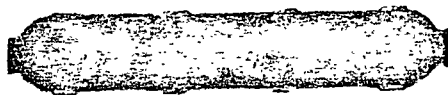


**SECRET**

# Official Personnel Folder

**SECRET**



68 APR ENTD

PICCOLI JOSEPH S  
205-66-1514

QUALIFICATIONS

RECEIVED

SECRET OP/TRB

2 254 1980

REQUEST FOR PERSONNEL ACTION										
1. SSN <b>265441914</b>		2. NAME (LAST, FIRST, MIDDLE) <b>PICCLO JOSEPH S</b>			3. GRADE TYPE <b>T</b>		4. DATE PREPARED (MO, DA, YR) <b>040980</b>		5. CONTROL NO. <b>45 202</b>	
6. DATE OF BIRTH (MO, DA, YR) <b>12-08-35</b>		7. SEX <b>M</b>		8. CITIZENSHIP <b>U</b>		9. RETIREMENT 1. CSC 4. BIRTH CODE 2. FICA 5. GRADES 3. IS 6. ESC. FR 7. OTHER		10. ANNUITY STATUS (UAR)		
11. SERA COMP DATE (MO, DA, YR) <b>12-27-54</b>		12. ISNS COMP DATE (MO, DA, YR) <b>12-24-57</b>		13. DATE OF GRADE (MO, DA, YR) <b>02-04-73</b>		14. LTI DATE (MO, DA, YR) <b>01-28-79</b>		15. VETERAN'S PREFERENCE 0. NONE 3. 10 PT COMP CODE 1. 5 PT 4. 10 PT OTHER 2. 10 PT DISAB		
16. NATURE OF PERSONNEL ACTION <b>PROMOTION</b>				15. EFFECTIVE DATE (MO, DA, YR) <b>050480</b>		16. AFFILIATION <b>STAFF EMPLOYEE-CAREER</b>				
17. ORGANIZATIONAL DESIGNATIONS (FROM) <b>CDC /CIS OPERATIONS GROUP SPECIAL OPERATIONS BRANCH</b>				17. ORGANIZATIONAL DESIGNATIONS (TO) <b>DDO/IAD COVERT ACTION STAFF AREA OPERATIONS BRANCH AREA SECTION</b>						
18. LOCATION OF OFFICIAL STATION <b>WASHINGTON, D.C.</b>			19. HQ <b>1</b>		20. POS NO <b>GK067</b>		18. LOCATION OF OFFICIAL STATION <b>WASHINGTON, D.C.</b>			
21. EMPLOYEE OCCUPATIONAL TITLE <b>OPERATIONS OFFICER</b>		22. SUFFIX		23. SERVICE DESIG <b>OAC</b>		21. EMPLOYEE OCCUPATIONAL TITLE <b>OPERATIONS OFFICER</b>		22. SUFFIX		
24. SCHEDULE <b>GS</b>		25. GSA SERIES <b>0136.01</b>		26. GRADE <b>13</b>		27. STEP <b>7</b>		28. SALARY & PAY BASIS (PA) <b>35249 PA 80</b>		
30. TOUR <b>F</b>		31. PROJECT NO <b>270172</b>		32. FICA <b>E</b>		33. WCA <b>P</b>		34. SSC <b>P</b>		
36. POSITION OCCUPATIONAL TITLE <b>OPERATIONS OFFICER</b>		37. PERSONAL RANK ASSIGNMENT CODE (N/A)		36. POSITION OCCUPATIONAL TITLE <b>OPERATIONS OFFICER</b>		37. PERSONAL RANK ASSIGNMENT CODE (N/A)		38. EMPLOYEE OVERSEER		
38. POSITION DATA SCHEDULE GRADE <b>GS 14 G</b>		39. SUFFIX <b>G</b>		39. SUFFIX <b>G</b>		39. SUFFIX <b>G</b>		39. SUFFIX <b>G</b>		
41. REMARKS <b>REASSIGNMENT - CHANGE OF HOME BASE ACTION RECENTLY PROCESSED - EFF DATE: 4/15/80</b> <b>CONCUR: LINDA L. CROWLEY (TELECORD)</b> <b>IAD/PERS 4/11/80</b> <b>36165 JM</b>										
42. AFFIL				43. ORGANIZATIONAL CODES (ALPHA, NUMERIC)				44. STATION CODE		
45. ACTION NTE (MO, DA, YR)		46. DA (MO, DA, YR)		47. VARIABLE DATA		48. OVERRIDE CODES		49. REMARKS CODES		
50. SPEC REF		51. POSITION CONTROL CERTIFICATION (NAME)		52. SIGNATURE OF REQUESTING OFFICER <b>Thomas J. Magee</b>		53. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <b>Charles J. Rakowsky</b>		54. SIGNATURE OF OFFICE OF PERSONNEL OFFICER <b>Linda Johnson</b>		
50. SPEC REF		51. POSITION CONTROL CERTIFICATION (NAME)		52. SIGNATURE OF REQUESTING OFFICER		53. SIGNATURE OF CAREER SERVICE APPROVING OFFICER		54. SIGNATURE OF OFFICE OF PERSONNEL OFFICER		
50. SPEC REF		51. POSITION CONTROL CERTIFICATION (NAME)		52. SIGNATURE OF REQUESTING OFFICER		53. SIGNATURE OF CAREER SERVICE APPROVING OFFICER		54. SIGNATURE OF OFFICE OF PERSONNEL OFFICER		

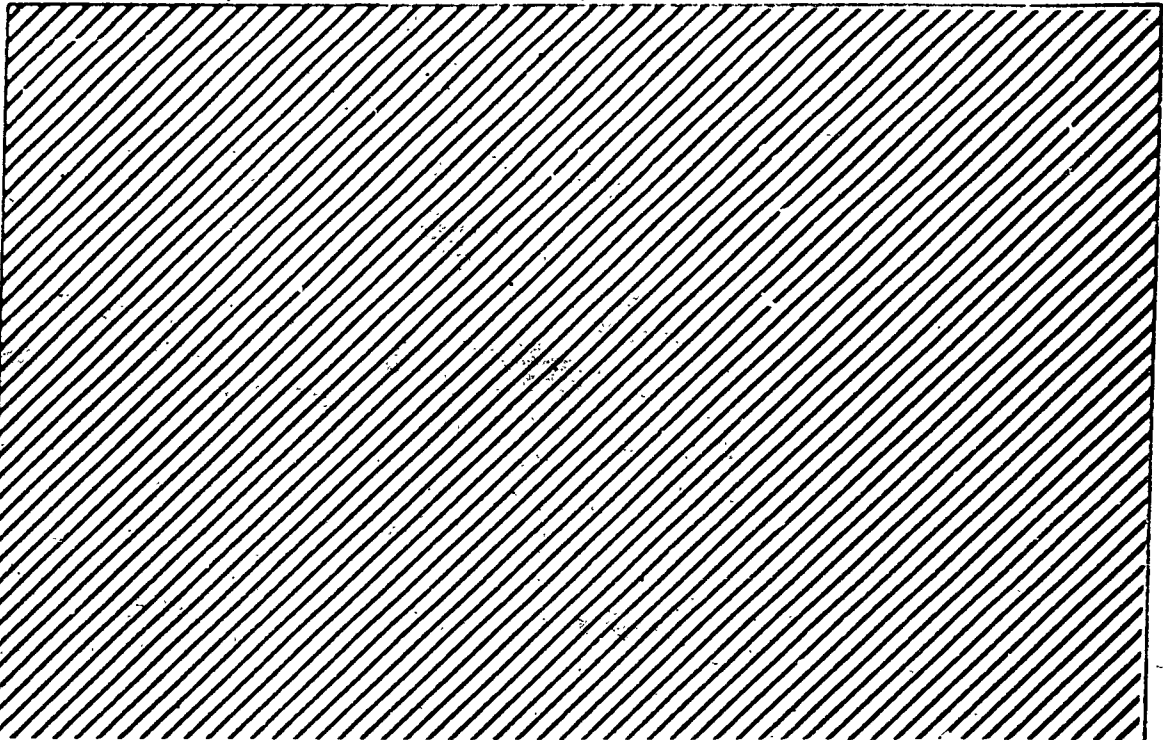
A. J.  
4-16-80

SECRET OP/TRB

16 APR 1980

REQUEST FOR PERSONNEL ACTION										DATE PREPARED MO DA YR 040480		CONTROL NO 201																	
1 NAME (LAST, FIRST, MIDDLE) <b>PICCOLO JOSEPH S</b>		2 NAME TYPE <b>T</b>		4 DATE OF BIRTH MO DA YR <b>12-08-35</b>		5 SER <b>A</b>		6 CITIZEN <b>U</b>		7 RETIREMENT 1 GSN 4 NONE 2 FICA 5 CHARGES 3 AS 6 OTHER <b>5</b>		8 SERA COMP DATE MO DA YR <b>12-27-54</b>		9 LONG COMP DATE MO DA YR <b>12-24-57</b>		10 DATE OF GRADE MO DA YR <b>02-04-73</b>		11 LEE DATE MO DA YR <b>01-28-79</b>		12 VETERAN'S PREFERENCE 0 NONE 3 10 PT COMP 1 5 PT 4 10 PT OTHER 2 10 PT DISAB <b>0</b>		13 ANNUITY STATUS USA							
14 NATURE OF PERSONNEL ACTION <b>CHANGE OF HOME BASE REASSIGNMENT</b>										15 EFFECTIVE DATE MO DA YR <b>041580</b>		16 AFFILIATION <b>STAFF EMPLOYEE-CAREER</b>		17 ORGANIZATIONAL DESIGNATIONS FROM <b>CCC /CIS OPERATIONS GROUP SPECIAL OPERATIONS BRANCH</b>		17 ORGANIZATIONAL DESIGNATIONS TO <b>DDO/IAD COVERT ACTION STAFF AREA OPERATIONS BRANCH AREA SECTION</b>		18 LOCATION OF OFFICIAL STATION <b>WASHINGTON, D.C.</b>		19 HQ <b>1</b>		20 POS NO <b>00067</b>		18 LOCATION OF OFFICIAL STATION <b>WASHINGTON, D.C.</b>		19 HQ <b>1</b>		20 POS NO <b>00067</b>	
21 EMPLOYEE OCCUPATIONAL TITLE <b>OPERATIONS OFFICER</b>				22 SUFFIX <b>DA</b>		23 SERVICE DESIG <b>DA</b>				21 EMPLOYEE OCCUPATIONAL TITLE <b>OPERATIONS OFFICER</b>				22 SUFFIX <b>DA</b>		23 SERVICE DESIG <b>DA</b>													
24 SCHEDULE <b>GS</b>		25 OCC SERIES <b>0136.01</b>		26 GRADE <b>13</b>		27 STEP <b>7</b>		28 SALARY & PAY BASIS <b>35249 PA</b>		29 INTRN <b>80</b>		24 SCHEDULE <b>GS</b>		25 OCC SERIES <b>0136.01</b>		26 GRADE <b>13</b>		27 STEP <b>7</b>		28 SALARY & PAY BASIS <b>35249 PA</b>		29 INTRN <b>80</b>							
30 TOUR <b>F</b>		31 PROJECT NO <b>270172</b>		32 USA <b>E</b>		33 NSCA <b>P</b>		34 SCC <b>P</b>		35 DEVELOPMENT COMPLEMENT CODE NTE (MO DA YR)		30 TOUR <b>F</b>		31 PROJECT NO <b>270172</b>		32 USA <b>E</b>		33 NSCA <b>P</b>		34 SCC <b>P</b>		35 DEVELOPMENT COMPLEMENT CODE NTE (MO DA YR)							
36 POSITION OCCUPATIONAL TITLE <b>OPERATIONS OFFICER</b>				37 PERSONAL RANK ASSIGNMENT CODE NTE (MO DA YR)		36 POSITION OCCUPATIONAL TITLE <b>OPS OFF</b>				37 PERSONAL RANK ASSIGNMENT CODE NTE (MO DA YR)		36 POSITION OCCUPATIONAL TITLE <b>OPS OFF</b>				37 PERSONAL RANK ASSIGNMENT CODE NTE (MO DA YR)		36 POSITION OCCUPATIONAL TITLE <b>OPS OFF</b>				37 PERSONAL RANK ASSIGNMENT CODE NTE (MO DA YR)							
38 POSITION DATA SCHEDULE GRADE <b>GS 14</b>		SD <b>C</b>		SUFFIX <b>D</b>		SCC <b>P</b>		39 DETAIL ORGANIZATION		38 POSITION DATA SCHEDULE GRADE <b>GS 14</b>		SD <b>D</b>		SUFFIX <b>-</b>		SCC <b>P</b>		40 EMPLOYEE OVERLAP SSN <b>024-30-9618</b>		38 POSITION DATA SCHEDULE GRADE <b>GS 14</b>		SD <b>D</b>		SUFFIX <b>-</b>		SCC <b>P</b>		40 EMPLOYEE OVERLAP SSN <b>024-30-9618</b>	
41 REMARKS <b>CONCUR: Thomas Magee (Telecord) CIS Pers</b>																													
												<b>* FROM CIS</b>				4 April 1980 Date													
I Agree To Change My Home Base from A (CIS) to W (IAD).																													
Concur: <u>Joseph Piccolo</u>												Joseph Piccolo				# 970839													
Date: <u>2 Apr 80</u>												Date: <u>2 Apr 80</u>				Date: <u>4-17-80</u>													
FOR OFFICE OF PERSONNEL USE ONLY												REQUEST AND APPROVAL SIGNATURES																	
42 AFFIL <b>IAD</b>												43 ORGANIZATIONAL CODES <b>AMERIC</b>																	
44 STATION CODE												45 SIGNATURE OF REQUESTING OFFICER <b>Linda L. Crowley</b>																	
45 ACTION NTE MO DA YR												46 DATE DATE																	
46 DATE DATE												47 VARIABLE DATA																	
47 VARIABLE DATA												48 OVERRIDE CODES																	
48 OVERRIDE CODES												49 REMARKS CODES																	
49 REMARKS CODES												50 SIGNATURE OF CAREER SERVICE APPROVING OFFICER <b>CM/13 Charles J. Rakowsky</b>																	
50 SIGNATURE OF CAREER SERVICE APPROVING OFFICER												51 DATE <b>10 April 80</b>																	
51 DATE <b>1-15-80</b>												52 SIGNATURE OF OFFICE OF PERSONNEL OFFICER <b>Lynnda Bohannon</b>																	
52 SIGNATURE OF OFFICE OF PERSONNEL OFFICER												53 DATE <b>4-17-80</b>																	

ADMINISTRATIVE - INTERNAL USE ONLY



NAME OF EMPLOYEE (Last-First-Middle) PICCOLO, Joseph S., Jr.	NAME AND RELATIONSHIP OF DEPENDENT self	CLAIM NUMBER 79-0126
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There is on file in the Personal Affairs Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent\*) for an illness, injury, or death incurred on 10/5/78.

This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

DATE OF NOTICE 17 Nov 1978	SIGNATURE OF BSA REPRESENTATIVE Ernest L. Hardt
-------------------------------	--

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

SECRET

(When Filled In)

11/7

76 REQUEST FOR PERSONNEL ACTION						DATE PREPARED 25 Nov 1977		
1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.						
3 NATURE OF PERSONNEL ACTION REASSIGNMENT - CHANGE OF FUNCTIONAL CATEGORY				4 EFFECTIVE DATE REQUESTED MONTH: 11 DAY: 07 YEAR: 77		5 CATEGORY OF EMPLOYMENT REGULAR		
6 FUNDS		7 FAN AND ASSA		8 LEGAL AUTHORITY (Completed by Office of Personnel)				
9 ORGANIZATIONAL DESIGNATIONS DDO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH		10 LOCATION OF OFFICIAL STATION WASH., D.C.						
11 POSITION TITLE OPERATIONS OFFICER			12 POSITION NUMBER GK67		13 CAREER SERVICE DESIGNATION DAS			
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15 OCCUPATIONAL SERIES 0156.01		16 GRADE AND STEP 15 5		17 SALARY OR RATE \$ 29,490		
18 REMARKS I CONCUR IN THE CHANGE OF MY CATEGORY FROM B/OG TO B/OS. <i>Joseph S. Piccolo</i> Date: 27 Nov 77 <del>already filled</del> <i>considerable</i> <i>cons/MSK 12/01/77</i>								
18A SIGNATURE OF REQUESTING OFFICIAL <i>Henry E. Walton</i> Henry E. Walton, C/PCS/CSS/Pers			DATE SIGNED 11/27/77		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>William H. Belmont</i> CW 13		DATE SIGNED 12/1/77	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
19 ACTION CODE 37		20 EMPLOY CODE 10		21 OFFICE CODING NUMERIC: 31400 ALPHABETIC: CIS		22 STATION CODE 75013		
23 INTEGRATE CODE		24 HOURS CODE 1		25 DATE OF BIRTH 12 08 35		26 DATE OF GRADE		
27 DATE OF LEI		28 RETIREMENT DATA		29 SPECIAL REFERENCE		30 SEPARATION DATA CODE		
31 SECURITY REQ NO		32 CORRECTION CANCELLATION DATA		33 SECURITY REQ NO		34 SEX		
35 VET PREFERENCE		36 SERV COMP DATE		37 LONG COMP DATE		38 CAREER CATEGORY		
39 SOCIAL SECURITY NO		40 OP APPROVAL 08 DEC 1977		41 FEDERAL TAX DATA		42 STATE TAX DATA		
43 POSITION CONTROL CERTIFICATION 12-2-77 AEO		44 OP APPROVAL <i>William H. Belmont</i>		45 FEDERAL TAX DATA		46 STATE TAX DATA		

12 JUN 1973

Dear Joseph,

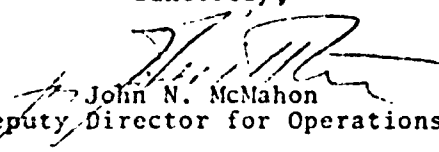
Please accept my appreciation for an assignment well done as a member of the FY 1978 GS-07 Secretarial/Clerical DO Personnel Evaluation Boards from 17 April through 19 May 1978.

I well recognize the complexities involved in the comparative evaluation of 560 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

CONFIDENTIAL

28 APR 1979

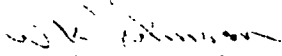
MEMORANDUM FOR: Chief, CI Staff

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

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CONFIDENTIAL

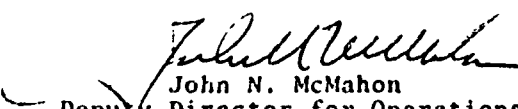
11 APR 1973

MEMORANDUM FOR: Joseph S. Piccolo  
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

E2 IMPDET  
CL BY 059687



CONFIDENTIAL

23 February 1978

MEMORANDUM FOR: Director of Personnel

FROM : Wesley L. Laybourne  
A/Chairman, DO Personnel Evaluation Boards

VIA : Chief, Career Management Staff

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

1. Mr. Piccolo joined the Agency in 1957 and since then has served 12 years as a field case officer in Mexico, Nicaragua and Brazil as well as tours at Headquarters in LA Division and currently on the CI Staff. He was promoted to GS-13 on 4 February 1973.

2. Mr. Piccolo has performed in a strong to outstanding manner during the past year as described in his fitness report covering the period October 1976 to September 1977. He was engaged during this period in a number of CI projects, including [redacted] which has resulted in a [redacted]. He also was called upon to support CI activities requiring extensive travel abroad in support of joint Agency and FBI objectives and "he executed these assignments with a singular degree of professionalism." He recently also organized and ran in Spanish a CI course [redacted] and the Station involved described the effort "as an outstanding contribution." During the previous fitness report period he participated in two CI surveys in Africa and Latin America and because of this experience he was recently named to head another CI survey to take place in Latin America in the future.

3. It is the view of the Fiscal Year 1978 GS-13 DO Personnel 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, recommended for a Quality Step Increase.

  
Wesley L. Laybourne

CONFIDENTIAL

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

CONCUR:

D. Hugh Tovar 2/10/83  
Chief, CI Staff Date

APPROVED:

James J. [unclear] 2/10/83  
Director of Personnel Date

CONFIDENTIAL

CONFIDENTIAL

MEMORANDUM FOR: Joseph S. Piccolo

SUBJECT : Acknowledgment of Evaluation Board Functional Category

REFERENCE : Evaluation Board Precepts for Your Grade

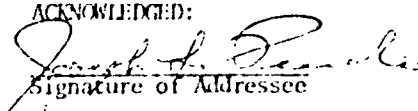
1. Based upon an examination of your past assignments and duties, and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category ~~B/OS~~ B/OS for Evaluation Board purposes. Precise definitions of this category are contained in the Evaluation 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 STUDY 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/OS 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 Addressee

29 Nov 77  
Date

CONFIDENTIAL

SECRET

9 NOV 1977

REQUEST FOR PERSONNEL ACTION				DATE PREPARED					
1 SERIAL NUMBER 925658		2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.		2 NOVEMBER 1977					
3 NATURE OF PERSONNEL ACTION REASSIGNMENT			4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 11 01 77		5 CATEGORY OF EMPLOYMENT REGULAR				
6 PAGES V TO V CF TO V		7 PAY AND NSCA SO27 0172 0000		8 LEGAL AUTHORITY (Completed by Office of Personnel)					
9 ORGANIZATIONAL DESIGNATIONS DDO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH			10 LOCATION OF OFFICIAL STATION WASH., D.C.						
11 POSITION TITLE OPERATIONS OFFICER			12 POSITION NUMBER GNO		13 CAREER SERVICE DESIGNATION DAC				
14 CLASSIFICATION SCHEDULE (GS, FS, etc.) GS		15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 13 5		17 SALARY OR RATE \$ 29,490			
18 REMARKS									
19a SIGNATURE OF REQUESTING OFFICIAL Henry E. Walton, C/PCS/CSS/Ters				19b SIGNATURE OF CAREER SERVICE APPROVING OFFICER M. J. ...		DATE SIGNED 11/2/77 11/7/77			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 31400 C15		22 STATION CODE 75013	23 OFFICER CODE 1	24 MONTHS 12	25 DATE OF BIRTH 05/13	26 DATE OF GRADE MO DA YR	27 DATE OF LEI MO DA YR
28 NET PREFERENCE CODE 1-NO P 2-10 P	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1-DC 2-DESB 3-FER 4-ROCE	31 SPONSORING DATA CODE	32 CONNECTION/AMBULATION DATA EOD DATA		33 SECURITY REQ NO	34 SER	40 SOCIAL SECURITY NO	
35 NET PREFERENCE CODE 1-NO P 2-10 P	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 "SABER" CATEGORY CODE 1-NO 2-NO	39 HIGH HEALTH IMPAIRMENT CODE 1-NO 2-NO 3-NO	40 STATE TAX DATA CODE 1-NO 2-NO		41 PREVIOUS CIVILIAN GOVERNMENT SERVICE 1-NO PREVIOUS SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		
42 LEAVE CAT CODE				43 FEDERAL TAX DATA CODE 1-NO 2-NO		44 STATE TAX DATA CODE 1-NO 2-NO		45 POSITION CONTROL CERTIFICATION DATE APPROVED 11/2/77 AER 10 NOV 1977	

FORM 1152 USE PREVIOUS EDITION

SECRET

E 2. IMPDET CL. BY. 007622

Mexico City October 1977

IN424833

MEXI 42342

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.

CONFIDENTIAL

27 October 1977

MEMORANDUM FOR: Career Management Staff

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.

2. 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 [redacted] 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
August 1975 - August 1975	Liaison Officer, Managua Station, (Spanish language)
August 1972-June 1973	Liaison Officer, Rio de Janeiro Base, for a Special Project (Portuguese language)
February 1969-December 1969	Liaison Officer, Headquarters, Latin America Division/Cuban Operations [redacted] & U.S. Navy)
April 1968-January 1969	Liaison 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)

1: INPDI  
BY 025778

CONFIDENTIAL

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.*  
Joseph S. Piccolo Jr.

*CONCUR: Richard J. Sullivan*  
*CAI-13*

CONFIDENTIAL

00000

CABLE NO. 232134 PER 45 TOTAL COPIES 241 RUN BY Joseph Piccolo

PERSONNEL NOTIFIED \_\_\_\_\_ SECRET

REPRODUCTION BY OTHER THAN ISSUING OFFICE IS PROHIBITED

STAFF			
1	4		
2	5		
3	6		

SCALE COPY ISSUED/BLOTTED \_\_\_\_\_

ACTION UNIT

FILE VR *DEPT. OF STATE, CS/INCC, CMS, CMS/US, CMS/POB*

*DDRY*

T 232134 EIA995 PAGE 01 IN 424633

232134Z OCT 77 MEXI 42342

SECRET 270252Z OCT 77 STAFF  
 CITE MEXICO CITY 42342 (BERG ACTING)  
 TO: DIRECTOR,  
 WMINTEL KDSLEUTH SGCHART ADMIN RECORDS

*(Piccolo)*  
*RMO*

1. LIAISON OFFICIALS JOIN STATION IN EXTENDING APPRECIATION TO *Piccolo* AND *[REDACTED]* FOR THEIR OUTSTANDING CONTRIBUTION TO THE CURRENT TASK OF MOULDING THE KDSLEUTHS INTO AN EFFICIENT AND EFFECTIVE COUNTERINTELLIGENCE ORGANIZATION.
2. 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.
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 OUR LIAISON COUNTERPARTS.
4. REQUEST THAT A COPY OF THIS CABLE BE PLACED IN THEIR RESPECTIVE PERSONNEL FILES.
5. FILE: 50-6-180/2, E2: 149DET.

SECRET



SECRET  
(When Filled In)

08 JUN 1977

REQUEST FOR PERSONNEL ACTION

DATE PREPARED

24 June 1977

1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT-CHANGE OF HOME BASE			4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 06 19 77
6 FUNDS V TO V OF TO V			5 CATEGORY OF EMPLOYMENT REGULAR ✓
9 ORGANIZATIONAL DESIGNATIONS DPO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH			7 PAY AND INCA 8 LEGAL AUTHORITY (Completed by Office of Personnel) 7227 0172 0000
11 POSITION TITLE OPERATIONS OFFICER		12 POSITION NUMBER EP93 ✓	13 CAREER SERVICE DESIGNATION DAG ✓
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 13 5	17 SALARY OR RATE \$27,548
10 LOCATION OF OFFICIAL STATION WASHINGTON, D. C.			

18 REMARKS  
I CONCUR IN THE CHANGE OF MY HOME BASE TO CI STAFF.  
*Joseph S. Piccolo*  
Joseph S. Piccolo  
Date 24 JUN 1977

CONCUR:  
John Halpin (telecord)  
LA/PERS  
Date 24 June 1977  
*John Halpin*  
27 June 1977

18A SIGNATURE OF REQUESTING OFFICIAL  
*Alec T. Monroe*  
Alec T. Monroe, C/PCS/CSS/Pers  
DATE SIGNED  
24 June 1977

18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER  
*Joseph S. Doyle*  
DATE SIGNED  
7-5-77

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 31400/CIS	22 STATION CODE 75013	23 INTEGRATE CODE	24 INDICATOR CODE 1	25 DATE OF BIRTH MO DA YR 12 10 35	26 DATE OF GRADE MO DA YR	27 DATE OF LEI MO DA YR
28 WTE EXPRESS MO DA YR	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1-ESC 2-DPGR 3-TVA 4-None	31 SEPARATION DATA CODE	32 CORRECTION (APPELLATION) DATA TYPE MO DA YR	EOD DATA →		33 SECURITY REG NO	34 SEA
35 VET PREFERENCE CODE 0-None 1-5 YR 2-10 YR	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CAR DESI PROG TEMP	39 HEALTH HEALTH INSURANCE CODE CODE 1-None 2-REG/OPT 3-UNAVAILABLE	60 SOCIAL SECURITY NO			
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXEMPTED CODE NO TAX EXEMPTIONS	44 STATE TAX DATA FORM EXEMPTED CODE MO TAX STATE CODE					

45 POSITION CONTROL CERTIFICATION  
*ma 7/6/77*

46 D.P. APPROVAL  
*John Halpin*  
DATE APPROVED  
12 July 77

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ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

DDO

EXTENSION NO

1414

DATE 27 September 1976

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

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

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

1.

C/CI

9/27/76

(12)

Thank you for sending me the [ ] Station security review and the Station's response in HPLA-13576. Both are very well done and illustrate the usefulness of CI and Ops Security surveys.

2.

3.

4.

C/CI/06

(FYI)

B

5.

DC/CI/06  
MR. PICCOLO

D

cc: ADDO  
DDO/REG

6.

C/CI/UC/AO

7.

+STAFF

To Y:  
Please circulate

u

8.

9.

10.

11.

Comment made by the DDO on the CI Survey of the [ ] Station which was done by Messrs. Joseph Piccolo and Anthony Sileo.

12.

13.

14.

15.

FORM 1-62

610

USE PREVIOUS EDITIONS

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(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED

7 JULY 1976

1 SERIAL NUMBER 025658	2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.
---------------------------	--

3 NATURE OF PERSONNEL ACTION REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS	4 EFFECTIVE DATE REQUESTED MONTH: 07   DAY: 18   YEAR: 76	5 CATEGORY OF EMPLOYMENT REGULAR
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6 FUNDS XX	V TO V CF TO V	V TO CF CF TO CF	7. PAN AND NACA 0227-0172 0000	8 LEGAL AUTHORITY (Completed by Office of Personnel)
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9 ORGANIZATIONAL DESIGNATIONS DDO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH	10 LOCATION OF OFFICIAL STATION WASH., D.C.
--	--

11 POSITION TITLE OPERATIONS OFFICER (14)	12 POSITION NUMBER EP93	13 CAREER SERVICE DESIGNATION DQG
--	----------------------------	--------------------------------------

14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 13 4	17 SALARY OR RATE \$ 25,198
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18 REMARKS  
FROM LA DIVISION.  
VICE: ANTHONY J. SLEBO  
  
CONCUR: HENRY L. BERTHOLD (TELECOORD 07/07/76)  
C/LA/PERSONNEL

18A SIGNATURE OF REQUESTING OFFICIAL <i>M. D. McCallum</i> M. D. MCCALLUM, C/CI/SG	DATE SIGNED 07/07/76	18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Donald Rudenich</i> D/RNG/13	DATE SIGNED 7 July 76
--	-------------------------	---	--------------------------

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 16	20 EMPLOY CODE 10	21 OFFICE CODING 31ND01C15	22 STATION CODE 75013	23 INTEGRITY CODE	24 RIGHTS CODE 1	25 DATE OF BIRTH 12/08/55	26 DATE OF GRADE	27 DATE OF LEI	
28 VET PREFERENCE	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1-ESC 2-ORSD 3-FILA 4-NONE	31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA	EOD DATA		33 SECURITY REQ NO	34 SEX	
35 VET PREFERENCE CODE 0-NONE 1-1 PT 2-10 PT	36 SERV COMP DATE	37 LONG COMP DATE	38 CAREER CATEGORY LAW RES POST. TEMP	39 FEGLI HEALTH INSURANCE CODE 0-NONE 1-RES 2-RES/OFF 3-UNRELEASABLE	40 SOCIAL SECURITY NO				
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO DELAY IN SERVICE 2-DELAY IN SERVICE (LESS THAN 3 YEARS) 3-DELAY IN SERVICE (MORE THAN 3 YEARS)	42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED 1-YES 2-NO	44 FEDERAL TAX DATA CODE NO TAX EXEMPTIONS FORM EXECUTED 1-YES 2-NO	45 STATE TAX DATA CODE NO TAX EXEMPTIONS FORM EXECUTED 1-YES 2-NO	46 U.S. APPROVAL <i>[Signature]</i>		DATE APPROVED 6/7/14/76		
45 POSITION CONTROL CERTIFICATION 7-12-76 <i>[Signature]</i> LA				46 U.S. APPROVAL <i>[Signature]</i>				DATE APPROVED 6/7/14/76	

W/17  
D/25/75

SECRET  
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED  
20 AUGUST 1975

1 SERIAL NUMBER 025658  
2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.

3 NATURE OF PERSONNEL ACTION REASSIGNMENT  
4 EFFECTIVE DATE RECORDED MONTH 08 DAY 31 YEAR 75  
5 CATEGORY OF EMPLOYMENT REGULAR

6 FUNDS  
7 PAN AND NSZ 0135-4534-0000  
8 LEGAL AUTHORITY (Completed by Office of Personnel)

9 ORGANIZATIONAL DESIGNATIONS DDO/LATIN AMERICA DIVISION  
CUBA OPERATIONS GROUP  
OPS BRANCH  
10 LOCATION OF OFFICIAL STATION WASHINGTON, D.C.

11 POSITION TITLE OPERATIONS OFFICER (14)  
12 POSITION NUMBER CQ65  
13 CAREER SERVICE DESIGNATION DQG

14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS  
15 OCCUPATIONAL SERIES 0136.01  
16 GRADE AND STEP 13 4  
17 SALARY OR RATE \$23,997

18 REMARKS  
FROM: DDO/LA/Managua, Nicaragua

18A SIGNATURE OF REQUESTING OFFICIAL H. L. BERTHOOLD, C/LA/PERS  
DATE SIGNED 20 AUG 75  
18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER  
DATE SIGNED 22 August 75

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING	22 STATION CODE	23 INTEGRATE CODE	24 HOURS CODE	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LET
39110	B150	LA	95013		1	12-18-35		
28 NTE EXPIRES	29 SPECIAL REFERENCE	30 RETIREMENT DATA	31 SEPARATION DATA CODE	32 CORRECTION LABELLATION DATA	33 SECURITY REG NO	34 SER	EOD DATA	
35 VET PREFERENCE	36 SERV COMP DATE	37 LONG COMP DATE	38 CAREER CATEGORY	39 HEALTH INSURANCE	40 SOCIAL SECURITY NO			
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE	42 LEAVE CAT	43 GENERAL TAX DATA	44 STATE TAX DATA					

45 POSITION CONTROL CERTIFICATION  
46 OF APPROVAL  
DATE APPROVED

SECRET  
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1 SERIAL NUMBER		2 NAME (Last-First-Middle)			
025658 ✓		PICCOLO, JOSEPH S. ✓			
3 NATURE OF PERSONNEL ACTION			4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT
CONVERSION FROM FSR STATUS			MONTH DAY YEAR 08 26 75		REGULAR ✓
6 FUNDS		7. PAN AND NSCA		8 LEGAL AUTHORITY (Completed by Office of Personnel)	
V TO V CF TO V		V TO CF X CF TO CF		6135-1049-0000 <sup>2</sup>	
9 ORGANIZATIONAL DESIGNATIONS			10 LOCATION OF OFFICIAL STATION		
DDO/LATIN AMERICA DIVISION FOREIGN FIELD MANAGUA, NICARAGUA STATION			MANAGUA, NICARAGUA		
11 POSITION TITLE		12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION		
OPS OPERATIONS OFFICER		CR49	DQG ✓		
14 CLASSIFICATION SCHEDULE (G.S. I.B. IN)		15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE	
GS		0136.01 ✓	13 4	\$23,997	
18 REMARKS					
WANT SAME					
18A SIGNATURE OF REQUESTING OFFICIAL		DATE SIGNED		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER	
I. I. BERTHOLD, C/LA/PERS		12 AUG 75		[Signature]	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING		22 STATION CODE	23 INTEGRITY CODE
S0	10	5160		5073	3
24 DATE OF BIRTH	25 DATE OF GRADE	26 DATE OF LEI	27 DATE OF LEI		
12 08 135					
28 INT. EXP. DATE	29 SPECIAL REFERENCE	30 RETIREMENT DATA	31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA	33 SECURITY REG NO
				EOD DATA →	
34 VET PREFERENCE	35 SERV COMP DATE	36 LONG CONC DATE	37 CAREER CATEGORY	38 FSGI HEALTH INSURANCE	39 SOCIAL SECURITY NO
40 PREVIOUS CIVILIAN GOVERNMENT SERVICE		41 LEAVE CAT CODE	42 FEDERAL TAX DATA		43 STATE TAX DATA
8-80 PREVIOUS SERVICE 1-80 PRELIM SERVICE 2-80 PRELIM IN SERVICE (LESS THAN 3 YEARS) 3-80 PRELIM IN SERVICE (MORE THAN 3 YEARS)			FORM EXECUTED CODE NO TAX EXEMPTIONS		FORM EXECUTED CODE NO TAX STATE CODE
44 POSITION CONTROL CERTIFICATION		45 O.P. APPROVAL		DATE APPROVED	
OK 8/18/75		Cecilia C. [Signature]		8/18/75	

FORM 1152 USE PREVIOUS EDITION

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E-2, IMPDET CL. BY: 007622

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(When Filled In)

<b>REQUEST FOR PERSONNEL ACTION</b>					DATE PREPARED <b>8/7/74</b>										
1 SERIAL NUMBER <b>025658</b> ✓		2 NAME (Last-First-Middle) <b>PICCOLO, JOSEPH S</b> ✓													
3 NATURE OF PERSONNEL ACTION <b>CHANGE OF NSCA</b>			4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR <b>08 19 74</b>		5 CATEGORY OF EMPLOYMENT <b>REGULAR</b>										
6 FUNDS V TO V CF TO V		V TO CF CF TO CF		7 PAY AND NSCA <b>5135 1049 0002</b>		8 LEGAL AUTHORITY (Completed by Office of Personnel)									
9 ORGANIZATIONAL DESIGNATIONS <b>DDO/WH DIVISION FOREIGN FIELD BRANCH 2-MANAGUA, NICARAGUA STATION</b>				10 LOCATION OF OFFICIAL STATION <b>MANAGUA, NICARAGUA</b>											
11 POSITION TITLE <b>OPS OFFICER</b> <del>1000</del> <b>13</b>			12 POSITION NUMBER <b>0396</b>		13 CAREER SERVICE DESIGNATION <b>DQG</b>										
14 CLASSIFICATION SCHEDULE (G, I, B, etc.) <b>FSR GS</b>		15 OCCUPATIONAL SERIES <b>0136, 01</b>		16 GRADE AND STEP <b>5 4 13 3</b>		17 SALARY OR RATE <b>18479</b> ✓ <b>22055</b> ✓									
18 REMARKS  <i>* Managua, Nicaragua</i>															
18A SIGNATURE OF REQUESTING OFFICIAL <i>[Signature]</i> <b>Henry L Berthold WH PER</b>			DATE SIGNED <b>7 Aug 74</b>		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>		DATE SIGNED <b>8/9/74</b>								
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL															
19 ACTION CODE <b>31</b>	20 EMPLOY CODE <b>1A</b>	21 OFFICE CODING NUMERIC ALPHABETIC <b>51660 WH</b>		22 STATION CODE <b>52013</b>	23 INTEGREE CODE <input type="checkbox"/>	24 HODITY CODE <b>3</b>		25 DATE OF BIRTH MO DA YR <b>12 08 55</b>		26 DATE OF GRADE MO DA YR		27 DATE OF LST MO DA YR			
28 WFE EXPIRES MO DA YR		29 SPECIAL REFERENCE		30 RETIREMENT DATA CODE		31 SEPARATION DATA CODE		32 CORRECTION/CANCELLATION DATA TYPE MO DA YR		<b>EOD DATA</b> →		33 SECURITY P# NO		34 SEX	
35 VET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT		36 SERV COMP DATE MO DA YR		37 LONG COMP DATE MO DA YR		38 CAREER CATEGORY CAR/BRSY PROV/TEMP		39 FEGLI HEALTH INSURANCE CODE CODE 0-WAIVER 1-YES 2-NO		HEALTH INS CODE		40 SOCIAL SECURITY NO			
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)				42 LEAVE CAT CODE		43 FORM EXECUTED CODE 1-YES 2-NO		FEDERAL TAX DATA NO TAX EXEMPTIONS		44 STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO		NO TAX STATE EXEMP CODE			
45 POSITION CONTROL CERTIFICATION  <i>9A 8/13/74</i>					46 OP APPROVAL  <i>[Signature]</i>			DATE APPROVED <b>8/13/74</b>							

FORM 8-72 1192

USE PREVIOUS EDITION

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CLASSIFIED BY 01-0337

EX-2  
APDIB

(4)

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(When Filled In)

11-12-73

REQUEST FOR PERSONNEL ACTION

DATE PREPARED

5 September 73

1 SERIAL NUMBER 0256028	2 NAME (Last-First-Middle) Piccolo, Joseph S
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3 NATURE OF PERSONNEL ACTION Reassignment	4 EFFECTIVE DATE REQUESTED MONTH: 09 DAY: 17 YEAR: 73	5 CATEGORY OF EMPLOYMENT Regular
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6 FUNDS V TO V CF TO V	V TO CF X	CF TO CF	7 PAN AND NSCA 4135-1049 0001	8 LEGAL AUTHORITY (Completed by Office of Personnel)
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9 ORGANIZATIONAL DESIGNATIONS DDO/WH DIO. Foreign Field Branch 23 Managua, Nicaragua <i>SPRINT</i>	10 LOCATION OF OFFICIAL STATION Managua, Nicaragua
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11 POSITION TITLE Ops Off/DCOS	12 POSITION NUMBER (13) 0396	13 CAREER SERVICE DESIGNATION D
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14 CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS	15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 05 3 13 2	17 SALARY OR RATE 17,075 20,357
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10 REMARKS  
From: DDO/WH/FF/Br 5/ Rio de Janeiro  
\* Ops Officer DCOS occupying Ops Officer position. 09037-  
Approved 259A attached  
Rio de Janeiro,  
Brazil

1 Security  
1 Finance

18A SIGNATURE OF REQUESTING OFFICIAL Henry L. Berthold C/WH/Pers	DATE SIGNED 5-17-73	18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER H. J. LePerman	DATE SIGNED 9-7-73
---	------------------------	---	-----------------------

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC: 51660 ALPHABETIC: WH	22 STATION CODE 22073	23 INTEGRITY CODE	24 HOURS CODE 3	25 DATE OF BIRTH MO: 12 DA: 08 YR: 35	26 DATE OF GRADE MO: DA: YR:	27 DATE OF LEI MO: DA: YR:
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28 NTE EXPIRES MO: DA: YR:	29 SPECIAL REFERENCE	30 RETIREMENT DATA CODE	31 SEPARATION DATA CODE	32 CORRECTION/CANCELLATION DATA TYPE: MO: DA: YR:	33 SECURITY REQ NO.	34 SEX
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35 VET PREFERENCE CODE: 0-NONE, 1-5 PT, 2-10 PT	36 SERV COMP DATE MO: DA: YR:	37 LONG. COMP DATE MO: DA: YR:	38 CAREER CATEGORY CAR/RESY, PROV/TEMP	39 FEDERAL HEALTH INSURANCE CODE: 0-WAIVER, 1-YES, 2-NO	40 SOCIAL SECURITY NO.
--	----------------------------------	-----------------------------------	---	--	------------------------

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE: 0-NO PREVIOUS SERVICE, 1-NO BREAK IN SERVICE, 2-BREAK IN SERVICE (LESS THAN 3 YEARS), 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED, CODE: 1-YES, 2-NO	44 STATE TAX DATA FORM EXECUTED, CODE: 1-YES, 2-NO
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45 POSITION CONTROL CERTIFICATION 9-7-73	46 OP APPROVAL H. L. Berthold	DATE APPROVED 14/9/73
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G 52

FORM 8-72 1152

USE PREVIOUS EDITION

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13-7 AFCH

141

SECRET

DD, 73-2921

5 JUN 1973

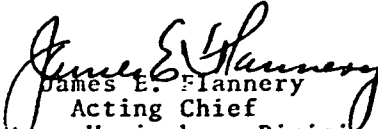
MEMORANDUM FOR: Deputy Director for Operations

SUBJECT : 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.

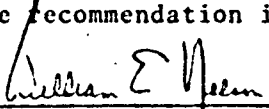
2. Mr. Piccolo entered on duty with the Agency in February 1957. His Agency employment has been exclusively in the Western Hemisphere Division with field tours in Mexico City and Managua. He is currently serving in Rio de Janeiro as Chief of our FI Section. Mr. Piccolo has a very good command of the Spanish language.

3. A Biographic Profile, including information regarding his Agency employment and training, is attached.

  
James E. Flannery  
Acting Chief  
Western Hemisphere Division

Attachment:  
Biographic Profile (Part I and Part II)

The recommendation in Paragraph 1 is APPROVED:

  
Deputy Director for Operations

5 Jun 1973  
Date

E2, IMPDET  
061062

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(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED 30 January 1973							
1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) Piccolo, Joseph S. ✓				3 NATURE OF PERSONNEL ACTION Promotion		4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 02 04 73		5 CATEGORY OF EMPLOYMENT Regular			
6 FUNDS		V TO V OF TO V		V TO OF OF TO OF		7. FAN AND NSCA 3135-0694-0002		8 LEGAL AUTHORITY (Completed by Office of Personnel)					
9 ORGANIZATIONAL DESIGNATIONS DDP/WH Division Foreign Field Branch5-Brasilia, Brazil Station Rio de Janeiro, Brazil Base						10 LOCATION OF OFFICIAL STATION Rio de Janeiro, Brazil							
11 POSITION TITLE Ops Officer				12 POSITION NUMBER 1865		13 CAREER SERVICE DESIGNATION D							
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS			15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 05 3 13 2		17 SALARY OR RATE 17,075 ✓ 20,357 ✓						
18 REMARKS FROM: <del>ESXIXXZ</del> GS-12/5  * Rio de Janeiro, Brazil  * Home Base: WH													
18A SIGNATURE OF REQUESTING OFFICIAL Henry E. Berthold, C/WH/Pers.				DATE SIGNED 31/1/73		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER J. P. ...				DATE SIGNED 1/31/73			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL													
19 ACTION CODE 22	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 51335 WH		22 STATION CODE 09037	23 INTEGRITY CODE □	24 HQ CODE 3		25 DATE OF BIRTH MO DA YR 02 04 73		26 DATE OF GRADE MO DA YR 02 04 73		27 DATE OF LII MO DA YR 02 04 73	
28 NTE EXPIRES MO DA YR		29 SPECIAL REFERENCE	30 RETIREMENT DATA 1-CC 2-OPGH 3-FICA 4-WAER		31 SEPARATION DATA CODE	32 CORRECTION-CANCELLATION DATA TYPE MO DA YR		EOD DATA →		33 SECURITY REQ. NO	34 SEX		
35 VET PREFERENCE CODE 0-NO PREVIOUS SERVICE 1-5 PT 2-10 PT		36 SERV COMP DATE MO DA YR		37 LONG COMP DATE MO DA YR		38 CAREER CATEGORY EMB RESV PROV TEMP		39 FEGLI HEALTH INSURANCE CODE CODE 0-NO FEGLI 1-REG 2-REG/OPT 3-INELIGIBLE		40 SOCIAL SECURITY NO			
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)				42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED 1-YES 2-NO		44 STATE TAX DATA CODE NO TAX EXEMPTIONS 1-YES 2-NO						
45 POSITION CONTROL CERTIFICATION 11/23 2-11-73						46 OP APPROVAL [Signature]				DATE APPROVED 2/1/73			

02 FEB 1973

21 OCT 1972

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. Mr. 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 [redacted]. 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 [redacted] 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

CLASSIFIED

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.

14-00000

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

  
Theodore G. Shackley  
Chief  
Western Hemisphere Division

SECRET  
(When Filled In)

07257

REQUEST FOR PERSONNEL ACTION				DATE PREPARED				
1 SERIAL NUMBER 025658				2 NAME (Last-First-Middle) Piccolo, Joseph S.				
3 NATURE OF PERSONNEL ACTION Reassignment			4 EFFECTIVE DATE REQUESTED MONTH: 02 DAY: 20 YEAR: 72		5 CATEGORY OF EMPLOYMENT Regular			
6 FUNDS		7 FINANCIAL ANALYSIS NO 2135-0694		8 LEGAL AUTHORITY (Completed by Office of Personnel)				
9 ORGANIZATIONAL DESIGNATIONS DDP/WH Division Foreign Field Branch 5 - Brasilia, Brazil Station Rio de Janeiro, Brazil Base				10 LOCATION OF OFFICIAL STATION Rio de Janeiro, Brazil <del>Base</del>				
11 POSITION TITLE Ops Officer (D43)			12 POSITION NUMBER 1865		13 CAREER SERVICE DESIGNATION D			
14 CLASSIFICATION SCHEDULE (G.S. L.R. no.) FSR GS		15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 05 2 12 4		17 SALARY OR RATE 15,732 \$17,453		
18 REMARKS FROM: DDP/WH/FF/BR 5/RIO DE JANEIRO BASE/0197 * HOME BASE: WH * Rio de Janeiro, Brazil								
18A SIGNATURE OF REQUESTING OFFICIAL Henry L. Borthold, C/WH/Per 5			DATE SIGNED 17 Feb 72		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER Gregory W. ...			
18C DATE SIGNED 23 Feb 72								
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
19 ACTION CODE	20 EMPLOY. CODE	21 OFFICE CODING	22 STATION CODE	23 EMPLOYEE CODE	24 HQ/RTS CODE	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEE
37	10	518.25 WH	07037		3	12/08/35		
28 NTE EXPIRES	29 SPECIAL REFERENCE	30 RETIREMENT DATA	31 SEPARATION DATA CODE	32 CORRECTION, CANCELLATION DATA	EOD DATA		33 SECURITY REG. NO	34 SEX
35 VET PREFERENCE	36 SERV COMP DATE	37 LONG COMP. DATE	38 CAREER CATEGORY	39 FEGLI/HEALTH INSURANCE	40 SOCIAL SECURITY NO			
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE	42 LEAVE CAT CODE	43 FEDERAL TAX DATA	44 STATE TAX DATA					
45 POSITION CONTROL CERTIFICATION				46 O.P. APPROVAL		DATE APPROVED		
Feb 24 72				Lawrence A. ...		2-24-72		

1152 USE PREVIOUS EDITION

25 FEB 1972 SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

SECRET/RYBAT - TELEPOUCH

DISPATCH NO - HBRT-08619

DATE - 3 NOVEMBER 1971

TO - CHIEF, WESTERN HEMISPHERE DIVISION

INFO - CHIEF OF STATION, BRASILIA

FROM - CHIEF OF BASE, RIO DE JANEIRO

SUBJECT - FORWARDING OF FITNESS REPORT - HOWARD A. TRECKLER

REF - DIRECTOR 190967

*Joseph S. Piccolo*

FORWARDED HERewith IS A FITNESS REPORT FOR

HOWARD AM TRECKLER.

SPECIFIC DUTIES

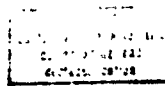
1. SENIOR FI OFFICER WITH SUPERVISORY RESPONSIBILITIES OVER ONE JUNIOR OFFICER AND ONE CAREER AGENT. S
2. STATION [ ] OFFICER WITH COORDINATING RESPONSIBILITIES OVER STATION AND BASE ACTIVITIES AND DIRECT AGENT HANDLING FUNCTIONS AGAINST [ ] AND RELATED TARGETS. S
3. CASO OFFICER FOR SEVERAL SENSITIVE, COMPLEX, HIGH LEVEL [ ] OF VARIOUS HIGH PRIORITY TARGETS. S

OVERALL PERFORMANCE IN CURRENT POSITION S

NARRATIVE COMMENTS

SUBJECT IS PERHAPS THE MOST MATURE, DEPENDABLE AND COMPETENT CASE OFFICER WE HAVE. HE HAS EXCELLED IN THE HANDLING OF INTIPICATE, SENSITIVE [ ] OPERATIONS WHERE THE HIGHEST PROFESSIONAL STANDARDS ARE DEMANDED. HE CARRIES A VERY HEAVY WORK LOAD LIGHTLY AND IS A PRODIGIOUS CONTRIBUTOR IN BOTH OPEATIONAL AND INFORMATION REPORTING. HIS PERFORMANCE AS A SUPERVISOR HAS BEEN CHARACTERIZED BY CONCIENTIOUSNESS, A GOOD SENSE OF DETAIL, PERCEPTIVENESS, FAIRNESS AND FIRMNESS. HE IS AT HIS BEST IN PRACTICAL SITUATIONS,

SECRET/RYBAT HBRT-08619 PAGE 1



SECRET/RYPAT HBRT-08619 PAGE 2

HOWEVER COMPLEX AND OBSCURE, RATHER THAN IN DEALING WITH  
PHILOSOPHICAL OR THEORETICAL PROBLEMS 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 SUPERVISOR

SUBJECT IS UNDER GRADE FOR HIS PERFORMANCE, EXPERIENCE  
AND RESPONSIBILITIES. HE IS OF ALL THE RASE 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.  
BUT 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

C/WD

DISTRIBUTION VIA POUCH

COS, BRASILIA

SECRET/RYPAT HBRT-08619 PAGE 2

SECRET

(If Not Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED

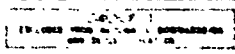
25 May 1970

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57

1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.	
3 NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>		4 EFFECTIVE DATE REQUESTED MONTH: 05   DAY: 31   YEAR: 70	
6 FUNDS V TO V CF TO V		5 CATEGORY OF EMPLOYMENT <b>REGULAR</b>	
7 FINANCIAL ANALYSIS NO CHARGEABLE 0135 0694		8 LEGAL AUTHORITY (if employed by Office of Personnel)	
9 ORGANIZATIONAL DESIGNATIONS DDP/WH/FOREIGN FIELD BRANCH 5 RIO DE JANEIRO, BRAZIL STATION		10 LOCATION OF OFFICIAL STATION RIO DE JANEIRO, BRAZIL	
11 POSITION TITLE OPS OFFICER (13)		12 POSITION NUMBER 0197	
13 CAREER SERVICE DESIGNATION D		14 CLASSIFICATION SCHEDULE (G.S. I.B. etc.) FSR GS	
15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 05 1 12 3	
17 SALARY OR RATE \$13,618 \$15,138		18 REMARKS FROM: DDP/WH/DEV. COMP APPROVED 259a ATTACHED  * HOME BASE WH * Wash, D.C. 1 - Finance 2 - Security  SSC (M), APPROVED 259a 5/27 DB 6/2	
18A SIGNATURE OF REQUESTING OFFICER Henry L. Berthold C/WH/Pers		DATE SIGNED 25 May 70	
18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER Paul M. Y. [Signature]		DATE SIGNED June 70	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING ALPHABETIC: 51930 NUMERIC: WH	22 STATION CODE 09037
23 INTEGRITY CODE	24 MODIES CODE 3	25 DATE OF BIRTH 12/08/35	26 DATE OF GRADE
27 DATE OF LEAVE	28 WTE EXPIRES	29 SPECIAL REFERENCE	30 RETIREMENT DATA
31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA	EOD DATA	
33 SECURITY RISK NO	34 VET PREFERENCE	35 VET PREFERENCE	36 VET COMP DATE
37 LONG COMP DATE	38 CAREER CATEGORY	39 FEGLI HEALTH INSURANCE	40 SOCIAL SECURITY NO
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE	42 LEAVE CAT CODE	43 FEDERAL TAX DATA	44 STATE TAX DATA
45 POSITION CONTROL CERTIFICATION	46 O.P. APPROVAL	47 DATE APPROVED	

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06-0270/12 James B. C. [Signature]





**SECRET**

1. NAME (Last, First, Middle) <b>Piccolo, Joseph</b>		2. DATE OF BIRTH <i>S.A. 1935</i>	3. GRADE <b>GS-12</b>
4. OFFICE DIVISION, BRANCH (or overseas station and existing cover if lateral assignment) <b>DDP WH/COG</b>		5. PRESENT POSITION <b>Ops Officer</b>	6. EMPLOYEE EXTENSION <b>6815</b>
7. PROPOSED STATION <b>Rio de Janeiro, Brazil</b>		8. PROPOSED POSITION (Title, Number, Grade) <b>Ops Officer/5197/ GS-13</b>	
9. TYPE OF COVER AT NEW STATION		10. ESTIMATED DATE OF DEPARTURE <b>o/a 1 June 70</b>	11. NO. OF DEPENDENTS TO ACCOMPANY <b>1</b>
12. COMMENTS  <b>Vice Robert Stone Forms DS 1686 attached</b>			
13. DATE OF REQUEST <b>2 February 1970</b>		14. SIGNATURE OF REQUESTING OFFICIAL <i>Susan E. Ruttenberg</i> <b>Susan E. Ruttenberg</b>	
		15. ROOM NUMBER AND BUILDING, (i.e. EXTENSION) <b>3D 5309 Hqs. 6815</b>	
17. OFFICE OF MEDICAL SERVICES DISPOSITION			
18. OFFICE OF SECURITY DISPOSITION			
19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION  <i>7267</i>			
<b>REQUEST FOR PCS OVERSEAS EVALUATION</b>			

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION					DATE PREPARED		
1. SERIAL NUMBER 025658					3 February 1970		
2. NAME (Last-First-Middle) PICCOLO, JOSEPH S.							
3. NATURE OF PERSONNEL ACTION REASSIGNMENT			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 02 08 70		5. CATEGORY OF EMPLOYMENT REGULAR		
6. FUNDS V TO V CF TO V X CF TO CF			7. FINANCIAL ANALYSIS NO. CHARGEABLE 0135 0623		8. LEGAL AUTHORITY (Completed by Office of Personnel)		
9. ORGANIZATIONAL DESIGNATIONS DDP/WH DEVELOPMENT COMPLEMENT			10. LOCATION OF OFFICIAL STATION WASH., D.C.				
11. POSITION TITLE OPS OFFICER			12. POSITION NUMBER 9997		13. CAREER SERVICE DESIGNATION D		
14. CLASSIFICATION (SCHEDULE (GS, I.B., etc.)) FSR GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 06 2 12 3		17. SALARY OR RATE 10,962 \$14,281	
18. REMARKS * WASH, DC. FROM: DDP/WH/COG/ON ISLAND OPERATIONS BR./POS # 1159 * FOR TRAINING  1 - Finance							
18A. SIGNATURE OF REQUESTING OFFICER Henry L. Bernold C/WH/Pers			DATE SIGNED 3 22 70		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Paul M. Y... DATE SIGNED 6 Feb 70		
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE 37	20. EMPLOY CODE 13	21. OFFICE CODING NUMERIC ALPHABETIC 51997 WH		22. STATION CODE 75013	23. INTEGRATED CODE	24. NOTES CODE 1	
25. DATE OF BIRTH MO DA YR 12 08 35		26. DATE OF GRADE MO DA YR		27. DATE OF LEI MO DA YR			
28. SITE EXPIRES MO DA YR		29. SPECIAL REFERENCE 1-CG 2-COCH 3-FICB 4-WOBE		30. RETIREMENT DATA CODE		31. SEPARATION DATA CODE	
32. CORRECTION LABELLING DATA TYPE MO DA YR		33. SECURITY REQ NO		34. SER		EOD DATA	
35. VET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT		36. SERV COMP DATE MO DA YR		37. LOBS COMP DATE MO DA YR		38. CAREER CATEGORY CODE (AE RES) CODE (PROB TEMP)	
39. SEC. SER. INSURANCE HEALTH INS CODE		40. SOCIAL SECURITY NO		41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		42. LEAVE BAL CODE	
43. FEDERAL TTD DATA FORM EXECUTED CODE 1-YES 2-NO		44. STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO		45. POSITION CONTROL CERTIFICATION		46. O.P. APPROVAL DATE APPROVED	

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FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

SECRET

(If Not Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED

21 JUNE 69

42

1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.		3 NATURE OF PERSONNEL ACTION REASSIGNMENT		4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07 10 31 69		5 CATEGORY OF EMPLOYMENT REGULAR	
6 FUNDS		7 FINANCIAL ANALYSIS NO. CHARGEABLE 0135 0620		8 LEGAL AUTHORITY (Completed by Office of Personnel)		9 ORGANIZATIONAL DESIGNATIONS DDP/WH WH/COG ON-ISLAND OPERATIONS BRANCH		10 LOCATION OF OFFICIAL STATION WASH., D.C.	
11 POSITION TITLE OPS OFFICER		12 POSITION NUMBER 1159		13 CAREER SERVICE DESIGNATION D		14 CLASSIFICATION SCHEDULE (GS, FS, etc.) FSR GS		15 OCCUPATIONAL SERIES 0136.01	
16 GRADE AND STEP 06 1 12 2		17 SALARY OR RATE 9721 \$ 12580		18 REMARKS FROM: Pos. #1152  <u>X</u>  1 - Finance					
19A SIGNATURE OF REQUESTING OFFICIAL Henry L. Berthold C/WH/Personnel		DATE SIGNED 28 Jun '69		19B SIGNATURE OF CAREER SERVICE APPROVING OFFICER Paul M. ...		DATE SIGNED 2 July 69			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
21 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 5 1500 WH 732 B		22 STATION CODE	23 INTEGRITY CODE	24 INDICES CODE	25 DATE OF BIRTH 12 08 1935	26 DATE OF GRADE	27 DATE OF LET
28 EXPIRES	29 SPECIAL REFERABLE	30 RETIREMENT DATA		31 SEPARATION DATA CODE	32 CORRECTION LABELLATION DATA		33 SECURITY REG NO		34 SER
35 NET PREFERENCE	36 SERV COMP DATE	37 LONG COMP DATE		38 CAREER CATEGORY	39 HEALTH INSURABLE		40 SOCIAL SECURITY NO		
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE	42 LEAVE CAT		43 FEDERAL TAX DATA		44 STATE TAX DATA				
45 POSITION CONTROL CERTIFICATION		46 OP APPROVAL		DATE APPROVED					

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07-03-6900K ... 070369

SECRET

EXEMPT FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

SECRET

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1 SERIAL NUMBER 025658						2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.	
3 NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>				4 EFFECTIVE DATE REQUESTED 25 FEB 69		5 CATEGORY OF EMPLOYMENT <b>REGULAR</b>	
6 FUNDS		7 TO OF		8 LEGAL AUTHORITY (Complied by D, No or Personnel)		9 ORGANIZATIONAL DESIGNATION DDP/WR WH/COG THIRD COUNTRY BRANCH	
X		CF 10 U		9133 0620		10 LOCATION OF OFFICIAL STATION WASH., D.C.	
11 POSITION OPS OFFICER				12 POSITION NUMBER 1152		13 CAREER SERVICE DESIGNATION D	
14 CLASSIFICATION SCHEDULE (See 28.1A)		15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE	
FSR GS		0136.01		06 1 12 2		9721 \$ 12580	
18 REMARKS  FROM: A/c #0396, WH/Br. 2/Managua, Nicaragua  Security Approval 2-19-69 Dec 2-25-69  1 - Security 1 - Finance Henry L. Werthold C/WH Personnel							
18A SIGNATURE OF REQUESTING OFFICER Henry L. Werthold C/WH Personnel				DATE SIGNED 8/7/69		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER [Signature]	
						DATE SIGNED 2/1/69	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODE	22 STATION CODE	23 INTEGRITY CODE	24 SECURITY CODE	25 DATE OF BIRTH	26 DATE OF GRADE
31	10	51-2	WH			12/15/19	
27 INT. EXPRES	28 OPT. SER	29 ESTABLISH DATA	30 SEPARATION DATA	31 SEPARATION DATA	32 CORRECTION CORRELATION DATA	33 SECURITY RES NO	34 SER
35 NET PREFERENCE	36 SUPP. TEMP DATA	37 CORR. COMP DATA	38 CAREER CATEGORY	39 HEALTH AND FITNESS	40 SOCIAL SECURITY NO		
41 RELIGIOUS (Civilian Government Service)	42 LEAVE CAT	43 FIDELITY DATA	44 STATE TAG DATA	45	46		
48 POSITION CONTROL CENTER				49 OP. APPROVAL		DATE APPROVED	

1152 USE PREVIOUS EDITION

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

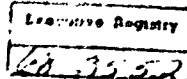


TREASURY DEPARTMENT  
UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

August 1, 1968



68-3206

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 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 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,

Jama J. Rowley

SECRET

18 Nov 64 Ed 1a

<b>REQUEST FOR PERSONNEL ACTION</b>		DATE PREPARED <b>27 AUGUST 1968</b>
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1 SERIAL NUMBER <b>025658</b>	2 NAME (Last-First-Middle) <b>PICCOLO, JOSEPH S.</b>
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3 NATURE OF PERSONNEL ACTION <b>PROMOTION</b>	4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR <b>9 15 1968</b>	5 CATEGORY OF EMPLOYMENT <b>REGULAR</b>
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6 FUNDS V TO V CF TO V <b>XX</b>	7 FINANCIAL ANALYSIS NO CHARGEABLE <b>9135 1049</b>	8 LEGAL AUTHORITY (Completed by Office of Personnel)
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9 ORGANIZATIONAL DESIGNATIONS <b>DDP WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION</b>	10 LOCATION OF OFFICIAL STATION <b>MANAGUA, NICARAGUA</b>
--	--

11 POSITION TITLE <b>OPS OFFICER</b>	12 POSITION NUMBER <b>0396</b>	13 CAREER SERVICE DESIGNATION <b>D</b>
---	-----------------------------------	---

14 CLASSIFICATION SCHEDULE (G.S. I.R. etc.) <b>FSR GS</b>	15 OCCUPATIONAL SERIES <b>0136.01</b>	16 GRADE AND STEP <b>07 4 12 1</b>	17 SALARY OR RATE <b>8,969 ✓ 12580 ✓</b>
--	--	---	---

18 REMARKS  
**FROM: GS-11/4 \$11,223**  
**Managua, Nicaragua**  
**PSI 9-22-68.**

18A SIGNATURE OF REQUESTING OFFICIAL <b>HENRY L. BERTHOLD C/NH PERSONNEL</b>	DATE SIGNED <b>28 Aug '68</b>	18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>	DATE SIGNED <b>31 Aug 68</b>
---	----------------------------------	---	---------------------------------

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE <b>32</b>	20 EMPLOY CODE <b>10</b>	21 OFFICE CODING NUMERIC ALPHABETIC <b>51650 WII</b>	22 STATION CODE <b>5001</b>	23 INTELCODE CODE	24 HDQTRS CODE <b>3</b>	25 DATE OF BIRTH MO DA YR <b>12/08/35</b>	26 DATE OF GRADE MO DA YR <b>09/22/68</b>	27 DATE OF LEI MO DA YR <b>09/22/68</b>	
28 WTE EXPRES MO DA YR	29 SPECIAL REFERENCE	30 RETIREMENT DATA - FIC - ORSN - FICA - RURE	31 SEPARATION DATA CODE	32 CORRECTION LABELLATION DATA MO DA YR	EOD DATA →			33 SECURITY REG NO	34 SEX
35 VET PREFERENCE CODE	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CODE	39 LEGAL HEALTH INSURANCE CODE	40 SOCIAL SECURITY NO				
41 MEMBERSHIP CIVILIAN GOVERNMENT SERVICE CODE	42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXPECTED 1-YES 2-NO	44 STATE TAX DATA FORM EXPECTED 1-YES 2-NO	45 POSITION CONTROL CERTIFICATION					

46 OFF APPROVAL <i>[Signature]</i>	DATE APPROVED <b>4 Sept 68</b>
---------------------------------------	-----------------------------------

EYES ONLY  
SECRET

16 JUL 1968

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

SUBJECT : 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 indication of his growth potential.

