

SECRET

MCCORD, JAMES

TRANSMITTAL SLIP		DATE 7/18/76
TO: NOTE FOR THE FILE		
ROOM NO.	BUILDING	
REMARKS		
<p>According to card notation in the files of C/FOIFE/OP the information referred to on the attached flag was transferred to the Office of the Inspector General and the office of the Director of Security on 21 January 1965.</p>		
FROM: [redacted] C/FOIFE/OP		
ROOM NO.	BUILDING	EXTENSION

FORM NO. 241
1 FEB 55

REPLACES FORM 10-8
WHICH MAY BE USED.

(6)

-E-T

OF FILE

tation is on file with

as Staff, Office of

Quarters Eye, extension

☐ Hearing transcript and related papers

☒ Other EYES ONLY material

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

McCord, James W., Jr.

S-E-C-R-E-T

70 3577

31 AUG 1970

70-4562

OF HQ SO-C 35 00A

Mr. James W. McCord, Jr.

Rockville, Maryland 20850

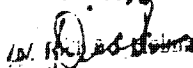
Dear June:

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

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

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

Sincerely,



Richard Helms
Director

Distribution:

0 - Addressee

1 - DDCI

1 - ER

1 - AC/EAB/OS

1 - D/Pers

1 - OPF

1 - ROB Soft File

1 - ROB Reader

Originator:

/s/

Director of Personnel

Concur:

AC/EAB/OS

4/70

OP/RAD/ROB/ [] jat/3257 (17 August 1970)

14-00000

ADMINISTRATIVE
INTERNAL USE ONLY


31 August 1970

MEMORANDUM FOR THE RECORD

SUBJECT: Retirement - James W. McCord, Jr.

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

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


Chief, Retirement Affairs Division

ADMINISTRATIVE
INTERNAL USE ONLY

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)			
058124		MC CORD, James W., Jr.			
3. NATURE OF PERSONNEL ACTION			4. EFFECTIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT
Retirement (Involuntary) Under CIA Retirement and Disability System			08 31 70		Regular
6. FUNDS			7. FINANCIAL ANALYSIS NO. CHARGEABLE		8. LEGAL AUTHORITY (if completed by Office of Personnel)
XX V TO V CF TO V			1271-0501		PL 88-643 Sec. 235(a)
9. ORGANIZATIONAL ASSIGNATIONS			10. LOCATION OF OFFICIAL STATION		
DDS/Office of Security DD/Physical, Technical & Overseas Security Physical Security Division Office of the Chief			Washington, D. C.		
11. POSITION TITLE			12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION
Physical Security Officer			0070		SS
14. CLASSIFICATION SCHEDULE (G.S., I.R., etc.)		15. OCCUPATIONAL SERIES	16. GRADE AND STEP		17. SALARY GR. RATE
GS		1810.07	15/49		28226-28981 \$24,224
18. REMARKS					
Subject's last working day will be 31 August 1970. See attached memos.					
Retirement is submitted pursuant to a request from the Head of the Security Career Service.					
Include on Agency Reserve List					
1152 Release and / [redacted] 2/10/70.					
cc/CSB - Info					
cc/Payroll					
18A. SIGNATURE OF REQUESTING OFFICIAL		DATE SIGNED		18B. [redacted] DATE SIGNED	
				2/4/70	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING	22. STATION CODE	23. INTEGRITY CODE	24. HOD/PS CODE
45	10	NUMERIC ALPHABETIC			
25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LSI	28. DATE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA
MO. DA. YR.	MO. DA. YR.	MO. DA. YR.	MO. DA. YR.	1-YES 2-OPEN 3-FICA 4-NONE	CODE
1 01 26 24					
31. VET PREFERENCE	32. SERV COMP DATE	33. LONG COMP DATE	34. CAREER CATEGORY	35. LEGAL/HEALTH INSURANCE	36. SOCIAL SECURITY NO.
CODE	MO. DA. YR.	MO. DA. YR.	CODE	CODE	
1-NONE 2-5 PT 3-10 PT					
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE	42. LEAVE CAT.	43. FEDERAL TAX DATA	44. STATE TAX DATA	45. POSITION CONTROL CERTIFICATION	46. OP APPROVAL
CODE	CODE	FORM EXECUTED	FORM EXECUTED		
1-NONE 2-10 YEARS 3-15 YEARS 4-20 YEARS 5-25 YEARS 6-30 YEARS 7-35 YEARS 8-40 YEARS 9-45 YEARS 10-50 YEARS		1-YES 2-NONE	1-YES 2-NONE		
8-21-70 noted					20 Aug 70

FORM 3-67

1152

USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

BSJ: 14 SEPT 70

NOTIFICATION OF PERSONNEL ACTION					
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)			
058124		MCCORD JAMES W JR			
3. NATURE OF PERSONNEL ACTION			4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT
RETIREMENT-INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYS-CORR			08 31 70		REGULAR
6. FUNDS		7. FUNDING AND/OR CHARGING		8. CSC OR OTHER LEGAL AUTHORITY	
<input checked="" type="checkbox"/> V TO V <input type="checkbox"/> CF TO V		<input type="checkbox"/> V TO CF <input type="checkbox"/> CF TO CF		1271 0501 0000 PL 88-643 SEC 235A	
9. ORGANIZATIONAL DESIGNATIONS			10. LOCATION OF OFFICIAL STATION		
11. POSITION TITLE			12. POSITION NUMBER		13. SERVICE DESIGNATION
PHYSICAL SEC OF			0070		SS
14. CLASSIFICATION SCHEDULE (GS, LB, OR...)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP	
GS		1810.07		15 9	
			17. SALARY OR RATE		
			28989		
18. REMARKS					
THIS ACTION CORRECTS FORM 1150 EFFECTIVE DATE 08/31/70 AS FOLLOWS: ITEM 16, GRADE AND STEP WHICH READ 15 8 TO READ 15 9; AND ITEM 17, SALARY OR RATE WHICH READ 28225 TO READ 28989.					
SIGNATURE OR OTHER AUTHENTICATION					

BSJ: 27 AUG 70

NOTIFICATION OF PERSONNEL ACTION							
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)					
058124		MCCORD JAMES W JR					
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT	
RETIREMENT-INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYSTEM				08 31 70		REGULAR	
6. FUNDS		7. V TO V		7. V TO CF		7. Financial Analysis No. Chargeable	
X						8. CSC OF OTHER LEGAL AUTHORITY	
		CF TO V		CF TO CF		1271 0501 0000 PL 88-643 SEC 235A	
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION			
OFFICE OF THE CHIEF				SECTION 1.0000			
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION	
PHYSICAL SEC OF				0070		SS	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE	
GS		1810.07		15 8		28226	
18. REMARKS							
SIGNATURE OF OTHER AUTHENTICATION							

ADMINISTRATIVE - INTERNAL USE ONLY

1 September 1970

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

THROUGH : Deputy Director for Support

THROUGH : Director of Security

SUBJECT : Certificate of Distinction

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

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

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

/Sgd/ Robert M. Gaynor

ROBERT M. GAYNOR
Recorder
Honor and Merit Awards Board

Distribution:

Orig - Addressee

1 - D/S

1 - D/Pers Reader Chrono/OPF

1 - Sec't, HMAB

1 - Recorder, HMAB

ADMINISTRATIVE - INTERNAL USE ONLY

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

SECRET
(When Filled In)

CERTIFICATION OF SEPARATING EMPLOYEE

Name (Last-First-Middle)

McCord James W.

MEMORANDUM FOR THE RECORD - ATTACH TO OFFICIAL PERSONNEL FOLDER

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

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

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

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

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

☒ 5. Form 2595 (Authorization for Disposition of Paychecks).

6. Applicable to returnee (resignee from overseas assignment).
I have been advised of my right to have a medical examination before my separation from this Agency and of the importance of such a medical check to my health and well-being.

☐ Appointment arranged with Office of Medical Services.

☐ Appointment for Office of Medical Services examination declined.

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

8. Form 71 (Application for Leave).

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

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

Signature of Employee

James W. McCord

Date Signed

Aug 31, 70

Address (Street, City, State, Zip Code)

Correspondence



Direct



Covert

SECRET

14-00000

SECRET

14 AUG 1970

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

THROUGH : Head of SS Career Service

**SUBJECT : Notification of Approval of
Involuntary Retirement**

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

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

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

/s/ Robert S. Wattles

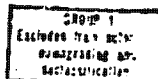
**Robert S. Wattles
Director of Personnel**

Distribution:

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

OP/RAD/ROB/ :dam/3257 (10 Aug 70)

SECRET



SECRET

20 JUL 1970


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

THROUGH : Chief, Administration and Training Staff, OS

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

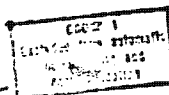
REFERENCE : Memorandum to Chief, Administrative Staff/ OS from C/OCB/CCS, dated 14 July 1970, Subject, James W. McCord, Jr.

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


Deputy Director of Security (PTOS)

Att.

SECRET



14-00000

SECRET

SUMMARY OF AGENCY EMPLOYMENT

JAMES W. MCCORD, JR.

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

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

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

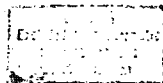
When serving overseas, responsibilities were managerial in nature as Chief of a regional staff of some ten professional and clerical personnel providing a full spectrum of security support.

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

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

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

SECRET



SECRET

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

SECRET

SECRET

14 Nov 1970 100 938

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

FORM 1152 USE PREVIOUS EDITION

OP-1
1-66

P SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

14

70-3587

31 AUG 1970

70-4562

OF H9 SO S 85 001

Mr. James W. McCord, Jr.

Rockville, Maryland 20850

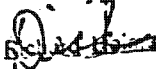
Dear Jim:

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

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

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

Sincerely,



Richard Helms
Director

Distribution:

0 - Addressee

1 - DDCI

1 - ER

1 - AC/EAB/CS

1 - D/Pers

1 - CPF

1 - ROB Soft File

1 - ROB Reader

Originator: /s/ [] 27 AUG 1970

Director of Personnel

Concur:

AC/EAB/CS 27 AUG 1970

CP/RAD/ROB/[]jat/3257 (19 August 1970)

SECRET

81 JUL 1970

MEMORANDUM FOR : Director of Central Intelligence

SUBJECT : Recommendation for Involuntary Retirement -
Mr. James W. McCord, Jr.

REFERENCE : Memorandum for Mr. James W. McCord, Jr.
from Director of Security dated 30 June
1970, same subject

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

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

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

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

/s/ Robert S. Wattles

Robert S. Wattles
Director of Personnel

The recommendation contained in paragraph 4 is approved:

/s/ Richard Helms

Director of Central Intelligence

9 AUG 1970

Date

SECRET

REQUEST AND AUTHORIZATION FOR ACTIVE DUTY TRAINING/ACTIVE DUTY TOUR

TO: HQ COMD USAF (PRP)		FROM: HQ COMD USAF (PRP-A)	
1. BY DIRECTION OF THE PRESIDENT		BY ORDER OF THE SECRETARY OF THE AIR FORCE	
2. GRADE, LAST NAME, FIRST, MIDDLE INITIAL, AFSN LT COLONEL MC CORD, JAMES W. JR.		3. PARSEC 8011	
4. PRESENT ADDRESS Rockville, Maryland 20850		5. ON FLYING STATUS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
6. IS ORDERED TO ACTIVE DUTY FOR 2 DAYS PLUS REQUIRED TRAVEL TIME		7. AFRO RATING Aircraft Observer	
8. PURPOSE (Type) <input checked="" type="checkbox"/> ANNUAL TOUR <input type="checkbox"/> SCHOOL TOUR <input type="checkbox"/> SPECIAL TOUR OF ACQUAINTANCE <input type="checkbox"/> SPECIAL TOUR OF AD			
9. INDIVIDUAL ASSIGNMENT HQ USAF (AFESS-FE) Washington, DC			
10. UNIT OF ATTACHMENT		11. INDIVIDUAL WILL REPORT TO JOHN F. KENNEDY CENTER FOR SPECIAL WARFARE (A) Student Dormitory, Bldg D-3601, Reilly Street and Bastogne Drive, Ft Bragg, North Carolina 28308	
12. INDIVIDUAL WILL BE RELEASED FROM ORGANIZATION ATTACHED/ASSIGNED FOR ACTIVE DUTY TRAINING ON		13. AUTHORITY - AFM 35-3	
14. INDIVIDUAL IS NOT AUTHORIZED TO PARTICIPATE IN FLYING ACTIVITIES DURING THE PERIOD OF ACTIVE DUTY COVERED BY THIS ORDER			
15. INDIVIDUAL WILL PROTECT FROM PRESENT ADDRESS IN SUFFICIENT TIME TO COMPLY WITH REPORTING TIME AND DATE.			
16. MODES OF TRANSPORTATION <input checked="" type="checkbox"/> AUTHORIZED <input type="checkbox"/> DIRECTED			
<input type="checkbox"/> MILITARY AIRCRAFT		<input checked="" type="checkbox"/> AIRCRAFT	
<input type="checkbox"/> RAIL		<input checked="" type="checkbox"/> BUS	
17. PCS, TON, PAY, ALLOWANCES, AND TRAVEL CHARGEABLE TO: PAY & ALWS: 5703700 500 4261 P 723.01 (P&A) 5594700			
18. REMARKS TRAVEL & PER DIEM: 5703700 500 6262 P 723.07 40861 40961 5668100 Security Clearance - TOP SECRET Training Category - D Pay Group - D For period of this active duty only, mbr and dependents authorized Commissary (Para 1a, AFR 145-15), Base Exchange (Para 3-8a(1), AFR 147-14) & Base Theater (Para 3-10, AFR 34-32) privileges.			
19. DATE 16 Dec 69	20. APPROVING OFFICIAL (Typed Name and Grade) E. E. THAYER, GS-12		21. SIGNATURE E. E. Thayer
22. PHONE NO. 4579/4279	23. RESERVATION AND LOCATION OF HEADQUARTERS DEPARTMENT OF THE AIR FORCE HEADQUARTERS, HEADQUARTERS COMMAND USAF BOLLING AIR FORCE BASE, DC 20332		
24. RESERVATION ORDER NO. A - 2073		25. DATE 16 Dec 69	
26. FOR THE COMMANDER			
27. SIGNATURE ELEMENT OF ORDERS AUTHENTICATING OFFICIAL E. E. Thayer E. E. THAYER Asst Director for Administration		28. SIGNATURE ELEMENT OF ORDERS AUTHENTICATING OFFICIAL	
29. DISTRIBUTION 15 - Individual 1 - Indi Pers Rec 2 - Unit of Asgmt 2 - Unit of Atch 2 - ARPC, 3800 York St, Denver, CO 80205 2 - HQ AFRES (CAFO), Dobbins AFB, GA 30060 1 - Records Set 35 - Reserve Personnel			

MC CORD, James

(10-130311)

10 March 1969

MEMORANDUM FOR: Mr. John W. Coffey

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

RM
Richard Helms
Director

cc: Acting Executive Director

SECRET

James McCord

10 March 1969

MEMORANDUM FOR: DD/PTOS

SUBJECT: Security Support During
President Nixon's Visit

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

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

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

Howard J. Osborn
Howard J. Osborn
Director of Security

SECRET

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER 058124				2. NAME (Last-First-Middle) MC CORD, James W., Jr.	
3. NATURE OF PERSONNEL ACTION Reassignment				4. EFFECTIVE DATE REQUESTED MONTH 10 DAY 15 YEAR 68	
5. CATEGORIES OF EMPLOYMENT Regular				6. LEGAL AUTHORITY (Completed by Office of Personnel)	
7. FINANCIAL ANALYSIS NO. CHARGEABLE 9271-0501				8. LOCATION OF OFFICIAL STATION Washington, D. C.	
9. ORGANIZATIONAL DESIGNATIONS DDE/Office of Security DII/Physical, Technical & Overseas Security Physical Security Division Office of the Chief				10. POSITION TITLE Physical Security Officer	
11. CLASSIFICATION SCHEDULE (GSA FPMR 101-11.6) GS				12. OCCUPATIONAL SERIES 1810.07	
13. GRADE AND STEP 15/7 S				14. SALARY OF RATE \$21,192 = 24,393	
15. REMARKS From: DDE/Office of Security/Technical Division/Office of the Chief - #0642					
16. SIGNATURE OF REQUESTING OFFICIAL CC: Payroll					
17. DATE SIGNED 10/3/68					
18. OFFICE OF PERSONNEL ACTION					
19. ACTION CODE 3770					
20. EMPLOY CODE 0040					
21. OFFICE CODING NUMERIC 0040 ALPHABETIC 0040					
22. STATION CODE 0040					
23. RETIREMENT DATA 1-YES 2-ORGR 3-FILA 4-OTHER					
24. SEPARATION DATA CODE 1					
25. DATE OF BIRTH MO. 10 DA. 15 YR. 68					
26. DATE OF GRADE MO. 10 DA. 15 YR. 68					
27. DATE OF LSI MO. 10 DA. 15 YR. 68					
28. SECURITY REQ. NO. EOD DATA					
29. SEX MALE					
30. NET PREFERENCE 1-YES 2-NO 3-10 YR. 4-15 YR.					
31. SERV. COMP. DATE MO. 10 DA. 15 YR. 68					
32. LONG COMP. DATE MO. 10 DA. 15 YR. 68					
33. EMPLOY CATEGORY 1-YES 2-NO 3-10 YR. 4-15 YR.					
34. HEALTH INSURANCE 1-YES 2-NO 3-10 YR. 4-15 YR.					
35. SOCIAL SECURITY NO.					
36. FEDERAL TAX DATA 1-YES 2-NO 3-10 YR. 4-15 YR.					
37. STATE TAX DATA 1-YES 2-NO 3-10 YR. 4-15 YR.					
38. POSITION CONTROL CERTIFICATION 10-4-68					
39. DATE APPROVED 10/3/68					

SECRET



TREASURY DEPARTMENT
UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

September 5, 1968

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

Dear Mr. Osborn:

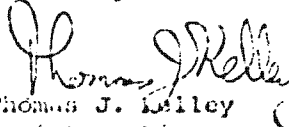
This letter is in appreciation for the valuable assistance provided by your office during the Republican National Convention at Miami Beach, Florida.

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

[Redacted]
[Redacted]

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

Sincerely,


Thomas J. Bailey
Assistant Director



CONFIDENTIAL

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

IN REPLY REFER TO:
NCS-EO

21 NOV 1967

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

Dear Mr. Osborn:

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

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

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

Copy to:
Mr. Georgia

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

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DECLASSIFICATION AND DOWNGRADING
DOES NOT APPLY

☐ UNCLASSIFIED

☐ INTERNAL
USE ONLY

☐ CONFIDENTIAL

☐ SECRET

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Commendation for Messrs. [redacted] James McCord
and their Assistants.

FROM:

Acting Director of Security
Room 4E60.

REFERENCE:

NO

DATE

6777

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

DATE

OFFICER'S
INITIALS

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

1. DD/PTOS

22 AUG 67

[Signature]

It is a pleasure to commend Messrs. [redacted] James McCord and their Assistants for the fine support they rendered as indicated in the attached letter. Such commendations reflect a high degree of professionalism.

2. *Ch. Gen. Dir.*

4/30

[Signature]

3. *Ch. Phys. Sec. Dir.*

4/30

[Signature]

4. *Ch. SPS*

4/30

[Signature]

5. *Ch. Asst. Dir.*

4/30

[Signature]

Acting Director of Security
21 AUG 1967

6. *Ch. Asst. Dir.*

4/30

[Signature]

7. *Ch. Asst. Dir.*

4/30

[Signature]

8. *Ch. Asst. Dir.*

4/30

[Signature]

9. *Ch. Asst. Dir.*

4/30

[Signature]

10. *Ch. Asst. Dir.*

4/30

[Signature]

11. *Ch. Asst. Dir.*

4/30

[Signature]

12. *Ch. Asst. Dir.*

4/30

[Signature]

13. *Ch. Asst. Dir.*

4/30

[Signature]

14. *Ch. Asst. Dir.*

4/30

[Signature]

15. *Ch. Asst. Dir.*

4/30

[Signature]

Please document the appropriate files in AATS and the Office of Personnel.

FORM 610

USE PREVIOUS EDITIONS

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☐ INTERNAL
USE ONLY

☐ UNCLASSIFIED

NATIONAL SECURITY AGENCY
Office of The Director
Fort George G. Meade, Maryland, 20755

12 August 1967

Executive Reg. 1.1
1.1

DD/S 67-4161

Honorable Richard M. Helms
Director of Central Intelligence
Washington, D. C. 20505

Dear Dick:

I want to thank you for the technical security demonstration recently presented to me by Howie Osborn and members of his staff. We are very conscious of the subject and welcome opportunities to be kept up-to-date on the state-of-the-art.

I would appreciate your also conveying my personal thanks to Messrs. [redacted], James McCord, and their assistants, not only for the high degree of professionalism which they demonstrated during the session here but also for their continued advice and assistance to my security organization. I am sure you join me in encouraging continued close liaison of this type.

Faithfully yours,



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

S E C R E T

8 March 1966

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

THROUGH : Head of SS Career Service

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

1. As you may know, we are in the process of reviewing the employment history and current career field of all employees in the Agency to identify those who are eligible for designation as a participant in the new CIA Retirement and Disability System. In this process, the initial review of each case is made by the individual's Career Service. If the Head of his Career Service nominates him for participation in the system, this nomination is reviewed by the CIA Retirement Board which recommends final action to me. However, if the Head of the Career Service advises that the employee does not meet the basic requirements of HR 20-50 for participation, I have accepted this finding without further review by the CIA Retirement Board. This practice has been adopted in the interest of expediting this screening process so that those employees who are eligible to participate in the system may be designated participants as soon as possible.
2. In your case, the Head of your Career Service has advised me that you do not meet the requirements of HR 20-50 for designation as a participant and I have accordingly made the formal determination required by the regulation that you are not eligible for designation. From a review of your record it appears that the decision of your Career Service was based upon the fact that you do not have sufficient time prior to completing 15 years of service with the Agency in which you could complete a minimum of 60 months of qualifying service as required by regulation. My determination that you are not eligible at this time for designation in no way affects your current status under the Civil Service Retirement System, nor does it preclude reconsideration of your eligibility to participate in the CIA System if you should meet the requirements for designation in the future.
3. Should you desire further information concerning the requirements for designation as a participant in the CIA Retirement System, I suggest that you read paragraph e of HR 20-50 and paragraph 5 of the Employee Bulletin dated 30 July 1965, entitled "Public Law 88-643, The Central Intelligence Agency Retirement Act of 1964 for Certain Employees."
4. It is always possible that the records upon which the determination made in your case may have been incomplete or inaccurate regarding your actual employment history with the Agency. If, after studying the materials cited above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 6E-1319 Headquarters (extension 6001). If such discussions do not resolve any questions you have regarding your eligibility, you may request that your case be formally considered by the Board. However, this request must be made within 30 days of the date of this memorandum.


Emmett D. Echols
Director, Personnel

S E C R E T

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

SECRET

20 July 1965

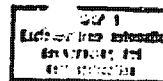
MEMORANDUM FOR: Chief, A&TS
SUBJECT : McCord, James W., Jr.
(Educational Matter)

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

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

Attachment:
As Stated Above

SECRET





THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D. C. 20008

THE COLLEGE OF GENERAL STUDIES

July 7, 1965

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

Dear Mr. McCord,

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

Congratulations!

Very truly yours,

James G. Brown
for Grover L. Angel
Dean

cc: CCS File
Registrar # 183595

SECRET

(U.S. Gov. Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED							
1. SERIAL NUMBER		2. NAME (Last, First, Middle)								19 July 1965							
058124		MC CORD, James W., Jr.															
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT									
REASSIGNMENT						MONTH DAY YEAR 07 1 65		REGULAR									
6. FUNDS		X		V TO V		V NO O		7. COST CENTER NO. CHARGE		8. LEGAL AUTHORITY (Completed by Office of Personnel)							
C TO V		C TO O		C TO O		0271-0208											
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION											
DUS/OFFICE OF SECURITY TECHNICAL DIVISION OFFICE OF THE CHIEF						WASHINGTON, D. C.											
11. POSITION TITLE						12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION									
ELECT ENG - AUTO SUPP (15)						0642		SS									
14. CLASSIFICATION SCHEDULE (GS, FS, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE									
GS				0855.21		15 5		\$ 18,740									
18. REMARKS																	
19A. SIGNATURE OF REQUESTING OFFICIAL						DATE SIGNED		DATE SIGNED									
								A/Chief/Personnel									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGRAL CODE		24. MOOTIES CODE		25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEL	
37		10		16300		0000		75613		1		01126124					
28. HIR EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ. NO		34. SEC					
MO. DA. YR.				1-CSC 2-FICA 3-NONE		CODE		TYPE MO. DA. YR.		EOD DATA							
35. VET. PREFERENCE		36. SERV. COMP. DATE		37. LONG COMP. DATE		38. CAREER CATEGORY		39. FEGLI/HEALTH INSURANCE		40. SOCIAL SECURITY NO							
CODE 0-NONE 1-5 PT. 2-10 PT.		MO. DA. YR.		MO. DA. YR.		LME RTRV PLAN TERM		CODE 0-NONE 1-YES		HEALTH INS. CODE							
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAL. CODE		43. FEDERAL TAX DATA				44. STATE TAX DATA							
CODE 0-NONE 1-NONE 2-BRIEF IN SERVICE (LESS THAN 3 YEARS) 3-BRIEF IN SERVICE (MORE THAN 3 YEARS)				CODE		CODE NO. TAX EXEMPTIONS				CODE NO. TAX EXEMPT.				STATE CODE			
45. POSITION CONTROL CERTIFICATION				46. OF. APPROVAL				DATE APPROVED									
7/21/65 DMW												7/23/65					

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

14.

SECRET

(U.S. GPO: 1964 O-623)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)						30 August 1964			
058124		McCord, James W., Jr.									
3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND TRANSFER FROM ONLY TO VOUCHERED FUNDS				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 8 16 64		5. CATEGORY OF EMPLOYMENT REGULAR					
6. FUNDS		V TO V		V TO O		7. COST CENTER NO. CHARGE ABLE		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
X		C TO V		C TO O		5271-0100					
9. ORGANIZATIONAL DESIGNATION DDS/OFFICE OF SECURITY EXECUTIVE STAFF				10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.							
11. POSITION TITLE SECURITY OFFICER				12. POSITION NUMBER 0032		13. CAREER SERVICE DESIGNATION 83					
14. CLASSIFICATION SCHEDULE (GS, FH, etc.) GS		15. OCCUPATIONAL SERIES 1810.01		16. GRADE AND STEP 15 4		17. SALARY OR RATE \$ 18,170					
18. REMARKS Verbal Concurrence: 20 August 1964 - DDP/EE Personnel Mr. McCord is being double slotted against position 0032 for approximately one (1) year while attending the Air War College. Date. 20 AUG 1964 Security Approval has been granted for the use contemplated by this request <i>W. A. O. [Signature]</i> cc: DDP/EE cc: CI Br Chief, Personnel											
19A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED				20/8/20/64			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC ALPHABETIC		22. STATION CODE	23. INTEGRAL CODE	24. HODS CODE	25. DATE OF BIRTH MO. DA. YR.	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LIT MO. DA. YR.		
16	10	16160 160		25003		1	1 16 64				
28. BTE EXPIRES MO. DA. YR.		29. SPECIAL REFERENCE 1-CSE 2-FIA 3-ROB		30. RETIREMENT DATA CODE		31. SEPARATION DATA CODE		32. CORRECTION CANCELLATION DATA TYPE MO. DA. YR.			
								33. SECURITY RTO NO.			
35. VET. PREFERENCE CODE 0-None 1-5 Yr. 2-10 Yr.		36. SERV. COMP. DATE MO. DA. YR.		37. LONG. COMP. DATE MO. DA. YR.		38. CAREER CATEGORY CODE 0-None 1-10 Yr. 2-15 Yr.		39. FEGLI. HEALTH INSURANCE CODE 0-None 1-Yes			
40. SOCIAL SECURITY NO.		41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		42. LEAVE CAT. CODE		43. FEDERAL TAX DATA CODE 0-None 1-Yes 2-No		44. STATE TAX DATA CODE 0-None 1-Yes 2-No			
45. POSITION CONTROL CERTIFICATION from 66				46. OF APPROVAL				DATE APPROVED 5 10 64			

FORM 6-62 1152

USE PREVIOUS EDITION:

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

14

SECRET

REQUEST FOR PERSONNEL ACTION										DATE PREPARED			
1. SERIAL NUMBER		2. NAME (Last-First-Middle)								3. DATE PREPARED			
058124		MCGOON, James W. Jr.								2 MAY 1962			
4. NATURE OF PERSONNEL ACTION					5. EFFECTIVE DATE REQUESTED			6. CATEGORY OF EMPLOYMENT					
Reassignment and Transfer to Confidential Funds					MONTH 05 27 YEAR 62			Regular					
7. FUNDS					8. COST CENTER NO. (Chargeable)			9. LOCAL AUTHORITY (Completed by Office of Personnel)					
<div style="display: flex; justify-content: space-between;"> V TO V X V TO CF </div> <div style="display: flex; justify-content: space-between;"> CF TO V CF TO CF </div>					2139 9360 1017								
10. ORGANIZATIONAL DESIGNATIONS					11. LOCATION OF OFFICIAL STATION								
DDP/EE German Station Deputy for Combined Services Security Branch					Frankfurt, Germany								
12. POSITION TITLE					13. POSITION NUMBER			14. CAREER SERVICE DESIGNATION					
Security Officer					0363			SS					
15. CLASSIFICATION SCHEDULE (GS, LD, etc.)					16. OCCUPATIONAL SER. ES			17. GRADE AND STEP			18. SALARY OR RATE		
GS					1810.01			15 2			14055		
19. REMARKS													
<p>One copy has been forwarded to the Office of Security. W-4 and D-4 forms have been forwarded to Payroll. Medical OK, JANUARY 1962 per the Office of Security. From: DDS/Office of Security Security Research staff Office of the Chief Washington, D.C. #365</p> <p style="text-align: right;">5/22/62</p>													
20. SIGNATURE OF REQUESTING OFFICIAL				21. DATE SIGNED				22. SIGNATURE OF CAREER SERVICE APPROVING OFFICIAL				23. DATE SIGNED	
[Signature]				5-11-62				[Signature]				16 May 62	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL													
24. ACTION CODE		25. SERVICE CODE		26. POSITION CODE		27. MONTH		28. YEAR		29. DATE OF LEA			
20		10		54460 EE		27015		3		01 12 1962			
30. BIE EMPLOYER		31. SPECIAL AGREEMENT		32. RESIDENCE DATA		33. SECURITY AND DISSEMINATION DATA		34. SECURITY REQ. NO.		35. SER			
				1 = 100 2 = 100A 3 = 100B		[Signature]		EOD DATA					
36. VET. PREFERENCE		37. SERA. COMP. DATE		38. LONG. COMP. DATE		39. SERA. CREDITED		40. REG. / HEALTH INSURANCE		41. SOCIAL SECURITY NO.			
CODE		1 = none 2 = 100 3 = 100A 4 = 100B				1 = 100 2 = none		1 = 100 2 = none 3 = 100A 4 = 100B					
42. PREVIOUS EMPLOYMENT SERVICE DATA				43. MILITARY DATA				44. STATE DATA					
CODE				CODE				CODE					
1 = NO PREVIOUS SERVICE 2 = NO SERVICE IN BRANCH 3 = SERVICE IN BRANCH LEAST THAN 12 MONTHS 4 = SERVICE IN BRANCH MORE THAN 12 MONTHS				1 = YES 2 = NO				1 = YES 2 = NO					
45. POSITION CONTROL				46. O.P. APPROVAL				47. DATE APPROVED					
[Signature]				[Signature]				5/1/62					

CIA INTERNAL USE ONLY
REQUEST FOR PERSONNEL ACTION

25 June 1959

1. Serial No. 158124	2. Name (Last-First-Middle) MCCORD JAMES W JR	3. Date Of Birth Mo. 01 Da. 26 Yr. 24	4. Vot. Prof. 5 Pr. 1 10 Pr. 2 1	5. Sex M	6. Cn. Fld. Mo. 08 Da. 22 Yr. 51
7. SCD Mo. 03 Da. 27 Yr. 45	8. CSC Rating Yos. 1 No. 2 1	9. CSC Or Other Legal Authority 50 USCA 403 J	10. Apmt. Authority Mo. 03 Da. 27 Yr. 45	11. FEGLI Yos. 1 No. 2 03	12. LFD Da. 22 Yr. 51
13. Civil Serv. No. Yos. 1 No. 2 2					

PREVIOUS ASSIGNMENT

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

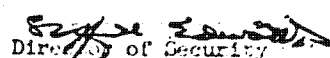
ACTION

27. Nature Of Action PROMOTION	Code 30	28. Eff. Date Mo. 01 Da. 24 Yr. 59	29. Type Of Employee Regular	Code 31	30. Separation Data
--	-------------------	--	--	-------------------	---------------------

PRESENT ASSIGNMENT

31. Organizational Designations DDS Office of Security Security Research Staff Office of the Chief	Code 3112	32. Location Of Official Station Washington, D. C.	Station Code 75013
33. Dept. - Field Dept. - USHd. Frgn. - D	34. Position Title Security Officer	35. Position No. 365	36. Serv. GS GS
37. Occup. Series 1810.01			
38. Grade & Step 15-1	39. Salary Or Rate \$ 12,770.00	40. SD ES	41. Date Of Grade Mo. 11 Da. 15 Yr. 59
42. PSI Due Mo. 12 Da. 28 Yr. 61		43. Appropriation Number 9-7100-20-001	

SOURCE OF REQUEST

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

CLEARANCES

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

Remarks

REQUEST FOR PERSONNEL ACTION															21 January 1959		
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vet. Pref.		5. Sex		6. C. Code				
158124		MCCORD JAMES W JR				Mo. Da. Yr. 01 26 24			Non-0 5 Pt-1 10 Pt-2		M 1		Mo. Da. Yr. 03 22 51				
7. SCD		8. CSC Reint.		9. CSC Or Other Legal Authority		10. Appt. Allday			11. HGLI		12. LCD		13. Min. Serv. Credit Yr.				
Mo. Da. Yr. 03 27 15		Yes-1 No-2		Code 1		50 UOCA 223 J		Mo. Da. Yr. Mo. Da. Yr.			Yes-1 No-2		Code 03 22 51		Yes-1 No-2		

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDS OFFICE OF SECURITY INSPECTION STAFF				3110		WASH., D.C.				75013	
16. Dept. - Field		17. Position Title		18. Position No.		19. Serv.		20. Occup. Series			
Dept. - Field USIld - Frgn -		Code 2		INVESTIGATOR		0033		GS		1810.22	
21. Grade & Step		22. Salary Or Rate		23. SS		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
14-2		\$11,595		SS		Mo. Da. Yr. 07 01 50		Mo. Da. Yr. 06 28 50		9 7101 20	

ACTION

27. Nature Of Action		Code		28. EH. Date		29. Type Of Employee		Code		30. Separation Data	
REASSIGNMENT		10		Mo. Da. Yr.		Regular		1			

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDS/Office of Security Security Research Staff Office of the Chief				3112 STAFF		Washington, D. C.					
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv.		37. Occup. Series			
Dept. - Field USIld - Frgn - D		Code 2		Security Officer		T365		GS		1810.01	
38. Grade & Step		39. Salary Or Rate		40. SS		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
14-2		\$11595.00 ps		SS		Mo. Da. Yr.		Mo. Da. Yr.		9-7100-20-001	

SOURCE OF REQUEST

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

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board			D. Placement	E.R.	1/28/59
B. Pos. Control		23 50	E.		
C. Classification			F. Approved By		1-28-59
Remarks					

SECRET
(When Filled In)

DATE PREPARED Mo 7 Da 10 Yr 58			REQUEST FOR PERSONNEL ACTION				<input checked="" type="checkbox"/> V to V		<input type="checkbox"/> V to UV		
							<input type="checkbox"/> UV to V		<input type="checkbox"/> UV to UV		
1. Serial No.		2. Name (Last-First-Middle) McCord, James Walter, Jr.			3. Date of Birth Mo 1 Da 26 Yr 24		4. Ver. Pref. None 0 Code 10 Pr 2		5. Sex M		
7. SCD Mo Da Yr		8. CSC Reimt. Yes - 1 Code No - 2		9. CSC Or Other Legal Authority		10. Appt. Authority Mo Da Yr		11. FEGLI Yes - 1 Code No - 2		12. LCD Mo Da Yr	
										13. MIL. SERV. CREDIT LEE Yes - 1 Code No - 2	

