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1 2 JUN 1973

Dear Joseph,

Please accept my appreciation for an assignment well done as a member of the FY 1978 GS-07 Secretarial/Clerical DO Personnel Evaluation Boards from 17 April through 19 May 1978.

I well recognize the complexities involved in the comparative evaluation of 500 clerical careerists -- a task further complicated by this being only the second year it has been undertaken. Your deliberations were vital to the Directorate's determination to bring to this group of valuable employees the advantages of the merit system.

Full-time service with the Evaluation Boards represents a major contribution to the Directorate's program of personnel assessment and management. Not only were your promotion recommendations valued, but recommendations for career development and training were also extremely helpful.

I believe that your service on the Board broadened and sharpened your own focus on personnel aspects of Agency management. Too, I think that the time spent in this endeavor could only have made you better aware of our need for complete, careful and candidly written appraisals of our employees.

Sincerely,

John N. McMahon
Deputy Director for Operations

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## CONFIDENTIAL

28 APR 1979

MEMORANDUM FOR: Chief, CI Staff

44 to 1

14-00000

SUBJECT: Recommendations by the GS-13 FY 78 Evaluation

Board Regarding PDP

Having carefully reviewed all personnel files of GS-13 personnel, the FY 78 DO Personnel Evaluation Board recommended that the following officer be identified in his division's Personnel Development Plan (PDP). This individual was selected because of his relatively high potential, in the estimation of the Evaluation Board, for growth to positions of leadership within the Agency.

Category BOS

Joseph Piccolo

Woodson K. Johnson Vice Chairman, CMS/13

21/ 1.00

## CONFIDENTIAL

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MEMORANDUM FOR: Joseph S. Piccolo

14-00000

SUBJECT Quality Step Increase

1. My congratulations on the award to you of a Quality Step Increase. This recognition of superior sustained performance reflects great credit on you and the job you have been-doing.

2. I am confident that your future performance will be of continuing high quality.

With personal best wishes,

John N. McMahon
Deputy Director for Operations

CONFIDENTIAL

CONFIDENTIAL

14-00000

23 February 1978

MEMORANDUM	FOR: Dire	ctor of Personnel	
FROM	: West	ley L. Laybourne	•
		hairman, DO Personnel	Evaluation Boards
VIA	: Chief	f, Career Management S	Staff
SUBJECT		ommendation for Quality oseph S. Piccolo (CI)	Step Increase
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3. Bis the v	view of the I	Fiscal Year 1978 GS-13	DO Personnel

W. L. Laybourne

CONFIDENTIAL

Evaluation Board that Mr. Piccolo has performed in a sustained high manner which exceeds the normal requirements of his position and that this sustained high performance promises to continue. He is, therefore,

GR# 1

recommended for a Quality Step Increase.

SUBJECT: Recommendation for Quality Step Increase for Joseph S. Piccolo (CI)

CONCUR:

14-00000

APPROVED:

### CONFIDENTIAL

MEMORANIAM FOR: Joseph S.Piccolo

14-00000

SUBJECT : Acknowledgment of Evaluation Board Functional Category

RETERENCE : Evaluation Board Precepts for Your Grade

1. Based upon an examination of your past assignments and duties, and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category—N/OS for Evaluation Board purposes. Precise definitions of this category are contained in the Evaluation Board precepts for your grade. This placement is made in order that your performance, growth potential, and career planning may be judged against officers similarly placed professionally. YOU ARE URGED TO STAMP THE PRECEPTS AND CONSIDER YOUR OWN CASE CAREFULLY.

2. In general, you should consider the following;

a. Categories are sharply defined. Competition is within categories, not between them. Thus, a weak B/OG performance is not strengthened by reclassifying it as B/OS.

- b. A change in category after sustained performance in a different category may cause a temporary loss of momentum in your career advancement until you-have demonstrated proficiency in your new assignment.
- c. A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.
- 3. If you believe that this is not the correct category for you because the substantive nature of your job more closely approximates another category or because you have made a permanent change of career track, please take the matter up through your command channel to secure the concurrence of your component of assignment or of your home base component, as appropriate, to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgment of change is received by the Career Management Staff.
- 4. Please sign and date this notification in the space provided and return it to your Personnel Evaluation and Management Officer or to your Personnel Officer.

ACKNOWLEDGED:

Signature of Addressed

20 Now 77

Date

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Mexico City October 1977

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### MEMORANDUM FOR THE RECORD:

Liaison officials join station in extending appreciation to Joseph Piccolo for his outstanding contribution to the current task of moulding the KDSLEUTHS into an effective counterintelligence organization.

Their high degree of enthusiasm was matched only by the professional way in which they prepared their instruction material, the ingenuity of their delivery, and above all the high impact that they had on the students and their superiors.

Wish to complement the above two colleagues for a job well done and for having upheld in their own respective fields the high standards and prestige of the Agency in our eyes and in those of our liaison counterparts.

Request that a copy of this cable be placed in their respective personnel files.

**Wind** 

## CONFIDENTIAL

27 October 1977

MEMORANDUM FOR: Career Management Staff

14-00000

SUBJECT Request for Change of Career Designation to B/OS-Operational Specialist from B/OG-

Operational Generalist

1. It is requested that my career designation be changed to B/OS-Operational Specialist from that of B/OG-Operational Generalist. It is believed that the career activities and recent events described below clearly meet the criteria set forth in the Career Service Personnel Evaluation System Handbook.

In July 1977, I changed my home base from Latin America Division to the Counterintelligence Staff. This change of home base was precipitated by the cancellation of a planned overseas tour in Latin America which was scheduled to begin in July 1977. The cancellation of the tour was caused by publicity accorded me by Philip Agee and Counterspy Magazine.

3. The following is a career summary noting Operational Specialist related activities only:

> January 1976 - Present CI Staff

Liaison Officer, Managua August 1973 - August 1975 Station, (Spanish language)

Liaison Officer, Rio de August 1972-June 1973 Janeiro Base, for a Special

Project (Portuguese language)

Liaison Officer, Headquarters, February 1969-December 1969 Latin America Division/Cuban

operations. & U.S. Navy)

April 1968-January 1969

tiaison Officer, Managua Station, (Spanish language)

August 1962-August 1965

Counterintelligence Section, Headquarters, Latin America Division, Cuban Task Force exploiting two intelligence service defectors (Spanish

language)

FIGANT : 1 BY 025 58

## CONFIDENTIAL

4. Based on the above history and more recent activities since joining the CI Staff, I believe my career development and potential will be better realized as an Operational Specialist.

Joseph S. Piccolo Jr

CENCUR: Rochard Im Suna

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  OUTSTANDING CONTRIBUTION TO THE CURRENT TASK OF MOULDING

  THE KOSLEUTHS INTO AN EFFICIENT AND EFFECTIVE COUNTERINTELLIGENCE CREAK FATION.
- 2. THE IR HIGH DEGREE OF ENTHUSIASM WAS MATCHED ONLY BY THE PROFESSIONAL WAY IN WHICH THEY PREPARED THEIR INSTRUCTION MATERIAL. THE INSENDITY OF THEIR DELIVERY, AND ABOVE ALL THE HIGH IMPACT THAT THEY HAD ON THE STUDENTS AND THEIR SUPERIORS.
- 3. WISH TO COMPLEMENT THE ABOVE TWO COLLEAGUES FOR A JOB WELL DONE AND FOR HAVING UPHELD IN THEIR OWN RESPECTIVE FIELDS THE HIGH STANDARDS AND PRESTIGE OF THE AGENCY IN OUR EYES AND IN THOSE OF CURLIAISON COUNTERPARTS:
- 4. REQUEST THAT A COPY OF THIS CABLE BE PLACED IN THEIR RESPECTIVE PERSONNEL FILES.
  - 5. FILE: 50-6-180/2, E2. 1000ET.

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5 JUN 1975

MEMORANDUM FOR: Deputy Director for Operations

SUBJECT

14-00000

Appointment of Mr. Joseph S. Piccolo, GS-13, as Deputy Chief of Station, Managua, Nicaragua

- 1. The appointment of Mr. Joseph S. Piccolo, GS-13, as Deputy Chief of Station, Managua, Nicaragua, effective on or about 15 September 1973 is recommended. Mr. Piccolo would be replacing Mr. Ralph G. Seehafer.
- 2. Mr. Piccolo entered on duty with the Agency in February 1957. His Agency employment has been exclusively in the Western Hemisphere Division with field tours in Mexico City and Managua. He is currently serving in Rio de Janeiro as Chief of our FI Section. Mr. Piccolo has a very good command of the Spanish language.
- 3. A Biographic Profile, including information regarding his Agency employment and training, is attached.

Acting Chief
Western Hemisphere Division

Attachment:

Biographic Profile (Part I and Part II)

The fecommendation in Paragraph 1 is APPROVED:

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Deputy Director for Operations

5 Jun 1975

Date

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MEMORANDUM FOR: Chairman, GS-12, CS Evaluation Board

SUBJECT: Recommendation for Promotion to GS-13, Joseph S. Piccolo

1. Mr. Joseph S. Piccolo entered on duty with the Agency in February 1957 as a file clerk. He progressed rapidly from that position to that of Intelligence Assistant and subsequent acceptance into the Agency Junior Officer Trainee Program. In addition to Headquarters assignments he has served as operations officer in Mexico City Station (1965-1968) and Managua Station (1968-1969). Since February 1970 he has been assigned to Brasilia Station, Base Rio de Janeiro, where he is serving on an extension of tour until June 1973. He has been in grade GS-12 since September 1968.

2. M. Piccolo has been consistently evaluated as a very Strong performer in his current grade and this in a variety of assignments which have progressed upwards in responsibility and have included field FI and liaison responsibilities, Headquarters desk officer and liaison officer; up to his current assignment as senior officer in charge of one of the Station's major operational programs, Communist Party and terrorist operations including direct handling of the Station's most sensitive

He has been evaluated by the Rio de Janeiro
Base Chief as the most mature, dependable and competent case officer at the Base. He has excelled in the handling of intricate sensitive operations where the highest professional standards are demanded. He carries a very heavy work load lightly and is a prodigious contributor in both operational and information reporting. His performance as a supervisor has been characterized by conscientiousness, a good sense of detail, perceptiveness, fairness and firmness. Two Chiefs of Station have emphatically endorsed the very

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high evaluation placed on Mr. Piccolo's performance. His current COS has especially commended him on his handling of a complex current case involving liaison in which Mr. Piccolo has demonstrated an unusual grasp of detail, excellent judgment, poise under pressure, and extraordinary stamina. The COS has stated that Mr. Piccolo is already performing well above the GS-13 level.

- 3. Several supervisors have commented on Mr. Piccolo's quiet unassuming personality which belies the intensity with which he approaches his work. Underlying the quiet manner it has been noted that he is tough-minded and aggressive in his agent handling and exploitation and is highly experienced and skilled in the basic craft of the intelligence business. He is linguistically talented and can function in both the Spanish and Portuguese languages. He has had the basic Agency operations courses including some in technical operations. He is also an intelligent supervisor with a capability for lighting fires under his charges when necessary. He is highly respected and appreciated by all his colleagues and though he maintains a low-profile he moves easily in his circles.
- 4. Mr. Piccolo has already proven his ability to perform at the next highest grade. Most supervisors have emphasized his potential for assuming ever increasing responsibilities. He has realized this potential with each succeeding assignment and particularly in his current one. He fits both the general and specific criteria for promotion. He has shown himself in possession of the requisite qualities of reliability, seriousness of purpose, imagination, and dedication. He has personally applied the specifics of his profession in a successful manner and has demonstrated his ability to supervise and inspire others in their application as well.
- 5. Mr. Piccolo's request for a one-year extension of his current tour has been approved. At the culmination of that period an appropriate assignment will be arranged for him commensurate with the Agency's needs, his desires and the continued furtherance of his career.

6. It is hereby strongly recommended that Mr. Piccolo be promoted from GS-12 to GS-13.

Theodore G. Shackley
Chief
Western Hemisphere Division

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FORTAYAT - TELEPONCH DISPATCH NO - HERT-09619 DETE - 3 NOVEMBER 1971 - CHIEF, WESTERN HEMISPHERE DIVISION 1750 - CHIEF OF STATION, BRASILIA FP () OH - CHIEF OF BASE, RIO DE JANEIRO SURJECT - FORWARDING OF FITNESS REPORT - HOWARD A. TRECKLER - DIRECTOR 198967 FORWARDED HEREWITH IS A FITNESS REPORT FOR HOWARD AM TRECKLER. SPECIFIC DUTIES 1. SENIOR FI OFFICER WITH SUPERVISORY RESPONSIBILITIES OVER ONE JUNIOR OFFICER AND ONE CAREER AGENT. OFFICER WITH COORDINATING 2. STATION RESPONSIBILITIES OVER STATION AND BASE ACTIVITIES AND DIRECT AGENT HANDLING FUNCTIONS AGA INST AND RELATED TARGETS. 3. CASOLOFFICER FOR SEVERAL SENSITIVE, COMPLEX, HIGH LEVEL OF VARIOUS HIGH PRIORITY TARGETS. OVERALL PERFORMANCE IN CURRENT POSITION MARRATIVE COMMENTS SUBJECT IS PERHAPS THE MOST MATURE, DEPENDABLE AND COMPETENT CASE OFFICER WE HAVE. HE HAS EXCELLED IN THE HANDLING OF INTRICATE, SENSITIVE OPERATIONS WHERE THE HIGHEST PPOFESSIONAL STANDARDS ARE DEMANDED. HE CARRIES A VERY HEAVY WORK LOAD LIGHTLY AND IS A PRODIGIOUS CONTRIBUTOR IN BOTH OPERATIONAL AND INFORMATION REPORTING. HIS PERFORMANCE AS A SUPERVISOR HAS BEEN CHARACTERIZED BY CONSCIENTIONSNESS. A GOOD SENSE OF DETAIL, PERCEPTIVENESS, FAIRNESS AND FIRMESS. HE IS AT HIS BEST IN PRACTICAL SITUATIONS.

SECRET/RYBAT HBRT-08619 PAGE I

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J. 11 JUL 1944

SECRET/RYPAT HBRI-PR619 PAGE 2
HOWEVER COMPLEX AND ORSCURE, RATHER THAN IN DEALING WITH
PHILOSOPHICAL OR THEORETICAL PROPLEMS BUT THIS IS OBVIOUSLY
MORE A MATTER OF INCLINATION, THAN OF INTELLECT. HE IS
HIGHLY RESPECTED AND APPRECIATED BY ALL HIS COLLEAGUES AND
ESPECIALLY BY THIS SUPERVISORM

SUPJECT IS UNDER GRADE FOR HIS PERFORMANCE, EXPERIENCE AND RESPONSIBILITIES. HE IS OF ALL THE BASE OFFICERS MOST DESERVING OF A PROMOTION. A SEPARATE RECOMMENDATION TO THIS EFFECT IS BEING FORWARDED.

REVIEWING OFFICIAL COMMENTS

THE COS CONCURS EMPHATICALLY WITH THIS WELL-WRITTEN EVALUATION. THE SUBJECT IS VASTLY UNDER-RATED IN JKLANCE, PERHAPS BECAUSE OF HIS QUIET, UNASSUMING PERSONALITY.

BIT HE IS A STRONG, VERY STRONG, OFFICER. HIS ABILITY TO HANDLE THE MOST DIFFICULT DETAIL SHOULD NOT DETRACT FROM HIS OVERALL CAPABILITIES. HE IS SOUND AS A ROCK, AND MERITS A PROMOTION, WHICH IS RECOMMENDED BY THE COS.

LESTER T. ARKLEIGH

DISTRIBUTION VIA TP

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SECRET /RYBAT HERT-88619 PAGE 2

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SECRET NAME (Last, First, Middle) 3. 58 401 S A COLINER - 1435 Piccolo, Joseph

OFFICE DIVISION, BRANCH (or oversees station and existing cover if lateral assignment) GS-12 ENTENSION DDP, WH/COG Ops Officer 6815
a. PROPOSED POSITION (Tatte, Sumber, Grade) PROPOSED STATION Rio de Janeiro, Brazil Ops Officer/5197/ GS-13 TYPE OF COVER AT NEW STATION o/a 1 June 70 i 2. COMMENTS Vice Robert Stone Forms DS 1686 attached SICHATURE OF REQUESTING OFFICIAL 3. DATE OF REQUEST Susan E. Ruttenberg 3D 5309 Hqs. 6815 2 February 1970 17. OFFICE OF MEDICAL SERVICES DISPOSITION 18. OFFICE OF SECURITY DISPOSITION ID. DVERSEAS CANDIDATE REVIEW PANEL DISPOSITION GUATE 13"

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REQUEST FOR PCS OVERSEAS EVALUATION

Annual Market (1979) and

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SECRET DATE PERPARED REQUEST FOR PERSONNEL ACTION 3 February 1970 I, SERIAL NUMBER 2 NAME (Last-First-Middle) PICCOLO, JOSEPH S .025658. DESENDIR DAS PUTCHED 02 08 70 REASSIGNMENT REGULAR v 10 € CF 10 Y CF TO CF 0135 0623 10 LOCATION OF OFFICIAL STATION 9 ORGANIZATIONAL DESIGNATIONS DDP/WH DEVELOPMENT COMPLEMENT WASH., D.C. II POSITION TITLE 13 CAPER SERVICE DISIGNATION 9997 OPS OFFICER 14 CLASSIFICATION SCHEDULE (GS. I.B. etc.) 15 OCCUPATIONAL SERIES IS GRADE AND STEP 7 SALARY OF PATE 10,962 06 2 **FSR** GS 0136.01 \$14,281 WASH D.C. FROM: DDP/WH/COG/ON ISLAND OPERATIONS BR. / POS # 1159 FOR TRAINING Finance Henry U. Berthold 188 SIGNATURE OF CAREER SERVICE APPROVING OFFICER DATE SIGNED 322.50 612470 C/WH/Pers SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 20 EMPLOY CORE 27 STATION COME 23 IMITGREE 5199 ATE EXPIRES 33 Secutit SPECIAL 31 SEPARATION 30 RETIREMENT DATA REFERENCE DATA (DOE 21Q 90 EOD DATA 35 VET PRIFERENCE 37 (0% (0m² 24%) 38 (ABELS CATIGORY IC. uts "W iMibebble 40 YOUR PRINTS BO CANT REST (000 6- BARTE 2-10 71 TALE THE DATA PREVIOUS CIVILIAN GOVERNMENT SERVICE 42 Liast (al COSE ·J FIDEPE TU DATA NORM ERECUTED PORM ELECUTED COCE NO. 141 51479 COC 0 - NO PARTIOUS SERVILE 1 - NO BEEAR IN MERICE (MAIR IN MERICE) 2 - BEEAR IN SERVICE (MORE THAN IN MERICE) 3 - BREAK IN SERVICE (MORE THAN IN MERICE) ! ~ TES ? ~ 80 45 POSITION CONTROL CEPTIFICATION 40 OF APPORT CALL AMMONIO 1152 USE PREVIOUS EDITION

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Learning Registry

## TREASURY DEPARTMENT

UNITED STATES SECRET SERVICE

WASHINGTON, D.C. 20226

August 1, 1968

13206

The Honorable
Richard M. Helms
Director
Central Intelligence Agency
McLean, Virginia

Dear Dicks

As you know, the President and Mrs. Johnson visited Managua, Nicaragua on Monday, July 8, 1968, upon their return from the San Salvador Conference.

Assistant to the Special Agent in Charge Ronald M. Pontius of the Presidential Protective Division, has informed me that Mr. Joseph Piccolo and Mr. Carl Jenkins were of particular assistance in establishing and coordinating the relations with the Nicaraguan security organizations, and President Somoza's staff. Mrs. Elizabeth Jenkin's assistance as an interpretor was also greatly appreciated.

Personally and on behalf of the United States Secret Service, I wish to extend my mincere appreciation and thanks to the above mentioned personnel for the capable and professional manner in which they performed their duties.

Sincerely,

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James J. Rowley

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16 JUL 1983

MEMORANDUM FOR: Secretary, CS/CS Panel (Section 8)

SUBJECT

14-00000

Recommendation for Promotion to Grade GS-12--Mr. Joseph S. Piccolo

1. It is recommended that Mr. Joseph S. Piccolo be promoted to the grade of GS-12. Mr. Piccolo has been in grade as a GS-11 since September 1966 and is presently serving as an operations officer at Managua, Nicaragua.

- 2. Mr. Piccolo is a promising young officer who first entered the Agency in 1957 as a clerk in Agency Records section (RI). He also did a tour in the Records Section of the Mexico City Station. After a short separation for military service, Mr. Piccolo returned to the Agency and later was appointed to the Junior Officer Training Program. Since his completion of that program he has served in Headquarters and Mexico City as an operations officer prior to his assignment to Managua in March of 1968.
- 3. Mr. Piccolo has consistently received high ratings from his superiors in the field and at Headquarters. He is an active operations officer with a special flair for agent handling. He has a good command of the Spanish language, is a dedicated employee of the Agency and has a great deal of growth potential. Since going to Managua he has been in charge of the Managua Station during the home leave absence of the Chief of Station for a period of almost two months, during which time the Station continued its high level of performance. While this was his first period of his career where he had supervisory responsibility, he did show himself to have ability in this area and is a further inducation of his growth potential.

William V. Broe
Chief
Catom Wantanham Division

Western Hemisphere Division

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26 May 1967

MEMORANDUM FOR:

THRCUGH

Chief of Station, Mexico City

SUBJECT

14-00000

Notification of Designation as a Participant in the Organization

Retirement and Disability System

REFERENCE

: Book Dispatch 5096 dated 12 August 1965

1. You have been found to be qualified as a participant in the Organization Retirement and Disability System and have been so designated effective 7 May 1967

- 2. Although such designation under present statutes is viewed favorably by most persons, the regulation governing this retirement system gives the individual the right to appeal such a determination if he deems the designation adverse to his best interests. In order that this technical requirement may be satisfied, you are hereby notified of your right to appeal. An appeal with reasons therefore must be received in Headquarters within 60 days of the date of this memorandum or acceptance of designation will be assumed. Any questions that you may have in connection with your designation that cannot be answered by referring to referenced Book Dispatch should be forwarded to Headquarters.
- 3. We believe that the benefits of the Organization Retirement System are superior to the benefits of the Civil Service Retirement System. However, there are a few situations in which an employee at the time of retirement may have so many years of service (almost 37) that he would receive a higher annuity under the Civil Service System. Because of this, the policy decision has been made that a participant in the Organization System who would receive a higher annuity under the Civil Service System may, not later than one year prior to his retirement, apply to be removed from our system and transferred to the Civil Service System. Thus, you should not anticipate this contingency as a factor in deciding whether you regard your designation as a participant adverse to your best interests.

RICHARD B. EGAN

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JUL 1966

NEMORANDUM FOR: Secretary, CS/CS Panel (Section B)

Recommendation for Promotion to Grade GS-11, SUBJECT

Joseph S. Piccolo

1. It is recommended that Joseph S. Piccolo be promoted from GS-10 to GS-11. Subject has been stationed in Mexico City since April 1965.

- Chief of Station, Moxico City stated in his recommendation for promotion of Piccolo that Subject has been an unusually productive officer since his arrival in Mexico City. He is capable of carrying a large workload. He has initiative and drive and the quality of his work is uniformly excellent. His command of Spanish has enabled him to handle agents in that language without any difficulty. He has the ability to handle agents of widely varying ages and social levels. ability to make himself at once liked and respected has contributed to make him an excellent agent handler. He has put to good use the professional training he received as a member of the JOT program.
- The latest Fitness Report submitted on Subject dated 1 June 1966 gives subject an Outstanding in Agent Handling and an overall performance of Strong. This Fitness Report states that every operation assigned to Subject has shown marked improvement under his tutelage, that his operational reporting is exemplary, and that he has won the admiration and respect of his colleagues and agent assets alike. The Rating Officer states that he has never served with a more promising young case officer in his 18 years of KUBARK experience. Promotion of this officer is fully endorsed by the undersigned.

Chiof,

Western Hemisphere Division

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8 JUL 1965

MEMORANDUM FOR: CS/CS Panel C

SUBJECT

Proposed Nomination for Promotion to GS-10 Mr. Joseph S. Piccolo

- 1. Mr. Piccolo's work since completion of the Career Training Program has been reflected in a scries of progress reports.
- 2. At this time, in view of his pending transfer and my own, I should like to recommend him for promotion. His performance to date merits it.
- 3. As I have stated in his fitness reports and in recommending him for the Career Training Program, Mr. Piccolo already is a capable operations officer and has unusual potential. His experience, common sense and flair for operations make him even now the equal of most officers who are serving in grades considerably higher than his.

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William V. Broe Chief,
Western Hemisphere Division

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27 JUN 1963

MEMORANDUM FOR: Joseph S. Piccolo

THROUGH : : Chairman/CS Panel/Section D

SUBJECT t Application for Junior Officer Training Program

1. I am pleased to inform you that you have been accepted for the JOTP in the class of January 1964. Let me congratulate you and wish for you the maximum profit and pleasure from your proposed training.

- 2. You will remain in your present component until shortly before the beginning of the Integrated Training Program. At that time you will be reassigned.
- 3. Should you have any further questions, do not becitate to call on Program staff members.

151

MATTHEW BAIRD Director of Training

cc: Chairman/CS Panel/Sec. D

Distribution:

Orig - Addressee

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6 March 1963

MEMORANDUM FOR: Secretary, Clandestine Services Career

Service Panel

SUBJECT

3.3

: Recommendation for Promotion of Mr.

Joseph S. Piccolo .

1. It is recommended that Mr. Joseph S. Piccolo be promoted from GS-7 to GS-8. He has been in grade GS-7 since 19 July 1960 and was assigned to what is now the Special Assairs Staff (formerly Task Force W) on 27 August 1962.

- 2. As long ago as 16 June 1960 when he was a GS-6 Mr. Piccolo was considered to have merited promotion to GS-9, but an Agency policy precluding multiple grade promotions prevented his being considered for G8-9 at that time. He was promoted to GS-7 on 19 July 1960. On 4 May 1961 Mr. Piccolo was recommended for promotion to GS-8 at a time when he was expected to leave the Agency in order to comply with his obligation for military service. The recommendation was not approved on the grounds that promotion spaces were limited. Mr. Piccolo served in the Air Force between 4 October 1961 and 27 August 1962 when he returned to the Agency and began working in the CI Branch of the Special Affairs Staff.
- 3. Mr. Piccolo has demonstrated an aptitude for CI and FI operations and is one of the most promising younger men in the CI Branch. His performance since returning from military service has been superior in all respects.

4.	I am happy to recomme	nd Mr. Piccolo for promotion.
		Harold F. Swenson
		Harold F. Swenson C/SAS/CI
mı	nend Approval:	Lea 25 & Both E.

Desmond FitzGeral C/SAS

Recommend Approval:

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Director of Personnal Central Intelligence Agency 2430 BET Street N.V. Unchington 25, D.C.

Drar Sirs

In accordance with the instructions I received upon departing the Agency for Military Duty, I hereby apply for reinstatement with the Agency, effective 27 August 1962. By Unit is scheduled for discharge on 24 August 1962.

Since I October 1961, I have been serving on active duty with the United States Air Force in the 121st Tactical Fighter Squadron which is a part of the 113th Tactical Fighter bing, and have been stationed at Andrews AFB, Washington, D.C. with the exception of several TDY trips as noted below. I have not left the continental limits of the United States in this term of Active Duty.

16 Cot 61 to 3 Nov 61 Nellis AFB, Las Vegas, Nevada
27 Nov 61 to 2 Doc 61 Nyrtle Beach AFB, Nyrtle Beach, S.C.
12 Feb 62 to 17 New 62 Nyrtle Beach AFB, Nyrtle Beach, S.C.
2 May 62 to 11 May 62 Robins AFB, Narner-Robins, Ga.

My duties have been as an Administrative Specialist, first in the Unit Maintenance Section them in the Unit Orderly Room, with an additional duty of acting First Surgeant and Disneter Control NOIC.

My financial situation dictates that I return to gainful employment at the excliest possible date, ergo the request for 27 August 1962. However, the need to attend to some personal affairs will require that I be absent from bashington D.C. for the week of 3 through 7 September 1962. Therefore, if at all possible, I would like to be placed on five (5) days of advanced annual leave for 3 through 7 September or five days LMF. If neither of the two aforementioned requests can be granted, then I request reinstatement effective 10 September 1962.

I do not enticipate any further travel iron the leachington D.C. eron prior to my release from active duty and will be evaluable for personal interview if desired. I may be contacted at the following address and phone number:

8307 Joseph S. Fiocolo AF22928914 121st Tactical Fighter Squadron Acress AFB, Vachington 25, D.C. Tal: 981-3218

Yours Sincerely,

Joseph & Piccolo 2

A.

(000)

/EEM

SSGT Joseph 3. Piccolo AP22928914 121st Tactical Pighter Squadron Andrews Air Force Base Washington 25, D. C.

Dear Mr. Piccolos

This will acknowledge the receipt of your letter dated 17 January 1962 regarding your unpaid annual leave.

We have been advised by our payroll office that a check for your unpaid annual leave will be mailed to you on 16 February 1962, in accordance with your request.

Very truly yours,

H. F. Heggen Office of Personnel

William Street of Break

Distribution: O-Addressee 1-OFF 1-C/BSD 1-EGB Reader

OP/BSD/ERDougherty:lab (24 Jan 62)

121st Tactical Fighter Squadron Andrews Air Force Base Washington 25, D.C. 17 January 1962

Director of Fermonnel Central Intelligence Agency 2430 "E" Street N.W. Washington, D.C.

Dear Sir:

On 4 October 1961 I separated from the Agency as I was called to active duty with the United States Air Force in the defense mobilization. I left my annual leave, sick leave, and retirement accounts in escrow status as I planned to return to the Agency upon release from the military. I still intend to return to the Agency. However, I would now like to be paid in coin of the realm for the amount of annual leave which I left in escrow. It is further requested that my sick leave and retirement accounts be maintained on an escrow status.

Please forward correspondence on the above to the following address:

SSGT Joseph S. Ficcolo AF22928914 121st Tactical Fighter Squadron Andrews Air Force Base Washington 25, D.C.

> Yours Sincerely, Joseph S. Piccolo

1/2h/62 Mrs. Detty McMahon silvires me this a check for unpaid annual leave would be mailed to subject on 16 Feb 62. We forwarded thermafax of this letter to Payroll Branch for attention of Spr. This is, in adversance with her request.

THE BECKINGS

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3 April 1962

Mr. H.F. Pepper Chief, Benefits and Services Division Central Intelligence Areroy Washington 25, D.C.

Dear Mr. Beggen:

Enclosed please find the signed Application for Leave as requested in your letter. Your attention and consideration of this matter in my behalf is grently appreciated.

Please forward any further correspondence on this matter to my address. at Andrews Air Force Base, Washington D.C.

Horing for an early release from duty and return to the fold, I remain,

Yours Simmerely.

Joseph S. Piccolo

SSOT Joseph 6. Piccolo, AFT2928911, 121st Tactical Fighter Squadron Andrews Air Force base Washington 25, D. C.

Dear Mr. Plocolos

We have reviewed your Agency personnel file in connection with your military separation which was effective 4 October 1961.

Our interpretation of Comptroller General rulings indicate that the provisions of Fublic Law 87-378 would preclude any further military leave for employees in your category during the calendar year 1961. However, this is not viewed as erasing your entitlement to military leave in 1962 for this period of active duty.

Our records reveal that you were granted 3 days military leave in October 1961 for this tour of active duty, and accordingly, we believe that you are entitled to an additional 12 days of paid military leave.

we have enclosed an Application for Leave (Standard Form 71) for your signature and return to us. We will complete the form for you and forward it to your effice for their approval.

Very truly yours,

H. F. Heggan Chief, Benefite and Services Division

Enclosure: Standard Form 71 Distribution:

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MONOUN: Office of General Counsel

OF/BSD/ECU/SiDoughertysp-4 (15 March 62)

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Form 1150

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Obsolete Previous Editions

# HEADQUARTED 110TH TACTICAL FIGHTER WING District of Columbia Air heticaal Guard Andress Air Force Base, Washington 25, D. C.

SPECIAL URBERS) NUMBER 228) 13 September 1961

1. By direction of the President, the following named Airmon, (ANGUS), are ordered to extended active duty IAM Special Order G-34, Hq Tactical Air Command, Dated 1 September 1961 Involuntary, IAM AFM 45-2, 1 May 1961.

ADN Numbers ANGU 962

ADN Number: ANSI 002.
ASSIGNMENT: Relieved from 121st Tactical Fighter Squadron (SD), District of Columbia Air National Guard, Andrews Air Force Base, Washington 25, D. C. and assigned to 121st Tactical Fighter Squadron (SD), Andrews Air Force Base, Washington 25, D. C., Tactical Air Command, with further assignment 12th Air Force:

REPORTING DATA: Effective-date of entry 1 October 1961. Individuals will proceed to Andrews Air Force Base, Washington 47. D. C. on effective-date of duty. Report to Commander, 121st Tactical Fighter Squadron (SD), not later than SECU, 1 October 1961.

ORBERAL INSTRUCTIONS: Continuation on setive duty is upon successful completion of physical examination to be accomplished as soon as practicable after reporting for duty unless already accomplished. Individuals not successfully completing physical examination will be processed for release LAW AFM 35-4. AUTHORITY: Authority confirmed by Public Law 117, 87th Congress; Hq USAF Mossage AFCOF 98401, 31 August 1961 and DAF AFOM. Letter 653M, 29 August 1961. TRANSPORTATION: Travel as directed is necessary in the Military Service. Travel by privately cured conveyance with NU days travel time authorized. If privately owned conveyance is not used, travel time will be the time of common carrier used. Transportation of dependents and movement of household goods is not authorized except as specifically provided by AFM 45-2.

