrived the Station has been launched into a Cuban operations program of considerable scale and on a crash basis. In addition, in this period, one State cover slot was withdrawn, and the experienced Chief of Base, Barcelona had to be brought home due to a family emergency.

2. To date Mr. Noel has given every evidence of a particular ability to cope with the crash program and the acute shortage of personnel with judiciousness and maturity. While it is too early, yet, to pass judgement, there are indications that Mr. Noel has been preoccupied with Cuban problems (an area of special interest to him) to the detriment of lower priority but, nonetheless, necessary Spanish targets (for example, contact with the local opposition and a budding effort against the Spanish Communist Party).

3. As indicated above, Mr. Noel has not been in place as Chief of Station long enough to justify firm reservations concerning his management, nor to permit meaningful criticism. Also, as indicated above, his outstanding noticeable strength to date has been his ability to cope with a heavy operational program, a shortage of personnel, and a sometimes difficult operational climate, with judgement, calmness and patience.

*Thomas F. Thiele*  
THOMAS F. THIELE  
Chief, WE/5

CONCUR:

*William DeLoach* WE

RYBAT

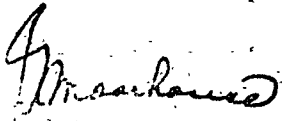
*William C. Sullivan*  
William C. Sullivan

## CONFIDENTIAL

MEMORANDUM FOR: Director of Personnel  
SUBJECT: State Department Promotion of  
NOEL, James A.

1. The Department has informed this office that effective  
April 1, 1962 subject employee was promoted from  
FSR-3, \$13,600 to FSR-2, \$14,900


2. Request this notice be placed in the official folder of  
the employee concerned.

  
Chief, Central Cover Group

cc: Finance Division  
Area Division

CONFIDENTIAL

70-34 B of 23

STANDARD FORM 80 JANUARY 1970 U.S. CIVIL SERVICE COMMISSION FPM SUPPLEMENT 870-1 5A-109		AGENCY CERTIFICATION OF INSURANCE STATUS <b>Federal Employees Group Life Insurance Program</b>	
1. NAME (Last) (First) (Middle)		2(a). DATE OF BIRTH (Month, Day, Year)	2(b). SOCIAL SECURITY ACCOUNT NUMBER
NOEL, Janice A.		19 March 1911	083   36   2388
3. CHECK THE REASON FOR TERMINATING INSURANCE			
(a) <input type="checkbox"/> Separated (includes resignations) (b) <input checked="" type="checkbox"/> Retired (c) <input type="checkbox"/> Died as an employee (d) <input type="checkbox"/> Died as a reemployed annuitant (e) <input type="checkbox"/> End of 12 months non-pay status (f) <input type="checkbox"/> Other (specify)		NOTE: If the reason checked is "b, Retired" your group life insurance (but not accidental death and dismemberment benefits) will continue during retirement if you meet the conditions described in "Notice to Retiring Employee" below.	
4. CHECK APPROPRIATE BOX CONCERNING SF 54, DESIGNATION OF BENEFICIARY			
(a) <input type="checkbox"/> CURRENT SF 54 ATTACHED		(b) <input checked="" type="checkbox"/> A CURRENT SF 54 IS NOT ON FILE WITH THIS AGENCY	(c) <input type="checkbox"/> A CURRENT SF 54 IS ON FILE IN THE EMPLOYEE'S OFFICIAL PERSONNEL FOLDER (OR EQUIVALENT)
NOTE: IF EMPLOYEE (A) DIED OR (B) IS RETIRING OR RECEIVING FEDERAL EMPLOYEES' COMPENSATION UNDER CONDITIONS ENTITLING HIM TO RETAIN HIS LIFE INSURANCE, ATTACH CURRENT SF 54, IF ANY, TO ORIGINAL SF 56 AND CHECK BOX 4 (a) ON ORIGINAL AND ALL COPIES OF SF 56. IF NO CURRENT SF 54 IS ON FILE, CHECK BOX 4 (b). IN ALL OTHER CASES, SHOW WHETHER OR NOT CURRENT SF 54 IS ON FILE BY CHECKING BOX 4 (b) OR (c). A CURRENT SF 54 IS ONE THAT HAS NOT BEEN CANCELED BY EMPLOYEE OR AUTOMATICALLY BY TRANSFER OR PRIOR TERMINATION OF INSURANCE.			
5. DATE OF EVENT CHECKED IN ITEM 3 (MONTH, DAY, YEAR)	6. ANNUAL BASIC PAY RATE (NOT AMOUNT OF INSURANCE) OR DATE IN ITEM 5, CONVERT DAILY, HOURLY, PER WEEK, ETC. RATE TO ANNUAL RATE	7. DID EMPLOYEE HAVE OPTIONAL INSURANCE ON DATE IN ITEM 5? NO <input checked="" type="checkbox"/> YES <input type="checkbox"/> IF YES, GIVE RECEIPT DATE OF ELECTION OF OPTIONAL INSURANCE (SF 176 or 178-1)	8. DATE OF NOTICE OF CONVERSION PROVIDED (SF 33) TO EMPLOYEE (MONTH, DAY, YEAR)
31 March 1971	\$33,757 PER ANNUM		
9. I CERTIFY THAT THE ABOVE INFORMATION HAS BEEN OBTAINED FROM, AND CORRECTLY REFLECTS, OFFICIAL RECORDS AND THAT THE EMPLOYEE NAMED WAS COVERED BY FEDERAL EMPLOYEES GROUP LIFE INSURANCE ON THE DATE SHOWN IN ITEM 5.			
Personal signature of authorized agency official		Name and address of agency, including zip code	
 Typed name of authorized agency official <b>Francis G. Monan</b>		<b>Central Intelligence Agency</b> <b>Washington, D. C. 20505</b>	
Title		Phone number, including area code	Date
Insurance Officer, Alternate			10 APR 1971

DISC 100-100-100-100

SEE OTHER SIDE  
FOR  
INSTRUCTIONS TO EMPLOYING AGENCY

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		
NOEL	JAMES	ARTHUR	March 19, 1911	083	36	2388
EMPLOYING DEPARTMENT OR AGENCY			LOCATION (City, State, ZIP Code)			

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

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

☒  
(A)

**ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE**

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

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

☐  
(B)

**DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE**

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

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

☐  
(C)

**WAIVER OF LIFE INSURANCE COVERAGE**

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

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

SIGNATURE (do not print)

*James Arthur Noel*  
DATE  
16 February 1968

**FOR EMPLOYING OFFICE USE ONLY**

(official receiving date stamp)

RECEIVED  
FEB 28 1968  
MAR 28 1 22 PM '68

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

SECRET

STANDARD FORM No. 176-T  
JANUARY 1968  
(For use only until April 16, 1968)  
176-101

SECRET

26 October 1960

MEMORANDUM FOR: Director of Personnel

SUBJECT: James A. Noel -  
Memorandum in Lieu of Fitness Report

Mr. James A. Noel arrived in Havana in September of 1958, a trifle more than three months before Fidel Castro assumed power on 1 January 1959. With the advent of that new government Cuba became, so far as U.S. economic and political interests are concerned, one of the most important spots in the world, as well as increasingly more difficult to conduct CIA business. As a result, with the constant worsening of Cuban-U.S. relationship, it is doubtful that there is at the present time a more difficult assignment than Havana in this Division. Nevertheless, with an extremely limited staff, Noel has been able to continue, and even extend, his operations to the point where almost every significant phase of Cuban life is covertly covered. When the increase of anti-U.S. feeling is considered, to say nothing of the increase of effectiveness of the Cuban counterintelligence resulting from its direction by Soviet professionals, it is amazing that Noel has been able to produce the great volume of important reports which he has sent. He has conducted some extremely delicate operations in the face of almost certainty of discovery. In all this, however, he has offered leadership of a high quality to his staff and has been a fine example of good morale, which is reflected in the attitude of every member of his staff, all of whom respond readily and without complaint to the demands made of them by their surrounding circumstances. Mr. Noel deserves to be warmly commended for a job well done.

*J. C. King*  
J. C. KING  
Chief

Western Hemisphere Division

REVIEWED BY:

*W. Lloyd George*  
Chief of Operations, DD/P

SECRET

22

**SECRET**  
(When Filled In)

25 *[Handwritten initials]* *[Handwritten initials]*

<b>FITNESS REPORT</b>				EMPLOYEE SERIAL NUMBER			
<b>SECTION A GENERAL</b>							
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH		3. SEX	4. GRADE	
NOEL James A.			19 March 1911		Male	OS-15	
5. SERVICE DESIGNATION		6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		
DI		Chief of Station			DDP/WH/III/Havana, Cuba		
8. CAREER STAFF STATUS				9. TYPE OF REPORT			
NOT ELIGIBLE		<input checked="" type="checkbox"/> MEMBER		DEFERRED		INITIAL	
PENDING		DECLINED		DENIED		<input checked="" type="checkbox"/> ANNUAL	
						REASSIGNMENT/SUPERVISOR	
						REASSIGNMENT/EMPLOYEE	
10. DATE REPORT DUE IN O.P.			11. REPORTING PERIOD				
30 April 1959			From 20 Oct 57 - 31 Mar 59 To				
<b>SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES</b>							
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.
Direction of FI operations			6	Intelligence evaluation and reporting			6
SPECIFIC DUTY NO. 2			RATING NO.	SPECIFIC DUTY NO. 5			RATING NO.
Direction of PP operations			5	Development of working relationship with indigenous leaders and local Americans			6
SPECIFIC DUTY NO. 3			RATING NO.	SPECIFIC DUTY NO. 6			RATING NO.
Administration of Station and supervisor of personnel			6	Development of working relationship with Ambassador and other US officials			5
<b>SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION</b>							
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 falls 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; width: 30px; height: 30px; text-align: center; margin: 0 auto;">5</div>
<b>SECTION D DESCRIPTION OF THE EMPLOYEE</b>							
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	
						1 2 3 4 5	
GETS THINGS DONE							
RESOURCEFUL							
ACCEPTS RESPONSIBILITIES							
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES							
DOES HIS JOB WITHOUT STRONG SUPPORT							
FACILITATES SMOOTH OPERATION OF HIS OFFICE							
WRITES EFFECTIVELY							
SECURITY CONSCIOUS							
THINKS CLEARLY							
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS							
OTHER (Specify):							
SEE SECTION "E" ON REVERSE SIDE							

**SECRET**

(When Filled In)

**SECTION E**

**NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

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

Mr. Noel was assigned to his post at a time when the country was undergoing a revolution which later was successful. He has done an outstanding job in adapting and redirecting the Station's operational program. He has shown initiative, imagination and resourcefulness in developing new operations, both in the FI and PP fields.

**SECTION F**

**CERTIFICATION AND COMMENTS**

<b>1. BY EMPLOYEE</b>		
I certify that I have seen Sections A, B, C, D and E of this Report.		
DATE	SIGNATURE OF EMPLOYEE	
<b>2. BY SUPERVISOR</b>		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
	Employee is in the field	
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON:		
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS		REPORT MADE WITHIN LAST 90 DAYS
OTHER (Specify):		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
28 May 1959	DC/WH	R. E. GOMEZ <i>R. E. Gomez</i>
<b>3. BY REVIEWING OFFICIAL</b>		
<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		
I concur that Mr. Noel's operational performance under difficult conditions has been outstanding. It should also be noted that he has been highly successful at his present post in getting the best out of his staff.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
28 May 1959	C/WH	J. C. KING <i>J. C. King</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 question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section A below.

SECTION A. GENERAL			
1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
NOEL, James A.	19 March 1911	M	(DI)
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT		6. OFFICIAL POSITION TITLE	
DDP/WH/II/DC		Area Ops Officer - Branch Chief	
7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-15	9 February 1957	21 Oct 56 - 20 Oct 57	
10. TYPE OF REPORT (Check one)	11. REASSIGNMENT SUPERVISOR		
<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> SPECIAL (Specify)		

SECTION B. CERTIFICATION	
1. FOR THE RATED: THIS REPORT <input checked="" type="checkbox"/> HAS <input type="checkbox"/> HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT.	
2. CHECK (X) APPROPRIATE STATEMENT:	
<input checked="" type="checkbox"/> THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	IF INDIVIDUAL IS RATED "I" IN C OR D, A WARNING LETTER HAS BEEN SENT TO HIM VIA COPY ATTACHED TO THIS REPORT.
<input type="checkbox"/> THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.	I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify)
<input checked="" type="checkbox"/> I HAVE DISCUSSED WITH THE EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	
3. THIS DATE	4. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR
14 Oct 57	Donald C. Marcus
5. SUPERVISOR'S OFFICIAL TITLE	
ADC/WH	
6. 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.	

Period Pos. C-1

Reviewed by FUD

DATE  
25 OCT  
1957

14/3/57

☐ CONTINUED ON ATTACHED SHEET

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

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
15 Oct 57	OFFICIAL J. C. King	Chief, WH

## SECTION C. JOB PERFORMANCE EVALUATION

## 1. RATING ON GENERAL PERFORMANCE OF DUTIES

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

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

COMMENTS:

FORM NO. 45 (Part I)  
1 NOV 55REPLACES PREVIOUS EDITIONS  
OF FORMS 45 AND 45A WHICH  
ARE OBSOLETE.

SECRET

Performance

(4)

# SECRET

(When Filled In)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES		OFFICE OF PERSONNEL																									
<p><b>DIRECTIONS:</b></p> <p>a. State in the spaces below up to six of the more important SPECIFIC duties performed during the rating period. Place the most important first. Do not include minor or unimportant duties.</p> <p>b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.</p> <p>c. For supervisors, ability to supervise will always be rated as a specific duty <i>Oct 24 2 11 PM '57</i> as supervisors those who supervise a secretary only.</p> <p>d. Compare in your mind, when possible, the individual being rated with others performing similar duty at a similar level of responsibility.</p> <p>e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.</p> <p>f. Be specific. Examples of the kind of duties that might be rated are:</p> <table border="0"> <tr> <td>ORAL BRIEFING</td> <td>HAS AND USES AREA KNOWLEDGE</td> <td>CONDUCTS 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 EXTERNAL LIAISON</td> <td>OPERATES RADIO</td> <td>KEEPS BOOKS</td> </tr> <tr> <td>TYING</td> <td>COORDINATES WITH OTHER OFFICES</td> <td>DRIVES TRUCK</td> </tr> <tr> <td>TAKING DICTATION</td> <td>WRITES REGULATIONS</td> <td>MAINTAINS AIR-CONDITIONING</td> </tr> <tr> <td>SUPERVISING</td> <td>PREPARES CORRESPONDENCE</td> <td>EVALUATES SIGNIFICANCE OF DATA</td> </tr> </table> <p>g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.</p>				ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERVIEWS	GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES	CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN	WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES	CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS	TYING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK	TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR-CONDITIONING	SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA
ORAL BRIEFING	HAS 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 EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS																									
TYING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK																									
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR-CONDITIONING																									
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA																									
<p>1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY</p> <p>2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY</p> <p>3 - PERFORMS THIS DUTY ACCEPTABLY</p> <p>4 - PERFORMS THIS DUTY IN A COMPETENT MANNER</p> <p>5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB</p> <p>6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS</p> <p>7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY</p>																											
SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING NUMBER																								
Direction of Branch	5	Spotting of operational possibilities	6																								
SPECIFIC DUTY NO. 2	RATING NUMBER	SPECIFIC DUTY NO. 5	RATING NUMBER																								
Supervision of FI Ops	6	Use of area knowledge	5																								
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6	RATING NUMBER																								
Supervision of PP Ops	5	Working relationship with other U. S. officials	5																								
<p><b>3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE</b></p> <p><b>DIRECTIONS:</b> Stress strengths and weaknesses, particularly those which affect development on present job.</p> <p>This officer has performed in a superior manner during the past year as branch chief of the West and North Coast of South America branch, subsequently of the East Coast branch. His long experience in the field coupled with a flair for intelligence, sound judgement and an ability to organize and efficiently administer his branch make him a valuable asset to the organization. He has markedly improved in his ability to express himself and in his conduct of PP operations.</p>																											
<p><b>SECTION B. SUITABILITY FOR CURRENT JOB IN ORGANIZATION</b></p> <p><b>DIRECTIONS:</b> Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.</p> <p>1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED</p> <p>2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW</p> <p>3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION</p> <p>4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION</p> <p>5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS</p> <p>6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION</p> <p>7 - EXCELS BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION</p>																											
<p>IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? <input type="checkbox"/> YES <input type="checkbox"/> NO. IF YES, EXPLAIN FULLY:</p>																											

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 portion. 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 OMA 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) <b>NOEL, James A.</b>	2. DATE OF BIRTH <b>19 March 1923 //</b>	3. SEX <b>M</b>	4. SERVICE DESIGNATION <b>(DI)</b>
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT <b>DDP/WH/II/DC</b>	6. OFFICIAL POSITION TITLE <b>Area Ops Ofcr - Branch Chief</b>		
7. GRADE <b>GS-15</b>	8. DATE REPORT DUE IN OF <b>9 Nov 1957</b>	9. PERIOD COVERED BY THIS REPORT (inclusive dates) <b>21 Oct 56 - 20 Oct 57</b>	
10. TYPE OF REPORT (Check one) <input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT - SUPERVISOR <input type="checkbox"/> REASSIGNMENT - EMPLOYEE	SPECIAL (Specify)		

## 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>14 Oct 57</b>	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR <b>Donald C. King</b>	C. SUPERVISOR'S OFFICIAL TITLE <b>ADC/WH</b>
2. OFFICIAL REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.		
A. THIS DATE <b>15 Oct 57</b>	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL <b>J. C. King</b>	C. OFFICIAL TITLE OF REVIEWING OFFICIAL <b>Chief, WH</b>

## SECTION G.

## ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

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

RATING NUMBER <b>5</b>	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 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 DIRECT THE BASIC JOB (Second line supervisors)		
	2	A GROUP WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)		
	3	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT		
3		WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION		
3		WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX		
		OTHER (Specify)		

SECRET

(When Filled In)

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

4. COMMENTS CONCERNING POTENTIAL

He will be an excellent Station Chief where there are both *Oct 24 2 30 PM '57* and PP responsibilities.

*MAIL ROOM*

SECTION M. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Senior staffs

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

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.

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	4	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
4	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	3	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
4	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	4	24. HOLDS WELL UNDER PRESSURE
3	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	5	15. RESPONDS WELL TO SUPERVISION	5	25. DISPLAYS JUDGEMENT
5	6. KNOWS WHEN TO SEEK ASSISTANCE	5	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
4	7. CAN GET ALONG WITH PEOPLE	5	17. COMES UP WITH SOLUTIONS TO PROBLEMS	3	27. IS FERTILE
4	8. HAS MEMORY FOR FACTS	4	18. IS OBSERVANT	4	28. HIS CRITICISM IS CONSTRUCTIVE
5	9. GETS THINGS DONE	5	19. THINKS CLEARLY	5	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
4	10. CAN COPE WITH EMERGENCIES	5	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE 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 20-370. It is recommended that you read the entire form before completing any notation. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section A below.

## SECTION A.

## GENERAL

1. NAME (Last) <b>NOEL</b>	(First) <b>James</b>	(Middle) <b>A.</b>	2. DATE OF BIRTH <b>19 March 1911</b>	3. SEX <b>M</b>	4. SERVICE DESIGNATION <b>DI</b>
5. OFFICE/DIVISION BRANCH OF ASSIGNMENT <b>DD/P/WH/Br. I</b>			6. OFFICIAL POSITION TITLE <b>Area Ops Officer (Branch Chief)</b>		
7. GRADE <b>GS-15</b>	8. DATE REPORT DUE IN OF <b>1 November 1956</b>	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) <b>11 October 1955 - 20 October 1956</b>			
10. TYPE OF REPORT (Check one)		INITIAL		REASSIGNMENT-SUPERVISOR	
<input checked="" type="checkbox"/> ANNUAL		<input type="checkbox"/>		<input type="checkbox"/> SPECIAL (Specify)	

## SECTION B.

## CERTIFICATION

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

2. CHECK (X) APPROPRIATE STATEMENTS:

<input type="checkbox"/> THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	IF INDIVIDUAL IS RATED "S" IN CI OR D, A WARNING LETTER HAS BEEN SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
<input checked="" type="checkbox"/> THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.	
<input checked="" type="checkbox"/> I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	

3. THIS DATE **7 DEC 1956**

4. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR **Franklin A. Holcomb**

5. SUPERVISOR'S OFFICIAL TITLE **Deputy Chief/WH**

6. 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 <b>SA</b>	DATE <b>DEC 1956</b>
Posted <b>7 Dec 1956</b>	
Reviewed <b>7 Dec 1956</b>	

☐ 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>7 Dec '57</b>	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL <b>J. C. King</b>	C. OFFICIAL TITLE OF REVIEWING OFFICIAL <b>Chief/WH</b>
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## SECTION C.

## JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

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

5	<ul style="list-style-type: none"> <li>1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.</li> <li>2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.</li> <li>3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.</li> <li>4. PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.</li> <li>5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.</li> <li>6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.</li> </ul>
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INSERT RATING NUMBER

COMMENTS:

SECRET

Performance

SECRET

(When Filled In)

OFFICE OF PERSONNEL  
FEB 5 2 37 PM '57  
MAIL ROOM

**2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES**

**DIRECTIONS:**

- State in the spaces below up to six of the most important SPECIFIC duties performed during this 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 (do not rate 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 INTERVIEWS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS
TYPIING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA

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

SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING NUMBER
General Management of Branch	5	Spotting operational possibilities	5
SPECIFIC DUTY NO. 2	RATING NUMBER	SPECIFIC DUTY NO. 5	RATING NUMBER
Supervision FI Ops	6	Use of area knowledge	5
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6	RATING NUMBER
Supervision PP Ops	4	Coordination other Branches	5

**3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

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

Under his supervision the Branch will do a reliable job without higher echelon direction. His administration is efficient. His inability to express himself in clear, and forceful language is a handicap, particularly in connection with briefings.

In addition to his proven competence as an FI officer he is applying with steadily increasing effectiveness his growing knowledge of the conduct of PP operations.

**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.

RATING NUMBER	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 BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? ☐ YES ☒ NO. IF YES, EXPLAIN FULLY: He has at the same time excellent judgment and displays sound thinking at all times; these characteristics, along with his administrative ability, are his distinguishing qualities.

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 RATING on the employee, however, it MUST be completed and forwarded to the OC 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) NOEL James A.	2. DATE OF BIRTH 19 March 1911	3. SEX M	4. SERVICE DESIGNATION MI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT DDP/WH/Branch I		6. OFFICIAL POSITION TITLE Area Ops Officer (Branch Chief)	
7. GRADE GS-15	8. DATE REPORT DUE IN OP 4 November 1956	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 11 October 1955 - 20 October 1956	
10. TYPE OF REPORT (Check one) <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT-SUPERVISOR <input type="checkbox"/> REASSIGNMENT-EMPLOYEE	SPECIAL (Specify)		

## SECTION F.

## CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED		
A. THIS DATE 7 DEC 1956	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR Franklin J. King	C. SUPERVISOR'S OFFICIAL TITLE Deputy Chief and
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN A WRITTEN MEMO.		
A. THIS DATE 4 Feb '57	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL J. C. King	C. OFFICIAL TITLE OF REVIEWING OFFICIAL Chief WH

## 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 on his kind of work.

3	1. ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
5	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
3	
3	
	1
	2
3	
3	

DESCRIPTIVE SITUATION

A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) whose contact with immediate subordinates is frequent (First line supervisor)

A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)

A GROUP WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)

WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT

WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION

WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX

OTHER (Specify)

SECRET

Potential

(4)

# SECRET

(When Filled In)

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

4. COMMENTS CONCERNING POTENTIAL He will be an above-average station chief, particularly in the area of FI missions; he is, as a result of his current Hqs. assignment, showing an increasing comprehension of PP matters, and may in the near future have the opportunity to assume strong PP field responsibilities.

OFFICE OF PERSONNEL  
 MAIL ROOM

## SECTION II. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL  
 FI Staff; however, not in the near future because of the key position he occupies now in this Division.

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

None of importance.

## SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you are 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	4	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	3	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
4	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	3	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
3	3. HAS INITIATIVE	4	13. ACCEPTS RESPONSIBILITIES	4	23. IS THOUGHTFUL OF OTHERS
4	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	4	24. WORKS WELL UNDER PRESSURE
3	5. STRIVED CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	5	25. DISPLAYS JUDGMENT
4	6. KNOWS WHEN TO SEEK ASSISTANCE	5	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
4	7. CAN GET ALONG WITH PEOPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS	3	27. IS VERSATILE
4	8. HAS MEMORY FOR FACTS	4	18. IS OBEDIENT	4	28. HIS CRITICISM IS CONSTRUCTIVE
4	9. GETS THINGS DONE	5	19. THINKS CLEARLY	4	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
4	10. CAN COPE WITH EMERGENCIES	4	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	5	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

SECRET

**SECRET**  
(When Filled In)

### FITNESS REPORT

The Fitness Report is an important factor in agency personnel management. It seeks to provide:  
1. The agency selection board with information of value when considering the application 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 supervisor to assure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is essential 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 what his standards are.

Reviewed by PUD *[Signature]*

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)	2. NAME (First)	3. NAME (Middle)	4. DATE OF BIRTH	5. SEX	6. CAREER DESIGNATION
BOEL	James A.		19 March 1911	M	SD-DI
7. DATE OF ENTRANCE ON DUTY	8. OFFICE ASSIGNED TO	9. DIVISION	10. BRANCH		
15 August 1944	DDP	WH	I		
11. NATURE OF ASSIGNMENT	12. IF FIELD, SPECIFY STATION	13. GRADE			
<input checked="" type="checkbox"/> DEPARTMENTAL <input type="checkbox"/> FIELD	Caracas, Venezuela	GS-0136.01-15			
14. DATE THAT THIS REPORT IS DUE	15. PERIOD COVERED BY THIS REPORT (Inclusive dates)				
10 October 1955	16 July 1954 - 10 October 1955				

#### SECTION II (To be filled in by Supervisor)

1. CURRENT POSITION	2. DATE ASSUMED RESPONSIBILITY FOR POSITION
Branch Chief	20 January 1956
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):	
<p>Branch Chief: Under Division Chief, plans and supervises performance of all covert espionage and CE ops, covert political, economic and psychological warfare activities in area of responsibility and the collection of foreign clandestine intelligence in the area. Reviews all projected and current FI and PP operations with desk officers; provides guidance to desk officers on FI and PP ops matters; supervises processing and dissemination of foreign clandestine intelligence information collected in area; makes recommendations to Div. Chief of any change in projects, organization or procedures in order to achieve maximum effectiveness; responsible for general administration and supervision of Branch personnel at Hqs.</p> <p>This officer was Chief of a major station for part of the period under review.</p>	

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 *March 20 '56* NAME AND SIGNATURE OF SUPERVISOR *F. P. [Signature]*

I HAVE REVIEWED THIS REPORT (Comments, if any, are reflected by attached memorandum)

THIS DATE *March 20, 1956* NAME AND SIGNATURE OF REVIEWING OFFICIAL (Official next higher in line of authority) *[Signature]*

**SECRET**

**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 acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

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

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

**SECRET**

(Phone Filled In)

20. CAN THINK ON HIS FEET.
21. COMES UP WITH SOLUTIONS TO PROBLEMS.
22. STIMULATING TO ASSOCIATES; A "SPARK PLUG".
23. TOUGH MINDED.
24. OBSERVANT.
25. CAPABLE.
26. CLEAR THINKING.
27. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.
28. EVALUATES SELF REALISTICALLY.
29. WELL INFORMED ABOUT CURRENT EVENTS.
30. DELIBERATE.
31. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.
32. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS.
33. THOUGHTFUL OF OTHERS.
34. WORKS WELL UNDER PRESSURE.
35. DISPLAYS JUDGEMENT.
36. GIVES CREDIT WHERE CREDIT IS DUE.
37. HAS DRIVE.
38. IS SECURITY CONSCIOUS.
39. VERSATILE.
40. HIS CRITICISM IS CONSTRUCTIVE.
41. ABLE TO INFLUENCE OTHERS.
42. FACILITATES SMOOTH OPERATION OF HIS OFFICE.
43. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.
44. A GOOD SUPERVISOR.

## SECCIÓN V

4. WHAT ARE HIS OUTSTANDING STRENGTHS?

Serious approach and dedication to duties. General level of professional competence in FI and CI fields.

3. WHAT ARE HIS OUTSTANDING WEAKNESSES?

His extent of comprehension of FP activities is a weakness only in the sense that his field duties have not offered sufficient opportunity to develop his presumed capability in this field to the point it would compare favorably with his FI ability.

**SECRET**  
(When Filled In)

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

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? ☒ NO ☐ YES. IF YES, WHY? MAR 22 9 34 AM '56

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?  
Advance PP.

F. OTHER COMMENTS (Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person):  
His attention to duty has been manifested in steady improvement in regard to major objectives and in a commendable increase of station assets.

**SECTION VI**

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

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

- ☐ 1. DOES NOT PERFORM DUTIES ADEQUATELY. HE IS INCOMPETENT.
- ☐ 2. BARELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.
- ☐ 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. IRRked 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. DARRING 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 normally indicated by promotion.

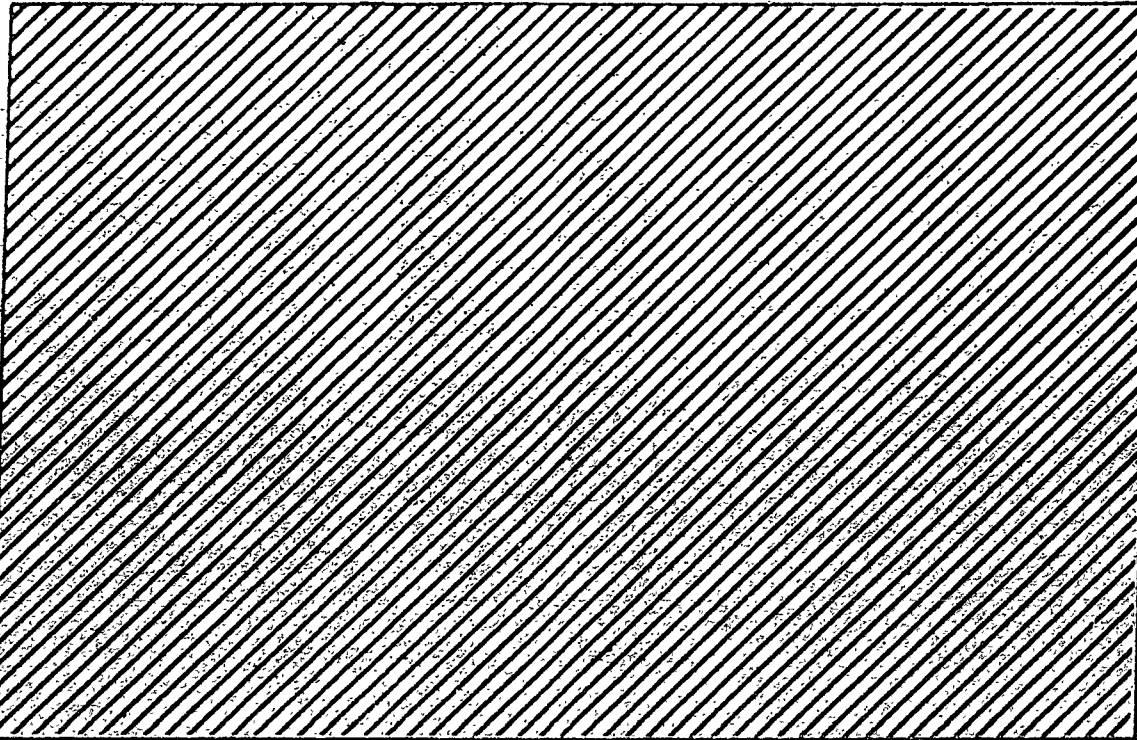
- ☐ 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
- ☒ 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
- ☐ 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING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

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

- ☐ 1. DEFINITELY UNSUITABLE. HE SHOULD BE SEPARATED.
- ☐ 2. OF DOUBTFUL SUITABILITY. WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
- ☐ 3. A BARELY ACCEPTABLE EMPLOYEE. DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
- ☐ 4. A TYPICAL EMPLOYEE. HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE AGENCY.
- ☐ 5. A FINE EMPLOYEE. HAS SOME OUTSTANDING STRENGTHS.
- ☒ 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.