*William V. Broe*  
William V. Broe  
Chief  
Western Hemisphere Division

EYES ONLY  
SECRET

SECRET

(U.S. Gov. Printing Office)

<b>REQUEST FOR PERSONNEL ACTION</b>					DATE PREPARED <b>27 JUNE 1968</b>												
1 SERIAL NUMBER <b>025658</b>		2 NAME (Last-First-Middle) <b>PICCOLO, JOSEPH S.</b>															
3 NATURE OF PERSONNEL ACTION <b>REASSIGNMENT - CORRECTION</b>				4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR <b>07 02 68</b>		5 CATEGORY OF EMPLOYMENT <b>REGULAR</b>											
6 FUNDS V TO V CP TO V		XX CP TO CP		7 FINANCIAL ANALYSIS NO CHARGEABLE <b>8135 1049</b>		8 LEGAL AUTHORITY (Completed by Office of Personnel)											
9 ORGANIZATIONAL DESIGNATIONS <b>DOP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION</b>				10 LOCATION OF OFFICIAL STATION <b>MANAGUA, NICARAGUA</b>													
11 POSITION TITLE <b>OPS OFFICER</b>				12 POSITION NUMBER <b>0396</b>		13 CAREER SERVICE DESIGNATION <b>D</b>											
14 CLASSIFICATION SCHEDULE (G.S. 11B, etc.) <b>FSR GS</b>		15 OCCUPATIONAL SERIES <b>0136.01</b>		16 GRADE AND STEP <b>07 4 11 4</b>		17 SALARY OR RATE <b>8,596 10,623</b>											
14 REMARKS <b>CORRECTION OF FINANCIAL ANALYSIS NO FROM 1004 TO 1019</b> <i>* Managua, Nicaragua</i>																	
18A SIGNATURE OF REQUESTING OFFICIAL <b>HENRY L. BERTHOLD C/WH/PERSONNEL</b>			DATE SIGNED <i>27 June 68</i>		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Robert Mitchell</i>		DATE SIGNED <b>1 JUL 68</b>										
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
19 ACTION CODE <b>31 10</b>		20 EMPLOY CODE <b>51650</b>		21 OFFICE CODING NUMERIC ALPHABETIC <b>1011 52012</b>		22 STATION CODE <b>52012</b>		23 DEGREE CODE <b>3</b>		24 MONTHS CODE <b>3</b>		25 DATE OF BIRTH MO DA YR <b>07 02 68</b>		26 DATE OF GRADE MO DA YR		27 DATE OF LES MO DA YR	
28 VET PREFERENCE MO DA YR		29 SPECIAL REFERENCE 1-ESC 2-DCR 3-FICA 4-ROE		30 RETIREMENT DATA CODE		31 SEPARATION DATA LOG TYPE		32 CORRECTION-CANCELLATION DATA MO DA YR		33 SECURITY REG NO		34 SES		<b>EOD DATA</b> →			
35 VET PREFERENCE CODE 0-None 1-10 2-15 3-18 yr		36 SERV COMP DATE MO DA YR		37 LONG COMP DATE MO DA YR		38 CAREER CATEGORY FAR 5127 FPCS 718P		39 FEDERAL HEALTH INSURANCE CODE CODE 0-None 1-YES		40 SOCIAL SECURITY NO							
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO SERVICE SERVICE 2-DURABLE SERVICE (LESS THAN 3 YEARS) 3-DURABLE SERVICE (MORE THAN 3 YEARS)				42 LEAVE CAT CODE		43 FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS 1-YES 2-NO				44 STATE TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS 1-YES 2-NO							
45 POSITION CONTROL CERTIFICATION						46 OP APPROVAL <i>Robert Mitchell</i>						DATE APPROVED					

SECRET

REPLACES FORM 570 (REV. 1-68)



SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED 5 APRIL 1968	
1 SERIAL NUMBER 25658		3 NAME (Last-First-Middle) PICCOLO, JOSEPH S.					
4 NATURE OF PERSONNEL ACTION REASSIGNMENT				5 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 04 21 68		6 CATEGORY OF EMPLOYMENT REGULAR	
7 FUNDS V TO V CF TO V		8 V TO CF XX CF TO CF		9 FINANCIAL ANALYSIS NO CHARGEABLE 8135 1094		10 LEGAL AUTHORITY (Completed by Office of Personnel)	
11 ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION				12 LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA			
13 POSITION TITLE OPS OFFICER				14 POSITION NUMBER 0396		15 CAREER SERVICE DESIGNATION D	
16 CLASSIFICATION SCHEDULE (GS, FS, etc.) FSR GS		17 OCCUPATIONAL SERIES 0136.01		18 GRADE AND STEP 07 4 11 4		19 SALARY OR RATE 8,596 10,623	
20 REMARKS * Dupico FROM: DDP/WH/1/MEXICO CITY/SLOT 0939 * Subject must engage in language study during this tour and fully qualify at the intermediate level upon completion of tour per my memo.  1 - Finance							
21A SIGNATURE OF PROPOSING OFFICIAL HENRY L. BERTHOLD C/WH/PERSONNEL				21B DATE SIGNED 9 APR 68		21C SIGNATURE OF CAREER SERVICE APPROVING OFFICER [Signature]	
						21D DATE SIGNED 19 APR 1968	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
22 ACTION CODE 37		23 EMPLOY CODE 10		24 OFFICE CODING NUMERIC ALPHABETIC 41652 WH 52013		25 STATION CODE 52013	
26 INTEGRITY CODE		27 HOOURS CODE 3		28 DATE OF BIRTH MO DA YE 12 07 35		29 DATE OF GRADE MO DA YE	
30 DATE OF LEI MO DA YE		31 NTE EXPIRES MO DA YE		32 SPECIAL REFERENCE 1-FC 2-ORCA 3-FICA 4-ROBE		33 RETIREMENT DATA CODE	
34 SEPARATION DATA CODE		35 CORRECTION CANCELLATION DATA TYPE MO DA YE		36 SECURITY RIG NO		37 SER	
38 VET PREFERENCE CODE 0-NO 1-5 PT 2-10 PT		39 SERV COMP DATE MO DA YE		40 LOCS COMP DATE MO DA YE		41 CAREER CATEGORY CODE 1-REG 2-PROV TEMP	
42 FEGLI HEALTH INSURABLE CODE 0-NO 1-YES		43 SOCIAL SECURITY NO		44 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)			
45 STATE TAX DATA CODE 1-YES 2-NO		46 FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS		47 STATE TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS		48 STATE TAX DATA CODE NO TAX EXEMPTIONS	
49 POSITION CONTROL CERTIFICATION				50 O P APPROVAL [Signature]		51 DATE APPROVED	

SECRET  
(When Filled In)

G-57

REQUEST FOR PERSONNEL ACTION				DATE PREPARED						
1 SERIAL NUMBER 025655				2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.						
3 NATURE OF PERSONNEL ACTION DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM			4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 05 07 67		5 CATEGORY OF EMPLOYMENT REGULAR					
6 FUNDS V TO V CP TO V		7 COST CENTER NO CHARGE-ABLE 7135-0990		8 LEGAL AUTHORITY (Completed by Office of Personnel) PL 88-643 Sect. 203						
9 ORGANIZATIONAL DESIGNATIONS DDP/WH			10 LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO							
11 POSITION TITLE		12 POSITION NUMBER		13 CAREER SERVICE DESIGNATION D						
14 CLASSIFICATION SCHEDULE (GS, FS, etc.)		15 OCCUPATIONAL SERIES		16 GRADE AND STEP //						
17 SALARY OR RATE \$		18 REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION AND RIGHT OF APPEAL TO THE DIRECTOR OF CENTRAL INTELLIGENCE.								
18A SIGNATURE OF REQUESTING OFFICIAL		DATE SIGNED		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER						
DATE SIGNED										
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL										
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC ALPHABETIC		22 STATION CODE	23 INTEGRAL CODE	24 HOURS CODE	25 DATE OF BIRTH MO DA YR	26 DATE OF GRADE MO DA YR	27 DATE OF LEI MO DA YR	
28 NET LEAVES MO DA YR	29 SPECIAL REVERSIBLE	30 RETIREMENT DATA 1-ESA 2-IFA 3-NONE CODE 2		31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA TYPE MO DA YR	EOD DATA		33 SECURITY RPS NO	34 SER	
35 NET PREFERENCE CODE 1-NONE 2-5 PT 3-10 PT	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY LGR SER PROB TLRP		39 FEGLI HEALTH INSURANCE CODE 1-NONE	HEALTH INS CODE		40 SOCIAL SECURITY NO		
41 PREVIOUS GOVERNMENT SERVICE DATA CODE 1-NONE 2-NO SERVICIAL 3-SERVICIAL 4-SERVICIAL (NO TRAD 3 TRAD) 5-SERVICIAL (NO TRAD 3 TRAD)		42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED 1-NONE 2-NO		44 STATE TAX DATA FORM EXECUTED 1-NONE 2-NO		45 POSITION CONTROL INFORMATION 04-19-67H			
46 OF APPROVAL See Memo signed by D/Ters dated 10 APR 67				DATE APPROVED						

SECRET  
(When Filled In)

26 May 1967

MEMORANDUM FOR: *Joseph S. Nicolo*  
████████████████████

THROUGH : Chief of Station, Mexico City

SUBJECT : 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

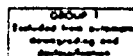
2. Although such designation under present statutes is viewed favorably by most persons, the regulation governing this retirement system gives the individual the right to appeal such a determination if he deems the designation adverse to his best interests. In order that this technical requirement may 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*

RICHARD B. EGAN

SECRET



SECRET

5 JUN 1966

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

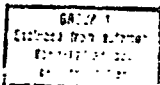
SUBJECT : Recommendation for Promotion to Grade GS-11,  
Joseph S. Piccolo

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.
2. Chief of Station, Mexico 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. His 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.
3. 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.

*William V. Broc*

William V. Broc  
Chief,

Western Hemisphere Division



SECRET

SECRET

(If Not Filled In)

REQUEST FOR PERSONNEL ACTION

FORM PREPARED

19 SEPT 1966

1 SERIAL NUMBER 025658 NAME (Last-First-Middle) PICCOLO, JOSEPH S.

2 NATURE OF PERSONNEL ACTION PROMOTION 4 EFFECTIVE DATE REQUESTED 09 25 66 5 CATEGORY OF EMPLOYMENT REGULAR

6 FUNDS V TO V CF TO V XX 7 FINANCIAL ANALYSIS NO CHARGEABLE 7135 0990 8 SPECIAL AUTHORITY (Completed by Office of Personnel)

9 ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 1 MEXICO CITY, MEXICO STATION 10 LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO

11 POSITION TITLE OPS OFFICER (12) (11) 12 POSITION NUMBER 0939 13 CAREER SERVICE DESIGNATION D

14 CLASSIFICATION SCHEDULE (GS, LB, etc) FSR GS 15 OCCUPATIONAL SERIES 0136.01 16 GRADE AND STEP 7 3 11 13 17 SALARY OR RATE 7,975 \$ 10,166

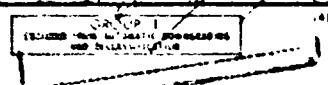
18 REMARKS FROM: GS-10/11 \$8,997 10,166

46

1 Finance Signature of Requesting Official: Robert D. Cashman, Date Signed: 17 Sept 66, Signature of Career Service Approving Officer: H. Lambert, Date Signed: SEP 21 1966

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL. Includes fields for 19 ACTION CODE, 20 EMPLOY CODE, 21 OFFICE CODING, 22 STATION CODE, 23 IN-LEAVE CODE, 24 MOOTHS CODE, 25 DATE OF BIRTH, 26 DATE OF GRADE, 27 DATE OF LEI, 28 WTE EXPIRES, 29 SPECIAL REFERENCE, 30 RETIREMENT DATA, 31 SEPARATION DATA CODE, 32 CORRECTION/CANCELLATION DATA, 33 SECURITY REG NO, 34 SER, 35 VET PREFERENCE, 36 SERV COMP DATE, 37 LONG COMP DAT, 38 CAREER CATEGORY, 39 FEGLI HEALTH BENEFITS, 40 SOCIAL SECURITY NO, 41 PREVIOUS CIVILIAN GOVERNMENT SERVICE, 42 LEAVE CAT CODE, 43 FEDERAL TAX DATA, 44 STATE TAX DATA.

45 POSITION CONTROL CERTIFICATION: 09-22-66N 46 OP APPROVAL: [Signature]



SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED					
1 SERIAL NUMBER 025658				2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.					
3 NATURE OF PERSONNEL ACTION PROMOTION				4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR AUG 29 65		5 CATEGORY OF EMPLOYMENT REGULAR			
6 FUNDS Y TO V CF TO V		V TO CF XX CF TO CF		7 COST CENTER NO CHARGE 6135 0990		8 LEGAL AUTHORITY (Completed by Office of Personnel)			
9 ORGANIZATIONAL DESIGNATIONS DDP/WI FOREIGN FIELD BRANCH 1 MEXICO CITY STATION				10 LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO					
11 OPS OFFICER				12 POSITION NUMBER 0939		13 CAREER SERVICE DESIGNATION D			
14 CLASSIFICATION SCHEDULE (G.S. L.R. etc.) FSR GS (-11)		15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 07 2 10 23		17 SALARY OR RATE 7245 \$ 8,170 8440			
18 REMARKS FROM: GS 9 2/\$7,465									
<div style="border: 1px solid black; padding: 5px; display: inline-block;">           I certify that the promotion is subject to approval in accordance with Article 33 of the U.S. Civil Service Regulations of 1.6.23 January 1955.         </div> <div style="border: 1px solid black; padding: 5px; display: inline-block; margin-left: 20px;">           Recorded By CSPD PM         </div>									
19A SIGNATURE OF REQUESTING OFFICIAL ROBERT D. EASTMAN C/WI/PERSONNEL				DATE SIGNED 27 Aug 65		19B SIGNATURE OF CAREER SERVICE APPROVING OFFICER Kenneth J. Corbett			
DATE SIGNED 27 AUG 1965		SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19 ACTION CODE 22	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 57300 WH		22 STATION CODE 45075	23 INTEGRITY CODE	24 RIGHTS CODE 3	25 DATE OF BIRTH MO DA YR 12 08 35	26 DATE OF GRADE MO DA YR	27 DATE OF LEI MO DA YR
28 NTE EXPIRES MO DA YR	29 SPECIAL PREFERENCE	30 RETIREMENT DATA 1-EN 2-FICA 3-NONE		31 SEPARATION DATA CODE	32 CORRECTION/CANCELLATION DATA TYPE MO DA YR		33 SECURITY REG NO	34 SEX	EOD DATA →
35 VET PREFERENCE CODE 0-NONE 1-5 PT. 2-10 PT.	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CAR. RES. PRV. TEMP. CODE	39 FEDERAL HEALTH INSURANCE CODE 0-WAITER 1-YES	40 SOCIAL SECURITY NO				
41 PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)			42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO		44 STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO			
45 POSITION CONTROL CERTIFICATION 8/27/65 djh				46 CP APPROVAL Kenneth J. Corbett			DATE APPROVED 27 AUG 1965		

SECRET  
(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED					
1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.									
3 NATURE OF PERSONNEL ACTION			4 EFFECTIVE DATE REQUESTED MONTH: 08   DAY: 27   YEAR: 65		5 CATEGORY OF EMPLOYMENT REGULAR						
6 FUNDS		V TO V	V TO CF	7 COST CENTER NO CHARGE 6135 0990	8 LEGAL AUTHORITY (Completed by Office of Personnel)						
CF TO V	X	CF TO CF	9 ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 1 MEXICO CITY								
10 LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO			11 POSITION TITLE OP3 OFFICER	12 POSITION NUMBER 0939	13 CAREER SERVICE DESIGNATION D						
14 CLASSIFICATION SCHEDULE (GS, ZR, etc.) FSR 03		15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 07 2 309 - 3	17 SALARY OR RATE 7245 8170 7710							
18 REMARKS All sick and all hours annual leave to be transferred  MARITAL STATUS: SINGLE											
18A SIGNATURE OF REQUESTING OFFICIAL <i>M. Roney</i> M. RONEY COVER OFFICER X5013		DATE SIGNED	18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER		DATE SIGNED						
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE 55	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC: 57300 ALPHABETIC: WH		22 STATION CODE 95075	23 INTEGREE CODE	24 HOURS CODE 3	25 DATE OF BIRTH MO: 12   DA: 28   YR: 35	26 DATE OF GRADE MO:   DA:   YR:	27 DATE OF LEI MO:   DA:   YR:		
28 HSE EXPIRES MO:   DA:   YR:		29 SPECIAL REFERENCE	30 RETIREMENT DATA 1-CSE 2-PCA 3-NONE	31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA TYPE:   MO:   DA:   YR:		EOD DATA →		33 SECURITY REQ NO	34 SEX	
35 VET PREFERENCE CODE: 0-NONE 1-5 PT 2-10 PT		36 SERV COMP DATE MO:   DA:   YR:		37 LONG COMP DATE MO:   DA:   YR:	38 CAREER CATEGORY CAR. RESV PROV. TEMP	39 FEDERAL HEALTH INSURANCE CODE: 0-WAIVER 1-YES		HEALTH INS CODE	40 SOCIAL SECURITY NO		
41 PREVIOUS GOVERNMENT SERVICE DATA CODE: 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)			42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED: 1-YES 2-NO		CODE	NO TAX EXEMPTIONS	FORM EXECUTED: 1-YES 2-NO	CODE	MO TAX EXEMPT.	STATE CODE
45 POSITION CONTROL CERTIFICATION <i>S/10/65</i> <i>HA</i>				46 CP APPROVAL			DATE APPROVED				

14-00000

EXEMPT  
SECRET

6 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 series of progress reports.

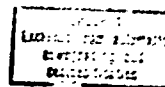
2. At this time, in view of his pending transfer and my own, I should like to recommend him for promotion. His performance to date merits it.

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.

*Approved  
8/29/65*

by *Jacob D. Esterline*  
William V. Broe  
Chief,  
Western Hemisphere Division

EXEMPT  
SECRET





SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1 SERIAL NUMBER 025658						2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT AND CHANGE TO CONFIDENTIAL FUNDS				4 EFFECTIVE DATE REQUESTED MONTH: 7, DAY: 1, YEAR: 1965		5 CATEGORY OF EMPLOYMENT REGULAR	
6 FUNDS V TO V CP TO V		7 COST CENTER NO CHARGE 6135-0990		8 LEGAL AUTHORITY (Completed by Office of Personnel)			
9 ORGANIZATIONAL DESIGNATIONS DDP WII FOREIGN FIELD BRANCH 1 MEXICO CITY STATION				10 LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO			
11 POSITION TITLE OPS OFFICER			12 POSITION NUMBER 0134		13 CAREER SERVICE DESIGNATION D		
14 CLASSIFICATION SCHEDULE (GS, FS, etc.) GS		15 OCCUPATION SERIES 0136.01		16 GRADE AND STEP 09 2		17 SALARY OR RATE \$ 7,165	
18 REMARKS FROM: DDP/SAS/INTELLIGENCE STAFF/RESEARCH SEC./0908/WASH.D.C FORM 259 HAS BEEN SUBMITTED Security Approval Granted by Pers. on 6/28/65 TO BE EFFECTIVE ON OR BEFORE 4 JULY 1965. MR. PICCOLO WILL REPLACE MR. RAYMOND J. SWIDER WHO WILL BE REASSIGNED 7/15/65							
1- Security							
18A SIGNATURE OF REQUESTING OFFICIAL Robert D. Cashman				DATE SIGNED 7/1/65		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER Stiffley	
18C DATE SIGNED 7/14/65							
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19 ACTION CODE 50	20 EMPLOY CODE 10	21 OFFICE CODING 51620	22 STATION CODE 45675	23 INTERSEE CODE	24 MOOTPS CODE 3	25 DATE OF BIRTH 12/08/35	26 DATE OF GRADE MO DA YR
27 DATE OF LEI MO DA YR	28 WTE EXPIRES MO DA YR	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1-CSC 2-FHA 3-NONE	31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA TYPE MO DA YR	33 SECURITY REG NO	34 SER
35 VET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT		36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 ENBER CATEGORY CODE	39 FEGLI HEALTH INSURANCE CODE CODE 0-DRIVER 1-YES	40 SOCIAL SECURITY NO	
41 PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)			42 LEAVE CAT CODE	43 FEDERAL TAX DATA CODE NO TAX EXEMPTIONS	44 STATE TAX DATA FORM EXECUTED CODE NO TAX STATE CODE		
45 POSITION CONTROL CERTIFICATION 7-12-65				46 OP APPROVAL Stiffley		DATE APPROVED 7/14/65	

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) PICCOLO, Joseph S.		2 February 1965	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT AND CHANGE OF SERVICE DESIGNATION			4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 2 2 65		5 CATEGORY OF EMPLOYMENT REGULAR
6 FUNDS X V TO V C TO V		7 COS CENTER NO CHARGE ABLE 5235-1162		8 LEGAL AUTHORITY (Completed by Office of Personnel)	
9 ORGANIZATIONAL DESIGNATIONS DDP Special Affairs Staff <del>Operations</del> -Intelligence Staff <del>Operations</del> Section <i>Research</i>			10 LOCATION OF OFFICIAL STATION Washington, D.C.		
11 POSITION TITLE OPS. OFFICER			12 POSITION NUMBER -0000- 0908	13 CAREER SERVICE DESIGNATION D	
14 CLASSIFICATION SCHEDULE (GS, FA, etc.) GS		15 OCCUPATIONAL SERIES (100) 0136.01	16 GRADE AND STEP 09 (2)	17 SALARY OR RATE \$ 7465	
18 REMARKS From: DES/JTR/JOTC, D.C., #748.  I concur in the Change of Service Designation from "MSJ" to "DM":  # See 46					
<p>19 SIGNATURE OF REQUESTING OFFICIAL ROBERT D. CASHEMAN, C/M/Pers.</p> <p>DATE SIGNED 2/2/65</p> <p>19B SIGNATURE OF CHIEF SERVICE APPROVING OFFICER Joseph S. Piccolo CONCURRENCE: Robert B. Freeman</p> <p>DATE SIGNED 24-2-65</p>					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19 ACTION CODE 31	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 49200 SA8		22 STATION CODE 75013	23 INTEREG CODE
24 HOURS CODE 1	25 DATE OF BIRTH MO. DA. YR. 12-08-33		26 DATE OF GRACE MO. DA. YR.	27 DATE OF LEI MO. DA. YR.	28 NTE EXPIRES MO. DA. YR.
29 SPECIAL REFERENCE	30 RETIREMENT DATA 1-ESC 2-AMA 3-NONE	31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA TYPE MO. DA. YR.		33 SECURITY REQ NO
35 VET. PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT	36 SEPR COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CAP BRSY PROV TEMP	39 FEGLI-HEALTH INSURANCE CODE CODE 0-WAIVER 1-YES HEALTH INS CODE	40 SOCIAL SECURITY NO
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS		44 STATE TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS
45 POSITION CONTROL CERTIFICATION JOTC (M) 2/2/65			46 O P APPROVAL 2/2/65		DATE APPROVED

**SECRET**  
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED			
1 SERIAL NUMBER 25658										2 NAME (Last-First-Middle) PICCOLO, Joseph S.			
3 NATURE OF PERSONNEL ACTION PROMOTION					4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07 19 64			5 CATEGORY OF EMPLOYMENT Regular					
6 FUNDS XX		V TO V		V TO CF		7 COST CENTER NO CHARGE-ABLE 5275 2100		8 LEGAL AUTHORITY (Completed by Office of Personnel)					
9 ORGANIZATIONAL DESIGNATIONS DDS/OTR Junior Officer Trainee Corps					10 LOCATION OF OFFICIAL STATION Washington, D.C.								
11 POSITION TITLE JR OF TRAINEE					12 POSITION NUMBER 748			13 CAREER SERVICE DESIGNATION SJ					
14 CLASSIFICATION SCHEDULE (GS, FH, etc.) GS			15 OCCUPATIONAL SERIES 0090.01		16 GRADE AND STEP 9 2		17 SALARY OR RATE \$ 7260						
18 REMARKS													
18A SIGNATURE OF REQUESTING OFFICIAL Robert B. Freeman, C/JCTP				DATE SIGNED		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER Matthew Baird, DTR				DATE SIGNED 7/10/64			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL													
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC ALPHABETIC		22 STATION CODE	23 INTEGREE CODE	24 HOURS CODE 1 12 08 35		25 DATE OF BIRTH MO DA. YR.		26 DATE OF GRADE MO DA. YR.		27 DATE OF LESI MO DA. YR.	
28 WTE EXPIRES MO. DA. YR.		29. SPECIAL REFERENCE	30 RETIREMENT DATA 1-CYC 3-FICA 5-NONE		31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA TYPE MO DA. YR.		EOD DATA →		33 SECURITY REQ NO	34 SER		
35 VET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT		36 SERV COMP DATE MO. DA. YR.		37 LONG COMP DATE MO. DA. YR.		38 CAREER CATEGORY LAW RESV PROV TEMP		39 FEGET HEALTH INSURANCE CODE CODE 0-NONE 1-YES		40 SOCIAL SECURITY NO			
41 PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NONE 1-NONE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)				42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS				44 STATE TAX DATA FORM EXECUTED CODE MO TAX STATE CODE				
45 POSITION CONTROL CERTIFICATION 17 JUL 1964						46 OFF APPROVAL Matthew Baird			DATE APPROVED 7/15/64				

FORM 1152 USE PREVIOUS EDITION 6-63

**SECRET**

EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

SECRET  
(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1. SERIAL NUMBER <b>625658</b>						2. NAME (Last-First-Middle) <b>PICCOLO, Joseph S.</b>	
3. NATURE OF PERSONNEL ACTION <b>REASSIGNMENT AND CHANGE OF SERVICE DESIGNATION</b>						4. EFFECTIVE DATE REQUESTED MONTH: <b>01</b> DAY: <b>05</b> YEAR: <b>64</b>	
5. CATEGORY OF EMPLOYMENT <b>Regular</b>						6. FUNDS <b>XX</b> V TO V <input type="checkbox"/> V TO CF <input type="checkbox"/> CF TO V <input type="checkbox"/> CF TO CF <input type="checkbox"/>	
7. COST CENTER NO. CHARGEABLE <b>4275 1190 1000</b>						8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS <b>DD8/OTR Junior Officer Trainee Corps</b>						10. LOCATION OF OFFICIAL STATION <b>Washington, D.C.</b>	
11. POSITION TITLE <b>JR OF TRAINEE</b>				12. POSITION NUMBER <b>0 748</b>		13. CAREER SERVICE DESIGNATION <b>8J</b>	
14. CLASSIFICATION SCHEDULE (GS, LP, etc.) <b>GS</b>			15. OCCUPATIONAL SERIES <b>0090.01</b>		16. GRADE AND STEP <b>08 2</b>		17. SALARY OR RATE <b>6600</b>
10. REMARKS <b>Security Approval Granted by Form 88/83 12/10/63 Subject has concurred in Change of Service Designation from D to 8J. From IDP/Special Affairs Staff, FI/CI Branch, Pos. No. 683.</b>							
cc: Security. <span style="float: right;">Recorded CSPD 19M</span> <span style="float: right;">CSCS P. H. H. Sec, P.M.C.</span>							
18a. SIGNATURE OF REQUESTING OFFICIAL <b>Robert B. Freeman</b>				DATE SIGNED <b>12/10/63</b>		18b. SIGNATURE OF CAREER SERVICE APPROVING <b>MATTHEW BAIRD, DTR</b>	
DATE SIGNED <b>12/10/63</b>				DATE SIGNED <b>12/10/63</b>			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE <b>37</b>		20. EMPLOYMENT CODE <b>10</b>		21. STATION CODE <b>75013</b>		22. DATE OF BIRTH <b>12 08 35</b>	
23. DATE OF RES.		24. SPEC. REFERENCE		25. CORRECTION/CHANGE ACTION DATA		26. SECURITY DATA	
27. NET PREFERENCE		28. LONG COMP. DATE		29. CAREER CATEGORY		30. SEC. 1 - A, B, C, D, E, F, G, H, I, J, K, L, M, N, O, P, Q, R, S, T, U, V, W, X, Y, Z	
31. PREVIOUS GOVERNMENT SERVICE DATA		32. MILITARY DATA		33. FOREIGN DATA		34. STATE DATA	
35. POSITION CONTROL CERTIFICATION <b>12/16/63</b>		36. APPROVAL <b>Matthew Baird</b>		37. DATE APPROVED <b>12/16/63</b>			

CONFIDENTIAL

27 JUN 1963

MEMORANDUM FOR: Joseph S. Piccolo  
THROUGH : Chairman/CS Panel/Section D  
SUBJECT : 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 hesitate to call on Program staff members.

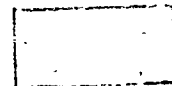
12/

MATTHEW BAIRD  
Director of Training

cc: Chairman/CS Panel/Sec. D ✓

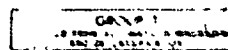
Distribution:

Orig - Addressee  
1 - DTR  
1 - OPers/Official File



SECRET  
(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED
1. SERIAL NUMBER 025658		2. NAME (Last-First-Middle) PICCOLO, Joseph S.				28 March 1963
3. NATURE OF PERSONNEL ACTION PROMOTION			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 6 1 1963		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS I		V TO V	V TO CF	7. COST CENTER NO. CHARGEABLE 3232-1000-1000	8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDP Special Affairs Staff FI/CI Branch			10. LOCATION OF OFFICIAL STATION Washington, D.C.			
11. POSITION TITLE OPS OFFICER			12. POSITION NUMBER 0683	13. CAREER SERVICE DESIGNATION D		
14. CLASSIFICATION SCHEDULE (GS, LP, etc.) GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 08 (2)	17. SALARY OR RATE 6255		
18. REMARKS Promotion recommendation <del>attached</del> attached.  NOTE ON 1150: Intelligence Analyst occupying Operations Officer position						
19. SIGNATURE OF REQUESTING OFFICIAL Louis W. Armstrong, C/SAS/Perf.			DATE SIGNED 9/15/63	19. SIGNATURE OF CAREER SERVICE APPROVING OFFICIAL A. D. ...		
20. SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL						
21. OFFICE CODE NUMERIC ALPHABETIC 22 10 1300 SAS	22. STATION CODE 25013	23. INT. SEC. CODE	24. DATE OF ...	25. DATE ...	26. DATE ...	
27. SPECIAL REFERENCE	28. RETIREMENT DATA	29. EMPLOYMENT DATA	30. SECURITY INFORMATION	FOU DATA		
31. PREVIOUS EMPLOYMENT SERVICE DATA	32. ...	33. ...	34. ...	35. ...	36. ...	
37. POSITION CONTROL CERTIFICATION Kearney 04/21/63			38. ...		39. DATE APPROVED	



SECRET

6 March 1963

**MEMORANDUM FOR:** Secretary, Clandestine Services Career Service Panel

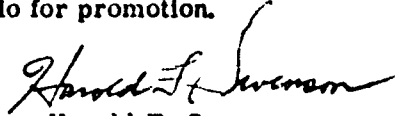
**SUBJECT** : Recommendation for Promotion of Mr. Joseph S. Piccolo

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 Affairs 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 GS-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 recommend Mr. Piccolo for promotion.



Harold F. Swenson  
C/SAS/CI

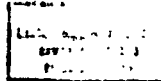
Recommend Approval:



Desmond Fitzgerald  
C/SAS

Date

SECRET



SECRET  
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED  
27 June 1962

1. SERIAL NUMBER 005658  
2. NAME (Last-First-Middle) FIOCCIO, Joseph S.

3. NATURE OF PERSONNEL ACTION REEMPLOYMENT (MILITARY) (career)  
4. EFFECTIVE DATE REQUESTED 08 25 62  
5. CATEGORY OF EMPLOYMENT REGULAR

6. FUNDS  
7. POST CENTER NO. CHARGEABLE 3232-1000-1000  
8. LEGAL AUTHORITY (Completed by Office of Personnel)

9. ORGANIZATIONAL DESIGNATIONS  
DDP  
Task Force W  
FI - CI Branch  
10. LOCATION OF OFFICIAL STATION Washington, D.C.

11. POSITION TITLE ASST INTELLIGENCE OPERATIONS ASSISTANT  
12. POSITION NUMBER 0635  
13. CAREER SERVICE DESIGNATION D

14. CLASSIFICATION SCHEDULE (GS, LD, etc.) GS  
15. OCCUPATIONAL SERIES 0301.25  
16. GRADE AND STEP 07 (3)  
17. SALARY OR RATE 5,685

18. REMARKS  
C 02/60  
OFFICE DIVISION: SECURITY COLLIER  
9/26/61  
Daco  
WM  
17 JUN 1962

19. SIGNATURE OF POSITIONING OFFICIAL Louis W. Armstrong  
20. DATE SIGNED 27 June 62  
21. SIGNATURE OF CAREER SERVICE APPROVING OFFICER  
22. DATE SIGNED

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

23. ACTION CODE N	24. EMPLOY CODE 10	25. EFFECTIVE DATE 08/25/62	26. SEPARATION CODE JFW	27. SEPARATION DATE 12/31/61	28. REEMPLOY CODE 1	29. DATE OF BIRTH 12/08/35	30. DATE OF ENTRY 07/24/60	31. DATE OF DEPARTURE 07/23/61
32. REFERENCE	33. DEPARTMENT DATA	34. DEPARTMENT CODE	35. COMPLETION/INCOMPLETE DATA	36. SECURITY REQ. S.	37. SOCIAL SECURITY NO.	FOD DATA 10775 M1		
38. REFERENCE	39. SER. COMP. DATE	40. LONG. COMP. DATE	41. M. SER. DATE	42. REG./HEALTH AGREEMENT	43. SOCIAL SECURITY NO.	265-44-1914		
44. PREVIOUS GOVERNMENT SER. CODE	45. CODE	46. CODE	47. CODE	48. CODE	49. CODE	50. CODE	51. CODE	52. CODE

48. POSITION CONTROL CERTIFICATION  
49. APPROVAL  
50. DATE APPROVED 7/11/62



**SECRET**  
(When Filled In)

## REQUEST FOR SECURITY CLEARANCE

REQUEST NO. 11-7  
**10775**  
REQUEST DATE (10-11)  
**12 July 1967**  
YEAR OF BIRTH (20-00)  
**1935**  
GRADE (20-40)  
**GS-07**  
ORGN. CODE (20-40)  
**1**  
TYPE OF APPL. (50)  
**7**  
NUGRS. & FUND (50)  
**1**  
CLEARANCE (51)  
**SECRET**  
FULL  
RECRUIT. CODE (20-50)  
**1**  
VET PREF. & SEX (50)  
**1**

NAME (LAST - FIRST - MIDDLE) <b>PICCOLI, JOSEPH STEPHAN</b>		(10 - 20)	
POSITION TITLE <b>Intelligence Assistant</b>	POSITION NUMBER (01 - 00) <b>0685</b>	OCCUP. CODE (27 - 40) <b>0301.28</b>	
LOCATION (CITY, STATE, COUNTRY) <b>Washington, D.C.</b>		ASSIGNMENT (OFFICE, DIVISION, BRANCH) <b>IDP/TFW</b>	
TYPE OF APPLICANT	<input checked="" type="checkbox"/> REGULAR	<input type="checkbox"/> CONSULTANT	CONVERSION ACTION <b>Reemployment Mil</b>
	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> MILITARY	
NAME OF REQUESTER (OR OFFICIAL) <b>E.D. Echols/hc</b>		TYPE OF ASSIGNMENT AND FUNDS	
CLEARANCE REQUIRED	PROVISIONAL FOR (INDICATE NAME OF POOL OR GROUP)		UV
			SECRET
ATTACHMENTS	PERSONAL HISTORY STATEMENT	APPENDIX I	REQUEST FOR WAIVER
	PHOTOGRAPH(S)	APPENDIX II	REPORT OF INTERVIEW
VETERAN STATUS	MALE - VETERAN	FEMALE - VETERAN	
	MALE - NON-VETERAN	FEMALE - NON-VETERAN	

IAR attached. Your Case # 109709.

Re-Employment Military

SPACE BELOW FOR OS USE ONLY

19 June 1962

Director of Personnel  
Central Intelligence Agency  
2430 "E" Street, N.W.  
Washington 25, D.C.

Dear Sir:

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. My Unit is scheduled for discharge on 24 August 1962.

Since 1 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 Wing, 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 tour of Active Duty.

16 Oct 61 to 3 Nov 61	Nellis AFB, Las Vegas, Nevada
27 Nov 61 to 2 Dec 61	Myrtle Beach AFB, Myrtle Beach, S.C.
12 Feb 62 to 17 Mar 62	Myrtle Beach AFB, Myrtle Beach, S.C.
2 May 62 to 11 May 62	Robins AFB, Warner-Robins, Ga.

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

My financial situation dictates that I return to gainful employment at the earliest 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 Washington 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 LWOP. If neither of the two aforementioned requests can be granted, then I request reinstatement effective 10 September 1962.

I do not anticipate any further travel from the Washington D.C. area prior to my release from active duty and will be available for personal interview if desired. I may be contacted at the following address and phone number:

SGT Joseph S. Piacale AF22928914  
121st Tactical Fighter Squadron  
Andrews AFB, Washington 25, D.C.  
Tel: 931-3218

Yours Sincerely,

Joseph S. Piacale

OPF

TEAM

SGT Joseph S. Piccolo AF2292891A  
121st Tactical Fighter Squadron  
Andrews Air Force Base  
Washington 25, D. C.

Dear Mr. Piccolo:

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,

(SIGNED AND SEALED)

H. F. Heggen  
Office of Personnel

Distribution:  
0-Addressee  
1-OPF  
1-C/BSO  
1-ECB Reader

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

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

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

Dear Sirs:

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. Piccolo AF22924914  
121st Tactical Fighter Squadron  
Andrews Air Force Base  
Washington 25, D.C.

Yours Sincerely,

*Joseph S. Piccolo*  
Joseph S. Piccolo

1/21/62 Mrs. Betty McShan advised me that a check for unpaid annual leave would be mailed to subject on 16 Feb 62. He forwarded the receipt of this letter to Payroll Branch for attention of Mr. [redacted] in accordance with her request.  
Elizabeth [redacted]

RECEIVED  
JAN 21 1962  
AF 12 2 106-81  
DLCC/AGD

NAME (Print or type—Last, First, Middle Initial) **FICCOLO, JOSEPH S.** ORGANIZATION (Print)  
DDP/WH/4 **DDP/WH/4** DATE **13 April 1962** PAY NO. (If required by agency) **025658**

I hereby apply for 80 hours of Military leave beginning April 16, 1962 a. m. and ending April 27, 1962 EST (Month Day Year) (Month Day Year)  
 I understand that any annual leave authorized in excess of the amount available to me during the leave year will be charged to leave without pay.  
 \* Annual Sick Leave Without Pay, Compensatory.

NOTE TO EMPLOYEE: If you are applying for such leave, complete the appropriate statement below.

- During this absence I was: **This Military Leave requested in accordance with Public Law 87-378.**
- Incapacitated for duty by sickness or injury.
  - Incapacitated for duty by pregnancy and confinement.
  - Undergoing medical, dental, or optical examination or treatment.
  - Requested to care for a member of my family (Cost Control Chargeable: 2635 5000 8021) with contagious disease.

Requested to be absent because of exposure to contagious disease. (Specify disease and explain circumstances of exposure)

NAME AND ADDRESS OF ATTENDING PHYSICIAN OR PRACTITIONER (If any) **I am currently on active military duty.** TELEPHONE NO.

REMARKS **Please mail check to: SSGT Joseph S. Piccolo, AF22928914, 121st Tactical Fighter Sqdys, Andrews Air Force Base, Washington 25, D. C.**

*4/14/62*  
*Orig. fwd to Phil Bowers - 1414 Barton Hall.*  
*EMD*

3 April 1962

Mr. W.F. Hopper  
Chief, Benefits and Services Division  
Central Intelligence Agency  
Washington 25, D.C.

Dear Mr. Hopper:

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

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

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

Yours Sincerely,

  
Joseph S. Piccolo

RECEIVED

APR 2 1 5-PM '62

OFFICE OF THE  
DIRECTOR OF RECORDS

BSGT Joseph S. Piccolo, AF27928914  
121st Tactical Fighter Squadron  
Andrews Air Force Base  
Washington 25, D. C.

Dear Mr. Piccolo:

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 Public 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 office for their approval.

Very truly yours,

H. F. Heggen  
Chief, Benefits and Services Division

Enclosures:  
Standard Form 71  
Distribution:  
0 - Addressee  
1 - COC  
1 - E/Per  
1 - C/ASD  
1 - OPP  
1 - BCU Rm

*H. Richard Chew*  
CONCUR: Office of General Counsel

CF/ASD/BCU/ASDougherty:prc (15 March 62)

SECRET  
(When Filled In)

<b>REQUEST FOR PERSONNEL ACTION</b>	DATE PREPARED <i>25 September 1961</i>
-------------------------------------	---

1. SERIAL NUMBER <i>25048</i>	2. NAME (Last-First-Middle) <i>PICCOLO, Joseph S. eff date 10/4/61 EKS</i>
----------------------------------	---

3. NATURE OF PERSONNEL ACTION <b>SEPARATION (MILITARY)</b>	4. EFFECTIVE DATE REQUESTED <i>LWD</i> <del>12/29/61</del>	5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>
6. FUNDS <input checked="" type="checkbox"/> X <input type="checkbox"/> V TO V <input type="checkbox"/> V TO CP <input type="checkbox"/> CP TO V <input type="checkbox"/> CP TO CP	7. POST CENTER NO. (CHANGEABLE) <i>2635-5000-2021</i>	8. LEGAL AUTHORITY (Completed by Office of Personnel) <i>C.S. REG. 32.2</i>

9. ORGANIZATIONAL DESIGNATIONS <b>DDF, AS Divn. Branch 4</b>	10. LOCATION OF OFFICIAL STATION <b>Washington, D. C.</b>
---	--

11. <i>Intelligence</i> <del>ASST</del> <b>ASST</b> (D)	12. POSITION NUMBER <b>0629</b>	13A. PCR CONTROL NO.	13B. CAREER SERVICE DESIGNATION <b>D</b>
--	------------------------------------	----------------------	---

14. CLASSIFICATION SCHEDULE (GS, LP, etc.) <b>GS (7)</b>	15. OCCUPATIONAL SERIES <b>0301.28</b>	16. GRADE AND STEP <b>07 (2)</b>	17. SALARY OR RATE <b>5520</b>
---	---	-------------------------------------	-----------------------------------

18. REMARKS

**Subject requests that payment for unused Annual Leave and retirement benefits be held in escrow pending his return from military service.**

*mil leave 2-4 out 61. EKS  
LWD - 29 Sep 61*

**1 cv to Payroll**

19A. SIGNATURE OF REQUESTING OFFICIAL <i>Phillip C. Myers</i> <b>PHILIP C. MYERS, Chief, HR/Personnel</b>	19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICIAL <i>James W. Washburn</i> <b>James W. Washburn</b>
---	---

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

20. ACTION CODE <b>48</b>	21. OFFICE CODE <b>12</b>	22. STATION CODE	23. DATE <b>1</b>	24. MONTH <b>12</b>	25. YEAR <b>08 35</b>	26. DATE OF PAID	27. DATE OF PAID
28. DATE EMP. BEG.	29. SPECIAL RESERVATION	30. SEPARATION DATA <i>1, B6, 00, 5, 1</i>	31. SEPARATION DATA CODE	32. CONNECTIVE/CHANGE AT NO. DATA	33. EMP. STATUS	34. SEPAR. STATUS	35. SEPAR. STATUS
36. RET. PREFERENCE	37. SERV. COMP. DATE	38. SERV. COMP. DATE	39. M. S. CODE	40. M. S. CODE	41. M. S. CODE	42. M. S. CODE	43. M. S. CODE
44. PREVIOUS EMPLOYMENT SERVICE DATA	45. PREVIOUS EMPLOYMENT SERVICE DATA	46. PREVIOUS EMPLOYMENT SERVICE DATA	47. PREVIOUS EMPLOYMENT SERVICE DATA	48. PREVIOUS EMPLOYMENT SERVICE DATA	49. PREVIOUS EMPLOYMENT SERVICE DATA	50. PREVIOUS EMPLOYMENT SERVICE DATA	51. PREVIOUS EMPLOYMENT SERVICE DATA

48. POSITION CONTROL CERTIFICATION <i>W. J. ... 10/8/61</i>	49. C.P. APPROVAL <i>... 10/7/61</i>
--	---



PSC 1 - OCT 1961

NOTIFICATION OF PERSONNEL ACTION			
1. SERIAL NUMBER		2. NAME (LAST-FIRST MIDDLE)	
025098		PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE	5. CATEGORY OF EMPLOYMENT
SEPARATION (MILITARY)		MO. DA. YR. 10 04 61	REGULAR
6. FUNDS	V TO V	V TO CP	7. COST CENTER NO. CHARGEABLE
X	CP TO V	CP TO CP	8. CSC OR OTHER LEGAL AUTHORITY
			2035 5000 8021 C.S. RLG. 35.2
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION	
11. POSITION TITLE		12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
INTELLIGENCE ASST		0629	D
14. CLASSIFICATION SCHEDULE (GS, WD, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0301.28	07 2	9520
18. REMARKS			
ANNUAL LEAVE AND RETIREMENT TO BE HELD IN ESCROW.			
SIGNATURE OR OTHER AUTHENTICATION			

HEADQUARTERS  
110TH TACTICAL FIGHTER WING  
District of Columbia Air National Guard  
Andrews Air Force Base, Washington 25, D. C.

SPECIAL ORDERS)  
NUMBER 228)

13 September 1961

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

ADN Number: AMS 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 25, D. C. on effective date of duty. Report to Commander, 121st Tactical Fighter Squadron (SD), not later than 0800, 1 October 1961.

GENERAL INSTRUCTIONS: Continuation on active 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 IAW AFM 35-4. AUTHORITY: Authority confirmed by Public Law 117, 87th Congress; Hq USAF Message AF00F 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 owned conveyance with NO 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: AMS PAY & ALMS: 5723500 248-211 P514 S503725 0100  
TRAVEL: 5723500 P534.02 S503725 2132 2290

AIRMEN

SSgt ARTHUR S JETT SR, AF13476686, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 8 April 1962)(HQR: Box 322A, 300 Belle Fonte Lane, Clinton, MD)

SSgt HARRY E KNUTSON, AFJ7562536, PAFSC 70250, DAFSC 70250, (Date of Separation: 12 November 1963)(HQR: 822 Green Street, Alexandria, Va)

SSgt BARRY G MADDEN, AF13469856, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 15 March 1963)(HQR: 7006 Greig St, Apt 28, Washington 27, DC)

SSgt MELVIN O MYERS, AF13535676, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 1 May 1964)(HQR: 5411 Dumphrey Drive, Washington 28, DC)

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

SO 228 HQ 113TH TACFTWAG, DCANG, Andrews AFB, Washington 25, DC, 13 Sep 61

SSgt JAMES J PENNINGTON, AF13429714, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 23 August 1962)(HQR: Cheltenham, MI)

SSgt JOSEPH S PICCOLI, AF22928914, PAFSC 70250, DAFSC 70250, (Date of Separation: 8 September 1963)(HQR: 1850 Columbia Pike, Arlington 4, VA)

SSgt HAROLD S QUILLEN JR, AF13546060, PAFSC 27150, DAFSC 27150, (Date of Separation: 26 June 1962)(HQR: 3404 79th Ave SE, Washington 25, DC)

SSgt RAYMOND D SHAUVER, AF16431357, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 24 February 1963)(HQR: Box 171, Clinton, Md)

SSgt ROBERT J SPREDEL, AF22928352, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 1 March 1962)(HQR: Old Stage Rd, Mitchellville, Md)

SSgt CLIFFORD N STONE, AF13466764, PAFSC 64650, DAFSC 64670, (Date of Separation: 13 March 1964)(HQR: 909 Emerson Street Rd, Washington, DC)

SSgt JOHN J TOLKOWICZ, AF13444357, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 26 April 1964)(HQR: 122 72th St, Seat Pleasant, Md)

A1C RONALD E ANDERSON, AF22928298, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 24 September 1963)(HQR: 908 Hudson Ave, Takoma Park, Md)(Over 4 Yrs Svc)

A1C ROBERT D BARNES, AF18501663, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 7 October 1963)(HQR: 7608 Atwood Drive, District Heights, Md)(Over 4 Yrs Svc)

A1C JOHN F BLOCK, AF22928211, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 10 March 1962)(HQR: 214 S. Adam Street, Arlington 4, Va)(Over 4 Yrs Svc)

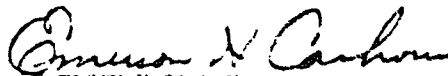
A1C CARL W BRAGG, AF13574198, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 12 August 1963)(HQR: 4 W. Nelson Street, Apt 302, Alexandria, Va)(Over 4 Yrs Svc)

A1C JIMMY L CARTER, AF18496933, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 3 June 1963)(HQR: 4704 Hudson Ave, Apt 3, Washington 25, DC)(Over 4 Yrs Svc)

A1C EDWARD J JENKINS, AF22932705, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 18 January 1963)(HQR: 3594 Martha Curtis Drive, Alexandria, Va)(Over 4 Yrs Svc)

A1C FRANCIS M KOSCHEKA, AF23739492, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 7 April 1964)(HQR: 7354 Forrest Rd, Apt 201, Hyattsville, Md)(Over 4 Yrs Svc)

FOR THE COMMANDER:

  
EMERSON H CASHUCK  
CWO W-3, DCANG  
Asst Administrative Officer

DISTRIBUTION

V to V		V to UV		<b>SECRET</b> (When Filled In)	<b>REQUEST FOR PERSONNEL ACTION</b>				DATE PREPARED		
UV to V		UV to UV							Mo	Da	Yr
1 Special Pts		2 Name (Last First Middle)			3 Date Of Birth			4 Val. Prnt		5 Ser	
12/0/37		MIGGOLD JOSEPH C			12/04/37			0 M 1		02 04 37	
7 SCD		8 CSC Barred		9 CSC Or Other Legal Authority			10 Agent Authority		11 REGU		12 ICD
12 Mo 27 Da 54 Yr		13 Yes 1 No 2 Code 1		50 USCA 403 J			14 Yes 1 No 2 Code 7		15 Mo 02 Da 28 Yr 37		16 Yes 1 No 2 Code 2

3A

**CURRENT ASSIGNMENT**

14 Organizational Designations			15 Location Of Official Station			16 Station Code		
DEAP WH BRANCH 4			4617 WASH., D.C.			75013		
17 Dept - Field		18 Position Title		19 Position No		20 Ser		21 Occup Series
2		INTELL ASST		0629		GS		0701.28 ✓
22 Grade & Step		23 Salary Or Rate		24 SD		25 Date Of Grade		26 Pst Due
50 A 2		\$ 4490 4995		0		06 28 59		07 26 60
27 Appropriation Number								
1235 1000 1000 ✓								

**ACTION 06 25 61**

27 Nature Of Action		28 HI Date		29 Type Of Employee		30 Case		31 Separation Date
PROMOTION		01 24 60		REGULAR		01		

**PROPOSED ASSIGNMENT**

31 Organizational Designations			32 Location Of Official Station			33 Station Code		
			4617			75013		
34 Dept - Field		35 Position Title		36 Position No		37 Ser		38 Occup Series
2						GS		✓
39 Grade & Step		40 Salary Or Rate		41 SD		42 Date Of Grade		43 Pst Due
07 3		\$ 4980 5355				07 24 60		07 23 61
44 Appropriation Number								
✓								

**SOURCE OF REQUEST**

45 Requested By (Signature And Title)		46 Present Approved By (Signature And Title)		47 Date Approved	
C. BOWERS WH/PERSONNEL OFFICER					
48 For Additional Information Call (Name & Telephone Ext.)					
John Washinko X8242					

**CLEARANCES**

49 Clearance		50 Signature		51 Date	
A Career Boss		WR		7/24/60	
B For Control		WR		7-25-60	
C Classification		Approved By		7-25-60	
		W. Kearney			
Remarks					

Recorded by  
CSPD  
7-22-61

Continued On Reverse Side

SECRET

REQUEST FOR PERSONNEL ACTION

1. Serial No. 525598		2. Name (Last-First-Middle) MICHAEL JOSEPH S			3. Date Of Birth Mo. Da. Yr. 02 20 52			4. Vet Pref None-0 5 Pt-1 10 Pt-2		5. Sex M 1		6. CS - EOD Mo. Da. Yr. 02 20 52			
7. SCD Mo. Da. Yr. 07 28 58		8. CSC Rate Yes-1 No-2		9. CSC Or Other Legal Authority 50 USC 403 d		10. Apmt. Affidav. Mo. Da. Yr.			11. FEGLI Yes-1 No-2			12. LCD Mo. Da. Yr. 02 20 51		13. Mil. Serv. Credit Yes-1 No-2	

DC

PREVIOUS ASSIGNMENT

14. Organizational Designations CS/CS DEV COMP DDP WH DIVISION			Code 4855		15. Location Of Official Station WASH., D.C.			Station Code 75013	
16. Dept. - Field Dept - USfld - Frgn - Code 1		17. Position Title MAIL AND FILE SUP			18. Position No. 011060		19. Serv. GS	20. Occup. Series 0305.05	
21. Grade & Step 06 1		22. Salary Or Rate \$ 4490		23. SD DS	24. Date Of Grade Mo. Da. Yr. 02 20 52		25. PSI Due Mo. Da. Yr. 02 20 50		26. Appropriation Number 0320 1978

ACTION

27. Nature Of Action REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS		Code 01	28. Eff. Date Mo. Da. Yr. 04 17 60		29. Type Of Employee REGULAR		Code 01	30. Separation Data
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3

PRESENT ASSIGNMENT

31. Organizational Designations DIP WH BRANCH 4			Code 4617		32. Location Of Official Station WASH., D. C.			Station Code	
33. Dept. - Field Dept - X USfld - Frgn - Code 2		34. Position Title INTELL ASST			35. Position No. D-1 BA-629		36. Serv. GS	37. Occup. Series 0301.28	
38. Grade & Step 06 1		39. Salary Or Rate \$ 4490		40. SD D	41. Date Of Grade Mo. Da. Yr.		42. PSI Due Mo. Da. Yr.		43. Appropriation Number 0235 1000 1000 <del>0235 1000 1000</del>

SOURCE OF REQUEST

A. Requested By (Name And Title) P. C. BOWERS WH/PERSONNEL OFFICER		C. Request Approved By (Signature And Title)	
B. For Additional Information Call (Name & Telephone Ext.) PAT CASSELL R9242			

CLEARANCES

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

Remarks: Staffing Complement Change.

2 copies to Security.

Recorded by  
ESPB

SECRET

4-12-60

S-E-C-R-E-T

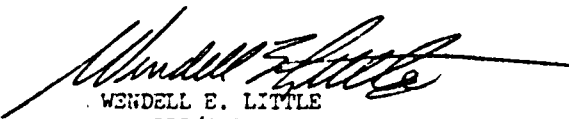
MEMORANDUM FOR: Joseph S. Piccolo

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

S-E-C-R-E-T

SECRET

REQUEST FOR PERSONNEL ACTION

1. Serial No 525658		2. Name (Last-First-Middle) PICCOLO JOSEPH S			3. Date Of Birth Mo. Da. Yr. 12 02 35			4. Vot. Pref. None 0 5 Pt-1 10 Pt-9 Code 0		5. Sex M 1		6. CS - LCD Mo. Da. Yr. 02 04 57		
7. SCD Mo. Da. Yr. 12 27 54		8. CSC Ret-t. Yes-1 No-2 Code 1		9. CSC Or Other Legal Authority 50 USCA 403 J		10. Appt. Affidav Mo. Da. Yr.		11. FLGLI Yes-1 No-2 Code 02		12. LCD Mo. Da. Yr. 04 57		13. <del>...</del> Yes-1 No-2 Code 2		

PREVIOUS ASSIGNMENT

14. Organizational Designations COP WH BRANCH III MEXICO CITY, MEXICO STATION			Code 4652	15. Location Of Official Station MEXICO CITY, MEXICO			Station Code 35075				
16. Dept. - Field Dept - USfld - Frgn - Code 5		17. Position Title MAIL AND FILE SUP			18. Position No. 0510		19. Serv. GS	20. Occup. Series 0305.05			
21. Grade & Step 06 1		22. Salary Or Rate \$ 4490		23. SD DS		24. Date Of Grade Mo. Da. Yr. 06 28 57		25. PSI Due Mo. Da. Yr. 06 26 60		26. Appropriation Number 0135-5700-3000 <del>XXXXXXXXXX</del>	

ACTION

27. Nature Of Action REASSIGNMENT		Code	28. Eff. Date Mo. Da. Yr. 6/1/60		29. Type Of Employee REGULAR		Code	30. Separation Date	
--------------------------------------	--	------	--	--	---------------------------------	--	------	---------------------	--

PRESENT ASSIGNMENT

31. Organizational Designations CS/CS DEVELOPMENT COMPLEMENT DDP/WH DIVISION			Code 0658	32. Location Of Official Station WASHINGTON, D. C.			Station Code				
33. Dept. - Field Dept - USfld - Frgn - Code 1		34. Position Title			35. Position No. 01060		36. Serv.	37. Occup. Series			
38. Grade & Step		39. Salary Or Rate \$		40. SD		41. Date Of Grade Mo. Da. Yr.		42. PSI Due Mo. Da. Yr.		43. Appropriation Number 0320-1998	

SOURCE OF REQUEST

A. Requested By (Name And Title) P. C. BOWERS WH/PERSONNEL OFFICER		C. Request Approved By (Signature And Title)	
B. For Additional Information Call (Name & Telephone Ext.) Pat Cassell X8242			

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board	<i>[Signature]</i>	<i>[Date]</i>	D. Placement		
B. Pos Control		<i>[Date]</i>	F. Approved R.		
C. Classification					

Remarks: OTHER - PENDING LWOP AT EXPIRATION OF ANNUAL LEAVE  
 INITIAL. To be effective beginning of first pay period in January 1960. Subject will be going on Leave Without Pay.  
 2 copies to Security Office.

SECRET

SECRET

REQUEST FOR PERSONNEL ACTION

1. Serial No.	2. Name (Last-First-Middle) <b>PICCOLO, JOSEPH S.</b>				3. Date Of Birth Mo. Da. Yr. <b>12 08 35</b>			4. Vet. Pref. None 0 Code <b>0</b>		5. Sex <b>M</b>		6. CS - LOD Mo. Da. Yr. <b>1</b>		
7. SCB Mo. Da. Yr.	8. CSC Point. Yes - 1 Code No - 2 <b>1</b>		9. CSC Or Other Legal Authority			10. Appt. Authority Mo. Da. Yr.			11. FEGLI Yes-1 Code No-2		12. UCB Mo. Da. Yr.		13. ... Yes - 1 Code No - 2	

PREVIOUS ASSIGNMENT

14. Organizational Designations <b>CS/CS DEVELOPMENT COMPLEMENT DDP/WH DIVISION</b>				Code	15. Location Of Official Station <b>WASHINGTON, D. C.</b>				Station Code	
16. Dept. - Field Dept. - Code USfld - Frqn -		17. Position Title				18. Position No.		19. Serr.	20. Occup. Series	
21. Grade & Step		22. Salary Or Rate \$		23. SD	24. Date Of Grade Mo. Da. Yr. <b>6 28 59</b>		25. PSI Due Mo. Da. Yr. <b>6 26 60</b>		26. Appropriation Number <b>0320-1998</b>	

ACTION

27. Nature Of Action <b>LEAVE WITHOUT PAY (Not to exceed 12 mos.)</b>		Code	28. Eff. Date Mo. Da. Yr.		29. Type Of Employee <b>REGULAR</b>		Case	30. Separation Data	
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PRESENT ASSIGNMENT

31. Organizational Designations				Code	32. Location Of Official Station <b>1-2500</b>				Station Code	
33. Dept. - Field Dept. - Code USfld - Frqn -		34. Position Title				35. Position No.		36. Serr.	37. Occup. Series	
38. Grade & Step		39. Salary Or Rate \$		40. SD	41. Date Of Grade Mo. Da. Yr.		42. PSI Due Mo. Da. Yr.		43. Appropriation Number	

SOURCE OF REQUEST

A. Requested By (Name And Title) <b>P. C. BOWERS WH/PERSONNEL OFFICER</b>	C. Request Approved By (Signature And Title)
B. For Additional Information Call (Name & Telephone Ext.) <b>Pat Case 11 X8242</b>	

CLEARANCES

A. Clearance Signature <i>[Signature]</i>	B. Clearance Signature <i>[Signature]</i>	Date <b>1/3/59</b>
C. Classification	E. Placement	F. Approved By

Remarks  
Leave Without Pay to begin upon expiration of annual leave. LWOP status not to exceed twelve months.

1 copy to Security 1 copy to Finance

SECRET



SECRET

### REQUEST FOR PERSONNEL ACTION

1. Serial No.		2. Name (Last-First-Middle)			3. Date Of Birth Mo. Da. Yr.			4. Var. Year None-0 5 Pt-1 10 Pt-2		5. Sex		6. C. EOD Mo. Da. Yr.			
7. <i>SCD</i>		8. <i>Count</i>			9. CSC Or Other Legal Authority			10. Appt Affidiv. Mo. Da. Yr.		11. FEGLI Yes-1 Code Mo. Da. Yr. No-2		12. TCD		13. <i>Int. vto.</i> Yes-1 Code No-2	

### PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
<i>DDP W4</i>						<i>MEXICO CITY, MEXICO</i>				<i>15-75</i>	
16. Dept. - Field		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series	
<i>DDP</i>		<i>BUYER</i>				<i>0910</i>				<i>0305.03</i>	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
<i>GS-1</i>		<i>\$ 1200</i>								<i>9 0700 000</i>	

### ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
<i>PROMOTION</i>		<i>101</i>		<i>6-15-59</i>		<i>REGULAR</i>		<i>d</i>			

### PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
33. Dept. - Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
<i>DDP</i>		<i>BUYER</i>				<i>0910</i>		<i>GS</i>			
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
<i>GS-6 1</i>		<i>\$ 2400</i>								<i>9 0700 000</i>	

### SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
<i>P. C. BOWERS MS/PERSONNEL OFFICER</i>			
B. For Additional Information Call (Name & Telephone Ext.)			
<i>Ronald Brandon 12242</i>			

### CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board	<i>[Signature]</i>	<i>6-15-59</i>	B. Placement		
B. Pos. Control	<i>[Signature]</i>	<i>6-15-59</i>	C. Approved By	<i>[Signature]</i>	<i>6-15-59</i>
C. Classification					

Remarks

*10/16*

*11/13 5 10-34-23*

Recorded by *[Signature]*

SECRET

REQUEST FOR PERSONNEL ACTION <span style="float: right; font-weight: normal;">SECRET</span>																	
1 Serial No		2 Name (Last-First Middle)					3 Date of Birth			4 Var Pref.		5 Sex		6 CS-100			
20581		FERRELLI JOSEPH S					12 0 33			None 1 Code 0 M 1		M 1		2 04 57			
7		8 CSC Rating		9 CSC Or Other Legal Authority			10 Appt. Attdiv			11 H Coll		12 LCD		13 Mil. Serv. Code			
1		1		50 USCA 403 J													
12		27		34		1				1		1		1		2	

**PREVIOUS ASSIGNMENT**

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
CAMP W BRANCH III MEXICO CITY, MEXICO STATION				4651		MEXICO CITY, MEXICO				45075	
16 Dept. Field		17. Position Title				18. Position No.		19 Serv.		20. Occup. Series	
USIA - 5		MAIL AND FILE CLERK				510		US		0305.05	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
04 & 2		\$ 3850. <del>3000</del>		05		02 104 157		02 109 157		3370 55 000	

**ACTION**

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
PROMOTION				01 JUN 1958		Regular					

**PRESENT ASSIGNMENT**

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
				4652							
33. Dept. Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
USIA - 5											
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
5 1		\$ 4040. <del>3670.00</del>		05		1 1 1 59		6 12 1 59			

**SOURCE OF REQUEST**

A. Requested By (Name And Title)				C. Request Approved By (Signature And Title)			
P. G. Powers Personnel Officer							
B. For Additional Information Call (Name & Telephone Ext.)							
John Wanhanko X1242							
CLEARANCES							
Clearance		Signature		Date		Clearance	
A. Career Control		<i>[Signature]</i>		2/23		E.	
B. Post Control							
C. Classification						F. Approved By	
						<i>[Signature]</i>	
Remarks							

Air Pouch

HO4-T-242  
HYBAT-0728

Chief, WI Division  
Chief of Station, Mexico City

4 June 1958

Administrative

Promotion Recommendation - [REDACTED] PICCOLO, Joseph S.

**ACTION REQUESTED:** Consideration of recommended promotion

1. It is recommended that [REDACTED] be promoted from GS-4 to GS-6. [REDACTED] has been in grade since 4 February 1957 and has been on duty at the Mexico City Station since 2 December 1957.

2. Since his arrival at this Station, [REDACTED] 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 grades into a more realistic relation to the greatly increased workload which has developed during the past two years. A request for the reclassification of [REDACTED] slot, Slot #BAF-402 to GS-7 will be included in this separate dispatch, along with appropriate job descriptions.

Winston E. Scott  
[REDACTED]

BT  
3 June 1958

Distribution  
3 - Hqs  
2 - Files

SECRET

Classify According To Legend

REQUEST FOR PERSONNEL ACTION												(10 Oct 57)			
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Ser. Pref.		5. Sex	6. CS - EOD			
		MR. JOSEPH E. PICCOLO				Mo	Da	Yr	Name - Code		M	Mo	Da	Yr	
						12	8	35	5 10 2						
7. SCD			8. CSC Reiml		9. CSC Or Other Legal Authority			10. Apmt. Affidav.		11. FECD		12. LCO		13. Ser. LCO	
Mo	Da	Yr	Yes - 1	Code				Mo	Da	Yr	Yes - 1	Code	Mo	Da	Yr
			No - 2	1							No - 2				

PREVIOUS ASSIGNMENT VOUCHERED

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP/FI Records Integration Division Analysis & Operations Branch Index Section						Washington, D.C.					
16. Dept. Field		17. Position Title				18. Position No.		19. Serv.	20. Occup. Series		
Dept. X	Code	File Clerk				424.09		GS	0305.01		
Usfid.											
Frag.											
21. Grade & Step		22. Salary Or Rate		23. SD	24. Date Of Grade		25. PSI Due		26. Appropriation Number		
BB-4	1	\$ 3415		DB	Mo	Da	Yr	Mo	Da	Yr	5-2309-23

ACTION

27. Nature Of Action		Code	28. Eff. Date		29. Type Of Employee		Code	30. Separation Date	
Reassignment Transfer of Funds		40000000	Mo	Da	Yr	Regular			
			11	10	57	Regular			

PRESENT ASSIGNMENT UNVOUCHERED

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP/WH Branch III Mexico City, Mexico Station				46057		Mexico City, Mexico				46075	
33. Dept. Field		34. Position Title				35. Position No.		36. Serv.	37. Occup. Series		
Dept. X	Code	Mail & File Clerk				BAF * 510		GS	0305.05		
Usfid.											
Frag.											
38. Grade & Step		39. Salary Or Rate		40. SD	41. Date Of Grade		42. PSI Due		43. Appropriation Number		
BB-4	1	\$ 3415		DB	Mo	Da	Yr	Mo	Da	Yr	5-3570-55-000
					02	04	57	02	09	58	

SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
P. C. BOWERS, WH/Personnel Officer			
B. For Additional Information Call (Name & Telephone Ext.)			
H. C. MONTAGUE, E-8242			

CLEARANCES

Clearance		Signature		Date		Clearance		Signature		Date	
A. Career Board		[Signature]		1957		D. Placement		[Signature]		11/10/57	
B. Pos. Control	1	[Signature]		1957		E.		[Signature]			
C. Classification		[Signature]		1957		F. Approved By		[Signature]			

Remarks: 2 Copies to Security of Transfer FROM Vouchered Funds TO Unvouchered Funds.  
 \* Memorandum submitted to Management on 27 September 1957 requesting the establishment of this position.

*in-4 D-4 [unclear] 11-57 [unclear] See case by [unclear] [unclear]*

*file*

16 September 1957

PICCOLO, Joseph S.

Mexico City BAF-153

File Clerk\*

Subject will be blocking Secy-Steno slot

*Robert N. Dahlgren*  
R. N. DAHLGREN

*Robert S. Waffles*  
Robert S. WAFFLES

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

13 February 1957

TO: CIA Security Control Officer

VIA: 1) Chief, Interim Assignment Section  
2) Chief, Employee Services

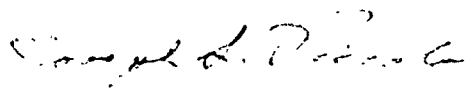
FROM: Joseph S. Piccolo

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.

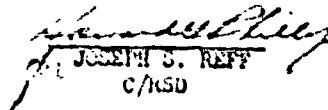
2. It is understood that tuition and all other expenses will be borne by the undersigned.

  
Joseph S. Piccolo

Distribution:  
Original and 3 - Employee Services  
1 - IAS

APPROVED FOR THE  
DIRECTOR OF PERSONNEL

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

  
JOSEPH S. REFF  
C/ASD

STANDARD FORM 52  
 PROVIDED BY THE  
 U. S. CIVIL SERVICE COMMISSION  
 WASHINGTON, D. C. 20535  
 GSA GEN. REG. NO. 27  
 MARCH, 1957 EDITION

**REQUEST FOR PERSONNEL ACTION**

VOUCHERED

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

1. NAME (Mr - Miss - Mrs - One given name, initial(s), and surname) <b>Mr. Joseph Stephan Piccolo</b>	2. DATE OF BIRTH <b>8 Dec 1935</b>	3. REQUEST <b>DL 101</b>	4. DATE OF REQUEST <b>1 Aug 1956</b>
5. NATURE OF ACTION REQUESTED A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <b>Excepted Appointment</b>		6. EFFECTIVE DATE & PROPOSIS: <b>47 MSJ</b>	7. CIVIL OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED:	

FROM—	9. POSITION TITLE AND NUMBER	TO—
	10. SERVICE GRADE AND SALARY	<b>File Clerk BV-h2L.09 / 1771</b>
	11. ORGANIZATIONAL DESIGNATIONS	<b>GS-0305.01-4 \$3415.00 pa</b>
	12. HEADQUARTERS	<b>DDP/FI</b>
		<b>Records Integration Division</b>
		<b>Analysis &amp; Operations Branch</b>
		<b>Index Section</b>
		<b>Washington, D.C.</b>
<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	

A. REMARKS (Use reverse if necessary)  
 Applicant - double slot. *Also subject to draft deferment and restoration conditions per R 20-410, para. 5b.*

B. REQUESTED BY (Name and title)  
**John V. Scott, Chief/RI**

D. REQUEST APPROVED BY  
*[Signature]*

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)  
**Ruth Robinson, Ext. 2510**

13. VETERAN PREFERENCE	14. POSITION CLASSIFICATION ACTION	Concurred in by DS Career Service Panel
None <input type="checkbox"/> Other's P.T. <input type="checkbox"/> 10 POINT <input checked="" type="checkbox"/> DISAB. OTHER <input type="checkbox"/>	REG. VAC. I. A. REAL	SP: DS

15. SEX M	16. APPROPRIATION FROM TO 7-2309-23	17. SUBJECT TO C. S. RETIREMENT ACT (YES - NO) Yes	18. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)	19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:
--------------	--	---	---	---

D. STANDARD FORM 50 REMARKS  
*[Handwritten notes and stamps]*

21. CLEARANCES	INITIAL OR SIGNATURE	DATE	22. WAPP'S
A			
B. CIV. OR PLS CONTR.			
C. DESIGNATION			
D. PLACEMENT OR INTL.			