FUNDING: AMM PAY & ALMS: 5723500 248-211 F514 5503725 0100

TRAVEL: 5723500 P534.02 S503725 2132 2290

### ALBEM

SSgt ARTHUR S JETT SR, AP13476686, PAFUC 431510, DAFSC 431510, (Date of Separations 8 April 1962)(HCR: Box 322A, 300 Belle Funte Lane, Clinton, Md)

SSgt HARRY E EMUTSOR, AF37562536, PAFSC 70250, DAFSC 70250, (Date of Separation: 12 November 1963) (HuRs 822 Green Street, Alexandria, Va)

SSgt BARRI G MADDEN, AF13463856, PAFSC 431510, DAFSC 431510, (Date of Separations 15 March 1963) (BCR: 7006 Greig St, Apt 28, Washington 27, DC)

SSgt MELVIN O MYERS, AP13535676, PAPUC 431510, DAPSC 431510, (Date of Separation: 1 May 1964) (HOR: 5411 Dumphrey Drive, Hasnington 28, DC)

SSgt GRANVILLE R NICHOLS, AF13464103, PAPSC 43151C, DAFSC 43171C, (Date of Separation: 5 May 1963)(HUR: 6423 Pendall Drive SE, Washington 20, EC)

SO 228 hQ 113TH TACFTAGE, DCAMA; Andrews AFB, Washington 23, 23, 13 Sep 61

SSgt JAMES J PENNINGTON, APIBARWAIA, PARSO ASISTO, DARSO 201510, (Date of Separation: 23 August 1962) (NCA: Cheltenham, Hi)

SSgt JOSEPH S PICCOLL, AP22928914, PAPAG 70250, DAFSG 70250, (Date of Separation: 8 September 1963) (Hid: 1850 Columbia Pike, Arlington 4, VA)

SSgtHARCLD S QUILLEN JR, AF13546060, PAFSC 27150, PAFSC 27150, (Date of Separation: 26 June 1962) (Nich: 3404 79th Ave 58, Washington 28, 50)

SSgt RAIMUND D SHAUVER, AF16431357, FAFSC 43151C, DAFSC 43151C, (Date of Separation: 24 February 1963) (HCH: Box [1, Clinton, Md)

SSgt ROBERT J SPEIDEL, AF22928352, PAPSC 431510, DAPSC 431510, (Date of Separation: 1 March 1962) (HCR: old stage Rd, Mitchellville, Md)

SSgt CLIFFORD N STONE, AP13466764, PAPSC 64650, DAFSC 64570, (Date of Separation: 13 March 1964) (Hull: 939 Emerson Street Md. Washington, MJ)

SSgt JUHN J TOLTONICZ, AV13444357, PARSC 43151C, DAFSC 43151C, (Date of Separation: 26 April 1964) (HUR: 122 78th St, Seat Pleasant, Mi)

ALC RUMALD E ANDERSON, AF22928298, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 24 September 1963) (BCA: 908 Hudson Ave, Takoma Park, Mi) (Over 4 Yrs Svc)

ALC RUBERT D BARNES, AF18501663, PAFSC 43151C, DAFSC 43151N, (Date of Separation: 7 October 1963) (HUR: 7608 Atwood Drive, District Heights, Mi) (Over 4 Yrs Svc)

Alc with: F BLOCK, AF22928211, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 10 March 1962) (HOR: 214 S. Adam Street, Arlington 4, Va) (Over 4 Yrs Svo)

ALC CARL W BRAGG, AF13574198, FAFSC 431510, DAFSC 431510, (Date of Separation: 12 August 1963) (BuR: 4 W. Malson Street, Apt 302, Alexandria, Va) (Over 4 Yro Svo,

ALC JIMM L CARTER, AF18496933, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 3 June 1963) (HOR: 4704 Hudson Ave, Apt 3, Washington 23, 33) (Over 4 Yrs Svc)

ALC EDWARD J JENKINS, AP22932705, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 18 January 1963) (Buffi 3594 Martha Curtis prive, Alexandria, Va) (Over 4 Yrd

ALC FRANCIS M KOSCHEXA, AF23739492, PAFSC 43151C, CAFSC 43151C, (Date of Department of Page 100 of Pag tion: 7 April 1964)(HCR: 7354 Forrest Rd, Apt 201, Hyatteville, Mi)(Uver 4 Yre ove)

FOR THE CUMMANDER:

MERSON H CASHUCK

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Ase't Administrative ufficer

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MEMORANDUM FOR: Joseph S. Piccolo

VIA : Chief, WH

- 1. The problem of effective management of the operational records of the Clandestine Services is one of our most important responsibilities. In this connection, you have been selected by your Division, and authorized by the Clandestine Services Records Committee, to act as Records Officer for your component. Your selection is based on your professional qualifications to carry out an assignment requiring experience, judgment, and a knowledge of the objectives of the Clandestine Services. A copy of this memorandum will be placed in your official personnel folder to record your appointment as Records Officer.
- 2. You are to act on behalf of your Division or Staff element in authorizing the destruction of material of no value to the Clandestine Services in accordance with criteria established for this purpose. You are empowered to authorize the destruction of documents and index cards recommended for destruction by other members of your Branch, and to desensitize KAPOK and RYBAT material which is no longer sensitive or which has been restricted in error. Your signature will be recognized by RID as that of an officially appointed Records Officer.
- 3. At the meeting of 15 March 1960 , you were briefed on the details of your duties as Records Officer. It is now considered that you will be able fully to execute your duties as Records Officer and thus make a real contribution to the CS Records Management Program.

WENDELL E. LITTLE DDP/RMO

cc: Personnel Jacket of Addressee

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Air Pough

H04-7-242 RYBAT-0728

Chief, Wi Division

4 June 1958

Chief of Station, Mexico City

Administrative

Promotion Recommendation - PICCOLO, Joseph S.

ACTICH REQUESTED: Consideration of recommended promotion

- 1. It is recommended that describe promoted from GS-4 to GS-6. The has been in grade since 4 February 1977 and has been on duty at the Mexico City Station since 2 December 1957.
- 2. Since his arrival at this Station, where has demonstrated his ability to assume increasing responsibility and definite potential as a supervisor. He has displayed initiative and intelligence in the handling of records management problems and has come up with several time saving suggestions which have been adopted with resulting efficiency. He is a conscientious and very hard worker, putting in many hours of overtime in an attempt to bring the files up to date.
- 3. A separate dispatch is being prepared which will recommend a reorganization of the slots presently on the Mexico City T/O for the Registry Section, in order to bring the gredesinto a more realistic relation to the greatly increased workload which has developed during the past two years. A request for the reducation of Relation of Salot, Slot #BAP-402 to GS-7 will be included in this separate dispatch, along with appropriate jcb descriptions.

Winston E. Scott

3 June 1958

Distribution
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16 September 1957

PICCOLO, Joseph S.

Mexico City

File Clark\*

Subject will be blocking Secy-Steno slot

Robert S. WATTLES

13 February 1957

TO:

CIA Security Control Officer

VIA:

14-00000

Chief, Interim Assignment Section 11707
 Chief, Employee Services

FROM:

Joseph S. Piccolo

SUBJECT: Permission to continue in Course

1. It is requested that I be granted permission to continue in the following evening course at the University of Virginia's Northern Extension in Arlington:

U. S. History - Mondays - 7:00 to 9:40 P.M.

2. It is understood that tuition and all other expenses will be borne by the undersigned.

Joseph S. Piccolo

Canpled Pierce

Distribution:

Original and 3 - Employee Services 1 - IAS

APPROVED FOR THE DIRECTOR OF PERSONNEL

Suployee will make no reference to, or discuss his CIA connection, assignment or duties while participating in above activity.

JOSEPH S. REFY

c/ksb

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# Office Memorandum

PROM: M. Garge Cirlis SUBJECT: Ciccolo, rough

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#### 30 January 1957

Mr. Joseph 2. Piccolo-2210 - 20th Etreet, N. W. Washington, D. C.

Dear Mr. Piccolo:

We are pleased to inform you that your appointment with this Agency has been approved at Grade GS-4, salary \$3415.00 per annum.

Your permanent employment will depend upon the completion of the following processing at the time of entering on duty: taking the oath of office, signing a loyalty affidiavit, participating in a final security interview and completing a medical examination which will include determination of physical health and emotional stability. Should anything of an unfavorable nature arise during this period, your employment will not result in a permanent appointment.

We hope you will be able to join us at an early date. Please telephone Lrs. Martha George-Adis on Elecutive 3-6115, extension 2781, as soon as possible, in order to arrange an entrance-on-duty date. If at all possible, we would appreciate your selecting a Monday.

Please report to the Receptionist at Jurie Hall at 8:15 a.m. and ask for h.rs. George-Adis on the reporting-for-duty date that you establish with this office. Jurie Hall in located at the intersection of 23rd Street, Independence Avenue, and Ohio Drive, S. W., with entrance on Chio Drive.

The gross salary quoted will be subject to deductions for Federal income tex and by percent for the United States Civil Service Retirement Funt. In addition, the benefits of low-cost group life insurance are available to Federal civilian employees. The enclosed pamphlet outlines the features of the program and lists the amount which will be deducted from your salary each may period for this term insurance. This insurance is not obligatory. However, if you do not wish coverage, which is automatic, you should sign a Valver of Life Insurance Coverage form at the time you enter on duty.

You will not receive a pay check for approximately four weeks after your entrance on duty.

If you have any problems, Mrs. George-Adis will be glad to discuss them with you when you call.

Very truly yours,

G. M. Stewart Director of Fersonnet

Enclosures (2)
Life Insurance Pamphlet
Map

OP/CORRES/bjs(George-Adis)

DATE 11 Jan 1937 TO : 11/1 FROM : 377. Smi (21. SUNJECT: Pincele, Janger The had some placing, M.C., also as resid that Subject will be a prove and. Office Memorandum . UNITED STATES GOVERNMENT DATE: 27/201950 : Teli PROM : 171- Smell BUBIECT: Presente , Logice When my mere have the this doctor Dudge and about the son beating and and the Glady in M. C. advised that the Milian Decreasing por enting function information from many act and solvering solver from a many of the solvering

Office Memorandum . United states government

#### 19 November 1956

Mr. Joseph S. Ficcolo 2210 - 20th Street, N. W. Washington, D. C.

Dear Mr. Piccolo:

This is to assure you that processing is continuing on your application for employment with this Agency.

Please advise us if any circumstance should arise which might affect your interest in employment with this organization.

Your continued interest and patience are appreciated.

H. G. Reynolds
Director of Personnel

Very truly yours,

12 September 1956

Mr. Joseph S. Piccolo 2210 - 20th Street, N. W. Washington, D. C.

Lear Mr. Piccolo:

A review of the medical history information which you submitted indicates that for proper medical evaluation it is necessary that you come to our medical office for a pre-employment medical examination which will include determination of physical health and emotional stability.

An appointment may be scheduled at 8:30 a.m., on any Tuesday, Thursday or Friday. Please advise Miss Ruth Griffin by letter, 24:30 E Street, N.W., Washington 25, D.C., or by telephone EXecutive 3-6115, extension 2781, of the date you will be able to report. We would appreciate your giving us at least two weeks advance notice. When you come for your examination, please report to our Medical Office in Central Building, 24:30 E Street, N.W. Inasmuch as some parts of the examination are given in the morning and others in the afternoon, it is necessary that you plan to be here the entire day.

We will not be able to reimburse you for any travel or incidental expenses which you incur for this purpose.

Very truly yours,

H. G. Reynolds
Director of Personnel

OP/CORRES/tjs(Griffin)

30 August 1956

Mr. Joseph S. Piccolo 2210 - 20th Streeth N. W. Washington, D.C.

Dear Mr. Piccolo:

We are pleased to inform you that your application for employment with this Agency has been reviewed with interest by appropriate officials and that actual processing has been initiated for a position at Grade GS-4, salary \$3415.00 per annum.

Your final appointment is dependent upon a number of factors including character and reference investigations, and other processing procedures which may require as long as 120 days. You may be sure that this processing is being accomplished as rapidly as possible.

During this period please notify us of any changes in your present status such as change in address, employment, marital status, etc. If it should develop that you cannot accept the position, please let us know immediately. If you have any questions concerning your application, please do not hesitate to get in touch with us. Your future correspondence or inquiries should be directed to the attention of hiss Ruth Griffin.

Members of this Agency are entitled to the regular United States Government leave and retirement benefits. Our salaries conform to the rates prescribed by Congress for United States Government agencies.

Thank you for your cooperation and patience during this waiting period.

Very truly yours,

H. G. Reynolds Director of Personnel

OP/Correw/sed/Griffin

SECRET (When Filled In)

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Mr. Joseph Stephan Piccolo 2210 20th Street, H. W. Washington, D. C.

Dear Mr. Piccolos

Your application for employment with this Agency is presently under active review. Appropriate members of our staff will determine whether we have a position available for a person of your qualifications. Although we cannot predict the length of time needed for this review, we will make every effort to expedite a determination. Chould there be unavoidable delays in reaching a decision, we shall do our best to keep you as fully informed as possible regarding the status of your case.

In the meantime, if you should have any questions, feel free to get in touch with us by mail. We ask your patience and assure you of our desire to make the review period as short as is compatible with the careful evaluation to which we feel each case is cutitled.

Very truly yours,

H. G. Reynolds Director of Personnel

OP/Corres/evm(Hennings)

### CONFIDENTIAL

CLERICAL & COMMUNICATIONS REPORT OF INTERVIEW  Cordon B. Lardy, another applicants.  Single M & December 1935  Logan 1-5814  Logan 1-5814  Logan 1-5814  2210 - 20th Street N.W., bashington, D.C.  The second of th	<u>· · ·                                  </u>	(Blen 3	elled Ini		
PICCOLO, Joseph Stephan  Single M 8 December 1935  PICCOLO, Joseph Stephan  Single M 8 December 1935  Logan 1-5814		· [			CLEARANCE REQUESTED
Gordon B. Lamb, another applicants.  PICCOLO, Joseph Stephan  1636 - Mays. court Street, Pt. Laudordale, Florida  1636 - Mays. court Street, Pt. Laudordale, Florida  1636 - Mays. court Street, Pt. Laudordale, Florida  1636 - Mays. court Street, Pt. Laudordale, Florida  1636 - Mays. court Street, Pt. Laudordale, Florida  1636 - Mays. court Street, Pt. Laudordale, Florida  1637 - Mays. court Street, Pt. Laudordale, Florida  1637 - Mays. court Street, Pt. Laudordale, Florida  1638 - Glerk  1638 - Glerk  1638 - Glerk  1639 - Mays. court Street, Pt. Laudordale, Florida  1639 - Mays. court Street, Pt. Laudordale, Florida  1639 - Glerk  1639 - Glerk  1639 - Glerk  1639 - Glerk  1639 - Glerk  1640 - Mays. court Street, Pt. Laudordale, Florida  1650 - Mays. court Street, Pt. Laudordale, Florida  1651 - Glerk  16		31 May 1956	Washington, D.		
PICCOLO, Joseph Stephan  Single  M 8 December 1935  Logan 4-583h  Logan 4-583h  Logan 4-583h  Logan 4-583h  Logan 4-583h  Logan 4-583h  Logan 4-583h  Logan 4-583h  Logan 4-583h  Logan 4-583h  Logan 4-583h  Logan 4-583h  Logan 4-2355  GS-h Clerk  CCEPTABLE STATION  CALL CONTROLL STATION  DACAGEOUND AND LOGAL CONTROLL  LIVITATIONS  Member: D.C. Air National Guard. Rank: Airman 1/C. Draft classification: 1-D.  CVALUATION AND SECRECOUND DATA (Include education and soft experience)  1953 - Present, Georgetown University (School of Foreign Service), Diplomatic & Consular, grade average: 775a  August 1953 - September 1955, F.B.I., Clerk, GS-k (\$3150.), to attend school full time.  Mr. Piccolo is of medium height and weight, dark hair, and rather quiet, pleasant, not very talkative and does not give one the impression of being a Ball-of-Fire. Has no area knowledge. Has had slight knowledge of Spanish of which he is taking at the present time in school. Claims good health.  Although has had some nervous disorder which were aftereffects of a gland virus, he had psychiatric consultation for about five months but no treatment. Apparently after this disease (this virus) he couldn't concentrate on his studies and consulted a psychiatrist to obviate the situation. Claims no restrictions otherwise. Tentatively planning to go to law school. Really isn't certain what to do in the future. No 10-9 that he knows of. Several years clerical experience with Fib. Based on past government clerical experience, believe he is worthy of consideration. Hight be possibility for regular FI/RI job.	REPORT OF INTERVIEW		amh, another an	1	
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### CENTRAL INTELLIGENCE AGENCY .... WASHINGTON 25, D. C.

Applicant Information Sheet No. 1

To all persons applying for employment with the Central Intelligence Agency:

This paper is the first step in applying for employment or consultant status with the Central Intelligence Agency. No application may proceed beyond this first step if the applicant is not in agreement with the conditions stated below:

#### General Considerations:

- 1. The National Security Act of 26 July 1947 (Public Law 253, 80th Congress) which created the Central Intelligence Agency places upon the Agency the responsibility:
  - a, "to advise the National Security Council in matters concerning such intelligence activities of the Government departments and agencies as relate to the national security;
  - b. "to make recommendations to the National Security Council for the coordination of such intelligence activities of the departments and agencies of the Government as relate to the national security;
  - c. "to correlate and evaluate intelligence relating to the national security, and provide for the appropriate dissemination of such intelligence within the Government . . .;
  - d. "to perform, for the benefit of the existing intelligence agencies, such additional services of common concern as the National Security Council determines can be more efficiently accomplished centrally;
  - e. "to perform such other functions and duties related to intelligence affecting the national security as the National Security Council may from time to time direct."

The special character of this national responsibility requires the Agency to maintain correspondingly special employment criteria which may be different from the routine or normal employment standards of other Government departments and agencies which do not have the highly sensitive responsibility borne by the Central Intelligence Agency. It follows that the investigation of applicants prerequisite to their acceptance is a time-consuming process which, in addition to loyalty and security checks, includes evaluation of competence, physical and emotional fitness, and availability of a suitable position at such time as employment may be offered. This is called "clearance" of an applicant.

- 2. Investigation of an applicant may reveal something which prevents his elemence perhaps something of which the applicant is genuinely unaware, perhaps something which only the special employment criteria of the Agency make unacceptable. In any event, adverse findings by the Agency are conclusive and final so far as the Agency is concerned, and no statement of specific reasons is made to the applicant.
- 3. Employment by the Central Intelligence Agency is not a right upon which an applicant can insist. Offer of employment which is subject to full clearance does not constitute a commitment on the Agency's part giving an unsuccessful applicant grounds for any claim against the Agency. Acceptance of employment upon the condition of clearance is at the applicant's risk, taken with the knowledge that a very substantial percentage of applicants are not cleared.

### Statement of Understanding and Agreement

14-00000

I have read, understand, and agree to the foregoing General Considerations. If not accepted for employment by the Central Intelligence Agency, I will make no claim or demand in conflict with those considerations.

I have also seen and read Applicant Information Sheet No. 2.

(Signature of Applicant)

### SECRET

SELECTIVE SERVICE ACTION REQUES	10 October 1957
TO I DIRECTOR OF PERSONNEL	• •
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# Office Memorandum . United States Government

Colonel Orner

14-00000

Gordon M. Stewart It Coulon It Stewart

SUBJECT:

PICCOLO, Joseph Stephan - Cancel Permission to Leave the Country and DIRECTED 4-F Deferment

It is requested that the Permission to Leave the Country granted subject on 18 November 1957 and renewed on 8 December 1959 be cancelled. Please also cancel the DIRECTED 4-F Deferment allowed on 18 November 1957. SSS Form 110 is attached; SSS Forms 300 have been destroyed.

Mr. Piccolo was born on 8 December 1935 in Yonkers, New York. His permanent address is 1636 N. E. 20th Street, Fort Lauderdale, Florida.

## Office Memorandum . United STATES GOVERNMENT

Colonel Omer

DATE:

Gordon M. Stewart Al Gordon M. School

SUBJECT: PICCOLO, Joseph Stephan - Renew Permission to Leave the Country

It is requested that the Permission to Leave the Country granted subject on 18 November 1957 be renewed. SSS Form 300 issued on this date has been destroyed. Please retain the DIRECTED 4-F Deferment allowed subject on 18 November 1957. Subject will return by December 1960 at which time we will cancel his DIRECTED Deferment.

Mr. Piccolo was born on 8 December 1935 in Yonkers, New York. His permanent address is 1636 N. E. 20th Street, Fort Lauderdale, Florida.

14 December 1959

MEMORANDUM FOR: Chief, WH Personnel

SUBJECT:

SSS Form 300 for Joseph S. Piccolo

1. Forwarded is SSS Form 300 for Mr. Piccolo. While the Director of Selective Service has issued this permit for a period of two years, the files of this office and the office of the Director of Selective Service reflect a termination date of his overseas service of at least December 1960.

2. As we discussed earlier, this termination date has been set to avoid the possibility of Mr. Piccolo's authorized absence placing him in a position which might preclude the necessity of his meeting his military obligation as established by his local board.

J. L. Olmstead
Deputy Chief, Personnel
Operations Division

1.1 '

Distribution:

Orig. and 1 - Addressee

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OP/POD/JLOlmstead:ahw (14 Dec 59)

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SECRET

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STAY CARD FORM NO. \$4

# Office Memorandum . United States Government

TO : Record

DATE: 29 Oct 57

FROM :S. Richelderfer

SUBJECT: Piccolo, Joseph Stephan

Subject was advised this date that the Agency would request a directed deferment. He was told the meaning of a "directed deferment" and advised not to contact his local board and they will not contact him. He was sent to see Captain Noble in Reserve Affairs Branch. Captain Noble was not in and subject was interviewed by Sgt. MacKenzie. I talked to MacKenzie and stressed the fact that subject should be advised to be sure to drop out of the National Guard. MacKenzie said that he would have to request to be put in a standby reserve status. This seems to be a satis factory arrangement, since we are requesting a directed deferment, the L.B. will not contact Piccolo.

MEMORANDUM FOR: Deputy Director of Personnel

SUBJECT:

14-00000

Mexico City Clerical Requirements

1. PAD has attempted to locate two suitable candidates for the WH vacancies who will not be eligible for the draft. Machine runs were used, as were file referrals, checks with approriate Administrative and Personnel representatives in Agency components, and a thorough screening of Tables of Organization. A total of 25 individuals at the GS-5 or lower level were checked out. One candidate was located, a Mr. William G. Rawls, Clerk, GS-4 with WE. He has been accepted by the Division for the January requirement. The January deadline was chosen for him because he will be able to pass the typing requirement for We had no success in finding a candidate for the 1 November deadline. All of the others were disqualified, largely because of marriage, unwillingness to accept the assignment.

2. Under the circumstances, it is recommended that Mr. Rawls be processed against the January requirement and that Mr. Joseph Piccolo, who was originally submitted for the November departure, be processed for the assignment, and that a directed deferment be requested for him.

Robert W. Sheay

Chief, Personnel Assignment Division



14-00000

### NATIONAL HEADQUARTERS SELECTIVE SERVICE SYSTEM

WASHINGTON 25, D. C.

ADDRESS REPLY TO THE DIRECTOR OF SELECTIVE SERVICE

July 18, 1958

Attentions Colonel Omer

FOR PERSONAL ATTENTION OF STATE DIRECTOR

State Director of Selective Service 310 Charlotte Street St. Augustine, Florida

> Subject: Joseph Stephan Piccolo SS No. 8-44-35-664

Dear Colonel Wall:

Reference is made to our letter of November 18, 1957, advising you that the Director of Schootive Service had directed that the above-named registrant be classified in Class IV-F until further notice, under section 1622.60 of the Schootive Service Regulations.

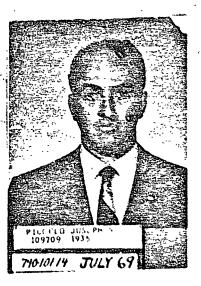
Mr. Piccolo has now received 858 Form No. 80 (Standby Reserve Questionmaire). Due to circumstances beyond his control, Mr. Piccolo is unable to complete this form, which is enclosed. Please return it to the local board with the instruction that it not be re-mailed until such time as the Director withdraws his directed classification of Mr. Piccolo under the Universal Military Training and Service Act, as amended.

For The Director,

DANIEL O. CMER Colonel, JACC General Counsel

Enclorure

cc: Mr. Gordon M. Stewart



14-00000

FOR PURPUSES OF THE FAIR LABOR STANDARDS ACT, AS AMENDED, YOU ARE CESIGNATED EXEMPL.

EFFECTIVE DATE OF DESIGNATION: 01 MAY 1974.

PICCOLU JUSEPH S

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NOTIFICATION OF CANCELLATION OF MILITARY COVER BACKSTOP	11 June 1963
TO X CHIEF, PERSONNEL OPERATIONS DIVISION	SUBJECT
CHIEF, OPERATING COMPONENT (For Action) Of	PICCOLO, Joseph S.
ATTN: Mr. White	
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15 August 1961 4455

MEMORANDUM FOR: Chief, Records and Services Division

Office of Personnel

SUBJECT

14-00000

: PICCOLO, Joseph B,

- 1. Cover arrangements are in process, and/or have been completed for the above-named Subject.
- 2. Effective 15 January 1961 , it is requested that your records be properly blocked recorded to deny subsective current Agency employment to an external inquirer.
  - . 3. This memorandum confirms an oral request of .\_\_\_\_\_

Acting Chief, Central over Group

cc: SSD/OS

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16 October 1957 C-1661 (Biladeau)

MEMORANDUM FOR: Office of Fersonnel

Records & Services Division

Counseling Eranch/CP

SUBJECT

: Joseph Stephan Piccolo (T)

1. It is requested that you close your records concerning subject to all outside inquiries regarding Agency connection from 16 October 1957 forward. You will be advised in the future if it is deemed advisable to reopen these records.

2. Thank you for your cooperation.

JOHN G. SOUPLAND

CHIEF, COB/NO

28 September 1961 File No. 4455

MEMORANDUM FOR: Chief, Records and Services Division

Office of Personnel

THROUGH

14-00000

Chief, PSD/OS

Attention: Mr. Robert C. Swendimen

SUBJECT

PICCOLO, Joseph S.

GS-7, WH - Cover Debriefing

1. Mr. Piccolo entered on duty with the Agency on 4 February 1957 and will resign on 4 October 1961. During his period of employment he utilized \_\_\_\_\_\_ cover in Mexico from 1 November 1957 to 14 January 1960, and from 15 January 1961 to resignation used nominal Department of the Army cover in Headquarters.

- 2. Mr. Piccolo was instructed to indicate his employer for the entire period as CIA, 2430 E Street, N. W., Washington 25, D. C.
- 3. He was further instructed to indicate, whenever necessary, that he travelled, listing various countries en route to and from Mexico, but not reveal the specific location or details of his cover assignment.
- 4. Mr. Piccolo's forwarding address will be 1636 N.E. 20th Street, Ft. Lauderdale, Florida. His new employment is 121st Tactical Fighter Sq., Andrews AFB.
- 5. The above information is furnished for your guidance and inclusion in the Subject's personnel and security files.

Chief, Military Cover Broach, CCG

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EFFECTIVE DATE OF PAY AUJUSTMENT: CT.UCTUBER 1979

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"PAY ACJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 LA TITLE 5 U.S.C. AND EXECUTIVE ORDER 12010 PURSUANT TO AUTHORITY OF OUL AS PHOVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DOL DIRECTIVE LATED 8 CCTOBER 1562."

EFFECTIVE DATE OF PAY ACJUSTMENT: 09 OCTOBER 1577

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EFFECTIVE CATE OF TAY AFJUSTMENT: 10 COTLETE 1976

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SECRET KNN: 22 JULY 76 (When Filled In) NOTIFICATION OF PERSONNEL ACTION OCF 7 NAME (LAST FIRST MIDDLE) 025658 PICCOLO JOSEPH S 4 PIFEC LIVE DATE S CATEGORY OF EMPLOYMENT REASSIGNMENT AND TRANSFER 07 | 18 76 TO VOUCHERED FUNDS REGUL AR 7 PAN AND NSCA 8 CSC OR OTHER MOME AUTHORITE V 10 V v to cr NAOS D 50 USC 403 Х Cf 10 Cf CF TO V T227 0172 0000 10 LOCATION OF OFFICIAL STATION DDC/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH WASH. D.C. : 3 SERVICE DESIGNATIONS OPERATIONS OFFICER EP93 DQG IS GRADE AND STEP 17 SALARY OR PATE 13 4 25198 0136.01 SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

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MPAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5. U.S.C. AND EXECUTIVE CROER LIBRA PURSUANT TO AUTHORITY DE OCT AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTORER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 12 OCTOBER 1975

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EFFECTIVE DATE OF PAY ACJUSTMENT: 13 CCTOPER 1914

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"PAY ADJUSTMENT IN ACCORDANCE ALTH THE PROVISIONS OF SECTION 5305 CF file 5, U.S.C. AND EXECUTIVE GROEF 11739 PURSUANT TO AUTHORITY OF BOL AS PROVIDED IN THE CLA ACT OF 1949, AS AMENDED, AND DOL DIRECTIVE DATED OF UCTOBER 1962."

EFFECTIVE DATE OF PAY ABJUSTMENT: 14 OCTOBER 1973

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SERIAL CRGN. FUNUS GR-STEP

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DATE DESIGNATED

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"PAY ADJUSTMENT IN ACCURDANCE WITH 5 L.S.C. 5305 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED OB COTOBER 1962."

EFFECTIVE DATE OF PAY ACJUSTMENT: O7 JANUARY 1973-

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NEW SERIAL ORGN. FUNCS GR-STEP NAME SALARY PICCULC JOSEPH S 025658 51 825 CF GS 12 5 \$18,906

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\*PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92=210 AND EXECUTIVE ORDER 11637 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

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EFFECTIVE DATE OF PAY ADJUSTMENT O JANUARY 1972

NAME

PICCOLO JOSEPH S

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EFFECTIVE DATE OF PAY ADJUSTMENTS TO JAMAN 1971

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"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 DCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

NEW SALAPY NAME SERIAL DRGN. FUNDS GR-STEP PICCOLO JOSEPH S . 025558 51 997 CF G5 12 3 \$15,138

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MPAY ADJUSTMENT IN ACCORDANCE WITH SECTION 217 OF \$5, 90-206 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF DCI AS PREVIZED IN THE CIA ACT OF 1949, AS AMENCED, AND A DCI DIRECTIVE DATED 8 OCTUBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1988

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MPAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DOL AS PROVIDED IN THE CIA ACT OF 1949, AS AMENOED, AND A-GOL DIRECTIVE DATED & OCTOBER 1982"

EFFECTIVE DATE OF PAY ADJUSTMENT! 14 JULY 1968

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\*PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-286 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE C1A ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTUBER 1967

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MPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504
AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962,"

EFFECTIVE DATE OF PAY ADJUSTMENT! 3 JULY 1766

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MPAY ADJUSTMENT IN ACCORDANCE AITH SALARY SCHEOULES OF PL 39-301 PURSUANT TO AUTHORITY OF DOL AS PROVICED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DOL POLICY DIRECTIVE DATED 8 OCTUBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1965

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

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

# GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

	1		Per A	nnum	Rates	and	Steps			<del></del>
GRADE -	1	2	3	4	5	6	7	8	9	10
GS- 1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2	3,680	3,805	3,930			4,305	4,430	4,555	4,680	4,805
<b>GS-3</b>	4,005	4,140	4,275	4,410	4,545	4,680	4.815	4,950	5,085	5,220
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830
<b>GS-5</b>	5,000		5,330	5,495	5,660	5,825	5.990	6,155	6,320	6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	
GS- 9	7,220	7,465	7,710	7,955	8,200	8,445	8.690	8,935	9,180	9,425
GS-10	7,900	8,170	8,440	8,710	8,980	9,250	9.520	9,790	10,060	10,330
GS-11	8,650	8,945	9,240	9,535	9,830	10,125	10,420]	10,715	11,010	11,305
<b>GS-12</b>	10,250	10,605	10,960	11,315	11,670	12,025	12,380	12,735	13,090	13,445
GS-13	12,075	12,495	12,915	13.335	13,755	14,175	14.595	15,015	15,435	15,855
GS-14	14,170	14,660	15.150	15.640	16.130	16.620	17,110	17,600	18,090	18,580
<b>GS-15</b>	16,460	17,030	17,600	18,170	18,740	19,310	19.880	20,450	21,020}	21,590
GS-16	18,935	<b>19,590</b> ¦	20,245	20,900	21,555	22,210	22,865	23,520	24,175	
<b>GS-17</b>	21,445	22,195	22,945	23,695	24,445			,		
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3 NATURE OF PERSONNEL METION

P. ORGANIZATIONAL DESMEATICES

14. CLASSIFICATION SCHEDURE (62. LR. or.)

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PREVIOUS CONTREMES: MESSEL BAIL

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II. POSITION TITLE

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NOTIFICATION OF PERBONNEL ACTION

SIGNATURE OR OTHER AUTHENTICATION FROM SAS

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35 VET. PREFERENCE : 30 3507 (PROP BATE | 15 COMP BATE | 30 CAREER CATEGORY | 39

**POSTED** 

STATE TAX DATA

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IN ACCORDANCE WITH THE PROVISIONS OF PURLIC LAW 87\*793 AND DCT MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

1

NAME SERIAL GRON FUNDS GR-ST SALARY SALARY PICCOLO JOSEPH S 025058 49 300 V GS 08 2 S A.COR S A.AOR

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RZR: 20 APR 63

3 RATURE OF PERSONNEL ACTION

9 DESANIZATIONAL DESIGNATIONS

FI/CI BRANCH

14 CLASSIFICATION SCHEDULE (65. LB, orc.)

II. POSITION TITLE

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DDP/SPECIAL AFFAIRS STAFF

PICCOLO JOSEPH-5-

OCF

I SERIAL HUMBIR 025058

**PROMOTION** 

FUNDS

SECRET (When lilled In)

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WASH., D.C.

12 POSITION BURSES

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IF SALARY OR BATE

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NOTIFICATION OF PERSONNEL ACTION

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IS. OCCUPATIONAL SERIES

18 HUNRIS INTELLIGENCE ANALYST OCCUPYING OPERATIONS OFFICER POSITION.

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SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF MESONNEL 22. STATION 23 INTEGREE 24 Nagiri 25 Sale 58 8'8'# 28 DATE OF GRADE 27 DATE OF LET 29 63 04 23 63 12 ,0= ,35 04 20 BETIBEMFAT DATA | 31 SEPARATION 32 CORRECTION/CANCELLATION BATA 33 SECURITY ; 34 SEE EOD DATA 35 VET PREFERINCE 36 SERV COMP DATE 37 LONG COMP CATE 22 CARRES CATEGORY PASCE : MEALTH INSURANCE 40 SOCIAL SECURITY BS 1101841 TAR DATA SIGNATURE OR OTHER AUTHENTICATION POSTED SECRET

17.41 11:0

IN ACCORDANCE WITH THE PROJISIONS OF PURLIC LA . AT - 793 AND DOI MEMORANDOW DATED I AUGUST 1986 , SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 14 OCTOBER 1962

FUNDS GREST SALARY NEW NEW SERIAL 28011

PICCOLO JOSEPA S 028658 61300 .V 07 3 \$ 5685

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BRANCH 4					WASH	., D.C.	•	
1. POSITION TITLE					12 POSITIO	M MUMBER	13 CAREER SERVICE O	Braut en
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SECRET (When Filled In)

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SECRET (when filled in) NOTIFICATION OF PERSONNEL ACTION PAS: 22 JULY 1960
1. Serial No. 2. Name (L | 3. Date Of Birth | 4 Vat, Pref. | 5. Sex | Mo. | Da | Yr. | Nona O Code | 12 | 08 | 35 | 10 Pr.2 | 0 | M | 1 | 10 Apmt Allidus | 11 | HGU | 19 | LCD | Mo. | Da. | No.2 | 02 | 04 | 6. CS - ECD Mo. Da. Yr. 02 04 57 2. Namo (Last-First-Middle) 125658 7. 500 Mo. | Da.