**SECRET**

SECRET  
(When Filled In)

		
NAME OF EMPLOYEE (Last-First-Middle)	NAME AND RELATIONSHIP OF DEPENDENT*	CLAIM NUMBER
Noel, James A.	Wife-Lillian	67-0415
<p>There is on file in the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on <u>8 August 1966</u>.</p> <p>This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.</p>		
DATE OF NOTICE	SIGNATURE OF BSD REPRESENTATIVE	
2 December 1966		
NOTICE OF OFFICIAL DISABILITY CLAIM FILE		

SECRET

# FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE	DO NOT COMPLETE FOR HEADQUARTERS USE ONLY		
	AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW:		
	NAME OF EMPLOYEE (true) James Noel	DATE (from item 3-1) 18 Feb. 1963	NAME OF SUPERVISOR (true) DATE (from item 3-2) DATE
DO NOT COMPLETE	NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW:		DATE

TO BE COMPLETED BY EMPLOYEE			
1. DATE OF BIRTH 19 Mar 1911	2. GRADE GS-16	3. CURRENT POSITION TITLE AND GRADE Chief of Station	7a. DATE OF PCS ARRIVAL IN FIELD ON THIS TOUR 23 September 1961
4. SERVICE DESIGNATION (if known) None		5. CURRENT STATION OR FIELD BASE Madrid	7b. EXPECTED DATE OF DEPARTURE about 10 June 1964
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR None			7c. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS

8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on Transmittal Form):

Chief of Station. Overall responsibility for all KUBARK operations and activities in country of assignment.

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 40, 8, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

Return to post for second tour following home leave.

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):

None at this time.

## 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:	
<input type="checkbox"/> RETURN TO MY CURRENT STATION	
<input checked="" 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>WE</u> 2ND. CHOICE <u>WH</u> 3RD. CHOICE <u>-</u>	
<input checked="" 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>Hague</u> 2ND. CHOICE <u>Copenhagen</u> 3RD. CHOICE <u>Mexico City</u>	
10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS? <span style="float: right;">INDICATE NUMBER OF WORK DAYS <u>45</u></span>	
11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU:	
<p>wife; and two sons, ages (at time of contemplated travel - June 1964) 15 and 13.</p>	
11A. INDICATE ANY CHANGE IN YOUR PERSONAL OR FAMILY SITUATION WHICH SHOULD BE CONSIDERED IN DETERMINING YOUR NEXT ASSIGNMENT	
<p>None - except schooling facilities for children.</p>	
12. SIGNATURE: COMPLETE ITEM NO. 9-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM.	
<p style="text-align: center;">TO BE COMPLETED BY SUPERVISOR AT FIELD STATION</p>	
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:	
<p>Recommend approval of extension to June 1964. A recommendation regarding a second tour or other assignment will be forwarded to the Panel at a later date.</p>	
14. SIGNATURE: COMPLETE ITEM NO. 9-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.	
<p style="text-align: center;">TO BE COMPLETED BY APPROPRIATE CAREER SERVICE OFFICER OR PERSONNEL OFFICER AT HEADQUARTERS</p>	
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:	
<p>Recommend approval of extension to June 1964. A recommendation regarding a second tour or other assignment will be forwarded to the Panel at a later date.</p>	
16. NAME OF CAREER SERVICE OFFICER OR PERSONNEL OFFICER	SIGNATURE
DATE <u>GEORGE K. MCGANNAM</u>	<u>George K. McGannam</u>
<u>11 April 1963</u>	
FOR USE OF CAREER SERVICE	
17. EMPLOYEE <input type="checkbox"/> HAS <input type="checkbox"/> HAS NOT BEEN NOTIFIED OF PLANNED REASSIGNMENT	18. REFERENCE DISPATCH NO. _____ CABLE NO. _____
19. TYPED OR PRINTED NAME	20. SIGNATURE
21. TITLE	22. DATE
23. COMMENTS	

DO NOT COMPLETE

SECRET

322

**SUBJECT:                      Admission**

1. An analysis of the compromise and arrest of Agency personnel in Havana on 14 September 1960, originally made by the Chief, Operational Services, and since confirmed by a review committee, assigns to III Division responsibility for command failures in control and supervision of a sensitive operation. I find that the following officers, by reason of the official assignments they then held, could or should have exercised such control and supervision:

James A. Koel as Chief of Station, Havana

2. This memorandum constitutes an official addition to the above officers, and will be included in their personal files.

ASA J. C. King

J. C. KLAG  
Chief

Western Hemisphere Division

DOP/3A-C/WH/DRMcLean:mem

**Distribution:**

Orig & 1 - Addressee

1 - sa Personnel File

1 - DD/P

SECRET

23 January 1959

MEMORANDUM FOR: JAMES A. ROZL

SUBJECT: Commendation for Extraordinary Performance of Duties.

1. It is with great personal satisfaction that I have reviewed the performance of members of this Division and, in particular, your own, during the recent crisis in Cuba. I fully concur with your commendation of various members of your staff, and I am having it made a matter of record in the personnel folder of each employee, together with a supporting comment from the Division. In addition, I wish to single out your own outstanding performance. You have justified our highest estimate of your qualifications at the time of your selection as Chief of Station, Havana. Your consistently sound and intelligent evaluation of the situation, courageous and objective proposals for action, extensive coverage of the various groups involved, immediate and comprehensive reporting, dedication to duty, and leadership, are among the major ingredients of your success.

2. Now that the military phase of the crisis is over, although the political one may linger long, I wish to thank you and the following members of your staff for a superior performance which has been a great credit to all concerned:

WILLIAM A. DARR  
MARGARET H. JOYCE  
CAROL E. HOSANDE  
ARTHUR AITCHISON  
FRANK J. DEVEREAUX  
WILLIAM A. BLAIRLEY  
PAUL J. BOWEN  
JOHN SEYMOUR  
DAVID S. CORALES

*W. King*  
W. C. KING  
Chief, WDC

**SECRET**  
COPY

DEPARTMENT OF STATE  
Washington

Bureau of Inspection, Security and Consular Affairs

In reply refer to  
SY

31 March 1954

My dear Mr. Dulles:

I should like to express my appreciation to you for the security assistance furnished by your representatives during the Tenth Inter-American Conference at Caracas, Venezuela. Colonel J. C. King, the Head of your Latin American Division and Mr. James A. Noel, your station Chief in Caracas were a tremendous help to us in carrying out our security arrangements for the Conference and for the protection of the Secretary and Conference Delegates.

Colonel King was most cooperative and assisted us greatly during the initial planning of the security and throughout the Conference. The cooperation and advice of Mr. Noel was an invaluable service. Through Mr. Noel's knowledge and contacts our work was greatly facilitated. He consistently made available his time, equipment and the facilities of his office and maintained a close working relationship with our security representatives in Caracas.

Please accept my thanks for the assistance of Colonel King and Mr. Noel and for a job well done.

Sincerely yours,

(Sgd.) Scott McLeod  
Administrator

The Honorable  
Allen Dulles  
Director,  
Central Intelligence Agency,  
Washington, D. C.

(Original in 201 file of J.C. King)

**SECRET**

14-00000

SECRET

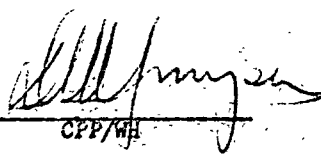
21 January 1954

MEMORANDUM FOR: CWH

*File*

SUBJECT : Reference to James A. Noel by William I. Clark,  
Assistant Director U.S.I.A. for Latin America.

During the briefing of CIA personnel conducted by William I. Clark, Assistant Director of U.S.I.A. for Latin America, on 14 January 1954, he twice referred to the excellent cooperation between our Chief of Mission at Caracas, James A. Noel and the P.A.O., which he characterized as exemplary and a model for all other stations.

  
CWP/WH

Distribution:

Original and 1: Addressee

SECRET

PLEASE READ INSTRUCTION SHEET BEFORE PREPARING THIS FORM										
STATEMENT OF FEDERAL CIVILIAN AND MILITARY SERVICE						OFFICE OSO		DIVISION WHD		
						BRANCH I		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.
Department of State (FS)	Washington, D.C.	26	Jan	1931	15	Aug	1944	19	6	13
OSS, SSI, CIO, CIA	Washington, D.C.	15	Aug	1944	3	12	5			
Total Civilian Service								6	11	20
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.	
NONE										
Total Military Service										
III. CERTIFICATION										
<p>I hereby certify that the above Civilian and Military service is complete and accurate to the best of my knowledge.</p> <p>14 August, 1952</p> <p>DATE</p> <p><i>James A. Noel</i> SIGNATURE OF EMPLOYEE</p>										
IV. REMARKS (CONCERNING ABOVE SERVICE)					V. FOR PERSONNEL OFFICE USE ONLY					
as of 3/1/57					TOTAL CREDITABLE SERVICE					
					DAYS		MONTHS		YEARS	
					6		11		20	
MAY BE CONTINUED ON NON-DETACHABLE REVERSE SIDE										

STANDARD FORM NO. 64

*Office Memorandum* • UNITED STATES GOVERNMENT

TO : Chief, FBT

DATE: 30 June 1949

FROM : Commo

SUBJECT: Training

Mr. James A. Noel was given the training course, "Basic Familiarization in Sound and Surveillance Equipment."

This training was given on June 28, 1949 in the Commo Demonstration Room, 1005A "L" Building and was of two hours duration.

*J. Kaplan*  
J. Kaplan

SECRET  
SECURITY INFORMATION

MAR 20 1952

MEMORANDUM FOR THE SECRETARY OF STATE

ATTENTION : Mr. W. Park Armstrong, Jr.

SUBJECT : NOEL, James Arthur, Request for Appointment  
in the Foreign Service

REFERENCE : Appendix E-4 to Memorandum of 23 November 1951  
Subject, Representation in Foreign Service  
Missions

ENCLOSURES : a. Application Forms 57 and DAP-34  
b. Medical Forms 88 and 89  
c. Occupational History Supplement  
d. Proposed Biography

1. It is requested that Mr. James Arthur Noel, O-14, 90600 be appointed in the Foreign Service with the title of Attache, FSO-3, 68481, for duty in the American Embassy at Caracas, Venezuela. Mr. Noel will replace Mr. Robert E. Dahlgren who occupies position number one as listed in above reference.

2. Mr. Noel has been a member of the Foreign Service of the United States since January 1931. He served for 10 years as vice Consul with the Department of State at various locations in Mexico. Mr. Noel joined this agency's predecessor organization in 1944 and was assigned to Spain as Chief of Station at Bilbao and Barcelona, and as Intelligence Officer at Madrid. He subsequently became an employee of this agency in 1947 and has since served as Chief of Station in Guatemala at Guatemala City, and in Argentina at Buenos Aires.

3. It is requested that subject arrive at his destination on or about 15 May 1952.

Richard Walsh  
for  
LYNN D. KIRKPATRICK  
Assistant Director

**SECRET**  
**SECURITY INFORMATION**

**JAMES ARTHUR BOZEL**

**OCCUPATIONAL EXPERIENCE:** December 1951 to Present, Intelligence  
Officer Central Intelligence Agency,  
Washington, D. C.

June 1949 to December 1951, Intelligence  
Officer, Central Intelligence Agency,  
under cover as Attache, American Embassy,  
Buenos Aires, Argentina

March 1947 to June 1949, Intelligence  
Officer Central Intelligence Agency  
under cover as Attache, American Embassy  
Guatemala City, Guatemala.

August 1944 to March 1947, Intelligence  
Officer FSO (OSS)

PHOTOGRAPHIC

BOEL, James Arthur.--b. New York, N. Y., Mar. 19 1911; San Diego

(Calif.) High School grad.; bookkeeper, paint  
and varnish firm, 1929-30; asst. to traffic mgr.,  
chamber of com., 1930; app. six in consulate  
at Ensenada Jan. 26, 1931; v.o. at Ensenada  
Sept. 25, 1935; at Mazatlan Oct. 6, 1938; temp.  
at Manzanillo from Oct. 1939 to May 1940; at  
Guadalajara July 17, 1941; at Bilbao Aug. 15, 1944;  
at Madrid Dec. 23, 1945; at Barcelona May 1 1946;  
app. For. Ser. Staff Officer of class six and  
assigned to the Dept. Feb. 27, 1947; att. at  
Guatemala Mar. 20, 1947; class four May 2, 1949;  
att. at Buenos Aires June 17, 1949; married.

SECRET

(When Filled In)

## QUALIFICATIONS UPDATE

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

Note 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. **055292** NAME (Last-First-Middle) **NOEL James Arthur** DATE OF BIRTH **19 March 1911**

## SECTION II

## EDUCATION

## HIGH SCHOOL

LAST HIGH SCHOOL ATTENDED ADDRESS (City, State, Country) YEARS ATTENDED (From-To) GRADUATE ☐ YES ☐ 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
1.				
2.				

## SECTION III

## MARITAL STATUS

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

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

3. DATE OF BIRTH

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

5. OCCUPATION

6. PRESENT EMPLOYER

7. CITIZENSHIP

8. FORMER CITIZENSHIP(S) COUNTRY(IES)

9. DATE U.S. CITIZENSHIP ACQUIRED

## SECTION IV

## DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
1. <input type="checkbox"/> ADD <input type="checkbox"/> DELETE				
2. <input type="checkbox"/> ADD <input type="checkbox"/> DELETE				

FORM 444n  
2-66

SECRET

15 AUG 1968

~~SECRET~~

SECRET

(When Filled In)

OFFICIAL USE ONLY (When Filled In)

## QUALIFICATIONS SUPPLEMENT TO PERSONAL HISTORY STATEMENT

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

## SECTION I

## BIOGRAPHIC AND POSITION DATA

1. EMP. SER. NO. 089292 2. NAME (Last First Middle) JOEL JAMES A 3. SEX M. 4. DATE OF BIRTH 03/19/11 5. SERVICE GRADE STEP GS--16-05

6. SO D 7. POSITION/TITLE CHIEF OF BASE 8. OFFICE OF ASSIGNMENT DOD 9. LOCATION (Country, City) SAN FRANCISCO, CALIFORNIA

## SECTION II

## AGENCY OVERSEAS SERVICE

AREA	TYPE TOUR	FROM	TO
GUATEMALA	PCS :CC	47/09/18	49/07/81
ARGENTINA	PCS :CC	49/08/01	52/08/81
VENEZUELA	PCS :VV	52/09/03	55/12/82
SOUTH AMERICA	TDY :CC	56/06/01	56/07/81
SOUTH AMERICA	TDY :CC	57/02/01	57/02/81
SOUTH AMERICA	TDY :CC	57/11/01	57/12/81
CUBA	PCS :VV	58/09/04	61/01/87
SPAIN	PCS	61/09/21	66/07/09

OVERSEAS DATA

CODED

DATE:

INITIALS:

29 Jun 67

JPS

## SECTION III

## EDUCATION

DEGREE	MAJOR FIELD	COLLEGE	YEAR
NO COLLEGE DEGREE ON RECORD			
NO COLLEGE DEGREE			

FORM  
1-67 (444)  
MAY 7-67

SECRET

GROUP 1  
Excluded from automatic  
downgrading and declassification

67 JUL ENTD

(451)

## SECRET

When Filled In:

SECTION III		EDUCATION (Cont'd)				
HIGH SCHOOL						
LAST HIGH SCHOOL ATTENDED San Diego Senior High School		ADDRESS (City, State, Country) San Diego, California		YEARS ATTENDED From To 1927-29		GRADUATE <input checked="" 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	THESIS (Specify)
	MAJOR	MINOR				
1 NONE						
2						
3						
4						
5. 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.						
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <b>DATE: 10/10/50</b>  <b>PLACE</b>  <b>ORIGINAL ONLY</b>  <b>NONE</b> </div>						
TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS						
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM	TO	NO OF MONTHS
1 NONE						
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 NONE						
2						
3						
4						
5						
AGENCY-SPONSORED EDUCATION						
Specify which, 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
1 NONE						
2						
3						
4						
5						

SECRET

- 2 -

# SECRET

(When Filled In)

SECTION IV 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 IN WORK ASSIGNMENT
				FROM OFFICE	TRAVEL	STUDY	
MEXICO (West Coast)	Political, economic, topographic, cultural	Jan. 1944 to Aug. 1944	-----	X			X
SPAIN	Political, economic, topographic, cultural	Sept. 1944 to Feb. 1946	-----	X			X
GUATEMALA	Political, economic, topographic, cultural	Apr. 1947 to May 1949	-----	X			X
ARGENTINA	Political, economic, cultural	Aug. 1949 to Dec. 1951	-----	X			X
VENEZUELA	Political, economic, cultural	Aug. 1952 to Dec. 1955	-----	X			X
CUBA	Political, economic, topographic, cultural	Sept. 1958 to Jan. 1961	-----	X			X
SPAIN	Political, economic, topographic, cultural	Sept. 1961 to July 1966	-----	X			X

SECTION V TYPING AND STENOGRAPHIC SKILLS			
1. TYPING (WPM) 60	2. SHORTHAND (WPM)	3. INDICATE SHORTHAND SYSTEM USED. CHECK (X) APPROPRIATE ITEM. <input type="checkbox"/> GREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENO TYPE <input type="checkbox"/> OTHER: SPECIFY _____	
4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (comptometer, micrograph, card punch, etc.) NONE			

SECTION VI SPECIAL QUALIFICATIONS	
1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH. Collector contemporary Spanish art.	
2. EXCLUDING BUSINESS EQUIPMENT OR MACHINES WHICH YOU MAY HAVE LISTED IN ITEM 4, SECTION V, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT AND MACHINES SUCH AS OPERATION OF RADIO TRANSMITTERS, (indicate CW speed, sending & receiving), OFFSET PRESS, TURRET LATHE, EOP AND OTHER SCIENTIFIC & PROFESSIONAL DEVICES. None	
3. 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, MEDICAL TECHNICIAN, PSYCHOLOGIST, PHYSICIAN, ETC? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
4. IF YOU HAVE ANSWERED "YES" TO ITEM 3 ABOVE, INDICATE KIND OF LICENSE OR CERTIFICATION AND THE ISSUING STATE, MUNICIPALITY, ETC. (Provide license registry number if known)	5. FIRST LICENSE/CERTIFICATE (year of issue) 6. LATEST LICENSE/CERTIFICATE (year of issue)
7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR. do NOT submit copies unless requested. INDICATE THE TITLE, PUBLICATION, DATE, AND TYPE OF WRITING (non-fiction or scientific articles, general interest subjects, novels, short stories, etc.) NONE	
8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED NONE	
9. PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE NONE	

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When Filled In

SECTION VII			
MILITARY SERVICE			
CURRENT DRAFT STATUS			
1. ARE YOU REGISTERED FOR THE DRAFT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		7. SELECTIVE SERVICE CLASSIFICATION	
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS		4. IF DEFERRED, GIVE REASON	
MILITARY SERVICE RECORD (Active Duty Only)			
1. MILITARY ORGANIZATION (Army, Navy, etc. - specify)  NONE		2. BRANCH OR CORPS  NONE	
3. DATES OF SERVICE (extended active duty) FROM TO		6. SERIAL SERVICE OR FILE NUMBER	
4. STATUS (Regular, Reserve, etc. - specify)		5. RANK, GRADE OR RATE at separation if past service	
7. CHECK TYPE OF SEPARATION: <div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> HONORABLE DISCHARGE  <input type="checkbox"/> RELEASE TO INACTIVE DUTY  <input type="checkbox"/> RETIREMENT FOR AGE </div> <div> <input type="checkbox"/> RETIREMENT FOR SERVICE  <input type="checkbox"/> RETIREMENT FOR COMBAT DISABILITY  <input type="checkbox"/> RETIREMENT FOR PHYSICAL DISABILITY </div> <div> <input type="checkbox"/> UNDUPLICATE HARDSHIP  <input type="checkbox"/> OTHER (Specify) </div> </div>			
8. BRIEF DESCRIPTION OF MILITARY DUTIES (Record the duties and skills which best describe your work or function in the military service)  NONE			
MILITARY RESERVE, NATIONAL GUARD STATUS			
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG: <div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> ARMY  <input type="checkbox"/> NAVY </div> <div> <input type="checkbox"/> MARINE CORPS  <input type="checkbox"/> AIR FORCE </div> <div> <input type="checkbox"/> COAST GUARD  <input type="checkbox"/> NATIONAL GUARD  <input type="checkbox"/> AIR NATIONAL GUARD </div> </div>			
1. CURRENT RANK, GRADE OR RATE		2. DATE OF APPOINTMENT TO CURRENT RANK	
3. EXPIRATION DATE OF CURRENT RESERVE 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. BRIEF DESCRIPTION OF MILITARY RESERVE DUTIES (Record the duties and skills which best describe your work or function in the military service)  NONE			
6. IF YOU ARE CURRENTLY ASSIGNED TO A RESERVE OR NATIONAL GUARD TRAINING UNIT, IDENTIFY THE UNIT AND ITS ADDRESS.  NONE			
MILITARY SCHOOLS COMPLETED (Active Duty, Reserve Status or as Civilian)			
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	DATE COMPLETED	
1. NONE			RESIDENT CORRESPONDENCE AGENCY SPONSORED
2.			RESIDENT CORRESPONDENCE AGENCY SPONSORED
3.			RESIDENT CORRESPONDENCE AGENCY SPONSORED
4.			RESIDENT CORRESPONDENCE AGENCY SPONSORED
5.			RESIDENT CORRESPONDENCE AGENCY SPONSORED

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PERSONNEL TRIAL NO.		CERTIFICATION FOR LANGUAGE AWARD				CO NO.	
555292						759	
1. NAME (Last, First, Middle)				2. DATE OF BIRTH (Month, Day, Year)			
NOEL JAMES BIRCHALL				MARCH 17, 1911			
3. CAREER STATUS		4. SS		5. COMPONENT			
YES		FI		WHB/CRUISE II			
6. LANGUAGE		CODE		7. DATE OF TEST (Month, Day, Year)		8. ANNIVERSARY DATE (Month, Day, Year)	
SPANISH		720		APRIL 7, 1958		April 25, 1957	
9. TEST		READING		WRITING		PRONUNCIATION	
H		H		I		I	
10. AVAILABLE LEVEL		COMPREHENSIVE		SPECIALIZED-READING		SPECIALIZED-SPEAKING	
ELEM. INTER. HIGH		ELEM. INTER. HIGH		ELEM. INTER. HIGH		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 AW 5-7 C-8-H		OBLIGATION REF. NO. SIGNATURE	
				I H R H			
DATE		SIGNATURE		AMOUNT OF AWARD		CHARGE ALLOTMENT NO. DATE	
				\$100.00			
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:							
FIRST NATIONAL BANK, 5100 VANDERBILT, NEW YORK, N.Y.							

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SECRET

V. D. KIRKIN C. NOEL (46)

SECRET  
(When Filled In)

PERIODIC SUPPLEMENT PERSONAL HISTORY STATEMENT		THIS DATE SEP
INSTRUCTIONS		
This form provides the means whereby your official personnel records will be kept current. Even though it duplicates information you have furnished previously, it will be necessary for you to complete Sections I through VII in their entirety. You need complete Sections VII through XIII only if there has been a change since you entered on duty with the organization or if you believe the item requires more complete coverage than you have previously reported.		
SECTION I		
1. FULL NAME (Last-First-Middle) NOEL, James Arthur		
2. CURRENT ADDRESS (No., Street, City, Zone, State) 5528 Uppingham Street Somerset Chevy Chase 15, Maryland		3. PERMANENT ADDRESS (No., Street, City, Zone, State) 3506 Juniper Street San Diego 4, California
4. HOME TELEPHONE NUMBER OLIVER 4-3809	5. STATE, TERRITORY, POSSESSION OR COUNTRY IN WHICH YOU NOW CLAIM RESIDENCE California	
SECTION II PERSON TO BE NOTIFIED IN CASE OF EMERGENCY		
1. NAME (Last-First-Middle) PREVIOUSLY RESIDING IN U.S. NOEL, Lillian Bobbett		2. RELATIONSHIP Wife
3. HOME ADDRESS (No., Street, City, Zone, State, Country) 5528 Uppingham Street, Chevy Chase 15, Maryland		
4. BUSINESS ADDRESS (No., Street, City, Zone, State, Country). INDICATE NAME OF FIRM OR EMPLOYER, IF APPLICABLE -----		
5. HOME TELEPHONE NUMBER Oliver 4-3809	6. BUSINESS TELEPHONE NUMBER none	7. BUSINESS TELEPHONE EXTENSION none
8. IN CASE OF EMERGENCY, OTHER CLOSE RELATIVES (Spouse, Mother, Father) MAY ALSO BE NOTIFIED. IS SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE. Alfred E. NOEL (father), 1714 Dale Street, San Diego 2, California		
SECTION III MARITAL STATUS		
1. CHECK (X) ONE: <input checked="" type="checkbox"/> SINGLE <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> WIDOWED <input type="checkbox"/> SEPARATED <input type="checkbox"/> DIVORCED <input type="checkbox"/> ANNULLED		
2. FURNISH DATE, PLACE AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS none		
SPOUSE: If you have been married more than once, including annulments, use a separate sheet for former wife or husband giving data below for all previous marriages. If marriage is contemplated, provide same data for fiancé.		
3. NAME (First) (Middle) (Maiden) (Last) Lillian Edith Bobbett NOEL		
4. DATE OF MARRIAGE 29 Sept. 1934	5. PLACE OF MARRIAGE (City, State, Country) San Diego, California	
6. ADDRESS OF SPOUSE BEFORE MARRIAGE (No., Street, City, State, Country) 3614 Fairmount Avenue, San Diego, California		
7. LIVING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	8. DATE OF DEATH	9. CAUSE OF DEATH
10. CURRENT ADDRESS (Give last address, if deceased) 5528 Uppingham Street, Chevy Chase 15, Maryland		
11. DATE OF BIRTH 12 January 1911	12. PLACE OF BIRTH (City, State, Country) Colorado Springs, Colorado	
13. IF BORN OUTSIDE U.S., DATE OF ENTRY N.A.	14. PLACE OF ENTRY N.A.	
15. CITIZENSHIP (Country) U.S.A.	16. DATE ACQUIRED birth	17. WHERE ACQUIRED (City, State, Country) birth in U.S.
18. OCCUPATION Housewife	19. PRESENT EMPLOYER (Also give former employer, or if spouse is deceased or unemployed, last two employers) N.A.	
20. EMPLOYER'S OR BUSINESS ADDRESS (No., Street, City, State, Country) N.A.		

SECTION III CONTINUED TO PAGE 2

SECRET

(When Filled In)

## SECTION III CONTINUED FROM PAGE 1

21. DATES OF MILITARY SERVICE OF SPOUSE (From and To) BY MONTH AND YEAR  
N.A.22. BRANCH OF SERVICE  
N.A.23. COUNTRY WITH WHICH MILITARY SERVICE AFFILIATED  
N.A.

24. DETAILS OF OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN

Clerk in U.S. Consulate, Ensenada, B.C., Mexico, from 1935-37.

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

1. FULL NAME (Last-First-Middle) NONE	2. RELATIONSHIP	3. AGE
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
5. SPECIAL REMARKS, IF ANY, CONCERNING THESE RELATIVES		

## SECTION V FINANCIAL STATUS

1. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
2. DO YOU HAVE ANY FINANCIAL INTEREST IN, OR OFFICIAL CONNECTION WITH, NON-U.S. CORPORATIONS OR BUSINESSES OR IN OR WITH U.S. CORPORATIONS OR BUSINESSES HAVING SUBSTANTIAL FOREIGN INTERESTS? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO IF YOU HAVE ANSWERED "YES," GIVE COMPLETE DETAILS ON A SEPARATE SHEET AND ATTACH IN A SEALED ENVELOPE.		
3. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT, PENSION, OR COMPENSATION FOR MILITARY OR NAVAL SERVICE? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		
4. IF YOU HAVE ANSWERED "YES" TO QUESTION 3 ABOVE, GIVE COMPLETE DETAILS.		
5. WITHOUT REFERENCE TO YOUR SALARY, STATE OTHER SOURCES OF RECURRENT INCOME NOT INDICATED BY PRECEDING ITEMS. None		

SECTION V CONTINUED TO PAGE 3

SECRET

SECRET

(When Filled In)

SECTION V CONTINUED FROM PAGE 2							
6. BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS							
NAME OF INSTITUTION			ADDRESS (City, State, Country)				
Bank of Bethesda (checking account)			Bethesda, Maryland				
1st National Bank (checking account)			5th & Edwy, San Diego, California				
7. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY? <span style="float: right;"><input type="checkbox"/> YES <input checked="" type="checkbox"/> NO</span>							
8. IF YOU HAVE ANSWERED "YES" TO QUESTION 7 ABOVE, GIVE PARTICULARS, INCLUDING COURT AND DATE(S)							
N.A.							
SECTION VI: CITIZENSHIP							
1. COUNTRY OF CURRENT CITIZENSHIP <b>United States</b>			2. CITIZENSHIP ACQUIRED BY - CHECK (X) ONE: <input checked="" type="checkbox"/> BIRTH <input type="checkbox"/> MARRIAGE <input type="checkbox"/> OTHER (Specify)				
3. HAVE YOU TAKEN STEPS TO CHANGE YOUR PRESENT CITIZENSHIP? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			4. GIVE PARTICULARS				
5. IF YOU HAVE APPLIED FOR U.S. CITIZENSHIP, INDICATE PRESENT STATUS OF YOUR APPLICATION (First papers, etc.)							
SECTION VII: No changes since 1950 EDUCATION							
1. CHECK (X) HIGHEST LEVEL OF EDUCATION ATTAINED:							
LESS THAN HIGH SCHOOL GRADUATE			OVER TWO YEARS OF COLLEGE, NO DEGREE				
HIGH SCHOOL GRADUATE			BACHELOR'S DEGREE				
TRADE, BUSINESS, OR COMMERCIAL SCHOOL GRADUATE			GRADUATE STUDY LEADING TO HIGHER DEGREE				
TWO YEARS COLLEGE OR LESS			MASTER'S DEGREE				
			DOCTOR'S DEGREE				
2. COLLEGE OR UNIVERSITY STUDY							
NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		DATES ATTENDED		DEGREE REC'D	DATE REC'D	SEM/QUA HRS. COMPLETED (Specify)
	MAJOR	MINOR	FROM	TO			
3. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS							
NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED		TOTAL HOURS			
		FROM	TO				
4. MILITARY TRAINING (Full time duty in specialized schools such as Ordnance, Intelligence, Communications, etc.)							
NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED		TOTAL WEEKS			
		FROM	TO				
5. OTHER EDUCATIONAL TRAINING NOT INDICATED ABOVE							

SECRET

**SECRET**  
(When Filled In)

SECTION VIII GEOGRAPHIC AREA KNOWLEDGE						
1. LIST BELOW ANY FOREIGN REGIONS OR COUNTRIES OF WHICH YOU HAVE KNOWLEDGE GAINED AS A RESULT OF RESIDENCE, TRAVEL, STUDY OR WORK ASSIGNMENT OTHER THAN ORGANIZATION EXPERIENCE. UNDER COLUMN "TYPE OF SPECIALIZED KNOWLEDGE," INDICATE TYPE OF KNOWLEDGE SUCH AS TERRAIN, COASTS, HARBORS, UTILITIES, RAILROADS, INDUSTRIES, POLITICAL PARTIES, ETC.						
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF RESIDENCE, TRAVEL, ETC.	KNOWLEDGE ACQUIRED BY			
			RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
Mexico	Political, economic, terrain, people	Jan. 1931 to Aug. 1944				<b>X</b>

2. INDICATE THE PURPOSE OF VISIT, RESIDENCE OR TRAVEL FOR EACH OF THE REGIONS OR COUNTRIES LISTED ABOVE  
**Mexico - duty with U.S. Foreign Service, State Department.**

3. LIST BELOW ANY FOREIGN REGIONS OR COUNTRIES OF WHICH YOU HAVE GAINED KNOWLEDGE AS A RESULT OF ORGANIZATION ASSIGNMENT OR ACTIVITY:

NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF RESIDENCE, TRAVEL, ETC.	KNOWLEDGE ACQUIRED BY		
			HDQTS ASSIGNMENT	FIELD ASSIGNMENT	TRAINING
Spain	Terrain, indigenous psychology, pol. parties	Sept. 1944 thru Feb. 1947		<b>X</b>	
Guatemala	Terrain, sol. personalities, economic sit.	April 1947 thru April 1949		<b>X</b>	
Argentina	Political parties & personalities	August 1949 thru November 1951		<b>X</b>	
Venezuela	Political parties & personalities	September 1952 to Nov. 1955		<b>X</b>	
Colombia, Ecuador, Peru, Chile and Bolivia	Pol. parties & figures	June-July 56 Feb. 1957	<b>X</b> TRY		

SECTION IX TYPING AND STENOGRAPHIC SKILLS				
1. TYPING (W.P.M.) <b>60</b>	2. SHORTHAND (W.P.M.)	3. SHORTHAND SYSTEM USED - CHECK (X) APPROPRIATE ITEM		
		GREGG	SPEEDWRITING	OTHER (Specify)
4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (Comptometer, Mimeograph, Card Punch, etc.)				
SECTION X SPECIAL QUALIFICATIONS				
1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH <p align="center"><b>No changes since last report.</b></p>				
2. INDICATE ANY SPECIAL QUALIFICATIONS, RESULTING FROM EXPERIENCE OR TRAINING, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION OR TYPE OF WORK				
3. EXCLUDING EQUIPMENT NOTED IN SECTION V, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT OR MACHINES SUCH AS OPERATION OF SHORTWAVE RADIO, MULTILITH, TURRET LATHE, SCIENTIFIC AND PROFESSIONAL DEVICES, ETC.				
4. IF YOU ARE A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION (Pilot, Electrician, Radio Operator, Teacher, Lawyer, CPA, Medical Technician, etc.), INDICATE THE KIND OF LICENSE OR CERTIFICATE, NAME OF ISSUING STATE, AND REGISTRY NUMBER, IF KNOWN.				
5. FIRST LICENSE OR CERTIFICATE (Year of issue)		6. LATEST LICENSE OR CERTIFICATE (Year of issue)		

**SECRET**

**SECRET**  
(When Filled In)

**SECTION X CONTINUED FROM PAGE 8**

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

8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED

9. LIST ANY PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE

10. LIST ANY PROFESSIONAL, ACADEMIC OR HONORARY ASSOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A MEMBER. LIST ACADEMIC HONORS YOU HAVE RECEIVED.

