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My last statements concerning the performance of should be extended to cover the remainder of his service is Chief of SR/8. No departed headquarters for a field assignment of July 1986.

Chief of Merchand and Plans
L. Division

CONCUR:

Chief, SR Division

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Item 11 -	"Position Title"	should reflect the	standard a	breviated title	giver

POUTING - 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

sent to the Office(s) concerned.

in the most current edition of the Position Control Register or reported on Form 261, Staffing Complement Change Authorization.

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.

Item 18b - Signature should be that of the official authorized to approve for

specified in HB 20-800-1, which require advance approval of or notification to the Office of Security or the Office of the Comptroller, one copy only will be

LAC: 15 AUG 67 NOTIFICATION OF PERSONNEL ACTION 1, SERIAL RUMBER | 2. NAME (LAST-FIRST-MIROLE) RICHARDSON JACQUES 516102 3. RATERE OF PERSONNEL ACTION 4. EFFECTIVE DATE | 5 CATEGORY OF EMPLOYMENT 5 | 4 62 RESIGNATION 7. COST CENTER NO. CHARGEABLE B. CSC OR OTHER LEGAL AUTHORITY V 01 V L FUNDS 3234 FOR 9 19C. CF 10 CF 8. ORGANIZATIONAL DESIGNATIONS 10. LOCATION OF OFFICIAL STATION 11. POSITICA TITLE 12. POSITION NUMBER 13. CAREER SERVICE DESIGNATION OPS OFF CLR BRICH ...5. 14. CLASSIFICATION SCHEDULE (65, LB, on.) 15. OCCUPATIONAL SERIES 16. GRADE AND STEP IF. SALARY OR BATE 0136.01 4 6 :35℃ IS. REMARKS SIGNATURE OR OTHER AUTHENTICATION

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SECRET There is on file in the Casualty Affairs Branch, Benefits and Casualty , 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 3 Alecenter 1858 This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File. DATE OF NOTICE 28 AUS 1959

NOTICF OF OFFICIAL DISABILITY CLAIM FILE

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FORM NO. 1076

(4-21-35)

SECRET STANDARD FORM 52

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MR JACQUES G. PICHARDSON				& EFFECTIVE DATE	7. C.S. OR OTHER LEGAL AUTHOR
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PERSONNIEL DATA SHEET

MAHE: Jacques G. Richardson AOE: 31 DATE: 13 Dec 1954

STATION Washington, D.C. AND DUTTES: Area Ops Off. DD/P UNIT: SR (Br. Ch.)

PRITIARY CAREER DESIGNATION: SD:FI

PRESENT GRADE: GS-13

PRESENT T/O STOT BC-171 NUMBER AND GIV.DE: GS-15

PROPOSED GRADE: GS-14

PROPOSED T/O SLOT BCF-189 NUMBER AND GRADE: GS-15

CIA TRAINING:

SOC - 9 Jan - 3 Feb 1950 Ops Course - 20 Feb - 17 Mar 1950

Adv. Ops Course 27 Har - 21 Apr 1950

CE Course 4 Jan - 22 Jan 1954 Audio-Surveillance 29 Nov - 1 Dec 1954 EDUCATION:

- Flaps & Seals 2 & 3 Dec 1954

University of Michigan, 1945 - BA Georgetown University - 1951 to 1952

IANGUAGE PROFESERIOY:

Japanese & French - Fluent Mandarian, Italian, Spanish, Portuguese & German - Fair

DATE:

TIPE OF POSITION:

RESULTS:

EXPERIENCE PRICE TO CIA (excluding SSU-OSS):

Feb 1943 to Aug 1946 - US Army

Sept 1946 to Har 1948 - Civil Intell. USA

Apr 1948 to Oct 1948 - Civil Intell. 1st It. (over)

APT - 7-18-50 - Intell Asst. GS-7 - OPC/FE/FE-3, Japan

PRO - 10-1-50 - Intell Officer, GS-9 - OPC/FE/FE-3, Japan

PRO & REAS - 4-29-51 - Intell Officer, GS-11 - OPC/FE/FE-3 PRO - 1-20-52 - Ops Officer - GS-12 - OPC/FE/FE-3

REAS - 2-17-52 - Ops Officer - GS-12 - OPC/EE/EE-4, Great Russian Sec., Wash, D.C.

REAS - 12-7-52 - Intell Officer(Dep.Ch.) GS-12 - DDP/SR - SR-5 O/C

PRO - 7-5-53 - Intell Officer (Dep. Ch) -CS-13 - DDP/SR - SR-5 O/C REAS - 2-28-54 - Area Ops Off. (Br. Ch.) GS-13 - DDP/SR - SR-5

RECOMMENDED BY:

CONCURRENCES:

RECOMMENDATION SA

EXPERIENCE PRICE TO CIA(excluding SSU-CSS)

Publications Press Censorship in Japan Army Info Digest Nov 1949 to Numbrous news items, 2 editorials while editor, graduate term papers on Yugoslavia, China, Korea & Afghanistan.

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SECRECY AGREEMENT

- RICHARMS. JACQUES 2.

 1. I. Pottas Jacques 2.

 I may be the recipient of information and intelligence which concerns the present and future security of the United States and which belongs to the United States. This information and intelligence, together with the methods of collecting and handling it, are classified according to standards set in the State, war, and Navy Departments. I have read and understand the provisions of the Act of Congress of June 15, 1917 (Espionage ict), as amended, concerning the disclosure of information relating to the National Defense and I am familiar with the penaltics provided for viciation thereof.
- 2. I agree that I do not now, nor shall I ever possess any right, interest, title or claim in or to any of the information or intelligence or the methods of collecting or handling of it which has come or shall come to my attention by virtue of my connection with the C/A, but shall always recognize the property right of the United States of America in and to such matters.
- 3. I do solemnly swear that I will never divulge, publish nor reveal either by word, conduct, or by any other means such classified information, intelligence or knowledge, except in the performance of my official duties and in accordance with the laws of the United States, unless specifically authorised in writing in each case by the
- 4. I understand that no change in my assignment or employment will relieve me of my obligation under this eath and that the provisions of this eath will remain binding upon me even after the termination of my services with the United States.
- 5. I understand that my employment by the C/A is conditioned upon my understanding of and strict compliance with "Security Regulations ," and the appendices thereto.
- 6. I take this obligation frouly, without any mental reservation or purpose of evasion.

In witness whereof I have set my hand and seal this Astday of November 1949.

x Dellas L. Camber 1500

Sworn to before me this 2/st day of November 19 \$4.

at Washington, J.C.

Joseph S. Pas

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SECTION C

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Buring the period under review, Delejact managed to gain dell-class 'employment as a senior emecative of an NAUNTALL Streament sabeleliaci scientific publication at a time of contact slouterm when jobs were not easy to get. We did this vithent help been Medigater. To be the Station. Such an achievement in a triblise to Subject's illusery in French, his ability to write, his general coleatible know-how and his good buloness sense. Over held of hit ouldry therefore is now yold by this company. In converting to inlik-time employment, a major adjustment, subject's contribution to the Statien energians in the MILIARSH and TIFACT fields against which he is targeted temporarily decreased community. Subject continued, herefor, to maintain contest with three local IRLEASH officials and initiated ecotors with three others. Its also continued to sun with four new leads to personalities in the priority areas assigned to him. Evidee has the organizing to call on local scientifies or technicians of just chara cay nationality with the poseible enception of TPPNSF cibilians. He has used this nearunique potential wall.

 Subject has had occasional distilentity switching from "professional" or intellectual publicate in his device and the CENTARY grant of the contract or access prospects to nore follow-to-contain thicropical accessing ---con*t-

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The Station submitted comments on Stajeou eddicor recontily in CSVT-16549 (8 Appil 1971), to which we should all that Subject has, langely on his eyn markke, acquired a politic and potentially highly useful cover employment. However, this now employment will domand a very substantial amount of time and energy fines suffer, and the unannumable quastion at the moment relates to this availability for Organizational talks. We shall need additional time and carosal working with this officer to determine the annume, since the fiscal cabley from the Organizaçãos to support his continued stay in Paris is still quive

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to the divide front of he are collected. The doube is therefore to the field of statishing had achieve eye whilehal contrate than in that of more than ploot-wing a operational dividegless? Subject's operational simultant of the impossible doubling to attempt recruitments. Thus, his very real achievements are not by essence of the spectantler variety.

Subject's reporting has been activaled only and continue to be contour. In could, however, wardless improve the collectivity of the leads provided the station and asks more of an educate to "digest" the information contained in his reports.

Although Subject has, at present, no conservisory function, he has repeatedly requested such a respensibility. In it exhibit with operational espenses and has consided good occurity.

During the ported under stylett, additional effects have been made to make full use of subject's petential and integrate him further in the work of the station component with which he works. He is a particularly valuable asset for the Station programs directed against the local Millians and Millians taugets.

Soction D . (continued)

embedantial. In a word, is his worth for the do not yet lines, although our initial impressions use favouable.

On the fitness report itself, this rates while have preferred an "p" rating for specific faty number one; Implet may ultimately feature an "o", but it does not not warm and it the precess time. Headows, I believe the evanual mobile would note properly have been in the higher range of the "a" category, rather than "o", but it is of course a subjective judgment of the rating efficer, the is note intimately and directly involved with subject on a irregant basis.

In sum, the cover is expend, and only time will reveal to that entent the cover requirements permit a full nemaure on he half of the Organization. We are following this acreet closely and will be commonting upon it subsequently as vergain emperience and knowledge.

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The comments of the reting officer are lighted to the pecked from October 1969 to March 1970 Burling which he wished with subject. The provious raptes officer has added his comments to allew coverage of the botal indicated period from April 1950 to Noveh 1970. During this ported Subject was integrated in a new term applying to the local SET and Commercial MUMARON throat. Subject's recent activity has been very productive indeed. Subject used the encollent perential given to him by his cover to skillifully spot and essees access agent candidates. As Subject's operacional situation in Paris precludes making restricted, the most promising of there condidates was placed in contact with a Station officer during social events Susject organized. At the same time, Subject continued his efforts to develop personal rela tionship with several MENASHers. The beginning of personal, as opposed to purely professional, relations with a major MITMAGH target enabled him to obtain insight in we the target's belief; and personality which was the best the Station had to dare Subject also managed to establish contact with two other faminam representatives of interest. This, in one case, required almost six nonche to accomplish yie a combine tion of patience, skill and determination. Subject is an experienced efficer. He is cost conscious and practices good accurity. The Station has no other asset with the necessary scientific and adirovial know-how, fluent French and local knowledge to replace Subject. In view of this and the recent progress cade by Subject in response to very specific requirements and his willingness to try to establish personal and, hopefully, social relations with access prospects and MUMADH thangets, the Station recently recommended that he be extended in Paris. At the same time, Station recommended that Subjects cover be reinforced by Sull-time employment with Subjects according to the same time, Subjects according to the same time.

SECTION D	CERTIFICATION AND C	OUNTERTS .
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	CERTIFY THAT I HAVE SEEN SECTIONS A.	U, AND C OF THIS REPORT
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UNDER MY SUPERVISION	IF TH'S REPORT HAS NOT BLEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED HAVE AND SIGNATURE
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3.	CONTRACT OF REVIEWING OFFICE	EAS / 2/
OVMENTS OF REVIEWING OFFICE	A L	

As provious Station convergentiance and division degrees will before, this afficult has been the subject of verying evaluations and projections in recent years. In interest to him, bewever, it is equally save that an efficient under non-efficient over a willows, in the level and quality of the performance, the amount and type of guidance, dispetion and pack he weselves from the responsible incide once of year. Making allowances for fives qualities, this officer's part regard has not been impressive however, it is also counced to note that he has improved substantially during the interest of the genic hundra series, and that it the Continuent while wells out some five financial iny to

YĘ	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
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Section I's continued

from the Organization. His could med previous at the Station definitely appears to be warrented for a smill step period to reach approach definite constantance over a comowhat leader period than that reflected by the report.

On belonce, we are pleased that i've ellies has responded so well to greater case efficer direction and that to has proposable demonstrate appreciate effects to expend his read end each rest in immediate promining to the privacy Station targets. This is four does being many talence to bear on his operational activity: he has obtained; should be read end a solid and emple italian cover, and a vent read of a most in the local community. Note the local there exists a contract in depth, select those which appear to be a createrably viable, and pursue them actively either to the point of reser invent by another officer or elimination from further development, for unitary reason.

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

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

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The assignment of this employed to the field under non-cifficial cover

was designed to compensate for the hose of an employee in an official cover elet which was out from the Sondien's CD. SED allow ant of personnal positions.

Duraing the reporting paried this employed has accomplished with success the convincing actablishment of his cover in a complex milita, and has been accepted as logitimate by his professional colleagues, the persons them he mosts under cover, and the French authorities. It should be noted that his ability to assume his cover has been largely the result of his our efforts over a particl of years to acquire and maintain a familiarity with the general poientivio riold.

During the reporting perish he has developed a wide eirele of contacts in the scientific and journalistic clokes and applies a long background in a variety of audichments in MUSCAL to the automination and appositent of operational potential among whose contacts. In the same time his cover organization, in which only four persons are niveled of his actual atatus, has shown indely to be more than partialised with his performance of his cover autibu.

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

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

This coplayee uses the Prench language continuously, and his rability is such as to permit him to handle himself empaliantly in a broad range of complex tuchnical subjects. We has in addition undertaken apoptalized French language assiming to develop this capability further. His eschapional, reporting is emballent both with regard to clarity and portinence.

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

SECRET

13 September 1960 (Date) File No. K-1328

MEMORANDUM FOR: Chief, Records and Services Division

Office of Fersonnel

SUBJECT

: Jacques G. RICHARDSON

- 1. Cover arrangements arextequences have been completed for the above-named Subject.
- 2. Effective 12 September 1960 _, it is requested that your records be properly blocked remains to deny harrows Subject's current Agency employment to an external inquirer.
- 3. Operating component must take necessary action to block respective to the Comptroller, Room 107 Curie Hall, Attention: Miss Wenkenbach.

The state of the s

HARRY W. LITTLE, JR. Chief, Central Cover Division

cc: SSD/OS Operating Division - SR

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EFFECTIVE DATE OF PAY ADJUSTMENTS 10 JANUARY 1971

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THRAY ADJUSTMENT IN ACCORDANCE WITH SECTION 212 OF PL 90-206 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF CCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED & DCTOBER 1902"

-EFFECTIVE DATE OF PAY ADJUSTMENT! 13 JULY 1969

SERIAL - ORGN. FUNDS GR-STEP CO6102 44 600 CF 65 15 7

NEA SALARY

\$25,909

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-291 AND EXECUTIVE ORDER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT! 28 DECEMBER 1969

SERIAL ORGN. FUNDS GRASTEP

NEW SALARY

006102 44 620 GS 15 7

\$27,1463

PAY ADJUSTMENT IN ACCOMDANCE WITH SALARY SCHEDULES OF AL 90-246 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND A-DCI DIRECTIVE DATED 3 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENTS A CCTORER 1967

NAME SERIAL ORGN. FUNDS GR-STEP SALARY SALARY SALARY COMMITTED TO SALARY
201

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 DF 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 UF PAY ADJUSTMENT: 14 JULY 1968

NAME Relation Juguer SEKIAL ORGN. FUNDS GR-STEP SALARY SALARY 000102 44 600 CF GS 15 6 821,469 \$23,075

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EFFECTIVE DATE OF PAY ADJUSTMENTS 5 JULY 1966

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SERIAL ORGN, FUNDS GR-STEP SALARY SALARY

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SIGNATURE: Ullool

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PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 8 DCTOBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1965

006102 50 600 CF GS 15 5

ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949. AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

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GRADE -			Per A	lnnum	Rate.	s and	Steps			
	1	2	_3_	4	5	6	7	8	9	10
GS- 1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4 420
GS- 2	3,680	3,805	3,930	4,055	4,180	4,305	4,430		4,680	
GS- 3	4,005	4,140	4,275	4,410					5.085	
GS-4	4,480	4,630	4,780	4,930				5,530	5,680	
GS- 5	5,000	5,165	5,330			5,825		6,155	6,320	
GS- 6	5,505	5,690	5,875	6,060		6,430		6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850			7.450	7,650	
GS- 8	6,630	6.850	7.070	7,290	7,510	7,730		8,170	8.390	8,610
GS- 9	7,220	7,465	7,710	7,955	8,200		8.690	8,935	9.180	9,425
GS-10	7,900	8,170	8,440	8,710			9,520		10,060	
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IN ACCORDENCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DOT WEMCHANDUM DATED A MIGHST 1980. SALARY IS ADJUSTED AS FOLICHS. EFFECTIVE 5 JANUARY 1964.



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20 AUG 62 PSC: NOTIFICATION OF PERSONNEL ACTION OAB 4 EFFECTIVE DATE S. CATEGORY OF EMPLOYMENT 3. NATURE OF PERSONNEL ACTION REGULAR 08-, 05, 62 EXCEPTED APPOINTMENT (CAREER) 8. CSC OR DINER LEGAL AUTHORITY 7: COST CENTER NO. CHARGEABLE V 10 V FUNDS 50 USC 403 J 3134 4008 1000 (F 10 (F 10. LOCATION OF OFFICIAL STATION 9. ORGANIZATIONAL DESIGNATIONS DOP SR WESTERN EUROPEAN AREA FRANCE PARIS, FRANCE PARIS 13. CAREER SERVICE DESIGNATION 12. POSITION NUMBER 11. POSITION TITLE 0240 OPS OFFICER 17. SALARY OR BATE 16. GRADE AND STEP 15. OCCUPATIONAL SERIES 14. CLASSIFICATION SCHEDULE (GS. 48, etc.) 13510 14 6 0136.01 GS 18. REMARKS Pish in SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 24. DATE OF GRADE 22. STATION | 23. INTEGREE 24. Hagtes. 25. DATE OF BIRTH OFFICE CODING 300) CODE 16| 55 01 | 08 61 01 | 20 | 24 | 01 | 60600 SR 24065 27. SPECIAL 30. RETIREMENT DATA REFERENCE 33. SECURITY 34. SEX 32. CORRECTION/CANCELLATION DATA 31. SEPARATION DATA CODE 28. HIE EXPIRES REQ. NO. EOD DATA 06102 MI 40. SOCIAL SECURITY NO. FEGLI / HEALTH INSURANCE 35. VLT. PREFERENCE 36. SERV. COMP. DATE 37. LONG. COMP. DATE 38. CAREER CATEGORY 39. 042205339 120143 PROV STATE TAX DATA FEDERAL TAX DATA PREVIOUS GOVERNMENT SERVICE DATA 42. LEAVE CAT. 43 FORM ERECUTES NO TAR EXEMPTIONS FORM EXECUTED, CODE O . NO PREVIOUS SERVICE 1 - TET 2 - NO 1 - YES 2 - NO 2 BREAK IN SERVICE WORE THAN 3 1851 0 SIGNATURE OR OTHER AUTHENTICATION Use Previous Edition SECRET

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DI RICHARDSON JACQUES 506102 48 40 GS-14 4 \$12,075 \$12,990

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

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GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE 12 JANUARY 1958 AUTHORIZED BY P. L. ES - 462 AND DCI DIRECTIVE. SALARY AS OF 15 JUNE 1988 ADJUSTED AS FOLLOWS

NAME SERIAL GRADE-STEP OLD SALARY HEW SALARY

RICHARDSON JACQUES 506102 65-14-3 \$11,935

GORDON M. STEWART VSV DIRECTOR OF PERSONNEL

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SECETT STENDARD FORM 52 PERIOR CONTINUES OF A SECURED STATES OF A SECURED STATES OF A SECURED STATES OF A SECURED SECU UNVOUCHERED REQUEST FOR PERSONNEL ACTION REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 68 and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse. 2 DAIL OF BIRTH 1. MANE (Mr. -- Miss- Mrs - One firen name, initialis), and surname) 4 DATE OF REQUEST HR. JACQUES & HICHARDSON 20 Jan. 1924 26 Sept. 156 A NATURE OF ACTION RECIESTED.
A PERSONNEL (Special whether appointment, promotion, separation, sec.) & EFFECTIVE DATE & PROPOSEDE C S OR OTHER LEGAL AUTHOR ITY PEASSIGNMENT & POSITION (Specify whether establish, change grade or title, erc.) B. APPRINED: 21 000 A PODTON TITLE AND Area Ops Officer BCF-169-14 Area Cos Officer BCF-189-14 GS-0136.01-14 \$10,535.00 p.a. GS-0136.01-14 \$10,535.00 p.a. E SERVICE GRADE AND DDP/SR IN DESIGNATIONAL DESIGNATIONS Far East Area Japan Office of the Chief IL HELDGEARTERS Tokyo, Japan DEPARTMENTAL (D) XXX III.0 DEPARTMENTAL 12 FIELD OR DEPARTMENTAL A. REMARKS (Use reverse if necessary) RE-SLOTTING FOR NEW APPROVED T/O. D. REQUEST AFPROYED DY Sport D. Lovelace C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) Phyllis M. Landrum Ext. 4407 14 POSITION CLASSIFICATION ACTION 13. VETERAN PREFERENCE NEW VICE LA REAL NONE WHIL OTHER S.PT. 10 FOINT CESABL OTHER SD: DIC L 18 DATE OF APPOINT MENT AFFIDANTS (ACCESSIONS ONLY) 16. APPROPRIATION CLAIMED PROVED 7-3400-55-015 7-3400-55-015 Yes STATE: D. STANDARD FORM SO REMARKS USED IN LIEU, OF STEE NOTIFICATION OF FELL WINEL ACTION R.A. Ske-Island), FIfene 200156 POSTED INITIAL OR SIGNATURE REMARKS 21. CLEARANCES DATE B. CEIL. OR POS CONTROL C. CLASSIFICATION D. PLACEMENT OR ENPL

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CENTRAL INTELLIGENCE AGENCY

B. S. COLL COMMISSION CENTRAL	L INTELLIGENCE		
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RAME INCDIES-IGRSORS GIVEN BANS INITIALISI, AND BURNA	20 Jan		19 Jan. 1955
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Area Cps Officer (Br. Ch) BC-171	7	GS-0136.01-14 \$9	600.00 per annum
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RIV APRIL 1981

PROBUCATION

U. S. CORN. VERTICAL COMMISSION
CHAPTER 81, FIGURAL PERSONNEL BARUAL

CENTRAL INTELLIGENCE AGEN

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II. NAME (UR HISS-HES -CAE GICCH BENE, INITIALISI, AND SUPRAMI AR. JACQUES G. RICHARDSCH		2 DATE O		3. JOURNAL OR ACTION	11 Jan. 1955
This is to notify you of the following action aff	ecting vo			1	12 002. 1977
S. NATURE OF ACTION 1032 STANDARD TERMINOLOGYS			BEATE	7. CIVIL SERVICE OR O	THER LEGAL AUTHORITY
PROBOTION		16 Jan		50 USCA 40	
FROM			-,	Te	
Area Ops Officer (Br. Ch) BC-171-13	8. POSITIO	ON TITLE	Ares	Ops Officer	BCF-189-14
03-0136.01-13 \$2360.00 per annua	9. SERVIC GRADE,	E. SERIES. SALARY	œ-c)136.01-14 \$9	600.00 par annu
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STANDARD FORM 50

REV. APRIL 1031

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U. S. CHYR, SERVICE COMMISSION
CHAPTER BL. PEDERAL PERSONREL MANUAL

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CENTRAL INTELLIGENCE AGEN ...