### PREVIOUS ASSIGNMENT

14. Organizational De:	ignations	,	Code	15. Locatio	n Of Offi	cial Station		Station Code
DDP WH BRANCH 4			4617	WASH.,	D.C.			75013
16. Dept Field 17.	Position Title			· • • • • • • • • • • • • • • • • • • •	18. Posit	ion No.	19 Serv.	20. Occup. Series
Uslid 4 frgn 6 2 IN	TELL ASST				0629		GS	0301.28
21. Grade & Step 22.	salary Or Rate	23. \$D	24. Date Of Gre	oda   25. PSI [	)ua	26. Approp	priation Nu	mber
06 2 5	995	D	Mo. Da. )		a. Yr. 6   60	0235 10	000 1000	)

#### **ACTION**

27. Nature Of Action	Code	Mo. Da. Yr.	29. Type Of Employee	Code	30. Separation Data
PROMOTION	30	07   24   60	REGULAR	01	

#### PRESENT ASSIGNMENT

	1				•		
31. Organization	al Designacions		Code	32. Location	on Of Official Statis	on	Station Code
DDP WH BRANCH 4	•		4617	WASH.,	D.C.		75013
33. Dept - Field Dept - 9 Code USIId - 4 Fran - 6 2	34. Position Title				35. Position No. 0629	36. Serv. 3 GS	7. Occus. Series 0301.28
38. Grade & Step	39. Salary Or Rate 5.355	M		oda 42 PSI 1 Yr. 110 D 60 07 2	5. Yr.	propriation Number 1000 1000	ber
44 Remarks		10-T	UD OUK		ŧ		

SECRET

IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED. 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SFRIAL GR-ST OLD SALARY NEW SALARY

PICCOLO JOSEPH S 125658 46 17 GS-06 2 \$ 4,640

> /S/ EMMETT D. ECHOLS DIRECTOR OF PERSONNEL

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<del>, -</del>		WHEN	ru.Led	17
	NAME			
				-2034

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SECRET DDP/WH ? PICCOLO JOSEPH S OLD BALARY RATE NEW BALARY RATE 37EP GRAGE GRADE \$ 3,415 REMARKS Des officed 9/1/58 Lo GS-4-2 "3.500 per advices from UV Payre to Cadau Dicknow X 2 8/1/59 CERTIFICATION I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY. 15075 SIGNATURE OF SUPERVISOR TYPES OR PRINTED, BANE OF SUPERFICE ROBERT N. DAKLGREN 21 Jan 58 Robert W Frakly PERIODIC STEP INCREASE - CERTIFICATION SECRET PERSONNEL FOLDER ......... 560

		* á		cy F - Flax	<i>*</i>	· 94	
AES: 25 JUI	NE 1959	NOTIFICATIO	ON OF PE	RSONNE	L ACTION	l	
	2. Name (Last-First-	Middle)		Mo. Du.		Prof 5. Son	6 CS - FOD   Ma.   Vr.
525658	PICCOLO JOSE	PH S		12 08		10 M 1	02 04 57
	8. CSC Retest. 9. ( Yes 1 Code	CSC Or Other Los	gal Authority	10. Apmt / Mo. Da.		ode Mo. Lo.	13. MH. Serv.
12 27 54	No - 8 1 50	USCA 403 J	)		No-2	02 04	
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14. Organizational	Designations		Con	15. Locatio	on Of Official St	ation	Station Code
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BRANCH 111 MEXICO CITY.	MEXICO STAT	ION	4652	MEXICO	CITY, MEXI	ω	45075
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27. Nature Of Action	on /	Code 98.		29. Type O	Employee	Code	30. Separation Data
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PROMOTION		<del></del>	<u>  28   59  </u> ESENT ASSIC	REGULAR	<del>' : \</del>	101	
31. Organizational D	Insignations		Code Code		Of Official Sta	1100	Station Code
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DOP WH BRANCH III	'\'			$\wedge$		_	
MEXICO CITY, N	SEXICO STATIC	NI	4652		TTY, MEXICO		35075 37. Occup. Series
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27   54   No - 2   1   50 USCA 403 J   No - 2   2   PREVIOUS ASSIGNMENT		8 CSC Petmt. V. C		Legal Authority	10. Apmt A	Affiday 11. FEGU	12. LCD	13 20 300
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MAIL AND FILE CLERK   Mexico City, Mexico   Mexico City, Mexico   Mexico City, Mexico   Mexico City, Mexico   Mexico City, Mexico   Mexi	I. Organization	al Designations		Coglo	15. Lecatio	on Of Official Static	on	Station Code
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1   5   5   MAIL AND FILE CLERK   510   GS   0305.05				7,001	MEXICO !			
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Station Code   104   157   102   103   158   157   155   150   1		22. Salary Or Rate	∑23. SD			\		or
Nature Of Action  Code 28. Eff. Date 29. Type Of Employee Code 30. Separation Data Ma. Da. Yr.  Mo. Da. Yr.  Mo. Da. Yr.  No. Da. Yr.  PRESENT ASSIGNMENT  Code 32. Location Of Official Station  Station Code 32. Location Of Official Station  No. H111  ICO CITY, MEXICO STATION  No. Date Official Station  No. Date Official Station  Station Code 35. Position No. 36. Serv. 37. Occup. Series 0513  Station Code 35. Position No. 36. Serv. 37. Occup. Series 0513  MAIL AND FILE LIK  Grade & Step 39. Solary Of Rate 40. 60  Ma. Da. Yr.  No. Date Official 49/PSI Due 43. Appropriation Number 106 No. 158 N	<b>2</b>	\$ 3850	<b>QS</b>		7 92 0	58 8/3570	55 060	J
MOTION  Mo. Da. Yr.  Of 29   58 REGULAR  OT STATION  PRESENT ASSIGNMENT  Code   39. Location Of Official Station  Station Code   39. Location Of Official Station  Station Code   39. Location Of Official Station  Station Code   39. Location Of Official Station  Station Code   39. Location Of Official Station  Station Code   39. Location Of Official Station  Station Code   39. Location Of Official Station  Station Code   39. Location Of Official Station  Station Code   39. Location Of Official Station  Station Code   39. Location Of Official Station  Station Code   39. Location Of Official Station  Station Code   39. Location Of Official Station  Station Code   39. Location Of Official Station  Station Code   39. Location Official Station				ACTIO	N			
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PRESENT ASSIGNMENT  Code 39. Location Of Official Station  Station Code  WH  NCH 111					İ			
Croanizational Designations  Code   32. Location Of Official Station  Station Code   MEXICO CITY, MEXICO   45075    Dept. Field   34. Position Yillo   36. Position No.   36. Serv.   37. Occup. Series   35.   5   MAIL AND FILE SLK   0518   GS   0305. 05    Grade & Step   39. Salary Or Paro   40. ED   M. Da. Yr.   Ma. Da. Yr	OMOTION		30	06   29   58	REGULA	IR .	01	
MH NCH 111 ICCO CITY, MEXICO STATION  Dept. Field  34. Position Title  1 Code 1 S MAIL AND FILE ELK  Grade & Step 39. Solary Or Rate   40. ND   Ma. Da. Yr.   43. Appropriation Number   40. ND   Ma. Da. Yr.   43. Appropriation Number   40. ND   Ma. Da. Yr.   43. Appropriation Number   40. ND   Ma. Da. Yr.   43. Appropriation Number   40. ND   Ma. Da. Yr.   43. Appropriation Number   40. ND   Ma. Da. Yr.   43. Appropriation Number   40. ND   43. Appropriation Number   44. ND   45. ND			i	PRESENT ASSI	GNMENT	. \		
NCH 111 ICO CITY, MEXICO STATION  1652 MEXICO CITY, MEXICO  15 Oshibon No. 36 Serv. 37. Occup. Series  1 Code 1.3 5 MAIL AND FILE ELK  1.5 0518 GS 0305.05  Grade & Step 39. Salary Or Rato 40. SD No. 10. Date Of Grade 49. PSI Due  1	Organizationa	Designations		Code	32. Location	Of Official Station		Station Code
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> GORDON M. STEWART /S/ DIRECTOR OF PERSONNEL

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F.J. 20 Dec 1757 NOTIFICATION OF PERSONNEL ACTION 6091 TOB 3. JOURNAL OR ACTION NO. 4. DATE 2 DATE OF BIRTH 125858 4 To: r mry 1957 9 Dec 1935 PR. JOSYPH S. PIGICLO This is to notify you of the following action affecting your employment: 7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 6. EFFECTIVE DATE S. RATURE OF ACTION CUSE STANDARD TERMINOLOGY) 50 TE A 103 1 4 Feb 1957 RECEPIED APPOINTMENT A POLITICA TITLE File Clark 177-424-09 us-0305-01-4 \$3415.00 per amma Records Integration Division Analysis & Operations Branch Index Section 11. NEADGUARTERS Washington, D. C. DEPARTMENTAL 12. FIELD OR.DEPT'L 71010 DEPARTMENTAL 'LS. VETERAN'S PREFERENCE 14 POSITION CLASSIFICATION ACTION NONE WHII OTHER 5 PT. 10 POINT MEN VICE I. A REAL SDILB 15. SEX 16 APPROPRIATION 18 DATE OF APPOINT. MENT AFFIDAVITS (ACCESSIONS CHLT) 17 SUBJECT TO C S BETINEMENT ACT 19 LEGAL RESIDENCE CANHED | PROVED 4 Feb 1957 STATE: Ployles RC-101 Surject to the artisfactory completion of a trial period of one year. Subject to the satisfactory completion of a sadical constitution. Pay rate shown is subject is subject to adjustment upon verification of prior Service 2/1/57 DOC 2/1/57 GNOD: 2/1/57 LO d Felder Requested .... 800 F6 1 5 2/9/58 Indials ..... Caro and Source & Source Property and selections Director of Personstill 4. PERSONNEL FOLDER COPY

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ECTION B QUALIFICATIONS UPDATE	
QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS AFFACHED TO THIS REPORT, PLAI- FORD YES: IN THE BOX TO THE RIGHT, IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT	
ECTION C PERFORMANCE EVALUATION	
- Unsatisfactory Performance is unacceptable. A rating in this cutegory requires immediate and positive remedial action. The record range from counseling, to further training, to placing on probation, to reassignment or to separation. De	nature of the action
& proposed in Section D.	
tales at recommended should be described  Proficient Performance is satisfactory. Descret results are being produced in the manner expected.	14
Strong Performance is characterized by exceptional proficiency.	• •
<ul> <li>Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of a work as to warrant special recognition.</li> </ul>	others doing simil
SPECIFIC DUTIES	
t up to size of the most important specific, duties performed during the rating period. Insert rating letter which best describes the manner in Forms EACH specific duty. Consider ONLY, effectiveness in performance of that duty. All employees with supervisary responsibilities MU ir ability to supervise (indicate number of employees superrised).	which employee SI be rated on
ECIPIC DUTY NO. 1	CT LETTER
Serve as senior CI coordinator for LA Division; to monitor the Division's ctivities; to provide guidance and support for its CI problems and operation	ie i
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SCIFIC DUTY NO. 8	RATING
Participate in Counterintelligence and Operational Security Surveys.	
	S
SCIPIC DUTY NO. 8 SCROON LA Division traffic containing items of CI significance, mintain	RATING
Screen LA Division traffic containing items of CI significance; maintain aison with other CI components of the USG; perform special CI case assignates.	s
ICIPIC DUTY NO. 4	RATING
Maintain CI working files including basic information on the CI objectives Division.	of S
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OVERALL PERFORMANCE IN CURRENT POSITION .	
hits account everything about the employee which influences his effectiveness in his current position such as performance of specific dut	MATING
uction), conduct on seh, cooperationers, pertinent personal treats or habits, and particular limitations or talents. Based on your knowle makespas, control performance during the righting period, place the letter in the rating bas corresponding to the attended which must y estimate be breat of performance.  DERIVATIVE OLDY 05.7250	1
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NARRATIVE COMMENTS

Indicate significant strengths or weaknesses dimonstrated in current position keeping in proper perspective their relationship to averall performance. State suggestions made for improvement of work performance. Other recommendations for training, Comment on foreign language competence, it required for current position. Amphity or explain ratings given in Section C to previde best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, it applicable. If

Mr. Piccolo's who experience in LA Division and Cuban operations, his inquisitive instincts, his activist stylew and his keen analytical skills, superbly qualify him to serve as the senior CI Staff coordinator for LA Division. One obvious measure of his strong, continued effectiveness, is that in any given week he receives more requests for guidance, CI file reviews, and other forms of CI support, than any of our other area division coordinators. On the other hand, because of his in-depth, across the board knowledge of LA's operational activities, he represents a unique resource to C/CI when the latter has to respond knowledgeably and rapidly to inquires from the DDO level on LA related matters. On that score alone, C/CI has commented on his deep satisfaction with Mr. Piccolo's impressive performance.

During the year, Mr. Piccolo led the team which conducted an in-depth CI and Operational Security Survey of Brasilia Station and its two Bases. The final report was well received by the Division and the Station, which began implementing certain of the team's suggested recommendations before its return to Headquarters. As with other CI survey reports, the Brasilia study was forwarded to the DDO and the DCI for their information. Mr. Piccolo is one of the more experienced survey officers, having participated in or led five station survey exercises in AF and LA Divisions.

//continued//

SECTION E	CERTIFICATION AND	COMMENTS
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DATE	DEFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND BIGNATURE
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	Chief, CI/OG/OC	
	2. BY EMPLO	· · · · · · · · · · · · · · · · · · ·
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COMMENTS OF REVIEWING OFFICE		VIII VIII
intelligence problem well, his advice and	is and leads in that active support are regularly so entials of a given operat:	onal and informed follow-up on counter- e area. He knows his client division ught, and he has an unusual ability to ional matter. All with whom he deals
		(continued)
er ·	C/C1/0G	Jack Friedlander
_	4. BY EMPLOYE	: <b>E</b>
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The operational traffic Mr. Piccolo screens for the "front effice" is usually accompanied by pertinent insights on the significance of the development or event reported. He has been praised more frequently for his commentaries than any of our other coordinators, which is another reflection on his intimate familiarity with the LA operational scene. Numerous examples of his productive and versatile service to the Division and Staff can be cited but we will note for the sake of brevity only three to underscore out point. (1) For the past two years he has been the guiding and principal referent on a joint Agency/FBI proposal which would enable the FBI to

	His perseverance in shepherding the instrument through
	s in the Agency and the Department of Justice, is finally
	notification that the SCC/CI had informally approved the
	summer Mr. Piccolo was temporarily assigned to assist NE
Division as a consultant, I	pecause of his Brasilian expertise, in a case involving
<u></u>	Ultimately Mr. Piccolo participated
directly in the	assessment process, and was a key factor in finally
persuading the	
Finally (3), he has quite ;	justifiably earned the reputation (per student critiques
and faculty commentary) as	one of the most effective instructors on the CI Staff. He
lectures repularly in the (	I and BOC courses, and participates in the our military and FBI colleagues.

Again, Mr. Piccolo's performance during this past year, as in previous years, reflected a sustained superior effort, which, I am convinced, will continue to be the pattern in the future.

#### SECTION E REVIEWING COMMENTS (continued)

Rating officer properly highlights Mr. Piccolo's determination and perseverence in pushing a major joint CIA-FBI program through Washington's often unbelievable bureaucracy. A lessor man would have thrown in the towel long ago. Mr. Piccolo, understanding the importance of this proposal, was determined to "hang in there;" success resulted.

A veteran CI survey officer, Mr. Piccolo headed a team inspecting Brasilia Station during this year. Perceptive identification of a number of potential counterintelligence and operational security problems, have induced this Station to take certain corrective action and its future operational programs will surely benefit from these.

Major contamination via Philip Agee has severely limited this officer's ability to serve in his area of specialty, Latin America. Nonetheless, we need to identify in the not too distant future a challenging overseas assignment that will take advantage of his impressive operational skills and experience. He is patently an officer with highly developed on-the-street instincts and, if he is to achieve his considerable potential, needs additional overseas postings.

In the meantime we are fortunate indeed to have him on our Staff; he is one of our hest. I unheatfatingly concur in the Rating Officer's letter grades and narrative comments.

SECRET

14 Harch 1979

Mr. Joseph S. Piccolo, Jr. CI Staff/Operations Group MEMORANDUM FOR:

Operations Coordination Branch/LA

SUBJECT

Letter of Instruction

#### General:

1. As the Latin America Division Coordinator for the Operations Coordination Branch, CI/OG, your basic duty is to serve as the initial and principal point of contact between the CI Staff and LA Division with respect to counterintelligence activities involving the Division and its respective Stations. position of Coordinator has certain liaison aspects it also requires that the incumbent, in support of the DDO's objective to reintegrate CI disciplines within the Operations Directorate, take an active role in stimulating CI practices and operations in LA Division. Accordingly, you are expected to be fully knowledgeable of the missions and responsibilities of the Cf Staff (See DDO Notice No. 1-1339, dated 16 July 1975; DDO Notice No. 51-54, Coordination on Counterintelligence Matters, dated 4 May 1976); and in general the interests and activities of the other functional branches of the Operations Group as they relate to LA Division. To enable you to accomplish your specific duties you will be supported by an Assistant LA Coordinator.

#### Specific Dutles:

- 2. As the LA Coordinator, your major continuing duties will be:
  - To develop close and affective working relationships with LA Division to ensure you are currently and fully aware of CI problems and activities in that Division; to provide LA Division with guidance and support for its counterintelligence operations.
  - b. To participate when requested in the planning and conduct of field Counterintalligence and Operational Security Surveys designated by the C/Cl Staff.

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- c. To menitor and screen LA cable traffic and select items of CI significance for routing to appropriate CI Staff components, together with supplemental information as needed; to maintain liaison with other USG components as appropriate; to perform special assignments on CI cases as may be required by CI Staff.
- d. To maintain CI working files, including basic information with respect to the CI Objectives of each LA Division Station.
- e. To serve as back-up Coordinator for other divisions as may be required, and as your work schedule permits.
- 3. During your assignment to CI/OG/OCB Fitness Reports on your performance will be based on the provisions of this LOI. Any major changes in this LOI will be made in writing and will require your signature to be effective.

Stephen F. Creane Chief, CI/OG/OC

I have read and understood the above.

Joseph S. Piccolo, Dr.

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S, E, C, R, E, T CLASSIFICATION

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surrent position. Amplify or explain roungs given in Section C to provide best base for determining future personnel action. Manner of partnmance of				
	managerial or supervisory duties and test communicates in the use of personnel wide equipment and funds, must be commented on, if applicable If eatin spore is needed to complete Section D. order to separate sheet of paper.			
During the per	iod under review Mr. Pi-	ccolo was the senior referent		
in the Branch for L	A Pivision affairs. In	this capacity he functioned		
most effectively an	d efficiently, and fully	exploited his more than 17		
year's association	with LA Division.	·		
With respect to	o Specific Duties, No's	3 and 5 are pretty much self		
explanatory and are	the bread-and-butter to	tpe activities that provide you		
		pilities and keep you au		
courant of operation	nal conditions. There	is no rating for No. 4 as this		
	was handled by O/C/CI.			
		Piccolo has had several field		
		eral at Headquarters. He		
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SECTION E	CERTIFICATION AND COM	MENTS		
	-1. BY SUPERVISOR	· · · · · · · · · · · · · · · · · · ·		
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Continuation of Fitness

Joseph S. Piccolo

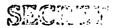
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and outlined to them the reasons he believed the
COG agreed to withold any attempts at operational exploitation
With respect to Duty No. 2, usually focused on the activities of
while his colleague focused on those of In any event,
each could readily fill in as substitute if the other were absent. The
range of operational initiatives available to us in these cases is, for
the most part, limited and our main in-put is in terms of area knowledge
and operational experience. Nevertheless, Mr. Piccolo did address him-
self to the problem of coverage of
when travelling overseas and drafted a general consent agreement for
The The The The The The The The The The
suggestion is in the hands of the military services the FBI and Agency
legal authorities and its ultimate fate is not known.
In terms of ad hoc assignments Mr. Piccolo has participated in two
CI Operational Surveys, n
he was the team leader. A
by and
determine the capabilities
and to
The are time
consuming and taxing, requiring a review of all pertinent Headquarters
files, all
operational personnel, and then return to Hqs. to compile a report that
may run as few as fifty pages or more than one hundred. The reports
are addressedthe DDO, although the DCI has instructed
that he be routinely included on the distribution of each report. Mr.
Piccolo's level of performance is reflected in the fact that was
his fourth survey.
In another ad hoc activity Mr. Piccolo was responsible for retriev-
ing a proposal regarding joint activities with the FBI in a very sensitiv
area from the Bench Mark paper being submitted to the National Security
Council/Special Coordination Committee NSC/SCC) on counterintelligence
programs, and suggesting that it be submitted jointly with the FBI to
appropriate USG authorities. This suggestion is currently being imple-

mented and in so doing has required consultation and meetings with the IBI from the working level to very senior officers.

Mr. Piccolo is an experienced and professional officer requiring a minimum of supervision. He is aggressive, imaginative and has demonstrated his initiative. He writes well and is even stronger in his verbal skills. He can defend his position vigorously and skillfully but is disciplined and will accept the final decision if contrary to his own view without promaing. He has an engaging personality. I would be happy to serve with him again either at higs or overseas.

SICRIT



1 September 1978

MEMORANDUM FOR: Mr. Joseph S. Piccolo

CI/LANE Section

SUBJECT : Letter of Instruction

## I. Introduction

This LOI is intended to provide you with the general missions and goals of the Operations Coordination Branch (CI/OC) and the specific duties which you, as an officer in the LANE Section, have been assigned.

# II. Operations Coordination Branch - General Missions and Goals

CI/OC is responsible for monitoring and coordinating the foreign CI activities of CIA and other U.S. agencies, and providing appropriate support and guidance to such activities. It conducts CI and Operational Security Surveys of Directorate field stations, and manages certain select, sensitive foreign CI operations. It investigates and issues the necessary approvals for the operational use of all prospective DDO agents and assists in the monitoring of agent performance for CI purposes. It contributes critiques annually to EPDS on the progress of field stations toward their CI objectives, and in general monitors the counterintelligence performance of CIA elements in accordance with the pertinent protions of Executive Order 12036.

III. The Operations Group was reorganized in December 1977 and its functions and responsibilities were restructured along geographic lines. The effect was an amalgamation of the former Area Operations Branch and the functional branches into three geographic components consisting of an EAAF Section, a EURFR Section, and a LANE Section. Also at that time, the Clearance Section, formerly the Ops Clearance Branch, R&A Group, was transferred to CI/OC

#### IV. Specific Duties

As an officer in the LANF Section, CI/OC, your duties are as follows.

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- 2. To screen non-restricted DDO operational telecommunications in the LA area for selection and routing, of items of CI significance to appropriate Branch and Staff officers.
- 3. To assist in the review and coordination, in conjunction with the central referent, of and other U.S. agencies; and to help manage certain select, foreign CI cases.
- 4. To monitor hostile intelligence approaches to U.S. persons in your geographic area, including U.S. Government military and civilian employees, tourists and U.S. resident aliens.
- 5. To participate in the LANE Section contribution to an overall CI Staff annual evaluation of the counterintelligence program conducted under the Operating Directive of the respective stations in the LA area.

During your tour with CI/OC fitness reports on your per formance will be prepared and based on the provisions of this LOI. Any major changes in your duties will be made in writing with your concurrence and will require your signature to be effective.

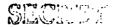
I have read and understood the above:

Joseph S. Piccolo

Joseph S. Piccolo

John F. Markham

Date



1 September 1978

MEMORANDUM FOR: Mr. Joseph S. Piccolo

CI/LANE Section

SUBJECT Letter of Instruction

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# Specific Duties

As an officer in the LANE Section, CI/OC, your duties are as follows.

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Develop and maintain close and effective working relationships with LA Division personnel in support of DDO counterintelligence operations and activities; and to provide guidance and support in the furtherance of those operations and activities.

2. To screen non-restricted DDO operational telecommunications in the LA area for selection and routingof items of CI significance to appropriate Branch and Staff officers.

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by [				and c	ther	u.s.	agenci	es;	and	to	help
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- 4. To monitor hostile intelligence approaches to U.S. persons in your geographic area, including U.S. Goyernment military and civilian employees, tourists and U.S. resident aliens.
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During your tour with CI/OC fitness reports on your per formance will be prepared and based on the provisions of this LOI. Any major changes in your duties will be made in writing with your concurrence and will require your signature to be effective.

I have read and understood the above;

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·			FITNESS REI	PORT			\		
SECTION A			GENERAL INFOR						
025658	Pic	colo,	Joseph		8 Dec 35	M 55-1:	3 DAG		
Operations		•	DDO/CI/O		HQS	XX 10.7 %			
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CONTRACT SPECIAL OTHER 13. REPORTING PLATE PROPERTIES IN O. T. 1 OCT 76-30 Sep 77 31 Oct 77									
SECTION B			QUALIFICATIONS	UPDATE					
IF QUALIFICATIONS UI			IBMITTED WITH CHANGES, CHANGES ARE REQUIRED,						
SECTION C		Р	ERFORMANCE EVAL	UATION					
		ounseling, to fo	uting in this category requir- urther training, to placing on						
tok	formance is defic en or recommend	ient in some s led should be	espects. The reasons for assign described,	ning this rating si	bould be stated in Sect	ion D and reme	dial actions		
		•	d results are boing produce acceptional proficiency.	d in the monsor e	reported.		 		
O-Outstanding Per		ceptional in re	fation to requirements of the	work and in come	parison to the performa	nce of others do	ing similar		
			SPECIFIC DUTI	ES		<del></del>	<del>``</del>		
	y. Consider ONLY	'affectiveness i	during the ruting period. In in performance of that duty, pervised),						
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Operations of project.	officer :	for	· · · · · · · · · · · · · · · · · · ·		CI		. <b>s</b>		
BPECIFIC DUTY NO. 2							MATING LETTER		
Case officer and domestic			oject involvin	g extens	íve interna	tional	0		
SPECIFIC DUTY NO. S					<u> </u>		RATING LETTER		
Investigation and exploitation of CI leads derived from Agency and/or FBI operations.							S		
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Ad hoc assignments; i.e. CI Operational Surveys, CI training of foreign liaison, etc.						of	0		
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To serve as Acting Branch Chief.							S		
PECIFIC DUTY NO. 6							PATING		
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#### SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demanstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training Comment on fareign language competence, if required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If each a separate sheet of paper.

Mr. Piccolo is an integral part of the Special Operations Branch which, in way of explanation, is charged with undertaking certain sensitive operations assigned by Chief, CI; it is also responsible for a variety of ad hoc requirements not normally found elsewhere in the DDO which require the handling of off beat but CI related investigations; and in rendering support to the FBI in its cases abroad. Mr. Piccolo in the fulfillment of these assorted tasks of the Branch has demonstrated discretion, tact, flexibility, open mindedness, operational knowhow and good common sense. He is viewed as a highly experienced, completely dependable officer, requiring a minimum of supervision. He does, however, know when to seek guidance and accepts it with good cheer. His approach to operational problems is based on a solid appreciation of what is required and is not afraid to express his views on a problem when necessary, but he will implement a decision once made. These attributes coupled with his fairness, single minded approach to his work and dedication, mark him as a professional in the true sense of the word.

/Continued/

SECTION E	CERTIFICATION AND COM	MENTS							
1. BY SUPERVISOR									
MONTHS EMPLOYEE MAD SEEN UNDER MY SUPERVISION									
15	•••								
25 Otobac 1977	AC/C1/OG/SO	Daniel R. Niesciur							
	2. BY EMPLOYEE								
I HAVE OR HAVE NOT A A STATEMENT CONCERNING THE SUPEYALUATION OF MY PERFORMANCE	ENVISOR'S 25 OFT 77	Joseph S. Piccolo							
	3. BY REVIEWING OFFIC	IAL							
I have known Mr. Piccolo since early this year and have been much impressed by his professionalism, conscientiousness and capacity for just plain hard work. He has done everything that we have asked him to do quickly and well. His work both on the sensitive and productive CI project mentioned by the rating officer and on several counterintellingence surveys has been consistently first-rate. He thinks well and he writes well. Based on his broad field experience, his language skill and his deep dedication to the Agency, he would appear to have considerable growth potential. He is one of our very best officers. I unhesitatingly concur in the rating officer's letter grades and narrative comments.  Chief, CI Ops Group  Jack Friedlander									
CINTERS I MALE SIEN THE ENTERED ON ALL SE TRANSPORTED OF BURDONE O									
	SEURET SECRET	j-							

FITNESS REPORT October 1977

Joseph S. Piccolo

# SECTION D NARRATIVE COMMENTS - /Continued/

In addressing the specific duties, Mr. Piccolo has been engaged during the past year in the exploitation of which has resulted in of some In the furtherance of this project he supervised, with an even hand, one intelligence assistant. Mr. Piccolo has been called upon to support CI activities requiring extensive travel abroad in support of joint Agency and objectives. He executed these assignments with a singular degree of professionalism. Recently he organized and ran This required a CI training course the preparation of course material in and personally delivering lectures in the language. Station described this effort as an outstanding contribution to the current task of efficient and effective counterintelligence organization. More recently, based on previous experience and partici-pation in CI Operational Surveys, he has been designated to head a CI Survey team going to Latin America. Finally, during the period of this report, due to the absence of the Branch Chief, Mr. Piccolo has served well as the Acting Branch Chief and during his tenure kept work flowing smoothly, efficiently and without change of pace. To sum up, Mr. Piccolo is in the opinion of this rater a solid first class officer whose judgment is totally dependable and whose accomplishments have been significant. We would commend Mr. Piccolo for any assignment in field operations above any of his peers.

25 October 1977

MENORANDUM FOR: Joseph S. Piccolo, Jr.

SUBJECT : Letter of Instruction

Dear Mr. Piccolo:

This Letter of Instruction sets forth your responsibilities and duties as an operations officer assigned to the Counter-intelligence Staff. Your performance of the duties described below will serve as the basis of the preparation of your fitness report. Any questions, clarification or elaboration regarding these instructions should be discussed with the Chief, CI/OG/SO and/or Chief, CI/OG.

#### General

14-00000

1. Working under the supervision of the Chief, CI/OG/SO,
you are responsible for the initiation, coordination and support
of certain counterintelligence operations designed to detect and
neutralize efforts by adversary foreign intelligence services
which seek to penetrate U.S. Government agencies (especially
CIA) as well as any with which CIA
To do this effectively you will
be expected to develop and maintain close working contact with
other components of this Agency as well as officers of other U.S.
agencies involved in counterintelligence.

2. Through perusal of pertinent cable traffic and other
available data you should keep abreast on a continuing basis of
the activities, personnel and political factors affecting the
as well as problems which confront
and Agency installations overseas. It is furthe
expected that you will contribute sound operational planning and
participate actively in decisions reached concerning those
counterintelligence operations assigned to you. You will also
be expected to keep your immediate supervisor fully informed
of all major developments and problems of an operational or
administrative nature.



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3. In the absence of the Chief and/or Deputy Chief, CI/OG/SO, you will act in his place, assuming all the responsibilities and duties of that job.

## Duties

- 4. In fulfilling your responsibilities you will be expected to perform the following duties:
  - a. Operations officer for multiple lead highly sensitive CI project.
  - b. Case officer for CI/FBI project involving extensive international and domestic travel.
  - c. Investigation and exploitation of CI leads derived from Agency and/or FBI operations.
  - d. Ad hoc assignments; i.e. CI Operational Surveys, CI training of foreign liaison, etc.
    - e. To serve as Acting Branch Chief.

Jack Friedlander Chief, CI Staff Operations Group

I have read and understood the above.

Joseph S. Piccolo, Jr.

		FITNESS REPORT	· · · · · · · · · · · · · · · · · · ·					
SECTION A		GENERAL INFORMATION						
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Operations Officer		DDO/CI/OG/AO & SO	HOS	X Has.   for				
11. THE OF API			. TYPE OF REPORT					
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SECTION B	Q	UALIFICATIONS UPDATE		11				
		ITTED WITH CHANGES, AND IS ATT. ANGES ARE REQUIRED, PLACE THE W						
SECTION C	PERI	FORMANCE EVALUATION						
U-Unsatisfactory Performance cauld range ar proposed	e is unacceptable. A rating ofrom counseling, to furthe f in Section D.	g in this category requires immediate an per training, to placing on probation, to i	reassignment or to sepa	oration. Describe action takes				
M-Marginal Performance		cts. The reasons for assigning this rating cribed.	should be stated in Se	ection D and remedial actions				
P-Proficient Performance	ls satisfactory. Desired re	esults are being produced in the manna	r expected.					
O-Outstanding Performance	i is characterized by excep i is so exceptional in relatio	on to requirements of the work and in co	imporison to the perform	nance of others daing similar				
work as to	warrant special recognition	n.	- See parion	· · · · · · · · · · · · · · · · · · ·				
	·	SPECIFIC DUTIES						
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SPECIFIC DUTY NO. 1			:	RATING LETTER				
· Conduct CI operation	onal surveys		( 	S				
SPECIFIC DUTY NO. 2			:	RATING				
To serve as acting	branch chief		* ; ;	S				
PECIFIC DUTY NO. 3				RATING				
To serve as operation	ions officer fo	r a multiple lead CI pr	oject.	S				
SPECIFIC DUTY NO. 4				RATING LETTER				
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SECTION D .	NARRATIVE COMM	(NIS
suggestions made for improvement of a Eurrent position. Amplify or explain ra managerial or supervisory duties and 5	work performance. Give recommendations for trailitings given in Section C to provide best basis for	proper perspective their relationship to averall performance. State ning: Camment on foreign language competence, if required for determining future personnel action. Manner of performance of equipment and funds, must be commented on, if applicable. If
different roles in the officer in the Area O Special Operations Br two months. Overall and thoroughness.	ne period of this report. The perations Branch for six montanch for three months and the has performed his duties	live and has served in several mose included positions as survey of the operations officer in the men acting chief of that branch for in these positions with efficiency
	of participation in CI opera	signed to the Area Operations Branch tional surveys of two countries, u CI operational survey is defined
	l mi	
officers and their fir addressed to the DDO a of the Station.	nal report may be 100 or more	by a team of two or more operations e pages in length. The report is and gives them a detailed CI profile (CONTINUED)
SECTION E	CERTIFICATION AND COM	MENTS
	1. BY SUPERVISOR	
MONTHS EMPLOYEE HAS SEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	
14 DEC 1976	DC/CI Staff Ops Group	Robert G. L. Wall
	2. BY EMPLOYEE .	SIGNATURE OF EMPLOYEE
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OMMENTS OF REVIEWING OFFICIAL	3. BY REVIEWING OSHIC	IAL
I fully concur with with the manner in whi of his branch in the a Mr. Piccolo is a hard-	ich Mr. Piccolo has moved in Obsence of the branch chief w	isor. I have been most pleased and taken over the management who departed with little warning. Il problems. He has, however, et and professionalism.
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(147.) )   0.4. ( \10 % fee 6.) ( 196.)   0.4. ( \10 % fee 6.)	4. BY EMPLOYEE	Joseph's, Piccolo
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FITNESS REPORT

Joseph S. Piccolo, Employee #025658

### SECTION D - NARRATIVE COMMENTS (Continued)

The two countries which Mr. Piccolo helped survey represent widely varying operational and social environments. In both instances, however, the Station Chiefs cabled Headquarters at the end of the field aspect of the survey complimenting the team on the thoroughness and understanding with which they conducted the survey, and commented on the usefulness and practicality of the team's recommendations. It should noted that these cables had considerable impact on DDO management and were used widely in the extension of the survey program into other areas.