**SECTION XI ORGANIZATION WORK EXPERIENCE - SINCE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE**

1. INCLUSIVE DATES (From and To)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
April 1947 to April 1949	GS-12	DDP/ WH Division
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
2	Chief of Station, Guatemala City, Guatemala	
6. DESCRIPTION OF DUTIES		
Responsibility for the administration and operations of a field station. Opened our Station at Guatemala City. Established and maintained relations with other U.S. officials and agencies. Agent development and handling.		
1. INCLUSIVE DATES (From and To)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
August 1949 to Nov. 1951	13-14	DDP/ WH Division
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
8	DCOM & later Chief of Mission, Buenos Aires, Argentina	
6. DESCRIPTION OF DUTIES		
Chief of Station. Supervision of all station activities. Planning and execution of field operations. Maintenance of liaison with Ambassador and other U.S. officials. Agent handling.		
1. INCLUSIVE DATES (From and To)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
Sept. 1952 to Nov. 1955	14-15	DDP/ WH Division
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
10	Chief of Station, Caracas, Venezuela	
6. DESCRIPTION OF DUTIES		
Chief of Station. Supervision of all station activities. Liaison with local security services in Venezuela and Netherlands West Indies and Surinam. Liaison with Amb. & other U.S. agencies. Planning & execution of field ops. Agent handling.		
1. INCLUSIVE DATES (From and To)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
January 1956-June 1957	GS-15	DDP/WH Division, Branch I
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
21	Chief of Branch	
6. DESCRIPTION OF DUTIES		
Supervision of activities of six country desks. Providing operational guidance and support to stations and bases in six South American countries. Consulting senior staff & other components; briefing of Ambassadors & other officials.		
1. INCLUSIVE DATES (From and To)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
June 3, 1957 to date	GS-15	DDP/WH Divisio, Branch II
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
from 20 to 25	Chief of Branch	
6. DESCRIPTION OF DUTIES		
As indicated in 4 above except that four countries are involved. Responsible to Division Chief for efficient handling of op matters relating to area		

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(When Filled In)

OFFICE OF PERSONNEL

SECTION XII CHILDREN AND OTHER DEPENDENTS						
1. NUMBER OF CHILDREN (including stepchildren and adopted children) WHO ARE UNMARRIED, UNDER 21 YEARS OF AGE, AND ARE NOT SELF-SUPPORTING.			2		2. NUMBER OF OTHER DEPENDENTS (including spouse, parents, stepchildren, etc.) WHO DEPEND ON YOU FOR AT LEAST 50% OF THEIR SUPPORT, OR, CHILDREN UNDER 21 YEARS OF AGE WHO ARE NOT SELF-SUPPORTING.	
3. PROVIDE THE FOLLOWING INFORMATION FOR ALL CHILDREN AND DEPENDENTS						
NAME	RELATIONSHIP	YEAR OF BIRTH	SEX		CITIZENSHIP	ADDRESS
			M	F		
Lillian B. NOEL	wife	1911		x	U.S.	5528 Uppingham St. Chevy Chase 15, Md.
James A. NOEL, Jr.	son	1948	x		U.S.	same
Richard A. NOEL	son	1951	x		U.S.	same

ADDITIONAL COMMENT AND/OR CONTINUATION OF PRECEDING ITEMS

Continuation Section VIII, 3.

In addition to the countries listed, I have traveled on TDY assignments to:

- British Guiana - January 1953
- Dutch Guiana - Aug. 7 1955
- Cuba - Nov. 1953 and in Nov. 1956
- Panama - May 1948
- Costa Rica - May 1948
- Venezuela - July 1956
- Netherlands West Indies - various during period Sept. 52-Nov. 55.

I have visited or transited every country of the Western Hemisphere except Paraguay.

DATE COMPLETED 12 October 1957	SIGNATURE OF EMPLOYEE James A. NOEL
-----------------------------------	----------------------------------------

SECRET

INSTRUCTIONS: In order to prevent delay in consideration of your application, answer every question on this form clearly and completely. Type or print in INK. In applying for a specific United States Civil Service examination, read the examination announcement carefully and follow all directions. If you are applying for a WRITTEN examination, follow the

instructions on the announcement card regarding distribution of this application. If you are applying for an UNWRITTEN examination, mail this application to the office named in the announcement. Be sure to mail to the same office any other forms required by the announcement. Notify the office with which you file this application of any change in your address.

APPLICATION NO.		ANNOUNCEMENT	
1. NAME OF EXAMINATION OR KIND OF POSITION APPLIED FOR		DO NOT WRITE IN THIS BLOCK For Use of Civil Service Commission Only	
2. OPTION(S) (if mentioned in examination announcement)		<input type="checkbox"/> APPROVED <input type="checkbox"/> MATERIAL <input type="checkbox"/> SUBMITTED <input type="checkbox"/> ENTERED REGISTER <input type="checkbox"/> RETURNED	
3. PLACE OF EMPLOYMENT APPLIED FOR (City and State) <b>Foreign Service</b>		4. DATE OF THIS APPLICATION <b>10 Mar. 1952</b>	
5. NAME (First name) (Middle) (Last) <b>James Arthur HOEL</b>		6. (A) STREET AND NUMBER OR R. D. NUMBER <b>311 Alban Towers, 3700 Massachusetts, N.W.,</b>	
(B) CITY OR POST OFFICE (including postal zone) AND STATE <b>Washington, D.C.</b>		7. (A) OFFICE PHONE <b>Woodley 6400</b>	
8. (A) STREET AND NUMBER OR R. D. NUMBER <b>311 Alban Towers, 3700 Massachusetts, N.W.,</b>		(B) CITY OR POST OFFICE (including postal zone) AND STATE <b>Washington, D.C.</b>	
9. DATE OF BIRTH (month, day, year) <b>March 19, 1911</b>		10. (A) MARRIED <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> SINGLE	
11. PLACE OF BIRTH (City and State; if born outside U. S., name city and country) <b>New York City, New York</b>		12. (A) MALE <input checked="" type="checkbox"/> MALE <input type="checkbox"/> FEMALE	
13. (A) HEIGHT WITHOUT SHOES <b>6</b> FEET <b>0</b> INCHES		(B) WEIGHT <b>200</b> POUNDS	
14. (A) HAVE YOU EVER BEEN EMPLOYED BY THE FEDERAL GOVERNMENT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (B) IF SO, GIVE LAST GRADE AND DATE OF LAST CHANGE IN GRADE <b>FBS-4 \$6,990. May 2, 1949</b>		15. (A) CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED. <input type="checkbox"/> IN WASHINGTON, D. C. <input type="checkbox"/> ANYWHERE IN THE UNITED STATES <input checked="" type="checkbox"/> OUTSIDE THE UNITED STATES (B) IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, GIVE ACCEPTABLE LOCATIONS	
16. (A) WHAT IS THE LOWEST ENTRANCE SALARY YOU WILL ACCEPT? \$ You will not be considered for any position with a lower entrance salary. (B) CHECK IF YOU WILL ACCEPT SHORT-TERM APPOINTMENT IF OFFERED FOR <input type="checkbox"/> 1 TO 3 MONTHS <input type="checkbox"/> 3 TO 6 MONTHS <input type="checkbox"/> 6 TO 12 MONTHS NOTE: Acceptance or refusal of a temporary short-term appointment will not affect your opportunity to obtain a probational appointment. (C) IF YOU ARE WILLING TO TRAVEL, SPECIFY: <input checked="" type="checkbox"/> OCCASIONALLY <input type="checkbox"/> FREQUENTLY <input type="checkbox"/> CONSTANTLY		17. (A) CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED. <input type="checkbox"/> IN WASHINGTON, D. C. <input type="checkbox"/> ANYWHERE IN THE UNITED STATES <input checked="" type="checkbox"/> OUTSIDE THE UNITED STATES (B) IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, GIVE ACCEPTABLE LOCATIONS	
18. EXPERIENCE: It is important for you to furnish all information requested below in sufficient detail to enable the Civil Service Commission and the appointing officers of agencies to give you full credit in determining your qualifications. Use a separate block for each position. Start with your present position and work back, explaining clearly the principal tasks which you performed in each position, accounting for all periods of unemployment. Experience gained more than 15 years ago which is not pertinent to the work for which you are applying may be summarized in one or more of the blocks. If your duties changed materially while working for the same employer, use a separate block to describe each position. You may include any pertinent religious, civic, writers, or organizational activity which you have performed, either with or without compensation, showing the number of hours per week and weeks per year in which you were engaged in each activity. Military experience should be described in the spaces below in its proper sequence. (a) If you were ever employed in any position under a name different from that shown in Item 5 of this application, give under "Description of your work" for each position, the name used. (b) If you have never been employed or are now unemployed, indicate that fact in the space provided below for "Present Position."			
19. PRESENT POSITION			
DATE OF EMPLOYMENT (month, year) FROM: TO PRESENT TIME		EXACT TITLE OF YOUR PRESENT POSITION <b>Unemployed</b>	
PLACE OF EMPLOYMENT (city and State)		CLASSIFICATION GRADE (if in Federal Service)	
NAME AND ADDRESS OF EMPLOYER (firm, organization, or person; if Federal, name department, bureau or establishment, and division)		SALARY OR EARNINGS, STARTING \$ PER CENT \$ PER PER	
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU		KIND OF BUSINESS OR ORGANIZATION (e. g., wholesale milk, insurance agency, manufacture of locks, etc.)	
REASON FOR DESIRING TO CHANGE EMPLOYMENT		DESCRIPTION OF YOUR WORK <b>I left the Foreign Service in Dec. 1951 with the intention of entering private business in California in company with my oldest brother and other close relations. A few months trial convinced me that I could not be happy away from foreign service work, in which I have spent my entire adult life, and I therefore am anxious to return to government foreign service as soon as it is possible for me to do so.</b>	

(CONTINUED ON NEXT PAGE)

16-62546-2

② DATES OF EMPLOYMENT (month, year)		EXACT TITLE OF YOUR POSITION	CLASSIFICATION GRADE (if in Federal service)	SALARY OR EARNINGS STARTING FINAL	PER PER
FROM	June 1949 TO Dec. 1951	Attache	PSS-6	STARTING 5,990	PER annum
PLACE OF EMPLOYMENT (city and State)		NAME AND TITLE OF IMMEDIATE SUPERVISOR			
American Embassy, Buenos Aires, Argentina		Elsworth Bunker, Ambassador			
NAME AND ADDRESS OF EMPLOYER (firm, organization, or person, if Federal, name department, bureau or establishment, and division)		KIND OF BUSINESS OR ORGANIZATION (e.g., wholesale silk, insurance agency, manufacture of locks, etc.)			
State Department, Foreign Service		Government			
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU		REASON FOR LEAVING			
2 secretaries		enter private business			
DESCRIPTION OF YOUR WORK					
Attache in political section of Embassy. My basic task was political reporting. Duties included daily perusal of several Spanish language newspapers and other periodicals for purpose detecting editorial and political trends. Establishment of reliable outside contacts among business and professional people and groups; drafting of political reports on general and specific topics assigned to me by the Ambassador. Liaison with other Embassy sections and U.S. agencies for coordination of political reporting activities.					
③ DATES OF EMPLOYMENT (month, year)		EXACT TITLE OF YOUR POSITION	CLASSIFICATION GRADE (if in Federal service)	SALARY OR EARNINGS STARTING FINAL	PER PER
FROM	Mar. 1947 TO June 1949	Attache	PSS-6	STARTING 5,910	PER annum
PLACE OF EMPLOYMENT (city and State)		NAME AND TITLE OF IMMEDIATE SUPERVISOR			
Guatemala City, Guatemala		Richard C. Patterson, Ambassador			
NAME AND ADDRESS OF EMPLOYER (firm, organization, or person, if Federal, name department, bureau or establishment, and division)		KIND OF BUSINESS OR ORGANIZATION (e.g., wholesale silk, insurance agency, manufacture of locks, etc.)			
State Department, Foreign Service		Government			
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU		REASON FOR LEAVING			
Two secretaries		transfer to Buenos Aires			
DESCRIPTION OF YOUR WORK					
Political reporting officer. Drafting of political reports and dispatches on general and specific political topics assigned to me by the Ambassador. Perusal of all local publications; establishment and maintaining of contacts in business, professional, political and diplomatic circles.					
④ DATES OF EMPLOYMENT (month, year)		EXACT TITLE OF YOUR POSITION	CLASSIFICATION GRADE (if in Federal service)	SALARY OR EARNINGS STARTING FINAL	PER PER
FROM	Aug. 1944 TO Mar. 1947	Vice Consul	UP in Federal service	STARTING 4,000 FINAL 5,100	PER annum
PLACE OF EMPLOYMENT (city and State)		NAME AND TITLE OF IMMEDIATE SUPERVISOR			
SPAIN (Bilbao, Madrid and Barcelona)		Richard Ford, Consul General			
NAME AND ADDRESS OF EMPLOYER (firm, organization, or person, if Federal, name department, bureau or establishment, and division)		KIND OF BUSINESS OR ORGANIZATION (e.g., wholesale silk, insurance agency, manufacture of locks, etc.)			
State Department, Foreign Service		Government			
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU		REASON FOR LEAVING			
2 consular clerks		transfer to Guatemala City			
DESCRIPTION OF YOUR WORK					
Vice consul engaged in visa and passport work; examination of visa applicants; other activity included political reporting in the <del>main</del> absence of the principal officer and Safe Haven activities while assigned to the Embassy in Madrid.					

1  
James Arthur NOEL  
511, Alban Towers,  
3700 Mass. Ave., N.W.  
Washington, D.C.

Birth: March 19, 1911.

Application for Federal Employment

<u>Date of Employment</u>	<u>Exact Title of Position</u>	<u>Salary</u>
Jan. 1931 to Oct. 1938	Vice Consul	Starting: \$1,800. p.a. Final 2,000. p.a.

<u>Place of Employment</u>	<u>Name of Immediate Supervisor</u>
Ensenada, Mexico	Wm. A. Smale, Consul

<u>Name and Address of Employer</u>	<u>Reason for Leaving</u>
State Department, Foreign Service.	transfer to Mazatlan

Number and kind of employees supervised

Two consular clerks

Description of Work

General consular work including shipping services, visas, passports, welfare and protection, agricultural reporting, drafting of replies to trade inquiries.

Jan. ...thur NOEL

⑤ DATES OF EMPLOYMENT (month, year) FROM <b>Oct. 1938</b> TO <b>Aug. 1944</b>		EXACT TITLE OF YOUR POSITION <b>Vice Consul</b>		CLASSIFICATION (if in Federal Service) GRADE <b>GS-11</b>		SALARY OR EARNING STARTING <b>2,250</b> PER MONTH FINAL <b>3,000</b> PER MONTH	
PLACE OF EMPLOYMENT (city and State) <b>(MEXICO) Mazatlan and Guadalajara</b>				NAME AND TITLE OF IMMEDIATE SUPERVISOR <b>Rufus H. Lane, Jr. and Maurice L. Stafford,</b> NAME OF BUSINESS OR ORGANIZATION (e.g., wholesale firm, insurance company, manufacture of locks, etc.) <b>Consulate</b>			
NAME AND ADDRESS OF EMPLOYER (firm, organization, or person, if Federal, name department, bureau or establishment, and division) <b>State Department, Foreign Service</b>				REASON FOR LEAVING <b>government</b>			
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU <b>2 cons. clerks</b>				REASON FOR LEAVING <b>transfer to Bilbao</b>			
DESCRIPTION OF YOUR WORK <b>consular officer in charge of all immigration work at these two consulates, as well as shipping, material services, passport and citizenship work, welfare and protection activities; also engaged in economic and political reporting at these posts. In charge of both consulates for prolonged periods during absence of principal officer.</b>							
If more space is required, use a continuation sheet (Standard Form No. 58) or a sheet of paper the same size as this page. Write on each sheet your name, address, date of birth, and examination title. Attach to made of this application.							
17. MILITARY TRAINING. In the space below, describe any training received in the Armed Services (not already listed under item 16) that would assist appointing officers in placing you most effectively. Indicate actual amount of training received; such as hours per week. Detailed information regarding any special service awards you attended is especially important. (State points may be used to give full descriptions.)							
DATES FROM TO		LOCATION		DESCRIPTION OF TRAINING			
		<b>NONE</b>					
18. EDUCATION (Circle highest grade completed): 1 2 3 4 5 6 7 8 9 10 11 12 (15) MARK (X) THE APPROPRIATE BOX TO INDICATE SATISFACTORY COMPLETION OF: <input type="checkbox"/> ELEMENTARY SCHOOL <input type="checkbox"/> JUNIOR HIGH SCHOOL <input checked="" type="checkbox"/> SENIOR HIGH SCHOOL							
(C) NAME AND LOCATION OF COLLEGE OR UNIVERSITY <b>NONE</b>				(A) GIVE NAME AND LOCATION OF LAST HIGH SCHOOL ATTENDED <b>San Diego Senior High School, San Diego, Calif.</b> (B) SUBJECTS STUDIED IN HIGH SCHOOL WHICH APPLY TO POSITION DESIRED <b>History, Economics, commercial law, Spanish</b>			
(D) LIST YOUR CHIEF UNDERGRADUATE COLLEGE SUBJECTS <b>NONE</b>				(E) LIST YOUR CHIEF GRADUATE COLLEGE SUBJECTS <b>NONE</b>			
(F) OTHER TRAINING, SUCH AS VOCATIONAL, BUSINESS, STUDY COURSES GIVEN THROUGH THE ARMED FORCES INSTITUTE (show name and location of school) OR IN SERVICE TRAINING IN PUBLIC OR PRIVATE EMPLOYMENT <b>NONE</b>				(G) SUBJECTS STUDIED DATES ATTENDED FROM TO DAY NIGHT YEARS COMPLETED DEGREES COMPLETED TITLE DATE			
19. INDICATE YOUR KNOWLEDGE OF FOREIGN LANGUAGES READING SPEAKING UNDERSTANDING Spanish <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>				20. IF YOU HAVE TRAVELED OR RESIDED IN ANY FOREIGN COUNTRY IN RECENT YEARS, GIVE NAME OF COUNTRY, DATES AND LENGTH OF TIME SPENT THERE, AND REASON FOR PURPOSE (e.g., military service, business, education, recreation) <b>Mexico, Spain, Guatemala, Argentina, 1933 and 1934, in Government Service.</b>			
21. GIVE ANY SPECIAL QUALIFICATION NOT COVERED ELSEWHERE IN YOUR APPLICATION SUCH AS: (A) YOUR MOST IMPORTANT PUBLICATIONS (do not submit copies unless requested) (B) RECORDS OF PATENTS OR INVENTIONS (C) PUBLIC TEACHING AND PUBLIC RELATIONS EXPERIENCE (D) MEMBERSHIP IN PROFESSIONAL OR SCIENTIFIC SOCIETIES, ETC. (E) HONORS AND FELLOWSHIPS RECEIVED <b>Member Rotary Clubs of Ensenada and Guadalajara, Mex. Jolaseta Tennis Club, Bilbao, Spain; Mayen Golf Club, Guatemala, American Club, Buenos Aires.</b>				22. GIVE YOUR FIRST LICENSE OR CERTIFICATE (YEAR) <b>1933</b>			
APPROXIMATE NUMBER OF WORDS PER MINUTE IN TYPING ..... SHORTHAND .....							

20. DISSENTING: Last three persons living in the United States or Territories of the United States are NOT related to you and who have definite knowledge of your qualifications and fitness for the position for which you are applying. Do not repeat names of supervisors listed under Item 16 (EXPERIENCE).

FILL NAME		PRESENT BUSINESS OR HOME ADDRESS (Give complete current address, including street and number)		BUSINESS OR OCCUPATION	
Gordon B. Dunlap		321 Corona Street, San Antonio, Tex.		Motion Picture Distributor	
Lee R. Blohm		903 N. Canal, Carlsbad, New Mexico		Retired FSO	
H. B. Gregory		1700 Shroyer Road, Dayton, 9, Ohio		Official, Nat. Cash Register	

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN		YES	NO	INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN		YES	NO
21. HAS ANYBODY BY NAME OF YOUR PRESENT EMPLOYER REGARDING YOUR "EXPERIENCE" QUALIFICATION, ETC?				X		25. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY OR MUNICIPALITY?	
22. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?				X		26. DOES THE UNITED STATES GOVERNMENT EMPLOY IN A CIVILIAN CAPACITY ANY RELATIVE OF YOURS BY BLOOD OR MARRIAGE WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS?	
27. ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF THE COMMUNIST PARTY U. S. F. OR ANY COMMUNIST ORGANIZATION?				X		28. ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF A FASCIST ORGANIZATION?	
29. ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF ANY ORGANIZATION, ASSOCIATION, MOVEMENT, GROUP, OR COMBINATION OF PERSONS WHO ASSOCIATES THE MEMBERS OR CONSTITUTIONAL FORM OF GOVERNMENT, OR AN ORGANIZATION, ASSOCIATION, MOVEMENT, GROUP OR COMBINATION OF PERSONS WHICH HAS ASSUMED A POLICY OF ADVOCATING OR PROMOTING THE REPEAL OF ANY ACTS OF FORCE OR VIOLENCE TO ANY OTHER PERSONS, THEIR RIGHTS, UNDER THE CONSTITUTION OF THE UNITED STATES OR OF THE NATIONALITY OF THE UNITED STATES OF THE UNITED STATES BY WHICH SUCH STRUCTURE WAS MADE?				X		30. HAVE YOU EVER BEEN ARRESTED, INDICTED, OR CONVICTED OF ANY CRIME AS A DEFENDANT IN A CRIMINAL PROSECUTION OR COMMITTED ANY CRIME OR PLACED IN PROBATION OR HAVE YOU EVER BEEN ORDERED TO REMAIN IN OR OUT OF THE COUNTRY FOR THE VIOLATION OF ANY LAW, RULE, REGULATION OR ORDINANCE, INCLUDING VIOLATION OF ANY LAW, RULE, REGULATION OR ORDINANCE OF THE UNITED STATES OR OF THE NATIONALITY OF THE UNITED STATES OF THE UNITED STATES BY WHICH SUCH STRUCTURE WAS MADE?	
31. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		32. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
33. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		34. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
35. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		36. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
37. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		38. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
39. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		40. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
41. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		42. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
43. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		44. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
45. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		46. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
47. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		48. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
49. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		50. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
51. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		52. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
53. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		54. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
55. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		56. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
57. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		58. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
59. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		60. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
61. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		62. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
63. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		64. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
65. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		66. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
67. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		68. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
69. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		70. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
71. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		72. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
73. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		74. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
75. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		76. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
77. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		78. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
79. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		80. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
81. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		82. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
83. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		84. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
85. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		86. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
87. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		88. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
89. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		90. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
91. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?				X		92. HAVE YOU EVER BEEN DISCHARGED OR PLACED TO DISCHARGE FOR MISFEASANCE OR INCONDUCT FROM ANY POSITION?	
9							

FORM 57-54 1-26-51 <div style="text-align: center;">           DEPARTMENT OF STATE  <b>APPLICATION FOR FOREIGN SERVICE AND DEPARTMENTAL EMPLOYMENT</b>  <i>(Use with Standard Form 57)</i> </div> <p style="font-size: small;">If more space is required, use additional sheets of paper. Write on each sheet your name, address and date of birth. Identify each item, and attach to this application.</p>		BUDG. NO. 47-8072-2 APPROX. EXPIRES August 31, 1954 1. a. NAME (Print) <div style="text-align: center;"><b>James Arthur NOEL</b></div> b. ADDRESS <div style="text-align: center;"><b>511, Alban Towers, 3700 Mass., N.W., Washington, D.C.</b></div>		
2. USE OF APPLICATION - Check one box below to indicate whether you wish this application to be considered for Foreign Service employment only, or for both Foreign Service and Departmental employment. Completion of this form is not required for Department employment only. Standard Form 57 must be filled out in any case. <input checked="" type="checkbox"/> FOREIGN SERVICE ONLY <input type="checkbox"/> FOREIGN SERVICE AND DEPARTMENTAL				
3. PERMANENT ADDRESS (Place from which you will expect transportation of self and household effects, if any, if appointed to the Foreign Service) <div style="text-align: center;"><b>San Diego, California</b></div>				
4. IF BORN OUTSIDE THE UNITED STATES, HOW WAS CITIZENSHIP ACQUIRED? IF A NATURALIZED CITIZEN, GIVE PLACE, DATE, AND NUMBER OF NATURALIZATION CERTIFICATE. (Section 11 on Form 57). <div style="text-align: center;"><b>Not applicable</b></div>				
5. a. ARE YOU NOW INVOLVED IN ANY LITIGATION OR SEPARATION AGREEMENT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO b. DO YOU KNOW OF ANY PROSPECTIVE LITIGATION IN WHICH YOU MAY BE INVOLVED? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO (Give details, if answer is yes to a. or b.)				
6. WHAT IS THE LOWEST ENTRANCE SALARY YOU WILL ACCEPT FOR OVERSEAS EMPLOYMENT? (Exclusive of allowances) \$ _____ PER YEAR				
7. WHAT RESTRICTIONS ARE THERE, IF ANY, ON YOUR IMMEDIATE AVAILABILITY FOR DUTY IN ANY PART OF THE WORLD? <div style="text-align: center;"><b>None</b></div>				
8. a. FULL NAME OF SPOUSE (if wife, give maiden name) <b>Lillian Bobbett NOEL</b>		b. DATE OF BIRTH <b>January 12, 1911</b>		
		c. PLACE OF BIRTH (City, State or Province, and Country) <b>Colorado Springs, Colo.</b>		
d. IF BORN OUTSIDE THE UNITED STATES, HOW WAS CITIZENSHIP ACQUIRED? <div style="text-align: center;"><b>not applicable</b></div>		e. IF NATURALIZED, GIVE PLACE, DATE, AND NO. OF NATURALIZATION CERTIFICATE. <div style="text-align: center;"><b>not applicable</b></div>		
9. NAMES OF DEPENDENTS                      RELATIONSHIP                      DATE OF BIRTH                      WILL RESIDE WITH YOU OVERSEAS				
<b>Lillian Bobbett Noel</b>		<b>wife</b>	<b>Jan. 12, 1911</b>	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
<b>James A. Noel, Jr.</b>		<b>son</b>	<b>Nov. 3, 1948</b>	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
<b>Richard A. Noel</b>		<b>son</b>	<b>April 30, 1951</b>	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
10. a. FATHER'S NAME		b. PRESENT ADDRESS		c. PLACE OF BIRTH
<b>Alfred E. NOEL</b>		<b>1714 Dale St, San Diego, Calif.</b>		<b>Plainfield, N.J.</b>
11. a. MOTHER'S NAME (Maiden)		b. PRESENT ADDRESS		c. PLACE OF BIRTH
<b>Ethel Louise LEACOCK</b>		<b>deceased</b>		<b>New York City, N.Y.</b>
12. IF PARENTS BORN OUTSIDE THE UNITED STATES, DID THEY EVER OBTAIN UNITED STATES CITIZENSHIP? (Check below)				
FATHER		MOTHER		
<input type="checkbox"/> YES <b>H.A.</b> <input type="checkbox"/> NO		<input type="checkbox"/> YES <b>H.A.</b> <input type="checkbox"/> NO		
13. HAVE YOU EVER APPLIED FOR A POSITION WITH THE DEPARTMENT OF STATE OR TAKEN AN EXAMINATION FOR A POSITION WITH THE DEPARTMENT OF STATE? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO If "Yes" give date, nature of position applied for, and kind of examination taken, if any.				
<b>I was employed in the Foreign Service of the State Department from January 26, 1931 to December 1951.</b>				

NAME		EDUCATION		ADDRESS	
None					
15. FOREIGN LANGUAGES (Indicate item 14 on Form 57)					
Rate and indicate the extent of your competence, i.e., Excellent, Good, Fair					
A. LANGUAGE	B. READ	C. WRITE	D. SPEAK	E. UNDERSTAND	
Spanish	Excellent	Good	Good	Excellent	
16. LIST PRESENT OR FORMER FOREIGN CONNECTIONS:					
A. BUSINESS B. EMPLOYMENT C. MILITARY					
U.S. Foreign Service from Jan. 26, 1931 to Dec. 1951.					
17. DATES AND PLACES OF RESIDENCE FOR LAST 10 YEARS					
DATE	STREET AND NUMBER	CITY	STATE OR COUNTRY		
1941-1944	Ave. del Boque 369	Guadalajara	Mexico		
1944-1946	Various	Madrid, Barcelona	Spain		
1947-1949	1 <sup>o</sup> Calle y 2 <sup>o</sup> Avenida	Guatemala City	Guatemala		
1949-1951	Ave. Aguirre 52	San Isidro (Buenos Aires)	Argentina		
1951 (Dec)			California		
18. DOES YOUR FINANCIAL POSITION PERMIT DISCHARGE OF ALL DEBTS INCURRED? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO					
IF "NO," STATE INFORMATION REQUESTED BELOW:					
NAME OF CREDITOR		AMOUNT DUE	DATES ON WHICH OBLIGATIONS WERE CONTRACTED		
None					
19. HAVE YOU EVER BEEN LEGALLY DISCHARGED FROM THE ARMED SERVICE? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO					
IF "YES," GIVE DETAILS IN ITEM 39 OF FORM 57.					
20. PRESENT MILITARY STATUS:					
A. ARE YOU REGISTERED WITH A SELECTIVE SERVICE BOARD? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO IF "YES," STATE BELOW THE NUMBER AND ADDRESS OF THE BOARD, AND YOUR CLASSIFICATION:					
B. DO YOU HAVE A MILITARY RESERVE STATUS? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO IF "YES," STATE BELOW, THE BRANCH OF SERVICE, YOUR RESERVE NUMBER, YOUR ORGANIZATION UNIT AND HEADQUARTERS.					
21. LIST OTHER NAMES, IF ANY, BY WHICH YOU HAVE BEEN KNOWN, INCLUDING MARRIED NAMES. IF MARRIED MORE THAN ONCE, GIVING DATE DURING WHICH NAMES WERE USED. DO NOT DUPLICATE INFORMATION SUPPLIED IN ITEM 15 ON FORM 57.					
None					
22. HAVE YOU EVER BEEN ENTERED THE CIVIL SERVICE RETIREMENT SYSTEM? Subject to C.S. Retirement Act			23. SOCIAL SECURITY NUMBER, IF ANY:		
24. If you believe the information you have supplied on this application does not fully show your qualifications for Foreign Service Employment, state in Item 39 of Form 57 or on a separate sheet, any additional appropriate data that you wish to have considered.					
DATE		SIGNATURE			
March 10, 1952		[Signature]			

James Arthur NOEL

511, Alban Towers,  
3700 Mass. Ave., N.W.  
Washington, D.C.

Birth: March 19, 1911.

Application for Federal Employment

<u>Date of Employment</u>	<u>Exact Title of Position</u>	<u>Salary</u>
Jan. 1931 to Oct. 1938	Vice Consul	Starting: \$1,800. p.a. Final 2,000. p.a.

Place of Employment

Ensenada, Mexico

Name of Immediate Supervisor

Wm. A. Smale, Consul

Name and Address of Employer

State Department, Foreign Service

Reason for Leaving

transfer to Mazatlan

Number and kind of employees supervised

Two consular clerks

Description of Work

General consular work including shipping services, visas, passports, welfare and protection, agricultural reporting, drafting of replies to trade inquiries.

Jan. ...thur NOEL  
... ..