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1. NAME (NRMISS-NRSONE GIVEN NAME, DUTIAL(S), AND BURN	(THE)	2 JATE OF BI		3. JOURNAL OR ACTION NO.	P .
Hr. Jacques G. Richardson	· .	20 Jan			16 Feb. %
This is to notify you of the following action s	flecting you	r employme	nt:	7. CIVIL SERVICE OR OTHE	R LEGAL AUTHORITY
S. NATURE OF ACTION (USE STANDARD TERMINOLOGY)		1		50 UECA bO3 J	
Reassignment		28 7eb	• **		
FROM				то	- \
Deputy Chief (IO) BC 190-13	a. Positio	N TITLE	Arc	a Ops. Officer()	Br. Ch) BC171-13
03-132-13	9. SERVICE GRADE,	, SFRIES, SALARY	C8-	0136 .01-13 \$836	0.00 per samun
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	11. HEADQI	UARTERS	Has	hington, D. C.	
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CHAPTER RII, FEDERAL PERSONNEL MANUA

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CENTRAL INTELLIGENCE AGENCY

NOTIFICAT 1. NAME (MR.—MISS—MRS.—ONE GIVEN NAME, INITIAL(B), AND BURN	AME)	2 DATE OF			
Tr. Jacques G. Richardson		20 Jan	. 24	1. JOURNAL OR A	3 July 53
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FROM				· 	70
eputy Chief I. O. BC-190-12	6. Position	TITLE	Daput	y Chief 1	. 0. BC-190-13
5-132-12 \$7040.00 per annum	9. SERVICE GRADE, S.	SERIES. ALARY	GS-13	2-13 \$8	360.00 per annu
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W. S. CEFEL SERVICE COMMISSION.

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CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

NAME IMR MISS MRS ONE GIVEN NAME, INITI	ALIS), AND SURBARS)	2. DATE OF BIRTH	3. JOURNAL OR ACTION	NO. 4. DATE			
Mr. Jacques C. Elchardson		20 J n 24	£510	16 Feb 52			
his is to notify you of the following action affec	ting vour employment:						
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Sashington; P. C.			Fenkington, D.	C.			
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DISAR OTHER			Dis 9845				
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4. PERSONNEL FOLDER COPY

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CENTRAL INTELLIGENCE AGENCY

Transfer and Proposition Transfer and Proposition Transfer and Proposition Transfer and Proposition 29 April 1951 Sobsdule A-6116(b) Intelligence Officer, 68-9 Bu. 32976 OPC FR. Japan Section 10. ORGANIZATIONAL ORGIGNATIONS FR3 Japan Section 11. HEADQUARTERS Washington, D. C. PIELD DEPARTMENTAL 12. FIELD OR DEPT: NE WHILI CHIEF S-PT. 10-POINT	MANG NO. WITE WAS		NNEL ACTION			
Transfer and Mon States (S-9) Intelligence Officer, 68-9 GS-9-132	. MARIE (MRMISS-MRSOAL GIVEN NAME, INITIALIS). AND SUB	BHAU()	OF BININ 3. JOURNAL ON ACT	ION NO. 4 BATE		
Transfer and Action was shaden reminded: Transfer and Action The Companies of the state of the	This is to notify you of the following action affe	ecting your employment:	1994 /5729	23 April 197		
Intelligence Officer, GS-9 Service. Series CS-11-132 \$5400.00 per. annua. CS-11-132 \$5400.0	NATURE OF ACTION IUSE STANDARD TERMINOLOGY)	6 EFFECT	TIVE DATE 7. CIVIL SERVICE	OR OTHER LEGAL AUTHO		
Intelligence Officer, GS-9 S-9-132 \$4600.00 per. annua. Bu-9276 OPC PB PR-3 Japan Section Usesington, D. C. PIELD DEPARTMENT 11. HEADQUARTERS Washington, D. C. PIELD DEPARTMENT 12. FIELD OR DEPT. PIELD DEPARTMENT ACT 17. APPROPRIATION TO DESIGNATION ACTION NEW PIECE LA BEAL RELIGIOUS OF APPOINT CONTROL OF APPOINT CO	Transfer and Propotion	29 Apri	1 1951 Sobodulo A-	6,11 6(p)		
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Washington, D. C. PIELD DEPARTMENTAL 12. FIELD OR DEPTL FIELD DEPARTMENT	FR	10. ORGANIZATIONAL DESIGNATIONS	FR			
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CENTRAL INTELLIGENCE AGENCY

NOTIFICATIO		PERSO	DNNE	L. ACTION	F.C. 1/19/51 (m)
1 NAME (MH MISS MRS ONE GIVEN BAME, IRITICALES &	1.05 SP644 1	2. DATE C	P B.ATH	3 JOURNAL OR ACTION N	O. 4 DATE
Mr. Jacques G. Richardson		20 Jan.	1 004	A POCA &	10 B-1 1011
This is to notify you of the following action affecting we	ar employmen	::		******	19 Feb1951_
5. NATURE OF ACTION CUSE STANDARD TERBINOLOGYS	-	6 EFFECT	IVE DATE	CIVIL SERVICE OR OT	HER LEGAL AGENORITY.
Excepted Appointment	•	10 Pap	1051		
FROM		·····		Schodula A-6.11	(p(p)
	8 Positio	ON TITLE	Intel	ligence Officer	, GS-9
	9 SERVICE GRADE	E. SERIES. Salary	G8-9-	132-44600.00 pa	r. anne.
	10 ORGAN	HIZATIONAL	OPC FR		
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ing the second s	11. HEADQI	UARTERS	ReepTi	egton, v. C.	
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3. VETERAN'S PREFERENCE				ATION ACTION BU.#29	74
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RACE 17. APPROPRIATION FROM 2115900		IB. SUBJECT RETIREM	VENT ACT	19. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE CLAIMED PROVED
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Intelligence O. GRADE AND SALARY OFFICE OPC DIVISION BRANCH OFFICIAL STATION CUALIFICATIONS FOR ASSESSMENT FOR ASSESS	APPROVAL DIRECTOR EXECUTIVE C. STILWELL DIVISION
Intelligence O. GS-9, \$1600 p OFFICE OPC FE SRANCH FE-3 Japan S Tokyo, Japan UALTFICATIONS FOR ASSESSANT PRICHAL STATION Chief, FE **CRESONNAL OFFI	Gection APPROVAL DIRECTOR STILVELL DIVISION
GS-9, \$1600 p OPC IVISION FE RANCH FE-3 Japan S Tokyo, Japan FOR ASSESTANT ORIGINARD OF Chief, FE CRESONAL OFFI	APPROVAL DIRECTOR EXECUTIVE C. STILWELL DIVISION
FE OPC FE FEATURE FEATURE FOR ASSISTANT FOR	APPROVAL DIRECTOR EXECUTIVE C. STILVELL Division
FE RANCH FE-3 Japan S Tokyo, Japan DALTFICATION FOR ASSISTANT PARICHARD G Chief, FE CRESONNEL OFFI	APPROVAL DIRECTOR EXECUTIVE S. S. J. L. WELL Division
FE-3 Japan S FICIAL STATION TORYO, Japan FOR ASSESSMENT INTERCHARD OF Chief, FE **ERSON***LL OFFI **ERSON***LL OFFI **CREATION **ERSON***LL OFFI **ERSON***	APPROVAL DIRECTOR EXECUTIVE S. S. J. L. WELL Division
Tokyo, Japan To	APPROVAL DIRECTOR EXECUTIVE S. S. J. L. WELL Division
UNCLIFICATIONS FOR ASSESSMENT PRICHARD O Chief, FE PERSONNEL OFFI ASSESSMENT PERSONNEL OFFI	APPROVAL DIRECTOR EXECUTIVE E. STILWELL Division
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MARKS:	SIGNATURE OF AUTHENTICATING OFFICER

	CONFIDENTIAL FUNDS	PERSONNEL ACTI	ON
Jacques G. Richards	on		September 1950
vature of action Frontien		[6]	1 October 1950
	FROM		ТО
TITLE	Intelligence Assistant	Intell:	Igence
GRADE AND SALARY	00 -7 \$3825 p/a	GS-9	04600 p/a
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DIVISION	FL	ye .	
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PERSONNEL OFFICER			19 Ju	177195	0
MAME OF EMPLOYEE					
RICHARDSON, Jacques	<u> </u>			SALARY	
POSITION TITLE		GRADE GS-7	}		25.00 per annum
Intelligence Assistant		DUTY STATION			
PAYROLL Cando	·	Jenan			
unvouchered funds		DATE OATH OF C		ERED	
10 June 1949			y 1950		
DATE PERMANENT IDENTIFICATION REQUESTED		DATE FINGERPRE			•
18 July 1950		DATE OF PHYSIC	AL EXAMINATION		
DATE BRIEFED BY SECURITY			plicable		·
18 July 1950					. — .
DATE 24 MONTH AGREEMENT SIGNED 18 July 1950					·
CHRICKETS EMPRGENCY ADDRESS MES	inrriette). Richardson	n (Wile)		
0.201	Cld Bladen	shure Road.			•
Silv	ne Spring, i	taryland Tal	e: SL 3953		
EMPLOYEE'S LOCAL ADDRESS				•	
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FORM 80. 37-75 DE: 1949

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file	Intelligence Assistant	
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	FOR ASSISTANT DIRECTOR

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<u> </u>				SPE	CIFIC D	U	IES						
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NARRATIVE COMMENTS

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

During the period under review, Subject managed to gain full-time employment as a senior executive of an HBSPRITE government subsidized scientific publication at a time of economic slowdown when jobs were not easy to get. He did this without help from Headquarters or the Station. Such an achievement is a tribute to Subject's fluency in French, his ability to write, his general scientific know-how and his good buisness sense. Over half of his salary therefore is now paid by this company. In converting to full-time employment, a major adjustment, Subject's contribution to the Station operations in the MHHARSH and TPFAST fields against which he is targetted temporarily decreased somewhat. Subject continued, however, to maintain contact with three local MHMARSH officials and initiated contact with three others. He also continued to search for new leads to personalities in the priority areas assigned to him. Subject has the capability to call on local scientists or technicians of just about any nationality with the possible exception of TPFAST citizens. He has used this near-

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

	CERTIFICATION AND CO	WMENTS
SECTION D	BY FMPLOYEE	
1.	ERTIFY THAT I HAVE SEEN SECTIONS A. B.	AND C OF THIS REPORT , ENd D.
9 June 1971	ISIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT	
18 months	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
DATE	Handling Officer	/s/ Francis S. Sherry
3.	BY REVIEWING OFFICE	AL

The Station submitted comments on Subject officer recently in OFPT-16549 (6 April 1971), to which we should add that Subject has, largely on his own merits, acquired a solid and potentially highly useful cover employment. However, this new employment will demand a very substantial amount of time and energy from Subject, and the unanswerable question at the moment relates to his availability for Organizational tasks. We shall need additional time and careful working with this officer to determine the answer, since the fiscal outlay from the Organization to support his continued stay in Paris is still quite

			OFFICIAL T	ITLE OF REVIEWING OFFICIA	TYPED OR PRINTED RAME AND STORY
OATE	24 May 1971	·.,	Duva		/s/ wigh Montgomery

FITNESS REPORT

Section C (continued)

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

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

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

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

Section D (continued)

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

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

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

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

2: (at that time) 42 and 17

8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT

I would like very much to use my fluent French in my next assignment, as well as make use of my extensive exposure to science and technology -- both operations and and the larger world of the scientist and the engineer in today's evolving societies and economies. I would most especially hope to use my long experience in nonofficial cover activities and the managerial exposure accumulated thereby.

- LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittel form). (also attach personal cover questionnairs in accordance with CSI-F 240-8)
- I planned, established and operated a long-range SCT spotting-assessment activity against sensitive targets, and a shorter range similar local activity during a period marked largely by an adverse political climate.
- · I planned, developed and exploited, and modified a non-official cover in order to mask our operational activity, and integrated these into the broader ranging overall activities of a major field Station.
- I managed the non-official cover activity of viable professional/commercial cover organizations. The tasks included many business and production aspects as well as management of the firm's /unwitting/ personnel in the field and from the home office.
- · I assisted other Stations and Bases, upon their request, in spotting-assessment activities, in local search and surveillance of targets, and in recruitment.
- · As my original non-official cover became modified as a result of mergers, I was able to develop, alone, continuing cover to serve our needs of operational access as well as those of 'status' cover.

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

- (a) the senior-most management course offered through the Organization;
- (b) a review course of activities within the CS and the Organization as a whole; (c) at least audit the SET course, if that is still being offered.
- If (a) is possible through a civil school away from Headquarters, I would have no objection to the displacement involved.

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11. PREFERENCE FOR NEXT ASSIGNMENT:	
11a. DESCRIBE BRIEFLY THE TYPE OF BORK YOU BOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT F IN ITEM NO. 9 ADONE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.	ROM THAT INDICATED
First choice: to manage a large-scale non-official cover project i	n a French-
speaking technically advanced locale. Second choice: chief of station or base (cover non-official or off	icial) in an
area where I can combine my experience and linguistic ability. Third choice: to be assigned to Staff training, preferably training	g (a) senior
unit or project managers, or (b) JCTs. Fourth choice: to be assigned to Staff personnel work above the	Division
level whore new personnel are screened, tested and evaluated, the Fifth choice: to work on the Intelligence side of the house.	nen assigned.
	TO LOCAL TO BREEF BOOK
11B. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. A FOR MEXT REGULAR ASSIGNMENT BY INSEPTING 1, 2, & 3 (for lat, 2nd, and 3rd choice) in Cowplete all alternate choices and options in all cases even though you are requesting tour.	LSO INDICATE PREFERENCE REMAINING BORES. G AN EXTENSION OF YOUR
• EXTEND TOURMONTHS AT CURRENT STATION TO(DATE)	 •
BE ASSIGNEDS TO THE TOWN OF DUTY! INDICATE YOUR CHOICE OF DIVISION STATES CHOICE THE THE THE THE THE THE THE THE THE TH	Illgence.
BE ASSIGNED TO ANOTHER FIELD STATION, INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIAL STATE CHOICE TRUSSELS 2ND CHOICE GOTOVE 3RD CHOICE	ttawa
. D PETURN TO MY CURRENT STATION, with different responsibilities	-
TO BE COMPLETED BY FIELD STATION	
THE ENDERGENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE P	OR NEXT ASSIGNMENT.
1 HOUR RECONSENDATION FOR MIS WELT ASSIGNMENT AND TRAINING	
Station recommends that Subject return PCS to Head	luarters at the
end of his current tour. We would welcome a replacement	. wno is capable
of functioning in the same general cover context, but ar	ik angu tugikid-
usl must also be able to spot and thoroughly access agor	it candidates.
l wo should also handle a number of agents in the same fie	ild. We are, in
-hart marking an officer who will addressively exploit:	his cover.
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE	
13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDAT.	NEXT ASSIGNMENT. ON FOR HIS NEXT
ASSIGNMENT AND TRAINING.	
No decision has been made concerning next assignment	•
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DATE 24 AUR 70 ITLE C/E/PERS SIGNATURE WITHOUT CZ TENTO	r .
FOR USE BY CAREER SERVICE	
14. APPROVED ASSIGNMENT:	
15. EMPLOYEE NOTIFIED BY DISPATCH NO DATED:	•
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Field Reassignment Questionnaire (continued)

12. develop new operational leads on his own initiative, and at the same time be prepared to take over and run assets related to his own cover employment.

FITNESS REPORT O06102 SECTION A PRODUCT COMPETENCE SCHIAL COMPET	•										
SECTION A A CIPULA CONTROL CON											
1. NAMS (f.net) (First) (Middle) 2. DATE OF BIRTH 3. SEX 6. GRADE 8. SD 20 Jan 1924 M CS-15 D											
20 Jan 1924 M CS-15 D											
6. OFFICIAL POSITION TITLE. Ops Off DDP/EUR/F Paris											
9. CHECK (X) TYPE OF APPOINTMENT 10. CHECK (X) TYPE OF REPORT											
X. CAREER MESERVE TEMPORARY INSTIAL REASSIGNMENTS											
CAREER-PROVISIONAL (See Instructions - Section C) X ANNUAL REASSIGNMENT											
SPECIAL (Specify):											
11. DATE REPORT DUE IN 0.P. 12. REPORTING PERIOD (From- (o-) 1 April 1969 - 31 March 1970	,										
SECTION B PERFORMANCE EVALUATION											
U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the accould range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action to a proposed in Section C.	ten										
M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial act taken or recommended should be described.	ons										
P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.											
S-Strong Performance is characterized by exceptional proficiency.	ilar										
O-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing sin work as to warrant special recognition.											
SPECIFIC DUTIES											
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describe manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees the supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).	yees										
SPECIFIC DUTY NO. 1	TER										
Established and maintains a legitimate S&T publishing representation for the purpose of developing natural access to Station targets.											
SPECIFIC DUTY NO. 2	ING TER										
Uses his cover to develop leads on eventual access or support type assets to be used by the Station against the local MHMARSH target.											
	ING										
Responds to various Station requirements including investigative work.	TER										
PECIFIC DUTY NO. 4	ING TER										
Initiates contact with selected local MHMARSH targets and undertakes to develop sufficient rapport with them to provide operational assessments.											
SPECIFIC DUTY NO. 5											
PECIFIC DUTY NO. 5	TER										
PECIFIC DUTY NO. 6	TER										
of the first of the second of											
OVERALL PERFORMANCE IN CURRENT POSITION											
RA	ING TER										
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 hobits, and scriticular limitations or talents. Based on your knowledge of employee's, averall performance duting the rating period, slace the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.											

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SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demanstrated in current position keeping in proper perspective, their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training overall performance. State suggestions move for impresentation of Amplify or explain ratings given in Section 8 to provide best on foreign language competence, if required for current costition. Amplify or explain ratings given in Section 8 to provide best on toreign canguage competence, it required for current controls. Amplify or explain ratings given in section a to provide cost 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 so complete Section C, attach a separate sheet of paper.

The comments of the rating officer are limited to the period from October 1969 to March 1970 during which he worked with Subject. The previous rating officer has added his comments to allow coverage of the total indicated period from April 1969 to March 1970. During this period Subject was integrated in a new team assigned to the local SST and Commercial remarks target. Subject's recent activity has been very productive indeed. Subject used the excellent potential given to him by his cover to skillfully spot and assess access agent candidates. As Subject's operational situation in Paris procludes making recruitment, the most promising of these candidates was placed in contact with a Station officer during social events Subject organized. At the same time, Subject continued his efforts to develop personal relationship with several MHMRSHers. The beginning of personal, as opposed to purely professional, relations with a major MHMRSH target enabled him to obtain insight in to the target's beliefs and personality which was the best the Station had to date Subject also managed to establish contact with two other MMMARSH representatives of interest. This, in one case, required almost six months to accomplish vis a combination of patience, skill and determination. Subject is an experienced officer. He is cost conscious and practices good security. The Station has no other asset with the necessary scientific and editorial know-how, fluent French and local knowledge to replace Subject. In view of this and the recent progress made by Subject in response to very specific requirements and his willingness to try to establish personal and, hopefully, social relations with access prospects and MHMARSH targets, the Station recently recommended that he be extended in Paris. At the same time, the Station recommended that Subject's cover be reinforced by full-time employment with Subject's current WOLADY part-time employer.

CERTIFICATION AND COMMENTS SECTION D BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT ١. SIGNATURE CE DATE /s/ BY SUPERVISOR THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION S Francis Sherry OFFICIAL TITLE OF SUPERVISOR Handling Officer /s/ Murat Natirboff Chief, &R II SY REVIEWING OFFICIAL

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

TYPED OR PRINTED NAME AND SIGNATURE OFFICIAL TITLE OF REVIEWING OFFICIAL DATE /s/ Hugh Montgomery 19 May 1970

Section D3 continued

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

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

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

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

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		FITNESS REPORT	. /					
SECTION A	Dollar fra	Or Canto	GENERA		•	00	6102	<u></u> -
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ECTION B	•	PERFORM	ANCE EVA	LUATION	.*			
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P - Proficient	excension.	than satisfactory. Da		•				
S - Strong	Performance is chara	ictorized by exceptions	of proficient	- are being pro	ouceain ai	WOIICION	n mans	ver.
0 - Ovtstanding	Performance is so ex	ceptional in relation t work as to warrant spe	o roquireme	nts of the work	and in com	pari son	to the	performance of
		SPE	CIFIC DU	TIES .	··			
	sponsibilities MUST	cific duties performed IH specific duty. Con be rated on their abili						y. All employee (204).
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operation	al interest	in the S&T o	ommuni	ty.				S
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FORM 45 OBSOLETE PREVIOUS EDITIONS.