Although Mr. Piccolo's field exposure has been exclusively in the Latin American area, he has a widely varied operational background, having served in varying operational capacities in several stations, and he is perceptive in his understanding of operational realities. His personality is positive and outgoing, and in most instances he is able to initiate very quickly a responsive dialogue with fellow officers. He is adaptable in outlook and reads quickly and with understanding; qualities almost indispensible in an activity of this kind. Im sum, Mr. Piccolo approached both Surveys with enthusiasm and a sense of responsibility, completed his written report (he had a different partner in each case) promptly and accurately. He undoubtedly would have been engaged in a third survey except his temporary tour ended and he was assigned permanently elsewhere in the Staff.

In his duties in the Special Operations Branch, Mr. Piccolo has excelled in his management responsibilities in the sense of both getting the work out of his people and in getting along with them. He is on good terms with all of them. He has shown good CI mentality and a thoroughness which is essential to good CI work. His dedication to his work is shown by his punctuality in the morning and his presence in his office well after five most evenings. His production as operations officer has been steady and thorough for both of the projects for which he has responsibility. Unfortunately, he experienced a period of ill health following a hectic TDY; however, he returned to duty at the first opportunity and resumed his duties with vigor. His versatility was recently demonstrated by his participation in a joint meeting with representatives of a foreign service over a period of several days and evenings during which he proved fully effective in achieving Agency objectives in a liaison and social environment.

The most impressive aspect of Mr. Piccolo's performance and one deserving special mention in this fitness report is his ability with the written word. It is fully accurate to say that the survey reports to which he contributed were much better written than were those of his peers. He has the ability to describe an operational situation in terms which are at the same time meaningful, concise and easy to read. It is a pleasure to read his material and to compliment him on this ability in this report.

SECRET

15 December 1976

MEMORANDUM FOR: Joseph S. Piccolo, Jr.

SUBJECT. : Letter of Instruction

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1. Working under the supervision of the Chief, CI/OG/SO, you are responsible for the initiation, coordination and support of certain counterintelligence operations designed to detect and neutralize efforts by adversary foreign intelligence services which seek to penetrate U.S. Government agencies (especially CIA) as well as any

To do this effectively you will be expected to develop and maintain close working contact with other components of this Agency as well as officers of other U.S. agencies involved in counterintelligence.

2. Through perusal of pertinent cable traffic and other available data you should keep abreast on a continuing basis of the activities, personnel and political factors affecting the as well as problems which confront and Agency installations overseas. It is further expected that you will contribute sound operational planning and participate actively in decisions reached concerning those counterintelligence operations assigned to you. You will also be expected to keep your immediate supervisor fully informed of all major developments and problems of an operational or administrative nature.

EZ IMPDET CL BY 008885 3. In the absence of the Chief and/or Deputy Chief, CI/OG/SO, you will act in his place, assuming all the responsibilities and duties of that job.

# Duties

- 4. In fulfilling your responsibilities you will be expected to perform the following duties:
  - a. To carry out <u>ad hoc</u> operational requirements as may be assigned such <u>as</u> the conduct of CI Surveys at overseas stations.
  - b. To serve as Branch Chief or Deputy Branch Chief as required in the absence of the incumbent.
  - c. To serve as the Headquarters case officer for certain highly sensitive CI operations.

d

Lawrence M. Sternfield Chief, CI Staff Operations Group

I have read and understood the above.

Joseph S. Piccolo, Jr.

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FITNESS REPORT  NOTE: Supervisor or Reviewing Official may assign a higher class if CONFIDENTIAL is not adequate for the report when complete													
SE	CTION A	A				G	ENERAL	IN	ORMATIO	N			
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SECTION C	NARRATIVE COMMEN	175						
Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relativeship to averall performance. State suggestions made for improvement of work performance. Ourse representations from training Comment on foreign temperage competence, if required for current position. Amplify or explain ratings given in Section 8 to provide best basis for determining future perspectativestics. Manner of performance of managerial or supervisory duties and sost consciouses in the use of personnel, space, equipment and funds, must be commented on, if applicable. If estra space is needed to complete Section C, attach a separate sheet of paper.								
This is an end of tour report covering the fourteen months in which this Officer has been under my supervision. Managua Station has just submitted its first Statement of Accomplishment Goals under the newly-established MBO reporting system and schedule. Consequently, this report combines Subject's duties as specified in two previous LOI's which run from 1 June 1974 to 30 May 1975 and from 1 June 1975 through 31 July 1975. The duties listed are therefore broader than those to be reflected in the latest LOI now being formulated as a logical adjunct to the new MBO format and content.								
(*) (On specific duties No. 5 and 6, there is so little content or substance associated with these duties as to make a Letter Rating meaningless. The target in Nicaragua is practically non-existent and there is no current need for technical operations to support approved operational activities. The duties are listed only because they were included in the LOI.)								
DUTY NO. 1								
Responsible for the operational program against the target, this officer handles agents and a contract agent in a highly proficient manner.								
SECTION B	CERTIFICATION AND COM	(See Attached Sheet)						
SECTION D	BY EMPLOYEE	neitis						
<del></del>	THAT I HAVE SEEN SECTIONS A, B, A	ND C OF THIS REPORT						
DATE	SIGNATURE OF EMPLOYEE							
2.	BY SUPERVISOR							
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERYISION	IF THIS REPORT HAS NOT SEEN SHOWN TO E	MPLOYEE, GIVE EXPLANATION						
14								
DATE	OPPICIAL TITLE OF BUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE						
7 August 1975	Chief of Station	i						
1	BY REVIEWING OFFICIAL							
J. COMMENTS OF REVIEWING OFFICIAL	TI PETER THING OFFICIAL							
The assessment given above of Mr. Piccolo's performance scems to be well-balanced and generally fair. His performance as described fits with my knowledge of it. It should be noted that it is very difficult to establish much of an operational record in the low level of community interest in developments in Nicaragua. It is to his credit that Mr. Piccolo was able to recruit in the onl								
to recruit in the only	in Nicaragua. It is to his	h much of an operational record in the low level of community credit that Mr. Piccolo was able						
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# SECTION C NARRATIVE COMMENTS

He handles a contract agent who, in turn, handles a low
level penetration of the This
marginal asset is kept on the payroll at a modicum cost for
the purpose of filling gaps, and for spotting, until better coverage can be developed. The contract agent, whose
coverage can be developed. The contract agent whose
administration in almost identical to their marriage for a
administration is almost identical to that required for a
also produces information on the extremist target through his
marital connections.
Also handled under Duty No. 1 is a of
a legal political party of socialist persuasion, which has
traditionally demonstrated a propensity for cooperation with
chartematry demonstrated a propersity for cooperation with
the communists and/or extremists in Nicaragua. This paid agent
produced twenty eight intelligence reports with a Value Quotient
(VQ) average of 4.07 over this period. This agent, handled
directly, requires and receives close and alert guidance. He
has provided valuable spotting information, which the Case
Officer has followed up, accomplishing the full cycle of assess-
ment, development and successful recruitment of a member of the
ment, development and successful rectulinent of a memorial the
who will be targetted against both
, and hopefully, into
the
Acting upon a lead from ERHATCHET-2, a
this Officer also contacted, assessed, developed and recruited
a

Considering the paucity of leads available on the elusive but important (a Priority 1 Objective of the Station), these two recent recruitments are judged to be very significant achievements, attributable to this Officer's language fluency, sincerity, experience and style, which makes it all look easier than it really is.

Subject has been criticized in his last two Fitness Reports for not developing new assets into the key target area (terrorists). It is important, therefore, to recognize his efforts and achievements new, as detailed above. He had never been a strong recruiter, but had always been an above-average agent handler who could extract more information and services

- 3 -

#### NARRATIVE COMMENTS (Continued)

from agents than most Case Officers. His two new recruitments represent the Station's most promising propects against the in the long history of in Nicaragua. It is suggested that this Officer's contribution of only two recruitments (at the very end of his tour of duty) could well be more meaningful and productive than the efforts of a super-salesman whose acquisitions later prove to be marginal or useless.

#### DUTY NO. 2

Subject conducts Station liaison at the working level with two contacts. His main job is the maintenance of the relationship, an effort handicapped by political considerations which oblige him to take but never give, to cancel scheduled training, and to maintain a low profile. Nevertheless, he does manage to \_\_\_\_\_\_\_ of interest on the terrorist and political targets, and the relationship does provide him with \_\_\_\_\_\_\_ certain \_\_\_\_\_\_ Additionally, this Officer shares the task with the COS of conducting liaison at the policy level, an even more difficult, and less productive effort. Subject's warm and winning personality and extensive experience are key factors in his ability to maintain the relationship at all, which results in clear net gain to the Organization.

# DUTY NO. 3

Subject has done exceedingly well in the development and cultivation of ERLANK-1 for gradual recruitment as an agent of influence.

and have been submitted, and ERLANK-1 is responding to Subject's and this was accomplished very recently.

#### DUTY NO. 4

In this very small Station, the DCOS function is not a critical one, but when obliged to exercise his authority in this

SECHET

## NARRATIVE COMMENTS (Continued)

function, Subject has done very well. More importantly, in his several stints as ACOS (during COS illness which required hospitalization and medical consultations out of country), Subject really shone in his perfermance. He was obliged to deal with the most difficult Ambassador ever encountered by this rater, and represented and protected Station interests with skill and dignity.

Subject requires little supervision, by virtue of his thorough knowledge and extensive experience in practically every aspect of the mechanics of clandestine operations in Latin America. His avocation is "Administration", in the full sense of the word, and he administers his work load impeccably. The assignment just completed was his first command job, and he has acquired the additional managerial skills necessary for him to progress in his career. There is no question of his additional potential, and it is natural to envision him as a Deputy Chief of Station at a larger Latin American Station, or, better, as a Chief of Base in his next field assignment. He is above average in security and cost-consciousness. He is fluent not only in Spanish, but also in Portuguese, and more importantly, in human relations. He can establish rapport with people at all levels of society.

His personality is a pleasant one. He is low-keyed, soft-spoken, sincere and methodical and establishes natural excellent rapport with his co-workers, both subordinate and superior. While easy to get along with, he still knows how to effectively administer training, guidance, advice and discipline to his subordinates without sitenating them. This rater has gotten on well with Subject, His experience, self-confidence and directness are such, however, that he might well be difficult to supervise it there were any kind of personality clash involved. In sum he knows what he is doing, and would be inclined to resent and testal advice of guidance which he might judge as unround. Shile some might consider the trait a shortcoming, this later considers it a strength, overall.

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## NARRATIVE COMMENTS (Continued)

If forced to search for a deficiency in his performance over the past fourteen months under my supervision, it would be necessary to point to a weak showing in operational and representational entertaining. In the former category, particularly, he could have spent more of his weekend and night hours with and other purposes. In his regular work hours, however, which included some nights and weekends, he was more than gainfully employed in the accomplishment of his assigned duties. He is not a clock-watcher, but stays with the Liaison, and agent meetings, as well as with the paperwork until they are completed.

This Officer is the victim of personnel requirements, which has resulted in an Organizational failure to challenge his talents and ingenuity. His re-assignment to the Cuban Operations Section next, for example, will be his fifth assignment in that area in 15 years. It is recommended that he obtain rotational experience in another geographical or functional area, to broaden him.



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suggestions made for improvement of current position, Amplify or explain ra	work perform tings given i out conscious	nance. Give recommendations for training Section C to provide best basis for need in the use of personnel, wages, a	proper perspective their relationship to averall performance. State ning. Comment on foreign language competence, if required for determining future personnel action. Manner of performance of equipment and funds, must be commended on, if applicable. If			
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SECTION E	<u>C</u> I	ERTIFICATION AND COM- 1. BY SUPERVISOR	MENIS			
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20 January 1975	Chie	ef of Station  2. BY EMPLOYEE	/s/ Raymond J. Swider			
STATEMENT CONCERNING THIS EV OF MY PROFORMANCE	ALUATION	DATE	SIGNATURE OF EMPLOYEE			
<del></del>	ATTACHED	20 January 1975	/s/ Joseph Piccolo			
		3. BY REVIEWING OFFICE				
See Attached		·				
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05 February 75	DC/LA	Division	/s/ Raymond A. Warren			
CEBFIFF THAT I MANE SEEM THE EN	TRISS IN	4. BY EMPLOYEE 20 February 1975	aignature of Eurovee /s/ Joseph S. Piccolo			
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RATING LETTER "S";	•	
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SCENE WITH VITAL INFORMATION CURRENTLY NOT AVAILABRE FROM ANY OTHER SOURCE, THIS ACTIVITY TAKES MUCH LATE HOUR EFFORT TO ENSURE GOOD OPERATIONAL SECURITY, WHICH SUBJECT PERFORMS FAITHFULLY TO HIGH STANDARDS AND WITH GOOD CHEEH.

- (3) DCOS AND OCCASIONAL ACOS, SUPERVISING \_\_\_ CLERICAL.
- CONTRACT AND COMMUNICATORS, SUBJECT SHOWS MUCH STRENGTH AND POTENTIAL FOR INCREASED RESPONSIBILITY IN THE FUTURE, HIS LOW KEY AND DELIBERATE SPEECH AND BODY MOVEMENTS ARE MOST DECEPTIVE. HE IS, IN FACT,
- PAGE 3 MANAGUA 11575 S E C R E T

  SELF CONFIDENT, PLEASANT, AND FIRM BUT COMPASSIONATE

  HITH SUBGRDINATES, AS ACOS HE DOES AN EXCELLENT JOB

  OF DEALING HITH THE MOST DIFFICULT AMBASSADOR EVER

  ENCOUNTERED BY THE RATER.
- (4) IN THE SEVEN AND A HALF MONTHS IN HHICH THE OFFICER HAS BEEN UNDER MY SUPERVISION, HE HAS ALHAYS IMPRESSED HITH THE DEPTH OF HIS KNOWLEDGE OF THE FUNCTION AND MISSIGN OF A FIELD STATION, HE IS A "NATURAL" FIELD INTELLIGENCE OFFICER, HIGHLY FLEXIBLE, HARD WORKING

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AND with the invaluable ability to get along with a WIDE VARIETY OF PEOPLE AT ALL SOCIAL AND EDUCATIONAL LEVELS. FROM THE PRESIDENT OF THE COUNTRY TO THE MOST ILLITERATE OF NICARAGUANS, UPON ARRIVING AT THE STATION FIFTEEN MONTHS AGO. IN THE WAKE OF THE DISASTROUS EARTHQUAKE, HE SET ABOUT TO INSTITUTE SOME SEMBLANCE OF SECURITY OVER STATION DOCUMENTS, ESTABLISHED A SECURE PAPER FLOW ROUTINE, SET UP MISSING FILES AND SUGGESTED MANY NEW OFFICE PROCEDURES WHICH HAVE CONTINUED TO THE PRESENT, WHEN THE STATION WAS BURDENED WITH A PERSONNEL SITUATION IN WHICH THE STATION FINANCES. LOGISTICS AND SUPPORT HERE NOT BEING HANDLED COMPETENTLY. SUBJECT STEPPED IN QUIETLY AND ENSURED THAT THESE ESSENTIAL DUTIES WERE BEING PERFORMED TO ACCEPTABLE STANDARDS, THAT BURDEN LASTED FOR A YEAR BUT HE NEVER COMPLAINED OR RECEIVED RECOGNITION. HE IS REMARKABLE IN THAT HE KNOWS ALMOST EVERY ASPECT OF EACH FIELD STATION JUB, BY VIRTUE OF MAVING DONE THEM PROFESSIONALLY MINSELF IN THE PAST, HE HAS SERVED AS A FILE CLERA. AN INTELLIGENCE ASSISTANT AND CASE OFFICER. NOW.

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AT THIRTY NINE YEARS OF AGE, HE STANDS IN MY OPINION,
HEAD AND SHOULDERS ABOVE HIS GRADE PEERS IN EXPERIENCE,
MATURITY, RELIABILITY, DEPENDABILITY AND UNFAILINGLY.
GOOD COMMON SENSE, HIS 17 YEARS OF SERVICE IN THE
ORGANIZATION, 18 OF THEM ABROAD, HAVE RESULTED IN HIS
FORMATION AS JA UNUSUALLY VERSATILE, HIGHLY KNOHLEDGEABLE AND COMPLETELY PROFESSIONAL OPERATIONS OFFICER.
HIS OPERATIONAL EXPERIENCE OVER THE YEARS HAS RUN THE
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S E C R E T 2113322 JAN 75 STAFF CITE MANAGUA 11575 FINAL SECTION OF 2 TOI DIRECTOR.

ADMIN PERS

RYBAT

PROGRAMS TO HIS CURRENT DUTIES, AND INCLUDE EXTENSIVE SUCCESSFUL MANAGEMENT OF \_\_\_\_\_\_ HE IS ABOVE AVERAGE IN HIS COST-AND SECURITY-CONSCIOUSNESS, KEEPS EXCELLENT RECORDS, SPEAKS FLUENT SPANISH AND IS A VALUABLE MEMBER OF THE EMBASSY TEAM.

(5) THE RATER APPRECIATES THE ROCK-SOLID RELIABILITY
OF THIS OFFICER, CONSIDERS HIM TO BE AN IDEAL DEPUTY
CHIEF OF STATION, AND HOULD GLADLY SERVE AGAIN WITH HIM
IN ANY CAPACITY AT ANY TIME. IN VIEW OF HIS PERFORMANCE,
ABILITY, PROFOUND CONCEPT OF STATION FUNCTION PLUS
CONTINUED POTENTIAL FOR ADVANCEMENT, HE SHOULD BE GIVEN
SERIOUS CONSIDERATION FOR ADVANCEMENT TO THE NEXT GRADE,
AT THE NEXT APPROPRIATE OPPORTUNITY.

3. SUBJECT HAS SEEN AND SIGNED ABOVE ON 20 JANUARY 1979. E2. IMPORT.

SECRE

5 February 1975

COMMENTS OF REVIEWING OFFICIAL:

Subject: Joseph S. Piccolo 6 June 1974 - 30 September 1974

I concur in the above assessment. As indicated above Mr. Piccolo is a quiet officer but at the same time solid and dependable.

Raymond A. Warren Deputy Chief Latin America Division

> E2 IMPDET CL BY 009560

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FITNESS REPORT						•	•	nrvisor or Rev NTIAL is not	_			•	-	
SECTION A. GENERAL INFORMATION														
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025658 Piccolo, Joseph S. 1935 M 08-									13 D					
7. OFFICIAL POSITION TITLE OPS OF FICE DOOD  DDO/WH/2  P. CURRENT STATION DDO/WH/2  Managua														
L.,	10. 17	TYPE OF APPOINTMENT 11. TYPE OF REPORT / Of Supervi								sor				
X	CAREER	CAREER PROVIS		RESERVE	11	NNUAL		21-MONTH	1_1_	MONT	н	REASSIGNS MENT		SPECIAL
	CONTRACT	SPECIA	E .	TEMPORARY				o (fromto) -5 June 1	1.		ie report d I/A	UE IN 0.J	<b>.</b> .	
	TION B							VALUATIO						
M-A 9P1 5-51	Anginal raficient rang	could ra or prope Performa taken or Performa Performa	inga from osad in Sa onca is dal r racommai onca is sor onca is che	counseling, to fi ction C. Internation some of inded should be infactory. Desire tractorized by e	urther to spects described results acception	raining, The reason ed. Is are boast	to placi- ions for oing pr ioncy.	equires immediang on probation, assigning this induced in the many the work and	, to real afing shi	uignme ould be spected.	nt or to sep o stated in S	eration. D	escribe	action taken
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epec ,				. Supervi	ses [	c1	eric	al,	of	fice:	r and	• `		RATING LETTER
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SECTION C	NARKATIVE COMM	ENTS						
Indicate significant strongths or weighnesses demonstrated in current position keeping in proper personnel flow relationship to averall performance. State suggestions made for improvement of work performance, Give recommendations for training Comment on foreign language competence, if required for current position. Amplity or esplain sulings given in Section 8 to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate wheel of paper.								
(The following is directly keyed to Subject's "Letter of Instructions")								
regulations. He works while diligently instructions worked well with Senio	well with those he supervise ucting and correcting employ	standing of Agency policies and as and hos exhibited unusual patience rees. During my absences, he has has been accepted by Embassy and experienced officer.						
the effectiveness of t physical working condi	he "Special Unit" by offerring tions and convincing them to	e an excellent job of improving g his expertise, improving their expand their horizons. The unit d should prove more productive						
His handling of a	sensiti <del>ve</del>	has resulted in						
obtaining what information		Although categorized						
as a the operation is more that of a to clarify certain situations and events rather than an agressive								
contact with whom a goo	d working relationship must	be maintained and such a relationship						
does exist.								
No harmada mana 1	4447							
		a against the Marcotics target. Subject						
SECTION D	CERTIFICATION AND CO							
1.	BY EMPLOYEE							
	Y THAT I HAVE SEEN SECTIONS A, B,	AND C OF THIS REPORT						
4 June 1974	/s/ Joseph Piccolo	* :						
2.	BY SUPERVISOR							
MONTHS EMPLOYEE HAS SEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION						
8		·						
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE						
4 June 1974		1.1 6						
	cos	/s/ George Fill						
3. COMMENTS OF REVIEWING OFFICIAL	BY REVIEWING OFFICIA	<u> </u>						
This seems t way that I would, be is a mature and cor- operations and adm developmental work be very inspiring of believed to be capal	npetent officer who does a f inistrative tasks but has not t. The sleepy tropical atmo	this performance. Subject ine job of handling existing been very aggressive in sphere of Managua may not as is needed and Subject is appearformance in that area.						
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED CO. MINTED NAME AND BIGHATURE						
3 July 1974	Deputy Chief, WH Division	on Alland A Marron						
•	CONFIDENTIAL							

ENFLOYEE NUMBER: 25658

Section C - Nazzative Comments (Continued)

Subject's performance is strong in handling the present unilateral sources directed against the internal domestic target. Specifically, he has a thorough understanding and knowledge of the and Subject, however, has not made an effort to develop new potential sources.

In summation. it is clear that Subject has the background, experience and knowledge to perform the tasks in an outstanding manner. Some of these tasks, those that interest him most, he does very well now, Others, that he has determined are not of sufficient value or interest, he disregards. Where Subject must take steps to improve is in his overall attitude towards work to be accomplished. This being a very small station can be a handicap to an officer who must work harder to produce the little intelligence of interest that is available. Subject must spend more of his free time among the local community in an attempt to expand his contacts, contacts that could result in the development and recruitment of now sources.

Subject is well liked and accepted by the American Community. He and his wife entertain well and his good command of the local language makes him a strong member on this very small team.

Subject keeps excellent records and has done much to improve the records management of the Station. He is careful with organizational funds and his bookeeping is consistently up to date.

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SECTION A.				- 0	ENERAL	. IN	FORMATION	1	•					
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025658 Piccolo, Joseph S. 8 Dec 35 M GS-1 7. OFFICIAL POSITION TITLE 8. OFF/DIV/SE OF ASSIGNMENT 19 CURRENT STATION										-13 D				
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CONTRACT	SPECIAL		TEMPORARY	1			0 (from to) 12 July	73	13. DA	TE REPO	O THI	UE IN O.	•	
SECTION B							VALUATIO	~ ~~ ~						
U Unsatisfactory  M Marginal	could range from or proposed in	500 501	counseling, to fi ction C. icient in some i	urther aspect	training, to The reaso	placi	requires immedize ing on probation, r assigning this r	, to res	en-gran	ent or t	o sep	eration. D	oxribe	action taken
P-Proficient							roduced in the m	GRADE 6		<b>1</b> .				
5 Strong O Outstanding	Performance is Performance is work as to mai	so .	eceptional in re	lation			of the work and	in comp	parison	to the	perfor	mance of	athers	doing similar
	<u></u>				SPECIF	IC (	DUTIES							
List up to six of the ma performs EACH specific their ability to supervis	duty Consider- e (indicate numb	OH	T affectiveness	in per	formance of									roted ca
SPECIFIC DUTY, NO.								4	~ 0	44.0		Ja Da	. ~ ~	RATING LETTER
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SPECIFIC DUTY NO.	1										<del></del>			RATING
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STATION.							<del></del>							BATING
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Take take account promything about the employee which softwaries his effectiveness in his current posterior auch as assistancing of specific differs. Franchististy conduct on the current personal personal trade or habits and personal timestructs or taken? Based on your birestaded								(21120						
f papers of every person of		•	s rating pared	g-ign t	the letter		crimed per const			****			71	20.48
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SECTION C	NARRATIVE COMMEN	NTS						
Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their retainable to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign kinguage concetence, if required for current position. Amplify or explain ratings given in Section 8 to promise best basis for determining future personnel and Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable, if estra space is needed to complete Section C, attach a separate sheet of paper.								
Subject is an exceptionally responsible and mature officer who also combines with these virtues outstanding ability in the fine tuning, analysis and direction of highly complex human cases.  During the period under review he handled a most complex and delicate								
exploitation and termination of a ALSOBER with CKPOLAR ramifications with a substantial degree of success. He has also served, in his capacity as deputy base chief, as counsellor and provider of guidance to case officers concerning virtually all of the Base's operations and particularly the more complex and								
-difficult agent ca have consistently important but obsc is extremely sound	ses. His unusually keen helped the Base to avoid cure operational factors. I.	intuition and perceptiveness pitfalls and recognize His operational judgement						
During the period under review Subject has had an opportunity to demonstrate his ability as a supervisor and the results have been impressive. He is naturally careful and thoughtful as well as objective in his dealings with people and he adds elements of sensibility and sympathy as well which enable him to get good								
responses and inspire confidence. Case officers and other personnel tend to gravitate to him naturally seeking help and guidance and he gives of himself generously in these situations. He has shown excellent leadership potential also during the occasions on which he								
has taken over as	acting base chief and ha	s not been afraid to take						
SECTION D	CERTIFICATION AND COM	MENTS						
1.	BY EMPLOYEE							
I CERTIF	THAT I HAVE SEEN SECTIONS A, B, A	AND C OF THIS REPORT						
DATE	SIGNATURE OF EMPLOYEE							
9 July 73	/s/ Joseph Piccolo	,						
2.	BY SUPERVISOR	,						
MONTHS EMPLOYFE HAS GEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO E	MPLOYEE, GIVE EXPLANATION						
DATE	OFFICIAL TITLE OF BUPERVISOR	TYPED CA PRINTED NAME AND BIGNATURE						
July 73	Chief of Base	/s/ David B. McGrath						
) <u>.                                    </u>	BY REVIEWING OFFICIAL	· .						
I concur in this excellent rating in all respects. The performance of this fine officer has been superior. He played a crucial role at the Base. He is a strong considerate supervisor with potential								
the past year (1.az	ilure to get out on the not familiar with previ o immersion in the compl							
	case, but must also be a							
personality (or at	least his mood at that s	tage of his tour). Subject						
is perhaps more com handling going agen		o during the rating period, which he does superbly, (continued)						
	DEFICIAL TITLE OF RENJEWING OFFICIAL							

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new initiatives during these occasions, after due thought and consultation, if he thought they were warranted. And he has been an excellent judge of men (and women) and their quality. In his dealings with LNFALL, its various LNBUZZ agencies and their directors he has held up the Base's interests and image well while seeking fair and practical answers and solutions. He has a good sense of economy in monetary as well as other affairs. As he becomes more senior and more exclusively a supervisor and executive he should become more and more effective.

Subject is an excellent operational manager and agent handler who gets the best out of his assets. He is probably not so strong as an operational starter and developer and this appears to be due in part to an instinct to avoid exposure and eschew the glad hand. On the other hand, he has undertaken two rather difficult developmental operations starting from scratch during the past six months and has at least proven that he can do this kind of work when it is necessary. In both these cases he may have -tried to move too fast in order to reach recruitment point before his departure but this is understandable. His written work is well conceived and conscientious and perhaps even somewhat above average for case officers of his grade and experience. Like most BKHERALD officers, however, he does not take sufficient pains to achieve simple, clear, forceful expression with the result that, while his best efforts are effective his second best is apt to result in lack of organization and clarity. He should work on this a suggestion might be that he practice avoiding metaphors and adopt a straight declarative sontence style.

In conclusion, Subject's performance has been first class in the most important respects and his relatively minor weaknesses are not incurable. He should have an excellent future as a senior case officer and supervisor, particularly if he attacks and cures these weaknesses. His overall performance in his present tour has been very strong indeed.

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### FITNESS REPORT CONTINUATION SHEET

Section D - 3

Comments by Reviewing Official

plotting operational strategy (another very strong point), advising less experienced officers (he demonstrated considerable talent here) than he is going after new assets. Subject clearly has the brains, the poise, the empathy and the all-around appeal to do so. There is no doubt about his being able to devise and execute sound recruitment scenarios and pitches. He did not, however, get to the "critical" point during this past year and he understood the priority which Division and Station management was attaching to new recruitments. Subject more than earned the promotion to GS-13 recently accorded. In my judgment he should be given the opportunity to move quickly to the next higher grade. In many aspects of the Base/Station mission he has already demonstrated to my satisfaction that he has the ability to become a valued senior officer of our organization. At an appropriate point he should be a candidate for senior school training.

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	FMPLOTE SERIE	É SERIAL HUMBER	
FITNESS REPORT	0256	58	
SECTION A GENERAL			
1. NAME (Last) (First) (Middle) 1. DATE OF BIRTH 3. SER	4. SHADE 8. 30		
Piccolo, Joseph S. 8 Dec 35 M	69-12 I		
Operations Officer DDP/WH/5			
ODCIACIONS OFFICER     OFFICER (A) TYPE OF REPONE	Rio de Jan	01FO	
CAMPEN RESERVE TEMPOBARY INITIAL		NT SUPERVISOR	
CAREEN-PROYISIONAL (See instructions - Section C) X ANNUAL	<u> </u>	HT EMPLOYEE	
.   SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P 12. REPORTING PERIOD (Fram-	(10)	<del></del>	
1 August 1971 -	31 July 197	2	
SECTION B PERFORMANCE EVALUATION			
U-Unsatisfactory  Performance is unacceptable. A rating in this category requires immediate and positive rem could range from counseling, to further training, to placing on probation, to reassignment o or proposed in Section C.			
M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated taken or recommended should be described,	ed in Section C and re	medial actions	
P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.			
S-Strong Performance is characterized by esceptional proficiency.			
O-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the work as to warrant special recognition.	e performance of other	doing similar	
SPECIFIC DUTIES			
Serior FI officer with supervisory responsibilities of case officers.  Station CP officer with coordinating responsibilities	over Static	S SATING LETTER	
and Base activities and direct agent handling function CP and related targets.	s against	RATING	
Case officer for sensitive, complex,		LETTER	
of various high priority targets.		s	
PECIFIC DUTY NO. 4		NATING LETTER	
PECIFIC DUTY NO. 8		MATING	
		LETTER	
PECIFIC DUTT NO. 8	2314,92	MATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION			
she told account everything about the employee which influences his allegtiveness in his current	position such as per	LETTER	

Bendenced by OP/SPD/PPB

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SECTION C	NARRATIVE COMMENT	rs • .				
averall performance. State sugges on foreign language competence, basis for determining lutter personal in the use of reconnel, space, e. Section C, attach a separate when and will undoubted undor the new staff his operational sa visory functions how handles case officer) who government as well in past fitness recapability for lighthorough knowledge fields has earned  Like the rest over the past year side and he should direction in order not be easy because serious and complete the demands of his	whose made for improvement the activative different for current for the strained action. Monetted generally a strained action. Monetted generally a strained action. Monetted generally active paper.  In the strained somewhat since the strained officers (father in turn handle a variety as CP and terrerist pone ports, he is an intellige hting fires under his charand understanding of the him the respect of all him the respect of all him the respect of the emphasite achieve a better balance at present he is unavoired at present he is unavoired and problems (no supervision are heavy	Alt is considered and sound, it invaluable. His super- e last evaluation, and he than and and of operations including tration. As we have noted nt supervisor with a rees when necessary. His ALSOBER and ALPALOOKA s colleagues.  This of course. His performance the operational development is of his efforts in this need performance. This will dably saddled with some of his own making) and the operational development is of his own making) and the operational development is of his own making) and the operational development is of his own making) and the operational development is of his own making and the operational development is of his own making and the operational development is capable operational development is capable operations and we have				
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SECTION D	CERTIFICATION AND COMME	NTS				
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I.	BY EMPLOYEE RTIFY THAT I HAVE SEEN SECTIONS A. B. AN					
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1. 1 CE 2 Aug 1972 2.	BY EMPLOYEE RTIFY THAT I HAVE SEEN SECTIONS A. B. ANI SIGNATURE OF EMPLOYEE /S/ BY SUPERVISOR	Joseph S. Piccolo				
1. 1 CE DATE 2 Aug 1972	BY EMPLOYEE RTIFY THAT I HAVE SEEN SETTIONS A. B. ANI SIGNATURE OF EMPLOYEE /S/	Joseph S. Piccolo				
I. I CE DATE 2 Aug 1972 2. NOONTHS EMPLOYEE HAS BEEN	BY EMPLOYEE RTIFY THAT I HAVE SEEN SECTIONS A. B. ANI SIGNATURE OF EMPLOYEE /S/ BY SUPERVISOR	Joseph S. Piccolo				
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#### SECTION C - NARRATIVE COMMENTS CONTINUED

no serious doubts that he will do this.

Subject was denied a promotion on the previous round, which represents, in our opinion a lack of recognition of his fine performance and potential. He deserves a promotion and his proper career development demands one.