5 DATES OF EMPLOYMENT (month, year) FROM <b>Oct. 1938</b> TO <b>Aug. 1944</b>		EXACT TITLE OF YOUR POSITION <b>Vice Consul</b>	CLASSIFICATION (if in Federal Service) <b>GS-10</b>	SALARY OR EARNING STARTING \$ <b>2,250</b> PER MONTH FINAL <b>3,000</b>																				
PLACE OF EMPLOYMENT (city and State) <b>(MEXICO) Mazatlan and Guadalajara</b>		NAME AND TITLE OF IMMEDIATE SUPERVISOR <b>Rufus H. Lene, Jr. and Maurice L. Stafford,</b> CONSUL																						
NAME AND ADDRESS OF EMPLOYER (Name, organization, or person; if Federal, name department, bureau or establishment, and division) <b>State Department, Foreign Service</b>		NAME AND BUSINESS OR ORGANIZATION (e.g., wholesale mfr., mfr. of goods, etc.) <b>government</b>																						
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU <b>2 cons. clerks</b>		REASON FOR LEAVING <b>transfer to Bilbao</b>																						
DESCRIPTION OF YOUR WORK <b>consular officer in charge of all immigration work at these two consulates, as well as shipping, notarial services, passport and citizenship work, welfare and protection activities, also engaged in economic and political reporting at these posts. In charge of both consulates for prolonged periods during absence of principal officer.</b>																								
If more space is required, use a continuation sheet (Standard Form No. 28) or a sheet of paper the same size as this page. Write on each sheet your name, address, date of birth, and examination title. Attach to inside of this application.																								
17. MILITARY TRAINING. In the space below, describe any training received in the Armed Services (not already listed under item 16) that would assist in performing your present position. Indicate actual amount of training received, such as hours per week. Detailed information regarding any special service which you attended is especially important. (Extra space may be used to give full descriptions.)																								
<table border="1"><thead><tr><th colspan="2">DATES</th><th rowspan="2">LOCATION</th><th rowspan="2">DESCRIPTION OF TRAINING</th></tr><tr><th>FROM</th><th>TO</th></tr></thead><tbody><tr><td colspan="2"></td><td><b>NONE</b></td><td></td></tr></tbody></table>					DATES		LOCATION	DESCRIPTION OF TRAINING	FROM	TO			<b>NONE</b>											
DATES		LOCATION	DESCRIPTION OF TRAINING																					
FROM	TO																							
		<b>NONE</b>																						
18. EDUCATION (Circle highest grade completed): 1 2 3 4 5 6 7 8 9 10 11 12 <b>(12)</b>																								
(A) GIVE NAME AND LOCATION OF LAST HIGH SCHOOL ATTENDED <b>San Diego Senior High School, San Diego, Calif.</b>																								
(B) SUBJECTS STUDIED IN HIGH SCHOOL WHICH APPLY TO POSITION DESIRED <b>History, Economics, commercial law, Spanish</b>																								
MARK (X) THE APPROPRIATE BOX TO INDICATE SATISFACTORY COMPLETION OF: <input type="checkbox"/> ELEMENTARY SCHOOL <input type="checkbox"/> JUNIOR HIGH SCHOOL <input checked="" type="checkbox"/> SENIOR HIGH SCHOOL																								
(C) NAME AND LOCATION OF COLLEGE OR UNIVERSITY <b>NONE</b>																								
MAJOR AND SPECIALTY <b>NONE</b>																								
(D) LIST YOUR CHIEF UNDERGRADUATE COLLEGE SUBJECTS <b>NONE</b>																								
LIST YOUR CHIEF GRADUATE COLLEGE SUBJECTS <b>NONE</b>																								
(E) OTHER TRAINING (SUCH AS VOCATIONAL, BUSINESS, STUDY COURSES GIVEN THROUGH THE ARMED FORCES INSTITUTE (show name and location of school) OR IN SERVICE TRAINING IN PUBLIC OR PRIVATE EMPLOYMENT) <b>NONE</b>																								
SUBJECTS STUDIED <b>NONE</b>																								
DATES ATTENDED <b>NONE</b>																								
YEARS COMPLETED <b>NONE</b>																								
19. INDICATE YOUR KNOWLEDGE OF FOREIGN LANGUAGES <table border="1"><thead><tr><th rowspan="2">LANGUAGE</th><th colspan="2">READING</th><th colspan="2">SPEAKING</th><th colspan="2">UNDERSTANDING</th></tr><tr><th>GOOD</th><th>FAIR</th><th>GOOD</th><th>FAIR</th><th>GOOD</th><th>FAIR</th></tr></thead><tbody><tr><td><b>Spanish</b></td><td><b>X</b></td><td></td><td><b>X</b></td><td></td><td><b>X</b></td><td></td></tr></tbody></table>					LANGUAGE	READING		SPEAKING		UNDERSTANDING		GOOD	FAIR	GOOD	FAIR	GOOD	FAIR	<b>Spanish</b>	<b>X</b>		<b>X</b>		<b>X</b>	
LANGUAGE	READING		SPEAKING			UNDERSTANDING																		
	GOOD	FAIR	GOOD	FAIR	GOOD	FAIR																		
<b>Spanish</b>	<b>X</b>		<b>X</b>		<b>X</b>																			
20. IF YOU HAVE TRAVELED OR RESIDED IN ANY FOREIGN COUNTRY, INDICATE (1) NAME OF COUNTRY, (2) DATES AND LENGTH OF TIME SPENT THERE, AND (3) REASON OR PURPOSE (e.g., military service, business, education, recreation) <b>Mexico, Spain, Guatemala, Argentina, 1931 to 1935 in Government Service</b>																								
21. LIST ANY SPECIAL QUALIFICATIONS NOT COVERED ELSEWHERE IN YOUR APPLICATION SUCH AS (A) YOUR PUBLISHED OR UNPUBLISHED ARTICLES (do not submit copies unless requested) (B) YOUR PATENTS OR INVENTIONS (C) PUBLIC CLEANING AND PUBLIC RELATIONS EXPERIENCE (D) MEMBERSHIP IN PROFESSIONAL OR SCIENTIFIC SOCIETIES, ETC. (E) AWARDS AND FELLOWSHIPS RECEIVED <b>Member Rotary Clubs of Ensenada and Guadalajara, Mex. Joliet Tennis Club, Bilbao, Spain; Mayan Golf Club, Guatemala, American Club, Buenos Aires.</b>																								
APPROXIMATE NUMBER OF WORDS PER MINUTE IN TYPING ... SHORTHAND ... <b>none</b>																								

24. REFERENCES: List three persons living in the United States or Territories of the United States who are NOT related to you and who have definite knowledge of your qualifications and fitness for the position for which you are applying. Do not repeat names of supervisors listed under Item 16 (EXPERIENCE).

FULL NAME		PRESENT BUSINESS OR HOME ADDRESS (Give complete current address, including street and number)	BUSINESS OR OCCUPATION
1	Gordon B. Dunlap	321 Corona Street, San Antonio, Tex.	Motion Picture Distributor
2	Lee R. Blohm	903 E. Canal, Carlsbad, New Mexico	Retired FSO
1	H. B. Gregory	1700 Shroyer Road, Dayton, 9, Ohio	Official, Nat. Cash Register

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN		YES	NO	INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN		YES	NO
25. WAS ANY INQUIRY BY MADE OF YOUR PRESENT EMPLOYER REGARDING YOUR EMPLOYMENT WITH COMMUNICATIONS FISCAL?		<input checked="" type="checkbox"/>	<input type="checkbox"/>	26. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, CO. MNTY. OR MUNICIPALITY?		<input type="checkbox"/>	<input checked="" type="checkbox"/>

<p>28. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?</p>	<p>29.</p>	<p>If your answer is "Yes," give details in item 39.</p>
<p>30. DOES THE UNITED STATES GOVERNMENT EMPLOY IN A CIVILIAN CAPACITY ANY RELATIVE OF YOURS, OR ANY PERSON OR PERSONS WITH WHOM YOU ARE IN CONTACT?</p>	<p>31.</p>	<p>If your answer is "Yes," give details in item 39.</p>

27. ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF THE COMMUNIST PARTY, OR A FRONT COMMUNIST ORGANIZATION, OR ANY RELATIVE OF YOURS (BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS?

If your answer is "Yes" show in Item 30 for EACH such relative the name, address, and telephone number.

relative (1) full name, (2) present address, (3) relationship;  
(4) Department or Agency by which employed, and (5) kind of appointment

**SPECIAL INSTRUCTIONS FOR CLAIMING VETERAN PREFERENCE**

**A. If you are claiming preference as a PEACETIME VETERAN who has**

1. ORGANIZATION MOVEMENT, GROUP OR COMBINATION OF PERSONS WHICH ADDED THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT, OR AN ORGANIZATION, ASSOCIATION, MOVEMENT, GROUP OR COMBINATION OF PERSONS, WHICH HAS ADOPTED A POLICY OF ADVOCATING OR APPROVING THE COMMITMENT OF ACTS OF FORCE OR VIOLENCE, TO DENY OTHER PERSONS THEIR RIGHTS UNDER THE CONSTITUTION OF THE UNITED STATES OR OF SEEKING TO ALTER THE FORM OF GOVERNMENT OF THE UNITED STATES BY UNCONSTITUTIONAL MEANS).

<p>If your answer to question 27, 28, or 29 above is "yes," state in Item 3 the names of all such organizations, associations, or elements, grounds of combatant or personnel files or member files. Give complete details of your activities therein and make any explanation you desire regarding your membership or activities therein.</p>	<p>27. (A) WERE YOU EVER IN THE UNITED STATES MILITARY OR NAVAL SERVICE DURING TIME OF WAR?</p> <p>(B) IS THE WORD "HONORABLE" OR THE WORD "SATISFACTORY" USED</p>	<p>YES NO</p>
------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------

3) SINCE YOUR BIRTHDAY, HAVE YOU EVER BEEN ARRESTED, INDICTED, OR HELD INTO COURT AS A DEFENDANT IN A CRIMINAL PROCEEDING OR CONVICTED, FINED, OR IMPRISONED OR PLACED ON PROBATION, OR HAVE YOU EVER BEEN ORDERED TO DEPOSIT BAIL OR COLLATERAL FOR THE VIOLATION OF ANY LAW, POLICE REGULATION OR ORDINANCE (EXCLUDING MINOR TRAFFIC VIOLATIONS FOR WHICH A FINE OR FORFEITURE OF \$25 OR LESS WAS IMPOSED)?

<p>1. Give in each case (1) the date, (2) the nature of the offense or violation, (3) the name and location of the court, (4) the penalty imposed, if any, or other disposition of the case if appointed, your fingerprints will be taken</p>	<p>BRANCH OF SERVICE (Army, Navy, Marine Corps, Coast Guard, etc.)</p>	<p>SERIAL NO. (if none, give grade or rating at time of separation)</p>
		<p>YES NO</p>

38. (1) IF YOU EVER BEEN DISCHARGED OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION:  
 If your answer is "Yes," give in item 39 the name and address of employer, date, and reason in each case.

(2) ARE YOU A DISABLED VETERAN?

**N.A.**

**27.** WAS YOUR EARNINGS BARRED BY THE U.S. CIVIL SERVICE COMMISSION FROM HOLDING A POSITION OR ACCEPTING CIVIL SERVICE APPOINTMENT?  
If your answer is "Yes," give dates of and reasons for each debarment in Item 39

**X**

(C) ARE YOU A VETERAN'S S. WIDOW WHO HAS NOT REWARDED?.....  
ARE YOU A SURVIVOR OF A DEPORTED ALIEN?

**N.A.**

12. HAVE YOU ANY PHYSICAL HANDICAP, DISEASE OR OTHER DISABILITY, WHICH COULD BE CONSIDERED AN ASSIGNMENT TO A POST? (B) ARE YOU THE WIFE OF A VETERAN WHO HAS A SERVICE CONNECTED DISABILITY WHICH QUALIFIES HIM FOR CIVIL SERVICE PRIORITY? **B.A.**

**THIS SPACE FOR USE OF APPOINTING OFFICE ONLY**

The information contained in the answers to Questions 12, 13, 14, 15, 16, and 17, is for the use of the appointing office only and is not to be furnished to the applicant.

14. 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 your answer is "Yes," give complete details in Item 39. Agency: Title:

39. GIVE YOUR DETAILED ANSWERS TO OTHER QUESTIONS (indicate item numbers to which answers apply)

[illegible]

If more space is required, use paper the same size as this page. Write on each sheet your name, address, date of birth, and examination title. Attach to inside of this application.

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge

**SIGNATURE OF APPLICANT** \_\_\_\_\_  
 (Sign your name in INK (one given name, one initial or initials, and surname). If female, give MAJOR or MRS. and married status as "Mrs. Mary A. Doe.")

FORM DSP-14 9-26-51 <div style="text-align: center;">           DEPARTMENT OF STATE  <b>APPLICATION FOR FOREIGN SERVICE AND DEPARTMENTAL EMPLOYMENT</b>  <i>(Use with Standard Form 57)</i> </div> <p style="font-size: small;">If more space is required, use additional sheets of paper. Write on each sheet your name, address and date of birth. Identify each item, and attach to this application.</p>		BUDG. NO. 47-8071.3 APPROX. L. EXPIRES August 31, 1956 <hr/> 1. a. NAME (Print) <div style="text-align: center;"><b>James Arthur NOEL</b></div> <hr/> b. ADDRESS <div style="text-align: center;"><b>511, Alban Towers, 3700 Mass., N.W., Washington, D.C.</b></div>	
2. USE OF APPLICATION - Check one box below to indicate whether you wish this application to be considered for Foreign Service employment only, or for both Foreign Service and Departmental employment. Completion of this form is not required for Department employment only. Standard Form 57 must be filled out in any case. <input checked="" type="checkbox"/> FOREIGN SERVICE ONLY <input type="checkbox"/> FOREIGN SERVICE AND DEPARTMENTAL			
3. PERMANENT ADDRESS (Place from which you will expect transportation of self and household effects, if any, if appointed to the Foreign Service) <div style="text-align: center;"><b>San Diego, California</b></div>			
4. IF BORN OUTSIDE THE UNITED STATES, HOW WAS CITIZENSHIP ACQUIRED? IF A NATURALIZED CITIZEN, GIVE PLACE, DATE, AND NUMBER OF NATURALIZATION CERTIFICATE. (Section 11 on Form 57). <div style="text-align: center;"><b>Not applicable</b></div>			
5. a. ARE YOU NOW INVOLVED IN ANY LITIGATION OR SEPARATION AGREEMENT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO b. DO YOU KNOW OF ANY PROSPECTIVE LITIGATION IN WHICH YOU MAY BE INVOLVED? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO (Give details, if answer is yes to a. or b.)			
6. WHAT IS THE LOWEST ENTRANCE SALARY YOU WILL ACCEPT FOR OVERSEAS EMPLOYMENT? (Exclusive of allowances) \$ _____ PER YEAR			
7. WHAT RESTRICTIONS ARE THERE, IF ANY, ON YOUR IMMEDIATE AVAILABILITY FOR DUTY IN ANY PART OF THE WORLD? <div style="text-align: center;"><b>None</b></div>			
8. a. FULL NAME OF SPOUSE (If wife, give maiden name) <b>Lillian Bobbett NOEL</b>		b. DATE OF BIRTH <b>January 12, 1911</b>	
		c. PLACE OF BIRTH (City, State or Province, and Country) <b>Colorado Springs, Colo.</b>	
c. IF BORN OUTSIDE THE UNITED STATES, HOW WAS CITIZENSHIP ACQUIRED? <div style="text-align: center;"><b>not applicable</b></div>		d. IF NATURALIZED, GIVE PLACE, DATE, AND NO. OF NATURALIZATION CERTIFICATE. <div style="text-align: center;"><b>not applicable</b></div>	
9. NAMES OF DEPENDENTS		RELATIONSHIP	DATE OF BIRTH
<b>Lillian Bobbett Noel</b>		<b>wife</b>	<b>Jan. 12, 1911</b>
<b>James A. Noel, Jr.</b>		<b>son</b>	<b>Nov. 3, 1948</b>
<b>Richard A. Noel</b>		<b>son</b>	<b>April 30, 1951</b>
			WILL RESIDE WITH YOU OVERSEAS YES      NO
			<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
10. a. FATHER'S NAME <b>Alfred E. NOEL</b>		b. PRESENT ADDRESS <b>1714 Dalo St, San Diego, Calif.</b>	
c. PLACE OF BIRTH <b>Plainfield, N.J.</b>			
11. a. MOTHER'S NAME (Maiden) <b>Ethel Louise LEACOCK</b>		b. PRESENT ADDRESS <b>deceased</b>	
c. PLACE OF BIRTH <b>New York City, N.Y.</b>			
12. IF PARENTS BORN OUTSIDE THE UNITED STATES, DID THEY EVER OBTAIN UNITED STATES CITIZENSHIP? (Check below) FATHER <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO <b>N.A.</b> MOTHER <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO <b>N.A.</b>			
13. HAVE YOU EVER APPLIED FOR A POSITION WITH THE DEPARTMENT OF STATE OR TAKEN AN EXAMINATION FOR A POSITION WITH THE DEPARTMENT OF STATE? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO If "Yes" give date, nature of position applied for, and kind of examination taken, if any. <div style="text-align: center;"><b>I was employed in the Foreign Service of the State Department from January 26, 1931 to December 1951.</b></div>			

NAME		RELATIONSHIP	ADDRESS	
None				

15. FOREIGN LANGUAGES (Specify item 19 on Form 57)  
*Give and indicate the extent of your competence, i.e. Excellent, Good, Fair*

A. LANGUAGE	B. READ	C. WRITE	D. SPEAK	E. UNDERSTAND
Spanish	Excellent	Good	Good	Excellent

16. LIST PRESENT OR FORMER FOREIGN CONNECTIONS:

A. BUSINESS  
 B. EMPLOYMENT  
 C. MILITARY

U.S. Foreign Service from Jan. 26, 1931 to Dec. 1951.

17. DATES AND PLACES OF RESIDENCE FOR LAST 10 YEARS

DATES	STREET AND NUMBER	CITY	STATE OR COUNTRY
1941-1944	Ave. del Bosque 369	Guadalajara	Mexico
1944-1946	Various	Bilbao, Madrid, Barcelona	Spain
1947-1949	1° Calle y 2° Avenida	Guatemala City	Guatemala
1949-1951	Ave. Aguirre 52	San Isidro (Buenos Aires)	Argentina
1951 (Dec)			California

18. DOES YOUR FINANCIAL POSITION PERMIT DISCHARGE OF ALL DEBTS INCURRED? ☒ YES ☐ NO  
 IF "NO," STATE INFORMATION REQUESTED BELOW:

NAMES OF CREDITORS	AMOUNTS DUE	DATES ON WHICH OBLIGATIONS WERE CONTRACTED
None		

19. HAVE YOU EVER BEEN MEDICALLY DISCHARGED FROM THE ARMED SERVICE? ☐ YES ☒ NO  
 IF "YES," GIVE DETAILS IN ITEM 39 OF FORM 57.

20. PRESENT MILITARY STATUS

A. ARE YOU REGISTERED WITH A SELECTIVE SERVICE BOARD? ☐ YES ☒ NO IF "YES," STATE BELOW THE NUMBER AND ADDRESS OF THE BOARD, AND YOUR CLASSIFICATION:

B. DO YOU HAVE A MILITARY RESERVE STATUS? ☐ YES ☒ NO IF "YES," STATE BELOW, THE BRANCH OF SERVICE, YOUR SERIAL NUMBER, YOUR ORGANIZATION UNIT AND HEADQUARTERS.

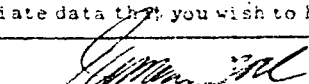
21. LIST OTHER NAMES, IF ANY, BY WHICH YOU HAVE BEEN KNOWN INCLUDING MARRIED NAMES, IF MARRIED MORE THAN ONCE, GIVING DATE DURING WHICH NAMES WERE USED. DO NOT DUPLICATE INFORMATION SUPPLIED IN ITEM 16 ON FORM 57.

None

22. HAVE YOU EVER BEEN UNDER THE CIVIL SERVICE RETIREMENT SYSTEM? ☐ YES ☒ NO  
 Subject to C.S. Retirement Act

23. SOCIAL SECURITY NUMBER, IF ANY:

24. If you believe the information you have supplied on this application does not fully show your qualifications for Foreign Service Employment, state in Item 39 of Form 57 or on a separate sheet, any additional appropriate data that you wish to have considered.

DATE March 10, 1952	SIGNATURE 
------------------------	---------------------------------------------------------------------------------------------------

SECRET

SECURITY INFORMATION

4 June 1952

MEMORANDUM FOR: Chief, Liaison Control, OSO

SUBJECT : Integration of James A. NOEL

1. On 20 March 1952 the Department of State was requested to integrate Mr. James A. NOEL for assignment as Chief of the OSO station at Caracas, Venezuela. It is understood that Mr. Noel's papers are still in process at the Department.

2. This Division has now been informed that the medical staff of CIA will not approve an overseas assignment for Mr. Noel until 1 August 1952. At that time Mr. NOEL will undergo another physical examination and if results are satisfactory he will be certified as fit for overseas duty.

3. In order to avoid cancellation of Mr. NOEL's appointment, it is requested that the Department of State be asked not to call Mr. NOEL to enter on duty until advised by OSO that he is certified for overseas duty and ready to proceed to his Caracas assignment, subject to State's concurrence. It is anticipated that this will occur about 1 August 1952, or shortly thereafter.

*J. C. King*  
for J. C. King  
Chief, Western Hemisphere

*State Dept informed 10 June 52 by [initials]*

SECRET

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

Gentlemen:

1. In accordance with the policy of this agency, it is understood and agreed by me that I shall be required to serve a minimum term of two years from the date of my arrival at my overseas post of duty, unless terminated by the Government for its convenience. If the assignment is terminated at my request in less than twenty-four months, the following shall prevail:

(a) If I resign in less than twelve months from the date of my arrival at my overseas post of duty, I shall reimburse CIA for all travel expenses involved in the transportation of myself, my immediate family, household goods, and personal effects and automobile to the foreign station, and pay all such expenses for return to the United States.

(b) If I resign between the twelfth and twenty-fourth month from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects and automobile to the United States.

2. Part (a) above shall not apply to employees who have served in a operational position with CIA or who have served an overseas tour of duty with CIA, and in such case part (b) only shall apply, amended to read: "If I desire to terminate or return to the United States prior to the expiration of twenty-four months from the date of my arrival at my overseas post of duty, I shall reimburse CIA for the travel and transportation of myself, my immediate family, household goods, and personal effects to the United States".

*[Signature]*

Witness:

*Jeannie M. Brown*

887-007

# APPLICATION FOR FEDERAL EMPLOYMENT

**INSTRUCTIONS**—Answer every question below fully and completely. Type or print in INK. Do not use correction fluid or white-out. Use the Civil Service Commission's official application form and follow its instructions. Mail this application to the office nearest to the government. Be sure to mail to the same office any other forms required by the government. Notify the office with which you file this application of any change in your address.

1. Name of examination, or kind of position applied for  
**Chief of Station**

2. Official subject (if mentioned in examination announcement)

3. Place of employment applied for  
**Barcelona, Spain**

4. (First name) (Last name) (Middle name, if any) (Last name)  
**James Arthur NOEL**

5. Street and number or R. D. number

City or post office (including postal zone), and State

6. Legal or voting residence (State) 7. Office phone No. Home phone  
**California**

8. Place of birth (city and State; if born outside U. S., name city and country)  
**New York, New York**

9. Date of birth (month, day, year) 10. Age last birthday 11. ☒ Male ☐ Female  
**March 19, 1913 35**

12. ☒ Married ☐ Single 13. Height without shoes 14. Weight  
**6 feet 0 inches 185 pounds**

15. Have you ever been employed by the Federal Government? ☒ Yes ☐ No  
If now employed by the Federal Government, give present grade and date of last change in grade.  
**CAF-12, July 1, 1945.**

DO NOT WRITE IN THIS BLOCK  
For Use of Civil Service Commission Only

<input type="checkbox"/> Accepted	<input type="checkbox"/> Material	<input type="checkbox"/> Entered register
<input type="checkbox"/> Rejected	<input type="checkbox"/> Substantiated	
<input type="checkbox"/> Withdrawn	<input type="checkbox"/> Voluntary	
Initial Score		App. Review
Approved		
OPTION	GRADE	EARNED RATING
		DIFFERENCE
		ADJUSTED RATING
		<input type="checkbox"/> 5 points (less)
		<input type="checkbox"/> 10 points
		<input type="checkbox"/> Wife, or Widow
		<input type="checkbox"/> Dead
		<input type="checkbox"/> Being investigated
INITIALS AND DATE		

16. **EXPERIENCE**—You are requested to furnish all information asked for below in sufficient detail to enable the Civil Service Commission and the appointing authority to determine your qualifications for the position for which you are applying. In this space provided below describe EVERY position you have held. Use a separate block for EACH position. You may also include any pertinent education, civic, military or organizational activity which you have participated in, showing the number of hours per week and weeks per year in which you were engaged in such activity. Start with your PRESENT position and work back, accounting for all parts of your employment. Explain clearly the principal tasks which you performed in each position. Describe your experience in the Armed Services in question 17 (Military Experience).

17. If you were ever employed in any position under a name different from that shown in Item 4 of this application, give under "Description of your work" for each position, the name used.

18. If you were ever employed or are now unemployed, indicate that fact in the space provided below for "Present Position."

Indicate "Yes" or "No" answer by placing X in proper column	YES	NO
18. (a) Would you accept short-term appointment, if offered: 1 to 3 months?		<input checked="" type="checkbox"/>
3 to 6 months?		<input checked="" type="checkbox"/>
6 to 12 months?		<input checked="" type="checkbox"/>
(b) Would you accept appointment, if offered— in Washington, D. C.?	<input checked="" type="checkbox"/>	
anywhere in the United States?	<input checked="" type="checkbox"/>	
outside the United States?	<input checked="" type="checkbox"/>	
(c) If you will accept appointments in certain locations ONLY, give acceptable locations		
(d) What is the lowest minimum salary you will accept? \$5,905.20 per year.		
(e) If you are willing to travel, specify: <input type="checkbox"/> Occasionally <input checked="" type="checkbox"/> Frequently <input type="checkbox"/> Constantly		

19. **PRESENT POSITION**

Date of employment (Month, year) From <b>August, 1944</b> To present time	Name and title of your present position <b>Chief of Station</b>	Salary or earnings, With or Without Starting <b>\$4,680 per year</b> Present <b>\$5,905 per year</b>
Place of employment (city and State) <b>Barcelona, Spain</b>	Description of your work: <b>Chief of Station at Barcelona.</b> <b>Direction of intelligence chains, evaluation of material and preparation of intelligence reports.</b> <b>Preparation of political reports on behalf of Consulate-General, Barcelona, and military reports on behalf of Military Attache, Madrid.</b>	
Name and address of employer (firm, organization, or person) If Federal, name department, bureau or establishment, and division <b>SSU, FBI</b>		
Kind of business or occupation (e.g., wholesale dist., insurance company, etc., of work, etc.)		
Number and kind of employees supervised by you <b>2 clerical; 12 outside agents</b>		
Name and title of immediate supervisor <b>William L. Shea, Acting Chief of Station</b>		
Reason for changing or change in placement <b>liquidation of SSU</b>		

(CONTINUED ON NEXT PAGE)

18 CONTINUED

Date of entry into service (month and year) <b>January, 1931 to August 1934</b> Place of employment (city and State) <b>Ensenada, Mazatlan, Manzanillo and Guadalupe, Mexico</b> Name and address of employer (firm, organization, or person) If Federal name department, bureau or establishment, and division <b>State Dept., Foreign Service</b> Kind of business or organization (e. g., wholesale and insurance agency, mfg. of locks, etc.) Number and kind of employees supervised by you <b>Six male and female clerks</b> Name and title of immediate supervisor <b>John James Melly, Consul General</b> Reason for leaving <b>(now deceased) to accept position with OSS</b>		Exact title of your position <b>American Vice Consul</b> Salary or earnings Starting \$ <b>1800</b> per year Final \$ <b>3050</b> per year Description of your work: General consular work including passport and visa work, political reporting, economic reporting, performance shipping services, outside investigations of all kinds, accounts, supervision of subordinate personnel, in charge of consulate for prolonged temporary periods during 14 years continuous service with the State Dept. at 4 different Mexican posts.	
Date of entry into service (month and year) <b>July 1930 to Jan. 1931</b> Place of employment (city and State) <b>San Diego, California</b> Name and address of employer (firm, organization, or person) If Federal name department, bureau or establishment, and division <b>Alfred E. Noel (father)</b> <b>1234 Dale St., San Diego</b> Kind of business or organization (e. g., wholesale and insurance agency, mfg. of locks, etc.) <b>gasoline service station</b> Number and kind of employees supervised by you <b>one</b> Name and title of immediate supervisor <b>Alfred E. Noel</b> Reason for leaving <b>to accept position in the American Foreign Service</b>		Exact title of your position <b>Service Station Manager</b> Salary or earnings Starting \$ <b>1800</b> per year Final \$ <b>1800</b> per year Description of your work: management and operation of gasoline service station	
Date of entry into service (month and year) <b>June 1930 to July 1930</b> Place of employment (city and State) <b>San Diego, California</b> Name and address of employer (firm, organization, or person) If Federal name department, bureau or establishment, and division <b>San Diego Chamber of Commerce</b> Kind of business or organization (e. g., wholesale and insurance agency, mfg. of locks, etc.) <b>Chamber of Commerce</b> Number and kind of employees supervised by you <b>none</b> Name and title of immediate supervisor <b>C. F. Reynolds</b> Reason for leaving <b>reduction of staff on account of reduced budget</b>		Exact title of your position <b>Assistant</b> Salary or earnings Starting \$ <b>1200</b> per year Final \$ <b>1200</b> per year Description of your work: Assistant to foreign trade and traffic manager of San Diego Chamber of Commerce. Stenographic work, drafting routine correspondence maintenance of traffic rates files.	
Date of entry into service (month and year) <b>MARCH 1927 to Jan. 1930</b> Place of employment (city and State) <b>San Diego, California</b> Name and address of employer (firm, organization, or person) If Federal name department, bureau or establishment, and division <b>National Paint &amp; Varnish Co.</b> Kind of business or organization (e. g., wholesale and insurance agency, mfg. of locks, etc.) <b>paints and varnishes, retail</b> Number and kind of employees supervised by you <b>none</b> Name and title of immediate supervisor <b>Matt L. Aitken</b> Reason for leaving <b>to accept higher paying position with S.D. Chamber of Commerce.</b>		Exact title of your position <b>bookkeeper</b> Salary or earnings Starting \$ <b>900</b> per year Final \$ <b>900</b> per year Description of your work: bookkeeping and office management of branch paint store and	

If more space is required, use a continuation sheet (Standard Form No. 58) or a sheet of paper the same size as this page. Write on each sheet your name, address, date of birth, and occupation title. Attach to inside of cover.

12. **MILITARY EXPERIENCE**—In order to best determine placements of use veterans, detailed information should be obtained about the training and experience they have received on special or technical schools or while in service schools, and indicate in item (a) all important changes in duty assignment, showing dates of each assignment.

1. (a) First Special Service School attended: \_\_\_\_\_  
(b) What were you taught in First Special Service School? \_\_\_\_\_

2. (a) Duty assignment or rating after this training: \_\_\_\_\_  
(b) What did you do during this duty assignment? \_\_\_\_\_

3. (a) Second Special Service School attended: \_\_\_\_\_  
(b) What were you taught in Second Special Service School? \_\_\_\_\_

4. (a) Duty assignment after this training: \_\_\_\_\_  
(b) What did you do during this duty assignment? \_\_\_\_\_

5. List on a separate sheet of paper any additional experience, training, service, or special duty assignments during military service or hospitalization.

6. EDUCATION - Circle highest grade completed: \_\_\_\_\_  
Mark (X) the appropriate line to indicate secondary completion of: \_\_\_\_\_  
☐ Elementary School ☐ Junior High School ☒ Senior High School

7. (a) State and Location of College or University: \_\_\_\_\_  
(b) List Your Chief Undergraduate College Subjects: \_\_\_\_\_

8. (a) State and Location of College or University: \_\_\_\_\_  
(b) List Your Chief Graduate College Subjects: \_\_\_\_\_

9. (a) Other training such as vocational, technical, duty service, etc. through the Armed Forces Institute (name course and location of course, or "in service training" in a Federal Agency): \_\_\_\_\_  
Special training in intelligence work at OSS. Sixteen years of government foreign service.

10. Indicate your knowledge of foreign languages: \_\_\_\_\_  
Spanish: \_\_\_\_\_

11. How was your knowledge of Spanish acquired? \_\_\_\_\_  
Sixteen years of residence in Spanish speaking countries.

12. Give any special qualifications not covered elsewhere in your application such as: \_\_\_\_\_  
(a) your more important publications (do NOT submit copies unless requested)  
(b) your patents or inventions  
(c) public speaking and public relations experience  
(d) membership in professional or scientific societies, etc.