*[Handwritten signature and notes]*

STANDARD FORM NO. 64

*Office Memorandum* • UNITED STATES GOVERNMENT

TO :

*File*

DATE:

*1/30/57*

FROM :

*M. George Lido*

SUBJECT:

*Cisco Joseph*

*Subject called today and will  
be in Monday, 4 February 1957.*



30 January 1957

Mr. Joseph S. Piccolo  
2210 - 20th Street, 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 affidavit, 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 Mrs. Martha George-Adis on Executive 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 Curle Hall at 8:15 a.m. and ask for Mrs. George-Adis on the reporting-for-duty date that you establish with this office. Curle Hall is located at the intersection of 23rd Street, Independence Avenue, and Ohio Drive, S. W., with entrance on Ohio Drive.

The gross salary quoted will be subject to deductions for Federal income tax and 6½ percent for the United States Civil Service Retirement Fund. 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 pay period for this term insurance. This insurance is not obligatory. However, if you do not wish coverage, which is automatic, you should sign a Waiver of Life Insurance Coverage form at the time you enter on duty.

14-00000

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

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

Very truly yours,

G. M. Stewart  
Director of Personnel

Enclosures (2)  
Life Insurance Pamphlet  
Map

GP/CORRES/bjs(George-Adls)

Office Memorandum • UNITED STATES GOVERNMENT

TO : *Felt*

DATE: *11 Jan 1957*

FROM : *M. Smith*

SUBJECT: *Piccolo, Joseph*

*Checked with Gladys, M.C., who advised that subject will be a power case.*

Office Memorandum • UNITED STATES GOVERNMENT

TO : *Felt*

DATE: *27 Jan 1957*

FROM : *M. Smith*

SUBJECT: *Piccolo, Joseph*

*When we were in the field... Gladys in M.C. advised that the Medical Division is... check some appropriate Medical Division to find out if they have read it.*

19 November 1956

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

Dear Mr. Ficcolo:

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.

Very truly yours,

H. G. Reynolds  
Director of Personnel

OP/CORRES/JN (Smith)

12 September 1958

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

Dear 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, 2430 E Street, N.W., Washington 25, D.C., or by telephone EXecutive 3-8115, 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, 2430 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/bjs(Griffin)

30 August 1956

Mr. Joseph S. Piccolo  
2210 - 20th Street 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 Miss 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)

<b>REQUEST FOR SECURITY CLEARANCE</b>					REQUEST NO. (1-B) <b>C-6351</b> <b>71</b>
					REQUEST DATE (8 II) <b>21 Aug 56</b>
NAME (LAST - FIRST - MIDDLE) <b>PICCOLO, JOSEPH STEPHAN</b>					YEAR OF BIRTH (29-30) <b>1935</b>
POSITION TITLE <b>File Clerk</b>	POSITION NUMBER (31 - 36) <b>625.09</b>	OCCUP. CODE (37 - 42) <b>0305.01</b>	GRADE (43-44) <b>GS-04</b>		
LOCATION (CITY, STATE, COUNTRY) <b>Washington, D. C.</b>	ASSIGNMENT (OFFICE, DIVISION, BRANCH) <b>DSP/YI/RI</b>			ORGN. CODE (45-48)	
TYPE OF APPLICANT <input checked="" type="checkbox"/> REGULAR <input type="checkbox"/> CONTRACT	<input type="checkbox"/> CONSULTANT	CONVERSION ACTION	IF OTHER, SPECIFY:		TYPE OF APPL. (49) <b>1</b>
	<input type="checkbox"/> MILITARY				
NAME OF REQUESTER (OR OFFICIAL) <b>H. G. Reynolds</b>		<b>mhb</b>	TYPE OF ASSIGNMENT AND FUNDS		
		<input checked="" type="checkbox"/> HQS	<input type="checkbox"/> USF	<input type="checkbox"/> FF	<input checked="" type="checkbox"/> V
				<input type="checkbox"/> UV	ADJUTANT & FUND (50) <b>2</b>
CLEARANCE REQUIRED	PROVISIONAL FOR (INDICATE NAME OF POOL OR GROUP):				CLEARANCE (51) <b>1</b>
			<input checked="" type="checkbox"/>	<input type="checkbox"/>	SECRET FULL
ATTACHMENTS	<input checked="" type="checkbox"/> PERSONAL HISTORY STATEMENT	<input checked="" type="checkbox"/> APPENDIX I	REQUEST FOR WAIVER		RECRUIT. CODE (52-54) <b>101</b>
	<input checked="" type="checkbox"/> PHOTOGRAPH(S)	<input type="checkbox"/> APPENDIX II	<input checked="" type="checkbox"/> REPORT OF INTERVIEW		
VETERANS STATUS	<input checked="" type="checkbox"/> MALE - VETERAN		FEMALE - VETERAN		VET. PREF. & SEX (55) <b>2</b>
	<input checked="" type="checkbox"/> MALE - NON-VETERAN		FEMALE - NON-VETERAN		
REMARKS:					
<p><b>1(SO) 1(OTF)</b></p>					
<b>SPACE BELOW FOR SO USE ONLY</b>					

16 July 1956

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

Dear Mr. Piccolo:

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. Should 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 entitled.

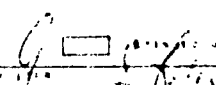
Very truly yours,

H. G. Reynolds  
Director of Personnel

OP/Correa/evm(Hennings)



**CONFIDENTIAL**  
(When Filled In)

<b>CLERICAL &amp; COMMUNICATIONS REPORT OF INTERVIEW</b>		DATE AND PLACE OF INTERVIEW <b>31 May 1956, Washington, D.C.</b>		CLEARANCE REQUESTED	
		SOURCE <b>Gordon B. Lamb, another applicant.</b>		FULL	PROFESSIONAL
NAME (Last - First - Middle) <b>PICCOLO, Joseph Stephan</b>		MARITAL STATUS <b>Single</b>	SEX <b>M</b>	DATE OF BIRTH <b>8 December 1935</b>	
PERMANENT ADDRESS <b>1636 - N.E. 20th Street, Ft. Lauderdale, Florida</b>		TELEPHONE <b>Logan 4-5834</b>		TELEPHONE	
TEMPORARY ADDRESS <b>2210 - 20th Street N.W., Washington, D.C.</b>		TELEPHONE <b>Adams 4-2355</b>		TELEPHONE	
POSITION RECOMMENDED (Grade and Title) <b>GS-4 Clerk</b>		TEST SCORES			
		LA-5	TYPING	SHORTHAND	OTHER
		FILE			
ACCEPTABLE STATION			CITIZENSHIP		
<input checked="" type="checkbox"/> WASHINGTON, D.C.		<input type="checkbox"/> ANYWHERE IN U.S.		<input checked="" type="checkbox"/> U.S. BY BIRTH	
<input type="checkbox"/> OVERSEAS (Under conditions stipulated)				<input type="checkbox"/> U.S. BY NATURALIZATION DATE _____	
LIMITATIONS				PREVIOUS NATIONALITY _____	
				<input type="checkbox"/> OTHER (Specify) _____	
HEALTH <b>Good.</b>		FOREIGN RELATIVES			
BACKGROUND AND EVALUATION					
MILITARY SERVICE, IF ANY (Primary and duty MOS and length of time in each, training, dates of entrance and discharge, areas visited)					
<b>Member: D.C. Air National Guard. Rank: Airman 1/C. Draft classification: 1-D.</b>					
EVALUATION AND BACKGROUND DATA (Include education and work experience)					
<b>1953 - Present, Georgetown University (School of Foreign Service), Diplomatic &amp; Consular, grade average: "75".</b>					
<b>August 1953 - September 1955, F.B.I., Clerk, GS-4 (\$3150.), to attend school full time.</b>					
<p>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.</p> <p>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 FBI. Based on past government clerical experience, believe he is worthy of consideration. Might be possibility for regular FI/RI job.</p> <p>Scheduled him for the GS-4 clerk test on 5 June 1956 and gave him forms.</p> <p>HOLD FOR FORMS AND TEST SCORES. SHOP TO ERNIE HARDT FOR FI/RI.</p>					
DATE REPORT AND FORMS FORWARDED TO HEADQUARTERS				 <b>GEORGE S. RAD</b>	

14-00000

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."

14-00000

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.

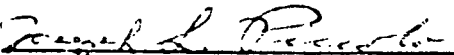
2. Investigation of an applicant may reveal something which prevents his clearance - perhaps something of which the applicant is genuinely unaware, perhaps something which only the special employment criteria of the Agency make unacceptable. In any event, adverse findings by the Agency are conclusive 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

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 REQUEST		1 DATE OF REQUEST 10 October 1957
TO 1 DIRECTOR OF PERSONNEL		
SUBJECT: REQUEST FOR - <input type="checkbox"/> DRAFT DEFERMENT <input checked="" type="checkbox"/> U.S. PERMISSION TO LEAVE COUNTRY <input type="checkbox"/> CANCELLATION OF DRAFT DEFERMENT (Only items 1, 2, 17, 19 are required)		
2 NAME (Last-first-middle) PICCOLI, Joseph Stephan		3 DATE OF BIRTH 8 December 1935
4 PRESENT ADDRESS (Number, street, city, zone, state) 2210 20th Street, NW, Washington, D. C.		
5 PLACE OF BIRTH (City or town, state, country) Yonkers, New York		6 IF NONCITIZEN, INDICATE ALIEN REGISTRATION NUMBER
7 POSITION TITLE AND GRADE Mail and File Clerk, GS-4		8 OFFICE, DIVISION, BRANCH DOP/WI/III
9 SERVICE DESIGNATION 18	10 EOD DATE 4 February 1957	11 OFFICIAL STATION Mexico City
12 SELECTIVE SERVICE SERIAL NUMBER AP 279 209 14		13 SELECTIVE SERVICE CLASSIFICATION 1-D
14 NUMBER AND ADDRESS OF SELECTIVE SERVICE BOARD Local Board #44, 521 S. Andrews Avenue, Ft. Lauderdale, Florida		
15 APPROPRIATE WORDING FOR "PERMIT" (SSS Form No. 300) UNDER "INDIVIDUALS OR ORGANIZATION REPRESENTED" (Check one) <input checked="" type="checkbox"/> U.S. GOVERNMENT <input type="checkbox"/> SELF <input type="checkbox"/> OTHER (Specify)		
16 APPROPRIATE WORDING FOR "PERMIT" UNDER "NATURE OF BUSINESS" (Check one) <input checked="" type="checkbox"/> U.S. GOVERNMENT <input type="checkbox"/> SELF <input type="checkbox"/> OTHER (Specify)		
17 JUSTIFICATION		
18 EXPECTED DEPARTURE DATE FOR OVERSEAS 1 November 1957		19 TYPED NAME AND SIGNATURE OF AUTHORIZED OFFICIAL (Regulation 20-680) Robert S. WATKINS, C/M/Supt
REPORT OF ACTION FROM DIRECTOR OF PERSONNEL		
20 TO (Office of origin)		21 DATE OF ACTION
22 ACTION REGARDING THE ABOVE REQUEST		
<p>RECEIVED GENERAL INVESTIGATIVE SENT TO WTT/Revs 11 Feb 58</p> <p>18 Nov 57</p> <p>14 Gordon M. Stewart</p> <p>SIGNATURE OF DIRECTOR OF PERSONNEL</p>		
DISTRIBUTION (by DD PERS): 1 - PERSONNEL FILED 2 - LPO 3 - OFFICE SECURITY		

SECRET

SECRET

BIOGRAPHY

REPRODUCTION MASTERS

BIOGRAPHIC PROFILE

**SECRET**

**SECRET**

H a n d l e   W i t h   C a r e

*Office Memorandum* • UNITED STATES GOVERNMENT

TO : Colonel Omer

DATE: 24 Nov 1959

FROM : Gordon M. Stewart *tl Gordon M. 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.

STANDARD FORM NO. 64

*Office Memorandum* • UNITED STATES GOVERNMENT

TO : Colonel Omer

DATE:

FROM : Gordon M. Stewart *tl Gordon M. Stewart*

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

**Distribution:**

Orig. and 1 - Addressee  
1 - SSS File ✓

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

SECRET

SELECTIVE SERVICE ACTION REQUEST		1 DATE OF REQUEST 10 October 1957
10 DIRECTOR OF PERSONNEL		
SUBJECT: REQUEST FOR - <input checked="" type="checkbox"/> DRAFT DEFERMENT <input checked="" type="checkbox"/> U.S. PERMISSION TO LEAVE COUNTRY <input type="checkbox"/> CANCELLATION OF DRAFT DEFERMENT (Only items 1, 2, 17, 19 are required)		
2 NAME (Last-first-middle) PICCOLI, Joseph Stephan		3 DATE OF BIRTH 8 December 1935
4 PRESENT ADDRESS (Number, street, city, zone, state) 2210 20th Street, NW, Washington, D. C. ?		
5 PLACE OF BIRTH (City or town, state, country) Yonkers, New York		6 IF NONCITIZEN, INDICATE ALIEN REGISTRATION NUMBER
7 POSITION TITLE AND GRADE Mail and File Clerk, GS-4		8 OFFICE, DIVISION, BRANCH DDP/WH/III
9 SERVICE DESIGNATION DS	10 EOD DATE 4 February 1957	11 OFFICIAL STATION Mexico City
12 SELECTIVE SERVICE SERIAL NUMBER <del>AS 229 289 34</del> 8-44-35-604		13 SELECTIVE SERVICE CLASSIFICATION 1-D
14 NUMBER AND ADDRESS OF SELECTIVE SERVICE BOARD Local Board #44, 521 S. Andrews Avenue, Ft. Lauderdale, Florida		
15 APPROPRIATE WORDING FOR "PERMIT" (SSS Form No 300) UNDER "INDIVIDUALS OR ORGANIZATION REPRESENTED" (Check one) <input checked="" type="checkbox"/> U.S. GOVERNMENT <input type="checkbox"/> SELF <input type="checkbox"/> OTHER (Specify)		
16 APPROPRIATE WORDING FOR "PERMIT" UNDER "NATURE OF BUSINESS" (Check one) <input checked="" type="checkbox"/> U.S. GOVERNMENT <input type="checkbox"/> SELF <input type="checkbox"/> OTHER (Specify)		
17 JUSTIFICATION 3 years + 8 mos - Air National Guard Anderson Air Force Base no active duty of training. told he would be put on discharge + transfer to inactive reserve.		
18 EXPECTED DEPARTURE DATE FOR OVERSEAS 1 November 1957	19 TYPED NAME AND SIGNATURE OF AUTHORIZED OFFICIAL (Regulation 30-680) Robert S. Wattle Robert S. WATTLE, C/WH/Support	
REPORT OF ACTION FROM DIRECTOR OF PERSONNEL		
20 TO (Office of origin)		21 DATE OF ACTION
22 ACTION REGARDING THE ABOVE REQUEST DESCRIBED WITH DATE SERVICE PER GENERAL ORDER 12 Nov 57 SENT TO WTH/Long 11 Feb 58 DATA Gordon A. Stewart		

R1 710  
8325  
8109

position not established

NO 575 REPLACES FORM 37-55 JUN 55 WHICH MAY BE USED.

SECRET



*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 satisfactory arrangement, since we are requesting a directed deferment, the L.B. will not contact Piccolo.

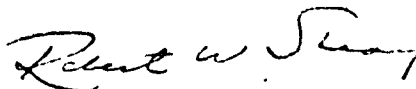
SECRET

MEMORANDUM FOR: Deputy Director of Personnel

SUBJECT: 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 appropriate 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 [redacted]. 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

*WJD*  
*28 Oct 67.*

SECRET



OFFICE OF THE DIRECTOR

NATIONAL HEADQUARTERS  
SELECTIVE SERVICE SYSTEM

481 INDIANA AVENUE NORTHWEST  
WASHINGTON 25, D. C.

ADDRESS REPLY TO  
THE DIRECTOR OF SELECTIVE SERVICE

July 18, 1958

Attention:  
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. 8-44-35-604

Dear Colonel Wall:

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

Mr. Piccolo has now received SSS Form No. 80 (Standby Reserve Questionnaire). 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. OMER  
Colonel, JAGC  
General Counsel

Enclosure

cc: Mr. Gordon M. Stewart ✓



FOR PURPOSES OF THE FAIR LABOR STANDARDS ACT, AS AMENDED,  
YOU ARE DESIGNATED EXEMPT.

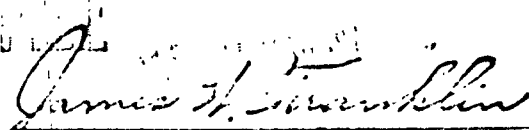
EFFECTIVE DATE OF DESIGNATION: 01 MAY 1974.

PICCOLU JOSEPH S

025658

41351049

SECRET

NOTIFICATION OF ESTABLISHMENT OF MILITARY COVER BACKSTOP		DATE 21 January 1964
TO: <input checked="" type="checkbox"/> (Check)	CHIEF, RECORDS AND SERVICES DIVISION	ESTABLISHED FOR
	CHIEF, OPERATING COMPONENT, JOTP	PICCOLO, Joseph S,
ATTN:	Mr. Wiley	FILE NO. 4455
REF:	Pre-employment Cover Briefing	ID CARD NO.
MILITARY COVER BACKSTOP ESTABLISHED		
US Army [redacted]		
<input checked="" type="checkbox"/> BLOCK RECORDS: (OPMEMO 20-800-11) a. TEMPORARILY FOR _____ DAYS, EFFECTIVE _____ <input checked="" type="checkbox"/> CONTINUING, EFFECTIVE 6 January 1964		
<input type="checkbox"/> SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY TO 3. (NB 20-800-2)		
<input type="checkbox"/> ASCERTAIN THAT ARMY W-2 BEING ISSUED. (NB 20-661-1)		
<input type="checkbox"/> SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (R 240-230)		
<input type="checkbox"/> SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (R 240-230)		
<input type="checkbox"/> REMARKS:		
<p>THIS OFFICE WILL BE RESPONSIBLE FOR THE</p> <p>RECORDS OF THIS COVER</p> <p>UNTIL THE COVER IS TRANSFERRED TO</p> <p>ANOTHER OFFICE</p>		
<input type="checkbox"/> COPY TO CPO/OP		 JMM/SJ CHIEF, MILITARY COVER

1551

100-20-001

SECRET

NOTIFICATION OF CANCELLATION OF MILITARY COVER BACKSTOP		DATE 11 June 1963
TO: (CNAF)	<input checked="" type="checkbox"/> CHIEF, PERSONNEL OPERATIONS DIVISION	SUBJECT PICCOLO, Joseph S.
	CHIEF, OPERATING COMPONENT (For Action) OS	
ATTN: Mr. White		
REF: Form 1322 dtd 4 June 63 removing cover		FILE NO. 4455
MILITARY COVER DISCONTINUED		ID CARD NO.
US Army <span style="border: 1px solid black; display: inline-block; width: 100px; height: 15px;"></span>		

Unblock Records; (OP Memo 20-800-11)

Effective EOD

Submit Form 642 To Change Limitation Category. (HB 20-800-2 to be redesignated HMB 20-7)

Return All Military Documentation To CCS.

Remarks:

THIS MESSAGE SHOULD REMAIN ON TOP OF FILE

COPY TO CPD/OP

*James H. Trianski*  
CD/DD CHIEF, MILITARY COVER, CCS

DISTRIBUTION: 1 OSD GS 1-P3D GS

551a

SECRET

GROUP 1  
Excluded from automatic  
downgrading and declassification

119-70-001

SECRET

15 August 1961  
4455

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

SUBJECT : 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 ~~reopened~~ to deny ~~acknowledge~~ Subject's current Agency employment to an external inquirer.
3. This memorandum confirms an oral request of \_\_\_\_\_

*For* GLEN E. MOORHOUSE  
Acting Chief, Central Cover Group

cc: SSD/OS

THIS MEMO ~~SECRET~~ REMAIN  
ON TOP OF FILE

FORM 1-58 5802

(4-19-60)



SECRET

100-100000  
100-100000

MEMORANDUM FOR: Office of Personnel  
Administration and Security Division  
Department of Justice

SUBJECT: Joseph Stephen Hinkle (C)

1. Reference is made to the memorandum from the Office of Personnel Administration regarding that the individual known as Joseph Stephen Hinkle (C) is currently in the custody of the Federal Bureau of Investigation. It is requested that you be requested to block his records for the entire period of time that he has been arrested by the FBI.

2. Thank you for your cooperation.

*Joseph D. Charge*  
JDC  
100-100000

THIS MEMO MUST REMAIN  
ON TOP OF FILE

*JDC*

SECRET

16 October 1957  
C-1641 (Kiladeau)

MEMORANDUM FOR: Office of Personnel  
Records & Services Division  
Counseling Branch/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.

*Thomas W. Thayer*  
JOHN G. SOUWARD  
JG CHIEF, CCB/NC

THIS MEMO MUST REMAIN  
ON TOP OF FILE *sm*

SECRET

28 September 1961  
File No. 4455

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

THROUGH : Chief, PSD/OS  
Attention: Mr. Robert C. Swendiman

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.

*For*   
ROBERT E. YOUNG  
Chief, Military Cover Branch, CCG

THIS INFORMATION IS UNCLASSIFIED

DATE 10-5-61 BY [ ]

SECRET

27  
10-5-61

SECRET

FORM 1150-1 (REV. 7-2-79)

DATE PROCESSED		NOTIFICATION OF PERSONNEL ACTION						CONTINUATION NUMBER	
09-02-80								202	
1. SSN		2. NAME (LAST, FIRST, MIDDLE)				3. DATE OF BIRTH		4. SEX	5. CITIZEN
289441914		FIGGOLI JOSEPH S				1		M	U
6. RETIREMENT		7. SERV. COMP. DATE	8. CIVIL SERV. DATE	9. DATE OF GRADE	10. LEI DATE	11. VETERANS PREFERENCE		12. ANNUITY STATUS	
CLASS		12-27-54	12-24-51	05-04-80	05-04-80	NONE			
<b>ACTION TAKEN</b>									
13. NATURE OF ACTION					14. EFFECTIVE DATE		15. LEGAL AUTHORITY		
PROMOTION					MO DA YR 05-04-80		50 USCA 403		
					16. POSITION NUMBER		17. AFFILIATION		
					C1089		STAFF EMPLOYE-CAREER		
18. ORGANIZATIONAL DESIGNATIONS					19. LOCATION OF OFFICIAL STATION				
DDC IAD COVER ACTION STAFF AREA OPERATIONS BRANCH AREA SECTION					WASHINGTON, D.C.				
					20. HEADQUARTERS		21. COVER TYPE		22. COVER ORGANIZATION
					DEPARTMENTAL				
23. EMPLOYEE OCCUPATIONAL TITLE			24. SUFFIX	25. SERV. DESIG.	26. SCHEDULE	27. OCC. SERIES	28. GRADE	29. STEP	30. SALARY & PAY BASIS
OPERATIONS OFFICER				DNL	GS	0136.01	14	4	50164 PA
31. HOURS	32. TOUR	33. PROJECT NO.	34. PLSA	35. NACA	36. SCC	37. DEVELOPMENT COMP		38. PERSONAL RANK ASSGN	
80	F	244163	E		PRUF	CODE NTS (MO, DA, YR)		39. DETAIL ORGANIZATION	
					40. SPEC. REF.		41. SEPARATION DATA CODE		
40. OCCUPATIONAL TITLE			41. SUFFIX	42. SERV. DESIG.	43. SCHEDULE	44. GRADE	45. SCC		
OPERATIONS OFFICER				U	GS	14	PRUF		
46. REMARKS									
<div style="border: 1px solid black; padding: 5px; display: inline-block;">           FC            13 MAY 1980 42         </div> <div style="font-size: 2em; margin: 10px 0;">013</div> SFN = 0109705 SER = 0029858									
SIGNATURE OR OTHER AUTHENTICATION <span style="float: right;"><i>[Signature]</i></span>									

SECRET

DATE PROCESSED <b>04-17-80</b>		<b>NOTIFICATION OF PERSONNEL ACTION</b>					CONTROL NUMBER <b>201</b>	
1. SSN <b>265441914</b>		2. NAME (LAST, FIRST, MIDDLE) <b>FICCOLO JOSEPH S</b>			3. DATE OF BIRTH <b>12-08-35</b>		4. SEX <b>M</b>	5. CITIZEN <b>U</b>
6. RETIREMENT <b>CIARDS</b>		7. SERV. COMP. DATE MO DA YR <b>12-27-54</b>	8. LONG COMP. DATE MO DA YR <b>12-24-57</b>	9. DATE OF GRAVITY MO DA YR <b>02-04-73</b>	10. LEI DATE MO DA YR <b>01-28-79</b>	11. VETERANS PREFERENCE <b>ACNE</b>		12. ANNUITY STATUS
<b>ACTION TAKEN</b>								
13. NATURE OF ACTION <b>REASSIGNMENT CHANGE OF HOME BASE</b>				14. EFFECTIVE DATE MO DA YR <b>04-15-80</b>		15. LEGAL AUTHORITY <b>50 USCA 403</b>		
				16. POSITION NUMBER <b>C1089</b>		17. AFFILIATION <b>STAFF EMPLOYEE-CAREER</b>		
18. ORGANIZATIONAL DESIGNATION <b>CDC IAD COVERT ACTION STAFF AREA OPERATIONS BRANCH AREA SECTION</b>				19. LOCATION OF OFFICIAL STATION <b>WASHINGTON, D.C.</b>				
				20. HEADQUARTERS <b>DEPARTMENTAL</b>		21. COVER TYPE		22. COVER ORGANIZATION
23. EMPLOYEE OCCUPATIONAL TITLE <b>OPERATIONS OFFICER</b>		24. SUPPLN	25. SERV. DESIG <b>DHC</b>	26. SCHEDULE <b>GS</b>	27. OCC. SERIES <b>0136.01</b>	28. GRADE <b>13</b>	29. STEP <b>7</b>	30. SALARY & PAY BASIS <b>35245 PA</b>
31. HOUR <b>8C</b>	32. TOUR <b>F</b>	33. PROJECT NO <b>244163</b>	34. FLBA <b>E</b>	35. NSCA	36. SVC <b>PROF</b>	37. DEVELOPMENT COMP CODE NTE (MO DA YR)   CODE NTE (MO DA YR)		38. DETAIL ORGANIZATION
40. OCCUPATIONAL TITLE <b>OPERATIONS OFFICER</b>				41. SUPPLN	42. SERV. DESIG <b>D</b>	43. SCHEDULE <b>GS</b>	44. GRADE <b>14</b>	45. SVC <b>PROF</b>
46. REMARKS <b>FROM: CIS</b>								

SFN = 0109709 SER = 0025658

**POSTED**

2-103  
1980

*OK*

SECRETURE OR OTHER AUTHENTICATION

SECRET

ALL

LCB 100 075

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12165 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 07 OCTOBER 1979

NAME	ID NUMBER	ORG.	SCH-GR-STEP	NEW SALARY
PICCLELO JOSEPH S	0025658	CIS	GS 13 7	\$35,249
				11508

1 SERIAL NO		2 NAME		3 ORGANIZATION		4 FUNDS		5 LWOP HOURS		
025658		PICCLELO JOSEPH S		31 400						
6 OLD SALARY RATE				7 NEW SALARY RATE				8 TYPE ACTION		
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	EFFECTIVE DATE	WGI	QSI	ADJ.
GS	13 6	\$32,028	01/30/77	GS	13 7	\$32,543	01/28/79			
CERTIFICATION AND AUTHORIZATION										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE										
SIGNATURE <i>Stephen F. Piccolo</i>							DATE <i>4 Jan 79</i>			
<input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD										
CLED'S INITIALS							APPROVED BY <i>[Signature]</i>			
FORM 10-73 560E Use previous editions <i>[Signature]</i> PAY CHANGE NOTIFICATION 14 511										

All

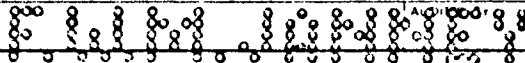
LOH 100 075

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 11807 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 6 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 08 OCTOBER 1978

NAME	ID NUMBER	ORG.	SCH-GR-STEP	NEW SALARY
PICCOLU JOSEPH S	0025058	CIS	GS 13 6	\$32,028

11566

1 SERIAL NO	2 NAME			3 ORGANIZATION	4 FUNDS	5 LWOP HOURS					
025658	PICCOLO, JOSEPH S.			31400							
6 OLD SALARY RATE			7 NEW SALARY RATE			8 TYPE ACTION					
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	EFFECTIVE DATE	WGI	QSI	ADJ.	
GS	13	5	\$29490	01-30-77	GS	13	6	\$30357	03-26-78		x
CERTIFICATION AND AUTHENTICATION											
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE											
SIGNATURE							DATE				
/s/ FWH JANNET							24 MARCH 1978				
<input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD											
<b>QUALITY STEP INCREASE</b>											
CLERK'S INITIALS											
											
FORM 10-73 560E Use previous editions											
<b>PAY CHANGE NOTIFICATION</b>											
(4-51)											

HHUB

LSM 122077

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION													
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)											
025658		PICCOLO JOSEPH S											
3 NATURE OF PERSONNEL ACTION						4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT					
REASSIGNMENT-CHANGE OF FUNCTIONAL CATEGORY						11 07/77		REGULAR					
6 FUNDS			V TO V			V TO CF			7 PAN AND		8 CSC OR OTHER LEGAL AUTHORITY		
CF TO V			CF TO CF			8027 0172 0000		50 USC 403 J					
9 ORGANIZATIONAL DESIGNATIONS						10 LOCATION OF OFFICIAL STATION							
DDO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH						WASH., D.C.							
11 POSITION TITLE						12 POSITION NUMBER		13 SERVICE DESIGNATION					
OPERATIONS OFFICER						GK67		DAS					
14 CLASSIFICATION SCHEDULE (GS, WG, etc.)			15 ORGANIZATIONAL SERIES			16 GRADE AND STEP		17 SALARY OR RATE					
GS			0136.01			13 5		29490					
18 REMARKS													
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL:													
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING		22 STATION CODE	23 OFFICE CODE	24 HOURS CODE	25 DATE OF BIRTH		26 DATE OF GRADE		27 DATE OF LEI		
37	10	NUMERIC	ALPHABETIC	75013		1	MO	DA	YR	MO	DA	YR	
28 NTE EXPIRES	29 SPECIAL REFERENCE	30 RETIREMENT DATA		31 SEPARATION DATA CODE	32 CORRECTION/CHARGES		33 SECURITY REC NO		34 SER				
NO	EA	YR	CSC	CMA	TYPE	NO	DA	YR	EOD DATA	NO	NO	NO	
35 VET PREFERENCE	36 SERV COMP DATE		37 LONG COMP DATE		38 CAREER CATEGORY	39 HEALTH INSURANCE		40 SOCIAL SECURITY NO.					
CODE	L	NO	DA	YR	NO	EA	YR	SAB	BENV	CODE	CSEA	HEALTH INS CODE	NO.
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE	42 LEAVE CAT.	43 FEDERAL TAX DATA	44 STATE TAX DATA										
CODE	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
SIGNATURE OR OTHER AUTHENTICATION:													
<p style="text-align: right;">AW</p> <p style="text-align: right;">JLH</p>													

FORM 1150  
5-74 May 10-74

Use Previous  
Edition

SECRET

LJF

62 IMPDET CL BY 007877



A11

LOB 100 075

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12010 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 09 OCTOBER 1977

NAME	ID NUMBER	CRG.	SCH-GR-STEP	NEW SALARY
PICCOLI JOSEPH S	0025658	CIS	GS 13 5	\$29,490
				11934

PLF: 112277

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION													
1 SERIAL NUMBER		2 NAME (LAST, FIRST, MIDDLE)											
025658		PICCOLO JOSEPH S											
3 NATURE OF PERSONNEL ACTION						4 EFFECTIVE DATE			5 CATEGORY OF EMPLOYMENT				
REASSIGNMENT						11 01 77			REGULAR				
6 FUNDS		7 PAN AND NSCA		8 CSC OR OTHER LEGAL AUTHORITY		9 ORGANIZATIONAL DESIGNATIONS		10 LOCATION OF OFFICIAL STATION					
V TO V		V TO CF		50 USC 403 J		DDO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH		WASH., D.C.					
CF TO V		CF TO CF		8027 0172 0000		11 POSITION TITLE		12 POSITION NUMBER		13 SERVICE DESIGNATION			
						OPERATIONS OFFICER		GK67		DAG			
14 CLASSIFICATION SCHEDULE (25, 40, 45)			15 OCCUPATIONAL SERIES			16 GRADE AND STEP			17 SALARY OR RATE				
GS			0136.01			13 5			29490				
18 REMARKS													
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL													
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE SYMBOL		22 STATION CODE	23 INTERIOR CODE	24 ADDRESS CODE		25 DATE OF BIRTH		26 DATE OF GRADE		27 DATE OF LEI	
37	10	31400 C15		75013	1	12 08 35		MO DA YR		MO DA YR		MO DA YR	
28 NTE EXPIRES		29 SPECIAL REFERENCE	30 REGIMENT DATA		31 SEPARATION DATA CODE	32 CORRECTION/CANCELLATION DATA		33 SECURITY REQ NO		34 SEX			
MO DA YR			CODE			FOD DATA							
35 VET PREFERENCE		36 SERV LEAVE CAT		37 LEAVE COMP DATE		38 CAREER CATEGORY		39 REG / HEALTH INSURANCE		40 SOCIAL SECURITY NO			
CODE		MO DA YR		MO DA YR		CAR RSN PRV UMP		CODE CODE 0 WAIVER 1 YES		HEALTH INS CODE			
41 PREVIOUS CIVILIAN GOVERNMENT SER. 7.E			42 LEAVE CAT CODE		43 FEDERAL TAX DATA		44 STATE TAX DATA						
CODE			CODE		FORM EXECUTED CODE NO TAX EXEMPTIONS		FORM EXECUTED CODE NO TAX EXEMPTIONS		CODE NO TAX EXEMPT STATE CODE				
0 NOT PREVIOUS SERVICE					1 YES		1 YES						
1 NOT BEAR IN SERVICE					2 NO		2 NO						
2 BEAR IN SERVICE LESS THAN 3 YRS													
3 BEAR IN SERVICE MORE THAN 3 YRS													
SIGNATURE OR OTHER AUTHENTICATION													
<div style="float: right; border: 1px solid black; padding: 5px;"> <b>POSTED</b>            23 NOV 77  <i>AED</i> </div>													

*LUI*

*JH*

ALO 15 JUL 77

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)									
025658		PICCOLO JOSEPH S									
3 NATURE OF PERSONNEL ACTION					4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT				
REASSIGNMENT-CHANGE OF HOME BASE					MO DA YR 06 19 77		REGULAR				
6 FUNDS		V TO V		V TO CF		7 FAN AND NSCA		8 CSC OR OTHER LEGAL AUTHORITY			
CF TO V		CF TO CF		7027 0172		0000		50 USC 403 J			
9 ORGANIZATIONAL DESIGNATIONS					10 LOCATION OF OFFICIAL STATION						
DDO/C1 STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH					WASH., D.C.						
11 POSITION TITLE					12 POSITION NUMBER		13 SERVICE DESIGNATION				
OPERATIONS OFFICER					EP93		DAG				
14 CLASSIFICATION SCHEDULE (GS, LB, etc.)			15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE				
GS			0136.01		13 5		27548				
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGREE CODE	24. Hdqtrs Code	25. DATE OF BIRTH		26. DATE OF GRADE	27. DATE OF LEI	
37	10	NUMERIC 31400	ALPHABETIC CIS	75013		1	MO DA YR 12 08 35	MO DA YR	MO DA YR		
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. Correction, Cancellation Data		33. SECURITY REQ NO	34. SEX
MO DA YR				1. CSC 2. CIA 3. FICA 4. NONE		TYPE		MO DA YR			
35. VET. PREFERENCE		36. SERV COMP DATE		37. LONG COMP DATE		38. CAREER CATEGORY		39. FEGLI, HEALTH INSURANCE		60. SOCIAL SECURITY NO	
CODE 0 - NONE 1 - 5 PT 2 - 10 PT		MO DA YR		MO DA YR		CAR BSV CODE PROV TEMP		CODE 0 - NONE 1 - YES			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT CODE		43. FEDERAL TAX DATA				44. STATE TAX DATA	
CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE LESS THAN 3 YRS. 3 - BREAK IN SERVICE MORE THAN 3 YRS.						FORM EXECUTED 1 - YES 2 - NO				FORM EXECUTED 1 - YES 2 - NO	
45. SIGNATURE OR OTHER AUTHENTICATION						46. [Stamp and Signature]					

*Handwritten initials/signature*

1. SERIAL NO.		2. NAME		3. (ORGANIZATION)		4. FUNDS		5. LWOP REASON		
10727.00		MICHAEL J. JOSEPH S		33 400		V				
6. OLD SALARY RATE				7. NEW SALARY RATE				8. THIS ACTION		
Grade	Step	Salary	Low Eff. Rate	Grade	Step	Salary	EFFECTIVE DATE	WGI	QSI	ADJ.
GS 13	4	476.138	450.00	GS 13	4	476.138	10/1/76			
CERTIFICATION AND AUTHENTICATION										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE										
SIGNATURE						DATE				
<input type="checkbox"/> NO EXCESS LEAVE <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD										
<i>PCO</i>										
CLERKS INITIALS: [Handwritten initials]										
FORM 10-73 560E Use previous editions PAY CHANGE NOTIFICATION (4-51)										

PAID ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11643 PURSUANT TO AUTHORITY OF E.O. 28 PREVIOUS IN THE CIA ACT OF 1949, AS AMENDED, AND FOR EFFECTIVE DATED 1 OCTOBER 1976.

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1976

NAME	SERIAL	ORGN.	FUNDS	CS-STEP	NEW SALARY
MICHAEL JOSEPH S	10727	33	400	V CS 13 4	476.138

SECRET  
(When Filled In)

KAN: 22 JULY 76

NOTIFICATION OF PERSONNEL ACTION

OCF

1 SERIAL NUMBER 025658		2 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS			4 EFFECTIVE DATE MO DA YR 07   18   76
5 CATEGORY OF EMPLOYMENT REGULAR			6 FUNDS V TO V CF TO V X
7 PAN AND NSCA T227 0172 0000		8 CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J	
9 ORGANIZATIONAL DESIGNATIONS DDO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH		10 LOCATION OF OFFICIAL STATION WASH., D.C.	
11 POSITION TITLE OPERATIONS OFFICER		12 POSITION NUMBER EP93	13 SERVICE DESIGNATION DQG
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 13 4	17 SALARY OR RATE 25198

18 REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 16	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC: 31400 ALPHABETIC: CIS	22 STATION CODE 7501B	23 INTEGREE CODE 1	24 HOURS CODE 1	25 DATE OF BIRTH MO DA YR 12   03   35	26 DATE OF GRACE MO DA YR	27 DATE OF LEI MO DA YR
28 INT EMPRES MO DA YR	29 SPECIAL REFERENCE 1. CSC 2. CAC 3. FCL 4. NONE	30 RETIREMENT DATA CODE	31 SEPARATION DATA CODE	32 CORRECTION / CANCELLATION DATA TYPE MO DA YR	33 SECURITY REQ NO		34 SER	
35 VET PREFERENCE CODE 1. NONE 2. 5 YR 3. 10 YR	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CODE 1. AS 2. GS 3. GS 4. GS	39 FEGLI / HEALTH INSURANCE CODE 1. YES 2. NO	40 SOCIAL SECURITY NO			
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1. NO PREVIOUS SERVICE 2. 99 DAYS IN SERVICE 3. 90 DAYS IN SERVICE (LESS THAN 3 YRS) 4. 90 DAYS IN SERVICE (MORE THAN 3 YRS)	42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXEMPTED 1. YES 2. NO	44 STATE TAX DATA CODE 1. YES 2. NO	45 STATE TAX DATA FORM EXEMPTED 1. YES 2. NO	46 STATE TAX DATA CODE 1. YES 2. NO	47 STATE TAX DATA STATE CODE		

SIGNATURE OR OTHER AUTHENTICATION

FROM: LA

POSTED  
JUL 1976

*[Signature]*

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11883 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 12 OCTOBER 1975

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
PICCOLO JOSEPH S	025658	51	500	CF GS 13 4	\$25,198

11 SEPT 73

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER 12865		2 NAME (LAST FIRST MIDDLE) PICCOLO JAMES E	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT			4 EFFECTIVE DATE MO DA YR 10 31 73
5 CATEGORY OF EMPLOYMENT REGULAR			6 CSC OR OTHER LEGAL AUTHORITY
7 FUNDS	V TO V	V TO CF	8 CSC OR OTHER LEGAL AUTHORITY
	CF TO V	CF TO CF	9 CSC OR OTHER LEGAL AUTHORITY
9 ORGANIZATIONAL DESIGNATIONS DDO/IA DIVISION CUBA OPERATIONS GROUP DPS BRANCH		10 LOCATION OF OFFICIAL STATION WASH., D.C.	
11 POSITION TITLE OPERATIONS OFFICER		12 POSITION NUMBER C065	13 SERVICE DESIGNATION D05
14 CLASSIFICATION SCHEDULE (GS, LO, BR)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
GS	7135.01	13 1	2377
18 REMARKS			

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 27	20 EMPLOY CODE 14	21 OFFICE CODING NUMERIC 5158 ALPHABETIC IA	22 STATION CODE 7553	23 INTEGRITY CODE	24 MILITARY CODE 1	25 DATE OF BIRTH MO DA YR 17 01 38	26 DATE OF GRADE MO DA YR	27 DATE OF LEI MO DA YR
28 NTE EXPIRES MO DA YR	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1 CSC 2 CIA 3 FCA 4 NONE	31 SEPARATION DATA CODE	32 CORRECTION / CANCELLATION DATA TYPE MO DA YR	EOD DATA		33 SECURITY REG NO	34 SER
35 VET PREFERENCE CODE 0 - NONE 1 - 5 PT 2 - 10 PT	36 SERV COMP DATE MO DA YR	37 LONG TERM DATE MO DA YR	38 CAREER CATEGORY LCA BSV PROV ISMP	39 FEGLI / HEALTH INSURANCE CODE 0 - WAIVER 1 - YES	40 SOCIAL SECURITY NO			
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)	42 LEAVE CAT CASA	43 FEDERAL TAX DATA FORM EXECUTED 1 - YES 2 - NO	44 STATE TAX DATA FORM EXECUTED 1 - YES 2 - NO	45 FEDERAL TAX DATA CODE NO TAX EXEMPTIONS		46 STATE TAX DATA CODE NO TAX EXEMPT STATE CSEA		

SIGNATURE OR OTHER AUTHENTICATION

*RCS*

10911 P

FORM: 22 AUG 75

SECRET  
(When Filled In)

PCF NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER: 025658  
2 NAME (LAST FIRST MIDDLE): PICCOLO JOSEPH S

3 NATURE OF PERSONNEL ACTION: CONVERSION FROM FSR STATUS  
4 EFFECTIVE DATE: 09 25 75  
5 CATEGORY OF EMPLOYMENT: REGULAR

6 FUNDS: V TO V, V TO CF, CF TO V, CF TO CF  
7 PAN AND NSCA: 6135 1049 0002  
8 CSC OR OTHER LEGAL AUTHORITY: 50 USC 403 J

9 ORGANIZATIONAL DESIGNATIONS: DDO/LA DIVISION FOREIGN FIELD MANAGUA, NICARAGUA STATION  
10 LOCATION OF OFFICIAL STATION: MANAGUA, NICARAGUA

11 POSITION TITLE: OPS OFFICER DCOS  
12 POSITION NUMBER: CR49  
13 SERVICE DESIGNATION: DCG

14 CLASSIFICATION (EXHIBIT 10S, 1B, OR): GS  
15 OCCUPATIONAL SERIES: 0136.01  
16 GRADE AND STEP: 13 4  
17 SALARY OR RATE: 23997

18 REMARKS: MANAGUA, NICARAGUA

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

Grid of fields for personnel data including: 19 ACTION CODE (56), 20 NTE EXPIRES, 21 OFFICE CODING (5166M LA), 22 STATION CODE (52.073), 23 INTEGRAL CODE (3), 24 HOURS CODE, 25 DATE OF BIRTH (12 19 35), 26 DATE OF GRADE, 27 DATE OF IEI, 28 SECURITY REQ NO, 29 SPECIAL REFERENCE, 30 RETIREMENT DATA, 31 SEPARATION DATA CODE, 32 Correction/Cancellation Date, 33 SECURITY REQ NO, 34 SEX, 35 VET PREFERENCE, 36 SEPV COMP. DATE, 37 LONG COMP. DATE, 38 CAREER CATEGORY, 39 FROTH/HEALTH INSURANCE, 40 SOCIAL SECURITY NO, 41 PREVIOUS CIVILIAN GOVERNMENT SERVICE, 42 LEAVE CAT CODE, 43 FEDERAL TAX DATA, 44 STATE TAX DATA.

EOD DATA

SIGNATURE OR OTHER AUTHENTICATION

Signature area with a large 'POSTED' stamp and handwritten initials.



"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11811 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 OCTOBER 1974

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
PICCOLO JOSEPH S	025058	51	660	CF GS 13 3	\$23,270

L-52

1	SERIAL NO	2	NAME	3	ORGN. FUNDS	4	FUNDS	5	TWOP HOURS
	025058		PICCOLO JOSEPH S		51 660		CF		
6.	OLD SALARY RATE			7.	NEW SALARY RATE			8. TYPE ACTION	
	Grade	Step	Salary	Effective Date	Grade	Step	Salary	Effective Date	WGI QSI ADJ
	GS 13	3	\$23,270	02/03/74	GS 13	4	\$23,997	02/02/75	
CERTIFICATION AND ALIGNMENT AREA									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE									
SIGNATURE					DATE				
<input type="checkbox"/> NO EXCESS WORK <input checked="" type="checkbox"/> NO PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> WORK STATUS AT END OF WAITING PERIOD									
CLERK'S INITIALS: [Handwritten initials]									
FORM 10-73 560E <b>PAY CHANGE NOTIFICATION</b> (4 51)									

SECRET  
(When Filled In)

DDO: 22 AUG 74

NOTIFICATION OF PERSONNEL ACTION

IDF

1 SERIAL NUMBER 25657		7 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S					
3 NATURE OF PERSONNEL ACTION CHANGE OF USCA				4 EFFECTIVE DATE MO DA YR 08 19 74		5 CATEGORY OF EMPLOYMENT REGULAR	
6 FUNDS		V TO V		V TO CF		7 PAN AND NSCA	
		CF TO V		CF TO CF		8 CSC OR OTHER LEGAL AUTHORITY 5 USC 433 J	
9 ORGANIZATIONAL DESIGNATIONS DDO/WH DIVISION FOREIGN FIELD BRANCH 2-MANAGUA, NICARAGUA STATION				10 LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA			
11 POSITION TITLE OPS OFFICER				12 POSITION NUMBER 4306		13 SERVICE DESIGNATION DDO	
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS		15 OCCUPATIONAL SERIES 6136.01		16 GRADE AND STEP GS 4 13 3		17 SALARY OR RATE 16479 22355	
18 REMARKS MANAGUA, NICARAGUA							
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 51566 MR		22 STATION CODE 52873	23 INTEGER CODE	24 HOURS CODE 3	25 DATE OF BIRTH MO DA YR 12 28 30
26 DATE OF GRADE MO DA YR		27 DATE OF LEI MO DA YR		28 SPECIAL REFERENCE		29 RETIREMENT DATA 1 CSC 2 CA 3 PCA 4 NONE	
30 NTE EXPIRES MO DA YR		31 SEPARATION DATA CODE		32 CORRECTION / CANCELLATION DATA TYPE MO DA YR		33 SECURITY REQ NO	
34 SERVICEMEMBER		35 SERV COMP DATE MO DA YR		36 LONG COMP DATE MO DA YR		37 CAREER CATEGORY CGR BRW PROV STAF	
38 FEDERAL TAX DATA FORM EXECUTED 1 YES 2 NO		39 FEDERAL TAX DATA FORM EXECUTED 1 YES 2 NO		40 SOCIAL SECURITY NO		41 PREVIOUS CIVILIAN GOVERNMENT SERVICE 1 NO PREVIOUS SERVICE 2 NO BREAK IN SERVICE 3 BREAK IN SERVICE (UP TO 3 YRS) 4 BREAK IN SERVICE (MORE THAN 3 YRS)	
42 LEAVE CAT CODE		43 STATE TAX DATA FORM EXECUTED 1 YES 2 NO		44 STATE TAX DATA FORM EXECUTED 1 YES 2 NO		45 STATE TAX DATA FORM EXECUTED 1 YES 2 NO	
SIGNATURE OF OTHER AUTHENTICATION							
						<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p style="margin: 0;">POSTED</p> <p style="margin: 0; font-size: 1.2em;">JK 8/23/74</p> </div>	

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11739 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED OF OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 OCTOBER 1973

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
PICCOLO JOSEPH S	025658	51 660	CF	GS 13 2	\$21,366

G-52

1 SERIAL NO		2 NAME		3 ORGANIZATION		4 FUNDS		5 LWOP HOURS			
025658		PICCOLO JOSEPH S		51 660		CF					
6 OLD SALARY RATE				7 NEW SALARY RATE				8 TYPE ACTION			
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADI		
GS	13	2	\$21,366	02/04/73	GS	13	3	\$22,055	02/03/74		
CERTIFICATION AND AUTHENTICATION											
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE											
SIGNATURE							DATE				
<input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD											
CLAIMS DETAILS NO											
FORM 500E Use previous editions <b>PAY CHANGE NOTIFICATION</b>											

RCS: 20 SEP 73

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

ODF

1 SERIAL NUMBER <b>025658</b>	2 NAME (LAST FIRST MIDDLE) <b>PICCOLO JOSEPH S</b>
----------------------------------	---

3 NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>	4 EFFECTIVE DATE MO DA YR <b>09 17 73</b>	5 CATEGORY OF EMPLOYMENT <b>REGULAR</b>
---	---	--

6 FUNDS	V TO V	V TO CF	7 FAN AND NSCA <b>4135 1049 0001</b>	8 CSC OR OTHER LEGAL AUTHORITY <b>50 USC 403 J</b>
	CF TO V	CF TO CF		

9 ORGANIZATIONAL DESIGNATIONS <b>DDO/WH DIVISION FOREIGN FIELD BRANCH 2-MANAGUA, NICARAGUA STATION</b>	10 LOCATION OF OFFICIAL STATION <b>MANAGUA, NICARAGUA</b>
---	--

11 POSITION TITLE <b>OPS OFFICER DCOS</b>	12 POSITION NUMBER <b>0396</b>	13 SERVICE DESIGNATION <b>D</b>
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14 CLASSIFICATION SCHEDULE (GS LB OR)	15 OCCUPATIONAL SERIES <b>0136.01</b>	16 GRADE AND STEP <b>05 3 13 2</b>	17 SALARY OR RATE <b>17075 20357</b>
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18 REMARKS  
**OPS OFFICER DCOS OCCUPYING OPS OFFICER POSITION  
RIO DE JANEIRO, BRAZIL**

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE <b>37</b>	20 EMPLOY CODE <b>10</b>	21 OFFICE CODING NUMERIC ALPHABETIC <b>51660 WH</b>	22 STATION CODE <b>52073</b>	23 INTER-CODE CODE <input type="checkbox"/>	24 HQ/ITS CODE <b>3</b>	25 DATE OF BIRTH MO DA YR <b>12 08 35</b>	26 DATE OF GRADE MO DA YR	27 DATE OF LET MO DA YR
28 INTX EXPIRES MO DA YR	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1 CSC 2 LIA 3 FLSA 4 NONE CODE	31 SEPARATION DATA CODE 1 REG 2 RES 3 DIS	32 CORRECTION / CANCELLATION DATA 1 YES 2 NO MO DA YR	<b>800 DATA</b> →		33 SECURITY REQ NO	34 SEX
35 VET PREFERENCE CODE 0 NONE 1 5 PT 2 10 PT	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CODE 1 2 3	39 REGAL / HEALTH INSURANCE CODE 0 NONE 1 YES 2 NO	40 SOCIAL SECURITY NO			
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE LESS THAN 3 YRS 3 BREAK IN SERVICE MORE THAN 3 YRS	42 LEAVE CAT CODE	43 FEDERAL TAX DATA CODE 1 YES 2 NO	44 STATE TAX DATA CODE 1 YES 2 NO					

SIGNATURE OR OTHER AUTHENTICATION

05

10 SEP 1973

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

0305 07/21/73

1 SERIAL NUMBER 025658	2 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S
---------------------------	--

3 NATURE OF PERSONNEL ACTION REASSIGNMENT AND CHANGE IN N.S.C.A.	4 EFFECTIVE DATE MO DA '73 07 01 73	5 CATEGORY OF EMPLOYMENT
---	---	--------------------------

6 FUNDS	V TO V	V TO CF	7 FAN AND NSCA 4135 0694 0001	8 CSC OR OTHER LEGAL AUTHORITY
	CF TO V	X CF TO CF		

9 ORGANIZATIONAL DESIGNATIONS DDC/WH DIVISION	10 LOCATION OF OFFICIAL STATION RIO DE JANEIRO, BRAZIL
--	---

11 POSITION TITLE OPS OFFICER	12 POSITION NUMBER 1865	13 CAREER SERVICE DESIGNATION D
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14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 13	17 SALARY OR RATE
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18 REMARKS

SIGNATURE OR OTHER AUTHENTICATION

POSTED  
MAR 7 25 72

THIS EMPLOYEE HAS BEEN IDENTIFIED AS  
A C.I.A. EMPLOYEE FOR PURPOSES OF  
WITHOLDING STATE AND FEDERAL TAXES

DATE DESIGNATED            JANUARY 03 1961

25658 JOSEPH S PICCOLO            635500080

SECRET  
(When Filled In)

LML: 06 FEB 73

NOTIFICATION OF PERSONNEL ACTION

ODE

1 SERIAL NUMBER <b>025658</b>		7 NAME (LAST FIRST MIDDLE) <b>PICCOLO JOSEPH S</b>	
3 NATURE OF PERSONNEL ACTION <b>PROMOTION</b>			4 EFFECTIVE DATE MO DA YR <b>02 04 73</b>
6 FUNDS V TO V CF TO V		V TO CF CF TO CF	5 CATEGORY OF EMPLOYMENT <b>REGULAR</b>
9 ORGANIZATIONAL DESIGNATIONS <b>DDP/WH DIVISION FOREIGN FIELD BRANCH 5-BRASILIA, BRAZIL STATION RIO DE JANEIRO, BRAZIL BASE</b>		7 Financial Analysis No Chargeable <b>3135 0694 0002</b>	
11 POSITION TITLE <b>OPS OFFICER</b>		12 POSITION NUMBER <b>1865</b>	8 CSC OR OTHER LEGAL AUTHORITY <b>50 USC 403 J</b>
14 CLASSIFICATION-SCHEDULE (GS, LO, etc.) <b>FSR GS</b>		15 OCCUPATIONAL SERIES <b>0136,01</b>	10 LOCATION OF OFFICIAL STATION <b>RIO DE JANEIRO, BRAZIL</b>
16 GRADE AND STEP <b>05 3 13 2</b>		17 SALARY OR RATE <b>17075 20357</b>	
18 REMARKS <b>RIO DE JANEIRO, BRAZIL</b>  <b>HOME BASE: WH</b>			

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE <b>22</b>	20 Employ Code <b>10</b>	21 OFFICE CODING NUMERIC ALPHABETIC <b>51825 WH</b>	22 STATION CODE <b>09037</b>	23 INTEGREE CODE <input type="checkbox"/>	24 High Code <b>3</b>	25 DATE OF BIRTH MO DA YR <b>12 08 35</b>	26 DATE OF GRADE MO DA YR <b>02 04 73</b>	27 DATE OF LEI MO DA YR <b>02 04 73</b>
28 NTE EXPIRES MO DA YR	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1 CSC 2 CIA 3 FICA 4 NONE	31 SEPARATION DATA CODE	32 Correction / Cancellation Data TYPE MO DA YR	33 SECURITY REQ NO		34 SRX	
35 VET PREFERENCE CODE 0 NONE 1 5 PT 2 10 PT	36 SRV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CAP RESV PROV IEMP	39 FEGLI HEALTH INSURANCE CODE CODE 0 WAIVER 1 YES	40 SOCIAL SECURITY NO			
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE (LESS THAN 3 YRS) 3 BREAK IN SERVICE (MORE THAN 3 YRS)	42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS 1 YES 2 NO	44 STATE TAX DATA CODE NO TAX STATE CODE EXEMP					

SIGNATURE OR OTHER AUTHENTICATION

POS. 111  
6-515

MDP

U.S. GOVERNMENT PRINTING OFFICE: 1967 O 345-100

"PAY ADJUSTMENT IN ACCORDANCE WITH 5 U.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 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 07 JANUARY 1973

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



SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER 125000		7 NAME (LAST FIRST MIDDLE) MICHAEL J. SERRA	
3. NATURE OF PERSONNEL ACTION RELOCATION OF U.S.C.A.			4 EFFECTIVE DATE MO DA YR 05 01 72
6 FUNDS		V TO V CF TO V	V TO CF CF TO CF
9 ORGANIZATIONAL DESIGNATIONS DUP/01 DIVISION		10 LOCATION OF OFFICIAL STATION RIO DE JANEIRO, BRAZIL	
11 POSITION TITLE CPS OFFICER		12 POSITION NUMBER 1800	13 SERVICE DESIGNATION D
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	15 OCCUPATIONAL SERIES 013001	16 GRADE AND STEP 2	17 SALARY OR RATE

18 REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ Code	21 CARKE CODING NUMBER	22 STATION CODE	23 INTEGRAL CODE	24 Hdqtr Code	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEI
28 NTE EXPIRES	29 SPECIAL PREFERENCE	30 RETIREMENT DATA	31 SEPARATION DATA CODE	32 Correction / Completion Date	EOD DATA			33 SECURITY REQ NO
35 VET PREFERENCE	36 SERV COMP DATE	37 LONG COMP DATE	38 CAREER CATEGORY	39 FEHQP HEALTH INSURANCE	40 SOCIAL SECURITY NO			
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE	42 LEAVE CAT CODE	43 FEDERAL TAX DATA	44 STATE TAX DATA					

SIGNATURE OR OTHER AUTHENTICATION

**POSTED**  
11 20 72

65?

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP STATUS	
025657		PICCOLO JOSEPH S		91 825		CF			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Post Eff Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ
GS 12	4	817,453	09/20/70	GS 12	5	817,967	09/17/72		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE						DATE			
<i>Stephen E. ...</i>						10/2/72			
<input type="checkbox"/> NO EXCESS LWOP @ <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERKS INITIALS						AUDITED BY			
M R ...									
PAY CHANGE NOTIFICATION <span style="float: right;">(4-51)</span>									

314 DIVISION  
 11/15/72

"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"

EFFECTIVE DATE OF PAY ADJUSTMENT: 9 JANUARY 1972

NAME	SERIAL	ORGN.	FUNDS	GP-STEP	NEW SALARY
PICCOLO JOSEPH S	025658	51	825	CF GS 12 4	817,443

SECRET  
(When Filled In)

FD-302 (Rev. 7-2)

NOTIFICATION OF PERSONNEL ACTION

GJF

1 SERIAL NUMBER 020656		2 NAME (LAST-FIRST-MIDDLE) PICCOLO JOSEPH S	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT			4 EFFECTIVE DATE MO DA YR 12 21 72
5 CATEGORY OF EMPLOYMENT REGULAR			6 FUNDS V TO V CF TO V A CF TO CF
7 Financial Analysis No. Chargeable 2133 0694 (XXXX)		8 CSC OR OTHER LEGAL AUTHORITY XX USC 403 J	
9 ORGANIZATIONAL DESIGNATIONS DDP/WH DIVISION FOREIGN FIELD BRANCH 5-BRASILIA, BRAZIL STATION RIO DE JANEIRO, BRAZIL BASE			10 LOCATION OF OFFICIAL STATION RIO DE JANEIRO, BRAZIL
11 POSITION TITLE OPS OFFICER		12 POSITION NUMBER 1865	13 SERVICE DESIGNATION D
14 CLASSIFICATION SCHEDULE (GS, IS, etc.) FSR GS	15 OCCUPATIONAL SERIES 0135.01	16 GRADE AND STEP GS 2 12 4	17 SALARY OR RATE 15732 17453
18 REMARKS RIO DE JANEIRO, BRAZIL  HOME BASE: WH			

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 37	20 Empl. Code 10	21 OFFICE CODING NUMBER: 01825 WH ALPHABETIC:	22 STATION CODE (13037)	23 INTEGREE CODE □	24 Inquiries Code 3	25 DATE OF BIRTH MO DA YR 12 08 35	26 DATE OF GRADE MO DA YR	27. DATE OF LHI MO DA YR
28 NTE EXPIRES MO DA YR	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1. CS 2. CA 3. FA 4. NONE	31 SEPARATION DATA CODE	32 Correction / Cancellation Data TYPE MO DA YR	33 SECURITY REG. NO.		34 SEX	
35 VET PREFERENCE CODE 0 NONE 1 5 PT 2 10 PT	36 SERV. COMP. DATE MO DA YR	37 LONG COMP. DATE MO DA YR	38 CAREER CATEGORY CAR 251V PRTV 22MP	39 FEGLI / HEALTH INSURANCE CODE 0 WAIVER 1 YES	40 SOCIAL SECURITY NO.			
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE (LESS THAN 2 YRS) 3 BREAK IN SERVICE (MORE THAN 2 YRS)		42 LEAVE CAT. CODE	43 FEDERAL TAX DATA FORM EXCLUDED CODE YES TAX EXEMPTIONS		44 STATE TAX DATA FORM EXCLUDED CODE YES 1 YES 2 NO			45 TAX STATE CODE

SIGNATURE OR OTHER AUTHENTICATION

1. 1 3 3 72

SECRET

14-00000 (When Filled In)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-656 AND EXECUTIVE ORDER 11576 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 JANUARY 1971

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
PICCOLO JOSEPH S	025658	51 730	CF	GS 12 4	\$16,543

657

1/5/71

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. (WOP HOURS)			
025658		PICCOLO JOSEPH S		51 730		CF					
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION			
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.		
GS	12	3	\$15,138	09/21/69	GS	12	4	\$15,611	09/20/70		
CERTIFICATION AND AUTHENTICATION											
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.											
SIGNATURE						DATE					
<i>Joseph S. Piccolo</i>						7/14/70					
<input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD											
CLEARED INITIALS						INITIALED BY					
P						JRP					
PAY CHANGE NOTIFICATION											
FORM 360E Use previous editions (4-57)											

SECRET  
(When Filled In)

REF: 2 JUN 70

NOTIFICATION OF PERSONNEL ACTION

DDP

1 SERIAL NUMBER 025658		2 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT			4 EFFECTIVE DATE MO DA YR 05 21 70
5 CATEGORY OF EMPLOYMENT REGULAR			6 CSC OR OTHER LEGAL AUTHORITY
7 FUNDS	V TO V CF TO V	V TO CF CF TO CF	8 Financial Analysts Fee Chargeable 9135 0000 0000
9 ORGANIZATIONAL DESIGNATIONS DDP/WH/FOREIGN FIELD BRANCH 5 RIO DE JANEIRO, BRAZIL STATION		10 LOCATION OF OFFICIAL STATION RIO DE JANEIRO, BRAZIL	
11 POSITION TITLE OPS OFFICER		12 POSITION NUMBER 0187	13 SERVICE DESIGNATION D
14 CLASSIFICATION SCHEDULE (GS, LB, etc) FSR GS	15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP GS 1 12 3	17 SALARY OR RATE 13618 15138
18 REMARKS WASH., D.C.  HOME BASE: WH			

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 51730 WH	22 STATION CODE 09037	23 INCENTIVE CODE	24 MONTHS CODE	25 DATE OF BIRTH MO DA YR 12 08 05	26 DATE OF GRADE MO DA YR	27 DATE OF LEI MO DA YR
28 NTE EXPIRES MO DA YR	29 SPECIAL REFERENCE 1 CSC 2 CIA 3 PMA 4 OTHER	30 RETIREMENT DATA CODE	31 SEPARATION DATA CODE	32 CORRECTION / CONVERSION DATA	33 SECURITY REQ NO	34 SEX	35 NET PREFERENCE CODE 1 NO PREFERENCE 2 5 PT 3 10 PT	
36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY LAB BSA CODE DATA TEMP	39 RESULT HEALTH INSURANCE CODE 1 YES 2 NO	40 SOCIAL SECURITY NO	41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE LESS THAN 3 YRS. 3 BREAK IN SERVICE MORE THAN 3 YRS.			
42 LEAVE CAT CODE		43 FEDERAL TAX DATA FORM EXECUTED 1 YES 2 NO		44 STATE TAX DATA CODE NO TAX STATUS STATE CODE		45 SIGNATURE OR OTHER AUTHENTICATION		

→ BOD DATA

POSTED

06-10-70 J/S

SECRET

BBG

U.S. GOVERNMENT PRINTING OFFICE: 1969 O - 348-000

14-00000

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 28 DECEMBER 1969

NAME	SERIAL	ORGN,	FUNDS	GR-STEP	NEW SALARY
PICCOLO JOSEPH S	025658	51	997	CF GS 12 3	\$15,138

OSU: 10 FEB 70

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION															
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)													
025650		PICCOLO JOSEPH S													
3 NATURE OF PERSONNEL ACTION				4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT									
REASSIGNMENT				1970 FEB 17		REGULAR									
6 FUNDS		V TO V		V TO CF		7 Personnel Analysis No Chargeable		8 CSC OR OTHER LEGAL AUTHORITY							
CF TO V		X		CF TO CF		6135 (325) (000)		50 USC 405 J							
9 ORGANIZATIONAL DESIGNATIONS					10 LOCATION OF OFFICIAL STATION										
DDP/WH DEVELOPMENT COMPLEMENT					WASH., D.C.										
11 POSITION TITLE				12 POSITION NUMBER		13 SERVICE DESIGNATION									
OPS OFFICER				5037		D									
14 CLASSIFICATION SCHEDULE (GS, LB, etc.)			15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE								
FSR GS			0136.01		12 3		10962 14281								
18 REMARKS															
WASH., D.C. TRAINING.															
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL															
19 ACTION CODE	20 Employ Code	21 OFFICE CODING		22 STATION CODE	23 INTEGRITY CODE	24 INSURANCE	25 DATE OF BIRTH		26 DATE OF GRADE	27 DATE OF LEI					
37	13	NUMERIC	ALPHABETIC	75013	<input type="checkbox"/>	1	MO	DA	YR	MO	DA	YR	MO	DA	YR
28 NTE EXPIRES	29 SPECIAL REFERENCE	30 RETIREMENT DATA		31 SEPARATION DATA CODE	32 Compensation/Contribution Data			33 SECURITY REQ NO		34 SEX					
MO	DA	YR	1	2	3	4	5	6	7	8					
35 VET PREFERENCE	36 SERV COMP DATE		37 LONG COMP DATE		38 CAREER CATEGORY		39 FEGLI HEALTH INSURANCE		40 SOCIAL SECURITY NO						
CODE	0 NONE	1 5 PT	2 10 PT	MO	DA	YR	MO	DA	YR	MO	DA	YR			
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE	42 LEAVE CAT CODE		43 FEDERAL TAX DATA			44 STATE TAX DATA									
CODE	0 NO PREVIOUS SERVICE	1 NO BREAK IN SERVICE	2 BREAK IN SERVICE LESS THAN 3 YRS	3 BREAK IN SERVICE MORE THAN 3 YRS	FORM EXECUTED	COVER	NO TAX EXEMPTIONS	FORM EXECUTED	COVER	NO TAX EXEMPT	STATE CODE				
1 YES	1 YES	1 YES	1 YES	1 YES	1 YES	1 YES	1 YES	1 YES	1 YES	1 YES	1 YES				
2 NO	2 NO	2 NO	2 NO	2 NO	2 NO	2 NO	2 NO	2 NO	2 NO	2 NO	2 NO				
SIGNATURE OR OTHER AUTHENTICATION															

POSTED  
02-16-70 JIK

FORM 540 1130 Use Previous Edition Mfg 10 67

SECRET

BBC

(When Filled In)

OFFICE OF THE ASSISTANT SECRETARY FOR PERSONNEL

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTION 217 OF PL 90-206 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1969

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
PICCOLO JOSEPH S	023658	51	500	CF GS 12 2	813,835

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CONFIDENTIAL  
 SECURITY INFORMATION

SEP 10 4 16 PM '69

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS			
023658		PICCOLO JOSEPH S		51 500		CF					
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION			
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.		
GS	12	2	<del>814,281</del> 813,835	09/22/68	GS	12	3	<del>814,281</del> 814,281	09/21/69		
CERTIFICATION AND AUTHENTICATION											
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.											
SIGNATURE <i>[Signature]</i>							DATE 22 July 1969				
<input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD											
CLERK'S INITIALS					AUCTIONED BY						
[Handwritten Initials]					[Handwritten Initials]						
FORM 560 E Use previous editions PAY CHANGE NOTIFICATION (4 31)											

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3: 7 JUL 69

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

DDF

1 SERIAL NUMBER 025658		2 NAME (LAST FIRST MIDDLE) FISCOLO JOSEPH S	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT			4 EFFECTIVE DATE 07   03   69
			5 CATEGORY OF EMPLOYMENT REGULAR
6 FUNDS		7 FUND OF ANALYSIS FOR CHARGEABLE	8 CSC OR OTHER LEGAL AUTHORITY
<input type="checkbox"/> V TO V <input type="checkbox"/> CF TO V <input checked="" type="checkbox"/> V TO CF <input type="checkbox"/> CF TO CF		0135 0620 0000	50 USC 403 J
9 ORGANIZATIONAL DESIGNATIONS DDP/WH WH/COG ON-ISLAND OPERATIONS BRANCH		10 LOCATION OR OFFICIAL STATION WASH., D.C.	
11 POSITION TITLE OFS OFFICER		12 POSITION NUMBER 1159	13 SERVICE DESIGNATION D
14 CLASSIFICATION SCHEDULE AND GRADE FSR GS	15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 06 1 12 2	17 SALARY OR RATE 9721 12580
18 REMARKS WASH., D.C.			