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M-Marginal	Performance is deficient taken or recommended :	Fin some as should be de	pects. The reasons iscribed.	for assig	ning this rating sh	ould be state	rd in Section C	and remedial acti
P-Proficient	Performance is satisfact	ory. Desired	results are being	produced	in the manner exp	ected.		
S-Strong	Performance is characte	•	•					
O-Outstanding	Performance is so excep work as to warrant speci	tional in rela al recogniti	otian to requireme on.	nts of the	work and in com	parison to the	performance o	f others doing sim
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SECTION C	NARRATIVE COMMENTS
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SECTION D	CERTIFICATION AND COMMENTS
1.	BY EMPLOYEE
·····	RTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT
3 Nov 1971	SIGNATURE OF EMPLOYER /B/ JOSEPH S. Piccolo
2.	BY SUPERVISOR
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT MAS NOT GEEN SHOWN TO EMPLOYER, GIVE EXPLANATION
DATE	OPPICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE
3 Nov 1971	Chief of Base /s/ David McGrath
3. COMMENTS OF REVIEWING OFFICIAL	BY REVIEWING OPPICIAL
The COS concurred the subject is vast quiet, unassuming peofficer. His abilidetract from his over	e emphatically with this well-written evaluation.  It under-rated in JKLANCE, perhaps because of his ersonality. But he is a strong, very strong, by to handle the most difficult detail should not erall capabilities. He is sound as a rock, and which is recommended by the COS.
; A ₹ €	UPPICIAL TITLE OF BEHIRBING OFFIC AL TOPESTIO PRINTED HAME AND SUMAPORE
3 Nov 1971	Chief of Station /n/ David A. Phillips
	SECRET

C-O-N-F-I-D-E-N-T-I-A-L

### TRAINING REPORT

Weapons Training/Defensive Driving	g Course No.  2/72   4-8 October 1971   Date
TRAINEE: Piccolo, Joseph S.	OFFICE: WH
FURPOSE AND SCOPE OF COURSE:	
The course provides basic pro	ficiency training in the use of
weapons for self-defense and in th	e techniques of defensive driving
to counter vehicular kidnaping for	Agency officers being assigned
to hostile or unstable political a	nd operational environments abroad.
ACHIEVEMENT RECORD:	·
This is to certify that Mr.	Piccolo has satisfactorily
completed the prescribed course of	instruction.
FOR THE DIRECTOR OF TRAINING:	,
	Chief, Special Activities Branch
	12 October 1971 Date

C-O-N-F-1-D-E-N-T-1-A-L

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11. DATE REPORT	BUE I	N O.P.			!	June 19		-	cem	ber 1	970
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Reviewed by OP/SCO, PPD

SECTION C HARRATIVE COMMENTS

Indicate significant strengths or weaknessed demanstrated in current position keeping in proper perspective, their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, it required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cast consciousness in the use of personnel, space, equipment and language, and personnel appace equipment and language. The commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper Lu Lu.

Subject gets an "S" across the board for a solid performance.

This rating officer has worked with Subject on a number of assignments over the past ten years. During this time he has risen from a very junior position to his present grade and responsibility due to steady, solid performance oriented towards operations; i.e. he gets out into the street to practice what he has learned.

Only a few days before this report Subject was on-the-scene supervisor of a professionally conducted recruitment attempt. In such operations his experience against a hard target (PBRUMEN) has been evident.

Subject is a good manager of JKLANCERS, including one on his first overseas tour, and indigenous agents, including one of considerable international access. He makes them all work on target. Under his supervision one of the Station's moderately useful agents has successfully been moved into the extremely important terrorist area. Subject uses imagination in his day-by-day work (and handles Station JMROD assignments).

His handling of money and records and materials is impeccable.

	Both	Subject	and his wife mix wel	ll with their	colleagues, and				
SECTION	ON D		CERTIFICATION AN	ND COMMENTS	(cont'd)				
1.			BY EMPLO	YEE					
		1	CERTIFY THAT I HAVE SEEN SECTION	NS A, B, AND C OF THIS	REPORT				
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	Jan.	1971	/s/ Joseph S. Pi	ccolo					
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FITNESS REPORT - HOWARD A. TRECKLER

#### SECTION C (CONT'D)

enhance the LNCUFF image generally. Previously fluent in Spanish, Subject speaks Portuguese well after only a few months in Rio de Janeiro.

In short, Subject is a solid, professional officer, with his eye and his actions always on the target. He maintains his forward thrust within a framework of prudent judgment, and is maturely deliberate in deciding to take a risk. That's the name of the game.

It is requested that Subject's name be placed on the list of officers being considered for promotion.

Review of the Op SPD PPB

Date of Report	SUAGE TRSEURETEPORT
19 May 1970	
Student Names	Offices
PICCOLO, JOSEPH S.	WH
Courses	Inclusive Dates
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mours of Instruction Scheduled Ann Actual <u>202</u> Absences 74

The general aim of this course of study was to provide the student with a command of a foreign language in a skill and at the level set by the sponsoring office. Speaking, aural comprehension and reading comprehension, as required, were emphasized. Fluency and accuracy were given equal importance in training and in evaluation of the student.

Cultural metters were covered only incidentally.

This student evaluation is based on (1) Instructor and Linguist observations; (2) regularly administered oral and written achievement tests; (3) a final comprehensive achievement examination. The achievement rating reflects only performance and achievement in the course and is conditioned by the length of time the student spent in training, achievement potential based upon his or her actitude for language study and upon motivation. This rating should not be confused with the Proficiency Rating which is submitted separately on Form 1273, Certification of Language Proficiency.

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above average, superior wh	en compared against established	standards for sugn training).
Speaking	fural Comprehension	, Fracting Comprehension
ABOVE AVERAGE	ABOVE AVERAGE	ABOVE AVERAGE

#### PERFORMENCE FVALUETION

This student, with no experience in Portuguese, held his own extremely well in a class with three other students, all of whom had had previous training in the language.

He did especially well in pronunciation and soom succeeded unusually well in eliminating any interference from Spanish. Because of his knowledge of Spanish, the student's ability to read and understand is greater than his ability to speak.

His mastery of the course material was very good. His oral use of the language was generally limited to short sentences. In longer sentences he had a tendency to get lost in mistakes of syntax. He was almost always aware of his mistakes and would correct them himself, at the completion of a sentence. He always responded well to correction.

The areas in grasmar presenting problems were 1) use of the subjunctive 2) a tendency to overlook, or sidestep, idiomatic expressions 3) failure to

See reverse side for additional compent

For the Director of Trainings

SEGRE

Instructor

Instructor

Comment of the Comment Chief

Approximation

Language School/OTR

use the preposition with certain verbs requiring the use of a preposition with dependent infinitives.

In my judgment, the student already has the ability to use the language effectively in basic, every-day situations. After a matter of months in the foreign environment he should be able to function effectively in all job-related situations. Because he was extremely diligent and conscientious, he would be an excellent candidate for further language training.

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#### SECTION C

#### NARRATIVE COMMENTS

Indicate significant strengths ar weak lesses demonstrated in current position keeping in proper perspective, their relationship to overall performance. Size suggestions made for improvement of work performance. Give recommendations for training, Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment aid funds, must be commented un, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Subject gets an "S" across the board for a solid performance.

This rating officer has worked with Subject on a number of assignments over the past ten years. During this time he has risen from a very junior position to his present grade and responsibility due to steady, solid performance oriented towards operations; i.e. he gets out into the street to practice what he has learned.

Only a few days before this report Subject was on-the-scene supervisor of a professionally conducted recruitment attempt. In such operations his experience against a hard target (PBRUMEN) has been evident.

Subject is a good manager of JKLANCERS, including one on his first overseas tour, and indigenous agents, including one of considerable international access. He makes them all work on target. Under his supervision one of the Station's moderately useful agents has successfully been moved into the extremely important terrorist area. Subject uses imagination in his day-by-day work (and handles Station JMROD assignments).

His handling of money and records and materials is impeccable.

and his wife mix well	with their colleagues, and
CERTIFICATION AN	
BY EMPLOY	EE
CERTIFY THAT I HAVE SEEN SECTION:	S A, B, AND C OF THIS REPORT
SIGNATURE OF EMPLOYEE	
/s/ Joseph S. Pic	colo
BY SUPERVI	SOR
IF THIS REPORT HAS NOT BEEN SH	OAN TO EMPLOYEE, GIVE EXPLANATION
OFFICIAL TITLE OF SUPERVISOR	TIPED OR PRINTED NAME AND SIGNATURE
ÇOS	David A. Phillips
BY REVIEWING OF	FÍCIAL
	CERTIFICATION AN BY EMPLOY CERTIFY THAT I HAVE SEEN SECTION SIGNATURE OF EMPLOYEE  /B/ JOSEPH S. Plo BY SUPERVIS IF THIS REPORT HAS NOT BEEN SH

COMMENTS OF REVIEWING OFFICIAL

I agree with the evaluating officer's comments and would like to cite for emphasis the high degree of professionalism which characterises Subject's attitude and performance.

COPPIC ON FIFE UP MERIERING COPPIC ON TOPPIC ON TO PROGRAMME AND SIGNATURE

20 Jan. 1971

DCOS

David B. McGrath

FITNESS REPORT - HOWARD A. TRECKLER

#### SECTION C (CONT!D)

enhance the LNCUFF image generally. Previously fluent in Spanish, Subject speaks Portuguese well after only a few months in Rio de Janeiro.

In short, Subject is a solid, professional officer, with his eye and his actions always on the target. He maintains his forward thrust within a framework of prudent judgment, and is maturely deliberate in deciding to take a risk. That's the name of the game.

It is requested that Subject's name be placed on the list of officers being considered for promotion.

						I Mar over a series	
· .	FI	TNESS REPORT	•			FMPLOYEF SERIAL	~U <b>V</b> 4F#
			025658				
SECTION A			NERA				
1. NÁME	(Luai) (Fi	rat) (Midille)		TE OF BIRTH		4. GRADE 3. SD	_
Piccolo,		08/35	M SSIGNAL ME	GS-12 I	)		
I			1	P/WIL/COO		i	
Opa Offic	PE OF APPOINTMENT			HECH IT TYPE		Headquart	CIS
X CANEEN	I HESERVE	TEMPORARY	1	INITIAL		REASSIGNMEN	7 9UP ##/18/
CAMERNIA	HOVISIONAL (See INSTRICT	one - Section C)	X	ANNUAL		RE ASSIGNMEN	TEMPLOISE
SPECIAL (	Oper (fy):			SPECIAL (Spec			
II. DATE REPORT	•			EPORTING PPR		-	
January 1	970	25050000000			1969 -	31 Decembe	<u>r 1969</u>
SECTION B		PERFORMANC					
U- <u>U</u> nsatisfactory		ble. A rating in this categoring, to pl					
M-Marginal	Performance is deficient in taken or recommended sho	some aspects. The reasons ( uld be described,	or assign	ing this rating sh	ould be stated	d in Section C and reme	dial actions
P-Proficient	-	. Desired results are being p		in the manner exp	ected.		
S-Strong		ed by exceptional proficient	•				
Q-Outstanding	work as to warrant special			·	parison to the	performance of others d	oind mariat
<del></del>		\$PECIF	IC DU	LIEZ			
manner in which e	he most important specification in the most imployee performs EACH esponsibilities MUST bo	specific duty. Consider	ONLY	effectiveness	in performa	nce of that duty. All	
1. Is re	sponsible for	providing Hea	dqua	rtors' g	uidance	and sup-	LETTER
	H/Miami and ot				ning		S
оре	rations; corre	sponds with t	ho F		3.	0812	
PRCIPIC DUTY NO				ייסנג	, <u> </u>		BATING LESTER
2. Is Head 3. Mainta	adquarters cas ains liaison w	io officer man	Com	g severa	LTS	D Security	
Finance,	Cover, and oth					•	S
4. Mainte	ains liaison w	ith the Nauv	CFOS	G) and w	ith the	DU	BATING
	sentative of			,		DEST	P
PECIFIC DUTY NO	. 4				·		BATING
5. Prepar	res studies fo		n an	d the ppi	P conce		
	COLLECTIO	n activitios,				642	P
FECIPIC BUTT NO	. •			<del></del>			04/:00
6. Monito	ors developmen						1
	oneration	N. OBDOCIALLY	dov	e lopmen ti	s invol	ving the	P
PETIFIC OUTT NO	·			· · · · · · · · · · · · · · · · · · ·			**************************************
7. Superv	isos an intel	ligence susis	tant	and a se	cretar	y.	S
		ALL PERFORMANCE	IN C	JRRENT POS	HON	_ <del></del>	
				the in.			
	everything about the emp! for duties, productioity,						
مودلوزنجا يوثوبياج	ns or talents. Based on the reting bus serrespond	paid browledge of emp				ng the rating parted,	ន
,				2	32.2 FG # 18		-

SECTION C	NARRATIVE COMME	NTS
overall performance. State sugges on foreign lunguage competence, house for determining future person in the very of personnel, space, it (This report with, Subject's it elsewhere. The wivision of Subject In what follows, supervisor and the	stions made for improvement of work perform of required for current position. Amplify or annel action. Manage of performance of man beignment and funds, must be commented on, it of paper. is being written not by amediate supervisor, who riter is one step removes	only since October 1969. f opinion between the hot specifically at-
ing and has r beyond his co to support su	is an experienced office is by definition decently become more so control. Despite this sit accessfully the most produced the Agency has.	ifficult and frustrat- owing to developments tuntion he has continued
Subject's par control over case, it is t	of a major  period was due not to a t but rather to a genera the operation from its i o Subject's credit that analysis and damage repo	1 lack of Agency nception. In any
SECTION D	CERTIFICATION AND COM	MENTS
1.	BY EMPLOYEE	
, I CE	RTIFY THAT I HAVE SEEN SECTIONS A. B. A	ND C OF THIS REPORT
3- Jan 1970	SIGNATURE OF EMPLOYEE	Since Sanda
2.	/ BY SUPERVISOR	
Pls see above	F THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOTER, GIFE EXPLANATION
ATE	OPPICIAL TITLE OF SUPERVISOR	TYPED OR BRINTED HAME AND ORGNATURE
30 January 1970	Chief, WII/COG/OPS	Glenn O. Brown
	BY REVIEWING OFFICIAL	
thoroughly profession good use of his field e case officer. He perf in monitoring activities	ths experience in dealing wit al operations officer who sho xperience in carrying out his orms with a minimum of sup	ervision and is most perceptive rea of activity. I believe Mr.
3 February 1970	Deputy Chief, WH/COG	Wesley/L. Leybourne

#### SECTION C

NARRATIVE COMMENTS

/continued/

Subject's in-house liaison has been effective, as has his liaison with the Navy FOSG (Supervisor). It does not appear that liaison with the representative of operational matters has been used to its fullest potential, although it should also be noted that this responsibility is not purely Subject's.

Subject appears to be a thoughtful and effective supervisor who is concerned with the further training and development of those under his supervision (Supervisor). TUCHNICAL SERVICES DIVISION -- TECHNICAL SCHOOL

		Training Report
Name :	!	PICCOLO, Joseph S.
Office:		VII/COG
Date :		June 1969
1. OBJEC	TIVE	S:
To p	provi	de a general knowledge in:
	a.	Included are representative samples of:
•	b.	The philosophy, purpose, considerations and manageability of systems; including security, reliability and feasibility of
	•	Gawwer Holling

SECRET

INSTRUCTOR
TSD/TECHNICAL SCHOOL

	(When Fille	d In)					
EMPLOYEE SERIAL NUM							
FITNESS REPORT 02565							
SECTION A	GENER	A1		1 023	736		
1. NAME (Last) (First) (Midd		ATE OF BIRTH	3. SE X	4. GRADE	9. 90		
Piccolo Joseph S.	12	/08/35	. 14	GS-12	D		
6. OFFICIAL POSITION TITLE	7. 0	FF/DIV/BR OF		. CURRENT	STATION		
Ops Officer		DP/WH/2		MANAGU	Α		
9. CHECK (X) TYPE OF APPOINTMENT		CHECK (X) TYP	E OF PEPOR	+			
CAREER RESERVE TEMPORARY	<u>'</u>	INITIAL		<del> </del>	ONMENT SUPERVISOR		
CARER-PROVISIONAL (See instructions - Section C)  SPECIAL (Specify):		BPECIAL (SM		XX MEASS	GHMENT EMPLOYEE		
11. DATE REPORT DUE IN O.P.	12.	REPORTING PE		(a-)			
THE REPORT DUE IN U.P.		Apr 68-			,		
SECTION B PERFOR	MANCE EV	ALUATION	<u> </u>	<u>,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</u>	<u> </u>		
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 an probation, to reassignment or to separation. Describe action taken or proposed in Section C.  A - Adequate  Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor							
P - Proficient Performance is more than surl sectory.	Cantand and	la h.l					
S - Strong Porformance is characterized by exception		-	DOUCES IN G	Profficient ma	mer.		
O - <u>Quistanding</u> Performance is so exceptional in relation others doing similar work as to warrant to	n to requiren	ents of the wor	k and in com	parison to the	performance of		
	PECIFIC D		<del></del>	; ;			
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 OUTY NO. 1 Overall liaison respo	onsibil	lties wit	h the O	ffice o	E PATING		
National Security, with emphasis This was his principal duty durin	on guiong his	lance of service i	the Spe n Nicar	cial Un agua an	it.		
outweighs the other duties noted	below.		· DE.	51	۴ , ٤		
Processing into disse	eminable	e intelli	gence o	f raw	RATING LETTER		
reports produced by liaison; prepdispatches.	paration	of cabl		operation / 2 \	onal P		
PPECIFIC DUTY NO. 3 Unndling of one El on		/CDDATT	<del> </del>	4 of ot)	PATING		
miscellaneous operational duties				a or oti EGZ	LETTER		
			v	·_ ·	S		
COS.	Station	in the a	bsence	of the	RATING LETTER S		
PECIFIC DUTY NO. 8					RATING LETTER		
PECIFIC OUTT NO. 4	Angula (Elegan) and Antonio Antonio Antonio Antonio Antonio Antonio Antonio Antonio Antonio Antonio Antonio An			· · · · · · · · · · · · · · · · · · ·	RATING		
OVERALL PERFOR	MANCE IN	CURRENT PO	SITION	··········			
Take into account everything about the employee which inflict commons of specific dultes, productivity, conduct on job, acticular limitations as releases. Based on your heaviledge flore the letter in the roting bas corresponding to the statem	unice his of coperative of employees	Nactiveness in ness, pertinent 's overell pert	his current p personal W	ore or hobits	period. S		

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SECRET

September 1-an accepted September 1-an accepted September 1-and 1-

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ECTION C HARRATIVE 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. Common on foreign language competence, if required for current position. Amplify or explain matings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable. This officer made excellent progress in working with the liaison service and was notable in his efforts to chargefile train, and direct rather than simply sit back and active the intelligence product. His liaison operation is the single most important operation of Station Managua and it could not have been in bettermhands. His working relationships with personnel of the liaison service were based on mutual friendship and respect and that service was assorry to see him leave as was the Station. He also earned the friendship and respect of his colleages and cover facility personnel of all levels and had rare success in his dealings with administrative personnel of the cover facility, a most uncooperative lot.

It is difficult for the rating officer to stand back and be flatly objective about this fine employee who is a friend of many years standing and who impressed the rating officer years ago as an officer of rare potential. His tour in Managua was cut short by a personal tragedy (illness and death of a minor dependent) which set into motion a transfer which could not later be reversed. Despite the pressures of this tragedy, this employee performed at a high level throughout this service in Managua and both he and his charming wife proved outstanding examples of "true crit." His tour in Managua proved him once again to be a mature, competent professional who should be able to advance to high positions in the organization. He accepts responsibility well--acted without hesitation

		(continued)
SECTION D	CERTIFICATION AND COMME	ENTS TEOTER TOOL
1.	BY EMPLOYEE	
I CE	ERTIFY THAT I HAVE SEEN SECTIONS A. B. AN	D C OF THIS REPORT
11 Feb 1968	SIGNATURE OF EMPLOYEE	) la
2	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERYISION		to preparation of report, to Headquarters.
9 months		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
15 January 1969	Chief of Station	/s/ Robert T. Shaw
1. COMMENTS OF REVIEWING OFFICIAL	BY REVIEWING OFFICIAL	
	the rating officer's eval	luation of Mr. Piccolo.
· 11 FFm	OPPICIAL TITLE OF REVIEWING OPPICIAL  C/WIL/2	Edwin M. Terrell

S-E-C-R-E-T

#### SECTION C, continued

when serving as Acting Chief of Station during the COS' absence on home leave. He has rare ability to see the relevant and has the courage of his convictions—will argue a point. Physically slow moving—given to ambling like a tired old bear—he can be quite deceiving in an age which seems to specialize in rapidly moving young men-on-the-go. There is no wheel spinning about this officer and no sham. He has his eye on the future and moves along relentlessly in that direction. Obstacles bother him but don't deter him. He is in short a steady, dependable man with forward momentum.

One area in which he could use some improvement is in his writing. This has been discussed with him. The rating officer has recommended that he take a course in effective written English. His writing is at times vague and convoluted.

His fine performance was rewarded in September 1968 with a much-merited grade promotion so he cannot be recommended for promotion at this time. It is recommended, nowever, that he be given a position with head room-to-allow for advancement to higher grade as soon as he is eligible. The rating officer would be pleased to serve with this officer at any time, any place.

S-E-C-R-E-T

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		<del></del> ,	EMPLOYEE SERIAL	NUMBER			
FITNESS REP	025658						
SECTION A	GENERAL						
Piccolo, Joseph S.	12/8/35	3. 5EX	GS-11	D			
8. OFFICIAL POSITION TITLE	. CURRENT STATIC						
Ops Officer WH'1 Mexico Cit							
F. CHECK (X) TYPE OF APPOINTMENT	10. CHECK IN TYPE	OF REPOR		<del></del>			
XX CAREER RESERVE TEMPORA			REASSIGNMEN	TRUPERVISO			
CAPEER-PROVISIONAL (See instructions - Section C)			XX MEADIGNMEN	TEMPLOYE			
SPECIAL (Specify):	12. REPORTING PER		·				
II. DATE REPORT DUE IN O.P.	May 1966		tober 1967				
	DRMANCE EVALUATION		· · · · · · · · · · · · · · · · · · ·				
W - Week Performance ranges from wholly Inade positive remedial action. The nature probation, to reassignment of to sepa A - Adequate Performance meets all requirements. excellence. P- Proficient S - Strong O - Outstanding Performance is more than satisfactory Performance is characterized by acre performance is so exceptional in rolat others doing similar work as to warron  List up to aix of the most important specific duties performing in which employee performs EACH specific duty.	of the action could range from reation. Describe action taken it is entirely satisfactory and.  Desired results are boing protional proficiency. It is requirements of the world special recognition.  SPECIFIC DUTIES  remed during the rating period.	counseling, ar proposed is character oduced in a and in con	to further training, in Section C. Is decision C. Ized noither by defic proficient manner, sparison to the perfor	a placing on			
ith supervisory responsibilities MUST be rated on their	ability to supervise (indicate a	number of en	nployees supervised).	PATING			
Agent handling and exploitat a variety of operations incl	ion. Acts as cas		er for eration.	s			
Administrative management of	project activiti	es.	2	RATING LETTER 8			
Operational planning (target	analysis etc.)	0A 13		RATING LETTER			
PECIFIC DUTY NO. 4			345t.	RATING			
Programming and handling of c	covert action act	lvitios	)·12	8			
PRCIPIC DUTY NO. 8	RECIPIC DUTY NO. 8						
Reporting and processing of i	intelligence info	mation		P			
Ciric Duri No.	•			BATING			
OVERALL PERFO	RMANCE IN CURRENT PO	SITION					
the into execunt everything about the employee which in remone of specific duties, productivity, conduct on ju- ricular limitations or telents. Recod on your knowledges are the latter in the rating bus corresponding to the stat	rb, reaperstiveness, partinent je at employes's sverell perti	personal is recent dur	eite or hobite, and ing the taling parted	S			
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SECTION C			NARRA	TIVE	COMMI	FMT
			770000			

Indicate significant strengths or weaknesses demonstrated in current position beoping in proper perspective their relationship to overall performance. State eaggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify in papilar, rainguistiving in Section B to provide basis for determining future personnal action. Manner of performance of remongerial or supervisory duties and cost consciousness in the use of personnel, 1970, savigment and lands, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

This young case officer has displayed considerable professionalism after only a relatively short time in the clandestine operations field. He is very versatile and resourceful and has shown a high amount of initiative. He is at his best as an agent handler and has developed close relationship with the assets entrusted to him. He has been helped in this by a high degree of fluency in Spanish and his pleasant personality. His reporting, particularly his calbe writing still leave room for improvement, but on the whole, this officer has been one of the mainstays of the PBRUMEN Section during his tour, which unfortunately has been marred by poor health.

SECTION D	CERTIFICATION AND CO	MMENTS
1.	BY EMPLOYEE	
	I CERTIFY THAT I HAVE SEEN SECTIONS, A & B	, AND C OF THIS REPORT
30 May 67	SIONA	/s/ Joseph S.
2.	BYSUPPATION	Piccolo
MONTHS EMPLOYEE HAS SEEN UNDER MY SUPERVISION 16 months	IF THIS REPORT HAS NOT BEEN SHOPM	TS EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
30 Nov. 1967	Ops Officer	Francis Sherry
3.	BY REVIEWING OFFICE	AL .
is an excellent or under offici work, however,	case officer suitable for all cover. He needs furt and at a convenient moses tensive training in repos	the rating officer. Subject or assignment either outside her training in written staff of in his career would benefit rts writing, rapid reading,
AVE	OPPICIAL TITLE OF REVIEWING OFFICE	TIPEU OR PRINTED NAME AND BIGNATURE
- 30 Nov. 1967	Chief of Station	Winston D. Miller

#### S-E-C-R-E-T

#### Training Report

Field Finance and Logistics Course No. 5 -68 18 March - 5 April 1968
(Three Weeks, full time) 120 hours (date)

Student: Piecolo, Joseph

Year of birth: 1935 Office: WH

Grade: GS-11 Service Designation: D

EOD Date: 0862 Number of Students - Logistics: 22

Finance : 16

#### COURSE OBJECTIVES

The principal objective of this course is to prepare students for logistics and finance responsibilities at Class B or C and Type II or III field stations. The course familiarizes students with techniques, regulations, and procedures as they pertain to finance, logistics, foreign travel, personnel and physical security at a field station. Emphasis is placed on practical applications; therefore, students concentrate on

ACHIEVEMENT RECORD			
Grades are given in	accordance with the f	itness report syst	em.
(Weak, Adequate, Proficie			-
TEST RESULTS:			:
			8
<u> </u>  -			

#### HARRATIVE COMMENTS:

14-00000

Mr. Piccolo had difficulty in the computation of per diem. If his future duties will include responsibility for travel, I suggest that additional instruction in per diem computation be given him.

POR THE DIRECTOR OF TRAINING:

John W. Field Instructor :P

5-E-C-R-E-T

14-00000

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			2225				FMPLOTEE	BERIAL N	NUMBER
FITNESS REPORT . 025658							58 🛩		
SECTION A		<del></del>	GEN	IERA					
1. NAME	PICCOLO	(Find) Joseph	(Middle) S.	1	TE OF BIRTH	3. SEX	4. GRADE	5. 50	
8. OFFICIAL POS	ITION TITLE				F/DIV-BR OF	SSIGNMENT		STATION	i
Ops Of	ficer	•		D	DP/WH-1		ife clos	n Citu	
	PE OF APPOINTMEN			10. C	HECK (X) TYPE	OF REPORT	,		
X CAREER	HESERVE	TEMPO		<u> </u>	INITIAL		Zui-Zu I		SUPERVISO
SPECIAL (S	ROVISIONAL (See the	mellons - Section	C)	<u> </u>	SPECIAL (Spec		HR AS	HONMENT	EMPLOYER
11. DATE REPORT	<del> </del>	<del></del>		12. RI	PORTING PER		o-)		
				~	June 1966	to Secto	+-jren 101	\$6	
SECTION B		PER	FORMANCE						
W - Week  A - Adequate  P - Proficient  S - Strong	Performance range positive remedial probation, to reas: "Performance meet excellence. Performance is no Performance is ch	oction. The notur signment or to se all requirements re than satisfacto	e of the action paration. De paration, De paration, Desired	on cou scribe ily sat	ld range from c action taken i isfactory and i s are being pro	ounseling, ( or proposed s characteri	to further tro in Section C zed neither	ilning, to by deficie	placing on
	Performance is so others doing simil					and In com	parison to th	no perform	ance of
<del></del>		· · · · · · · · · · · · · · · · · · ·	SPECIFI	C DU	riES				
mannor in which o	he most important s mployee performs E esponsibilities MU:	ACH specific dut	y. Consider	ONLY	effectiveness	in performa	nce of that	duty. All	
PECIFIC DUTY NO			<del></del>			<del></del>			RATING
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funding, e	tive manageme te.	nt of projec	et a <b>ctivi</b>	tics	including	; account	aimis,		RATING LETTER
Operational etc.	l reporting,	Including ec	ent <b>a</b> st re	rort	s, operati	oml pro	erens re	eroets,	RATING
PECIFIC DUTY NO	. 4	•							RATING LETTER
Reporting and disserination of intelligence information						3			
PECIFIC DUTY NO	. 9		· · · · · · · · · · · · · · · · · · ·	····					MATING LETTER
Terret anal	ysis; preyour	ition and in	plamentat	tton	of plans.	for pew	operatio	កន	Р
PECIFIC DUTY NO.	. •	<del> </del>	······		. "	<del></del> :			RATINO
Conception operations	Conception and initiation of covert setion programs in appear of TVCT								
	C	VERALL PERI	FORMANCE	IN C	URRENT PO	SITION		·	
promence of apocification of the property of the letter in	everything about the lie duties, producti ns or raights. Bess the roring bes carre	vity, conduct on d on your knowle	job, coaperd lame to ego	11 rens	es, pertinent everall perfe	personal tra	nits or hebit mg the tetin	e, and g parted.	BATTERS LETTER
, <i>i</i> ,								i	

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#### NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of weakheightenence, Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explicit highes given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or superitory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

This employee has continued to perform the detail under this section in the last littingss reports are partially the same rating detail under this section in the last littingss reports are partially and order to the

This employee has continued to perfort in the last flitness report or performer described in detail under this section in the last flitness report or perfect by the same rating officer (May 1966). He has had to assume an even heavier work load owing to the imminent transfer of his supervisor whose Drank-Roomking assets have of necessity been turned over to this employee. His health less not improved as expected and it is felt that he should be sent to WOLADY for a complete modical check-up as soon as he can be spared for the time required.

Once again, it is recommended that this officer be promoted as seen as possible to GS-11.