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NARRATIVE COMMENTS

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

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

	THE COUNTY	ITC
SECTION D	CERTIFICATION AND COMME	113
	BY EMPLOYEE	C OF THE DEPOPT
l.	RTIFY THAT I HAVE SEEN SECTIONS A, B, AND	C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
11 June 1969	ON CHOSOVICOR	
2. MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EN	
	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
5 June 1969	Ons Officer	/s/ Murat Natirboff
5 June 1903	BY REVIEWING OFFICIAL	
3. COMMENTS OF REVIEWING OFFICIAL		
I do not concur the performance of h which he has created	in this rating. I would have is cover responsibilities, tha and expanded his cover. I we in assessing his exploitation	uld have restricted myself to of that cover for operational ent's performance, suggest that ted 26 May 1989, via CPPA-39925.
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
23 JUNE 1969	Chief of Station	/s/ David kE. Murphy
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SECTION C

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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 plwork performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Since the last reporting period subjects of forts were directed by the Station toward the spetting, developing and assessing WCLADY SET agent candidates in terms of Progruitment and inclusion in the Station's SET spetting network.

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

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

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

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

SECTION D	CERTIFICATION AND COM	ALIVIS							
1.	BY EMPLOYEE								
10	ERTIFY THAT I HAVE SEEN SECTIONS A, B, A	NO C OF THIS REPORT							
DATE	SIGNATURE OF EMPLOYEE								
24 Oct. 1968	/s/2011								
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							
28 Oct. 1968	Ops Officer	/s/ Murat Natirboff							
3.	BY REVIEWING OFFICIAL								
COMMENTS OF REVIEWING OFFICIA	-	• • •							
See attachei.		•							
	• •								
		• •							
•									
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE							
	Chief ofStation	/s/ David E. Murphy							

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

Section D

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

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

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

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

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

STCRET

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

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

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

/s/ David E. Kurphy

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SECTION B PERFORMAN						
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SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weatnesses 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. Commen on foreign language competence, it required for current position. Amplify or explain parings given in Section. By previde best basis for determining future personnel action. Manner of performance of managerial or supervisory diffes must be described, if opplicable.

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

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

Subject is cost conscience.

HQRS. NOTE: Subject has no supervisory responsibiliti

TYPED OR PRINTED NAME AND SIGNATURE

CERTIFICATION AND COMMENTS BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A. B. AND C OF THIS REPORT SIGNATURE OF EMPLOYEE BY SUPERVISOR Employee is on h/l. Report will be shown to him upon his return.

OFFICIAL TITLE OF SUPERVISOR /s/Murat Natirboff

Ops Officer BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I rarely see the written product of this employee's efforts and know little of his work except as I am informed of it by his supervisor in the Station. I have the impression, however, that the employee is responding to his supervisor's guidance and is not by any means simply driffting along paths indicated by his cover work, which can be a temptation when an employee has, as is true in this case, rather limited contact with his colleagues who work under official cover on the same target. I thus concur in the evaluation on the basis of limited knowledge.

TYPED OR PRINTED NAME AND SIGNATURE OFFICIAL TITLE OF REVIEWING OFFICIAL /s/Robert E. Owen Ops Officer August 1967

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FORM 45

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ECTION 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. Universed from state in the relationship to comment on far tip language commentaries if the tuined for comment of the house for the state in the state of the

Subject has done an outstanding job in creating a dyrig mechanism which enables direct access to an important target group. This job was performed wirthully, securely, intelligently and imaginatively. Subject is an experienced, highly capable senior professional officer in every sense of the term. The is a tappoughly organized self-disciplined person who can operate effectively outside a normal station complex. He has the supple mind required to loarn highly technical cover tasks and perform these in a skilled manner. He organizes the performance of these cover duties in such a manner as to extract the most operational mileage. Subject has spotted, assessed, developed, and in special cases recruited. He is extremely articulate, and an excellent writer. Despite his deep cover status, he submits timely finished operational and information reports. His management, administration, and record keeping of both his cover and operational duties is excellent.

Although Subject has had long experience in supervisory capacities, his present singleton over status does not require supervisory duties.

SECTION D	CERTIFICATION AND COM	IENTS
1.	BY EMPLOYEE	
	ERTIFY THAT I HAVE SEEN SECTIONS A, B. A	ND C OF THIS REPORT .
onight May 16	SIGNATURE (
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER, MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYER, GIVE EXPLANATION
		•
DATE	OFFICIAL TITLE OF SUPERVISOR	T:
4 May 1966	Ops Officer	'/s/Murat Natirboff
3.	BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICIA	L	
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DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
4 May 1966	Ops Officer	/s/Robert E. Owen

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					,	EMPLOYEE	SERIAL N	UMBER	
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	B OF APPOINTMENT			HECK (X) TYPE					
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	OVISIONAL (See Instructions +)	Section C)	X	ANNUAL .		REAS	IGNMENT	EMPLOYEE	
SPECIAL (S				SPECIAL (Spe					
II. DATE REPORT	DUE IN O.P.		12. R	April 196	100 (From) 4 - 2 Ju) ine 1965			
SECTION B		PERFORMANC	E EV	ALUATION					
W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category repositive ramedial action. The nature of the action could range from counseling, to further training, to pla probation, to reassignment or to separation. Describe action taken or proposed in Section C. A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency.									
A - Adequete	Performance meets all requirexcellence. Performance is more than sa			•					
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S - Strong O - Outstanding	Performance is so exception others doing similar work as	al in relation to req	uiromo	ents of the wor	k and in com	parlson to th	ne perform	once of	
		SPECIF	C DU	TIES					
	he most important specific du mployee performs EACH spec							cribes the employees	
with supervisory responsibilities MUST be reted on their ability to supervise (Indicate number of employees supervised). SPECIFIC DUTY NO. ! Contact, cultivation and assessment of, and collection of bio-									
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ind on other	Soviets and other r	nationalities	to	whom he ha	s access	through	his	0	
PECIFIC DUTY NO	2 Spotting and ass	sessment of p	oten	tial opera	tional a	ssets to	be	RATING LETTER	
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specific buty No	Execution of oper cerned, whether of a	ational assi KUTUBE, KUW	gnmei OLF (nts as dir or KUDESK	ected by nature.	Hqs and	field	RATING LETTER	
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PECIFIC DUTY, NO	. Preparation or ac	quisition of	cove	er firm wr	itten ma	terial a	8	RATING LETTER	
perational	information to incre les Nos. 1 through 3	ase his acce	es ai	nd flexibi	lity in	furthera	nce of	0	
PECIFIC DUTT NO	.5 Planning, direct	ing and mana	ging	overseas	bureau o	f cover	firm,	RATING LETTER	
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PECIFIC DUTY NO	. .		·		BK OF	-4b	Nors	RATING LETTER	
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formance of speci	everything about the employe fic duties, productivity, con ns of tolents. Based on your the ating box corresponding	duct on job, coope	nloves	ness, perrinen 's averali per	r personal ti	rina the rati	na period.	RATING LETTER	

	SECRET (When Filled In)	OFFICE OF CO.
	NAPPATIVE COMMENTS	office of Personne:
SECTION C		
overall performance. The suggest of the serior and any one with his past or country authorities he appoint of view of his tar lack of opportunity for KUBARK an asset who has capability for exploiting As has been stated in to approach operational efforts, in which he has enhance the foundations the cover company, but may be applied directly activity in his country other countries, usually tion he has contributed use of Hqs components in gets.	required for current position. Amplify or explain election. Manner of performance of monageristring period this employee as a ver and the expansion of his operational background. From the presents as deeply buried an anizational background. From the present of the completely legitimes, he also apparently has be scrutiny, for what he claims to not only solid status and access his cover for specific and access his cover for specific and access the cover, which requires a concept of the cover, which requires a concept of the cover, which requires a concept of the cover, which requires a concept of assignment, he has also been involving direct contact with greatly to the acquisition of the coverall approach to Sov to fault this employee with re-	de point of view of the host hate. From the more important hen accepted, and not through a be. He thus represents for its cover, but also the demonstrate iggressive operational undertakings that capability directly and openly his cover is the result of his of work not only to establish and considerable amount of work for means by which the cover activity and in addition to operational in used in Hqs-directed activity it target individuals, and in additional information for the iet scientific and technical tarspect to energy, professional
-1-4316 and mental Capa	CITY. He IN a veen portain	a leastion toward operation
very skillful in analyz	ing the possibilities it offers nsiderable resourcefullness in	for application toward operation devising legical and credible
objectives. He shows co	Harder gote . Con	(continued)
SECTION D	CERTIFICATION AND COMME	415
	BY EMPLOYEE	C OF THIS REPORT
	ERTIFY THAT I HAVE SEEN SECTIONS A, B, AND	
DATE 1965	/s/	
1 June 1965	BY CUREDVISOR	
MONTHS EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN TO EN	PLOYEE, GIVE EXPLANATION
UNDER MY SUPERVISION		
		TYPED OF FRINTED NAME AND SIGNATULE
DATE	OFFICIAL TITLE OF SUPERVISOR	
	Ops Officer	/s/ James M. Flint
1 June 1965	BY REVIEWING OFFICIAL	
3.		
COMMENTS OF REVIEWING OFFICE	1	
Since the Rev	iewing Officer in the field has	not indicated his views
on this Fitness Re	port, I would like to make a co	mment of my own. Without
wishing to detract	Trom any ming one bullet	-dress him in this report are
formance, I feel o	bliged to note that the issues.	h Chief in this Division, and,
higher than those	bliged to note that the ratings given, for example, to any Brand	n of the Division as a whole.
as such, are incom	given, for example, to any Branc sistent with the grading patter	•
•		Reviewing Office
	n Onemations S	ection /s/ Robert E. Owen
2 June 1965 Ch	ief, External Operations of	TYPED OF PRINTED NAME OND SIGNATURE
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	(////Wie Man-
	1.	Edward Ryan

24 June 65

SECTION C continued

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

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

other than the periodic provision of policy and operations and punctillious in his preparation of This employee has always been conscious and punctillious in his preparation of operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational and administrative reports, including financial accountings, and his operational accountings are portered to the provide accounting to the result of the provide accounting to the result of the provide accounting to the result of the provide accounting to the result of the provide accounting to the result of the provide accounting to the result of the provide accounting to the result of the provide accounting to the result of the provide accounting to the result of the provide accounting to the provide accounting to the provide accounting to the provide accounting to the provide accounting to the provide accounting to the provide accounting to the provide accounting to the provide accounting to the provide accounting to the provide accounting to the provide accounting to the provide accounting to the provide accounting to the provide accounting to the provide accounting

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

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

stream of competitive organization progression.

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

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

ment of cover.

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

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

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SECTION C HARRATIVE COMMENTS

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

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

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

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

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

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SECTION D	CERTIFICATION AND CO	MMENTS specific Soviet targets on a						
1.	BY EMPLOYEE							
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DATE	SIGNATURE OF EMPLOYEE							
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DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE						
25 May 1964	Ops. Officer	/s/ James Flint						
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SECRET (Then Filled In) NARRATIVE COMMENTS

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SECTION C	NARRATIVE COMMENTS	ning in proper perspective their relationship to
overall performance. State suggestion foreign language competence, if rebusis for determining future personne	knesses demonstrated th cuttent position are ons made for improvement of work performance equired for current position. Amplify or explo of action. <u>Manner of performance of manageri</u>	ping in proper perspective their relationship to e. Give recommendations for training. Comment ain ratings given in Section B to provide best all or supervisory duties must be described, if
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SECTION D	CERTIFICATION AND COMME	NTS
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DATE	SIGNATURE OF EMPLOYEE	15'
15 May 1963		/~/
	BY SUPERVISOR	
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UNDER MY SUPERVISION		,
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15 May 1963	BY REVIEWING OFFICIAL	
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20 May 1963	ops officer	101 200000

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SECTION C

NAHRATIVE COMMENTS

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

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

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

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

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

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

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

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6 August 1962

Memorandum in Lieu of Fitness Report Reclaiders, Reque

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

Chief of Operations and Plans SR Division

HOWARD J. OSBORN Chief, SR Division

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and on request.		UATION O	COVEDAL	DEDE	OPM/	MCF.IN	CURRENT	POSITI	ON -	sett	Jemen:	
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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demanstrated in current position. Indicate suggestions fraction to the training 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. Rolling Rolling Strength Rolling R

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

SECTION F	CERTIFICATION AND C	OMMENTS
1.	BY EMPLOYEE	
l ce	ertify that I have seen Sections A, B	C, D and E of this Report.
9 November 1961	SIGNATURE OF EMPLOYEE	1
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUFERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
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EMPLOYEE UNDER MY SUPER	VISION LESS THAN 80 DAYS	REPORT MADE WITHIN LAST 90 DAYS
OTHER (Specify):	·	
9 November 1961	SR/Chief of Plans and Open	rations CHENTIN Some AND SIGNATURE
3.	BY REVIEWING OFFIC	CIAL
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	MPLOYEE A LOWER EVALUATION.	
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NOT ELIGIBLE MEMBER	X REASI	IGNMENT	/EMPL	OYER			
PENDING DECLINED INTERIOR (Smerify)	<u> </u>						
O. DATE REPORT DUE IN O.P. Prom 24 TUNE [7]		•					
THAT WATER OF PERFORMANCE OF SPEC	CIFIC DUT	IES					
			er whi	ch bo	st dosc	ribes	the
ist up to six of the most important specific duties performed during the rating perior names in which employee performs EACH specific duty. Consider ONLY effectivem names in which employee performs EACH be resed for their ability to supervise (indicar	ess in perfo	rmance of	that d	luty.	All emi	ploye	78
List up to six or the mployee performs EACH specific duty. Consider ONLY effectively namer in which employee performs EACH specific duty. Consider ONLY effectively with supervisory responsibilities MUST be rated on their ability to supervise (indicar	e number of						
12 Assemble 14 Compatent	5 - Excelle	ne 6 - 5	uperior	12	- Ouis		
- Unsatisfactory Special Duty	10. 4				:.		O.
PECIFIC DUTY NO. 1	r				· .	5/	6
Chief, Soviet Branch, responsible for activities of 24 staff and 6							
						PA	rinc
PROJEC OUTY NO. 2	10. 5					N	o.
Responsible for station SR planning,	•					1	
budgeting, and operating activities 6		•				1	
	10. 6						TING
PECIFIC DUTY NO. 3					_	"	٠.
Representing the station at varied		-			•	1	
levels in all SR matters							
SECTION C EVALUATION OF OVERALL PERFORMANCE IN	CURRENT	POSITIO	MC				
Take into account everything about the employee which influences his effectiveness duries, productivity, conduct on job, cooperativeness, pertinent personal traits or had duries, productivity, conduct on job, cooperativeness, pertinent personal traits or had vour knowledge of employee's overall performance during the rating period, place the statement which most accurately reflects his level of performance.	in his curr	nt positi	on - pt	or tal			on 10
1 - Performance in many important respects fails to meet requirements.	- 1t	essacis.			RAT	NO.	
Performance meets most requirements out to a Performance clearly meets basic requirements. Performance clearly exceeds basic requirements. Performance in every important respect is superior. Performance in every respect is outstanding.		raspecto.			5		
SECTION D DESCRIPTION OF THE EMPLOY	EE			-1			
In the rating boxes below, check (X) the degree to which each charge	cteristic of	enter	5 . 00	tstanc	ling de	7100	
1 - Least possible degree 2 - Limited degree 3 - Normal degree 4 - Abov	e average d	NOT	1		RATING		
	APPLIT,	08-	1	2	3	4	5
CHARACTERISTICS	,			 -	1		X
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FORM 45 OBSOLETE PREVIOUS EDITIONS.

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	MARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE	
SECTION E	NARRATIVE	mament of his
•	and weaknesses demonstrated in current position. Indicate suggestions made to employee for impro	1
254488 Birdading	to his training Describe it appropriate, his shipping to day appropriate and for assum	tud diagras ia.
work. Give recor	mmendations to the best basis and sections a C and D to brill the best basis	for determining
sponsibilities. A	and weaknesses demonstrated in current position. Indicate suggestions made to employee to improve the improvement and for assummendations for his training. Describe, it appropriate, his sufficient to be provided the best basis. Amplify or explain, it appropriate, ratings given in SECTIONS B, C, and D to provide the best basis.	

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

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

SEC	TION F	CERTIFICATION AND COM	MEINIU
1.		BY EMPLOYEE	To Takin Danes
	I cor	tify that I have seen Sections A, B, C,	D and E of this Report.
DAT		Jacque Richardson/s/ on tran	
2	a a second	BY SUPERVISOR	
MON	THS EMPLOYEE HAS BERN ER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
	and the state of the		
		IF REPORT IS NOT BEING MADE AT THIS TI	ME, GIVE HEASON.
	EMPLOYEE UNDER MY SUPER	VISION LESS THAN 93 DAYS	REPORT MADE WITHIN LAST 90 DAYS
	OTHER (Specify):		
DAT	E	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE Signed on
	23 June 1960		Adam Erindle(P) trunsmittel
3.	/	BY REVIEWING OFFICIA	<u>L</u>
7	I WOULD HAVE GIVEN THIS EN	PLOYEE ABOUT THE SAME EVALUATION.	
	I WOULD HAVE GIVEN THIS EI	MPLOYEE A HIGHER EVALUATION.	
	I WOULD HAVE GIVEN THIS ET	UPLOYEE A LOVER EVALUATION.	
	I CANNOT JUDGE THESE EVA	LUATIONS. I AM NOT SUFFICIENTLY FAMIL	AR WITH THE EMPLOYEE'S PERFORMANCE.
COM	MENTS OF REVIEWING OFFICIA		A second
	•	•	
	~ 3	A Company of the Comp	
		•	· ·
DAT	E	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
		COS, Tokyo	John Baker/s/ on transmittal

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S. SERVICE DESIGNATION 6.	OFFICIAL POSITION							, Tol	,	(a)	::::	
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and civilian into	elli _e nn c e som	vices	6	5 -						,	. 1	
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4 - Performance	e clearly exceeds be in every importan	t respect i	roments. £ superiol					• ',				
6 · Performance	e in every respect	s outstand	ing.									
		ESCRIPT	TION OF	THE EMPLO	YEE					<u> </u>		
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FORM AS ASSOCIATE PREVIOUS EDITIONS.

SEE SECTION 'E' ON REVERSE SIDE
SECRET

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SECTION E		RIPTION OF MANN	ER OF JOI		Tot improvement of his
itress strengths and we					or assuming greater to
rock. Give recommend	oknesses demonstrated in utions for his training. De r or explain, if appropriate, s.	ratinge given in SEC	LIONS B. C.		
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· ·		ERTIFICATION AND	COMMEN	TS	
SECTION F		THE THREE OF	EC		
1.		rve seen Sections A,	B C D or	d E of this Report.	
<u> </u>	I certify that I ha	we seen Sections M,	<u>, , , , , , , , , , , , , , , , , , , </u>		
DATE	SIGNATURE	OL ENLIGHT			
27 April 195	9 signed of	n transmittal			
			SOR		TION
2.	A BEEN IF THIS REP	ORT HAS NOT BEEN SH	OWN TO EMP	LOYEE, GIVE EXPLANA	
MONTHS EMPLOYEE H	ON .			. !	
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EMPLOYEE UNDE	R MY SUPERVISION LESS T	HAN 93 DAYS			
OTHER (Specify):	• .		T-	PED OR PRINTED NAM	E AND SIGNATURE
DATE	OFFICIAL TI	TLE OF SUPERVISOR	١,	William Nel	
Unit		•	1	MITTING HOLD	
1 1050	<u>ውር</u> ጥ	okyo Station		signed on tra	1200T P AGT
27 April 1959		BY REVIEWING O	FFICIAL		
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COMMENTS OF REVIE	NING OFFICIAL	,		i ;	
COMMENTS OF HEATE		•		.] -]	
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OFFICIAL TITLE OF REVIEWING OFFICIAL C/Tokso Station

DATE 27 April 1959 John E. Baker signed on transmittal

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			F	ITNES	REPO	RT (P	ort I) PERFC	PRMANCE
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							ons for completing	
nate	where	he stands w	ith yo	ou. Comp	letion of organizat	the reportion polic)	that you show Par	retlef this report to the employee except ou read the entire form before completing our completed and forwarded to the Office of tion "A" below.
strei	rigths :	and weaknesse itions specif	ied ir	n Regulat	ion 20-370	11 10 1	ecommended that yo	completed and forwarded to the Office of
HUA.	quest i	on. If this	is th	he initio	the date	indicated	in item 8, of Sect	tion 'A' below.
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	NOI A			(First)		Hiddle)	2. DATE OF BIRTH	3. SER 4. SERVICE DESIGNATION
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		RICHAL DIVISION/ BRAN	KDOCK		cours		8. OFFICIAL POST	TION TITLE
s. o	PPICE/	FE, TOKYC,	JAPA	AN			Area	Ops Officer
		8. DATE REPO	RT DU	E IN OP	•		DYFRED BY THIS RE	PORT (Inclusive dates)
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		F REPORT		1411144			# 1 # 1 - SUPER 41 50 R	X Promotion
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8. 1	HIS DA	ITE						
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2. 5	CR THE	Go. WHICH WIL	LLEA	0 10 A SE	TTER UNDER	STANDING	F THIS REPORT.	
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	TION				108	PERFORM	MCE EVALUATION	
1360			ERFOR	MANCE OF	DUTIES:			ab individual being rated has performed
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his	dutie	Factors oth	her th	an produc	tivity wil	1 be taker	into account ter	h the individual being rated has person- similar work at a similar level of respon- er in Section D.
	• •		17 PER	FORM DUTI	ES ADEQUAT	ELY. HE 15	INCOMPETENT. HE HAS HAD SPECIF	IC GUIDANCE OR TRAINING, HE OFTEN FAILS TO
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FORW NO. 45 (Part 1) REPLACES PACTIONS EDITIONS SECRET ARE OBSOLETE.