13. List all research, technical, and scientific work done in connection with your service or professional service: \_\_\_\_\_  
Approximate number of words and symbols in total: 60,000

23. REFERENCES - List three persons living in the United States or Territories of the United States who are NOT related to you and who have definite knowledge of your qualifications and fitness for the position for which you are applying. Do not repeat names of supervisors listed under Item 16. (SEE INSTRUCTIONS)		
FULL NAME	BUSINESS OR HOME ADDRESS (Give complete address, including street and number)	BUSINESS OR OCCUPATION
1. Gen. Rufus M. Lane	Falls Church, Virginia	retired Marine off.
2. <del>xxxxxx</del> Jack D. Neal	State Department, Washing. (FAC)	State officer
3. Eric C. Wendelin	State Department, Washington	State officer

24. May inquiry be made of your present employer regarding your character, qualifications, etc? ☒ Yes ☐ No

Indicate "Yes" or "No" answer by placing X in proper column	YES	NO	Indicate "Yes" or "No" answer by placing X in proper column	YES	NO
25. Are you a citizen of the United States?	<input checked="" type="checkbox"/>		28. Have you any physical defect or disability whatsoever? If your answer is "Yes" give complete details in Item 29.		<input checked="" type="checkbox"/>
26. Do you advocate or have you ever advocated, or are you now or have you ever been a member of any organization that advocates the overthrow of the Government of the United States by force or violence? If your answer is "Yes," give complete details in Item 28.		<input checked="" type="checkbox"/>	29. (a) Were you ever in the United States Military or Naval Service during time of War?	<input checked="" type="checkbox"/>	OSS
27. Within the past 12 months, have you habitually used intoxicating beverages to excess?		<input checked="" type="checkbox"/>	(b) Is the word "honorable" or the word "satisfactory" used in your discharge or separation papers to show the type of your discharge or separation?	<input checked="" type="checkbox"/>	
28. Since your 18th birthday, have you ever been convicted, or fined, or imprisoned, or placed on probation, or have you ever been ordered to deposit bail, for the violation of any law, police regulation or ordinance (including minor traffic violations for which a fine of \$25 or less was imposed)? If your answer is "Yes," list all such cases under Item 29 below. Give in each case: (1) the date, (2) the nature of the offense, (3) the name and position of the court, (4) the penalty imposed, if any, or other disposition of the case. If repeated your fingerprints will be taken.		<input checked="" type="checkbox"/>	(c) Was your discharge or separation on an active full-time basis with full pay and allowances?	<input checked="" type="checkbox"/>	
29. Have you ever been discharged or forced to resign for misconduct or unsatisfactory service from any position?		<input checked="" type="checkbox"/>	(d) <b>Civilian</b> Date of entry into service: <b>Aug. 14, 1944</b> Date of separation or discharge: <b>Oct. 1945</b> Branch of service (Army, Navy, M. C., C. G., etc.): <b>OSS</b> Serial No. (if none, give grade or rating at time of separation): <b>Chief of Station</b>		
30. Do you receive an annuity from the U. S. or D. C. Government under any retirement act or any pension or other compensation for military or naval service?		<input checked="" type="checkbox"/>	IF YOUR ANSWER TO THIS QUESTION (No. 29) INDICATES THAT YOU ARE ENTITLED TO VETERAN PREFERENCE, SUCH PREFERENCE WILL BE CARRIED IN THE CLAIM. IF APPOINTED, YOU WILL BE REQUIRED TO FURNISH TO THE APPOINTING OFFICER, PRIOR TO ENTRY ON DUTY, OFFICIAL EVIDENCE OF SEPARATION FROM YOUR LATEST PERIOD OF ACTIVE SERVICE IN THE ARMED FORCES OF THE UNITED STATES DURING TIME OF WAR. (DO NOT SUBMIT PROOF OF DISCHARGE OR SEPARATION WITH THIS APPLICATION)		
31. Are you an official or employee of any State, Territory, county, or municipality?		<input checked="" type="checkbox"/>	Indicate "Yes" or "No" answer by placing X in proper column. YES NO 37. (a) If you served in the U. S. Military or Naval Service during the time of War, did you participate in a campaign or expedition and receive a campaign badge or service ribbon? (b) Are you a disabled veteran? (c) Are you the unmarried widow of a veteran? (d) Are you the wife of a veteran who has service-connected disability? IF YOUR ANSWER TO QUESTION 37 (a), (b), (c), OR (d) IS "YES," AND YOU WISH TO CLAIM VETERAN PREFERENCE, ATTACH TO THIS APPLICATION VETERAN PREFERENCE CLAIM CIVIL SERVICE COMMISSION FORM 14 TOGETHER WITH THE NECESSARY PROOF SPECIFIED THEREIN.		
32. Does the U. S. Government employ in a civilian capacity any relative of yours by blood or marriage with whom you live or have lived within the past 5 months?		<input checked="" type="checkbox"/>	<b>THIS SPACE FOR USE OF APPOINTING OFFICE ONLY</b> The information contained in the answers to Questions 25 through 36 above has been verified by comparison with the discharge certificate on _____ 19_____. Agency _____ Title _____		
33. Have you ever had a nervous breakdown?		<input checked="" type="checkbox"/>			
34. Have you ever had tuberculosis?		<input checked="" type="checkbox"/>			
35. Space for detailed answers to other questions (Indicate item numbers to which answers apply).					
ITEM No.	ITEM No.				
36.	I do not know if service with OSS in a civilian capacity abroad is considered "military service." However, since an "honorably served" certificate was issued to me, and since the org. was under the Joint Chiefs of Staff, reference to the service is being included for whatever it may be worth.				

If more space is required use paper the same size as this page. Write on each sheet your name, address, date of birth, and occupation title. Attach to back of this application.

FALSE STATEMENT ON THIS APPLICATION IS PUNISHABLE BY LAW (U. S. CODE, TITLE 18, SECTION 1001). I certify that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Date 3 Oct. 1946

Signature of applicant \_\_\_\_\_  
 Sign your name in INK (use photograph, pen, or ballpoint pen) If female print Miss or Mrs. and if married use surname given in (1) (2) (3) and (4) and surname (If female print Miss or Mrs. and if married use surname given in (1) (2) (3) and (4))

PERSONAL HISTORY STATEMENT					
<b>INSTRUCTIONS:</b> ANSWER ALL QUESTIONS COMPLETELY. IF QUESTION DOES NOT APPLY WRITE "NOT APPLICABLE". WRITE "UNKNOWN" ONLY IF YOU DO NOT KNOW THE ANSWER AND CANNOT OBTAIN THE ANSWER FROM PERSONAL RECORDS. USE A SEPARATE SHEET OF PAPER FOR EXTRA DETAILS ON ANY QUESTION OR QUESTIONS FOR WHICH YOU DO NOT HAVE SUFFICIENT ROOM. ATTACH TWO RECENT PASSPORT SIZE PICTURES TO THIS FORM. DATE TAKEN WRITTEN ON THE BACK OF EACH. TYPE, PRINT OR WRITE CAREFULLY; ILLEGIBLE OR INCOMPLETE FORMS WILL NOT RECEIVE CONSIDERATION.					
HAVE YOU READ AND UNDERSTOOD THE ABOVE INSTRUCTIONS?					YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
<b>SECTION 1. PERSONAL BACKGROUND</b>					
NAME MR. <input type="checkbox"/> MISS <input type="checkbox"/> MRS. <input type="checkbox"/>		FIRST James		MIDDLE Arthur	
		LAST NOEL		TELEPHONE 95-37	
PRESENT ADDRESS - STREET AND NUMBER		CITY		STATE	
Chalet Sylvia, 2a Av. y 1a. Calle de Santa Clara,		Guatemala City,		Guate.	
LEGAL RESIDENCE - STREET AND NUMBER		CITY		STATE	
4389 McClintock Street,		San Diego, 5,		California, U.S.A.	
NICKNAMES		OTHER NAMES THAT YOU HAVE USED			
Jim, Jaime		none			
UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES?					HOW LONG?
---					---
IF LEGAL CHANGE, GIVE PARTICULARS (WHERE, WHEN AND BY WHAT AUTHORITY)					
---					
DATE OF BIRTH		PLACE OF BIRTH		CITY	
Mar. 19, 1911		New York City,		New York, U.S.A.	
PRESENT CITIZENSHIP		ACQUIRED BY:			
US		BIRTH <input checked="" type="checkbox"/> MARRIAGE <input type="checkbox"/> NATURALIZATION <input type="checkbox"/>			
NATURALIZATION CERTIFICATE		NUMBER		DATE ISSUED	
		---		---	
LOCATION OF COURT		CITY		STATE	
---		---		---	
PREVIOUS CITIZENSHIP		DATE HELD		FROM: TO:	
none		---		---	
OTHER CITIZENSHIPS (GIVE PARTICULARS)					
none					
STEPS TAKEN TO CHANGE PRESENT NATIONALITY (GIVE PARTICULARS)					
none					
LAST U.S. PASSPORT		NUMBER		DATE	
		Diplomatic 261		25-Mar. 1947	
		PLACE OF ISSUE Washington, D.C.			
ALL OTHER U.S. PASSPORTS YOU HAVE HAD (GIVE APPROXIMATE DATES)					
Spec. Pass. 32694, 4/10/43, Wash; plus 4 other Spec. Passports issued					
PASSPORTS OF OTHER NATIONS (between Jan. 1931 and October 1943).					
none					
IF BORN OUTSIDE U.S.		DATE OF ARRIVAL IN THIS COUNTRY		PORT OF ENTRY	
		---		---	
LAST U.S. VISA		NUMBER		DATE	
		---		---	
		TYPE		PLACE OF ISSUE	
		---		---	
<b>SECTION 2. PHYSICAL DESCRIPTION</b>					
AGE		SEX		HEIGHT	
36		Male		6' 0"	
		WEIGHT		EYES	
		185 Lbs.		Dk. Brown	
		HAIR		BUILD	
		Dk. Brown		heavy	
COMPLEXION		SCARS			
Ruddy		Two scars on neck			
OTHER DISTINGUISHING FEATURES					
none					



SECTION 3. MARITAL STATUS									
MARRIED <input checked="" type="checkbox"/>	WIDOWED <input type="checkbox"/>	SEPARATED <input type="checkbox"/>	DATE OF SEPARATION OR DIVORCE		PLACE				
SINGLE <input type="checkbox"/>	DIVORCED <input type="checkbox"/>								
REASON FOR SEPARATION OR DIVORCE									
NOTE: IF YOU HAVE BEEN MARRIED MORE THAN ONCE USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND AND GIVE DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.									
NAME OF WIFE OR HUSBAND		FIRST	MIDDLE (FOR WIFE, MAIDEN)	LAST	DATE OF MARRIAGE				
		Lillian	Bobbett	Noel	29 September 1934				
PLACE OF MARRIAGE		(HIS OR HER ADDRESS BEFORE MARRIAGE)		STREET AND NUMBER	CITY	STATE	COUNTRY		
San Diego, California				3614 Fairmount Ave.,	San Diego,	Calif.			
LIVING <input checked="" type="checkbox"/>	DECEASED <input type="checkbox"/>	DATE OF DECEASE		CAUSE					
PRESENT OR LAST ADDRESS		STREET AND NUMBER		CITY	STATE	COUNTRY			
		Chalet Sylvia, 2a. Av. y la. Calle de Sta. Clara,		Guatemala City					
DATE OF BIRTH		PLACE OF BIRTH		CITY	STATE	COUNTRY			
12 January 1911		Colorado Springs,		Colorado,		U.S.A.			
CITIZENSHIP		DATE ACQUIRED		WHERE ACQUIRED	CITY	STATE	COUNTRY		
U.S.		birth							
OCCUPATION		LAST EMPLOYER							
housewife		San Diego Board of Education							
EMPLOYER'S OR OWN BUSINESS ADDRESS		STREET AND NUMBER		CITY	STATE	COUNTRY			
		Board of Education,		San Diego,	California,	U.S.A.			
DATE OF MILITARY SERVICE		FROM	TO	BRANCH OF SERVICE		COUNTRY			
		none							
OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN (GIVE DETAILS)									
U.S. Consulate, Ensenada, Baja California, Mexico, from 1934 to 1937.									
SECTION 4. CHILDREN OR DEPENDENTS (INCLUDE PARTIAL DEPENDENTS)									
NAME		RELATIONSHIP			AGE				
none									
CITIZENSHIP	ADDRESS		STREET AND NUMBER	CITY	STATE	COUNTRY			
NAME		RELATIONSHIP			AGE				
CITIZENSHIP	ADDRESS		STREET AND NUMBER	CITY	STATE	COUNTRY			
NAME		RELATIONSHIP			AGE				
CITIZENSHIP	ADDRESS		STREET AND NUMBER	CITY	STATE	COUNTRY			
SECTION 5. PARENTS									
NOTE: FOR STEPFATHER, STEPMOTHER AND/OR GUARDIAN, GIVE THE SAME INFORMATION AS REQUIRED BELOW ON SEPARATE SHEET									
NAME OF FATHER		FIRST	MIDDLE	LAST	LIVING <input checked="" type="checkbox"/>		DECEASED <input type="checkbox"/>		
		Alfred	Edwin	Noel					
DATE OF DECEASE		CAUSE							
PRESENT OR LAST ADDRESS		STREET AND NUMBER		CITY	STATE	COUNTRY			
		1714 Dale Street		San Diego, 5,	California,	U.S.A.			
DATE OF BIRTH		PLACE OF BIRTH		CITY	STATE	COUNTRY			
2 May 1886		Plainfield,		New Jersey,		U.S.A.			
CITIZENSHIP		DATE ACQUIRED		WHERE ACQUIRED	CITY	STATE	COUNTRY		
U.S.		birth							
OCCUPATION		LAST EMPLOYER							
Supervisor		Curtis Publishing Company							
EMPLOYER'S OR OWN BUSINESS ADDRESS		STREET AND NUMBER		CITY	STATE	COUNTRY			
				San Diego, 5,	California,	U.S.A.			
SECTION 5. PARENTS (CONTINUED TO PAGE 3) I understand my father is, or is about to be, re-married, but I have no information concerning his prospective stepmother.									

SECTION 5. PARENTS (CONTINUED) PAGE 2									
DATE OF MILITARY SERVICE		FROM: none		TO: ---		BRANCH OR SERVICE		COUNTRY	
OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN (GIVE DETAILS)									
none									
NAME OF MOTHER		FIRST		MAIDEN		LAST		LIVING <input type="checkbox"/> DECEASED <input checked="" type="checkbox"/>	
		Ethel		Leacock		Noel			
DATE OF DECEASE		CAUSE							
21 Feb. 1943		Bright's disease							
PRESENT OR LAST ADDRESS		STREET AND NUMBER		CITY		STATE		COUNTRY	
		1714 Dale Street,		San Diego, 5,		California,		U.S.A.	
DATE OF BIRTH		PLACE OF BIRTH		CITY		STATE		COUNTRY	
10 March 1888		New York City,		New York,		U.S.A.			
CITIZENSHIP		DATE ACQUIRED		WHERE ACQUIRED		CITY		STATE COUNTRY	
U.S.		birth				---			
OCCUPATION		LAST EMPLOYER							
housewife		-----							
EMPLOYER'S OR OWN BUSINESS ADDRESS		STREET AND NUMBER		CITY		STATE		COUNTRY	
		-----							
GOVERNMENT SERVICE, U.S. OR FOREIGN (GIVE DETAILS)									
none									
SECTION 6. BROTHERS AND SISTERS (INCLUDING HALF-STEP- AND ADOPTED BROTHERS AND SISTERS)									
NAME		FIRST		MIDDLE		LAST			
		Edward		Charles		Noel			
PRESENT ADDRESS		STREET AND NUMBER		CITY		STATE		COUNTRY	
		815 South Lake St.,		Los Angeles, 5,		California,			
NAME		FIRST		MIDDLE		LAST			
		George		Thomas		Noel			
PRESENT ADDRESS		STREET AND NUMBER		CITY		STATE		COUNTRY	
				Laguna Beach,		California,		U.S.A.	
NAME		FIRST		MIDDLE		LAST			
		William		Alfred		Noel			
PRESENT ADDRESS		STREET AND NUMBER		CITY		STATE		COUNTRY	
		1714 Dale Street,		San Diego, 5,		California,		U.S.A.	
SECTION 7. PARENTS-IN-LAW									
NAME OF FATHER-IN-LAW		FIRST		MIDDLE		LAST		LIVING <input checked="" type="checkbox"/> DECEASED <input type="checkbox"/>	
		Albert		none		Bobbett			
DATE OF DECEASE		CAUSE							
-----		-----							
PRESENT OR LAST ADDRESS		STREET AND NUMBER		CITY		STATE		COUNTRY	
		4389 McClintock Street,		San Diego,		California,		U.S.A.	
DATE OF BIRTH		PLACE OF BIRTH		CITY		STATE		COUNTRY	
Feb. 2, 1886				Wells,		Somerset		England	
CITIZENSHIP		DATE ACQUIRED		WHERE ACQUIRED		CITY		STATE COUNTRY	
U.S.		13/1/23 naturalization						Colorado Springs, Colorado	
OCCUPATION		LAST EMPLOYER							
retired merchant		self							
NAME OF MOTHER-IN-LAW		FIRST		MAIDEN		LAST		LIVING <input checked="" type="checkbox"/> DECEASED <input type="checkbox"/>	
		Thala		Clausen		Bobbett			
DATE OF DECEASE		CAUSE							
-----		-----							
PRESENT OR LAST ADDRESS		STREET AND NUMBER		CITY		STATE		COUNTRY	
		4389 McClintock Street,		San Diego, 5,		California,		U.S.A.	
DATE OF BIRTH		PLACE OF BIRTH		CITY		STATE		COUNTRY	
July 10, 1881				Neksø		Bornholm		Denmark	
CITIZENSHIP		DATE ACQUIRED		WHERE ACQUIRED		CITY		STATE COUNTRY	
U.S.		22 June 1928				San Diego,		California	
OCCUPATION		LAST EMPLOYER							
housewife		-----							

SECTION 5. PARENTS (CONTINUED PAGE 2)							
DATE OF MILITARY SERVICE	FROM: none	TO: ---	BRANCH OR SERVICE		COUNTRY		
OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN (GIVE DETAILS) none							
NAME OF MOTHER		FIRST Ethel	MAIDEN Leacock	LAST Noel		LIVING <input type="checkbox"/> DECEASED <input checked="" type="checkbox"/>	
DATE OF DECEASE		CAUSE					
21 Feb, 1943		Bright's disease					
PRESENT OR LAST ADDRESS	STREET AND NUMBER		CITY		STATE	COUNTRY	
	1714 Dale Street,		San Diego, 5,		California,	U.S.A.	
DATE OF BIRTH	PLACE OF BIRTH		CITY		STATE	COUNTRY	
10 March 1888	New York City,		New York,		U.S.A.		
CITIZENSHIP	DATE ACQUIRED		WHERE ACQUIRED	CITY	STATE	COUNTRY	
U.S.	Birth						
OCCUPATION	LAST EMPLOYER						
housewife							
EMPLOYER'S OR OWN BUSINESS ADDRESS	STREET AND NUMBER		CITY		STATE	COUNTRY	
GOVERNMENT SERVICE, U.S. OR FOREIGN (GIVE DETAILS) none							
SECTION 6. BROTHERS AND SISTERS (INCLUDING HALF-STEP- AND ADOPTED BROTHERS AND SISTERS)							
NAME		FIRST	MIDDLE	LAST			
		Edward	Charles	Noel			
PRESENT ADDRESS	STREET AND NUMBER		CITY		STATE	COUNTRY	
	815 South Lake St.,		Los Angeles, 5,		California,		
NAME	FIRST	MIDDLE	LAST				
	Edward	Thomas	Noel				

ADD - Section 6. (Brothers and Sisters)

<u>Name</u>	<u>First</u>	<u>Middle</u>	<u>Last</u>
	Robert	Joseph	Noel
<u>Present Address</u>	<u>Street</u>	<u>City</u>	<u>State</u>
	1942 4th Street,	Seattle, 99,	Washington.

<u>Name</u>	<u>First</u>	<u>Middle</u>	<u>Last</u>
	Louise	Rhoda	Noel
<u>Present Address</u>	<u>Street</u>	<u>City</u>	<u>State</u>
	1714 Dale Street,	San Diego, 2,	California.

4309 MCCLINTOCK STREET, SAN DIEGO, 5, CALIFORNIA, U.S.A.							
DATE OF BIRTH	PLACE OF BIRTH		CITY		STATE	COUNTRY	
July 10, 1881	Neksø		Bornholm		Denmark		
CITIZENSHIP	DATE ACQUIRED	WHERE ACQUIRED	CITY	STATE	COUNTRY		
U.S.	22 June 1926	San Diego,	California				
OCCUPATION	LAST EMPLOYER						
housewife							

## SECTION 8. RELATIVES

NOTE: INDICATE BELOW THE RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO LIVE ABROAD, ARE UNDER THE INFLUENCE OF A FOREIGN POWER, ARE NOT CITIZENS OF THE UNITED STATES, OR ARE MARRIED TO NON-CITIZENS.

NAME I have no relatives who are not citizens of the United States or who are married to non-citizens. RELATIONSHIP AGE

CITIZENSHIP ADDRESS STREET AND NUMBER CITY STATE COUNTRY

REASON FOR LISTING UNDER THIS QUESTION

NAME RELATIONSHIP AGE

CITIZENSHIP ADDRESS STREET AND NUMBER CITY STATE COUNTRY

REASON FOR LISTING UNDER THIS QUESTION

NAME RELATIONSHIP AGE

CITIZENSHIP ADDRESS STREET AND NUMBER CITY STATE COUNTRY

REASON FOR LISTING UNDER THIS QUESTION

NOTE: INDICATE BELOW THE RELATIVES BY BLOOD OR MARRIAGE, IN MILITARY, NAVAL OR OTHER GOVERNMENT SERVICE (UNITED STATES OR FOREIGN)

NAME George Thomas Noel RELATIONSHIP brother AGE 38

CITIZENSHIP U.S. ADDRESS STREET AND NUMBER CITY STATE COUNTRY

TYPE AND LOCATION OF SERVICE (IF KNOWN) Laguna Beach, California

Civil employee of U.S. Navy Department at El Toro Field, Santa Ana, Calif

NAME RELATIONSHIP AGE

CITIZENSHIP ADDRESS STREET AND NUMBER CITY STATE COUNTRY

TYPE AND LOCATION OF SERVICE (IF KNOWN)

NAME RELATIONSHIP AGE

CITIZENSHIP ADDRESS STREET AND NUMBER CITY STATE COUNTRY

TYPE AND LOCATION OF SERVICE (IF KNOWN)

## SECTION 9. EDUCATION

SCHOOL ADDRESS CITY STATE COUNTRY

S.D. Sr. High School San Diego, California, U.S.A.

DATES ATTENDED FROM 1926 TO Feb. 1929 DEGREE Diploma

SCHOOL ADDRESS CITY STATE COUNTRY

DATES ATTENDED FROM TO DEGREE

SCHOOL ADDRESS CITY STATE COUNTRY

DATES ATTENDED FROM TO DEGREE

SCHOOL ADDRESS CITY STATE COUNTRY

COLLEGE none ADDRESS CITY STATE COUNTRY

DATES ATTENDED FROM TO DEGREE

SCHOOL ADDRESS CITY STATE COUNTRY

DATES ATTENDED FROM TO DEGREE

SCHOOL ADDRESS CITY STATE COUNTRY

DATES ATTENDED FROM TO DEGREE

SCHOOL ADDRESS CITY STATE COUNTRY

SECTION 10. SELECTIVE SERVICE

(CONTINUED TO PAGE 5)

SECTION 10. SELECTIVE SERVICE - U.S.			
CLASSIFICATION	ORDER NUMBER	APPROXIMATE INDUCTION DATE	BOARDS NUMBER
11-A	2856-B	---	156
ADDRESS OF BOARD		STREET AND NUMBER	CITY STATE
		2356 30th Street,	San Diego, 2, California
IF DEFERRED, STATE REASON			
---			
SECTION 11. MILITARY, NAVAL OR OTHER GOVERNMENT SERVICE - UNITED STATES OR FOREIGN			
COUNTRY	SERVICE	SERVICE DATES	FROM TO
U.S.A.	Foreign Service	26 January 1931	date
GRADE	SERIAL NUMBER	TYPE OF DISCHARGE	
Attaché	---	----	
LAST STATION		COMMANDING OFFICER	
American Embassy, Guatemala City		Ambassador Edwin J. Kyle	
REMARKS:			
SECTION 12. CHRONOLOGICAL HISTORY OF EMPLOYMENT (USE ADDITIONAL SHEET IF NECESSARY)			
NOTE: INCLUDE BELOW PERIODS OF UNEMPLOYMENT AND CASUAL EMPLOYMENT. GIVE ADDRESS AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. INCLUDE LAST 5 POSITIONS AND COVER AT LEAST 15 YEARS.			
EMPLOYER		JOB TITLE	
U.S. State Department (Consular Service)		Vice Consul	
ADDRESS	STREET AND NUMBER	CITY	STATE
American Consulate, Ensenada, Mexico			
KIND OF BUSINESS		NAME OF SUPERVISOR	
government		Consul Wm. A. Smale	
YOUR DUTIES AND SPECIALTY			
Gen. consular, including immigration, passport			
DATES COVERED	FROM:	TO:	SALARY PER
26 January 1931	6 October 1938	\$1,800.00	annum
REASONS FOR LEAVING			
transferred to American Consulate at Mazatlán, Mexico.			
EMPLOYER		JOB TITLE	
U.S. State Department (Consular Service)		Vice Consul	
ADDRESS	STREET AND NUMBER	CITY	STATE
American Consulate, Mazatlán, Mexico			
KIND OF BUSINESS		NAME OF SUPERVISOR	
government		Consul Rufus H. Lane, Jr.	
YOUR DUTIES AND SPECIALTY			
shipping, invoice, immigration, political report.			
DATES COVERED	FROM:	TO:	SALARY PER
November 1933	August 1941	\$2,250.00	annum
REASONS FOR LEAVING			
transferred to American Consulate, Guadalajara, Mexico			
EMPLOYER		JOB TITLE	
U.S. State Department (Consular Service)		Vice Consul	
ADDRESS	STREET AND NUMBER	CITY	STATE
American Consulate, Guadalajara, Mexico			
KIND OF BUSINESS		NAME OF SUPERVISOR	
government		Consul Maurice L. Stafford	
YOUR DUTIES AND SPECIALTY			
passport, visa, political & economic reporting			
DATES COVERED	FROM:	TO:	SALARY PER
August 1941	August 1944	\$3,160.	annum
REASONS FOR LEAVING			
to accept employment with Office of Strategic Services			
EMPLOYER		JOB TITLE	
Office of Strategic Services		Station Chief	
ADDRESS	STREET AND NUMBER	CITY	STATE
American Consulate, Bilbao, Spain			
KIND OF BUSINESS		government	

(CONTINUED TO PAGE 6)

SECTION 12. CHRONOLOGICAL HISTORY OF EMPLOYMENT (CONTINUED FROM PAGE 5)

DUTIES AND SPECIALTY		NAME OF SUPERVISOR	
Special reporting		Donn Paul Medalie	
DATE COVERED	FROM: September 1944	TO: December 1945	SALARY \$4,000.00 PER annum
REASONS FOR LEAVING			
temporarily assigned to American Embassy, Madrid, Spain			
EMPLOYER		JOB TITLE	
Office of Strategic Services		-	
ADDRESS STREET AND NUMBER CITY STATE		KIND OF BUSINESS	
American Embassy, Madrid, Spain		Axis Assets, Allied Trustee-ship	
DUTIES AND SPECIALTY		NAME OF SUPERVISOR	
investigating and reporting		Donn Paul Medalie	
DATE COVERED	FROM: December 1945	TO: May 30, 1946	SALARY \$5,100.00 PER annum
REASONS FOR LEAVING			
transferred to Barcelona, Spain			
EMPLOYER		JOB TITLE	
Strategic Service Unit (War Department)		Station Chief	
ADDRESS STREET AND NUMBER CITY STATE		KIND OF BUSINESS	
American Consulate General, Barcelona, Spain		government	
DUTIES AND SPECIALTY		NAME OF SUPERVISOR	
specialized reporting		Donn Paul Medalie	
DATE COVERED	FROM: June 1, 1946	TO: Mar. 1, 1947	SALARY \$5,900.00 PER annum
REASONS FOR LEAVING			
transferred to American Embassy, Guatemala City, Guatemala			

NOTE: IN SPACE BELOW GIVE DETAILS CONCERNING ANY POSITION FROM WHICH YOU MAY HAVE BEEN DISCHARGED OR WHICH YOU MAY HAVE LEFT UNDER CIRCUMSTANCES WHICH WERE NOT ENTIRELY FAVORABLE.

DETAILS:

SECTION 13. CHARACTER REFERENCES-FIVE IN THE UNITED STATES (GIVE BUSINESS ADDRESS WHEN POSSIBLE)

NAME	ADDRESS STREET AND NUMBER CITY STATE
Mr. Frank Forward	Union Title Co., San Diego, California
Mr. Gordon B. Dunlap	5602 Broadway, San Antonio, Texas
Mr. Wayne L. Brown	1667 Pontiac Street, Denver, Colorado
Col. Herbert King	731 Macon Street, Brooklyn, New York
Mr. Wm. Blackstone	Riviera Lpts., 1000 2nd St., Coronado, Calif.

SECTION 14. SOCIAL ACQUAINTANCES-FIVE IN THE UNITED STATES (GIVE BUSINESS ADDRESS WHEN POSSIBLE)

NAME	ADDRESS STREET AND NUMBER CITY STATE
Mr. Paul W. Boltz	4451 Monroe, San Diego, California
Mr. Art Jacobs	4441 42nd Street, San Diego, California
Gen. Rufus H. Lane (Ret'd)	Cal's Church, Virginia
Eric C. Wendelin	State Department, Washington, D.C.
Jack L. Neal	State Department, Washington, D.C.

SECTION 15. NEIGHBORS-THREE IN THE UNITED STATES (AT YOUR LAST NORMAL ADDRESS)

(CONTINUED TO PAGE 7)

NAME		ADDRESS - STREET AND NUMBER	CITY	STATE
Mr. Harry S. Hawley		Retired, U.S. State Department	Washington	
Mr. Don Morgan		4320 Glenwood Drive, RT. 4, box 104	Riverdale	Calif.
Mr. R. G. Leddy		Street Address Unknown	Washington	D.C.

**SECTION 16. MISCELLANEOUS**

DID YOU EVER HAVE OR DO YOU NOW HAVE MEMBERSHIP IN, OR SUPPORT ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES? YES ☐ NO ☒

IF ANSWER IS "YES" EXPLAIN BELOW:

DO YOU USE, OR HAVE YOU USED INTOXICANTS? Social drinking only.

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

HAVE YOU EVER BEEN COURT-MARTIALED WHILE A MEMBER OF THE ARMED FORCES? YES ☐ NO ☒

IF ANSWER IS "YES", GIVE DETAILS BELOW:

**SECTION 17. FINANCIAL BACKGROUND**

ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? YES ☒ NO ☐ IF ANSWER IS "NO", STATE SOURCES OF OTHER INCOME:

NAME OF BANKS WITH WHICH YOU HAVE ACCOUNTS

First National Trust & Savings Bank, San Diego, California.

HAVE YOU EVER BEEN IN BANKRUPTCY? YES ☐ NO ☒ IF ANSWER IS "YES", GIVE PARTICULARS:

**SECTION 18. CREDIT REFERENCES-THREE IN THE UNITED STATES**

NAME	ADDRESS - STREET AND NUMBER	CITY	STATE
First National Bank	5th & Broadway	San Diego	California
Garston & Company	5th & "C"	San Diego	California
Union Oil Company		San Diego	California

**SECTION 19. RESIDENCES FOR PAST 15 YEARS**

FROM	TO	ADDRESS - STREET AND NUMBER	CITY	STATE	COUNTRY
Jan. 1931	Oct. 1938	American Consulate	Ensenada	B.C.	Mexico
Nov. 1938	Aug. 1941	American Consulate	Mazatlan	Sin.	Mexico
Aug. 1941	Aug. 1944	American Consulate	Guadalajara	Jal.	Mexico

(CONTINUED TO PAGE 8)

PAGE 7

## SECTION 19. RESIDENCES FOR PAST 15 YEARS (CONTINUED FROM PAGE 5)

FROM:	TO:	ADDRESS STREET AND NUMBER	CITY	STATE	COUNTRY
Sept. 1944	Dec. 1945	American Consulate	Bilbao	Vizcaya	Spain
FROM:	TO:	ADDRESS STREET AND NUMBER	CITY	STATE	COUNTRY
Dec. 1945	May, 1946	American Embassy	Madrid		Spain
FROM:	TO:	ADDRESS STREET AND NUMBER	CITY	STATE	COUNTRY
June 1946	March 1947	American Consulate General	Barcelona		Spain
FROM:	TO:	ADDRESS STREET AND NUMBER	CITY	STATE	COUNTRY
April 1947	date	American Embassy	Guatemala City		Guatemala
FROM:	TO:	ADDRESS STREET AND NUMBER	CITY	STATE	COUNTRY

## SECTION 20. RESIDENCES OR TRAVEL OUTSIDE THE UNITED STATES

FROM: (MO. AND YR.)	TO: (MO. AND YR.)	CITY OR SECTION	COUNTRY	PURPOSE
	see No. 19 above	identical with above		
FROM: (MO. AND YR.)	TO: (MO. AND YR.)	CITY OR SECTION	COUNTRY	PURPOSE
FROM: (MO. AND YR.)	TO: (MO. AND YR.)	CITY OR SECTION	COUNTRY	PURPOSE
FROM: (MO. AND YR.)	TO: (MO. AND YR.)	CITY OR SECTION	COUNTRY	PURPOSE
FROM: (MO. AND YR.)	TO: (MO. AND YR.)	CITY OR SECTION	COUNTRY	PURPOSE
FROM: (MO. AND YR.)	TO: (MO. AND YR.)	CITY OR SECTION	COUNTRY	PURPOSE

## SECTION 21. CLUBS, SOCIETIES AND OTHER ORGANIZATIONS

NOTE: IN SPACE BELOW LIST NAMES AND ADDRESSES OF ALL DOMESTIC AND FOREIGN CLUBS, SOCIETIES AND ORGANIZATIONS OF ALL KINDS TO WHICH YOU HAVE BELONGED, OTHER THAN RELIGIOUS SOCIETIES, POLITICAL PARTIES AND LABOR UNIONS. INCLUDE ANY ORGANIZATION HAVING HEADQUARTERS OR A BRANCH IN A FOREIGN COUNTRY OF WHICH YOU HAVE BEEN A MEMBER OR TO WHICH YOU HAVE GIVEN SUPPORT.