PREVIOUS ASSIGNMENT

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

ACTION

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

PRESENT ASSIGNMENT

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

SOURCE OF REQUEST

A. Requested By (Name And Title) Ch. Pers. Br. A&TS/OS		C. Request Approved By (Signature And Title) [Signature] Chief, Personnel Branch, A&TS/OS	
B. For Additional Information Call (Name & Telephone Ext.) Ext 2063			
CLEARANCES			
Clearance	Signature	Date	Clearance
A. Career Board			D. Placement
B. Pos. Control			E.
C. Classification			F. Approved By
Remarks [Signature]			

SECRET

STANDARD FORM 52
 PREVIOUS EDITIONS
 U. S. GOVERNMENT PRINTING OFFICE
 WASHINGTON, D. C. 20540
 MAR 1957

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr - Miss - Mrs - One given name, initial(s), and surname)		2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
MR. JAMES W. McCORD, Jr.		26 Jan 1924		4 Jun 57
5. NATURE OF ACTION REQUESTED: A. PURPOSE (Specify whether appointment, promotion, separation, etc.)		6. EFFECTIVE DATE A. PROPOSED:		7. C. S. OR OTHER LEGAL AUTHORITY
REASSIGNMENT				
B. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED:		
FROM— Investigator (CI) GS-1610.22-14 T367 \$10,320.00 pa DDS/Office of Security Security Research Staff Internal Branch Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		8. POSITION TITLE AND NUMBER 9. SERVICE, GRADE, AND SALARY 10. ORGANIZATIONAL DESIGNATIONS 311201 11. HEADQUARTERS 2 12. FIELD OR DEPARTMENTAL	TO— Security Officer GS-1610.01-14 T365-14 \$10,320.00 pa DDS/Office of Security Security Research Staff Office of the Chief Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	
A. REMARKS (Use reverse if necessary) No Fitness Report required - no change in supervision.				
B. REQUESTED BY (Name and title) Ch, Pers. Br., A&TS, OS		D. REQUEST APPROVED BY Signature: _____ Title: Ch, Personnel Branch, A&TS, OS		
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) Ext. 2063				
13. VETERAN PREFERENCE NONE <input type="checkbox"/> WW2 OTHER SPT <input type="checkbox"/> 10-PCT <input type="checkbox"/> USAR OTHER <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> SD-SS		
15. SEX M	16. APPROPRIATION FROM 7-1101-20 IS Same	17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes	18. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSIONS ONLY)	19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:
20. STANDARD FORM 50 REMARKS				
21. CLEARANCES				
A	INITIAL OR SIGNATURE	DATE	REMARKS	
B. CEN. OR POS. CONTROL		5 JUN 1957		
C. CLASSIFICATION		45/127		
D. PLACEMENT OR ENCL		6/1/57		
E				
F. APPROVED BY				

SECRET

~~SECRET~~

<small>STANDARD FORM 52 PROVIDED BY THE U. S. CIVIL SERVICE COMMISSION EMPLOYEES' FEDERAL PERSONNEL MANUAL, CHAPTER II</small>		REQUEST FOR PERSONNEL ACTION																									
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.																											
1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname) MR. JAMES W. McCORD, Jr.		2. DATE OF BIRTH 26 Jan '24	3. REQUEST NO. 4. DATE OF REQUEST 6/13/56																								
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) PROMOTION		6. EFFECTIVE DATE A. PROPOSED: ASAP B. APPROVED: 																									
7. POSITION (Specify whether establish, change grade or title, etc.) 		8. POSITION TITLE AND SYMBOL Investigator (CI)																									
9. SERVICE GRADE AND SALARY GS-1810.24-13 \$9205.00 pa		10. SERVICE GRADE AND SALARY GS-1810.22-14 \$10,320.00 pa																									
11. ORGANIZATIONAL DESIGNATION DDS/Office of Security Security Research Staff External Branch		12. ORGANIZATIONAL DESIGNATION DDS/Office of Security Security Research Staff Internal Branch																									
13. HEADQUARTERS Washington, D. C.		14. HEADQUARTERS Washington, D. C.																									
<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL																									
A. REMARKS (Use reverse if necessary) No Fitness Report required - no change in supervision.																											
B. REQUESTED BY (Name and title) Ch, Pers. Br., A&TS, OS		C. REQUEST APPROVED BY Signature: Title: Ch, Admin & Training Staff, OS																									
D. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) Ext. 2063		13. VETERAN PREFERENCE <table border="1" style="width: 100%; border-collapse: collapse;"><tr><td>NONE</td><td>WV</td><td>OTHER</td><td>S-PT</td><td>10 POINT</td></tr><tr><td><input checked="" type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input checked="" type="checkbox"/></td><td>DISAB. OTHER</td></tr></table>		NONE	WV	OTHER	S-PT	10 POINT	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	DISAB. OTHER														
NONE	WV	OTHER	S-PT	10 POINT																							
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	DISAB. OTHER																							
15. SEX M		16. APPROPRIATION FROM: 4-7101-20 TO: 6-7101-20																									
17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) YES		18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY) 																									
19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input checked="" type="checkbox"/> PROVED STATE: TEXAS		20. STANDARD FORM 50 REMARKS 																									
21. CLEARANCES <table border="1" style="width: 100%; border-collapse: collapse;"><tr><td>A.</td><td>INITIAL OR SIGNATURE</td><td>DATE</td><td>REMARKS</td></tr><tr><td>B. CEIL OR POS CONTROL</td><td>CH</td><td></td><td></td></tr><tr><td>C. CLASSIFICATION</td><td>SECRET</td><td>6/13/56</td><td></td></tr><tr><td>D. PLACEMENT OR EX</td><td></td><td></td><td></td></tr><tr><td>E.</td><td></td><td></td><td></td></tr><tr><td>F. APPROVED BY</td><td></td><td></td><td></td></tr></table>				A.	INITIAL OR SIGNATURE	DATE	REMARKS	B. CEIL OR POS CONTROL	CH			C. CLASSIFICATION	SECRET	6/13/56		D. PLACEMENT OR EX				E.				F. APPROVED BY			
A.	INITIAL OR SIGNATURE	DATE	REMARKS																								
B. CEIL OR POS CONTROL	CH																										
C. CLASSIFICATION	SECRET	6/13/56																									
D. PLACEMENT OR EX																											
E.																											
F. APPROVED BY																											

E.V.O.

23 September 1954

[redacted]
[redacted]
Military Permit for Germany - James Walter McCord, Jr. *file*

1. It is requested that a Military Permit for Germany be affixed to the Special Passport issued to the above subject.
2. Travel for the above subject is sponsored by the CENTRAL INTELLIGENCE AGENCY. Housing accommodations are available.
3. It is further requested that any reference to the CENTRAL INTELLIGENCE AGENCY be excluded from the permit issued.

[redacted]
Date of issue: 15 September 1954
Place of issue: Washington, D.C.
Valid Until: 14 September 1956
Occupation: Government Employee
Destination: Frankfurt
Duration in Germany: 2yrs.
Date of entry: 30 September 1954

SECRET

STANDARD FORM 52
 PREPARED BY THE
 U. S. CIVIL SERVICE COMMISSION
 WASHINGTON, D. C. 20535
 GSA GEN. REG. NO. 27

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr., Miss, Mrs., One given name, initial(s), and surname) MR. JAMES M. MCCORDY JR.	2. DATE OF BIRTH 3/10/24	3. REQUEST NO. 1924	4. DATE OF REQUEST 6/1/54
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) PROMOTION		6. EFFECTIVE DATE A. PROPOSED: ASAP	7. C. S. OR OTHER LEGAL AUTHORITY 117
8. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED: 6 June 1954	

FROM— Investigator GS-1810.27-13 3/240 \$247.01 per annum	A. POSITION TITLE AND NUMBER B. SERVICE, GRADE, AND SALARY 10. ORGANIZATIONAL DESIGNATIONS 11. HEADQUARTERS 12. FIELD OR DEPARTMENTAL	TO— Security Officer GS-1810.01-13 TL05 \$3000.00 per annum
DEA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C.		DEA/Security Office Office of the Chief Washington, D. C.
<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

PSI eff 6 June 54 - not in folder

approved by SE/CSB 8 June 54

B. REQUESTED BY (Name and title) Chief, A-13		D. REQUEST APPROVED BY Signature: _____ Title: Security Officer, Security Office	
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) Ext. 2263			
13. VETERAN PREFERENCE NONE <input type="checkbox"/> OTHER <input checked="" type="checkbox"/> 5 PT. <input type="checkbox"/> 10 POINT <input type="checkbox"/> DISAB. OTHER <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> CD-SH	
15. SEX <input checked="" type="checkbox"/> M <input type="checkbox"/> F	16. RACE <input checked="" type="checkbox"/> W <input type="checkbox"/> O	17. APPROPRIATION FROM: 4-7103-20 TO: 4-7103-20	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) <input type="checkbox"/>
		19. DATE OF APPOINTMENT AFFIDAVITS (APPLICABLE ONLY)	20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: _____

21. STANDARD FORM 50 REMARKS

* Parker 50 -
6/4/54

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.	Jm	29 June 54	
B. CEIL. OR POS. CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	SW-4912A		
E.			
F. APPROV _____			

SECRET

10 June 54

SECRET

STANDARD FORM 52 PROPOSED BY THE U. S. CIVIL SERVICE COMMISSION PERSONNEL ACTION - PERSONNEL BASIC CHAPTER 51			
REQUEST FOR PERSONNEL ACTION			
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.			
1. NAME (Mr., Mrs., Mx, etc. - One given name, initials, and a surname) MR. J. A. [unclear], JR.		2. DATE OF BIRTH 4/17/1924	3. REQUEST NO. [unclear]
4. NATURE OF ACTION REQUESTED A. PERSONNEL (Specify whether appointment, promotion, reassignment, etc.) REASSIGNMENT		5. EFFECTIVE DATE A. PROPOSED: [unclear]	6. C. S. OR OTHER LEGAL AUTHORITY [unclear]
B. POSITION (Specify whether establish, change grade or title, etc.) [unclear]		D. APPROVED: [unclear]	
FROM - Investigator (Sen) 1-1810-12 \$400.00 per annum DCA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		7. POSITION TITLE AND NUMBER 8. SERVICE, GRADE, AND SALARY 9. ORGANIZATIONAL DESIGNATIONS 10. HEADQUARTERS 11. FIELD OR DEPARTMENTAL	TO - Investigator 1-1810-20-12 \$400.00 per annum DCA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL
A. REMARKS (Use reverse if necessary) [unclear]			
5. REQUESTED BY (Name and title) [unclear] Chief, A TS		D. REQUEST APPROVED BY [unclear]	
6. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) [unclear] Ext. 2003		Signature: [unclear] Title: Chief, Admin & Training - Person. [unclear]	
13. VETERAN PREFERENCE NONE <input type="checkbox"/> WWI <input type="checkbox"/> OTHER <input checked="" type="checkbox"/> 5 PT. <input type="checkbox"/> 10 POINT <input type="checkbox"/> DISAB. OTHER <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VES <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> [unclear] CD-31	
15. SEX M	16. RACE W	17. APPROPRIATION FROM: 1-7103-20 TO: 1-7103-20	18. SUBJECT TO C. S. RETIREMENT ACT (YES - NO) [unclear]
19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY) [unclear]		20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: TEXAS	
21. STANDARD FORM 50 REMARKS [unclear]			
22. CLEARANCES A. B. CEIL. OR POS. CONTROL C. CLASSIFICATION D. PLACEMENT OR EMPL. E.		INITIAL OR SIGNATURE DATE REMARKS: [unclear]	
F. APPROVED BY: [unclear] SECRET [unclear]			

SECRET

STANDARD FORM 52 PERSONNEL ACTION U.S. DEPARTMENT OF DEFENSE GENERAL INSTRUCTIONS GENERAL CHAPTER 1		REQUEST FOR PERSONNEL ACTION		VOUCHERED	
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation on SF 10 in separation data on reverse.					
1. NAME (Mr., Mrs., Miss, etc. - One given name, initial(s), and surname)		2. DATE OF BIRTH		3. DATE OF REQUEST	
MR. JAMES W. McCORD, JR.		1/26/53		12/17/53	
4. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)		5. EFFECTIVE DATE A. PROPOSED:		6. C.S. OR OTHER LEGAL AUTHORITY	
REASSIGNMENT					
7. POSITION (Specify whether establish, change grade or title, etc.)		8. APPROVED: <i>Bob</i>		9. JAN 25 1953	
10. FROM - Investigator (Gen) T211.01 GS-1810-12 \$7040.00 per annum DDA/Security Office Special Security Division SSD Pool Washington, D. C.		11. TO - Investigator (Gen) T297.01 GS-1810-12 \$7040.00 per annum DDA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C.			
12. FIELD <input checked="" type="checkbox"/> DEPARTMENTAL <input type="checkbox"/>		13. FIELD OR DEPARTMENTAL <input type="checkbox"/>		14. FIELD <input type="checkbox"/> DEPARTMENTAL <input checked="" type="checkbox"/>	
A. REMARKS (Use reverse if necessary)					
Transfer TO Vouchered Funds FROM UnVouchered Funds.					
B. REQUESTED BY (Name and title)		C. REQUEST APPROVED BY			
Chief, ASST					
D. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)		E. SIGNATURE: Chief, Admin. & Insp. Staff			
Ext. 2063		Title: Chief, Admin. & Insp. Staff			
15. VETERAN PREFERENCE		16. POSITION CLASSIFICATION ACTION			
NONE <input type="checkbox"/> 15% <input type="checkbox"/> 10% <input type="checkbox"/> 5% <input type="checkbox"/> DISAB <input type="checkbox"/> OTHER <input type="checkbox"/>		17. DATE OF APPOINTMENT AFFIDAVIT (Accession only)			
18. SEX <input checked="" type="checkbox"/> M <input type="checkbox"/> F		19. DATE OF APPOINTMENT AFFIDAVIT (Accession only)			
20. RACE <input checked="" type="checkbox"/> W <input type="checkbox"/> N <input type="checkbox"/> O		21. LEGAL RESIDENCE STATE: <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED			
22. APPROPRIATION FROM 4-7130-30 TO 4-7103-20		23. STANDARD FORM 50 REMARKS			
24. CLEARANCES					
A. INITIAL		B. SIGNATURE		C. DATE	
A.		B.		C.	
B. CEIL. OR POS. CONTROL		C. CLASSIFICATION		D. PLACEMENT OR ENPL.	
E.		F.		G.	
F. APPROVED: <i>James W. McCord, Jr.</i>		G. APPROVED: <i>Bob</i>		H. DATE: 12/22/53	

SECRET

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

TO:

DATE:

17 September 1951

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

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

Be forwarded to:

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

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

CONFIDENTIAL

22 August 1951
(Date)

- I, James Walter McCord, Jr., hereby certify that the information appearing on my Personal History Statement dated 13 May 1951 is still accurate and correct, except as follows: No corrections
1. However an addition may be made to the education section inasmuch as one summer semester in evening Law School, Lincoln University, Oakland, Calif., was completed since the date of the application. This semester began 4 June 1951 and ended 10 August 1951.
 2. In the certificate regarding Reserve Status filed with the original application it was reflected that I was in the Volunteer Air Reserve, USAF. On August 14 a letter Reserve Order from Hamilton AFB, Calif., was sent to me advising that I was being transferred from the Volunteer Air Reserve to

James Walter McCord Jr.
(Signature)

CONFIDENTIAL

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

Glendale, California
July 20, 1951

Mr. Joseph B. Ragan
Chief, Personnel Procurement
Central Intelligence Agency
2430 M Street, N. W.
Washington, D. C.

Dear Mr. Ragan:

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

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

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

Very truly yours

James Walter McCord Jr
James Walter McCord, Jr.

REQUEST FOR SECURITY CLEARANCE

Received by: ~~1-2-11~~
Date: ~~6 July~~

1. Full Name _____
Last First Middle
2. Year of Birth 1928

3. Position Title SPECIAL AGENT Grade GS-11 Code

4. Location: Office US Division 6 Branch
Code Code Code

5. Geographic destination FAR EAST, IND. CHINA
City and state or country, as appropriate

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

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

8. Type(s) of security clearance requested:

X Provisional for _____
Show name of pool or group

 Secret

FILE

7 Waiver

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

11. Recruitment Source	Code
1. Direct Recruitment	
2. Indirect Recruitment	
3. Other	

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

13. Remarks:

9 FEB 1963

Attachments:

() PHS
() Appendix I
() Photographs

Signature

PAC

Division

Form No. 37-104
Jun 1951

14-00000
4 June 1951

Mr. James W. McCord, Jr.

[REDACTED]
Alameda, California

Dear Mr. McCord:

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

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

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

Very truly yours,

JOSEPH B. RAGAN
Chief, Personnel Procurement

Fool

10 May 1951

Mr. James Walter McCord, Jr.

Alameda, California

Dear Mr. McCord:

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

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

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

Very truly yours,

JOSEPH B. RAGAN
Chief, Personnel Procurement

Enclosures (9)

RESTRICTED

SECURITY AGREEMENT

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

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

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

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

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

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

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

James William McCord Jr. (Seal)

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

at _____.

Alameda, California
April 13, 1941

Director
Central Intelligence Agency
Washington, D. C.

Dear Sir:

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

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

Very truly yours

James Walter McCord, Jr.

James Walter McCord, Jr.

SECRET

REPRODUCTION MASTERS

SIGGRAPHIC

BIOGRAPHIC PROFILE

SECRET

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

WATERGATE FILE REVIEW FLAG

SUBJECT: McCord, James


FILE NO: 58124

DATE FLAGGED: 24 April 1974

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

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

File Cross Reference - 625000


Officer Reviewing File

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

SECRET

NOTIFICATION OF ASSIGNMENT OR CANCELLATION OF OFFICIAL		
TO: (Check)	<input checked="" type="checkbox"/>	CHIEF, RECORDS AND CONTROL
	<input type="checkbox"/>	CHIEF, CONTRACT PERSONNEL DIVISION
	<input checked="" type="checkbox"/>	CHIEF, OPERATING COMPONENT (For action)
ATTN: <u>22/Chief Admin Staff</u>		OFFICIAL <input type="checkbox"/> ESTABLISHED <input type="checkbox"/>
REF: <u>Resignation Debriefing</u>		DISCONTINUED <input checked="" type="checkbox"/>
SUBJECT: <u>McCORD, James W. Jr.</u>		UNIT: <u>OC</u>

KEEP ON TOP OF FILE WHILE [] IN EFFECT

ESTABLISHMENT OF OFFICIAL [] RECORDS (OPM 20-800-11)	CANCELLATION OF OFFICIAL [] RECORDS (OPM 20-800-11)
A. TEMPORARILY FOR [] DAYS EFFECTIVE DATE COB []	DATE (no. of CCB) []
B. CONTINUING AS OF COB	August 1951
SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HNR 20-7)	SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HNR 20-7)
ASCERTAIN THAT CIA [] p-2 BEING ISSUED. (HNR 20-12)	RETURN ALL OFFICIAL DOCUMENTATION TO []
SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS [] (HR-240-2a)	DO NOT WRITE IN THIS BLOCK - FOR [] INTERNAL USE ONLY
SUBMIT FORM 1323 FOR TRANSFERRING [] RESPONSIBILITY. (HR-240-2a)	
SUBMIT FORM 2688 [] FOR HOSPITALIZATION CARD	

REMARKS AND/OR COVER HISTORY

Aug 51-Jun 53 CONUS 209
Jun 53-May 62
May 62-May 64 Germany []
Jun 64 []

FORWARDING ADDRESS: []
EMPLOYMENT ADDRESS: Rockville, Maryland 20850

Subject is to indicate CIA as place of employment for entire period.

DISTRIBUTION: COPY 1 - RCD
COPY 2 - OPERATING COMPONENT
COPY 3 - S/O
COPY 4 - SL/TELETYPE
COPY 5 - []
COPY 6 - []

FORM 1551 USE PREVIOUS EDITION
8-68

SECRET

(13-20-43)

SECRET

NOTIFICATION OF CANCELLATION OF _____		DATE 20 Jul 64
TO: (Check)	<input checked="" type="checkbox"/> CHIEF, PERSONNEL OPERATIONS DIVISION	SUBJECT McCORD, JAMES W, Jr
	CHIEF, OPERATING COMPONENT (For Action) OS	
ATTN:	OS/AATS	
REF:	_____	FILE NO. K3930
	_____	ID CARD NO.
<input checked="" type="checkbox"/> _____ Records; (OP Memo 20-300-11)		
Effective 11 Jun 64		
<input checked="" type="checkbox"/> Submit Form 642 To Change Limitation Category. (HB 20-800-2 to be redesignated H4B 20-7)		
<input checked="" type="checkbox"/> _____		
<input checked="" type="checkbox"/> Remarks: Subject should be acknowledged as a current employee as he is to attend the Air War College _____		
<p style="text-align: center;">7</p>		
<p style="text-align: center; font-size: 2em; font-weight: bold;">THIS MEMO MUST REMAIN ON TOP OF FILE</p>		
<input type="checkbox"/> COPY TO CPD/OP		
DISTRIBUTION: 1-OSD/OS 1-PSD/OS CHIEF: _____		

FORM 12-61 1551a

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

(13-20-43)

SECRET

8 March 1961

File No. K-3030

MEMORANDUM FOR: Chief, Records and Services Division
Office of Personnel

SUBJECT : McCORD, James W.

1. [] arrangements ~~which have been completed~~ have been completed for the above-named Subject. TDY
2. Effective 11 Mar - 27 March 61 it is requested that your current Agency employment to an external inquirer.

For []
Acting Chief, []

cc: SSD/OS

SECRET

FORM
1-59 1580a

(4-13-40)

03-18-61
LPC

Mr. James W. McCord, Jr.

Rockville, Maryland 20850

Dear Mr. McCord:

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

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

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

Thank you very much for your cooperation.

Sincerely yours,

Personnel Officer

Enclosures:

Questionnaire
Return Envelope

Distribution:

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

OP/RAD/EEAS/[]:mlp (23 April 1971)

Actions



1. LAST NAME MC CORD, JAMES W JR		FIRST NAME JAMES W JR		INITIAL(S) XX		2. APPOINTMENT DATA 08/22/51 Subject to Sec 703(d), 1951 Leave Act Yes <input type="checkbox"/> No <input type="checkbox"/> Ceased to be subject to Sec 703(d) on _____ annual leave bill		3. TOTAL SERVICE FOR LEAVE (at date of separation) Years 25 Months 05 Days 04 <input checked="" type="checkbox"/> More than 15 years	
4. DATE AND NATURE OF SEPARATION RETIREMENT-INV-UNDER CIA RETIREMENT AND DISABILITY SYSTEM 08/31/70									
SUMMARY OF ANNUAL AND SICK LEAVE (HOURS)						SUMMARY OF HOME LEAVE (DAYS)			
5. Balance from prior leave year ended 1/10/70		Annual		Sick		14. Date arrival abroad for HL purposes		REMARKS SCD 03/27/45 WS/L TRANS TO STANDS 5 US/ CH 63	
6. Current leave year accrual through 8/22/70		328		1729		15. Current balance as of 19			
7. Total		128		64		16. 12-month accrual rate			
8. Reduction in credits, if any (current year)		456		1793		17. Dates leave used prior 24 months			
9. Total leave taken		367		4		18. Monthly accrual date			
10. Balance		89		1789		19. Calendar days credit for next accrual date			
11. Total hours paid in lump sum 89 hrs & 1 hol						20. Date basic service period completed			
12. Salary rate(s) \$28,989.00						MILITARY LEAVE			
13. Lump sum leave dates from 0830 09/01/70, 09/17/70 0930						21. Dates during current calendar yr to			
						22. Dates during preceding calendar yr to			
14. Transferred by 11/3/70 (Signature) for Chief Payroll (Title)						ABSENCE WITHOUT PAY			
15. Date 11/3/70 (Date)						23. During leave year in which separated			
16. Telephone 113-2585 (Telephone)						24. During step increase waiting period which began on 06/14/70			
						25. During 12-month HL accrual period (dates)			
Standard Form 1150 November 1965 1150-100						U.S. CIVIL SERVICE COMMISSION FPM SUPPLEMENTS 500-51 AND 950-2			

RECORD OF LEAVE DATA TRANSFERRED

SECRET

(When Filled In)

100: 11 JUL 70

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 000128		2. NAME (LAST FIRST MIDDLE) MCCORD JAMES W JR	
3. NATURE OF PERSONNEL ACTION RETIREMENT-INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYS-CORR		4. EFFECTIVE DATE 03/31/70	5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS V TO V CF TO V	V TO CF CF TO CF	7. GRADE AND STEP 1271 6 31 0000	8. CEC OR OTHER LEAS AUTHORITY PL 82-612 SEC 203A
9. ORGANIZATIONAL DESIGNATIONS DDO/OFFICE OF SECURITY DD/PHYSICAL, TECHNICAL AND OVERSEAS SECURITY PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF		10. LOCATION OF OFFICIAL STATION WASH, D.C.	
11. POSITION TITLE PHYSICAL SEC OF		12. POSITION NUMBER 0076	13. SERVICE DESIGNATION SS
14. CLASSIFICATION SCHEDULE (N, B, W, L) GS	15. OCCUPATIONAL SERIES 1810.07	16. GRADE AND STEP 12 3	17. SALARY OR RATE 20080
18. REMARKS THIS ACTION CORRECTS FORM 1150 EFFECTIVE DATE 03/31/70 AS FOLLOWS: ITEM 16, GRADE AND STEP WHICH READ 12 3 TO READ 12 3; AND ITEM 17, SALARY OR RATE WHICH READ 20026 TO READ 20080.			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 55	20. SENIOR CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC	22. STATION CODE
23. DATE EXPIRES MO DA YR 01 15 74	24. SPECIAL REFERENCE 1. CIL 2. LIA 3. TOL 4. NONE	25. RETIREMENT DATA CODE	26. SEPARATION DATA CODE 00000000
27. DATE OF BIRTH MO DA YR 01 15 74	28. DATE OF GRADE MO DA YR	29. DATE OF LEI MO DA YR	30. SECURITY REG NO
31. VET PREFERENCE 1. PFA 2. SP 3. ST	32. SERV COMP DATE MO DA YR	33. LONG COMP DATE MO DA YR	34. SOCIAL SECURITY NO
35. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1. NO PREVIOUS SERVICE 2. NO AHEAD OF SERVICE 3. BREAK IN SERVICE (LESS THAN 3 YRS) 4. BREAK IN SERVICE (MORE THAN 3 YRS)	36. LEAVE CAT CODE	37. FEDERAL TAX DATA 1. YES 2. NO	38. STATE TAX DATA 1. YES 2. NO
SIGNATURE OR OTHER AUTHENTICATION			
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED 9-16-70 <i>Jm</i> </div>			

FORM 1150
5-64Use Previous
Edition

SECRET

BSJ

EXCLUDED FROM AUTOMATIC
DOWNGRADING AND
DECLASSIFICATION

SECRET

(When Filled In)

R-6
10510

NOTIFICATION OF PERSONNEL ACTION

1. NAME (LAST, FIRST, MIDDLE)		2. NAME (LAST, FIRST, MIDDLE)		3. NAME (LAST, FIRST, MIDDLE)	
MOORE, JAMES W JR		MOORE, JAMES W JR		MOORE, JAMES W JR	
4. NATURE OF PERSONNEL ACTION		5. EFFECTIVE DATE		6. CATEGORY OF EMPLOYMENT	
RETIRED-T-II VOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYSTEM		08/31/70		REGULAR	
7. FUNDING		8. FUNDING		9. FUNDING	
A		B		C	
V TO V		V TO CF		CF TO V	
CF TO V		CF TO CF		CF TO CF	
10. ORGANIZATIONAL DESIGNATION		11. LOCATION OF OFFICIAL STATION		12. SERVICE DESIGNATION	
ODS OFFICE OF SECURITY DD, PHYSICAL, TECHNICAL AND OVERSEAS SECURITY PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF		WASH., D.C.		SS	
13. CLASSIFICATION SCHEDULE (GS, BR, etc.)		14. OCCUPATIONAL SERIES		15. GRADE AND STEP	
GS		1810.07		13 19	
16. REMARKS		17. REMARKS		18. REMARKS	
19. ACTION CODE		20. ACTION CODE		21. ACTION CODE	
45		10		10	
22. OFFICE COUNCIL		23. STATION CODE		24. INTEREST CODE	
NUMBER		ALPHABETIC		NUMBER	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF GRADE	
01/28/28		01/28/28		01/28/28	
28. SPECIAL REFERENCE		29. RETIREMENT DATA		30. SEPARATION DATA CODE	
1		1		1	
31. NET PREFERENCE		32. SERV. COMP. DATE		33. LONG. COMP. DATE	
1		1		1	
34. PREVIOUS CIVILIAN GOVERNMENT SERVICE		35. LEAVE CAT. CODE		36. FEDERAL TAX DATA	
1		1		1	
37. SIGNATURE OF OFFICIAL AUTHENTICATING		38. SIGNATURE OF OFFICIAL AUTHENTICATING		39. SIGNATURE OF OFFICIAL AUTHENTICATING	
39. SIGNATURE OF OFFICIAL AUTHENTICATING		40. SIGNATURE OF OFFICIAL AUTHENTICATING		41. SIGNATURE OF OFFICIAL AUTHENTICATING	
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99. SIGNATURE OF OFFICIAL AUTHENTICATING		100. SIGNATURE OF OFFICIAL AUTHENTICATING		101. SIGNATURE OF OFFICIAL AUTHENTICATING	

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8-28-70

FORM 100-100
3-66Use Previous
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declassification

When Filled In

SECRET

(When Filled In)

E.O. 12812-2

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 005 100		2. NAME (LAST FIRST MIDDLE) FORB, JAMES W JR	
3. NATURE OF PERSONNEL ACTION DESIGNATED TO PARTICIPATE IN CIA RESERVE TO THE STABILITY CENTER		4. EFFECTIVE DATE MO DA YR 12 1 70	
5. CATEGORY OF EMPLOYMENT REGULAR		6. FUNDS V TO V V TO CF CF TO V CF TO CF	
7. POINT OF ANALYSIS No. Chargeable 1001 0001 0004		8. CDS FOR OTHER LEGAL AUTHORITY PL 103-643 SECT. 103	
9. ORGANIZATIONAL ORGANIZATION DOS SEC		10. LOCATION OF OFFICIAL STATION WASH., D.C.	
11. POSITION TITLE		12. POSITION NUMBER	
13. CLASSIFICATION SCHEDULE (GS, LO, WH)		14. OCCUPATIONAL SERIES 15	
15. GRADE AND STEP		16. SALARY OR RATE	

16. REMARKS			
-------------	--	--	--

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC ALPHABETIC	22. STATION CODE	23. INTEGRITY CODE	24. PUNISH CODE	25. DATE OF BIRTH MO DA YR	26. DATE OF GRADE MO DA YR	27. DATE OF LEI MO DA YR
28. INT. EXPIRES MO DA YR	29. SPECIAL REFERENCE 1. C 2. C/A 3. F/A 4. NONE	30. RETIREMENT DATA CODE 2	31. SEPARATION DATA CODE TYPE	32. COMPLETION DATA MO DA YR	33. SECURITY REQ NO		34. SEN	
35. VET. PREFERENCE CODE 1. NONE 2. 10 PT 3. 20 PT	36. SERV. COMP. DATE MO DA YR	37. LONG COMP. DATE MO DA YR	38. CAREER CATEGORY CAR B101 PROV 2000	39. FIELD HEALTH INSURANCE CODE 1. YES 2. NO	40. SOCIAL SECURITY NO			
41. PREVIOUS CIV. OR GOVERNMENT SERVICE CODE 1. NO PREVIOUS SERVICE 2. BREAK IN SERVICE LESS THAN 1 YR 3. BREAK IN SERVICE MORE THAN 1 YR		42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXEMPTION CODE 1. YES 2. NO		44. STATE TAX DATA FORM EXEMPTION CODE 1. YES 2. NO			

SIGNATURE OR OTHER AUTHENTICATION

POSTED

7-8-70

FORM 1-66

1150
MAY 1967

Use Previous Edition

SECRET BBG

14. USE FOR OFFICIALS ONLY
(When Filled In)

(When Filled In)

REPRODUCTION OF THIS DOCUMENT IS PROHIBITED BY LAW

A-38

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
050124		MCCORD JAMES W JR		16 240		V			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	Effective Date	SI	ATI
GS 15	8	28,226 28,226	06/13/67	GS 15	9	28,226 28,989	06/14/70		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE				DATE					
<input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERK'S INITIALS						APPROVED BY			
FORM 7-66 560 E		Use previous editions		PAY CHANGE NOTIFICATION				(4-51)	

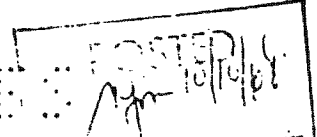
"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE ORDER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 23 DECEMBER 1969

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
MCCORD JAMES W JR	050124	16	240	V GS 15 8	\$28,989

JLB: 10 OCT 68

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)							
058124		MCCORD JAMES W JR							
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT				10 10 68		REGULAR			
6. FUNDS		7. Financial Analysis No. Changeable		8. CSC OR OTHER LEGAL AUTHORITY					
X		9271 0501 0000		50 USC 403 U					
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION					
DDS/OFFICE OF SECURITY DD: PHYSICAL, TECHNICAL & OVERSEAS SECURITY PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF				WASH., D.C.					
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION			
PHYSICAL SEC OF				00170		SS			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS		1810.07		15 8		24393			
18. REMARKS									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGRAL CODE	24. PAY GRADE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LET
37	10	16240 SEC		75013		1	01 26 24		
28. DATE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION / CANCELLATION DATA	
								EOD DATA	
33. VET PREFERENCE		34. SERV COMP DATE		35. LONG COMP DATE		36. CAREER CATEGORY		37. REG. HEALTH INS. FANCE	
38. PREVIOUS CIVILIAN GOVERNMENT SERVICE				39. LEAVE CAT CODE		40. FEDERAL TAX DATA		41. STATE TAX DATA	
SIGNATURE OR OTHER AUTHENTICATION									
<div style="text-align: right;">  </div>									

FORM 1150
3-68 10-68Use Previous
Edition

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JLB

 (When Filled In)
 (When Filled In)

OLD SALARY RATE				NEW SALARY RATE				TYPE ACTION		
Grade	Step	Years	Last PM Date	Grade	Step	Score	Effective Date	PS	IS	ADJ
GS-15	7	623734	06-18-67	GS-15	8	124393	10-06-68			

QUALITY STEP INCREASE

/s/ Robert S. Mattison DATE: 10-04-68

PAY CHANGE NOTIFICATION

(4-5)

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

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

*PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-26
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:

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

NAME	SERIAL	ORGAN. FUNDS GR-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES	58124	15 240 V GS 15 7	\$21,192	\$22,082

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

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

A 39

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

JUN 14 4 07 PM '67

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGN.	FUND	GR-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES A JR	058124	OS	240	V GS 15 5	116,740	119,415

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours	
058124		MCCORD, JAMES		16 240 V			
5. OLD SALARY RATE				6. NEW SALARY RATE			
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date
GS-15	5	81997.5	08/20/65	GS-15	6	82050.5	08/28/66
7. TYPE ACTION							
PSI ISI ADJ.							
8. Remarks and Authorization							
QUALITY STEP INCREASE							
/s/ Emmett D. Bohls DISB: 08/18/66							
PAY CHANGE NOTIFICATION							

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION							
1. SERIA. NUMBER 054124		2. NAME (LAST FIRST MIDDLE) MCCORD JAMES W JR					
3. NATURE OF PERSONNEL ACTION REASSIGNMENT				4. EFFECTIVE DATE MO DA YR 08 24 65		5. CATEGORY OF EMPLOYMENT	
6. FUNDS		7. V TO V		7. V TO CF		7. COST CENTER NO CHARGEABLE	
		CF TO V		CF TO CF		8. CS OR OTHER LEGAL AUTHORITY	
9. ORGANIZATIONAL DESIGNATIONS DUS/SECURITY		10. LOCATION OF OFFICE/STATION WASH., D.C.					
11. POSITION TITLE ELECT ENG AUDIO SUPP				12. POSITION NUMBER 0642		13. CAREER SERVE DESIGNATION S1	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0652.21		16. GRADE AND STEP 19		17. SALARY GRADE	
18. REMARKS							
SIGNATURE OR OTHER AUTHENTICATION							
<div style="float: right; border: 1px solid black; padding: 5px;"> POSTED <i>4/1/65</i> </div>							