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 37	20 EMPLOY CODE 10	21 SPACE CODING 51500 WH	22 STATION CODE 75013	23 PAY GRADE CODE 1	24 PAY CODE 12   08   35	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LET
28 INT. EXP. REF.		29 SPECIAL REFERENCE	30 RETIREMENT DATA	31 SEPARATION DATA CODE	32 CORRECTION / AMENDMENT DATA	33 SECURITY REQ. NO.		34 SER.
35 VET. PREFERENCE		36 SERV. COMP. DATE	37 LONG COMP. DATE	38 CAREER CATEGORY		39 REG. / HEALTH INSURANCE		40 SOCIAL SECURITY NO.
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE			42 LEAVE CAT. CODE	43 FEDERAL TAX DATA		44 STATE TAX DATA		

SIGNATURE OR OTHER AUTHENTICATION

POSTED

070769 JKS

FDV: 25 FEB 69

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

DDF

1 SERIAL NUMBER 025658		7 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT			4 EFFECTIVE DATE MO DA YR 02 25 69
			5 CATEGORY OF EMPLOYMENT REGULAR
6 FUNDS	V TO V	V TO CF	7 Financial Analysts No. Chargeable
	CF TO V	CF TO CF	8 CSC OR OTHER LEGAL AUTHORITY
			9135 0620 0000
9 ORGANIZATIONAL DESIGNATIONS DDP/WH WH/COG THIRD COUNTRY BRANCH			10 LOCATION OF OFFICIAL STATION WASH., D.C.
11 POSITION TITLE OPS OFFICER		12 POSITION NUMBER 1152	13 SERVICE DESIGNATION D
14 CLASSIFICATION SCHEDULE (GS LB, etc) FSK GS	15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP (10 1 12 2	17 SALARY OR RATE J721 12580

18 REMARKS  
MANAGUA, NICARAGUA

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 51500 WH	22 STATION CODE 75013	23 INTEGRAL CODE <input type="checkbox"/>	24 HOURS CODE 1	25 DATE OF BIRTH MO DA YR 12 08 35	26 DATE OF GRADE MO DA YR	27 DATE OF LSI MO DA YR
28 NTE EXPIRES MO DA YR	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1 CIV 2 CIA 3 FGA 4 NLEWD	31 SEPARATION DATA CODE	32 Correction / Cancellation Date MO DA YR		33 SECURITY REQ NO	34 SER	
35 VET PREFERENCE CODE	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CAR 2514 PROV 1204	39 PEGU / HEALTH INSURANCE CODE	40 SOCIAL SECURITY NO			
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE	42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EMPLOYED 1 YES 2 NO		44 STATE TAX DATA FORM EMPLOYED 1 YES 2 NO				

SIGNATURE OR OTHER AUTHENTICATION

100870A  
27  
JLB

FORM 1150 May 1967

Use Previous Edition

SECRET

JLB

Excluded from automatic downgrading and declassification

(When Filled In)

2

COMPENSATION & TAX DIVISION

SEP 10 2 02 PM '68

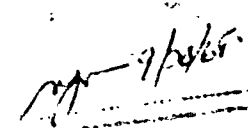
1. SERIAL NO.		2. NAME			3. ORGANIZATION		4. FUNDS		5. LWOP HOURS		
022658		PICCOLO JOSEPH S			51 650		CF				
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION			
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.		
GS 11	4	11223	09/25/66	GS 11	5	11563	09/22/68				
CERTIFICATION AND AUTHENTICATION											
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.											
SIGNATURE						DATE					
<i>E. E. Farrell</i>						12 July 68					
<input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD											
CLERKS INITIALS						AUDITED BY					
FORM 7-66 560 E		PAY CHANGE NOTIFICATION							(4-51)		

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*[Handwritten signature]*

SECRET  
(When Filled In)

JLE:

NOTIFICATION OF PERSONNEL ACTION																	
1. SERIAL NUMBER 025633		2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S															
3. NATURE OF PERSONNEL ACTION PROMOTION						4. EFFECTIVE DATE MO DA '68 09 22 68		5. CATEGORY OF EMPLOYMENT REGULAR									
6. FUNDS		V TO V		V TO CF		7. Financial Analysis No. Chargeable		8. CSC OR OTHER LEGAL AUTHORITY									
CF TO V		X		CF TO CF		9135 1049 0000		50 USC 403 J									
9. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION						10. LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA											
11. POSITION TITLE OPS OFFICER						12. POSITION NUMBER 0396		13. SERVICE DESIGNATION -D									
14. CLASSIFICATION SCHEDULE (GS, LS, etc.) FSR GS			15. OCCUPATIONAL SERIES 0136.01			16. GRADE AND STEP 07 4 12 2		17. SALARY OR RATE 8969 12580									
18. REMARKS MANAGUA, NICARAGUA																	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
19. AT/CAT CODE		20. EMPLOY CODE		21. OFFICE CODING NUMBER ALPHABETIC 51650 WH		22. STATION CODE 52073		23. GRADE CODE		24. MILITARY CODE		25. DATE OF BIRTH MO DA '68 12 08 35		26. DATE OF GRADE MO DA '68 09 22 68		27. DATE OF LEI MO DA '68 09 22 68	
28. RATE EXP. DATE		29. SPECIAL REFERENCE		30. RETIREMENT DATA CSC C/A P/A P/CR		31. SEPARATION DATA CODE		32. CORRECTION / CANCELLATION DATA TYPE MO DA '68		33. SECURITY REG NO		34. SEA		EOD DATA			
35. VET PREFERENCE		36. SERV. COMP. DATE MO DA '68		37. LONG. COMP. DATE MO DA '68		38. CAREER CATEGORY CAB SER CODE PROF TEACH		39. FEGLI HEALTH INSURANCE CODE B WAIVER 1 YES		40. SOCIAL SECURITY NO							
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1. NO. MONTHS SERVICE 2. NO. MONTHS IN SERVICE 3. SERVICE IN SERVICE (MAY BE MORE THAN 1 YES) 4. SERVICE IN SERVICE (MAY BE MORE THAN 1 YES)				42. LEAVE CAT. CODE		43. FEDERAL TAX DATA FORM EXEMPTED CODE NO. TAX EXEMPTIONS 1 YES 2 NO				44. STATE TAX DATA FORM EXEMPTED CODE NO. STATE TAX GROUP STATE CODE 1 YES 2 NO							
SIGNATURE OR OTHER AUTHENTICATION																	
																	

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1-68

Use Previous Edition

SECRET SF

Excluded from automatic  
downgrading and  
declassification

(When Filled In)

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 6 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
PICCOLI JOSEPH S	029898	91	650	CF GS 11 4	\$10,623	\$11,223

SECRET  
(When Filled In)

PLW:

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER 025658		2 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3 NATURE OF PERSONNEL ACTION CHANGE OF FAN			4 EFFECTIVE DATE MO DA '68 07 02 68
5 CATEGORY OF EMPLOYMENT REGULAR			6 FUNDS V TO V CF TO V X V TO CF CF TO CF
7 Financial Analysis No. Chargeable 9135 1049 0000			8 CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J
9. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION		10 LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA	
11. POSITION TITLE OPS OFFICER		12 POSITION NUMBER 0396	13 SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS LB etc.) FSR GS	15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 07 4 11 4	17 SALARY OR RATE 3596 10623
18. REMARKS MANAGUA, NICARAGUA			

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 51650 WH	22 STATION CODE 52073	23 INTEGREE CODE <input type="checkbox"/>	24 MILITARY CODE 3	25 DATE OF BIRTH MO DA '35 12 08 35	26 DATE OF GRADE MO DA '68	27 DATE OF LET MO DA '68
28 NTE EXPIRES MO DA '68	29 SPECIAL REFERENCE	30 RETIREMENT DATA CODE	31 SEPARATION DATA CODE	32 Correction/Cancelation Data TYPE MO DA '68	33 SECURITY REG NO		34 SER	
35 VET PREFERENCE CODE 0 NONE 1 5 YR 2 10 YR	36 SERV COMP DATE MO DA '68	37 LONG COMP DATE MO DA '68	38 CAREER CATEGORY CODE 000 0000 0000	39 FEGLI - HEALTH INSURANCE CODE 0 NONE 1 YES	40 SOCIAL SECURITY NO			
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE LESS THAN 3 YRS 3 BREAK IN SERVICE MORE THAN 3 YRS	42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EMPLOYING 1 YES 2 NO	44 STATE TAX DATA FORM EXECUTED CODE NO TAX EMPLOYING 1 YES 2 NO					

SIGNATURE OR OTHER AUTHENTICATION

**POSTED**  
1/15/68

14-00000

PLW: 11:30  
1 00 07 10 68

SECRET SF

(78) (10) (1) (1)

14-00000

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S	025658	51	620	CF GS 11 4	\$10,166	\$10,623

SECRET  
(When Filled In)

PLW:

NOTIFICATION OF PERSONNEL ACTION										
1 SERIAL NUMBER 025053		2 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S								
3 NATURE OF PERSONNEL ACTION REASSIGNMENT				4 EFFECTIVE DATE MO DA YR 04 21 60		5 CATEGORY OF EMPLOYMENT REGULAR				
6 FUNDS		V TO V		V TO CF		7 Financial Analysis No. Chargeable 0135 1004 0000		8 CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J		
CF TO V		X		CF TO CF						
9 ORGANIZATIONAL DESIGNATIONS ODP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION					10 LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA					
11 POSITION TITLE OPS OFFICER				12 POSITION NUMBER 0396		13 SERVICE DESIGNATION D				
14 CLASSIFICATION SCHEDULE (GS (L, etc)) FSR GS			15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 07.4 11 4		17 SALARY OR RATE 8596 10623			
18 REMARKS MEXICO CITY, MEXICO										
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL										
19 ACTION CODE 37	20 Employ Code 10	21 OFFICE CODING NUMERIC ALPHABETIC 51650 WH		22 STATION CODE 52073	23 INTEGREE CODE	24 Hdqtrs Code 3	25 DATE OF BIRTH MO DA YR 12 00 35		26 DATE OF GRADE MO DA YR	27 DATE OF LES MO DA YR
28 INT. EXPIRES MO DA YR		29 SPECIAL REFERENCE	30 RETIREMENT DATA 1 CSC 2 CA 3 PLA 4 NAME		31 SEPARATION DATA CODE	32 Correction /Cancellation Data TYPE MO DA YR		33 SECURITY REQ NO		34 SER
35 VET PREFERENCE CODE 0 NONE 1 5 YR 2 10 YR	36 SERV COMP DATE MO DA YR		37 LONG COMP DATE MO DA YR		38 CAREER CATEGORY CAS SERV PROV TEMP		39 FEGLI HEALTH INSURANCE CODE LOC4 0 WAIVER 1 YES		40 SOCIAL SECURITY NO	
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE (LESS THAN 3 YRS.) 3 BREAK IN SERVICE (MORE THAN 3 YRS.)			42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXCLUDED CODE 1 YES 2 NO			44 STATE TAX DATA FORM EXCLUDED CODE 1 YES 2 NO			
SIGNATURE OR OTHER AUTHENTICATION										
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p>025053</p> <p><i>[Signature]</i> 4/23/60</p> </div>										



SECRET  
(When Filled In)

BJT: 17 MAY 67

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER <b>025658</b>		2. NAME (LAST FIRST MIDDLE) <b>PICCOLO JOSEPH S</b>	
3. NATURE OF PERSONNEL ACTION <b>DESIGNATION AS PARTICIPANT IN CIA RETIREMENT AND DISABILITY SYSTEM</b>			4. EFFECTIVE DATE MO. DA. YR. <b>05 07 67</b>
5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>			6. CSC OR OTHER LEGAL AUTHORITY <b>PL 88-643 SECT. 203</b>
7. Financial Authority, Chargeable	8. CSC OR OTHER LEGAL AUTHORITY	9. ORGANIZATIONAL DESIGNATIONS <b>DDP/WH</b>	
10. LOCATION OF OFFICIAL STATION <b>MEXICO CITY, MEXICO</b>		11. POSITION TITLE	
12. POSITION NUMBER		13. SERVICE DESIGNATION <b>D</b>	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)		15. OCCUPATIONAL SERIES	
16. GRADE AND STEP <b>11</b>		17. SALARY OR RATE	

10. REMARKS  
**EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION AND RIGHT OF APPEAL TO THE DIRECTOR OF CENTRAL INTELLIGENCE.**

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION: 20. EMPLOY. CODE	21. OFFICE CODING	22. STATION CODE	23. INTEGREE CODE	24. Hdqtrs. Code	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
	NUMERIC ALPHABETIC				MO DA YR	MO DA YR	MO DA YR
28. NTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA	EOD DATA		33. SECURITY REG NO
MO DA YR		1. CSC 2. FIA 3. FICA 4. NONE		TYPE MO DA YR			
35. VET PREFERENCE	36. SERV COMP DATE	37. LONG COMP. DATE	38. CAREER CATEGORY	39. FEGLI / HEALTH INSURANCE	40. SOCIAL SECURITY NO.		
CODE 0 - NONE 1 - 5 PT 2 - 10 PT	MO DA YR	MO DA YR	CODE	0 - WAIVED 1 - YES	HEALTH INS CODE		
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE	42. LEAVE CAT CODE	43. FEDERAL TAX DATA		44. STATE TAX DATA			
CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)		FORM EXECUTED CODE 1 - YES 2 - NO		FORM EXECUTED 1 - YES 2 - NO		CODE NO TAX STATE CODE (EXEMPT)	

SIGNATURE OR OTHER AUTHENTICATION

POSTED  
8/5/86-11

BJT

GROUP 1 Excluded from automatic downgrading and declassification

N.M.: 23 SEPT 66

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 025658		2. NAME (LAST FIRST-MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION PROMOTION		4. EFFECTIVE DATE MO DA YR 09 25 66	5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS V TO V CF TO V X		V TO CF CF TO CF	7. COST CENTER NO (MARGARABLE) 7135 0000 0000
8. CSC OR OTHER LEGAL AUTHORITY SC USC 403 J		9. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 1 MEXICO CITY, MEXICO STATION	
10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO		11. POSITION TITLE OPS OFFICER	
12. POSITION NUMBER 0939		13. SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 07 3 11 4
17. SALARY OR RATE 7975 10166		18. REMARKS MEXICO CITY, MEXICO	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 22	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 51620 WH	22. STATION CODE 45075
23. INTEGRTEE CODE	24. MGRIN CODE 3	25. DATE OF BIRTH MO DA YR 12 01 35	26. DATE OF GRADE MO DA YR 09 25 66
27. DATE OF LEI MO DA YR 11 25 66	28. NTE EXPIRES MO DA YR	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1 - CSC 2 - FICA 3 - NONE
31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO DA YR	33. SECURITY REG NO.	34. SEX
35. VET PREFERENCE CODE 0 - NONE 1 - 5 PT 2 - 10 PT	36. SERV. COMP. DATE MO DA YR	37. LONG COMP. DATE MO DA YR	38. CAREER CATEGORY CAN SP... PRIVY TEMP
39. PEGLI / HEALTH INSURANCE CODE W WAIVER 1 - YES	40. SOCIAL SECURITY NO.	41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)	
42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS 1 - YES 2 - NO	44. STATE TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS 1 - YES 2 - NO	
SIGNATURE OR OTHER AUTHENTICATION			

104210W

546

1		2		3		4		5	
025458		PICCOLO JOSEPH S		51 620 CF					
6		7		8		9		10	
GRADE		STEP		EFFECTIVE DATE		NEW GRADE		NEW STEP	
US 10	3	8,744	08/29/65	GS 10	4	12.05	08/29/66		
		8,997							
<p>11</p> <p>NO EXCESS LWOP</p> <p>PAY STATUS AT END OF WAITING PERIOD</p> <p>LWOP STATUS AT END OF WAITING PERIOD</p> <p>CLERKS INITIALS                      AUDITED BY</p> <p>I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.</p> <p>SIGNATURE: <i>[Signature]</i> DATE: <i>7-16-66</i></p> <p style="text-align: center;"><b>PAY CHANGE NOTIFICATION</b></p>									

(45)

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

NAME	SERIAL	ORGN.	FUNDS	GH-STEP	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S	025658	51	620	CF GS 10 3	\$ 8,744	\$ 8,997

FORM 1150 27 AUG 65

SECRET (When Filled In)

NOTIFICATION OF PERSONNEL ACTION

025

1. SERIAL NUMBER 025638		2. NAME (LAST FIRST-MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION PROMOTION			4. EFFECTIVE DATE 08   29   65
5. CATEGORY OF EMPLOYMENT REGULAR			6. ESC OR OTHER LEGAL AUTHORITY 50 USC 403 J
7. LOST CENTER NO. CHARGEABLE 6135 0930 0000		8. ESC OR OTHER LEGAL AUTHORITY 50 USC 403 J	
9. ORGANIZATIONAL DESIGNATIONS DDP WH FOREIGN FIELD BRANCH 1 MEXICO CITY STATION		10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO	
11. POSITION TITLE OPS OFFICER		12. POSITION NUMBER 0939	13. SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 07 2 10 3
17. SALARY OR RATE 7245 8440			
18. REMARKS MEXICO CITY, MEXICO			

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE 22	20. EMPLOY CODE 10	21. OFFICE CODING NUMERICAL ALPHABETIC 51620 WH		22. STATION CODE 45075	23. INTEGREE CODE [ ]	24. HDQTR CODE 3	25. DATE OF BIRTH MO DA YR 12   08   35			26. DATE OF GRADE MO DA YR 08   29   65			27. DATE OF LEI MO DA YR 02   29   65		
28. NTE EXPIRES NO. DA YR		29. SPECIAL REFERENCE	30. RETIREMENT DATA 1 - CSC 2 - FICA 3 - NONE		31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO DA YR			33. SECURITY REG NO.			34. SEX			
35. VET. PREFERENCE CODE 0 - NONE 1 - 5 PT 2 - 10 PT		36. SERV. COMP DATE MO DA YR		37. LONG COMP. DATE MO DA YR		38. CAREER CATEGORY CODE 0 - REG 1 - TEMP		39. FEGLI / HEALTH INSURANCE CODE 0 - WAIVER 1 - YES			40. SOCIAL SECURITY NO.				
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)				42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO TAX DEDUCTIONS 1 - YES 2 - NO			44. STATE TAX DATA FORM EXECUTED CODE NO. TAX STATE CODE 1 - YES 2 - NO							

EOD DATA

SIGNATURE OR OTHER AUTHENTICATION

POSTED  
94656

SECRET  
(When Filled In)

PJH: 27 AUG 65

NOTIFICATION OF PERSONNEL ACTION

DDP

1. SERIAL NUMBER 025658		2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION			4. EFFECTIVE DATE MO DA YR 08   27   65
			5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS	V TO V	V TO CF	7. COST CENTER NO. CHARGEABLE 6135 0990 0000
	CF TO V	CF TO CF	
9. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 1 MEXICO CITY			10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO
11. POSITION TITLE CPS OFFICER		12. POSITION NUMBER 0939	13. SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 07 2 09 3
17. SALARY OR RATE 7245 7710			
18. REMARKS SUBJECT IS TO BE PAID THE DIFFERENCE BETWEEN CIA SALARY OF \$7710 AND ALLOWANCES IN ACCORDANCE THEREWITH. ALL HOURS SICK AND ANNUAL LEAVE TO BE TRANSFERRED MARITAL STATUS: SINGLE			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 55	20. EMPLOY. CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 51620 WH	22. STATION CODE 45075
23. INTEGREE CODE	24. MGRS. CODE 3	25. DATE OF BIRTH MO DA YR 12   08   35	26. DATE OF GRADE MO DA YR
27. DATE OF LEI MO DA YR	28. NTE EXPIRES MO DA YR	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1 - CSC 2 - FICA 3 - NONE
31. SEPARATION DATA CODE	32. CORRELATION/CANCELLATION DATA TYPE MO DA YR	EOD DATA	
33. VET. PREFERENCE CODE 0 - NONE 1 - 5 PF. 2 - 10 PF.	34. SERV. COMP. DATE MO DA YR	35. LONG COMP. DATE MO DA YR	36. CAREER CATEGORY CAH BSNV PRIV TEMP
37. FEGLI / HEALTH INSURANCE CODE 0 - WAIVER 1 - YES	38. SOCIAL SECURITY NO.		
39. PREVIOUS GOVERNMENT SERVICE DATA CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)	40. LEAVE CAT. CODE	41. FEDERAL TAX DATA FORM EXECUTED: CODE NO TAX EXEMPTIONS 1 - YES 2 - NO	42. STATE TAX DATA FORM EXECUTED: CODE NO TAX EXEMP 1 - YES 2 - NO
SIGNATURE OR OTHER AUTHENTICATION			

POSTED  
9-9-65 WH

37F

1 Serial No.		2 Name		3 Org Center Number		4 LWOP Hours				
02505A		PICCOLO JOSEPH S		49 200 V						
5 OLD SALARY RATE				6 NEW SALARY RATE				7 TYPE ACTION		
Grade	Step	Salary	Lea IN Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADI
GS 09	2	\$ 7,465	07/19/64	GS 09	3	\$ 7,710	07/18/65			
8 Remarks and Authorization										
<p style="text-align: center;">CI</p> <p>/ / NO EXCESS LWOP</p> <p>/ / IN PAY STATUS AT END OF WAITING PERIOD 559</p> <p>/ / LWOP STATUS AT END OF WAITING PERIOD</p> <p style="text-align: center;">CLERKS INITIALS                      AUDITED BY 6K</p> <p>I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.</p> <p>SIGNATURE: <i>[Signature]</i> DATE 16 June 65</p> <p style="text-align: center;">PAY CHANGE NOTIFICATION</p>										

Jul 22 1 38 PM '65

Form 961 560 Obsolete Previous Edition (4-51)

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGN.	FUNDS	GR+STEP	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S.	02505A	51	620	CF GS 10 3	\$ 8,441	\$ 8,744

SECRET  
(When Filled In)

RZR: 2 JUL 65

NOTIFICATION OF PERSONNEL ACTION														
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)												
025658		PICCOLO JOSEPH S												
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT								
REASSIGNMENT AND TRANSFER TO CONFIDENTIAL FUNDS				07 04 65		REGULAR								
6. FUNDS		V TO V		X		V TO CF		7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY				
CF TO V		CF TO CF		6135 0990 0000		50 USC 403 J								
9. ORGANIZATIONAL DESIGNATIONS					10. LOCATION OF OFFICIAL STATION									
DDP/WH FOREIGN FIELD BRANCH 1 MEXICO CITY STATION					MEXICO CITY, MEXICO									
11. POSITION TITLE					12. POSITION NUMBER		13. SERVICE DESIGNATION							
OPS OFFICER					0939		D							
14. CLASSIFICATION SCHEDULE (GS, LB, etc)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE							
GS			0136.01		09 2		7465							
18. REMARKS														
SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.														
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL														
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGREE CODE	24. MGR. CODE	25. DATE OF BIRTH		26. DATE OF GRADE	27. DATE OF LEI				
20	10	NUMERIC	ALPHABETIC	45075		3	MO	DA	YR	MO	DA	YR		
		51620	WH				12	08	35					
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ NO.	34. SEX			
				1 - CSC 2 - FICA 3 - NONE				EOD DATA						
35. VET. PREFERENCE		36. SERV COMP. DATE		37. LONG COMP. DATE		38. CAREER CATEGORY		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO.				
CODE		0 - NONE 1 - 5 PT. 2 - 10 PT.		MO DA YR		MO DA YR		O - WAIVER 1 - YES		HEALTH INS CODE				
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAT CODE		43. FEDERAL TAX DATA		44. STATE TAX DATA						
CODE				0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)		FCRM EXECUTED CODE 1 - YES 2 - NO		NO TAX EXEMPTIONS		FCRM EXECUTED 1 - YES 2 - NO		CODE	NO TAX EXEMP	STATE CODE
SIGNATURE OR OTHER AUTHENTICATION										<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p style="margin: 0;">POSTED</p> <p style="margin: 0;">7-22-65 HA</p> </div>				

*J. J. J.*

FORM 1  
EXCLUDED FROM AUTOMATIC  
DOWNGRADING AND  
DECLASSIFICATION

OLD: 5 MAR 65

SECRET  
(When Filled In)

OFC		NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
025658		PICCOLO JOSEPH S									
3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND CHG OF SERVICE DESIGNATION				4. EFFECTIVE DATE MO DA YR 03 05 65		5. CATEGORY OF EMPLOYMENT REGULAR					
6. FUNDS		7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY							
X V TO V CF TO V		V TO CF CF TO CF		5235 1162 0000		50 USC 403 J					
9. ORGANIZATIONAL DESIGNATIONS DDP/SAS INTELLIGENCE STAFF RESEARCH SECTION				10. LOCATION OF OFFICIAL STATION WASH., D. C.							
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 0908		13. SERVICE DESIGNATION D					
14. CLASSIFICATION SCHEDULE (GS, LO, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 09 2		17. SALARY OR RATE 7425					
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 49200 SAS		22. STATION CODE 75013	23. INTEGREE CODE	24. MONTHS Code 1	25. DATE OF BIRTH MO DA YR 12 08 35	26. DATE OF GRADE MO DA YR	27. DATE OF LEI MO DA YR		
28. NTE EXPIRES MO DA YR		29. SPECIAL REFERENCE	30. RETIREMENT DATA 1 - CSC 3 - PICA 8 - NONE		31. SEPARATION DATA CODE	32. CORRECTION-CANCELLATION DATA TYPE MO DA YR		33. SECURITY REQ NO		34. SEX	
35. VET. PREFERENCE CODE 0 - NONE 1 - 5 PT 2 - 10 PT		36. SERV. COMP DATE MO DA YR		37. LONG COMP DATE MO DA YR		38. CAREER CATEGORY CAN GEN/ PRNU TEMP		39. FEGLI / HEALTH INSURANCE CODE CODE 1 - YES		40. SOCIAL SECURITY NO	
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)			42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS		44. STATE TAX DATA FORM EXECUTED CODE NO TAX STATE CODE					
SIGNATURE OR OTHER AUTHENTICATION											
<div style="border: 1px solid black; padding: 5px; display: inline-block;">           FROM POSTED            H            03/08/65 ZK         </div>											





JOS: 17 JULY 64

SECRET  
(When Filled In)

OCF

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER 025558		2 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3 NATURE OF PERSONNEL ACTION PROMOTION		4 EFFECTIVE DATE 07 19 64	
5 CATEGORY OF EMPLOYMENT REGULAR		6 USE OR OTHER LEGAL AUTHORITY 50 USC 403 J	
7 FUND CENTER NO. CHARGEABLE 5275 2100 0000		8 USE OR OTHER LEGAL AUTHORITY 50 USC 403 J	
9 ORGANIZATIONAL DESIGNATIONS DDS/OTR JUNIOR OFFICER TRAINEE CORPS		10 LOCATION OF OFFICIAL STATION WASH., D. C.	
11 POSITION TITLE JR OF TRAINEE		12 POSITION NUMBER 0748	
13 SERVICE DESIGNATION SJ		14 CLASSIFICATION SCHEDULE (GS, LB, SM, ...) GS	
15 OCCUPATIONAL SERIES 0090.01		16 GRADE AND STEP GS 2	
17 SALARY OR RATE 7260		18 REMARKS	

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 02	20 EMPLOY CODE 10	21 OFFICE CODING NUMBER-ALPHABETIC 28300 JOTC	22 STATION CODE 75013	23 INTEGRATE CODE	24 ADJUST CODE	25 DATE OF BIRTH 12 08 35	26 DATE OF GRADE 07 19 64	27 DATE OF LET 07 19 64
28 RATE EXPIRES NO DA YA	29 SPECIAL REFERENCE 1. FOC 2. FIC 3. FIC 4. NONE	30 RETIREMENT DATA CODE	31 SEPARATION DATA CODE	32 CORRECTION/CANCELLATION DATA TYPE NO DA YA	EOD DATA		33 SECURITY REG NO	34 SER
35 PFT PREFERENCE CODE	36 SERV COMP DATE NO DA YA	37 LONG COMP DATE NO DA YA	38 CAREER CATEGORY CAP PFT LTR	39 FEGLI / HEALTH INSURANCE CODE 0 - NONE 1 - YES	40 SOCIAL SECURITY NO			
41 PREVIOUS GOVERNMENT SERVICE DATA CODE 1. NO SERVICE 2. NO SERVICE 3. SERVICE MORE THAN 1 YEAR 4. SERVICE MORE THAN 2 YEARS		42 LEAVE (LT) CODE	43 FEDERAL TAX DATA PROVISIONAL FILE NO TAX EXEMPTIONS YES/NO		44 STATE TAX DATA CODE NO TAX STATE/STATE EXEMPT			

SIGNATURE OR OTHER AUTHENTICATION

POSTED  
7-21-64

FORM 1130

Use Previous Edition

SECRET

80 JUL 1964

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

(When Filled In)

SECRET  
(When Filled In)

DD FORM 1300-10

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 2. NAME (LAST FIRST MI/POLE)  
005658 BRIDGEMAN, JAMES S

3. NATURE OF PERSONNEL ACTION CLASSIFICATION AND CHG. OF SERVICE DESIGNATION  
4. EFFECTIVE DATE  
5. CATEGORY OF EMPLOYMENT  
REGULAR

6. FUNDS  
7. COST CENTER NO. CHARGEABLE  
8. CSC OR OTHER LEGAL AUTHORITY  
50 USC 402 (V)

9. ORGANIZATIONAL DESIGNATIONS  
10. LOCATION OF OFFICIAL STATION  
DDS/CTR  
JUNIOR OFFICER TRAINEE CORPS  
WASH., D. C.

11. POSITION TITLE  
12. POSITION NUMBER  
13. SERVICE DESIGNATION  
JR. OF. TRAINEE  
07413  
SJ

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)  
15. OCCUPATIONAL SERIES  
16. GRADE AND STEP  
17. SALARY OR RATE  
GS  
COSC 01  
GS-9  
\$600

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE  
20. EMPLOY CODE  
21. OFFICE CODING  
22. STATION CODE  
23. INTEGRIS CODE  
24. MONTH CODE  
25. DATE OF BIRTH  
26. DATE OF GRADE  
27. DATE OF SER.  
28. NTE EXPIRES  
29. SPECIAL DEFERMENT  
30. RETIREMENT DATA  
31. SEPARATION DATA CODE  
32. CORRECTION/CANCELLATION DATA  
33. SECURITY SER. NO.  
34. SEX  
35. VET. PREFERENCE  
36. SERV. COMP. DATE  
37. LONG. COMP. DATE  
38. CAREER CATEGORY  
39. FEGLI / HEALTH INSURANCE  
40. SOCIAL SECURITY NO.  
41. PREVIOUS GOVERNMENT SERVICE DATA  
42. LEAVE (AI)  
43. FEDERAL TAX DATA  
44. STATE TAX DATA

EOD DATA

SIGNATURE OR OTHER AUTHENTICATION

FROM SAS

POSTED

145-1196

1 Serial No		2 Name		3 Last Career Number		4 LWOP Hours				
025658		PICCOLO JOSEPH S		28 300 V						
5 OLD SALARY RATE				6 NEW SALARY RATE				7 TYPE ACTION		
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	Effective Date	PSI	ISI	ADJ
GS 08	2	\$ 6,600	04/28/63	GS 08	3	\$ 6,810	04/28/64			
8 Remarks and Authentication										
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS <i>WN</i> AUDITED BY										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.										
SIGNATURE: <i>[Signature]</i>						DATE 2/11/64				
PAY CHANGE NOTIFICATION										

REC. PAY. DIV. 11-11-64  
APR 20 2 15 PM '64

Form 560 (4-51) Obsolete Previous Edition

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND OGI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

NAME	SERIAL	ORGN	FUNDS	GR-ST	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S	025658	49	300	V GS 08 2	\$ 6,795	\$ 6,600

SECRET  
(When Filled In)

RZR: 20 APR 63

NOTIFICATION OF PERSONNEL ACTION

OCF

1. SERIAL NUMBER 025658 2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S

3. NATURE OF PERSONNEL ACTION PROMOTION 4. EFFECTIVE DATE 04 28 63 5. CATEGORY OF EMPLOYMENT REGULAR

6. FUNDS X V TO V V TO CP 7. COST CENTER NO. CHARGEABLE 0232 1000 1000 8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS ODP/SPECIAL AFFAIRS STAFF FI/CI BRANCH 10. LOCATION OF OFFICIAL STATION WASH., D.C.

11. POSITION TITLE OPS OFFICER 12. POSITION NUMBER 0583 13. SERVICE DESIGNATION D

14. CLASSIFICATION SCHEDULE (GS, LB, etc) GS 15. OCCUPATIONAL SERIES 0136.01 16. GRADE AND STEP 08 2 17. SALARY OR RATE 5295

18. REMARKS INTELLIGENCE ANALYST OCCUPYING OPERATIONS OFFICER POSITION.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

Grid of personnel data fields including: 19 ACTION CODE, 20 EMPLOY CODE, 21 OFFICE CODING, 22 STATION CODE, 23 INTEGRAL CODE, 24 HOURS CODE, 25 DATE OF BIRTH, 26 DATE OF GRADE, 27 DATE OF LEI, 28 NTE EXPIRES, 29 SPECIAL REFERENCE, 30 RETIREMENT DATA, 31 SEPARATION DATA CODE, 32 CORRECTION/CANCELLATION DATA, 33 SECURITY REQ NO, 34 VET PREFERENCE, 35 SERV COMP DATE, 36 LONG COMP DATE, 37 CAREER CATEGORY, 38 PERS/HEALTH INSURANCE, 39 SOCIAL SECURITY NO, 40 PREVIOUS GOVERNMENT SERVICE DATA, 41 LEAVE CAT, 42 FEDERAL TAX DATA, 43 STATE TAX DATA.

EOD DATA

SIGNATURE OR OTHER AUTHENTICATION

POSTED  
05/01/63 JK

FORM 1150 11 62

Use Previous Edition 29 APR 63

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

(When Filled In)

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LA. 87 - 793 AND  
 DCI MEMORANDUM DATED 1 AUGUST 1966, SALARY IS ADJUSTED AS FOLLOWS,  
 EFFECTIVE 14 OCTOBER 1962

NAME	SERIAL	ORGN	FUNDS	OLD GR-ST SALARY	OLD GR-ST SALARY	NEW GR-ST SALARY	NEW GR-ST SALARY
PICCOLO JOSEPH S	028658	61300	V	07 3 \$ 5685		07 3 \$ 5910	

SECRET  
(When Filled In)

PLC : 5 SEPT 62

NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)							
025058		PICCOLO JOSEPH S							
3. NATURE OF PERSONNEL ACTION					4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT		
REEMPLOYMENT (MILITARY) (CAREER)					08   25   62		REGULAR		
6. FUNDS		V TO V		V TO CF		7. COST CENTER NO. (UNCLASSIFIED)		8. CSC OR OTHER LEGAL AUTHORITY	
X						3232 1000 1000		C.S. REG. 35.204	
9. ORGANIZATIONAL DESIGNATIONS					10. LOCATION OF OFFICIAL STATION				
DDP TASK FORCE W FI - CI BRANCH					WASH., D.C.				
11. POSITION TITLE					12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION		
INTELLIGENCE ASST					0685		D		
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE		
GS			0301.23		07 3		5685		
18. REMARKS									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGRAL CODE	24. MONTH CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LST
12	10	F1300   TFW		75013			12   08   35	07   24   00	07   22   62
28. DED EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA		33. SECURITY REG NO		34. SER
							10775		MI
35. NET PREFERENCE	36. SERV COMP DATE	37. LONG COMP DATE	38. DED SERV (CONTRACTED)	39. REG. HEALTH PROGRAM	40. SOCIAL SECURITY NO				
0	12 27 54	12 24 57			2 4411 314				
41. PREVIOUS GOVERNMENT SERVICE DATA			42. LEAVE CAT	43. FEDERAL TAX DATA		44. STATE TAX DATA			
0									
45. NATURE OF OFFICE AUTHORITY (A, B, C, D, E)									

POSTED  
*[Signature]*

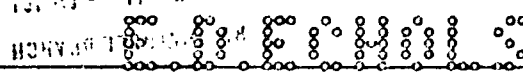
PSC: 6 OCT 1961

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION										
OEF										
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)								
025658		PICCOLO JOSEPH S								
3. NATURE OF PERSONNEL ACTION					4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
SEPARATION (MILITARY)					10 04 61		REGULAR			
6. FUNDS		V TO V		V TO CF		7. COST CENTER NO CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY		
X						2635 5000 8021		C.S. REG. 35.2		
9. ORGANIZATIONAL DESIGNATIONS					10. LOCATION OF OFFICIAL STATION					
DDP WH BRANCH 4					WASH., D.C.					
11. POSITION TITLE					12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION			
INTELLIGENCE ASST -					0629		D			
14. CLASSIFICATION SCHEDULE (GS, WB, etc.)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS			0301.28		07 2		5520			
18. REMARKS										
ANNUAL LEAVE AND RETIREMENT TO BE HELD IN ESCROW.										
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL										
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGRATED CODE	24. REPORT CODE	25. DATE OF BIRTH		26. DATE OF GRADE	27. DATE OF LEE
48	10						12 09 35			
28. DIB EXPIRES		29. SPECIAL REFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION CANCELLATION DATA		33. SECURITY REG NO	34. LEE
					BCC0051				EOD DATA	
35. VET PREFERENCE		36. LEAVY COMP DATE		37. LONG COMP DATE		38. MIL SER (CREDIT) LEO		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO
41. PREVIOUS GOVERNMENT SERVICE DATA			42. LEAVE CAT		43. FEDERAL TAX DATA		44. STATE TAX DATA			
SIGNATURE OR OTHER AUTHENTICATION										
10/21/61 ZJK										



**SECRET**  
(When Filled In)

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hou.e				
125658		PICCOLO JOSEPH S		DDP/WH 3A V-20						
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	FSI	LSI	ADJ.
GS	07	1 \$ 5,355	07/24/60	07	2	\$ 5,520	07/23/61			
8. Remarks and Authentication										
<p align="center"> <i>+</i> NO EXCESS LWOP            / / IN PAY STATUS AT END OF WAITING PERIOD            / / IN LWOP STATUS AT END OF WAITING PERIOD         </p> <p align="right"> <i>NK</i>  <i>Jan</i> </p>										
 <b>PAY CHANGE NOTIFICATION</b>										

Form 560  
7-60

Obsolete Previous Edition

**SECRET**

(4-51)

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

PAS: 22 JULY 1960

1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Var. Pref.		5. Sex		6. CS-EOD			
125658		PICCOLO JOSEPH S				Mo.	Da.	Yr.	Non-0	Code		M	I	Mo.	Da.	Yr.
12		27		54		12		08		35		0		02 04 57		
7. SCD		8. CSC Point.		9. CSC Or Other Legal Authority			10. Apmt Affidav			11. EGLI		12. LCD		13. ...		
Mo. Da. Yr.		Yes-1 Code		Mo. Da. Yr.			Yes-1 Code		Mo. Da. Yr.		Yes-1 Code		Mo. Da. Yr.		Yes-1 Code	
12 27 54		No-2 1		50 USCA 403 J			No-2		02 04 57		No-2		No-2		No-2	

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP WH BRANCH 4				4617		WASH., D.C.				75013	
16. Dept. - Field		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series	
Dept - 2 USfld - 4 Frqn - 6		INTELL ASST				0629		GS		0301.28	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
06 2		\$ 4995		D		Mo. Da. Yr. 06 28 59		Mo. Da. Yr. 06 26 60		0235 1000 1000	

ACTION

27. Nature Of Action			Code		28. Eff. Date			29. Type Of Employee			Code		30. Separation Data	
PROMOTION			30		Mo. Da. Yr. 07 24 60			REGULAR			01			

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP WH BRANCH 4				4617		WASH., D.C.				75013	
33. Dept. - Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
Dept - 2 USfld - 4 Frqn - 6		INTEL ASST				0629		GS		0301.28	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
07 1		\$ 5355		D		Mo. Da. Yr. 07 24 60		Mo. Da. Yr. 07 23 61		1235 1000 1000	

44. Remarks

POSTED  
28-08-60 WK

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.

SO	NAME	SERIAL	ORGN	GR-ST	OLD SALARY	NEW SALARY
D	PICCOLO JOSEPH S	125658	46 17	GS-06 2	\$ 4,640	\$ 4,995

/S/ EMMETT D. ECHOLS  
DIRECTOR OF PERSONNEL

SECRET  
(WHEN FILLED IN)

1. EMP. SERIAL NO. 525638		2. NAME PICCOLO JOSEPH S			3. ASSIGNED ORGAN. DDP/WH 1		4. FUNDR UV	5. ALLOTMENT			
6. OLD SALARY RATE					7. NEW SALARY RATE						
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO	DA.	YR				MO	DA.	YR.
GS 06	1	5 4,490	06	28	59	GS 06	2	5 4,640	06	26	60
TO BE COMPLETED BY THE OFFICE OF COMPTROLLER											
8. CHECK ONE <input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP						9. NUMBER OF HOURS LWOP					
IF EXCESS LWOP, CHECK FOLLOWING:						10. INITIALS OF CLERK			11. AUDITED BY		
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD											
<input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD											
TO BE COMPLETED BY THE OFFICE OF PERSONNEL											
12. TYPE OF ACTION						13. REMARKS					
<input type="checkbox"/> P.S.I. <input type="checkbox"/> S.S.I. <input type="checkbox"/> PAY ADJUSTMENT											
14. AUTHENTICATION											
<p>OS. W. 11 27 59</p> <p><b>ENTHUS</b></p> <p>WK</p>											
PAY CHANGE NOTIFICATION											

SECRET  
(When Filled In)

**NOTIFICATION OF PERSONNEL ACTION**

BES: 15 APRIL 1960

1. Serial No. 125658		2. Name (Last-First-Middle) PICCOLO JOSEPH S			3. Date Of Birth Mo. 12, Da. 08, Yr. 35			4. Promotion None-0 5 Pr-1 10 Pr-2			5. Code 0 M 1			6. Grade Mo 02, Da 04, Yr. 57			
7. ZCD		8. CSC Point Yes-1 No-2		9. CSC Or Other Legal Authority 50 USCA 403 J		10. Appt. Authority Mo. Da. Yr.			11. FEGLI Yes-1 No-2			12. LCD Mo. Da. Yr.			13. Code Yes-1 No-2		
Mo.	Da.	Yr.	Yes-1	Code	Mo.	Da.	Yr.	Yes-1	Code	Mo.	Da.	Yr.	Yes-1	Code			
12	27	54		1					1	02	04	57		2			

PREVIOUS ASSIGNMENT

14. Organizational Designations DDP WH DIVISION CS/CS DEV COMP		Code 4688	15. Location Of Official Station WASH., D.C.		Station Code 75013
16. Dept. - Field Code 1		17. Position Title MAIL AND FILE SUP			18. Position No. 011060
19. Serv. GS		20. Occup. Series 0305.05			
21. Grade & Step 06 1		22. Salary Or Rate \$ 4490	23. SD DS	24. Date Of Grade Mo. 06, Da. 28, Yr. 59	
25. P/I Due Mo. 06, Da. 26, Yr. 60		26. Appropriation Number 0320 1998			

ACTION

27. Nature Of Action REASSIGNMENT & TRANSFER TO VOUCHERED FUNDS		Code 01	28. Eff. Date Mo. 04, Da. 17, Yr. 60		29. Type Of Employee REGULAR		Code 01	30. Separation Data	
---	--	------------	---	--	---------------------------------	--	------------	---------------------	--

PRESENT ASSIGNMENT

31. Organizational Designations DDP WH BRANCH 4		Code 4617	32. Location Of Official Station WASH., D.C.		Station Code 75013
33. Dept. - Field Code 2		34. Position Title INTELL ASST			35. Position No. 0629
36. Serv. GS		37. Occup. Series 0301.28			
38. Grade & Step 06 1		39. Salary Or Rate \$ 4490	40. SD D	41. Date Of Grade Mo. 06, Da. 28, Yr. 59	
42. P/I Due Mo. 06, Da. 26, Yr. 60		43. Appropriation Number 0235 1000 1000			

44. Remarks

04-19-60 WK

SECRET

NOTIFICATION OF PERSONNEL ACTION

AES: 8 JAN 60

1. Serial No.		9. Name (Last-First-Middle)			3. Date Of Birth			4. Vet Prof.		5. Sex		6. CS-FOB			
525658		PICCOLO JOSEPH S			12 09 35			None-0 5 Pt-1 10 Pt-9		M T		02 04 57			
7. SCB		8. CSC Point		9. CSC Or Other Legal Authority			10. Apmt Affidav.			11. FEGLI		12. LCO		13. Other	
Mo Da Yr 12 27 54		Yes-1 No-2 1		50 USCA 403 J			Mo Da Yr			Yes-1 No-2 02 04 57		Yes-1 No-2 2			

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code		
DDP WH BRANCH III MEXICO CITY, MEXICO STATION				4652		MEXICO CITY, MEXICO				35075		
16. Dept. Field		17. Position Title				18. Position No.		19. Serv.		20. Occup Series		
Dept-1 USStd-3 Fign-5 Code 5		MAIL AND FILE SUP				0510		GS		0305.05		
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade			25. PSI Due		26. Appropriation Number	
06 1		\$ 4490		DS		06 28 59			06 26 60		9 3570 55 060	

ACTION

27. Nature Of Action			Code		28. Eff. Date			29. Type Of Employee			Code		30. Separation Data	
REASSIGNMENT			67		01 10 60			REGULAR			29 09			

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code		
CS/CS DEV COMP DDP WH DIVISION				4688		WASH., D.C.				75013		
33. Dept. Field		34. Position Title				35. Position No.		36. Serv.		37. Occup Series		
Dept-1 USStd-3 Fign-5 Code 1		MAIL AND FILE SUP				011060		GS		0305.05		
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade			42. PSI Due		43. Appropriation Number	
06 1		\$ 4490		DS		06 28 59			06 26 60		0320 1998	

44. Remarks  
OTHER

10170  
1-28-60  
AMH

**SECRET**  
(WHEN FILLED IN)

1. EMP. SERIAL NO. 525659		2. NAME PICCOLO JOSEPH S			3. ASSIGNED ORGAN DDP/WH		4. FUNDS UV	5. ALLOTMENT			
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
GS	5	\$ 4,040	06	29	58	GS	5	4 170	06	28	58
TO BE COMPLETED BY THE OFFICE OF THE COMPTROLLER											
8. CHECK ONE <input type="checkbox"/> NO RECORD <input checked="" type="checkbox"/> EXCESS LUMP SUM						9. NUMBER OF HOURS LUMP					
IF EXCESS LUMP, CHECK FOLLOWING						10. INITIALS OF CLERK			11. AUDITED BY		
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD											
<input type="checkbox"/> IN LUMP STATUS AT END OF WAITING PERIOD											
TO BE COMPLETED BY THE OFFICE OF PERSONNEL											
12. PROJECTED SALARY RATE AND EFFECTIVE DATE						13. REMARKS					
GRADE	STEP	SALARY	MO.	DA.	YR.	4 655340 559					
14. AUTHENTICATION											
<b>PERIODIC STEP INCREASE - AUTHENTICATION</b>											

FORM NO. 560a  
1 MAR. 58

**SECRET**

PERSONNEL FOLDER (4)

**SECRET**  
(WHEN FILLED IN)

1. EMP. SERIAL NO. 525658		2. NAME PICCOLO JOSEPH S			3. ASSIGNED ORGAN DDP/WH ?		4. FUNDS UV	5. ALLOTMENT			
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
4	1	\$ 3,415	02	04	57	4	2	\$ 3,500	02	09	58
REMARKS P.S. affected 2/7/58 to GS-4-2 \$3,500 per advices from UV Payroll (Administrative) R-7 8/1/59											
<b>CERTIFICATION</b>											
I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.											
TYPED OR PRINTED, NAME OF SUPERVISOR ROBERT N. DAHLGREN				DATE 21 Jan 58	SIGNATURE OF SUPERVISOR <i>Robert N. Dahlgren</i>						
<b>PERIODIC STEP INCREASE - CERTIFICATION</b>											

FORM NO. 560  
1 MAR. 58

**SECRET**

PERSONNEL FOLDER (4)

SECRET

### NOTIFICATION OF PERSONNEL ACTION

AES: 25 JUNE 1959

1. Serial No <b>525658</b>		2. Name (Last-First-Middle) <b>PICCOLO JOSEPH S</b>			3. Date Of Birth Mo. Da. Yr. <b>12 08 35</b>			4. Vet. Pref. Nono-0 3 Pt-1 10 Pt-2 <b>0</b>		5. Serv. Code <b>M 1</b>		6. CS-FOD Mo. Da. Yr. <b>02 04 57</b>		
7. SCD Mo. Da. Yr. <b>12 27 54</b>		8. CSC Rmt. Yes-1 No-2 <b>1</b>		9. CSC Or Other Legal Authority <b>50 USCA 403 J</b>		10. Apm. Allidiv. Mo. Da. Yr.		11. FEGLI Yes-1 No-2 <b>02 04 57</b>		12. LCD Mo. Da. Yr.		13. Mil. Serv. Code Yes-1 No-2 <b>2</b>		

### PREVIOUS ASSIGNMENT

14. Organizational Designations <b>DDP WH BRANCH 111 MEXICO CITY, MEXICO STATION</b>			Code <b>4652</b>		15. Location Of Official Station <b>MEXICO CITY, MEXICO</b>			Station Code <b>45075</b>			
16. Dept. - Field Code <b>5</b>		17. Position Title <b>MAIL AND FILE CLK</b>			18. Position No. <b>0510</b>		19. Serv. <b>GS</b>		20. Occup. Series <b>0305.05</b>		
21. Grade & Step <b>05 2</b>		22. Salary Or Rate <b>\$ 4100</b>		23. SD <b>DS</b>		24. Date Of Grade Mo. Da. Yr. <b>06 29 58</b>		25. PSL Due Mo. Da. Yr. <b>06 28 59</b>		26. Appropriation Number <b>8 3570 55 060</b>	

### ACTION

27. Nature Of Action <b>PROMOTION</b>		Code <b>30</b>		28. Eff. Date Mo. Da. Yr. <b>06 28 59</b>		29. Type Of Employee <b>REGULAR</b>		Code <b>01</b>		30. Separation Data	
--	--	-------------------	--	---	--	--	--	-------------------	--	---------------------	--

### PRESENT ASSIGNMENT

31. Organizational Designations <b>DDP WH BRANCH 111 MEXICO CITY, MEXICO STATION</b>			Code <b>4652</b>		32. Location Of Official Station <b>MEXICO CITY, MEXICO</b>			Station Code <b>35075</b>			
33. Dept. - Field Code <b>5</b>		34. Position Title <b>MAIL AND FILE SUP</b>			35. Position No. <b>0510</b>		36. Serv. <b>GS</b>		37. Occup. Series <b>0305.05</b>		
38. Grade & Step <b>06 1</b>		39. Salary Or Rate <b>\$ 4400</b>		40. SD <b>DS</b>		41. Date Of Grade Mo. Da. Yr. <b>06 28 59</b>		42. PSL Due Mo. Da. Yr. <b>06 28 60</b>		43. Appropriation Number <b>3 3570 55 060</b>	

44. Remarks

**POSTED**  
20 JUN 1959  
*W.P.*



**NOTIFICATION OF PERSONNEL ACTION**

LLC 27 JUNE 58

1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vet. Pref		5. Sex		6. CS - EOD			
525658		PICCOLO JOSEPH S				Mo.	Da.	Yr.	None-0	Code	M 1		Mo.	Da.	Yr.	
		8. CSC Point.		9. CSC Or Other Legal Authority		10. Appt. Affidav			11. FEGLI		12. LCO		13. <sup>101</sup> <sub>Grant</sub> <sup>102</sup> <sub>Act</sub>			
Mo.	Da.	Yr.	Yes-1	Code	50 USCA 403 J		Mo.	Da.	Yr.	Yes-1	Code	Mo.	Da.	Yr.	Yes-1	Code
12	27	54	No-2	1						No-2		02	04	57	No-2	2

**PREVIOUS ASSIGNMENT**

14. Organizational Designations				Code	15. Location Of Official Station				Station Code		
DDP WH BRANCH III MEXICO CITY, MEXICO STATION				4651	MEXICO CITY, MEXICO				45075		
16. Dept. - Field		17. Position Title			18. Position No.		19. Serv.		20. Occup. Series		
Dept - 1	Code	MAIL AND FILE CLERK			510		GS		0305.05		
USStd - 3	5										
Frqn - 5											
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
04 2		\$ 3850		OS		Mo.	Da.	Yr.	Mo.	Da.	Yr.
						02	04	57	02	09	58
										8 3570 55 060	

**ACTION**

27. Nature Of Action		Code	28. Eff. Date		29. Type Of Employee		Code	30. Separation Data	
PROMOTION		30	Mo.	Da.	Yr.	REGULAR		01	
			06	29	58				

**PRESENT ASSIGNMENT**

31. Organizational Designations				Code	32. Location Of Official Station				Station Code		
DDP WH BRANCH III MEXICO CITY, MEXICO STATION				4652	MEXICO CITY, MEXICO				45075		
33. Dept. - Field		34. Position Title			35. Position No.		36. Serv.		37. Occup. Series		
Dept - 1	Code	MAIL AND FILE CLK			0510		GS		0305.05		
USStd - 3	5										
Frqn - 5											
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
05 1		\$ 4040		OS		Mo.	Da.	Yr.	Mo.	Da.	Yr.
						06	12	58	06	12	58
										8 3570 55 060	

44. Remarks

POSTED

*Cp* 8 16 58

SECRET

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

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S	525658	GS-04-2	\$ 3,500	\$ 3,850

GORDON M. STEWART  
/S/ DIRECTOR OF PERSONNEL

SECRET

SECRET  
(When Filled)

NOTIFICATION OF PERSONNEL ACTION													
MCC													
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vet. Prof.		5. Sex	6. CS-EOB	
525355		PICCOLO JOSEPH S				10 04 25			None-0 5 Pr-1 10 Pr-2		M	02 04 57	
7. SCD		8. CSC Retmt.		9. CSC Or Other Legal Authority		10. Apmt. Allidav			11. FEGLI		12. LCD	13. Present Sec.	
12 27 04		Yes-1 No-2		1 50 USCA 102 J		Mo. Da. Yr.			Yes-1 No-2		Mo. Da. Yr.	Yes-1 No-2	

**PREVIOUS ASSIGNMENT**

14. Organizational Designations				Code	15. Location Of Official Station				Station Code	
DDP FI RECORDS INTEGRATION DIVISION ANALYSIS AND OPERATIONS BRANCH INDEX SECT.OM					WASH. D. C.					
16. Dept. - Field		17. Position Title				18. Position No.		19. Serv.	20. Occup. Series	
Dept - 1 USfld - 3 Frqn - 5		2 FILE CLERK				424 00		GS	0305.01	
21. Grade & Step		22. Salary Or Rate		23. SD	24. Date Of Grade		25. PSI Due		26. Appropriation Number	
04 1		\$ 3415		DS	Mo. Da. Yr.		Mo. Da. Yr.		8 2309 23	

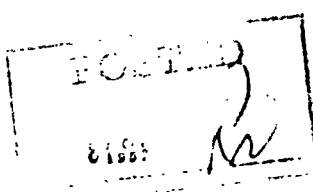
**ACTION**

27. Nature Of Action		Code	28. Eff. Date		29. Type Of Employee		Code	30. Separation Data	
REASSIGNMENT (TRANSFER TO UNVOUCHERED FUNDS)		OE	11 03 57		REGULAR		01		

**PRESENT ASSIGNMENT**

31. Organizational Designations				Code	32. Location Of Official Station				Station Code	
DDP WH BRANCH III MEXICO CITY, MEXICO STATION				451	MEXICO CITY, MEXICO				45075	
33. Dept. - Field		34. Position Title				35. Position No.		36. Serv.	37. Occup. Series	
Dept - 1 USfld - 3 Frqn - 5		5 MAIL AND FILE CLERK				516		GS	0205.05	
38. Grade & Step		39. Salary Or Rate		40. SD	41. Date Of Grade		42. PSI Due		43. Appropriation Number	
04 1		\$ 3415		DS	02 04 15		02 16 15		P 3570 55 0 0	

44. Remarks  
SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.

  
 81555  
 M

CENTRAL INTELLIGENCE AGENCY

F. O. 20 Dec 1957

NOTIFICATION OF PERSONNEL ACTION 6351

1. NAME (MR - MISS - MRS - ONE GIVEN NAME, INITIALS) AND SURNAME <b>MR. JOSEPH S. PIGNOLO</b>	2. DATE OF BIRTH <b>128858</b> 9 Dec 1935	3. JOURNAL OR ACTION NO.	4. DATE <b>4 February 1957</b>
--	---	--------------------------	-----------------------------------

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>EXCEPDED ASSIGNMENT</b>	6. EFFECTIVE DATE <b>4 Feb 1957</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>SO DA 103 J</b>
--	--	---

8. POSITION TITLE <b>File Clerk</b>	9. SERVICE, SERIES, GRADE, SALARY <b>GS-0305-01-4 \$3115.00 per annum</b>
10. ORGANIZATIONAL DESIGNATIONS <b>Records Integration Division Analysis &amp; Operations Branch Index Section</b>	11. HEADQUARTERS <b>Washington, D. C.</b>
12. FIELD OR DEPT. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	12. FIELD OR DEPT. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL

13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WWII <input type="checkbox"/> OTHER <input type="checkbox"/> 5 PT. <input type="checkbox"/> 10 POINT <input type="checkbox"/> <b>X</b>	14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> <b>SD:16</b>
---	---

15. SEX <b>M</b>	16. APPROPRIATION FROM: TO: <b>7-239-23</b>	17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) <b>Yes</b>	18. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY) <b>4 Feb 1957</b>	19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: <b>Florida</b>
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20. REMARKS.

RC-101

Subject to the satisfactory completion of a trial period of one year.  
Subject to the satisfactory completion of a medical examination.  
Pay rate shown is subject to adjustment upon verification of prior service.

DO: 2/1/57  
CSWOD: 2/1/57  
LCD: 2/1/57  
SCD: 12/27/54

PSI DUB 2/9/58

Personal Folder Requested 2/1/57  
from 151  
Initials 4

ENTRANCE PERFORMANCE RATING:  00  01  02  03  04  05  06  07  08  09  10

Director of Personnel

4. PERSONNEL FOLDER COPY

SECRET  
CLASSIFICATION

FITNESS REPORT

**SECTION A 265 441914 GENERAL INFORMATION**

1. EMPLOYEE NUMBER: 025658  
 2. NAME (Last, First, Middle): Piccolo, Joseph S.  
 3. DATE OF BIRTH: 8 Dec 35  
 4. GRADE: GS-13  
 5. PAY PLAN: DAG  
 6. OFFICIAL POSITION: Ops Officer  
 7. TYPE OF APPOINTMENT: DDO/CI/O/C/LA  
 8. TYPE OF REPORT: Hqs  
 9. REPORTING PERIOD (FROM TO): 1 Oct 78 - 30 Sept 79  
 10. DATE REPORT DUE IN O.P.:

**SECTION B QUALIFICATIONS UPDATE**

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT

**SECTION C PERFORMANCE EVALUATION**

U--Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken & proposed in Section D.

M--Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

P--Proficient Performance is satisfactory. Desired results are being produced in the manner expected.

S--Strong Performance is characterized by exceptional proficiency.

O--Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

**SPECIFIC DUTIES**

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

**SPECIFIC DUTY NO. 1**  
 Serve as senior CI coordinator for LA Division; to monitor the Division's CI activities; to provide guidance and support for its CI problems and operations.  
 RATING LETTER: S

**SPECIFIC DUTY NO. 2**  
 Participate in Counterintelligence and Operational Security Surveys.  
 RATING LETTER: S

**SPECIFIC DUTY NO. 3**  
 Screen LA Division traffic containing items of CI significance; maintain liaison with other CI components of the USG; perform special CI case assignments.  
 RATING LETTER: S

**SPECIFIC DUTY NO. 4**  
 Maintain CI working files including basic information on the CI objectives of LA Division.  
 RATING LETTER: S

**SPECIFIC DUTY NO. 5**  
 RATING LETTER:

**SPECIFIC DUTY NO. 6**  
 RATING LETTER:

**OVERALL PERFORMANCE IN CURRENT POSITION**

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

RATING LETTER: S

DERIVATIVE CL BY 052260

SECRET

REPORT CL BY 09c

Handwritten initials/signature

**SECRET**  
CLASSIFICATION

<b>SECTION D</b>	<b>NARRATIVE COMMENTS</b>
<p><small>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.</small></p>	
<p>Mr. Piccolo's work experience in LA Division and Cuban operations, his inquisitive instincts, his activist style, 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 inquiries 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.</p> <p>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.</p> <p align="right">//continued//</p>	

<b>SECTION E</b>	<b>CERTIFICATION AND COMMENTS</b>
1. BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION  14	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION Filing report meeting Profile 0 2 S B P M U
DATE 10 Dec 1979	OFFICIAL TITLE OF SUPERVISOR Chief, CI/OG/OC
	TYPED OR PRINTED NAME AND SIGNATURE <i>Stephen F. Creane</i> Stephen F. Creane
2. BY EMPLOYEE	
I HAVE <input type="checkbox"/> OR HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	DATE 10 Dec 79
	SIGNATURE OF EMPLOYEE <i>Joseph J. Piccolo</i>
3. BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICIAL  Mr. Piccolo is a very competent, serious and ambitious officer. As the senior CI coordinator for LA Division, he has represented the Staff extremely well and, more importantly, has ensured rapid, professional and informed follow-up on counter-intelligence problems and leads in that active area. He knows his client division well, his advice and support are regularly sought, and he has an unusual ability to penetrate to the essentials of a given operational matter. All with whom he deals in LA Division hold him in high esteem.	
	(continued)
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL
	C/CI/OG
	TYPED OR PRINTED NAME AND SIGNATURE <i>Jack Friedlander</i> Jack Friedlander
4. BY EMPLOYEE	
I CERTIFY I HAVE BEEN SHOWN THE CONTENTS OF THIS REPORT AND HAVE INITIALED THE REPORTING OFFICER'S SIGNATURE AND THE REVIEWING OFFICIAL'S SIGNATURE.	SIGNATURE OF EMPLOYEE

**SECRET**

SECRET

The operational traffic Mr. Piccolo screens for the "front office" 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 our 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

[redacted] His perseverance in shepherding the instrument through its various approval stages in the Agency and the Department of Justice, is finally paying off with the recent notification that the SCC/CI had informally approved the agreement. (2) This past summer Mr. Piccolo was temporarily assigned to assist NE Division as a consultant, because of his Brazilian expertise, in a case involving a [redacted]. Ultimately Mr. Piccolo participated directly in the [redacted] assessment process, and was a key factor in finally persuading the [redacted]. 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 regularly in the CI and BOC courses, and participates in the [redacted] and [redacted] seminars for 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 perseverance in pushing a major joint CIA-FBI program through Washington's often unbelievable bureaucracy. A lesser 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 best. I unhesitatingly concur in the Rating Officer's letter grades and narrative comments.

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14 March 1979

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

SUBJECT : Letter of Instruction

**General:**

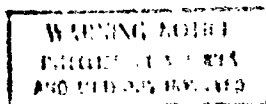
1. As the Latin America Division Coordinator for the Operations Coordination Branch, CI/OG, your basic duty is to serve as the initial and principal point of contact between the CI Staff and LA Division with respect to counterintelligence activities involving the Division and its respective Stations. While the 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 CI 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 Duties:**

2. As the LA Coordinator, your major continuing duties will be:

a. To develop close and effective 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 Counterintelligence and Operational Security Surveys designated by the C/CI Staff.



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c. To monitor 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*  
Stephen F. Creane  
Chief, CI/OG/OC

I have read and understood the above.

*Joseph S. Piccolo, Jr.*  
Joseph S. Piccolo, Jr.  
LA Division CI Coordinator

*14 Nov 79*  
Date

SECRET

**SECRET**  
CLASSIFICATION

0265-44-1714

**FITNESS REPORT**

SECTION A		GENERAL INFORMATION					
1. EMPLOYEE NUMBER 025658	2. NAME (Last, First, Middle) PICCOLO, Joseph S.	3. DATE OF BIRTH 8 Dec. 35	4. GRADE M	5. SECURITY CS-15	6. SSN DAG		
7. CURRENT POSITION/TITLE Operations Officer		8. OFFICE SYMBOL/ASSIGNMENT DIO/CIOC/LANE	9. REPORTING STATION Hqs.	10. FORM (SEE 11) <input checked="" type="checkbox"/> REG. <input type="checkbox"/> DE			
11. TYPE OF APPOINTMENT			12. TYPE OF REPORT				
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL	
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> OTHER	13. REPORTING PERIOD (MM/YY) 1 Oct. 77 - 30 Sept. 78		14. DATE REPORT DUE IN O.P. October 78		

**SECTION B QUALIFICATIONS UPDATE**

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

**SECTION C PERFORMANCE EVALUATION**

U - Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.

D - Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

S - Satisfactory Performance is satisfactory. Desired results are being produced in the manner expected.

EX - Exceptional Performance is characterized by exceptional proficiency.

O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

**SPECIFIC DUTIES**

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

<b>SPECIFIC DUTY NO. 1</b> Maintain close working relationships with LA Division personnel in support of DIO counterintelligence operations and activities; and provide guidance and support in the furtherance of those activities.	<b>RATING LETTER</b> S
<b>SPECIFIC DUTY NO. 2</b> Assist in the review and coordination of [redacted] cases in your geographic area which are [redacted] and other U.S. agencies; and help manage certain select foreign CI cases.	<b>RATING LETTER</b> S
<b>SPECIFIC DUTY NO. 3</b> Monitor hostile intelligence approaches to U.S. persons in your geographic area.	<b>RATING LETTER</b> S
<b>SPECIFIC DUTY NO. 4</b> Participate in the LAST Section contribution to an overall CI Staff annual evaluation of counterintelligence programs in LA Division field STATIONS.	<b>RATING LETTER</b>
<b>SPECIFIC DUTY NO. 5</b> Screen non-restricted DIO operational telecommunications for items of CI significance.	<b>RATING LETTER</b> S
<b>SPECIFIC DUTY NO. 6</b>	<b>RATING LETTER</b>

**OVERALL PERFORMANCE IN CURRENT POSITION**

Rate the overall performance of the employee which includes his effectiveness in his current position and in performance of specific duties. Performance should be judged on the basis of his overall performance during the rating period. Place the letter in the rating box corresponding to the statement which most closely reflects the level of performance.

**RATING LETTER**

SECRET  
CLASSIFICATION

**SECTION D**

**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 such performance. Give recommendations for promotion. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

During the period under review Mr. Piccolo was the senior referent in the Branch for LA Division affairs. In this capacity he functioned most effectively and efficiently, and fully exploited his more than 17 year's association with LA Division.

With respect to Specific Duties, No's 3 and 5 are pretty much self explanatory and are the bread-and-butter type activities that provide you a data base for approaching other responsibilities and keep you au courant of operational conditions. There is no rating for No. 4 as this activity this year was handled by O/C/CI.

In terms of Specific Duty No. 1., Mr. Piccolo has had several field station assignments in LA Division plus several at Headquarters. He maintains close and continuing contact with country desks and staff officers and when appropriate has initiated operational comments and suggestions. For example, when reviewing the traffic from an [redacted] reporting source [redacted] and sent forward a memorandum outlining these indications to COG while deferring to them for further action. On another occasion when a [redacted] he again approached COG

-Continued -

**SECTION E**

**CERTIFICATION AND COMMENTS**

**1. BY SUPERVISOR**

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION  12	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION  5
DATE 1 Dec 78	OFFICIAL TITLE OF SUPERVISOR DC/OG/OCR
TYPED OR PRINTED NAME AND SIGNATURE John F. Markham	

**2. BY EMPLOYEE**

I HAVE <input type="checkbox"/> OR HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	DATE 1 Dec 78	SIGNATURE OF EMPLOYEE Joseph S. Piccolo
--	------------------	--

**3. BY REVIEWING OFFICIAL**

**COMMENTS OF REVIEWING OFFICIAL**

This Fitness Report is one of the most thorough and balanced from a substantive view which I have reviewed in some time. I find it to be accurate from my perspective and reflects my own contention that Mr. Piccolo is for his grade one of the most productive, aggressive and versatile officers we have in the DO.