NAME	STREET AND NUMBER	CITY	STATE	COUNTRY
DeMolay Society		La Mesa	California	(1930)
NAME	STREET AND NUMBER	CITY	STATE	COUNTRY
Rotary Club		Ensenada	Mexico	(1936)
NAME	STREET AND NUMBER	CITY	STATE	COUNTRY
Rotary Club		Guadalajara	Mexico	(1941)
NAME	STREET AND NUMBER	CITY	STATE	COUNTRY
Jolietta Tennis Club		Bilbao	Vizcaya	Spain
NAME	STREET AND NUMBER	CITY	STATE	COUNTRY
British-American Club		Barcelona		Spain
NAME	STREET AND NUMBER	CITY	STATE	COUNTRY
Layan Golf Club		Guatemala City		Guatemala
NAME	STREET AND NUMBER	CITY	STATE	COUNTRY
NAME	STREET AND NUMBER	CITY	STATE	COUNTRY

## SECTION 22. LANGUAGES-FOREIGN (STATE DEGREE OF PROFICIENCY AS "SLIGHT", "FAIR" OR "FLUENT")

LANGUAGE	SPEAK	READ	WRITE
Spanish	fluent	fluent	fluent
LANGUAGE	SPEAK	READ	WRITE
French	--	slight	--
LANGUAGE	SPEAK	READ	WRITE
LANGUAGE	SPEAK	READ	WRITE
LANGUAGE	SPEAK	READ	WRITE
LANGUAGE	SPEAK	READ	WRITE

SECTION 23. GENERAL QUALIFICATIONS

Indicate the special training or experience you have, and, if possible, the qualifications as a result of training or experience which make you for a particular position.

I have had seventeen years of continuous service entered with the United States government. I have had considerable experience in all phases of government foreign service work, including: political, economic and agricultural reporting; citizenship, passport, visas, shipping and protection work. For varying periods of time I have been in charge of the American Consulates at Ensenada, Mazatlán and Guadalajara, Mexico. My long experience in Latin countries has provided an insight into Latin character, temperament and psychology which cannot be acquired in any other way. Three years of my service abroad has been devoted exclusively to investigative work. I have had special training in photography and reporting.

SECTION 24. SPORTS AND HOBBIES

Golf, tennis, bridge and reading.

SECTION 25. EMERGENCY ADDRESSEE

NAME	Alfred E. Noel			RELATIONSHIP	father
ADDRESS	STREET AND NUMBER	CITY	STATE	COUNTRY	TELEPHONE
	1714 Hale Street	San Diego	Calif.		Franklin 5582

SECTION 26. INFORMATION AND FINAL COMMENTS

NOTE: YOU ARE INFORMED THAT CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED, AND YOU ARE INVITED TO MAKE ANY CHANGES (OR ADDITIONS) IN YOUR STATEMENTS THAT YOU MAY THINK ADVISABLE.

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.

SECTION 27. CERTIFICATION

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

SIGNED AT Guatemala City, Guatemala  
City State  
Francis A. Newman  
Witness

DATE 1 December 1947  
[Signature]  
Signature of Applicant

U. S. GOVERNMENT PRINTING OFFICE  
1662-8-1947

SECRET

*file*

TO : CCD

DATE 30 June 1949

FROM : CSC

SUBJECT: Security and Cryptographic Approval

The following person has been security approved  
for the purpose of performing cryptographic duties  
as of dates indicated.

Name

Security

Cryptographic

NOEL, James A.

6 January 1944 30 June 1949

*John C Bonnet*  
JOHN C. BONNET  
Security Officer SO

SECRET

25726

25726

SECURITY OFFICE

Investigation Report

CONFIDENTIAL

Date: 6 January 1944

Subject: NOEL, James A.

Number: 12951

To: Mr. E. M. Terrell.

1. Investigation directed by: AOT.
2. Sources of information: S.
3. Summary of information:

An American born citizen, 32 years old, son of American born parents.

Subject is a high school graduate and has had twelve years experience in the Foreign Service of the United States Government.

Confidential informants recommend the subject as to loyalty, ability and personal character.

*Handwritten note:*  
Notified Major M. E. J. - 1-8-44

*Handwritten:* (Over)

CONFIDENTIAL

3. Summary of Information (Cont'd.)

4. Remarks:

Security approval recommended, though subject to the receipt of derogatory information at some future date. Interview waived.

5. Recommendation:

Final interview in this case unnecessary if originating official will provide two (unsigned) passport size photographs and completed fingerprint card of Subject. Par. 6 should be returned with indication of disposition.

*JCW*  
By A. G. Thomson Date 1/6/44.  
Security Officer  
A. G. Thomson.

000.

OFFICE OF STRATEGIC SERVICES  
WASHINGTON, D. C.

CONFIDENTIAL

206  
*John W. Holcomb*  
*For Noel file*  
↑

8 January 1944

(2)

MEMORANDUM

TO: Major McDonough  
FROM: *J. M. Linnell*  
for W. H. Sherwood  
SUBJECT: James A. Noel

Confirming our report by  
telephone to your office, the Security  
Office has just notified us that clearance  
has been granted on Subject.

CONFIDENTIAL

Date

FORM 575 101 USE PREVIOUS EDITIONS

SECRET - SECURITY INFORMATION

# CONTRACT PERSONNEL

OFFICE OF PERSONNEL  
RETURN FILE TO 5E62, HQS

NOTICE: This is an Office of Personnel File and subject to 10 day limitation period. This file has been charged to Person and is due to be returned to CONTRACT PERSONNEL DIVISION, 5E-68 Hqs., x7841, as of 6-1.

RETURN TO PERSONNEL  
INCHARGE  
JOB 2E-650

30-0065

☒ UNCLASSIFIED
 ☐ INTERNAL USE ONLY
 ☐ CONFIDENTIAL
 ☐ SECRET

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Retirement: Cecil J. KLOBUKAR (P)

FROM: Chief, CSPS  
CG-10, Hqs

EXTENSION: NO.

DATE: 19 February 1970

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Chief, DO *Per*

25 *74* *me*

To 1: To avoid any possible misunderstanding and to facilitate staffing plans, please assure prompt attention to the attached memorandum on the scheduled retirement of Cecil J. Klobukar (P)

2.

3.

4.

5. Chief, CSPS  
CG-10, Hqs

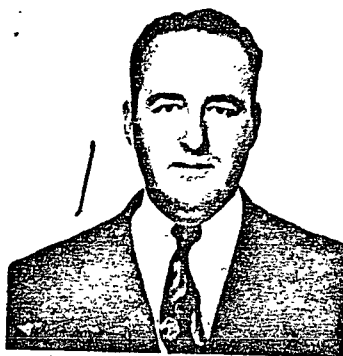
6.

Attn: Agent Branch

1 to 5: Subject has been reminded of retirement and will submit formal application at least 90 days in advance of the date scheduled in the attached memorandum.

*Thompson*  
Personnel Officer

\*\*\*by dispatch USFS-860 prepared 26 February '70 and field memo addressed to him was attached. Contents of this attachment were contained in body of the dispatch.



JAMES A. NOEL

FORM 3-62

610

USE PREVIOUS EDITIONS

☐

SECRET

☐

CONFIDENTIAL

☐

INTERNAL USE ONLY

☐

UNCLASSIFIED

SECRET

19 February 1970

MEMORANDUM FOR: Chief, DO

SUBJECT : Retirement of Cecil J. KLOBUKAR (P)  
under the CSC Retirement System.

1. This memorandum is to remind all concerned that Cecil J. KLOBUKAR (P), GS-16 of your component is scheduled for retirement under the CSC system during the month of March 1971.

2. As you know, the normal retirement date is the last day of the month in which the individual becomes eligible to retire. To insure complete understanding, it is suggested that this matter be again explained to the employee and an appointment be arranged with the Retirement Counseling Branch, Retirement Affairs Division, Office of Personnel, extension 3328, for further discussions or counseling on benefits available upon retirement. Formal application for retirement should be made at least three months prior to the scheduled date.

3. If you should propose to take any steps to retain this employee after his retirement date, your attention is invited to HN 20-324. Any recommendation in that connection will require the concurrence of the Deputy Director for Plans and should be submitted at least 12 months prior and not more than 18 months prior to the scheduled retirement date.

4. If a replacement is required, early notification to CSPS will assist in locating a qualified replacement. (See CSPS Memo No. 15-69, dated 9 July 1969, "Staff Personnel Requisition".)

*Robert W. Sheay*  
Robert W. Sheay  
Chief, Clandestine Service  
Personnel Staff

SECRET

GROUP I-Excluded from  
automatic downgrading  
and declassification

718 July 68

CCS has this memorandum for consideration.

Action is being held up pending KLOBUAK'S

TDY in D. C. beginning 29 July 1968.

Appropriate modifications will be worked out with

CCS at that time.

Montgomery

6 October 1967

MEMORANDUM FOR: Chief, Central Cover Staff  
FROM : Chief, Domestic Operations Division  
SUBJECT : Request for Non-Official Cover  
for Cecil J. KLOBUKAR (P)

The following paragraphs are keyed to points raised in Form 10-64, 2311.

A. General Information

1. and 2. This request concerns Staff Employee Cecil J. KLOBUKAR (P) formerly Woodrow C. OLIEN (P), who is converting to Career Agent status. He is presently Chief of Base San Francisco. He will operate in the same area on the outside as a Career Agent. KLOBUKAR has been under Department of State Cover since the Agency was established. From 1931-44 he was a bona fide Foreign Service Officer. From 1944-47 he was with OSS/SSU/CIG. KLOBUKAR is a senior staff officer who has had Chief of Station positions during his entire career as an Agency employee.

3. N.A. KLOBUKAR will serve under unofficial cover domestically.

4. KLOBUKAR has been operating under LNSLED cover in San Francisco.

5. KLOBUKAR can assume his new cover immediately.

6. Since KLOBUKAR's change of status involves a domestic base where he is presently assigned, the only consideration involves establishing him under non-official cover in San Francisco as a contributing Base asset as soon as possible.

*Submitted by Do/E*

SECRET

## S E C R E T

7. KLOBUKAR will be carried under new project WUDALANCE, presently in process of submittance for approval and for which funds will be made available.

B. Biographic Information

1. Cecil J. KLOBUKAR (P) was born 19 March 1911 in New York City. He is a white, male citizen of the United States. He is married and has two sons. His present address is 1807 Burlingame, California. His previous residence was Madrid, Spain where he served as Chief of Station.

2. N.A.

3. KLOBUKAR is a high school graduate.

4. KLOBUKAR has been a State Department employee from 1931 to 1944. Subsequently OSS and CIA. From 1929 to 1930 he was a bookkeeper and assistant to a traffic manager.

5. Not necessary for cover development.

6. As a senior Foreign Service Officer of many years KLOBUKAR has the social, intellectual and diplomatic qualities that are necessary in any form of business activity. He is a pleasant and interesting personality.

7. N.A.

8. Mexico, Guatemala, Argentina, Ecuador, Cuba, Spain.

9. He speaks fluent spanish.

C. Security Considerations

1. See A. (General Information)

2. N.A.

3. Infrequently and then only when on TDY to Headquarters.

4. As a Chief of Station over many years, in several countries, KLOBUKAR has had official cover and operational contact with many foreign governmental officials.

S E C R E T

**SECRET**

5. See A. (General Information)

6. None known

7. None known

8. It is anticipated that KLOBUKAR will continue his association with CIA in a Career Agent, non-official cover capacity.

9. N.A.

10. N.A.

11. N.A.

12. N.A.

13. N.A.

**D. Operational Information**

1. The type of operation is FI and the duration of assignment is indefinite. KLOBUKAR will be involved in spotting, assessing, and handling of selected agents. In appropriate and highly selected cases he will act as a recruiter. No need is anticipated at present that any individual will be made witting of KLOBUKAR's CIA affiliation while he is under unofficial cover.

2. San Francisco area.

3. Possibly other areas for which San Francisco Base is responsible and in the northwestern United States.

4. Ideally, KLOBUKAR's cover should be such as to allow him free and plausible business, and social and professional access to as great a portion of the local foreign element of the business, academic, consular and journalistic community.

5. KLOBUKAR's income cushion will be that of a retired Foreign Service Officer, supplemented by his cover income, approximately in total \$30,000.00 per annum.

- 3 -

**SECRET**

**SECRET**

6. The number of hours per week that KLOBUKAR will spend at his cover employment will to a certain extent also reflect his operational activity. Since his primary function will be spent in the area of spotting and assessing, his cover activity, if truly suitable, will enable him to accomplish this in conjunction with fulfilling his cover duties.

7. Communication channels desired: It is expected that KLOBUKAR's Base contact will meet him under safe apartment conditions.

8. Attached are cover suggestions prepared by KLOBUKAR. Those suggestions clearly indicate the types of cover that could be plausibly and feasibly established for a person of KLOBUKAR's background.

Gordon L. Jorgensen  
Chief  
Domestic Operations Division

- 4 -

**SECRET**

14-00000

**SECRET**

18 March 1968

**MEMORANDUM FOR: Chief, Clandestine Services Personnel  
Staff**

**ATTENTION : Mr. Frank De Wald**

**SUBJECT : Request to Revert to Civil Service  
Retirement System - James A. Noel**

In accordance with your request there is attached (sterilized) copy of the original dispatch signed by subject in pseudonym, addressed to the Director of Personnel, in which he requests to revert to the Civil Service Retirement System. This is forwarded for appropriate action by C/CSPS.

Virginia C. Lynch  
Chief, DO Personnel & Training

Attachment: A/S Above

**SECRET**

14-00000

**DISPATCH**

**SECRET**

*Chief Personnel*

PROCESSING ACTION

TO	Director of Personnel	XX	APPROVED FOR INDEXING
INFO	Chief, Domestic Operations		NO INDEXING REQUIRED
FROM	Chief of Base, San Francisco		ONLY QUALIFIED DESK CAN JUDGE INDEXING
SUBJECT	Request to Revert to Civil Service Retirement System		

ACTION REQUIRED - REFERENCES

Reference: USFS-577 dated 21 April 1967

1. On 26 November 1967, I reached the "break even" point between the Civil Service Retirement System and the Organization's System, having completed 36 years and 11 months of Government Service on that date.

2. Since I plan to work until age 60, at which time I will have 40 years of Government Service, it is my desire to revert to the Civil Service System in order to take advantage of the increased annuity under that System.

3. I would appreciate it therefore if you would take whatever steps may be necessary to transfer my retirement account back to the Civil Service Retirement System.

Distribution:  
2 - C/DO  
2 - C/Personnel

*Sign. James H. Keef*  
*in person. C/DO*  
*Sign. [Signature]*  
*C/DO/Personnel*

CROSS REFERENCE TO	DISPATCH SYMBOL AND NUMBER	DATE
	USFT-1301	26 Feb 1968
	CLASSIFICATION	HQS FILE NUMBER
	<b>SECRET</b>	

SECRET

12 March 1968

*Delivered info  
7/12/68*

MEMORANDUM FOR THE RECORD

SUBJECT: James A. Noel

1. Chief, DO and I talked to Jim Noel this morning about the possibility of his converting from staffer to career agent. After considerable discussion, Jim agreed to the conversion. He is obviously doing this reluctantly, but he appreciates the situation within the DDP in which the encumbrance of senior grades by long-time employees is blocking the promotions of junior officers.

2. Jim urged that he be retained as a career agent until he reaches the age of mandatory retirement (about three years). Chief, DO stated that the need in the San Francisco area for handlers of contacts and assets is such that there would be a continuing need for experienced career agents on the outside of the small San Francisco Base. I told Jim that unless he pulled something stupid, he was virtually assured of career agent status until he reached age 60, and perhaps could be employed as a retired annuitant after that time if his performance was productive and if operational requirements remain as they are at present.

3. Jim explained why he could not retire -- the next five years will be difficult for him financially with two teen-age boys to put through college.

4. Chief, DO and Jim will work out the details and timing of his conversion to career agent.

*V. L. Gresham*  
V. L. Gresham  
Chief, Operational Services

cc:  
DDP  
C/DO

*Virginia Lynch  
Chief of the...  
of the...*

Secret

James A. Noel

Date of birth: 3/19/11 SCD: 1/26/31 ECD: 9/18/47

Estimated retirement annuities:

	CIA <u>31 March 69</u>	CIA <u>31 March 70</u>	CIA <u>31 March 71</u>	CSR <u>31 March 71</u>
Basic Annuity	\$15725 p.a.	\$16398 p.a.	\$16902 p/a	\$18,491 p.a.
Reduced annuity for survivor benefits	\$11,124 p.a.	\$15028 p.a.	\$15482 p.a.	\$16912 p.a.
Survivor benefits	\$8649 p.a.	\$9019 p.a.	\$9296 p.a.	\$10,170 p.a.

Memo sent to DOD Pers to advise Noel that he would receive a higher annuity under the Civil Service Retirement rather than the CIA System in view of the amount of his service.

A policy decision has been made that a participant in the CIA Ret System should not later than 18 months prior to his retirement apply to be removed from the CIA Retirement System and transferred to the CSR System.

In order to retire under the CSR System (55-30) he must be under that system for at least one year prior to retirement.

*Approved*  
*4 March 68*

Secret

☒ UNCLASSIFIED ☐ INTERNAL USE ONLY ☐ CONFIDENTIAL ☐ SECRET

## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

James A. Noel *file*

FROM:

CSPS/Dowald

EXTENSION:

NO:

Date:

24 July 1967

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment)

1.

Virginia Lynch

2.

C/DOD/Pers

3.

4.

5.

6.

7.

8.

9.

10.

11.

12.

13.

14.

15.

1- Please see that Mr. Noel gets the attached information as asap. Note para c. If Mr Noel decides to go back to the CSR system, would appreciate routing his request through C/CSPS.

*f*  
Frank

FORM 3-67

610

USE PREVIOUS EDITIONS

☐

SECRET

☐

CONFIDENTIAL

☐

INTERNAL USE ONLY

☐

UNCLASSIFIED

SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM			
UNCLASSIFIED		CONFIDENTIAL	SECRET
CENTRAL INTELLIGENCE AGENCY OFFICIAL ROUTING SLIP			
TO	NAME AND ADDRESS	DATE	INITIALS
1	CSPS, Attn: Mr. Dewald GC-10 Hqs.	21/4/67	D
2			
3	R. Shoup		
4			
5			
6	F. J. Dewald Jr.	21/4/67	D
ACTION		DIRECT REPLY	PREPARE REPLY
APPROVAL		DISPATCH	RECOMMENDATION
COMMENT		FILE	RETURN
CONCURRENCE		INFORMATION	SIGNATURE
Remarks: <i>This is the first and only one of this type that we will get for some time - Please return to me</i> DOB - 3/19/11 SCD 1/26/31 <i>F.</i>			
FOLD HERE TO RETURN TO SENDER			
FROM: NAME, ADDRESS AND PHONE NO			DATE
<i>Dissemination</i> OP/BSO/RB MMBenthall 205 Magazine X2847			
UNCLASSIFIED		CONFIDENTIAL	SECRET

18 JUL 1967

MEMORANDUM FOR: Mr. James A. Noel

SUBJECT: Retirement Information

1. There are a few situations in which an employee at the time of retirement may have so many years of service (almost 37) that he would receive a higher annuity under the Civil Service Retirement System than under the Organization System. Because of this, the policy decision has been made that a participant in the Organization System who would receive a higher annuity under the Civil Service System may, not later than eighteen months prior to his retirement, apply to be removed from our system and transferred to the Civil Service System. Since you will complete 37 years of Federal service in January of next year it is felt that you should be advised of your retirement status under the Organization System and also if returned to the Civil Service System. The following information is being submitted to assist you in determining which course of action you desire to follow:

a. During the period from 15 August 1944 through 19 October 1946 there were no retirement deductions withheld from your salary. In order for this time to be credited in counting total service under the Organization System it would be necessary for you to make a deposit, with interest, to cover this period. The maximum annuity under our system is 70 per cent based on 35 years of creditable service. If you should return to the Civil Service System in order to receive the maximum annuity it would be necessary for you to make a deposit, with interest, to cover that period for which no contributions were made; however, you may receive full credit in counting total service without making a deposit but your annuity will be reduced by one-tenth of the amount due as deposit.

b. As you are aware, you are presently entitled to apply for voluntary retirement under the Organization Retirement and Disability System. The annuity estimate given below as of 31 October 1967 would be applicable if a deposit were made to cover the period for which no deductions were withheld. The annuity estimate given for 31 March 1968 would be applicable without a deposit since you would have completed 35 years of creditable service at that time without this period of service.

31 October 1967

\$14,265.00	Basic Annuity
\$13,109.00	Reduced to Provide for
\$ 7,848.00	Survivor Benefit

31 March 1968

\$14,640.00
\$13,446.00
\$ 8,052.00

SECRET

SECRET

SUBJECT: Retirement Information

c. If you were to return to the Civil Service Retirement System, you would be entitled to retire under the 55-30 optional provision at any time after you have been back in that system for a period of one year. The Civil Service Regulations state that to retire under the Civil Service Retirement System an employee must have been under that system for at least one year during the two years immediately preceding retirement under that System. Therefore if you should desire to return to the Civil Service System you should submit a request to Headquarters sufficiently in advance of your planned retirement in order to allow time for your request to be acted upon and for transfer to be made effective, as well as allowing for the aforementioned one year required by Civil Service Regulations. The following annuity estimate would be applicable in this situation as of 31 December 1968, assuming a deposit is made:

Basic Annuity	\$15,755.00
Reduced to Provide for Survivor Benefit	\$14,450.00
Survivor Benefit	\$ 8,664.00

2. The above information is being forwarded for your consideration and should not be considered as anything more. If you have any questions regarding the above please feel free to forward them to Headquarters.

B. DeFolice

B. DeFolice

Chief, Benefits and Services Division

7/13/68 - 10:50 AM

Called Virginia Lynch - asking if there is anything or to be done  
anything for re-attachment -

She will go out with another dispatch &  
him and quote part of this memo. DoD memo  
only, mentioned 1 year - we did not say anything  
that request must be made at least 18 months  
prior to retirement date. She will coordinate dispatch  
with CSRS. SECRET - in Penhall let 12/13/68/01  
inform of this 7/13/68

DoD

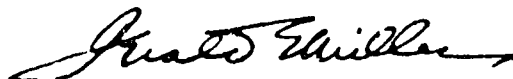
SECRET

21 June 1967

MEMORANDUM FOR: JAMES A. NOEL

SUBJECT: Retirement Planning

1. The attached memorandum dated 29 May 1967 from the Director of Personnel concerns current Agency policy on retirement of personnel at age 60.
2. According to our records, you will achieve age 60 on 3/19/71, having completed 40 years 2 months of service. On this basis you would be scheduled to retire on 31 MARCH 1971.
3. If there are any questions relative to your status, please feel free to call Frank J. Dewald, Jr., of the Clandestine Services Personnel Staff, extension 5476. We also urge you to contact the Retirement Branch, Office of Personnel, extension 2257 as soon as it is convenient for you.



Gerald E. Miller  
DDP/OR

SECRET

14-00000

ADMINISTRATIVE  
INTERNAL USE ONLY

DOD  
65-16

27 APR 1967

MEMORANDUM FOR : James A. Noel


SUBJECT : Retirement Planning

1. As a participant in the CIA Retirement and Disability System, you will reach mandatory retirement at age 60. The prospect of retirement deserves serious thought and planning because of its impact on each of us and for this reason, we are taking this opportunity to provide you with this advance notice that according to our records you will be required to retire on March 1971.

2. Planning ahead can bring about, with each passing year, definite progress toward your retirement goals and the Agency is anxious to assist you in your retirement planning.

3. We would like to make available to you as much information as possible on the general subject of retirement, your annuity estimates, life and health insurance protection in retirement, opportunities for other employment, Social Security benefits, and other additional material which is available. The Agency feels that this type of information and advisory service should be made available and, hopefully, will be used by employees well in advance of the date of retirement.

4. Our Chief, Retirement Branch, on extension 3257, is available to discuss with you any aspect of your retirement planning and we encourage you to contact him.

  
Emmett D. Echols  
Director of Personnel

ADMINISTRATIVE  
INTERNAL USE ONLY

01-369

SECRET

29 MAR 1966

**MEMORANDUM FOR:** Director of Personnel

**THRU :** DDP/OP

**SUBJECT :** PCS Return Prior to Completion of Tour  
of Duty - James A. Noel

**REFERENCE :** CSN-20-59, dated 17 November 1965

1. This memorandum contains in paragraph 2 a recommendation for the approval of the Director of Personnel.

2. Mr. Noel arrived in Madrid as the Chief of Station on 21 September 1961. After home leave, he returned to Madrid on 7 August 1964, for a second tour of duty which would normally be completed on 6 August 1966. We have been advised that upon completion of his current assignment, Mr. Noel will be assigned as Chief of the DODS field office in San Francisco, California. Since the officer now filling that position is required to leave in early September for another assignment, it is very desirable that Mr. Noel arrive in San Francisco about 6 September. Therefore, it is requested that Mr. Noel be permitted to leave Madrid on or about 1 July 1966. This will permit him to take some home leave and arrive at his new post in sufficient time to settle his family, which includes two school age children, and report for his projected assignment on schedule.

Edward Ryan  
Acting Chief  
Western Europe Division

SECRET

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

SECRET

2

**SUBJECT: PCN Return Prior to Completion of Tour of Duty -  
James A. Noel**

**CONCUR:**

See CONCURRENCE on Page 1

**DDP/OP**

22 April 1966

**Date**

**The recommendation in paragraph 2 is APPROVED:**

/s/ Robert L. Dabiles

**Director of Personnel**

22 APR 1966

**Date**

SECRET

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE			
DO NOT COMPLETE		DO NOT COMPLETE	
DO NOT COMPLETE. FOR HEADQUARTERS USE ONLY			
AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW:			
NAME OF EMPLOYEE (fmo)	DATE (from item 8-1)	NAME OF SUPERVISOR (fmo)	DATE (from item 8-2)
James Noel	18 Feb. 1963		
NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW:			DATE
TO BE COMPLETED BY EMPLOYEE			
1. DATE OF BIRTH	2. GRADE	3. CURRENT POSITION TITLE AND GRADE	7a. DATE OF PCS ARRIVAL IN FIELD ON THIS TOUR
19 Apr 1911	GS-10	Chief of Station	23 September 1961
4. SERVICE DESIGNATION (if known)	5. CURRENT STATION OR FIELD BASE		7b. EXPECTED DATE OF DEPARTURE FROM FIELD
	Madrid		about 10 June 1964
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR			7c. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS
None			
8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on Transmittal Form):			
Chief of Station. Overall responsibility for all KUTANK operations and activities in country of assignment.			
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. 5, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.			
Return to post for second tour following home leave.			
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):			
None at this time.			

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 choices) IN THE BOXES BELOW:	
1. RETURN TO MY CURRENT STATION	
2. BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY, WITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS, INDICATE CHOICE OF COMPONENT:	
1ST. CHOICE <u>US</u>	2ND. CHOICE <u>WH</u> 3RD. CHOICE <u>-</u>
3. 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>Hague</u>	2ND. CHOICE <u>Copenhagen</u> 3RD. CHOICE <u>Mexico City</u>
10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS? INDICATE NUMBER OF WORK DAYS <u>45</u>	
11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU:	
<u>wife; and two sons, ages (at time of contemplated travel - June 1964) 15 and 13.</u>	
12. INDICATE ANY CHANGE IN YOUR PERSONAL OR FAMILY SITUATION WHICH SHOULD BE CONSIDERED IN DETERMINING YOUR NEXT ASSIGNMENT	
<u>None - except schooling facilities for children.</u>	
13. SIGNATURE: COMPLETE ITEM NO. 8-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM. TO BE COMPLETED BY SUPERVISOR AT FIELD STATION	
14. 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:	
15. SIGNATURE: COMPLETE ITEM NO. 8-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM. TO BE COMPLETED BY APPROPRIATE CAREER SERVICE OFFICER OR PERSONNEL OFFICER AT HEADQUARTERS	
16. 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:	
<u>Recommend approval of extension to June 1964. A recommendation regarding a second tour or other assignment will be forwarded to the Panel at a later date.</u>	
17. NAME OF CAREER SERVICE OFFICER OR PERSONNEL OFFICER <u>GEORGE K. MODANNAH</u> DATE <u>11 April 1963</u>	SIGNATURE <u>[Signature]</u>
FOR USE OF CAREER SERVICE	
18. EMPLOYEE <input type="checkbox"/> HAS <input type="checkbox"/> HAS NOT BEEN NOTIFIED OF PLANNED REASSIGNMENT	19. REFERENCE DISPATCH NO. _____ CABLE NO. _____
20. TYPED OR PRINTED NAME	21. SIGNATURE
22. TITLE	23. DATE
24. COMMENTS	

SECRET

SECRET

FEB 8 - 1955

FIELD REASSIGNMENT QUESTIONNAIRE			
DO NOT COMPLETE		FOR HEADQUARTERS USE ONLY	
AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW:			
NAME OF EMPLOYEE (true)	DATE (from item 1-1)	NAME OF SUPERVISOR (true)	DATE (from item 1-2)
James A. NOEL	11 Jan 55	J. C. KING -	26 Jan 55
NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW:			DATE
<i>Bel Bonne</i>			2/7/55
TO BE COMPLETED BY EMPLOYEE			
1. DATE OF BIRTH	2. GRADE	3. CURRENT POSITION TITLE	
11 March 1911	GS-15	Chief of Mission	
4. SERVICE DESIGNATION (if known)	5. CURRENT STATION OR FIELD BASE		
KUFIAR SD-FI	Caracas		
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR			7. EXPECTED DATE OF DEPARTURE
None			September 1955
8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on Transmittal Form):			
<p>Chief of Mission at Caracas. Supervisory jurisdiction over Sub-Station at Maracaibo. Supervision of all KUTARK activities in Venezuela. Liaison with Ambassador, Service Attachés, and Embassy section heads; liaison with friendly intelligence and security services. Projects and plans.</p>			
9. PREFERENCE FOR NEXT ASSIGNMENT:			
<p>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. 5, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.</p> <p>First preference: Branch Chief in WH Division</p>			
<p>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):</p> <p>CE Course Communist Party Operations Operational Security</p>			

SECRET

<p><b>B. PREFERENCE FOR NEXT ASSIGNMENT (continued)</b></p> <p><b>C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 IN THE BOXES BELOW:</b></p> <p><input checked="" type="checkbox"/> RETURN TO MY CURRENT STATION      <input checked="" type="checkbox"/> BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY</p> <p><input checked="" type="checkbox"/> BE ASSIGNED TO ANOTHER FIELD STATION</p> <p>WITH RESPECT TO A POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION, INDICATE YOUR 1ST, 2ND AND 3RD CHOICE FOR GEOGRAPHIC AREA OR SPECIFIC STATION:</p> <p>1ST CHOICE: <u>Mexico City</u></p> <p>2ND CHOICE: <u>Santiago</u></p> <p>3RD CHOICE: <u>London</u></p>		<p>OFFICE OF PERSONNEL</p> <p>FEB. 8 2 24 PM '55</p> <p>MAIL ROOM</p>
<p><b>10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS?</b></p> <p><u>15 work days</u>      INDICATE NUMBER OF WORK DAYS <u>15</u></p>		
<p><b>11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU:</b></p> <p><u>Wife, 43; two children, 6 and 4.</u></p>		
<p><b>12. SIGNATURE: COMPLETE ITEM NO. 9-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM.</b></p> <p>TO BE COMPLETED BY SUPERVISOR AT FIELD STATION</p>		
<p><b>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:</b></p>		
<p><b>14. SIGNATURE: COMPLETE ITEM NO. 9-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.</b></p> <p>TO BE COMPLETED BY APPROPRIATE SUPERVISOR AT HEADQUARTERS</p>		
<p><b>15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE DIVISION TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING:</b></p> <p><b>I concur in subject's expressed preference for next assignment and recommend that he be given the training courses listed in 9B.</b></p>		
<p><b>16. NAME OF SUPERVISOR</b></p> <p><u>J. C. KING</u></p> <p><b>TITLE:</b></p> <p><u>CHIEF, WH DIVISION</u></p>	<p><b>SIGNATURE:</b></p> <p><u>J. C. King</u></p> <p><b>DATE:</b></p> <p><u>26 January 1955</u></p>	
<p><b>17. REMARKS (additional comment)</b></p> <p><u>This officer, who will have been with the Agency for nine years on the completion of his present tour, never has had a Headquarters assignment. His performance in the field has been excellent and his long experience will make him a valuable addition to WH Headquarters staff.</u></p>		

SECRET

## INSTRUCTIONS: 1. PERMIT FOR:

A. CONTRACT EMPLOYEES (TYPE A, B AND C ARE)

B. INDEPENDENT CONTRACTORS UNDER WRITTEN CONTRACT OR MOC (US CITIZENS OR RESIDENT ALIENS ONLY)

2. THIS FORM IS NOT APPLICABLE FOR OPERATIONAL OR FIELD AGENTS

3. COPIES OF THE FORM WILL BE RETAINED BY THE ORIGINATING COMPONENT (NUMBER OF COPIES AT ITS DISCRETION) AND BY CSRS/AGENT FRANCHISE (COPY ONLY)

NAME (LAST, FIRST, MIDDLE) RUELL J. KLABUDAR (P)	SEA NA	DATE OF BIRTH 12 March 1911
-----------------------------------------------------	-----------	--------------------------------

MARITAL STATUS Married	NO. DEPENDENTS 2	YEAR(S) OF BIRTH 1911 and 1951	NATIONALITY U.S.	LAST MEDICAL EXAM Dec. 1967
---------------------------	---------------------	-----------------------------------	---------------------	--------------------------------

DATE OF LATEST SECURITY/OPERATIONAL APPROVAL 3 April 1968	JOB TITLE Ops Off	COMPONENT DO
--------------------------------------------------------------	----------------------	-----------------

CONTRACT CATEGORY Career Agent	EFFECTIVE DATE 4 Aug. 1968	EXPIRATION DATE NA	SALARY 30,054	GRADE EQUIVALENT GS-16/7	PROJECT OR FAN # WUBALANCE
BENEFITS				YES	NO

SOCIAL SECURITY	YES	NO
FICA DEATH AND DISABILITY	YES	
ANNUAL AND SICK LEAVE	YES	
CIVIL SERVICE RETIREMENT	YES	
CIA RETIREMENT OR COMMERCIAL CIA ANNUITY		NA
FEDERAL EMPLOYEES GROUP LIFE AND HEALTH INSURANCE	YES	
CONTRACT LIFE AND HEALTH INSURANCE		NO
MISSING PERSONS BENEFITS		NO
OTHER (TYPE A) UNLIC. WARPA, DENTAL DISEASE & ASS'N	YES	

## NON-CIA EDUCATION/REMARKS PLAN

High School Graduate

DATES	NON-CIA EMPLOYMENT			
FROM - TO	EMPLOYER	LOCATION	FUNCTION	SALARY
1931 - 1936	Dept. of State	Mexico	Vice-Consul	
1936 - 1941	" "	"	" "	
1941 - 1944	" "	"	" "	
1944 - 1947	CSS/SSU/CIC	Spain & Guatemala	COS	

## CIA TRAINING

Invest Tech, Photo, Commo Trng, Famil in Sound &amp; Surveill Equip, Intel Orient, SAIC, AID, Documentation, Crypto, Psych Warfare, Cland Pol War, Basic Supervision and Cland Pol Warfare. (Training taken during staff status).