08
4-65

Use Previous
Edition

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC
DOWNGRADING AND
DECLASSIFICATION

(When Filled In)

(4-51)

RZR: 23 JUL 65

SECRET
(When Filled In)

OCF

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 058124		2. NAME (LAST FIRST MIDDLE) MCCORD JAMES W JR	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT		4. EFFECTIVE DATE 07 23 65	5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS X	7 TO 9 CF TO V	7. COST CENTER NO. CHARGEABLE 6271 0208 0000	8. CSM OR OTHER LEGAL AUTHORITY 50 USC 403 J
9. ORGANIZATIONAL DESIGNATIONS DOS/OFFICE OF SECURITY TECHNICAL DIVISION OFFICE OF THE CHIEF		10. LOCATION OF OFFICIAL STATION WASH., D.C.	
11. POSITION TITLE ELECT ENG AUDIO SUPP		12. POSITION NUMBER 0642	13. SERVICE DESIGNATION SS
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	15. OCCUPATIONAL SERIES 0855.21	16. GRADE AND STEP 15 5	17. SALARY OR RATE 18740
18. REMARKS			

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC 16360	22. STATION CODE ALPHABETIC SEC	23. INTEGRATE CODE 75013	24. HQ/IN CODE 1	25. DATE OF BIRTH MO DA YR 01 26 24	26. DATE OF GRD MO DA YR	27. DATE OF LEI MO DA YR
28. NTE EXPIRES MO DA YR	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1. CAC 2. PICA 3. NONE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO DA YR	33. SECURITY REQ NO.			
35. VET. PREFERENCE CODE 0 - NONE 1 - 5 PT 2 - 10 PT	36. SERV. COMP. DATE MO DA YR	37. LONG COMP. DATE MO DA YR	38. CAREER CATEGORY EMP REGV UNEMP TEMP	39. FEGLI / HEALTH INSURANCE CODE 0 - WAIVER 1 - YES	40. SOCIAL SECURITY NO.			
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)		42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE 1 - YES 2 - NO	44. STATE TAX DATA FORM EXECUTED CODE 1 - YES 2 - NO	45. STATE TAX DATA CODE NO TAX STATE CODE EXEMP			

SIGNATURE OR OTHER AUTHENTICATION

FCM 1150
11-62Use Previous
Edition

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

(When Filled In)

37

Form 9-61 560 Obsolete Payroll System (4-31)

1. Serial No. 098124 2. Name MCCORD JAMES W JR 3. Cost Center Number 16 100 V 4. LWOP Hours

5. OLD SALARY RATE 6. NEW SALARY RATE 7. TYPE ACTION

Grade	Step	Salary	Last IN Date	Grade	Step	Salary	Effective Date	PSI	ISI	ADI
GS 15 4		\$18,170	06/23/63	GS 15 5		\$18,740	06/20/65			

8. Remarks and Authorization

X NO EXCESS LWOP
 X IN PAY STATUS AT END OF WAITING PERIOD
 X LWOP STATUS AT END OF WAITING PERIOD
 CLERKS INITIALS *AP* AUDITED BY *P*

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: *[Signature]* DATE: *8/11/65*
 PAY CHANGE NOTIFICATION *mw*

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

[illegible]

SECRET
(When Filled In)

DD: 14 AUG 64

NOTIFICATION OF PERSONNEL ACTION																	
<p>1. SERIAL NUMBER 2. NAME (LAST-FIRST MIDDLE)</p> <p>052124 MCCORD JAMES W JR</p>																	
<p>3. NATURE OF PERSONNEL ACTION</p> <p>REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS</p>						<p>4. EFFECTIVE DATE</p> <p>MO DA YR</p> <p>08 16 64</p>		<p>5. CATEGORY OF EMPLOYMENT</p> <p>REGULAR</p>									
<p>6. FUNDS</p> <p>X</p>		<p>V TO V</p> <p>CF TO V</p>		<p>V TO CF</p> <p>CF TO CF</p>		<p>7. COST CENTER NO. (CHARGEABLE)</p> <p>5271 0100 0000</p>		<p>8. CSC OR OTHER LEGAL AUTHORITY</p> <p>50 USC 403 J</p>									
<p>9. ORGANIZATIONAL DESIGNATIONS</p> <p>DDS OFFICE OF SECURITY EXECUTIVE STAFF</p>						<p>10. LOCATION OF OFFICIAL STATION</p> <p>WASH., D. C.</p>											
<p>11. POSITION TITLE</p> <p>SECURITY OFFICER</p>						<p>12. POSITION NUMBER</p> <p>0032</p>		<p>13. SERVICE DESIGNATION</p> <p>SS</p>									
<p>14. CLASSIFICATION SCHEDULE (GS, LB, etc.)</p> <p>GS</p>				<p>15. OCCUPATIONAL SERIES</p> <p>1810.01</p>		<p>16. GRADE AND STEP</p> <p>15 4</p>		<p>17. SALARY OR RATE</p> <p>18170</p>									
<p>18. REMARKS</p>																	
<p>SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL</p>																	
<p>19. ACTION CODE</p> <p>16</p>		<p>20. EMPLOY CODE</p> <p>10</p>		<p>21. OFFICE CODING</p> <p>NUMERIC ALPHABETIC</p> <p>16160 SEC</p>		<p>22. STATION CODE</p> <p>75013</p>		<p>23. INTEGREE CODE</p> <p>1</p>		<p>24. MGRS. CODE</p> <p>01 26 24</p>		<p>25. DATE OF BIRTH</p> <p>MO DA YR</p>		<p>26. DATE OF GRADE</p> <p>MO DA YR</p>		<p>27. DATE OF LEI</p> <p>MO DA YR</p>	
<p>28. BTE EXPIRES</p> <p>MO DA YR</p>		<p>29. SPECIAL REFERENCE</p> <p>1 - CSC 2 - PICA 3 - NONE</p>		<p>30. RETIREMENT DATA</p> <p>CODE</p>		<p>31. SEPARATION DATA CODE</p> <p>TYPE</p>		<p>32. CORRECTION/CANCELLATION DATA</p> <p>MO DA YR</p>		<p>33. SECURITY REG NO.</p>		<p>34. SEX</p>		<p>EOD DATA</p>			
<p>35. VET PREFERENCE</p> <p>CODE</p>		<p>36. SERV. COMP. DATE</p> <p>MO DA YR</p>		<p>37. LONG COMP. DATE</p> <p>MO DA YR</p>		<p>38. CAREER CATEGORY</p> <p>CODE</p>		<p>39. FEGLI / HEALTH INSURANCE</p> <p>CODE</p>		<p>40. SOCIAL SECURITY NO.</p>							
<p>41. PREVIOUS GOVERNMENT SERVICE DATA</p> <p>CODE</p>				<p>42. LEAVE CAT. CODE</p>		<p>43. FEDERAL TAX DATA</p> <p>FORM EXECUTED CODE NO. TAX EXEMPTIONS</p>				<p>44. STATE TAX DATA</p> <p>FORM EXECUTED CODE NO. TAX EXEMPT. STATE CODE</p>							
<p>SIGNATURE OR OTHER AUTHENTICATION</p>																	
<p>FROM: EE G</p>																	

FORM 11-62 1150

Use Previous Edition

SECRET

20 AUG 1964

GROUP 1
Excluded from automatic
downgrading and
declassification

(When Filled In)

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 15 JANUARY 1964.

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

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

Form 9-61 500 (4-51)

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

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

058124 MCCORD JAMES W JR 24 175

OLD SALARY RATE NEW SALARY RATE

Grade Step Salary Last Eff. Date Grade Step Salary Effective Date

GS 15 2 \$14,055 12/25/60 GS 15 3 \$14,300 05/24/61

Remarks and Authentication

to UV 5/27/60 2 133

✓ NO EXCESS LWOP / / EXCESS LWOP

/ / IN PAY STATUS AT END OF WAITING PERIOD

/ / IN LWOP STATUS AT END OF WAITING PERIOD

20. 1502 1500

1500 1700142

CLERKS INITIALS AUDITED BY

PAY CHANGE NOTIFICATION

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

SECRET
(WHEN FILLED IN)

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

FORM 9-61

560

OBSOLETE PREVIOUS EDITION

REFR

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

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

/S/

EMMETT D. ECHOLS

DIRECTOR OF PERSONNEL

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO. 159124		2. NAME MCCORD JAMES W JR			3. ASSIGNED ORGAN DDO/SEC 1		4. FUNDS V-20	5. ALLOTMENT	
6. OLD SALARY RATE					7. NEW SALARY RATE				
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE
			MO.	DA.	YR.				MO. DA. YR.
GS 14	2	\$11,595	12	29	57	GS 14	3	11 835	06 28 59
TO BE COMPLETED BY THE OFFICE OF THE COMPTROLLER									
8. CHECK ONE <input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP					9. NUMBER OF HOURS LWOP				
IF EXCESS LWOP, CHECK FOLLOWING:									
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD					10. INITIALS OF CLERK				
<input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD					11. AUDITED BY				
TO BE COMPLETED BY THE OFFICE OF PERSONNEL									
12. PROJECTED SALARY RATE AND EFFECTIVE DATE						13. REMARKS			
GRADE	STEP	SALARY	MO.	DA.	YR.				
14. AUTHENTICATION									
<div style="position: absolute; top: 10px; left: 10px; transform: rotate(-45deg);"> REC. PAYROLL BRANCH JUN 22 3 30 PM '59 </div> <div style="text-align: center; font-size: 2em; font-weight: bold; letter-spacing: 0.5em;"> PERIODIC STEP INCREASE - AUTHENTICATION </div>									

FORM NO. 560b
1 MAR. 56

SECRET

PERSONNEL FOLDER

(4)

PSC: 24 MAY 62

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
058124		MCCORD JAMES W JR									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE			5. CATEGORY OF EMPLOYMENT		
REASSIGNMENT AND TRANSFER TO CONFIDENTIAL FUNDS						MO DA YR 05 27 62			REGULAR		
6. FUNDS		7. COST CENTER NO. CHARGEABLE		8. ESC OR OTHER LEGAL AUTHORITY							
V TO V X V TO EF EF TO V		2129 9300 1017		50 USC 403 J							
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DOP EE GERMAN STATION DEPUTY FOR COMBINED SERVICES SECURITY BRANCH						FRANKFURT, GERMANY					
11. POSITION TITLE						12. POSITION NUMBER			13. CAREER SERVICE DESIGNATION		
SECURITY OFFICER						0363			SS		
14. CLASSIFICATION SCHEDULE (GS, GS, etc.)			15. OCCUPATIONAL SERIES			16. GRADE AND STEP			17. SALARY OR RATE		
GS			1810.01			15 2			14055		
18. REMARKS											
SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGRITY CODE		24. MGRS CODE	
20		10		54460 EE		27015		3		01 26 24	
25. DATE EXPIRES		26. SPECIAL REFERENCE		27. RETIREMENT DATA		28. SEPARATION DATA CODE		29. CORRECTION CANCELLATION DATA		30. SECURITY REQ NO	
MO DA YR		1- NONE 2- 10 PT		1- CSC 2- FICA 3- NONE		DATA CODE		TYPE MO DA YR		EOD DATA	
31. 4ST PREFERENCE		32. SERV. COMP. DATE		33. LONG. COMP. DATE		34. MIL. SERV. CREDIT/LCD		35. PENLT / HEALTH INSURANCE		36. SOCIAL SECURITY NO.	
0- NONE 1- 5 PT 2- 10 PT		MO DA YR		MO DA YR		1- YES 2- NO		CODE CODE 0- WAIVER 1- YES		HEALTH INS CODE	
37. PREVIOUS GOVERNMENT SERVICE DATA				38. LEAVE CAT. CODE		39. FEDERAL TAX DATA			40. STATE TAX DATA		
0- NO PREVIOUS SERVICE 1- NO BREAK IN SERVICE 2- BREAK IN SERVICE (LESS THAN 12 MOS) 3- BREAK IN SERVICE (MORE THAN 12 MOS)				1- YES 2- NO		FORM EXECUTED CODE NO. TAX EXEMPTIONS FORM EXECUTED CODE			CODE NO. TAX EXEMPT STATE CODE		
SIGNATURE OR OTHER AUTHENTICATION											
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED MAY 1962 60 </div>											

SECRET

(When Filled In)

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

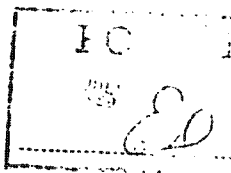
PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF				3112		WASH., D.C.				75013	
16. Dept. - Fund		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series	
Dept - 2 USIS - 4 Frgn - 6		SECURITY OFFICER				0365		GS		1810.01	
21. Grade & Serv.		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
14 3		\$11035		SS		Mo. Da. Yr. 07 01 50		Mo. Da. Yr. 06 28 50		9 7100 20 001	

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
PROMOTION		30		Mo. Da. Yr. 06 28 50		REGULAR		01			

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF				3112		WASH., D. C.				75013	
33. Dept. - Fund		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
Dept - 2 USIS - 4 Frgn - 6		SECURITY OFFICER				0365		GS		1810.01	
38. Grade & Serv.		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
15 1		\$12770		SS		Mo. Da. Yr. 06 28 50		Mo. Da. Yr. 12 28 50		9 7100 20 001	
44. Remarks											
<div style="text-align: right;">  </div>											

SECRET
(When Filled In)

AES: 4 FEB 1959

NOTIFICATION OF PERSONNEL ACTION

1. Serial No.			9. Name (Last-First-Middle)			3. Date Of Birth			4. Vac. Prod.			5. Sex			6. Cr. ESS		
158124			MCCORD JAMES W JR			Mo. Da. Yr.			Mo. Da. Yr.			M			Mo. Da. Yr.		
7. SC5			8. CSC Form			9. CSC Or Other Legal Authority			10. Appt. Affidavit			11. FES-1			12. LCD		
Mo. Da. Yr.			Yes-1 No-2			Code			Mo. Da. Yr.			Yes-1 Code No-2			Mo. Da. Yr.		
03 27 45			1			50 USCA 403									08 22 51		

PREVIOUS ASSIGNMENT

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

ACTION

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

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF				3112		WASH., D.C.				75013	
33. Dept. Field		34. Position Title		35. Position No.		36. Serv.		37. Occup. Series			
Dept. - 2 USld - 4 Frqn - 6		Code		SECURITY OFFICER		0365		GS		1810.01	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
14 2		\$11535		SS		Mo. Da. Yr.		Mo. Da. Yr.		9 7100 20 001	
						07 101 56		06 128 59			

44. Remarks

SECRET

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

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

GORDON M. STEWART
/S/ DIRECTOR OF PERSONNEL

SECRET

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

LVL 29 JULY 58

1. Serial No.			2. Name (Last-First-Middle)			3. Date Of Birth			4. Vac. Prod.			5. Sex			6. SSN		
158124			MCCORD JAMES W JR			01 25 24			None-3 5 P-1 10 P-5			M 1			03 22 51		
7. SCD			8. CSC Reint.			9. CSC Or Other Legal Authority			10. Agent Allotment			11. FEOL			12. LGS		
Mo. Da. Yr.			Yes-1 No-2			Code			Mo. Da. Yr.			Yes-1 No-2			Code		
03 27 45			1			50 USCA 403						08 22 51			110-2 2		

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code				15. Location Of Official Station				Section Code			
ODS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF								WASH., D.C.							
16. Dept. - Field		17. Position Title		18. Position No.		19. Serv. No.		20. Org. Code		21. Serv. No.		22. Org. Code			
Dept. - 2 Field - 4 Frgn - 6		Code		SEC OF		0365		GS		1810.01					
23. Grade & Step		24. Salary Or Rate		25. SD		26. Date Of Grade		27. Vol. Due		28. Appropriation Number					
14 2		\$11,595		SS		Mo. Da. Yr.		Mo. Da. Yr.		9 7101 20					

ACTION

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

PRESENT ASSIGNMENT

31. Organizational Designations				Code				32. Location Of Official Station				Section Code			
ODS OFFICE OF SECURITY INSPECTION STAFF				3110				WASH., D.C.				75013			
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv. No.		37. Org. Code		38. Serv. No.		39. Org. Code			
Dept. - 2 Field - 4 Frgn - 6		Code		INVESTIGATOR		0033		GS		1810.22					
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. Vol. Due		43. Appropriation Number					
14 2		\$11,595		SS		Mo. Da. Yr.		Mo. Da. Yr.		9 7101 20					

44. Remarks

AUG 5 1958
F. J. [Signature]

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME	3. ASSIGNED ORGAN.	4. FUNDS	5. ALLOTMENT							
150124	MCCORD JAMES W JR	DDS/SEC /	V-20								
6. OLD SALARY RATE		7. NEW SALARY RATE									
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO.	DA.	YR.				MO.	DA.	YR.
14	1	\$10,320	07	01	56	14	2	\$10,535	12	29	57
REMARKS											
CERTIFICATION											
I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.											
TYPED, OR PRINTED, NAME OF SUPERVISOR			DATE			SIGNATURE OF SUPERVISOR					
			11/8/57								
PERIODIC STEP INCREASE - CERTIFICATION											

Page No. 560

SECRET

PERSONNEL FOLDER

14

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (Last, first, middle initial, and suffix) MR. JAMES W. MCCORD, JR.		2. DATE OF BIRTH 26 Jan 1924	3. JOURNAL OR ACTION NO.	4. DATE 14 June 1957
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (Use Standard Terminology) REASSIGNMENT		6. EFFECTIVE DATE 16 June 1957	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 USC 403 J	
FROM Investigator (CI) T367 OS-1310.22-14 \$10320.00 per annum Internal Branch		8. POSITION TITLE Security Officer T365-14 OS-1310.01-14 \$10320.00 per annum DOS/Office of Security Security Research Staff Office of the Chief	TO Washington, D. C.	
9. SERVICE, SERIES, GRADE, SALARY		10. ORGANIZATIONAL DESIGNATIONS 311201 11. HEADQUARTERS 2		
12. FIELD OR DEPT. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> 5 PT <input type="checkbox"/> 10 POINT <input type="checkbox"/> <input checked="" type="checkbox"/> 5 PT <input type="checkbox"/> 10 POINT <input type="checkbox"/>		
14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> SD/SS		15. DATE OF APPOINTMENT 7-7101-20 750-13		
16. SUBJECT TO C & S RETIREMENT ACT (YES-NO) Yes		17. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:		
18. REMARKS: 2 DOD 08/22/51 <div style="border: 1px solid black; padding: 5px; text-align: center;">POSTED</div>				
ENTRANCE PERFORMANCE RATING: Director of Personnel				

4. PERSONNEL FOLDER COPY

773 6/17/51

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (Last - First - Middle - One Given Name, Initials, and Surname) 1. JAMES H. MC COY, Jr.		2. DATE OF BIRTH 26 Jan 1924	3. JOURNAL OR ACTION NO. 158124	4. DATE 25 Jan 1956
5. NATURE OF ACTION (Use Standard Termology) PROMOTION		6. EFFECTIVE DATE 1 Jul 1956	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 USC 403.1	
8. POSITION TITLE Security Res Spec		9. SERVICE, SERIES, GRADE, SALARY GS-1810.24-13 \$9205.00 per annum		
10. ORGANIZATIONAL DESIGNATIONS External Branch		11. HEADQUARTERS 311230		
12. FIELD OR DEPTL 2		13. POSITION CLASSIFICATION ACTION Investigator (CI) T367		
14. VETERAN'S PREFERENCE None		15. DATE OF APPOINTMENT AFFIDAVIT (Accession Only) SD-SS		
16. APPROPRIATION 7-7101-20		17. LEGAL RESIDENCE 6101		
18. REMARKS 2 ROD 08/22/51		19. STATE Yes		

ENTRANCE PERFORMANCE RATING:
Director of Personnel

4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE: 1955 - 280000

7-6-56

PERIODIC STEP INCREASE CIT (SECTION)

CONFIDENTIAL

U. S. GOVERNMENT PRINTING OFFICE: 1955-920090

1. Agency and organizational designation						2. Payroll period		3. Block No. 7103		4. Slip No.	
5. Employee's name (and social security account number when appropriate) McCord, James Walter						6. Grade and salary GS-13 - \$2200.00		7. Vouchered			
PAYROLL CHANGE DATA											
	BASE PAY	OVERTIME		GROSS PAY	RET.	FEDERAL TAX	BOND	F. I. C. A.	STATE TAX	GROUP LIFE INS.	NET PAY
7. Previous normal											
8. New normal											
9. Pay this period											
10. Remarks						11. Appropriation(s) OS - 1			12. Prepared by MG - 10/24/55		
									13. Audited by		
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase											
14. Effective date Dec 55	15. Date last equivalent increase Jun 54	16. Old salary rate \$8790.00	17. New salary rate \$9205.00	18. Performance rating is satisfactory or better Satisfactory							
19. LWOP data (Fill in appropriate spaces covering LWOP Period(s))											
<input type="checkbox"/> No excess LWOP. Total excess LWOP											
STANDARD FORM NO. 1126d—Revised Form prescribed by Comp. Gen., U. S. October 26, 1954, General Regulations No. 102											

PAYROLL CHANGE SLIP — PERSONNEL COPY

wlr

NOTIFICATION OF PERSONNEL ACTION

4. PERSONNEL FOLDER COPY

CENTRAL INTELLIGENCE AG. . . Y

NOTIFICATION OF PERSONNEL ACTION

Jan

1. NAME (MR - MISS - MRS. - ONE GIVEN NAME, INITIAL(S), AND SURNAME) Mr. James W. McCard, Jr.		2. DATE OF BIRTH 26 Jan 1934	3. JOURNAL OR ACTION NO.	4. DATE 4 June 1954
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Promotion		6. EFFECTIVE DATE 6 June 1954	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 USCA 403 j	
FROM		TO		
Investigator T 297.01 GS-1810.22-12 \$7240.00 per annum Special Security Division Operations Branch Office of the Chief		Security Officer T 405 GS-1810.01-13 \$8360.00 per annum DDA/Security Office Office of the Chief Washington, D. C.		
10. SERVICE, SERIES, GRADE, SALARY		11. ORGANIZATIONAL DESIGNATIONS		
12. HEADQUARTERS		13. FIELD OR DEPT'L		
<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		
14. VETERAN'S PREFERENCE		15. POSITION CLASSIFICATION ACTION		
NONE <input type="checkbox"/> WW <input type="checkbox"/> OTHER <input type="checkbox"/> 5-PT. <input type="checkbox"/> 10-POINT <input type="checkbox"/> DISAB. OTHER <input type="checkbox"/>		NEW <input type="checkbox"/> VCE <input type="checkbox"/> L.A. <input type="checkbox"/> REAL <input type="checkbox"/>		
16. SEX <input type="checkbox"/> M <input type="checkbox"/> F		17. APPROPRIATION		
18. FROM: 4-7103-80 TO: 4-7101-80		19. SUBJECT TO C. S. RETIREMENT ACT (YES - NO) Yes		
20. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)		21. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED <input type="checkbox"/>		
22. STATE Texas				
23. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				
ENTRANCE PERFORMANCE RATING: Deputy Assistant Director for Personnel				
SIGNATURE OR COVER AUTHORITY				

4. PERSONNEL FOLDER COPY

1. Agency and organizational designations		U. S. GOVERNMENT PRINTING OFFICE: 1975 - 807874						
3. Employee's name (and social security account number when appropriate) XOCOPD, JAMES WALTER		4. Pay period 1/12	5. Basic pay 6-7203-20					
		6. Grade and salary OE 12 \$7040.00						
PAY ROLL CHANGE DATA								
7. Previous period	BASE PAY	OVERTIME	GROSS PAY	RET.	TAX	BONUS	F. I. C. A.	NET PAY
11. Appropriation(s) SUBURBANITY ?						12. Prepared by ROA/1/10/24		
						13. Audited by		
<input checked="" type="checkbox"/> Periodic step increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step increase <input type="radio"/>								
14. Effective date JAN 12	15. Duty last equivalent rate used 7203-20	16. Old salary rate \$7040.00	17. New salary rate \$7240.00	18. Performance rating is satisfactory or better.				
19. LWOP data (Fill in app. fields spaces covering LWOP during following periods: Periods— <input type="checkbox"/> No excess LWOP. Total excess LWOP _____						(Signature or other authentication) _____ [Check applicable box in case of excess LWOP] <input type="checkbox"/> to [unclear] [unclear] [unclear] <input type="checkbox"/> to [unclear] [unclear] [unclear]		
STANDARD FORM NO. 113od—Revised Form prescribed by Comp. Gen., U. S. Nov. 8, 1962, General Regulation EEO 127								
PAY ROLL CHANGE SLIP—PERSONNEL COPY								

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

200

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

4. PERSONNEL FOLDER COPY

CENTRAL INTELLIGENCE AGENCY

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

1. NAME (MR - MISS - MRS - ONE GIVEN NAME, INITIAL(S), AND SURNAME) Mr. James W. McCard, Jr.		2. DATE OF BIRTH 26 Jan 24		3. JOURNAL OR ACTION NO.		4. DATE 28 Dec 53	
This is to notify you of the following action affecting your employment:							
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Reassignment				6. EFFECTIVE DATE B.O.B. 3 Jan 54		7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 UBCA 403 j	
FROM				TO			
Investigator (Gen) T 211.01 GS-1810-12 \$7040.00 per annum DDA/Security Office Special Security Division SSD Pool Washington, D. C.				Investigator (Gen) T 297.01 GS-1810-12 \$7040.00 per annum DDA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C.			
8. POSITION TITLE				9. SERVICE, SERIES, GRADE, SALARY			
10. ORGANIZATIONAL DESIGNATIONS				11. HEADQUARTERS			
12. FIELD ON DEPT'L				13. FIELD			
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL				<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL			
14. VETERAN'S PREFERENCE				15. POSITION CLASSIFICATION ACTION			
NONE WWII OTHER 5 PT. 16-POINT DISAB OTHER Verified				NEW VKE L.A. REAL CD-62			
16. SEX M		17. RACE W		18. APPROPRIATION FROM: 4-7130-30 TO: 4-7103-60		19. SUBJECT TO C. S. RETIREMENT ACT (YES - NO) Yes	
20. DATE OF APPOINTMENT AFFIDAVIT (INCASIONS ONLY)		21. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:					
22. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements. "Transfer TO Vouchered Funds FROM Unvouchered Funds."							
ENTRANCE PERFORMANCE RATING: Personnel Director							

4. PERSONNEL FOLDER COPY

STANDARD FORM 52
FOR PERSONNEL ACTION
U. S. CIVIL SERVICE COMMISSION
JAN. 1957 EDITION - FEDERAL PERSONNEL
MANUAL, CHAPTER IV

SECRET

SECURITY INFORMATION

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr., Miss, Mrs. One given name, initial(s), and surname) MR. JAMES W. ESCOFF		2. DATE OF BIRTH 1/26/24	3. REQUEST NO.	4. DATE OF REQUEST 7/7/53
5. NATURE OF ACTION REQUESTED & PERSONNEL (Specify whether appointment, promotion, separation, etc.) REASSIGNMENT		6. EFFECTIVE DATE A. PROPOSED: 7/7/53 B. APPROVED: 7 July 1953		7. C.S. OR OTHER LEGAL AUTHORITY
8. POSITION TITLE AND NUMBER Investigator (General) TL09.01-12 ES-1810-12 \$7040.00 per annum		9. SERVICE, GRADE, AND SALARY Same		10. INVESTIGATOR (General) T211.01 Same
11. ORGANIZATIONAL DESIGNATIONS DDA/Security Office Special Security Division [Redacted] Field Office		12. HEADQUARTERS SSD Pool Washington, D. C.		
13. FIELD <input checked="" type="checkbox"/> DEPARTMENTAL <input type="checkbox"/>		14. FIELD OR DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL <input type="checkbox"/>		

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title) DEPUTY CHIEF, ASST		D. REQUEST APPROVED BY Signature: [Signature] Title: Asst. Dir. Admin. & Insp. Staff	
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) 2063		14. POSITION CLASSIFICATION ACTION CD-3E	
13. VETERAN PREFERENCE NONE <input checked="" type="checkbox"/> WWII <input type="checkbox"/> OTHER <input type="checkbox"/> 5 PT. <input type="checkbox"/> 10 POINT <input type="checkbox"/> DISAB <input type="checkbox"/> OTHER <input type="checkbox"/>		15. SUBJECT TO C.S. RETIREMENT ACT (YES-NO)	
16. FACILITY W		17. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	
18. APPROPRIATION FROM: 4-7130-30 TO: 4-7130-30		19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:	

21. STANDARD FORM 50 REMARKS

22. CLEARANCES		INITIAL OR SIGNATURE		DATE		REMARKS	
A.							
B. CIL. OR POS. CONTROL							
C. CLASSIFICATION							
D. PLACEMENT OR EMPL.							
E.							
F. APPROVED BY							

POSTED
20 July 53 / RCH
16 July 1953

UNVOUCHERED

SECRET - SECURITY INFORMATION
Inspection & Security Office

Page 6 of 7 pa

Used in lieu of SF-52 &/or or SF-50 to document the following types of personnel action involving no change in grade or salary; (a) Change in Title (b) Change of Position No. (c) Reassignment within Division without series Code change
All Class series are the same on the From and To sides.
N/O App.: 1/14/53

NAME	ORG. INF. & POS. TITLE	SCHEDULE SERIES-GRADE	SLOT NOS.	ACTION	ORG. INF. & POS. TITLE	SCHEDULE SERIES-GRADE	SLOT NOS.	Eff. Date: 2/15/53
Field office (cont'd.)								
	Inv. Gen.	GS-11	T180.01	b, c	Inv. Gen.	GS-1810-11	T180.05-11	
	Inv. Gen.	GS-11	T181	b, c	Inv. Gen.	GS-1810-11	T180.06-11	
	Inv. Gen.	GS-11	T181.04	b, c	Inv. Gen.	GS-1810-11	T180.07-11	
	Inv. Gen.	GS-11	T180.04	b, c	Inv. Gen.	GS-1810-11	T181	
	Inv. Gen.	GS-11	T211.07	b, c	Inv. Gen.	GS-1810-11	T181.01	
	Inv. Gen.	GS-11	T181.03	b, c	Inv. Gen.	GS-1810-11	T181.02	
	Inv. Gen.	GS-10	T181.02	b, c	Inv. Gen.	GS-1810-10	T181.03-10	
	Inv. Gen.	GS-10	T181.08	b, c	Inv. Gen.	GS-1810-10	T181.04-10	
	Inv. Gen.	GS-10	T181.07	b, c	Inv. Gen.	GS-1810-10	T181.05-10	
	Clerk Steno.	GS-3	T215	b, c	Clerk Steno.	GS-112-3	T186.02-3	
Field Office								
	Inv. Gen.	GS-13	T189.01	b, c	Inv. Gen.	GS-1810-13	T188	
McCord, James W.	Inv. Gen.	GS-12	T189.02	b, c	Inv. Gen.	GS-1810-12	T189-12	
	Inv. Gen.	GS-12	T190.03	b, c	Inv. Gen.	GS-1810-12	T189.01-12	
	Inv. Gen.	GS-11	T190.02	b, c	Inv. Gen.	GS-1810-11	T190.01-11	
	Inv. Gen.	GS-11	T207.02	b, c	Inv. Gen.	GS-1810-11	T190.02-11	
	Inv. Gen.	GS-12	T190.05	b, c	Inv. Gen.	GS-1810-12	T190.03	
	Inv. Gen.	GS-9	T212.06	b, c	Inv. Gen.	GS-1810-9	T191.04-9	
	Inv. Gen.	GS-10	T216.08	b, c	Inv. Gen.	GS-1810-10	T191.05-10	
Field Office								
	Inv. Gen.	GS-9	T212.05	b, c	Inv. Gen.	GS-1810-9	T191.06-9	
	Inv. Gen.	GS-13	T147.02	b, c	Inv. Gen.	GS-1810-13	T326-13	
	Inv. Gen.	GS-13	T189	b, c	Inv. Gen.	GS-1810-13	T327	
	Inv. Gen.	GS-12	T188	b, c	Inv. Gen.	GS-1810-12	T328-12	
	Inv. Gen.	GS-13	T179	b, c	Inv. Gen.	GS-1810-13	T328.01	
	Inv. Gen.	GS-12	T190.01	b, c	Inv. Gen.	GS-1810-12	T329	
	Inv. Gen.	GS-12	T190.04	b, c	Inv. Gen.	GS-1810-12	T329.01	
	Inv. Gen.	GS-12	T172	b, c	Inv. Gen.	GS-1810-12	T329.02	
	Inv. Gen.	GS-9	T172.12	b, c	Inv. Gen.	GS-1810-9	T329.03-9	
	Inv. Gen.	GS-9	T191.04	b, c	Inv. Gen.	GS-1810-9	T329.04-9	
	Inv. Gen.	GS-7	T172.03	b, c	Inv. Gen.	GS-1810-7	T330-7	
	Inv. Gen.	GS-7	T212	b, c	Inv. Gen.	GS-1810-7	T330.01-7	
	Inv. Gen.	GS-9	T213.03	b, c	Inv. Gen.	GS-1810-9	T330.02-9	
App. by: [redacted]	Staff or Div. Chief	App. by: [redacted]	Personnel Div.	App. by: [redacted]	Personnel Div.			