Earlier this year Mr. Piccolo received a QSI in recognition of his fine performance on the CI Staff during the previous year. There is no question that a sustained superior effort on Mr. Piccolo's part will continue to be the pattern in the future. He has a prosperous career ahead of him.

DATE 1 December 1978	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, CI/O/C	TYPED OR PRINTED NAME AND SIGNATURE Stephen J. Creano
-------------------------	---	--

**4. BY EMPLOYEE**

SIGNATURE OF EMPLOYEE [Signature]
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CLASSIFICATION

S E C R E T

Continuation of Fitness

Joseph S. Piccolo

and outlined to them the reasons he believed the [redacted] [redacted] COG agreed to withhold any attempts at operational exploitation [redacted]

With respect to Duty No. 2, usually focused on the activities of [redacted] while his colleague focused on those of [redacted]. 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 himself to the problem of coverage of [redacted] when travelling overseas and drafted a general consent agreement for [redacted]. 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 [redacted]. In both instances he was the team leader. A [redacted] by and

determine the capabilities [redacted] and to [redacted]. The [redacted] are time consuming and taxing, requiring a review of all pertinent Headquarters files, [redacted] 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 addressed [redacted] the 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 [redacted] was his fourth survey.

In another ad hoc activity Mr. Piccolo was responsible for retrieving a proposal regarding joint activities with the FBI in a very sensitive 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 USC authorities. This suggestion is currently being implemented and in so doing has required consultation and meetings with the FBI 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 growling. He has an engaging personality. I would be happy to serve with him again either at Hqs or overseas.

SECRET

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 FPDS 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 provisions 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 LANE Section, CI/OC, your duties are as follows.

F2 IMPDET  
CL BY 057250

SECRET

1. 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 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 [redacted] cases in your geographic area which are [redacted] 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 performance 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  
John F. Markham

1 Sept 78  
Date

SECRET

1 September 1978

MEMORANDUM FOR: Mr. Joseph S. Piccolo  
CI/LANE Section

SUBJECT : Letter of Instruction

I. Introduction

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IV. Specific Duties

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

F2 IMPDET  
CL BY 057250

1. 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 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 [redacted] cases in your geographic area which are [redacted] by [redacted] and other U.S. agencies; and to help manage certain select, foreign CI cases.

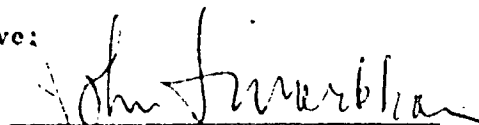
4. To monitor hostile intelligence approaches to U.S. persons in your geographic area, including U.S. Government military and civilian employees, tourists and U.S. resident aliens.

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During your tour with CI/OC fitness reports on your performance 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

  
John F. Markham

1 Sept 78  
Date

07



**SECRET**  
CLASSIFICATION

FITNESS REPORT									
SECTION A GENERAL INFORMATION									
1. EMPLOYEE NUMBER 025658		2. NAME (Last, First, Middle) Piccolo, Joseph			3. DATE OF BIRTH 8 Dec 35		4. SEX M	5. GRADE GS-13	6. SD DAG
7. OFFICIAL POSITION TITLE Operations Officer				8. OFF/DIV/BR OF ASSIGNMENT DDO/CI/OG/SO		9. CURRENT STATION HQ		10. FOD (YES/NO) XX HQS.    DP	
11. TYPE OF APPOINTMENT					12. TYPE OF REPORT				
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> OTHER
13. REPORTING PERIOD (FROM-TO) 1 Oct 76-30 Sep 77					14. DATE REPORT DUE IN O.P. 31 Oct 77				
SECTION B QUALIFICATIONS UPDATE									
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.									
SECTION C PERFORMANCE EVALUATION									
<p><b>U—Unsatisfactory</b>      Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.</p> <p><b>M—Marginal</b>            Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.</p> <p><b>P—Proficient</b>            Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S—Strong</b>                 Performance is characterized by exceptional proficiency.</p> <p><b>O—Outstanding</b>         Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>									
SPECIFIC DUTIES									
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).									
SPECIFIC DUTY NO. 1 Operations officer for <span style="border: 1px solid black; display: inline-block; width: 100px; height: 15px;"></span> CI project.							RATING LETTER S		
SPECIFIC DUTY NO. 2 Case officer for CI/FBI project involving extensive international and domestic travel.							RATING LETTER O		
SPECIFIC DUTY NO. 3 Investigation and exploitation of CI leads derived from Agency and/or FBI operations.							RATING LETTER S		
SPECIFIC DUTY NO. 4 Ad hoc assignments; i.e. CI Operational Surveys, CI training of foreign liaison, etc.							RATING LETTER O		
SPECIFIC DUTY NO. 5 To serve as Acting Branch Chief.							RATING LETTER S		
SPECIFIC DUTY NO. 6							RATING LETTER		
OVERALL PERFORMANCE IN CURRENT POSITION									
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits and pertinent limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.								RATING LETTER S	

*S*  
*all*

SECRET

SECTION D NARRATIVE COMMENTS

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

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION <b>15</b>	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE <b>25 October 1977</b>	OFFICIAL TITLE OF SUPERVISOR <b>AC/CI/OG/SO</b>	TYPED OR PRINTED NAME AND SIGNATURE <b>Daniel R. Niesciur</b>

2. BY EMPLOYEE

I HAVE <input type="checkbox"/> OR HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	DATE <b>25 OCT 77</b>	SIGNATURE OF EMPLOYEE <b>Joseph S. Piccolo</b>
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3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

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 counterintelligence 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.

DATE <b>26 OCT 1977</b>	OFFICIAL TITLE OF REVIEWING OFFICIAL <b>Chief, CI Ops Group</b>	TYPED OR PRINTED NAME AND SIGNATURE <b>Jack Friedlander</b>
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4. BY EMPLOYEE

I CERTAINLY HAVE BEEN IMPRESSED BY THE QUALITY OF THIS REPORT. I HAVE NOT ATTACHED A STATEMENT CONCERNING THE REVIEWING OFFICIAL'S EVALUATION OF MY PERFORMANCE.	SIGNATURE OF EMPLOYEE <b>Joseph S. Piccolo</b>
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SECRET

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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 a [redacted] which has resulted in a [redacted] of some [redacted]. 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 [redacted] objectives. He executed these assignments with a singular degree of professionalism. Recently he organized and ran a CI training course [redacted]. This required the preparation of course material in [redacted] and personally delivering lectures in the [redacted] language. The Station described this effort as an outstanding contribution to the current task of [redacted] into an efficient and effective counterintelligence organization. More recently, based on previous experience and participation 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.

SECRET

25 October 1977

MEMORANDUM FOR: Joseph S. Piccolo, Jr.

SUBJECT : Letter of Instruction

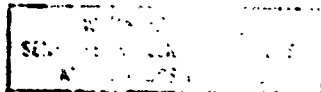
Dear Mr. Piccolo:

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

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 [redacted] with which CIA [redacted]. 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 [redacted] as well as problems which confront [redacted] 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.



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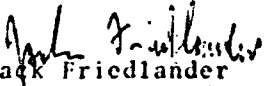
SECRET

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.

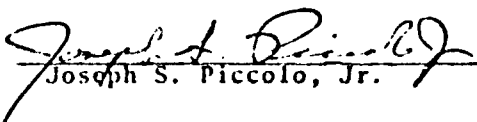
Duties

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.

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SECRET

SECRET  
CLASSIFICATION

FITNESS REPORT

SECTION A GENERAL INFORMATION

1. EMPLOYEE NUMBER 025658	2. NAME (Last, first, middle) Piccolo, Joseph S.	3. DATE OF BIRTH 12/08/35	4. SEX M	5. GRADE GS-15	6. SO DQG
7. OFFICIAL POSITION TITLE Operations Officer		8. OFF/DIV/BR OF ASSIGNMENT DDO/CI/OG/AO & SO	9. CURRENT STATION HQS	10. CODE (CA, F) X HQS	
11. TYPE OF APPOINTMENT			12. TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> OTHER	13. REPORTING PERIOD (FROM-TO) 01/12/76 - 09/30/76		14. DATE REPORT DUE IN O.P. October 1976

SECTION B QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

SECTION C PERFORMANCE EVALUATION

- U—Unsatisfactory** Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.
- M—Marginal** Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.
- P—Proficient** Performance is satisfactory. Desired results are being produced in the manner expected.
- S—Strong** Performance is characterized by exceptional proficiency.
- O—Outstanding** Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

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

SPECIFIC DUTY NO.	RATING LETTER
1 Conduct CI operational surveys	S
2 To serve as acting branch chief	S
3 To serve as operations officer for a multiple lead CI project.	S
4 To case officer a CI project involving inter-division travel abroad.	S
5	
6	

OVERALL PERFORMANCE IN CURRENT POSITION

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

RATING LETTER  
S

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CLASSIFICATION

SECTION D NARRATIVE COMMENTS

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

Mr. Piccolo joined the CI Staff at his initiative and has served in several different roles in the period of this report. These included positions as survey officer in the Area Operations Branch for six months, operations officer in the Special Operations Branch for three months and then acting chief of that branch for two months. Overall he has performed his duties in these positions with efficiency and thoroughness.

During the six month period Mr. Piccolo was assigned to the Area Operations Branch, his duties consisted of participation in CI operational surveys of two countries, e.g., [redacted] By way of explanation, a CI operational survey is defined as an [redacted]

[redacted] The surveys are conducted by a team of two or more operations officers and their final report may be 100 or more pages in length. The report is addressed to the DDO and the Area Division Chief and gives them a detailed CI profile of the Station.

(CONTINUED)

SECTION E CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 14 DEC 1976	OFFICIAL TITLE OF SUPERVISOR DC/CI Staff Ops Group	TYPED OR PRINTED NAME AND SIGNATURE Robert G. L. Wall

2. BY EMPLOYEE

I HAVE <input type="checkbox"/> OR HAVE NOT <input type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	DATE 14 DEC 1976	SIGNATURE OF EMPLOYEE Joseph S. Piccolo
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3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I fully concur with the comments of the supervisor. I have been most pleased with the manner in which Mr. Piccolo has moved in and taken over the management of his branch in the absence of the branch chief who departed with little warning. Mr. Piccolo is a hard-nosed, honest evaluator of CI problems. He has, however, the ability to manage problems and people with tact and professionalism.

DATE 14 DEC 1976	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, CI Staff Ops Group	TYPED OR PRINTED NAME AND SIGNATURE Lawrence M. Sternfield
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4. BY EMPLOYEE

I HAVE <input type="checkbox"/> OR HAVE NOT <input type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	DATE 14 DEC 1976	SIGNATURE OF EMPLOYEE Joseph S. Piccolo
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CLASSIFICATION

S E C R E T

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 be 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 indispensable in an activity of this kind. In 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.

S E C R E T



SECRET

15 December 1976

MEMORANDUM 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 Counterintelligence 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

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 [redacted] with which CIA [redacted]. 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 [redacted] as well as problems which confront [redacted] 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.

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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. To carry out ad hoc operational requirements as may be assigned such as 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.

SECRET

CONFIDENTIAL

<b>FITNESS REPORT</b>		NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.			
<b>SECTION A. GENERAL INFORMATION</b>					
1. EMPLOYEE NUMBER		2. NAME (last, first, middle)		3. DATE OF BIRTH	4. SEX
		Joseph S. Piccolo		8 Dec 1935	M
5. GRADE		6. SD			
GS-13		D			
7. OFFICIAL POSITION TITLE			8. OFF. DIV./BR OF ASSIGNMENT		9. CURRENT STATION
Operations Officer					Managua
10. TYPE OF APPOINTMENT			11. TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> CAREER PROVISIONAL	<input type="checkbox"/> RESERVE	<input type="checkbox"/> ANNUAL	<input type="checkbox"/> 21-MONTH	<input type="checkbox"/> 30-MONTH
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> REASSIGNMENT		<input type="checkbox"/> SPECIAL
12. REPORTING PERIOD (From-to)				13. DATE REPORT DUE IN O.P.	
21 Jan - 7 Aug 1975					
<b>SECTION B. PERFORMANCE EVALUATION</b>					
<p><b>U—Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M—Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P—Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S—Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O—Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
Responsible for the Station's Operational Program targetted against Communist, Terrorist and political Left target					S
SPECIFIC DUTY NO. 2					RATING LETTER
Conducts daily [redacted] and operational support for Station [redacted] efforts and to assess and cultivate [redacted] or other [redacted]					S
SPECIFIC DUTY NO. 3					RATING LETTER
Cultivates a [redacted] target for eventual [redacted]					S
SPECIFIC DUTY NO. 4					RATING LETTER
Acts as DCOS and, in the absence of the COS, as ACOS					S
SPECIFIC DUTY NO. 5					RATING LETTER
Develops [redacted] in the MIABYSS [redacted]					(*)
SPECIFIC DUTY NO. 6					RATING LETTER
Serves as Station Technical Referent					(*)
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, political personal habits or habits and particular weaknesses or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					S

30 DEC 1975

**CONFIDENTIAL**

SECTION C	NARRATIVE COMMENTS	
Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.		
<p>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.</p> <p>(* (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.)</p> <p><u>DUTY NO. 1</u></p> <p>Responsible for the operational program against the [ ] target, this officer handles [ ] agents and a contract agent in a highly proficient manner. (See Attached Sheet)</p>		
SECTION D	CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
14		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
7 August 1975	Chief of Station	
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
The assessment given above of Mr. Piccolo's performance seems 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 Managua because of [ ] the low level of community interest in developments in Nicaragua. It is to his credit that Mr. Piccolo was able to recruit in the only [ ] available--the [ ].		
Mr. Piccolo is poised and quiet in demeanor. He is a reliable, dependable officer of good judgment.		
I agree with the rater that Mr. Piccolo should be given the opportunity to do something different. A rotational tour to another DDO component would probably be very helpful to his overall development and motivation at this time. I concur in the overall assessment of his performance as "Strong."		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
2 December 1975	Deputy Chief, IA Division	Raymond A. [ ]

I certify that I have seen [ ] entries in this report.

**CONFIDENTIAL**

18 DEC 1975

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- 2 -

SECTION C      NARRATIVE COMMENTS

He handles a contract agent who, in turn, handles a low level penetration of the [redacted]. 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 administration is almost identical to that required for a [redacted] also produces information on the extremist target through his marital connections.

Also handled under Duty No. 1 is a [redacted] of a legal political party of socialist persuasion, which has traditionally demonstrated a propensity 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 assessment, development and successful recruitment of a member of the [redacted] who will be targetted against both [redacted] and hopefully, into the [redacted].

Acting upon a lead from ERHATCHET-2, a [redacted] this Officer also contacted, assessed, developed and recruited a [redacted].

Considering the paucity of leads available on the elusive but important [redacted] (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 now, 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

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S E C R E T

- 3 -

NARRATIVE COMMENTS (Continued)

from agents than most Case Officers. His two new recruitments represent the Station's most promising prospects 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 [ ]. ERLANK-1 has agreed to a [ ] 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

S E C R E T

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- 4 -

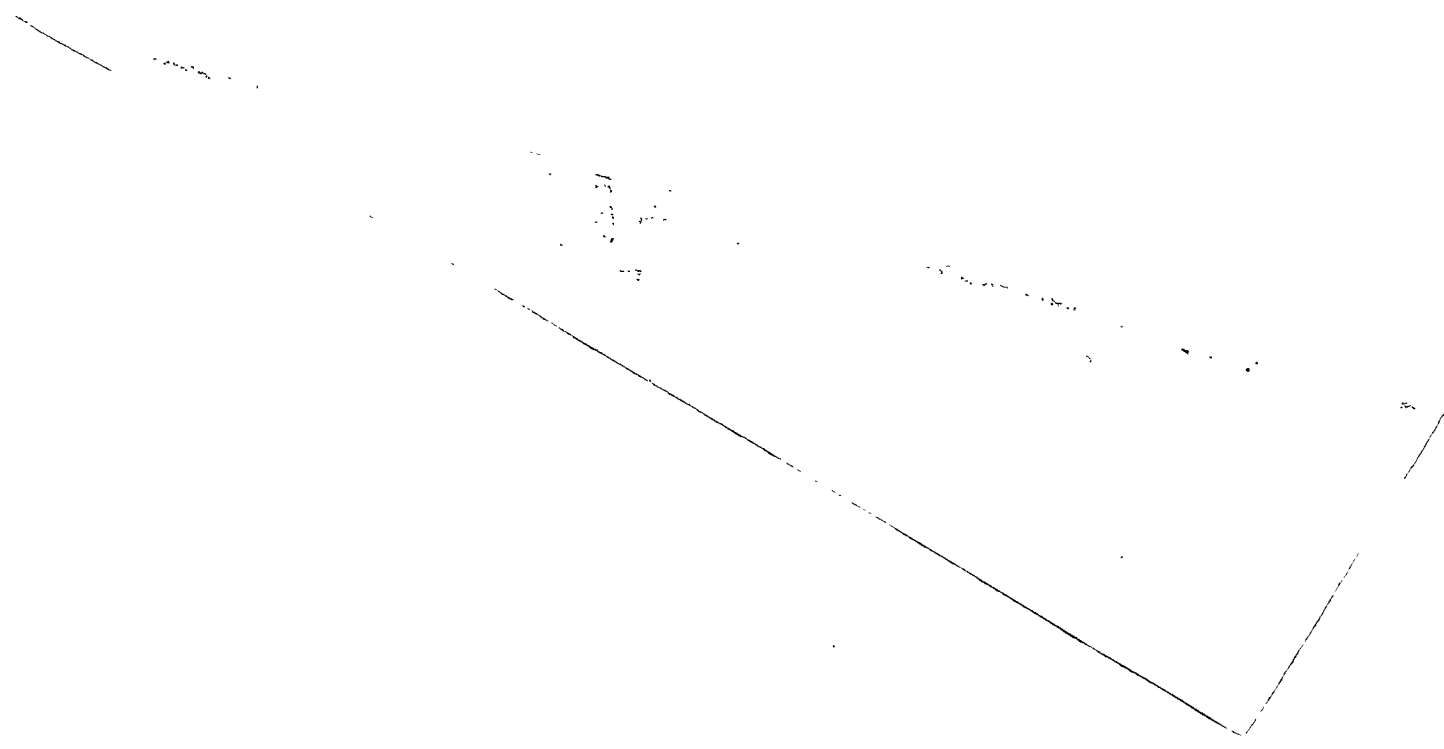
NARRATIVE COMMENTS (Continued)

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 performance. 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 alienating 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 if there were any kind of personality clash involved. In sum he knows what he is doing, and would be inclined to resent and resist advice or guidance which he might judge as unsound. While some might consider the trait a shortcoming, this rater considers it a strength, overall.

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SECRET

- 5 -

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 [redacted] and other [redacted] 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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CLASSIFICATION

FITNESS REPORT

SECTION A GENERAL INFORMATION							
1. EMPLOYEE NUMBER 025658	2. NAME (Last, first, middle) Piccolo, Joseph S.	3. DATE OF BIRTH 1935	4. SEX M	5. GRADE 13	6. SD D		
7. OFFICIAL POSITION TITLE Ops Officer -- DCOS		8. OFF. DIV./BR OF ASSIGNMENT DDO/LA/CAN	9. CURRENT STATION Managua		10. CODE (fill one) MOS. <input checked="" type="checkbox"/> DP		
11. TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> CONTRACT <input type="checkbox"/> OTHER (Spk)				12. TYPE OF REPORT <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT <input type="checkbox"/> SPECIAL			
13. REPORTING PERIOD (from-to) 6 June 1974 - 30 September 1974				14. DATE REPORT DUE IN O.P. ASAP			

SECTION B QUALIFICATIONS UPDATE	
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.	

SECTION C PERFORMANCE EVALUATION	
<u>U-Unsatisfactory</u>	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.
<u>M-Marginal</u>	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.
<u>P-Proficient</u>	Performance is satisfactory. Desired results are being produced in the manner expected.
<u>S-Strong</u>	Performance is characterized by exceptional proficiency.
<u>O-Outstanding</u>	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

**SPECIFIC DUTIES**

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

SPECIFIC DUTY NO. 1  See attached Cable in Lieu of Fitness Report.	RATING LETTER
SPECIFIC DUTY NO. 2	RATING LETTER
SPECIFIC DUTY NO. 3	RATING LETTER
SPECIFIC DUTY NO. 4	RATING LETTER
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION	
List into general everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, responsibility, personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	RATING LETTER  S

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CLASSIFICATION

SECTION D

NARRATIVE COMMENTS

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

See attached Cable in Lieu of Fitness Report

SECTION E

CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

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

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

20 January 1975

Chief of Station

/s/ Raymond J. Swider

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE

DATE

SIGNATURE OF EMPLOYEE

HAVE ATTACHED

XX

HAVE NOT ATTACHED

20 January 1975

/s/ Joseph Piccolo

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

See Attached

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

05 February 75

DC/LA Division

/s/ Raymond A. Warren

4. BY EMPLOYEE

I CERTIFY THAT I HAVE BEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT

DATE

SIGNATURE OF EMPLOYEE

20 February 1975

/s/ Joseph S. Piccolo

CONFIDENTIAL  
CLASSIFICATION

PHSMT-2529-

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EIA353

PAGE 01

IN 471163

TOR12114322 JAN 75

MANA 11575

**SECRET** 211330Z JAN 75 STAFF

CLTE MANAGUA 11575 SECTION 1 OF 2

TO: DIRECTOR,

ADMIN PERS

RYBAT

REF: DIRECTOR 644201

\*CABLE SEC SUGGESTS DISSEM TO: MCP  
IF DESIRED, SEND FORM 1004 TO CABLE SEC.

1. FOLLOWING IS SUBMITTED PER REFERENCE. SECTION "B":

SPECIFIC DUTY NUMBER ONE: STATION OFFICER RESPONSIBLE

FOR OPERATIONAL PROGRAM DIRECTED AGAINST COMMUNIST,

TERRORISTS AND POLITICAL LEFT. RATING LETTER "S";

SPECIFIC DUTY NUMBER TWO: STATION LIAISON OFFICER,

RATING LETTER "S";

SPECIFIC DUTY NUMBER THREE: MANAGES [ ]

[ ] RATING LETTER "S";

SPECIFIC DUTY NUMBER FOUR: SUPERVISES CONTRACT AGENT

WHO [ ]

[ ]

ASSETS. RATING LETTER "P";

SPECIFIC DUTY NUMBER FIVE: DCOS, SUPERVISING [ ]

CLERICAL, [ ] CONTRACT AND [ ] COMMUNICATORS AND ACTING OFFICER

**SECRET**

211330Z  
211330Z  
Piccolo  
D

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PAGE 02

IN 471163

TORJ211432Z JAN 75

MANA 11575

IN CHARGE IN ABSENCE OF COS. RATING LETTER "S". OVERALL RATING LETTER "SM".

2. SECTION "C" NARRATIVE COMMENTS FOLLOW:

(1) IN HIS CAPACITY AS THE STATION OFFICER RESPONSIBLE FOR OPERATIONS AGAINST THE COMMUNIST AND POLITICAL LEFT AND [ ] TERRORIST MOVEMENT, SUBJECT HAS PERFORMED VERY WELL ALTHOUGH NOT YET SUCCESSFUL IN EFFECTING ADDITIONAL PENETRATIONS. RECRUITMENT NOT HIS STRONGEST POINT. ADDITIONALLY, HE WAS BURDENED WITH TOO MUCH AND TOO DIVERSIFIED A WORKLOAD. THIS OFFICER WILL RECEIVE A NEW LETTER OF INSTRUCTION SHORTLY, REFLECTING THE SUDDEN AND URGENT NEED OF SUCCESSFUL EFFORTS AGAINST THE [ ] WHICH HAS EMERGED AS REAL THREAT TO PHYSICAL SECURITY OF OFFICIAL PERSONNEL AND TO POLITICAL STABILITY OF NICARAGUA. HIS HANDLING OF ESTABLISHED ASSETS IN THIS FIELD HAS RESULTED, OVER THE PAST SIX MONTHS, TREBLING THE INTELLIGENCE REPORTING OVER THE PREVIOUS SIX MONTH PERIOD. AN ADJUNCT TO THESE DUTIES IS THE HANDLING OF [ ] U.S. CONTRACT AGENT WHO [ ] OF THE [ ] THIS CONTRACT AGENT

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PAGE 03

IN 471163

TOR12114322 JAN 75

MANA 11575

ABSORBS MORE OF THE CASE OFFICERS TIME THAN HE MERITS, AND THIS IS ATTRIBUTABLE TO UNFORTUNATE LACK OF NATURAL APTITUDE ON PART OF THIS PARTICULAR CONTRACT AGENT. ADJUSTMENTS WILL BE MADE TO MAKE BETTER USE OF CASE OFFICER TIME.

(2) AS STATION LIAISON OFFICER, HE PERFORMS IN AN EXTREMELY STRONG MANNER, USING HIS WINNING WAYS WITH THE NICARAGUAN INTELLIGENCE OFFICERS [REDACTED] ON CONTINUING BASIS, NET GAIN FOR OUR MISSION. THE CHIEF [REDACTED] OF THE OFFICER AND BECAUSE OF THE FRIENDSHIP OCCASIONALLY [REDACTED] [REDACTED] WHICH ARE TECHNICALLY STILL [REDACTED]. TRECKLER IS NOW IN THE PROCESS OF ATTEMPTING TO REDIRECT [REDACTED] EFFORTS TOWARDS BETTER AND INCREASED COVERAGE OF THE COMMUNIST AND TERRORIST TARGETS. WHILE WALKING THAT TIGHTROPE OF AVOIDING AGENCY COMMITMENT TO ANY NEW LARGE EXPENDITURES OF RESOURCES. WITHIN THE [REDACTED] CONTEXT, HE HANDLES THE [REDACTED] WHO COMPLEMENTS STATION COVERAGE OF THE LOCAL SUBVERSIVE

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PAGE 04

IN 471163

TOR12114322 JAN 75

MANA 11575

SCENE WITH VITAL INFORMATION CURRENTLY NOT AVAILABRL  
 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 CHEER.

(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,

0 PAGE 3 MANAGUA 11575 S E C R E T  
 SELF CONFIDENT, PLEASANT, AND FIRM BUT COMPASSIONATE  
 WITH SUBORDINATES. AS ACOS HE DOES AN EXCELLENT JOB  
 OF DEALING WITH THE MOST DIFFICULT AMBASSADOR EVER  
 ENCOUNTERED BY THE RATER.

(4) IN THE SEVEN AND A HALF MONTHS IN WHICH THE OFFICER  
 HAS BEEN UNDER MY SUPERVISION, HE HAS ALWAYS IMPRESSED  
 WITH THE DEPTH OF HIS KNOWLEDGE OF THE FUNCTION AND  
 MISSION OF A FIELD STATION. HE IS A "NATURAL" FIELD  
 INTELLIGENCE OFFICER. HIGHLY FLEXIBLE. HARD WORKING

S E C R E T

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**T 724290    EIA353    PAGE 05    IN 471163**  
**TOR:211432Z JAN 75    MANA 11575**

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 WERE 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 JOB, BY VIRTUE OF HAVING DONE THEM PROFESSIONALLY HIMSELF IN THE PAST, HE HAS SERVED AS A FILE CLERK, AN INTELLIGENCE ASSISTANT AND CASE OFFICER, NOW,

**S E C R E T**



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PAGE 06-06

IN 471163

TOR1211432E JAN 75

MANA 11575

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, 10 OF THEM ABROAD, HAVE RESULTED IN HIS FORMATION AS JA UNUSUALLY VERSATILE, HIGHLY KNOWLEDGEABLE AND COMPLETELY PROFESSIONAL OPERATIONS OFFICER. HIS OPERATIONAL EXPERIENCE OVER THE YEARS HAS RUN THE GAMUT FROM

[Redacted]

[Redacted]

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PAGE 01

IN 471155 <sup>63</sup>

TOR:211427Z JAN 75

MANA 11575

**S E C R E T** 211330Z JAN 75 STAFF

CITE MANAGUA 11575 FINAL SECTION OF 2

TO: 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 WOULD 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 WAS SEEN AND SIGNED ABOVE ON 20 JANUARY 1975, E2, IMPDET.

..

**S E C R E T**

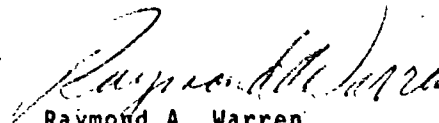
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5 February 1975

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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**CONFIDENTIAL**

<b>FITNESS REPORT</b>						NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.					
<b>SECTION A. GENERAL INFORMATION</b>											
1. EMPLOYEE NUMBER <b>025658</b>		2. NAME (last, first, middle) <b>Piccolo, Joseph S.</b>				3. DATE OF BIRTH <b>1935</b>		4. SEX <b>M</b>	5. GRADE <b>GS-13</b>		6. SD <b>D</b>
7. OFFICIAL POSITION TITLE <b>Ops Officer-DCOS</b>				8. OFF/DIV/BR OF ASSIGNMENT <b>DDO/WH/2</b>			9. CURRENT STATION <b>Managua</b>				
10. TYPE OF APPOINTMENT						11. TYPE OF REPORT					
<input checked="" type="checkbox"/> CAREER		<input type="checkbox"/> CAREER PROVISIONAL		<input type="checkbox"/> RESERVE		<input type="checkbox"/> ANNUAL		<input type="checkbox"/> 21-MONTH		<input type="checkbox"/> 30-MONTH	
<input type="checkbox"/> CONTRACT		<input type="checkbox"/> SPECIAL		<input type="checkbox"/> TEMPORARY		12. REPORTING PERIOD (From-to) <b>20 Sept 1973-5 June 1974</b>		13. DATE REPORT DUE IN O.P. <b>N/A</b>			
<b>SECTION B PERFORMANCE EVALUATION</b>											
<p><b>U—Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M—Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P—Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S—Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O—Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>											
<b>SPECIFIC DUTIES</b>											
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).											
SPECIFIC DUTY NO. 1 <b>Acting COS Duties. Supervises <input type="checkbox"/> clerical, <input type="checkbox"/> officer and <input type="checkbox"/> communicators</b>										RATING LETTER <b>S</b>	
SPECIFIC DUTY NO. 2 <b>Station operations officer with direct agent handling responsibilities for Communist Party and related targets</b>										RATING LETTER <b>S</b>	
SPECIFIC DUTY NO. 3 <b>Liaison Officer</b>										RATING LETTER <b>S</b>	
SPECIFIC DUTY NO. 4 <b>Station operations officer for operations directed against the Narcotics target</b>										RATING LETTER <b>P</b>	
SPECIFIC DUTY NO. 5 <b>Operations Officer handling a sensitive <input type="checkbox"/> operation</b>										RATING LETTER <b>P</b>	
SPECIFIC DUTY NO. 6										RATING LETTER	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>											
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.										RATING LETTER <b>S</b>	

*11/4*

CONFIDENTIAL

**SECTION C NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide 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 sheet of paper.

(The following is directly keyed to Subject's "Letter of Instructions")

As ACOS he has demonstrated a thorough understanding of Agency policies and regulations. He works well with those he supervises and has exhibited unusual patience while diligently instructing and correcting employees. During my absences, he has worked well with Senior members of the Embassy and has been accepted by Embassy and Station personnel alike as a mature, sensible and experienced officer.

As Liaison Officer for the Station, he has done an excellent job of improving the effectiveness of the "Special Unit" by offering his expertise, improving their physical working conditions and convincing them to expand their horizons. The unit appears to be responding well to his leadership and should prove more productive in the future.

His handling of a sensitive [redacted] has resulted in obtaining what information the [redacted]. Although categorized as a [redacted] the operation is more that of a [redacted] to clarify certain situations and events rather than an aggressive [redacted]. This is a [redacted] contact with whom a good working relationship must be maintained and such a relationship does exist.

He has made very little progress in operations against the Narcotics target. Subject inherited very little in sources and has not developed any new prospects. (Continued)

**SECTION D CERTIFICATION AND COMMENTS**

1. BY EMPLOYEE  
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE 4 June 1974	SIGNATURE OF EMPLOYEE /s/ Joseph Piccolo
---------------------	---

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 8	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
--	---

DATE 4 June 1974	OFFICIAL TITLE OF SUPERVISOR COS	TYPED OR PRINTED NAME AND SIGNATURE /s/ George Fill
---------------------	-------------------------------------	--

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

This seems to be a fair report which rates Subject about the same way that I would, based on my understanding of his performance. Subject is a mature and competent officer who does a fine job of handling existing operations and administrative tasks but has not been very aggressive in developmental work. The sleepy tropical atmosphere of Managua may not be very inspiring operationally, but new business is needed and Subject is believed to be capable of turning in a stronger performance in that area. He has the potential for further career advancement.

DATE 3 July 1974	OFFICIAL TITLE OF REVIEWING OFFICIAL Deputy Chief, WH Division	TYPED OR PRINTED NAME AND SIGNATURE [Signature]
---------------------	---	--

CONFIDENTIAL

EMPLOYEE NUMBER: 25658

Section C - Narrative 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 [redacted] and [redacted] 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 new 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 bookkeeping is consistently up to date.

CONFIDENTIAL

**CONFIDENTIAL**

<b>FITNESS REPORT</b>		NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.			
<b>SECTION A. GENERAL INFORMATION</b>					
1. EMPLOYEE NUMBER	2. NAME (last, first, middle)	3. DATE OF BIRTH	4. SEX	5. GRADE	6. SD
025658	Piccolo, Joseph S.	8 Dec 35	M	GS-13	D
7. OFFICIAL POSITION TITLE		8. OFF/DIV/BR OF ASSIGNMENT		9. CURRENT STATION	
Ops Officer		DDO/wh/5		Rio de Janeiro	
10. TYPE OF APPOINTMENT			11. TYPE OF REPORT		
CAREER	CAREER PROVISIONAL	RESERVE	ANNUAL	21-MONTH	30 MONTH
					REASSIGNMENT
CONTRACT	SPECIAL	TEMPORARY	12. REPORTING PERIOD (From-to)		X SPECIAL
			1 Aug 72 - 12 July 73		
<b>SECTION B. PERFORMANCE EVALUATION</b>					
<p><b>U--Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M--Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P--Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S--Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O--Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
As Deputy Chief of Base, sharing in supervision of the whole Base (including direct supervision of [redacted]) and serving as acting Base Chief during the COB's absence.					S
SPECIFIC DUTY NO. 2					RATING LETTER
Serving as senior PI/CI case officer for the Base and as consultant on ALSOBER/ALPALOOKA matters for other Bases and Station.					O
SPECIFIC DUTY NO. 3					RATING LETTER
Providing informal guidance to the case officers concerning operational and other related problems.					O
SPECIFIC DUTY NO. 4					RATING LETTER
Development of new operations: spotting, selection, development and recruitment of new ANSOB.					P
SPECIFIC DUTY NO. 5					RATING LETTER
Operational and intelligence reporting and correspondence.					S
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, range of views, pertinent personal traits or habits, and particular strengths or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER
					S

CONFIDENTIAL

**SECTION C NARRATIVE COMMENTS**

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

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 [redacted] ALSOBER [redacted] 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 cases. His unusually keen intuition and perceptiveness have consistently helped the Base to avoid pitfalls and recognize important but obscure operational factors. His operational judgement is extremely sound.

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 has not been afraid to take

**SECTION D CERTIFICATION AND COMMENTS**

1. BY EMPLOYEE

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

DATE 9 July 73	SIGNATURE OF EMPLOYEE /s/ Joseph Piccolo
-------------------	---

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
---	---

DATE 9 July 73	OFFICIAL TITLE OF SUPERVISOR Chief of Base	TYPED OR PRINTED NAME AND SIGNATURE /s/ David B. McGrath
-------------------	---	---

3. BY REVIEWING OFFICIAL

COMMENTS OF 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 for growth. The failure to get out on the street and recruit during the past year (I am not familiar with previous experience) can be partly attributed to immersion in the complex, time consuming surfacing/disposal case, but must also be attributed partly to his personality (or at least his mood at that stage of his tour). Subject is perhaps more comfortable, or seemed to be during the rating period, handling going agents [redacted] which he does superbly, (continued)

DATE 9 July 73	OFFICIAL TITLE OF REVIEWING OFFICIAL COS	TYPED OR PRINTED NAME AND SIGNATURE /s/ Wilfred Kopelowitz
-------------------	---	---



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

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 sentence 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.

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

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

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.

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

**SECRET**  
(When Filled In)

FITNESS REPORT						EMPLOYEE SERIAL NUMBER	
						025658	
<b>SECTION A GENERAL</b>							
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD	
Piccolo, Joseph S.			8 Dec 35	M	GS-12	D	
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION		
Operations Officer			DDP/WII/5		Rio de Janeiro		
9. CHECK (X) TYPE OF APPOINTMENT				10. CHECK (X) TYPE OF REPORT			
CAREER		RESERVE	TEMPORARY	INITIAL	REASSIGNMENT SUPERVISOR		
CAREER-PROVISIONAL (See instructions - Section C)				X	ANNUAL	REASSIGNMENT EMPLOYEE	
SPECIAL (Specify):				SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.				12. REPORTING PERIOD (From - to)			
				1 August 1971 - 31 July 1972			
<b>SECTION B PERFORMANCE EVALUATION</b>							
<p><b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P-Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S-Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O-Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
<b>SPECIFIC DUTIES</b>							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1						RATING LETTER	
Senior FI officer with supervisory responsibilities over [ ] case officers.						S	
SPECIFIC DUTY NO. 2						RATING LETTER	
Station CP officer with coordinating responsibilities over Station and Base activities and direct agent handling functions against CP and related targets.						S	
SPECIFIC DUTY NO. 3						RATING LETTER	
Case officer for [ ] sensitive, complex, [ ] of various high priority targets.						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
SPECIFIC DUTY NO. 5						RATING LETTER	
SPECIFIC DUTY NO. 6						RATING LETTER	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER	
						S	

23 AUG 23 1972

SECRET

SECTION C

NARRATIVE COMMENTS

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

Subject continues to be one of the strongest officers in the Base and will undoubtedly be a solid left backer as number three officer under the new staffing pattern. His judgment is considered and sound, his operational savvy, experience and talent invaluable. His supervisory functions have changed somewhat since last evaluation, and he now handles [redacted] officers (rather than [redacted] and [redacted] case officer) who in turn handle a variety of operations including government as well as CP and terrorist penetration. As we have noted in past fitness reports, he is an intelligent supervisor with a capability for lighting fires under his charges when necessary. His thorough knowledge and understanding of the ALSOBER and ALPALOOKA fields has earned him the respect of all his colleagues.

Like the rest of us, he is not perfect, of course. His performance over the past year has been less strong on the operational development side and he should shift some of the emphasis of his efforts in this direction in order to achieve a better balanced performance. This will not be easy because at present he is unavoidably saddled with some serious and complex operational problems (not of his own making) and the demands of his [redacted] supervision are heavy. However, he is capable of adjusting his time and putting out the necessary effort and we have

(CONTINUED)

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

2 Aug 1972

SIGNATURE OF EMPLOYEE

/s/ Joseph S. Piccolo

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

13

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

DATE

2 Aug 1972

OFFICIAL TITLE OF SUPERVISOR

Chief of Base

TYPED OR PRINTED NAME AND SIGNATURE

/s/ David B. McGrath

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

The rating of Strong is deserved. This is a really fine officer, very cerebral, experienced and skilled in the basic craft of our business, linguistically talented, toughminded and aggressive in agent handling and exploitation. His lack of development/recruitment activity during the reporting period reflects to some degree a deliberate decision to keep a low profile [redacted] and in the city due to the particularly sensitive nature of ongoing projects handled. This still applies to some degree but we all now agree that during the remaining months of his tour an effort can be made to exploit this officer's considerable talents in the crucial area of creating new assets. I strongly endorse the recommendation for promotion.

DATE

2 Aug 1972

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief of Station

TYPED OR PRINTED NAME AND SIGNATURE

/s/ W. D. Koplowitz

SECRET

SECRET

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.

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				025658	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle) <b>Piccolo, Joseph S.</b>			2. DATE OF BIRTH <b>8 Dec 35</b>	3. SEX <b>M</b>	4. GRADE 5. SU <b>GS-12 D</b>
6. OFFICIAL POSITION TITLE <b>Operations Officer</b>			7. OFF/DIV/BR OF ASSIGNMENT 8. CURRENT STATION <b>DDP/WH/5 Rio de Janeiro</b>		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> INITIAL              REASSIGNMENT SUPERVISOR <input type="checkbox"/> ANNUAL              RE ASSIGNMENT EMPLOYER		
SPECIAL (Specify):			<input checked="" type="checkbox"/> SPECIAL (Specify): <b>Promotion</b>		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) <b>1 January 1971 - 3 November 1971</b>		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C. <b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described. <b>P-Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected. <b>S-Strong</b> Performance is characterized by exceptional proficiency. <b>O-Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 <b>Senior FI officer with supervisory responsibilities over [ ] junior officer and [ ] agent.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 2 <b>Station CP officer with coordinating responsibilities over Station and Base activities and direct agent handling functions against CP and related targets.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 3 <b>Case officer for several sensitive, complex, [ ] of various [ ] targets.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER <b>S</b>

21 NOV 1971

SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</p>			
<p>Nov 24 9 03 AM '77</p>			
<p>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 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. He is at his best in practical situations, however complex and obscure, rather than in dealing with philosophical or theoretical problems 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 supervisor.</p>			
<p>Subject 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.</p>			

SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
3 Nov 1971	/s/ Joseph S. Piccolo		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
3 Nov 1971	Chief of Base	/s/ David McGrath	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>The COS concurs emphatically with this well-written evaluation. The subject is vastly under-rated in JKLANCE, perhaps because of his quiet, unassuming personality. But 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.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
3 Nov 1971	Chief of Station	/s/ David A. Phillips	

SECRET

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

TRAINING REPORT

Weapons Training/Defensive Driving Course No. 2/72 4-8 October 1971  
Date

TRAINEE: Piccolo, Joseph S.

OFFICE: WH

PURPOSE AND SCOPE OF COURSE:

The course provides basic proficiency training in the use of weapons for self-defense and in the techniques of defensive driving to counter vehicular kidnaping for Agency officers being assigned to hostile or unstable political and 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:

[Redacted Signature]

Chief, Special Activities Branch

12 October 1971  
Date

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



**SECRET**  
(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER	
					025658	
<b>SECTION A GENERAL</b>						
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
Piccolo, Joseph S.			12/08/35	M	GS-12	D
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION	
Ops Officer			DDP/WIL/Branch 5		Rio de Janeiro	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT			
<input type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT SUPERVISOR	<input type="checkbox"/> REASSIGNMENT EMPLOYEE
CAREER-PROVISIONAL (See instructions - Section C)			SPECIAL (Specify):		SPECIAL (Specify):	
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From- to-)			
			23 June 1970 - 31 December 1970			
<b>SECTION B PERFORMANCE EVALUATION</b>						
<b>U-Unsatisfactory</b>	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.					
<b>M-Marginal</b>	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.					
<b>P-Proficient</b>	Performance is satisfactory. Desired results are being produced in the manner expected.					
<b>S-Strong</b>	Performance is characterized by exceptional proficiency.					
<b>O-Outstanding</b>	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.					
<b>SPECIFIC DUTIES</b>						
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).						
SPECIFIC DUTY NO. 1					RATING LETTER	
Station FI Chief, supervising one officer directly, [ ] on a part-time basis, and [ ] staffer.					S	
SPECIFIC DUTY NO. 2					RATING LETTER	
Handles Station CP program; makes recruitment attempts, runs agents (including one of international importance).					S	
SPECIFIC DUTY NO. 3					RATING LETTER	
Coordinates FI/CP activities of the three Basos in Brazil.					S	
SPECIFIC DUTY NO. 4					RATING LETTER	
Handles funds and materials, and financial accountings.					S	
SPECIFIC DUTY NO. 5					RATING LETTER	
SPECIFIC DUTY NO. 6					RATING LETTER	
					19 FEB 1971	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>						
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER	
					S	

SECRET

(When Filled In)

**SECTION C NARRATIVE COMMENTS**

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

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 well with their colleagues, and

**SECTION D CERTIFICATION AND COMMENTS (cont'd)**

1. BY EMPLOYEE

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

DATE	SIGNATURE OF EMPLOYEE
19 Jan. 1971	/s/ Joseph S. Piccolo

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
12 Jan. 1971	COS	David A. Phillips

3. BY REVIEWING OFFICIAL

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 characterizes Subject's attitude and performance.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
20 Jan. 1971	DCOS	David B. McGrath

SECRET

14-00000

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.

Revised by OP SPD/PPH

Date of Report  
19 May 1970

LANGUAGE TRAINING **SECRET** REPORT

Student Names  
PICCOLO, JOSEPH S.

Offices  
VII

Courses  
PORTUGUESE FULL-TIME

Inclusive Dates  
01/05/70-04/23/70

Proficiency Level	
Before and After Training	
Before	After
Speaking	-- +
Oral Comp.	-- +
Read Comp.	-- +
* Instructors Estimate v. Official Test	

Hours of Instruction  
Scheduled 400 Actual 258  
Absences 74

LANGUAGE TRAINING AIMS AND EVALUATION CRITERIA

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, oral comprehension and reading comprehension, as required, were emphasized. Fluency and accuracy were given equal importance in training and in evaluation of the student. Cultural matters 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 aptitude 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.

PROGRESS IN ACHIEVING COURSE AIMS

(Overall progress in the course is shown as unsatisfactory, marginal, satisfactory, above average, superior when compared against established standards for such training).

Speaking	Oral Comprehension	Reading Comprehension
ABOVE AVERAGE	ABOVE AVERAGE	ABOVE AVERAGE

PERFORMANCE EVALUATION

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 soon 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 grammar 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 comment

For the Director of Training:

SECRET

SECRET

*[Signature]*  
Instructor

*[Signature]*  
Department Chief  
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.

SECRET

(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER	
					V25088658	
<b>SECTION A GENERAL</b>						
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
Plausio, Joseph, S.			12/2/35	M	GS-12	D
6. OFFICIAL POSITION/TITLE			7. OFFICE/BR OF ASSIGNMENT		8. CURRENT STATION	
Off. Officer			DIP, JI/Brasilia B		Rio de Janeiro	
9. CHECK (X) TYPE OF APPOINTMENT			10. SPECIAL (X) TYPE OF REPORT			
<input type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT EMPLOYEE		
<input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)			
			23 June 1970 - 31 December 1970			
<b>SECTION B PERFORMANCE EVALUATION</b>						
<p><b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P-Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S-Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O-Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>						
<b>SPECIFIC DUTIES</b>						
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).						
SPECIFIC DUTY NO. 1					RATING LETTER	
Station FI Chief, supervising one officer directly, [ ] on a part-time basis, and [ ] staffer.					S	
SPECIFIC DUTY NO. 2					RATING LETTER	
Handles Station CP program; makes recruitment attempts, runs agents (including one of international importance).					S	
SPECIFIC DUTY NO. 3					RATING LETTER	
Coordinates FI/CP activities of the three Bases in Brazil.					S	
SPECIFIC DUTY NO. 4					RATING LETTER	
Handles funds and materials, and financial accountings.					S	
SPECIFIC DUTY NO. 5					RATING LETTER	
SPECIFIC DUTY NO. 6					RATING LETTER	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>						
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER	
					S	

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

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 JHROD assignments).

His handling of money and records and materials is impeccable.

Both Subject and his wife mix well with their colleagues, and

SECTION D

CERTIFICATION AND COMMENTS

(cont'd)

1.

BY EMPLOYEE

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

DATE

19 Jan. 1971

SIGNATURE OF EMPLOYEE

/s/ Joseph S. Piccolo

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

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

DATE

12 Jan. 1971

OFFICIAL TITLE OF SUPERVISOR

COS

TYPED OR PRINTED NAME AND SIGNATURE

David A. Phillips

3.

BY REVIEWING OFFICIAL

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 characterizes Subject's attitude and performance.

DATE

20 Jan. 1971

OFFICIAL TITLE OF REVIEWING OFFICIAL

DCOS

TYPED OR PRINTED NAME AND SIGNATURE

David B. McGrath

SECRET

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.



SECRET  
(When Filled In)

FITNESS REPORT			EMPLOYEE SERIAL NUMBER	
			025658	
<b>SECTION A GENERAL</b>				
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH (M) (D) (Y)		3. GRADE 4. SD
Piccolo, Joseph S.		12/08/35 M		GS-12 D
5. OFFICIAL POSITION TITLE		7. OFF. DIV./BR. OF ASSIGNMENT		8. CURRENT STATION
Ops Officer		DDP/WH/COG		Headquarters
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT	
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR	
<input type="checkbox"/> CAREER-PROVINCIAL (See instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE	
<input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> SPECIAL (Specify):	
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)	
January 1970			15 January 1969 - 31 December 1969	
<b>SECTION B PERFORMANCE EVALUATION</b>				
<p><b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P-Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S-Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O-Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>				
<b>SPECIFIC DUTIES</b>				
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).				
SPECIFIC DUTY NO. 1				RATING LETTER
1. Is responsible for providing Headquarters' guidance and support to WH/Miami and other Field Stations concerning [redacted] operations; corresponds with the Field.				S
SPECIFIC DUTY NO. 2				RATING LETTER
2. Is Headquarters case officer handling several [redacted] operations; corresponds with the Field.				S
SPECIFIC DUTY NO. 3				RATING LETTER
3. Maintains liaison with Office of Communications, TSD, Security, Finance, Cover, and other Headquarters components.				S
SPECIFIC DUTY NO. 4				RATING LETTER
4. Maintains liaison with the Navy (FOSG) and with the representative of [redacted]				P
SPECIFIC DUTY NO. 5				RATING LETTER
5. Prepares studies for the Division and the DDP concerning [redacted] collection activities.				P
SPECIFIC DUTY NO. 6				RATING LETTER
6. Monitors developments in Cuba affecting the conduct of our [redacted] operations, especially developments involving the [redacted]				P
SPECIFIC DUTY NO. 7				RATING LETTER
7. Supervises an intelligence assistant and a secretary.				S
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>				
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.				RATING LETTER
				S

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties 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 report is being written not by, but after consultation with, Subject's immediate supervisor, who is temporarily assigned elsewhere. The writer is one step removed from immediate supervision of Subject and has worked with him only since October 1969. In what follows, there is no difference of opinion between the supervisor and the writer, and statements not specifically attributed to one or the other represent the judgment and observation of both.)

Subject is an experienced officer whose primary field, [redacted] is by definition difficult and frustrating and has recently become more so owing to developments beyond his control. Despite this situation he has continued to support successfully the most productive [redacted] that the Agency has.

The [redacted] of a major [redacted] during the reporting period was due not to any deficiency on Subject's part but rather to a general lack of Agency control over the operation from its inception. In any case, it is to Subject's credit that he wrote a candid and thorough analysis and damage report on the case (Writer).

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 30 Jan 1970	SIGNATURE OF EMPLOYEE <i>Joseph A. Piccolo</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION Pls see above	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 30 January 1970	OFFICIAL TITLE OF SUPERVISOR Chief, WII/COG/OPS	TYPED OR PRINTED NAME AND SIGNATURE <i>Glenn O. Brown</i> Glenn O. Brown
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL Based on 3 months experience in dealing with subject I have found him to be a thoroughly professional operations officer who shows good judgement and makes good use of his field experience in carrying out his function as COG's [redacted] case officer. He performs with a minimum of supervision and is most perceptive in monitoring activities and events related to his area of activity. I believe Mr. Piccolo has considerable potential for moving up to more important positions.		
DATE 3 February 1970	OFFICIAL TITLE OF REVIEWING OFFICIAL Deputy Chief, WII/COG	TYPED OR PRINTED NAME AND SIGNATURE <i>Wenley L. Laybourne</i> Wenley L. Laybourne

SECRET

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).

SECRET

TECHNICAL SERVICES DIVISION -- TECHNICAL SCHOOL

[Redacted]

Training Report

Name : PICCOLO, Joseph S.  
Office: WH/COG  
Date : 6 June 1969

1. OBJECTIVES:

To provide a general knowledge in:

- a. [Redacted] Included are representative samples of:

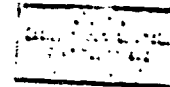
[Redacted]

- b. The philosophy, purpose, considerations and manageability of [Redacted] systems; including [Redacted] security, reliability and feasibility of [Redacted]

*Lawrence A. [Redacted]*

INSTRUCTOR  
TSD/TECHNICAL SCHOOL

SECRET



**SECRET**  
(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER	
					025658	
<b>SECTION A GENERAL</b>						
1. NAME (Last) (First) (Middle) <b>Piccolo Joseph S.</b>			2. DATE OF BIRTH <b>12/08/35</b>	3. SEX <b>M</b>	4. GRADE <b>GS-12</b>	5. SD <b>D</b>
6. OFFICIAL POSITION TITLE <b>Ops Officer</b>			7. OFF/DIV/BR OF ASSIGNMENT <b>DDP/WH/2</b>	8. CURRENT STATION <b>HANAGUA</b>		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT			
<input type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C)			<input type="checkbox"/> ANNUAL	<input checked="" type="checkbox"/> REASSIGNMENT EMPLOYEE		
<input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) <b>27 Apr 68-15 January 1969</b>			
<b>SECTION B PERFORMANCE EVALUATION</b>						
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>						
<b>SPECIFIC DUTIES</b>						
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).						
SPECIFIC DUTY NO. 1 Overall liaison responsibilities with the Office of National Security, with emphasis on guidance of the Special Unit. This was his principal duty during his service in Nicaragua and outweighs the other duties noted below.					RATING LETTER <b>S</b>	
SPECIFIC DUTY NO. 2 Processing into disseminable intelligence of raw reports produced by liaison; preparation of cables and operational dispatches.					RATING LETTER <b>P</b>	
SPECIFIC DUTY NO. 3 Handling of one FI operation (ERRATIC-5) and of other miscellaneous operational duties as assigned.					RATING LETTER <b>S</b>	
SPECIFIC DUTY NO. 4 Acting as Chief of Station in the absence of the COS.					RATING LETTER <b>S</b>	
SPECIFIC DUTY NO. 5					RATING LETTER	
SPECIFIC DUTY NO. 6					RATING LETTER	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>						
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER <b>S</b>	

**SECRET**  
(When Filled In)

**SECTION C**

**NARRATIVE COMMENTS**

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

This officer made excellent progress in working with the liaison service and was notable in his efforts to organize, train, and direct rather than simply sit back and accept the intelligence product. His liaison operation is the single most important operation of Station Managua and it could not have been in better hands. His working relationships with personnel of the liaison service were based on mutual friendship and respect and that service was sorry to see him leave as was the Station. He also earned the friendship and respect of his colleagues 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 grit." 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 COMMENTS**

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
11 Feb 1969	<i>Joseph D. Piccolo</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
9 months	Employee left PCS prior to preparation of report. Should be shown to him at Headquarters.	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
15 January 1969	Chief of Station	/s/ Robert T. Shaw
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
I concur with the rating officer's evaluation of Mr. Piccolo.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
11 Feb 1969	C/WII/2	<i>Edwin M. Terrell</i> Edwin M. Terrell

**SECRET**

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, however, 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

**SECRET**  
(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER	
					025658	
<b>SECTION A GENERAL</b>						
1. NAME (Last) (First) (Middle) <b>Piccolo, Joseph S.</b>			2. DATE OF BIRTH <b>12/8/35</b>	3. SEX <b>M</b>	4. GRADE <b>GS-11</b>	5. SD <b>D</b>
6. OFFICIAL POSITION TITLE <b>Ops Officer</b>			7. OFF. DIV. OR OF ASSIGNMENT <b>WH/1</b>	8. CURRENT STATION <b>Mexico City</b>		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SPECIAL (Specify):			SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) <b>May 1966 - 30 October 1967</b>			
<b>SECTION B PERFORMANCE EVALUATION</b>						
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>						
<b>SPECIFIC DUTIES</b>						
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).						
SPECIFIC DUTY NO. 1 <b>Agent handling and exploitation. Acts as case officer for a variety of operations including a [redacted] operation.</b>					RATING LETTER <b>S</b>	
SPECIFIC DUTY NO. 2 <b>Administrative management of project activities.</b>					RATING LETTER <b>S</b>	
SPECIFIC DUTY NO. 3 <b>Operational planning (target analysis etc.)</b>					RATING LETTER <b>S</b>	
SPECIFIC DUTY NO. 4 <b>Programming and handling of covert action activities.</b>					RATING LETTER <b>S</b>	
SPECIFIC DUTY NO. 5 <b>Reporting and processing of intelligence information</b>					RATING LETTER <b>P</b>	
SPECIFIC DUTY NO. 6					RATING LETTER	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>						
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER <b>S</b>	



SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

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 cable 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 COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 30 Nov 67	SIGNATURE [Redacted] /s/ Joseph S. Piccolo	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 16 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 30 Nov. 1967	OFFICIAL TITLE OF SUPERVISOR Ops Officer	TYPED OR PRINTED NAME AND SIGNATURE Francis Sherry
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL I fully concur with the comments of the rating officer. Subject is an excellent case officer suitable for assignment either outside or under official cover. He needs further training in written staff work, however, and at a convenient moment in his career would benefit greatly from intensive training in reports writing, rapid reading, and related subjects.		
DATE 30 Nov. 1967	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief of Station	TYPED OR PRINTED NAME AND SIGNATURE Winaton D. Miller

SECRET

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 : Piceele, Joseph

Year of birth: 1935

Office : WH

Grade : GS-11

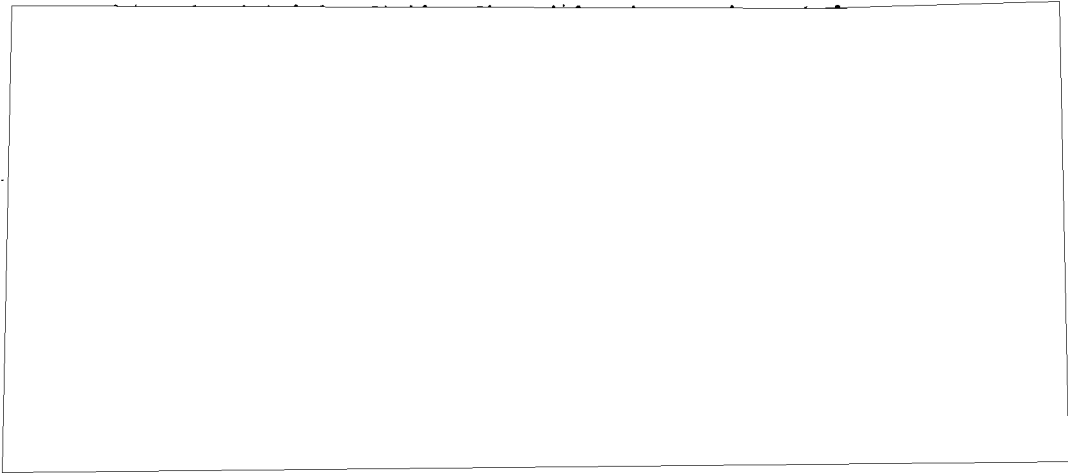
Service Designation : D

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



S-E-C-R-E-T

S-E-C-R-E-T

ACHIEVEMENT RECORD

--

Grades are given in accordance with the fitness report system.  
(Weak, Adequate, Proficient, Strong, and Outstanding)

TEST RESULTS:

		S
		O
		P

NARRATIVE COMMENTS:

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.

FOR THE DIRECTOR OF TRAINING:

*John W. Field*  
\_\_\_\_\_  
John W. Field  
Instructor

S-E-C-R-E-T



1000

1000

1000

1000

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				025658 ✓	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle) <b>PICCOLO Joseph S.</b>		2. DATE OF BIRTH <b>10/2/38</b>	3. SEX <b>M</b>	4. GRADE <b>DDP-10</b>	5. SO <b>10</b>
6. OFFICIAL POSITION TITLE <b>Ops Officer</b>		7. OFF/DIV/BR OF ASSIGNMENT <b>DDP/WH-1</b>		8. CURRENT STATION <b>Mexico City</b>	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C)			<input type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
SPECIAL (Specify):			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) <b>June 1966 to September 1966</b>		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Agent handling and exploitation. Serves as case officer to a variety of agents including: [redacted]					RATING LETTER <b>O</b>
SPECIFIC DUTY NO. 2 Administrative management of project activities including accounting, funding, etc.					RATING LETTER <b>A</b>
SPECIFIC DUTY NO. 3 Operational reporting, including contact reports, operational progress reports, etc.					RATING LETTER <b>P</b>
SPECIFIC DUTY NO. 4 Reporting and dissemination of intelligence information					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 5 Target analysis; preparation and implementation of plans for new operations					RATING LETTER <b>P</b>
SPECIFIC DUTY NO. 6 Conception and initiation of covert action programs in support of [redacted] operations					RATING LETTER <b>P</b>
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER <b>P</b>

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

This employee has continued to perform in the manner described in detail under this section in the last fitness report prepared 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 special assets have of necessity been turned over to this employee. His health has not improved as expected and it is felt that he should be sent to HOLADY for a complete medical check-up as soon as he can be spared for the time required.

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

SEP 28 3 30 PM '66  
MAIL ROOM

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
9 September 1966	/s/ Joseph S. Piccolo	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
4 months TDY 11 months PCS		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
9 September 1966	Ops Officer XXXXXXXXXXXXXXXX	/s/ Robert T. Shaw
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
The Reviewing Officer agrees with the Ratings and the Comments of the Supervisor of this officer which are reflected in this Fitness Report.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	Chief of Station	/s/ Binnton Scott

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				025658			
<b>SECTION A</b>				<b>GENERAL</b>			
1. NAME (Last) (First) (Middle) <b>PICCOLO, Joseph S.</b>			2. DATE OF BIRTH <b>12/8/35</b>	3. SEX <b>M</b>	4. GRADE <b>GS-10</b>	5. SD <b>D</b>	
6. OFFICIAL POSITION TITLE <b>Ops Officer</b>			7. OFF/DIV/BR OF ASSIGNMENT <b>DDP/WH/1</b>		8. CURRENT STATION <b>Mexico City</b>		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT				
<input type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT SUPERVISOR			
<input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C)			<input type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT EMPLOYEE			
SPECIAL (Specify):			XXX SPECIAL (Specify): <b>To support promotion req.</b>				
11. DATE REPORT DUE IN O.P. <b>1 June 1966</b>			12. REPORTING PERIOD (From - to) <b>October 1965 to May 1966</b>				
<b>SECTION B</b>				<b>PERFORMANCE EVALUATION</b>			
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
<b>SPECIFIC DUTIES</b>							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1						RATING LETTER	
Agent handling and exploitation. Serves as case officer to a variety of agents including <span style="border: 1px solid black; display: inline-block; width: 100px; height: 1em; vertical-align: middle;"></span>						O	
SPECIFIC DUTY NO. 2						RATING LETTER	
Administrative management of project activities including accountings, funding, etc.						S	
SPECIFIC DUTY NO. 3						RATING LETTER	
Operational reporting, including contact reports, operational progress reports, etc.						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
Reporting and dissemination of intelligence information.						S	
SPECIFIC DUTY NO. 5						RATING LETTER	
Target analysis and preparation of plans for mounting new operations.						P	
SPECIFIC DUTY NO. 6						RATING LETTER	
Conception and initiation of covert action programs in support of FI/CI operations.						O	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER	
27 MAY 1966						S	

SECRET

SECTION C

NARRATIVE COMMENTS

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

This employee has turned in a consistently fine performance since his assignment to Mexico City. Every going operation assigned to him has shown marked improvement under his tutelage, most notably the PERUMEN [redacted] which has finally developed into a highly productive enterprise under the guidance of this officer. He is handling a sensitive PERUMEN [redacted] 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 has a high degree of initiative and drive, is imaginative and resourceful. In operations he shows a welcome degree of aggressiveness. His supervisory ability, except as exercised indirectly through others, has not yet been sufficiently put to the test to enable the rating officer to make a determination, but it appears that he already possesses the essentials of a good supervisor. He has had some health problems in Mexico but in spite of these has not let up in any way in his work. Indeed, one wonders what he would be capable of if he were in perfect health given the high level of performance to date.

It is a pleasure for the rating officer to go on record as stating that never in his 18 plus years with the organization has he had the pleasure of serving with a more promising young case officer.

It is recommended that he be promoted to GS-11 as soon as eligible. In addition to the period covered by this report (Oct 65-May 66) this employee served at the Mexico City Station in TDY status from April 65 to Aug. 65. His performance

time was also taken under certification and comments

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT  
DATE 12 May 1966 SIGNATURE OF EMPLOYEE /s/ Joseph S. Piccolo

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 4 months TDY 7 months PCS  
IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE 12 May 1966 OFFICIAL TITLE OF SUPERVISOR Ops Officer TYPED OR PRINTED NAME AND SIGNATURE /s/ Robert T. Shaw

3. 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. Compared with other officers of the same grade at this Station, it is my belief that his overall performance should be rated O rather than S.

In the Station's view he is a young officer who should advance steadily and with more experience should be able to handle a demanding deep cover assignment.

DATE 12 May 1966 OFFICIAL TITLE OF REVIEWING OFFICIAL Deputy Chief of Station TYPED OR PRINTED NAME AND SIGNATURE /s/ Alan P. White

SECRET



SECRET  
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER

025658

SECTION A GENERAL

1. NAME (Last) (First) (Middle) <b>PICCOLO, Joseph S.</b>		2. DATE OF BIRTH <b>6 December 35</b>	3. SEX <b>M</b>	4. GRADE <b>GS-10</b>	5. SO <b>D</b>
6. OFFICIAL POSITION TITLE <b>Ops Officer</b>		7. OFF. DIV/BR OF ASSIGNMENT <b>DDP/WH/3uba</b>		8. CURRENT STATION <b>Headquarters</b>	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/>	CAREER	<input type="checkbox"/>	RESERVE	<input type="checkbox"/>	TEMPORARY
<input checked="" type="checkbox"/>	CAREER-PROVISIONAL (See Instructions - Section C)		<input checked="" type="checkbox"/>	INITIAL	REASSIGNMENT SUPERVISOR
<input type="checkbox"/>	SPECIAL (Specify):		<input type="checkbox"/>	ANNUAL	REASSIGNMENT EMPLOYEE
11. DATE REPORT DUE IN O.P.		12. REPORTING PERIOD (From - to) <b>16 Oct 65 - 30 Sept 1965</b>			

SECTION B PERFORMANCE EVALUATION

- W - Weak** Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.
- A - Adequate** Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.
- P - Proficient** Performance is more than satisfactory. Desired results are being produced in a proficient manner.
- S - Strong** Performance is characterized by exceptional proficiency.
- O - Outstanding** Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

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

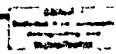
SPECIFIC DUTY NO.	RATING LETTER
1 <b>Please note other side</b>	
2	
3	
4	
5	
6 <b>MIL PRO</b>	

OVERALL PERFORMANCE IN CURRENT POSITION

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

**5**

**15 DEC 1965**



SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

OFFICE OF PERSONNEL

DEC 14 1 51 PM '65  
COS - Mexico City

Dispatch HMMT - 5685 dated 13 August 1965 from COS - Mexico City

" In view of the fact that Subject's recent surveillance work at the Mexico 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 PERUMEN 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 previous 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 COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
	Employee had left the Station and will be shown report upon his return to Hqs.	
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		
COMMENTS OF REVIEWING OFFICIAL		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
13 August 1965	COS	Winston M. Scott /s/

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				025658	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE 5. SD
PICCOLO Joseph S.			8 Dec 35	M	GS-09 SJ
6. OFFICIAL POSITION TITLE			7. OFF/DIV/RR OF ASSIGNMENT		8. CURRENT STATION
Ops Officer			DDP/WH/C/RR/OS		Washington, D. C.
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input checked="" type="checkbox"/> X	REASSIGNMENT SUPERVISOR
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT EMPLOYEE	
<input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
			1 October 1964 - 15 March 1965		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
a <input type="checkbox"/> Operations officer for handling communications training of <input type="checkbox"/>					S
SPECIFIC DUTY NO. 2					RATING LETTER
<input type="checkbox"/> Operations officer handling a <input type="checkbox"/> being utilized in recruitment operations.					S
SPECIFIC DUTY NO. 3					RATING LETTER
<input type="checkbox"/> Operations officer assisting in handling and debriefing a <input type="checkbox"/>					S
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER
20 MAR 1965					S

SECRET

(When Filled In)

FILE OF PERSONNEL

SECTION C

NARRATIVE COMMENTS

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

MAN ROOM

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 COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 23 Mar 65	SIGNATURE OF EMPLOYEE <i>Joseph L. Piccolo</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 18 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 23 III 65	OFFICIAL TITLE OF SUPERVISOR C/WH/SA/CI (WH/C/SP)	TYPE OF PRINTED NAME AND SIGNATURE <i>Harold F. Swenson</i> Harold F. Swenson
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL  Concur in rating of Supervisor.		
DATE 24 March 1965	OFFICIAL TITLE OF REVIEWING OFFICIAL Asst. Deputy Chief, WH/C	TYPE OF PRINTED NAME AND SIGNATURE <i>John T. Flynn</i> John T. Flynn

SECRET

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/JOTIP 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. Freeman*

ROBERT B. FREEMAN

Attachment

Distribution:

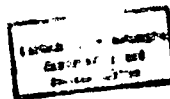
1 - Addressee w/att.

1 - C/CSPD w/att.

1 - O/Pers. Official Files w/att.

1 - JOT Piccolo w/att.