SECTION D	CERTIFICATION AND CO	DMMENTS					
1.	BY EMPLOYEE						
. 10	ERTIFY THAT I HAVE SEEN SECTIONS A, E	, AND C OF THIS REPORT					
DATE	SIGNATURE OF EMPLOYEE						
9 September 1966	/s/ Joseph S. Piccolo						
2.	BY SUPERVISOR						
wonths employee has been under my supervision 4 months 'IDY 11 months PCS	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION					
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE					
9 September 1966	Ops Officer	/s/ Robert T. Shaw					
	BY REVIEWING OFFICE						
COMMENTS OF REVIEWING OFFICE	· <b>L</b>						
Comments of		ne Ratings and the					

Chief of Station /s/ Binston Scott

Administrative management of project activities including accountings, funding, etc.  Securic Duty No. 3  Operational reporting, including contact reports, operational progress reports, etc.			<u> </u>		( Ehen	Filled	10)			
SECTION A    Canada	İ			EITNE	CC DEDONT				EMPLOYEL SERIAL N	UMBER .
PICCOLO, Joseph S. 12/8/35 M GS-10 D  - OFFICIAL POLITOR TILE  ODS OFFICER  CORE SILVERY OF APPOINTMENT  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  CAREER RESERVE TEMPORARY  THE STATE OF APPLICATION TO PRICE TEMPORARY  THE STATE OF APPLICATION TO PRICE TEMPORARY  THE STATE OF APPLICATION TO PRICE TEMPORARY  W. Mach Performance rengs from whell, indicatenance as lightly less them established the Support promotion requirements of the Control of State of the Control of State of the Control of State of the Control of State of the Control of State of the Control of State of the Control of State of the Control of State of the Control of State of the Control of the Control of State of the Control of State of the Control of State of the Control of State of the Control of State of the Control of the Control of State of State of State of State of State of State of State of State of State of State o				FIINC	33 KEPUKI				02565	8
PICCOLO, Joseph S. 12/8/35 M CS-10 D  **OPFICIAL POLITOR TITLE OPS Officer DDD/WH/11 **PERCOCATY **CONTROL OF ASSIGNMENT STATE	time on a financial management in the continuous in				G					
Ops Officer  CORECALITYPE OF APPOINTMENT  CAMERA INTERIOR APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT  CAMERA INTERIOR OF APPOINTMENT INTERIOR OF APPO						1		3. SE X	4. GRADE 3. SD	
Opp Officer  Center in type or appointment  Center in type or appointment  Center in type or appointment  Center in type or appointment  Center in type or appointment  Center in type or appointment  Center in type or appointment  Center in type or appointment  Center in type or appointment  Center in type or appointment  Center in type or appointment in the content of the center of the cente				seph	<u>s.</u>		12/8/35			
C. CHECK 131 TYPE OF APPOINTMENT   10. CHECK 131 TYPE OF REPORT   CAREER   RESERVE   TEMPORARY   INTERAL   CAREER   RESERVE   TEMPORARY   INTERAL   CAREER   RESERVE   TEMPORARY   INTERAL   CAREER   RESERVE   TEMPORARY   INTERAL   CAREER   RESERVE   TEMPORARY   INTERAL   CAREER   RESERVE   TEMPORARY   INTERAL   CAREER   RESERVE   TEMPORARY   INTERAL   CAREER   TEMPORARY   TE						1		ASSIGNMENT	1	
cancer   Reserve   Temponary   Residence   Temponary   Residence   Temponary   Residence   Temponary   Residence   Temponary				<del></del>	<del></del>			. OF DE COD	Mexico City	
Care to Provisional (See Instructions - Section C)   I Dark Report (Specify)   IXX   Sectial (Specify)   IX   Dark Report Promotion Peq.   Its arts color (From: to:)   I Dark Report Out in op.   Its arts color (From: to:)   Cotober 1965 to May 1966		PE OF A			754808484		!	- OF ME FOR	·	5.197 for 150
SPECIFIC DUTIES   Service   Servic		Li		l			ļ	· · · · · · · · · · · · · · · · · · ·	·	
1. September Due in o.P.   1. September Due in o.P.   October 1965 to May 1966						YYY	·	city/To si	I	
1 June 1966  PERFORMANCE EVALUATION  W. Week  Performance ranges from wholly inadequate to slightly less than sotisfactory. 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 resustancement or to separation of probation for reprosed in consisting, to placing on probation, to resustancement or to separation of probation are proposed in a consistence.  P. Proficient  P. Proficient  Performance is an acceptional in relation to requirements of the work and in comparison to the performance of control of the work and in comparison to the performance of control drag similar work as to warrant special recognition.  SPECIFIC DUTIES  List up to six of the most important specific duvies performed during the rating period. Insert rating letter which best describes with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of amployees supervised).  SPECIFIC DUTIES  Agent handling and exploitation. Serves as case officer to a variety of agents including  Operational reporting, including contact reports, operational progress reports, etc.  S. Conception and dissemination of intelligence information.  S. PECIFIC DUTY NO. 1  Administrative management of project activities including accountings, funding, etc.  S. Conception and dissemination of intelligence information.  S. Conception and initiation of covert action programs in support of FL/CI operations.  OVERALL PERFORMANCE IN CURRENT POSITION  Target analysis and preparation of plans for mounting new operations which as performance to the performance of t			1 O.P.							
Performance ranges from wholly inodequots to slightly less than satisfactory. A rating in this category requires probabilism, to recasing ment of the separation. Describe action taken activation, to further this probabilism, to recasing ment of the separation. Describe action taken or proposed in Section C.  A - Adaquate Performance meets all requirements. It is entirely satisfactory and is characterised neither by deficiency nor escalence.  P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.  S - Stong Performance is consciptional in relations to requirement of the work and in comparison to the performance of others doing similar work as to warrant special recognition.  SPECIFIC DUTY MS.  List up to six of the most important specific duries performed during the rating period. Insert rating letter which best describes the monner in which employee perform EACH specific duty. Consider ONLY effectiveness in performance of that dury. All employee speciment EACH specific duty. Consider ONLY effectiveness in performance of that dury. All employees specific to a variety of agents including and exploitation. Serves as case officer to a variety of agents including and exploitation. Serves as case officer to a variety of agents including and exploitation. Serves as case officer to a variety of agents including effect.  Administrative management of project activities including accountings, Server and an exploitation of intelligence information.  Server outy no. 2  Reporting and dissemination of intelligence information.  Server outy no. 3  Percuric outy no. 4  Reporting and dissemination of covert action programs in support of FI/CI operations.  OVERALL PERFORMANCE IN CURRENT POSITION  The less account accounting the server of the server account of the server of the server of the server of the server of the server of the server of the server of the server of the server of the server of the server of the server of the server of the server of the server of the ser						[	October 1	965 to M	av 1966 .	
positive remedial action. The nature of the action could range from counselling, to further training, to placing on probation, to reassignment or to separation. Describe action token or proposed in Section C.  A - Adaquete Parformance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency now excellence.  P - Proficient Parformance is more than satisfactory. Desired results are being produced in a proficient manner.  P - Proficient Parformance is characterized by exceptional proficiency.  O - Quittending Performance is characterized by exceptional proficiency.  SPECIFIC DUTIES  List up to six of the most important specific dunies 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 employee with supervisory responsibilities MUST be reted on their ability to supervise (indicate number of employees supervised).  SPECIFIC DUTY NO. 1  Agent handling and exploitation. Serves as case officer to a variety of agents including  Administrative management of project activities including accountings,  P - Proficion DUTY NO. 1  Administrative management of project activities including accountings,  P - Proficion DUTY NO. 2  P - Proficion DUTY NO. 3  P - Proficion DUTY NO. 4  Reporting DUTY NO. 5  C - Proficion DUTY NO. 5  C - Proficion DUTY NO. 6  C - Proficion Duty NO. 6  C - Proficion Duty NO. 6  C - Proficion Duty NO. 7  C - Proficion Duty NO. 7  C - Profi			-237		PERFORMAN	CE EV		<u> </u>		
SPECIFIC DUTIES  List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the monner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be reted on their shilling to supervise (indicate number of employees supervised).  Agent hardling and exploitation. Serves as case officer to a variety of agents including  Agent hardling and exploitation. Serves as case officer to a variety of agents including  Administrative management of project activities including accountings,  Audministrative management of project activities including accountings,  Serverice duty No. 3  Operational reporting, including contact reports, operational progress reports, etc.  Serverice duty No. 4  Reporting and dissemination of intelligence information.  Serverice duty No. 5  Target analysis and preparation of plans for mounting new operations.  Parting Letter  Conception and initiation of covert action programs in support of PI/CI operations.  OVERALL PERFORMANCE in CURRENT POSITION  OVERALL PERFORMANCE in CURRENT POSITION  Serverice in the current position such as performance of specific studies, paddenticity, standard on pick conceptions and has a performance of specific duty in the list of specific account to specify and the standard programs are specific of specific account to specific account to specify and the standard performance during the rating period.  Since the length of the specific duty has a performance during the rating period.  Since the length is the level of performance during the rating period.	A • <u>Adequate</u> P • <u>Proficient</u> S • <u>Strong</u>	positi probat Perfor excell Perfor Perfor	ve remedial ion, to reas mance meet enco. mance is mo mance is change is change is so	action. T signment s all requ oro than s aracterize exceptio	he nature of the a or to separation, irements. It is en atisfactory. Desired by exceptional and in relation to r	ction con Describ Pirely so ed resul- proficient equirement	uld range from e action taken tisfactory and ts are being procey, this of the worl	counseling, or proposed is character oduced in a	to further training, to in Section C. In Section C. Ized neither by deficient manner.	placing on
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Reporting and dissemination of intelligence information.  S,  PECIFIC DUTY NO. 8  Target analysis and preparation of plans for mounting new operations.  P Conception and initiation of covert action programs in support of PI/CI operations.  OVERALL PERFORMANCE IN CURRENT POSITION  Take into account supplying about the amplayed which influences his effectiveness in his current position such as performance of specific duties, productivity, denduct on job, cooperationess, performance which influences his effectiveness in his current position such as performance of specific duties, productivity, denduct on job, cooperationess, performance during the rating period.  S inductive limitarisable action of Based on your boundarys of employee's expectly performance during the rating period.  S induct the lease in right string bear agreements in the presence of specification is readed as your boundarys of employee's expectly performance during the rating period.	Administrat funding, et	Administrative management of project activities including accountings, funding, etc.					<u> </u>			
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Conception and initiation of covert action programs in support of PI/CI  operations.  OVERALL PERFORMANCE IN CURRENT POSITION  Take into account everything about the amplayee which influences his effectiveness in his current position such as performance of specific duries, praductivity, conduct on job, cooperativeness, pertinent personal maits or habits, and setting of Based on your knowledge of amplayee's serial performance during the rating period.  Solution in the integration of the companies of the period of performance.	· · · · · · · · · · · · · · · · · · ·									
OVERALL PERFORMANCE IN CURRENT POSITION  Tobe into account everything about the amplayee which influences his effectiveness in his current position such as partlemente of specific duties, praductivity, conduct on job, cooperativeness, partlement personal tests or habits, and instituted limitativity at stelenge. Based on your knowledge of employee's severall performance during the rating period. Since the letter in the letting has a surresponding to the strenges on the letter in the letting has a surresponding to the strenges on the letter in the letting has a surresponding to the strenges on the letting to the letter.	PECIPIC OUTT NO. 8					BATING LETTER				
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	ermance of special erticular limitation lace the letter in i	110 disc.	ing about these products	e empley livity, de-	on which influence nduction job, con- in browledge of a	a his ofi parativos mployes	ectiveness in ess, pertinent s everall perf	his current personal to	ing the rating period,	

SECTION C	NARRATIVE COMMEN							
Indicate significant strengths or weaknesses demonstrated in current position Aceping in proper perspective their relationship to								
overall performance. State sugge	stions made for improvement of work performs	med Guil Fermanendations for tramma. Comment						
on foreign language competence,	if required for current position. Amplify or ex	iplain ratings given A betsion B to provide best						
basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness								
in the use of personnel, space, equipment and funds, must be commented only transfer life it a space is needed to complete								
i .	Section C, attach a separate sheet of paper,							
This employee has	This employee has turned in a consistently fine performing of the his assignment							
to Mexico City. Ever	y going operation assigned to	him has shown marked improvement						
under his tutelage, m	ost notably the PURUMEN	which has						
firally developed into a highly productive enterprise under the guidance of this office								
He is handling a sensitive PRUEN. case in a most professional manner.								
· · · · · · · · · · · · · · · · · · ·								
	His operational reporting is exemplary and his writing style, once somewhat obtuse, has							
shown steady improvement. Despite a relatively short period in the role of field case								
officer, he has won the admiration and respect of colleagues and agent assets alike. He has a winning way with people - a reflection of his sincere interest in them. He								
		ative and resourceful. In operation						
he shows a welcome dep	gree of agressiveness. His su	rervisory ability, except as exercise						
indirectly through oth	ers, has not yet been sufficie	ently put to the test to emble the						
rating officer to make	a determination, but it appear	ers that he already possesses the						
essentials of a good s	supervisor. He has had some he	ealth problems in Mexico but in spite						
		leed, one wonders what he would be						
		ich level of performance to date.						
		on record as stating that never						
		d the pleasure of serving with a						
more promising young c		· · · · · · · · · · · · · · · · · · ·						
It is recommended	that he be promoted to GS-11	as soon as eligible.						
In addition to th	e period covered by this repor	t (Oct 65-May 66) this employee						
served at the Mexico C	ity Station in TDY status from	April 65 to Aug. 65. His performing						
		ENTREPARATION of this report.						
1.	BY EMPLOYEE	W17 0 W						
<del></del>	ERTIFY THAT I HAVE SEEN SECTIONS A. B. AN	ID C OF THIS REPORT						
DATE	SIGNATURE OF EMPLOYEE							
12 May 1966	/s/ Joseph S. Piccolo	1						
2. 2. 3. 3. 2. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3.	BY SUPERVISOR							
MONTHS EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN TO B	MPLOYER GIVE EXPLANATION						
UNDER MY SUPERVISION	The same of the sa	Julius and annuality						
4 months TDY		` 1						
7 months PCS								
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED ON PRINTED NAME AND SIGNATURE						
12 May 1966	Ops Officer	/s/ Robert T, Shaw						
l.	BY REVIEWING OFFICIAL							
COMMENTS OF REVIEWING OFFICIAL								
The reviewing officer concurs in the comments of the rater. I have								
observed this officer closely during his tour at the Station. He								
has largely overcome a tendency to freewheel somewhat and shows an								
increasing willingness to accept guidance from more experienced								
officers Compand with a thought guidance from more experienced								
officers. Compared with other officers of the same grade at this Station, it is my belief that his overall performance should be								
Station, it is my	verier that his overall	performance should be						
rated O rather th	an S.	1						
T- 41.0 Cin44	view he is a young office	n who should advance						
in the Station's	view ne is a young office	T WHO SHOULD ROVAILCE						
	more experience should b	e able to handle a demanding						
deep cover assign		· •						
	ment.							
•	ment . Oppiciál title op revirbina oppiciál	TTPED OR PRINTED NAME AND SIGNATURE						
12 May 1966	ment.							

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FITNESS REPORT 025658								
ECT	ION A			G	ENERA			
I. NA		(Last)	(First)		2. 0	ATE OF BIRTH J. SEX	4. GRADE 9. 90	
PICCOLO, Joseph S.					6 :	Jecomber 35 A.	<u> </u>	
. OF		TION TITLE			1	FOUNT OF ASSIGNME		
		S OF APPOINTMEN				WILL TAPE OF REPO	leadquarter	<u> </u>
	CAREER	NESERVE	<u>-</u>	TEUPOHARY		INITIAL	REASSIGNMEN	# # ( ) # # # # 1 1 1
		POVISIONAL (See Inst	ructions	. <del> </del>	X	ANNUAL	REASSIGNMEN	
	SPECIAL (S				<del>-   ^</del> -	SPECIAL (Specify):	<del></del>	
I. DA	TE REPORT	DUE IN O.P.			12.5	EPORTING PERIOD (From		
ECT	ION B	-		PERFORMAN	CE EV		000 1202	
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SECTION C NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current populative for the process 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 best basis for determining future personnel action. Manner of performance of managerial or supervisors luties must be described, if applicable.

Dispatch HMMT - 5685 dated 13 August 1965 formation - Mexico City

" In view of the fact that Subject's recend serving man Koun Nexico Station was done while he was on TDY, this Station is not in a position to prepare a fitness report covering Subject's performance for the period. Since he was absent from Headquarters, it is felt that he might possibly not be credited for his fine work unless the Station expresses its views.

\* Subject plunged into work with the PBRUMEN Section immediately upon arrival and was given a wide variety of assignments ranging from surveillances on a rainy street at 4:00 a.m. to the preparation of operational reviews. He was given a number of existing agent assets to handle with a minimum of overlap with the provious case officer. He performed very well in every instance. He is able, enthusiastic, and capable of carrying a large work load. His colleagues in the office and his agents and contacts outside found him a pleasure to work with. The only weakness noted during his TDY assignment was in his written work--a tendency to be unclear -- but this is something the Station is certain he can work out satisfactorily and it is not a serious shortcoming."

Mr. Piccalo returned to Mexico City PCS 29 Sept 1965

SECTION D	CERTIFICATION AND COMMI	ENTS .				
1.	BY EMPLOYEE					
1	CERTIFY THAT I HAVE SEEN SECTIONS A, B, AN	U 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					
		on and will be shown report upon hi				
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE				
13 August 1965	COS, Mexico City	Winston M. Scott /s/				
3.	BY REVIEWING OFFICIAL					
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DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED HAME AND SIGNATURE				
13 August 1965	cos	Winston M. Scott /s/				

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023038							
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P + <u>Proficient</u> S - Strong		than satisfactory. Desired sctorized by exceptional pro	l results are boing produced in a pr oficiency.	oliciónt mannet.	τ.		
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SECTION C

NARRATIVE COMMENTS FILT.

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 recummentabilities for training. Comment on foreign language competence, if required for current position. Amplify or earlying effines given in Section B to provide best basis for determining future personnel action. Manner of performance of manage fifting supervisory duties must be described. If applicable.

Mr. Piccolo is an energetic, capable, all-around officer with a flair for operations and a great deal of common sense. He reacts correctly and institutely when operational problems arise. His agent handling has been superior. He has a good knowledge of tradecraft and also understands records management. Although young, he is mature and self-reliant, needing little supervision.

Mr. Piccolo's promotion is being recommended in a separate memorandum.

Mr. Piccolo is cost conscious and effective in the use of space, equipment and funds. He does not hold a supervisory position.

SECTION D	CERTIFICATION AND COMM	EN 19 /
1.	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A, B, AN	ÎD C OF THIS REPORT
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287165	C/WH/SA/CI (WH/C/SP)	Hurold F. Swenson
1.	BY REVIEWING OFFICIAL	<u> </u>
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24 March 1965	Asst. Deputy Chief, WH/C	John T. Flynd

### CONFIDENTIAL

17 August 1964

MEMORANDUM FOR: Chief, Western Hemisphere Division, DD/P

ATTENTION

: Administrative Officer

FROM

: Chief, Junior Officer Training Program

SUBJECT

Trial Attachment of Junior Officer Trainee Joseph S. Piccolo for on-the-job training

1. This memorandum confirms the attachment of Subject for on-the-job training in your Division as the second phase of the JOT Program undertaken with your cooperation.

- 2. The purposes of this trial attachment are:
- a. To test his abilities in the practical application of his formal training;
- b. To evaluate his potential and suitability for permanent assignment;
- c. To train him for a specific assignment appropriate to his aptitudes and development;
- d. To stimulate his motivation for a career in the Agency.
- 3. The attachment for six months effective 13 July 1964 can be adjusted by mutual consent according to circumstances or need for additional training. It is especially important that the Chief/JOTP be notified immediately if the trainee is not appropriately placed or is not effective in his work.
- 4. The JCT has been fully informed of the significance of this trial period in his career development.
  - 5. Details of administrative procedures are attached.

FOR THE DIRECTOR OF TRAINING

R.B. Trum

ROBERT B. PREDMAN

Attachment Distributions

1 - Addressee w/att.

1 - C/CSPD w/att. O/Pora. Official Piles w/att.

1 - JOT Piccolo w/att.

CONFIDENTIAL

#### CONFIGERTIAL

#### DETAILS FOR ADMINISTRATION OF ATTACHED DOU'S

#### For Supervisor.

- 1. The office or division will maintain time and attendance records during the period of this attachment.
- I Overtime can be authorized only after supervisor has checked with the SCT Iretcing Officer. OTR will be reimbursed by division or effice for courtime payments. The TSA clerk should report to JCTP at the end of each pay period any overtime worked by a JCT.
- 3. Any security violations by this JOT will be handled in the manner that in appropriate to the division or staff. Calei/JOTP will be notified in this event.
- 4. Supervisors will execute any fitness reports covering the period of this actachment. Chief/JCTP will countersign such reports.
- 5. Supervisors will provide job performance data to the Chief/JOTP when the JOT enters a promotion zone of consideration.
- 6. JOTP is located in Room 743, Scophill Building, Extension 3261. Any questions should be addressed to Mr. JOHN GERRY
- 7. It is requested that each supervisor submit a progress report after three months of attachment. In the event of rotational mesignments within a division where supervisors change, a progress report should be submitted at the end of each phase of the rotation.

#### Ecr JOT:

- 8. Any leave will be worked out with the supervisor and if approved must be communicated by telephone to the JOTP office. See paragraph (1) above.
- 9. The JOT will furnish Chief/JOTP with a progress report after the first month of attachment and every two months thereafter. Items desired include:
  - a Description of activities
  - b. Plane for next reporting period
  - c liames and titles of supervisors
  - d. Assessment of value of present experience
  - e. Any constructive suggestions

These reports about to routed to Cutof/1919 wis the supervisor.

10. The JOT will advise this office of his runs number and extension and name of his supervisor as soon as possible after attachment.

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### CONFIDENTIAL

#### 11 August 1964

MEMORANDUM FOR: Chief, Western Europe Division, Diyr

ATTENTION

: Administrative Officer

FROM

: Chief, Junior Officer Training Program

SUBJECT

: Trial Attachment of Junior Officer Trainee
Joseph S. Piccole for on-the-job training

- 1. This memorandum confirms the attachment of Subject for on-the-job training in your Division as the second phase of the JOT Program undertaken with your cooperation.
  - 2. The purposes of this trial attachment are:
  - a. To test his abilities in the practical application of his formal training;
  - b. To evaluate his potential and suitability for permanent assignment;
  - c. To train him for a specific assignment appropriate to his aptitudes and development;
  - $\mbox{\bf d.}$  To stimulate his motivation for a career in the Agency.
- 3. The attachment for six months effective 13 July 1964 can be adjusted by mutual consent according to circumstances or need for additional training. It is especially important that the Chief/JOTP be notified immediately if the trainee is not appropriately placed or is not effective in his work.
- 4. The JOT has been fully informed of the significance of this trial period in his career development.
  - 5. Details of administrative procedures are attached.

FOR THE DIRECTOR OF TRAINING

R.B. Truman

ROBERT B. PREEMAN

Attachment

Distributions

1 - Addresses w/att.

1 - JOT Piccolo whit.

1 - C/CSPD w/acc.
1 - O/Pers. Official Files w/act.

CONFIDENTIAL

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#### DETATES FOR ADDITIONABLE OF ATTACHED JONES

#### For Sunctalnow;

- 1. The office or division will unintain tive and extendence records during the period of this attachment.
- 2. Overtime can be authorized only after supervisor has checked with the JOT Training Officer. GTR will be reinbursed by division or office for overtime payments. The TAA clock chould report to JOSP at the end of each pay period any evertice worked by a JOY.
- 3. Any accuracy violections by this 300 will be headed in the manner that is appropriate to the division or staff. Chief/JOTP will be notified in this event.
- 4. Supervisors will execute any fitness reports covering the period of this accomment. Chief/3019 will countersign such reports.
- 5. Supervisors will provide job performance data to the Chief/JOIF when the JOT enters a promotion rose of consideration, ..
- 6. JOTP is located in Roca 743. Prophili Building, Extension 3261. Any quantions should be addressed to Mr. JOHN GERRY
- 7. It is requested that each supervisor subsit a progress report after three mouths of attachment. In the event of rotational assignments within a diviuton where supervisors change, a progress report should be substitted at the end of each phase of the rotation.

#### For JOE:

- 8. Any leave will be worked out with the supervisor and if approved must be communicated by telephone to the JOTP office. See paragraph (1) abovo.
- 9. The JOT will furnish Chief/JOTP with a progress report after the first month of attechment and every two months theresiver. Items desired include:

  - a. Description of activitiesb. Plans for next reporting partied
  - c. Rames and titles of supervisors
  - d. Assessment of value of present experience
  - e. Any constructive suggestions

These reports should be rected to Chief/JOIP via the supervisor

10. The AM will addice this office of his room number and extension and haso of his supervisor as even is possible effer attacks at.

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7/23/64

CONTINENTIAL

#### S-E-C-R-E-T

#### OFFICE OF TRAINING

#### TRAINING REPORT OPERATIONS COURSE

#### SECTION A

#### **GENERAL**

Operations Course No. 17 (720 hours, full-time)

9 March - 10 July 1964 (Date)

Student : PICCOLO, Joseph S.

Year of Birth: 1935

Service Designation: 31

Grade : G3-08. Number of Students: 54 began

ECD Date : February 1957 53 finiahed

: OTR/JOTP

#### SECTION B

#### PERFORMANCE EVALUATION

W - Weak Ranges from inadequate to less than satisfactory (in

terms of a new and inexperienced case officer).

A - Adequate Has achieved the basic level required. Satisfactory,

characterized neither by deficiency nor excellence.

Office

P - Proficient More than satisfactory. Has acquired a solid beginner's

proficiency. This rating may be interpreted as representing "average" on our rating scale.

Exceptional proficiency, characterized by thoroughness, 8 - Strong initiative, originality, and an exceptional student

understanding of the case officer role in clandestine

operations.

0 - Outstanding Performance is so exceptional in relation to require-

ments of the work and in comparison to the performance of other students doing similar work as to warrant

special recognition.

S-R-C-R-E-T

	SKILLS	PATTIC LETTER
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	GENERAL FAMILIARIZATION	
1.	Foreign Intelligence Collection Programs.	<u> </u>
2.	Covert Action Programs.	P
inte	The student also received general instruction by presentation of cases, reading and some practical application elligence programs and procedures. He was also given generated in and the operation equipment, and heard short presentations and general familiarization included vity, and general operational minimistration and support	in Counter- meral in of basic on Other areas
	OVERALL PERPORMANCE	•
	Letter in rating box corresponds to the statement	
	h most accurately reflects the student's level of	•
	ormance, and takes into account everything about which influenced his effectiveness.	
	This rating is a reflection of the degree to which	
	instructors feel that the student is both suitable	
	competent for overseas service in the Clamiestine	L

#### SECTION C

#### NARRATIVE COMMENTS

Significant strengths and weaknesses and their relationship to overall performance in the Operations Course. This section amplifies and explains, as necessary, the rating letters given above.

Mr. Piccolo's performance throughout the course seldom deviated from the "Proficient" level. His strongest showings were frequently in areas where he used knowledge gained from previous Agency experience together with his natural ability to get along with people in face-to-face situations. He excelled in agent handling because he made an extra effort to establish and maintain rapport, was competent in solving operational administration and support matters with a minimum of guidance, and was imaginative in devising cover and in establishing clausestine communications. Shortcomings, however, arose in other areas because he occasionally relied too much on his ability to improvise, rather than to spend extra time in analyzing, planning and otherwise preparing for agent meetings.

Mr. Piccolo ensity recognized leads of operational or intelligence value, and as the course progressed, displayed marked improvement in his writing of cables, dispatches and reports.

Mr. Piccolo acquired a more than satisfactory knowledge of the principles and techniques taught during the course.

FOR THE DIRECTOR OF TRAINING:

Colet Instructor

24 July 1964

SHE-C-R-E-T

# OPERATIONS COURSE NO. 17 9 March 1984 - 10 July 1984

	•	Numb	or att	ending	course:	54
	RATING	Ā	<u>v</u>	2	<u>3</u>	0
	OVERALL:	0	5	32	16	1
	<u>Skills</u>					
1.	Agent Acquisition:	0	· <b>5</b>	30	17	2
<b>2.</b> .	Agent-Handling:	0	7	25	13	4
3.	Operational Security:	. 0	1	34	19	O
4.	Intelligence Sense:	0	3	24	23	4
5.	Intelligence Reporting:	0	3	33	11	.4
6.	Operational Reporting:	Ó	6	25	21	2
	General Familiarization					,
1.	Foreign Intelligence:	. 0	5	33	13	Э
2.	Covert /.ction:	0	5	39	9	1

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#### TROTAL BAIRING REPORT

#### COMMITTED AS INITIAL PUINESS REPOST IN LIEU OF FORM 45

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#### COMMENT AND PERTIMENT OBSERVATIONS:

During his training, Mr. Piccolo has acquired a good knowledge of the principles and techniques of clandestine operations. He has demonstrated a good intelligence sense and a particular ability for handling agents.

He has had no supervisory responsibilities yet, and he appears to be cost-conscious as far as the undersigned can judge.

#### S-E-C-R-E-T

#### PERFORMANCE RECORD .

#### International Communism - Challenge and Response

#### JOT Class 10 February - 6 March 1964

#### Course Description

#### A. Statement of Objectives.

- 1. To develop a familiarization with the doctrine, organization and tactics of International Communism as represented by the Communist parties and organizations in the free world; and in addition, to make the student aware of the capabilities, methods and problems of the Soviet Union and China.
- To develop an understanding of the challenges facing the United States and the free world from the objectives, activities and capabilities of International Communism; and to assist the student to articulate the U.S. position at home and abroad to meet these challenges.

#### B. Course Method

- Approximately one-half of the course is devoted to lectures, one-fourth to seminars, exercises and demonstrations, and onefourth to individual study.
- Student achievement is judged on the basis of performance in two written examinations and participation in seminars, and exercises.

Name: Piccolo, Joseph
Written Work
lst Examination: Doctrine, CP Organization & USSR 67 Proficient
2nd Examination: China, CP Activities 59 Proficient
Over-all Written Work Proficient
Oral Work
Seminars, Exercises Strong
Comment:

GROUP I
S-E-C R-E-T Excluded from automatic
downgrading and
declassification

#### TRAINING REPORT

Introduction to the Clandestine Services (JOT Program)

3 - 7 February 1964

Student

: Joseph S. Piccolo

Office

: JOTP

Year of Birth: 1935

Service Designation: SJ

: GS-08 Grade

No. of Students

EOD Date

: February 1957

#### OBJECTIVES AND CONTENT

The purpose of this five day bloc of instruction is to acquaint the Junior Officer Traince with the general organization and functions of the Clandestine Services. This orientation takes place during the preliminary phase of the JOT Program at Headquarters. It consists of lectures by representatives of major components of the Clandestine Services and discussion periods and is presented to assist the JOT in making his choice of considering a career in the Clandestine Services. This instruction also serves as an introduction to the subsequent training program at ISOLATION.

#### ACHIEVEMENT RECORD

This is a certificate of attendance. No record was made of individual performance in the course.

FOR THE DIRECTOR OF TRAINING:

(When Filled In)												
TRAINING REPORT  INTELLIGENCE TECHNIQUES COURSE (120 Hours)  21 37 13 - 31 J												
INTELLIGENCE	TECHN	IQUES	COUR	4SE (120 %) 21			37	- 31 1964				
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PICCOLO, Joseph S.					Februar	1957		Joip		80	sı	
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N . NO. 4021.	exceller exceller		oic i	evel requ	ulred. Sa	tiefactor	y, char	ncterized noithe	ir by i	1•	ncy	
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								nitiative, origi intelligence pro			en .	
exceptional student understanding of the work involved in intelligence production.  O - Outstanding Performance is so exceptional in relation to requirements and in comparison to the performance of others doing similar work as to warrant special recognition.												
	4	EVALUA:	TION	OF PLRC	ORMANCE" I	N SKILLS						
	HATING	, '				RATING				l R	ATING	
BRIEFING	P		1	RITING		A		ANALYSIS			P	
		OVI.R -	ALL	PLRFORMA	NCE EYALL	AFION						
The RATING LETTER reflects the over-all performance of the student in the course and is thus a measure of the extent to which the student possesses the skills and techniques required in the production of finished intelligence. The rating is not necessarily arrived at by mathematically averaging the in skills ratings, but takes into consideration any outstanding strengths or weaknesses that should be reflected in an evaluation of the performance of the student as a whole. The RATING LETTER is a consensus of the view of the faculty.  REPORT OF OBSERVATIONS, JUDGMENTS AND IMPRESSIONS  This is a general, unspecific, narrative report of observations, judgments, and impressions. It includes intanginate factors such as the student's attitude, cooperativeness, attentiveness, maturity, and judgment. It also includes the general impression the student has made on the faculty. This report will not be includes the instructors selieve that it would add something to the previous evaluation of performance in skills as well as to the evaluation of the OVER-ALL PERFORMANCE of the student.												
FOR THE DIRECTOR OF TRAINING.  CHIEF, INTELLIGENCE PRODUCTION FACULTY INTELLIGENCE SCHOOL												
** 2070				SECRE	,					-	451	

hatroar detarbethe tol (CLASS OF LAWDARY 1964)

Introduction to Intelligence (40 hours, full-time)

6 - 10 January 1964

: PICCOLO, Joseph S.

Office

Year of Birth: 1935

Service Dasignation: 31

Grade

Student

· 65-08

Rumber of Students: 75

EOD

; February 1957

COURSE OBJECTIVES - CONTENT AND NETWORS

In the Introductory phase of the 197 Integrated Training Program the course objectives are: (1) to instruct the student in the basic concepts of Intelligence and the role of national intelligence within the Government; (2) to describe the intelligence community; its members, their duties, and their relationship to CIA; (3) to define and describe the functions of CIA and identify the components performing them; and (b) to explain the processes and means by which CiA fulfills les responsibilities for collection, production, and dissemination of intelligence.

Instructional techniques include lectures given by Orientation Faculty members, guest speakers, seminars, reading, review exercises and training

#### ACHIEVEMENT RECORD

Evaluation is based on a 40 question multiple choice test. The numbers placed in the columns below show how many students received each ruting. This student's ruting is indicated by the osterisk.

Setisfactory

FOR THE DIRECTOR OF TRAINING:

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E	CTION	С	•	HARRATIVE	COMMENT

Indicate eignificant 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 best basis for determining future personnel action. <u>Manner of performance of managerial or supervisory duties must be described, if applicable</u>.

Employee returned to duty with the Agency in September 1962 after completing a tour of military duty. At that time he was assigned to TFW/CI. Although employee expressed a desire to work in operations at that time, he agreed to perform the duties outlined in Section B. He was called upon to perform these duties because of the dire need within TFW/CI for someone with his talents to establish and manage Branch systems for mail routing-control and files. Employee was promised an operational assignment as soon as the systems were established and functioning in an orderly and efficient manner. Employee has performed his duties exceptionally well and has established systems for mail routing-control, and files for the Branch which are functioning well. It is strongly recommended that this employee be assigned to duties of an operational nature and relieved from his present duties as soon as possible. Employee has the capability of assuming more and greater responsibility.

SECTIO	ON D	CERTIFICATION AND CO	MMENTS
1.		BY EMPLOYEE	4
	I CI	ERTIFY THAT I HAVE SEEN SECTIONS A, B	, AND C OF THIS REPORT
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2.	· i '	BY SUPERVISOR	·
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20	helicony 63	C/TFW/CI	VICTOR WALLEN
3.	<del>*</del>	BY REVIEWING OFFICE	
	This employ	ee gives promise of con	tinued professional growth.
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21	Pobruary 1963	Deputy Chief, SAS	Bruco B. Choever

		(Then	Filled In)							
For	REIGH LANGUAGE	APTITUDE AND EXF	PERIENCE R	EPORT	DATE OF TE	STING				
NAME			0*	rice		110011				
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Since many things other than aptitudes enter into the determination of training courserformance, in any class of students there will unally be some whose performance is poorer than expected. STRENCTH OF NATIVATION, INION FAIFRIENCE WILL AFOREGON LANGUAGE, and other factors should be considered in selecting people for language training neatles. For example, the number of larguages previously studied or learned and the amount of scademic and nonacademic language success in learning a foreign language. Whether such experience was in the same language.										
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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE OF PERSONNE!

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

One of Mr. Piccolo's outstanding characteristics is his desire to improve hisself. This is evidenced by both his continued educational program on the outside and by his successful effort to learn everything possible about his cold RODMalso wents very much to obtain further career training within the DDP area, particularly in the FI field. I believe he has a definite potential for such work and that he should be given an opportunity for appropriate operational training as soon as possible.

His performance while under my supervision has consistently been well above that to be expected of an employee in his present grade, and I strongly recommend that he be promoted at once to GS-8. He has more than carned it.

SECTION F	CERTIFICATION AND COM	MENTS
1.	BY EMPLOYEE	
l ce	rtify that I have seen Sections A, B, C,	D and E of this Report.
DATE 4 May 1961	SIGNATURE OF EMPLOYEE	16
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IP THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
7 months	•.	
	IF REPORT IS NOT BEING MADE AT THIS TI	ME, GIVE REASON.
EMPLOYEE UNDER MY SUPER	VISION LESS THAN 60 DAYS	REPORT MADE MITHIN LAST 90 DAYS
OTHER (Specify):		
3 May 1961	WH/4/Executive Officer	Jeser J. Dougles
3.	BY REVIEWING OFFICIA	L 1
X I WOULD HAVE GIVEN THIS E	MPLOYEE ABOUT THE SAME EVALUATION.	
I WOULD HAVE GIVEN THIS E	MPLOYTE A HIGHER EVALUATION.	
I WOULD HAVE GIVEN THIS E	MPLOYEE A LOWER EVALUATION.	
I CANNOT JUDGE THESE EVA	LUATIONS. I AM NOT SUPPICIENTLY PAMILI	AR WITH THE EMPLOYEE'S PERFORMANCE.
COMMENTS OF REVIEWING OFFICIA		
14 May 1961	Acting Chief, WH/4	E. A. STANDIS

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10, DATE REPORT DUE IN O.P. II. REPORTING PERIOD TO SPECIAL (Specify)															
1 Feb - 15 June 1960 Promotion															
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES															
List up to aix 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 - Quistanding															
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						P	erforms	dutie	s of	Bra	anch	Re	cord	s	
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DOES HIS JOB WITHOUT STRONG SUPPORT										x					
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ECTION E	NARRATIVE DESCRIPTION OF MANNER O	F 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 fulfilly planguage, and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the pairs for determining future personnel actions.

During the rating period Mr. Piccolo has been performing tasks that are normally assigned to personnel who hold a minimum to fating of party. Without exception he has performed each of his assignments expeditiously and thoroughly. In addition to his normal administrative functions Mr. Piccolo has been acting as a case officer on certain sensitive and complicated clandestine operations. He has performed these duties in a superior fashion. It is my unqualified opinion that Mr. Piccolo should receive at least a two-grade promotion immediately. However it is recognized that this is contrary to current Agency policy and therefore it is strongly recommended that he be promoted to the grade of GS-7 immediately. Mr. Piccolo is intelligent and extremely industrious. He has worked long hours performing a variety of important tasks. It is my opinion that Mr. Piccolo has the attributes required of career personnel working in the Foreign Intelligence area and that he should be permitted to have his career designation changed to FI. Mr. Piccolo should also be given the opportunity to receive Agency training so that he might be better qualified to perform tasks in this area of activity. There is no question that he would become a professional case officer. The Section C rating has been given after careful consideration of the rated individual's grade and grade level performance.