SECRET - SECURITY INFORMATION

10 Sept. '52

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

PAY ROLL CHANGE SLIP—PERSONNEL COPY

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

STANDARD FORM 52 PROVIDED BY THE U. S. CIVIL SERVICE COMMISSION JANUARY 1952 - FEDERAL PERSONNEL MANUAL CHAPTER 81		SECRET SECURITY INFORMATION		UNFOGGERED	
REQUEST FOR PERSONNEL ACTION					
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.					
1. NAME (Mr., Miss, Mrs., One given name, initial(s), and surname)		2. DATE OF BIRTH		3. REQUEST NO.	
JAMES W. MC CORD				11/12/52	
4. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) PROMOTION				5. EFFECTIVE DATE A. PROPOSED:	
B. POSITION (Specify whether establish, change grade or title, etc.)				B. APPROVED: DEC 7 1952	
FROM— Investigator (Gen) T190.03-11 GS-1810-11 \$6140.00 pa Inspection & Security Office Special Security Division Field Office		B. POSITION TITLE AND NUMBER C. SERVICE, GRADE, AND SALARY D. ORGANIZATIONAL DESIGNATIONS E. HEADQUARTERS F. FIELD OR DEPARTMENTAL		TO— Investigator (Gen) T190.03 GS-1810-12 \$7040.00 pa Same Same Same Same Same Same	
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL			
A. REMARKS (Use reverse if necessary)					
B. REQUESTED BY (Name and title)			D. REQUEST APPROVED BY		
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)			Signature: _____ Title: EXECUTIVE OFFICER		
13. VETERAN PREFERENCE			14. POSITION CLASSIFICATION ACTION		
NONE WWII OTHER: S-PT. 10-POINT DISAB. OTHER			NEW VICE L.A. REAL		
15. SEX 16. RACE		17. APPROPRIATION FROM: TO:		18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)	
				19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	
				20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:	
21. STANDARD FORM 50 REMARKS					
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED 11 Dec 52 HP </div>					
22. CLEARANCES		INITIAL OR SIGNATURE		DATE	
A.					
B. CEIL. OR POS. CONTROL					
C. CLASSIFICATION					
D. PLACEMENT OR ENPL.					
E.					
F. APPROVED BY: _____					

SECRET
SECURITY INFORMATION

SECRET
SECURITY INFORMATION
INSPECTION & SECURITY OFFICE

CODE "T"

APR 1 1964

SPECIAL SECURITY DIVISION FIELD OFFICES

NAME	TITLE	GRADE SERIES	POSITION NUMBER
<u>FIELD OFFICE (CONTINUED)</u>			
[REDACTED]	Clerk(Stenography)	GS-301-5	T185
[REDACTED]	Clerk(Stenography)	GS-301-4	T185.01-4
[REDACTED]	Clerk(Stenographer)	GS-312-4	T186
<u>FIELD OFFICE</u>			
[REDACTED]	Investigator(Gen)	GS-1810-13	T187-13
[REDACTED]	Investigator(Gen)	GS-1810-12	T188-12
[REDACTED]	Investigator(Gen)	GS-1810-12	T189-12
[REDACTED]	Investigator(Gen)	GS-1810-12	T189.01-12
[REDACTED]	Investigator(Gen)	GS-1810-11	T189.02-11
[REDACTED]	Investigator(Gen)	GS-1810-12	T190
[REDACTED]	Investigator(Gen)	GS-1810-11	T190.01-11
[REDACTED]	Investigator(Gen)	GS-1810-11	T190.02-11
WCCORD, James W.	Investigator(Gen)	GS-1810-11	T190.03-11
[REDACTED]	Investigator(Gen)	GS-1810-11	T190.04-11
[REDACTED]	Investigator(Gen)	GS-1810-12	T190.05
[REDACTED]	Investigator(Gen)	GS-1810-11	T191
[REDACTED]	Investigator(Gen)	GS-1810-11	T191.01
[REDACTED]	Investigator(Gen)	GS-1810-9	T191.02-9
[REDACTED]	Investigator(Gen)	GS-1810-9	T191.03-9
[REDACTED]	Investigator(Gen)	GS-1810-7	T191.04-7
[REDACTED]	Adm. Assistant	GS-301-5	T192-5
[REDACTED]	Clerk	GS-301-5	T193-5
[REDACTED]	Secretary(Steno)	GS-318-5	T194

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME <u>McCord, James Walter, Jr.</u>		DATE <u>27 June 1951</u>	
NATURE OF ACTION <u>Rec. Appointment</u>		EFFECTIVE DATE <u>22 August 51</u>	
TITLE GRADE AND SALARY OFFICE DIVISION BRANCH OFFICIAL STATION	FROM	TO <u>Investigator (General)</u> <u>Special Agent</u> <u>GS-11 - \$5400.00 P.S.</u> <u>Inspection and Security Office</u> <u>Special Security Division</u> <u>(Field)</u>	
	APPROVAL		
	QUALIFICATION <u>[Redacted]</u>	FOR ASSISTANT <u>[Redacted]</u>	EXECUTIVE <u>[Redacted]</u>
	CLASSIFICATION <u>[Redacted]</u> <u>F-522</u> <u>17 July 1951</u>	PERSONNEL OFFICER <u>Administrative Officer</u> <u>111 23 951</u>	
	POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS <input checked="" type="checkbox"/> <input type="checkbox"/>		
OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON <u>22 August 51</u>			
SECURITY CLEARED ON <u>14 August 51</u>			
OVERSEAS AGREEMENT SIGNED <u>NA</u>			
ENTERED ON DUTY <u>22 August 51</u>			
PPD ✓		(SIGNATURE OF AUTHENTICATING OFFICER) <u>[Redacted]</u>	
REMARKS: Control No. 1544 - Slot No. 10. Two copies of PHS retained for security processing. One PHS attached. <u>DoG - 12/07/52</u> <u>EOD - 00/-/51</u> <u>LCD - 02/22/51</u> REQUEST CONTACTS BE MADE BY SECURITY ONLY <u>COPY IN PAYROLL FILES</u> <u>1010</u> <u>gm</u> <u>2</u>			

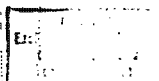
SECRET

24 APR 1970

MEMORANDUM FOR: Director of Security

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

1. This is an annual fitness report covering the period 1 April 1969 through 31 March 1970. Mr. McCord completed his first full year as Chief, Physical Security Division. During 1969 the Division underwent many changes, a direct result of the personal efforts of this employee. He has shown the initiative to seek out new ways and means to harden the security of our domestic and overseas facilities by tapping all possible technological sources both in and out of Government. His efforts have produced tangible results and in my judgment, our posture in the physical security field is far superior to any of our contemporaries.
2. With the spiraling costs of manpower, Mr. McCord has concentrated on the potential for use of technical devices to replace the human asset. He has made remarkable inroads into this field by way of imagination, ingenuity and drive.
3. Mr. McCord has the quality to inspire his subordinates. He is demanding, but understanding. On more than one occasion he was asked to take under his wing employees who were labeled "problems." Through personal interest and effort, he has salvaged the majority of these individuals to a point where they are performing in a highly satisfactory manner.
4. In the previous fitness report, I alluded to the fact that employee has a tendency to find it difficult to see another person's point of view. This, I feel, is attributable to an innate stubbornness which obviously is difficult to overcome. Mr. McCord is a very




24 APR 1970
JCC

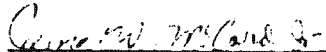
14-00000

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

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

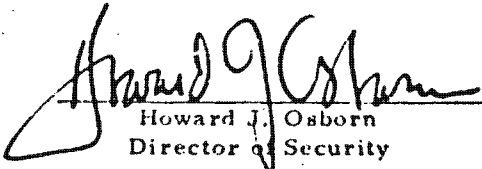

Deputy Director of Security (PTOS)

Noted by Employee:


James W. McCord, Jr.

April 28 '70
Date

Reviewed By:

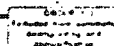

Howard J. Osborn
Director of Security

29 APR 1970
Date

SECRET

(When Filled In)

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



SECRET

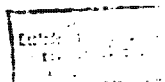
10 APR 1969

MEMORANDUM FOR: Director of Security

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

1. This is an annual fitness report covering the period 1 April 1968 through 31 March 1969. During the first period of this report, Mr. McCord served as the Chief, Technical Division/PTOS and continued to display a very high degree of professionalism in administering the Agency's world-wide [] program. Under his guidance, several new devices and techniques were developed which have helped the Agency and the intelligence community to maintain pace with the sophisticated advances by the opposition in the field [].
2. Mr. McCord initiated the necessary planning for the activation of the Interagency Training Center (ITC) which provides [] instruction to all members of the community in the latest of equipment and techniques.
3. On 14 October 1968, he was reassigned to the position of Chief, Physical Security Division. Although he had relatively little experience in this particular field, he has quickly assimilated the necessary details to manage this Agency effort. He has taken steps toward the development and use of the most advanced [] to protect the Agency. Under the supervision of Mr. McCord, the Agency Security Command Center operations have been expanded and improved. He has been assigned the responsibility to organize and direct the Security efforts relating to the protection of Agency assets in time of demonstrations, riots, and other civil disturbances. He coordinated the Agency Security effort with the U. S. Secret Service in protection of the President of the United States during his recent visit to the CIA Headquarters.

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SECRET

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

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

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

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



Deputy Director of Security (PTOS)

Noted by Employee:

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

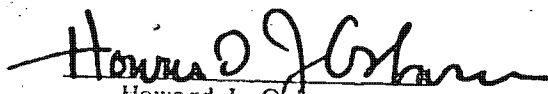
18 April 1969
Date

SECRET

SECRET

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

Reviewed By:


Howard J. Osborn
Director of Security

21 APR 1969

Date

SECRET

SECRET

(When Filled In)

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

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

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

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

SECTION D

CERTIFICATION AND COMMENTS

(Continued)

1.

BY EMPLOYEE

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

DATE

26 APR 1968

SIGNATURE OF EMPLOYEE

BY SUPERVISOR

2.

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

26

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

DATE

26 APR 1968

OFFICIAL TITLE OF SUPERVISOR

Dep. Dir. of Sec. (PTOS)

TYPE

TYPE

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

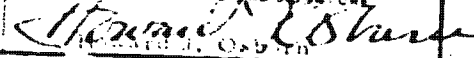
DATE

4/29/68

OFFICIAL TITLE OF REVIEWING OFFICIAL

Director of Security

TYPED OR PRINTED NAME AND SIGNATURE

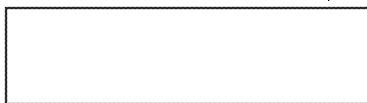


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Fitness Report - McCORD, James W., Jr. - Emp. Ser. No. 058124
Reporting Period 1 April 1967 - 31 March 1968
Section G. (Continued)

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



Deputy Director of Security (PTOS)

SECRET

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
SECTION A. GENERAL				058124	
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
McCord, James W., Jr.		01/26/24	M	GS-15	SS
6. OFFICIAL POSITION TITLE		7. OFF/DIV/DR OF ASSIGNMENT		8. CURRENT STATION	
Elec Eng - Audio Supp		OS/PT&OS/TSD/OC		Washington, D. C.	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):		<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.		12. REPORTING PERIOD (From - to)			
21 April 1967		15 January 1966 - 31 March 1967			
SECTION B. PERFORMANCE EVALUATION					
<p>W - <u>Weak</u> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - <u>Adequate</u> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - <u>Proficient</u> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - <u>Strong</u> Performance is characterized by exceptional proficiency.</p> <p>O - <u>Outstanding</u> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
Supervises Technical Division/OS, consisting of 29 professional employees					S
SPECIFIC DUTY NO. 2					RATING LETTER
Develops new techniques, procedures and equipment to be used in the field.					O
SPECIFIC DUTY NO. 3					RATING LETTER
Plans operating programs for implementation by the Technical Division.					O
SPECIFIC DUTY NO. 4					RATING LETTER
Selects and trains personnel in an expanding Division.					S
SPECIFIC DUTY NO. 5					RATING LETTER
Maintains liaison with his counterpart organizations throughout the U. S. Government.					S
SPECIFIC DUTY NO. 6					RATING LETTER
<div style="position: relative;"> <div style="position: absolute; top: -20px; left: -20px; transform: rotate(-45deg);">01 MAY 1967</div> <div style="position: absolute; bottom: -20px; left: -20px; transform: rotate(-45deg);">WTF</div> </div>					
OVERALL PERFORMANCE IN CURRENT POSITION					RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					S

SECRET

SECTION C

NARRATIVE COMMENTS

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

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

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

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

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

(Continued)

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
17 April 67	<i>[Signature]</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
14		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
19 APR 1967	Dep. Dir. of Sec. (PTOS)	<i>[Signature]</i>
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	Director of Security	<i>[Signature]</i>

SECRET

SECRET

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

SECTION C. (Continued)

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

SECRET

SECRET

(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER

058124

SECTION A

GENERAL

1. NAME (Last) (First) (Middle) McCord, James W., Jr.		2. DATE OF BIRTH 01/26/24	3. SEX M	4. GRADE GS-15	5. SD SS
6. OFFICIAL POSITION TITLE Electronic Engineer		7. OFFICE/BR OF ASSIGNMENT OS/PT/OS/TechSecDiv/OC			
8. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> Career <input type="checkbox"/> Reserve <input type="checkbox"/> Temporary		9. CURRENT STATION Wash., D.C.			
10. CHECK (X) TYPE OF REPORT <input checked="" type="checkbox"/> Career-Professional (See Instructions - Section C) <input type="checkbox"/> Special (Specify)		11. REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> Reassignment Employee			
12. DATE REPORT DUE IN O.P. 25 April 1966		13. REPORTING PERIOD (From - to) 1 April 1965 - 14 January 1966			

SECTION B

PERFORMANCE EVALUATION

- A - Adequate** 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.
- B - Proficient** Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.
- C - Strong** Performance is more than satisfactory. Desired results are being produced in a proficient manner.
- D - Outstanding** Performance is characterized by exceptional proficiency.
- E - Outstanding** Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).

SPECIFIC DUTY NO. 1

Supervises the Tech Division/OS

RATING LETTER

S

SPECIFIC DUTY NO. 2

Plans and programs for the Division

RATING LETTER

O

SPECIFIC DUTY NO. 3

Schedules and plans overseas coverage

RATING LETTER

S

SPECIFIC DUTY NO. 4

Protection of Washington Area Buildings from penetration

RATING LETTER

S

SPECIFIC DUTY NO. 5

Training of Division and other personnel

RATING LETTER

S

SPECIFIC DUTY NO. 6

Works with Tech Comm. and other units

RATING LETTER

S

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER

S

SECRET

NARRATIVE COMMENTS

OFFICE OF PERSONNEL

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

MAIL ROOM

Mr. McCord was attending the Air War College during part of the reporting period. He became Chief of the Technical Division/OS on 20 July 1965.

Mr. McCord took hold of this Division with a heartening vigor and enthusiasm. Although not an Engineer, he soon learned enough of the technical business to meet many crash assignments with exceptional skill and judgment. By trying to get these assignments done within set time limits, he sometimes short-circuited a few coordinations in other offices, but this did not seriously detract, in my opinion, from a very proficient job.

While Mr. McCord has not had the Technical Division a sufficiently long time for me to judge his long range performance, I feel he will become an exceptionally proficient Chief. There was insufficient time for me to judge his cost and manpower consciousness.

SECTION D CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

22 Mar 66

SIGNATURE OF EMPLOYEE

John W. H. P.

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

6

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

DATE

23 March 1966

OFFICIAL TITLE OF SUPERVISOR

Dep. Dir. of Sec. (PTOS)

AND SIGNATURE

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

SECRET

FITNESS REPORT

James W. McCord, Jr.

SECTION D

CERTIFICATION AND COMMENTS

3. *Comments of Reviewing Official*

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

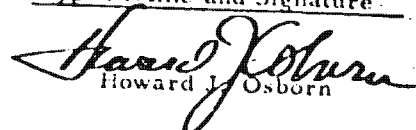
Date

Official Title of Reviewing Official

Typed Name and Signature

31 March 1966

Director of Security


Howard J. Osborn

SECRET
(When Filled In)

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

SECRET

SECTION C

NARRATIVE COMMENTS

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

Since 10 August 1964, Mr. McCord has been enrolled as a student at the Air War College, Maxwell Air Force Base, Montgomery, Alabama. He will complete his course there on 4 June 1965. Prior to 10 August 1964, Mr. McCord was in a travel status from his assignment as Chief, Security Branch, Frankfurt, Germany.

In view of the above, no rating is made for this reporting period.

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
	Mr. McCord will be advised that he has not been rated for this period.	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
31 MAR 65	Asst. Dep. Dir. of Sec. (PPS)	Howard J. Blum
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
30 March 1965	Director of Security	Howard J. Blum

SECRET

SECRET/

17 APR 1964

17 March 1964

58124

MEMORANDUM FOR: Director of Personnel

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

James W. McCord, Jr.

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

SECRET/

22 APR 1964

GROUP 1-Excluded from automatic downgrading and declassification

SECRET/[REDACTED]

-2-

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

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

Read: [REDACTED]

[REDACTED]
/s/ Daniel M. Kelley

/s/ James W. McCord, Jr.

Reviewer's Comments:

McCord

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

[REDACTED]
[REDACTED]
[REDACTED]

SECRET/[REDACTED]

SECRET

058 124
28 March 1963

MEMORANDUM FOR: Director of Personnel

SUBJECT : Fitness Report (June 1962 - March 1963)

JAMES W. MCCORD

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

2. His duties were as follows:

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

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

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

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

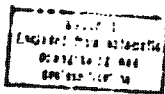
e. Furnished technical security support and guidance to other Bases in EE, and outside of EE on request.

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

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

4. I would rate . . .

15 MAY 1963



SECRET

SECRET

- 2 -

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

DANIEL M. KELLY /s/

[REDACTED]

READ:

[REDACTED]

22 March (DATE)

JAMES W. McCORD /s/

REVIEWER'S COMMENTS:

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

[REDACTED]

/s/

[REDACTED]

SECRET

SECRET

18 MAY 1962

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

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

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

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

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

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

Chief/SRS/OS

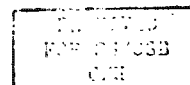
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Read by: Jamie-P.K. Carl Date: May 18 62
Reviewed by: Seppie Edwards Date: 18 May 62

SECRET

SECRET



23 MAY 1961
178/1

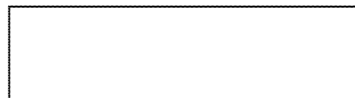
SUBJECT: James W. McCord, Jr.
Annual Fitness Report - 1 April 1960 - 31 March 1961

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

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

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

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



Chief/SRS/OS

Read by: James W. White Date: 5 May 1961
Reviewed by: William S. Smith Date: 17 APR 1961

SECRET

SECRET



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

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

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

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

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

Chief/SRS/OS

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

Reviewed by: Robert E. Howard Date: 4/27/60

SECRET
(When Filled In)RECEIVED
FOR SS/CSS
CIVIL

FITNESS REPORT

28 APR 1959
not paid

EMPLOYEE SERIAL NUMBER

SECTION A

GENERAL

1. NAME (Last) (First) (Middle) McCord, James W.	2. DATE OF BIRTH 26 January 1924	3. SEX male	4. GRADE GS-14
5. SERVICE DESIGNATION SD - SS	6. OFFICIAL POSITION TITLE Security Officer	7. OFF/CI/DR OF ASSIGNMENT OS/SRS/Office of the Chief	
8. CAREER STAFF STATUS <input type="checkbox"/> NOT ELIGIBLE <input checked="" type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED		9. TYPE OF REPORT <input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT/SUPERVISOR <input type="checkbox"/> REASSIGNMENT/EMPLOYEE	
10. DATE REPORT DUE IN O.P. 30 April 1959	11. REPORTING PERIOD 5/22/58 3/31/59	12. SPECIAL (Specify)	

SECTION B

EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding	
SPECIFIC DUTY NO. 1 Assists in the development, implementation and coordination of all CI programs			RATING NO. 7	SPECIFIC DUTY NO. 4 Receives, evaluates and develops information of a counter intelligence nature.			RATING NO. 6
SPECIFIC DUTY NO. 2 Assists in the supervision of all aspects of the CI program			RATING NO. 6	SPECIFIC DUTY NO. 5 Analyzes and evaluates results of counter intelligence operations.			RATING NO. 7
SPECIFIC DUTY NO. 3 Plans operations necessary to resolve counter intelligence cases			RATING NO. 7	SPECIFIC DUTY NO. 6 Conducts such personnel investigations, interrogations and interviews as deemed necessary in sensitive cases.			RATING NO. 7

SECTION C

EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.

- 1 - Performance in many important respects fails to meet requirements.
- 2 - Performance meets most requirements but is deficient in one or more important respects.
- 3 - Performance clearly meets basic requirements.
- 4 - Performance clearly exceeds basic requirements.
- 5 - Performance in every important respect is superior.
- 6 - Performance in every respect is outstanding.

RATING NO.
6

SECTION D

DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

CHARACTERISTICS	NOT APPLICABLE	NOT OBSERVED	RATING							
			1	2	3	4	5			
1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree						
GETS THINGS DONE										
RELIABLE										X
ACCEPTS RESPONSIBILITIES									X	
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES									X	
DOES HIS JOB WITHOUT STRONG SUPERVISOR									X	
FACILITATES SMOOTH OPERATION OF HIS OFFICE									X	
WORKS EFFICIENTLY									X	
RELIGIOUS CONVICTIONS									X	
THINKS CLEARLY									X	
DISCIPLINE IN ORGANIZING, MAINTAINING AND UPDATING OF RECORDS									X	
OTHER CHARACTERISTICS									X	

SEE SECTION 7 IN REVERSE SIDE

SECRET

SECRET

(When Filled In)

SECTION E

NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

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

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

SECTION F

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

I certify that I have seen Sections A, B, C, D and E of this Report.

DATE

8 April 1959

SIGNATURE OF EMPLOYEE

James W. McCord Jr.

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

Since March 1954

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

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN LAST 90 DAYS

OTHER (Specify):

DATE

8 April 1959

OFFICIAL TITLE OF SUPERVISOR

Chief, Security Research Staff/OS

3.

BY REVIEWING OFFICIAL

☒ I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.

☐ I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.

☐ I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.

☐ I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

DATE

13 April 1959

OFFICIAL TITLE OF REVIEWING OFFICIAL

Director of Security

TYPED OR PRINTED NAME AND SIGNATURE

Edgar S. Edwards

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-353. It is recommended that you read the entire form before completing any portion. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item A. of Section 'A' below.

SECTION A.

GENERAL

1. NAME (Last) McCord, (First) James (Middle) E.	2. DATE OF BIRTH 26 January 1924	3. SEX male	4. SERVICE DESIGNATION SD - SS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT OS/Security Research Staff		6. OFFICIAL POSITION TITLE Acting Deputy Chief, SRS	
7. GRADE GS-14	8. DATE REPORT DUE IN OP 22 August 1958	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 21 August 1957 - 22 August 1958	
10. TYPE OF REPORT (Check one) <input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL		11. REASSESSMENT SUPERVISOR <input type="checkbox"/> SPECIAL (Specify)	

SECTION B.

CERTIFICATION

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

2. CHECK (X) APPROPRIATE STATEMENTS:

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

2. THIS DATE

29 Apr 1958

C.

SUPERVISOR

D. SUPERVISOR'S OFFICIAL TITLE

Chief, SRS

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

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

I certify that any substantial difference of opinion with the supervisor is reflected in the above section. ☐ CONTINUED ON ATTACHED SHEET

A. THIS DATE
2 October 1958

B. TYPED OR PRINTED

R. L. Bannerman

C. SIGNATURE OF REVIEWING OFFICER

D. OFFICIAL TITLE OF REVIEWING OFFICER

Deputy Director of Security

SECTION C.

JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

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

6	1. DOES NOT PERFORM DUTIES ADEQUATELY. HE IS INCOMPETENT.
	2. BARELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC OUTPACE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
	3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY. OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
	4. PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
	5. A FINE PERFORMANCE. CARRIES OUT MOST OF HIS DUTIES RESPONSIBILITIES EXCEPTIONALLY WELL.

COMMENTS

Ported For: **CONFIDENTIAL**

Reviewed by: **CONFIDENTIAL**

SECRET

Performance

FORM NO. 45 (Part I) OFFICE OF PERSONNEL
1 NOV 55

SECRET

OFFICE OF PERSONNEL
30 OCT 59 3 32 PM '59
CALL ROOM

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

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

ORAL BRIEFING	MAN AND USES DATA EQUIPMENT	CONDUCTS INTERVIEWS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	REFFS BOOKS
TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA

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

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

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Mr. McCard continues to exhibit superior organizational ability, as well as being a fine supervisor. His imaginative and analytical approach to complex problems quickly reduces them to useable plans. Mr. McCard is an excellent supervisor, can delegate responsibility, give credit to his subordinates and continually works for self-improvement.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

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

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

7

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

SECRET

SECRET

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the (R) no later than 30 days after the due date indicated in item 2 of Section "F" below.

SECTION E.

GENERAL

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

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT:		MENT OF THE INDIVIDUAL BEING RATED	
A. THIS DATE 29 Sept 1958	B. TYPED	C. SUPERVISOR'S OFFICIAL TITLE Chief, SRS	D. SIGNATURE OF SUPERVISOR [Signature]
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.			
A. THIS DATE 2 Oct 58	B. TYPED	C. NAME AND SIGNATURE OF REVIEWING OFFICIAL [Signature]	D. OFFICIAL TITLE OF REVIEWING OFFICIAL Dep. Dir. Security

SECTION G.

ESTIMATE OF POTENTIAL

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

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

2. SUPERVISORY POTENTIAL

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

DESCRIPTIVE RATING NUMBER	0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION	1 - BELIEVE INDIVIDUAL WOULD BE A REAL SUPERVISOR IN THIS KIND OF SITUATION	2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION	3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION
ACTUAL	POTENTIAL	DISCRIPTIVE SITUATION		
3	3	A GROUP DOING THE BASIC JOB (Group leaders, stenographers, technicians or professional specialists of various kinds) whose contact with immediate subordinates is frequent (First line supervision)		
3	3	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)		
2	3	A GROUP WHO MAY OR MAY NOT BE SUPERVISORS, BUT ARE RESPONSIBLE FOR WORK PLANS, ORGANIZATION AND POLICY (Executive level)		
	3	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT		
3	3	WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE COMPLEX AND NEED CAREFUL COORDINATION		
1	3	WHEN IMMEDIATE SUBORDINATES' ACTIVITIES INVOLVE DECISIONS OF THE OPPOSITE SIDE		
		OTHER (Specify)		

FORM NO. 45 (Part II)

PUBLISHED BY THE GOVERNMENT PRINTING OFFICE: 1957 O - 280711-1

SECRET

Potential

(10)

1. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATEE EMPLOYEE HAS BEEN IN YOUR SUPERVISORY POSITION <div style="text-align: right; margin-top: -20px;"> <i>Director of PERSONNEL</i> <i>Oct 3 3 02 PM '58</i> <i>MAIL ROOM</i> </div>																																													
2. COMMENTS CONCERNING POTENTIAL <p style="margin-top: 20px;">Mr. McCallie demonstrated organizational steadiness, superior presence, responsibility and ability to eventually qualify for a senior position in this Agency.</p>																																													
SECTION II. FUTURE PLANS																																													
1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL <p style="margin-top: 20px;">None at present - recommend that he remain in his present position for at least two more years.</p>																																													
2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS <p style="margin-top: 20px;">None</p>																																													
SECTION I. DESCRIPTION OF INDIVIDUAL																																													
DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.																																													
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SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

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

SECTION A.

GENERAL

1. NAME (Last) (First) (Middle) McCord, James W., Jr.	2. DATE OF BIRTH 26 January 1924	3. SEX male	4. SERVICE DESIGNATION SD-85
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT OS/Security Research Staff		6. OFFICIAL POSITION TITLE Investigator Acting Deputy Chief, Security Research Staff	
7. GRADE GS-14	8. DATE REPORT DUE IN-OP 22 August 1957	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 22 August 1956 - 21 August 1957	
10. TYPE OF REPORT (Check one) <input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL	11. ASSIGNMENT SUPERVISOR ASSIGNMENT EMPLOYEE SPECIAL (Specify)		

SECTION B.

CERTIFICATION

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

A. CHECK (X) APPROPRIATE STATEMENTS:

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

B. THIS DATE

28 August 1957

C. TYPED OR PRINTED NAME

SUPERVISOR'S OFFICIAL TITLE

Chief/Security Research Staff/OS

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

17 SEP 1957
RECEIVED, 100-10409/18/52

I certify that any substantial difference of opinion with the supervisor is reflected in the above section. ☐ CONTINUED ON ATTACHED SHEET

A. THIS DATE 3 Sept 57	B. TYPED OR PRINTED NAME AND OFFICIAL [Redacted]	C. OFFICIAL TITLE OF DEVIATING OFFICIAL EXECUTIVE OFFICER
---------------------------	---	--

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

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

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

COMMENTS:

SECRET

Performance

SECRET

OFFICE OF PERSONNEL

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

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

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

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

SPECIFIC DUTY NO. 1	Assist in the development and coordination of all counter intelligence programs	RATING NUMBER	5
SPECIFIC DUTY NO. 2	Plan operations necessary to resolve counter intelligence cases	RATING NUMBER	7
SPECIFIC DUTY NO. 3	Receive, evaluate and develop information of counter intelligence nature	RATING NUMBER	6
SPECIFIC DUTY NO. 4	Analyze and evaluate results of a counter intelligence operation	RATING NUMBER	6
SPECIFIC DUTY NO. 5	Maintain liaison with various other sensitive govt. agencies as well as other components of CIA in conn. with CIA operations. Conduct such personnel invest., interrog. & interviews as deemed necessary in certain cases.	RATING NUMBER	6

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

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

SECTION 4.

SUITABILITY FOR CURRENT JOB IN ORGANIZATION

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

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

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

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the office later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E.

GENERAL

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

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED		
A. THIS DATE 28 August 1957	B. TYPED OR PRINTED NAME AND SIGNATURE OF RATER	C. SUPERVISOR'S OFFICIAL TITLE Chief/Security Research Staff/OS
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.		
A. THIS DATE 29 August 1957	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING	C. OFFICIAL TITLE OF REVIEWING OFFICIAL

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

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

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

2. SUPERVISORY POTENTIAL

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

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

SECRET

(When Filled In)

OFFICE OF PERSONNEL

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

36

4. COMMENTS CONCERNING POTENTIAL

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

SEP 5 3 42 PM '57
MAIL ROOM

SECTION II.

FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

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

McCord wishes to continue his study of Russian.

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

SECTION I.

DESCRIPTION OF INDIVIDUAL

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

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

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

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	5	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITY	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTICAL IN HIS THINKING	4	14. ADMITS HIS ERRORS	5	24. BORES WELL UNDER PRESSURE
5	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	5	25. DISPLAYS JUDGEMENT
4	6. SHOWS WHEN IN NEED ASSISTANCE	5	16. DOES HIS JOB WITHOUT STRESS OR EFFORT	5	26. IS SECURITY CONSCIOUS
5	7. CAN GET ALONG WITH PEOPLE	5	17. TACKLES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
4	8. HAS MEMOR FOR FACTS	4	18. IS COOPERATIVE	4	28. HIS CONTRIBUTION IS CONSTRUCTIVE
5	9. SAYS THINGS DONE	5	19. THINGS LEARNED	4	29. FACILITATES WORK OF OTHERS
4	10. CAN JUDGE OTHERS' MOTIVATIONS	5	20. EMPHATICALLY SUBORDINATE DUTY TO PERSONAL DESIRES	5	30. FEELS HIS WORK IS IMPORTANT AND RESPONSIBLE

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any portion. If this is the initial report on the employee, it must be completed and forwarded to the office of Personnel no later than 30 days after the date indicated in item 8. of Section "A" below.

SECTION A.

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

SECTION B.

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

A. CHECK (X) APPROPRIATE STATEMENTS:

<input checked="" type="checkbox"/> THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	IF INDIVIDUAL IS RATED "1" IN CI OR D, A WARNING LETTER HAS BEEN SENT TO HIM OR A COPY ATTACHED TO THIS REPORT.
<input type="checkbox"/> THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.	
<input type="checkbox"/> I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	
I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):	

B. THIS DATE	C. TYPED OR PRINTED NAME	D. SUPERVISOR'S OFFICIAL TITLE
27 August 1956		Chief, CI/SRS

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

BY	DATE
Posted Pos. Control	5 SEP 1956
Reviewed by PUD	7 SEP 1956

I certify that any substantial difference of opinion with the supervisor is reflected in the above section. ☐ CONTINUED ON ATTACHED SHEET

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

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

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

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

COMMENTS:

SECRET

Performance

(4)

SECRET

(When Filled In)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

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

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

OFFICE OF RECORDS
SEP 5 10-27 AM '56

MAIL ROOM

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

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

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

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

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

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

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

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

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision for AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL RATING on the employee, however, it MUST be completed and forwarded to the OI no later than 10 days after the due date indicated in item A of Section "E" below.

SECTION E.

GENERAL

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

SECTION F.

CERTIFICATION

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

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

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

6	1. ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED	DATE
	2. HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED	1955
	3. MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES	1955
	4. READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES	1955
	5. WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING	
	6. ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL	
	7. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES	

2. SUPERVISORY POTENTIAL

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

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

SECRET

(Form Filled In)

1. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE NAMED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION
 22 months

4. COMMENTS CONCERNING POTENTIAL

Mr. McCord is an outstanding individual who should continue to develop into a key employee. He is particularly good at organizing and directing operations. He does need further experience in his present position, but within two years should be ready to assume a senior position in the Security Office or in CI/DDP.

SECTION H.

FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

None planned for the present. Should continue to work in present position.

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

SECTION I.

DESCRIPTION OF INDIVIDUAL

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

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

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH EFFICIENCY OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	4	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	4	13. ACCEPTS RESPONSIBILITIES	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	5	24. DOES WELL UNDER PRESSURE
4	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	4	25. DISPLAYS JUDGMENT
4	6. WANTS OTHERS TO BE ASSISTANCE	5	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
4	7. CAN GET ALONG WITH PEOPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS	5	27. IS VERSATILE
4	8. HAS MEMORY FOR FACTS	5	18. IS OBSERVANT	4	28. HIS CRITICISM IS CONSTRUCTIVE
5	9. SEES THINGS GOOD	5	19. THINKS CLEARLY	5	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
4	10. CAN Cope WITH EMERGENCIES	5	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	5	30. DOES NOT REGULATE STRONG AND CONTINUOUS SUPERVISION

SECRET

SECRET

(When Filled In)

FITNESS REPORT

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

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

INSTRUCTIONS

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

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

A. NEXT DUE DATE - 22 AUG 56

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

SECTION I (To be filled in by Administrative Officer)

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

SECTION II (To be filled in by Supervisor)

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

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

READ THE ENTIRE FORM BEFORE ATTEMPTING TO COMPLETE ANY ITEM

SECTION III

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

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

THIS DATE	SUPERVISOR
9/28/55	
I HAVE REVIEWED THIS REPORT (Comments, if any, are reflected by attached memorandum)	
THIS DATE	OFFICIAL NEXT HIGHER IN LINE OF AUTHORITY
9-28-55	

FORM NO. 45 REPLACES FORM 37-15 1 OCT 54 WHICH MAY BE USED.

SECRET

147

SECRET
(When Filled In)

SECTION IV

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

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

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

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(When Filled In)

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

None

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

3. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

Employee has expressed desire to study Russian

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

SECTION VI

Read all descriptions before rating. Place "X" in the most appropriate box under subpart 4, P.C. 30

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

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

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

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

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

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

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

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

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

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SECURITY INFORMATION

PERSONNEL EVALUATION REPORT

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

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

Items 7 through 10 will be completed by the person evaluated

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

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

8. LIST COURSES OF INSTRUCTION COMPLETED DURING REPORT PERIOD.

Name of Course	Location	Length of Course	Date Completed
none			

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

Same as my present assignments

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

10

22 July 1954

CAT

James W. McCarl Jr.

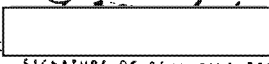
SIGNATURE

Items 11 through 13 will be completed by Supervisor

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

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

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SECURITY INFORMATION

12. IN WHAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT JOB MOST NOTICEABLY GOOD OR OUTSTANDING?	
In his "knack" for developing information from research and investigation, and in his utmost discretion in sensitive assignments.	
13. ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF IMPROVEMENT?	
None noted.	
14. COMMENT ON THIS PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN THE FUTURE.	
Yes, he has definite promise of future increased responsibilities.	
15. ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate reassignment, if possible.)	
Not at this time.	
16. WHAT TRAINING OR ROTATION DO YOU RECOMMEND FOR THIS PERSON?	
None at this time. Will consider for Phase II Operations Course when work load permits.	
17. IF PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM NOTIFYING THIS PERSON OF UNSATISFACTORY PERFORMANCE. NOT APPLICABLE.	
18. THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING COMMENT ON ITEMS 7, 8 AND 9, ARE SHOWN BELOW UNDER ITEM 20.	
11 Oct 1957 DATE	<i>Edgar Edwards</i> SIGNATURE OF SUPERVISOR
19. I HAVE REVIEWED THE ABOVE REPORT. (Comments, if any, are shown in item 20.)	
20 Jan 58 DATE	 SIGNATURE OF REVIEWING OFFICIAL
20. COMMENTS: (If necessary, may be continued on reverse side of cover sheet.)	

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20. COMMENTS (Continued):

INSTRUCTIONS

1. Instruction to the Administrative or Personnel Officer

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

2. Instruction to the person evaluated

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

3. Instruction to the Supervisor and the Reviewing Official

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

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

COOPERATION
DEPENDABILITY
ACCURACY
SECURITY CONSCIOUSNESS
INITIATIVE

RESOURCEFULNESS
STABILITY UNDER PRESSURE
ABILITY TO OBTAIN RESULTS
JUDGMENT
LEADERSHIP

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

(1) Base your judgment on

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

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

(3) BIASED OPINIONS BASED ON PERSONAL LIKES AND DISLIKES MUST BE SCRUPULOUSLY AVOIDED. IT SHOULD BE Borne in mind that the preparation of evaluation reports is an important responsibility of all supervisors and their careful preparation is an indication of the supervisor's own ability and qualification for the position he holds.

4. A frank discussion between supervisor and individual concerning this report is necessary in order to assist in the development and best use of every individual's capabilities.