Madrid &amp; SF.

1947-6/63 COB, San Francisco Guatemala, SA, Caracas, Hqs, Havana/ GS-12 - GS-16

DATES	CIA EMPLOYMENT HISTORY (BEGINNING WITH COB)					
FROM - TO	FUNCTION	CONTR. CAT.	LOCATION	PROJECT	SALARY	GRADE
4 Aug 1968	Ops Off	Career Agent	San Francisco	WUBALANCE	26,540	15/6
					30,054	16/7
					31,857	

SECRET

14-00000  
FACTORS AFFECTING SUBJECT (PUBLIC EXPOSURE - PRESS, RADIO, TV), KNOWN OR SUSPECTED IDENTIFICATION TO OTHER THAN CIA STAFF PERSONNEL, INTELLIGENCE, OR SECURITY SERVICES

If such factors exist, they have not affected his performance in his present assignment. He is far removed geographically from his overseas assignment.

COVER

A. PRESENT COVER IS: ☐ OFFICIAL ☒ NON-OFFICIAL

DIVISION EVALUATION OF COVER SECURITY:

Excellent. KLOBUKAR poses as a retired Foreign Service Officer and can testify to his service with the Department since 1931. In addition he is a legitimate member of two private organizations active in the field of international relations which provide him with access to consular officials in San Francisco

EVALUATION OF PERFORMANCE:

KLOBUKAR has recruited several support agents and has been used successfully by the San Francisco Base on other operational activities. One of these ad hoc activities aided the assessment and final recruitment of two students from Saudi Arabia, the first recruited in the United States under the priority NE Division TWJUNGLE program.

ADAPTABILITY (SUBJECT AND FAMILY) TOWARDS DUAL LIFE

Excellent

B. PREVIOUS COVER WAS: ☒ OFFICIAL ☐ NON-OFFICIAL (GIVE BRIEF DESCRIPTION IF NOC)

MOBILITY

INDICATE LIMITING FACTORS BOTH PERSONAL AND OPERATIONAL

None

FUTURE UTILIZATION

INDICATE PLANS OR RECOMMENDATIONS FOR USE AFTER CURRENT ASSIGNMENT

This is KLOBUKAR's last tour as he reaches the mandatory retirement age in March 1971.

SECRET

1. FULL NAME		2. DOB		3. DATE OF BIRTH		4. DATE OF DEPARTURE	
055582		BIOG. FILE (PA)		24 Jan 1931			
5. NAME (Last-First-Middle)		6. GRADE		7. DATE OF BIRTH		8. DATE OF DEPARTURE	
James Arthur				Mar 1911		18 Sep 1947	
9. MARITAL STATUS		10. YEARS OF BIRTH		11. US NATURALIZATION DATE(S)			
Married		1911-1912-1913					
12. CURRENT STATUS		13. DATE		14. TDY Standby		Domestic Post	
None		Sep 1966					
15. STATEMENT DATE		16. PROFESSION		17. LANGUAGE APTITUDE TEST DATE			
None							
18. NON-CIA EMPLOYMENT							
1931-38 Dept of State, Encarnación, Mexico - Vice Consul							
1938-41 Dept of State, Mazatlan, Mexico - Vice Consul							
1941-44 Dept of State, Guadalajara, Mexico - Vice Consul							
1944-47 OSS/SSU/CIC, Spain and Guatemala - Chief of Station							
19. NON-CIA EDUCATION							
High school graduate							
20. FOREIGN LANGUAGE ACQUISITION							
Spanish - R High; W Antenna - Apr 1958 P, U, High; S, Inters; Interp & Trans Apr 1957.							
21. AGENCY SPONSORED TRAINING							
1947 Invest Tech 1949 AIC 1950 Basic Supervision							
1947 Photo 1949 Documentation 1955 Cland Pol Warfare							
1947 Commo Trng 1949 Crypto							
1949 Famil in Sound Surveillance Equip 1952 Psych Warfare							
1949 Intel Orient 1952 Cland Pol War							
22. CIA EMPLOYMENT							
23. EFFECTIVE DATE POSITION TITLE & GRADE GRADE 30 ORGANIZATION & ORGN. TLE (if any) LOCATION							
Sep 1947	I.O.	0132.00	12	OSO/FBT/COS		Guatemala	
Mar 1949	"	0132.00	13	"		"	
Aug 1949	I.O. (Stf)	0132.00	13	OSO/FBT/CCOM		Buenos Aires	
Dec 1950	"	0132.00	13	OSO/FBT/COS		"	
Aug 1951	I.O.	0132.00	14	OSO/FBT/EC/COS		"	
Sep 1952	"	0132.00	14	WH-I COM		Caracas	
Aug 1954	Area Ops Off	0136.01	15	DDP/WH-I/CCS		"	
Jan 1956	"	0136.01	15	DDP/WH/Ch, Br-I, NWG		Eq	
Jun - Jul 1956	TDY South America						
Jun 1957	Area Ops Off	0136.01	15	DDP/WH Ch, Br-II		"	
Sep 1958	"	0136.01	15	DDP/WH-III/HavanaCubaSta/CCS		Havana	
Mar 1960	Ops Off	0136.01	16	"		"	
Sep 1961	Chief of Station	0136.01	16	DDP/WH/CCS		Madrid	
Jun 1965	"	0136.05	16	"		"	
Aug 1966	Chief of Base	0136.08	16	DDP/WH/USF/USSta		San Francisco	
Oct 1967	"	0136.08	16	DDP/WH/USF/Intel Ops Grp		"	
24. DATE REVIEWED		25. PROFILE REVIEWED BY		26. ITEMS TO BE REVIEWED & VERIFIED BY EMPLOYEE		No	
13 Feb 1968		hms/hc					

FORM 1200 (PART 1) USE PREVIOUS EDITIONS. SECRET PROFILE

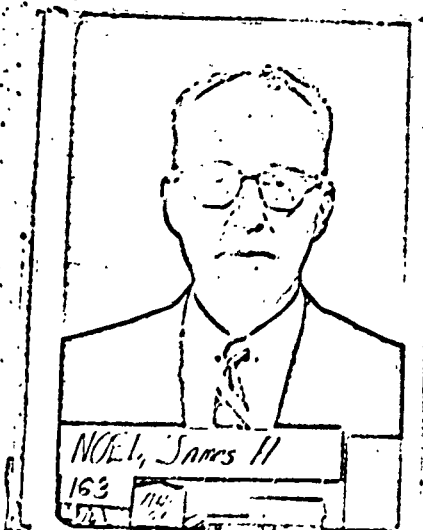
SECRET  
(When Filled In)

PLAT. SERIAL NO.  
55292

BIOGRAPHIC PROFILE (PART 2)

NAME (Last-First-Middle)  
NOEL, James Arthur

DATE OF BIRTH  
Mar 1911



20. SUMMARY OF CAREER PREFERENCE OUTLINE AND/OR FIELD REASSIGNMENT QUESTIONNAIRE

21. IDENTITY OF OTHER DOCUMENTS WHICH SHOULD BE REVIEWED IN DETAIL

22. ADDITIONAL INFORMATION

Appreciation 1954 from Administrator, Bureau of Inspection, Security & Consular Affairs, Dept of State for security assistance furnished during the Tenth Inter-American Conference at Caracas, Venezuela.

Commendation 1952 from Chief, WH Division for superior performance during the Cuban crisis.

Admonition 1963 from C/WH for part in command failure in control and supervision of a sensitive operation.

23. DATE REVIEWED

20 Apr 1966

24. PROFILE REVIEWED BY

hms/nc

FORM NO. 1200 (PART 2) REPLACES FORM 1000 (PART 2) OF SECRET  
1 FEB 65 WHEN TO OBSOLETE

PROFILE

(1)

SECRET RYBAT

12 May 1970

Memorandum in Lieu of Fitness Report for Cecil J. KLOBUKAR  
for the Period 31 March 1969 to 31 March 1970

Cecil J. KLOBUKAR, a career agent, has been primarily targeted against the local consular community during this reporting period. For this purpose he has maintained membership in two local organizations concerned with foreign affairs. More than that, he has been an active contributor to their programming and has participated in most of their social and cultural functions. This has enabled him to come in contact with a relatively large number of consulate officers. During the past year he has met, on one or more occasions, thirty consular members. He is concentrating, however, on the ten consulates which have representation in the denied and semi-denied areas. Within this area he is further refining the target by attempting to contact the more junior officers who give promise of a longer future career and a greater chance of being posted to an area of operational interest. To date, he has succeeded in establishing such contacts in the Japanese, Finnish and Indian Consulates. In this last case he has successfully passed the target to another Base officer for further development and hopes to accomplish the same with his Japanese and Finnish contacts.

In addition to this primary responsibility, KLOBUKAR also handles a support asset who is targeted against the academic community. He is directing this asset's efforts in the cultivation of two promising leads -- one, Japanese and the other, Vietnamese. Both of these cases are progressing very well due in great part to the direction and guidance which KLOBUKAR gives to the support asset.

KLOBUKAR also played a very important and direct role in the assessment and intermediate cultivation of TWPARRROT/1 and TWPARRROT/2 who were subsequently successfully recruited. He is now developing a local QKWAFER student who is an interesting, but difficult, recruitment prospect.

KLOBUKAR is cost conscious in the expenditure of operational funds; he does not have supervisory responsibilities.

SECRET RYBAT

SECRET RYBAT

Page 2

As has been indicated above, KLOBUKAR has made excellent progress in gaining access to the consular community and in maintaining personal contact with potential recruitment prospects. He has also done extremely well in his direct participation in the academic area and in the supervision and direction of his support asset; his performance has been Strong.

Signed in pseudo on 45a on 12 May 1970  
~~\_\_\_\_\_~~ Eugene O'Mara  
 Chief of Base, San Francisco

Signed in pseudonym on 45 a by employee on 12 May 1970  
 Employee

I concur with the rating and narrative comments. Subject has done remarkably well in establishing himself within the San Francisco diplomatic community.

REVIEWING OFFICIAL:

Joseph J. Dault  
 Signature

C/DOI/1

11 June 1970  
 Date

SECRET RYBAT

CAREER AGENT

SECRET RYBAT

att. USFT-1478

27 May 1969

Memorandum in Lieu of Fitness Report for Cecil J. KLOBUKAR  
for the Period 26 July 1968 to 31 March 1969

Cecil J. KLOBUKAR was the Chief of this Base until July 1968 at which time he was assigned new duties as a career agent, targeted primarily against the San Francisco consular community. Until that time there was no specific program aimed at the official foreign community. It was KLOBUKAR's responsibility, therefore, to break ground in this new target area. He went about this chore in an orderly and organized manner by refining the community to those which were of priority interest because of their representation in denied and semi-denied areas. He then started looking for a means to get information and gain access to members of this target group. To assist him in this endeavor he recruited two members of the consular community, representing Latin American countries. Since their performance did not live up to expectations, KLOBUKAR took the initiative by joining three local organizations relating to foreign affairs in order to enhance his cover and possibility of direct access as a retired LNGOLD officer. By participating in the gatherings of these organizations, KLOBUKAR is aiming at direct contact with at least a few of the officers from target consulates.

KLOBUKAR has demonstrated excellent initiative in pursuing as many avenues of approach as possible to this rather difficult target. It is not a cohesive community and does not experience the usual mixing and contact that one finds in normal diplomatic circles. It is fragmented and cliquish and for this reason KLOBUKAR has had to show both imagination and perseverance in probing for access to those specific consulates in which the Base has priority interest. He is now demonstrating his determination to get at this target by exploring another possible means of approach of his own device.

In addition to his primary responsibility against the consular target, KLOBUKAR also handles one support asset currently being used against a high priority student target and three general purpose assets who are used from time to

1 SECRET RYBAT

SECRET

RYBAT

Att to USFT-1498

Page 2

time in both the business and academic areas. Here he has done excellent work, particularly in the direction and guidance of the first asset.

KLOBUKAR is cost-conscious in the expenditure of operational funds; he does not presently have any supervisory responsibility.

As has been indicated above, KLOBUKAR has been given a very difficult primary target on which the Base had very little information or prior experience. While it has been a frustrating and sometimes exasperating assignment, KLOBUKAR has shown both initiative and perseverance in attacking it; his performance has been Strong.

Chief of Base, San Francisco

27 May 1969 - Employee signed in pseudo on 45a - Cecil J. KLOBUKAR

27 May 1969 - Supervisor, Chief of Base, signed in pseudo on 45 a - Eugene O'Meara

Reviewing Official's Comments and Signature.

I concur. KLOBUKAR has the maturity, wisdom and integrity necessary for the secure search for concrete recruitments in this difficult and sensitive operational sector.

10 June 1969  
Date

DCDO/I  
Title

*Stanley H. Gaines*  
Stanley H. Gaines

SECRET RYBAT

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER <b>055292</b>			
<b>SECTION A GENERAL</b>							
1. NAME (Last) (First) (Middle) <b>Noel, James A.</b>			2. DATE OF BIRTH <b>3-19-11</b>	3. SEX <b>M</b>	4. GRADE <b>GS-16</b>	5. SD <b>D</b>	
6. OFFICIAL POSITION/TITLE <b>Chief of Base</b>			7. OFF/DIV. OR OF ASSIGNMENT <b>DDP/DOD</b>		8. CURRENT STATION <b>San Francisco</b>		
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-) <b>1 April 67 - 31 March 1968</b>				
<b>SECTION B PERFORMANCE EVALUATION</b>							
<p><b>W - Weak</b> 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><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> 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>							
<b>SPECIFIC DUTIES</b>							
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 <b>Chief of Base supervising six professional and three clerical subordinates.</b>							RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 2 <b>Establishment and maintenance of operational support mechanisms.</b>							RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 3 <b>Operational reporting.</b>							RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 4 <b>Liaison with FBI and DCS, et al.</b>							RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 5 <b>Direction of recruitment and handling of support assets.</b>							RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 6							RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
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 <b>S</b>

## SECRET

(When Filled In)

## SECTION C

## NARRATIVE COMMENTS

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

Mr. Noel is much too experienced and practiced a hand for his performance to vary very much from year to year. He has continued to turn in the highly creditable performance in San Francisco that has been standard for him for many years. He has managed his subordinates well and has exercised uniformly good judgment in directing their operational efforts. Of particular value has been his steadiness in the face of administrative adversity disrupting the organization of his Base. Mr. Noel insured that the work of the Base continued uninterrupted and demonstrated his capacity to keep on top of all details and report them to Headquarters as appropriate. It is a credit to Mr. Noel that in the post-Ramparts exposure period there was not a single instance of an academic asset withdrawing from a relationship with the Base.

The performance of his officers attests the careful guidance and wise leadership which has enabled them to operate securely and well in sensitive areas. His relations with the FBI and DCS are excellent. He is appropriately economy minded. In short, he is a decidedly strong supervisor.

## 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

18 months

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

Mr. Noel is in the Field and will be shown a copy of this Fitness Report on his next TDY trip to Headquarters.

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

15 July 1968

C/DO/I

Stanley H. Gaines

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Concur in rating officer's judgment.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

17 July 1968

Chief, DO Division

(Signed) Gordon L. Jorgensen  
Gordon L. Jorgensen

SECRET

**SECRET**  
(When Filled In)

DC

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				<b>056292</b>			
<b>SECTION A GENERAL</b>							
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD	
Noel, James A.			3/19/11	M	16	D	
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT 8. CURRENT STATION				
Chief of Base			DDP/DOD San Francisco				
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT				
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER-PROVISIONAL (See Instructions - Section C) SPECIAL (Specify):			INITIAL <input checked="" type="checkbox"/> ANNUAL SPECIAL (Specify):				
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)				
			1 October 1966 - 31 March 1967				
<b>SECTION B PERFORMANCE EVALUATION</b>							
<p><b>W - Weak</b> 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><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> 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>							
<b>SPECIFIC DUTIES</b>							
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	
Chief of Base supervising six professional and three clerical subordinates.						S	
SPECIFIC DUTY NO. 2						RATING LETTER	
Establishment and maintenance of operational support mechanisms.						S	
SPECIFIC DUTY NO. 3						RATING LETTER	
Operational reporting.						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
Liaison with the FBI and DCS, et al.						S	
SPECIFIC DUTY NO. 5						RATING LETTER	
Direction of recruitment and handling operations.						S	
SPECIFIC DUTY NO. 6						RATING LETTER	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
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. Noel is an old hand at running Bases or Stations abroad and his performance as Chief of Base, San Francisco, amply attests that. It goes without saying that he understands all aspects of the business, knows how to delegate, organize, direct and report. He has continued to do all these things well. His seniority, experience and maturity served the Agency in particularly good stead during this period when the location of his Base was compromised in the public press, through no fault of Mr. Noel. His subsequent and consequent actions were all taken with sound judgment and appropriate calm and circumspection. He was also most receptive to, and cooperative in, Headquarters suggestions in this matter. He is, of course, cost conscious and an excellent supervisor. His overall performance is that of a high order of senior Agency officers.

**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	
6 months	Subject is in the field; a copy of this report is being retained to show him on his next TDY to Hqs.	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
21 August	C/DO/I	(signed in draft) Stanley H. Gaines
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
Concur fully in overall rating of "Strong".		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
28 August 1967	Chief, DO Division	Borden L. Jorgensen

SECRET

**SECRET**

21 July 1966

**MEMORANDUM IN LIEU OF FITNESS REPORT**

**SUBJECT:** James A. Noel, Employee Serial No. 055292, DDP/EUR,  
Period: 1 April 1965 - 1 July 1966. SD: D, YOB: 1911

1. Subject, who was born 19 March 1911, is a GS-16 and has been assigned to Madrid as Chief of Station since October 1961.

2. Subject is an experienced and mature officer dedicated to the Agency's mission. Conscientious and diligent, he readily accepts responsibility and is both thorough and reliable in the performance of his duties. Morale at his station has been consistently high, and Subject enjoys the respect and confidence of his subordinates. He evidences sound and objective judgment and operates well under pressure. In all aspects of the station's activities, he exhibits a high degree of cost consciousness in the expenditure of Government funds and property.

3. Subject's performance has been Strong throughout the rating period and he has obtained a maximum effort from his subordinates. He has enjoyed the confidence of the Ambassador and the other senior Embassy officials, all of whom have demonstrated considerable dependence upon the station.

*Rolfe Kingsley*  
Rolfe Kingsley  
Chief, European Division

*Concur*  
*151 HADDP (EK)*  
*26 July 66*

**SECRET**

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				055292	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle) <b>MOSE, James A.</b>			2. DATE OF BIRTH <b>19 March 1911</b>	3. SEX <b>M</b>	4. GRADE <b>GS-16</b>
5. OFFICIAL POSITION TITLE <b>Chief of Station</b>			7. OFF/DIV/BR OF ASSIGNMENT <b>DUP/WE/Iberian</b>		6. CURRENT STATION <b>Madrid</b>
9. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER-PROVISIONAL (See Instructions - Section C) SPECIAL (Specify):			10. CHECK (X) TYPE OF REPORT INITIAL <input checked="" type="checkbox"/> REASSIGNMENT SUPERVISOR ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From- to-) <b>1 April 1965 - 27 September 1965</b>		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> 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><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> 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>					
<b>SPECIFIC DUTIES</b>					
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  <b>My rating of the performance of this officer remains the same as the description of his performance which is contained in his fitness report for the period ending 31 March 1965.</b>					
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
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					<b>B</b>

SECRET

OFFICE OF PERSONNEL

(When Filled In)

SECTION C		
NARRATIVE COMMENTS		
<p>Indicate significant strengths or weaknesses demonstrated in current position <i>Dec 28 12 07 PM '65</i> in <i>Phase 1</i> Give 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.</p> <p>MAIL ROOM</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. Noel is currently at his overseas post.	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
27 September 65	Chief, WE Division	William D. O'Ryan
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
19 OCT 1965	ADDP	Thomas H. Karamessines

SECRET

14-00000

SECRET

12 May 1965

**MEMORANDUM IN LIEU OF FITNESS REPORT**

**SUBJECT:** James A. Noel, Employee Serial No. 055292  
Fitness Report for the Period 1 April 1964  
to 31 March 1965

1. Subject, who was born 10 March 1911, is a GS-16 and has been assigned to Madrid as Chief of Station since October 1961.

2. As Chief of Station, he is charged with the organization and management of the station and is responsible for the planning, direction, and supervision of all its activities. He also exercises general supervision of the Barcelona base. Assisting him and under his general supervision are 24 staff employees and 15 contract employees.

3. Subject serves as the Ambassador's principal intelligence officer, as chairman of the Embassy Defector Committee, as the Agency representative on the Embassy Country Team, and as the coordinator of U.S. clandestine intelligence operations in Spain. Accredited as the Agency's representative to the Spanish Intelligence (AEM) and Security (DGS) services, he plans, directs, and supervises all aspects of the station's multi-level liaison with those services and personally handles the liaison with the Service chiefs and a number of their senior officers. On the operational side, subject handles BISHAD/1, CITIZEN and QUWIND/1. He recruited QUIP/1 during the rating period, arranged a new cover job for HARRIOTT through QUWIND/1, and participated in the handling of QUMALT and QUHOPS.

4. Subject is an experienced and mature officer, possessing an excellent command of Spanish. Highly motivated, conscientious, and industrious, he readily accepts responsibility and is both thorough and reliable in the execution of his duties. Even tempered and affable, he holds the confidence and friendship of those whom he directs and those to whom he is responsible, and the morale of his station is noticeably high. He is alert to the operational possibilities

SECRET

JAN 3 3 05 PM '65

OFFICE OF PERSONNEL

of any given situation, evidences sound and objective judgment, and works well under pressure. He writes lucidly, speaks articulately, and exhibits a high degree of cost consciousness in the use of government funds and property. His delegation of responsibility to others is meaningful and well delineated.

5. Subject's performance has been strong throughout the rating period. He has given the station purposeful direction and competent management and as an effective supervisor who commands the loyalty and respect of those whom he supervises, he has succeeded in obtaining a maximum effort from the station personnel. He enjoys the confidence of the Ambassador and other principal officers of the Embassy, several of whom have expressed their appreciation of subject's work and commented on the value of the station's contribution to the functioning of the Embassy. The fact that the Ambassador arrived in Madrid with definite prejudices regarding the Agency but was of quite another mind upon his departure is testimony to subject's skill and tact.

6. Subject has conducted the Agency's liaison with the Spanish services most competently, as evidenced by the relationship he established with Captain General Munoz Grandes, his ability to persuade the AEM to undertake sensitive operations in Cuba, and the fact that this liaison did not suffer following the attack on the Spanish ship "Sierra Aranzazu". Marked progress has been achieved in joint CE and CP operations, and subject has developed QUANTUM/30 to the point wherein the latter's collaboration far exceeds the cooperation normally expected in an official liaison relationship.

7. In addition to his considerable executive and liaison duties, subject has carried out the previously cited operational assignments with marked ability. He is a convincing and persuasive agent handler, and his operational reporting is prompt and thorough.

8. The only criticism I would make of subject is that I believe the station should be making a greater effort to develop internal assets who will be able to report on and influence developments in Spain following the departure of Franco.

Original Signed  
WHR:bcb

EDWARD RYAN

Deputy Chief of Mission

Western Europe Division

OVERALL PERFORMANCE IN CURRENT POSITION: "S"

COMMENTS OF REVIEWING OFFICIAL: CONCUR

WILLIAM D. O'RYAN, C/WE  
SIGNED

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				055292	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle) <b>NOEL, James A</b>			2. DATE OF BIRTH <b>1911</b>	3. SEX <b>M</b>	4. GRADE <b>16</b>
5. OFFICIAL POSITION TITLE <b>Chief of Station, Madrid</b>			7. OFF/DIV/RR OF ASSIGNMENT <b>DDP/WE/Iberia</b>	8. CURRENT STATION <b>Madrid</b>	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input checked="" type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE <input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) <b>1 April 1963 - 31 March 1964</b>		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> 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><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> 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>					
<b>SPECIFIC DUTIES</b>					
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 <b>As Chief of Station, Madrid, plans and directs all FI, and CA operations within Spain</b>					RATING LETTER <b>P</b>
SPECIFIC DUTY NO. 2 <b>Supervises Madrid Station and Barcelona Base personnel</b>					RATING LETTER <b>P</b>
SPECIFIC DUTY NO. 3 <b>Maintains contact with senior officials in the Spanish Intelligence Services</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 4 <b>Represents the Director of CIA with the Ambassador to Spain and other U.S. officials in Spain</b>					RATING LETTER <b>O</b>
SPECIFIC DUTY NO. 5 <b>Personally handles several sensitive third country intelligence operations.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 6 <b>Supervises Cuban operations in Spain</b>					RATING LETTER <b>O</b>
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
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 <b>S</b>

## SECRET

(When Filled In)

## SECTION C

## NARRATIVE COMMENTS

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

Subject is one of the Agency's truly mature, experienced operations officers. He has had unusual operational experience in Central and South America, both in the field and in Headquarters. His activities have spanned both the FI and the CA spectrum. He has and does deal easily and graciously with high ranking officials, both American and foreign. His good sense, poise and dignity never fail to impress. He is a person of principal and high morals. He does not hesitate to express his conviction even though he may have reason to believe such convictions are not popular. He is a strong supervisor who enjoys his subordinate's respect. He is economy minded and made diligent efforts to comply with requests to economize. Mr. Noel has succeeded in creating a cohesive station in Madrid.

## 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

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

20 April 1964

Chief, WE/5

Fred E. Hubbard

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

Smay 64

CWE

W. D. Hume

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				055292	
<b>SECTION A</b>			<b>GENERAL</b>		
1. NAME (Last) (First) (Middle) <b>NOEL, James A.</b>			2. DATE OF BIRTH <b>1911</b>	3. SEX <b>M</b>	4. GRADE <b>GS 16</b>
5. OFFICIAL POSITION TITLE <b>Chief of Station</b>			7. OFF/DIV/BR OF ASSIGNMENT <b>DDP/WK/Iberian Br.</b>		8. CURRENT STATION <b>Madrid</b>
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) SPECIAL (Specify):			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P. <b>22 April 1963</b>			12. REPORTING PERIOD (From- to-) <b>1 April 1962-31 March 1963</b>		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> 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><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> 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>					
<b>SPECIFIC DUTIES</b>					
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 <b>Direction of all FI and CA operations.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 2 <b>Administration of Station and supervision of personnel.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 3 <b>Direct supervision of senior ops officer in charge of Cuban operations.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 4 <b>Personally handles a sensitive operation of interest to another CS component.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 5 <b>Maintains contact with senior liaison personnel.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 6 <b>Maintains a working relationship with the Ambassador and other U. S. officials.</b>					RATING LETTER <b>S</b>
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
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 <b>S</b>

## 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. Noel has ably administered a large Station and has displayed maturity, good judgment and tact in the day-to-day management and direction of Station activities and personnel. This has been achieved despite the physical location of Station staff personnel in a number of separated office sites.

Under the direction of Mr. Noel a far reaching and fruitful major operational program against the high priority Cuban target has been undertaken and Madrid Station today is making a substantial contribution in good operations and good intelligence information to the over-all Agency effort. Another notable accomplishment directly attributable to Mr. Noel, and in part a reflection of his long years of service in Latin America, has been his professional handling personally of the Station operation involving Juan Peron. Interested CS components have stated categorically that Madrid Station coverage of Juan Peron and his activities is essential in satisfying existing intelligence requirements on Peronism.

Despite the Station's heavy diversion into Cuban and Latin American activities and State Department policy restrictions on internal political activities, Mr. Noel has encouraged the development of a long-range program involving activities against the Spanish Communist Party and clandestine contact with the Spanish political opposition.

## 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	
19	Subject employee is in the field. Report will be shown to him upon his return to Headquarters.	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
25 APR 1963	DC/IE	Roland E. Dulin
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
I concur in above assessment.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
25 APR 1963	C/IE	William D. O'Ryan

SECRET

SECRET

Recorded by  
CSPD

17 April 1962

MEMORANDUM FOR: Acting Chief, WE

SUBJECT : Mr. James A. Noel  
Fitness Report Covering the Period 14 August 1961 to  
31 March 1962

1. Mr. Noel assumed his duties as Chief of Station, Madrid on 23 September 1961. The Station, as constituted when Mr. Noel arrived, included some 21 staffers plus numerous contract personnel, as well as a two man base in Barcelona. The Madrid Station proper not only includes the Embassy installation but an outside operations section as well. Since Mr. Noel arrived the Station has been launched into a Cuban operations program of considerable scale and on a crash basis. In addition, in this period, one State cover slot was withdrawn, and the experienced Chief of Base, Barcelona had to be brought home due to a family emergency.

2. To date Mr. Noel has given every evidence of a particular ability to cope with the crash program and the acute shortage of personnel with judiciousness and maturity. While it is too early, yet, to pass judgement, there are indications that Mr. Noel has been preoccupied with Cuban problems (an area of special interest to him) to the detriment of lower priority but, nonetheless, necessary Spanish targets (for example, contact with the local opposition and a budding effort against the Spanish Communist Party).

3. As indicated above, Mr. Noel has not been in place as Chief of Station long enough to justify firm reservations concerning his management, nor to permit meaningful criticism. Also, as indicated above, his outstanding noticeable strength to date has been his ability to cope with a heavy operational program, a shortage of personnel, and a sometimes difficult operational climate, with judgement, calmness and patience.