SECTION F	CERTIFICATION AND	COMMENTS
1.	BY EMPLOYEE	
	ertify that I have seen Sections A, B	C. D. and E of this Report.
DATE	SIGNATURE OF EMPLOYEE	5-3
16 June 1960 2.	AY SUPERVISO	<u>Veces Ce</u>
	IP THIS REPORT HAS NOT BEEN SHOW	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	C. MIS REPORT HAS NOT BEEN SHOW	N TO EMPLOYEE, GIVE EXPLANATION
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OTHER (Specify):		1:0
OFFICIAL TITLE OF SUPERVISOR		TYPEO OF PRINCED NAME AND SIGNATURE
16 June 1960	Deputy Chief, WH/4	Robert Reynolds
3.	BY REVIEWING OFFI	CIAL
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I WOULD HAVE GIVEN THIS E	IMPLOYEE A LOSER PYALUATION.	
I CANNOT JUDGE THESE EV	ALUATIONS. I AM NOT SUPPICIENTLY PAI	MILIAR WITH THE EMPLOYEE'S PERFORMANCE.
COMMENTS OF REVIEWING OFFICE	comotion in this case is	completely surfort in the
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16 June 1970	CARL WILL	ANTICO DE MAIS ANTICO

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<del>}                                    </del>	DECLINED	DENIEC	·	X	ANNUAL		RE 4331	GNMF	47/EM	PLOY	EE		····
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SECTION B	EVALUATION	HOFP	ERFOR	MAN	E OF SPE	CIFIC	DUTI	ES					
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SPECIFIC DUTY NO. 3			RATING NO.	SPEC	IFIC DUTY	40. 6	, <del></del>			<del></del>		R	TING
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2 - Performance 3 - Performance 4 - Performance 5 - Performance	in many important res meets most requirement clearly meets basic re- clearly exceeds basic in every important res the every respect is on	ints but equirem require spect is	is deficit ents, sments, superior,	nt in	quirements, one or more	Import	ont res	pecis.			`	71NG 10,	
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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Since the previous Fitness Report, employée has been designated as the alternate to the Station's Records Officer. During periods when the Records Officer has been on duty elsewhere, this employee has assumed responsibility for the Station's records establishment and performed his duties in a competent manner. Based on these considerations, the ratings contained in Sections B, C, and D were determined. (Note Section D, items 1, 2, 3, 5, and 10.) Employee needs more experience in the following:

- 1. The analysis of intelligence material for file categorization (note Section D. Item 4);
- 2. Records Management techniques;
- 3. More experience in the interpretation of data in memoranda preparation (note Section D, items 7 and 9).

His supervisor feels that considerable progress has been made on the points enumerated above, and as the employee gains experience, these weaknesses should reconcile themselves. His supervisor will continue to assign him duties designed to broaden his knowledge and effectiveness in records management. (Cont'd)

SECTION F	CERTIFICATION AND C	OMMENTS	
1.	BY EMPLOYEE		
10	ertify that I have seen Sections A, B,	C, D and E of this Report,	
DATE	SIGNATURE OF EMPLOYEE		,
20 May 1917			·
2. //	BY SUPERVISOR	9 5	
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20 May 1959	Records Officer	Lorenzo 9. Sanoifez	
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20 N v 1959	Acting Chief of Station	Varres L. Dean	

SECTION E (Continued)

His supervisor recommends the promotion of this employee to GS-6. It is belt that his promotion would assure the continued development of an employee who has the potential of a good records officer.

C. S. Treating

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14-00000

(then filled In)

	FITNESS REPORT (Pa	art I) PERFORMANCE
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		apress your evaluation of your subordinate and to trens Organization policy requires that you inform the subor-
nate where he stends with	iyou. Completion of the report	t can help you prepare for a discussion with him of
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leny westion. If this is	the initial report on the empl	layer, it must be completed and forested to the Office
	days after the date sudscated a	
SECTION A.	GLAC	A
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WiD/III/Mexico C		File Clerk
7. GRADE 8. DATE HEPORT I		WERED BY THIS REPORT (Inclusive detec)
GS-4	2 Dece	ember 1957 - 2 March 1958
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19 March 1958	Lorenzo B. SANCHEZ	Cnief of Registry
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19 March 19'8		
SECTION C.	JOB PERFORMANCE	EVALUATION
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c. For supervisors, studiety to supervise will a who supervise a secretary only)	alwaya to	e sated as a apecific duty (	lo not rate as superviso	re those
d. Compare in your mind, when possible, the similar level of responsibility.	individ	ual being rated with other	All al Suing the same .	Juty at a
e. Two individuals with the same job title of duties.				
f. Be specific. Examples of the kind of duties				
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3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMA	NCE			
DIRECTIONS: Stress strength's and weaknesses, part	icularlý	those which affect develop	ment on present job.	
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management problems. He definitely litialities. Employee needs more experi composition of memorands. He is conso	lence i	In the analysis of rec	cord material and	•
SECTION D. SUITABILITY FOR	CURREN	T JOB IN ORGANIZATION		
FRECTIONS Take into account here everything your trained personal characteristics or habits, species has with others doing similar work of shout the property of the state of	ial defe	eta or talantaami hos hi laval,		
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INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYER HAS BEEN UNDER YOUR SUPERVISION

Three months

AFR 15 2 15 PH '58

COMMENTS CONCERNING POTENTIAL Employee has the potential for a good records officer. Should be develop as rapidly throughout his tour as he has done in this initial period, he will be ready to assume the responsibility for the records establish MAH Ref ) may medium sized field station in his next assignment.

SECTION H.

14-00000

FUTURE PLANS

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Supervisor will give employee instruction in Records Management techniques, and every opportunity to gain experience in analysis of record material.

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

Employee should be given a grade promotion as soon as practicable because he deserves it and so as to encourage him.

SECTION 1.

DESCRIPTION OF INDIVIDUAL

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

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HATE NOT OBSERVED INTO THE LEAST POSSIBLE DEGREE

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under condi	itions speci	fied in Regulation 20-	379. It is a	recommended that you	, read the ent	ire form before comple	ting
any question Fersonnel n	on. If this no later tha	is the initial report 30 days after the da	t on the em teindicated	oloyee, it must be a in item A. of Secti	inspleted and inn "A" below.	forwarded to the Offic	• 01
SECTION A.	·	, , , , , , , , , , , , , , , , , , ,		ERAL			
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SECTION C.	//			E EVALUATION	, xpc. (1001)	112/20 0000104	⊣
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		ting period. Compare: than productivity will				similar level of respon	n-
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f. Be specific. Examples of the kind of duties	that might be este	d are:	•	
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TEST	DESCRIPTION
CLERICAL SPEED AND ACCURACY	A test of speed and accuracy of response in a simple perceptual task. Measures ability to perceive, retain momentarily, and correctly respond to simple number and letter combinations.  Jun 6   101 AM '55
SPELLING	A test of ability to distinguish between correctly and incorrectly spelled words of everyday usage found to be most frequently mispelled.
SENTENCES	A test of ability to distinguish errors in spelling, punctuation, and grammar in sentences.
RUMERICAL ABILITY	A test of ability to reason with numbers, to manipulate numerical relationships, and to deal with quantitative materials. No verbal element is present in the format of the problems.
ABSTRACT REASONING	A non-verbal test of reasoning ability. Measures ability to perceive relationships in changing abstract figure patterns and to generalize changes into operating crinciples.
SPACE RELATIONS	A test of ability to visualize and mentally manipulate forms and patterns in three-dimensional space.
MECHANICAL REASONING	A test of ability to understand and apply mechanical and physical principles presented pictorially in familiar settings.
VERBAL REASONING	A verbal test of reasoning ability. Measures ability to abstract, generalize, and think constructively from concepts presented in word analogies.
LEARNING ABILITY FORM 5	A test of general mental ability consisting of questions on vocabulary, arithmetical reasoning, and verbal analogies.
- TYPING	A ten-minute straight copy test of speed and accuracy in typing material of average difficulty. Typing scores are reported as follows:  Gross — Total words per minute.  Net — Gross words per minute minus : for each error made.  Errors — Total Number
SHORTHAND	A test composed of three typical business letters dictated at different speeds as follows: Letter 1: 60 words per minute; Letter 11: 100 words per minute. Maximum possible scores are as follows:    Letter   Letter 1  Letter 11  Letter 11    Form A

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MIMORANDIM FOR: Joseph S. Piccolo

SUBJECT : Acknowledgment of Evaluation Board Functional Category

REFERENCE : Evaluation Found Precepts for Your Grade

1. Based upon an examination of your past assignments and duties, and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category recontained purposes. Precise definitions of this category are contained in the Evaluation Board precepts for your grade. This placement is made in order that your performance, grown potential, and career planning may be judged against officers similarly placed professionally. YOU ARE URGED TO STUPP THE PRECEPTS AND CONSIDER YOUR OWN CASE CAREFULLY.

- In general, you should consider the following;
   a. Categories are sharply defined. Competition is within categories, not between them. Thus, a weak B/OG performance is not strengthened by reclassifying it as B/OG.
  - b. A change in category after sustained performance in a different category may cause a temporary loss of momentum in your career advancement until you have demonstrated proficiency in your new assignment.
  - c. A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.
- 3. If you believe that this is not the correct category for you because the substantive nature of your job more closely approximates another category or because you have made a permanent change of career track, please take the matter up through your command channel to secure the concurrence of your component of assignment or of your home base component, as appropriate, to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgeent of change is received by the Career Management Staff.

4. Please sign and date this notification in the space provided and return it to vour Personnel Evaluation and Munagement Officer or to your Personnel Officer.

ACKNOWLEDGED:

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### SERVICE ABROAD AGREEMENT

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BEFORE YOU COMPLETE 12 MGGGGGGGGGGGGGGGGGGGGGGGGGGGGGGGGGGG	HE GOVERNMENT FOR ALL EXPENSES IT INCORS IN DEPENDENTS, YOUR HOUSEHOLD AND PERSONAL EF- L YOUR PRESCRIBED TOUR OF DUTY ABROAD YOU ND TRANSPORTATION OF YOURSELF, YOUR DEPEND- S TO THE UNITED STATES. IF, HOWEVER, AGENCY RE IS NECESSARY FOR OFFICIAL REASONS, OR FOR THE GOVERNMENT, THEY MAY WAIVE THE REIMBURSE
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/ IV. HOME	LEAVE POINT					
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- 1. WISH COMPLIMENT MESSRS. PICCOLO AND SILEO ON THEIR
  HANDLING OF CI SURVEY AT THEY WERE WELL PREPARED IN ADVANCE.

  WCRKED HARD HERE. AND WERE VERY SELF SUFFICIENT. CAUSING MINIMUM
  DISRUPTION OF STATION ACTIVITES. THEY DUG DEEPLY BUT MADE A GREAT

  EFFORT TO BE CONSTURCTIVE AT ALL TIMES, RATHER THAN JUST PLAIN

  CRITICAL. ONCE WE GUT GOING THE FEELING THAT WE WERE BEING IN
  SPECTED QUICKLY DISAPPEARED AND WAS REPLACED BY ONE OF TEAMWORK.
- 2. ASIDE FROM PROVIDING MOS WITH OUR CI PROFILE, BENEFITS
  ACCRUED TO THE STATION FROM THE SURVEY. IT HOTIVATED A USEFUL SELFANALYSIS BEFORE THE TEAM ARRIVED. THE TEAM'S STUDY OF MOS FILES,
  WHICH MOST OF US HAD NEVER READ, UNCOVERED VARIOUS INDICATORS WHICH
  GAVE BETTER PERSPECTIVE TO MANY OF OUR CASES. THE INFORMAL FRANK
  DISCUSSIONS RESULTED IN A NUMBER OF IDEAS FOR CHAPES WHICH HE WILL
  MAKE. WE LOOK FORWARD TO RECEIVING THE TEAM'S FORMAL REPORT, AT
  WHICH TIME WE WILL COMMENT ON ACTIONS TAKEN AND PLANNED. AND
  PROVIDE A FEW IDEAS WHICH HIGHT BE USEFUL FOR FUTURE SURVEYS.

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T 032600 30375 S E C R E T 2813052 JUN 76 STAFF CITE 30375 TO: DIRECTOR. WISH COMMEND MESSERS PICCOLO AND THOMPSON FOR EXCELLENT PRO-FESSIONAL WORK IN DURING RECENT CI SURVEY. BOTH OFFICERS MADE DETAILED STUDIES OF CASES, FILES AND STATION ACTIVITIES THAT RESULTED IN SOUND ORAL RECOMMENDATIONS FOR IMPROVEMENT. HE ARE IMPLEMENTING THESE RECOMMENDATIONS AT ONCE. SURVEY WAS EXTREMELY VALUABLE FOR ALL STATION PERSONNEL. E2 IMPDET.

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Joseph I Procolo

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TO: DIRECTOR.

- 1. HISH COMPLIMENT MESSRS. PICCOLO AND SILES ON THEIR
  HANDLING OF CI SURVEY AT THEY HERE WELL PREPARED IN ADVANCE,
  HCRKED HARD HERE, AND WERE VERY SELF SUFFICIENT. CAUSING HINIMUM
  DISRUPTION OF STATION ACTIVITES. THEY DUG DEEPLY BUT MADE A GREAT
  EFFORT TO BE CONSTURCTIVE AT ALL TIMES, RATHER THAN JUST PLAIN
  CRITICAL. ONCE HE GOT GOING THE FEELING THAT WE WERE BEING INSPECTED QUICKLY DISAPPEARED AND HAS REPLACED BY SNE OF TEAMHORK.
- 2. ASIDE FROM PROVIDING HOS WITH OUR CI PROFILE. BENEFITS
  ACCRUED TO THE STATION FROM THE SURVEY. IT MOTIVATED A USEFUL SELFANALYSIS BEFORE THE TEAM ARRIVED. THE TEAM'S STUDY OF HOS FILES,
  WHICH MOST OF US HAD NEVER READ, UNCOVERED VARIOUS INDICATORS WHICH
  GAVE BETTER PERSPECTIVE TO MANY OF OUR CASES. THE INFORMAL FRANK
  DISCUSSIONS RESULTED IN A NUMBER OF IDEAS FOR CHASES WHICH HE WILL
  M, ME. HE LOOK FORMARD TO RECEIVING THE TEAM'S FORMAL REPORT, AT
  WHICH TIME HE HILL COMMENT ON ACTIONS TAKEN AND PLANNED. AND
  FROVIDE A FEH IDEAS WHICH HIGHT BE USEFUL FOR FUTURE SURVEYS.

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22 December 1975

MEMORANDUM FOR: Chief, LA Division

**SUBJECT** 

Mr. Joseph S. Piccolo - Completion of Senior Operations Course #2/76

1. Mr. Piccolo attended the Schior Operations Course from 3 November to 12 December 1975 (SOC #2/76). Individual student grades and class rankings have not been used to evaluate student performance. The diverse background of the students and the nature of the course material used in the SOC preclude formal testing. This memorandum attests to Mr. Piccolo's satisfactory completion of the course.

- 2. During the six weeks of the course, 59% of the time was devoted to subjects and activities directly related to operations, including 30% devoted to "hands-on" time with technical equipment and "on-the-street" practice of tradecraft. 31% of the time was devoted to material broadly categorized as "ops management," including about 10% on the Soviet and China targets. The final 10% of the time was devoted to subjects categorized as "management overview and ops support," which consisted of meetings with DO division and staff chiefs and visits to labs and other ops support facilities in the Headquarters area. The ten officers in the class ranged in grade from GS-12 to GS-14 (average grade 12.9), average age was 43.6 (Mr. Piccolo's age is 40). The class members' average years of Agency service was 16.8, and their average years of overseas service was 9.2.
- 3. The six weeks, normally 30 days of instruction time, was shortened to 28 days by the Thanksgiving Day weekend. Of these 28 days, Mr. Piccolo spent six days in intensive training in Persuasion and Manipulation Skills as He spent approximately another eight and one-half days on technical tradecraft and usage) and street tradecraft etc.) including three days intensive practice of these skills in a live Another five days were spent at Headquarters exercise conducted meeting with the chiefs of all DO divisions and staffs, and visiting three operational support laboratories in the metropolitan area. The approximately eight and one-half remaining days were consumed by a combination of miscellancous operations management subjects, student seminars, and term paper writing (though the latter was accomplished mostly on the students' own time). This running of the course was keynoted by remarks by the ADDO, and the Headquarters week was climaxed by an hour and a half with the DDO. The guest speaker at the graduation dinner of SOC #2/76 was Agency Historian Dr. Walter Pforzheimer.

E2 IMPDET CL by 056184

SUBJECT: Mr. Joseph S. Piccolo - Completion of Senior Operations Course #2/76

4. Mr. Piccolo, as a 40-year-old GS-13/4, was at about the average age for this class and slightly above average in grade. Although formal grades are not given to graduates of the SOC, it was the consensus of DTS staff instructors involved in SOC #2/76 that Mr. Piccolo would almost certainly rank number one in this particular group. Bringing to the class broad operational experience and understanding. Mr. Piccolo was an active participant in the six-day and made contributions based on his own The tradecraft instructors who conducted the live problem operational past. described Mr. Piccolo as the best student in street tradecraft. One of the Course Coordinators commented that Mr. Piccolo, "exhibited, more than any of the others, the ability to lead the group." Mr. Piccolo's term paper on the subject of how was careful and thorough and was described by the panel as "an excellent overall plan." To a man of Mr. Piccolo's experience, at least some of the course may have seemed a little basic or redundant, but he never let it show, and always took part with the same enthusiasm as the more junior members of the class.

5. A copy of this memorandum is being placed in Mr. Piccolo's official personnel file.

FOR THE DIRECTOR OF TRAINING:

JOHN W. DAYTON /
Course Coordinator
Senior Operations Course

ADMINISTRATIVE Internal Use Only REPORT OF SERVICE ABROAD Office of Personnel, Control Division, Statistical Reporting SERIAL NO. LAST MIDDLE : INSTRUCTIONS USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR LITHIR PCS OR TOY. INSERT APPROPRIATE FUDE TO DESCRIPTION, OR CARCELLATION (One only). THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS CNLY FOR YEAR. REFER TO OFF NO. 58. REVISED. REPORT DATES BY USING PCS DATES OF SERVICE ARRIVAL D/S DEPARTURE 0/S TYPE OF DATA 0/P 0A7 VEAR ----75 8 8 1001 1 - PCS (Basic) 3 - CORRECTION 3 - CANCELLATION 27-20 20-30 31.32 33-34 33-36 37 38 39 40-42 TOY DATES OF SERVICE 0/P TYPE OF DATA AREA(S) ARRIVAL O/S OFPARTURE 0/S 047 77.88 W047# DAY ... .... .... 35-36 25-26 27-28 38 39 29.30 31-32 33-34 40-42 4 . CORRECTION 6 - CANCELLATION OFFICE OF PERSONNEL USE ONLY. - PUNCH AREA SOURCE DOCUMENT AND CERTIFICATION TRAVEL VOUCHER DISPATCH DUTY STATUS OR TIME AND ATTENDANCE REPORT CABLE OTHER (Specify) DOCUMENT IDENTIFICATION NO. IN 655939 --THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL, IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

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position that will give me increased responsibility as well as careet
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Acting Chief of Station Managua for two months in 1968, heputy Chief of
Base Rio de Juneiro for the last 10 months of my tour in 1972-73 and
present assignment as Deputy Chief of Station Hanagus, I request assign-
ment to a position which entails supervision of several employees and
requires exercise of managerial skills and judgement. If assigned to
another tour overseas, a position as Deputy Chief of Station in a medium
to large size Station would be preferred. If assigned to Headquarters, I would like to work where an overview of the related operational and
managerial activities can be experienced. If the above assignments are
not available, a tour which would breaden my operational knowledge would
be desired 10: Si Division Chins Ope activity of OTS
68. INDICATE IF YOU DESIRE TO EXTEND YOUR CORRENT TOLD BY CHICKING IN APPROPRIATE BOX. ALSO INDICATE PRIFTRENCE FOR MERT RECULAR ASSIGNMENT BY HUSEPTING I. 2. 3 CG 4 (for Ist. 2nd. Jed and 4th choice) in Remaining Boxes. Complete all alternate choices and options in all cases even though you are requesting an extension of your tour.
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3 RETURN TO MY CURRENT STATION.
PREPARE UPDATING OF PERSONAL SECURITY INFORMATION IN ACCORDANCE WITH DOI-F 240-8 AND FORWARD UNDER SEPARATE COVER. INDICATE DATE FORWARDED OR TO SE FORWARDED.  TO BE COMPLETED BY FIELD STATION
7. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING: GIVEN his steady, reliable and productive performance, every effort
should be made to accomodate his expressed preferences. There can be no
doubt that by temperament and experience he would be of greater value to
the Organization in the field rather than at Headquarters, but a tour at
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field. I do not honestly know how he will perform in Staff work, being a
Pield Station activist, but the experience should have a further
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TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE
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Subject has been approved for assignment to Headquarters, LA/COG.
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Deputy Chief of Station of a small Station or Senior FI Officer position with supervisory responsibilities at a large Station. These choices for next assignment are made on the basis of the increasing responsibility of positions I have held as my career has developed. This career has included experience in most types of FI and CI operations as well as some CA activities. It has also provided me with supervisory experience, including Acting Chief of Station for a two month period. Assignment to a position of greater responsibility is desirable for the continued development of my career.
118. INDICATE IF YOU DESIRE TO FETTIND YOUR CURRENT TOUR BY CHICKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, B 3 (far lat, 2nd, and 3rd choice) in remaining gores, complete all alternate choices and options in all cases even though you are regulating an extensión of your tour.
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2. 1st choice WI/Contral 2nd choice Maxico and choice Spain  America Costa Rica  Return to My Cuthini Talion
TO BE COMPLETED BY FIELD STATION  IN CONSIDERATION OF THE EXPLAIENCE AND PLAFORMANCE OF THE IMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT.
COB Comment: I recommend that Subject's desire for a 12-month extension be honored. His other choices also appear sound as alternatives.  COS Comment: COS strongly recommends that Subject extend for one year. He is handling an extremely important agent, and we would hate to change this relationship now. After one year, however, Subject's
to change this relationship now. After one year, however, Subject's career would best be served by a new assignment of the complete by weeder assignment of the complete by weeder assignment of the complete by weeder assignment of the complete by weeder as a complete by weeder as a complete by weeder as a complete complete by weeder as a complete comple
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## CONFIDENTIAL (A) on Palled In)

Complete in original, fire data recorded on this form is essential in determining travel expensionection with leave at government expense, oversees duty, return to residence upon separation, current residence and deterdency information required in the event of an employee evergency. I filled in the employee's official personnel folder.	and for providing This form will be
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IF WIDOWED, PLACE SPORE DIRD	DATE SPOUSE DIED
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J. MEMBERS OF FAMILY	
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# CONFIDENTIAL (When Filled In)

VOLUNTARY ENTRIES	,,
Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and cates the settlement of estate and financial matters. The information requested in this section may prove very useful to your attorney in the event of your disability or death and will be disclosed only when circumstances warrant.	
INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH	THE AC-
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FAIRFAY, VA. 22030	•
Jeroch S. Brecelo JA.	
ARE YOU A MEMDER OF THE NORTHWEST FEDERAL CREDIT UNION? YES NO IF YES, DO YOU HAVE A JOINT ACCOUNT?	
MAYE YOU COMPLETED A LAST WILL AND TESTAMENT?   YES   NO. (If "Yes" where is document located")	
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HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PAREL YES NO. (If "You" give name(a) and authora)	N78 <sup>†</sup>
HAVE YOU EXECUTED A POWER OF ATTORNEY? YES NO. (If "Yes", who possess the power of attorney?)	
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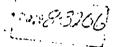
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# TREASURY DEPARTMENT UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

August 1, 1968



The Honorable
Richard M. Helms
Director
Central Intelligence Agency
McLean, Virginia

Dear Dick:

As you know, the President and Mrs. Johnson visited Managua, Nicaragua on Monday, July 8, 1968, upon their return from the San Salvador Conference.

Assistant to the Special Agent in Charge Ronald M. Pontius of the Presidential Protective Division, has informed me that Mr. Joseph Piccolo and Mr. Carl Jonkins were of particular assistance in establishing and coordinating the relations with the Nicaraguan security organizations, and President Somoza's staff. Mrs. Elizabeth Jenkin's assistance as an interpreter was also greatly appreciated.

Personally and on behalf of the United States Secret Service, I wish to extend my sincere appreciation and thanks to the above mentioned personnel for the capable and professional manner in which they performed their duties.

Sincerely,

James J. Rowley

SECKEL

# 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-

### FOLLOW THESE GENERAL INSTRUCTIONS:

· Read the back of the "Duplicate" carefully before you fill in the form.

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

- . Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

14-00000

	NAME (lost) (fire the control of the	25658
3	Mark here if you WANT BOTH optional and regular insurance  Mark here (A)	THE BOXES BELOW (do NOT mark more than one):  ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE  I elect the \$10,000 additional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.
-	Mark here if you DO NOT WANT OPTIONAL but do want regular insurance  (B)	DECLINATION OF OPTIONAL (BUT NOT REQULAR) INSURANCE  I decline the \$10,570 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.
	Mark here if you WANT NEITHER regular nor optional insurance  (C)	WAIVER OF LIFE INSURANCE COVERAGE  I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least I year after the effective date of this waiver and unless at the time I apply for insurance I am under ago 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB." THEN RETURN	FOR EMPLOYING OFFICE USE ONLY
THE ENTIRE FORM TO YOUR EMPLOYING OFFICE	(official receiving date stamp)
SIGNATURE (do not print)	BENESCO : CLEING Okeice a sargonner
DATE	83" H9 e f   OS HAM
15 Mart. 68	Ses Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel FoldECTET.

#### INSTRUCTIONS TO EMPLOYING AGENCY

- Who must file. All employees not excluded by law or regulation from insurance coverage, including those who have previously waived coverage, are required to complete and file Standard Form 176. T. Employees who are in the service on February 14, 1968, as well as those who are appointed after that date but before April 14, 1968, must file the form.
- 2 Automatic cancellation of previously filed waters....All "Waivers of Life Insurance Coverage" (SF 53) on file are automatically canceled as of the first day of the first pay period beginning on or after February 14, 1968. Payroll offices are to begin regular insurance deductions on the automatic cancellation date for employees who do not file a new waiver, i.e., those who do not check box C of SF 176-T, on or before that date.
- 3. Employees fulling to file.—If an employee does not return a completed SF 176-T, contact him and urge him to do so even if he does not want optional insurance (he will, of course, be automatically covered for regular insurance). If he still fails to file SF 176-T by April 14, 1968, or 31 days after appointment, whichever is later, file one for him as of that date: mark box B, and note in the space provided for his signature "employee contacted—failed to elect optional insurance." See note 2 below.
- Review of completed forms.—(a) Review both copies of the SF 176-T for legibility, completeness, and consistency. Reconcile with the employee any obvious major

discrepancy such as a mark in more than one box.

(b) If the employee marked box A or box C, make sure the Statistical Stub is complete. Then detach and mail stubs, in a bundle, weekly to:

Office of Federal Employees' Group Life Insurance (Statistical Study) 4 East 24th Street

New York, New York 10010

- (c) If the employee marked box 8, detach and destroy the stub
- Date of receipt and effective date.—(a) Stamp date
  of receipt by employing office in the space provided for
  this purpose on both the Original and the Duplicate.
  - (b) The effective date is determined from the table below.
- Disposition of forms.—(a) File the Original SF 176-T in the official personnel folder in all cases.
  - (b) Any necessary paired change, with effective date, may be posted in the space reserved on the Duplicate for employing office.
  - (c) The Duplicate may be destroyed, if no payroll action is required, or after the requirements of the agency's payroll system have been met.
- Use of SF 176-T.-SF 176-T "Election, Declination, or Waiver of Life Insurance Coverage" should not be used after the initial filing period (after April 14, 1968). A revised edition will be available for use after that date.

### TABLE OF EFFECTIVE DATES

DATE SF 176-T RECEIVED BY	EMPLOYEE'S DECISION	EFFECTIVE DATE (IF NO WAIVER SF SS, IN EFFECT)						
EMPLOYING OFFICE		. OF DECISION	OF DEDUCTIONS					
	Elects optional (in addition to regular) (box A).	Coverage effective February 14, 1968	Deductions begin 1st day of 1st pay period beginning on or after February 14, 1968					
On or before February 14, 1968.	Declines optional (but not regular) (box 8).	Declination effective February 14. 1958.	1					
	Walvas regular (so ineligible for optional) (box C).	Warrer effective last day of pay per- od in which February 14, 1968 falls.	Deductions stop last day of pay period in which February 14, 1968 falls.					
•	Elects optional (in addition to regular) (box A).	Coverage effective on date of receipt	Deductions begin 1st day of 1st pay period beginning on or effor date of recept.					
fter February 14 but not later than April 14, 1968.	Declines optional (but not regular) (box B).	Declination effective on date of re- ceipt, but employee tosss auto- matic optional protection on Feb- ruary 14, 1968						
IRAN ASHI 14, 1968.	Cencels previously elected optional (but not regular) (bux B)	Cancellation effective last day of pay period in which received	Deductions for optional stop last day of pay period in which re- coved					
;	Waives regular (so ineligible for op- tional) (bos C)	Warver effective last day of pay per- od in which received	Districtions step last day of pay po-					

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11 PREFERENCE FOR NEXT ASSIGNMENT Operations Officer Western Hemisphere Division
THE DESCRIBE BRIFFLY THE TYPE OF BORK YOU ROULD PREFER FOR MERT ASSIGNMENT IF DIFFFRENT FROM THAT IND CATED IN ITEM NO. 9 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE,
To date, I have worked in operational activities of primarily CI and FI orientation with a greater emphasis on the former. In order to round out my early career stage as an operations officer, an assignment with more CA orientation would be beneficial.
If available, my grade not withstanding, an assignment as supervisor of a section or as Chief of Base would be desirable in preparation for the eventual assumption of duties with higher responsibility in the future.
IIB, INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, 6 3 (for lef, 2nd, and 3rd elosce) in remaining boxes. Complete all alternate choices and options in all cases even though you are requesting an extension of your Tour.
EXTEND TOUR THESE MONTHS AT CURRENT STATION TO 31 JANUARY 1968.
DE ADSIGNED TO HOOTES FOR A TOUR OF DUTY! INDICATE TOUR CHOICE OF DIVISION, STAFFAGE, DEFICE.
BE ASSIGNED TO ANOTHER FIELD STATIUM. INDICATE CHOICE OF OFFICE AREA OF SPECIALIZATION SHO CHOICE Managua Field Station
A RETURN TO MY CURRENT STATION
TO BE COMPLETED BY FIELD STATION
It is recommended, primarily because of problems of health (at the high altitude in this post) that this officer beallowed one of the doices he has listed under 11 B. The departure of this officer will mean a loss to the operational capacity of his Section; and it is
with regret that Chief of Station, Mexico City concurs with his request for re-assignment,
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE
13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERCE FOR HEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S DECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.
WH Division proposes that Mr. Piccolo be extended to December 1967. He will then be assigned to Managua under replacing James D. ZABOTH.
LATE LO May 67 TITLE C/WII/Pers SIGNATURE Robert D. Cashman
TAC HE AV ADDE A PARTY
FOR USE BY CAREER SERVICE
13. EMILOTE MOTIFIED BY DISPATCH NO. 77" 17. STATE DATED.
19. EMPLOYEE NOTIFIED BY DISPATCH NO. W P. P. P. ST. DATED.
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Implicate - To Employing Office

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Supplement to Staff Employee Personnel

Mr. Joseph Piccolo

Effective August 27, 1965

The purpose of this memorandum is to call your attention to existing policies which are particularly material to you while you are and to set forth certain rights and obligations which are incident to your status as an appointed employee. It is hereby agreed and understood that:

1. As an employee of this organization, at the present grade and salary of OS-10 & \$0.170 Per annum, you will accept cover employment with hereinafter referred to as "your cover facility") effective as of August 27 1065. You will, insofar as consistent with your basic responsibility to this organization, abide by all the rules, regulations, practices and policies of your cover facility, in order to appear as a conventional member of that establishment. Your appointment to your cover facility is being

You are prohibited, except as specifically authorized herein, from retaining empluments paid by your cover facility.

It is understood and agreed that the minimum period of your overseas tour of duty is governed by and coincident with the prescribed tour of duty of your cover organization. Currently, your prescribed tour consists of a period of Two Years from the date of your arrival at your overseas post of duty. Your assignment may be terminated earlier for the convenience of this organization and the length of your tour of duty, as currently specified, may be unilaterally changed by this organization in order to conform with subsequent changes in the prescribed tour of your cover facility. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed the minimum period of service prescribed above from the date of arrival at your overseas post of duty, you will not be entitled to return travel or transportation for yourself or your dependents to the United States at Government expense. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed one (1) year of service from the date of your arrival at your overseas post of duty, you will be required to reimburse the Government for all of its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas post of duty.

Form 1535 Complete Previous Edition

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3. Travel to your post of duty overseas and your ret	ch is consis
the United States, as well as travel performed overseas whi tent with your cover designation, will normally be at the d	CA 18 COE818-
your cover facility. Such travel will be accomplished in or	
with applicable regulations of your cover facility except w	
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e. All annual and sick leave which is accrued to your credit

you will be permitted annual leave, sick leave,
home leave, and leave without pay in accordance with the regulations
of your cover facility in the leave benefits of this organization. Upon completion your accrued annual and
sick leave will be transferred to your credit with this organization.

6. You will be required to keep forever secret this agreement and all other information which you may obtain by reason hereof, unless you are released in writing by this organization from this obligation. Violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations. The termination of your employment with this organization will not release you from the obligation of any security cath you may be required to take.

UNITED STATES COVERIORENT

Personnel Office

ACCEPTED:

Jagl & Sec. 16

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CONFIDENTIAL (When Filled In)

#### IMPORTAIT

Central Processing France has been charged with responsibility (OPM 20.5.1 sated 12 October 1951) for ensuring that all employees processing PCS to the France have reviewed the Field version of the Employee Conduct Handbook. You will not be checkefout for your proposed travel until you wish the following statement and return it to CPB. Your Personnel Officer can profite you with a copy of the Handbook.