Performance

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	(with a	11104 (8)	
2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES			
PIRE TIONS: a. State in the spaces below up to six of the meliace the most important first. Do not incl b. Rate performance on each specific duty consic. For supervisors, shility to supervise will a who supervisors, shility to supervise will a who supervise a secretary only). d. Compare in your mind, when possible, the similar level of responsibility. e. Two individuals with the same job title a duties. f. Re specific. Framples of the kind of duties ORAL BRIEFING GIVING LECTURES CONDUCTING SEMINARS BRITING TECHNICAL REPORTS CONDUCTING SEMINARS TYPLING TAKING DICTATION SUPERVISING S. For some jobs, duties may be broken down even	inte mind dering (lways be individ may be p that mi HAS AND DEVELOP ANALYZE WANAGES OPERATE COORDIN WRITES PREPARE	or or unimportant duties. In or unimportant duties. In or unimportant duties. In or effectiveness in performance of this specific duty (do not rate as suprime leading to the second of the second	ame duty at a a on different artions S DITIONING CANCE OF DATA
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t - INCOMPETENT IN THE PERFORMANCE 2 - BARELY ADEQUATE IN THE PERFORM OUTY RATING 3 - PERFORMS THIS DUTY ACCEPTABLY NUMBER 4 - PERFORMS THIS DUTY IN SUCH A THAT HE IS A DISTINCT ASSET ON	AANCE OF Ent mann . Fine w	THIS FOUND IN VERY FEW INDIVIDUALS LAW JOBS 7 EXCELS ANYONE I KNOW IN THE P ER THIS DUTY	HOLDING SIMI-
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and plans operations of denied area	1	Conducts Transon Mr. On Onkit	
branch.	5/5	V.S. agencies	RATING
***corre outr mo. 2 Conducts operational	NUMBER	SPECIFIC DUTY NO. 5	NUMBER
liaison with local security	6		aga in tagan an a
Services.	RATING	SPECIFIC DUTY NO. 8	RATING
Develops and handles agents	NUMBER		NUMBER
Selenda and improve aforter	6		
3. MARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMA		those which affect development on present jo	
Subject is an exceedingly well-equi intelligent, has a thorough backgro to grow in his job. His operationa He has the loyalty of his subordina visors. He is particularly effectigoed sense and disinterest in "fight cooperation and good will. If he him impatience with his subordinates in an occasional unwillingness to se	pped ound in l plan tes an ve in ting tas any, as r	perations officer. He is nature, operations in his area and the aboning and execution is usually imped the respect of his equals and sudealing in the liaison field where he problem produces a maximum of minor fault as a supervisor, it is effected in previous evaluations, it them.	ility ccable. per- his not
		IT JOB IN ORGANIZATION	
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IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME CENTERN FULLY:	THER PO	SITION IN THE ORGANIZATION?	40. IF YES,
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<u> </u>					(Then P.	illed In)				
		·	· FITNESS I	RΕ	PORT (Part II) POTE	ENTI	ÄL		
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FOR THE	LIMINISTRAT	VE CFF	LER: Consult cu	***	at instruct	cons for completing	this	report.		
ment and rated emp to be com hold and	prizonnel loyee. It pleted only complete a	officion is recom rofter	is concerning the sended that you the employee has god and has element	2	patential of the enti- in under you. If this	tion to your supervise the employee brings seport before to ur supervision FIX rist the INITIAL RIST ter the due date in	e rate opieti AT LEA ST on	d. It is ing any t ST 90 Det the emple	MAT to be show pestion. This re A If less then yee, however, it	port is 90 days, MUST be
SECTION					CLU					
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s. OFFICE	/01412130 '8	BANCH OF	ASSIGNMENT			6 OFFICIAL POSITION				
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4. COMMENTS CONCEDURG POTENTIAL.

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SECTION W.

FUTURE PLANS

1. TRAINING OF STHEE DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Subject deserves at sometime within the next year or two the opportunity to broaden als experience either by corrand of a small station or advancement to a more responsible job in a darge one.

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

DESCRIPTION OF INDIVIOUAL

DIRECTIONS: This section is provided so 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.

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COMMENTS CONCERNING POTENTIAL

Subject is well suited for this business and the business like him 50 kg should progress steadily to positions of great responsibility.

MAIL ROOM

SECTION N.

FUTURE PLANS

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Normal refresher a/o preparatory training as required.

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

No limiting factors or personal circumstances known to the rater

SECTION 1.

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.

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5	4. IS ANALYTIC IN HIS THINK-	3	14. ADMITS HIS ERRORS	- 4	24. WORKS WELL UNDER PRESSURE
5	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL' TO SUPER- VISION	4	25. DISPLAYS JUDGENERT .
4	G. KNOWS WHEN TO SEEK ASSISTANCE	5	16. DOES HIS JOB WITHOUT STRONG SUPPORT	4	26. IS SECUPITY CONSCIOUS
3	7. CAN GET ALONG WITH PEOPLE	5	17. COMES UP WITH SOLUTIONS TO PROBLEMS	5	27. IS VERSATILE
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χ·	IO. CAN COPE WITH EMERGENCIES		20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS		30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVI- SION

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FITNESS	REPORT (P	art I) PERFORM	IANCE	
		UCTIONS		
FOR THE APPINISTRATIVE OFFICER: Consul				
FOR THE STERVISOR: This report is deal this evaluation to your supervisor and	igned to help you	express your evaluation	of your sub	pordinéte and to transmi
nate where he stands with you. Comple	rtion of the repor	rt can helo you prepa	re for a di	scussion with him of hi
Introduction and weaknesses. It is also o	presnigation policy	that you show Part Io	f this repor	t to the employee excep
under conditions specified in Regulation any question. If this is the initial Fersonnel no later than 30 days after	tenott on the em	oloyee, it must be comp	leted and to	rwarded to the Office o
SECTION A.	•————	ERAL		
1 NAME (Last) (First)	(Widdle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
RICHARDSON Jacque		70 Jun. 1924	_ <u> </u>	DI
5. OFFICE DIVISION BRANCH OF ASSIGNMENT		4. OFFICIAL POSITION	TITLE	•
Japan Station (NIDNOO)		L Area Sterutions		
7. GRADE S. DATE REPORT DUE IN OP .	1	OVERED BY THIS REPORT (
08-14		<u>an 1958 to 10 30:</u>		
10. TYPE OF REPORT 1911145 (Check one)		6141-3UPE41124	SPECIAL	(Specify)

SECTION B.		CATION	DATED IS	NOT SHOWN, EXPLAIN WHY
NOT:	20 400 10 10 10	3504 10 132 110.000		
A. CHECK (X) APPROPRIATE STATEMENTS:				
THIS REPORT REFLECTS MY CON OPINION χ'	S OF THIS INCh.	IF INCOMEDUAL IS O	14765 "t" (4)	CT OR D. A SARRING LET- TTACHED TO THIS REPORT,
THIS REPORT BEFLECTS THE COMBINED OF	PINIONS OF MY SECT	1 CANGC CLATIFY 1 1 Exactate HIS JOI	THAT THE RATI	is individual indes non-
T HAVE DISCUSSED BITH THIS SMPLOY X AND BEARBESSES SO THAT HE RHOWS WHEA	EE HIS STRENGTHS TE HE STANDS.			
B. THIS DATE C. PYFED OF PRIN		TURE OF SCPERNISOR D.	SUPERVISOR'S	OFFICIAL TITLE
15 November 1956 C. KW	ace It'l	helius	Chief, So	viet Branch
2. FOR THE REVIEWING OFFICIAL: RECORD A	NY SUBSTANTIAL 2: 6	FERENCE OF CPINION OF	THE SUPER	VISOR, OR ANY OTHER IN-
FORMATIONS WHICH WILL LEAD TO A BETTE	R UNDERSTANDING OF	THIS REPORT.	•	
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	and the street of	المتوركان		
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				BUTO ON ATTACHED SHEET
I certify that any substantial difference				
21 Movember 1955 OFFICIAL T	1 Le riger	(/ -		E OF REVIEWING OFFICIAL Linuxilians
SECTION C.	JOB PERFORMANO	E EVALUATION		
I. RATING ON GENERAL PERFORMANCE OF DUTIE	ES (-			
DIFFCTIONS: Consider ONLY the productions duties during the rating period. Consider than productivity	space him ONLY wath	cothers doing similar	work at a si	ng rated has performed milar level of respon-
1. DOES NOT PERFORM DUTIES AD CARRY OUT RESPONSIBILITIES OF PERFORMS MOST OF HIS DUTIES OF A FINE PERFORMS DUTIES IN A COMPETATION OF A FINE PERFORMANCE. CARHIE PERFORMS DUTIES IN SUCTING THE SUPERVISOR.	MANCE: ALTHOUGH 45 5. ES ACCEPTABLY, DOCA ETENT, EFFECTIVE MA IS OUT MANY 24 NIS	MAS MAD SPECIFIC GUIDA S CNALLY RENEALS SOME NNER. RESPONSIBILITIES EXCEP	MÅ TE MEAN Tionally beli Led By F&# (</td><td>1635.</td></tr><tr><td>COMMENTS:</td><td></td><td></td><td></td><td></td></tr><tr><td></td><td>٠</td><td>4 2.10</td><td>' 4 € €ي</td><td>øz:</td></tr></tbody></table>	

FORM NO. 45 (Part I) OF FORMS AN AND 454 MHICH SECRET ARE OBSOLETE.

b. Rate performance on each specific duty consider. For supervisors, ability to supervise will also supervise a secretary only). d. Compare in your mind, when possible, the similar level of responsibility. Two individuals with the same job title moduties. f. Be specific. Framples of the kind of duties of the kind of duties of the kind of duties. ORAL BRIEFING GIVING LECTURES CONDUCTING SEMINARS BRITING TRCHNICAL REPORTS CUMBUCTING EXTERNAL LIAISON TYPING TAKING DICTATION SUPERVISING 8. For some jobs, duties may be broken down ever and phone operation, in the case of a radio of	Individual being rated with orders of the same duty individual being rated with orders of the same duty in the same duty be performing different duties. If so, rate them on different duties. If so, rate them on different duties in the same duty same series and the same duty same series of the same series of the sam	those of the state
I - INCOMPETENT IN THE PERFORMANCE 2 - BAHELY ADEQUATE IN THE PEHFORM DUTY RATING 3 - PERFORMS THIS DUTY IN A COMPETE NUMBER 4 - PERFORMS THIS DUTY IN A COMPETE 5 - PERFORMS THIS DUTY IN SUCH A THAT HE IS A DISTINCT ASSET ON	MANCE OF THIS FOUND IN VERY FEW INDIVIDUALS HOLDING LAR JOBS 7 EXCELS ANYONE I KNOW IN THE PERFORMAT ENT MANNER THIS DUTY A FINE MANNER HIS JOB 1115 JOB	31.511
SPECIFIC DUTY NO. 1	MATING SPECIALS DUTY NO. 4	43861)) :
Deputy to Branch Chief	5 Supervising	RATING
Conducts Foreign Liaison	brepares correspondence and reports	O RATING
Frepares and manages projects	Handles admin routine	AJBBUU .:
3. MARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMS	ANCE	
Subject has really superb nature in terms of mental capacity, psychological people he comes against. He to ability among other natural aptitude best, he is a bit shy of humor qualities which mitigate more against.	reticularly those which affect development on present job. Fall equipment for work in this Organization cological bent and affinity for the things, ops this off with industry and language ries. On the debit side and measured against and personal understanding in some situations and acceptability than job competence.	•
SECTION D. SUITABILITY FO	OR CURRENT JOB IN ORGANIZATION	
POTETIMENT PERSONNEL CHARGE CHARGE SHOULD 1 DEFINITELY UNSUITABLE - HE SHOULD 2 OF DOUBTFUL SUITABLE FAPLOYEE - BEL RANT HIS SEPARATION 4 OF THE SAME SUITABLEITY AS MOST PE 5 A FINE EMPLOYEE - HAS SOME GUTSTAN NUMBER 7 EXCELLED BY ONLY A FEW IN SUITABLE	OF HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW TO LOW AVERAGE BUT WITH NO MEAKNESSES SUFFICIENTLY OUTSTANDING THE CONTROL OF THE ORGANIZATION NOTICE STRENGTHS OF THE ORGANIZATION LITY FOR BORK IN THE ORGANIZATION TO THE ORGANIZATION OF THE ORGANIZATION OF THE ORGANIZATION TO THE ORGANIZATION OF THE ORGANIZATION OR THE O	O BAR

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			FITNESS	RE	PORT (Part II)	POTE	1TI	AL		
					INSTR	UCTIONS					
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pent and rated emp to be com	personnel ployee. It pleted only	official im recom y after t	port is a priviled to the concerning to a money the two the compleyer has a land the OF no later	the poures	potential o ad the enti en under yo If this	of the emplo ire report to our supervis	oyee being before comp sion POF AT TTAL RELVORT	rate pleti T EFA T on	ed. It is ing sny 90 AST 90 DAYS the employ	NOT to be juestion. The S. If less wee, however	than 90 days,
SECTION						ERAL					
1. NAME	RICHA	ARDSON	JACQUES	~ (·	(Widdle)	2. DATE OF 20 Jan	 1924 		3. SEX	4. SERVICE	DESIGNATION
	DIVISION/BI	BRANCH OF	F. ASSIGNMENT				L POSITION				,
	nn Static						Operatio				
7. GRADE GS-1/	1	EPORT DU	E IN OF	•		overed by Toos				_	<u> </u>
10. TYPE 0			1817185	1'		#4 # 1+ BUF E # V		7		(Specify)	
	k one)	X	ANNUAL	+-		w1 4 1 - 1 MP L O Y		1_			
SECTION F						ICATION			<u> </u>		
. FOR THE			Y THAT THIS REPO							BEING RATED	
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	C REVIEWING	OFFICIA	TYPED OF PRINTED	(WID	MILS HEPOR	AND NOTED	D ANY DIFFE	PENC	IL OF OPIN	ISON IN ATTAC	HED WEND.
A. THIS DA	ate Vovember		AFICIACIA!	$\sim \prime \ell$	LAUX	610 cm	IRP		icial iiii	<u>u.cratico</u>	4
SECTION G		13/00		توبيكر ع	PTIMETE OF	FPOTENTIAL	Men		FX. 1		
1. POTENTI	IAL TO ASSUN	SREAT	TER RESPONSIBILL	11165	ا /ر ا	١/	V				
7 RATING NUMBER	1 - ALREAD 2 - HAS RE 3 - MAKING 4 - READL 5 - WILL 7 - AN EXC	DY ABOVE EACHED THE PROBABLY DY ASSUME CEPTIONAL	ers of his grade terms of the E THE LEVEL AT WITHE HIGHEST LEVEL SES, BUT NEEDS MAINING IN ASSUMITY ADJUST QUICKLY WING MORE RESPONDAL PERSON WHO IS SIBILITIES	Rind WHICH EL AT WORL T ING GE Y TO W	il of reapon BATISFACTO BATISFACTO BATICH SEFORE BEATER RESPON LITIES THAN	ORY PERFORMATION ORY PERFORMATION PROPERTY PROPE	ANCE CAN BE ERFORMANCE TRAINED TO ES ES WETHOUT AT HIS PRES	C EXP CAN O ASS FURT SENT	PECTED RE EXPECT: SUME GREAT! THER TRAIN LEVEL	IS LEVELS IN TED TER RESPONSIB HING	BILITIES
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DESCRIPT RATING NUMBER	G 2 - BE	ELIEVE IN ELIEVE IN	PINION ON HIS SU ADIVIDUAL WOULD ADIVIDUAL WOULD ADIVICUAL WOULD	RE A	A REAK SUPE AN AVERAGE A STRONG SU	RVISOR IN T SUPERVISOR IN PERVISOR IN	THIS KIND O IN THIS KI I THIS SITU	OF SI	OF SITUATIO	on .	
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	, , ,		(Specify)				.;*		\$ 130 E 15	2 7 12 30 gt 6	

INDICATE THE APPROXIMATE NUMBER OF MONTHS THE Six OFFICE OF PERSONNEL

6. COMMENTS CONCERNING COLUMNIAL

Subject has a high all around potential. With resemble to support subcrainates from his own energy rather an to bring them along the hard way, and a normal tendency to avoid the categorical "no" - both tendencies easily correctable.

MAIL ROOM

SECTION H.

FUTURE PLANS

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Routine refresher training as appropriate.

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

All normal. No limiting factors.

DESCRIPTION OF INDIVIOUAL

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 DESERVED THIS: HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIOUSE.

1 - APPLIES TO THE INDIVIOUAL TO THE LEAST POSSIBLE DEGREE

CATEGORY NUMBER

2 APPLIES TO INDIVIDUAL TO AN LEAST POSSIBLE 1
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
6 APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF YIEW	5	TT. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUS- SIONS OF THE RESOCIATES
4	2. CAN MARE DECISIONS ON MIS OWN WHEN NEED ARISES	4	12. SHOWS GRIGINALITY	3	22. IMPLEMENTS DECISIONS BE- GARDLESS OF SON FEELINGS
5	3. HAS CHETIATENE	4	13. ACCEPTS RESPONSIBILE-	. 3	23. 18 SHOWEN TEUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINK-	3.	14. ADMITS HIS ERFORS	4	24. WORKS BELL UNSIR PRESSURE
5	5. STRIVES CONSTANTLY FOR HER ENORLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPER- VISION	4	25. DISPLAYS JUDGE#847
4	6. RHORS WHEN TO SEEK . ASSISTANCE	5	IS. DOES HIS JUB WITHOUT STRONG SUPPORT	۷;	Zg. is security conscious
3	7. CAN GET ALONS WITH PEOPLS	5	TO PROBLEMS	5	27. IS \18447118
5	B. HAS MINORY FOR FACTS	5	TB. 23 OBSERVANT	4	28. NIS CRITICISM IS CON- STRUCTIVE
5	9. GETS THINGS DONE	5	19. THINKS CLEARLY	4	29. FACILITATES EMOGTH OPERA-
х.	10. CAN COPE WITH EMERGENCIES	5	20. COMPLETES ASSIGNMENTS TITMEN ALLOWABLE TIME LIMITS	5	30. DOES NOT REGUERE STRONG , AND CONTINUOUS SUPERIOR 5104

SECRET							
FIELD FITNESS	REPORT						
The Fitness Report le an important factor in organisation personnel management. It seeks to provide: 1. The organisation selection board with information of value when considering the application of an individual for membership in the career staff; and 2. A periodic record of job performance as an aid to the effective utilization of personnel.							
INSTRUCTIO							
TO THE FIRL O ACMINISTRATIVE OR PERSONNIL OFFICER: TO THE FIRL O ACMINISTRATIVE OR PERSONNIL OFFICER: The initiation and transmittal of this report to head- quarters. The initiation and transmittal of this report to head- quarters. The initiation and transmittal of this report to head- quarters. The initiation and transmittal of this report to head- quarters. The initiation and transmittal of this report to head- quarters. The initiation and transmittal of this report to head- quarters.							
TO THE FIRLD RPERVISOR: Read the entire form before cul attempting to complete any item. As the supervisor who pay	rient supervisor. It is assumed that, throughout tha tud this individual has been under your supervisor, have discharged your supervisory responsibilities						
you have primary responsibility for evaluating his by	frequent discussions of his Brook, so (NDATE a ser-						
	Posted Pos. Control Pas 29 NOV 1955						
FIELL REPORT							
IT IS OPTIONAL BHETHER OR NOT THIS FITNESS RE	out Reviewed By Poor Heaven a 175/1/55						
SECTION							
Struly Richardson	20 Jan 1924 M (1) FI, (2) PP						
GS-22. USSR Base, Tokyo	SR 839						
e. DUE DATE OF THIS REPORT /. PERIOD COVERED BY THE	s attent (Inclusive detes) Santember 1955						
30 September 1955 17 February - 30 SECTION 11 (To be completed							
I. CURRENT POSITION	2. DATE ASSUMED RESPONSIBILITY FOR POSITION						
	10 February 1955						
A. As Chief of Operating Table: 1. Manage wed direct all operations against target area, and monitor products. 2. Supervise system of development and exploitation of operational leads. 3. Supervise proper administration and support of operations, including finances. 4. Conduct or supervise effective liaison with other KULARK elements, with other Sovernment agencies abroad and, when appropriate, with representatives of other povernments. 7. As Senior SR Division Officer in Area: 1. Conduct with or advice other KULARK and non-KUBARK units on target							
area, government, that IS characteristics. 2. Make available to owher KUTARK and non-KUTARK units area specialists, as required.							
SECTION III (To be completed at headquarters only) DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY							
AUTHENTICATION OF REPORT AND SIGNATURES 1. NAME OF RETER STUES. 2. SAME OF SIGNETURES 2. SAME OF SIGNETURES 2. SAME OF SIGNETURES 2. SAME OF SIGNETURES 2. SAME OF SIGNETURES 2. SAME OF SIGNETURES 2. SAME OF SIGNATURES 2. SAME OF SIGNATURES 3. THIS REPORT AUTHENT 3. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL DEFICER ATTHEADQUARTERS TICATED AT HOS. AUTHORIZED TO AUTHENTICATE EXPLESS REPORT AND SIGNATURES THAT SAME SAME SAME SIGNATURES THAT SAME SAME SAME SAME SAME SAME SIGNATURES THAT SAME SAME SAME SAME SAME SAME SAME SAME							
DO NOT COMPLETE - FOR HE	ADQUARTERS USE ONLY						