THOMAS F. THIELE  
Chief, WE/5

CONCUR:

Y. M. D. O. Ryan/AC/WE

SECRET

# Contract Service - Cecid J. KLOBUKAR (P)

Date	Action	Compensation	GS
	Former Staff Employee		
4 Aug 68	<del>Established</del> Employee Career Agent with Civil Service Retirement, LPAs and PSIs.	\$26,640	GS-16/6
13 Jul 69	LPI	29,219	GS-16/6
5 Oct 69	PSI	30,054	GS-16/7
28 Dec 69	LPI	31,857	GS-15/7
10 Jan 71	LPI	33,757	"
31 Mar 71	Contract terminated (subject retired)	33,757	"

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER <b>0012951</b>		2. NAME (Last, First, Middle) <b>KLEBLER, CECIL J</b>		3. PREPARED: <b>04/16/71</b>	
3. NATURE OF PERSONNEL ACTION <b>CONTRACT TERMINATION (08H0000)</b>			4. EFFECTIVE DATE MO: <b>03</b> DAY: <b>31</b> YEAR: <b>71</b>		5. CATEGORY OF EMPLOYMENT <b>CAREER AGENT (S)</b>
6. FUNDS		7. FUNDAL ANALYSIS (NO. CHARGEABLE)		8. EX. OR OTHER LEGAL AUTHORITY	
<input type="checkbox"/> TO Y <input type="checkbox"/> TO CF <input checked="" type="checkbox"/> TO Y <input type="checkbox"/> TO CF		<input type="checkbox"/> TO Y <input type="checkbox"/> TO CF <input checked="" type="checkbox"/> TO Y <input type="checkbox"/> TO CF		<b>1129-3507</b>	
9. ORGANIZATIONAL DESIGNATIONS <b>DDP DIRECTORATE DOMESTIC OPERATIONS DIV HUBALANCE</b>			10. LOCATION OF OFFICIAL STATION <b>UNITED STATES OF AMERICA</b>		
11. POSITION TITLE <b>OPS OFFICER</b>			12. POSITION NUMBER		13. EMPLOYER SERVICE DESIGNATION
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) <b>(FULL TIME) GS</b>		15. OCCUPATIONAL SERIES <b>0-2600</b>		16. GRADE AND STEP <b>16 7</b>	17. SALARY OR RATE <b>DOG: 032060 LE1: 100569</b>
18. PERMANENT STATUS INFORMATION BIRTH DATE: <b>11</b> SEX: <b>M</b> MARITAL ST: <b>MAH</b> NO. DEPENDENTS: <b>03</b> CITIZENSHIP: <b>US/BIRTH</b> LONGEVITY COMP: <b>091847</b> FED SERVICE COMP: <b>012631</b> TYPE RETIREMENTS: <b>CSC/FICA</b> HOSPITALIZATION: <b>F</b> PLAN: FEGLI: <b>YES</b> PREV. GOVT SERV: <b>4</b> SAL. TASK LIMIT: PAY BASIS: <b>A</b> M/L INC: <b>0</b> S/L INC: <b>4</b>					
19. CONTRACT INFORMATION EFF DATE: <b>080468</b> EXPIRATION DATE: <b>080371</b> DATE ORIG CONTRACT: <b>080468</b> REFERRING OFFICER: <b>DDP PERSONNEL</b> REFR GRG: <b>BOD</b> PHONE: <b>3376</b>					
20. ENTITLEMENTS/ELIGIBILITIES/ALLOWANCES TAX STAFF: <b>Y</b> FED EXMP: STATE EXMP: STATE: TRAVEL: <b>NHN</b> CPS EXPENSE: <b>Y</b> HOUSING: <b>N</b> POST/EQUAL: <b>N</b> HOME LEAVE: <b>C</b> DIFFERENTIAL: <b>N</b> OFFSET CLAUSE: <b>Y</b> STD GOVT: <b>N</b> LEGISL PAY: <b>Y</b> PREMIUM PAY: <b>N</b> ALLOWANCE COMP: <b>N</b> EDUCATION: <b>N</b> STEP INCRS: <b>Y</b> GTR TAX ENTL: <b>N</b> OTHER ALLOWNS: <b>N</b> SEPARATION: <b>N</b>					
NOTE: ITEMS PRECEDED BY AN ASTERISK * REFLECT CHANGED DATA SIGNATURE OR OTHER AUTHENTICATION					

Form 11508  
7-66 MFG 11-69

Use Serious  
Edition

SECRET

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

(45)

**SECRET**

7 April 1971

**MEMORANDUM FOR: OF/C&TD/CAS**

**VIA : Contract Personnel Division**  
**SUBJECT : Cecil J. KLOBUKAR**  
**Retirement**

Cecil J. KLOBUKAR, Career Agent, retired effective 31 March 1971 under the Civil Service Retirement System. This memorandum authorizes the payment by the Office of Finance of any money due him.

Paul S. Latchford  
Chief, DO Personnel

**CONCUR:**

/s/ Don H. Luetschel 14 APR 1971

**Chief, Contract Personnel Division****Distribution:**

Orig & 1 - Addressee  
1 - CPD  
1 - Subject's File

1 - DO/Pers Chrono  
DO/Pers/RASanford:dag (7 Apr 71) 3193

**SECRET**

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

SECRET

CLEARANCE SHEET FOR TERMINATION OF CONTRACT PERSONNEL				DATE
THIS FORM MUST BE SIGNED AND SUBMITTED IN DUPLICATE				22 March 1971
PERSONAL DATA				
NAME (Last, First, Middle - true or pseudonym)		OFFICE AND BRANCH OF ASSIGNMENT		
KLOBUKAR, Cecil J.		DO Division		
LOCAL ADDRESS		PERMANENT ADDRESS		
1807 Sebastian Drive Burlingame, California 94010		San Diego, California		
PERMANENT STATION OR RACE		POSITION OR FUNCTIONAL TITLE		
San Francisco Base		dOps Officer		
CONTRACT DATA				
DATE CONTRACT EFFECTIVE	DATE CONTRACT LAST RENEWED	DATE CONTRACT EXPIRES	DATE OF CONTRACT TERMINATION	
8/4/68		Indefinite	3/31/71	
REASON FOR CONTRACT TERMINATION				
Subject is retiring effective 31 March 1971.				
INTERNAL STAFF OR DIVISION CLEARANCES (Add or delete as applicable)				
COMPONENT	CLEARED BY	DATE	REMARKS	
FINANCE	Mr. Randall			
LOGISTICS				
PERSONNEL	Mr. Latchford			
Registry	Mrs. Moets			
CONTRACT APPROVING OFFICER		CLEARED BY (Signature)		DATE
		Carroll L. Hauver, C/DO/80		
SCHEDULE OF INTERVIEWING OFFICES				
(OFFICES NOT REQUIRING INTERVIEW WILL SO INDICATE)				
OFFICE	SCHEDULE			INTERVIEWING OFFICIAL
	DATE	TIME	LOCATION	
CENTRAL COVER STAFF				CLEARED BY (Signature)
				DATE
OFFICE OF SECURITY PSD				CLEARED BY (Signature)
				DATE
OFFICE OF PERSONNEL CPD				CLEARED BY (Signature)
				DATE
REMARKS (Please Initial)				
<p>APPROVED:</p> <p>/s/ Dow H. Luotscher</p> <p>Special Contracting Officer</p>				
STAFF OR DIVISION AND BRANCH OF ASSIGNMENT		SIGNATURE OF STAFF OR DIVISION RESPONSIBLE OFFICER		DATE
DO Division		Paul S. Latchford, C/DO/Personnel		

**SECRET**

8 MAR 1971

**MEMORANDUM FOR: CSPS/Agent Panel****VIA : Central Cover Staff****VIA : Office of Security****VIA : CI Staff****SUBJECT : Summary of Employment  
Mr. James A. Noel**

Attached hereto is Mr. Noel's Summary of  
Employment for approval and permanent record.

*Carroll L. Hauver*  
Carroll L. Hauver  
Chief, DO Support Group

Attachment:  
As Stated

**CONCURRENCE:**

<u>Ray G. Muller</u>	(CSPS Agent Panel)
<u>Ray G. Muller</u>	(Central Cover Staff)
<u>Ray G. Muller</u>	(Office of Security)
<u>Ray G. Muller</u>	(CI Staff)

**SECRET**

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

14-00000

SUMMARY OF EMPLOYMENT

James A. Noel

From 1931 to 1944 I served as a Foreign Service Officer in various posts in Mexico. In 1944 I joined OSS/SSU/CIG and from that date until 1947, I worked in Europe and Latin America. In 1947 I again joined the Department of State, and served in many posts in Latin America until 1966 when I returned to the United States for a two (2) year detail with the Department of Army. In 1968 I retired from the Department of State and since then I have been living in the San Francisco area doing occasional work on a consultant basis for the Department of Defense.

**SECRET**  
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST
2. NAME (Last, First, Middle) <b>Boel, James A. (T) Career Agent</b>		10 February 1971
3. POSITION TITLE <b>Ops Officer</b>		4. GRADE <b>GS-16</b>
5. OFFICE, DIVISION, BRANCH		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"/> HDQS/TDY <input type="checkbox"/> OVERSEAS ASSIGNMENT  <div style="border: 1px solid black; padding: 2px;">           ETD            STATION  <b>San Francisco</b>            TDY OR PCS            TYPE OF COVER            NO. OF DEPENDENTS TO ACCOMPANY            NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED         </div> <input type="checkbox"/> RETURN FROM OVERSEAS  <div style="border: 1px solid black; padding: 2px;">           ETA            STATION            NO. OF DEP.'S         </div>	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		SIGNATURE <i>Ruth A. Sanford</i> <b>Ruth A. Sanford</b> <b>DO/Personnel</b> ROOM NO. & BUILDING <b>201 Key</b>
		EXT. <b>3193</b>
10. COMMENTS <b>Subject will retire effective 31 March 1971. He will come to Headquarters and be available for a medical examination on 22 March. Please schedule the medical during that week. DO is requesting approval for him to enter the Hq building.</b>		
11. REPORT OF EVALUATION		
<div style="text-align: center;"> <b>Qualified Executive Annual</b>            DATE  <b>31 March 1971</b> </div> <div style="text-align: right;">           SIGNATURE FOR CHIEF OF MEDICAL STAFF  <b>Peter Znowka, OMS/pro</b> </div>		

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
		KLOBUKAR, Cecil J. (Career Agent)		DDP/DO		CF		.	
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.
GS-16	6	\$29219	10/08/67	GS-16	7	\$30054	10/05/69	X	
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE <i>Eugene F. O'Meara</i>						DATE <i>28 Oct 69</i>			
<input 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									
CLERKS INITIALS						AUDITED BY <i>[Signature]</i>			
FORM 560 E Use previous editions PAY CHANGE NOTIFICATION									

*Dep # 415FT*  
*1535*  
*13 Oct 69*  
*14- (4.31)*

22 April 1969

MEMORANDUM FOR: OP/PAB

SUBJECT : Cecil J. KLOBUJAR (P) - Career Agent

Attached is a copy of USFT-1477 dated 4 April 1969  
in which subject requests cancellation of his optional  
FEGLI plan to be effective 3 May 1969.

15  
Virginia C. Lynch  
Chief, DO Personnel and Training

Attachment: USFT-1477 and authorization

CC - OP/C&ED/BA/S  
CHD

RECEIVED  
U.S. DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION  
APR 23 1969

OK  
12

<b>DISPATCH</b>		CLASSIFICATION <b>S E C R E T</b>	PROCESSING ACTION
TO	Chief, Domestic Operations		MARKED FOR INDEXING
INFO.			NO INDEXING REQUIRED <input checked="" type="checkbox"/>
FROM	Chief of Base, San Francisco		ONLY QUALIFIED DESK CAN JUDGE INDEXING
SUBJECT	ISOLOG/ADMIN Cecil J. KLOBUKAR -Life Insurance Coverage		MICROFILM
ACTION REQUIRED: REFERENCES			
<p>Reference: USFT-1303 dated 29 February 1968 <i>mc</i></p> <p>Forwarded under separate cover is a memorandum from Cecil J. KLOBUKAR requesting cancellation as of 3 May 1969 of the \$10,000 optional life insurance coverage under FEGLI which he elected to take in 1968 per the reference. Please forward the memorandum to the Insurance Branch for appropriate action.</p> <p style="text-align: right;"><i>W. G. Boland</i> William G. BOLAND</p> <p>Originated by Susan A. CONSUEGRA <i>sc</i></p> <p>Attachment: Memorandum a/s/a, 2 copies USC</p> <p>Distribution: 2 - Chief, DO w/attachment</p>			
CROSS REFERENCE TO	DISPATCH SYMBOL AND NUMBER	DATE	
	USFT-1477	4 April 1969	
	CLASSIFICATION <b>S E C R E T</b>	WGS FILE NUMBER	

14-00000

4 April 1969

MEMORANDUM

TO :

FROM : James A. Noel

SUBJECT : \$10,000 Optional Insurance

This memorandum is authorization to cancel the \$10,000 additional optional life insurance coverage under the Federal Employees Group Life Insurance Program which I elected to take in February 1968. I request that this cancellation be effective as of 3 May 1969.



James A. Noel

5 August 1968

MEMORANDUM FOR: CF/PAB

SUBJECT : Cecil J. KLOBUCHAR (P)  
Career Agent - Employee No. 463100

Subject converted from Staff Employee to Career Agent  
status effective 4 August 1968. Attached is his FEOLI application  
signed in pseudonym.

Virginia C. Lynch  
Chief, DO Personnel and Training

Attachment: A/B

**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
KLOBUKAR	CECIL	XX J.	3/19/11	
EMPLOYING DEPARTMENT OR AGENCY			LOCATION (City, State, ZIP Code)	

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

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

☐  
(A)

**ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE**

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

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

☐  
(B)

**DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE**

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

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

☐  
(C)

**WAIVER OF LIFE INSURANCE COVERAGE**

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

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

SIGNATURE (do not print)

*Cecil J. Klobukar*

DATE

*18 July 1968*

**FOR EMPLOYING OFFICE USE ONLY**

(official receiving date stamp)

Aug 8 11 15 AM '68  
COAT PERS DIV

See Table of Effective Dates on back of Original.

DUPLICATE COPY—For Agency Use

3

STANDARD FORM No. 176-T  
JANUARY 1963  
(For use only until April 14, 1968)  
176-101

SECRET

6 Aug 68

MEMO FOR: The File

SUBJECT: Cecil J. KLOBUARN (P), Service  
Computation Date

1. On his SF-144 dated 31 July 68 subject  
claimed following creditable service:

Service	From	To
Dept of State . . . . .	26 Jan 31	15 Aug 44
OSS/SSJ/CIG . . . . .	16 Aug 44	17 Sep 47
CIA Staff Employee . . . . .	18 Sep 47	3 Aug 68
CIA Career Agent . . . . .	4 Aug 68	date

2. Subject has had continuous service from  
26 Jan 1931. Accordingly, this date was set as  
subject's SCD. Review of subject Staff Employee  
file this date ~~found~~ found that the Staff Employee  
file also cited subject's SCD as being 26 Jan 1931.

Paul Wilson

11/5/71

SECRET

SECRET

31 July 1968

MEMORANDUM FOR: Chief, Insurance Branch/BSD/OP

This is to advise you that Cecil J. Klobukar has been employed under an Agency personal services contract effective 4 August 1968. The contract authorizes participation in Civil Service Retirement, FEGLI and Federal Health Insurance.

Subject's contract is the administrative responsibility of CCP/DO.

Dow H. Luetscher  
Chief  
Contract Personnel Division

SECRET

Group 1  
Excluded from automatic  
downgrading and  
declassification

Mr. Cecil J. Klobukar

Dear Mr. Klobukar:

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

1. Status. Your status is that of a Government employee under contract and, as such, your rights and benefits are governed by the provisions of this agreement. It is specifically understood that you are not entitled to rights and benefits pertaining to appointed staff status, except as provided herein.

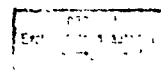
2. Cover. In the performance of your services hereunder, you will act under cover suitable to conceal your true relationship with the Government. It is expressly understood and agreed that any and all documents which you may execute in the course of such cover employment are subordinate to this agreement and any contradiction of terms which may in any way amplify, extend or restrict your rights and/or obligations hereunder shall be resolved by this agreement which shall always be dominant.

3. Compensation. For your services as a Career Agent, you will be compensated at a basic salary of \$26,640 per annum, the equivalent of a GS-16/6. In addition you will be entitled to legislative pay adjustments and within grade promotions in substantial conformance with rules and regulations applicable to Government appointed employees.

4. Funding. If necessary to protect the security of this arrangement, monies due you hereunder may be funded in other than a direct manner. It is understood and agreed that any monies so funded constitute payment by the Government in satisfaction of its obligations under this agreement.

5. Taxes. As a Career Agent, monies paid you under paragraph three (3) above constitute taxable income for Federal tax purposes and you must satisfy your Federal tax liability thereon. Such income may be paid you by or through a cover facility. Because of cover, operational, and security considerations the Tax Committee of this organization is authorized to make certain determinations and establish procedures (including tax withholdings) which will result in the full satisfaction of your Federal income and Social Security tax obligations. It is specifically understood and agreed that such determinations and procedures, whether oral or written, constitute an integral part of this contract and are legally incorporated herein by reference.

SECRET



6. Travel. You will be advanced or reimbursed funds for necessary expenses incurred in connection with such operational travel as may be directed or authorized by this organization. This may include per diem in lieu of subsistence in the course of such travel and while on temporary duty away from your post of assignment. All travel, transportation and per diem provided for under this paragraph must be properly authorized, and expenses incurred hereunder are subject to payment and accounting in compliance with applicable Government regulations, or according to the established policies of your cover facility, whichever is directed by the Government.

7. Operational Expenses. You will be advanced or reimbursed funds for necessary operational expenses including, but not limited to, entertainment and the purchase of information, as specifically approved by the Government or your cover facility. Such funds will be subject to payment and accounting in substantial compliance with applicable Government regulations or according to the established policies of your cover facility, whichever is directed by the Government.

8. Repayment. It is recognized that your failure to account for or refund any monies advanced you hereunder shall entitle the Government to withhold the total amount of such indebtedness or any portion thereof from any monies due you under the terms of this contract in such manner as it deems appropriate.

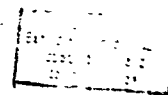
9. Benefits. By virtue of your employment relationship with the Government hereunder, you are herein authorized:

(a) Coverage under the Federal Employees' Compensation Act, as amended. Claims by you, your heirs or legal representatives under this Act will be processed by this organization in accordance with its procedures in such manner as not to impair security.

(b) Continued participation in the Civil Service Retirement System in conformance with rules and regulations applicable to appointed employees of this organization. From the basic compensation paid you hereunder there shall be deducted the appropriate rate percentage (presently 6-1/2%) for deposit and eventual crediting to the Civil Service Retirement Fund. Social Security deductions required by virtue of your cover activities will not be reimbursed you by this organization.

(c) Continuation of your present coverage under the Federal Employees' Health Benefits Act. This organization is presently authorized to bear a portion of the premium cost, you will bear the remainder. Your financial contribution will be effected either by payroll deduction or by direct remittance at periodic intervals to be established by this organization.

SECRET



14-00000

(d) Continued coverage under the Federal Employees' Group Life Insurance Act unless you have previously executed a written waiver of said coverage. This organization is presently authorized to bear a portion of the premium cost, you will bear the remainder. Your financial contribution will be effected either by payroll deduction or by direct remittance at periodic intervals to be established by this organization.

(e) Sick and annual leave equal to and subject to the same rules and regulations applicable to Government appointed employees. Annual leave may only be taken at times and places approved in advance by appropriate Government representatives. All accrued but unused leave credited to your former account as an appointed employee of this organization will be transferred to the leave account established for you under this agreement.

10. Offset. Emoluments (including benefits in kind) received from or through your cover activities are the property of the U. S. Government. Procedurally, such emoluments will be offset against amounts due you under this agreement and are acknowledged to be payment by the Government hereunder and for Federal income tax purposes. You will render signed reports to this organization, every six (6) months, indicating all cover emoluments received during the reporting period. Negative reports covering the same period will be submitted if no cover emoluments are received. Failure to submit timely reports may result in suspension of any contractual payments due you hereunder. If cover emoluments exceed those due you under this contract, you will dispose of the excess amount in conformance with Governmental instructions.

11. Execution of Documents. If, in the performance of services under this contract, you assume the custody of Government funds or take title of record to property of any nature whatsoever and wherever situate, which property has in fact been purchased with monies of the U. S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by the Government to evidence this relationship.

12. Secrecy. (a) You will be required to keep forever secret this contract and all classified information which you may obtain by reason hereof (unless released in writing by the Government from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the espionage laws of the United States and other applicable laws and regulations.

(b) In the event you marry or remarry during the term of this contract, you agree to advise this organization at least one hundred twenty (120) days in advance of such contemplated marriage, or otherwise as soon as known, and to furnish such personal history data on your prospective spouse as may be required by this organization. You understand and agree that should this organization determine that your marriage would limit or otherwise impair your usefulness to the Government, this contract may be terminated.

SECRET

13. Instructions. Instructions received by you from the Government in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.

14. Reassignments. During your period of service under this agreement, it may be necessary for this organization to terminate an assignment for reasons beyond your control. In such event, you will be given every consideration for other assignments appropriate to Career Agents.

15. Unauthorized Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government. Specifically, you herein acknowledge that this organization makes no commitment, either express or implied, that appointed employment status will be offered you at the conclusion of or during your period of contractual service.

16. Term. This contract is effective as of 4 Aug 68, and shall continue thereafter until your retirement from the organization upon reaching age sixty (60) unless sooner terminated:

(a) Upon ninety (90) days' actual notice by either party hereto, or

(b) Upon actual notice to you in the event the results of an initially required medical examination are determined by this organization to be unsatisfactory, or

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

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

UNITED STATES GOVERNMENT

BY \_\_\_\_\_  
Contracting Officer

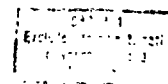
ACCEPTED:

\_\_\_\_\_  
Cecil J. Klobukar

WITNESS: \_\_\_\_\_

APPROVED: \_\_\_\_\_

*Handwritten:* JLI, EVJ, 2.0, 20 Aug 68



14-00000

**SECRET**

19 July 1968

**MEMORANDUM FOR:** Chief, CSPA

**ATTENTION:** Chief, Agent Branch

**SUBJECT:** Conversion to Career Agent Status  
James A. Noel - GS-16

1. Transmitted herewith are the following documents in connection with subject's conversion to Career Agent status:

Contract Check List (3)  
Nonofficial Cover Request (1)  
Biographic Profile (9)  
Latest Fitness Report (9)

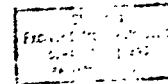
2. The Request for Nonofficial Cover form has been sent to Chief, Central Cover Staff for consideration. Action is being held up pending subject's TDY at headquarters, on or about 29 July 1968. Appropriate modifications will be worked out with CCS at that time.

3. Subject will convert at his current salary, GS-16/6 and will be assigned to the San Francisco area, under Project WUBALANCE, engaged in spotting, assessing, recruiting and handling agents. The effective date of his contract will be determined following discussions with Mr. Noel during his TDY.

*W. T. Montgomery*  
W. T. MONTGOMERY  
Chief, DO Support Group

**Attachments:**  
as stated above

**SECRET**



Complete all items, inserting "NA" when item is not applicable. Forward original and 100 copies for preparation of contract.		11- 1096		10 Arch 1-63	
<b>SECTION I GENERAL</b>					
1. NAME <input checked="" type="checkbox"/> PSEUDO <input type="checkbox"/> TRUE  Cecil J. KLOHMAN		2A. PROJECT <b>WU BALANCE</b>		3. ALLOTMENT NO.	
		2B. PERMANENT STATION San Francisco, Calif.		4. SLOT NO.  ----	
5. PREVIOUS CIA PSEUDONYM OR ALIAS  Woodrow C. OLLEN		6. INDIVIDUAL HAS BEEN ENGAGED BY CIA OR ITS ALLIED ACTIVITIES IN SOME CAPACITY PRIOR TO THIS CONTRACT. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (If yes, describe and include dates and salary.) <b>\$24,477.00 (GS-16 step 6)</b> Staff from Sept. 1947 to present <del>XXXXXXXXXXXXXXXXXXXX</del>			
7. SECURITY CLEARANCE (Type and date) Conv. app. 3 Apr 61		7A. MEDICAL CLEARANCE <input checked="" type="checkbox"/> OBTAINED <input type="checkbox"/> INITIATED <input type="checkbox"/> NOT REQ'D.		8. CONTRACT IS TO BE WRITTEN IN STERILE FORM I.E., "U.S. GOVERNMENT" <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
9. INDIVIDUAL WILL WORK UNDER "CONTROLLED CONDITIONS" I.E., REGULAR OFFICE HOURS AWAY FROM SUBJECT'S HOME AND PERFORMED UNDER THE SUPERVISION OF A STAFF EMPLOYEE OR STAFF AGENT <input type="checkbox"/> YES <input type="checkbox"/> NO		10. PROPOSED CATEGORY (Contract agent, contract employee, etc.) <b>CONTRACT AGENT</b>			
<b>SECTION II PERSONAL DATA</b>					
11. CITIZENSHIP USA		12. IF NOT U.S. CITIZEN, INDIVIDUAL IS A PERMANENT RESIDENT ALIEN <input type="checkbox"/> YES <input type="checkbox"/> NO		13. AGE 57	
		14. DATE OF BIRTH (Month, day, year) 3/10/11			
15. LEGAL RESIDENCE (City and state or country).		16. CURRENT RESIDENCE (City and state or country) 1807 Sebastian Drive, Burlingame, Calif.			
17. MARITAL STATUS (Check as appropriate). <input type="checkbox"/> SINGLE <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> WIDOWED <input type="checkbox"/> ANNULLED <input type="checkbox"/> SEPARATED <input type="checkbox"/> DIVORCED					
18. NUMBER OF DEPENDENTS (Not including individual) RELATIONSHIP AND AGE:  Wife Son DOD 3 Nov 48 Son " 30 Apr 1951			19. INDIVIDUAL IS RELATED TO A STAFF EMPLOYEE, STAFF AGENT OR AN INDIVIDUAL CURRENTLY WORKING FOR THE AGENCY IN SOME CAPACITY <input type="checkbox"/> YES <input type="checkbox"/> NO RELATIONSHIP:		
<b>SECTION III U.S. MILITARY STATUS</b>					
20. RESERVE		21. VETERAN		22. IF RETIRED, INDICATE CATEGORY (Longevity, combat disability, service disability non-combat)	
23. BRANCH OF SERVICE		24. RANK OR GRADE		25. DRAFT ELIGIBLE <input type="checkbox"/> YES <input type="checkbox"/> NO	
				26. DRAFT DEFERMENT OBTAINED BY CIA <input type="checkbox"/> YES <input type="checkbox"/> NO	
<b>SECTION IV COMPENSATION</b>					
27. BASIC SALARY \$26,640* <del>XXXXXXXXXXXXXXXXXXXX</del> <del>XXXXXXXXXXXX (GS-16 step 6)</del>		28. POST DIFFERENTIAL		29. COVER (Breakdown, if any)	
				30. FEDERAL TAX WITHHOLDING COVER CJA YES YES NO NO	
<b>SECTION V ALLOWANCES (NORMALLY GRANTED ONLY TO RESIDENTS OF THE UNITED STATES)</b>					
31. QUARTERS		32. POST		33. OTHER	
34. COVER (Breakdown, if any)					
<b>SECTION VI TRAVEL</b>					
35. TYPES <input type="checkbox"/> PCS <input checked="" type="checkbox"/> DOMESTIC OPERATIONAL <input type="checkbox"/> FOREIGN OPERATIONAL				36. WITH DEPENDENTS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
37. HME TO BE SHIPPED <input type="checkbox"/> YES <input type="checkbox"/> NO		37A. HME TO BE STORED <input type="checkbox"/> YES <input type="checkbox"/> NO		38. PERSONAL VEHICLE TO BE SHIPPED <input type="checkbox"/> YES <input type="checkbox"/> NO	
				39. TRANSPORTED VEHICLE TO BE USED FOR OPERATIONAL TRAVEL <input type="checkbox"/> YES <input type="checkbox"/> NO	
40. IF WITH DEPENDENTS STATE RELATIONSHIP, CITIZENSHIP, AGE AND DATE OF BIRTH  *Salary includes IPI - 14 July 1968  <i>Compensation appears way below line for type position, performance</i>					
41. PAYMENT AND ACCOUNTABILITY WILL BE IN CONFORMANCE WITH <input checked="" type="checkbox"/> CIA REGULATIONS <input type="checkbox"/> COVER POLICIES AND PROCEDURES					
<b>SECTION VII OPERATIONAL EXPENSES</b>					
42. PURCHASE OF INFORMATION  yes		43. ENTERTAINMENT  yes		44. OTHER  as authorized	
45. PAYMENT AND ACCOUNTABILITY WILL BE IN CONFORMANCE WITH <input checked="" type="checkbox"/> CIA REGULATIONS <input type="checkbox"/> COVER POLICIES AND PROCEDURES					

# CONTRACT INFORMATION AND CHECK LIST (CONTINUED)

Laurens E. Montgomery

TELEPHONE EXTENSION

11-6 042

DATE

19 March 1966

NOTE: SEE INSTRUCTIONS ON FIRST SHEET

## SECTION VIII

## OTHER BENEFITS

46. BENEFITS (See R 20-619, R 20-620, R 20-670, R 20-1000, and HB 20-620-1, HB 20-1000-1 and/or successor regulations for benefits applicable to various categories of contract personnel.)

ALL CAREER AGENT BENEFITS

## SECTION IX

## COVER ACTIVITY

47. STATUS (Check) ☐ PROPOSED ☐ ESTABLISHED 48. TYPE (Check) ☐ PROPRIETARY ☐ SUBSIDIZED ☐ CULTURAL ☐ EDUCATIONAL ☐ COMMERCIAL ☐ MILITARY ☐ TOURIST ☐ OTHER

49. IF COVER PAYMENTS ARE CONTEMPLATED, THEY WILL BE EFFECTED ON REIMBURSABLE BASIS

☐ YES ☐ NO ☐ COMPLETE ☐ PARTIAL

## SECTION X

## OFFSET OF INCOME

50. OFFSET OF INCOME AND OTHER EMOLUMENTS DERIVED FROM COVER ACTIVITIES (If less than total, justify in separate memo attached hereto.) ☐ TOTAL ☐ PARTIAL ☐ NONE

## SECTION XI

## TERM

51. DURATION ☐ DAYS ☐ MONTHS ☐ YEARS 52. EFFECTIVE DATE 53. RENEWABLE ☐ YES ☐ NO

54. TERMINATION NOTICE (Number of days)

90 days

55. FORFEITURE OF RETURN TRAVEL FOR RESIGNATION PRIOR TO CONTRACT TERMINATION

☐ YES ☐ NO

## SECTION XII

## FUNCTION

56. PRIMARY FUNCTION (CI, PI, PP, other)

FI

## SECTION XIII

## DUTIES

57. GENERAL DESCRIPTION OF DUTIES TO BE PERFORMED

Spotting, assessing, recruitment and handling of agents in San Francisco.

## SECTION XIV

## QUALIFICATIONS

58. EXPERIENCE

Staff

59. EDUCATION

(Check Highest Level Attained)

☐ GRADE SCHOOL ☒ HIGH SCHOOL GRADUATE ☐ TRADE SCHOOL GRADUATE

☐ BUSINESS SCHOOL GRADUATE ☐ COMMERCIAL SCHOOL GRADUATE

☐ COLLEGE (No degree)

☐ COLLEGE DEGREE

☐ POST GRADUATE

MA

PHD

60. LANGUAGE COMPETENCY

LANGUAGE

SPEAK

WRITE

READ

61. INDIVIDUAL'S COUNTRY OF ORIGIN

(Check Appropriate Degree Competency)

Spanish

FLUENT

AVERAGE

POOR

FLUENT

AVERAGE

POOR

FLUENT

AVERAGE

POOR

FLUENT

AVERAGE

POOR

FLUENT

AVERAGE

POOR

62. AREA KNOWLEDGE

## SECTION XV

## EMPLOYMENT PRIOR TO CIA

63. GIVE INCLUSIVE DATES, POSITION TITLE OR TYPE WORK, SALARY AND REASON FOR LEAVING

1931-36 State Dept., Mexico - Vice-Consul (Ensenada)  
1938-41 " " " " " (Matatlan)  
1941-44 " " " " " (Guadalajara)  
1944-47 OCS/SSU/CIC, Spain and Guatemala - Chief of Station

## SECTION XVI

## ADDITIONAL INFORMATION

64. ADDITIONAL OR UNUSUAL REQUIREMENTS, JUSTIFICATIONS OR EXPLANATIONS (Use other side if necessary)

☐ OVER

## APPROVAL

ATE

TYPED NAME & SIGNATURE OF REQUESTING OPERATING OFFICIAL

Virginia C. Lynch, C/DO/Pers & Trng

DATE

TYPED NAME & SIGNATURE OF CONTRACT APPROVING OFFICER

W. T. MONTGOMERY, C/DO/SG

SECRET