

SECRET  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
SECTION A <i>Charles E. Plisk</i> GENERAL				006830	
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
<i>[Redacted]</i>		12 Apr. 1919	M	GS-12	D
6. OFFICIAL POSITION TITLE		7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION		
Ops Officer		DDP/WH/3	Mexico City		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):			<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P. 28 February 1965			12. REPORTING PERIOD (From - to) 1 January - 31 December 1964		
SECTION-B PERFORMANCE EVALUATION					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>D - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					RATING LETTER
SPECIFIC DUTY NO. 1 Staff Agent responsible for KURARK interests in supervision of a complex technical operation.					S
SPECIFIC DUTY NO. 2 Supervision of ten <input type="text"/> agents.					S
SPECIFIC DUTY NO. 3 Maintenance of technical equipment					S
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER
24 MAR 1965					S

POSTED ON  
OF-4b  
24 MAR 1965

**SECRET**  
(When Filled In)

**SECTION C NARRATIVE COMMENTS**

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

OFFICE OF PERSONNEL  
JAN 24 8 11 AM '65  
50210 01

This officer, outside case officer for the LIFEWAY Project listening post, performs his work with exceptional proficiency. He is dedicated, puts in many hours (each week) beyond the normal forty-hour work week. He is prompt and efficient.

This Project is considered by Headquarters to be one of the best in the world and a large part of the credit for this should go to this officer.

This officer works solely with indigenous personnel. He keeps KUBARK interests paramount, yet does not offend the locals with whom he lives and works.

This officer is excellent as a technician - a part of his job which is especially important.

It is urged that this officer be immediately promoted to GS-13 as a reward for his excellent work and strong dedication to KUBARK.

**SECTION D CERTIFICATION AND COMMENTS**

**1. BY EMPLOYEE**

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT  
 DATE: 13 Jan 65  
 SIGNATURE OF EMPLOYEE: *Charles*

**2. BY SUPERVISOR**

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION: \_\_\_\_\_  
 IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION: \_\_\_\_\_  
 DATE: 13 Jan 65  
 OFFICIAL TITLE OF SUPERVISOR: COS  
 TYPED OR PRINTED NAME AND SIGNATURE: Winston H. Scott /5/

**3. BY REVIEWING OFFICIAL**

COMMENTS OF REVIEWING OFFICIAL

DATE: March 1965  
 OFFICIAL TITLE OF REVIEWING OFFICIAL: C/WH/1  
 TYPED OR PRINTED NAME AND SIGNATURE: W. J. Kaufman