FORM NO. 454

			SECT	CS 17	7.50	1917 20 22 -	
This section is provided as an aid in itself but acquires its meaning interpreted literally.	8, IN, FOIDS	TION TO	parta	relar job	or assignmen	it. The descriptive	words are to be
On the left hand side of the page the right hand side of the page at vided into three small blocks; this sent on the left - then check the son you are rating. Placing an "applies to an individual. Placing that the description is not at all	category X" in th	on the co	ro mani ightimbi Observe Does Ne	rtioeras icò best icò colus it Apply!	Alinctions (1	yes so desire. Lo	of at the state.
STATEMENTS	-				CATEGORIE	es ·	
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A. ABLE TO SEE ANOTHER'S			\times				
0. PRACTICAL.			1				
t. A GOOD REPORTER OF EVENTS.					, I I		X
Z. CAN MADE DECISIONS ON HIS OWN WHEN NEED ARISES.							X
3. CAUTIOUS IN ACTION.						X	
4. HAS INITIATIVE.							\times \Box .
5. UNEMOTIONAL.							X
8. ANALYTIC IN HIS THINKING.			1				
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS. B. GETS ALONG WITH PEOPLE AT ALL							
SOCIAL LEVELS.				_			\times
9. HAS SENSE OF NUMOR. IO. KNOWS WHEN TO SEEK ASSISTANCE.		=					
				_			
11- CALM- 12. CAN GET ALONG BITH PEOPLE.		====	_	+			- X -
3. MEMORY FOR FACTS.							$\overline{\Box}$
4. GETS THINGS DONE.		==+					
S. KEEPS ORIENTED TOWARD LONG	==+	==	\dashv	+	.		
TERM GOALS. 6. CAN COPE WITH EMERGENCIES.			= †	+			
7. HAS HIGH STANDARDS OF ACCOMPLISHMENT.			+	+			X
HAS STAMINAL CAN KEEP GOING A LONG TIME.			Ť	1			
. HAS WIDE RANGE OF INFORMATION.							X
SHOWS ORIGINALITY.						• -	X
ACCEPTS RESPONSIBILITIES.							
. ADMITS HIS ERRORS.							XII
. RESPONDS WELL TO SUPERVISION.							X
. EVEN DISPOSITION							X
BLE TO DO HIS JOB MITHOUT		i					X

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26. UN THINK ON HIS FEET.		7	一丁	T	T	7	_	T	1		-		- -
27. COMES UP WITH SOLUTIONS TO	-	=	= -								+=		11
PROBLEMS.	===		== =	<u></u>				<u></u>		_!X	-		<u>L</u>
" SPARK PLUG",						11	<u></u> L	_			X		L
29. TOUGH WINDED.					<u> </u>						X		
30. DESERVANT.	<u>.</u>			I					7	T	X		Γ
II. CAPABLE.				T	<u> </u>					_		X	_
2. CLEAR THINKING.								= -		†			_
3. COMPLETES ASSIGNMENTS WITHIN				+		-		= =	+-	+		[<u> </u>
ALLOWABLE TIME LIMITS. 4. EVALUATES SELF REALISTICALLY.	=	===	= =	<u> </u>					_		Δ		_
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6. OELIBERATE.				Ŀ		-I	$\Box \Gamma$	T_{-}	\mathbf{L}			XT	
7. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.									T		X		=
B. IMPLEMENTS DECISIONS REGARD. LESS OF OWN FEELINGS.				ET			T		T	X		7	_
. THOUGHTFUL OF OTHERS.						T		=	1			X	_
. WORKS WELL UNDER PRESSURE.			-					-	1			$\stackrel{\sim}{+}$	==
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. IS SECURITY CONSCIOUS.											X	T	
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ABLE TO INFLUENCE OTHERS.				7			T		- 	X		=	╡
FACILITATES SMOOTH OPERATION				===	==	i		1 -		+	X!	 -	7
OF HIS OFFICE. DOES NOT REQUIRE STRONG AND				=	=		-				7		=
CONTINUOUS SUPERVISION. A GOOD SUPERVISOR.					===	_	- <u>L</u>					<u>\</u>	4
A GOOD SUPERVISOR.							<u> </u>	<u> </u>		\bot X			J
WHAT ARE HIS OUTSTANDING STRENGT	157		SECT	ION V	-		•						
Ospaile operation	s offic	er wit	k br	usi n	· Čerr	.; -, -; :						-	
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HAT ARE HIS OUTSTANDING WEAKNESS								·					
HIS SOLITABLING WEARNESS	L 3 7	•			•								7
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	Filled In)
C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR BI	LARNESS OUTBEIGHS ALL OTHER COMEICERSTIONS:
	OF PERSONNEL
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•	
	/ *
D. DO YOU FEEL THAT HE RECUIRES CLOSE SUPERVISION?	1 vis. 11 vis. 144.22 11 07 AH 255
	o/ All 33
	110
•	HAIL ROOM
E. BHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUALLY	
· ·	•
	•
r. Other Comments (Indicate here inneral traits, specif	ic habits or characteristics not covered elsewhere in the
report but which have a bearing on effective utiliza	tion of this person):
·	•
•	•
	· · · · · · · · · · · · · · · · · · ·
SECT	TION VI
Read all descriptions before rating: Place "X"	in the most appropriate box under subsections A.B.C.4D
A. DIRECTIONS: Consider only the skill with which the	
person has performed the duties of his job and rate	C. DIRECTIONS: Based upon what he has said, his actions,
him occordingly.	and any other indications, give your opinion of this person's attitude toward the organization.
	private a sisting a sount a rea differentials.
1. DOES NOT PERFORM DUTIES ADEQUATELY: HE IS	1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY
INCOMPETENT.	WILL DEFINITELY LEAVE THE ORGANIZATION AT THE
2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE	FIRST OPPORTUNITY.
MAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES	2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZA.
COMPETENTLY,	TIONIRKED BY RESTRICTIONSREGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING
3. PERFORMS MOST OF HIS OUTLES ACCEPTABLY: OCCA-	
STONALLY REVEALS SOME AREA OF WEAKNESS.	3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD
4. PERFORMS DUTIES IN A TYPICALLY COMPETENT.	THE ORGANIZATION . SOTNERED BY MINOR ERUSTRA.
EFFECTIVE MANNER.	TIONS. WILL QUIT IF THESE CONTINUE.
5. A FINE PERFORMANCE: CARRIES OUT MANY OF HIS	4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF-
RESPONSIBILITIES EXCEPTIONALLY WELL. A. B. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING	FERENTHAS "WAIT AND SEE" ATTITUDEWOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
MANNER THAT HE IS EQUALLED BY FEW OTHER PER-	S. TENOS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANI-
SONS KNOWN TO THE RATER.	ZATION . MAKES ALLOWANCES FOR RESTRICTIONS
IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME	IMPOSED BY WORKING FOR ORGANIZATION THINKS
THER AREAS TO HO TES. IF YES, WHAT?	IN TERMS OF A CAREER IN THE ORGANIZATION.
	6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE
	ORGANIZATION. BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A
	CAREER IN THE ORGANIZATION.
•	7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGAN-
	IZATION WILL PROBARLY NEVER CONSIDER WORKING
	ANY PLACE BUT IN THE ORGANIZATION.
•	
. DIRECTIONS: Considering others of this person's grade	D. Dispersone, Co / /
and type of manignment, how would you rate him on	0. DIRECTIONS: Consider everything you know about this person is making your cating, skill in job duties,
potentiality for assumption of greater responsibili-	conduct on the job, personal characteristics or
ties normally indicated by promotion.	habits, and special defects or telents.
1. HAS REACHED THE NIGNEST GRADE LEVEL AT WHICH	1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
SATISFACTORY PERFORMANCE CAN BE EXPECTED. 2. IS MAKING PROGRESS. BUT NEEDS MORE TIME IN	
PRESENT GRADE BEFORE PROMOTION TO A HIGHER	2. OF DOUBTFUL SUITABILITY. WOULD NOT HAVE AC-
GRADE CAN BE RECOMMENDED.	3. A BARELY ACCEPTABLE EMPLOYEE. DEFINITELY BELOW
3. IS READY TO TAKE ON RESPONSIBILITIES OF THE	AVERAGE BUT WITH NO BEARNESSES SUFFICIENTLY
NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN	OUTSTANDING TO WARRANT, HIS SEPARATION.
SOME AREAS.	4. A TYPICAL EMPLOYEE, HE DISPLAYS THE SAME SUITA-
4. WILL PROBABLY ADJUST QUICKLY TO THE MORE	BILITY AS MOST OF THE PEOPLE I KNOW IN THE
RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE. 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT	ORGANIZATION,
HIGHER GRADE.	STRENGTHS.
6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW	6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE
WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE-	REQUIREMENTS OF THE DEGANIZATION.
MENT.	7. EXCELLED BY ONLY A FEE IN SUITABILITY FOR WORK
·	IN THE ORGANIZATION.
•	I
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	SEC	SECRET	ON CONTRACTOR	DATE DATE	44
		الم سرسس و سار سار	 	nuclufor flif	32
	PERSONNEL	EVALUATION	REPORT	Sm. Shilsy	
Items I through & will be	consisted by Administrat	ive or Personne	0111011		
14 NAME (Last)	(First) (Midd)	#1 7. GRADE	4. LA211104 11166	r CD-FI	
Richardson	Jacques MG.	GS-13	Area Ops, Office	IF FIELD, SPECIFY STATIS	ON
4. OFFICE	STAFF OR DIVISION	BRANCH SR/5	FIELD		
DDP 3. PERIOD COVERED BY REPOR From To	6. TYPE 01	REPORT	X Adnus!	of Supervisor	
18 July 1953 17	mlv 1954	trassignment			
From 7 through 10 will be 7. LIST YOUR MAJOR DUTIES		IMPORTANCE, WIT	N A BRIEF DESCRIPTION C	F EACH. OMIT MINOR DUTI	ES.
a. Manage and direct. b. Assist the divist. c. Assist the divist station activiti. 1 Feb 54 - 17 Jul 54 a. Establish new do. b. Develop and manatreatment by qua	t the activities of ion chief of operation chief in persons. mestic activities ge operational prollified personnel,	f an oversea tions in the nnel program branch. gram of this (2) processi	s operating branch planning of new of ming in support of branch, insuring ng of intelligence	h. and continued oper f branch and field (1) continuity of a requirements, and	
			A, the Government	and foreign IS.	
8. LIST COURSES OF INSTRUC	STOR CONFESSION DOLLING W.			Date Completed	
Hame of Course	Location		ength of Course	22 January 1954	
Counterespionage (OI	R) Washington		3 weoks	•	•
(In addition to the CE course (advanced	phase) approximate	,cly 01013 22	•••	*	
9. IN WHAT TYPE OF WORK AS ment where I could a sipilative to wash four My work at headquart abilities and opport	apply the various of the same	espionage and Chilipina Sepionat marcos	s tapy trove, knowledge, ving in that I am	. SKILLSJ.	n- n-
10•		·	Megues G. A.	ichardson	
3 July		 	SIGNA	TURE	
	LATE	or .			
11. BRIEFIT DESCRIBE THIS Richardson is a precise, and energy operational probler responsibility is and his judgment ar	person's performance on superior officer i etic, and brings co as confronting him.	n the performation in the performance in the perfor	imagination and fo t of staff organi personnel, he is	resight to the	
			•		
				(Over) (4)	
FORM NO. 37-151 NAY 1962		SECRET	•		•

SECRET SECURITY INFORMATION

IN MHAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT JOB MOST MOTICEABLY GOOD OR OUTSTANDING!
which afficer has been outstanding as a staff officer. He is unusually talented in
his balancing of jurisdictional equities. This ability reflects a broad competence,
his balancing of furificational contactors and making defining duties
however, and should not be construed so as to limit his future duties.
ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF IMPROVEMENT?
This officer's devotion to his duties and professional convictions sometimes inclines
This officer's devotion to his duties and present the fault a minor one in officers of
him toward inflexible declarations of resition. This fault, a minor one in officers of
considerable potential, will be corrected by increased responsibility and experience.
COMMENT ON THIS JERSON'S ABILITY TO NANCLE GREATER RESPONSIBILITIES NOW OR IN THE PUTURE.
This officer is prepared for promotion and for increased responsibilities in command
or staff duties.
or stall duties.
and large cases large and
ARE THERE OTHER OUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate reassignment, if
possible.
Richardson is presently well placed. See below.
RICHRESON TO Property 1122
WHAT TRAINING OR ROTATION OF TOU RECOMMENC FOR THIS PERSONS
· ·
made and and a field assistment. Both are clanned in the next six months.
Tradecraft training and a field assignment. Both are planned in the next six months.
Tradecraft training and a field assignment. Both are planned in the next six months.
TI/Training
IF PERFORMANCE DURING REPORT PERICO DAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF NEMORANDUM NOTIFYING THIS
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	PERSONN	EL EVALU	ATION RE	PORT	· · · · · ·		
Items I through 6 will be	completed by Admini	atrative or i	ersonnel Offi	c+1			
II NAME (Last)	(first) i	widdlel 7. C	DADE 12 POS	ntion fire p. Intell.Off	(chief)	CD FI	
RICHARDSON	Jacques			n. Intelliori	IF FIELD, SP		
U. OFFICE DDP	STAFF OR DIVISION		5 FE Br.	FIELD	1 11110, 3		
3. PERIOD COVERED BY REPOR	f. 6. TV	PE OF REPORT		X Adnual		Special	
From To 7-18	_53	Reassigns			of Supervisor		
	completed by the p	erson evaluat	•d				
7. LIST YOUR MAJOR DUTIES a. Supervise and maized personnel at Hq elopment. c. Detect ion activities with divisions, senior st of new personnel, co able incumbent person tional and administr. somel. g. Adapt cl tion of the brack, i Review continuously 8. LIST COURSES OF INSTRUC Name of Course None (I was over	mage a foreign and in the fie and explore pot appropriate branching and element in loan beative workloads making the branching the branching to be branching t	geographical descriptions outsing the outs	es oranch; the continuation of the DD/P and the control of the branch; and problem the new the	ect and coord leads. d. Con activities in CIA. e. Dei incumbent per ins, etc. f. dections and comes to the organism to the franch, and transfer course.	inate all reportinate in with approtermine the reconnel, ar apportion to desks, and ganisation ield static smit them	roject dev- intra-divis- priate suitabilit id make avai the opera- their per- and opera- ns. h. clearly to	
9. IN WHAT TYPE OF MORK ARE YOU PRIMARILY INTERESTED! I am principally interested in the building and successful operation of American intelligence abroad, both in theory and in practice. 16 DIFICRENT FAON YOUR PRESENT JOB, EXPLAIN YOUR QUALIFICATIONS (APTITUDE, KNOWLEDGE, SKILLS). The only remark/can make here is the one I stated in the previous report: the administrative responsibilities of a branch chief do not enable him to be a purely operational individual. If it were possible to carry less of an administrative load, I would enjoy devoting all can be the refinement of the intelligence process and its techniques in my area of concern.							
22 Octo	er 1953		as	Julo G. Rill			
. 0/	TE		V	SIGNAT	URE		
Items 11 through 18 will be	completed by Supe	**100*			OVE.		
During this peri Branch Chief, in has elapsed to b However, his han point of view an direction of ope	od Er. Richard recognition of e able to evalu dling of the En	son was proceed that his extrusted him franch has	omoted from emely good ally on all been unusua to believe	m Deputy Errance. performance. l aspects of ally good from that in the	ch Chief to Not enoughis new poor m a manager planning au	sition.	

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SECRET SECURITY INFORMATION

12. IN WHAT RESPECT IS THIS PERSON	'S PERFORMANCE OF P	ACCINE 100 mass :-		
He is a good opening	on ond a second	nestri von must kol	FICEABLY GOOD OR OUTS	TANDINGT
He is a good organize planning and supervisions close and of their	such of substar Sympathetic rel	ntive activitie lations with h	es, while at the	Common Addison 1 a
13. ON WHAT ASPECT OF PERFORMANCE S	HOULD THIS PERSON C	GIG PLODIGUS	is outstanding.	
,				•
He should continue to procedures.	o develop his k	mowledge of op	erations and ope	erational
		•		
14. COMMENT ON THIS PERSON'S ABILIT	Y TO HANDLE GREATER	RESPONSIBILITIES !	NOW OR IN THE FUTURE.	
. *			•	
He is well equipped t	o advance thm	luh inamanina	lanala . C	- ** ** * *
and and any and any	o advance cure	ofter meregariff	Teners of Leabo	nsibility.
		•		• •
19. ARE THERE OTHER DUTIES WHICH BET	TER SUIT THIS PERSO	N'S QUALIFICATIONS	f (Recommend appropri	Ate reassignment, if
Voll pland at				
Well placed at presen	T.			
		•		
·		•		
.6. WHAT TRAINING OR ROTATION DO YOU	RECOMMEND FOR THIS	Prosout		*
assignment to a field	position in th	e not-too-dist	ent futuro.	
•		٠	•	
				•
LE PERPARENCE CONT.				• • • • • • • • • • • • • • • • • • • •
7. IF PERFORMANCE DURING REPORT PERI- PERSON OF UNSATISFACTORY PERFORMAN	OD HAS BEEN UNSATIS NCE.	FACTORY, THERE IS	ATTACHED COPY OF HEMC	RANDUM NOTIFYING THIS
THIS PERSONNEL EVALUATION REPORT I	MAS BEEN DISCUSSED	mily fue Brass.		
COMMENT ON ITEMS 7, 8 AND 9, ARE	SHOWN BEIGN UNDER 1	TEM 20.	ALUATEO. ADDITIONAL	CCMMENTS INCLUDING
•	•	•		
			•	
000		*	· · · ·	1
26 October 1953	<u> </u>	<i>C</i>	Jaramett	~
DATE			SIGNATURE OF SU	PERVISOR
. I HAVE REVIEWED THE ABOVE REPORT.	(Comments, if any,	are shown in item	20.1	
= 21 Oct 1 100	د ک	1	I IR	111 1
CALE	<u>, , , , , , , , , , , , , , , , , , , </u>		ounary	Smarel
COMMENTS: (If necessary, may be con	olinust on counting	-14	SIGNATURE OF REVIEWS	NG OFFICIAL
		sign of conet Speed		•
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•		•		

SECRET
SECURITY INFORMATION

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	PERS	\ Onnel evaluation	I REPORT		•
·					
Items 1 through 6 will be				<u> </u>	·
1. NAME (LOST)	(Firet)	1 1 1	. POSITION TITLE		
FICHARDSON.	Jacques	G, GS-12 [I.O. (Dep. Chic	~·······	·
4. OFFICE	STAFF OR DIVIS	1	DEPT'L.	IF FIELD. SPECI	FY STATION
DUP		SR-5 Far E	ast Fire	L <u> </u>	
5. PERIOD COVERED BY REPO		. TYPE OF REPORT	Affinal		clai .
from 2-18-52 To 2	-18-53	fnitla#		of Supervisor	
Items 7 through 10 will b	e completed by t		xassignment		
7. LIST YOUR MAJOR DUTIES Assist the Branch C			A BRIEF DESCRIPTION C	of Each. Chit his	NOR DUTTES.
sent, I act as Branch	nier in manag	ement of the Stanci	i and its oversea:	s planning an	d propara
tion for approval of	on Uniei abou	long non-manage one	l nondecta This	involves than	a propara
cussion with each of	t all pasto p	and, programs, an	namedaes and mose	dures for se	-drb ngno
ing any single missi	l seven (7) u	afron amigat in	duding turget and	lysis (whoth	er FI or
PP), preparation of	ion under any	ennerge legistic	and figure Trends	monte spec	ific nor-
sonnel needs, etc.	THE TITECHES	là for working die	and resour requir	rision!s Into	lligence
Branch for control of	An responsion	te for working dire	to and remarks	Am magnangih	le for
maintaining liaison	or redurremen	ista ataffa and ath	o, em listeions who	must coordin	ato env
maintaining liaison action or document.	with appropr	ince statis and other	er bivibions who	niuso coordina	oversess
stations on TDY. Sup	Hasiat pare	ention of all nowle	dia increase data	r parametre, ne recipir candida	Inmo atc
			die repores, ince	TVIEW CARRIED	toe cmin
8. LIST COURSES OF INSTRU					
Name of Course	Loc	ation Le	ngth of Course	Date Comple	ted
	an Complete	Cabaal L ma	nths: 3 hours!	5 June 195	3
International Politi			edit) UMIC 1/,	/~
102	Washingto	•	Culy	•	
	nasning o				
9. IN WHAT TYPE OF WORK AR	E YOU PRIMARILY	INTERESTED?			
I am primarily inter	ested in the	conception, planni	ng, and operation	al management	of FI
and, PB, Activities Youk	nd ops policy	and control	LAPTITUDE. KNOWLEDGE.	SKILLS).	
This differs from my	nresent aggi	groment ossentially	in that a Branch	Chief or his	Deputy
becomes so involved	in administra	tive detail that h	e cannot always s	ive his undiv	ided
attention to project	monagement s	nd acont hardling	emplems. Otherw	isc. I feel t	hat my
background and exper	inagagemente innagaguslifu	ne for the function	ons I asoire to be	erform.	
10.	Tence Guarra	INC TOTAL TRIVER	^		
			Well it and	A A · /	· Î
7 February	1053		Muluaria	W/	. 1
	ATE		SIGNATU	RE	
Items II through 18 will b	e completed by S	upervisor .			
1. BRIEFLY DESCRIBE THIS P	ERSON'S PERFORMAN	WE ON THE MAJOR DUTIES &	ISTED UNDER ITEM 7 ÅBO	ve. As Deputy	Branch
Chief Mr. Richardson	has perform	ed his duties, take	en as a whole, in	a suberior m	anner.
He timely and effici	ient preparat	ion of intelligence	annexes, logisti	ic and fiscal	. require
nents and reports has past year, Mr. Nichar	s been partic	ularly outstanding.	. During three to	o four months	of the
ast year, Mr. Nichai	rdson has act	ed as Branch Chief.	The review of i	ranch operat	ions unue
r. Richardson's dire	ection, durin	g the writer's abso	ence, indicated hi	ra complete c	o.mecence
n supervising Branch	ractivities.	his supervision (of the pranning ar	u preparation	" TOT UP
roval of basic plans	and project	s of the seven (7)	desk chiels has t	lanjt operati	onal mis
ichardson also particion, acting in the c	capated in t	ne pramming and an	On this mission.	, his linison	with
ion, acting in the c	abactch or 2	their Camelage vice	on this areas or	inner which e	nhanced
representatives of on	ne of the Mil	icary Services Was	conducted in a ma	unici minicit di	
poperation between L	CONTRACTOR OF THE SECOND		~ ^	2 (Over)	
RH NO. 97-151		SECRET	(V).	1	(4)

SECRET SECURITY INFORMATION

Er. West respect to this reason's reproduce on region Jos mest were table 6000 or outstanding. Enclosed to his thorough knowledge of every activity of the Branch. He was in position to assume direction of Branch activities at any time. He also kept himself thoroughly briefed on Division policies and planning in order to give timely instruction and guidance to the Branch overseas stations.
is an enert aspect of Performance should this Person concentrate effort for self improvement? Mr. Michardson has a very thorough background in two (2) languages, French and Japanese, would benefit substantially by learning the Japanese. He is meticulous with respect to his attention to details, sometimes to the point of concooling the broader pictur from his view. It would be well for Mr. Idehardson to direct his attention to the broad scope of Branch activities rather than to concentrate on its details.
IN. COMMENT ON this PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN the FUTURE. Mr. Richardson is fully qualified to assume the duties of the chief SR Division represent tive at a field station. In order to assume this responsibility in the most efficient manner, it is recommended that Mr. Richardson serve a minimum period of time of approximally six (6) months as the assistant to the present chief of the field station.
15. ARE THERE DINER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate resistingment, If
Mr. Richardson could serve effectively in a staff function for either FI or PP activities This does not mean, however, that his present duties are not better suited to his qualifications.
16. WHAT TRAINING OR RUTATION DO YOU RECOMMEND FOR THIS PERSON?
Mr. Michardson has already been recommended for overseas assignment in the fer East during the past year. He has area knowledge and command of the Japanese language, having served in Japan previously with the United States Army. His duties at Headquarters have been so pressing that his departure for overseas assignment is being delayed until an adequate replacement may be trained.
17. IF PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM HOTIFYING THIS PERSON OF UNSATISFACTORY PERFORMANCE.
18. THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING COMMENT ON ITEMS 1, 8 AND 9, ARE SHOWN BELOW UNDER ITEM 20.
19. I HAVE REVISED THE ADVE REPORT. (Commonts, If any, are shown in Itel 20.) OATE OATE SIGNATURE OF REVIEWING OFFICIAL
20. COMMENTS: (If necessary, may be continued on reverse side of cover sheet.)