CONFIDENTIAL



CONFIDENTIAL

DETAILS FOR ADMINISTRATION OF ATTACHED JOT'S

For Supervisor:

1. The office or division will maintain time and attendance records during the period of this attachment.
2. Overtime can be authorized only after supervisor has checked with the JOT Tracking Officer. OTR will be reimbursed by division or office for overtime payments. The TSA clerk should report to JOTP at the end of each pay period any overtime worked by a JOT.
3. Any security violations by this JOT will be handled 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 attachment. Chief/JOTP 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, Scovhill 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 assignments within a division where supervisors change, a progress report should be submitted at the end of each phase of the rotation.

For 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. Plans for next reporting period
  - c. Names and titles of supervisors
  - d. Assessment of value of present experience
  - e. Any constructive suggestions

These reports should be routed to Chief/JOTP via the supervisor.

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

GROUP 1

Excluded from automatic

downgrading and

declassification

8.12.0-

CONFIDENTIAL

CONFIDENTIAL

11 August 1964

MEMORANDUM FOR: Chief, Western Europe Division, DIVP  
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 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. Freeman*

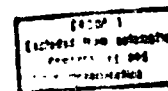
ROBERT B. FREEMAN

Attachment

Distributions:

- 1 - Addressee w/att.
- 1 - C/NSPD w/att.
- 1 - O/Pers. Official Files w/att.
- 1 - JOT Piccolo whft.

CONFIDENTIAL



CONFIDENTIAL

DETAILS FOR ADMINISTRATIVE ATTACHMENT JOIP

For Supervisors:

1. The office or division will maintain time and attendance records during the period of this attachment.
2. Overtime can be authorized only after supervisor has checked with the JOT Training Officer. OTR will be reimbursed by division or office for overtime payments. The T&A clerk should report to JOIP at the end of each pay period any overtime worked by a JOI.
3. Any security violations by this JOI will be handled in the manner that is appropriate to the division or staff. Chief/JOIP will be notified in this event.
4. Supervisors will execute any fitness reports covering the period of this attachment. Chief/JOIP will countersign such reports.
5. Supervisors will provide job performance data to the Chief/JOIP when the JOI enters a promotion zone of consideration.
6. JOIP is located in Room 743, Broynhill 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 assignments within a division where supervisors change, a progress report should be submitted at the end of each phase of the rotation.

For JOI:

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

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

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

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

7/23/66

CONFIDENTIAL



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. Office : OTR/JOTP  
Year of Birth: 1935 Service Designation: SJ  
Grade : GS-08. Number of Students : 54 began  
EOD Date : February 1957 53 finished

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.

P - Proficient More than satisfactory. Has acquired a solid beginner's proficiency. This rating may be interpreted as representing "average" on our rating scale.

S - Strong Exceptional proficiency, characterized by thoroughness, initiative, originality, and an exceptional student understanding of the case officer role in clandestine operations.

O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of other students doing similar work as to warrant special recognition.

S-E-C-R-E-T

C-E-C-R-E-T

SKILLS

RATING LETTER

1.		<u>P</u>
2.		<u>B</u>
3.		<u>P</u>
4.		<u>B</u>
5.		<u>P</u>
6.		<u>P</u>

GENERAL FAMILIARIZATION

- 1. Foreign Intelligence Collection Programs. P
- 2. Covert Action Programs. P

The student also received general instruction by presentations, discussion of cases, reading and some practical application in Counter-intelligence programs and procedures. He was also given general familiarization in [redacted] and the operation of basic [redacted] equipment, and heard short presentations on [redacted] and [redacted]. Other areas of general familiarization included [redacted] activity, and general operational administration and support.

OVERALL PERFORMANCE

Letter in rating box corresponds to the statement which most accurately reflects the student's level of performance, and takes into account everything about him which influenced his effectiveness.

This rating is a reflection of the degree to which the instructors feel that the student is both suitable and competent for overseas service in the Clamantine Services.

P

S-E-C-R-E-T

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 clandestine 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 easily 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:

*Edward Tiedler*  
Chief Instructor

24 July 1964  
Date

14-00000

S-E-C-R-E-T

OPERATIONS COURSE NO. 17

9 March 1964 -- 10 July 1964

<u>RATING</u>	<u>Number attending course: 54</u>				
	<u>7</u>	<u>6</u>	<u>2</u>	<u>3</u>	<u>0</u>
OVERALL:	0	5	32	16	1
<u>Skills</u>					
1. Agent Acquisition:	0	5	30	17	2
2. Agent Handling:	0	7	25	19	4
3. Operational Security:	0	1	34	19	0
4. Intelligence Sense:	0	3	24	23	4
5. Intelligence Reporting:	0	3	33	11	4
6. Operational Reporting:	0	6	25	21	2
<u>General Familiarization</u>					
1. Foreign Intelligence:	0	5	33	13	0
2. Covert Action:	0	5	39	9	1

S-I-C-R-E-T

SEE PAGE 1  
(when filled in)

JOE TRAINING REPORT

SUBMITTED AS INITIAL FITNESS REPORT IN LIEU OF FORM 45

1. NAME OF JOT - (LAST)	(FIRST)	(MIDDLE)	GRADE	EMPLOYEE SERIAL NO.
PICCOLO,	Joseph	S.	GS-08	025658
2. DATE REPORT DUE IN O.P.	7/31/64	REPORTING PERIOD	1/6/64	TO 6/30/64

3. This Junior Officer Trainee has been engaged in course of the Integrated Program with intensive training in Clandestine Operations.

Detailed evaluations of his performance in each phase are contained in his Official Personnel Folder. Definition of the rating letter corresponds to that in Section B, Fitness Report Form 45 (4-62).

OVERALL PERFORMANCE IN INTEGRATED PROGRAM

P

4. COMMENT AND PERTINENT 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.

DATE 14 August 1964

20 AUG 1964

*John Gerry*  
John Gerry  
TRAINING OFFICER/JOIT  
S-1-C-R

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.
2. 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

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

Name: Piccolo, Joseph

Written Work

1st 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

S E C R E T

TRAINING REPORT

Introduction to the Clandestine Services (JOT Program) 3 - 7 February 1964

Student : Joseph S. Piccolo  
Year of Birth: 1935 Office : JOTP  
Grade : GS-08 Service Designation: SJ  
EOD Date : February 1957 No. of Students : 36

OBJECTIVES AND CONTENT

The purpose of this five day bloc of instruction is to acquaint the Junior Officer Trainee 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:

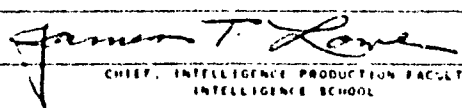
*Thomas E. Kelly*  
Chief Instructor

11 FEB 1964  
Date

S E C R E T

**SECRET**

*(When Filled In)*

TRAINING REPORT INTELLIGENCE TECHNIQUES COURSE (120 Hours)		COURSE NO. 21	NO. STUDENTS 37	DATE OF COURSE 13 - 31 Jan 1964	
IDENTIFYING INFORMATION					
NAME OF STUDENT	YOB	EOD DATE	OFFICE	GS	SD
PICCOLO, Joseph S.	1935	February 1957	JOTP	08	SJ
KEY TO RATINGS					
<b>W - Weak</b>	<i>Ranges from inadequate to less than satisfactory.</i>				
<b>A - Adequate</b>	<i>Has achieved the basic level required. Satisfactory, characterized neither by deficiency nor excellence.</i>				
<b>P - Proficient</b>	<i>More than satisfactory. Has acquired a solid beginner's proficiency.</i>				
<b>S - Strong</b>	<i>Exceptional proficiency. Characterized by thoroughness, initiative, originality, and an exceptional student understanding of the work involved in intelligence production.</i>				
<b>O - Outstanding</b>	<i>Performance is so exceptional in relation to requirements and in comparison to the performance of others doing similar work as to warrant special recognition.</i>				
EVALUATION OF PERFORMANCE <sup>2</sup> IN SKILLS					
BRIEFING	RATING	WRITING	RATING	ANALYSIS	RATING
	P		A		P
OVER-ALL PERFORMANCE EVALUATION					
<p>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.</p>					RATING  P
REPORT OF OBSERVATIONS, JUDGMENTS AND IMPRESSIONS					
<p>This is a general, unspecific, narrative report of observations, judgments, and impressions. It includes intangible 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 included unless the instructors believe 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.</p>					
FOR THE DIRECTOR OF TRAINING:			 CHIEF, INTELLIGENCE PRODUCTION FACULTY INTELLIGENCE SCHOOL		DATE 3 Feb 64



JOT INTEGRATED PROGRAM  
(CLASS OF JANUARY 1964)

Introduction to Intelligence  
(40 hours, full-time)

6 - 10 January 1964

Student : PICCOLO, Joseph S.

Office : 640

Year of Birth: 1935

Service Designation: SJ

Grade : GS-08

Number of Students : 75

EOD : February 1957

**COURSE OBJECTIVES - CONTENT AND METHODS**

In the Introductory phase of the JOT 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 (4) to explain the processes and means by which CIA fulfills its 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 films.

**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 rating. This student's rating is indicated by the asterisk.

<u>Satisfactory</u>	<u>Excellent</u>
28	47 *

FOR THE DIRECTOR OF TRAINING:

*J. M. Snyder*  
Chief, Orientation Faculty

21 Jan 1964

RECEIVED  
FACULTY TRAINING DIVISION  
JAN 21 1964

**SECRET**  
(When Filled In)

<b>FITNESS REPORT</b>			EMPLOYEE SERIAL NUMBER <b>025658</b>		
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle) <b>PICCOLO Joseph S.</b>			2. DATE OF BIRTH <b>8 Dec. 1935</b>	3. SEX <b>Male</b>	4. GRADE / 5. SD <b>GS-7 D</b>
6. OFFICIAL POSITION TITLE <b>Intel Assistant</b>			7. OFF/DIV/BR OF ASSIGNMENT <b>DDP/TFW/CI</b>	8. CURRENT STATION <b>Washington, D. C.</b>	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input checked="" type="checkbox"/> ANNUAL	<input checked="" type="checkbox"/> REASSIGNMENT SUPERVISOR
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input type="checkbox"/> REASSIGNMENT EMPLOYEE		
<input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) <b>September 1962 - 18 January 1963</b>		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 <b>Supervises Correspondence Routing-Control Section of Branch</b>					RATING LETTER <b>O</b>
SPECIFIC DUTY NO. 2 <b>Develops, implements, and manages Branch systems for mail routing-control, files and a Special Project.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 3 <b>Prepares dispatches and cables for transmission to the field, assists in preparing CI disseminations to other government agencies.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 4 <b>Runs name traces and prepares summaries of information on personalities.</b>					RATING LETTER <b>O</b>
SPECIFIC DUTY NO. 5 <b>Other duties as assigned.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER <b>S</b>
<b>25 FEB 1963</b>					

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

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.

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE SIGNATURE OF EMPLOYEE  
Joseph D. Pissano

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION  
5 months

DATE OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE  
20 February 63 C/TFW/CI VICTOR WALLEN

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

This employee gives promise of continued professional growth.

DATE OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED OR PRINTED NAME AND SIGNATURE  
21 February 1963 Deputy Chief, SAS Bruce B. Choever

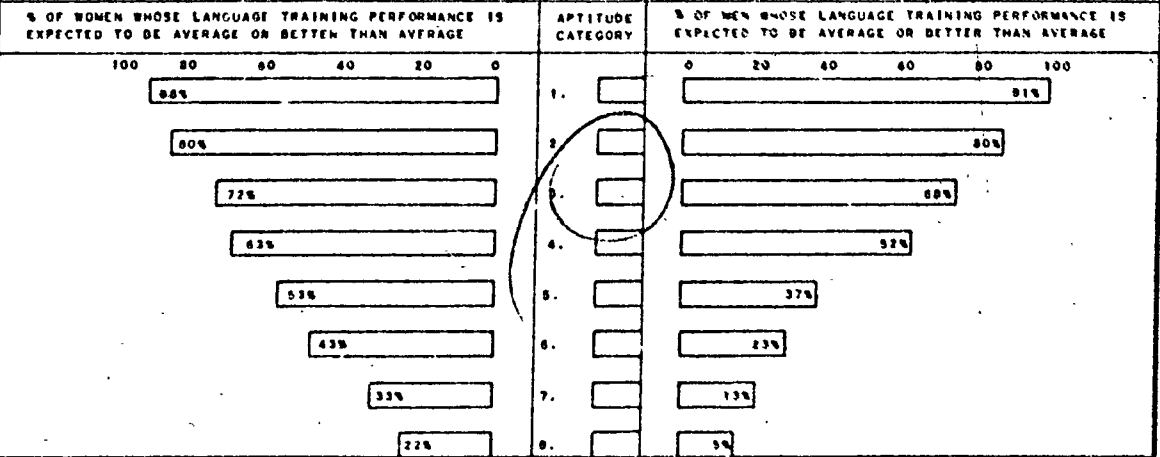
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**CONFIDENTIAL**  
(When Filled In)

<b>FOREIGN LANGUAGE APTITUDE AND EXPERIENCE REPORT</b>	DATE OF TESTING
--	-----------------

NAME	OFFICE	GRADE	SERIAL
------	--------	-------	--------

The category checked below is an interpretation of the scores made by the person named above on a battery of foreign language aptitude tests. The relationships between test performance and subsequent training performance of trainees in Agency language training courses are indicated by the graphs next to the aptitude categories. The graphs to the left are for women and the graphs to the right are for men. From these graphs you can read for each aptitude category the probability that a person in that category will perform in an Agency foreign language training course at an average or better-than-average level. For example, 22 percent of the women who obtain an aptitude rating of "8" can be expected to be average or better in course performance, while 5 percent of the men with ratings of "8" can be expected to be average or better in course performance. A man needs an aptitude rating of "6" to have about the same expectation of success in language training as a woman with a rating of "8." At the other end of the scale, 80 percent of either men or women who obtain aptitude ratings of "2" can be expected to do average or better-than-average work in training. The differences in relationship are due to differences between men and women in both training performance and test scores. On the average women are somewhat higher on both.



Since many things other than aptitudes enter into the determination of training course performance, in any class of students there will usually be some whose performance will be better than would be expected from their test scores, just as there will likely be some whose performance is poorer than expected. STRENGTH OF MOTIVATION, PRIOR EXPERIENCE WITH A FOREIGN LANGUAGE, and other factors should be considered in selecting people for language training and in interpreting language training results. For example, the number of languages previously studied or learned and the amount of academic and nonacademic language-learning experience are factors not measured by the tests but are indicative of probable success in learning a foreign language. Whether such experience was in the same language as the one to be studied or in a different one is, of course, an additional relevant factor.

NUMBER OF FOREIGN LANGUAGES STUDIED OR LEARNED BY THIS INDIVIDUAL -					
MONTHS OF ACADEMIC TRAINING			NONACADEMIC EXPERIENCE (1 year or more)		
HIGH SCHOOL	COLLEGE	OTHER	READING OR WRITING	SPEAKING	
DATE		SIGNATURE OF CHIEF, A & E STAFF			
		<b>James B. Law</b>			
NOTE: This report may be shown to the individual concerned					

**SECRET**  
(When Filled In)

FILED  
1000

<b>FITNESS REPORT</b>	EMPLOYEE SERIAL NUMBER <u>02063</u>
-----------------------	--

<b>SECTION A GENERAL</b>			
1. NAME (Last) (First) (Middle) <u>FITZGERALD Joseph S.</u>	2. DATE OF BIRTH <u>8 Dec. 1925</u>	3. SEX <u>M</u>	4. GRADE <u>GS-7</u>
5. SERVICE DESIGNATION <u>D</u>	6. OFFICIAL POSITION TITLE <u>Int'l. Asst.</u>	7. OFF/DIV/BR OF ASSIGNMENT <u>DDP/1, Rm. 4, D.C.</u>	
8. CAREER STAFF STATUS		9. TYPE OF REPORT	
<input type="checkbox"/> NOT ELIGIBLE	<input checked="" type="checkbox"/> MEMBER	<input type="checkbox"/> DEFERRED	<input type="checkbox"/> INITIAL
<input type="checkbox"/> PENDING	<input type="checkbox"/> DECLINED	<input type="checkbox"/> DENIED	<input type="checkbox"/> ANNUAL
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD <u>1/1/50 to 3/31/51</u>	
SPECIAL (Specify) <u>Promotion record extension</u>			

<b>SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES</b>						
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).						
1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding
SPECIFIC DUTY NO. 1 Supervises Operations Support Section (6 to 8 employees)	RATING NO. <u>6</u>	SPECIFIC DUTY NO. 4 Conducts liaison in support of operations	RATING NO. <u>5</u>			
SPECIFIC DUTY NO. 2 Processes security clearances	RATING NO. <u>6</u>	SPECIFIC DUTY NO. 5	RATING NO.			
SPECIFIC DUTY NO. 3 performs name traces and summarizes information	RATING NO. <u>6</u>	SPECIFIC DUTY NO. 6	RATING NO.			

<b>SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION</b>			
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.			
<ul style="list-style-type: none"> <li>1 - Performance in many important respects fails to meet requirements.</li> <li>2 - Performance meets most requirements but is deficient in one or more important respects.</li> <li>3 - Performance clearly meets basic requirements.</li> <li>4 - Performance clearly exceeds basic requirements.</li> <li>5 - Performance in every important respect is superior.</li> <li>6 - Performance in every respect is outstanding.</li> </ul>	<table border="1" style="width: 100%; height: 40px;"> <tr><td style="text-align: center;">RATING NO.</td></tr> <tr><td style="text-align: center;"><u>5</u></td></tr> </table>	RATING NO.	<u>5</u>
RATING NO.			
<u>5</u>			

<b>SECTION D DESCRIPTION OF THE EMPLOYEE</b>									
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee									
1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree					
CHARACTERISTICS			NOT APPL- CABLE	NOT OB- SERVED	RATING				
					1	2	3	4	5
GETS THINGS DONE									X
RESOURCEFUL								X	
ACCEPTS RESPONSIBILITIES								X	
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES								X	
DOES HIS JOB WITHOUT STRONG SUPPORT								X	
FACILITATES SMOOTH OPERATION OF HIS OFFICE								X	
WRITES EFFECTIVELY							X		
SECURITY CONSCIOUS									X
THINKS CLEARLY									X
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS									X
OTHER (Specify):									

SECRET

(When Filled In)

OFFICE OF PERSONNEL

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

One of Mr. Piccolo's outstanding characteristics is his desire to improve himself. This is evidenced by both his continued educational program on the outside and by his successful effort to learn everything possible about his job. He also wants 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 earned it.

SECTION F CERTIFICATION AND COMMENTS

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

DATE 4 May 1961 SIGNATURE OF EMPLOYEE Joseph L. Piccolo

2. BY SUPERVISOR MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 7 months IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON. EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS REPORT MADE WITHIN LAST 90 DAYS

DATE 3 May 1961 OFFICIAL TITLE OF SUPERVISOR WH/4/Executive Officer TYPED OR PRINTED NAME AND SIGNATURE Jesse B. Douglas

3. BY REVIEWING OFFICIAL I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION. I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION. I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION. I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

DATE 14 May 1961 OFFICIAL TITLE OF REVIEWING OFFICIAL Acting Chief, WH/4 TYPED OR PRINTED NAME AND SIGNATURE E. A. STANLEY

SECRET

**SECRET**  
(When Filled In)

**Recorded by  
CSPD**

12 JUL 1960

**FITNESS REPORT**

EMPLOYEE SERIAL NUMBER

<b>SECTION A GENERAL</b>			
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX
Piccolo, Joseph S.		12 - 8 - 35	M
4. GRADE		5. SERVICE DESIGNATION	
GS-6		D	
6. OFFICIAL POSITION TITLE		7. OFF/DIV/BR OF ASSIGNMENT	
Intell Assistant		DDP/WH/L/Ops Support	
8. CANFER STAFF STATUS		9. TYPE OF REPORT	
NOT ELIGIBLE	MEMBER	DEFERRED	INITIAL
PENDING	DECLINED	DENIED	ANNUAL
		REASSIGNMENT/SUPERVISOR	
		REASSIGNMENT/EMPLOYEE	
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD From To	
		1 Feb - 15 June 1960	
SPECIAL (Specify) Promotion			

<b>SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES</b>						
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).						
1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding
SPECIFIC DUTY NO. 1	RATING NO.	SPECIFIC DUTY NO. 4			RATING NO.	
Supervises Operations Support and Registry Section (6 employees)	5	Conducts liaison in support of operations			5	
SPECIFIC DUTY NO. 2	RATING NO.	SPECIFIC DUTY NO. 5			RATING NO.	
Processes security clearances	6	Performs duties of Branch Records Management Officer			5	
SPECIFIC DUTY NO. 3	RATING NO.	SPECIFIC DUTY NO. 6			RATING NO.	
Performs name traces and summarizes information	6	Acts as case officer for sensitive operations			4	

<b>SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION</b>			
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.			
<ul style="list-style-type: none"> <li>1 - Performance in many important respects fails to meet requirements.</li> <li>2 - Performance meets most requirements but is deficient in one or more important respects.</li> <li>3 - Performance clearly meets basic requirements.</li> <li>4 - Performance clearly exceeds basic requirements.</li> <li>5 - Performance in every important respect is superior.</li> <li>6 - Performance in every respect is outstanding.</li> </ul>	<table border="1"> <tr> <td>RATING NO.</td> </tr> <tr> <td align="center">6</td> </tr> </table>	RATING NO.	6
RATING NO.			
6			

<b>SECTION D DESCRIPTION OF THE EMPLOYEE</b>						
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee						
1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree		
CHARACTERISTICS				NOT APPL. CABLE	NOT OBSERVED	RATING
						1 2 3 4 5
GETS THINGS DONE						
RESOURCEFUL						X
ACCEPTS RESPONSIBILITIES						X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES						X
DOES HIS JOB WITHOUT STRONG SUPPORT						X
FACILITATES SMOOTH OPERATION OF HIS OFFICE						X
WRITES EFFECTIVELY						X
SECURITY CONSCIOUS						X
THINKS CLEARLY						X
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS						X
OTHER (Specify):						

SEE SECTION "E" ON REVERSE SIDE.

**SECRET**  
(When Filled In)

**SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the basis 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 <sup>GS</sup> rating of ~~GS-9~~ <sup>GS-7</sup>. 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**

<b>1. BY EMPLOYEE</b>		
I certify that I have seen Sections A, B, C, D and E of this Report.		
DATE	SIGNATURE OF EMPLOYEE	
16 June 1960	<i>Joseph D. Piccolo</i>	
<b>2. BY SUPERVISOR</b>		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
4 1/2		
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.		
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS	
OTHER (Specify):		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
16 June 1960	Deputy Chief, WH/4	<i>Robert Reynolds</i> Robert Reynolds
<b>3. BY REVIEWING OFFICIAL</b>		
I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.		
I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.		
I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.		
I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.		
COMMENTS OF REVIEWING OFFICIAL		
Promotion in this case is completely justified in the reviewing official's opinion		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
16 June 1960	Chief, WH/4	<i>Jacob D. Esterline</i> Jacob D. Esterline

**SECRET**



SECRET  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER						
SECTION A GENERAL				655380						
1. NAME (Last) (First) (Middle) <b>Piccolo, Joseph S.</b>			2. DATE OF BIRTH <b>8 December 1935</b>		3. SEX <b>Male</b>	4. GRADE <b>GS-5</b>				
5. SERVICE DESIGNATION <b>DS</b>		6. OFFICIAL POSITION TITLE <i>Specialist and Tech. Insp.</i>		7. OFF/DIV/BR OF ASSIGNMENT <b>WII/III/Mexico</b>						
8. CAREER STAFF STATUS			9. TYPE OF REPORT							
<input checked="" type="checkbox"/> NOT ELIGIBLE	<input type="checkbox"/> MEMBER	<input type="checkbox"/> DEFERRED	<input type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT/SUPERVISOR		<input type="checkbox"/>				
<input type="checkbox"/> PENDING	<input type="checkbox"/> DECLINED	<input type="checkbox"/> DENIED	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT/EMPLOYEE						
10. DATE REPORT DUE IN O.P. <b>31 May 1959</b>		11. REPORTING PERIOD From <b>2 Mar 58</b> To <b>31 Mar 59</b> <i>SPECIAL (Specify)</i>								
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES										
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).										
1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding				
SPECIFIC DUTY NO. 1 <b>Manages files of Restricted Projects</b>		RATING NO. <b>4</b>	SPECIFIC DUTY NO. 4 <b>Prepares memoranda</b>		RATING NO. <b>4</b>					
SPECIFIC DUTY NO. 2 <b>Prepares pouches</b>		RATING NO. <b>5</b>	SPECIFIC DUTY NO. 5		RATING NO.					
SPECIFIC DUTY NO. 3 <b>Name checks</b>		RATING NO. <b>4</b>	SPECIFIC DUTY NO. 6		RATING NO.					
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION										
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.										
<ul style="list-style-type: none"> <li>1 - Performance in many important respects fails to meet requirements.</li> <li>2 - Performance meets most requirements but is deficient in one or more important respects.</li> <li>3 - Performance clearly meets basic requirements.</li> <li>4 - Performance clearly exceeds basic requirements.</li> <li>5 - Performance in every important respect is superior.</li> <li>6 - Performance in every respect is outstanding.</li> </ul>					RATING NO. <b>4</b>					
SECTION D DESCRIPTION OF THE EMPLOYEE										
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee										
1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree						
CHARACTERISTICS				NOT APPLICABLE	NOT OBSERVED	RATING				
						1	2	3	4	5
GETS THINGS DONE									X	
RESOURCEFUL									X	
ACCEPTS RESPONSIBILITIES									X	
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES								X		
DOES HIS JOB WITHOUT STRONG SUPPORT									X	
FACILITATES SMOOTH OPERATION OF HIS OFFICE								X		
WRITES EFFECTIVELY								X		
SECURITY CONSCIOUS									X	
THINKS CLEARLY								X		
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS									X	
OTHER (Specify)										

SECRET

(Not Filled In)

**SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

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

Since the previous Fitness Report, employee 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 COMMENTS**

**1. BY EMPLOYEE**

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

DATE SIGNATURE OF EMPLOYEE

20 May 1959

[Signature]

**2. BY SUPERVISOR**

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

17 months

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

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

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN 90 DAYS

OTHER (Specify):

DATE

20 May 1959

OFFICIAL TITLE OF SUPERVISOR

Records Officer

TYPED OR PRINTED NAME AND SIGNATURE

Lorenzo B. Sanchez

**3. BY REVIEWING OFFICIAL**

- I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.
- I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.
- I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.
- I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

DATE

20 May 1959

OFFICIAL TITLE OF REVIEWING OFFICIAL

Acting Chief of Station

TYPED OR PRINTED NAME AND SIGNATURE

Barrett L. Dean

OFFICE OF PERSONNEL  
CS FILE ROOM  
JUN 10 2 44 PM '59

SECRET

S E C R E T

SECTION E (Continued)

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

S E C R E T

TOP SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part D) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report. FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials.

SECTION A.

GENERAL

1. NAME (Last) (First) (Middle) 2. DATE OF BIRTH 3. SEX 4. SERVICE DESIGNATION
PICCOLO, Joseph S. 8 December 1935 Male DS
5. OFFICE/DIVISION BRANCH OF ASSIGNMENT 6. OFFICIAL POSITION TITLE
WHD/III/Mexico City File Clerk
7. GRADE 8. DATE REPORT DUE IN QY 9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-4 2 December 1957 - 2 March 1958
10. TYPE OF REPORT (Check one) X INITIAL REASSIGNMENT-SUPERVISOR SPECIAL (Specify)
ANNUAL REASSIGNMENT-EMPLOYEE

SECTION B.

CERTIFICATION

1. FOR THE RATER: THIS REPORT [X] HAS [ ] HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT.

A. CHECK (X) APPROPRIATE STATEMENTS:

X THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.
X THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.
X I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.

0. THIS DATE 19 March 1958 C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR Lorenzo B. SANCHEZ D. SUPERVISOR'S OFFICIAL TITLE Chief of Registry

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

BY DATE
Posted Pos. Control [Signature] 17 APR 1958
Reviewed by PUD [Signature]

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

A. THIS DATE 19 March 1958 B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL Winston M. SCOTT C. OFFICIAL TITLE OF REVIEWING OFFICIAL Chief of Station

SECTION C. JOB PERFORMANCE EVALUATION

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

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

REMARKS

SECRET

(When Filled In)

OFFICE OF THE DIRECTOR

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

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

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

APR 15 2 35 PM '50  
AIR ROOM

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

SPECIFIC DUTY NO. 1 <b>Manages files (chronos)</b>	RATING NUMBER <b>5</b>	SPECIFIC DUTY NO. 4 <b>Prepares memoranda</b>	RATING NUMBER <b>4</b>
SPECIFIC DUTY NO. 2 <b>Prepares pouches</b>	RATING NUMBER <b>5</b>	SPECIFIC DUTY NO. 5	RATING NUMBER
SPECIFIC DUTY NO. 3 <b>Name checks</b>	RATING NUMBER <b>4</b>	SPECIFIC DUTY NO. 6	RATING NUMBER

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

**Employee is competent, displays initiative and intelligence in approaching records management problems. He definitely likes records work and has supervisory potentialities. Employee needs more experience in the analysis of record material and composition of memoranda. He is conscientious and is a very hard-working employee.**

SECTION 4. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

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

1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED

2 - OF DOUBTFUL SUITABILITY - WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW

3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO BUSINESS SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION

4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION

5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS

6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION

7 - EXCELS BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

5  
RATING NUMBER

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

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OI no later than 30 days after the due date indicated in item 8 of Section "F" below.

SECTION E. GENERAL
1. NAME (Last) (First) (Middle) 2. DATE OF BIRTH 3. SEX 4. SERVICE DESIGNATION
PICCOLO, Joseph S. 8 December 1935 Male DS
5. OFFICE/DIVISION BRANCH OF ASSIGNMENT 6. OFFICIAL POSITION TITLE
WHD/III/Mexico City File Clerk
7. GRADE 8. DATE REPORT DUE IN OP 9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-4 2 December 1957 - 2 March 1958
10. TYPE OF REPORT (Check one) X INITIAL REASSIGNMENT-SUPERVISOR SPECIAL (Specify)
ANNUAL REASSIGNMENT-EMPLOYEE

SECTION F. CERTIFICATION
1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED
A. THIS DATE 19 March 1958 B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR Lorenzo B. SANCHEZ C. SUPERVISOR'S OFFICIAL TITLE Chief of Registry
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO:
A. THIS DATE 19 March 1958 B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL Winston M. SCOTT C. OFFICIAL TITLE OF REVIEWING OFFICIAL Chief of Station

SECTION G. ESTIMATE OF POTENTIAL
1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES
DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.
5
1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

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

Table with columns: DESCRIPTIVE RATING NUMBER, ACTUAL, POTENTIAL, DESCRIPTIVE SITUATION. Includes rows for various supervisory situations like 'GROUP BEING THE BASIC JOB' and 'GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB'.

SECRET  
(When Filled In)

OFFICE OF PERSONNEL

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

4. COMMENTS CONCERNING POTENTIAL  
 Apr 15 2 15 PM '58  
 Employee has the potential for a good records officer. Should he 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 establishment at any medium sized field station in his next assignment.

SECTION II. FUTURE PLANS

1. 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.

2. 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 I. DESCRIPTION OF INDIVIDUAL

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

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

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	4	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	3	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
3	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	4	12. SHOWS ORIGINALITY	3	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
4	3. HAS INITIATIVE	4	13. ACCEPTS RESPONSIBILITIES	4	23. IS THOUGHTFUL OF OTHERS
3	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	4	24. WORKS WELL UNDER PRESSURE
3	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	4	25. DISPLAYS JUDGMENT
4	6. SHOWS DESIRE TO SEEK ASSISTANCE	4	16. DOES HIS JOB WITHOUT STRONG SUPPORT	4	26. IS SECURITY CONSCIOUS
4	7. CAN GET ALONG WITH PEOPLE	3	17. LOOKS UP WITH SOLUTIONS TO PROBLEMS	4	27. IS DEBATEABLE
2	8. HAS MEMORY FOR FACTS	4	18. IS OBEDIENT	3	28. HAS INITIATION IN CONSTRUCTIVE
4	9. GETS THINGS DONE	3	19. THINKS FREELY	4	29. FACILITATES SMARTER OPERATION OF HIS OFFICE
1	10. IS HELPFUL TO OTHERS	3	20. ACCEPTS RESPONSIBILITIES OF HIS POSITION	1	30. DOES NOT ASSUME OTHERS ARE INDIVIDUALS SUBJECT

SECRET

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(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-379. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8. of Section "A" below.

SECTION A. GENERAL

1. NAME (Last) (First) (Middle) 2. DATE OF BIRTH 3. SEX 4. SERVICE DESIGNATION
PICCOLO Joseph S. 8 Dec 1935 M DS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT 6. OFFICIAL POSITION TITLE
FI RI A&O 0305.01 File Clerk
7. GRADE 8. DATE REPORT DUE IN OP 9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-4 4 Feb 1957 - 18 Oct 1957
10. TYPE OF REPORT (Check one) INITIAL REASSIGNMENT-SUPERVISOR SPECIAL (Specify)
ANNUAL REASSIGNMENT-EMPLOYEE

SECTION B. CERTIFICATION

1. FOR THE RATER: THIS REPORT [X] HAS [ ] NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT: Joseph L. Piccolo

A. CHECK (X) APPROPRIATE STATEMENTS:
THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.
THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.
I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEARNESES SO THAT HE KNOWS WHERE HE STANDS.
IF INDIVIDUAL IS RATED "I" IN C1 OR D, A WARNING LETTER HAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):

B. THIS DATE 21 October 1957 C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR Shirley Smith D. SUPERVISOR'S OFFICIAL TITLE Desk Supervisor, RI/IN

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

BY: [Signature] DATE
Filed Pns. Control [Signature]
Reviewed by PUD [Signature] 12/3/57

[ ] CONTINUED ON ATTACHED SHEET

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

A. THIS DATE 22 October 1957 B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL August J. Zarichak C. OFFICIAL TITLE OF REVIEWING OFFICIAL Supervisor, RI/IN Section

SECTION C. JOB PERFORMANCE EVALUATION

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

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

COMMENTS:
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(When Filled In)

OFFICE OF PERSONNEL

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

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

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

Nov 20 11 19 AM '57  
MAIL ROOM

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

SPECIFIC DUTY NO. 1 Conducting name checks to render case disposition.	RATING NUMBER 4	SPECIFIC DUTY NO. 4	RATING NUMBER
SPECIFIC DUTY NO. 2 Alphabetizing and filing index cards.	RATING NUMBER 4	SPECIFIC DUTY NO. 5	RATING NUMBER
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6	RATING NUMBER

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Subject performed his duties effectively and competently. He gets along well with his fellow employees.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

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

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

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

SECRET

SECRET

(When Filled In)

PS  
copy

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-379. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8. of Section "A" below.

SECTION A.

GENERAL

1. NAME (Last) (First) (Middle) <b>PICCOLO Joseph S.</b>	2. DATE OF BIRTH <b>8 Dec 1935</b>	3. SEX <b>M</b>	4. SERVICE DESIGNATION <b>DS</b>
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT <b>PI RI A&amp;O</b>	6. OFFICIAL POSITION TITLE <b>0305.01 File Clerk</b>		
7. GRADE <b>GS-4</b>	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) <b>4 Feb 1957 - 18 Oct 1957</b>	
10. TYPE OF REPORT (Check one)	INITIAL	REASSIGNMENT-SUPERVISOR	SPECIAL (Specify)
	ANNUAL	<input checked="" type="checkbox"/>	

SECTION B.

CERTIFICATION

1. FOR THE RATER: THIS REPORT  WAS  HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:  
*Joseph S. Piccolo*

A. CHECK (X) APPROPRIATE STATEMENTS:

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

B. THIS DATE <b>21 October 1957</b>	C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR <b>Shirley Smith Shirley Smith</b>	D. SUPERVISOR'S OFFICIAL TITLE <b>Desk Supervisor, RI/IN</b>
--	--	---

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

CONTINUED ON ATTACHED SHEET

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

A. THIS DATE <b>22 October 1957</b>	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL <b>August J. Zurichak</b>	C. OFFICIAL TITLE OF REVIEWING OFFICIAL <b>Supervisor, RI/IN Section</b>
--	---	---

SECTION C.

JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

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

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

COMMENTS:

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(When Filled In)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES		OFFICE OF PERSONNEL NOV-20 11 19 57 MAIL ROOM																									
<p><b>DIRECTIONS:</b></p> <p>a. State in the spaces below up to six of the more important SPECIFIC duties performed during this period. Place the most important first. Do not include minor or unimportant duties.</p> <p>b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.</p> <p>c. For supervisors, ability to supervise will always be rated as a specific duty (by supervisors those who supervise a secretary only).</p> <p>d. Compare in your mind, when possible, the individual being rated with others performing this duty at a similar level of responsibility.</p> <p>e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.</p> <p>f. Be specific. Examples of the kind of duties that might be rated are:</p> <table style="width:100%; border: none;"> <tr> <td style="width: 33%;">ORAL BRIEFING</td> <td style="width: 33%;">HAS AND USES AISE KNOWLEDGE</td> <td style="width: 33%;">CONDUCTS INTERVIEWS</td> </tr> <tr> <td>GIVING LECTURES</td> <td>DEVELOPS NEW PROGRAMS</td> <td>PREPARES SUMMARIES</td> </tr> <tr> <td>CONDUCTING SEMINARS</td> <td>ANALYZES AND PREPARES SPECIAL REPORTS</td> <td>TRANSLATES GERMAN</td> </tr> <tr> <td>WRITING TECHNICAL REPORTS</td> <td>MANAGES FILES</td> <td>DEBRIEFING SOURCES</td> </tr> <tr> <td>CONDUCTING EXTERNAL LIAISON</td> <td>OPERATES RADIO</td> <td>KEEPS BOOKS</td> </tr> <tr> <td>TYPING</td> <td>COORDINATES WITH OTHER OFFICES</td> <td>DRIVES TRUCK</td> </tr> <tr> <td>TAKING DICTATION</td> <td>WRITES RECEPTIONS</td> <td>MAINTAINS AIR CONDITIONING</td> </tr> <tr> <td>SUPERVISING</td> <td>PREPARES CORRESPONDENCE</td> <td>EVALUATES SIGNIFICANCE OF DATA</td> </tr> </table> <p>g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.</p>				ORAL BRIEFING	HAS AND USES AISE KNOWLEDGE	CONDUCTS INTERVIEWS	GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES	CONDUCTING SEMINARS	ANALYZES AND PREPARES SPECIAL REPORTS	TRANSLATES GERMAN	WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES	CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS	TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK	TAKING DICTATION	WRITES RECEPTIONS	MAINTAINS AIR CONDITIONING	SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA
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<p>SPECIFIC DUTY NO. 1</p> <p><b>Conducting name checks to render case disposition.</b></p>	<p>RATING NUMBER</p> <p align="center">4</p>	<p>SPECIFIC DUTY NO. 4</p>	<p>RATING NUMBER</p>																								
<p>SPECIFIC DUTY NO. 2</p> <p><b>Alphabetizing and filing index cards.</b></p>	<p>RATING NUMBER</p> <p align="center">4</p>	<p>SPECIFIC DUTY NO. 5</p>	<p>RATING NUMBER</p>																								
<p>SPECIFIC DUTY NO. 3</p>	<p>RATING NUMBER</p>	<p>SPECIFIC DUTY NO. 6</p>	<p>RATING NUMBER</p>																								
<p><b>3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE</b></p> <p><b>DIRECTIONS:</b> Stress strengths and weaknesses, particularly those which affect development on present job.</p> <p align="center" style="margin-top: 20px;"><b>Subject performed his duties effectively and competently. He gets along well with his fellow employees.</b></p>																											
<p><b>SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION</b></p>																											
<p><b>DIRECTIONS:</b> Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.</p> <table style="width:100%; border: none;"> <tr> <td style="width: 10%; vertical-align: top;"> <p align="center" style="border: 1px solid black; padding: 5px; width: 30px;">5</p> <p>RATING NUMBER</p> </td> <td style="width: 90%;"> <p>1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED</p> <p>2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW</p> <p>3 - A BARELY ACCEPTABLE EMPLOYEE...BETTER AVERAGE P.Y. WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION</p> <p>4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION</p> <p>5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS</p> <p>6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION</p> <p>7 - EXCALLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION</p> </td> </tr> </table> <p>IS THIS INDIVIDUAL BETTER SUITED FOR SOME OTHER POSITION IN THE ORGANIZATION? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO IF YES EXPLAIN FULLY.</p>				<p align="center" style="border: 1px solid black; padding: 5px; width: 30px;">5</p> <p>RATING NUMBER</p>	<p>1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED</p> <p>2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW</p> <p>3 - A BARELY ACCEPTABLE EMPLOYEE...BETTER AVERAGE P.Y. WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION</p> <p>4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION</p> <p>5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS</p> <p>6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION</p> <p>7 - EXCALLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION</p>																						
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(When Filled In)

**TRAINING EVALUATION--CLERICAL INDUCTION**

**SECTION I IDENTIFYING INFORMATION**

NAME OF STUDENT <b>PICCOLO, Joseph B.</b>		DTA <b>M</b>	DATES OF ATTENDANCE <b>11-15 February 1957</b>
DATE OF BIRTH <b>8 December 1935</b>	EXP. DATE <b>4 February 1957</b>	TITLE AND GRADE <b>File Clerk GS-4</b>	

**SECTION II CHARACTERISTICS OF THE COURSE**

Each course subject is taught daily in 45-minute sessions for a 5-day period. Students who do not meet Agency standards in shorthand and/or typewriting within this 5-day period receive further instruction in an attempt to meet the established qualifications. The second week of geography instruction is given to students who have not been assigned to their positions.

**SECTION III OBJECTIVES**

To develop speed and accuracy in shorthand, to take dictation at a minimum of 40 words per minute for 3 minutes, and to transcribe with 5 or fewer errors in not more than 15 minutes. (For qualification, students must meet this requirement at least once.)

To develop speed and accuracy in typewriting and to type a net score of 40 words per minute on a 10-minute writing (Score attained after deduction of errors). (For qualification, students must meet this requirement at least once.)

To review the fundamentals of grammar, punctuation and capitalization, and word usage, and to aid the students in applying these principles of correct English usage.

To familiarize students with countries, capitals, products, political situations, and communist attitudes of Europe and Asia. (These continents are covered in alternate weeks.)

To introduce students to the system of filing as outlined in the Agency's "Handbook for Subject Filing."

**SECTION IV RATINGS**

Each student is not assigned to all course subjects. The subjects this student has completed are those for which ratings are recorded below.

SHORTHAND	PPH	PPPHS	NET	QUALIFIED				
				YES	NO	YES	NO	
TYPEWRITING	PPH	PPPHS	NET	QUALIFIED	YES	NO	YES	NO
<b>NOTE: Student met Agency standards in the following subjects before entrance to course:</b>				SHORTHAND TYPEWRITING				
SUBJECT	RATING: IN		POOR	FAIR	SATISFACTORY		EXCELLENT	
GRAMMAR	THIS CLASS							
	CLASSES							
PUNCTUATION AND CAPITALIZATION	THIS CLASS							
	CLASSES							
WORD USAGE	THIS CLASS							
	CLASSES							

NUMBERS INDICATE HOW MANY STUDENTS RECEIVED EACH RATING. THE ASTERISKS INDICATE THIS STUDENT'S RATINGS.

**EXCELLENT** - - - Thorough knowledge of material presented and above-average performance in meeting course goals.

**SATISFACTORY** - - average knowledge of material presented and adequate performance in meeting course goals.

**FAIR** - - - - borderline knowledge of material presented and limited performance in meeting course goals.

**POOR** - - - - inadequate knowledge of material presented and unsatisfactory performance in meeting course goals.

Instruction in geography and in filing provided background information. Consequently, achievement is not measured in these subjects. Participation is indicated below.

REGULARITY:  AVERAGE:  ABOVE:  EXCELLENT:

**SECTION V COMMENTS**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**SECRET**

**CONFIDENTIAL**

*(When Filled In)*

THIS INFORMATION IS FOR AUTHORIZED PERSONS ONLY TEST SCORES ARE NOT TO BE REVEALED TO EXAMINEE

<b>EVALUATION OF TEST RESULTS (CLERICAL)</b>	DATE <b>5 June 1956</b>
--	----------------------------

NAME <b>PICCOLO, Joseph Stephan</b>	GRADE AND POSITION <b>GS-4 Clerk</b>	PERSONNEL OFFICER <b>Mr. Rader</b>
--	---	---------------------------------------

THIS REPORT IS PROVIDED AS A SERVICE OF THE ASSESSMENT AND EVALUATION STAFF, OFFICE OF TRAINING, TO ASSIST APPROPRIATE OFFICIALS IN REACHING DECISIONS ABOUT THIS INDIVIDUAL. IT IS NOT INTENDED THAT YOUR DECISION BE BASED ON RESULTS OF TESTS ALONE, BUT THAT YOU COMBINE THIS INFORMATION WITH WHAT YOU KNOW ABOUT HIS BACKGROUND OF EDUCATION AND EXPERIENCE.

THIS REPORT EVALUATES THE SUBJECT'S PERFORMANCE ON SEVERAL TESTS BY SHOWING HOW WELL HE HAS DONE IN COMPARISON WITH OTHERS TESTED AT CIA FOR THE SAME GRADE LEVEL IN THE SAME KIND OF WORK. SCORE DISTRIBUTIONS FOR EACH TEST AT EACH GRADE LEVEL ARE SUB-DIVIDED TO DERIVE THE DESCRIPTIVE RATINGS BELOW AS FOLLOWS: VERY HIGH - HIGHEST 10%, HIGH - NEXT LOWER 15%, ABOVE AVERAGE - NEXT LOWER 15%, AVERAGE - MIDDLE 20%, BELOW AVERAGE - NEXT LOWER 15%, LOW - NEXT LOWER 15%, VERY LOW - LOWEST 10%.

**NOTE:** *It is important that you remember two essential points as you review this report:*

1. This evaluation is applicable only for the grade and position stated above. Re-evaluation is necessary if an individual is to be considered for any other grade, and may be requested by the Placement Officer.
2. All tests are of equal importance for every position. It will therefore be necessary for you to recognize the relative importance of each test to the specific requirements of the position for which this person is being considered.

NAME OF TEST	VERY LOW	LOW	AVERAGE	AVERAGE	ABOVE AVERAGE	HIGH	VERY HIGH
	10%	15%	15%	20%	15%	15%	10%
CLERICAL SPEED AND ACCURACY			✓				
SPELLING				✓			
SENTENCES					✓		
NUMERICAL ABILITY						✓	
ABSTRACT REASONING					✓		
SPACE RELATIONS							
MECHANICAL REASONING							
VERBAL REASONING							
LA-B							

TYPING TEST			SHORTHAND TEST			
GROSS	NET	ERRORS	FORM	LETTER I	LETTER II	LETTER III

**LANGUAGE BACKGROUND**

SUBJECT STATED THAT HE(SHE) LEARNED THE \_\_\_\_\_ LANGUAGE BEFORE LEARNING ENGLISH AND THAT HE(SHE) IS MORE PROFICIENT AT THIS TIME IN \_\_\_\_\_

THESE FACTS ARE BROUGHT TO YOUR ATTENTION SINCE IT IS POSSIBLE THAT A SERIOUS DIFFICULTY WITH THE ENGLISH LANGUAGE COULD IMPAIR PERFORMANCE ON THESE TESTS TO SOME DEGREE

REMARKS:

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DESCRIPTIONS OF THESE TESTS ARE GIVEN ON SEPARATE SHEET OF THIS REPORT

**CONFIDENTIAL**  
(When Filled In)

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 11 01 AM '55																
SPELLING	A test of ability to distinguish between correctly and incorrectly spelled words of everyday usage found to be most frequently misspelled.																
SENTENCES	A test of ability to distinguish errors in spelling, punctuation, and grammar in sentences.																
NUMERICAL 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 principles.																
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 1 for each error made. Errors - Total Number																
SHORTHAND	A test composed of three typical business letters dictated at different speeds as follows: Letter I: 60 words per minute; Letter II: 80 words per minute; Letter III: 100 words per minute. Maximum possible scores are as follows: <table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td align="center">Letter I</td> <td align="center">Letter II</td> <td align="center">Letter III</td> </tr> <tr> <td>Form A</td> <td align="center">49</td> <td align="center">50</td> <td align="center">60</td> </tr> <tr> <td>Form B</td> <td align="center">50</td> <td align="center">51</td> <td align="center">49</td> </tr> <tr> <td>Form C</td> <td align="center">50</td> <td align="center">50</td> <td align="center">50</td> </tr> </table>		Letter I	Letter II	Letter III	Form A	49	50	60	Form B	50	51	49	Form C	50	50	50
	Letter I	Letter II	Letter III														
Form A	49	50	60														
Form B	50	51	49														
Form C	50	50	50														

**CONFIDENTIAL**

**ADMINISTRATIVE  
Internal Use Only**

**REPORT OF SERVICE ABROAD**

**TO:** Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. 1-6	NAME		
	LAST <i>(Print)</i>	FIRST 7-24	MIDDLE
025658	PICCOLO	JOSEPH	S

**INSTRUCTIONS**

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (*One only*). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 56, REVISED.

**PCS DATES OF SERVICE**

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY		COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR		CODE	37		
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION				40-42

**TDY DATES OF SERVICE**

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY		AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR		CODE	37		
01	20	77	01	24	77	2 - TDY (Basic) 4 - CORRECTION 5 - CANCELLATION				WEST HEM 811

**OFFICE OF PERSONNEL USE ONLY - PUNCH AREA**

**SOURCE DOCUMENT AND CERTIFICATION**

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

DOCUMENT IDENTIFICATION NO. <i>LA 137-77</i>	DOCUMENT DATE/PERIOD <i>20 JAN 77 to 24 JAN 77</i>
---	---

REMARKS

PREPARED BY <i>DCO</i>	REPORT ANNOTATED BY CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT BASED UPON SOURCE DOCUMENT CITED
<input checked="" type="checkbox"/> C & S DIVISION, ETOP	DATE <i>2/10/77</i>	SIGNATURE <i>Ernest B. ...</i>

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL  
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

CONFIDENTIAL

MEMORANDUM FOR: Joseph S. Piccolo

SUBJECT : Acknowledgment of Evaluation Board Functional Category

REFERENCE : Evaluation Board Precepts for Your Grade

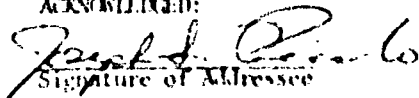
1. Based upon an examination of your past assignments and duties, and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category IXG for Evaluation Board purposes. Precise definitions of this category are contained in the Evaluation 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 STUDY 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 Addressee

11 April 1974  
Date

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REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

FILE  
PUNCHED  
BY

SERIAL NO. 1-6	NAME		
	LAST (Print)	FIRST 7-24	MIDDLE
025 658	PICCOLA	JOSEPH	S. JR.

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 88, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 8 - CANCELLATION				

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
06	12	76	06	27	76	2 - TDY (Basic) 4 - CORRECTION 8 - CANCELLATION	2		AFRICA	809

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

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

DOCUMENT IDENTIFICATION NO. C-7 106-76	DOCUMENT DATE/PERIOD 6/12/76
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REMARKS

PREPARED BY BCH	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DATE 7-27-76	SIGNATURE C. Washat	

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL  
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

SECRET  
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

FILE  
INDEXED  
BY  
g

SERIAL NO.

NAME

LAST

FIRST

MIDDLE

1-0

(Print)

7-24

C25658

PICCOLI

JOSEPH

S.

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only) REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 98, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION				

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
08	25	76	09	03	76	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	2		EUROPE	801

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

CI 25-70

DOCUMENT DATE/PERIOD

8-22-76

REMARKS

PREPARED BY	REPORT SUBMITTED TO CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT LISTED
DATE	DATE	SIGNATURE

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

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(When Filled In)

RESIDENCE AND DEPENDENCY REPORT

AN ORIGINAL OF THIS FORM WILL BE EXECUTED BY EACH EMPLOYEE AT THE TIME OF HIS APPOINTMENT AND WHEN A CHANGE OCCURS IN THE INFORMATION SHOWN BELOW. ITEMS OF CHANGE MUST BE REPORTED IN THE APPROPRIATE BLOCKS WITHOUT COMPLETING THE REMAINDER OF THE FORM EXCEPT THE EMPLOYEE'S SIGNATURE AND DATE. WHEN EXECUTING ITEM 4 ALSO COMPLY WITH HHS 20-2. PERSONNEL EMERGENCY AND LOCATOR RECORDS. THIS FORM WILL BE COMPLETED ONLY BY HEADQUARTERS PERSONNEL AND NOT SENT TO THE FIELD. FORM WILL BE FILED IN THE EMPLOYEE'S OFFICIAL PERSONNEL FOLDER.

GENERAL

NAME OF EMPLOYEE (Last) (First) (Middle) (Suffix)
PICCOLO Joseph Stephan Jr.

MARITAL STATUS (Check one)

SINGLE [ ] MARRIED [X] SEPARATE [ ] DIVORCED [ ] WIDOWED [ ] ANNULLED [ ]
IF MARRIED, PLACE OF MARRIAGE: Falls Church, Virginia
DATE OF MARRIAGE: 14 Feb 1967
IF DIVORCED, PLACE OF DIVORCE DECREE:
DATE OF DECREE:

MEMBERS OF FAMILY

NAME OF SPOUSE: [ ] ADDRESS (No. Street, City, State, Zip Code): 2627 Mattox Creek Dr., Oakton, Va. 22124 TELEPHONE NO. (703) 629-4130
NAMES OF CHILDREN: [ ] Same F [ ] [ ] Same F [ ]

NAME OF FATHER (or male guardian): Joseph Piccolo Sr. ADDRESS: 1636 N.E. 20th Street, Fort Lauderdale, Fla. 33305 TELEPHONE NO. (305) 564-5234

NAME OF MOTHER, INCLUDING MAIDEN NAME (or female guardian): Irene A. Sutor Piccolo ADDRESS: 1636 N.E. 20th Street, Fort Lauderdale, Florida 33305 TELEPHONE NO. (305) 564-5234

WHAT MEMBERS OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY? Both Parents and my In-Laws are aware.

3. OTHER RELATIVES WHO ARE DEPENDENT UPON ME FOR AT LEAST 51% OF THEIR SUPPORT AND MEET OTHER REQUIREMENTS IN TRAVEL REGULATIONS (HR 22-15). SPECIFY NAMES AND RELATIONSHIPS.

NAME: None DATE OF BIRTH: RELATIONSHIP:

PERSON RESIDING IN U.S. TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Last, First, Middle): Mrs. PICCOLO, Irene A. RELATIONSHIP: Mother
HOME ADDRESS (No. Street, City, State, Zip Code) AND NAME OF EMPLOYEE, IF APPLICABLE: 1636 N.E. 20th Street, Fort Lauderdale, Fla. 33305 (305) 564-5234
BUSINESS ADDRESS (No. Street, City, State, Zip Code) AND NAME OF EMPLOYEE, IF APPLICABLE: N/A

IS THE INDIVIDUAL NAMED ABOVE OFFICER OF A U.S. ORGANIZATION (If "Yes" give name and address of organization to which you wish to be notified)? [ ] Yes [X] No

IS THE INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON BEHALF OF THE EMPLOYEE AND TO NOTIFY THE EMPLOYEE OF SUCH DECISIONS IN CASE OF EMERGENCY? [ ] Yes [X] No

DOES THIS INDIVIDUAL STATE THAT HE HAS BEEN AND WILL BE KEPT ADVISED OF YOUR EMERGENCY SITUATIONS (If "Yes" give name and address of organization to which you wish to be notified)? [ ] Yes [X] No

The person named in item 3 or 4 above may also be notified in case of emergency. If such notification is not desired because of death in an armed service, please so state in item 4 on the reverse side of this form.

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(When Filled In)

5. VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

Joseph S. Piccolo Jr. & [Redacted] (Joint Accounts)  
Potomac Bank & Trust Co. (Checking and Savings)  
10355 Lee Highway (Safe Deposit Box)  
Fairfax, Virginia 22030

ARE YOU A MEMBER OF THE NORTHEAST FEDERAL CREDIT UNION?  YES  NO

IF YES, DO YOU HAVE A JOINT ACCOUNT?  YES  NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT?  YES  NO. (If "Yes" where is document located?)

Safe Deposit Box, Potomac Bank & Trust. (Copy with Parents)

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?  YES  NO. (If "Yes" give name(s) and address) Specified in will. Initial contact would be In-Laws. Mrs. Bertha G. Wyatt, 6633 Hoadly Road, Manassas, Va. 22110

HAVE YOU EXECUTED A POWER OF ATTORNEY?  YES  NO. (If "Yes", who possess the power of attorney?)  
My Wife.

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

7. RESIDENCE DATA - TO BE COMPLETED ONLY BY EMPLOYEES ENTERING ON DUTY  
(No Approval Required)

RESIDENCE WHEN EMPLOYED (Full Address)

PERMANENT PLACE OF RESIDENCE AS DEFINED IN HR 22-5  
(Full Address)  
2657 Mattox Creek Drive,  
Oakton, Virginia 22124

8. CHANGE IN PERMANENT PLACE OF RESIDENCE (5000 HR 22-5)  
(To Be Completed by Employee Desiring Such Change While Assigned in Headquarters)

FULL ADDRESS  
Mr. Norman H. Wyatt (In-Laws)  
6633 Hoadly Road  
Manassas, Va. 22110

DEPT. DIVISION OR STATION  
DATE  
REASON FOR RESIDENCE CHANGE (Specify Code)  
Code 5000 22-5

SIGNED AT  
Washington D.C.

DATE  
29 Feb 77

SECRET  
(When Filled In)

SERVICE ABROAD AGREEMENT

I. GENERAL

IT IS UNDERSTOOD THAT YOU AGREE TO SERVE THE PERIOD OF SERVICE ABROAD PRESCRIBED IN SECTION II BELOW AND THAT THE GOVERNMENT IS OBLIGATED TO RETURN YOU, YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS UPON THE SATISFACTORY COMPLETION OF THIS PERIOD. YOUR ALLOWABLE EXPENSES WILL BE DETERMINED IN ACCORDANCE WITH AGENCY REGULATIONS.

IF YOU TERMINATE YOUR PERMANENT ASSIGNMENT OUTSIDE THE CONTINENTAL UNITED STATES BEFORE YOU COMPLETE 12 MONTHS OF CREDITABLE SERVICE FOLLOWING THE DATE OF YOUR ARRIVAL ABROAD, YOU WILL BE REQUIRED TO REIMBURSE THE GOVERNMENT FOR ALL EXPENSES IT INCURS IN THE TRAVEL AND TRANSPORTATION OF YOU, YOUR DEPENDENTS, YOUR HOUSEHOLD AND PERSONAL EFFECTS TO YOUR POST. IF YOU FAIL TO COMPLETE YOUR PRESCRIBED TOUR OF DUTY ABROAD YOU WILL NOT BE ENTITLED TO THE RETURN TRAVEL AND TRANSPORTATION OF YOURSELF, YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS TO THE UNITED STATES. IF, HOWEVER, AGENCY OFFICIALS DETERMINE THAT YOUR EARLY DEPARTURE IS NECESSARY FOR OFFICIAL REASONS, OR FOR PERSONAL REASONS OF SIGNIFICANT INTEREST TO THE GOVERNMENT, THEY MAY WAIVE THE REIMBURSEMENT OF EXPENSES ALREADY INCURRED, OR AUTHORIZE YOUR RETURN TRAVEL AND TRANSPORTATION, WHICHEVER IS APPLICABLE.

IF ELIGIBLE UNDER THE TERMS OF HR 20-30, YOU WILL BE GRANTED HOME LEAVE AS SOON AS IT CAN BE ARRANGED AT GOVERNMENT CONVENIENCE AFTER COMPLETION OF YOUR PRESCRIBED TOUR OF DUTY, PROVIDED YOU HAVE SERVED AT LEAST 18 MONTHS OF CONTINUOUS CREDITABLE SERVICE OUTSIDE THE UNITED STATES. HOME LEAVE AND HOME LEAVE TRAVEL ARE CONTINGENT UPON YOUR WILLINGNESS TO RETURN, AND CONTINGENT UPON AGENCY OFFICIALS THAT YOU WILL RETURN TO SERVICE OUTSIDE THE UNITED STATES IMMEDIATELY AFTER HOME LEAVE OR UPON COMPLETION OF AN ASSIGNMENT TO THE UNITED STATES.

YOU ARE ADVISED THAT ANY MONIES DUE YOU FROM THE GOVERNMENT MAY BE APPLIED IN LIQUIDATION OF ANY INDEBTEDNESS ARISING FROM VIOLATION OF THIS AGREEMENT. YOU WILL BE AFFORDED ALL NORMAL RECOURSE TO APPEALING DECISIONS MADE PURSUANT TO THIS AGREEMENT.

NAME OF EMPLOYEE: PICOLO, Joseph S. Jr. SO: D

II. TOUR OF DUTY ABROAD

1. NAME OF POST OF ASSIGNMENT: Mexico City, Mexico

2. PERIOD OF SERVICE ABROAD AS PRESCRIBED IN A, B, OR C BELOW

A. STANDARD TOUR OF DUTY OF 24 MONTHS [X]
C. NONSTANDARD TOUR OF DUTY OF \_\_\_\_\_ MONTHS FOR THIS TOUR ONLY FOR THE EMPLOYEE SIGNING THIS AGREEMENT. (See HR 20-18)
REQUESTED (When Attached)
OPERATING OFFICIAL

B. NONSTANDARD TOUR OF DUTY OF \_\_\_\_\_ MONTHS PREVIOUSLY APPROVED PER NO. 25-72
CONCUR:
DIRECTOR OF PERSONNEL
APPROVED:
DIRECTOR OF PERSONNEL

III. PERMANENT PLACE OF RESIDENCE

1. YOUR PERMANENT PLACE OF RESIDENCE IS THE PLACE TO WHICH ALL TRAVEL AND TRANSPORTATION EXPENSES MAY BE ESTABLISHED IN CERTAIN CIRCUMSTANCES...
2. IN REQUESTING YOUR PERMANENT PLACE OF RESIDENCE... YOU WILL BE RESPONSIBLE FOR THE COSTS OF TRAVEL AND TRANSPORTATION...
3. YOU WILL BE RESPONSIBLE FOR THE COSTS OF TRAVEL AND TRANSPORTATION...
4. YOU WILL BE RESPONSIBLE FOR THE COSTS OF TRAVEL AND TRANSPORTATION...

SECRET

(When Filled In)

<p>3. PHYSICAL DWELLING PLACE (Permanent Place of Residence unless address in item 6 is approved in lieu thereof)</p> <p>FULL ADDRESS</p> <p>2687 Mattox Creek Drive Oakton, Virginia 22124</p>		<p>9. OTHER PLACE REQUESTED (Requested Permanent Place of Residence if different from item 3)</p> <p>FULL ADDRESS</p> <p>N/A</p>	
		<b>CONCUR</b>	
<p>DEPUTY DIRECTOR</p> <p><i>[Signature]</i></p>		<p>DATE</p>	
<b>APPROVED</b>		<b>APPROVED</b>	
<p>DEPUTY DIRECTOR</p> <p><i>[Signature]</i></p>		<p>DATE</p> <p>3/9/99</p>	
		<p>DEPUTY DIRECTOR</p>	
		<p>DATE</p>	
<b>IV. HOME LEAVE POINT</b>			
<p>7. AMONG THE PLACES YOU MAY REQUEST AS A HOME LEAVE POINT ARE: YOUR PERMANENT PLACE OF RESIDENCE SHOWN ABOVE, HEADQUARTERS AREA, AND WHERE YOUR CHILDREN, PARENTS, PARENTS-IN-LAW, BROTHERS, SISTERS, BROTHERS-IN-LAW, OR SISTERS-IN-LAW RESIDE.</p> <p>8. YOU MAY REQUEST FOR APPROVAL SOME OTHER POINT SUBJECT TO THE PROVISIONS OF HR 20-30B(3)(C). THE REQUEST MUST BE ACCOMPANIED BY A MEMORANDUM EXPLAINING THE CIRCUMSTANCES.</p>			
<p>9. DESIGNATION PER ITEM 7 ABOVE</p> <p>FULL ADDRESS</p> <p>6633 Hoadly Road Manassas, Virginia 22110</p>		<p>10. DESIGNATION PER ITEM 8 ABOVE</p> <p>FULL ADDRESS</p>	
		<b>CONCUR</b>	
<p>RELATIONSHIP OF RELATIVE AT HOME LEAVE POINT</p> <p>Parents-in-law</p>		<p>DEPUTY DIRECTOR</p>	
		<p>DATE</p>	
<b>APPROVED</b>		<b>APPROVED</b>	
<p>DEPUTY DIRECTOR</p> <p><i>[Signature]</i></p>		<p>DATE</p> <p>3/9/99</p>	
		<p>DEPUTY DIRECTOR</p>	
		<p>DATE</p>	
<b>EMPLOYEE CERTIFICATION</b>			
<p>I have read and understand my service obligations and travel entitlements as described in this agreement.</p>			
<p>Signature of employee</p> <p><i>[Signature]</i></p>		<p>DATE</p> <p>12 Feb 1999</p>	

SECRET

(WHEN FILLED IN)

QUALIFICATIONS SYSTEM RECORD CHANGE

APPLICANT CODING DATA

1. ID	2. APPL. NO. 6-DIGITS	3. NAME MUST CONTAIN 20-DIGITS
< 2		
4. DATE OF BIRTH MO DA YR	5. DATE CODED MO DA YR	THE DATA ABOVE (ITEMS 2 THRU 5) WILL BE FILLED IN WHEN CODING AN APPLICANT FOR THE FIRST TIME. THIS FORM IS THEN ATTACHED TO FORM 1962, MASTER QUALIFICATIONS CODING RECORD.

LANGUAGE CODING DATA - FORM 444c

1. ID	2. EMPLOYEE NO.	3. NAME 3-LETTERS	4. LANGUAGE DATA CODE							
< 3			BASE CODE	R	W	P	S	U	T	YR
5. DATE SUBMITTED MO DA YR	6. DATE OF BIRTH MO DA YR	WHEN FORM 444c DENOTES NO LANGUAGE COMPETENCE, ENTER THE FOLLOWING IN ITEM 4: "NO+LANGUAGE" (12-DIGITS)								

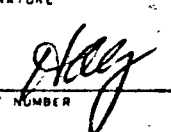
LANGUAGE PROFICIENCY TEST DATA

1. ID	2. EMPLOYEE NO.	3. NAME 3-LETTERS	4. CODE C-A-D	5. LANGUAGE DATA BEFORE TEST							
< 5	025658	PIC	C	BASE CODE	R	W	P	S	U	T	YR
6. LANGUAGE DATA AFTER TEST				7. DATE OF TEST MO DA YR	DATA FOR ITEM 2 THRU 7 IS EXTRACTED FROM FORM 1273, LANGUAGE PROFICIENCY AND AWARDS DATA						
BASE CODE				MO DA YR							
BL18				02 11 76	i 3 i i i 4 69						

QUALIFICATIONS RECORD CHANGE

1. ID	2. EMP/APPL NO.	3. NAME 3-LETTERS	ENTER UNDER "TYPE" -							
< 4			A - ADDITION TO RECORD C - CHANGE TO EXISTING RECORD D - DELETION OF DATA FROM EXISTING RECORD							
TYPE	CODE # 1					CODE # 2				
	BASE	1	2	3	YR	BASE	1	2	3	YR

~~CONFIDENTIAL~~ SECRET  
(When Filled In)

CERTIFICATION OF LANGUAGE PROFICIENCY														
1. EMPLOYEE NO.		2. NAME (LAST-FIRST-MIDDLE)				3. TYPE CHANGE		4. LANGUAGE DATA PRIOR TO TEST						
235154		PICCOLO, JOSEPH S.				A = ADD	CODE	LAN. CODE	R	S	P	U	I/T	YEAR
						C = CHANGE								
5. LANGUAGE DATA AFTER TEST							6. DATE TESTED	7. DATE OF BIRTH	8. GRADE	9. OFFICE OR DIVISION				
LAN. CODE	R	S	P	U	I/T	YEAR	02/11/76	12/12/35	13	LA				
NOTICE TO PERSON TESTED														
10. ON THE DATE SHOWN IN ITEM 6 ABOVE, YOU WERE TESTED IN <u>SPANISH BL18</u> AND YOUR TEST SCORES ARE AS FOLLOWS: (NAME OF LANGUAGE)														
READING	WRITING	PRONUNCIATION	SPEAKING	UNDERSTANDING	TEST RATINGS									
I+	+	+	E	I	Z = ZERO	L = INTERMEDIATE	S = SLIGHT	H = HIGH	E = ELEMENTARY	N = NATIVE				
11. REMARKS: * Indicates not tested or Pronunciation included in Speaking grade)								12. SIGNATURE						
<div style="border: 1px solid black; padding: 5px; display: inline-block;">           CONFIDENTIAL            DATE: 12/11/76         </div>														
													13. TEST NUMBER	
								27137						

FORM 1273 1-74 PREVIOUS EDITIONS

(10-45)

~~CONFIDENTIAL~~  
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E2. IMPDET CL. BY: 007822

1 - CP/QAB



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	F				
ACTION	O				

T 839692 EIA497 PAGE 01 IN 889961  
 TOR: 141553Z APR 76 32942

SECRET 141519Z APR 76 STAFF

Joseph S. Piccolo

CITE 32942

TO: DIRECTOR,

RYBAT SECRETARY

1. WITH COMPLIMENT MESSRS. PICCOLO AND SILEO ON THEIR HANDLING OF CI SURVEY AT   THEY WERE WELL PREPARED IN ADVANCE, WORKED HARD HERE, AND WERE VERY SELF SUFFICIENT, CAUSING MINIMUM DISRUPTION OF STATION ACTIVITIES. THEY DUG DEEPLY BUT MADE A GREAT EFFORT TO BE CONSTRUCTIVE AT ALL TIMES, RATHER THAN JUST PLAIN CRITICAL. ONCE WE GOT GOING THE FEELING THAT WE WERE BEING INSPECTED QUICKLY DISAPPEARED AND WAS REPLACED BY ONE OF TEAMWORK.