THIS PORTION TO BE DETACHED ONLY BY AUTHORIZED OFFICIAL

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SECURITY INFORMATION

ITEMS 1 THROUGH 8 WILL BE COMPLETED BY TRANSACTIONS AND RECORDS BRANCH WHEN ACTION IS INITIATED IN PERSONNEL DIVISION

ROUTING AND ACTION SLIP FOR PERSONNEL EVALUATION REPORT				DATE 15 July 1954	
1. NAME (LAST, FIRST, MIDDLE) McCord, James W.		2. GRADE GS-13		3. POSITION TITLE Security Officer CD-33	
4. OFFICE Security		5. OFFICE OF DIVISION Office of Chief		6. <input checked="" type="checkbox"/> DEPT. <input type="checkbox"/> FIELD FIELD	
7. PERIOD COVERED BY REPORT FROM 22 August 1953 TO 21 August 1954		8. TYPE OF REPORT <input type="checkbox"/> Initial <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Reassignment <input type="checkbox"/> Reassignment of Supervisor			
9. DATE REPORT DUE IN PERSONNEL OFFICE 21 September 1954				10. AUTHENTICATION (TER SIGNATURE)	

ROUTING AND ACTION			
REQUIRED ACTION	PERSON TO TAKE ACTION	DATE ACTION COMPLETED	INITIALS
9. a. Obtain two copies of CIA Form 37-151. b. Enter data in Items 1 through 8, above, in corresponding spaces of PER forms. c. Attach this action form and pamphlet "Your Evaluation Report" to PER forms. d. Deliver forms to immediate supervisor of person to be evaluated.	Evaluations Officer		
10. a. Deliver forms to person to be evaluated. b. Offer advice and assistance.	Supervisor		
11. a. Complete Items 7 through 10. b. Deliver forms to supervisor. ✓	Person to be Evaluated	10 Aug 54	James
12. a. Complete Items 11 through 17. b. Attach warning memo, if required. c. Deliver forms to reviewing official (supervisor next in line).	Supervisor		
13. a. Review the evaluation. b. Discuss complete evaluation and recommendations with supervisor. c. Record additional comments on forms. d. Sign forms in Item 19. e. Deliver forms to supervisor.	Reviewing Official	1/30/55	Miller
14. a. Discuss all aspects of evaluation with person being evaluated. (Explain right of appeal, if warning memo is prepared). b. Sign forms in Item 19. c. Deliver forms to Evaluations Officer.	Supervisor		
15. a. Deliver original copy of evaluation form to Transactions and Records Branch, Personnel Division. b. Retain the carbon copy for use of operating office and Office Career Service Board. c. Detach instruction sheet of Form 37-151 if Item 20 (continued) is used.	Evaluations Officer		

7000-101 37-1514
SEP 1954

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RECOMMENDATION FOR HONOR OR MERIT AWARD (Submit in triplicate - see HR 20-37)

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

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SECTION D

NARRATIVE DESCRIPTION

Award for Meritorious Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding and if it was more than normally expected. Explain why, and how. If an aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Indicate results of the act. Enclose unclassified citation.

Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of assignment and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other persons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation. Enclose unclassified citation.

When he retires 31 August 1970, Mr. James W. McCord, Jr., will have completed 25 years of Government service, 15 years of which were with the CIA in a variety of assignments covering the investigative, counter-intelligence, overseas security support, [redacted] and physical security fields within the Security Career Service.

During his early years of employment when assigned to the [redacted] Field Office, Office of Security, August 1951 to May 1953, Mr. McCord assisted [redacted] personnel [redacted] duties and related tasks designed to ensure the protection [redacted] of such personnel.

When serving with the Security Research Staff, 1955 to 1962, Mr. McCord worked in direct support of Agency activities abroad of a specialized nature exploiting highly sensitive intelligence source material [redacted]

Mr. McCord

☒ CONTINUED ON ATTACHED SHEET

46. ENCLOSURES (List individually) if ORIGINATOR is NOT AN EYEWITNESS OR DOES NOT HAVE PERSONAL KNOWLEDGE OF THE ACT OR PERFORMANCE. ATTACH AFFIDAVITS OF EYEWITNESS OR INDIVIDUALS HAVING PERSONAL KNOWLEDGE OF THE FACTS.

1. PROPOSED CITATION

2.

3.

47. RECOMMENDATION INITIATED BY

[redacted]

48. TITLE AND SIGNATURE OF EMPLOYEE MAKING RECOMMENDATION

Deputy Director of Security (PTOS)

49. DATE

14 July 1970

SECTION E RECOMMENDATION FORWARDED

THROUGH OFFICIALS CONCERNED FOR THEIR INFORMATION

50. HEAD OF [redacted] CAREER SERVICE
(Career service of nominee)

TITLE AND SIGNATURE

Director of Security

DATE

51. DEPUTY DIRECTOR OF CAREER SERVICE

TITLE AND SIGNATURE

Deputy Director for Support

DATE

52. DEPUTY DIRECTOR OF OPERATING COMPONENT

TITLE AND SIGNATURE

DATE

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

[redacted] This activity led to close liaison with [redacted] intelligence representatives involving numerous trips to Europe. This liaison activity with representatives [redacted] established a direct channel of communications resulting in a continuous exchange of leads and a flow of operational data over the years of benefit to the Agency.

During the period of his work with the Security Research Staff, in which he served as Deputy Chief from May 1957, Mr. McCord was the Agency's case officer in a number of [redacted]
[redacted]
[redacted]
[redacted]

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

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

As Chief of the Technical Division from 23 July 1963 to 10 October 1968, Mr. McCord supervised a technical operation with considerable skill. Although not an engineer by training, he spanned a difficult gap between the administrative and technical demands of his responsibilities, guiding the development of useful and esoteric equipment in the [redacted] field to a point where the Agency became the recognized leader among Government departments in this area of activity. This leadership is evidenced by the

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Section D Continued - James Walter McCord, Jr.

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

Mr. McCord participated with two subordinate employees

The responsibility for ensuring that appropriate protective methods for the safe use of this equipment was also associated with this development. The significance of this achievement was recognized by the Agency when Mr. McCord and his participating colleagues were awarded Certificates of Merit with Distinction in October 1966.

In his current position as Chief, Physical Security Division, Mr. McCord demonstrated his ability to quickly assimilate the necessary details of a field in which he had relatively little experience. He showed initiative in seeking out new ways and means

by tapping all possible technological resources, both in and out of Government, to produce for the Agency a posture in the physical security field which is the equal of, if not superior to, those of other elements of the United States Government. Illustrative of this effort is the expansion and improvement of the Agency's Security Command Center relating to the protection of Agency assets in time of demonstrations, riots and civil disturbances.

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

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Section D Continued - James Walter McCord, Jr.

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

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

CITATION

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

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

CONFIDENTIAL

DD/S 69-4658

MEMORANDUM FOR: Director of Security

SUBJECT : Commendation

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

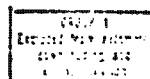
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
- McCord, James W., Jr.
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

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

R. L. Bannerman
Deputy Director
for Support

CONFIDENTIAL



REQUEST-AND-AUTHORIZATION FOR ACTIVE DUTY TRAINING, ACTIVE DUTY TOUR																			
TO: HQ COMD USAF (PRP)		FROM: HQ COMD (PRP-A)																	
1. <input checked="" type="checkbox"/> BY DIRECTION OF THE PRESIDENT <input type="checkbox"/> BY ORDER OF THE SECRETARY OF THE AIR FORCE																			
2. GRADE, LAST NAME, FIRST, MIDDLE INITIAL, AFSC, SSAN: MAJOR MCCORD, JAMES W.		3. PAFSC 8054																	
4. PRESENT ADDRESS: Rockville, Maryland 20850		5. ON-FLYING STATUS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO																	
7. IS ORDERED TO ACTIVE DUTY FOR 13 DAYS PLUS REQUIRED TRAVEL TIME		8. AERO RATING: Acft Obsr																	
9. PURPOSE (Type) <input checked="" type="checkbox"/> ANNUAL TOUR <input type="checkbox"/> SCHOOL TOUR <input type="checkbox"/> SPECIAL TOUR OF ACUTRA <input type="checkbox"/> SPECIAL TOUR OF AN																			
TITLE (Indicate specific school course or special tour title)																			
9. RESERVE ASSIGNMENT: Hq USAF (AFESS-FE) Washington, DC		10. UNIT OF ATTACHMENT																	
11. INDIVIDUAL WILL REPORT TO Registrar, Defense Intelligence School U.S. Naval Station, Anacostia Annex (Bldg T-5) Washington, DC 20390		<table border="1"> <thead> <tr> <th>HOUR</th> <th>DAY</th> <th>MONTH</th> <th>YEAR</th> </tr> </thead> <tbody> <tr> <td>NET 1300</td> <td></td> <td></td> <td></td> </tr> <tr> <td>NLT 1600</td> <td>*8</td> <td>Jun</td> <td>69</td> </tr> <tr> <td></td> <td>20</td> <td>Jun</td> <td>69</td> </tr> </tbody> </table>		HOUR	DAY	MONTH	YEAR	NET 1300				NLT 1600	*8	Jun	69		20	Jun	69
HOUR	DAY	MONTH	YEAR																
NET 1300																			
NLT 1600	*8	Jun	69																
	20	Jun	69																
12. INDIVIDUAL WILL BE RELEASED FROM ORGANIZATION ATTACHED/ASSIGNED FOR ACTIVE DUTY TRAINING ON		14. AUTHORITY: - AFM 35-3																	
13. INDIVIDUAL <input type="checkbox"/> IS <input checked="" type="checkbox"/> IS NOT AUTHORIZED TO PARTICIPATE IN FLYING ACTIVITIES DURING THE PERIOD OF ACTIVE DUTY COVERED BY THIS ORDER.																			
15. INDIVIDUAL WILL PROCEED FROM PRESENT ADDRESS IN SUFFICIENT TIME TO COMPLY WITH REPORTING TIME AND DATE.																			
16. MODES OF TRANSPORTATION <input type="checkbox"/> AUTHORIZED <input type="checkbox"/> DIRECTED																			
<input type="checkbox"/> MILITARY AIRCRAFT <input type="checkbox"/> AIRCRAFT <input type="checkbox"/> RAIL <input type="checkbox"/> BUS																			
17. TDY, TDN, PAY, ALLOWANCES, AND TRAVEL CHARGEABLE TO: PAY & ALWS: 5793700 509 4261 P723.01 S594700																			
18. REMARKS TRAVEL & PER DIEM: 5793700 509 6262 P723.07 40861 40961 S668100 Training Category - D Pay Group - D Security Clearance - TOP SECRET Member and dependents authorized Commissary Privileges IAW Para 1a, AFR 145-15. IAW Para M4201-14, JTR, member will incur no additional subsistence expenses. *Students reporting after 1600 hours, 8 Jun 69, should contact the school Duty Officer at OX 8-2455.																			
19. DATE: 29 May 69	21. APPROVING OFFICIAL (Typed Name and Grade): E. E. THAYER, ASST DIRECTOR FOR ADMIN		22. SIGNATURE: E. E. Thayer																
23. DESIGNATION AND LOCATION OF HEADQUARTERS: DEPARTMENT OF THE AIR FORCE HEADQUARTERS, HEADQUARTERS COMMAND USAF BOLLING AIR FORCE BASE, DC 20332	24. RESERVE ORDER NO.: A-961		25. DATE: 29 May 69																
27. DISTRIBUTION: 10 - Individual 1 - Indiv Pers Rec 2 - Unit of Asgmt 2 - Unit of Atch 2 - ARPC, 3800 York St, Denver Colo. 80205 2 - Hq AFRES (CAFO) Dobbins AFB, Ga. 30080 2 - Hq AFRES () Robins AFB, Ga. 31093 2 - Records Set		26. SIGNATURE OF OR HAS AUTHORITY: A. L. NEWSOM, Colonel, USAF Director, Reserve Personnel																	

SECRET

9 OCT 1968

MEMORANDUM FOR: Director of Security

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

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

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

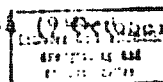
for Robert S. Wattles
Director of Personnel

Distribution:

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

OP/DD/Pers/R&P/PD/ [] (9 October 1968)

SECRET



SECRET

4 October 1968

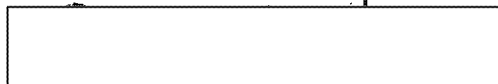
MEMORANDUM FOR: Director of Personnel
ATTENTION : Chief, Placement Division
SUBJECT : McCORD, James W., Jr. #058124
Quality Step Increase

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



Secretary
Security Career Service Board

Attachment



for Director of Personnel

SECRET

SECRET

4 OCT 1965

MEMORANDUM FOR: Chairman, OS Career Board

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

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

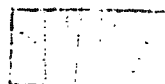
2. Mr. McCord supervises his Division in a vigorous manner and instills enthusiasm and esprit de corps within his organization--a difficult task because of the extensive amount of world-wide travel demanded from his subordinates.

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

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

[]
(Deputy Director of Security (PTOS))

SECRET



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

**IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL**

TO COMPLETE THIS FORM—

1

FOLLOW THESE GENERAL INSTRUCTIONS:

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

2

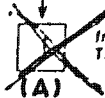
FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

NAME (last) (first) (middle) **058/24** DATE OF BIRTH (month, day, year) **1/26/24** SOCIAL SECURITY NUMBER
McLORD James W Jr
EMPLOYING DEPARTMENT OR AGENCY **[REDACTED]** LOCATION (City State ZIP Code) **[REDACTED]**

3

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

Mark here
if you
WANT BOTH
optional and
regular
insurance



ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

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

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



DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

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

Mark here
if you
WANT NEITHER
regular nor
optional
insurance



WAIVER OF LIFE INSURANCE COVERAGE

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

4

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

SIGNATURE (do not print)

James W. McLord Jr

DATE

13 February, 1968

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

RECEIVED
FEB 13 11 04 AM '68

89. 11 11 11 11 11

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM No. 176-1
(Rev. 1-1-65)
(For use only until April 14, 1968)
176-101

CONFIDENTIAL
(When Filled In)

MEMORANDUM OF UNDERSTANDING

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

James W. McCord
Signature

JAMES W MC CORD

10 July 64
Date

CONFIDENTIAL
(When Filled In)

CONFIDENTIAL
(When filled in)

TRAINING REPORT

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

Student : James W. McCord, Jr. Office : OS
Year of Birth: 1924 Service Designation: SS
Grade : 15 No. of Students : 46
EOD Date : August 1951

COURSE OBJECTIVES AND METHOD

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

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

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

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

ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING:

Chief Instructor

17 MAY 1967

Date

CONFIDENTIAL
(When filled in)

SECRET
(When Filled In)

760869 APR 1967

VERIFIED RECORD OF OVERSEAS SERVICE

To:

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

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1-6	(Print)	7-24		25-28
058124	MCCORD,	James	W. J.	PS

INSTRUCTIONS

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

PCS DATES OF SERVICE

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

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	QUIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
4 - CORRECTION									
6 - CANCELLATION	✓	11	08	66	12	14	66	W E	8/1

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE/PERIOD

05/446/97

8 Nov 66 - 14 Dec 66

REMARKS

PREPARED BY	REVIEWED BY	DATE OF REVIEW
1/12/67		

FORM 1-65 1-65 1-65

SECRET

7 MAR 1967

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

ATTENTION : Chief, Technical Security Division

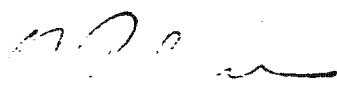
SUBJECT : Security Presentation - Support Course

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

2. I want to express my appreciation to Messrs. James McCord, [] and [] for their most effective presentation on []. It was a highlight of the program and contributed immeasurably to its success.

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

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


Howard J. Osborn
Director of Security

cc: Official Personnel Files

OFFICE OF THE DIRECTOR

TREASURY DEPARTMENT
UNITED STATES SECRET SERVICE

WASHINGTON, D.C. 20226

January 3, 1967

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

Dear Dick:

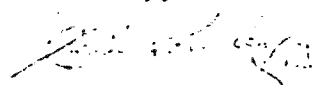
I wish to express my appreciation for the valuable assistance provided by your agency during the recent tour of President Johnson to Southeast Asia. Your response to our request for technical assistance was most gratifying.

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

Messrs. [redacted] and [redacted] of Mr. McCord's office and [redacted] of [redacted] office also contributed immeasurably to the success of the visit.

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

Sincerely,


James J. Rowley

14-00000

SECRET

9/1/55

9 JAN 1967

1st Endorsement

TO: Director of Security

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

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

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

SECRET

CONFIDENTIAL

(When Filled In)

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

NAME OF EMPLOYER (Last) (First) (Middle): SOCIAL SECURITY NUMBER

1. RESIDENCE DATA

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

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

2. MARITAL STATUS (Check one)

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

IF MARRIED, PLACE OF MARRIAGE DATE OF MARRIAGE

IF DIVORCED, PLACE OF DIVORCE DECREE DATE OF DECREE

IF WIDOWED, PLACE SPOUSE DIED DATE SPOUSE DIED

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

3. MEMBERS OF FAMILY

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

NAMES OF CHILDREN ADDRESS SEX DATE OF BIRTH

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

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

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

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

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

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

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

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

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

DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESS? (If answer is "No" explain why in item 5.)

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

CONTINUED ON REVERSE SIDE

CURRENT RESIDENCE AND DEPENDENCY REPORT

CONFIDENTIAL
(When Filled In)

3. VOLUNTARY ENTRIES		
<p>Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.</p>		
<p>INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.</p> <p style="font-family: cursive;">Bank of [redacted] Springfield Va - all names & info under</p>		
<p>ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO</p>		
<p>IF YES, DO YOU HAVE A JOINT ACCOUNT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO</p>		
<p>HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes" where is document located?)</p>		
<p style="text-align: center;"><i>Reading</i></p> <p>HAVE YOU PRE-PLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes" give name(s) and address)</p> <p style="font-family: cursive;">Mrs. Booth, [redacted] Houston Texas</p>		
<p>HAVE YOU EXECUTED A POWER OF ATTORNEY? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. (If "Yes", who possess the power of attorney?)</p>		
<p>4. ADDITIONAL DATA AND OR CONTINUATION OF PRECEDING ITEMS</p> <div style="height: 300px; border: 1px solid black; margin-top: 10px;"></div>		
<p>SIGNED AT</p>	<p>DATE</p> <p style="font-family: cursive;">7. 1. 66</p>	<p>SIGNATURE</p> <p style="font-family: cursive;">Vern. L. W. [redacted]</p>

CONFIDENTIAL

20 September 1953

MEMORANDUM FOR: Chief, Technical Division

FROM: ADD/PTOS

SUBJECT: Commendation

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

2. Please accept my sincere appreciation for the way in which you and your staff have so ably turned in. It reflects the highest credit on this Office and on the Department. I am sure that it is if you would convey my comments, as well as those of Mr. Tolson, Mr. Boardman, and Mr. Nichols to each of your staff members named in Mr. McCord's letter. When you have completed this, please forward the results to me so I can forward the commendative and fraternal letter to the recipient and the results may be added to place in your Personnel File.

Harold J. Clegg
Director of Security

McCord, James J. Jr.

TREASURY DEPARTMENT
UNITED STATES SECRET SERVICE

September 18, 1950

Director
Central Intelligence Agency
Washington, D.C.

Attn: Director, Office of Security/ASD

Dear Sir:

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

The assistance furnished by Mr. McFarland's Division consisted of two special training courses, the loan of electronic equipment, maintenance assistance for searchers, wiring, mechanical and also provided anti-rayon, anti-bomb, anti-engineering manpower for special problems and last, and above all a willingness to assist the Secret Service whenever possible.

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

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

OFFICE OF SECURITY
UNITED STATES SECRET SERVICE

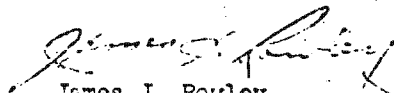
Keep Freedom in Your Heart With U.S. Savings Bonds

CONFIDENTIAL

- 2 -

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

Very truly yours,


James J. Rowley
Director

CONFIDENTIAL

SECRET

DD/S 66-8075

27 SEP 1966

MEMORANDUM FOR: Director of Security

SUBJECT: Commendation

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

R. L. Bunker
R. L. Bunker
Deputy Director
for Support

Att: Letter dtd 13 Sept 66 to DCS for
Mr. Rowley, subj: Appreciation

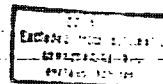
S 0 AUG 1966

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

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

O & I - Addressee
 4 - OFF - McCORD
 1 - D/Pers-Chrono
 1 - C/PD

SECRET



14-00000

SECRET

19 AUG 1966

MEMORANDUM FOR: Director of Personnel

ATTENTION : Chief, Placement Division

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

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

[Redacted]
[Redacted]
Secretary
Security Career Service Board

Attachment

APPROVED

[Redacted]

Off Director of Personnel

18 Aug '66

19 AUG 1966

SECRET

SECRET

28 JUN 1966

MEMORANDUM FOR: Director of Security

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

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

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

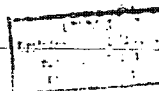
3. For the past year, Mr. McCord has been serving as Chief, Technical Division.

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

[redacted]
[redacted]
Deputy Director of Security (PTOS)

APR 3 1966

SECRET



SECRET
(When Filled In)

RECOMMENDATION FOR HONOR OR MERIT AWARD <small>(Submit in duplicate)</small>			DATE 8 JUL 1966	
TO: Secretariat, Honor and Merit Awards Board		FROM: <i>(Submitting Official)</i> Director of Security		
Section A Personal Data				
1. NAME OF PERSON RECOMMENDED (Last, First, Middle) McCord, James W., Jr.		2. POSITION/TITLE Elec. Engr.-Audio Supt.		3. GRADE 16
4. SS SS		5. STATION OS/Technical Division		
6. OFFICE OF ASSIGNMENT OS/Technical Division		7. HOME ADDRESS (No., St., City, Zone, State) [Redacted], Springfield, Va.		
8. <input checked="" type="checkbox"/> REASSIGNED		9. FIELD (Specify location) 4192		
10. HOME ADDRESS (No., St., City, Zone, State) [Redacted], Springfield, Va.		11. CITIZENSHIP AND HOW ACQUIRED U. S. - Birth		
12. RECOMMENDED AWARD Certificate of Merit		13. POSTHUMOUS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		
14. NAME OF NEXT OF KIN Sarah Ruth McCord		15. RELATIONSHIP Wife		16. HOME ADDRESS (No., St., City, Zone, State) Same as 7
Section B Recommendation for Award for Heroic Action or Acceptance of Hazard				
17. WERE YOU AN WITNESS TO THE ACT? <input type="checkbox"/> YES <input type="checkbox"/> NO				
18. PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD: [Redacted]				
19. FULL NAME [Redacted]		20. ORGN. TITLE [Redacted]		21. GRADE [Redacted]
22. OFFICE OF ASSIGNMENT [Redacted]				
List any of the above persons given an award or recommended for award for participating in act:				
23. FULL NAME [Redacted]		24. TYPE OF AWARD [Redacted]		
Conditions under which act was performed:				
25. LOCATION [Redacted]		26. INCLUSIVE DATES [Redacted]		27. TIME OF DAY [Redacted]
28. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED [Redacted]				
Section C Recommendation for Award for Achievement, Service, or Performance				
29. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO				
30. OFFICIAL ASSIGNMENT AT TIME OF SERVICE OR PERFORMANCE Chief, Technical Security Division, OS				
31. COMPONENT OR STATION (Designation and location) Headquarters				
32. DUTIES AND RESPONSIBILITIES Supervises the activities of the Technical Security Division, OS				
Personnel who assisted or contributed substantially to the service or performance				
33. FULL NAME [Redacted]		34. ORGN. TITLE Elec. Engr.		35. GRADE GS-10
36. FULL NAME [Redacted]		37. ORGN. TITLE Elec. Engr.		38. GRADE GS-13
39. OFFICE OF ASSIGNMENT OS/Technical Division				
40. OFFICE OF ASSIGNMENT OS/Technical Division				
List any of the above persons given an award or recommended for award for participating in the performance				
41. FULL NAME [Redacted]		42. TYPE OF AWARD Certificate of Merit with Distinction		
43. INCLUSIVE DATES FOR WHICH RECOMMENDED [Redacted]		44. ASSIGNMENT COMPLETED <input type="checkbox"/> YES <input type="checkbox"/> NO		45. NOW IN SAME OR RELATED ASSIGNMENT <input type="checkbox"/> YES <input type="checkbox"/> NO

SECRET
(When Filled In)

Section D	Narrative Description	
<p>Award for Heroic Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding, and if it was more than normally expected. Explain, why, and how. If an aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Indicate results of the act.</p> <p>Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of assignment and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other persons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation.</p>		
<p>40. From early December 1965 through May 1966, Messrs. James W. McCord, Jr., [redacted] and [redacted] of the Technical Division, Office of Security, conceived and developed a unique technique for the use of a [redacted] Program. Experimentation during these months indicated [redacted] distinct advantages in terms of time and effort over the considerably more expensive [redacted] which has the distinct advantage of flexibility [redacted] currently available on the commercial market.</p> <p>The combination [redacted] make it possible [redacted] a capability the Agency has not had before.</p> <p>The Technical Division has greatly enhanced the world-wide use of this equipment [redacted]</p> <p>[redacted]</p> <p>These men have shown initiative, ingenuity and great imagination in the application [redacted]</p> <p>This technique, much of which required many off-duty hours to develop, has greatly enhanced the Agency's capability [redacted]</p> <p>[redacted] CONTINUED ON ATTACHED SHEET</p>		
<p>41. ENCLOSURES (List Individually) If originator is not an eyewitness or does not have personal knowledge of the act or performance, attach affidavits of eyewitness or individuals having personal knowledge of the facts.</p> <p>1. PROPOSED CITATION</p> <p>2.</p> <p>3.</p>		
<p>42. RECOMMENDATION INITIATED BY</p> <p align="center">ERMAL P. GEISS</p> <p align="center">Ermal P. Geiss</p>	<p>43. TITLE AND SIGNATURE OF OFFICIAL MAKING RECOMMENDATION</p> <p align="center">Deputy Director of Security (PTOS)</p>	<p>44. DATE</p> <p align="center">22 JUN 1966</p>
<p>Section E Recommendation Forwarded Through Officials Concerned For Their Information</p>		
<p>45. Head of SS Career Service (Career service of nominee)</p>	<p>TITLE AND SIGNATURE</p> <p align="center">Director of Security</p>	<p>DATE</p> <p align="center">5</p>
<p>46. Deputy Director of Operating Component</p>	<p>TITLE AND SIGNATURE</p>	<p>DATE</p>
<p>47. Deputy Director of Career Service</p>	<p>TITLE AND SIGNATURE</p> <p align="center">Deputy Director for Support</p>	<p>DATE</p>

SECRET

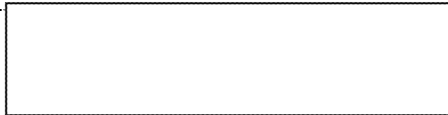
S-E-C-R-E-T
(When filled in)

MEMORANDUM FOR: Chief, Transactions & Records Branch/OP
FROM: Chief, External Training Branch/RS/TR
SUBJECT: Completion of External Training 16 AUG 1965

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

COURSE: Air War College Program
INSTITUTION: Air War College
DATE: 7 August 1964-4 June 1965
GRADE: None

FOR THE DIRECTOR OF TRAINING:



Attachments:

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

GROUP 1
excluded from automatic
downgrading and
declassification

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

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

SECRET
ATTN: G2

AWCA

2 June 1965

SECRET

Training Reports

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

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

FOR THE COMMANDANT

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

2 Atchs

1. TR,
2. TR, Mr. McCord

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

AF AN 475

REPLACES COPY OF THE
FORM AND USE ONLY

TRAINING REPORT

STANDARD FORM 107-107-107-107

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

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

EMPLOYEE SERIAL NO. 1-6	NAME OF EMPLOYEE			OFFICE/COMPONENT 25-26
	LAST (Print)	FIRST	MIDDLE	
58124	MCCORD	JAMES W.	SR.	16

INSTRUCTIONS

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

PCS DATES OF SERVICE

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

TDY DATES OF SERVICE

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

SOURCE OF RECORD DOCUMENT

<input type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT

☒ OTHER (Specify) *REFERENCE PERSONNEL INFO*

DOCUMENT IDENTIFICATION NO. <i>FORM HUCB</i>	DOCUMENT DATE PERIOD <i>7-10-64</i>
---	--

REMARKS

PREPARED BY <i>AS</i>	REPORT ANNOTATED OR SOURCE DOCUMENT	ADDITIONAL DATA VERIFIED CORRECTLY BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE <i>4-2-64</i>	SIGNATURE <i>[Signature]</i>
FINANCE DIVISION		

14-00000

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

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

Montgomery, Alabama
(Name of Facility)

beginning August 1965 and ending June 1965.

I agree to the following terms and conditions:

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

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

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

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

(NoCard)

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

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

(Signature)

James W. McCord
James W. McCord ✓

(Type Name)

13 July 1964
(Date)

WITNESS:

[Signature Box]

(Signature)

(Type Name)

13 July 1964
(Date)

9 MAY 1954

Dear Jim:

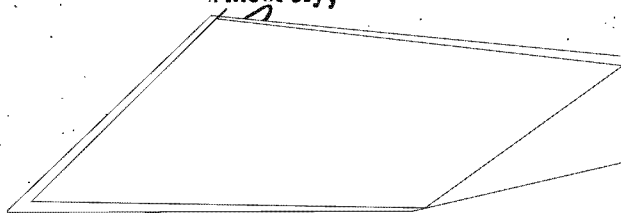
My tour of duty in [redacted] Europe will terminate in late May when I leave Europe to undertake new duties in Washington, D. C. My association with you and your staff has been a richly rewarding experience, both personally and professionally. The manner in which you have unobtrusively, yet effectively,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

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

[redacted]

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

Sincerely,



14-00000

REPLY TO
ATTN OF:

SUBJECT:

10 JUN 1964

TO:

Dear Mr. [REDACTED]

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

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

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

Sincerely

[REDACTED]
Colonel, USAF
Deputy Director [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] 5 June 1964

SUBJECT: Letter of Appreciation

TO: Mr. James W. McCord

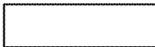
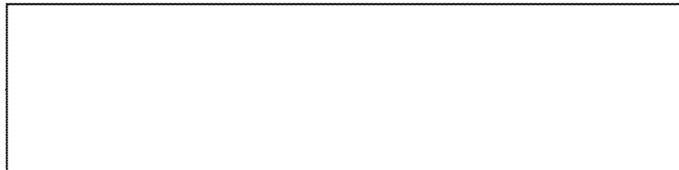
[REDACTED]

1. Upon your impending departure from overseas assignment, I wish to take this opportunity to express sincere appreciation on behalf of the [REDACTED] for your splendid cooperation with this organization.

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

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

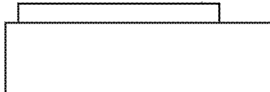
[REDACTED]



8 June 1964

SUBJECT: Letter of Appreciation

TO: Mr. James W. McCord, Jr.

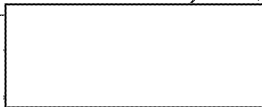


1. The news of your departure to a new station in the USA has been received with regret; your contributions in the intelligence community will be missed. At the same time it is gratifying to learn that you have been selected for such an important assignment of which you are most deserving.

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

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

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



FOR OFFICIAL USE ONLY

SECRET

rec'd 21 Nov 63

30 Oct 63

FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE		FOR HEADQUARTERS USE ONLY	
AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW			
NAME OF EMPLOYEE (Typed)	DATE (From Item 1)	NAME OF SUPERVISOR (Typed)	DATE (From Item 2)
JAMES W. McCOY, Jr.	15 Oct 63		23 Oct 63
NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW:			21 Nov 63

TO BE COMPLETED BY EMPLOYEE			
1. DATE OF BIRTH	2. GRADE	3. CURRENT POSITION TITLE	
26 January 1924	GS-15	Chief, Security Branch/CSB	
4. SERVICE DESIGNATION (if known)	5. CURRENT STATION OR FIELD BASE	7. EXPECTED DATE OF DEPARTURE FROM FIELD	
Security Officer	German Station, CSB	9 June 1964	
8. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR		10. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS, PCS	
		20 July 1964	

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

1. Security policy advisor to COS and its Senior Station and Base Officers.
2. Supervises nine professional and four clerical employees of the Security Branch.
3. Directs conduct of LCFLUTTER, SGLATERAL, Physical Security Duties and Investigations performed by the Security Branch.
4. Reviews security of German Station and recommends ways and means for strengthening and improving.
5. Furnishes technical security support and guidance to other Bases in EE and outside of EE on request.
6. Reviews investigative reports of the Security Branch and performs such other duties as directed by COS, Chief, EE and Bases.

11. PREFERENCE FOR NEXT ASSIGNMENT.

A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 9, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

Same as #8, above.

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

Would like National War College training

SECRET

<p>9. PREFERENCE FOR NEXT ASSIGNMENT (continued)</p> <p>C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (for 1st, 2nd and 3rd choice) IN THE BOXES BELOW:</p> <p>1 <input type="checkbox"/> RETURN TO MY CURRENT STATION</p> <p>2 <input type="checkbox"/> BE ASSIGNED TO HEADQUARTERS FOR A TERM OF 24 MONTHS WITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS. INDICATE CHOICE OF COMPONENT: 1ST. CHOICE <u>OS/IOS</u> 2ND. CHOICE <u>OS/PPS</u> 3RD. CHOICE <u>OS/Staff</u></p> <p>3 <input type="checkbox"/> BE ASSIGNED TO ANOTHER FIELD STATION WITH RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION. INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIFIC STATION, BASED ON QUALIFICATIONS: 1ST. CHOICE 2ND. CHOICE 3RD. CHOICE </p>	
<p>10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS? <u>30 days</u> INDICATE NUMBER OF WORK DAYS <u>20</u></p>	
<p>11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU: <u>four; ages, 36, 11, 9, and 7</u></p>	
<p>12. SIGNATURE: COMPLETE ITEM NO. 5-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM. TO BE COMPLETED BY SUPERVISOR AT FIELD STATION</p>	
<p>13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING: <p style="text-align: center;">Subject has rendered outstanding performance while assigned to the German Station. His preference to return for an additional two years after home leave is accepted with great pleasure.</p> <p style="text-align: center;">Full consideration should also be given in the future for his request to attend the National War College.</p> </p>	
<p>14. SIGNATURE: COMPLETE ITEM NO. 5-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM. TO BE COMPLETED BY APPROPRIATE PERSONNEL OFFICER AT HEADQUARTERS</p>	
<p>15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE COMPONENT TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING: <p style="text-align: center;">Events have overtaken this HQ and Subject will be returning in the summer of 1964 to attend the Air War College.</p> </p>	
<p>16. NAME OF PERSONNEL OFFICER DATE <u>10 December 1963</u></p>	<p>SIGNATURE </p>
<p>17. EMPLOYEE <input checked="" type="checkbox"/> HAS <input type="checkbox"/> HAS NOT BEEN NOTIFIED OF PLANNED REASSIGNMENT</p>	
<p>18. FILED ON </p>	<p>19. STATION <u>X</u> </p>
<p>20. REMARKS <u>OS/PPS</u> <u>20 Jan 64</u> <u>Mr. McLeod selected for Air War College and subsequently decided to return for this purpose.</u></p>	

SECRET

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

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

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
58124	(Print) MCCORD	7-24 JAMES	W.	25-28 EF

INSTRUCTIONS

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

PCS DATES OF SERVICE

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

TDY DATES OF SERVICE

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

SOURCE OF RECORD DOCUMENT

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

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

REMARKS	
PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT
DATE	DATE
9/14/62	
ABOVE DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT FILED	

SECRET

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE 253130 MAY 31 62

TO:

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

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
1-8	LAST (Print)	FIRST 7-24	MIDDLE	25-28
253124	Mc (OK)	JAMES W.	JR	54

INSTRUCTIONS

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

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	25-29	30-31	32-33	34-35	36-37	38-39		40-42
3 - CORRECTION									
5 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
4 - CORRECTION	2	04	09	62	01	14	62	E/E	801
6 - CANCELLATION									

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.

OS-655-62

DOCUMENT DATE/PERIOD

4/1-14/62

REMARKS

34
9-10-62

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	APPROVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT LISTED
FISCAL DIVISION	DATE	SIGNATURE
PERSONNEL DIVISION	27 May 62	

FORM 1451a

SECRET

14-101

14-00000

CERTIFICATE

—♦—
This is to certify that


James W. McCord

has attended and successfully completed the

SECURITY OFFICE SPECIAL TRAINING COURSE

Security Officer Field Course #12

during the period 14 May *to* 25 May 1962


FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON, D.C.

CERTIFICATE

This is to certify that

James W. McCord

has attended and successfully completed the

SECURITY OFFICE SPECIAL TRAINING COURSE

Physical Security Training Course #8

during the period 23 April *to* 11 May 1962

FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON, D.C.