WARNING—Do not fill out this form until y have read all instructions. A. INFORMATION CONCERNING		CIVIL SERVICE RETIRE	DESIGNATION OF BENEFICIARY IVIL SERVICE RETIREMENT SYSTEM			
1. NAME (East)						
(220)	(First)	(Middle)	E DATE OF BIRTH (Map)	(Year)	3 SOCIAL SECUR	TY NUMBER
RICHARDSON	Jacques	Gabriel	1 Jan 20	1924	042 20 5	i39
4. DEPARTMENT OR AGENCY IN WHICH PRESENT	LY OR LAST EMPLOY	ED, INCLUDING BUREAU OR DIVIS	ION		5. CLAIM NUMBE	R IF RETIRED
I, the employee or former employee ide beneficiary or beneficiaries named below I understand that this designation of be designation will remain in full force and	eneficiary will not l effect unless or u	affect the rights of any surv	ivors who may qualify for an	retofore m vil Service nuity bene	ade by me, do Retirement Ac fits after my de	now designate the t after my death ath, and that this
B. INFORMATION CONCERNING	THE BENEFICE	ARY OR BENEFICIARII	ES			· · · · · · · · · · · · · · · · · · ·
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Michelle D. Richardson	- M	Svenagadic	98 Scully, France		Dau	One half
I hereby direct, unless otherwise indicate die before a lump sum benefit becomes beneficiaries are alive when the lump sun January 12,	n benefit becomes	distributed equally among t payable, this designation shi	he surviving beneficiaries, or all be void.	entirely t	o the survivor.	If none of the
DATE OF THIS DES	SIGNATION		(excussion or provide	BO A	107 BB1117	
WITNESSES (& witness is ineligible to rest		4	(SIGNATURE OF DESIGNA	104-DO K	OI PRINI)	
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HE OR TYPE YOUR NAME AND ADDRESS (Including Z	IP Code; TO INSURE R	ETURN OF COPY	(Reserve		eivina Stamo	
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Jacques G. Richardson				7	72. HI EH A	S HAM
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c/O Mrs T. G. Driscol	1				1	•
c/O Mrs T. G. Driscol 722 South Royal Stree Alexandria VA 22134					VI VEENIRS	.u Version

THIS DUPLICATE WILL BE RETURNED TO YOU

Firm Prescribed by Form prescribed by Comptroller General, U. S. Comptroller (General, U. S. (Gen. Rey. No. 104, Supr. No. 1)

14-00000

DESIGNATION OF BENEficiary

UNPAID COMPENSATION OF DECEASED CIVILIAN EMPLOYEE



IMPORTANT

Read instructions
on back of duplicate
before filling in this form

INFORMATION CONCERNING THE E	NIPLOYEE:				
NAME— (Last)	(Pirei)		(Middle)	DATE OF BIRTH (M	lonth, day, year)
RICHARDSON	Jacques		Gabriel	Jan 20	1924
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4D-market				· .	
(Department or agency		, (Burrau)	·	(Divis	
I, the employee identified above atte the beneficiary or beneficiari ny death. I understand that this l ict of August 3, 1950, Public Law Retirement Act applicable to my G orce and effect, unless or until can	or named below to receive a Designation of Beneficiary ro 636, and in nowise will affe overnment service. I fuethe	elutes solely to t ct the disposition	input Compension of any benefit ic	I payable under of tion as defined in tich may become	existing law af a section 2 of payable under
NFORMATION CONCERNING THE BE	NEFICIARY OR BENEFICIARIES	:		·	
Type or print first name, middle initial, ar of each beneficiary	id last name Type	or print address of ea	th beneficiary	Relationship	Share to be pale
Pamela A. Eichardso	92 Neu11	ly Prance		Dau	One hal:
Michelle D. Richard	5 villa	Kadrid ly Prance	********************	Dau	One hal
	·				

I hereby direct, unless otherwise ary who may predeceas me shall be ut this Designation of Beneficiary I hereby specifically reserve the escribed by the Comptroller General January 12 1972	shall be void if none of the right to cancel or change c ral of the United States, an	designated benef	iciaries is living a	rely to the survivo	er. I understan leath.
(Date of execution-month, day,	Jear)	************	(Signature of e	mployee)	
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(Signature of witness)	·····	(Number and stree		(City, zone numbe	er and State
INT OR TYPE NAME AND ADDRESS O	F EMPLOYEE		THIS SPACE RES	ERVED FOR RECEI	VING DATA
Jacques G. Richs c/o Mrs T. G. Dr 722 South Royal Alexandria VA 22	iscoll Street	7	HEIL III Z	MPLOYING AGENC	r
· .		\$8i	Value 7: NO 3 3	S and by whom	:ed).

Standard Form No. 84
January 1968.
U.S. Civil Service Commission
FPM Supplement 990-1
Ye-106

DESIGNATION OF BENEFICIARY FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT

Read instructions on back of duplicats before filling in this form

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AN EMPLOYEE APPLICANT PO		FEDERAL EMPLOYERS	TION GIVE Y	OCK "EXF. "C
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(Pepartment or agency)	(Bureau)	(Person)	Tableton Can	
I, the individual identified above, canceling roup Life Insurance Program heretofore mad			i deathor eny, si	ate, and EIP Code)
my amount of LIFE INSURANCE and ACC hat this Designation of Beneficiary will rema anceled by me in writing, or until such time as	IDENTAL DEATH I in in full force and e it is automatically can	NSURANCE due and feet, with respect to a colled (see regulation ")	payadie at my ded iny amount payabl Ton reverse side of	i i - m to receit th. I understan r, unless or unt duplicate copy
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of each beneficiary	of ea	h beneficiacy	Kelationship	Share to be paid to
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For each type of insurance (regular and opt beneficiary is named, the share of any beneficiaries, or entirely to the survivor. (2) I und efficiaries is living at the time of my death. I hereby specifically reserve the right to caronsent of the beneficiary.	erstand that this Desig	nation of Beneficiary sl	eutes equally amon fall be void if none o	g the surviving I the designated
(Date of execution—month, day, year)		tSignature o	(insured)	
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Charles of witness	13219 Men	Melle L	och telle	21 Code:
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ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

		FORM—

FOLLOW THESE GENERAL INSTRUCTIONS:

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

7	FILL IN THE IDENTIFYING INFORMATION BELOW	••			. ;
	NAME (LAST) RICHALASCOS (C. C. C. C. C. C. C. C. C. C. C. C. C. C		SOCIAL SECURITY	NUMBER	
	EMPLOYING DEPARIMENT OF AGENCY	LOCATION (City, State, ZIP Code)			_
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7	MARK AN "X" IN ONE OF	THE BOXES BELOW (do NOT mark more than one):
3	Mark here if you WANT BOTH optional and regular insurance Mark here if you DO NOT WANT OPTIONAL but do want regular insurance (B)	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. 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 I 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.

SIGN AND DATE. IF YOU MARKED BOX "A" OR "C". COMPLETE THE "STATISTICAL STUB." THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.	FOR EMPLOYING OFFICE USE ONLY (official receiving date stamp)
SIGNATURE (do not print) fullitulation, Jusquie	OSCILLA C. CLANI
DATE Maul 1968	89. HJ ch E El ElV See Table of Effective Dates on back of Original
	CTANOLING COOM No. 176 T

ORIGINAL COPY-Retain in Official Personnel Folder

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__31_July_1962__

THE PERSONAL COLD FOR SUCCESSIONS FOR PROPERTY 1959 CONCERNING



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DIRECTOR

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PROBLEM FOR CASASIN. RE PARA TWO REF THERE IS NO CHANCE THAT UNCAIRD WILL QUERY FEDERAL RECORDS CENTER DIRECTLY. UNCAIRD CONDUCTS NO APPLICANT INVESTIGATIONS ITSELF. SECURITY CLEARANCE FOR AMERICAN APPLICANTS IS U.S. GOVT, NOT UNCAIRD, REQUIREMENT. THEREFORE, BELIEVE UNNECESSARY TO TAKE ANY FURTHER ACTION TO BACKSTOP PRIOR EMPLOYMENT. ONLY REQUIREMENT NOW IS FOR ROUTING REPORT FROM CIVIL SERVICE COMMISSION INDICATING FAVORABLE SECURITY DETERMINATION FOR

2. NO FILE. GP-

REF: DIRECTOR 271979

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SA. DATE OF PCS		SE. REQUESTED COPPARTURE Please 118	DATE OF	6c. EXPECT	OP 1970	AFIER CEATE	neust 1970
			TOAVEL	BITH YOU!	•		

3: (at that time) 42; 19 and 16

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

My younger daughter should graduate from high school in Europe in June. 1070. Because she should not be transferred at that critical scholastic juncture, I would like to remain in the field another nine months to see her through her senior year.

In my next assignment, I would like to use my fluent French from time to

9. LIST YOUR MAJOR DUTIES QUEING CURRENT TOUR (see special rote on transmittal form).

(also attack personal cover questionnaire in accordance with CSI-F 240-8)

• I planned, established and operated a long-range SAT spotting-assessment activity against sensitive targets, and a shorter-range similar local activity in an adverse political climate.

· I planned, developed and emploited an adapted non-official cover to mas't the operational activity, integrated into the further-ranging

overall activities of a major Station.

- I minimed the non-official cover activity as a viable professional/ commercial activity, including many business and production aspects, as well as the local handling of the firm's [unwitting] personnel.
- · I assisted other Stations and Bases, at their request, in spottingassessment activities, in local search and surveill nee activities,
- · As part of my original non-conscipt cover with area because of a corporate morger, I developed inaccendently continuing cover to serve enerational access needs as well as those of status cover.

THAINING DESIRED: INDICATE BHAT TRAINING YOU BELLIEVE YOU SHOULD HAVE OURING THE NEXT SEVERAL YEARS IO. TRAINING DESIRED:

I would like to take (a) the semicrost many jement course offered by or through the Organization as well as (b) a review course of activities within the CS and the Organization as a whole.
In addition, I would also like to (c) audit, at least, the SAT course, if that is still being offered.

If (a) is possible through a civil school away from Headquarters, I would have no objection to the displacement involved.

11. PRESERVE FOR NEXT ASSIGNMENT.
THE PARTY OF THE P
11. PRESERVE FOR STAT ASSESSMENT. 11a. DESCRIBE DRIEFLY THE TYPE OF BORK YOU BOULD PRISED FOR BEST ASSESSMENT IS DIFFERENT FROM THAT ENDICATED IN LIEM NO. 8 ABOVE. IF YOU HAVE MORE THAN ONE PRESERVES, SEDICATE YOUR CHOICE.
First choice: to many a a linearzeale nameofficial cover emplose in
another French-greatine, technically advanced a en valent as here;
politan Geneva on Armssels). Second choice: dief of station or rase tower official or non-
I make the transfer was a management to later? Eretrible to the transfer at the content of the
(a) senior unit or project monocers or (b) JOTs. (a) senior unit or project monocers or (b) JOTs. Fourth choice: to be assigned to Staff personnel work above the
Fourth choice: to be assumed to the fourth choice: to be assumed to the fourth of the
evaluated, then assigned.
TIR. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY EMECRING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1. 2. 6 2 (for fat. 2nd, and 3rd choice) in bemaining boyes. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.
MONTHS AT CUPARETT STATION TO 6/2 15 June 1.970
DE ASSIGNED TO HOOTES FOR A TOUR OF DUTY! INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.
STEP 15T CHOICE
B RETURN TO MY CURRENT STATION, With different mesconsibilities.
S RETURN TO MY CURRENT STATION & WARRENT STATION &
TO BE COMPLETED BY FIELD STATION
10 DE CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR HEST ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEST ASSIGNMENT AND TOASHING:
We are anxious to have this employee remain in his present assignment until 1970. You will note his first choice in pare 11-4, to manage a large scale non-official cover project. It is possible we will have such a requirement here by 1970, but cannot yet be definite. If this develops positively, we will
We are anxious to have this employee remain in his present assignment until 1970. You will note his first choice in pare 11-A, to manage a large until 1970. You will note his first choice in pare 11-A, to manage a large
We are anxious to have this employee remain in his present assignment until 1970. You will note his first choice in pare 11-A, to manage a large until 1970. You will note his first choice in pare 11-A, to manage a large until 1970. You will note his first choice in pare 11-A, to manage a large until 1970, You will note his first choice in pare 11-A, to manage a large until 1970, but cannot yet be definite. If this develops positively, we will discuss with the employee.
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E. WRITE A DESCRIPTION OF YOUR MA	JOR DUTIES PURT	WE THE CURRENT TOUR	OF DUTY (ecial, not	on Transmit	tal Form)	•

Staff agent assigned to a major overseas station, exploiting the cover provided by a major firm of technical periodical publishers. I take my instructions from a section chief within the station, and report in writing on the progress of my cover development and its operational exploitation.

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

B. PREFERENCE FOR NEXT ASSIGNMENT:

A. WRITE A ORIEF DESCRIPTION OF THE TYPE OF BORE YOU SOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. B. ABOVE. IF YOU MAKE WORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

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

My second choice would be to return to Mg, and use the knowledge and experience I have gained in my present job to (1) select staff personnel who will be placed in non-official cover, (2) select the cover mechanisms proper, (3) train our personnel for the proper discharge of their total responsibilities while serving under such cover.

3. INDICATE SHAT TRAINING YOU BELIEVE YOU SHOULD MANE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):

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

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9. PREFIRENCE FOR METT ASSIGNMENT (continued).	
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10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS!	INDICATE NUMBER OF BORE DAYS 25
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11. INDICATE THE NUMBER AND AGE OF CERTIFICATION	40.45 4065
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IIA. INDICATE ANY CHANGE IN YOUR PERSONAL OR FAMILY SITUAT	TION WHICH SHOULD BE CONSIDERED IN DETERMINING YOUR NEXT
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STAFF EMPLOYEE OR STAFF AGENT	× vi			A100	. 5	
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U.S. 15. LEGAL RESIDENCE (City and atate or		16. CURRENT REST			or country)	'
Alexandria, Virginia		Alexandr	ia, Virgini	B		
17. MARITAL STATUS (Check as appropria	(+)			·		•
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Daughter, Age	n l		•		b.	
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APPROVAL THEE A SIGNATURE OF RESULTATION COPRACT. DAYS

9 December 1958

MEMORANDUM FOR: Secretary, CS/CSB

SUBJECT

Recommendation for Promotion to Grade GS-15
Jacques G. RICHARDSON

REFERENCE

Your memorandum dated 8 October 1958

1. The SR Division and the Chief of Station, Tokyo (FJTT-1950, attached) recommend the promotion of Jacques G. Richardson to GS-15.

- 2. Mr. Richardson was last promoted 16 January 1955. On 17 February 1955 he arrived in Tokyo to serve as the senior SR officer in the FE field area, his present assignment. In this position he has continued to display qualities of leadership, initiative, imagination and thoroughness which resulted in his rapid rise in the Agency.
- 3. The very facts of Mr. Richardson's youth in relation to his responsibilities and the fact that promotion to his present level has been rapid, caused the Division and the Chief of Station, Tokyo to hold until this time a recommendation for his promotion which was submitted in June 1957. Most careful consideration has convinced us that not only is Mr. Richardson deserving of the recommended promotion, but his elevation to the higher grade will be in the best interest of the Career Service and meet definite Division requirements for a senior officer at the GS-15 level.

CHARLES KATEK

Acting Chief, SR Division

Distribution: Orig & 6 - Addr

Green's

FORM NO. 53 TEST

NOCHORANDUM No. 360

18 June 1957

70 : Chief of Station

FROM : Chief, Soviet Branch

(7)

SUBJECT: - Recommendation for Promotion

has been under my supervision as Deputy and Case Officer by approximately fifteen months. Based on the knowledge of the same an individual gained during this period and upon his actual performance, I recommend that he be entered for consideration on the SR Division GS-lk to GS-15 promotion list at this time - June 1957. The slot and job which he now occupies, Chief, Soviet Branch, is, of course, adequate to accommodate such a promotion.

notably versatile during this period. He has engaged primarily in liaison and has been personally effective in terms of results achieved almost daily, in terms of reports, operational data, and joint enterprise; while, overall, he has established enduring professional relationships from which the organization as a whole should benefit for some time to come. In addition, owing in large part to unique personal talents, linguistic and otherwise, has handled a number of unilateral cases most effectively. In the office, too, as well as in face-to-face operational situations. The written word as evidenced by the execut of general and particular correspondence which he has initiated, and he knows the organizational "drill" intimately and from way back. Thus, I feel that he is qualified for the recommended promotion by ability and experience in both the internal and external aspects of the profession.

3. Relative to the more personal characteristics involved in the term managerial ability. (duraments are necessarily more subjective but here, too, I consider to be qualified in maturity, in judgment, and in experience. He would most certainly be a supervisor who could perform all the chores or handle all the situations which he would be calling upon subordinates to take care of, in itself, the beginning of any good supervisory relationship. In actual fact, he has had considerable experience in this regard already and the principal shortcoming I have noticed is a tendency to "carry" others by an extension of his own industry. It is not without his difficulties in the area of personal relationships. He is a purist at times and manifestly impatient in certain human situations where a shrug of the shoulders would be the

SEGRET

best reply. These characteristics do not always make for the best personal relations but are frequently obviated by intellect and above all are correctable and are being corrected.

proven abilities dominate his age, the only factor militating against a promotion at this time. It is therefore my sincere recommendation that a promotion recommendation be forwarded to Headquarters for consideration in the current mid-year lists.



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1. The El Division and the Edd of Statles, Takes (7/77-1972), ottocked) recommend the presention of August 6. Distriction to 69-15.

2. Er. Blatesian was last presented 16 decemy 1975. In 19 February 1975 he marited in Takyo to carro as the scalar El ciliary in the F3 field serve, his present assignment. In this position has has continued to display could be of leader-site, initiative, implication and therefore which resulted in his replication in the Agency.

J. He very facts of 2r. Electrical's peak in relation to the respondentation and the fact that presents to the present level has been replie, exceed the Mainten and the Calon of Entities for the Calon of Entities that the calon is the 1977. Here exactly considerables has considered as that and any is in. Richards deserving of the factorist presented presenting, but his observing to the higher produced by in the boot internal of the Green Servine and main infinite better a presented presented for a scalar officer at the Calon internal.

AND MAN A REPLACE

FJTT-1950

25 November 1958

10:

Chief, SR

FRON:

Chief of Station, Tolyo

SUBJECT:

Promotion of Jacques 0. RICHARDSON

REFERENCE: FJTW-11531 (RIEAT) dated 11 Oct 1957

1. In line with paragraph 2 of Reference, after a period of six menths we submitted an additional promotion fitness report on RICHARDSON under cover of FJTT-0501 dated 28 May 1958. Instauch as Eaker was then at Headquarters on TDY, we requested that he review this fitness report and assumed that in doing so he would also discuss with Maury RICHARDSON's promotion, which both he and Nelson felt was to be strongly recommended.