#### MENORANDUN OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Conduct, dated 30 July 1962

SIMINGUIN

JOSEPH PICCOLO

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B. TERA	MINATION
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STANDARD FORM 61
REVISED JUNE 1997
U. S. CIVIL SERVICE COMMISSION
F. P. M. CHAPTER 46

#### APPOINTMENT AFFIDAVITS

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

	•	
CENTRAL INTELLIGENCE AGE	ICY LANGLEY, VIRGINIA	
(Department or agency)	(Bureau or division) (Place of employment)	
JOSEPH L. PICCOLO	do solemnly swear (or affirm) th	at-
A. OATH OF OFFICE	tall tall tall tall tall tall tall tall	
I will support and defend the Consti domestic; that I will bear true faith and	itution of the United States against all enemies, foreign and allegiance to the same; that I take this obligation from of evasion; that I will well and faithfully discharge to enter, SO HELP ME GOD.	ely
B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY	Y AND AFFILIATION	
organization that advocates the overthr United States, or which seeks by force Constitution of the United States. I co	I do not advocate nor am I knowingly a member of row of the constitutional form of the Government of or violence to deny other persons their rights under do further swear (or affirm) that I will not so advocate of such organization during the period that I am an ey agency thereof.	the the
C. AFFIDAVIT AS TO STRIKING AGAINST T	HE FEDERAL GOVERNMENT	
agency thereof, and I will not so particip States or any agency thereof. I do not a ment of the United States or any agency United States or any agency thereof. I member of an organization of Government Government of the United States or any	ke against the Government of the United States or a pate while an employee of the Government of the United will not assert the right to strike against the Government of the United States while an employee of the Government of th	ted rn the the the
D. AFFIDAVIT AS TO PURCHASE AND SALE	OF OFFICE	
	n my behalf, given, transferred, promised or paid any co of receiving assistance in securing such appointment.	n-
E. AFFIDAVIT AS TO DECLARATION OF APP	POINTEE	
	on of Appointee on the reverse of this form are true a	nd
a 5 August 1962	Jany 1 - A. Dece esta	
Subscribed and sworn before me this 2.2	the day of life ust A. D. 196	7
at Sangles Com	U Uz mie	• • • •
[38AL]	David w Holen	····

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#### **DECLARATION OF APPOINTEE**

This form is to be completed before entrance on duty. Answer all questions. Admitted unfavorable information about such matters as arrests or discharges will be considered together with the favorable information in your record in determining your present fitness for Federal employment. However, a false statement or dishonest answer to any question may be grounds for dismosal after appointment and is punishable by law.

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8 Dec 3									
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MUNICIPALITY	OF ANY STATE, TERRITORY, COUNTY, OR		 	(B) IF REVOK	YOU HAVE FILED SUCH A WAI I DI	IVER, HAS IT B	ECH CANCELED OF	• -	12
If your answer is "Yes," give	IFO FOR AN ARRUITY FROM THE UNITED			II. MACE	YOU FILED APPLICATION RESULT	ING IN THIS APP	OINTMENT:	-	<u> </u>
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II your answer is "Yee," give	details in Item 12 LYING IN THIS APPOINTMENT, MASE YOU		<u> </u>	(D)	OUR, WORK WAS NOT SATISFAC	TORY			1
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INSTRUCTIONS TO APPOINTING OFFICER, ... You must determine that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations, and acts of Congress pertaining to apparament. This form should be checked for holding of office, promon, any record of record discharge or arrest, age, contensing, and members of family. Also, to establish the identity of the apparance, you should particularly check (1) his signature and handwriting against the application and/or other pertinent papers and (1) his physical appearance against the medical certificate.

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# CONFIDENTIAL (when filled in)

#### ACKNOWLEDGEMENT

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 29 August 1961.

Signature

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27 August 1962

CONFIDENTIAL

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9. PREFERENCE FOR NEXT ASSEGNMENT (continued)		· · · · · · · · · · · · · · · · · · ·
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in order that he may complete his colle	ege education at Georgetown Unive	ersity.
His replacement, who should be a train	ed RID specialist, should arrive	in
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## TRAVEL AGREEMENT BY STAFF ENFLOYEES ASSIGNED TO PERMANENT

- 1. In accordance with the policy of the Central Intelligence Agency, I agree to serve outside the continental United States a minimum tour of 24 months \_\_\_\_from the date of my arrival at my permanent post of duty, unless said tour is sooner terminated by the Government for its convenience, or it is terminated by the Agency for circumstances that are considered by it to be beyond my control.
- 2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.
- 3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

WITHESS:

Joseph S. Piccolo

Date: 4 Nov 1957

STANDARD FORM 61
PRIVISED MARCH 1998

\$1. \$ COLUMN SERVICE COMMISSION F. P. M. CHAPTER AS

14-00000

## APPOINTMENT AFFIDAVITS

	ppointment affidavita, you should read and understan information for appointee
CENTRAL INTELLIGENCE AGENCY (Department or agency)	(Bureau or division) (Place of employment)
	, do solemnly swear (or affirm) that-
domestic; that I will bear true faith and al	ion of the United States against all enemies, foreign and legiance to the same; that I take this obligation freel of evasion; that I will well and faithfully discharge the enter, SO HELP ME GOD.
B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY A	ND AFFILIATION
organization that advocates the overthrow United States, or which seeks by force or Constitution of the United States. I do	do not advocate nor am I knowingly a member of any of the constitutional form of the Government of the violence to deny other persons their rights under the further swear (or affirm) that I will not so advocate such organization during the period that I am an emgency thereof.
C. AFFIDAVIT AS TO STRIKING AGAINST THE	FEDERAL GOVERNMENT
sgency thereof, and I will not so participate States or any agency thereof. I do not and ment of the United States or any agency United States or any agency thereof. I do member of an organization of Government Government of the United States or any age Government of the United States or any age organization.	against the Government of the United States or any e while an employee of the Government of the United will not assert the right to strike against the Government of the further swear (or affirm) that I am not knowingly a employees that asserts the right to strike against the gency thereof and I will not, while an employee of the gency thereof, knowingly become a member of such an account of the contract.
D. AFFIDAVIT AS TO PURCHASE AND SALE OF I have not, nor has anyone acting in m sideration for or in expectation or hope of re	<ul> <li>OFFICE</li> <li>behalf, given, transferred, promised or paid any con- ecciving assistance in securing such appointment.</li> </ul>
E AFFIDAVIT AS TO DECLARATION OF APPOIN	NTEE
The answers given in the Declaration of correct.	of Appointee on the reverse of this form are true and
1. Pab 1957	Smith of Delica
(Detr of entrance on duty)	(Bignorius of appointed)
Subscribed and sworn before me this	day of February A. D. 19.57.,
etHashington, (Chy)	De Go
[SEAL]	Winds Thick was (Departure of allers)
	Appointment, Clark
NOTEIf the oath is taken before a Notary is be shown.	Public the date of expiration of his commission should

INSTRUCTIONS TO APPOINTING OFFICER.—You must determine that the impressions would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations, and acts of Congress pertaining to approximant.

This form should be checked for holding of office, pension, any record of recent discharge or arrest, age, extracable, and members of family. Also, to establish the identity of the appointer, you should particularly like \$\frac{1}{2}\$ (1) his agriculture and handwriting against the application and or other pertinent papers and (1) his physical appearance against the medical certificate. 

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(OVER)

Date 4 February 1957

#### Dear Mr. Piccolo:

14-00000

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1. This is to notify you that the United States Government, as represented by the Central Intelligence Agency, has accepted your employment effective 4 February 1957.

Position:

File Clerk

Base Salary:

\$3415.00 per annum

- 2. You will be entitled to receive annual and sick leave, retirement coverage and such other employee benefits as may be provided by Agency regulations or applicable Federal laws and regulations.
- 3. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, the duration of the tour of duty will be prescribed in advance and will normally consist of a period of 24 months. You will be required to serve the prescribed period of the overseas tour of duty from the date of arrival at your overseas post of duty unless this tour is sooner terminated by the Government for its convenience or it is terminated for circumstances that are considered by the Agency to be beyond your control.
- 4. If you terminate your assignment at an overseas post of duty for reasons within your control in less than 12 months from the date of arrival at the overseas post of duty, it is understood and agreed that you will be liable for reimbursing CIA for all travel expenses, including storage and per diem, incurred by the Government in the transportation of yourself, your dependents, household effects and automobile to your overseas post of duty, and you will pay all return travel and transportation expenses to the United States.
- 5. It is further understood and agreed that if you terminate your overseas assignment for reasons within your control subsequent to the twelfth month but prior to the completion of your prescribed tour of duty, you will pay all return expenses for the travel and transportation of yourself, your dependents, household effects and automobile to the United States.
- 6. If you wish to return to the United States for personal reasons during your overseas tour of duty, all travel and transportation coats incident to such return will be borne by you, with no expense to the Government.

- 7. Your employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of 12 months from the date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be considered for other types of available employment for which you are suited, or your employment will be terminated.
- 8. Your appointment is for such time as your services may be required and available funds permit.

Office of Personnel

I accept the above agreement as a condition of my employment by CIA.

Joseph & Picala (Employee)

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### CONFIDENTIAL

# MEMORANDUM OF UNDERSTANDING REGARDING MILITARY SERVICE OBLIGATION

I understand that in accepting a position with the Central Intelligence Agency while subject to induction into the Armed Forces under the Selective Service Act, I cannot and will not expect deferment from such military service by virtue of my employment with the Central intelligence Agency.

SIGNED

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### CONFIDENTIAL

### SECURITY APPROVAL

DATE : 20 July 1962
YOUR REFERENCE: 10775 DDF/TFW
CASE NO. : 109709
10 : Director of Personnel
FROM : Director of Security
SUBJECT : PICCOLO, Joseph Stephens
1. This is to inform you of security approval of the subject person as follows:
Subject has been approved for the appointment specified in your request under the provisions of Regulations 10-210 and 20-730 including access to classified information through Top Secret as required in the performance of his duties.
Subject has been approved for appointment under the authority of Paragraph 4(d) of Regulation 10-210, and under Regulation 20-730 including access to classified information through Top Secret as required in the performance of his duties.
2. Unless arrangements are made within 60 days for entrance on duty within 120 days, this approval becomes invalid.
3. As part of the entrance on duty processing:
A personal interview in the Office of Security must be arranged.
A personal interview is not necessary.
FOR THE DIRECTOR OF SECURITY:
W. A. Caborne
Chief. Personnel Security Division
FORM NO. 1173 NEW ACIDS CORP. SO AND CONFIDENTIAL CONFIDE

#### CONFIDENTIAL SECURITY INFORMATION SECURITY APPROVAL

Date: 20 December 1956

Chief, Records & Services Divsion TO: Personnel Office

Your Reference: C-6351 FI

FROM: Chief./Security Division

Case Number: 109709

Personnel SUBJECT: PICCOLO, Joseph Stephan

This is to advise you of security action in the subject case as indicated below:

X Security approval is granted the subject person for access to classified information.

Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9.

2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid. Subject is to be polygraphed as part of EOD procedures.

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U.S. DEPARTMENT OF JUSTICE

#### U. S. DEPARTMENT OF JUSTICE

STANDARD FORM DG

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PROMULCATED BY

W. S. SIVIL SERVICE COMMISSION

CHAPTER BY TEODRAL PINSCHNEL MANUEL

### FL\_RAL BUREAU OF INVESTIGATION WASHINGTON 25, D. C.

FORM APPROVED

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TIFICATION OF PERSONNEL ACTION by 1/1/1/1/

NOTIFICATION	· Or	FERSO	11414	L ACTION	17111
S. NAME IND - HISS - HAS, FERST- HIDDLE INITIAL - LASTS		2 DATE OF	9181H	F. B. I.	O. 4. DATE
JOSEPH S. PICCOLO #1818	35	12-8	-35	5714	9-9-55
This is to notify you of the following action affecting your employmen	of .				
S. NATURE OF ACTION JUSE STANDARD TERMINOLOGY		6. EFFECT	AE D.LE	7. CIVIL SERVICE OR O	THER LEGAL AUTHORITY
RESIGNATION		cb 9-9	-55_		
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15. 16. 17. APPROPRIATION S & E. 7 8 1 18. 78011. 18 10: SAME		10. SUBJECT PETINEN TES	ENT ACT	ID. DATE OF APPOINT- MENT APPIDAYITS (ACCESSIONS ONLY)	20 LEGAL RESIDENCE  CLAIMED PROVED  STATE:
DIRECTOR F. S. 1.					
STRANKS.					
Forwarding Address: 2210 20th Washington	Street n 9, D	t, Nort	hwest		•
Leave in the amount of 55 hours extowes for 216 hours plus 1 heliday LWCP for the period 6-1-55 (9:00 a The above listed 55 hours leave is	for adv	anced ai cb 7≕6=	ch le: 55.	ive which is be	
3 6 OCT 12 1955				<i>J.</i>	(1071/1)
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I. PERSONNEL PILE

STAPIDARD FORM 55 SIPTEMBER 193 U.S. CIVIL SERVICE COMMISSION CHAPTER 13 F.P. M.

### NOTICE OF CONVERSION PRIVILEGE Federal Employees' Group Life Insurance Act of 1954

An employee is entitled to convert to an individual policy when his group insurance terminates because of separation from an agency, transfer or appointment to a group excluded by law or regulation from insurance coverage, expiration of 12 continuous months in a nonpay status, or entry into the military service of the United States and acquisition of coverage under the Servicemen's Indemnity Act of 1951.

An employee whose group insurance terminates as indicated above may, under provisions set forth in his Certificate of Group Insurance, purchase an individual policy of life insurance without medical examination. The individual policy may be in an amount not exceeding the employee's group life insurance and will be issued at rates applicable to the type of policy purchased and to his current age and class of risk.

If you are entitled to convert group life insurance to an individual policy and wish to exercise this privilege, you must:

- 1. Ask the agency identified in the block below to give you a completed Agency Certification of Insurance Status, and
- 2. Follow the instructions printed on the Agency Certification of Insurance Status, and mail it to the Office of Federal Employees' Group Life Insurance, 330 Fourth Avenue, New York 10, N. Y. That office will promptly mail to you detailed information on how to apply for conversion.

#### IMPORTANT

THE TIME IN WHICH AN EMPLOYEE MAY CONVERT IS LIMITED. THE COMPLETED "AGENCY CER-TIFICATION OF INSURANCE STATUS" (NOT THIS FORM) MUST BE MAILED TO THE OFFICE OF FED-ERAL EMPLOYEES GROUP LIFE INSURANCE WITHIN 31 DAYS AFTER YOUR GROUP INSURANCE TERMINATES, OR WITHIN 15 DAYS AFTER THE DATE OF THIS NOTICE, WHICHEVER BASIS GIVES YOU

UNDER CERTAIN CONDITIONS, LIFE INSURANCE IS PAYABLE IF DEATH OCCURS WITHIN 31 DAYS AFTER AN EMPLOYEE'S GROUP INSURANCE TERMINATES, EVEN THOUGH HE HAS NOT APPLIED FOR CONVERSION. IF DEATH OCCURS WITHIN THIS PERIOD FURTHER HIFORMATION CONCERNING POSSIBLE BUNEFITS MAY BE OUT AINED FROM THE AGENCY NAMED BELOW.

Ur. Joseph S. Piccolo

DATE OF THIS NOTICE

NAME AND MAILING ADDRESS OF AGENCY

#### Soutonbur 8, 1955

- INSTRUCTIONS TO EMPLOYING AGENCY

  1. Fill in the name and address of the office which
- issues this notice (overprint or stamp if desired).

  2. Fill in the date this notice is issued, and note this date in your records for possible future reference.
- 3. Give this notice, as required, to every employee on the date his insurance terminates (except by waiver).

Federal Comment Surestigation Reem Community United at the Community of Justice

Washington Uh, D.C.

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### U. S. DEPARTMENT OF JUSTICE

STANDARD FORM 50

REV. SPAIL TEST

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U S CELL SERVER COMMISSION
CHAPTER ST. FOURTAL PERSONNEL MANUAL

### FELERAL BUREAU OF INVESTIGA (ON WASHINGTON 25, D. C.

FORM APPROVED BUDGET SUREAU NO. 80-8964

Checked by: 40/10

NOTIFICATION	1 OF I	PERSC	MUF	L ACTION	and by:
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MR. JOSEPH S. PICCOLO		12-8-	3 5	3.25.00	130 1 64
This is to notify you of the following action affecting your employ		14575		<u>  12088                                  </u>	110-3-54
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I. PERBONNEL FILE

# FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE

#### REPORT OF PERFORMANCE RATING

Name of Employee:	Joseph S	PICCOLO	
Where Assigned: _	ELCORDS & COLOMBIAC (Division)	ATIQUE RECORDS SECTION (Section, Uni	
Payroll Title:	FILE	CLERK GS-3	
Rating Period: from .	1-1-54	10 9-30-5h	and the second and th
ADJECTIVE RATING		PISEACTORY Satisfactory, Unsatisfactory	Employee's Initials
Rated by:	Man C The Start	dispersedor Title	9/30/54 Date SEP 30 1954
Reviewed by:	F. W. WAIKART: Signature	Supervisor in Charge Tule	Date 1934
Rating approved by	Signature	Appeter Decision (C). Tale	21 1954 Date
	TYPE OF	REPORT	
J 00: 211	(X) Official (X) Annual (X) (354)	( ) Administrative ( ) (i) day ( ) Transfer ( ) Separation from ( ) Special	n mercure

#### U S. DEPARTMENT OF JUSTICE

STANDARD FURIA 80

PER SPRICTEST
PROMULGATER BY

US CIFIC STRUCT COMMISSION
CHAPTER BY, PERDERAL PERSUANCE MANUAL

### FEDERAL BUREAU OF INVESTIGATIO:

FORM APPROVED

BUDGET BURGAU NO. 50-R064

frommed by 1 Amily Checked by San Mis

NOTIFICATION OF PERCONNEL ACTION

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· · · · · · · · · · · · · · · · · · ·		12-8-35	F. B 1 18802	3-26-54
MR. JOSEPH 8. PICCOLO		12-0-37	10002	3-40-74
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1. PERSONNEL PILE

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## FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE

### REPORT OF PERFORMANCE RATING

Name of Employee	JOSEPH S. PICCOLO		
	Division)		Q: FILDIG 2:IT tion, Unit)
Rating Period:	from <u>8-3-53</u>	to	12-31-53
ADJECTIVE RAT		TISFACTORY ling, Satisfactory	Employee's Initials
Rated by:	Signature F. W. WAIKART	nea sipini	12-31-53 Date DEC 31 1953
Reviewed by: Rating approved by	Signature	Tule  ASSISTANT DIRECT  Tule	Date  Date  Date
	<u> </u>	PE OF REPORT	
	(X) Official (X) Annual	( ) Administra ( ) 60 da ( ) Transl	for the service of the court of
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S. DEPARTMENT OF JUSTICE

STANDARD FORM 50

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L.P. Co., Stanta Commission
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## FEDERAL BUREAU OF INVESTIGATION WASHINGTON 25. D. C.

Prepared by : Mills

NOTIFICATION	N OF PERSON	NNEL ACTION	Filed by: Ne
1. NAME ONE WHISE-DES. OFFICE ORIGINAL OCCUPANTS	2 0'41'E OF 8	F. B. I.	1. 3 443
MR. JOSEPH S. PICCOLO	12-8-3		12-4-53
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3. HATCHE OF RELIGION 1688 STATESHOUTERINGERS	d. EFFECTIVE	DATE 7 SINE SINE C. C. C.	Mark to all all all all all all all all all al
PROMOTION	12-6-5	3 Schedule A	Part 6.108 (E)
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he provisions of the Universal Military Training a	and Service Act of 1951	have been complied with	h.
he classification grade of this position is subject t I Appropriation Act, 1952 – Public Law #253, a		ion pursuant to Section 1.	310 Supplement-
his promotion is temporary in		th Public Law -	( annroyed
-27-50.			3, approved
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1. PERSONNEL FILE

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to CLINIC REGISTER NO.	di. NAME OF DOCTOR
STANDARD FORM 7EA PILY 1949 CIVIL SERVICE COMMUNICO F. P. M. CHAPTER MI	IL APPOINTMENT AND REPORT

S90CT 71553

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3-123

#### VETERAN'S PREFURENCE AND SOCIAL SECURITY STATEMENT

Date 8-3-53

- 1. Are you eligible to claim Veteran's Preference under any of the existing Veterans Preference Bills? Yes \_\_\_\_\_ No \_\_\_\_.
- Furnish information substantiating Veteran's Preference claim, including disability rating, if any.
- 3. Are you currently receiving any Social Security benefit payments?

  Yes \_\_\_\_\_ No \_\_\_\_.

  (If you are receiving any Social Security benefit payments at the present time you should immediately contact the local Social Security field office as to whether you will still be entitled to such payment.)

Signature

89 AUG 24 1953 112

- A fee

STANDARD FORM 61 /REVISED AUGUST 1900) PROMULGATED BY CIVIL SERVICE COMMISSION FEDERAL PERSONNEL MANUAL

# APPOINTMENT AFFIDAVITS

IMPORTANTBefore swearing	to these appointment affida attached information for a	vits, you should read and understand the ppointee
JUSTICE (Department or agency)	F, E, I,	UNPSHINFTON P.C.
		do solemnly swear (or affirm) that—
domestic; that I will bear true	e faith and allegiance to the or purpose of evasion; that	d States against all enemies, foreign and same; that I take this obligation freely I will well and faithfully discharge the ME GOD.
that advocates the overthrow of unconstitutional means or seeki Constitution of the United State	Fascist. I do not advocate f the Government of the Un ng by force or violence to dees. I do further swear (or	nor am I a member of any organization ited States by force or violence or other eny other persons their rights under the affirm) I will not so advocate, nor will that I am an employee of the Federal
so engage while an employee of an organization of Government	ike against the Government the Government of the Uni employees that asserts the	RNMENT of the United States and that I will not ited States; that I am not a member of right to strike against the Government at employee, become a member of such
D. AFFIDAVIT AS TO PURCHASE A I have not paid, or offered o firm or corporation for the use o	r promised to pay, any mone	ey or other thing of value to any person,
correct.	Declaration of Appointee or	n the reverse of this form are true and
(Deter of entrance on duty)	, , , , , , , , , , , , , , , , , , ,	(hagnature of appointes)
Subscribed and sworn before me th	nis Ind day of	august , A. D. 19.55
Washington	<i>5</i>	ے. د
(Cury)		Cherry C. John J. C. M. Harry Co. Market Mar
NOTE If the path is taken before	re a Notary Public the date of	<b>A</b> • / \.

# DECLARATION OF APPOINTEE

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This form is to be completed declaration will be grounds for criminal offense and will be p	or cancellation (	of as	oplic	uty. ation	A or	nawer all questions. A dismissal after appoints	nent, In	t. v npc	ent in ration	
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L ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE	TO THE UNITED STATES!	7								· · · · · · · ·
ARF YOU AN COFICIAL OR EMPLOYEE OF ANY STATE. MUNICIPALITY!						***************************************				
If your anerer is "Yes", give details in It	em 10.		X						· · · · · ·	
DO YOU RECEIVE ANY ANNUITY FROM THE UNITED COLUMBIA GOVERNMENT BINER ANY PETITEMENT OF MILITARY OR NAVAL SER	NCT OR ANY PENSION OR				· • • • • • • • • • • • • • • • • • • •		,,,,,,,,	 		
If your answer is "Yea", give in liem 10 ree that is, age, optimal disability, or by re- or involuntary esparation after 5 years, retirement pay, and under what retirement if retired from military or naval service	went for tolliemant, rases of tollintary service; amount of nt act, and rating,		X							
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If your answer is "Yes", five in Item 10 the name and address of employer, date and resson in each case			X							
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If your answer is "Yes", list all such oat Ores in each neer (1) The date, (i) the ne or sulation (3) the name and in a time in penalty imposed, if any, or other dispu- it appointed, your Angiceptints will be tai	the court (4) the		X				•••••			
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#### INSTRUCTIONS TO APPOINTING OFFICER

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in the of Congress perturbing to appointment.
This firms about the size had be to be in our of other, pression, and atother in comparison much any record of recent discharge, or arrest, and particularly for the followment.

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(3) Ago. If definite ago limits here been established for the position is should be determined that crist tend is not entried the age compared on approximately limit as a determination or market, the agreement of the determination of the compared of t

(3) Circumsture—The appearing officer is removed by absenting the elements of the content of the Circl Bernier Board and (1) appropriate on a termination of the Circl Bernier Board and (2) appropriate on a termination of the Circle propriate and the appearance of the content

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#### OFFICIAL ENTRANCE PERFORMANCE RATING

Date: August 3, 1953

Name: Joseph S. Piccolo

Ecd: August 3, 1943

Under the Federal Bureau of Investigation performance rating plan, every new employee is given an entrance performance rating which will constitute his official rating until superseded by a subsequent official rating.

The official entrance rating for this employee is satisfactory.

# M#40RANDUM

RE: Mr. JOSEPH S. PICCOLO

A character and fitness investigation including an appropriate loyalty check was conducted concerning this employee and he was found suitable for employment with this Bureau.

# U. S. DEPARTMENT OF JUSTICE

STANDARD FORM 50

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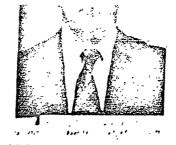
# FEDERAL BUREAU OF INVESTIGATION WASHINGTON 25. D. C.

Prepared by:

# NOTIFICATION OF PERSONNEL ACTION

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R. JOSEPH B. PICCOLO	12-8-35	2966 8-3-53
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1. PERSONNEL FILE



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		APPLICATION FOR		•	Unità M	n <del>y 23</del> 1953
United Wishi	uranu of Investigation States Department of Ja ngton, D. C.					t (Law Trajerd) t (Accountant) (Cherh position applied for)
of Invest	make application for an igntion, United States indicated by a dwek ma herowith I submit the f	rk, and for your une	in the	:	Translator * Radio 'sperato Laboratory Te	or *
not	lication MUST be typewrit applicable so state. Applicable so state. Applicable so state. Applicable so state. Applicable so state same si	plications which are not lest for complete asswer	complete , or you	and leg	ible will ant bo forming 401tio	cossidered. If
1. Name in Fu	H: Piccolo	iane Joseph	ph Iven Name	<del></del>	Bleph Might	e Name
•	l other names you have us	•	and maide	n name (	of female applic	ant s.
	Jos, Pic, Lo	fabrabual tw. ta tt	a. Fla.	.1624		33324
?. Present Ro	sidence Address: H.E. B	City	8	tale	T95.Bote1ephol	Ne.
). Address to	which you wish mail or t	elegram sent: 1636 Nal	a PA th	Zone	Landerdale,	Fig. son_none
u. Height_5t	11.3. wight 189. 6. 631	e of Birth_BDec	ir18	35 7. 6	lace of Birth <u>Yc</u>	nkara M.Y.
8. Are you a	u.s. citizent_yest. if n	ot born in U.S. give dat	e of entr	none.	a) Place of	f entry_none
	turalizedi <u>no</u> 11. Date					
14. Describe a without gl	ny physical defects or di asses (Snellen) and defic	estilities you have, inc iencies in color vision	luding ext and heari	tent of ng_non	defective vision	n, if any, with and
15. If appoint the united pointed to sessions:	ed as a Special Agent, or States or its territoria other positions, will yo the	e you willing and prepart I possessions, for either a accept assignment anyw specify where you will	ed to acco r temporar here in th accept as	ept assi ry or pe he Unite signment	greet or transl rmarent duration described : Washington	fer to any part of 12 H.A. a) If ap- territorial pos-
proceed to you will a	ed as a Special Agent, or Washington O.C. at your ccept? 10 days 17.	own expense, upon 10 day smat is the loomst entre	ys notice: ance salar	yes_ a	il access?	2750 minimum notice
18. Are you not past 90 day	wemployed by an agency of yst_no b) wame of Age	tre federal Government:	<del>00</del>	a) Have Location	e you been so en	ployed within the
	ver before applied for em					
b) where d	ld you apply?nons_				क्षप्र	DESPITS OF
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·	y changed your na	Auto afficial 5	5. Date: 14		aj risce		0/ (00/ (
26. Where do you conside	er your legal resi	dence?.Et	Landerd	ale	Brona	nl	Florida
27. EMPLOYMENT: (List c			,		000	7	
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a) Name Joseph Piccolo Address			t \$500		hing	J.Piccolo	still employed
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28. MILITARY RECORD: a) Have you ever serve							
c) Dates of Service							
e) Serial Humber	4		:				
g) Are you registered							
j) Do you claim Vetera	n's Preference?	no h) 6	Basis for c	jaim	non	a	
29. Have you ever served li	n the Armed Force	s of a for	eign count	ry?_no	a) Date	s_none	
b) Country NORE					1		
30. Have you ever visited (							es of the U.S.)7_1
a) Date passport issued	none h) P	lace issue	d_Bons				
COUNTRE	ES VISITED		- 1 56	10M	10	REASO	M FOR TRAVEL
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none  11. List any close relative Armed forces of the U.S	<b>.</b> )			TY	he United		CITIZEN CZ WA

14-00000

	YES	, NO
Write "IES" or "NO" is the appropriate column. If the asswers to any of the following questions		
are "TES" you MUST give full details, using additional sheets if secessary, and numbering answers to correspond with questions.	1	l
32. Have you had any serious illnesses or operations in the past 5 years?	L	_no_
a) If so, describe and give dates		ł
b) Were you hospitalized?		-na_
Dates: Hospital Location		
c) How many days' work have you lost in the past 6 years due to illness;		
d) to you have any service disability?		no.
e) Percentage:f) Nature of disability?		
.j. 30 you have any sources of income other than your salary?		-no-
a) What are they?b) Total amount of such income \$	- 1	
34. Has your credit record ever been considered unsatisfactory, or have you ever been refused credit?		-no-
a) If so, give dates, places, names of creditors and circumstances		
35. Are you now indebted to anyone?		no
a) Name: Address Anount	ł	
	I	
	- 1	
	- 1	
36. Have you ever been arrested (include traffic violations, but not parking tickets)?	Vea	
DATE PLACE CHARGE DISPOSITION DETAILS	•	
Jan. 8, 1753 Ft Lauderdele speeding fined \$10.00	- 1	
	-	
* *************************************	- 1	
17. Has any member of your immediate family or close relative (including in-laws) ever been arrested		
for other than traffic violations?  NAME RELATION DATE PLACE CHARGE DISPOSITION		no
	- 1	
	ı	
8. Were you ever dismissed from a school, or was any disciplinary action, including scholastic probation, ever taken against you, during your scholastic career?		no.
School:Date:Type of Action	- 1	
9. Have you ever been dismissed or asked to resign from any employment or position you have held?		no_
Employer's name: Cate: Reasons:	1	
). Have you ever been a defendant in a court action?	ves.	
0. Have you ever been a defendant in a court action?	yes -	
(If so, give date, place, court, names of parties involved, nature of action, and final disposition)  Attached sheet	yes -	
(If so, give date, place, court, names of parties involved, nature of action, and final disposition)		<u></u>
(If so, give date, place, court, names of parties involved, nature of action, and final disposition)		no.
(If so, give date, place, court, names of parties involved, nature of action, and final disposition)		
(If so, give date, place, court, names of parties involved, nature of action, and final disposition)		

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use three personal references (not relatives, former employers, felice employees or school teachers) who are responsible adults of reputable standing in their communities, such as householders, property owners, turiness or professional med or women including your family physicals if you have one, who have known you will during the past 5 years.

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c)				<u> </u>			<del></del>		**;
	•	lly ALL of yo			•	•		,	**
FROM	10	T	<u> </u>	STREET		APT. NO	ı		STATE
A) 1943	1945	658 Mai	n Stree	t		none		Mass.	<del> </del>
b) 1945	1948	676 Eas	t Stree	ıt		nona	Pittsfield	Мова	
1948	1950	1100 H.	5. 7th	Ave.		nona	Pt Landerdale Fla.	Fla.	
<sup>(d)</sup> 1950	1951	507 N.E.	11+5	Ava.		nona	Pt Leulardala	Vla.	
V <sub>e)</sub> 1951	1951	2535.9.3	* 3766	. atmoot		none	Ft Landerdale	Fla.	
1)	12777		<b></b>						
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g)	<del> </del>								
h)	ļ	<b> </b>							
i)									
j)		•		~		1			
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1)	<u></u>	Ĺ	·						
• .									

		A		Par .		
48. Are	you single, married, wido	med, separated or divorced?1	ningle			
a) (	If divorced, give date of c	divorce none Place nor	10	Court_	none	
49. Maid	den name of wife or husband	i's full name: none				
• a) (	occupation norm	Employer's name and address:	_none			
	•	address_nON9				
	•	d) Date of Birth nong				
		ne g) Place nona				
		19				
	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,					
		· * * * * * * * * * * * * * * * * * * *				,
	• ,					
€v de au	you have been married moren though a relative is death, include step-brother ardians, or others who havecerning them as well as y	e than once, give the above infoceased, give all information res and sisters, and if you or your raised you instead of your paour real parents:	equested our wife orents t	n concerning each , and indicate la or husband have he requested info	former husband st residence a step-parents, rmation should	or wife. nd year of legal be furnished
	FULL NAME	ADDREŚS	AGE	PLACE OF BIRTH	OCCUPATION	DATE & PLACE OF
E : 5474			T	l	driving	Pittsfield
51. FAIR	In Joseph Piccolo	1636 N.E. 20th street	48	Naples, Italy	Instructo	r_Mass
52. MOTH	ERITEMA Anna Piccolo	1636 N.F. 20th Street		Yonkers N.Y.	houseed fo	
53. 8901		1	Ì	Pittsfield		
• • • • • • • • • • • • • • • • • • • •	(Francis Donald	Bame	$+$ $\frac{1}{1}$	Mass. Pittsfield	student.	none
b) ,	Lemis Brisn	Same	9.	Mass.	student.	none
		, ,				;
C)	S OR HUSBANDS OF ERGINERS (	DR SISTERS				
A)	none	none		none	none	none
						1
_ <u>»)</u>			_			<del></del>
c)						
FAIHE TE	R-IN-LAW	-				:
6. MOTHE	9-IN-LAN	none		none	none	none
•		2080		none	none	none
	ERS AND SISTERS OF IGUR HU	SHAND OR WIFE	1 1			
a)		none		none	nona	none
·6)			1 1			
	<u> </u>		1 1			
c)						
a)				i		1 : :
e. 01=12	5 (indicate relation - see		_			<del>                                     </del>
<u> </u>		none	+-+	none	nona	DONO L'
D)			4-1			

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50. List all clubs, societies o	-			•
ald-n-ion-Cavitan-Ci	.ub		Location	Ft Landerdale
5)				
c)				
1)				
60. Fareign languages	Speak	understand	rend	write
a) none	none	none	none	none:
8)	<u> </u>			
c)				
61. List any special abilities  Ability at pub	Lic. apeaking. Ab	•	bre-license.	
•		•		
Attach photograph her securely with paste, tape or staples	not la plainl must h date o	an unmounted full rger than 2 3/4 x 1 y on the back of th ave been taken not f this application OINTIVE CONSIDERATI T UNLESS SUCH A File	the inches. Prince photograph. The more than 3 mon than 3 mon than 5 mon than	t your name The photograph ths prior to the WED ANY AP-
9		•		•.

I understand that all appointments are probationary for a period of one year, during which time the employee must demonstrate his fitness for continued employment by the Federal Bureau of Investigation. I also understand that any appointment tendered me will be contingent upon the results of a complete character and fitness investigation, and I am aware that willfully withholding information or making false statements on this application will be the basis for dismissal from the service. I agree to these conditions, and I hereby certify that all statements made by me on this application are true and complete, to the best of my knowledge.

Respectfully,

(Signature of the applicant as usually written)

Question #40.

Jan. 10, 1953, Ft Landerdale, Fla, Traffic court, Joseph Piccolo-City of Ft Landerdale, Fla. Traffic violation, Fined \$ 10.00.

Bid inno