CONFIDENTIAL
(When Filled In)

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

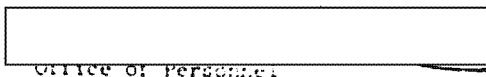
1. In accordance with the policy of the Central Intelligence Agency, I agree to serve outside the continental United States a minimum tour of Two Years from the date of my arrival at my permanent post of duty, unless said tour is sooner terminated by the Government for its convenience, or it is terminated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

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

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

WITNESS:

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


Office of Personnel

Date: May 8 '62

S-E-C-R-E-T

TRAINING REPORT

Operations Support No. 50

120 hours, full-time, Phase I 2 - 20 April 62 8 Students
80 hours, full-time, Phase II 23 April - 4 May 62 10 Students

Student : McCORD, James W., Jr.

Year of Birth: 1924

EOD Date: August 1951

Grade: GS-15

Office : 08

COURSE OBJECTIVES - CONTENT AND METHODS

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

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

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

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

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

ACHIEVEMENT RECORD

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

S-E-C-R-E-T

S-E-C-R-E-TNAME McCorm, James W., Jr.

MAJOR CATEGORIES

PHASE I		UNSAT	SAT	EXCELLENT
1.		0	2	6
2.		0	2	6
3.		0	5	3
4.		0	4	4
5.		0	2	6
6.		0	2	6
PHASE II				
1.	Originating Headquarters and Field Dispatches. Indexing Requirements. Field Pouch Manifest.	0	2	8
2.	Preparation of Headquarters and Field Cables. Writing and Indexing Messages. Use of Message Writing Techniques.	0	7	3
3.	Type II Property Accounting - Fundamentals and Execution of Records.	0	1	9
4.	Foreign Travel - Currency Conversion and Completion of Travel Voucher.	0	4	6
5.	Familiarization with <input type="text"/> Accounting and Preparation of Records.	0	0	10
6.	Clandestine Services Headquarters and Field Support Procedures.	1	4	5
COMMENTS				
Student cancelled per Registrar/Training, 29 March 1962.				
FOR THE DIRECTOR OF TRAINING:		<input type="text"/>		18 May 1962
		Chief Instructor		Date

S-E-C-R-E-T

CONFIDENTIAL
(When Filled In)

TJR

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

NAME OF EMPLOYEE (Last) <i>McCORD</i> (First) <i>June</i> (Middle) <i>W Jr</i>		SOCIAL SECURITY NUMBER	
1. RESIDENCE DATA			
PLACE OF RESIDENCE WHEN INITIALLY APPOINTED		LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)	
PLACE IN CONTINENT		HOME LEAVE RESIDENCE	
<i>Springfield Va</i>		<i>Same</i>	
2. MARITAL STATUS (Check one)			
<input type="checkbox"/> SINGLE		<input checked="" type="checkbox"/> MARRIED	
<input type="checkbox"/> SEPARATED		<input type="checkbox"/> DIVORCED	
<input type="checkbox"/> WIDOWED		<input type="checkbox"/> ANNULLED	
IF MARRIED, PLACE OF MARRIAGE		DATE OF MARRIAGE	
<i>Lamarca Texas</i>		<i>30 M</i>	
IF DIVORCED, PLACE OF DIVORCE DECREE		DATE OF DECREE	
IF WIDOWED, PLACE SPOUSE DIED		DATE SPOUSE DIED	
IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)			
3. MEMBERS OF FAMILY			
NAME OF SPOUSE		ADDRESS (No., Street, City, Zone, State)	
<i>SARAH RUTH McCORD</i>		<i>Springfield Va</i>	
TELEPHONE NO.		DATE OF BIRTH	
		<i>4/15/54</i>	
NAMES OF CHILDREN		ADDRESS	
<i>Michael Steven McCORD</i>		<i>Same</i>	
<i>Nancy Ellen McCORD</i>		<i>Same</i>	
<i>Carol Anne McCORD</i>		<i>Same</i>	
NAME OF FATHER (Or male guardian)		ADDRESS	
<i>James W. McCORD Sr</i>		<i>Thackerville Ga</i>	
NAME OF MOTHER (Or female guardian)		ADDRESS	
<i>Marjorie Lee McCORD</i>			
WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.			
<i>Parents & Luther</i>			
4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY			
NAME (Mr., Mrs., Miss) (Last-First-Middle)		RELATIONSHIP	
<i>Luther</i>		<i>Father in Law</i>	
HOME ADDRESS (No., Street, City, Zone, State)		HOME TELEPHONE NUMBER	
<i>Texas</i>			
BUSINESS ADDRESS (No., Street, City, Zone, State) WITH NAME OF EMPLOYER, IF APPLICABLE		BUSINESS TELEPHONE & EXTENSION	
<i>Same</i>		<i>Same</i>	
IS THE INDIVIDUAL NAMED ABOVE WITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organizer that he believes you work for.)		YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	
<i>Yes</i>			
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)		YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	
<i>Yes</i>			
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.)		YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	
<i>Yes</i>			
The persons named in item 3 above may also be notified in case of emergency. If such notification is not desirable because of health or other reasons, please so state in item 6 on the reverse side of this form.			
CONTINUED ON REVERSE SIDE			
CURRENT RESIDENCE AND DEPENDENCY REPORT			

CONFIDENTIAL

(When Filled In)

<p>3. VOLUNTARY ENTRIES</p> <p>Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.</p> <p>INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.</p> <p>1ST NATIONAL BANK of VIRGINIA - James W. & wife</p> <p>NW FEDERAL CREDIT UNION</p> <p>HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes" where is document located?)</p> <p>W. H. WIFE</p> <p>HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes" give name(s) and address)</p> <p>Dorothy [redacted] Houston, Texas</p> <p>HAVE YOU EXECUTED A POWER OF ATTORNEY? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes", who possess the power of attorney?)</p> <p>1ST NATIONAL BANK, Virginia Virginia</p> <p>4. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS</p>		
<p>SIGNED BY: [Signature]</p> <p>DATE: May 8 62</p> <p>SIGNATURE: [Signature]</p> <p>CONFIDENTIAL</p>		

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE 239754 MAR 1962

TO:

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

EMPLOYEE SERIAL NO. 1-5	NAME OF EMPLOYEE			OFFICE/COMPONENT 24-29
	LAST (Print)	FIRST	MIDDLE	
58124✓	McCord	JAMES W.	J.P.	24

INSTRUCTIONS

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

PCS DATES OF SERVICE

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

TDY DATES OF SERVICE

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

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.

05-544-62

DOCUMENT DATE/PERIOD

10/4-10/61

REMARKS

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

FORM 1451a

SECRET

(16-10)

S-240-1-1-1
(When Completed)

TRAINING REPORT

Americans Abroad Orientation - [] (Germany)

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

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

Year of Birth: No. of Students :

Grade : EOD Date :

COURSE OBJECTIVE - CONTENT AND METHOD

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

ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING:

[]
Chief Instructor

4 June 1962
Date

S-240-1-1-1
(When Completed)

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

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

EMPLOYEE SERIAL NO.

NAME OF EMPLOYEE

OFFICE/COMPONENT

1-6

LAST

FIRST

MIDDLE

25-26

57124

McCORD

JAMES

W

-24

INSTRUCTIONS

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

PCS DATES OF SERVICE

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

TDY DATES OF SERVICE

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

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE/PERIOD

T.O. OS-516-62

4/12/61 - 6/29/61

REMARKS

219883 NW1561

PREPARED BY

REPORT ANNOTATED ON
SOURCE DOCUMENT

ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE

FISCAL DIVISION

DATE

SIGNATURE

FINANCE DIVISION

FORM 1451a OBSOLETE PREVIOUS EDITIONS

SECRET

(4-10)

21 12/28/61

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

T22

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

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE		OFFICE/COMPONENT
	LAST	FIRST MIDDLE	
1-9	(Print)	1/24	25-26
58124	McCord	James W. Jr.	24

INSTRUCTIONS

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

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	10-28	30-31	32-33	34-35	36-37	38-39	40-42	
3 - CORRECTION									
5 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	10-29	30-31	32-33	34-35	36-37	38-39	40-42	
4 - CORRECTION									
6 - CANCELLATION									
	02	03	12	61	03	22	61	WE 801	

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
-----------------------------	----------------------

REMARKS

PREPARED BY	REVIEW ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
PERSONNEL DIVISION	DATE	SIGNATURE
PERSONNEL DIVISION	DATE	SIGNATURE

FORM 1451a PREVIOUS EDITIONS

SECRET

(4.10)

SECRET

(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

123189 DEC 10 60

To:

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

EMPLOYEE SERIAL NO. 1-6	NAME OF EMPLOYEE			OFFICE/COMPONENT 15-26
	LAST (Print)	FIRST 1-28	MIDDLE	
58124	McCord	JAMES	W.	24 21

INSTRUCTIONS

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

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT 40-42
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	77	28-29	30-31	32-33	34-35	36-37	38-39		
2 - CORRECTION									
3 - CANCELLATION									

TOY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT 40-42
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - TOY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		
2 - CORRECTION									
3 - CANCELLATION									
	A2	08	15	60	08	22	60	EE, WE.	501

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE/PERIOD

15-22 AUG. 60

REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
1 - SPECIAL DIVISION	DATE	SIGNATURE
2 - PERSONNEL DIVISION	12/14/60	

FORM 1455a PREVIOUS EDITIONS.

SECRET

14-101

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

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

EMPLOYEE SERIAL NO. 1-5	NAME OF EMPLOYEE			OFFICE/COMPONENT 24-28
	LAST (Print)	FIRST 8-23	MIDDLE	
58124	McCord, J.	James	W.	31

INSTRUCTIONS

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

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT						
		MONTH	DAY	YEAR	MONTH	DAY	YEAR								
1. PCS (Basic)	20	27	28	20	30	31	32	33	34	35	36	37	38	39	41
2. CORRECTION															
3. CANCELLATION															

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT						
		MONTH	DAY	YEAR	MONTH	DAY	YEAR								
1. TDY (Basic)	20	27	28	20	30	31	32	33	34	35	36	37	38	39	41
2. CORRECTION															
3. CANCELLATION															
	2	10	25	59	10	17	59	WE - EE	801						

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.

OS - 278 - 60

DOCUMENT DATE/PERIOD

5-17 Oct. 1959

REMARKS

03131 FEB 21 60

PREPARED BY

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

FISCAL DIVISION

DATE

2/23/60

SIGNATURE

FORM 1451a
4-59

SECRET

(4.10)

CONFIDENTIAL

(When Filled In)

TV-R

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

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

1. RESIDENCE DATA

PLACE OF RESIDENCE WHEN APPOINTED: Springfield Va. LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)

PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE: Springfield Va.

2. MARITAL STATUS

CHECK ONE: ☐ SINGLE ☒ MARRIED ☐ SEPARATED ☐ DIVORCED ☐ WIDOWED ☐ ANNULLED

IF MARRIED, INDICATE PLACE OF MARRIAGE: Lamesa Texas DATE OF MARRIAGE: 7/13/30

IF SEPARATED, PLACE OF DIVORCE DECREE: DATE OF DECREE:

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

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

3. MEMBERS OF FAMILY

NAME OF SPOUSE	ADDRESS (No., Street, City, Zone, State)	TELEPHONE NUMBER
<u>Grace Ruth McLeod</u>	<u>Same</u>	
NAME OF CHILDREN	ADDRESS	SEX
<u>Michael Steven McLeod</u>	<u>Same</u>	<u>M</u>
<u>Ed Anne McLeod</u>		<u>F</u>
<u>Henry Edna McLeod</u>		<u>F</u>
NAME OF FATHER (Or male guardian)	ADDRESS	TELEPHONE NUMBER
<u>James W. McLeod Sr.</u>	<u>Chesapeake</u>	
NAME OF MOTHER (Or female guardian)	ADDRESS	TELEPHONE NUMBER
<u>Marjorie McLeod</u>	<u>Chesapeake</u>	

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

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss) (Last-First-Middle): James W. McLeod Jr. RELATIONSHIP: Wife

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

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

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

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

Does this individual know that he was been designated as your emergency addressee?
☒ YES ☐ NO

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

5. VOLUNTARY LISTINGS

THE DATE ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS: NW Federal Credit Union

The Springfield Bank, Springfield Va.

CONFIDENTIAL ON REVERSE SIDE

CURRENT RESIDENCE AND DEPENDENCY REPORT

CONFIDENTIAL

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(When Filled In)

5. (CONTINUED) IN WHOSE NAME(S) ARE THE ACCOUNTS LISTED?		
<div style="border: 1px solid black; height: 20px; width: 100%;"></div>		
HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. IF "YES", WHERE IS DOCUMENT LOCATED?		
HAVE YOU EXECUTED A POWER OF ATTORNEY? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. IF "YES", WHO POSSESSES THE POWER OF ATTORNEY?		
My Wife		
6. ADDITIONAL DATA FOR CONTINUATION OF PRECEDING ITEMS		
SIGNED BY	DATE	SIGNATURE
W. H. Bingham, Jr.	10/18/58	<div style="border: 1px solid black; height: 20px; width: 100%;"></div>

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REPORT OF HONOR AND MERIT AWARDS BOARD (CONVENED PURSUANT TO REGULATIONS R 20-615 AND R 20-635)			DATE 2 March 1959
The Honor and Merit Awards Board having considered a recommendation that:			
NAME: (Last)	(First)	(Middle)	POSITION TITLE
McCord	James	Walter	Actg. Dep. Chief/SSS/OS
PRESENT GRADE	OFFICE ASSIGNED TO		STATION
GS-14	Security		Headquarters
BE AWARDED:			
Certificate of Merit with Distinction			
<input type="checkbox"/> FOR HEROIC ACTION, OR			
<input checked="" type="checkbox"/> FOR MERITORIOUS ACHIEVEMENT OR SERVICE DURING THE PERIOD 1 July - 15 August 1958			
<input type="checkbox"/> APPROVES THE RECOMMENDATION <input checked="" type="checkbox"/> DISAPPROVES THE RECOMMENDATION			
<input type="checkbox"/> APPROVES, BUT IN LIEU THEREOF, RECOMMENDS THE AWARD OF:			
CITATION			
REASONS FOR DISAPPROVAL OF RECOMMENDED AWARD			
The Honor and Merit Awards Board concludes from the information available to it that the service performed, while of unquestionable value, is not sufficiently outstanding to merit an honor award.			
APPROVED		SIGNATURE	
DIRECTOR OF CENTRAL INTELLIGENCE		TYPED NAME OF CHAIRMAN, HONOR AND MERIT AWARDS BOARD Gordon M. Stewart	
		SIGNATURE	
		TYPED NAME OF RECORDED	

SECRET

RECOMMENDATION FOR HONOR AWARD (REGULATIONS R-20-635 & AFR 20-635)				DATE
TO: Honor Awards Board		THROUGH:		FROM: 18 December 1958
Office of Security				
SECTION I PERSONAL DATA				
NAME OF PERSON RECOMMENDED (Last) (First) (Middle)		POSITION TITLE		GRADE
OFFICE ASSIGNED TO		STATION		Field (Specify location)
LEGAL RESIDENCE (number, street, city, zone, state)		CITIZENSHIP AND HOW ACQUIRED		
Springfield, Virginia		Birth		
IF ANY OF THE ABOVE ITEMS WERE DIFFERENT FOR THE INDIVIDUAL RECOMMENDED AT THE TIME OF THE ACT OR SERVICE, INDICATE SUCH DIFFERENCES.				
RECOMMENDED AWARD				
Certificate of Merit with Distinction				POSTHUMOUS
NAME OF NEXT OF KIN		RELATIONSHIP		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
		Wife		
ADDRESS (number, street, city, zone, state)		Springfield, Va.		
IF PREVIOUS RECOMMENDATIONS WERE SUBMITTED FOR THIS ACT OR SERVICE, INDICATE TYPE OF AWARD RECOMMENDED, BY WHOM, DATE, ORIGINATING OFFICE, AND ACTION TAKEN.				
None				
SECTION II RECOMMENDATION FOR AWARD FOR HEROIC ACTION				
WERE YOU AN EYEWITNESS TO THE ACT?		IF ORIGINATOR IS NOT AN EYEWITNESS, ATTACH AFFIDAVITS OR CERTIFICATES OF EYEWITNESSES OR INDIVIDUAL HAVING PERSONAL KNOWLEDGE OF THE FACTS.		
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>				
PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD:				
FULL NAME	POSITION TITLE	GRADE	OFFICE ASSIGNED TO	
LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT:				
FULL NAME	TYPE OF AWARD			
CONDITIONS UNDER WHICH ACT WAS PERFORMED:				
LOCATION	INCLUSIVE DATES	TIME OF DAY		
PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED:				
SECTION III RECOMMENDATION FOR AWARD FOR ACHIEVEMENT OR SERVICE				
OFFICE, COMPONENT, OR STATE OR TO WHOM OR BY WHOM RECOMMENDED (Indicate position and location)				
and Lexington, Va.				
DATE OF ACT		ASSIGNED		COMPLETED
1 July 15 August 1958		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

SECTION IV TO BE USED FOR ALL RECOMMENDATIONS	
NARRATIVE DESCRIPTION OF <input type="checkbox"/> DEED (OR ACT) <input checked="" type="checkbox"/> ACHIEVEMENT (OR SERVICE RENDERED)	
AWARD FOR HEROIC ACTION: WAS ACT VOLUNTARY? DESCRIBE WHY ACT WAS OUTSTANDING AND IF IT WAS MORE THAN NORMALLY EXPECTED. EXPLAIN HOW. IF IN AERIAL FLIGHT, DESCRIBE TYPE AND POSITION OF AIRPLANE, CREW POSITION OF INDIVIDUAL, AND ALL UNUSUAL CIRCUMSTANCES. INDICATE RESULTS OF ACT.	
AWARD FOR ACHIEVEMENT OR SERVICE: TITLE AND DUTIES OF ASSIGNMENT, INCLUDING CHARACTER OF SERVICE DURING PERIOD FOR WHICH RECOMMENDED. GIVE COMPLETE DESCRIPTION OF TECHNICAL OR SPECIALIZED POSITIONS, INCLUDING DATES OF ASSIGNMENT AND RELIEF. WHAT DID THE INDIVIDUAL DO THAT MERITED THE AWARD? WHY WAS THIS OUTSTANDING WHEN COMPARED TO OTHERS OF LIKE GRADE AND EXPERIENCE IN SIMILAR POSITIONS? INDICATE RESULTS OF ACHIEVEMENT OR SERVICE.	
<p>Reference is made to the attached memorandum dated 1 November 1958, which is the summary excerpted from the report of the operation submitted on that date.</p> <p>Upon receipt of information, [redacted]</p> <p>[redacted] Mr. McCord [redacted]</p> <p>[redacted]</p> <p>At Wiesbaden, acting upon police guidance [redacted] Mr. McCord [redacted] prepared news releases and made plans for the handling of the press; [redacted] and arranged medical examinations, all with the view toward avoiding publicity or incidents [redacted]</p> <p>[redacted] Mr. McCord [redacted]</p> <p>[redacted] He prepared cables and dispatches [redacted] as well as the over-all report [redacted]</p> <p>[redacted] He also assisted in the plans [redacted] all of which entailed around-the-clock work.</p> <p>Upon return to Washington, Mr. McCord [redacted] covering all aspects of [redacted] activities, as well as [redacted] matters. Final reports were prepared and Mr. McCord participated in briefings of [redacted] various [redacted] officials.</p> <p>The ingenuity, foresight, planning and guidance exercised by Mr. McCord from the time the team first left [redacted] resulted in rapid and thorough inter-view [redacted] assessment [redacted] and determination of appropriate action needed [redacted] His performance in that instance was of the highest degree and did much credit [redacted] in the highly professional manner in which it was performed.</p>	
RELATED POSITION OF PERSON INITIATING RECOMMENDATION TO PERSON BEING RECOMMENDED	NAME, POSITION, TITLE, AND GRADE OF PERSON MAKING RECOMMENDATION
Head of Office	Sheffield Edwards Director of Security GS-18
LIST OF ENCLOSED DOCUMENTS (Indicate date and title)	SIGNATURE
Summary memorandum excerpt from report dated 1 November 1958	[redacted]
	DATE 18 December 1958

SECRET

1 November 1958

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

On 27 June 1958, a C-118 cargo plane, assigned to the U. S. Air Force in Wiesbaden, was fired on and forced down near Gendarkh, Soviet Azerbaijan. The plane was carrying nine U. S. airmen [redacted]

[redacted] assigned to Wiesbaden, Germany. The nine men were en route from Wiesbaden to Teheran and Pakistan on a flight carrying cargo for CIA. [redacted]

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

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

SECRET

S E C R E T

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

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

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

[] men aboard the plane were extremely knowledgeable of highly sensitive Agency operational activities and of the identities of numerous CIA personnel. []

[] was knowledgeable of CIA operational activities on a world-wide basis, with many of these projects being extremely sensitive. [] each carried briefcases containing classified material, and Brannon carried an address book containing several names, addresses and telephone numbers of CIA personnel and cover units. The two briefcases are believed to have been destroyed by the fire in the aircraft after landing. The address book of [] was taken from him by the Soviet

SECRET

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

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

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

To date we have no indication that the Soviets knew at the time they interrogated the crew men, that the flight of the C-118 was connected with CIA in any way, nor that they knew [] were CIA personnel. We do believe that in time the Soviets, through [] address book, which lists the open Agency telephone number EX 3-6115 below his name on the first page, will connect him and possibly others in the address book with CIA. Since the Soviets questioned him about the 7170th Support Group and the 7405th Support Squadron in Wiesbaden, it is therefore presumed that they will associate those units with this Agency.

In addition to this report, debriefings of the crewmen were taped and typed, which will total some 7,000 - 9,000 pages when completed, are being distributed to the CI Staff and

SECRET

other interested components of this Agency as they are completed. Questions were solicited by this Office of all interested components, in order to cover all matters in the debriefings of interest to the Agency. Careful arrangements have been made with the Air Force in order that Agency interests will be adequately protected and proper security will be maintained in the handling of information and reports derived from the debriefings, and so that no compromise of the Agency interest in the flight of the C-118 will be made to the press.

CONCLUSIONS:

- A. It is our opinion that the possible compromises arising out of this incident are relatively minor in nature and that no major compromises occurred.
- B. That the Soviets "missed" on the true nature of the flight and personnel of the C-118.
- C. That the reasons the crew members were given an early release were as follows:
 1. Primarily, the Soviet interrogators failed to use all of the leads at their command, particularly [] address book, and failed to break the crewmen through interrogation.
 2. The crew did not inadvertently disclose through interrogations, the purpose of their flight, its relation to the Agency and that of [] of its crew to CIA.
 3. The Soviets apparently failed to check out the names and other data in [] address book through their files prior to release of the crew.
 4. No incriminating information or material was immediately recovered from the burned aircraft.
 5. Several of the crew destroyed incriminating building passes and notations in their wallets while on their way down in their parachutes, or immediately after landing in their chutes.
 6. There were either no leaks or insufficient leaks of incriminating information through any room conversations at Baku among the crew, which may have been monitored by the Soviets, or such conversations as there may have been were not properly interpreted, or interpreted soon enough to tip the Soviets that there was something unusual about the flight or the crew.

S E C R E T

7. The crew members were all in uniform and not in mixed civilian and Air Force clothing, which properly established their cover.
 8. Sufficient pressures were exercised by Agency, State, Air Force, and Executive action upon the Soviets to effect the release of the crew as soon as possible.
 9. A factor that probably had an important bearing was the early acknowledgment by the Soviet Foreign Office of the downing of the aircraft and the attempts by the Soviets in the early stages to make this appear as a deliberate violation of the Soviet air frontier. This tended to take the "play" away from the MVD and military intelligence. In addition, this Government was stepping up the pressure for the release of the nine Army personnel who landed in East Germany in a helicopter, and the Soviets probably had no desire to create a duplicate of this incident.
 10. Safeguards taken by the Agency and the Air Force were such that there was no leak to the press, during the crew's internment, of the fact that there was an intelligence connection of the flight and crew of the C-118.
- D. That it is not believed, based on the evidence at hand, that the crew was drugged or otherwise tampered with medically.
- E. That there are valuable points of guidance from a cover, operations, policy and code of conduct standpoint which can be gathered from experiences of these crewmen in the hands of the Soviets and can aid the Agency and its personnel in any future situation of a similar nature in which the Soviet military and RIS interrogators are encountered.

ACTION TAKEN TO SAFEGUARD AGENCY INTEREST IN THIS MATTER:

- A. All possible steps were taken during the period immediately preceding and immediately after the release of the crew to effect the minimum of publicity and to safeguard and limit such publicity as was given out, in order to avoid disclosing the CIA connection of the flight and some of its crew.
- B. Throughout the entire debriefing process in Germany and in the U. S., the maximum care has been taken to safeguard the information taken by transcript and classify it so that there would be access to the information therein on a need-to-know basis and by only properly cleared persons.

S E C R E T

- C. Steps were taken immediately by the German Station after the downing of the C-118 to change the combinations of the safes and locks in the buildings to which the crew had access.
- D. The three men from this Agency who were aboard the flight, [redacted] and the aircraft commander, [redacted], are being removed from the German area, being returned to the U. S. [redacted]
- E. Steps are continuing to be taken to properly safeguard Agency interests and personnel in regard to names of Agency personnel who appeared in [redacted] address book or in other notations appearing in any papers carried by other members of the crew.

RECOMMENDATIONS:

- A. Continue to take all possible steps to prevent any disclosure to any unauthorized persons, particularly the press, about the CIA personnel aboard the C-118, or the true nature of the flight.
- B. Continue to take all possible steps to change the cover designation of the units appearing in [redacted] address book to prevent any further compromise of these units.
- C. Permit no further publicity about the flight itself, in order to minimize the possibility of the press learning of the CIA interest in the flight of the C-118.
- D. Carefully follow all matters relating to the International Court of Justice interest in this flight, in order to prevent any compromise of Agency interests.

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(When Filled In)

15-8124		LANGUAGE DATA RECORD	
PART I-GENERAL			
1. NAME (Last-First-Middle) MCCORD James W Jr		2. DATE OF BIRTH MONTH DAY YEAR JAN 26 24	
3. LANGUAGE RUSSIAN 654	4. TODAY'S DATE MONTH DAY YEAR Nov 18 58	5. <input type="checkbox"/> I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE	
PART II-LANGUAGE ELEMENTS			
SECTION A. Reading (40)			
1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.			
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.			
3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY.			
<input checked="" type="checkbox"/> 4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.			
5. I HAVE NO READING ABILITY IN THE LANGUAGE.			
SECTION B. Writing (41)			
1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.			
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.			
3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, ABBRVED STYLE, USING THE DICTIONARY OCCASIONALLY.			
<input checked="" type="checkbox"/> 4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, ABBRVED STYLE, USING THE DICTIONARY FREQUENTLY.			
5. I CANNOT WRITE IN THE LANGUAGE.			
SECTION C. Pronunciation (42)			
1. MY PRONUNCIATION IS NATIVE.			
2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.			
3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.			
<input checked="" type="checkbox"/> 4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.			
5. I HAVE NO SKILL IN PRONUNCIATION.			
CONTINUE ON REVERSE SIDE			

FORM NO. 444C
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SECRET

(4-65)

CONTINUATION OF PART II—LANGUAGE ELEMENTS

SECTION D.

Speaking (43)

1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I SUPPLY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
- ☒ 4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

SECTION E.

Understanding (44)

1. I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
2. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND PUNS.
3. I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.
- ☒ 4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

PART III—EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3. BOTH OF THE ABOVE STATEMENTS APPLY.
- ☒ 4. NONE OF THE ABOVE STATEMENTS APPLY.

PART IV—CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 25-115, PAR. 1C(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED

17 Nov 58

SIGNATURE

James W. McGold Jr.

14-00000

1074

E

HEADQUARTERS

(FIELD EXTENSION)
Washington 25, D.C.

C E R T I F I C A T E

I concur in the Reserve assignment of James W. McCord, Jr.Captain

(Name)

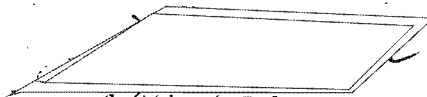
(Grade)

(SN)

with this organization. In the

event of partial or full mobilization, he will be made available for active military service.

I certify that no delay in his entry on active duty will be requested by this employing agency if he is ordered to active military service during a period of mobilization.

Date: 12 Jan 1956

 Captain, Infantry
 Mobilization Training Officer

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CENTRAL INTELLIGENCE AGENCY

WASHINGTON 25, D. C.

OFFICE OF THE DIRECTOR

9 DEC 1955

MEMORANDUM FOR: James W. McCord, Jr.

SUBJECT: Notification of Membership in the Career Staff

1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 22 August 1954.
2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.
3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

A handwritten signature in dark ink, reading "Harrison G. Reynolds".

Harrison G. Reynolds
Chairman, CIA Selection Board

Noted:

A handwritten signature in dark ink, reading "James W. McCord, Jr.". The signature is written over a horizontal line.

Date: 10 January 1956

SECRET

CAREER SERVICE QUESTIONNAIRE

SECTION I

(To be completed by employee)

NAME (Last) (First) (Middle) AGY GRADE NO. OF MOS. IN CAREER DESIGNATION
McCORD, James W. 30 GS-13 GRADE 2 SecuritySTAFF OR DIVISION BRANCH
Office of Director of SecurityPOSITION TITLE
Special Assistant to Director of SecurityNO. OF MOS. IN PRESENT
POSITION 10

NO. OF MOS. IN OSS

NO. OF MOS. IN CIG

NO. OF MOS. IN CIA 36

DATA ON ALL PERMANENT DUTY OVERSEAS OR IN U.S. FIELD (Include any TDY during last two years)

APPROXIMATE DATES OF SERVICE		LOCATION		TDY	PCS	COMMENTS
FROM	TO	COUNTRY	STATION			
August 1951	June 1953	U.S.	Field Office		X	

INDICATE WILLINGNESS TO SERVE TOUR OF DUTY OVERSEAS PCS

A ☒ YESB ☐ ONLY UNDER CERTAIN CONDITIONSC ☐ NO

INDICATE ASSIGNMENT PREFERENCE IF PRECEDING ANSWER IS "A" OR "B"

PREFERENCE	COUNTRY	STATION	TYPE OF POSITION
1ST			Security
2ND	Germany	Frankfurt	Security
3RD			Security

IF ANSWER ABOVE IS "B," STATE CONDITIONS. IF ANSWER ABOVE IS "C," EXPLAIN YOUR REASONS

INDICATE GEOGRAPHIC AREAS OVERSEAS IN WHICH YOU WILL NOT SERVE AND EXPLAIN REASONS

None

INDICATE RELATIONSHIP AND AGE OF EACH DEPENDENT TO BE MOVED OVERSEAS

Wife - 26 Daughter - 9 yrs.
Son - 2

INDICATE KNOWN MEDICAL RESTRICTIONS WHICH THE AGENCY HAS IMPOSED ON YOUR SERVICE

None

SECRET

INDICATE ANY UNUSUAL CIRCUMSTANCES CONCERNING DEPENDENTS (old age, chronic illness, need for special educational facilities, etc.) OR ANY UNUSUAL PERSONAL SITUATION WHICH WOULD AFFECT YOUR OVERSEAS ASSIGNMENT.	
None	
DESCRIBE TYPES OF HEADQUARTERS AND U.S. FIELD POSITIONS FOR WHICH YOU WOULD LIKE TO BE CONSIDERED AND THE ORGANIZATIONAL COMPONENT IN WHICH YOU WOULD LIKE TO SERVE.	
Security assignments in same or similar position as my present assignment.	
REMARKS	
<div style="border: 1px solid black; height: 300px; width: 100%;"></div>	
DATE	SIGNATURE OF EMPLOYEE
30 August 1954	<i>[Signature]</i>
SECTION II (To be completed by employee's supervisor)	
INDICATE APPROXIMATE TIME (MONTHS) WHEN EMPLOYEE CAN BE MADE AVAILABLE FOR OVERSEAS SERVICE	INDICATE APPROXIMATE TIME (MONTHS) WHEN EMPLOYEE CAN BE MADE AVAILABLE FOR ASSIGNED HEADQUARTERS OR U.S. FIELD ASSIGNMENT
9 mos	3 mos
COMMENTS ON AVAILABILITY AND EMPLOYEE'S PREFERENCE FOR NEXT ASSIGNMENT:	
Do not contemplate considering for rotation for one year.	
DATE	SIGNATURE OF SUPERVISOR
10 Sept 54	<i>[Signature]</i>
PERSONNEL OFFICER WILL FORWARD ORIGINAL TO OFFICE OF PERSONNEL AND BEST COPY TO APPROPRIATE CAREER SERVICE BOARD	

SECRET

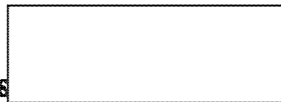
PAGE OF CONTINUED UNUSED REMARKS

JAMES W. McCOORD, JR.

27 August 1951

14 September 1951

FOR THE



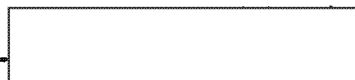
3 October

1

CERTIFICATION:

This is to certify that I personally witnessed James Walter McCord, Jr., subscribe his signature to these papers on this date.

24 August 1951



OFFICE 145	DIVISION
BRANCH	SECTION

1 FEDERAL CIVILIAN SERVICE (BEGIN WITH THIS AGENCY AND FOLLOW IN REVERSE CHRONOLOGICAL ORDER)

506 - 12/27/15

Total Civilian Service

		Total Civ
11 MILITARY SERVICE (INCLUDE ONLY PERIODS OF ACTIVE DUTY; DO NOT INCLUDE TERMINAL LEAVE)		

Total Military Service

III CERTIFICATION

I hereby certify that the above Civilian and Military service is complete and accurate to the best of my knowledge.

~~21 December 1951~~
244

SIGNATURE OF EMPLOYEE

BY ADAMS: (CONCERNING ABOVE SERVICE)

FOR PERSONNEL OFFICE USE ONLY

TOTAL CUMULATIVE SERVICE

COPIES	DATE	TIME
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1	34	6
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END OF CONTINUOUS OR NON-CITIZABLE RESIDENT STATUS

SECRET

PERSONNEL QUALIFICATION QUESTIONNAIRE

158134

1. Serial No. (no entry)	2. NAME: (last) (first) (middle) McGord James W., Jr.			3. Office D-50
4. Date of Birth 20 January 1921	5. Sex: <input checked="" type="checkbox"/> male (1) <input type="checkbox"/> female (2)	Marital Status <input type="checkbox"/> Nr. Dependents <input type="checkbox"/>		6. Employment Date: 22 August 1951
7. Citizenship: <input checked="" type="checkbox"/> U.S. <input type="checkbox"/> Other	8. Acquired By: (1) <input checked="" type="checkbox"/> Birth (2) <input type="checkbox"/> Marriage (3) <input type="checkbox"/> Naturalization (4) <input type="checkbox"/> Other (specify) Year U.S. citizenship acquired, if not by birth			

SEC. I. EDUCATION

1. Extent: (circle one)

1. Less than high school	4. Two years college, or less	8. Masters degree
2. High school graduate	5. Over two years, no degree	9. Doctors degree
3. Trade, Business or Commercial school graduate	6. Bachelor degree	
	7. Post-graduate study (minimum 8 sem. hrs.)	

2. College or University Study:

Name and location of College or University	Major	Minor	Dates att'd		Yrs Compl		Degree Recd		Sem Hrs
			From	To	Day	Night	Title	Date	
University of Texas at Austin, Texas	Engineering		1/22	12/1953	4		B.S. in Eng.	1/29	120
Kilgore College, Kilgore, Texas	Engineering		2/53	7/53	1 sem		none		16
Lincoln Univ., Oakland, Calif	Law		1/54	7/54	1 sem		none		8

3. Trade, Commercial, and Specialized Training:

School	Attendance Dates			Study or Specialization
	From	To	Tot. mo's	

CODED
QUALIFIED
DATE 20 JUL 1954

4. Military, Intelligence or Investigative training (full time duty as a student in specialized schools such as intelligence, communications, ordnance disposal, etc.)

School	Attendance Dates			Study or Specialization
	From	To	Tot. mo's	
U.S. Army Air School, Ft. Rucker, Ala.	6/51	7/51	1	Operation of B-24 bomber and navigation part of Air Corps
Intelligence School, Lowry Air Force Base, Colo.	1/52	7/52	6 weeks	Air Force Intelligence Officer in Training Course
Intelligence School, Lowry Air Force Base, Colo.	1/53	7/53	3	Special Agent (Investigator)
Intelligence School, Lowry Air Force Base, Colo.	7/53	11/53	3	Radio Operator/Listener

SECRET

SECRET

SEC. II. WORK EXPERIENCE

1. State the nature of duties performed with this organization, starting with your present position. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to adequately describe your duties.