2. Baker was, however, not shown this fitness report at Headquarters, nor did he have the opportunity to discuss RICHANDSON's promotion with Manry. In reviewing our records we are now concerned at the possibility of some administrative slip-up and would appreciate a word of advice as to how this promotion action is proceeding. We would like to reiterate that we now have not the slightest hesitation would like to reiterate that we now have not the slightest hesitation in recommending RICHANDSON for promotion and find that the fitness in report submitted with FJTT-NOI still reflects our current high appreciation of his abilities and progress.

WILLIAM E. NELSON

COPY
Attachment to
FJTA-19609

MEMORANDUN No. 360

18 June 1957

10:

Chief of Station

FROM:

Chief, Soviet Branch

SUBJECT: Jacques RICHARDSON - Recommendation for Promotion

- 1. Jacques Richardson has been under my supervision as Deputy and Case Officer for approximately fifteen months. Based on the knowledge of Richardson as an individual gained during this period and upon his actual performance, I recommend that he be entered for consideration on the SR Division CS-II to CE-I5 promotion list at this time June 1957. The slot and job which he now occupies, Chief, Soviet Branch, is, of course, adequate to accommodate such a promotion.
- 2. Richardson's operational performance has been outstanding and notably versatile during this period. He has engaged primarily in liaison and has been personally effective in terms of results achieved almost daily, in terms of reports, operational data, and joint enterprise; while, overall, he has established enduring professional relationships from which the organisation as a whole should benefit for some time to come. In addition, owing in large part to unique personal talents, linguistic and otherwise, Richardson has handled a number of unilateral cases most effectively. In the office, too, as well as in face-to-face operational situations, Richardson has been cutstanding. He has a flair for and a facility with the written word as evidenced by the amount of general and particular correspondence which he has initiated, and he knows the organizational "drill" intimately and from way back. Thus, I feel that he is qualified for the recommended promotion by ability and experience in both the internal and external aspects of the profession.
- 3. Relative to the more personal characteristics involved in the term managerial ability, judgments are necessarily more subjective but here, too, I consider Richardson to be qualified in maturity, in judgment, and in experience. He would most certainly be a supervisor who could perform all the chores or handle all the situations which he would be calling upon subordinates to take care of, in itself, the beginning of any good supervisory relationship. In actual fact, he has had considerable experience in this regard already and the principal shortcoming I have noticed is a tendency to "carry" others by an extension of his own industry. Richardson is not without his difficulties in the area of personal relationships. He is a purist at times and manifestly impatient in certain human situations where a shrug of the shoulders would be the best reply. These characteristics do not always make for the best personal relationships but are frequently obviated by intellect and above all are correctable and are being corrected.

E. In sum, Richardson's qualifications, broad experience and proven abilities dominate his age, the only factor militating against a promotion at this time. It is therefore my sincere recommendation that a promotion recommendation be forwarded to Headquarters for consideration in the current mid-year lists.

ETHARD HARELIUS

MEMORANDUM FOR: Chairman, CS Career Service Board

SUBJECT

Nominations for Promotion to GS-15

REFERENCE

Memorandum dated 14 May 1958 from Secretary, CS Career Service Board

1. After reviewing GS-14 employees assigned to the SR Division, I wish to again recommend the promotion of Jacques Richardson, Chief, Soviet Branch, Tokyo to GS-15. I concur also in the attached recommendation for the promotion of Paul Haines prepared by the Chief of Base, Berlin.

2. The Chief of Station, Tokyo and I recommended Mr. Richardson's promotion in December 1953. This earlier recommendation presented the personal qualities of Mr. Richardson. I wish simply to point out at this time that since early 1954, Mr. Richardson has more than fully discharged responsibilities at the GS-15 level. I believe that it is definitely time to elevate him to the level at which he has been performing more than satisfactorily for over 5½ years.

CHARLES KATEK
Acting Chief, SR Division

Distribution: Orig & 6 Addressee w/att

STANDARD FORM 144 ANDARY IN: U.S. CIVE SERVICE COMMISSION FFM CHAPTERS LLAND RS STA	TEMEN	T OF	PRIC	IR FE	DERA	L AN	•	LITARY	SERVICE	· · · · · · · · · · · · · · · · · · ·	
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16-60489-8

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

- Agency, I agree to serve outside the continental United States a minimum tour of 2! months from the date of my arrival at my permanent post of duty, unless said tour is sooner terminated by the Government for its convenience, or it is terminated by the Agency for circumstances that are considered by it to be beyond my control.
- 2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.
- 3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

WITNESS:

Jacques 3. Richardson Jerlier Role: 9 August 1957

Fice of Personnel

Lorene E. Morbeck

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FORM NO. 37-190

14-00000



DEPARTMENT OF THE ARMY OFFICE OF THE ASSISTANT CHIEF OF STAFF, G-2, INTELLIGENCE WASHINGTON 25, D. C.

3 DEC 1954

SUBJECT: Letter of Appreciation

TO:

1. I have received a letter from Major General boniface Campbell, anding General, Army Intelligence Center, expressing appreciation presentation by Mr. at Fort Holakird in Oct. also arranged for presentations by the intelligence Center. A combed. Commanding General, Army Intelligence Center, expressing appreciation for a presentation by Mr. at Fort Holakird in October 1954. Mr. also arranged for presentations by two other speakers at the Army Intelligence Center. A copy of General Campbell's letter is attached.

2. The remarks contained in this letter are a source of real satisfaction to me, and I take this opportunity to add my appreciation to that expressed by General Campbell. Jathan G. Trudere

1 Incl Cy ltr fr Gen Campicell dtd 12 Hov 54

A. C. cf 5

STANDARD FORM 61 (DEVISED APRIL 1, 1941)
PROMIS GATED BY CIVIL SERVICE COMMISSION
CHAPTER 49-FECERAL PERSONNEL MANUAL

APPOINT	MENT AFFIDAVITS
IMPORTANT.—Before swearing to these app attached in	pointment affidavits, you should read and understand the information for appointee
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I Jacques Gabriel Richardson	do solemnly swear (or affirm) that
domestic; that I will bear true that without any mental reservation or purpose duties of the office on which I am about to	ation of the United States against all enemies, foreign and allegiance to the same; that I take this obligation freely is of evasion; that I will well and faithfully discharge the center, SO HELP ME GOD.
B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY I am not a Communist or Fascist. I	do not advocate nor am I a member of any organization member of the United States by force or violence or other member of the United States by force or violence or other members of the United States by force or violence or other members and their rights under the
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E. AFFIDAVIT AS TO DECLARATION OF APP The answers contained in my Appl	plication for Federal Employment, Form No. SF-57 plication for Federal Employment, For
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Subscribed and sworn before me this	D. C.
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	(Title)
NOTE -If the oath is taken before a Nota	ary Public the date of expiration of his commission should
be shown.	

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Question 3 is to be answered in all cases, otherwise answer only those questions which require an answer different from that given to the corresponding questions on your application form. If no answers are different, write "NONE" in Item 10, below. Any false statement in this declaration will be grounds for cancellation of spectation or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

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IPISTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine to his own satisfaction that this appointment would be in conformation with the Civil Service Act, applicable Civil Service Rules and Regulations and acts of Congress perfaining to apparetment.

This form should be checked for holding of office, pension, suitability in connection with any record of recent discharge or arrest, and particularly for the following:

following:

(1) Identity at appoints—The appointee's signature and handwriting are to be compared with the application and or other jettinest papers. The physical appearance may be checked against the medical certificate. The appointer may also be questioned on his personal history for agreement with his previous statements.

(3) Age. — If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment Until such determination is made, the appointment may not be communited. (3) Critisonship.—The appointing officer is responsible for observing the citizenship provisions in 20 the Civil Service Rules and (1) appropriation acts. Form 01 constitutes an addition for both purposes and is acceptable poor of citizenship status in the intense of conflicting evidence. In doubtful cases the appointment abould not be consummated until clearance has been secured from the certifying other of the Outl Service Commission.

(4) Members of Family.—Section 9 of the Civil Service Act provides that whenever there are abrestly two or more members of a family serving under probational or permanent appearance in the competitive service, no other member of such family, a ringible for probational or permanent appearament in the connective service. The appointments of peasons mutiled to veteran perference are not appear or this requirement. The members-of-family personne does not appear to temperacy amountments. Doubtful case may be referred to the approachs often sign Civil Service Communication for devision.

U. S. GOVERNMENT PRINTING OFFICE 20-88250-8

1. Unlawfully obtaining or permitting to be obtained information affecting national defense .- That (a) Whoever, for the purpose of obtaining information respecting the national defense with intent or reason to believe that the information to be obtained is to be used to the injury of the United States, or to the advantage of any foreign nation, coes upon, enters, flies over, or otherwise obtains information concerning any vessel, aircraft, work of defence, navy yard, naval station, submarine base, chaling station, fort, battery, torpedo station dockward, canal, railroad, arzenal, camp, factory, mine, telegraph, telephone, wireless, or signal station, building, office, or other place connected with the national defense, owned or constructed, or in progress of construction by the United States or under the control of the United States, or of any of its officers or agents, or within the exclusive jurisdiction of the United States, or any place in which any vessel, mircraft, arms, munitions, or other materials or instruments for use in time of war are being made, prepared, repaired, or stored, under any contract or agreement with the United States, or with any person on behalf of the United States, or otherwise on becalf of the United States, or any prohibited place within the meaning of section 6 of this title; or (b) whoever for the nurpose aforesaid, and with like intent or reason to believe, espies, takes, makes, or obtains, or attempts, or induces or aids another to copy, take, make, or obtain, any sketch, photograph, photographic negative, blueprint, plan, men, model, instrument, appliance, document, writing, or note of enything connected with the national defense; or (c) whoever, for the purpose aforesaid, receives or obtains or agrees or attempts or induces or aids another to receive or obtain from any person, or from any cource whatever, any document, writing, code book, signal book, sketch, photograph, photographic negative, blueprint, plan, map, model, instrument, appliance, or note, of anything connected with the national defense, knowing or having reason to believe, at the time he receives or obtains, or agrees or attempts or induces or aids another to receive or obtain it, that it has been or will be obtained, taken, made or disposed of by any person contrary to the provisions of this title; or (4) whoever, lawfully or unlawfully having possession of, access to, central over, or being intrusted with any document, writing, code book, signal, book, sketch, photograph, photographic negative, blueprint, plan, map, model, instrument, appliance, or note relating to the national defense, villfully communicates or transmits or attempts to communicate or transmit the same to any person not entitled to receive it, or willfully retains the same and fails to deliver it on demand to the officer or employee of the United States entitled to receive it; or (3) whoever, being intrusted with or having lawful possession or control of any document. writing, code book, signal book, sketch, photograph, photographic negative, blueprint, plan, map, model, note, or information, relating to the national defense, through gross negligence permits the same to be removed from its proper place of custody or delivered to expene in violation of his trust, or to be lost, stolen, abstracted, or destroyed, shall be punished by imprisorment for not more than ten years and may, (2145)

in the discretion of the court, be fined not more than \$10,000. (Sec. 1, Title I, act 15 June 1917 (40 Stat. 217), as amended by sec. 1, act 28 March 1940 (54 Stat. 79; 50 U.S.C. 31)).

2. Unlawfully disclosing information affacting national defense.-(a) Macever, with intent or reason to believe that it is to be used to the injury of the United States or to the advantage of a foreign nation, communicates, delivers, or transmits, or attempts to, or aids or induces another to, communicate, deliver, or transmit, to any foreign government, or to any faction or party or military or naval force within a foreign country, whether recognized or unrecognized by the United States, or to any representative, officer, agent, employee, subject, or citizen thoroof, either directly or indirectly, any document, writing, code book, signal book, skotch, photograph, photographic negative, blueprint, plan, men, model, note, instrument, appliance, or information relating to the netional defense, shall be punished by imprisonment for not more than twenty years: Provided, That whoever shall violate the provisions of subsection (a) of this section in time of war shall be punished by death or by imprisonment for not more than thirty years; and (b) who over, in time of war, with intent that the same shall be communicated to the enemy, shall collect, record, publish, or communicate, or attempt to elicit any information with respect to the movement, numbers, description, condition, or disposition of any of the armed forces, chips, aircraft, or war materials of the United States, or with respect to the plans or conduct, or supposed plans or conduct of any navel or military operations, or with respect to any works or measures undertaken for or connected with, or intended for the fortification or defense of any place, or any other information relating to the public defense, which might be useful to the enemy, shall be punished by death or by imprisonment for not more than thirty years. (Sec. 2, act 15 June 1917 (40 Stat. 218; 50 U.S.C. 32)).

I have read and understand the provisions of the above:

Witness.

Juayah S Reft 21 november 1949 STANDARD FORM 61 (REVISED APRIL I, 1941)
PROMIT GATED BY CIVIL SCHYCE COMMISSION
CHAPTER AN FEDERAL PERSONNEL MANUAL

APPOINTMENT AFFIDAVITS

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

	attac	ched information for ap	pointee
·	CIÀ	OFC	WASHINGTON, D. C.
***********	(Department or spracy)	(Burres or division)	(Place of employment)
I,	CHARLE JOI DVSS G		do solemnly swear (or affirm) that-
I wildomestic	that I will bear true faith	i and allegiance to the urpose of evasion; that	I States against all enemies, foreign an same; that I take this obligation free! I will well and faithfully discharge the ME GOD.
B. AFFIDA	VIT AS TO SUBVERSIVE ACTI	VITY AND AFFILIATION	
I am that advo unconstit Constitut	not a Communist or Fascis scates the overthrow of the utional means or seeking by ion of the United States. a member of such organiza	I do not advocate Government of the Un- force or violence to do I do further swear (or	nor am I a member of any organization ted States by force or violence or other other persons their rights under the affirm) I will not so advocate, nor withat I am an employee of the Federal
C. AFFIDA	VIT AS TO STRIKING AGAINS	T THE FEDERAL GOVE	RNMENT
l am so engage	not engaged in any strike as while an employee of the C zation of Government empl ited States, and that I will a	gainst the Government Government of the Uni ovees that asserts the	of the United States and that I will noted States; that I am not a member of right to strike against the Government employee, become a member of suc
D. AFFIDA	VIT AS TO PURCHASE AND S	ALE OF OFFICE	
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F. AFFIDA	VIT AS TO DECLARATION OF	APPOINTEE	
The dated	answers contained in my 1. October 1. 1 ave reviewed, are true and coppointee on the reverse of the	Application for Federa 9 48, filed with the	al Employment, Form No. <u>\$P-57</u> above-named department or agency th the exceptions noted in the Declara- ions, write "None" on the Declaratio
••			
Subscribed	and sworn before me this	2/st day of	la xum be, A. D. 19 43
at	Washington,	. ,	De Ce
	(Čity)	Que en	System)
	(SEAL)	Garior	(Signature of officer)

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

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Question 3 is to be answered in all cases, otherwise answer only those questions which require an answer different from that given to the corresponding questions on your application form. If no answers are Clarect, write "FONE" in Item 10, below. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

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INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing constitute is made shall determine to his own satisfaction that this appointment would be in conformation with the Civil Service Act, syphishle Civil Service Rules and Regulations and sets of Congress pertaining to accountment,

This form should be checked for holding of office, pension, suitability in connection with any record of recent discharge or arrost, and particularly for the following:

(1) Identity of appaintes.—The appointer's signature and handwriting are to be compared with the apphiestion and/or other perment papers. The physical appearance may be checked against the metical certificant. The appointer may also be questioned on his personal history for agreement with his pervious statements.

(2) Age.—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made, the appointment may not be consumment. (3) Grizovakin — The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriation extra Form 61 constitutes an affidavit for both purposes and is acceptable proof of citizenship status in the absence of conflicting evidence. In adopting the service of conflicting evidence, In observations of the conformation of the

(4) Mombers of Family—"Section 9 of the Civil Service Act provides that whenever there are already two on more members of a family serving under probatecast or permanent appointment in the competitive service. Bo other member of such family is clipible to the temperature of the competitive service. The spoot-induction of permanent appointment in the competitive service. The appointment of permanent appointment is preference are not subsect to this requirement. Doubtfurding provision does not apply up temperative appointments. Doubtfurding the decision of referred to

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SECTION & CONTINUED FROM PAGE & LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF MICK NOW ARE THE AUTHOR (On not subject copies unless requested), indicate fithe, Publication date, and three of maining (hon-fiction; accountific articles, general interest sub-9. INDICATE ANY DEVICES WHICH YOU WANT INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED . LIST ANY PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE in an experienced intelligence briefer. 10. LIST ANY PROFESSIONAL, ACADEMIC OF MONOGRAPY ASSOCIATIONS OR SOCIETIES IN MILICH YOU ARE NOW OR MERE FORMERLY A MEMBER. LIST ACADEMIC HONORS YOU MAKE RECEIVED. LONDON. Associate member, American Astronautical Association, New York. SECTION XI ORGANIZATION WORK EXPERIENCE - SINCE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE I. INCLUSIVE DATES (From- and Po-) 2. GRACE | 3. CHFICE/DIVISION/ BRANCH OF ASSIGNMENT 7 - 11 OPC/FS/3 - Desk intelligence officer Nov 1949 - Oct 1951 4. NO. OF EMPLOYEES UNDER YOUR DIRECT | 5. OFFICIAL POSITION TITLE supervision One to three Soviet desk officer 6. DESCRIPTION OF DUTIES Prepared, conjointly with OSC/FPS/FE, operational plans against Soviet Far Eastern targets. 1. INCLUSIVE DATES (From- and To-) 12-13 DF/SE/5; doputy chief, then chief Oct 1951 - Dec 1953 4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION up to 23 Branch deputy chief, thon Branch chief 6. DESCRIPTION OF DUTIES Supervised and directed SR plans and projects targeted against Soviet Far East. 1. INCLUSIVE DATES (From- and To-) GRADE 3. CFFICE/DIVISION/BRANCH OF ASSIGNMENT 13 | DPF/SR/COFS/DR - Chief Jan 1954 - Dec 1954 4. NO. OF EMPLOYEES UNDER YOUR CIRECT SUPERVISION 18 OFFICIAL POSITION TITLE Chief of special defector reception project Direct and supervise the recortion, debriefing, intelligence exploitation, resettlement and legalization of two high level Soviet intelligence officers granted political asylum in the USA. 1. INCLUSIVE DATES (From- and To-) 2. GRADE 3. SEFECE/DIVISION/BRANCH OF ASSIGNMENT 14 DEF/SR - MA/SR Base, Tokyo - Chief Feb 1955 - Nar 1956 4. NO. OF EMPLOYEES UNDER YOUR DIRECT 3. OFFICIAL POSITION TITLE SUPERVISION 22 Chief of Base 6- DESCRIPTION OF DUTIES Direct and supervise field plans and projects based in Japan and Okinawa, targeted against Soviet Far Eastern targets. INCLUSIVE DATES (From- and To-) E. GRADE 3- OFFICE/DIVISION/BRANCH OF ASSIGNMENT 14 IDF/SR - Tokyo Station Soviet Branch Deputy Chief Mar 1956 - Jun 1957 S. OFFICIAL POSITION TITLE 4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION OR 28 Deputy chief of branch &. DESCRIPTION OF DUTIES Assist Branch Chief in development and management of all Japan and Oktnawa-based operations against USSR and Soviet Embassy, Tokyo.