2. ASIDE FROM PROVIDING HQS WITH OUR CI PROFILE, BENEFITS ACCRUED TO THE STATION FROM THE SURVEY. IT MOTIVATED A USEFUL SELF-ANALYSIS BEFORE THE TEAM ARRIVED. THE TEAM'S STUDY OF HQS 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 CHANGES WHICH WE 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 MIGHT BE USEFUL FOR FUTURE SURVEYS.

SECRET

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PERSON/UNIT NOTIFIED \_\_\_\_\_

**SECRET**

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PAGE 02-02

IN 889961

TOR:141553Z APR 76

32942

3. NO FILE, E2 IMPDET

**SECRET**

4 SOP 123 E2 0-1

CLASSIFICATION  
PERSONNEL REQUIRED

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STAFF			
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ETES ONLY

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EIA582

PAGE 01-01

IN 963669

added 10-3-76 file

TOR: 283142 JUN 78



30375

SECRET 2813052 JUN 76 STAFF

CITE [ ] 30375

TO: DIRECTOR,

WISH COMMEND MESSERS PICCOLO AND THOMPSON FOR EXCELLENT PROFESSIONAL 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. WE ARE IMPLEMENTING THESE RECOMMENDATIONS AT ONCE. SURVEY WAS EXTREMELY VALUABLE FOR ALL STATION PERSONNEL. E2 IMPDET

#131  
C/C  
W/S  
J.P. Piccolo

Joseph J. Piccolo

SECRET

**ADMINISTRATIVE**  
Internal Use Only

**REPORT OF SERVICE ABROAD**

**TO:** Office of Personnel, Control Division, Statistical Reporting Branch

**FILE  
PUNCHED  
BY**

SERIAL NO. 025658 NAME PINCOLO JOSEPH S.  
 LAST (Print) PINCOLO FIRST JOSEPH MIDDLE S.

INSTRUCTIONS  
 USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 56, REVISED.

**PCS DATES OF SERVICE**

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY		COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR		CODE	38 39		
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION	37			40-42

**TDY DATES OF SERVICE**

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY		AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR		CODE	38 39		
03	22	76	04	11	76	2 - TDY (Basic) 3 - CORRECTION 4 - CANCELLATION	37	38 39	WESTERN HEMISPHERE	40-42
							2			811

**OFFICE OF PERSONNEL USE ONLY - PUNCH AREA**

**SOURCE DOCUMENT AND CERTIFICATION**

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

DOCUMENT IDENTIFICATION NO. CI 76-76 DOCUMENT DATE/PERIOD 3/22/76

REMARKS

PREPARED BY DCB REPORT ANNOTATED OR CONTROL DOCUMENT  ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED

S & L DIVISION, CTRD. DATE 4/28/76 SIGNATURE C. W. Little

C & P DIVISION

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PAGE 01

IN 889961

TOR:141553Z APR 76

32942

SECRET 141519Z APR 76 STAFF

*C/OB*

CITE 32942

TO: DIRECTOR,

RYBAT SGCHART

1. WISH COMPLIMENT MESSRS. PICCOLO AND SILED ON THEIR HANDLING OF CI SURVEY AT [ ] THEY WERE WELL PREPARED IN ADVANCE, WORKED HARD HERE, AND WERE VERY SELF SUFFICIENT. CAUSING MINIMUM DISRUPTION OF STATION ACTIVITES. THEY DUG DEEPLY BUT MADE A GREAT EFFORT TO BE CONSTRUCTIVE AT ALL TIMES, RATHER THAN JUST PLAIN CRITICAL. ONCE WE GOT GOING THE FEELING THAT WE WERE BEING INSPECTED QUICKLY DISAPPEARED AND WAS REPLACED BY ONE OF TEAMWORK.

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SECRET

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PAGE 22-02

IN 889961

TOR:141553Z APR 76

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3. NO FILE. E2 IMPDET

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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 Senior 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 taught [redacted]. He spent approximately another eight and one-half days on technical tradecraft [redacted] and usage) and street tradecraft [redacted] etc.) including three days intensive practice of these skills in a live exercise conducted [redacted]. Another five days were spent at Headquarters 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 miscellaneous 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  
CI. by 056184

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SECRET

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 [redacted] and made contributions based on his own operational past. The tradecraft instructors who conducted the live problem [redacted] 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 [redacted] 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

SECRET



**ADMINISTRATIVE**  
Internal Use Only

**REPORT OF SERVICE ABROAD**

**FILE PUNCHED**  
BY: *[Signature]*

**TO:** Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. 1-6	NAME		
	LAST	FIRST	MIDDLE
<i>655939</i>	<i>Piccolo</i>	<i>Joseph</i>	<i>5</i>

**INSTRUCTIONS**

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TOY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (*One only*). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

**PCS DATES OF SERVICE**

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	COUNTRY
MONTH	DAY	YEAR	MONTH	DAY	YEAR			
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION	37 38 39	40-42
			<i>08</i>	<i>08</i>	<i>75</i>		<i>1</i>	<i>Nicaragua 58C</i>

**TOY DATES OF SERVICE**

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	AREA(S)
MONTH	DAY	YEAR	MONTH	DAY	YEAR			
25-26	27-28	29-30	31-32	33-34	35-36	2 - TOY (Basic) 4 - CORRECTION 6 - CANCELLATION	37 38 39	40-42

**OFFICE OF PERSONNEL USE ONLY - PUNCH AREA**

**SOURCE DOCUMENT AND CERTIFICATION**

TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. <i>IN 655939</i>	DOCUMENT DATE/PERIOD <i>11 Aug '75</i>
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REMARKS

PREPARED BY <i>[Signature]</i>	REPORT SUBMITTED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITY
DATE <i>8/19/75</i>	SIGNATURE <i>[Signature]</i>	

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL  
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE			
DO NOT COMPLETE FOR HEADQUARTERS USE ONLY			
NAME OF EMPLOYEE <b>Joseph Piccolo</b>	DATE (from item 5-1) <b>11 Sep 74</b>	NAME OF SUPERVISOR <b>Raymond Svider</b>	DATE (from item 5-2) <b>11 Sep 74</b>
DATE REPORT MADE AT HEADQUARTERS: <b>23 September 1974</b>	IDENTIFICATION NUMBER <b>IDNT-2486</b>	DATE OF LAST TOUR OF DUTY <b>8 Dec 35</b>	MODIFICATION NUMBER <b>WH</b>
DESIGN <b>D</b>	CURRENT POSITION IN GRADE <b>Ops Officer/DCOS GS-13</b>	STATION OR BASE <b>Managua</b>	CURRENT COVER
TO BE COMPLETED BY EMPLOYEE			
1A. DATE OF PCS ARRIVAL IN FIELD <b>20 Sept 1973</b>	1B. REQUESTED DATE OF DEPARTURE <b>5 Jan 1976</b>	1C. EXPECTED DATE OF FIRST CHECK-IN AT HQ <b>19 Jan 1976</b>	1D. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE <b>5 March 1976</b>
2. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU: <b>Three (3) Dependents Ages: 32, 5 and 4</b>			
3. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT: <b>Adequate medical facilities or a reasonable proximity to them.</b>			
4. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). <b>Deputy Chief of Station, supervising/managing - support/finance and records personnel and activities, handling Liaison with the indigenous Security Service, managing operations directed at [redacted] and terrorist movement, and handling the [redacted]</b>			
5. TRAINING DESIRED INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS <b>Training should be keyed to provide an even broader base for the continued development of my overall management skills and potential which have initially developed through on the job application. Courses should be those available to supervisory level personnel. An Operational Training requirement that should be satisfied as soon as possible is the Soviet Operations Course.</b>			

**SECRET**

**6. PREFERENCE FOR NEXT ASSIGNMENT**

6A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT.  
 I am interested in remaining in the "managerial cone" and in obtaining a position that will give me increased responsibility as well as career growth through promotion. Based on my experience and performance as Acting Chief of Station Managua for two months in 1968, Deputy Chief of Base Rio de Janeiro for the last 10 months of my tour in 1972-73 and present assignment as Deputy Chief of Station Managua, I request assignment 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 broaden my operational knowledge would be desired, i.e. SB Division, China Ops activity or OTS

- 6B. 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, 3 OR 4 (for 1st, 2nd, 3rd 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.
- EXTEND TOUR 3 MONTHS AT CURRENT STATION TO 5 January 1976 (DATE)
  - BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.  
 1ST CHOICE FI STAFF 2ND CHOICE SB Division 3RD CHOICE WH Division
  - BE ASSIGNED TO ANOTHER FIELD STATION. INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION.  
 1ST CHOICE WH Division 2ND CHOICE EUR Division 3RD CHOICE SB Division
  - RETURN TO MY CURRENT STATION.

PREPARE UPDATING OF PERSONAL SECURITY INFORMATION IN ACCORDANCE WITH DOI-F 240-B AND FORWARD UNDER SEPARATE COVER. INDICATE DATE FORWARDED OR TO BE 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 accommodate 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 Headquarters does appear timely now, following the past 5 years in the field. I do not honestly know how he will perform in Staff work, being a Field Station activist, but the experience should have a further broadening effect upon him.

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

8. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.

Subject has been approved for assignment to Headquarters,  
 LA/COG.

DATE 24 Jul 76 TITLE C/LA/Pers SIGNATURE H.L. Berthold

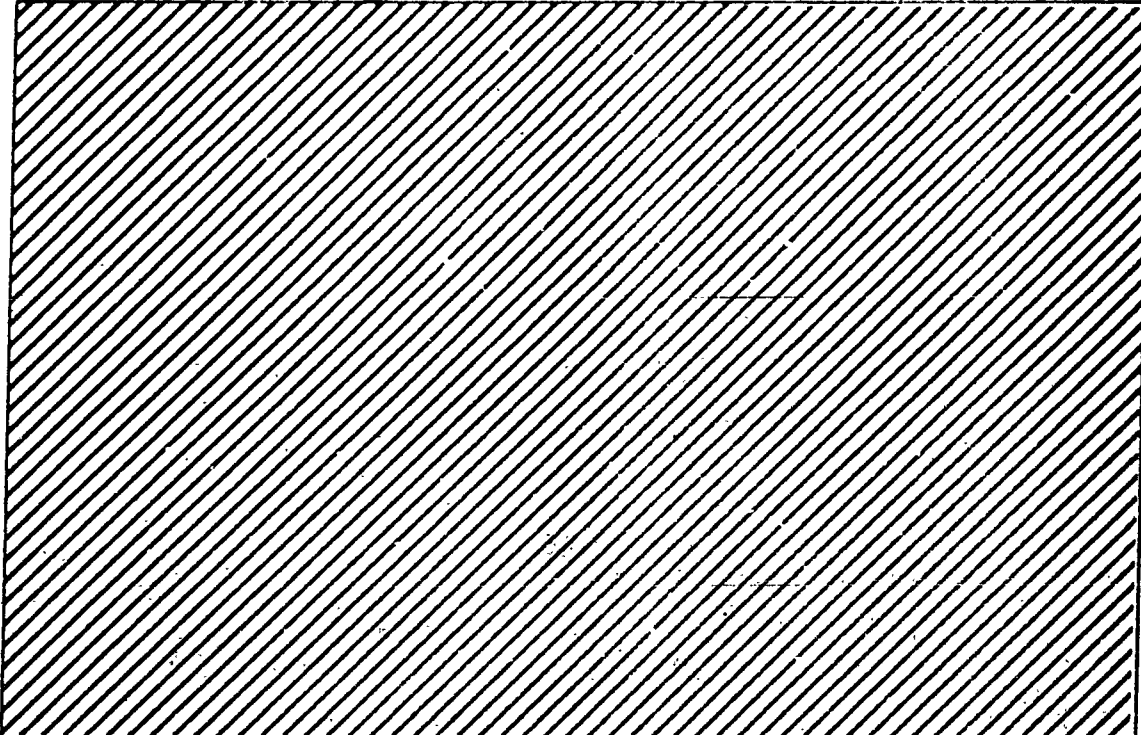
**FOR USE BY CAREER SERVICE**

9. APPROVED ASSIGNMENT:

10. EMPLOYEE NOTIFIED BY DISPATCH NO. \_\_\_\_\_ DATED \_\_\_\_\_  
 CABLE NO. \_\_\_\_\_ DATED \_\_\_\_\_

CAREER SERVICE REPRESENTATIVE \_\_\_\_\_ DATE \_\_\_\_\_

ADMINISTRATIVE - INTERNAL USE ONLY



NAME OF EMPLOYEE (Last-First-Middle) PICCOLO, Joseph S., JR.	NAME AND RELATIONSHIP OF DEPENDENT <input type="text"/>	CLAIM NUMBER 76-0015
---	--	-------------------------

There is on file in the Personal Affairs Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent\*) for an illness, injury, or death incurred on 4/21/75.

This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

DATE OF NOTICE	SIGNATURE OF PSC REPRESENTATIVE <i>Edward J. ...</i>
----------------	---

**NOTICE OF OFFICIAL DISABILITY CLAIM FILE**

**SECRET**  
(When Filled In)

**REPORT OF SERVICE ABROAD**

**TO:** Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
1-6 025658	(Print) Lippold	7-24 Toselli	8

**INSTRUCTIONS**

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 90, REVISED.

PCS DATES OF SERVICE										
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR				37	38
25-26	27-28	29-30	31-31	32-32	33-33	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION	37	38	39	40-42
			07	13	73		1			BRAZIL 090

TDY DATES OF SERVICE										
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	
MONTH	DAY	YEAR	MONTH	DAY	YEAR				37	38
25-26	27-28	29-30	31-31	32-32	33-33	2 - TDY (Basic) 4 - CORRECTION 5 - CANCELLATION	37	38	39	40-42

**OFFICE OF PERSONNEL USE ONLY - PUNCH AREA**

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

DOCUMENT IDENTIFICATION NO. RIPD 19355	DOCUMENT DATE/PERIOD 7/13/73
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REMARKS

PREPARED BY DCC	REPORT SUBMITTED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
C & L DIVISION STOD.	DATE 7/13/73	SIGNATURE <i>[Signature]</i>
C & Y DIVISION		

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IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

SECRET

1. NAME (Last, First, Middle) <b>Piccolo, Joseph S.</b>		2. DATE OF BIRTH <b>12/08/35</b>	3. GRADE <b>GS-13</b>
4. OFFICE, DIVISION, BRANCH (or overseas station and existing cover if lateral assignment) <b>DDO/WH/Rio de Janeiro</b>		5. PRESENT POSITION <b>Ops Officer</b>	6. EMPLOYEE EXTENSION <b>5671</b>
7. PROPOSED STATION <b>Managua, Nicaragua</b>		8. PROPOSED POSITION (Title, Number, Grade) <b>Ops Officer 0596 GS-13</b>	
9. TYPE OF COVER AT NEW STATION <input type="checkbox"/> <input type="checkbox"/>		10. ESTIMATED DATE OF DEPARTURE <b>09/10/73</b>	11. NO. OF DEPENDENTS TO ACCOMPANY <b>three</b>
12. COMMENTS  <b>Physicals to be taken in the field.</b>			
13. DATE OF REQUEST <b>18 May 1973</b>	14. SIGNATURE OF REQUESTING OFFICIAL <b>Karl Fleck</b>	15. ROOM NUMBER AND BUILDING <b>3D 5317 Hqs</b>	16. EXTENSION <b>5671</b>
17. OFFICE OF MEDICAL SERVICES DISPOSITION  <b>Qualified overseas PCS.</b> <b>25 July 1973 William T. Golder OMS/pro</b>			
18. OFFICE OF SECURITY DISPOSITION			
19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION			
<b>REQUEST FOR PCS OVERSEAS EVALUATION</b>			

SECRET

WH 1

FIELD REASSIGNMENT QUESTIONNAIRE				
DO NOT COMPLETE		FOR HEADQUARTERS USE ONLY		
NAME OF EMPLOYEE (use pseudo only if SA)		DATE (from item 5-D)	NAME OF SUPERVISOR (initials)	DATE (from item 5-2)
Piccolo, Joseph		9 Nov 1971	David Mc Grath	9 Nov 1971
DATE RECEIVED AT HEADQUARTERS:		DISPATCH NUMBER:	DATE RECEIVED BY CAREER SERVICE:	
18 November 1971		HBRT 8679, 11 Nov 71		
TO BE COMPLETED BY EMPLOYEE				
1. DATE OF BIRTH	2. SERVICE DESIGN	3. YOUR CURRENT POSITION, TITLE AND GRADE	4. STATION OR BASE	5. CHECK FOR CURRENT COVER
8 Dec 35	D	Ops Officer/Chief FI Brazil, GS-12	Rio de Janeiro	<input type="checkbox"/>
6A. DATE OF PCS ARRIVAL IN FIELD	6B. REQUESTED DATE OF DEPARTURE	6C. EXPECTED DATE OF FIRST CHECK-IN AT HQ	6D. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE	
23 June 70	30 June 73	15 July 73	15 September 73	
7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:				
3 Dependents ages: 29, 3, 2				
8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:				
None.				
9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). (also attach personal cover questionnaire in accordance with CSI-P 345-8)				
<p>Chief, FI for Brazil (Coordinating activities of Station and Bases).  Ops Officer for Communist Party Operations.  Ops Officer for Revolutionary Terrorist Operational Activities.  Supervisor for <input type="checkbox"/> full time inside and <input type="checkbox"/> full time outside  Operations Officer and related FI activities of several Base Officers.</p>				
10. TRAINING DESIRED: INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS				
<p>Advanced Operations Course.  Management Courses in Preparation for assuming positions of increased supervisory responsibility.</p>				

SECRET

11. PREFERENCE FOR NEXT ASSIGNMENT.

11A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE INDICATE YOUR CHOICE.

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.

11B. 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, & 3 (for 1st, 2nd, and 3rd choice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.

EXTEND TOUR 12 MONTHS AT CURRENT STATION TO 30 June 1973 (DATE)

BE ASSIGNED TO WH (FOR A TOUR OF DUTY); INDICATE YOUR CHOICE OF DIVISION, STATE OR OFFICE.  
1ST CHOICE WH 2ND CHOICE OTR 3RD CHOICE KUR

BE ASSIGNED TO ANOTHER FIELD STATION; INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION  
1ST CHOICE WH/Central 2ND CHOICE Mexico 3RD CHOICE Spain

RETURN TO MY CURRENT STATION America, Costa Rica

TO BE COMPLETED BY FIELD STATION

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:

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 career would best be served by a new assignment.

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.

Per HBRS 4729, Subject's request for a one year's extension of tour is approved.

DATE 6 Dec 71 TITLE C/WH/Pers SIGNATURE Henry L. Berthold

FOR USE BY CAREER SERVICE

14. APPROVED ASSIGNMENT:

15. EMPLOYEE NOTIFIED BY DISPATCH NO. \_\_\_\_\_ DATE: \_\_\_\_\_

CABLE NO. \_\_\_\_\_ DATE: \_\_\_\_\_

CAREER SERVICE REPRESENTATIVE: \_\_\_\_\_ DATE: \_\_\_\_\_

SECRET



**CONFIDENTIAL**

*(When Filled In)*

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

NAME OF EMPLOYEE (Last) (First) (Middle) SOCIAL SECURITY NUMBER  
Piccolo, Joseph Stephen [ ]

1. RESIDENCE DATA  
 PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY: Washington D.C.  
 LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointment abroad): N/A  
 PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE: Farmington, VA.  
 HOME LEAVE RESIDENCE: Farmington, VA.

2. MARITAL STATUS (Check one)  
 SINGLE  MARRIED  SEPARATED  DIVORCED  WIDOWED  ANNULLED  
 IF MARRIED, PLACE OF MARRIAGE: Falls Church, VA. DATE OF MARRIAGE: 14 Feb 67  
 IF DIVORCED, PLACE OF DIVORCE DECREE: N/A DATE OF DECREE:   
 IF WIDOWED, PLACE SPOUSE DIED: N/A DATE SPOUSE DIED:   
 IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S):  
N/A

3. MEMBERS OF FAMILY  
 NAME OF SPOUSE: [ ] ADDRESS (No. Street City State Zip Code): Farmington, VA. 22030 TELEPHONE NO.: 591-9059  
 NAMES OF CHILDREN: [ ] ADDRESS: " " SEX: Female DATE OF BIRTH: [ ]  
 NAME OF YOUR FATHER (Or male guardian): Joseph Piccolo ADDRESS: 1636 N.E. 20th St. Ft. Lauderdale, FL 33305 TELEPHONE NO. (704): 564-5834  
 NAME OF YOUR MOTHER (Or female guardian): Ernest R. Piccolo ADDRESS: " " TELEPHONE NO.: " "

WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY?  
Parents and In-Laws

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY  
 NAME (Mr., Mrs., Miss) (Last-First-Middle): Piccolo, Ernest R. RELATIONSHIP: Mother  
 HOME ADDRESS (No. Street City State Zip Code): 1636 N.E. 20th St. Ft. Lauderdale, FL HOME TELEPHONE NUMBER (305): 564-5834  
 BUSINESS ADDRESS (No. Street City State Zip Code) AND NAME OF EMPLOYER, IF APPLICABLE: N/A BUSINESS TELEPHONE & EXTENSION:

IS THE INDIVIDUAL NAMED ABOVE BITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.) YES  NO

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

DOES THIS INDIVIDUAL SWORN THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY SUCCESSION? (If "No" explain why in item 5.) YES  NO

The persons named in item 3 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 5 ON THE REVERSE SIDE OF THIS FORM

**CURRENT RESIDENCE AND DEPENDENCY REPORT**

CONFIDENTIAL

(When Filled In)

9. VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

POTOMAC Bank and TRUST Co. (checking & Savings)  
FAIRFAX, VA. 22030  
Joseph S. Piccolo JR.

ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION?  YES  NO  
IF YES, DO YOU HAVE A JOINT ACCOUNT?  YES  NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT?  YES  NO. (If "Yes" where is document located?)  
Safe Deposit Box, Potomac Bank & Trust Co. Fairfax, VA.

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?  YES  NO. (If "Yes" give name(s) and address)

HAVE YOU EXECUTED A POWER OF ATTORNEY?  YES  NO. (If "Yes", who possess the power of attorney?)  
Wife

10. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

Re: Item #4 - Contact for Emergency should follow the below order

A. Wife (Item 3)  
B. Mother (Item 4)  
C. In-Laws  
MR. Norman H. Wyatt  
Rt 2 Box 342 B  
MANASSAS, VA. 22110  
Tel. (703) 368-9761

SIGNED BY: Wash DC. DATE: 20 May 70 SIGNATURE: [Signature]

CONFIDENTIAL

**SECRET**  
(When Filled In)

<b>REPORT OF SERVICE ABROAD</b>						<b>FILE</b>				
TO: Office of Personnel, Transactions and Records Branch, Status Section						<b>PUNCHED</b> BY <i>S</i>				
SERIAL NO.		NAME								
		LAST		FIRST		MIDDLE				
1-6 <i>025658</i>		(Print) <i>Piccolo</i>		7-24 <i>Joseph S</i>						
INSTRUCTIONS										
<p>USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 88, REVISED.</p>										
<b>PCS DATES OF SERVICE</b>										
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY	COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR			CODE	CODE	
28-28	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 8 - CANCELLATION		37	38	39
<i>06</i>	<i>23</i>	<i>70</i>						<i>1</i>		
									<i>Brazil</i>	
									<i>0910</i>	
<b>TDY DATES OF SERVICE</b>										
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY	AREA(S)	
MONTH	DAY	YEAR	MONTH	DAY	YEAR			CODE	CODE	
28-28	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION		37	38	39
<b>OFFICE OF PERSONNEL USE ONLY - PUNCH AREA</b>										
<b>SOURCE DOCUMENT AND CERTIFICATION</b>										
TRAVEL VOUCHER				DISPATCH						
<i>M</i> CABLE				DUTY STATUS OR TIME AND ATTENDANCE REPORT						
OTHER (Specify)										
DOCUMENT IDENTIFICATION No. <i>2420032</i>				DOCUMENT DATE/PERIOD <i>24, June 70</i>						
REMARKS										
PREPARED BY		REPORT SUBMITTED BY		ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED						
DATE		DATE		SIGNATURE						
<i>5 10</i>		<i>5 10</i>		<i>[Signature]</i>						
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER										

FORM 1451a (Rev. 6-67)

**SECRET**

16-101

**SECRET**  
(When Filled In)

**REPORT OF SERVICE ABROAD**

**TO:** Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
025658 <sup>1-8</sup>	(Print) Piccolo	<sup>7-26</sup> Joseph	S,

**INSTRUCTIONS**

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

**PCS DATES OF SERVICE**

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION				
			01	1	469		1			
									Niagoga, Nigeria	525

**TDY DATES OF SERVICE**

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION				

**OFFICE OF PERSONNEL USE ONLY - PUNCH AREA**

**SOURCE DOCUMENT AND CERTIFICATION**

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

DOCUMENT IDENTIFICATION NO. EN 65783	DOCUMENT DATE/PERIOD 6 January 1969
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REMARKS

PREPARED BY <input type="checkbox"/> OCO <input checked="" type="checkbox"/> C & L DIVISION, CTRO. <input checked="" type="checkbox"/> L & T DIVISION	REPORT ANNOTATED ON CONTROL DOCUMENT DATE 1/23/69	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED SIGNATURE <i>Francis G. King</i>
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THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL  
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER



Executive Registry  
100-3706

TREASURY DEPARTMENT  
UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

August 1, 1968

100-3706

The Honorable  
Richard M. Holms  
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

SECRET

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

**IMPORTANT  
AGENCY INSTRUCTIONS  
ON BACK OF ORIGINAL**

**TO COMPLETE THIS FORM—**

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

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

NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
Piccolo	Joseph	S.	Dec 9, 35	
EMPLOYING DEPARTMENT OR AGENCY			LOCATION (City, State, ZIP Code)	

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

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

(A)

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

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

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

(B)

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

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

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

(C)

**WAIVER OF LIFE INSURANCE COVERAGE**

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

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

SIGNATURE (do not print)

DATE

*Joseph S. Piccolo*  
15 Mar 68

**FOR EMPLOYING OFFICE USE ONLY**

(official receiving date stamp)

OFFICE OF PERSONNEL  
GENERAL INVESTIGATING

MAR 20 1 19 PM '68

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

SECRET

STANDARD FORM NO. 170-7  
MAY 1962 EDITION  
USE ONE COPY UNTIL APRIL 10, 1968  
(7b-1d)

## INSTRUCTIONS TO EMPLOYING AGENCY

1. **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 waivers.**—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 failing 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.
4. **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 B, detach and destroy the stub.
5. **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.
6. **Disposition of forms.**—(a) File the Original SF 176-T in the official personnel folder in all cases.  
(b) Any necessary payroll 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.
7. **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 EMPLOYING OFFICE	EMPLOYEE'S DECISION	EFFECTIVE DATE (IF NO WAIVER SF 53, IN EFFECT)	
		OF DECISION	OF DEDUCTIONS
On or before February 14, 1968.	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
	Declines optional (but not regular) (box B).	Declination effective February 14, 1968.	
	Waives regular (so ineligible for optional) (box C).	Waiver effective last day of pay period in which February 14, 1968 falls.	Deductions stop last day of pay period in which February 14, 1968 falls.
After February 14 but not later than April 14, 1968.	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 after date of receipt
	Declines optional (but not regular) (box B).	Declination effective on date of receipt, but employee loses automatic optional protection on February 14, 1968	
	Cancels previously elected optional (but not regular) (box B)	Cancellation effective last day of pay period in which received	Deductions for optional stop last day of pay period in which received
	Waives regular (so ineligible for optional) (box C)	Waiver effective last day of pay period in which received	Deductions stop last day of pay period in which received

- NOTES**
- 1 Because regular insurance coverage and deductions are automatic unless waived (by checking box C) A and B elections do not affect regular insurance effective dates
  - 2 An employee for whom the agency files SF 176-T because he failed to file is deemed to have declined optional but not regular insurance
  - 3 An employee with an unexpired waiver (SF 53) on file cannot be insured any earlier than the first day he is insured and can continue to a pay period beginning on or after February 14, 1968, filing of an SF 176-T before that date will not cancel an SF 53 any earlier. Deductions begin the day he becomes insured
  - 4 The effective date of regular (and optional) insurance coverage for an employee who has been on leave without pay for more than 1 year is the first pay day he is on pay and duty status. Deductions are effective the same day

**SECRET**  
(When Filled In)

**REPORT OF SERVICE ABROAD**

**TO:** Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO. 1-8	NAME		
	LAST (Print)	FIRST 7-24	MIDDLE
025658	PICCOLO	Joseph	S.

**INSTRUCTIONS**

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR, REFER TO OFI NO. 98, REVISED.

**PCS DATES OF SERVICE**

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
			01	20	68	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION	1		MEXICO	450

**TDY DATES OF SERVICE**

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
						2 - TDY (Basic) 4 - CORRECTION 5 - CANCELLATION				

**OFFICE OF PERSONNEL USE ONLY - PUNCH AREA**

**SOURCE DOCUMENT AND CERTIFICATION**

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

DOCUMENT IDENTIFICATION NO. 35014	DOCUMENT DATE/PERIOD 01/22/68
--------------------------------------	----------------------------------

REMARKS

PREPARED BY [Signature]	REPORT APPROVED OR CONTROL APPROVED [Signature]	DATE 1-24-68	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED [Signature]
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THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL  
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER



SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE		FOR HEADQUARTERS USE ONLY	
NAME OF EMPLOYEE (use pseudo only if SA) <b>Joseph Piccolo</b>	DATE (from item 5.1) <b>16 March 1967</b>	NAME OF SUPERVISOR (true) <b>Francis Sherry</b>	DATE (from item 5.2) <b>16 March 1967</b>
DATE RECEIVED AT HEADQUARTERS:	DISPATCH NUMBER: <b>HMGT 7713</b>	DATE RECEIVED BY CAREER SERVICE: <b>11 MAY 1967</b>	

TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH <b>8 Dec 35</b>	2. SERVICE DESIGN <b>D</b>	3. YOUR CURRENT POSITION, TITLE AND GRADE <b>PBRUMEN Section/ Operations Officer GS-11</b>	4. STATION OR BASE <b>Mexico City</b>	5. CRYPT FOR CURRENT COVER <input type="checkbox"/>
6a. DATE OF PCS ARRIVAL IN FIELD <b>29 Sept. 65</b>	6b. REQUESTED DATE OF DEPARTURE <b>31 Jan 68</b>	6c. EXPECTED DATE OF FIRST CHECK-IN AT HQ <b>8 Feb 68</b>	6d. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE <b>15 April 1968</b>	

7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:  
**One, age 24**

8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING WHAT ASSIGNMENT:  
**Due to continued health problems, (a high splenic flecture of the colon) a post at an altitude lower than Mexico City would be desirable. Although this illness has not impaired my ability to perform my work, it has put a strain on me and it is disconcerting not to feel completely up to par for extended periods of time.**

9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). (also attach personal cover questionnaire in accordance with CSI-P. 240-8)

**Operations officer in the PBRUMEN section responsible for a [redacted] center, [redacted] PBRUMEN, [redacted] and other CI [redacted] PBRUMEN, a [redacted] and a small [redacted] operation.**

10. TRAINING DESIRED:  
INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS

1.
2.
3.

SECRET

11. PREFERENCE FOR NEXT ASSIGNMENT Operations Officer Western Hemisphere Division

11A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED 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.

11B. 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, & 3 (for 1st, 2nd, and 3rd choice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.

- EXTEND TOUR Three MONTHS AT CURRENT STATION TO 31 January 1968.  
(DATE)
- BE ASSIGNED TO HQTRS FOR A TOUR OF DUTY; INDICATE YOUR CHOICE OF DIVISION, STATE OR OFFICE.  
1ST CHOICE WHI 2ND CHOICE WED 3RD CHOICE TRAINING
- BE ASSIGNED TO ANOTHER FIELD STATION; INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION  
1ST CHOICE Managua 2ND CHOICE Madrid 3RD CHOICE Rio de Janeiro
- RETURN TO MY CURRENT STATION

TO BE COMPLETED BY FIELD STATION

12. 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:

It is recommended, primarily because of problems of health (at the high altitude in this post) that this officer be allowed one of the choices 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 PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION 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.

DATE 10 May 67 TITLE C/WH/Pers SIGNATURE Robert D. Cashman

FOR USE BY CAREER SERVICE

14. APPROVED ASSIGNMENT: Next tour = Managua. Estimated to Dec 61 approx 1.

15. EMPLOYEE NOTIFIED BY DISPATCH NO. 7722 DATED: 11/5/67

CABLE NO. \_\_\_\_\_ DATED: \_\_\_\_\_

CAREER SERVICE REPRESENTATIVE: Robert M. Zabolto DATE: 11/5/67

Standard Form No. 2809  
U.S. Civil Service Commission  
FPM Supplement 850-1  
November 1965

**HEALTH BENEFITS REGISTRATION FORM**  
FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM  
*(Add instructions on back of this page. See also Form SF 2809-1.)*

New Carrier's Control No.  
**9535981**  
Old Carrier's Control No.  
0-1-1

TO EMPLOYING OFFICE: SHOW OLD CARRIER'S CONTROL NUMBER UNLESS ELECTION IS TO CANCEL ENROLLMENT OR TO CHANGE OPTIONS OR TYPE OF ENROLLMENT IN THE SAME PLAN.

**PART A**  
ALL WHO REGISTER MUST FILL IN THIS PART.

1. NAME (LAST) (FIRST) (MIDDLE INITIAL)  
Pecola Joseph S

2. DATE OF BIRTH (Use numbers)  
MONTH: 12, DAY: 8, YEAR: 35

3. ARE YOU NOW MARRIED?  
YES  1  
NO  2

4. YOUR MAILING ADDRESS (NUMBER AND STREET) (CITY) (STATE) (ZIP CODE)

5. SEX: MALE  1, FEMALE  2

**IMPORTANT**

IT IS ILLEGAL FOR AN EMPLOYEE OR A MEMBER OF HIS FAMILY TO BE COVERED UNDER MORE THAN ONE ENROLLMENT. IF YOU ARE ALREADY COVERED THROUGH THE FAMILY ENROLLMENT OF ANOTHER FEDERAL OR DISTRICT OF COLUMBIA EMPLOYEE OR EMPLOYER YOU MUST REQUEST NOT TO ENROLL OR THE OTHER ENROLLMENT MUST BE CANCELED OR CHANGED TO SELF ONLY. SIMILARLY IF A FAMILY MEMBER LISTED ON PART B IS COVERED THROUGH HIS (OR HER) OWN ENROLLMENT YOU CANNOT ELECT A FAMILY ENROLLMENT UNLESS THE FAMILY MEMBER CANCELS HIS (OR HER) ENROLLMENT.

**PART B**  
FILL IN THIS PART IF YOU WISH TO ENROLL OR CHANGE YOUR ENROLLMENT IN A HEALTH BENEFITS PLAN.

1. I elect to enroll in a health benefits plan as shown below. I authorize deductions from my salary, compensation, or annuity to cover my share of the cost of the enrollment. (Copy the information requested below from back page of brochure of the plan you select.)

NAME OF PLAN Pecola	OPTION (HIGH OR LOW)	ENROLLMENT CODE NUMBER 4 2 2
------------------------	----------------------	---------------------------------

2. In space below list all eligible family members without exception. List your wife or husband first, then your unmarried children under age 21, including (a) legally adopted children and (b) stepchildren, foster children, and step-grandchildren who live with you in a regular parent-child relationship. Include also any unmarried child over 21 who became disabled before age 21 and who, because of the disability, is incapable of self-support. (Attach a doctor's certificate for a disabled child age 21 or over if one is not already on file.) DO NOT LIST PARENTS OR OTHERS WHO ARE NOT ELIGIBLE FAMILY MEMBERS. THEY WILL NOT RECEIVE BENEFITS, EVEN IF THEY ARE DEPENDENT ON YOU AND ARE LISTED.

NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)	NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)
Wife or Husband	1		6
	2		7
	3		8
	4		9
	5		10

If enrollment is for self only, answer item 1. If enrollment is for self and family, also answer item 2.

IF YOU ARE CHANGING YOUR ENROLLMENT ALSO FILL IN PART D.

**PART C**  
FILL IN THIS PART IF YOU WISH NOT TO ENROLL OR IF YOU WISH TO CANCEL YOUR ENROLLMENT.

PLACE AN "X" IN ITEM 1 OR 2, WHICHEVER APPLIES:

1. I ELECT NOT TO ENROLL IN A PLAN UNDER THE FEDERAL EMPLOYEES HEALTH BENEFITS ACT.

2. I ELECT TO CANCEL MY PRESENT ENROLLMENT UNDER THE CODE NUMBER SHOWN BELOW.

Present Enrollment Code Number

**PART D**  
FILL IN THIS PART AS WELL AS PART B, TO CHANGE YOUR ENROLLMENT.

ANSWER ITEMS 1, 2 AND 3 TO SHOW ENROLLMENT CODE BEING CHANGED AND ELIGIBILITY FOR CHANGE

1. ENROLLMENT CODE NUMBER OF PRESENT PLAN: 4 2 1

2. NUMBER OF EVENT WHICH PERMITS CHANGE (See table on back of duplicate for proper number): 2

3. DATE OF EVENT WHICH PERMITS CHANGE: MONTH: 2, DAY: 14, YEAR: 67

**PART E**  
ALL WHO REGISTER MUST FILL IN THIS PART.

(YOUR SIGNATURE - DO NOT PRINT) (DATE)

WARNING.— Any intentional false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 3 years, or both. (18 U.S.C. 1001.)

**PART F**  
TO BE COMPLETED BY AGENCY.

1. NAME AND ADDRESS OF EMPLOYING OFFICE

2. DATE RECEIVED BY EMPLOYING OFFICE: 1-11-67

3. EFFECTIVE DATE OF ELECTION: 1-15-67

4. PATROL OFFICE NO.

5. SF 2811 REPORT NO.

(SIGNATURE OF AUTHORIZED AGENCY OFFICIAL)

**REMARKS**  
FOR USE ONLY BY AGENCY

L.H.

SECRET

TFR

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 [redacted] 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 GS-10 & \$8,700<sup>1110</sup> per annum, you will accept cover employment with [redacted] (hereinafter referred to as "your cover facility") effective as of August 27, 1965. 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 [redacted].

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

2. 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.

SECRET

3. Travel to your post of duty overseas and your return travel to the United States, as well as travel performed overseas which is consistent with your cover designation, will normally be at the direction of your cover facility. Such travel will be accomplished in conformance with applicable regulations of your cover facility except when you are

4. Salary and (except as provided in paragraph three (3) above) allowances paid

payments due on the basis of your grade level with this organization.

If such

be credited to your payroll account with this organization.

payments exceed the amount due, the overage will be remitted to this organization at designated intervals, presently

Computations hereunder will be made on the basis of the aggregate gross due and received provided, however, that in computing remittances for overage Federal and, if applicable, District of Columbia income taxes withheld

To assure timely accuracy in your payroll account with this organization you are expected to immediately report changes.

5. Your status as an employee of this organization will continue in full force and effect during your period of duty with your cover facility and you will continue to be entitled to all rights, benefits and emoluments of such status. Certain variations in procedure will be required, however,

a. you will continue to be covered by the provisions of the Civil Service Retirement Act, as amended, and at your personal expense you will be subject to payroll deductions for retirement purposes (now six and one-half per cent) on the basis of your cover salary or your salary from this organization, whichever is the greater.

b. If you receive taxable income from and this organization, necessary adjustments for Federal, and if applicable, District of Columbia income tax purposes will be made in conformance with instructions received from this organization.

c. you will continue to be responsible for compliance with the rules and regulations of this organization.

d. You are not assured upon the completion of your period of duty with your cover facility on your services performed of this organization.

# SECRET

e. All annual and sick leave which is accrued to your credit

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

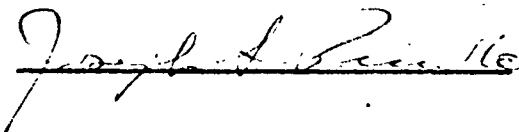
[redacted]

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 oath you may be required to take.

UNITED STATES GOVERNMENT

BY   
Personnel Office

ACCEPTED:

  
\_\_\_\_\_

CONFIDENTIAL  
(When Filled In)

IMPORTANT

Central Processing Branch has been charged with responsibility (OPM 20-5-1 dated 12 October 1961) for ensuring that all employees processing PCS to the West have reviewed the field version of the Employee Conduct Handbook. You will not be checked out for your proposed travel until you sign the following statement and return it to CPB. Your Personnel Officer can provide you with a copy of the Handbook.

MEMORANDUM OF UNDERSTANDING

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

Joseph D. Piccolo  
Signature  
JOSEPH PICCOLO

27 Aug 65  
Date

**SECRET**  
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE									
TO: Office of Personnel, Statistical Reporting Branch, ROOM 5 B SAC Headquarters									
EMPLOYEE SERIAL NO. <small>1-6</small>	NAME OF EMPLOYEE						OFFICE/COMPONENT		
	LAST <small>(Print)</small>	FIRST	MIDDLE						
025658	PICCOLO, JOSEPH S.						57		
INSTRUCTIONS									
USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.									
PCS DATES OF SERVICE									
TYPE OF DATA 1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	ARRIVAL				DEPARTURE			COUNTRY	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
	27	20-29	30-31	22-33	34-35	36-37	38-39		
1	09	29	65				MEXICO CITY	450	
TDY DATES OF SERVICE									
TYPE OF DATA 2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	DEPARTURE				RETURN			AREA(S)	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
	27	20-29	30-31	32-33	34-35	36-37	38-39		
SOURCE OF RECORD DOCUMENT									
TRAVEL VOUCHER					<input checked="" type="checkbox"/> DISPATCH				
CABLE					DUTY STATUS OR TIME AND ATTENDANCE REPORT				
OTHER (Specify)									
DOCUMENT IDENTIFICATION NO. HDMT-5916					DOCUMENT DATE/PERIOD 7 OCTOBER 1965				
REMARKS									
PREPARED BY			<input checked="" type="checkbox"/> REPORT ANNOTATED ON SOURCE DOCUMENT			ABOVE DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT LISTED			
DATE 10/19/65			SIGNATURE						

FORM 1451a USE PREVIOUS EDITIONS

**SECRET**

GROUP 1  
Excluded from automatic  
downgrading and declassification

18 161



SECRET  
(When Filled In)

NOV 1965

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

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

EMPLOYEE SERIAL NO. 1-8	NAME OF EMPLOYEE			OFFICE/COMPONENT 20-20
	LAST (Print)	FIRST	MIDDLE	
125658	PICCOLO,	Joseph		51

INSTRUCTIONS

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

PCS DATES OF SERVICE

TYPE OF DATA	ARRIVAL			DEPARTURE			COUNTRY	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY		
1 - PCS (Basic)	27	70-20	30-31	32-33	34-35	36-37		40-42
3 - CORRECTION								
5 - CANCELLATION								

TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE			RETURN			AREA(S)	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY		
1 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37		40-42
3 - CORRECTION								
5 - CANCELLATION								
	201	67	15	65	11	65	WH	811

SOURCE OF RECORD DOCUMENT

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

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

REMARKS

PREPARED BY	DATE	APPROVED BY	DATE

SECRET

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(When Filled In)

TJR

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

NAME OF EMPLOYEE (Last)		NAME OF EMPLOYEE (First)		NAME OF EMPLOYEE (Middle)		SOCIAL SECURITY NUMBER		
Piccolo		Joseph		S.				
<b>1. RESIDENCE DATA</b>								
PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY.				LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)				
Washington D.C.				Washington D.C.				
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE				HOME LEAVE RESIDENCE				
FT. LAUDERDALE, FLA.				FT. LAUDERDALE, FLA.				
<b>2. MARITAL STATUS (Check one)</b>								
<input checked="" type="checkbox"/> SINGLE		<input type="checkbox"/> MARRIED		<input type="checkbox"/> SEPARATED		<input type="checkbox"/> DIVORCED		
<input type="checkbox"/> WIDOWED		<input type="checkbox"/> ANNULLED						
IF MARRIED, PLACE OF MARRIAGE						DATE OF MARRIAGE		
IF DIVORCED, PLACE OF DIVORCE DECREE						DATE OF DECREE		
IF WIDOWED, PLACE SPOUSE DIED						DATE SPOUSE DIED		
IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)								
<b>3. MEMBERS OF FAMILY</b>								
NAME OF SPOUSE		ADDRESS (No., Street, City, Zone, State)			TELEPHONE NO.			
N/A								
NAMES OF CHILDREN		ADDRESS			SEX	DATE OF BIRTH		
N/A								
NAME OF YOUR FATHER (Or male guardian)		ADDRESS			TELEPHONE NO.			
Joseph Piccolo		FT. LAUDERDALE, FLA.			604-5834			
NAME OF YOUR MOTHER (Or female guardian)		ADDRESS			TELEPHONE NO.			
IRENE A. Piccolo		FT. LAUDERDALE, FLA.			604-5834			
WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.								
PARENTS								
<b>4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY</b>								
NAME (Mr., Mrs., Miss) (Last-First-Middle)				RELATIONSHIP				
Piccolo, IRENE A.				Mother				
HOME ADDRESS (No., Street, City, Zone, State)				HOME TELEPHONE NUMBER				
1636 N.E. 20 <sup>th</sup> ST. FT. LAUDERDALE, FLA.				604-5834				
BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE				BUSINESS TELEPHONE & EXTENSION				
N/A				N/A				
IS THE INDIVIDUAL NAMED ABOVE BITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.)							YES	<input checked="" type="checkbox"/>
							NO	<input type="checkbox"/>
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPABLE? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)							YES	<input checked="" type="checkbox"/>
							NO	<input type="checkbox"/>
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 5.)							YES	<input checked="" type="checkbox"/>
							NO	<input type="checkbox"/>
The persons named in item 3 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 4 ON THE REVERSE SIDE OF THIS FORM.								
(PRINTED ON REVERSE SIDE)								
<b>CURRENT RESIDENCE AND DEPENDENCY REPORT</b>								

CONFIDENTIAL  
(When Filled In)

5. VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

FT. LAUDERDALE NATIONAL BANK (Checking & Savings)  
FT. LAUDERDALE, FLORIDA  
Joseph Stephen Piccolo

ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION?  YES  NO  
IF YES, DO YOU HAVE A JOINT ACCOUNT?  YES  NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT?  YES  NO. (If "Yes" where is document located?)  
with Parents

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?  
 YES  NO. (If "Yes" give name(s) and address)  
N/A

HAVE YOU EXECUTED A POWER OF ATTORNEY?  YES  NO. (If "Yes" who possess the power of attorney?)

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

SIGNED BY	DATE	SIGNATURE
X/pc	27 Nov 05	Joseph S. Piccolo

CONFIDENTIAL

NOTICE OF CHANGE IN HEALTH BENEFITS ENROLLMENT  
FEDERAL EMPLOYEES HEALTH BENEFITS ACT OF 1959

A. IDENTIFYING DATA

1. NAME (LAST)	(FIRST)	(MIDDLE INITIAL)	2. DATE OF BIRTH	3. CAREER CONTROL NO.
Piccolo, Joseph			12/8/35	009869
4. ADDRESS (NUMBER AND STREET)			5. PAYROLL OFFICE NO.	6. ENROLLMENT CODE NO.
	(CITY AND ZONE NUMBER)	(STATE)	11239901	421
			7. DATE ACTION BECOMES EFFECTIVE	
			8/7/62	

B. TERMINATION

ENROLLMENT TERMINATES EFFECTIVE ON THE DATE SHOWN IN ITEM 7 ABOVE, WITH ELIGIBILITY TO CONVERT TO A NONGROUP CONTRACT

C. CHANGE IN PLAN

ENROLLMENT SHOWN BY ITEM 6, ABOVE, HAS BEEN TERMINATED BECAUSE OF ELECTION OF ANOTHER PLAN.

D. TRANSFER OUT

E. TRANSFER IN

<input type="checkbox"/>	NAME AND ADDRESS OF NEW PAYROLL OFFICE (OR RETIREMENT SYSTEM) TO WHICH TRANSFERRING:	<input type="checkbox"/>
		ENROLLMENT ACCEPTED BY THIS AGENCY

F. SUSPENSION

G. REINSTATEMENT

<input type="checkbox"/>	ENROLLMENT HAS BEEN SUSPENDED, EFFECTIVE ON DATE SHOWN IN ITEM 7, ABOVE WHILE ENROLLEE IS ON ACTIVE MILITARY DUTY OR FOR THE REASON STATED IN REMARKS	<input checked="" type="checkbox"/>	ENROLLMENT HAS BEEN REINSTATED, EFFECTIVE ON DATE SHOWN IN ITEM 7, ABOVE.
--------------------------	---	-------------------------------------	---

H. CHANGE IN NAME OF ENROLLEE

ENROLLMENT HAS BEEN CHANGED TO:

NAME: \_\_\_\_\_ ADDRESS IF DIFFERENT FROM ITEM 4 ABOVE: \_\_\_\_\_ DATE OF BIRTH: \_\_\_\_\_

I. CHANGE IN ENROLLMENT — SURVIVOR ANNUITANT

ENROLLMENT HAS BEEN CHANGED FROM FAMILY COVERAGE TO SELF ONLY

NEW ENROLLMENT CODE NUMBER: \_\_\_\_\_

J. REMARKS

Remarks: \_\_\_\_\_ 12/31/62  
10/1/61

K. DATE OF NOTICE

*[Signature]* 8/7/62  
HEALTH BENEFITS OFFICER  
Central Intelligence Agency  
Washington 25, D. C.

**SECRET**

(When Filled In)

MILITARY STATUS QUESTIONNAIRE (READ INSTRUCTIONS ON REVERSE SIDE)				DO NOT WRITE IN SPACES BELOW			
1. THIS DATE (Month-Jay-year) <i>AUGUST 27, 1962</i>				1-0. SERIAL NUMBER <i>025658</i>			
2. NAME (Last-First-middle) <i>Riccolo, Joseph S. Stephan</i>				7-24. NAME			
3. DATE OF BIRTH (Month-year) <i>Dec 1935</i>		4. SEX <input checked="" type="checkbox"/> (1) MALE <input type="checkbox"/> (2) FEMALE		29-29. DOB <i>12-35</i>		29. SEX <i>1</i>	
5. OFFICE TO WHICH ASSIGNED		6. SCHEDULE AND GRADE <i>GS-7</i>		30-31. OFFICE CODE <i>61</i>		32-34. SCMD   35-38 GR. <i>GS 07</i>	
7. SUBJECT TO CURRENT DRAFT <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		8. INDICATE DRAFT CLASSIFICATION, IF ANY <i>(1-D)</i>		37. DRAFT STATUS <input checked="" type="checkbox"/>		38-39. CLASS. <i>1-D</i>	
<b>VETERANS COMPLETE THE FOLLOWING</b>							
9. BRANCH OF SERVICE ON SEPARATION (Check one)			10. MIL. GRADE ON SEPARATION <i>STAFF SERGEANT</i>			41. BRANCH SERVICE <i>4</i>	
(1) ARMY	(2) NAVY	<input checked="" type="checkbox"/> (3) MARINE	(4) AIR FORCE	(5) COAST GUARD	10A. YRS/MOS OF ACTIVE SERVICE <i>1 YR 1 MO</i>	41-42. MIL. GRADE <i>E-5</i>	
11. STATUS AT TIME OF SEPARATION (Check one)				43. STATUS AT SEPARATION <i>2</i>			
(1) REGULAR	<input checked="" type="checkbox"/> (2) RESERVE	(3) DRAFTEE	(4) OTHER (Specify in comments)	44. TYPE OF SEPARATION (A-less than 8 yrs; I-8 yrs or more)			
<b>PLEASE NOTE</b>							
ALTHOUGH YOU MAY HAVE A SERVICE CONNECTED DISABILITY, DO NOT CHECK THE BOX "RETIRED-SERVICE CONNECTED DISABILITY" UNLESS YOU WERE ACTUALLY RETIRED FOR THIS REASON. IF OTHERWISE, CHECK "HONORABLE DISCHARGE" OR "RELEASED TO INACTIVE DUTY" AS APPROPRIATE, EVEN THOUGH YOU MAY BE DRAWING A DISABILITY ALLOWANCE OR COMPENSATION.							
(1) RELEASED TO INACTIVE DUTY		(5) RETIRED-AGE		1A		7A	
(2) HONORABLE DISCHARGE		(6) RETIRED-SERVICE CONNECTED DISABILITY		1B		7B	
(3) RETIRED-20 (or more) YRS. SERVICE		(7) RETIRED-COMBAT DISABILITY		2A		8A <input checked="" type="checkbox"/>	
(4) RETIRED-LESS THAN 20 YRS. SERVICE		(8) OTHER-SPECIFY UNDER COMMENTS		2B		8B	
<b>MEMBERS OF RESERVE FORCES COMPLETE THE FOLLOWING</b>							
13. RESERVE BRANCH OR SERVICE <i>D.C. AIR NAT'L Guard</i>		14. ORIGINAL ENTRY DATE IN ARMED SERVICES <i>13 Feb 54</i>		45. BRANCH SERVICE <i>8</i>		46-49. ENTRY DATE <i>10251</i>	
15. SERVICE SERIAL NO. <i>AF72928914</i>		16. MOS, AFSC, DESIGNATOR, OR RATING <i>70250</i>		50-59. SERV. SER. NO. <i>AFSC 5914</i>		60-64. MOS, AFSC. <i>70250</i>	
17. MIL. GRADE <i>SSGT</i>		18. RESERVE CATEGORY (Check one)		65-68. MIL. GRADE <i>L5</i>		67. CATEGORY <i>1</i>	
<input checked="" type="checkbox"/> (1) READY	<input type="checkbox"/> (2) STANDBY	<input type="checkbox"/> (3) RETIRED	40-71. EXPIRATION DATE <i>006</i>				
19. EXPIRATION DATE OF APPOINTMENT OR ENLISTMENT (Month and year) <i>AUG 1963</i>				72. MOBILIZATION ASSIGNMENT <i>2</i>			
20. MIL. MOBILIZATION ASSIGNMENT <i>121ST TAC FTR SQ Andrews AFB</i>				73. ASSIGNMENT UNIT <i>2</i>			
21. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED <i>121ST TAC FTR SQ Andrews AFB</i>				74. MOBILIZATION CATEGORY <i>2</i>			
22. COMMENTS <i>Item 12. Honorable Separation From Active Duty USAF To Active Reserve DEANG. 24 AUG 62.</i>							

### APPOINTMENT AFFIDAVITS

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

CENTRAL INTELLIGENCE AGENCY

LANGLEY, VIRGINIA

(Department or agency)

(Bureau or division)

(Place of employment)

I, JOSEPH L. PICCOLO, do solemnly swear (or affirm) that—

#### A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

#### B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I knowingly a member of any organization that advocates the overthrow of the constitutional form of the Government of the United States, or which seeks by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) that I will not so advocate, nor will I knowingly become a member of such organization during the period that I am an employee of the Federal Government or any agency thereof.

#### C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not participating in any strike against the Government of the United States or any agency thereof, and I will not so participate while an employee of the Government of the United States or any agency thereof. I do not and will not assert the right to strike against the Government of the United States or any agency thereof while an employee of the Government of the United States or any agency thereof. I do further swear (or affirm) that I am not knowingly a member of an organization of Government employees that asserts the right to strike against the Government of the United States or any agency thereof and I will not, while an employee of the Government of the United States or any agency thereof, knowingly become a member of such an organization.

#### D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not, nor has anyone acting in my behalf, given, transferred, promised or paid any consideration for or in expectation or hope of receiving assistance in securing such appointment.

#### E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

25 August 1967  
(Date of entrance on duty)

Joseph L. Piccolo  
(Signature of appointee)

Subscribed and sworn before me this 27th day of August, A. D. 1967

at Langley, Virginia

[SEAL]

David W. Huber  
(Signature of officer)  
Personnel Clerk  
(Title)

NOTE — The oath of office must be administered by a person specified in 5 U. S. C. 18, or by a person designated to administer oaths under Section 208, Act of June 26, 1943, 5 U. S. C. 18a. If he is a Notary Public, the date of expiration of his commission should be shown.

## DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. 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 dismissal after appointment and is punishable by law.

1 PRESENT ADDRESS (street and number, city and State) \_\_\_\_\_ Washington 24, D.C.

2 (A) DATE OF BIRTH 8 Dec 35 (B) PLACE OF BIRTH (city and State or city and foreign country) Yonkers, New York

3 (A) IN CASE OF EMERGENCY, PLEASE NOTIFY \_\_\_\_\_ (B) RELATIONSHIP \_\_\_\_\_ (C) STREET AND NUMBER, CITY AND STATE \_\_\_\_\_ (D) TELEPHONE NO. LO 4-5834

MRS. Joseph Piccolo McTier ET. LAUDERDALE, FLA.

4 DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS?  YES  NO

If so, for each such relative fill in the blank below. If additional space is necessary, complete under Item 12.

NAME	POST OFFICE ADDRESS (Give street number, if any)	RELATIONSHIP		MAR. RFD. (Check one)	SIN. OLE (Check one)
		(1) POSITION	(2) TEMPORARY OR NOT		
		1. ....	(1) DEPARTMENT OR AGENCY IN WHICH EMPLOYED		
		2. ....			
		3. ....			
		1. ....			
		2. ....			
		3. ....			

INDICATE ANSWER BY PLACING "X" IN PROPER COLUMN		YES	NO	INDICATE ANSWER BY PLACING "X" IN PROPER COLUMN		YES	NO
8. (A) ARE YOU A CITIZEN OF THE UNITED STATES OF AMERICA OR (B) AS A NATIVE OF AMERICAN SAMOA DO YOU OWE ALLEGIANCE TO THE UNITED STATES OF AMERICA?		X		10. (A) HAVE YOU EVER FILED A WAIVER OF LIFE INSURANCE COVERAGE UNDER THE FEDERAL EMPLOYEES GROUP LIFE INSURANCE ACT?			X
6. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? <i>If your answer is "Yes," give details in Item 12.</i>			X	(B) IF YOU HAVE FILED SUCH A WAIVER, HAS IT BEEN CANCELED OR REVOKED?			X
7. DO YOU RECEIVE OR HAVE YOU APPLIED FOR AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? <i>If your answer is "Yes," give details in Item 12.</i>			X	11. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT: A. HAVE YOU BEEN DISCHARGED FROM EMPLOYMENT BECAUSE: (1) YOUR CONDUCT WAS NOT SATISFACTORY? (2) YOUR WORK WAS NOT SATISFACTORY?			X
9. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT, HAVE YOU BEEN ARRESTED, CHARGED, OR HELD BY FEDERAL, STATE, OR OTHER LAW ENFORCEMENT AUTHORITIES FOR ANY VIOLATION OF ANY FEDERAL LAW, STATE LAW, COUNTY OR MUNICIPAL LAW, REGULATION OR ORDINANCE? DO NOT INCLUDE TRAFFIC VIOLATIONS FOR WHICH A FINE OF \$25 OR LESS WAS IMPOSED. ALL OTHER CHARGES MUST BE INCLUDED EVEN IF THEY WERE DISMISSED. <i>If your answer is "Yes," give in Item 12 for each case: (1) approximate date, (2) charge, (3) place, (4) action taken.</i>			X	B. HAVE YOU RESIGNED AFTER OFFICIAL NOTIFICATION THAT: (1) YOUR CONDUCT WAS NOT SATISFACTORY? (2) YOUR WORK WAS NOT SATISFACTORY?			X
5. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU BEEN BARRED BY THE U.S. CIVIL SERVICE COMMISSION FROM TAKING EXAMINATIONS OR ACCEPTING CIVIL SERVICE APPOINTMENTS? <i>If your answer is "Yes," give dates of and reasons for such debarment in Item 12.</i>			X	C. HAVE YOU BEEN DISCHARGED FROM THE ARMED SERVICES UNDER OTHER THAN HONORABLE CONDITIONS? <i>If your answer to A, B, or C is "Yes," give details in Item 12 as clearly as you can remember, including the name and address of employer, approximate date, and reasons in each case.</i>			X

12. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS (Indicate item numbers to which answers apply)

ITEM NO.	ANSWERS	ITEM NO.	ANSWERS

**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 appointment. This form should be checked for holding of office, prison, any record of recent discharge or arrest, age, citizenship, and members of family. Also, to establish the identity of the appointee, you should particularly check (1) his signature and handwriting against the application and (2) his physical appearance against the medical certificate.

STATEMENT OF PRIOR FEDERAL CIVILIAN AND MILITARY SERVICE  
 AND DETERMINATION OF COMPETITIVE STATUS

IMPORTANT: The information on this form will be used (1) in determining creditable service for leave purposes and retention credits for reduction in force, and (2) in recording agency determination of competitive status. The employee should complete Part I and the Personnel Office should complete Parts II through V.

PART I—EMPLOYEE'S STATEMENT						PART II—THIS COLUMN IS FOR PERSONNEL OFFICE USE				
1. NAME (Last, first, middle initial)				2. DATE OF BIRTH		9. RETENTION GROUP				
Piccolo, Joseph S.				8 Dec 35		10. A. CSC STATUS <input type="checkbox"/> YES <input type="checkbox"/> NO B. TYPE OF PRESENT APPOINTMENT				
3. LIST THE FOLLOWING INFORMATION CONCERNING ALL FEDERAL AND DISTRICT OF COLUMBIA SERVICE YOU HAVE HAD PRIOR TO YOUR PRESENT APPOINTMENT (Do not include military service.)										
NAME AND LOCATION OF AGENCY	FROM—			TO—			TYPE OF APPOINTMENT IF KNOWN	11. SERVICE		
	YEAR	MONTH	DAY	YEAR	MONTH	DAY		YEAR	MONTH	DAY
F.B.I. WASH. DC.	53	AUG	8	55	SEPT	?				
C.I.A. WASH DC.	57	FEB	13	62	OCT	4				
4. LIST PERIODS OF ACTIVE SERVICE IN ANY BRANCH OF THE ARMED FORCES OF THE UNITED STATES IF YOU HAD NO ACTIVE MILITARY SERVICE, WRITE "NONE"										
BRANCH	FROM—			TO—			DISCHARGE (Hon. or dishon?)	12. TOTAL SERVICE		
	YEAR	MONTH	DAY	YEAR	MONTH	DAY		YEAR	MONTH	DAY
U.S. AIR FORCE	62	OCT	1	67	AUG	24	Hon.			
5. DURING PERIODS OF EMPLOYMENT SHOWN IN ITEM 3, DID YOU HAVE A TOTAL OF MORE THAN 6 MONTHS ABSENCE WITHOUT PAY, INCLUDING PERIODS OF MERCHANT MARINE SERVICE, DURING ANY ONE CALENDAR YEAR? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO IF ANSWER IS "YES," LIST FOLLOWING INFORMATION.										
TYPE IF KNOWN (LIWOP, Furl, Susp, AWOL, Mer Mar)	FROM—			TO—			TOTAL			13. NONCREDITABLE SERVICE (Leave purposes only)
	YEAR	MONTH	DAY	YEAR	MONTH	DAY	YEARS	MONTHS	DAYS	
6. DURING THE FEDERAL SERVICE LISTED IN ITEM 3, DID YOU ACQUIRE A PERMANENT COMPETITIVE CIVIL SERVICE STATUS? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (If answer is "Yes," in what agency were you employed at the time status was acquired?) C.I.A.										
7. ARE YOU: A. THE WIFE OF A DISABLED VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO B. THE MOTHER OF A DECEASED OR DISABLED VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO C. THE UNMARRIED WIDOW OF A VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO										
8. TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS I swear (or affirm) that the above statements are true to the best of my knowledge and belief.  27 August 1962 (DATE) Subscribed and sworn to before me on this 27 day of Aug 1962 at Danvers Virginia (CITY, STATE)  SEAL  NOTE: If oath is taken before a Notary Public, the date of expiration of his Commission should be shown  INSTRUCTIONS: File this form on the permanent side of the employee's official personnel folder immediately before or after the personnel action involved										



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.

Joseph A. Piccolo  
Signature

27 August 1962  
Date

CONFIDENTIAL

SECRET

(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

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

EMPLOYEE SERIAL NO. 1-8	NAME OF EMPLOYEE			OFFICE/COMPONENT 25-78
	LAST (Print)	FIRST	MIDDLE	
25658	Piccolo	Joseph	S	46

INSTRUCTIONS

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

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	Mexico	40-42
3 - CORRECTION									450
5 - CANCELLATION	1				01	18	60		

TDY DATES OF SERVICE

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

SOURCE OF RECORD DOCUMENT

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

OTHER (Specify) *PTN Personnel INFO*

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE PERIOD
	<i>25 JAN 60</i>

REMARKS

PREPARED BY	DATE	REVIEWED BY	DATE
<i>[Signature]</i>	<i>[Date]</i>	<i>[Signature]</i>	<i>[Date]</i>

SECRET

STATE OF CHATTAHOOCHEE DEPARTMENT OF REVENUE  
HEALTH BENEFITS PLAN ENROLLMENT STATEMENT

A. IDENTIFYING DATA

NAME: *Richard J. ...*  
ADDRESS: *...*  
CITY: *...*  
STATE: *...*  
ZIP: *7-3031*

B. TERMINATION

YOUR ENROLLMENT IN A HEALTH BENEFITS PLAN HAS BEEN TERMINATED IN ACCORDANCE WITH YOUR RIGHTS UNDER THE PLAN OR UNDER A NON-SPONSORING PLAN.  
DATE OF TERMINATION: *...*

C. CHANGE IN PLAN

YOUR ENROLLMENT CHANGED BY ITEM 6, ABOVE, HAS BEEN TERMINATED IN ACCORDANCE WITH YOUR RIGHTS UNDER THE PLAN OR UNDER A NON-SPONSORING PLAN.

D. TRANSFER

YOUR ENROLLMENT IN A HEALTH BENEFITS PLAN WILL BE TRANSFERRED TO:  
EMPLOYER OR OTHER RETIREMENT SYSTEM: *...*  
DATE OF TRANSFER: *...*  
YOUR ENROLLMENT IN A HEALTH BENEFITS PLAN HAS BEEN TRANSFERRED TO THIS OFFICE:

E. SUSPENSION OR REINSTATEMENT

YOUR ENROLLMENT IN A HEALTH BENEFITS PLAN HAS BEEN SUSPENDED BECAUSE YOU ARE ENGAGED IN FULL-TIME DUTY OF *...*  
DATE OF SUSPENSION: *...*  
DATE OF REINSTATEMENT: *...*  
YOUR ENROLLMENT IN A HEALTH BENEFITS PLAN HAS BEEN REINSTATED, EFFECTIVE ON LAST DATE OF ITEM 7, ABOVE:

F. CHANGE IN NAME OF ENROLLEE

NO ENROLLEE KNOWN IN PART A, ABOVE, HAS BEEN CHANGED TO:  
NAME: *...* ACTIVE IN ENROLLMENT IN ITEM 4, ABOVE:  DATE OF BIRTH: *...*

G. CHANGE IN ENROLLMENT - SURVIVOR ANNUITY

YOUR ENROLLMENT IN A HEALTH BENEFITS PLAN HAS BEEN CHANGED FROM FAMILY COVERAGE TO SELF ONLY:   
NEW ENROLLMENT CODE NUMBER:

H. REMARKS

*11741*  
*7-3031*

I. DATE OF NOTICE

HEALTH BENEFITS OFFICER (ALTERATE) *...* DATE: *...*  
NAME OF AGENT: *...* ADDRESS: *...*

**HEALTH BENEFITS REGISTRATION FORM**  
FEDERAL EMPLOYEES HEALTH BENEFITS ACT OF 1959  
(Read Instructions on back of last page. Use only typewriter or ballpoint pen.) 10741

LEAFLET 50-10741-100  
080459

**PART A**  
ALL WHO REGISTER MUST FILE IN THIS PART.

1. NAME (LAST) (FIRST) (MIDDLE INITIAL) **PICCOLO Joseph S.**

2. DATE OF BIRTH (MONTH) (DAY) (YEAR) **12 8 35**

3. Are you now married? YES  NO

4. YOUR MARITAL ADDRESS (FRONTIER AND STREET) (CITY AND ZIP NUMBER) (STATE) **N.W. Washington 7, D.C.**

5. SEX MALE  FEMALE

6. Are you covered by, or is any family member listed below covered by or enrolled in, a plan under the Federal Employees Health Benefits Act of 1959 (through the enrollment of another United States or District of Columbia Government employee or annuitant)? YES  NO

7. Place an "X" in proper box to show your annual basic salary range.  
UNDER \$4,000  \$4,000 TO \$5,999  \$6,000 TO \$7,999  \$8,000 OR OVER

**PART B**  
FILL IN THIS PART IF YOU WISH TO ENROLL IN A HEALTH BENEFITS PLAN.

1. I elect to enroll in a health benefits plan as shown below. I authorize deductions to be made from my salary, compensation, or annuity to cover my share of the cost of the enrollment. (Copy the information requested below from a plan cover or brochure of the plan you select.)