From <u>5/1</u> To <u>10/31</u> Tot. mos. <u>1</u>	Description of Duties:
Grade <u>GS-11</u> Salary <u>2000</u>	
Office <u>I 30</u>	
Position	
Title: <u>Technical Officer, Systems</u>	
Duty	
Title: <u>Systems Analyst</u>	Duty Station, if overseas:
From <u> </u> To <u> </u> Tot. mos. <u> </u>	Description of Duties:
Grade <u> </u> Salary <u> </u>	
Office <u> </u>	
Position	
Title: <u> </u>	
Duty	
Title: <u> </u>	Duty Station, if overseas:
From <u> </u> To <u> </u> Tot. mos. <u> </u>	Description of Duties:
Grade <u> </u> Salary <u> </u>	
Office <u> </u>	
Position	
Title: <u> </u>	
Duty	
Title: <u> </u>	Duty Station, if overseas:
From <u> </u> To <u> </u> Tot. mos. <u> </u>	Description of Duties:
Grade <u> </u> Salary <u> </u>	
Office <u> </u>	
Position	
Title: <u> </u>	
Duty	
Title: <u> </u>	Duty Station, if overseas:
From <u> </u> To <u> </u> Tot. mos. <u> </u>	Description of Duties:
Grade <u> </u> Salary <u> </u>	
Office <u> </u>	
Position	
Title: <u> </u>	
Duty	
Title: <u> </u>	Duty Station, if overseas:

SECRET

SECRET

SEC. II. WORK EXPERIENCE (CONT'D.)

2. Previous Employment: Describe your previous work experience in sufficient detail to permit full recognition of your qualifications. Include military work experience. List last position first.

<p>From <u>11/1</u> To <u>11/1</u> Tot. mo's <u>12</u></p> <p>Classification Grade (if in Federal Service) <u>GS-11</u> Salary <u>\$11,000</u></p> <p>Number and Class of Employees Supervised: <u>one person</u></p> <p>Employer <u>Self</u></p> <p>Kind of Business or organization (i.e., paper products mfr, public utility) <u>General Bureau</u></p>	<p>Exact Title of your position <u>Chief Clerk</u></p> <p>Description of Duties: <u>to the Chief Clerk</u></p> <p>Duty Station if overseas: <u>None</u></p>
<p>From <u>11/1</u> To <u>11/1</u> Tot. mo's <u>12</u></p> <p>Classification Grade (if in Federal Service) <u>GS-11</u> Salary <u>\$11,000</u></p> <p>Number and Class of Employees Supervised: <u>one person</u></p> <p>Employer <u>Self</u></p> <p>Kind of Business or organization (i.e., paper products mfr, public utility) <u>General Bureau</u></p>	<p>Exact Title of your position <u>Chief Clerk</u></p> <p>Description of Duties: <u>to the Chief Clerk</u></p> <p>Duty Station if overseas: <u>None</u></p>
<p>From <u>11/1</u> To <u>11/1</u> Tot. mo's <u>12</u></p> <p>Classification Grade (if in Federal Service) <u>GS-11</u> Salary <u>\$11,000</u></p> <p>Number and Class of Employees Supervised: <u>one person</u></p> <p>Employer <u>Self</u></p> <p>Kind of Business or organization (i.e., paper products mfr, public utility) <u>General Bureau</u></p>	<p>Exact Title of your position <u>Chief Clerk</u></p> <p>Description of Duties: <u>to the Chief Clerk</u></p> <p>Duty Station if overseas: <u>None</u></p>
<p>From <u>11/1</u> To <u>11/1</u> Tot. mo's <u>12</u></p> <p>Classification Grade (if in Federal Service) <u>GS-11</u> Salary <u>\$11,000</u></p> <p>Number and Class of Employees Supervised: <u>one person</u></p> <p>Employer <u>Self</u></p> <p>Kind of Business or organization (i.e., paper products mfr, public utility) <u>General Bureau</u></p>	<p>Exact Title of your position <u>Chief Clerk</u></p> <p>Description of Duties: <u>to the Chief Clerk</u></p> <p>Duty Station if overseas: <u>None</u></p>
<p>From <u>11/1</u> To <u>11/1</u> Tot. mo's <u>12</u></p> <p>Classification Grade (if in Federal Service) <u>GS-11</u> Salary <u>\$11,000</u></p> <p>Number and Class of Employees Supervised: <u>one person</u></p> <p>Employer <u>Self</u></p> <p>Kind of Business or organization (i.e., paper products mfr, public utility) <u>General Bureau</u></p>	<p>Exact Title of your position <u>Chief Clerk</u></p> <p>Description of Duties: <u>to the Chief Clerk</u></p> <p>Duty Station if overseas: <u>None</u></p>

SECRET

SECRET

SEC. II. WORK EXPERIENCE (CONT'D)

3. Special Work Experience: Check any of the following organizations by which you may have been employed.

- | | |
|---|---|
| 01 <input type="checkbox"/> U.S. Secret Service
02 <input type="checkbox"/> Civil Police
03 <input type="checkbox"/> Military Police
04 <input type="checkbox"/> U.S. Border Patrol
05 <input type="checkbox"/> U.S. Narcotics Squad
06 <input type="checkbox"/> FBI
07 <input type="checkbox"/> Criminal Investigation Div.
21 <input type="checkbox"/> Office of Naval Intelligence
22 <input type="checkbox"/> Office of War Information
23 <input type="checkbox"/> Army G-2
20 <input type="checkbox"/> Office of Strategic Services | 24 <input type="checkbox"/> Air Force A-2
25 <input type="checkbox"/> Foreign Economic Admin.
26 <input type="checkbox"/> Counter Intelligence Corps
27 <input type="checkbox"/> Immigration & Naturalization
28 <input type="checkbox"/> Strategic Services Unit
29 <input type="checkbox"/> Foreign Service, State Dept.
30 <input type="checkbox"/> Central Intelligence Group
31 <input type="checkbox"/> Armed Forces Security Agency
32 <input type="checkbox"/> Coordinator of Information
33 <input type="checkbox"/> Office of Facts & Figures
34 <input type="checkbox"/> Board of Economic Warfare
35 <input type="checkbox"/> Federal Communications Comm. |
|---|---|

SEC. III. FOREIGN LANGUAGES

List below the foreign languages in which you have some competence. Be sure to include uncommon modern languages. Check (X) your competence and how acquired.

LANGUAGE	COMPETENCE						HOW ACQUIRED				
	Equivalent to Native Fluency *	Fluent but obviously Foreign *	Adequate for Research **	Adequate for Travel	Limited Knowledge		Native of Country	Prolonged Residence	Contact (Parents, etc.)	Academic Study	

* If you have checked 'Fluent' for a language that has significant difference in spoken and written form (e.g., Arabic), explain your competence herein _____

**Specialized Language Competence: Describe ability to do specialized language work involving vocabularies and terminology in the scientific, engineering, telecommunications, and military fields. List the language with the type of speciality. _____

SECRET

SECRET

SEC. IV. AREA KNOWLEDGE

1. List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military, commercial or professional work assignment.

Country or Region	Dates of Residence, Study Etc.	Manner in Which Knowledge Was Acquired (check (X) one)		
		Residence	Travel	Study

2. **Specialized Knowledge of Area**

List specialized knowledge of foreign country such as knowledge of terrain, coasts and harbors, utilities, railroads, industries, political parties, etc., gained as a result of study or work assignment. Include name of employer or organization.

Country	Type of Knowledge	How and When Gained

SEC. V. TYPING AND STENOGRAPHIC SKILLS (PRESENT UTILIZATION)

Skill	Per Cent of Time Used	Not Used	WPM (Approximate Proficiency)	Prefer Assignment Using Skill Outtner	
Typing	1.	2.		1. Yes	2. No
Shorthand	1.	2.		1. Yes	2. No
Shorthand System: 1. Manual 2. Machine 3. Speedwriting.					

SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

1. Licenses: List any licenses or certification such as teachers, pilot, marine, etc. _____	2. Hobbies: List any hobbies such as sailing, skiing, writing, or other special qualifications. _____

SEC. VII. PROFESSIONAL AND ACADEMIC HONORS

List any professional or academic associations or honorary societies in which you hold membership. _____

SECRET

SECRET

SEC. VIII. PUBLICATIONS

List below the type of writing (non-fiction: professional or scientific articles, general interest subjects, current events, etc; fiction: novels, short stories, etc.) of any published materials of which you were author or co-author.

None

SEC. IX. INVENTIONS

Describe any devices you have invented as to type of work for which intended and whether patented.

Device	Patented	
	(1) Yes	(2) No
None	(1) Yes	(2) No
	(1) Yes	(2) No

SEC. X. TESTS (Within present organization)

Describe below the type of tests which you have taken.

Type of Test	Date Taken
None	

SEC. XI. PHYSICAL HANDICAPS

List any physical handicaps you may have.

None

SEC. XII. OVERSEAS ASSIGNMENT

Are you willing to accept periodic tour of duty overseas?

(1) 2 year Tour 7 (2) 4 year Tour yes (3) Not interested

SEC. XIII. WORK ASSIGNMENT

In view of your total experience and education, for what assignment do you think you are best qualified?

Overseas assignment

SECRET

SECRET

SEC. XIV. MILITARY STATUS

1. Present Draft Status
 Have you registered under the Selective Service Act of 1948? Yes No.
 If yes, indicate your present draft classification V-A

2. Present Reserve or National Guard Status
 Do you now have Reserve or National Guard Status Yes No.
 If yes, complete the following. X

1. National Guard
 2. Air National Guard
 3. X Active Reserve Status (member of organized unit)
 4. Inactive Reserve Status

Service Grade Serial Number

Reserve Unit with which currently affiliated

Service Mobilization Assignment, if any

Location of Service Records, if known

SEC. XV. TRAINING

List the training courses or subjects you have taken in this organization.

Course or Subject	(from) Dates (to)	Hours
U.S. Army Airborne Course	1/1/7-2/1/7	120

SEC. XVI. REMARKS

Use this space to indicate any other qualifications you may have which you do not describe above.

DATE 10 November 1962

SIGNATURE

SECRET

RESIDENCE AND DEPENDENCY REPORT

INSTRUCTIONS: Submit in triplicate when ordered overseas and whenever designated place of residence or marital or dependency status changes. IMPORTANT in determining travel expenses allowable in connection with leave at Government expense, return to residence upon separation, and in determining transportation expenses allowable in connection with shipment of remains of employee or member of family.

NAME OF EMPLOYEE

McCond, James Walter Jr.

RESIDENCE DATA

PLACE OF RESIDENCE WHEN APPOINTED TO SERVICE

LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (IF APPOINTED ABROAD)

Alameda, Calif.

PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT OR LEGAL RESIDENCE

Avila, Texas

MARITAL STATUS

☐ SINGLE

PLACE OF MARRIAGE

DATE OF MARRIAGE

☒ MARRIED

Alameda, Texas

May 30, 1948

☐ DIVORCED

PLACE OF DIVORCE DECREE

DATE OF DIVORCE DECREE

☐ WIDOWED

PLACE SPOUSE DIED

DATE SPOUSE DIED

MEMBERS OF FAMILY (DEPENDENTS ONLY)

IDENTIFICATION OF MEMBERS OF IMMEDIATE FAMILY

RELATIONSHIP

DATE OF BIRTH

Sarah Ruth McCond

Wife

April 12, 1926

August 22, 1951

DATE

SIGNATURE

CENTRAL INTELLIGENCE AGENCY

2430 E STREET NW.

WASHINGTON 25, D. C.

Date 22 August 1951

Dear Mr. McCord:

1. This is to notify you that the United States Government as represented by the Central Intelligence Agency, has accepted your employment effective.

Position: GS-11

Base Salary: \$5400 per annum

2. You will be:

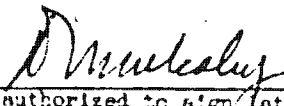
a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.

b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.

c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.

3. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

4. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.


Official authorized to sign letters of appointment

I accept the above agreement as a condition of my employment by CIA.

James Walter McCord Jr.
Employee

22 August 1951
Date

Form No. 51-105
June 1948

APPOINTMENT AFFIDAVITS

IMPORTANT.—Before swearing to these Appointment affidavits, you should read and understand the attached information for appointees

Central Intelligence Agency

(Department or agency)

(Bureau or division)

(Place of employment)

I, James Walter McCord, Jr., do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, **SO HELP ME GOD.**

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

22 August 1951

(Date of entrance on duty)

James Walter McCord, Jr.
(Signature of appointee)

Subscribed and sworn before me this _____ day of _____, A. D. 19____,

at _____ (City) _____ (State)

[SEAL]

Robert W. White
(Signature of officer)
(Title)

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

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

1. PRESENT ADDRESS (street and number, city and state) _____

2. (A) DATE OF BIRTH _____ (B) PLACE OF BIRTH (city or town and State or country) _____

3. (C) IN CASE OF EMPLOYMENT, PLEASE INDENTIFY _____ (D) RELATIONSHIP _____ (E) STREET AND NUMBER, CITY AND STATE _____ (F) TELEPHONE NO. _____

4. DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (OTHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 12 MONTHS? ☐ YES ☒ NO

If no, for each such relative fill in the blanks below. If additional space is necessary, complete under item 10.

NAME	POST OFFICE ADDRESS (Give street number, if any)	(1) POSITION (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATIONSHIP	MARRIED <input type="checkbox"/> (Check one)	SINGLE <input type="checkbox"/>
_____	_____	1. _____ 2. _____ 3. _____	_____	_____	_____
_____	_____	1. _____ 2. _____ 3. _____	_____	_____	_____
_____	_____	1. _____ 2. _____ 3. _____	_____	_____	_____

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO	10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS
1. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY
2. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
3. DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION OR BENEFIT?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
4. HAVE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU BEEN DISCHARGED OR EXCLUDED FROM EMPLOYMENT FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY EMPLOYER?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
5. HAVE YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED LESS THAN \$100) OR CONVICTED OF A CRIME OR LESS SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine to his own satisfaction that the appointee is qualified to perform the duties of the position to which he is appointed. He shall also determine that the appointee is not a person who is prohibited from employment by the Civil Service Act, and that he is not a person who is prohibited from employment by the Civil Service Act, and that he is not a person who is prohibited from employment by the Civil Service Act.

(1) **Integrity of appointee**—It is the duty of the appointing officer to guard against the appointment of a person who is not a person of integrity. He shall determine to his own satisfaction that the appointee is not a person who is prohibited from employment by the Civil Service Act, and that he is not a person who is prohibited from employment by the Civil Service Act.

(2) **Age**—If definite age limits have been established for the position, it should be determined that the appointee is not a person who is prohibited from employment by the Civil Service Act, and that he is not a person who is prohibited from employment by the Civil Service Act.

(3) **Character**—The appointing officer is responsible for observing the character of the appointee. He shall determine to his own satisfaction that the appointee is not a person who is prohibited from employment by the Civil Service Act, and that he is not a person who is prohibited from employment by the Civil Service Act.

(4) **Members of family**—Section 1 of the Civil Service Act provides that whenever there are already two or more members of a family holding similar positions in the same department or agency, no other member of the family shall be appointed to such position. The appointing officer shall determine to his own satisfaction that the appointee is not a person who is prohibited from employment by the Civil Service Act, and that he is not a person who is prohibited from employment by the Civil Service Act.

CONFIDENTIAL
(When Filled In)

RESIDENCE AND DEPENDENCY REPORT

INSTRUCTIONS: Submit in duplicate when ordered overseas or whenever designated place of residence, marital or dependency status changes. This information is important in determining travel expenses allowable in connection with leave of Government expense, overseas duty, return to residence upon separation, and in determining transportation expenses allowable in connection with shipment of remains of employee or member of family.

1. NAME OF EMPLOYEE		
(Last)	(First)	(Middle)
McLeod	Thomas	Walter Jr
2. RESIDENCE DATA		
PLACE OF RESIDENCE WHEN APPOINTED		LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (if appointed abroad)
Alameda California		
PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT		Virginia
3. MARITAL STATUS		
<input type="checkbox"/> SINGLE	PLACE OF MARRIAGE	DATE OF MARRIAGE
<input checked="" type="checkbox"/> MARRIED	Lamesa Texas	October 6, 1946
<input type="checkbox"/> DIVORCED	PLACE OF DIVORCE DECREE	
<input type="checkbox"/> WIDOWED	PLACE SPOUSE DIED	DATE SPOUSE DIED

4. MEMBERS OF FAMILY				
NAME OF SPOUSE		ADDRESS (Number)	(Street) (City) (State)	TELEPHONE
Sarah Ruth McLeod				
NAMES OF CHILDREN				
Michael Steven McLeod				
Carolyn Anne McLeod				
Nancy Ellen McLeod				
NAME OF FATHER (or male guardian)		ADDRESS (Number)	(Street) (City) (State)	TELEPHONE
James W. McLeod				
NAME OF MOTHER (or female guardian)		ADDRESS (Number)	(Street) (City) (State)	TELEPHONE
Nancy Lee McLeod				

5. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY	
NAME	RELATIONSHIP
Sarah Ruth McLeod	WIFE
ADDRESS (Number)	(Street) (City) (State)

THE PERSONS NAMED IN ITEM 5 ABOVE ARE NOTIFIED IN CASE OF EMERGENCY. IF SUCH NOTIFICATION IS NOT DESIRABLE, DUE TO HEALTH OR OTHER PERTINENT REASONS, PLEASE SO STATE UNDER "REMARKS."

VOLUNTARY ENTRIES
THE FOLLOWING AGENCY ENDORSED LIFE AND HOSPITALIZATION INSURANCE POLICIES ARE IN FORCE IN MY NAME: THE "POLICY NO." SHOULD BE ENTERED IF POSSIBLE, SINCE THIS INFORMATION WILL ASSIST IN EXPEDITING ACTION BY THE INSURANCE COMPANY SHOULD A CLAIM BECOME PAYABLE.

6. FULL NAME OF COMPANY	ADDRESS OF HOME OFFICE	POLICY NO.
Metropolitan Life Insurance Co.	Washington, D.C.	

7. I HAVE COMPLETED THE FOLLOWING: BILL <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	POWER OF ATTORNEY <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
---	---

8. REMARKS:		
All bank of America to family		
SIGNED AT	DATE	SIGNATURE

CONFIDENTIAL

SECRET

(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST 2 May 1968	
2. NAME (Last, First, Middle) McCord, James W., Jr.		3. POSITION TITLE	
4. GRADE		5. OFFICE, DIVISION, BRANCH SEC	
6. EMPLOYEE'S EXT.		7. PURPOSE OF EVALUATION	
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input checked="" type="checkbox"/> ANNUAL EXECUTIVE <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		<input type="checkbox"/> HQS/TDY <input type="checkbox"/> OVERSEAS ASSIGNMENT <div style="border: 1px solid black; padding: 2px; margin-top: 5px;"> ETO STATION TDY OR PCS TYPE OF COVER NO. OF DEPENDENTS TO ACCOMPANY NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED </div> <input type="checkbox"/> RETURN FROM OVERSEAS <div style="border: 1px solid black; padding: 2px; margin-top: 5px;"> ETA STATION NO. OF DEP.'S </div>	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER	
<input type="checkbox"/> YES <input type="checkbox"/> NO		SIGNATURE	
		ROOM NO. & BUILDING	
		EXT.	
10. COMMENTS			
CONFIRMED FOR TDY STANDBY UNTIL 11 Nov 1969			
11. REPORT OF EVALUATION			
<div style="border: 1px solid black; width: 100px; height: 20px; margin: 0 auto;"></div>			
DATE 16 12 68		SIGNATURE FOR CHIEF OF MEDICAL STAFF	

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST 6 May 1966
2. NAME (Last, First, Middle) McCord, James W., Jr.		3. POSITION TITLE
4. OFFICE, DIVISION, BRANCH SEC		5. EMPLOYMENT 03-15 1112
7. PURPOSE OF EVALUATION Room # 4E 63		
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input checked="" type="checkbox"/> ANNUAL - Executive <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT	<input type="checkbox"/> HQS/TDY <input type="checkbox"/> OVERSEAS ASSIGNMENT <div style="border: 1px solid black; padding: 2px; margin-bottom: 5px;"> ETD STATION TDY OR PCS TYPE OF COVER NO. OF DEPENDENTS TO ACCOMPANY NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED </div> <input type="checkbox"/> RETURN FROM OVERSEAS <div style="border: 1px solid black; padding: 2px;"> LTA STATION NO. OF DEP.'S </div>	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER
<input type="checkbox"/> YES <input type="checkbox"/> NO		SIGNATURE
		ROOM NO. & BUILDING
		EXT.
10. COMMENTS <div style="text-align: right; font-weight: bold;"> QUALIFIED FOR TDY STANDBY UNTIL <i>May 67</i> </div>		
11. REPORT OF EVALUATION		
<div style="border: 1px solid black; width: 100px; height: 20px; margin: 0 auto;"></div>		
DATE		SIGNATURE FOR CHIEF OF MEDICAL STAFF

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST 10 July 1966	
2. NAME (Last, First, Middle) MCCORD, JAMES		3. POSITION TITLE	4. GRADE
5. OFFICE, DIVISION, BRANCH SECURITY		6. EMPLOYEE'S EXT.	
7. PURPOSE OF EVALUATION			
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		<input type="checkbox"/> HQ/STOY <input type="checkbox"/> OVERSEAS ASSIGNMENT <div style="border: 1px solid black; padding: 2px; margin-top: 5px;"> ETD STATION TDY OR PCS TYPE OF COVER NO. OF DEPENDENTS TO ACCOMPANY NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED </div> <div style="text-align: center; margin-top: 10px;"> XXXXXXXXXX XXX RETURN FROM OVERSEAS </div> <div style="border: 1px solid black; padding: 2px; margin-top: 5px;"> ETA STATION FRANKFURT NO. OF DEP.'S </div>	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER	
<input type="checkbox"/> YES <input type="checkbox"/> NO		SIGNATURE	
		ROOM NO. & BUILDING	
		EXT.	

10. COMMENTS	
QUALIFIED FOR DEPARTMENTAL DUTIES	
11. REPORT OF EVALUATION	
DATE	SIGNATURE FOR CHIEF OF MEDICAL STAFF

SECRET
(WHEN FILLED IN)

REQUEST FOR MEDICAL EVALUATION

1. NAME (LAST) COLE, James W. (FIRST) (MIDDLE)		2. DATE OF REQUEST 11 Feb. 1959
3. POSITION TITLE	4. OFFICE, DIVISION AND BRANCH Security	5. GRADE GS-13
6. REQUESTING OFFICER	7. BUILDING AND ROOM NO.	8. EXTENSION 2161

<p align="center">TYPE OF EVALUATION AND REPORT</p> <p>9. TYPE OF EVALUATION</p> <p><input type="checkbox"/> PRE-EMPLOYMENT</p> <p><input type="checkbox"/> ENTRANCE ON DUTY</p> <p><input type="checkbox"/> OVERSEAS</p> <div style="border: 1px solid black; padding: 2px; margin: 5px 0;"> EID STATION TDY-PCS </div> <p><input type="checkbox"/> OVERSEAS RETURN</p> <p><input type="checkbox"/> TDY STANDBY</p> <p><input type="checkbox"/> SPECIAL TRAINING</p> <p><input checked="" type="checkbox"/> ANNUAL</p> <p><input type="checkbox"/> RETURN TO DUTY</p> <p><input type="checkbox"/> FITNESS FOR DUTY</p> <p><input type="checkbox"/> MEDICAL RETIREMENT</p>	<p>10. OVERSEAS PLANNING EVALUATION DESIRED IN ACCORDANCE WITH H 15-200</p> <p><input type="checkbox"/> YES <input type="checkbox"/> NO</p>
---	---

<p>9A. REPORT OF MEDICAL EVALUATION</p> <p><input type="checkbox"/> QUALIFIED FOR CURRENT DUTY</p> <p><input type="checkbox"/> DISQUALIFIED</p>	<p>10A. REPORT OF OVERSEAS PLANNING EVALUATION</p> <p><input type="checkbox"/> QUALIFIED</p> <p><input type="checkbox"/> DISQUALIFIED</p>
---	---

11. COMMENTS

DATE OF EVALUATION **10 FEB 1959**

SECRET
(WHEN FILLED IN)

REQUEST FOR MEDICAL EVALUATION

1. NAME (LAST) MCCORD		(FIRST) JAMES	(MIDDLE) W., JR.	2. DATE OF REQUEST 15 January 1962
3. POSITION TITLE Security Officer		4. OFFICE, DIVISION AND BRANCH Security		5. GRADE GS-15
6. BUILDING AND ROOM NO. 4863 Langley		7. EXTENSION 5643		
8. TYPE OF EVALUATION AND REPORT				
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> OVERSEAS <div style="border: 1px solid black; padding: 2px;"> ETD STATION TDY-PCB </div> <input type="checkbox"/> OVERSEAS RETURN <input checked="" type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		<input type="checkbox"/> YES <input type="checkbox"/> NO 10. OVERSEAS PLANNING EVALUATION DEFINED IN ACCORDANCE WITH R 15-200		
9A. REPORT OF MEDICAL EVALUATION		10A. REPORT OF OVERSEAS PLANNING EVALUATION		
<input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED		<input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED		
11. COMMENTS <i>Re evaluation for TDY Stand by</i> <i>So 3 Jan 1963</i>				
DATE OF EVALUATION 3 JAN 1963		SIGNATURE FOR		

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(WHEN FILLED IN)

REQUEST FOR MEDICAL EVALUATION

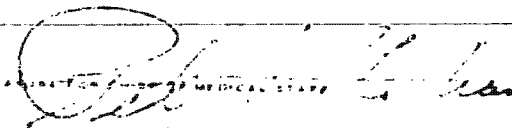
1. NAME (LAST)		2. DATE OF REQUEST	
McCORD		18 December 1961	
3. POSITION TITLE		4. OFFICE, DIVISION AND BRANCH	
Security Officer		Security	
5. REQUESTING OFFICER		6. GRADE	
		GS-15	
7. BUILDING AND ROOM NO.		8. EXTENSION	
4163 Langley		5643	
TYPE OF EVALUATION AND REPORT			
9. TYPE OF EVALUATION		10. OVERSEAS PLANNING EVALUATION DESIRED IN ACCORDANCE WITH R 10-200	
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input checked="" type="checkbox"/> OVERSEAS <div style="border: 1px solid black; padding: 2px; margin-top: 5px;"> KTD May 1962 STATION Frankfurt, Germany TDY-PCS PCS </div> <input type="checkbox"/> OVERSEAS RETURN <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
9A. REPORT OF MEDICAL EVALUATION		10A. REPORT OF OVERSEAS PLANNING EVALUATION	
<input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED		<input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED	
11. COMMENTS			
<div style="text-align: center; font-style: italic;">10 January 1962</div>			
DATE OF EVALUATION		SIGNATURE FOR CHIEF, MEDICAL STAFF	
		<div style="border: 1px solid black; width: 100px; height: 30px; display: flex; align-items: center; justify-content: center;"> </div>	

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		DATE OF REQUEST						
2. NAME (Last, First, Middle) McCord, James N.		15 August 1960						
3. POSITION TITLE Investigator		4. GRADE GS-15						
5. OFFICE, DIVISION, BRANCH Security		6. EMPLOYEE'S EXT. 2063						
7. PURPOSE OF EVALUATION								
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> OVERSEAS RETURN <input checked="" type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT	<input type="checkbox"/> OVERSEAS ASSIGNMENT <table border="1" style="width:100%; border-collapse: collapse;"> <tr><td>8. ID</td></tr> <tr><td>9. STATION</td></tr> <tr><td>10. TDY OR PCS</td></tr> <tr><td>11. TYPE OF COVER</td></tr> <tr><td>12. NO. OF DEPENDENTS TO ACCOMPANY</td></tr> <tr><td>13. NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 40) ATTACHED</td></tr> </table>		8. ID	9. STATION	10. TDY OR PCS	11. TYPE OF COVER	12. NO. OF DEPENDENTS TO ACCOMPANY	13. NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 40) ATTACHED
8. ID								
9. STATION								
10. TDY OR PCS								
11. TYPE OF COVER								
12. NO. OF DEPENDENTS TO ACCOMPANY								
13. NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 40) ATTACHED								
8. OVERSEAS PLANNING EVALUATION (One block must be checked)								
<input type="checkbox"/> YES <input type="checkbox"/> NO		9. REQUESTING OFFICER						
SIGNATURE		REF.						
<div style="border: 1px solid black; width: 150px; height: 20px; margin: 5px auto;"></div>		<div style="border: 1px solid black; width: 100px; height: 20px; margin: 5px auto;"></div>						

8509 1-70 216

2064

10. REPORT OF EVALUATION	
<p align="center"><i>QUALIFIED FOR PROTECTED TDY STANDBY till 6 Sept 61</i></p>	
DATE	SIGNATURE FOR MEDICAL STAFF
	

FORM 259 USE PREVIOUS EDITIONS

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(28)

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MEDICAL ACTION REQUEST AND REPORT

I REQUEST FOR PHYSICAL EXAMINATION BY			
1. NAME (Last)		2. DATE	
McCord		19 June 1956	
3. TO POSITION		4. OFFICE, DIVISION, BRANCH	
Investigator (CI)		Security	
5. TYPE OF POSITION		6. GRADE	
<input checked="" type="checkbox"/> Departmental <input type="checkbox"/> U.S. Field <input type="checkbox"/> Overseas		GS-13	
7. EVALUATE FOR			
<input type="checkbox"/> 100-- <input checked="" type="checkbox"/> Overseas <input type="checkbox"/> Returnee			
<input type="checkbox"/> Pre-Employment <input type="checkbox"/> Annual <input type="checkbox"/> Special (Specify)			
Tdy - <input type="checkbox"/>			
II REPORT OF MEDICAL EVALUATION			
<input type="checkbox"/> Qualified for Full Duty (General) <input type="checkbox"/> Qualified for Departmental Duty Only <input type="checkbox"/> Qualified for Full Duty (Special) <input type="checkbox"/> Disqualified			
Remarks: Subject is qualified for Departmental Action and P.M., 1 months. (6/26/56) May be re-evaluated upon request.			
<div align="right"> <div style="border: 1px solid black; width: 150px; height: 20px; display: inline-block;"></div> SECRET </div>			

MEDICAL OFFICE

MEDICAL ACTION REQUEST AND REPORT

I. REQUEST FOR PHYSICAL EXAMINATION BY

1. NAME (Last)		2. DATE	
McCORM, JAMES		8 September 1954	
3. TO POSITION		4. OFFICE, DIVISION, BRANCH	
S.O.		Security	
5. TYPE OF POSITION		6. EVALUATE FOR	
<input type="checkbox"/> Departmental <input type="checkbox"/> U.S. Field <input type="checkbox"/> Overseas		<input type="checkbox"/> SOO <input type="checkbox"/> Overseas <input type="checkbox"/> Returnee <input type="checkbox"/> Pre-employment <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special (Specify)	

II. REPORT OF MEDICAL EVALUATION

- ☒ Qualified for Full Duty (General)
☐ Qualified for Departmental Duty Only
☐ Qualified for Full Duty (Special)
☐ Disqualified

Remarks: Full duty/General (9-28-54)

Notified [] 6 Oct 54

File

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LLC

QUALIFICATIONS UPDATE

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

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not. Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I BIOGRAPHIC AND POSITION DATA						
EMP. SER. NO.	NAME (Last-First-Middle)				DATE OF BIRTH	
058124	MC CORD, James Walter, Jr.				26 January 1924	
SECTION II EDUCATION						
HIGH SCHOOL						
LAST HIGH SCHOOL ATTENDED		ADDRESS (City, State, Country)		YEARS ATTENDED (From-To)	GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO	
COLLEGE OR UNIVERSITY STUDY						
NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM--TO--	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/CTR. HRS. (Specify)
	MAJOR	MINOR				
1.						
2.						
IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.						
TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS						
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS
OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE						
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS
SECTION III MARITAL STATUS						
1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:						
2. NAME OF SPOUSE (Last) (First) (Middle) (Maiden)						
3. DATE OF BIRTH		4. PLACE OF BIRTH (City, State, Country)				
5. OCCUPATION		6. PRESENT EMPLOYER				
7. CITIZENSHIP		8. FORMER CITIZENSHIP(S) COUNTRY(IES)			9. DATE U.S. CITIZENSHIP ACQUIRED	
SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE						
NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS		
1. <input type="checkbox"/> ADD <input type="checkbox"/> DELETE						
2. <input type="checkbox"/> ADD <input type="checkbox"/> DELETE						

FORM 444
1-58

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14-513

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(When Filled In)

SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY (CHECK ONE)	TRAVEL	STUDY	OTHER ASSIGNMENT
			MAY 1 - 11 00 AM '69				
SECTION VI TYPING AND STENOGRAPHIC SKILLS							
1. TYPING (CPM) 2. SHORTHAND (CPM) 3. INDICATE SHORTHAND SYSTEM USED (CHECK ONE) 4. OTHER SPECIFY							
<input type="checkbox"/> CREC <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENOGRAPH <input type="checkbox"/> OTHER SPECIFY							
SECTION VII SPECIAL QUALIFICATIONS							
PROVIDE INFORMATION ON HORSES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED							
SECTION VIII MILITARY SERVICE							
CURRENT DRAFT STATUS							
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED?				2. NEW CLASSIFICATION			
<input type="checkbox"/> YES <input type="checkbox"/> NO							
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS				4. IF DEFERRED, GIVE REASON			
MILITARY RESERVE, NATIONAL GUARD STATUS							
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG							
<input type="checkbox"/> ARMY <input type="checkbox"/> MARINE CORPS <input type="checkbox"/> COAST GUARD <input type="checkbox"/> NATIONAL GUARD <input type="checkbox"/> NAVY <input type="checkbox"/> AIR FORCE <input type="checkbox"/> AIR NATIONAL GUARD							
1. CURRENT RANK, GRADE OR RATE				2. DATE OF APPOINTMENT IN CURRENT RANK		3. EXPIRATION DATE OF CURRENT OBLIGATION	
4. CHECK CURRENT RESERVE CATEGORY <input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (ACTIVE) <input type="checkbox"/> STANDBY (INACTIVE) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED							
5. MILITARY MOBILIZATION ASSIGNMENT				6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED			
MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or As Civilian)							
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		DATE COMPLETED			
SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS							
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)			DATE OF MEMBERSHIP		
					FROM TO		
1. Council on Exceptional Children (CEC)		1201 16th Street, NW Washington, D. C.			1968 1969		
2. National Association on Retarded Children (NARC)		450 Lexington Avenue New York City			1968 1969		
3.							
SECTION X REMARKS							
DATE				SIGNATURE OF EMPLOYEE			
17 April 1969							

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SECRET

QUALIFICATIONS UPDATE

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

Note that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 144, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-1J Headquarters, whether information is added or not. Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I		BIOGRAPHIC AND POSITION DATA	
EMP. SEC. NO. 058124	NAME (Last, First, Middle) McCord, James W., Jr.	DATE OF BIRTH 20 Jan 1924	
SECTION II			
EDUCATION			
HIGHER SCHOOL ATTENDED		GRADUATE	
No Change		<input type="checkbox"/> YES <input type="checkbox"/> NO	
COLLEGE OR UNIVERSITY STUDY			
NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT	DEGREE RECEIVED	YEAR RECEIVED
No Change			
IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.			
TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS			
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO
OTHER AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE			
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO
SECTION III			
MARITAL STATUS			
1. PRESENT STATUS (Single Married Divorced Separated Annulled Remarried Specify)			
2. NAME OF SPOUSE (Last) (First) (Middle) (maiden)			
No Change			
3. DATE OF BIRTH	4. PLACE OF BIRTH (City State Country)		
5. OCCUPATION	6. PRESENT EMPLOYER		
7. CITIZENSHIP	8. FORMER CITIZENSHIP COUNTRY(IES)		
9. DATE U.S. CITIZENSHIP ACQUIRED			
SECTION IV			
DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE			
10. NAME (Last, First, Middle)			
11. DATE OF BIRTH			
12. PLACE OF BIRTH (City State Country)			
13. OCCUPATION			
14. PRESENT EMPLOYER			
15. CITIZENSHIP			
16. DATE U.S. CITIZENSHIP ACQUIRED			
17. SIGNATURE			
18. DATE			

FORM 144-1

SECRET

FORM 144-1

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OFFICIAL USE ONLY (When Filled In)

QUALIFICATIONS SUPPLEMENT TO PERSONAL HISTORY STATEMENT

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

SECTION I

BIOGRAPHIC AND POSITION DATA

1. EMP. SER. NO. 098124	2. NAME (Last, first, middle) MCCORD JAMES W JR	3. SEX M	4. DATE OF BIRTH 01/24/24	5. SCHEDULE, GRADE, STEP GS-15-06
6. NO. SS	7. POSITION TITLE SUPP	8. OFFICE OF ASSIGNMENT SEC	9. LOCATION (City, County, State) WASH., D.C.	