(Use additional pages if required)

ECTION XII NUMBER OF CHILDREN (Includi- and adjuted children) who a under 21 years of age, and supporting.	NE UNMARRIED, ARE NOT SELF) 2	NUMBER PACENTO THEIR S OF AGE S	0 0 0 t NO	on vou tèt Al	HEN OVER 21 VEARS
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SEC. 1. PI	FULL NAME MT. JACQUES GABRIEL RICHARDSON BYLL.	Telephone: a: NOT APPLICAB Home: 40-798
•	St. 4 No. Otty State	MD, USA
	PERMANENT ADDRESS 2903 ST. PAUL ST - BALTIMORE,	MD, USA
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8EC. 10.	WILL ADD NOT CITIZENS OF THE UNITED STATES.
	1. NAME HENRY BIT RELATIONSHIP GREAT-UNCLE AGE 65(?)
	CITIZENSUMP (FRENCH) ADDRESS 27 RUE FORTH CAVELL, NICE FRANCE
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	3. NAME AGE
•	CITIZENSHIP ADDRESS St. & No. Otty State Country
SEC. 11	RELATIVES BY BLOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U.S/OR OF A FOREIGN GOVERNMENT.
	1. NAME LANDE ROBT LEE SLARK RELATIONSHIP COUSIN AGE 30
	CITIZENSHIP USA ADDRESS NO.B. NORFOLK, VIRGINIA
•	TYPE AND LOCATION OF SERVICE (IF KNGWN)
	2. NAMEAGE
	CITIZENSHIP ADDRESS St. & No. City State
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ADDRESH CCD. GHG- FEC APO 500 PUST MASTER SAN FRANCISCO USA KIND OF BUSINESS CIVIL CENSORSHIP NAME OF BUPERVISOR VIAKENT MERCOLA TITLE OF JOB DEPUTY CHIEF, NEWS AGENCYMARY & 251 PER MONTH YOUR DUTIES HIST chief of principal Allied press consumship bureau REASONS FOR LEAVING CENSOLSHIP SECTION FLIMINATED Japan OM I NOV 46 TO 31 YAR 49 EMPLOYING FIRM OR AGENCY DEPT /HEMY ADDRESS CCD. GHU-FEL ARC 309-POSTMASTED-SAN FRANCISCO USA KIND OF BUSINESS CIVIL CENCYISHIP NAME OF SUPERVISOR KURT. SPAULDING (HILLTARY) TITLE OF TOB CHIEF CENSORSHIP SUB-STREALARY & 221 PRR MONTH your pures (perated field censorship surveillance detachment REASONS FOR LEAVING TRANSFERRED TO HO IN TOKYO FROM 15 MAR 46 TO 15 AUG 46 EMPLOYING FIRM OR AGENCY ADDRESS ARMY LANGUAGE SCHOOL TEESIDIO OF MONTERINGALINGA KIND OF BUSINESS CIVIL AFFAIRS ING NAME OF SUPERVISOR YUTAKA MUNAKATA (MILITARY) TITLE OF JOB WESEARCH EDITOR SALARY & ATTHY PER ST YOUR DITTES REVISED ARMY MANUALS, PREPRIED CIVIL AL REASONS FOR LEAVING COMMISSIONED; TRANSFERRED TO JAPAN FROM NOV 1941 EMPLOYING FIRM OR AGENEY T. EATON CO, LTD, ADDRESS ST CATHELINE ST, HONTREAL, GUE, CANADA KIND OF BUSINESS DEPT. STURE NAME OF SUPERVISOR E.T. C. HYDON TITLE OF JOB PHOTOGRAPHIC SALESHANGALARY'S 30 PER WEEK YOUR DUTIES SOLD CAMERAS AND PHOTO SUPPLIES REASONS FOR LEAVING WAS PART-TIME JOB ACCEPTED WHILE IN COLLEGE

SEC. 15. HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN FROM ANY FOSITION?
HAVE YOU LEFT A POSITION UNDER CIRCUMSTANCES WHICH YOU DESIRE TO EXPLAIN? GIVE DETAILS: APPLICABLE GIVE FIVE CHARACTER REFERENCES -- IN THE U.S. -- WHO KNOW YOU INTI-MATRLY -- (GIVE RESIDENCE AND BUSINESS ADDRESSES WHERE POSSIBLE.) WALLACE BUB ADD ALS - PRESIDENT MUNTEREY RES ADD 2160 COLLY. PALO ALTO HOS ADD UCALIFORNIA BERNELY. CAL.
RES ADD. 571 NORTH, CARLAND, CAL. HOLGE CHEATHAM BOX ADD WITE PATRICK EVEDERICK, Mo. RES ADD LOLE. CHURCH FREDERICK IND. JUHA BUS ADD. 1751 KST NWISH WASH.
RES. ADD. 1705 St. KCYAL ALEXANDER AUR ADD. UP BURFAY DES KUNITHEN NAMES OF FIVE PERSONS WHO KNOW YOU SOCIALLY IN THE UNITED STATES — NOT REFERENCES, SUPERVISORS OR EMPLOYERS — (Give residence and business addresses where possible.) WHISHINGTON BUS AND DEPT JAF RES ADD. 2310 VALLEY DS. ALEXANDRIA EINNEY BUS ADD BALTIMORE AV PHEADELPHA ES. ADD. COLINGE BUS ADD DEPT STHITE UNSHINGTON RES. AUD. IL AK HOLDAIR WIHARTFORD, SCHAL SAY BUS ADD. 303 E. 211A BALTIMORE, FID.

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SEC 18 GIVE TUNNED	':
SEC. 18. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U.S.— residence and business addresses where possible.)	(Giva
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RES. ADD. J. FOX CO. HARTFORD, COA	M.
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SEC. 19. FINANCIAL BACKGROUND	Coctobs
A. ARK YOU ENTIRELY DEPENDENT ON YOUR SALARY? YES IF NOT, STATE BOURS	OXB
NATIONAL BOOKERSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS FOR THAN	
TOTAL YOU EVER REPUTATION OF THE PROPERTY OF T	Ď.
D. GIVE THREE CREDIT REFERENCES IN THE U.S. 1. NAME LEE'S INC.	
2. NAME HONTGOHERY WARD ADDRESS 3471 FASTERN AV. DALTIHOUE	LIID.
9. NAME ADDRESS City Biste	-
SEC. 20. RESIDENCES FOR THE PAST 15 YEARS	
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FROM 1937 TO 1939 4561 HARVARD AV MONTO TO CONSTRU	-
SENO. CHE TONIPERL-OVE-CANADA	- -
Cana Carried Ton Service Canada	-
BL NE CON HARTEVED - CONN - USA	.
MILITARY SERVICE	
FROM 1948 TO PRESENT 2908 ST. PAUL ST. BALTIMORE, HD. USA	
FROM TO	
FROM TO City State Occupier	
SEC. 21. RESIDENCE OR TRAVEL OUTSIDE OF THE UNITED STATES	
A PROMPTS TO SEP 1911 PARIS FRANCE	
FROM VIL TO JUL 174 KIAGAS A DENILLONA STEET	
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G	ENERAL QUALIFICATIONS
A.	FOREIGN LANGUAGES (STATE DEGREE OR PROPICIENCY AS "SLIGHT" "FAIR" O
	LANGUAGE JAPANESE SPEAK FLUENT READ FAIR WRITE FAIR
	LANGUAGE FRENCH SPEAK FLUENT READ FLUENT WRITE FLUENT
	LANOUAGE BPRAK READ WRITE
В.	LIST ALL SPORTS AND HORDERS WHICH INTEREST YOU: INDICATE DEGREE OF PROFICENCY IN EACH:
*	SWIMMING, SKIING, HOCSEMANSHIP, FOOTBALL - 6000.
	BASEBALL, ICE HOCKEY LACROSSE, VOLLEYBALL, BADHINTON- FAIR
	PHOTOGRAPHIC PROCESSES - STRONG AMATEUR INTEREST.
C.	HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICE MIGHT FIT YOU FOR A PARTICULAR POSITION?
	HAVE AN ABILITY TO WRITE, FITHER REPORTORIAL OR
	EDITORIAL, WHICH MIGHT BE SUITABLE FOR RESEARCH
	OR SPECIAL PEPERTS WEITING.
D.	LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE 1939:
	NONE OTHER THAN DEPT OF ARMY FOR
	COMMISSION AS OFFICER.
E.	L. TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:
	MILITARY INTELLIGENCE DIV, WAR DEPT, + FBI
	CONDUCTED LOYALTY CHECK SOMETIME BETWEEN
	FEB 1947 AND JUN 1941.

SEC. 23.

8BC. 24.	MI	SCELLANEOUS
	Α.	DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED; OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OR, OR HAVE YOU SUPPORTED ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOV-
		ERNMENT IN THE UNITED STATES? NO
		IF "YES", EXPLAIN:
÷		
	В.	DO YOU USE, OR HAVE YOU USED, INTOXICANTS? YES IF SO, TO WHAT
··.	· · ·	EXTENT? OCCASIONAL WINES AND LIQUOR
	Ο.	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 OFFENSR AND DISPOSITION OF CASE:
	D.	HAVE YOU EVER BEEN COURT-MARTIALED WHILE A MEMBER OF THE ARMED FORCES? IF ANSWER IS "YES," GIVE DETAILS BELOW:
SEC. 25.	PF	RESON TO BE NOTIFIED IN CASE OF EMERGENCY: NAME JOHN B. RICHARDSON RELATIONSHIP FATHER ADDRESS 2908 ST. PAUL ST. BALTIMORE MD USA BL. G. BO. COULTY RELATION OF COULTY
SEC. 26.	IN	OU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HERE- WILL BE INVESTIGATED.
	M.	LE THERE ANY UNPAVORABLE INCIDENTS IN YOUR LIPE NOT MENTIONED ABOVE WHICH AY HE DISCOVERED IN SUBREQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY VOLVED OR NOT, WHICH LIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANVER "NO."
		NO .

SEC. 27. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUT AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF; AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

STONED AT ALEYANDRIA, VIRGINIA	
The sand State	DATE 25 NOV 1948
Allen Comments	1 0.7
Witness	- Addies in whater
	Elemanure of Applicant
	•

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

- 14. I HAVE NEVER HELD A FULL-TIME CIVILIAN JOB, SINCE I ENTERFO THE ARMY DIRECTLY FROM COLLEGE.
- M. I HAVE NEVER BOUGHT ANYTHING EN CREDIT.
 THEREFORE, I HAVE LISTED THREE CONCERNS
 WITH WHICH I HAVE TRANSACTED ADRHAL
 BUSINESS.
- 12. I ACQUIRED SUFFICIENT CREDITS FROM THE ACMY JAPANESE SCHOOL AT THE U OF MICHIGAN TO RECEIVE A B.A DEGREE, IN ABSENTIA, WHILE STILL ON ACTIVE SERVICE.

 FROM SEP 1942 TO DEC 1942 I COMPLETED ONE SEMESTER AT TRINITY COLLEGE, HARTFORD, CONN.

Jugues G. Rieberdion

Note: Information contained herein is supplemental.

PERSONAL HISTORY STATEMENT

Instrucțio	ms:	 Answer all questions completely. If question does not apply write able." Write "unknown" only if you do not know the answer and c the answer from personal records. Use the blank pages at the end for extra details on any question or questions for which you do not cient room. Type, print or write carefully; illegible or incomplete forms will not sideration. 	of this form of have suffi-
	Н	AVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS?	Yes or No
SEC. 1.	PF	Teleph Office: VE	one;
	A.	FULL NAME Mr. JACQUES GABRIEL KICHARDSON Ext. (Use No Initials) — Mrs.— First Middle Last Home:	<u> 13</u>
			Country
		PERMANENT ADDRESS St. & No. City State NICKNAME WHAT OTHER NAMES HAVE YOU USED?	Country
·		NAMES? HOW LONG? IF A LEGAL CHANGE, GIVE PARTICULARS	• .
		Where? By What Authority	
	-	DATE OF BIRTH PLACE OF BIRTH City State	Country
. •	D.	PRESENT CITIZENSHIP BY B.RTH? BY MARRIAGE?	
		BY NATURALIZATION CERTIFICATE # ISSUED BY	Court
	٠.	AT Clif State Count	7
			count.7
•		HELD BETWEEN WHAT DATES? TO ANY OTHER NATIONALITY?	Country
		GIVE PARTICULARS	· · · · · · · · · · · · · · · · · · ·
		HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? GIVE PA	RTICULARS:

	E. IF BORN OUTSIDE U.S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY?
	PORT OF ENTRY? ON PASSPORT OF WHAT COUNTRY?
	LAST U.S. VISA Number
. 2	PHYSICAL DESCRIPTION
	AGE SEX HEIGHT WEIGHT
	EYES HAIR COMPLEXION SCARS BUILD OTHER DISTINGUISHING FEATURES
2	
J.	MARITAL STATUS
	A. SINGLE MARRIED DIVORCED WIDOWED
	STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS
	B. WIFE OR HUSBAND MENTS—USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.) NAME OF SPOUSE HARRIETE MCCLURE DRISCOLL RICHAR PLACE AND DATE OF MARRIAGE ALEXANDRIA, VA; 25 JUN 1949
	THE (CR HER) ADDRESS BEFORE MARRIAGE 705 S. ROYAL CT OLEVA
	LIVING OR DECEASED LIVING DATE OF DECEASE CAUSE
	PRESENT, OR LAST, ADDRESS /6/9 DOOLITTLE DE COLOR
	PLACE OF BIRTH TINNEAPOLIS, MINN
	CITIZENSHIP U.S. WHEN ACQUIRED? WHERE?
	LAST EMPLOYER
	EMPLOYER'S OR BUSINESS ADDRESS St. & No. City State Country MILITARY SERVICE PROVE
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SEC.	24.	MISCELLANEOUS
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SEC. 27. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT Battimbre Micryland DATE bet 18 49

Slow F. Chaillan Algues 4. Kichardstr

Bignature of Applicant

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

14. Since dequet 54, 1944, I have been supposed as detiministrative assistant to the Director of Planning, Housing Unthoising of Brettinore City, at the salary range of \$3,100 - \$3,900.

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red, use pages the same size as this page. Write on each sheet your name, address, date of birth, and examination title. Attach to imple of this application Before signing this application check back over it to make sure that you have answered ALL questions correctly.

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. False statement on this application is punishable by Law (U. S. Code. Title 18, Section 80). SIGNATURE OF APPLICANT (Sign your name in INK (one prefix Miss or Mrs. and if nist name, initial or 'nitials, and surname). If female, ase your own given name as "Mrs. Mary L. Doe". . B. S. GOVERNMENT PRINTING OFFICE 10-6340-1

JACQUES GABRIEL RICHARDSON

17. HILIT.RY TRAINING (continued)

Rating received at end of this training: Tec 4 Duty assignment or rating after this training: Assignment to MSIS. Dutes of duty assignment: Jan 1926 to Aug. 1946

Second Special Service School attended: MISIS, Fort Smelling, Minn.

Location: Fort Smelling, 11, Minnesota
Dates Attended: Jan 1926 To:Aug.1946
Rating received at end of this training: Second Lieutenant
What were you taught in Second Special Service School? Order of battle, military
terms of the Japanese armed forces.

Civil affairs, military administration of occupied areas, propaganda
writing.

Duty assignment after this training: Student; translator: instructor.
That did you do during this duty assignment? Translated newspaper articles, ordinances, SCAP directives, etc. flown from Japan. Pade instructor's guides for civil affairs courses.

14-00000

SECRET

MEMORIANUUM FOR: Chief, Personnel Security Division/Office of Security

SUBJECT: 13 October 1963

(P): Your Number 37833

1. In compliance with paragraph four (h) of your latest memorandum, subject as above, clearance to cover the following proposed change in Subject's status and/or use is hereby requested:

and the second s		and a contract the contract of
Ops Officer	Position Title	Ops Officer
GS-15	Grade	GS-15
DDP/SR Foreign Field Western European Area Paris, France	Orgn Designation	DDP/WE Paris Station TExternal Ops Station
Paris, France	Headquarters	Paris, France
		1

- 2. Changes other than specified above:
- 3. The proposed effective date of this change is: 13 October 1963.

JOSEFH B. RAGAN
Chief: Contract Personnel Division

Date 18 OCT 1963

Security Approval has been granted for the use accurate and by this request

Chief, Personnal Signify Division

Diric

DATE: 31 July 1962

MENDRANDUM FOR: Chief, Contract Personnel Division

MOTTWATTA

: Staff Agents Branch

FROM

Chief, Personnel Security Division

SUBJECT

Rulandver #37833

1. Reference is made to your memorandum dated 24 July 1962 in which a covert security clearance was requested to permit Subject's use as a Staff Agent, GS-14, by DDP/SR in the capacity of Operations Officer at Paris, France.

- 2. This is to advise that a covert security clearance is granted for the use of the Subject, as described in your request as set forth in paragraph 1, above.
- 3. If your office should desire at a later date to change the status or use of this individual, a request to cover any proposed change should be submitted to this office.
- 4. This clearance becomes invalid in the event that Subject's services are not utilized within six months of the date of this memorandum.

FOR THE DIRECTOR OF SECURITY:

W. A. Osborne

SECRET (When filled in)

SROUP 1 Excluded from automatic downgrating and deflacetingaling

PERSONAL HISTORY STATELENT - (Appendix I)

Listed below are names of organizations identified by the Attorncy General, under his responsibility pursuant to Executive Order 2835, dated 21 March 1947, to list the names of each foreign or domestic organization, association, movement, group or combination of persons which he, after appropriate investigation and determination, designates as Totalitarian, Fascist, Communist, or subversive, or as having adopted a policy of advocating or approving the commission of acts of force or violence to deny others their rights under the ment of the United States, or as seeking to alter the form of government of the United States by unconstitutional means.

Each applicant must review the following list of organizations for certification purposes, and signature on the last page.

Abraham Lincoln School, Chicago, Illinois American Association for Reconstruction in Yagoslavia, Inc. American Committee for Protection of Foreign Born American Committee for Yugoslav Relief, Inc. The American Council for a Democratic Greece, formerly known as the Greek American Council; Greek American Committee for National Unity American Creatian Congress American League Against der and Fascism American League for Peace and Democracy, successor to American League Against War and Pascism and prodecessor of American Peace Mobilization American Patriots, Inc. American Peace Mobilization. American Polish Labor Council American Aussian Institute of San Francisco American Slav Congress American Youth Congress american Youth for Democracy Armonian Progressive League of America Association of German Nationals (Reichsdeutsche Vereinigung) Ausland-Organization der HSDAP, Overseas Branch of Nazi Party Black Dragon Society California Labor School, Inc., 215 Market Street, San Francisco, Culifornia Central Council of American Momen of Groatian Descent, also known as Central Council of American Croatian Momen, National Council of Croatian Women Central Japanese Association (Beikoku Chuo Nipponjin Kai) Central Japanese Association of Southern California The Sentral Organization of the Gorman-American National Alliance (Doutsche-Amerikanische Einheitsfront) The Citizens Protective League Civil Rights Congress and its affiliated organizations and branches.

The Columbians
Communist Farty, U.S.A., formerly Communist Folitical |
Association, and its affiliates and committees,
including:

Citizens Committee of the Upper West Side (New York City) Committee to Aid the Fighting South . Dennis Defense Committee Labor Research Association, Inc. Southern Negro Youth Congress United May Day Committee United Negro and Allied Veterans of America Congress of American Revolutionary Writers Congress of American Women Connecticut State Youth Conference Council of African Affairs Council for Pan-American Democracy Dai Nippon Butcku Kai (Militagy Aprtur Society of Japan or Military Art Society of Japan) Dante Alighieri Society Federation of Italian War Veterans in the U.S.A., Inc. (Associazione Mazionale Contattenti Italiani, Federazione degli Stati Uniti d' America) Friends of the New Germany (Fraundo dos Meuch Deutschlands) Friends of the Soviet Union and its successor American Council on Soviet Relations, both predecessors of the National Council of American Soviet Friendship George Washington Carver School, New York City Gorman-American Bund (Amerikadeutscher Volksbund) The Gorman-American Republican League German-American Vocational League (Deutscho-Amerikanische Beruissemminschaft) Heimuska Kai, also known as Hokubei Heicki Girusha Kai, Zaibel Nihenjin, Heiyaku Gimusha Kai, and Zaibei Heirmsha Rai (Japanese Residing in America Military Conscripts Association) Hinodo Kai (Interial Japanese Reservists) Hinomore Kai (Rising Sun Flag Society - a group of Japaneso War Veterans) Hekubei Zaigo Shoke Dun (North American Reserve Officers Association) Hollywood Writers Mobilization for Dufense Hungarian-American Council for Democracy International Labor Defense International Morkers Order, including People's Radio Foundation, Inc. Unpanese Association of America Japanese Overseas Central Society (Kaigai Dobo Chuc Kai)

Japanese Overseas Convention, Tokyo, Japan, 1940 Japanese Protective Association (Recruiting Organization) Jefferson School of Social Science, New York City Jewish Peoples Committee Jikyokı lin Kai (Current Affairs Association) Joint Anti-Fascist Refugee Committee Kibol Seinen Kai (Association of U. S. Citizens of Japanese Ancestry who have returned to America after studying in Japan) Ku Klux Klan Kyffhacuser, also known as Kyffhacuser League (Kyffhnouser Bund), Kyffhacuser Fellowship (Kyffhaouser Kameradschaft) Kyffhacuser War Relief (Kyffhacuser Kriegshilfswerk) League of American Writers Lictor Society (Italian Black Shirts) Macedonian-American People's Loague Mario Morgantini Circle Eichigan Civil Rights Federation Nanka Toikoku Gunyudan (Imperial Military Friends Group or Southern California War Veterans) National Committee for the Defense of Political Prisoners National Committee to Win the Feace National Council of American-Soviet Friendship National Council of Americans of Croation Descent National Federation for Constitutional Liberties National Mogno Congress Nature Friends of America (sines 1935) Negro Labor Victory Committee New Committee for Publications Michibei Kogyo Kaisha (The Great Fujii Theatre) Northwest Japonese Association Ohio School of Social Sciences The Posce Movement of Ethiopia Peoples Educational Association (Incorporated under nome Los Angeles Educational Association, Inc.), also known as Peoples Educational Center, Peoples University, People's School People's Institute of Applied Religion Philadelphic School of Social Science and Art Photo Longue (New York City) Proleterian Party of America Protestant War Voterans of the U.S., Inc. Rovolutionary Workers League Sakura Kai (Patriotic Society, or Cherry Association composed of veterans of Russe-Japanese War) Samuel Adams School, Boston, Massachusetts School of Jewish Studies, New York City Scattle Labor School, Scattle, Washington Serbian Vidordan Council Shinto Temples

Silver Shirt Legion of America Slovement-American National Council Socialist Workers Party, including American Committee for European Workers' Relief Sokoka Kai (Fatherland Society) Suike Sea (Reserve Officers Association Los Angeles) Tom Paine School of Social Science, Philadelphia, Tom Paine School of Westchester, New York United Committee of South Slavic Americans United Earlem Tenants and Consumers Organization Voterans of the Abraham Lincoln Brigade Walt Whitman School of Social Science, Newark, New Jersey Washington Book Shop Association Washington Committee for Democratic Action Wisconsin Conference on Social Logislation Workers Illiance Workers Party, including Socialist Youth League Young Communist Longue

I cortify that I have read the names of the above-listed organizations, and that I am not, nor have I been, a member of; that I have not contributed to, received literature from, or attended meetings of any organization listed, except as indicated and explained below:

(Organisation) (Dates of A	Membership)
Remarks:	•
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SIGNED AT Thomas of DATE // Au	uary 1949
	Miladet
Eddress)	:

FOR : NO. 38. TA

Date: 10 June 1949

From : Chief of Inspection and Security

Number: 37833

Subject: RICHARDSON, Jacques Gabriel

. Note "X" below:

Security approval is granted subject for access to classified information contingent upon the receipt of derogatory information at some future date.

Provisional clearance for full duty with CIA is granted under the provisions of paragraph 4, Administrative Instruction 10-2, which provides for a temporary appointment pending the com-

pletion of full security investigation.

Unless the applicant enters upon duty within 60 days from above date this approval becomes invalid.

Your memorandum dated 14 March 1949 stated Subject is an applicant for OPC.

AK male "

Chief, Personnel Security Division

Branch rations

ACCEPTANCE OF THE CASE OF

SECRET

FORM HO. 38-101