SECTION II

AGENCY OVERSEAS SERVICE

AREA	DATE TOUR	FROM	TO
EUROPEAN AREA	TDY 24	56/07/01	56/08/01
EUROPEAN AREA	TDY 31	59/10/09	59/10/17
EUROPEAN AREA	TDY 24	60/08/15	60/08/22
EUROPEAN AREA	TDY 24	61/03/12	61/03/22
EUROPEAN AREA	TDY 24	61/06/12	61/06/29
EUROPEAN AREA	TDY 24	61/10/06	61/10/16
EUROPEAN AREA	TDY 54	62/04/01	62/04/14
GERMANY	PCS 16	62/06/09	64/06/12

X M D

X M D

OVERSEAS DATA

CODED

DATE:

INITIALS:

7 JUL 67

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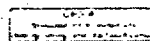
SECTION III

EDUCATION

DEGREE	MAJOR FIELD	COLLEGE	YEARS
M.S.	International Affairs	George Washington University	1965
BBA	Business Administration	University of Texas	1946

FORM 107 (Rev. 7-67)

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SECTION III						
EDUCATION (Continued)						
HIGH SCHOOL		YEARS ATTENDED		GRADE		
NAME AND ADDRESS OF SCHOOL		FROM		TO		NO. OF MONTHS
Electra High School		1939-40				12
COLLEGE OR UNIVERSITY STUDY						
NAME AND LOCATION OF COLLEGE OR UNIVERSITY		DEGREE	YEARS ATTENDED	DEGREE	YEAR	NO. OF MONTHS
			FROM	TO		
George Washington University and American Univ., Washington, DC		PhD work in Internat. Affairs	1966-67	---	---	50
George Wash. Univ., Wash., DC		Internat. Affairs	1964-65	M.S.	1965	30
Lincoln Law School, Oakland, Calif.		Law	1951	---	---	1 year
University of Texas, Austin, Tex.		Business	1946-48	BBA	1948	120
<p>IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE, AND THE SUBJECT MATTER OF A THESIS INDICATES THE TITLE OF THE THESIS, AND BRIEFLY DESCRIBE ITS CONTENTS</p> <p>1965 Masters Thesis: "The Sino-Soviet Struggle for Power in Africa," a 200-page thesis from unclassified sources comparing the efforts of the Sino-Soviets for influence in Africa and the comparative strengths of the local communist parties there.</p>						
GRADE, COMMERCIAL AND SPECIALIZED SCHOOLS						
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS
OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE						
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS
AGENCY-SPONSORED EDUCATION						
Specify which, if any, of the education shown in Section III was Agency sponsored						
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS
Air War College, Montgomery, Ala.		National Strategy and International Affairs		1964	1965	10

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3.

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When Filled In

SECTION VII		MILITARY SERVICE	
CURRENT DRAFT STATUS			
1. ARE YOU REGISTERED FOR THE DRAFT		2. SELECTIVE SERVICE CLASSIFICATION	
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS		4. DEFERRED GIVE REASON	
MILITARY SERVICE RECORD Active Duty Only			
1. MILITARY ORGANIZATION Army Navy Air Specify	2. BRANCH OF COMBAT	3. DATES OF SERVICE extended active duty	
Army	Air Corps	FROM 1945 TO 1945	
4. STATUS Regular Reserve etc. specify	5. RANK, GRADE OR RATE of separation if past service	6. SERIAL SERVICE OR FILE NUMBER	
Regular	Lt.		
7. CHECK TYPE OF SEPARATION			
<input checked="" type="checkbox"/> HONORABLE DISCHARGE <input type="checkbox"/> RETIREMENT FOR SERVICE <input type="checkbox"/> UNDESIRABLE DISCHARGE <input type="checkbox"/> RELEASE TO INACTIVE DUTY <input type="checkbox"/> RETIREMENT FOR COMBAT DISABILITY <input type="checkbox"/> OTHER (Specify) <input type="checkbox"/> RETIREMENT FOR AGE <input type="checkbox"/> RETIREMENT FOR PHYSICAL DISABILITY			
8. BRIEF DESCRIPTION OF MILITARY DUTIES record the duties and tasks which best describe your work or function in the military service			
Active Duty - Navigator - Bombardier duties Reserve - Intelligence Officer			
MILITARY RESERVE, NATIONAL GUARD STATUS			
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG			
<input type="checkbox"/> ARMY <input type="checkbox"/> MARINE CORPS <input type="checkbox"/> COAST GUARD <input type="checkbox"/> NATIONAL GUARD <input type="checkbox"/> NAVY <input checked="" type="checkbox"/> AIR FORCE <input type="checkbox"/> AIR NATIONAL GUARD			
1. CURRENT RANK, GRADE OR RATE	2. DATE OF APPOINTMENT IN CURRENT RANK	3. EXPIRATION DATE OF CURRENT RESERVE OBLIGATION	
Major	1982	---	
4. CHECK CURRENT RESERVE CATEGORY			
<input checked="" type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (active) <input type="checkbox"/> STANDBY (inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED			
5. BRIEF DESCRIPTION OF MILITARY RESERVE DUTIES record the duties and tasks which best describe your work or function in the military service			
Intelligence Officer			
6. IF YOU ARE CURRENTLY ASSIGNED TO A RESERVE OR NATIONAL GUARD TRAINING UNIT, IDENTIFY THE UNIT AND ITS ADDRESS			
MILITARY SCHOOLS COMPLETED Active Duty, Reserve Status or as Civilian			
NAME AND ADDRESS OF SCHOOL	COURSE OR SPECIALIZATION	DATE COMPLETED	REMARKS
1. Air War College, Montgomery, Ala.	National Strategy	1965	
2.			
3.			
4.			
5.			

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(When Filled In)

SECTION VIII - AGENCY EMPLOYMENT HISTORY		
1. INCLUSIVE DATES (from - to - by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH
August 1945 - present	Washington, D.C.	GS/Technical Division
4. TITLE OF JOB		5. GRADES HELD IN JOB
Chief, Technical Division		GS-15
6. DESCRIPTION OF DUTIES		
Supervision of the Office of Security [] program domestically and overseas.		
1. INCLUSIVE DATES (from - to - by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH
Aug 64-Aug 65	Montgomery, Alabama	CS
4. TITLE OF JOB		5. GRADES HELD IN JOB
student-Air War College		GS-15
6. DESCRIPTION OF DUTIES		
Agency-sponsored - student at Air War College, study of national strategy & international affairs.		
1. INCLUSIVE DATES (from - to - by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION, BRANCH
June 62-Aug 64	Germany, Frankfurt	EE/Security Branch
4. TITLE OF JOB		5. GRADES HELD IN JOB
Chief, Security Branch, German Station		GS-15
6. DESCRIPTION OF DUTIES		
Chief of Security Branch activities in behalf of the German Station and supervision of certain security functions, such as [] performed elsewhere in Western European area for the Agency.		

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When filled in:

SECTION VIII AGENCY EMPLOYMENT HISTORY (Cont'd)		
1. INCLUSIVE DATES (From-To, by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION BRANCH
June 60-Jun 62	USA/Washington, D.C.	CS/Security Research Staff
4. TITLE OF JOB		5. GRADES HELD IN JOB
Deputy Chief		GS-15
6. DESCRIPTION OF DUTIES		
Deputy Staff Chief, supervision of security research activities in behalf of the Office of Security		
1. INCLUSIVE DATES (From-To, by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION BRANCH
Aug 53-Jun 60	USA/Washington, D.C.	CS/Security Research Staff
4. TITLE OF JOB		5. GRADES HELD IN JOB
Security Research Officer		GS-12 to GS-15
6. DESCRIPTION OF DUTIES		
Security research in behalf of the Office of Security		
1. INCLUSIVE DATES (From-To, by month & year)	2. LOCATION (Country, City)	3. DIRECTORATE OFFICE OR DIVISION BRANCH
Jun 53-Aug 53	USA/Washington, D.C.	CS/IOS
4. TITLE OF JOB		5. GRADES HELD IN JOB
Investigator		GS-12
6. DESCRIPTION OF DUTIES		
Investigative supervision of certain field investigations of IOS.		

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(When Filled In)

PERSONNEL SERIAL NO. 158124		CERTIFICATION FOR LANGUAGE AWAR				CD NO. 192	
1. NAME (Last, First, Middle) McCord, James Walter				2. DATE OF BIRTH (Month, Day, Year) January 26, 1924			
3. CAREER STATUS		4. SD		5. COMPONENT 08			
6. LANGUAGE Russian		CODE 654		7. DATE OF TEST (Month, Day, Year) August 29, 1957		8. ANNIVERSARY DATE (Month, Day, Year) 29 Aug 57	
9. TEST SCORES		READING 8		WRITING --		PRONUNCIATION 8	
		SPEAKING 8		UNDERSTANDING 8			
10. AWARDABLE LEVEL		COMPREHENSIVE		SPECIALIZED-READING		SPECIALIZED-SPEAKING	
		ELEM. INTER. HIGH		ELEM. INTER. HIGH		ELEM. INTER. HIGH	
		EXP				NOT QUALIFIED AT ANY LEVEL	
11. I CERTIFY THAT THE ABOVE NAMED EMPLOYEE IS ELIGIBLE FOR THE AWARD INDICATED, HAVING MET ALL THE REQUIREMENTS FOR SAID AWARD.				12. TYPE OF AWARD		13. I CERTIFY FUNDS ARE AVAILABLE	
				OF AWARD		OBLIGATION REP. NO. SIGNATURE	
				ILAVR			
DATE		SIGNATURE		AMOUNT OF AWARD		CHARGE ALLOTMENT NO. DATE	
				\$1000			
14. FEDERAL TAX DEDUCTION		\$		15. EMPLOYEE PAYROLL NO.			
16. STATE/DC TAX DEDUCTION		\$		17. ALLOTMENT OF ASSIGNMENT			
18. NET AMOUNT OF AWARD PAID		\$		19. CHECK NUMBER ISSUED		DATE	
20. FORWARD CHECK TO							

FORM 1273

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(45)

PERSONAL HISTORY STATEMENT

Instructions: 1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.

2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? (Yes or No)

SEC. 1. PERSONAL BACKGROUND

A. FULL NAME Telephone:
(Use No Initials) Mr. James Walter McCowen Jr. Office _____
(First) (Middle) (Last) Ext. _____
Home _____

PRESENT ADDRESS _____ California, USA
(St. and Number) (City) (State) (Country)

PERMANENT ADDRESS _____ California, USA
(St. and Number) (City) (State) (Country)

B. NICKNAME Jim **WHAT OTHER NAMES HAVE YOU USED?** None

UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? _____

HOW LONG? _____ **IF A LEGAL CHANGE, GIVE PARTICULARS** _____

C. DATE OF BIRTH 1/1/24 **PLACE OF BIRTH** _____ California, USA
(Where) (By what authority) (City) (State) (Country)

D. PRESENT CITIZENSHIP U. S. **BY BIRTH?** Yes **BY MARRIAGE?** _____
(Country) (Date) (Court)

BY NATURALIZATION CERTIFICATE NO. _____ **ISSUED** _____ **BY** _____
(City) (State) (Country) (Date) (Court)

AT _____ (Country)
(City) (State) (Country)

HAVE YOU HAD A PREVIOUS NATIONALITY? No (Country)
(Yes or No) (Country)

HELD BETWEEN WHAT DATES? _____ **TO** _____ **ANY OTHER NATIONALITY?** _____
(Country)

GIVE PARTICULARS _____

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? No **GIVE PARTICULARS:** _____

(2)

E. IF BORN OUTSIDE U. S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? 11/2

PORT OF ENTRY? ON PASSPORT OF WHAT COUNTRY?

LAST U. S. VISA (Number) (Type) (Place of Issue) (Date of Issue)

SEC. 2. PHYSICAL DESCRIPTION

AGE 37 SEX Male HEIGHT 5'10 1/2" WEIGHT 170

EYES Brown HAIR Brown COMPLEXION Medium SCARS None

BUILD Medium OTHER DISTINGUISHING FEATURES None

SEC. 3. MARITAL STATUS

A. SINGLE MARRIED ☒ DIVORCED WIDOWED

STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS None

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE—INCLUDING ANNULMENTS—USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.)

NAME OF SPOUSE Sarah Birth Day Month Year
(First) (Middle) (Initial) (Last)

PLACE AND DATE OF MARRIAGE Lubbock, Texas, U.S.A. May 30, 1940

HIS (OR HER) ADDRESS BEFORE MARRIAGE Route 6 Lubbock, Texas USA
(St. and Number) (City) (State) (Country)

LIVING OR DECEASED Living DATE OF DECEASE CAUSE

PRESENT, OR LAST, ADDRESS 820 Pacific Ave. Lubbock Calif USA
(St. and Number) (City) (State) (Country)

DATE OF BIRTH PLACE OF BIRTH Lubbock Texas USA
(City) (State) (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY 11/2

CITIZENSHIP U. S. WHEN ACQUIRED? Birth WHERE?
(City) (State) (Country)

OCCUPATION Secretary-Memo LAST EMPLOYER University of California

EMPLOYER'S OR BUSINESS ADDRESS Berkeley, California
(St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM None TO BRANCH OF SERVICE
(Date) (Date)

COUNTRY DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

Secretary-Memo, U. S. Army, in Force Central and Pacific Area,
Washington D.C., on, U. S. Nov. 1945 - Jan. 1946

16-52351-1

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MENT

SEC. 4. CHILDREN OR DEPENDENTS (Include partial dependents):

1. NAME NONO, NO DEPENDENTS OTHER RELATIONSHIP None AGE None
None
 CITIZENSHIP None ADDRESS None
(St. and Number) (City) (State) (Country)

2. NAME None RELATIONSHIP None AGE None
 CITIZENSHIP None ADDRESS None
(St. and Number) (City) (State) (Country)

3. NAME None RELATIONSHIP None AGE None
 CITIZENSHIP None ADDRESS None
(St. and Number) (City) (State) (Country)

SEC. 5. FATHER (Give the same information for stepfather and/or guardian on a separate sheet)

FULL NAME Simon Altman William 32
(First) (Middle) (Last)

LIVING OR DECEASED Living DATE OF DECEASE None CAUSE None

PRESENT, OR LAST, ADDRESS None None None USA
(St. and Number) (City) (State) (Country)

DATE OF BIRTH None PLACE OF BIRTH None USA
(City) (State) (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY None

CITIZENSHIP U. S. WHEN ACQUIRED? Birth WHERE? None
(City) (State) (Country)

OCCUPATION School Teacher LAST EMPLOYER None None None ol
(St. and Number) (City) (State) (Country)

EMPLOYER'S OR OWN BUSINESS ADDRESS None None None USA
(St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM None TO None BRANCH OF SERVICE None
(Date) (Date)

COUNTRY None DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN None

SEC. 6. MOTHER (Give the same information for stepmother on a separate sheet)

FULL NAME Isabelio Lo None None
(First) (Middle) (Last)

LIVING OR DECEASED Living DATE OF DECEASE None CAUSE None

PRESENT, OR LAST, ADDRESS None None None USA
(St. and Number) (City) (State) (Country)

DATE OF BIRTH None PLACE OF BIRTH None USA
(City) (State) (Country)

CITIZENSHIP U. S. WHEN ACQUIRED? Birth WHERE? None
(City) (State) (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY None

(4)

OCCUPATION Housewife LAST EMPLOYER None
 EMPLOYEE OR OWN BUSINESS ADDRESS _____
(St. and Number) (City) (State) (Country)
 MILITARY SERVICE FROM None TO _____ BRANCH OF SERVICE _____
 COUNTRY _____ DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN
None

SEC. 7. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters):

1. FULL NAME Robert Raylo McGord AGE 17
(First) (Middle) (Last)
 PRESENT ADDRESS _____
(St. and Number) (City) (State) (Country) (Citizenship)
 2. FULL NAME Robert Raylo McGord AGE 8
(First) (Middle) (Last)
 PRESENT ADDRESS _____
(St. and Number) (City) (State) (Country) (Citizenship)
 3. FULL NAME Robert Raylo McGord AGE 25
(First) (Middle) (Last)
 PRESENT ADDRESS _____
(St. and Number) (City) (State) (Country) (Citizenship)
 4. FULL NAME _____ AGE _____
(First) (Middle) (Last)
 PRESENT ADDRESS _____
(St. and Number) (City) (State) (Country) (Citizenship)
 5. FULL NAME _____ AGE _____
(First) (Middle) (Last)
 PRESENT ADDRESS _____
(St. and Number) (City) (State) (Country) (Citizenship)

SEC. 8. FATHER-IN-LAW

FULL NAME Robert (None) McGord
(First) (Middle) (Last)
 LIVING OR DECEASED Living DATE OF DECEASE _____ CAUSE _____
 PRESENT, OR LAST, ADDRESS 313 North 17th St., Panama Panama
(St. and Number) (City) (State) (Country)
 DATE OF BIRTH 11/27/07 PLACE OF BIRTH Dennott County Panama
 IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY NA
 CITIZENSHIP US WHEN ACQUIRED: Birth WHERE? (None) (State) (Country)
 OCCUPATION Student LAST EMPLOYER None

SEC. 9. MOTHER-IN-LAW

FULL NAME Smith IV Barry
(First) (Middle) (Last)
 LIVING OR DECEASED Living DATE OF DECEASE CAUSE
 PRESENT, OR LAST, ADDRESS 313 North 17th Street, Houston, Texas, USA
(St. and Number) (City) (State) (Country)
 DATE OF BIRTH 1/1/25 PLACE OF BIRTH Houston, Texas
 IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY LA
 CITIZENSHIP US WHEN ACQUIRED? Birth WHERE?
(City) (State) (Country)
 OCCUPATION Housewife LAST EMPLOYER Unemployed

SEC. 10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:

1. NAME None RELATIONSHIP AGE
 CITIZENSHIP ADDRESS
(St. and Number) (City) (State) (Country)
 2. NAME RELATIONSHIP AGE
 CITIZENSHIP ADDRESS
(St. and Number) (City) (State) (Country)
 3. NAME RELATIONSHIP AGE
 CITIZENSHIP ADDRESS
(St. and Number) (City) (State) (Country)

SEC. 11. RELATIVES BY BLOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U. S. OR OF A FOREIGN GOVERNMENT:

1. NAME None RELATIONSHIP AGE
 CITIZENSHIP ADDRESS
(St. and Number) (City) (State) (Country)
 TYPE AND LOCATION OF SERVICE (IF KNOWN)
 2. NAME RELATIONSHIP AGE
 CITIZENSHIP ADDRESS
(St. and Number) (City) (State) (Country)
 TYPE AND LOCATION OF SERVICE (IF KNOWN)
 3. NAME RELATIONSHIP AGE
 CITIZENSHIP ADDRESS
(St. and Number) (City) (State) (Country)
 TYPE AND LOCATION OF SERVICE (IF KNOWN)

SEC. 12. POSITION DATA

A. KIND OF POSITION APPLIED FOR Agent, District 1, International Security Agency

B. WHAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT? Also Accounting Salary \$4000
(You Will Not Be Considered For Any Position With A Lower Entrance Salary.)

C. IF YOU ARE WILLING TO TRAVEL SPECIFY: OCCASIONALLY _____
FREQUENTLY _____, CONSTANTLY X

D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C. X
ANYWHERE IN THE UNITED STATES X, OUTSIDE THE UNITED STATES X

E. IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, SPECIFY LOCATIONS: _____

SEC. 13. EDUCATION

ELEMENTARY SCHOOL Northland ADDRESS Elmhurst, Illinois, USA
(City) (State) (Country)
DATES ATTENDED 1934-36 GRADUATE? yes

HIGH SCHOOL McLean ADDRESS McLean, Virginia, USA
(City) (State) (Country)
" Electra " Electra, Illinois, USA
DATES ATTENDED McLean, 1936-39 GRADUATE? Undergraduate
" " Electra, 1939-1940 " yes

COLLEGE UIA ADDRESS Urbana, Illinois, USA
(City) (State) (Country)
MAJOR AND SPECIALTY Business, Finance YEARS COMPLETED 2-semester
DATES ATTENDED Jan. 1946 - May 1946 DEGREE No, undergraduate

COLLEGE University of Texas ADDRESS Austin, Texas, USA
(City) (State) (Country)
MAJOR AND SPECIALTY Business Administration YEARS COMPLETED 4
DATES ATTENDED 9/46 to 10/48 DEGREE Bachelor of Business Administration

CHIEF UNDERGRADUATE COLLEGE SUBJECTS Accounting, General Business

CHIEF GRADUATE COLLEGE SUBJECTS UIA

SEC. 14. ACTIVE U. S. OR FOREIGN MILITARY SERVICE

U. S. Army Air Corps 2nd Lieutenant 1/23/42-11/1/45
 Las Vegas, Nevada (Last Station) [] (Serial Number) Honorable Cert. of Service (Type of Discharge)

REMARKS:

SELECTIVE SERVICE BOARD NUMBER [] ADDRESS [] Thomas

IF DEFERRED GIVE REASON Classified V-A

INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS Harbor UCAF
 Volunteer Air Reserve, [] Air Force Base, Calif.

SEC. 15. CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 15 YEARS. ACCOUNT FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST. (List all civilian employment by a foreign government, regardless of dates.)

FROM 2/41 TO Present CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA

EMPLOYING FIRM OR AGENCY self

ADDRESS 320 Pacific Ave, Alameda, California USA
 (St. and Number) (City) (State) (Country)

KIND OF BUSINESS Credit Org. NAME OF SUPERVISOR NA

TITLE OF JOB Manager SALARY \$ 3000 PER Annum

YOUR DUTIES Install credit systems for retail business firms

REASONS FOR LEAVING To re-enter investigative field

FROM 10/43 TO 7/51 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) GS-10

EMPLOYING FIRM OR AGENCY Federal Bureau of Investigation

ADDRESS Washington, D. C. USA
 (St. and Number) (City) (State) (Country)

KIND OF BUSINESS Investigative NAME OF SUPERVISOR [] (last)

TITLE OF JOB Special Agent SALARY \$ 5050 PER Annum

YOUR DUTIES To investigate violations of Federal Law.

REASONS FOR LEAVING To enter private business

(8)

FROM 1/1 TO 10/13 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) IA

EMPLOYING FIRM OR AGENCY University of Texas

ADDRESS Austin, Texas (City) (State) (Country)

KIND OF BUSINESS University NAME OF SUPERVISOR IA

TITLE OF JOB Student SALARY: IA PER

YOUR DUTIES Full-time student

REASONS FOR LEAVING accepted position with FBI

FROM 3/1 TO 3/10 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) IA

EMPLOYING FIRM OR AGENCY Veterans Housing Office, University of Texas

ADDRESS Austin, Texas (City) (State) (Country)

KIND OF BUSINESS Vet. Housing NAME OF SUPERVISOR P. C.

TITLE OF JOB Assistant Manager SALARY: 1320 PER (part-time)

YOUR DUTIES assist manager in operation of nine veterans' dormitories located on University of Texas campus. Position was part-time while attending the University of Texas

REASONS FOR LEAVING To devote full time to studies just prior to graduation.

FROM 11/13 TO 11/15 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) IA

EMPLOYING FIRM OR AGENCY U. S. Army Air Corps

ADDRESS IA (City) (State) (Country)

KIND OF BUSINESS IA NAME OF SUPERVISOR

TITLE OF JOB Bombardier SALARY: 1970 PER (part-time)

YOUR DUTIES Aircraft Observer-Bombardier performing duties of operation of bombing and navigation equipment aboard aircraft of U. S. Army Air Corps.

REASONS FOR LEAVING Conv. of Government

SEC. 16. HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN FROM ANY POSITION? HAVE YOU LEFT A POSITION UNDER CIRCUMSTANCES WHICH YOU DESIRE TO EXPLAIN? GIVE DETAILS:

no

SEC. 17. GENERAL QUALIFICATIONS

A. FOREIGN LANGUAGES (STATE DEGREE OR PROFICIENCY AS "SLIGHT," "FAIR," OR "FLUENT")

LANGUAGE none SPEAK _____ READ _____ WRITE _____

LANGUAGE _____ SPEAK _____ READ _____ WRITE _____

LANGUAGE _____ SPEAK _____ READ _____ WRITE _____

B. LIST ALL SPORTS AND HOBBIES WHICH INTEREST YOU; INDICATE DEGREE OF PROFICIENCY IN EACH:

Boxing-good prof.; baseball-good prof.; tennis-good prof.;

football-fair prof.; golf-fair prof.

C. HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION?

Trained as _____ in FBI, capable of operating

messages related thereto, and trained in _____ and

identifying _____ stations in _____

D. LIST ANY SPECIAL SKILLS YOU POSSESS AND MACHINES AND EQUIPMENT YOU CAN USE, SUCH AS OPERATION OF SHORT-WAVE RADIO, MULTILITH, COMPTON, KEY PUNCH, TURRET LATHE, SCIENTIFIC OR PROFESSIONAL DEVICES:

Operate short-wave radio _____ of
25 words per minute.

APPROXIMATE NUMBER OF WORDS PER MINUTE IN TYPING 45

SHORTHAND

(10)

E. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION, SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, ETC. No 11000000 in above

IF YES, INDICATE KIND OF LICENSE AND STATE _____

FIRST LIC. OR CERTIFICATE (YR) _____ LATEST LIC. OR CERTIFICATE (YR) _____

F. GIVE ANY SPECIAL QUALIFICATIONS NOT COVERED ELSEWHERE IN YOUR APPLICATION SUCH AS:

- (1) YOUR MORE IMPORTANT PUBLICATIONS (DO NOT SUBMIT COPIES UNLESS REQUESTED)
- (2) YOUR PATENTS OR INVENTIONS
- (3) PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE
- (4) HONORS AND FELLOWSHIPS RECEIVED

G. HAVE YOU A PHYSICAL HANDICAP, DISEASE, OR OTHER DISABILITY WHICH SHOULD BE CONSIDERED IN ASSIGNING YOU TO WORK? IF ANSWER IS "YES," EXPLAIN:

No

H. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? IF ANSWER IS "YES," GIVE COMPLETE DETAILS:

No

SEC. 18. GIVE FIVE CHARACTER REFERENCES—IN THE U. S.—WHO KNOW YOU INTIMATELY—(Give residence and business addresses where possible.)

	Street and Number	City	State
1. Dr. Goo []	BUS. ADD. []	Cal.	
	RES. ADD. []	Cal.	
2. Paul A. []	BUS. ADD. []	Cal.	
	RES. ADD. []	Cal.	
3. P. C. []	BUS. ADD. c/o Veterans Housing Office, Univ.		
	RES. ADD. []	Cal.	
4. W. C. []	BUS. ADD. c/o [] State Bank []		
	RES. ADD. []	Cal.	
5. Dr. C. C. []	BUS. ADD. c/o []		
	RES. ADD. []	Cal.	

SEC. 19. NAMES OF FIVE PERSONS WHO KNOW YOU SOCIALLY IN THE UNITED STATES—NOT REFERENCES, RELATIVES, SUPERVISORS, OR EMPLOYERS—(Give residence and business addresses where possible.)

	Street and Number	City	State
1. Mr. Hood []	BUS. ADD. []	Toronto	
	RES. ADD. []	Toronto	
2. Thomas []	BUS. ADD. []	Toronto	
	RES. ADD. []	Toronto	
3. Richard []	BUS. ADD. []	Cal.	
	RES. ADD. []	Cal.	
4. Bruno []	BUS. ADD. []	Cal.	
	RES. ADD. []	Cal.	
5. Mrs. G. H. []	BUS. ADD. []	Toronto	
	RES. ADD. []	Toronto	

SEC. 20. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U. S.—(Give residence and business addresses where possible.)

	Street and Number	City	State
1. Mrs. P. []	BUS. ADD. []	Cal.	
	RES. ADD. []	Cal.	
2. Alexander []	BUS. ADD. []	Cal.	
	RES. ADD. []	Cal.	
3. Mrs. Margaret []	BUS. ADD. []	Cal.	
	RES. ADD. []	Cal.	

SEC. 21. FINANCIAL BACKGROUND

A. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? Yes IF NOT, STATE SOURCES OF OTHER INCOME _____

B. NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS _____

C. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY? No
GIVE PARTICULARS, INCLUDING COURT: _____

D. GIVE THREE CREDIT REFERENCES--IN THE U. S.

1. NAME _____ ADDRESS _____ San Diego, Calif.
(St. and Number) (City) (State) (Country)
2. NAME _____ ADDRESS _____ San Diego, Calif.
(St. and Number) (City) (State) (Country)
3. NAME _____ ADDRESS _____ San Diego, Calif.
(St. and Number) (City) (State) (Country)

SEC. 22. RESIDENCES FOR THE PAST 15 YEARS

FROM 1/30 TO Present _____ San Diego, Calif.
(St. and Number) (City) (State) (Country)
FROM 7/30 TO 1/30 _____ San Diego, Calif.
(St. and Number) (City) (State) (Country)
FROM 1/30 TO 7/30 _____ San Diego, Calif.
(St. and Number) (City) (State) (Country)
FROM 10/30 TO 1/30 _____ San Diego, Calif.
(St. and Number) (City) (State) (Country)
FROM 6/30 TO 10/30 _____ San Diego, Calif.
(St. and Number) (City) (State) (Country)
FROM 9/30 TO 6/30 _____ San Diego, Calif.
(St. and Number) (City) (State) (Country)
FROM 11/30 TO 9/30 _____ San Diego, Calif.
(St. and Number) (City) (State) (Country)
FROM 11/30 TO 11/30 _____ San Diego, Calif.
(St. and Number) (City) (State) (Country)

SEC. 23. RESIDENCE OR TRAVEL OUTSIDE OF THE UNITED STATES

A. FROM 6/30/39 TO 6/30/39 _____ Mexico Vacation trip
(City or Section) (Country) (Purpose)
FROM _____ TO _____
(City or Section) (Country) (Purpose)
FROM _____ TO _____
(City or Section) (Country) (Purpose)
FROM _____ TO _____
(City or Section) (Country) (Purpose)
FROM _____ TO _____
(City or Section) (Country) (Purpose)

SEC. 24. CLUBS, SOCIETIES, AND OTHER ORGANIZATIONS

LIST NAMES AND ADDRESSES OF ALL CLUBS, SOCIETIES, PROFESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIND (INCLUDE MEMBERSHIP IN, OR SUPPORT OF, ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCH IN A FOREIGN COUNTRY) TO WHICH YOU BELONG OR HAVE BELONGED:

1. Air Honorvo Association, Univ. of Texas Chapter, Austin, Texas, USA
(Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP: 9/30 to 9/30

2. _____
(Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP: _____

3. _____
(Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP: _____

4. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

5. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

6. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

7. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

SEC. 25. MISCELLANEOUS

A. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED; OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF, OR HAVE YOU SUPPORTED, ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES? NO

IF "YES," EXPLAIN:

B. DO YOU USE, OR HAVE YOU USED, INTOXICANTS? Occasionally, in celebration Yes IF SO, TO WHAT EXTENT?

C. HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? IF SO, STATE NAME OF COURT, CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE: NO

D. HAVE YOU EVER BEEN COURT-MARTIALED WHILE A MEMBER OF THE ARMED FORCES? IF ANSWER IS "YES," GIVE DETAILS Relay:

E. LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE 1940

U. S. Civil Service Commission

E. IF, TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:

Federal Bureau of Investigation, August, 1950

SEC. 26. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME Sarah Ruth McCord RELATIONSHIP Wife
 ADDRESS [Redacted] Alameda California USA
(St. and Number) (City) (State) (Country)

SEC. 27. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED.

ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANSWER "NO."

no

SEC. 28. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT Alameda, California DATE May 16, 1951
(City and State)

[Signature] [Redacted] James Walter McCord Jr.
(Witness) (Signature of Applicant)

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

Sec. 15 (cont.)

FROM 3/2/43 TO 12/23/43 CLASSIFICATION GRADE: GS-15

EMPLOYING FIRM OR AGENCY Federal Bureau of Investigation

ADDRESS Washington D. C., USA

KIND OF BUSINESS Federal Investigative Agency

SUPERVISOR H. H. P. [] (last)

TERMS OF JOB Radio Technician SALARY \$2450 per annum

JOBS DUTIES Send and receive messages by radio by voice or c. w., encode and decode messages, monitor and identify clandestine enemy radio stations.

REASON FOR LEAVING On military leave to enter U. S. Army Air Corps.

FROM 4/1 to 3/43 CLASSIFICATION ON GRADE: NA

EMPLOYING FIRM OR AGENCY Electra St to Bank

ADDRESS Electra Texas

KIND OF BUSINESS State Bank SUPERVISOR W. C. []

TERMS OF JOB Bookkeeper SALARY \$1200 per annum

JOBS DUTIES Posted bank ledger and at tenant accounts and assisted in preparation of financial statements.

REASON FOR LEAVING To accept better paying position with FBI

FROM 5/10 to 4/1 CLASSIFICATION GRADE: NA

EMPLOYING FIRM OR AGENCY Tomlinson and Son

ADDRESS Electra Texas

KIND OF BUSINESS Retail Chain Store SUPERVISOR J. H. []

TERMS OF JOB Clerk: SALARY \$600 per annum, part-time

REASON FOR LEAVING To accept full-time and better paying position with the Electra St to Bank, Electra, Texas.

FROM 5/30 to 5/40 High Sch of Student, see Sec. 13 HEREIN

SEC. 22 LEAVING GRADE: SEE 15 Texas (cont.)

FROM 3/42 to 11/43 331 Massachusetts Ave., N. E., Washington, D. C.

FROM 3/37 to 7/42 301 West Ida St., Electra, Texas

FROM 9/30 to 9/40 not recalled Hollerville, Texas

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DATE 21 May 1962PROT. 2-6/5

TO : Chief, CS

Director of Security

Director of Personnel

FROM : Chief, [] Security Staff

SUBJECT: Notification of [] Clearance - James W. McFarland, Jr.

1. Subject employee has been granted a [] clearance under the provisions of CIA Regulation 90-500. Clearance is effective 23 May 62.

2. Subject has been informed of the granting of clearance, has been briefed concerning [] and related [] security matters, and has signed a Briefing Statement acknowledging responsibility for the protection of [] information.

3. When Subject employee no longer requires the clearance in order to perform his assigned duties, it is requested that the [] Security Staff (2411 "I" Bldg., Ext. 3021) be notified by Chief, CS, that the clearance may be revoked.

FOR THE CHIEF, []

James W. McFarland, Jr.
Chief, Protective Branch

Distribution:

- 1 - Chief, CS
- 1 - Security Office (Briefing Statement Attached)
- 1 - Personnel Office
- 1 - [] S/PROT File

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SECURITY APPROVAL

Date: 14 August 1951

Your reference:

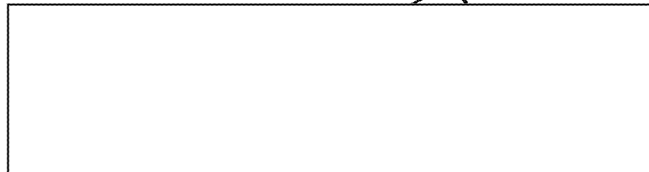
Case Number: 52049

TO : Chief, Employees Division
Special Support Staff
FROM : ~~Chief, Security Division~~
Chief, Special Security Division
SUBJECT: McCORD, James Walter, Jr.

1. Note "X" below:

- ☒ Security approval is granted subject for access to classified information.
- ☐ Provisional clearance for full duty with CIA is granted under the provisions of paragraph 4, Administrative Instruction 10-2, which provides for a temporary appointment pending the completion of full security investigation.

2. Unless the applicant enters upon duty within 60 days from above date, this approval becomes invalid.
3. Subject is an applicant for a position in I & S.



*Dr. Kauter
17 Aug*

MM

CONFIDENTIAL

3rd Agency material
enveloped at request
of Office of Security