NAME OF PLAN: **ASSOCIATION BENEFIT PLAN**

OPTIONAL HIGH OR LOW: **HIGH**

DEPENDENT LEVEL NUMBER: **4 2 1**

2. In space below list all eligible family members without exception. List your wife or husband first, then your unmarried children under age 19, including legally adopted children, and stepchildren and other family children who live with you as a regular parent-child relationship. Include also any unmarried child over 19 who became disabled before age 19 and who, because of the disability, is incapable of self-support. (Attach a doctor's certificate for a disabled child age 19 or over.)

NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)	NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)
Wife or Husband	[1]		[6]
	[2]		[7]
	[3]		[8]
	[4]		[9]
	[5]		[10]

3. If you are a female (employee or annuitant)—does the family listed above include a husband who is incapable of self-support by reason of mental or physical disability which can be expected to continue for more than one year? (If answer is "Yes," attach a doctor's certificate.) YES  NO

**PART C**  
FILL IN THIS PART IF YOU WISH NOT TO ENROLL OR IF YOU WISH TO CANCEL YOUR ENROLLMENT.

PLACE AN "X" IN ITEM 1 OR ITEM 2, WHICHEVER APPLIES AND ANSWER ITEM 3

1. I elect not to enroll in any plan under the Health Benefits Act.

2. I elect to cancel my present enrollment under the Health Benefits Act.

3. The reason for my election is (Place an "X" in proper box)  
(a) I am covered by a plan under the Health Benefits Act through the enrollment of my husband, wife, or parent.

(b) I am covered by a health insurance plan which is not under the Health Benefits Act.

(c) Any other reason.

**PART D**  
FILL IN THIS PART IF YOU WISH TO CHANGE YOUR ENROLLMENT.

I elect to change my enrollment as shown by the enrollment number and other information in Part B.

1. Enrollment code number of present plan. [ ]

2. Number of event which permits change (See table on back of duplicate for proper number.) [ ]

3. Date of event which permits change (MONTH) (DAY) (YEAR) [ ] [ ] [ ]

**PART E**  
ALL WHO REGISTER MUST FILE IN THIS PART.

YOUR SIGNATURE — DO NOT PRINT: *J. S. Piccolo* **28 June 1960**

(YOUR SIGNATURE — DO NOT PRINT) (DATE)

WARNING.— Any intentional false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both. (18 U.S.C. 1001.)

**PART F**  
TO BE COMPLETED BY AGENCY.

1. NAME AND ADDRESS OF EMPLOYING OFFICE

2. DATE RECEIVED BY EMPLOYING OFFICE

3. EFFECTIVE DATE OF ELECTION

4. PAYROLL OFFICE NO.

5. PAYROLL OFFICE (INITIAL AND DATE)

SIGNATURE OF AUTHORITY AGENCY OFFICIAL

**REMARKS**  
FOR USE ONLY BY AGENTS AND BUREAU

WJH

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE FOR HEADQUARTERS USE ONLY

DO NOT COMPLETE

AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW.			
NAME OF EMPLOYEE (If you)	DATE (from item 8-1)	NAME OF SUPERVISOR (If you)	DATE (from item 8-2)
PICCOLO, Joseph S.	18 Jun 59	SCOTT, Winton M.	18 Jun 59
NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW.		DATE	
R. D. BRANDON, WH/Personnel		1 Jul 59	

DO NOT COMPLETE

TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH 8 December 1935	2. GRADE GS-5	3. CURRENT POSITION TITLE Mail and File Supervisor
4. SERVICE DESIGNATION (if known) RID	5. CURRENT STATION OR FIELD BASE Mexico City	7A. EXPECTED DATE OF DEPARTURE FROM FIELD 2 Jan 1960
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR None		7B. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS 30 Jan 1960

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

Sterilization and preparation of outgoing pouches, processing of incoming pouches, analysis of mail for filing, name checks and preparation of memoranda, records liaison, operation of Registry during absence of Chief, photo work during absence of KURIOT representative.

9. PREFERENCE FOR NEXT ASSIGNMENT:

A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 8, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

Return to WHD or RID in analysis or report work with the intention of entering the IO or JOT program upon completion of studies at Georgetown University (approximately 1-1/2 years).

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

These courses that would be preparatory for entrance into the operational field.

SECRET

<p>9. PREFERENCE FOR NEXT ASSIGNMENT (Continued)</p> <p>C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (for 1st, 2nd and 3rd choice) IN THE BOXES BELOW:</p> <p><input checked="" type="checkbox"/> 2 RETURN TO MY CURRENT STATION</p> <p><input type="checkbox"/> BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY. WITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS, INDICATE CHOICE OF COMPONENT:</p> <p>1ST. CHOICE <u>WHID</u> 2ND. CHOICE <u>RID</u> 3RD. CHOICE <u>WED</u></p> <p><input checked="" type="checkbox"/> 3 BE ASSIGNED TO ANOTHER FIELD STATION. WITH RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION, INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIFIC STATION BASED ON QUALIFICATIONS:</p> <p>1ST. CHOICE <u>MADRID</u> 2ND. CHOICE <u>ROME</u> 3RD. CHOICE <u>SALVADOR</u></p>	
<p>10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS? <span style="float:right">INDICATE NUMBER OF WORK DAYS <u>15</u></span></p>	
<p>11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU:</p> <p align="center">None</p>	
<p>12. SIGNATURE: COMPLETE ITEM NO. 5-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM.</p> <p align="center">TO BE COMPLETED BY SUPERVISOR AT FIELD STATION</p>	
<p>13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:</p> <p>It is recommended that this employee be returned to Headquarters in January 1960 in order that he may complete his college education at Georgetown University. His replacement, who should be a trained RID specialist, should arrive in Mexico in early December 1959.</p> <p>This employee should be allowed to take KUBARK training courses which would lead to his becoming an I.O. upon completion of his college education. It is believed he can become a very good I. O. with training.</p>	
<p>14. SIGNATURE: COMPLETE ITEM NO. 5-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.</p> <p align="center">TO BE COMPLETED BY APPROPRIATE PERSONNEL OFFICER AT HEADQUARTERS</p>	
<p>15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE COMPONENT TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING:</p> <p>Concur with Chief of Station recommendation for assignment at Headquarters in RID since there are no appropriate positions in WH Hqs to which he could be assigned.</p>	
<p>16. NAME OF PERSONNEL OFFICER</p> <p align="center">P. C. BOWERS</p> <p>DATE <u>1 July 1959</u></p>	<p>SIGNATURE</p> <p align="center"><i>pc Bowers</i></p>
FOR USE OF CAREER SERVICE	
<p>17. EMPLOYEE <input type="checkbox"/> HAS <input type="checkbox"/> HAS NOT BEEN NOTIFIED OF PLANNED REASSIGNMENT</p>	<p>18. REFERENCE</p> <p>DISPATCH NO. _____ CABLE NO. _____</p>
<p>19. TYPED OR PRINTED NAME</p>	<p>20. SIGNATURE</p>
<p>21. TITLE</p>	<p>22. DATE</p>
<p>23. COMMENTS</p>	

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(When Filled In)

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

1. In accordance with the policy of the Central Intelligence Agency, I agree to serve outside the continental United States a minimum tour of 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.

WITNESS:

*Patricia H. Keefe*  
OFFICE OF PERSONNEL

*Joseph S. Piccolo*  
(Employee)  
Joseph S. Piccolo

Date: 4 Nov 1957

### APPOINTMENT AFFIDAVITS

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

CENTRAL INTELLIGENCE AGENCY Washington, D. C.  
(Department or agency) (Bureau or division) (Place of employment)

I, Joseph Stephan Piccolo, do solemnly swear (or affirm) that—

#### A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

#### B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I knowingly a member of any organization that advocates the overthrow of the constitutional form of the Government of the United States, or which seeks by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) that I will not so advocate, nor will I knowingly become a member of such organization during the period that I am an employee of the Federal Government or any agency thereof.

#### C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not participating in any strike against the Government of the United States or any agency thereof, and I will not so participate while an employee of the Government of the United States or any agency thereof. I do not and will not assert the right to strike against the Government of the United States or any agency thereof while an employee of the Government of the United States or any agency thereof. I do further swear (or affirm) that I am not knowingly a member of an organization of Government employees that asserts the right to strike against the Government of the United States or any agency thereof and I will not, while an employee of the Government of the United States or any agency thereof, knowingly become a member of such an organization.

#### D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not, nor has anyone acting in my behalf, given, transferred, promised or paid any consideration for or in expectation or hope of receiving assistance in securing such appointment.

#### E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

4 Feb. 1957  
(Date of entrance on duty)

Joseph S. Piccolo  
(Signature of appointee)

Subscribed and sworn before me this 4th day of February, A. D. 1957.

at Washington, D. C.  
(City) (State)

[SEAL]

Appointment Clerk  
(Title)

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



FORM 1451  
RECORD OF OVERSEAS SERVICE

NAME OF EMPLOYEE: \_\_\_\_\_ EMPLOYEE SERIAL NO: \_\_\_\_\_

COMPLETED BY EMPLOYEE: YES  NO  TELEPHONE EXT: \_\_\_\_\_

INSTRUCTIONS: THIS FORM MUST BE RETURNED WHETHER YOU HAVE HAD OVERSEAS SERVICE OR NOT. PLEASE READ CAREFULLY INSTRUCTIONS ON ACCOMPANYING CARD, THEN FILL OUT THIS FORM AS ACCURATELY AS POSSIBLE.

DO NOT FOLD, STAPLE, SPINDLE, OR MUTILATE

DO NOT WRITE IN THESE SPACES	WHILE SERVICE WAS PERFORMED	PSYCH. TEST	DATES		SERVICE AS CIVILIAN 1 MILITARY 2 ENTER IN 31	RESPONSIBLE U.S. GOVT DEPT OR AGENCY	DO NOT WRITE IN COLUMN 45 46
			FROM	TO			
250	Milicia		12/27/75	3/1/78	1	CIA	100

IF ADDITIONAL SPACE IS NEEDED, CHECK HERE  AND ASK YOUR ADMINISTRATIVE OFFICER FOR SUPPLEMENTAL CARD.

SECRET  
(WHEN FILLED IN)

SECRET

INDICATE ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO	INDICATE ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO
5. (A) ARE YOU A CITIZEN OF THE UNITED STATES OF AMERICA, OR (B) AS A NATIVE OF AMERICAN SAMOA DO YOU OWE ALLEGIANCE TO THE UNITED STATES OF AMERICA?	X		10. (A) HAVE YOU EVER FILED A WAIVER OF LIFE INSURANCE COVERAGE UNDER THE FEDERAL EMPLOYEES' GROUP LIFE INSURANCE ACT?		X
6. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? <i>If your answer is "Yes," give details in Item 12.</i>		X	(B) IF YOU HAVE FILED SUCH A WAIVER, HAS IT BEEN CANCELED OR REVOKED?		X
7. DO YOU RECEIVE OR HAVE YOU APPLIED FOR AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? <i>If your answer is "Yes," give details in Item 12.</i>		X	11. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT: A. HAVE YOU BEEN DISCHARGED FROM EMPLOYMENT BECAUSE: (1) YOUR CONDUCT WAS NOT SATISFACTORY? (2) YOUR WORK WAS NOT SATISFACTORY?		X
8. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT, HAVE YOU BEEN ARRESTED, CHARGED, OR HELD BY FEDERAL, STATE, OR OTHER LAW ENFORCEMENT AUTHORITIES, FOR ANY VIOLATION OF ANY FEDERAL LAW, STATE LAW, COUNTY OR MUNICIPAL LAW, REGULATION OR ORDINANCE? DO NOT INCLUDE TRAFFIC VIOLATIONS FOR WHICH A FINE OF \$25 OR LESS WAS IMPOSED. ALL OTHER CHARGES MUST BE INCLUDED EVEN IF THEY WERE DISMISSED. <i>If your answer is "Yes," give in Item 12 for each case: (1) approximate date, (2) charge, (3) place, (4) action taken.</i>		X	B. HAVE YOU RESIGNED AFTER OFFICIAL NOTIFICATION THAT: (1) YOUR CONDUCT WAS NOT SATISFACTORY? (2) YOUR WORK WAS NOT SATISFACTORY?		X
9. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT, HAVE YOU BEEN BARRED BY THE U.S. CIVIL SERVICE COMMISSION FROM TAKING EXAMINATIONS OR ACCEPTING CIVIL SERVICE APPOINTMENTS? <i>If your answer is "Yes," give dates of and reasons for such barment in Item 12.</i>		X	C. HAVE YOU BEEN DISCHARGED FROM THE ARMED SERVICES UNDER OTHER THAN HONORABLE CONDITIONS? <i>If your answer to A, B, or C is "Yes," give details in Item 12 as clearly as you can remember, including the name and address of employer, approximate date, and reasons in each case.</i>		X

12. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS (Indicate item numbers to which answers apply)

ITEM NO	ANSWER	ITEM NO	ANSWER
			HAVE YOU BEEN BARRED BY THE U.S. CIVIL SERVICE COMMISSION FROM TAKING EXAMINATIONS OR ACCEPTING CIVIL SERVICE APPOINTMENTS? D.C. GOVT
			<input checked="" type="checkbox"/>

**INSTRUCTIONS TO APPOINTING OFFICER.**—You must determine that the appointment would be in performance with the Civil Service Act, applicable Civil Service Rules and Regulations, and acts of Congress pertaining to appointment. This form should be checked for holding of office, pension, any record of recent discharge or arrest, age, citizenship, and members of family. Also, to establish the identity of the appointee, you should particularly check (1) his signature and handwriting against the application and/or other pertinent papers and (2) his physical appearance against the medical certificate.

STATEMENT OF PRIOR FEDERAL AND MILITARY SERVICE  
AND DETERMINATION OF COMPETITIVE STATUS

**IMPORTANT:** The information on this form will be used (1) in determining creditable service for leave purposes and retention credits for reduction in force, and (2) in recording agency determination of competitive status. The employee should complete Part I and the Personnel Office should complete Parts II through V.

PART I.—EMPLOYEE'S STATEMENT										PART II—THIS COLUMN IS FOR PERSONNEL OFFICE USE		
1. NAME (Last, first, middle initial)					2. DATE OF BIRTH					3. RETENTION GROUP		
Piccolo, Joseph S.					5 DEC 1935					10. A. CSC STATUS <input type="checkbox"/> YES <input type="checkbox"/> NO		
3. LIST THE FOLLOWING INFORMATION CONCERNING ALL FEDERAL AND DISTRICT OF COLUMBIA SERVICE YOU HAVE HAD PRIOR TO YOUR PRESENT APPOINTMENT (Do not include military service).										B. TYPE OF PRESENT APPOINTMENT		
NAME AND LOCATION OF AGENCY	FROM—			TO—			TYPE OF APPOINTMENT IF KNOWN	11. SERVICE				
	YEAR	MONTH	DAY	YEAR	MONTH	DAY		YEAR	MONTH	DAY		
FEDERAL BUREAU OF INVESTIGATION WASHINGTON, D.C.	1953	AUG	3	1955	JAN	9	CLERICAL					
4. LIST PERIODS OF ACTIVE SERVICE IN ANY BRANCH OF THE ARMED FORCES OF THE UNITED STATES IF YOU HAD NO ACTIVE MILITARY SERVICE, WRITE "NONE"										12. TOTAL SERVICE		
BRANCH	FROM—			TO—			DISCHARGE (Hon or dishon.?)	13. NONCREDITABLE SERVICE (Leave purposes only):				
	YEAR	MONTH	DAY	YEAR	MONTH	DAY		YEAR	MONTH	DAY		
NONE								53	7	9		
5. DURING PERIODS OF EMPLOYMENT SHOWN IN ITEM 3, DID YOU HAVE A TOTAL OF MORE THAN 6 MONTHS ADVANCE WITHOUT PAY, INCLUDING PERIODS OF MERCHANT MARINE SERVICE, DURING ANY ONE CALENDAR YEAR? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO IF ANSWER IS "YES," LIST FOLLOWING INFORMATION.										14. NONCREDITABLE SERVICE (RIF purposes only):		
TYPE OF ADVANCE (LWOP, Post, Susp, AWOL, Mor Mat)	FROM—			TO—			TOTAL			15. REEMPLOYMENT RIGHTS		
	YEAR	MONTH	DAY	YEAR	MONTH	DAY	YEARS	MONTHS	DAYS	<input type="checkbox"/> YES <input type="checkbox"/> NO	16. RETENTION RIGHTS	
										<input type="checkbox"/> YES <input type="checkbox"/> NO	17. EXPIRATION DATE OF RETENTION RIGHTS	
6. DURING THE FEDERAL SERVICE LISTED IN ITEM 3, DID YOU ACQUIRE A PERMANENT COMPETITIVE CIVIL SERVICE STATUS? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO (If answer is "Yes," in what agency were you employed at the time status was acquired?)												
7. ARE YOU:												
A. THE WIFE OF A DISABLED VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO												
B. THE MOTHER OF A DECEASED OR DISABLED VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO												
C. THE WIDOW OF A VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO												
8. TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS.												
I swear (or affirm) that the above statements are true to the best of my knowledge and belief.												
4 FEB 1957 DATE												
Subscribed and sworn to before me on this 4th day of Feb 1957 at Washington, D.C.												
SEAL												
NOTE: If oath is taken before a Notary Public, the date of expiration of his Commission should be shown												
INSTRUCTIONS: File this form on the permanent side of the employee's official personnel folder immediately before or after the personnel action involved.												

Part III.— DETERMINATION OF COMPETITIVE STATUS. (Complete for noncompetitive hires based on competitive status as required by instructions in FPM Chapter 51.) Employee has a competitive status. This determination is based upon the following evidence:

NAME OF AGENCY	SIGNATURE AND OFFICIAL TITLE	DATE

PART IV.— DETERMINATION OF CREDITABLE SERVICE AND SERVICE COMPUTATION DATE FOR LEAVE PURPOSES

<del> </del>	TOTAL SERVICE (Item 12)	NONCREDITABLE SERVICE (Item 13)	CREDITABLE SERVICE (Leave Purposes)	ENTRANCE ON DUTY DATE (Present Agency)	LESS CREDITABLE SERVICE (Leave Purposes)	SERVICE COMPUTATION DATE (Leave Purposes)
Years			1/27/57	1/27/57	0	1/27/57
Months			1/27/57	1/27/57	1	1/27/57
Days			1/27/57	1/27/57	1	1/27/57

PART V.— DETERMINATION OF CREDITABLE SERVICE AND SERVICE COMPUTATION DATE FOR REDUCTION IN FORCE PURPOSES. (Complete only in those cases when the amount of creditable service for reduction in force purposes differs from the amount creditable for leave purposes.)

<del> </del>	TOTAL SERVICE (Item 12)	NONCREDITABLE SERVICE (Item 14)	CREDITABLE SERVICE (RIF Purposes)	ENTRANCE ON DUTY DATE (Present Agency)	LESS CREDITABLE SERVICE (RIF Purposes)	SERVICE COMPUTATION DATE* (RIF Purposes)
Years						
Months						
Days						

\* Dates of the "Service Computation Date" on the employee's "Service Record Card," SF 7

REMARKS:

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(When Filled In)

Date 4 February 1957

Dear Mr. Piccolo:

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 costs incident to such return will be borne by you, with no expense to the Government.


FORM NO. 911

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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.

  
(Employee)

4 February 1957  
(Date)

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**REQUEST FOR MEDICAL EVALUATION**

APPLICANT: **Piccolo, Joseph SS.**    REQUEST DATE: **23 Aug 79**    APPLICANT HAS APPLICANT PREVIOUSLY BEEN SEEN BY OMS:  YES  NO

NAME: **Piccolo, Joseph SS.**    SOCIAL SECURITY NO: [REDACTED]    GRADE: **GS-13**    AFFILIATION: **All**    TO DIRECTORATE/OFFICE POSITION: **DDO/CI Staff**    EMP ID: **6603**    POSITION: **Operations Officer**

COMPLETE 13-19 FOR EACH DEPENDENT TO ACCOMPANY OR RETURN WITH EMPLOYEE ONLY IF 24 IS CHECKED "TO REMAIN AT POST"

13	DEPENDENT NAME (L, F, MI)	14	SOCIAL SECURITY NO	15	DOB (MM/YY)	17	SEX & RELATIONSHIP	19	DEPENDENT PREVIOUSLY SEEN BY OMS (yes-no)
			[REDACTED]						

20 REQUESTED ACTION (more than one action is acceptable)

APPLICANT	PRE EMPLOYMENT	EOD	STATUS (RE-ENTER)	NO OF DEPENDENTS TO ACCOMPANY ON RETURN
	O'S PCS	REASON		
ASSIGNMENTS	O'S TDY	TYPE TDY	POSITION	
	O'S RETURNEE	FITNESS FOR DUTY	OTHER SPECIAL	
	xxx O'S TDY STANDBY	RETURN TO DUTY		
	O'S PLANNING	SPECIAL TRAINING		
SEPARATION	RETIREMENT	MDR CHARDS	MDR CSC	
ROUTINE	REGULAR ANNUAL	EXECUTIVE ANNUAL	MDR PHE	

71 COMMENTS

Please renew TDY standby. Mr. Piccolo's present TDY clearance expires in October 1979.

22 REQUESTING DIRECTORATE/OFFICE/DIV: **DDO/CI/PERS**    23 DESK NO: **2036 Hys**    24 EXTENSION: **4313**    25 SIGNATURE OF REQUESTING OFFICER: **Calindra A. Adams**

FOR OMS USE ONLY

APPROVE PROCESSING FOR EOD	DATE: _____ OMS SIGNATURE: _____
HOLD PENDING RECEIPT OF ADDITIONAL MEDICAL INFORMATION (if any letter attached)	
REQUEST PRE EMP MEDICAL EVALUATION	
OTHER (see instructions)	

FOR OTHER ACTIONS

REQUESTED ACTION	QUAL	CUMULATIVE	DEFER	DISQUALIFY
TDY STBY	X			

Qual TDY STBY until Sept. 31  
Oct 1, 1979  
James J. Graham OMS/PEO

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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

Joseph A. Rosta

WITNESS

George Roder

DATE

31 May 57

FORM NO. 278  
1 OCT 56

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(12)

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**REQUEST FOR MEDICAL EVALUATION**  
(DEPENDENT'S NAME WILL BE COMPLETED BY OMS)

OMS DATE: **6 Sep 77**

APPLICANT HAS APPLICANT PREVIOUSLY BEEN SEEN BY OMS:  YES  NO

DEPENDENT'S:   EMPLOYEE

3 NAME (LAST, FIRST, MIDDLE): **Piccolo, Joseph S.**

4 SOCIAL SECURITY NO.: [REDACTED]

5 CHART NO.: **012424**

6 CNR (24 MONTHS): **8 Dec 35**

7 SEX: **M**

8 GRADE: **GS-13**

9 AFFILIATION ID: **All**

10 DIRECTORATE/OFFICE DIVISION: **DNO/CI/OG/SO**

11 EMP ID: **6348**

12 POSITION TITLE: **Operations Officer**

COMPLETE 13-19 FOR EACH DEPENDENT TO ACCOMPANY OR RETURN WITH EMPLOYEE ONLY IF 2 IS CHECKED "DEPENDENT(S)"

13 DEPENDENT NAME (L F M)	14 SOC SEC NO	15 CHART NO	16 DOB (MM/YY)	17 SEX	18 RELATIONSHIP	19 DEPENDENT PREVIOUSLY SEEN BY OMS (yes/no)

20 REQUESTED ACTION (more than one action is acceptable)

APPLICANT:	<input type="checkbox"/> PRE EMPLOYMENT	<input type="checkbox"/> EOD		
ASSIGNMENTS	<input type="checkbox"/> O/S PCS	STATION	ETD ETA (24 MONTH)	NO OF DEPENDENTS TO ACCOMPANY ON RETURN
	<input type="checkbox"/> O/S TDY	TYPE COVER	POSITION	
	<input type="checkbox"/> O/S RETURNEE	FITNESS FOR DUTY	OTHER (UNU/I)	
	<input checked="" type="checkbox"/> O/S TDY STANDBY	RETURN TO DUTY		
	<input type="checkbox"/> O/S PLANNING	SPECIAL TRAINING		
SEPARATION	<input type="checkbox"/> RETIREMENT	<input type="checkbox"/> MDR/CARDS	<input type="checkbox"/> MDR/CSC	
ROUTINE	<input type="checkbox"/> REGULAR ANNUAL	<input type="checkbox"/> EXECUTIVE ANNUAL	<input type="checkbox"/> MPT/PHE	

21 COMMENTS

22 REQUESTING DIRECTORATE/OFFICE/DIV: **DDO/PCS/CSS/PerS**

23 ROOM BLDG: **2C43**

24 EXTENSION: **4013**

25 SIGNATURE OF REQUESTOR: *Virginia L. Rogers*  
**Virginia L. Rogers**

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FOR APPLICANTS	COMMENTS
<input type="checkbox"/> APPROVE PROCESSING FOR EOD	<p>01/21/97 - 0320</p> <p>02/11/97 - 1000</p>
<input type="checkbox"/> HOLD PENDING RECEIPT OF ADDITIONAL MEDICAL (SEE OPERATIONAL FORM 6199 4126-003)	
<input type="checkbox"/> REQUEST PRE EMP MEDICAL EVALUATION	
<input type="checkbox"/> OTHER (SEE COMMENTS)	
DATE	OMS SIGNATURE

FOR OTHER ACTIONS

REQUESTED ACTION	QUAL	COND QUAL	DEFER	DISQUAL	COMMENTS
TDY STDBY	XX				<p>Expires 1 October 1979.</p> <p>9 November 1977</p> <p>James J. Graham, OMS/PEO</p>
DATE	OMS SIGNATURE				

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**REQUEST FOR MEDICAL EVALUATION**

1 REQUEST DATE (DD/MYY) **25 Feb 77**

APPLICANT HAS APPLICANT PREVIOUSLY BEEN SEEN BY OMS  YES  NO

DEPENDENT(S)  EMPLOYEE

3 NAME (Last First Middle) **Piccolo, Joseph S.**

4 SOCIAL SECURITY NO. [REDACTED]

5 (DD/MYY) **8 Dec 35**

6 GRADE **GS-13**

7 AFFILIATION CG **All**

8 DIRECTORATE OFFICE/DIVISION **DDO/LA/Hqs**

9 EMP NO. **7350**

10 FUNCTION TITLE **Operations Officer**

COMPLETE 13-15 FOR EACH DEPENDENT TO ACCOMPANY OR RETURN WITH EMPLOYEE ONLY IF 7 IS CHECKED (DEPENDENT)

13 DEPENDENT NAME (L F M)	14 SOC SEC NO	15 DOD (PMY)	16 SEX	17 RELATIONSHIP	18 DEPENDENT PREVIOUSLY SEEN BY OMS (Yes/No)
[REDACTED]	[REDACTED]	[REDACTED]	F	Wife	Yes
[REDACTED]	[REDACTED]	[REDACTED]	F	Dau	Yes
[REDACTED]	[REDACTED]	[REDACTED]	F	Dau	Yes

20 REQUESTED ACTION (more than one action is acceptable)

APPLICANT	PHE EMPLOYMENT	EOD	LT(DETA) (DD/MYY)	NO OF DEPENDENTS TO ACCOMPANY OR RETURN
	<input checked="" type="checkbox"/> O/S PCS	STATION <b>Mexico City, Mexico</b>	<b>25 Jul 77</b>	<b>Three</b>
ASSIGNMENTS	O/S TDY	<b>Designee</b>	POSITION	<b>Operations Officer</b>
	O/S RETURNEE	FITNESS FOR DUTY	OTHER (specify)	
	O/S TOY STANDBY	RETURN TO DUTY		
	O/S PLANNING	SPECIAL TRAINING		
SEPARATION	RETIREMENT	MUR/CIARDS	MOR/CYC	
ROUTINE	REGULAR ANNUAL	EXECUTIVE ANNUAL	MPT/PHE	

21 COMMENTS

**Please schedule physicals**

22 REQUESTING DIRECTORATE OFFICE/ DIV **DDO/LA/Pers**

23 ROOM/BLDG **3D-3113 Hqs.**

24 EXTENSION **7350**

25 SIGNATURE OF REQUESTING OFFICER **Jill Kritzer**

FOR APPLICANTS					FOR OMS USE ONLY	
APPROVE PROCESSING FOR EOD					COMMENTS	
HOLD PENDING RECEIPT OF ADDITIONAL MEDICAL INFORMATION (forms letters attached)						
REQUEST PRE EMP MEDICAL EVALUATION						
OTHER (specify)						
DATE					OMS SIGNATURE	

FOR OTHER ACTIONS					FOR OMS USE ONLY	
REQUESTED ACTION	QUAL	COND QUAL	DEFER	DISQUAL	COMMENTS	
DATE					OMS SIGNATURE	

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FORM 101 (REV 12-76) 2698

11 REPORT CL BY **006962**

SECRET

(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST

30 Sept 75

2. NAME (Last, First, Middle)

Piccolo, Joseph S.

3. POSITION TITLE

Ops Officer

4. GRADE

GS-13

5. OFFICE DIVISION BRANCH

DDO/LA/COG

6. EMPLOYEE S EXT.

7. PURPOSE OF EVALUATION

PRE-EMPLOYMENT

ENTHANCE ON DUTY

TDY STANDBY

SPECIAL TRAINING

ANNUAL

RETURN TO DUTY

FITNESS FOR DUTY

MEDICAL RETIREMENT

HDQS/TDY

OVERSEAS ASSIGNMENT

ETA
STATION
TDY OR PCS
TYPE OF COVER
NO. OF DEPENDENTS TO ACCOMPANY
NO. OF DEPENDENTS REPORTS OF MEDICAL HISTORY ATTACHED

RETURN FROM OVERSEAS

ETA
29 Sept 75
STATION
Managua
NO. OF DEP. S

8. OVERSEAS PLANNING EVALUATION (Use only when applicable)

YES

NO

9. REQUESTING OFFICER

*Kathy Hill*  
Kathy Hill, LA/Trng

3C34 Hqs

5871

10. COMMENTS

11. RESULT OF EVALUATION

Returnee Exam Completed. Qualified for TDY Standby until 1 October 1977.

10 March 1976

William T. Golder, OHS/pro

SECRET

## SECRET

1. NAME (Last, First, Middle)		2. DATE OF BIRTH		3. GRADE	
Piccolo, Joseph S.		12/09/35		GS-13	
4. OFFICE, DIVISION, BRANCH (or overseas station and existing cover if lateral assignment)		5. PRESENT POSITION		6. EMPLOYEE EXTENSION	
DDO/WH/Rio de Janeiro		Ops Officer		5671	
7. PROPOSED STATION		8. PROPOSED POSITION (Title, Number, Grade)			
Managua, Nicaragua		Ops Officer 0306 GS-13			
9. TYPE OF COVER AT NEW STATION		10. ESTIMATED DATE OF DEPARTURE		11. NO. OF DEPENDENTS TO ACCOMPANY	
		09/10/73		three	
12. COMMENTS					
Physicals to be taken in the field.					
13. DATE OF REQUEST		14. SIGNATURE OF REQUESTING OFFICIAL		15. ROOM NUMBER AND BUILDING	
18 May 1973		<i>Karl Fleck</i> Karl Fleck		3D 5317 Hqs	
16. EXTENSION					
5671					
17. OFFICE OF MEDICAL SERVICES DISPOSITION					
18. OFFICE OF SECURITY DISPOSITION					
19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION					
24 AUG 1973 QUALIFIED FOR PROPOSED ASSIGNMENT OVERSEAS <i>J. E. ...</i> Chairman, Overseas Candidate Review Panel					
REQUEST FOR PCS OVERSEAS EVALUATION					

SECRET

(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST  
18 May 1973

2. NAME (Last, First, Middle)  
Piccolo, Joseph S. (dependent of)

3. POSITION TITLE  
Ops Officer

4. GRADE  
GS-13

5. OFFICE DIVISION BRANCH  
DDO/WII/Rio De Janeiro

6. EMPLOYEE S EXT.  
\*\*\*\*\*

7. PURPOSE OF EVALUATION

PRE-EMPLOYMENT

ENTRANCE ON DUTY

TDY STANDBY

SPECIAL TRAINING

ANNUAL

RETURN TO DUTY

FITNESS FOR DUTY

MEDICAL RETIREMENT

HDQS/TDY

OVERSEAS ASSIGNMENT

ETD	09/10/73
STATION	Managua, Nicaragua
TDY OR PCS	PCS
TYPE OF COVER	
NO. OF DEPENDENTS TO ACCOMPANY	three
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED	none

RETURN FROM OVERSEAS

ETA	
STATION	
NO. OF DEP. S	

8. OVERSEAS PLANNING EVALUATION (Use check mark to check)

YES

NO

9. REQUESTING OFFICER

SIGNATURE  
*Karl Fleck*  
Karl Fleck  
ROOM NO. & BUILDING  
3D 5317 Hqs

EXT  
588X 5611

10. COMMENTS

NIFE  
Dau  
Dau

Physicals to be taken in the field.

11. REPORT OF EVALUATION

QUALIFIED FOR OR PCS

18 19 73

DATE  
PETER J. GAUGHAN

SIGNATURE FOR USE BY MEDICAL STAFF

CONFIDENTIAL

REQUEST FOR PRE-EMPLOYMENT MEDICAL EVALUATION		DATE 21 August 1956
NAME (Last) (First) (Middle) PICCOLO, JOSEPH STEPHAN		SUSPENSE DATE (in working days)
ORGANIZATIONAL ASSIGNMENT DDP/FI/RI	POSITION TITLE (and grade) File Clerk GS-4	PERSONNEL DIVISION <input checked="" type="checkbox"/> Over <input type="checkbox"/> Report
THE MEDICAL OFFICE IS REQUESTED TO CHECK THE DESIRED ACTION, RETURNING THE ORIGINAL COPY OF THIS FORM TO THE APPROPRIATE PERSONNEL DIVISION NO LATER THAN THE SUSPENSE DATE INDICATED IN ITEM NO. 3.		
A <input type="checkbox"/> Approve processing for E.O.B.    B <input type="checkbox"/> Hold pending receipt of additional medical information (Form letters attached)    C <input checked="" type="checkbox"/> Request pre-employment medical examination D <input type="checkbox"/> Rejected for medical reasons		
9. Remarks: (8/30/56) Please have subject come in any day of the week except Mon. & Wed. at 8:30.		
<i>8E med 9/17 at 8:30 per med office 9/13/56 ms</i>		Signature for Medical Office <i>Max N. Hartman</i>

FORM NO. 570 REPLACES FORM 37-183  
1 MAR 55 WHICH MAY BE USED.

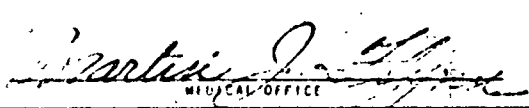
CONFIDENTIAL

(4)

SECRET  
(When Filled In)

~~SECRET~~  
12424

MEDICAL ACTION REQUEST AND REPORT

I REQUEST FOR PHYSICAL EXAMINATION BY			
1. NAME (Last)		(Middle)	
PICCOLO, Joseph S.			
2. DATE		September 57	
3. TO POSITION	4. OFFICE, DIVISION, BRANCH		5. GRADE
File Clerk	DDF/WI/III		GS-4
6. TYPE OF POSITION		7. EVALUATE FOR	
<input type="checkbox"/> Departmental <input type="checkbox"/> U.S. Field <input checked="" type="checkbox"/> Overseas		<input type="checkbox"/> EOD <input checked="" type="checkbox"/> Overseas <i>PCS</i> <input type="checkbox"/> Returnee Mexico City, Mexico	
		<input type="checkbox"/> Pre-Employment <input type="checkbox"/> Annual <input type="checkbox"/> Special (Specify)	
II REPORT OF MEDICAL EVALUATION			
<input type="checkbox"/> Qualified for Full Duty (General) <input type="checkbox"/> Qualified for Departmental Duty Only		<input type="checkbox"/> Qualified for Full Duty (Special) <input type="checkbox"/> Disqualified	
Remarks			
QUALIFIED FOR PROPOSED PCS AND ASSIGNMENT OCT 4 1957			
 MEDICAL OFFICER			

12424  
 10/11/57  
 10/11/57  
 10/11/57

SECRET

FORM 10-57

SECRET  
(When Filled In)

MEDICAL ACTION REQUEST AND REPORT			
<b>I REQUEST FOR PHYSICAL EXAMINATION BY</b>			
1. NAME (Last) <b>Piccolo,</b>		2. DATE <b>17 September, 1956.</b>	
3. TO POSITION <b>File Clerk</b>	4. OFFICE, DIVISION, BRANCH <b>DDP/PI</b>	5. GRADE <b>GS-4</b>	
6. TYPE OF POSITION <input type="checkbox"/> Departmental <input type="checkbox"/> U.S. Field <input type="checkbox"/> Overseas	7. EVALUATE FOR <input type="checkbox"/> EOD <input type="checkbox"/> Overseas <input type="checkbox"/> Returnee <input checked="" type="checkbox"/> Pro-Employment <input type="checkbox"/> Annual <input type="checkbox"/> Special (Specify)		
<b>II REPORT OF MEDICAL EVALUATION</b>			
<input type="checkbox"/> Qualified for Full Duty (General) <input type="checkbox"/> Qualified for Departmental Duty Only		<input type="checkbox"/> Qualified for Full Duty (Special) <input type="checkbox"/> Disqualified	
<b>Remarks:</b> Subject is qualified for Full Duty/General. (1/24/57) Must be re-evaluated prior to any specific o/s assignment.			
			<i>Vincent J. Lord</i> MEDICAL OFFICE

SECRET

SECRET

(WHEN FILLED IN)

### CERTIFICATION OF LANGUAGE PROFICIENCY

1. EMPLOYEE NO.		2. NAME (LAST-FIRST-MIDDLE)						3. TYPE CHANGE			4. LANGUAGE DATA PRIOR TO TEST													
		PICCOLO, JOSEPH JR.						A=ADD C=CHANGE D=DELETE			CODE	LAN. CODE	R	W	P	S	U	I/T	YEAR					
5. LANGUAGE DATA AFTER TEST										6. DATE TESTED				7. DATE OF BIRTH			8. GRADE		9. OFFICE OR DIVISION					
LAN. CODE	R	W	P	S	U	I/T	YEAR	03/04/69				18/08/35			12		WH							
NOTICE TO PERSON TESTED																								
10. ON THE DATE SHOWN IN ITEM 6 ABOVE, YOU WERE TESTED IN <u>SPANISH (NEW WORLD) FL18</u> AND YOUR TEST SCORES ARE AS FOLLOWS: (NAME OF LANGUAGE)																								
READING		WRITING		PRONUNCIATION		SPEAKING		UNDERSTANDING		TEST RATINGS														
I		GOOD		I		I		I +		0 = ZERO 1 = INTERMEDIATE 5 = SLIGHT H = HIGH E = ELEMENTARY N = NATIVE														
11. REMARKS										12. SIGNATURE														
FOR QUALIFICATIONS DATE 17 MAR 69										<i>kap</i>														
										13. LD NUMBER 16565														

FORM 11-64

1273

OBSOLETE PREVIOUS EDITIONS

(10-43)

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

1 - OP/QAB

6. LANGUAGE DATA AFTER TEST										7. DATE OF TEST				DATA FOR ITEM 2 THRU 7 IS EXTRACTED FROM FORM 1273 LANGUAGE PROFICIENCY AWARDS DATA.							
BASE CODE		R	W	P	S	U	T	YR	MO	DA	YR										
BL18		1	3	1	1	1	4	69	03	04	69	LLC									

### QUALIFICATIONS RECORD CHANGE

1. ID	2. EMP/APPL NO.	3. NAME			ENTER UNDER "TYPE" -											
4		3-LETTERS			A - ADDITION TO RECORD C - CHANGE TO EXISTING RECORD D - DELETION OF DATA FROM EXISTING RECORD											
TYPE	CODE # 1						CODE # 2									
	BASE	1	2	3	YR	BASE	1	2	3	YR						

FORM 10-64 1962a

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(10-31)



**SECRET**

(WHEN FILLED IN)

**QUALIFICATIONS SYSTEM RECORD CHANGE**

**APPLICANT CODING DATA**

1. ID	2. APPL. NO. 6-DIGITS	3. NAME MUST CONTAIN 20-DIGITS
< 2		
4. DATE OF BIRTH MO DA YR	5. DATE CODED MO DA YR	THE DATA ABOVE (ITEMS 2 THRU 5) WILL BE FILLED IN WHEN CODING AN APPLICANT FOR THE FIRST TIME. THIS FORM IS THEN ATTACHED TO FORM 1962, MASTER QUALIFICATIONS CODING RECORD.

**LANGUAGE CODING DATA - FORM 444c**

1. ID	2. EMPLOYEE NO.	3. NAME 3-LETTERS	4. LANGUAGE DATA CODE							
< 3			BASE CODE	R	W	P	S	U	T	YR
5. DATE SUBMITTED MO DA YR		6. DATE OF BIRTH MO DA YR		WHEN FORM 444c DENOTES NO LANGUAGE COMPETENCE, ENTER THE FOLLOWING IN ITEM 4: "NO++LANGUAGE" (12-DIGITS)						

**LANGUAGE PROFICIENCY TEST DATA**

1. ID	2. EMPLOYEE NO.	3. NAME	4. CODE	5. LANGUAGE DATA BEFORE TEST							
< 5	025658	PIC	A	BASE CODE	R	W	P	S	U	T	YR
6. LANGUAGE DATA AFTER TEST				7. DATE OF TEST			DATA FOR ITEM 2 THRU 7 IS EXTRACTED FROM FORM 1273, LANGUAGE PROFICIENCY AND AWARDS DATA.				
BASE CODE R W P S U T YR				MO DA YR							
++++ + + + + + + + +				04 17 70			PLW				

**QUALIFICATIONS RECORD CHANGE**

1. ID	2. EMP/APPL NO.	3. NAME 3-LETTERS	ENTER UNDER "TYPE" - A - ADDITION TO RECORD C - CHANGE TO EXISTING RECORD D - DELETION OF DATA FROM EXISTING RECORD								
< 4			CODE # 1				CODE # 2				
TYPE	BASE	1	2	3	YR	BASE	1	2	3	YR	

**SECRET**

(WHEN FILLED IN)

### QUALIFICATIONS SYSTEM RECORD CHANGE

#### APPLICANT CODING DATA

1. ID <i>&lt; 2</i>	2. APPL. NO. 6-DIGITS	3. NAME MUST CONTAIN 20-DIGITS
4. DATE OF BIRTH MO DA YR		5. DATE CODED MO DA YR

THE DATA ABOVE (ITEMS 2 THRU 5) WILL BE FILLED IN WHEN CODING AN APPLICANT FOR THE FIRST TIME. THIS FORM IS THEN ATTACHED TO FORM 1962, MASTER QUALIFICATIONS CODING RECORD.

#### LANGUAGE CODING DATA - FORM 444c

1. ID <i>&lt; 3</i>	2. EMPLOYEE NO.	3. NAME 3-LETTERS	4. LANGUAGE DATA CODE								
			BASE CODE	R	W	P	S	U	T	YR	
5. DATE SUBMITTED MO DA YR		6. DATE OF BIRTH MO DA YR		WHEN FORM 444c DENOTES NO LANGUAGE COMPETENCE, ENTER THE FOLLOWING IN ITEM 4: "NO+LANGUAGE" (12-DIGITS)							

#### LANGUAGE PROFICIENCY TEST DATA

1. ID <i>&lt; 5</i>	2. EMPLOYEE NO. <i>025658</i>	3. NAME <i>PIC</i>	4. CODE C-A-D <i>C</i>	5. LANGUAGE DATA BEFORE TEST							
			BASE CODE	R	W	P	S	U	T	YR	
			<i>BL18</i>	<i>4</i>	<i>3</i>	<i>4</i>	<i>4</i>	<i>4</i>	<i>4</i>	<i>59</i>	
6. LANGUAGE DATA AFTER TEST				7. DATE OF TEST MO DA YR			DATA FOR ITEM 2 THRU 7 IS EXTRACTED FROM FORM 1273, LANGUAGE PROFICIENCY AND AWARDS DATA.				
BASE CODE				R	W	P	S	U	T	YR	
<i>BL18</i>				<i>E</i>	<i>3</i>	<i>I</i>	<i>E</i>	<i>I</i>	<i>4</i>	<i>68</i>	

#### QUALIFICATIONS RECORD CHANGE

1. ID <i>&lt; 4</i>	2. EMP/APPL NO.	3. NAME 3-LETTERS	4. ENTER UNDER "TYPE" - A - ADDITION TO RECORD C - CHANGE TO EXISTING RECORD D - DELETION OF DATA FROM EXISTING RECORD							
TYPE	CODE # 1					CODE # 2				
	BASE	1	2	3	YR	BASE	1	2	3	YR

FORM 1962a

06 JUN 1968 **SECRET**

GROUP 1  
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4-91)

**SECRET**  
(When Filled In)

**REPORT OF SERVICE ABROAD**

**TO:** Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO.  1-8 02565K	NAME		
	LAST <i>(Print)</i> Piccolo	FIRST 7-24 Joseph	MIDDLE S.

**INSTRUCTIONS**

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

**PCS DATES OF SERVICE**

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	1			NICARAGUA 525
04	27	68								

**TDY DATES OF SERVICE**

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION				

**OFFICE OF PERSONNEL USE ONLY - PUNCH AREA**

**SOURCE DOCUMENT AND CERTIFICATION**

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

DOCUMENT IDENTIFICATION NO. HMMT-1470	DOCUMENT DATE/PERIOD ---
--	-----------------------------

REMARKS

PREPARED BY SDB	<input checked="" type="checkbox"/> REPORT SUBMITTED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
C & S DIVISION CTR.	DATE 6/18/68	SIGNATURE <i>[Signature]</i>
<input checked="" type="checkbox"/> C & T DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL  
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

SECRET  
(When Filled In)

OFFICIAL USE **UIC** (until filled in)

QUALIFICATIONS SUPPLEMENT TO PERSONAL HISTORY STATEMENT

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

SECTION I

BIOGRAPHIC AND POSITION DATA

1 EMP SER NO <b>029696</b>	2 NAME (Last First Middle) <b>PICCOLO JOSEPH S</b>	3 SEX <b>M</b>	4 DATE OF BIRTH <b>12/08/39</b>	5 SCHEDULE GRADE/STEP <b>GS-11-04</b>
6 SO <b>D</b>	7 POSITION TITLE <b>CPS OFFICER</b>	8 OFFICE OF ASSIGNMENT <b>WM</b>	9 LOCATION (Country, City) <b>MEXICO CITY, MEXICO</b>	

SECTION II

AGENCY OVERSEAS SERVICE

AREA	TYPE TO, FROM	FROM	TO
MEXICO	PCS 64	87/12/01	88/07/01
WESTERN HEMISPHERE	TDY 51	65/04/13	65/08/11
EUROPE	TDY	64/8/1	64/10/1
EUROPE	TDY	64/11/1	64/12/1
MEXICO	PCS	65/9/30	68/11/70

OVERSEAS DATA  
 1 APR 1968  
 FG

SECTION III

EDUCATION

DEGREE	DATES	CERTIFICATES	YEAR
<b>BSFS</b>	<b>NO COLLEGE DEGREE ON RECORD</b> <i>International Relations</i>	<i>Communication Certificate</i>	<b>64</b>

SECRET

GRAFI 110

SECRET

When Filled In

SECTION IV GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY - CHECK IN			
				RES. DEVICE	TRAVEL	STUDY	WORK ASSIGNMENT
MEXICO	Political, Economic	1957-58 1965-68	N/A	X			X
Belgium	None/Travelist						
France							
Germany		1965	N/A		X		X
Spain							
England							

SECTION V TYPING AND STENOGRAPHIC SKILLS		
1. TYPING (WPM) <i>Limited</i>	2. SHORTHAND (WPM) <i>None</i>	3. INDICATE SHORTHAND SYSTEM USED - CHECK IN APPROPRIATE ITEM. <input type="checkbox"/> GREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENOYPE <input type="checkbox"/> OTHER SPECIFY.
4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (comparator, micrograph, card punch, etc.) <i>None</i>		

SECTION VI SPECIAL QUALIFICATIONS	
1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED INDICATE YOUR PROFICIENCY IN EACH. <i>Doc Training - Limited</i>	
2. EXCLUDING BUSINESS EQUIPMENT OR MACHINES WHICH YOU MAY HAVE LISTED IN ITEM 4, SECTION V, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT AND MACHINES SUCH AS OPERATION OF RADIO TRANSMITTERS, AND CAR OR MOTOR REPAIRING, OFFSET PRESS, TURBO LATHE, EOP AND OTHER SCIENTIFIC & PROFESSIONAL DEVICES. <i>None</i>	
3. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION SUCH AS FOOT ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, MEDICAL TECHNICIAN, PSYCHOLOGIST, PHYSICIAN, ETC? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
4. IF YOU HAVE ANSWERED YES TO ITEM 3 ABOVE, INDICATE KIND OF LICENSE OR CERTIFICATION AND THE ISSUING STATE, MUNICIPALITY, ETC. (Provide license register number if known)	
5. FIRST LICENSE/CERTIFICATE year of issue	
6. LATEST LICENSE/CERTIFICATE year of issue	
7. LIST ANY RESEARCH AND PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR. DO NOT INCLUDE MATERIALS OBTAINED FROM THE FBI. INDICATE THE TITLE, PUBLICATION DATE AND TYPE OF WRITING (see format on reverse of this form for more information). <i>None</i>	
8. SPEAKING AND LISTENING SKILLS THAT HAVE DEVELOPED AND STATE WHETHER (a) YES, (b) NO, OR (c) PARTIAL. <i>None</i>	
9. ADDITIONAL RELEVANT FOREIGN EXPERIENCE <i>None</i>	

SECRET

When Filled In

SECTION VII  
MILITARY SERVICE  
CURRENT DRAFT STATUS

1 ARE YOU REGISTERED FOR THE DRAFT?  YES  NO

2 SELECTIVE SERVICE CLASSIFICATION: 4-F

3 LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS: 1150 Fort Lauderdale, Fla.

4 DEFERRED GIVE REASONS: A/P

MILITARY SERVICE RECORD (Active Duty Only)

1 MILITARY ORGANIZATION: Army, Navy, etc. specify: AIR NATIONAL GUARD  
2 BRANCH OF SERVICE: TAC  
3 DATES OF SERVICE (extended active duty): FROM AUG 61 TO DEC 62  
REMOVED DEC 63  
PLC 4-1

4 STATUS: Regular, Reserve, etc. specify: Reserve to Active Duty

5 RANK, GRADE OR RATE (at separation if last course): SSGT

6 SERIAL SERVICE OR FILE NUMBER: AF 22928914

7 CHECK TYPE OF SEPARATION:  HONORABLE DISCHARGE  RETIREMENT FOR SERVICE  UNDESIRABLE RECORDS  
 RELEASE TO INACTIVE DUTY  RETIREMENT FOR COMBAT DISABILITY  OTHER (Specify)  
 RETIREMENT FOR AGE  RETIREMENT FOR PHYSICAL DISABILITY

8 BRIEF DESCRIPTION OF MILITARY DUTIES (record the dates and duty posts best describe your work or function in the military service):  
Admin Clerk and Active 1st Sgt. For TAC Fighter Squadron

MILITARY RESERVE NATIONAL GUARD STATUS

CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG:  NONE  ARMY  MARINE CORPS  NATIONAL GUARD  
 NAVY  AIR FORCE  COAST GUARD  AIR NATIONAL GUARD

1 CURRENT RANK, GRADE OR RATE

2 DATE OF APPOINTMENT TO CURRENT RANK

3 EXPIRATION DATE OF CURRENT RESERVE OBLIGATION

4 CHECK CURRENT RESERVE CATEGORY:  READY RESERVE  STANDBY (active)  STANDBY (inactive)  RESESS  DISCHARGED

5 BRIEF DESCRIPTION OF MILITARY RESERVE DUTIES (record the dates and duty posts best describe your work or function in the military service):  
SEE 8 ABOVE

6 IF YOU ARE CURRENTLY ASSIGNED TO A RESERVE OR NATIONAL GUARD TRAINING UNIT, IDENTIFY THE UNIT AND ITS ADDRESS:  
NONE

MILITARY SCHOOLS COMPLETED (Active Duty, Reserve Status or as Civilian)

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	DATE COMPLETED	REMARKS
1. A.P.R.			
2.			
3.			
4.			
5.			

SECRET

**SECRET**

(When Filled In)

SECTION B MARITAL STATUS					
1. PRESENT STATUS: Single Married Widowed Separated Divorced Annulled Remarried or SPECIAL					
2. NAME OF SPOUSE					
3. DATE OF BIRTH		4. PLACE OF BIRTH (City, State, Country)			
5. OCCUPATION		6. PRESENT EMPLOYER			
7. CITIZENSHIP		8. FORMER CITIZENSHIP(S) COUNTRY(S)		9. DATE U.S. CITIZENSHIP ACQUIRED	
SECTION X DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE					
NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS	
SECTION XI PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS					
NAME AND CHAPTER	ADDRESS (Number Street, City, State, Country)	DATE OF MEMBERSHIP			
		FROM	TO		
DATE	SIGNATURE OF EMPLOYEE				
15 March 68	Joseph R. ... 20				

SECRET  
(When Filled In)

11-61		LANGUAGE DATA RECORD		
625 658				
PART I-GENERAL				
1. NAME (Last-First-Middle) (7-24)		2. DATE OF BIRTH (24-30)		
Piccolo, Joseph Stephan		MONTH	DAY	YEAR
		Dec	8	35
3. LANGUAGE (21-23)	4. TODAY'S DATE (14-19)		5.	
SPANISH	MONTH	DAY	YEAR	<input type="checkbox"/> I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE
720	AUG	27	62	
PART II-LANGUAGE ELEMENTS				
SECTION A. Reading (40)				
1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.				
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.				
③ 3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (NEWSPAPERS, REFERENCE MATERIALS, ETC.), USING THE DICTIONARY FREQUENTLY.				
4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.				
5. I HAVE NO READING ABILITY IN THE LANGUAGE.				
SECTION B. Writing (41)				
1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.				
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.				
② 3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.				
4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.				
5. I CANNOT WRITE IN THE LANGUAGE.				
SECTION C. Pronunciation (42)				
1. MY PRONUNCIATION IS NATIVE.				
① 2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.				
3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.				
4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.				
5. I HAVE NO SKILL IN PRONUNCIATION.				

CONTINUE ON REVERSE SIDE



CONTINUATION OF PART II—LANGUAGE ELEMENTS

SECTION D.

Speaking (43)

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

SECTION E.

Understanding (44)

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

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

PART III—EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3. BOTH OF THE ABOVE STATEMENTS APPLY.
4. NONE OF THE ABOVE STATEMENTS APPLY.

PART IV—CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 23-119, PART 1C(4)(1). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED

27 AUG 62

SIGNATURE

*Joseph J. Piro*

1400

1400

SECRET  
(When Filled In)

(1-6)		LANGUAGE DATA RECORD			
525658					
PART I-GENERAL					
1. NAME (Last-First-Middle)			2. DATE OF BIRTH		
PICCOLI, Joseph S.			MONTH: December DAY: 5 YEAR: 1935		
3. LANGUAGE		4. TODAY'S DATE		5.	
SPANISH 720		AUGUST 24 1959		<input type="checkbox"/> I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE	
PART II-LANGUAGE ELEMENTS					
SECTION A. Reading (40)					
1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.					
② 2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.					
3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY.					
4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.					
5. I HAVE NO READING ABILITY IN THE LANGUAGE.					
SECTION B. Writing (41)					
1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.					
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③ 3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.					
4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.					
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4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.					
5. I HAVE NO SKILL IN PRONUNCIATION.					
CONTINUE ON REVERSE SIDE					

CONTINUATION OF PART II—LANGUAGE ELEMENTS

SECTION D.

Speaking (43)

1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
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4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

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2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
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DATE SIGNED

26 August 1953

SIGNATURE

161

1953

1953

# PERSONAL HISTORY STATEMENT

1. NAME (Last, First, Middle Initial)  
 2. BIRTH DATE (Month, Day, Year)  
 3. BIRTH PLACE (City, State, Country)  
 4. SOCIAL SECURITY NUMBER  
 5. GRADE AND CLASS (School, Year)  
 6. GRADE AND CLASS (School, Year)  
 7. GRADE AND CLASS (School, Year)  
 8. GRADE AND CLASS (School, Year)

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS?  YES  NO

## Part I PERSONAL BACKGROUND

1. FULL NAME (Last, First, Middle Initial) *John Doe*

2. BIRTH DATE (Month, Day, Year) *01/15/1945*

3. BIRTH PLACE (City, State, Country) *New York, New York, U.S.A.*

4. SOCIAL SECURITY NUMBER *123-45-6789*

5. GRADE AND CLASS (School, Year) *High School, 12th Grade*

6. GRADE AND CLASS (School, Year) *College, 4th Year*

7. GRADE AND CLASS (School, Year) *Graduate School, 1st Year*

8. GRADE AND CLASS (School, Year) *Postgraduate, 1st Year*

9. GRADE AND CLASS (School, Year) *Postgraduate, 2nd Year*

10. GRADE AND CLASS (School, Year) *Postgraduate, 3rd Year*

11. GRADE AND CLASS (School, Year) *Postgraduate, 4th Year*

12. GRADE AND CLASS (School, Year) *Postgraduate, 5th Year*

13. GRADE AND CLASS (School, Year) *Postgraduate, 6th Year*

14. GRADE AND CLASS (School, Year) *Postgraduate, 7th Year*

15. GRADE AND CLASS (School, Year) *Postgraduate, 8th Year*

16. GRADE AND CLASS (School, Year) *Postgraduate, 9th Year*

17. GRADE AND CLASS (School, Year) *Postgraduate, 10th Year*

18. GRADE AND CLASS (School, Year) *Postgraduate, 11th Year*

19. GRADE AND CLASS (School, Year) *Postgraduate, 12th Year*

20. GRADE AND CLASS (School, Year) *Postgraduate, 13th Year*

21. GRADE AND CLASS (School, Year) *Postgraduate, 14th Year*

22. GRADE AND CLASS (School, Year) *Postgraduate, 15th Year*

23. GRADE AND CLASS (School, Year) *Postgraduate, 16th Year*

24. GRADE AND CLASS (School, Year) *Postgraduate, 17th Year*

25. GRADE AND CLASS (School, Year) *Postgraduate, 18th Year*

26. GRADE AND CLASS (School, Year) *Postgraduate, 19th Year*

27. GRADE AND CLASS (School, Year) *Postgraduate, 20th Year*

28. GRADE AND CLASS (School, Year) *Postgraduate, 21st Year*

29. GRADE AND CLASS (School, Year) *Postgraduate, 22nd Year*

30. GRADE AND CLASS (School, Year) *Postgraduate, 23rd Year*

31. GRADE AND CLASS (School, Year) *Postgraduate, 24th Year*

32. GRADE AND CLASS (School, Year) *Postgraduate, 25th Year*

33. GRADE AND CLASS (School, Year) *Postgraduate, 26th Year*

34. GRADE AND CLASS (School, Year) *Postgraduate, 27th Year*

35. GRADE AND CLASS (School, Year) *Postgraduate, 28th Year*

36. GRADE AND CLASS (School, Year) *Postgraduate, 29th Year*

37. GRADE AND CLASS (School, Year) *Postgraduate, 30th Year*

38. GRADE AND CLASS (School, Year) *Postgraduate, 31st Year*

39. GRADE AND CLASS (School, Year) *Postgraduate, 32nd Year*

40. GRADE AND CLASS (School, Year) *Postgraduate, 33rd Year*

41. GRADE AND CLASS (School, Year) *Postgraduate, 34th Year*

42. GRADE AND CLASS (School, Year) *Postgraduate, 35th Year*

43. GRADE AND CLASS (School, Year) *Postgraduate, 36th Year*

44. GRADE AND CLASS (School, Year) *Postgraduate, 37th Year*

45. GRADE AND CLASS (School, Year) *Postgraduate, 38th Year*

46. GRADE AND CLASS (School, Year) *Postgraduate, 39th Year*

47. GRADE AND CLASS (School, Year) *Postgraduate, 40th Year*

48. GRADE AND CLASS (School, Year) *Postgraduate, 41st Year*

49. GRADE AND CLASS (School, Year) *Postgraduate, 42nd Year*

50. GRADE AND CLASS (School, Year) *Postgraduate, 43rd Year*

51. GRADE AND CLASS (School, Year) *Postgraduate, 44th Year*

52. GRADE AND CLASS (School, Year) *Postgraduate, 45th Year*

53. GRADE AND CLASS (School, Year) *Postgraduate, 46th Year*

54. GRADE AND CLASS (School, Year) *Postgraduate, 47th Year*

55. GRADE AND CLASS (School, Year) *Postgraduate, 48th Year*

56. GRADE AND CLASS (School, Year) *Postgraduate, 49th Year*

57. GRADE AND CLASS (School, Year) *Postgraduate, 50th Year*

58. GRADE AND CLASS (School, Year) *Postgraduate, 51st Year*

59. GRADE AND CLASS (School, Year) *Postgraduate, 52nd Year*

60. GRADE AND CLASS (School, Year) *Postgraduate, 53rd Year*

61. GRADE AND CLASS (School, Year) *Postgraduate, 54th Year*

62. GRADE AND CLASS (School, Year) *Postgraduate, 55th Year*

63. GRADE AND CLASS (School, Year) *Postgraduate, 56th Year*

64. GRADE AND CLASS (School, Year) *Postgraduate, 57th Year*

65. GRADE AND CLASS (School, Year) *Postgraduate, 58th Year*

66. GRADE AND CLASS (School, Year) *Postgraduate, 59th Year*

67. GRADE AND CLASS (School, Year) *Postgraduate, 60th Year*

68. GRADE AND CLASS (School, Year) *Postgraduate, 61st Year*

69. GRADE AND CLASS (School, Year) *Postgraduate, 62nd Year*

70. GRADE AND CLASS (School, Year) *Postgraduate, 63rd Year*

71. GRADE AND CLASS (School, Year) *Postgraduate, 64th Year*

72. GRADE AND CLASS (School, Year) *Postgraduate, 65th Year*

73. GRADE AND CLASS (School, Year) *Postgraduate, 66th Year*

74. GRADE AND CLASS (School, Year) *Postgraduate, 67th Year*

75. GRADE AND CLASS (School, Year) *Postgraduate, 68th Year*

76. GRADE AND CLASS (School, Year) *Postgraduate, 69th Year*

77. GRADE AND CLASS (School, Year) *Postgraduate, 70th Year*

78. GRADE AND CLASS (School, Year) *Postgraduate, 71st Year*

79. GRADE AND CLASS (School, Year) *Postgraduate, 72nd Year*

80. GRADE AND CLASS (School, Year) *Postgraduate, 73rd Year*

81. GRADE AND CLASS (School, Year) *Postgraduate, 74th Year*

82. GRADE AND CLASS (School, Year) *Postgraduate, 75th Year*

83. GRADE AND CLASS (School, Year) *Postgraduate, 76th Year*

84. GRADE AND CLASS (School, Year) *Postgraduate, 77th Year*

85. GRADE AND CLASS (School, Year) *Postgraduate, 78th Year*

86. GRADE AND CLASS (School, Year) *Postgraduate, 79th Year*

87. GRADE AND CLASS (School, Year) *Postgraduate, 80th Year*

88. GRADE AND CLASS (School, Year) *Postgraduate, 81st Year*

89. GRADE AND CLASS (School, Year) *Postgraduate, 82nd Year*

90. GRADE AND CLASS (School, Year) *Postgraduate, 83rd Year*

91. GRADE AND CLASS (School, Year) *Postgraduate, 84th Year*

92. GRADE AND CLASS (School, Year) *Postgraduate, 85th Year*

93. GRADE AND CLASS (School, Year) *Postgraduate, 86th Year*

94. GRADE AND CLASS (School, Year) *Postgraduate, 87th Year*

95. GRADE AND CLASS (School, Year) *Postgraduate, 88th Year*

96. GRADE AND CLASS (School, Year) *Postgraduate, 89th Year*

97. GRADE AND CLASS (School, Year) *Postgraduate, 90th Year*

98. GRADE AND CLASS (School, Year) *Postgraduate, 91st Year*

99. GRADE AND CLASS (School, Year) *Postgraduate, 92nd Year*

100. GRADE AND CLASS (School, Year) *Postgraduate, 93rd Year*

101. GRADE AND CLASS (School, Year) *Postgraduate, 94th Year*

102. GRADE AND CLASS (School, Year) *Postgraduate, 95th Year*

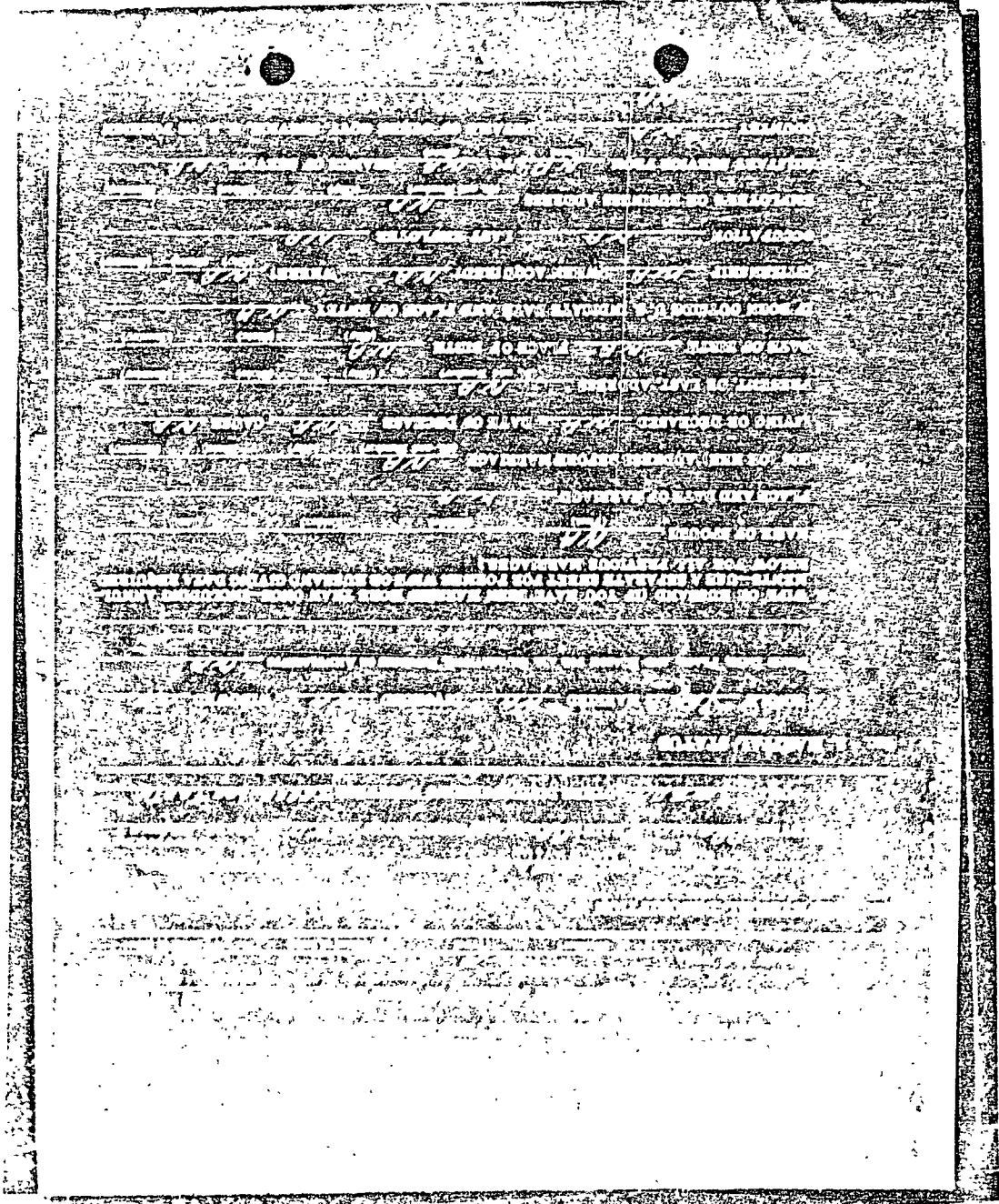
103. GRADE AND CLASS (School, Year) *Postgraduate, 96th Year*

104. GRADE AND CLASS (School, Year) *Postgraduate, 97th Year*

105. GRADE AND CLASS (School, Year) *Postgraduate, 98th Year*

106. GRADE AND CLASS (School, Year) *Postgraduate, 99th Year*

107. GRADE AND CLASS (School, Year) *Postgraduate, 100th Year*



[The following text is extremely faint and largely illegible due to heavy noise and low contrast. It appears to be a multi-paragraph document or report.]

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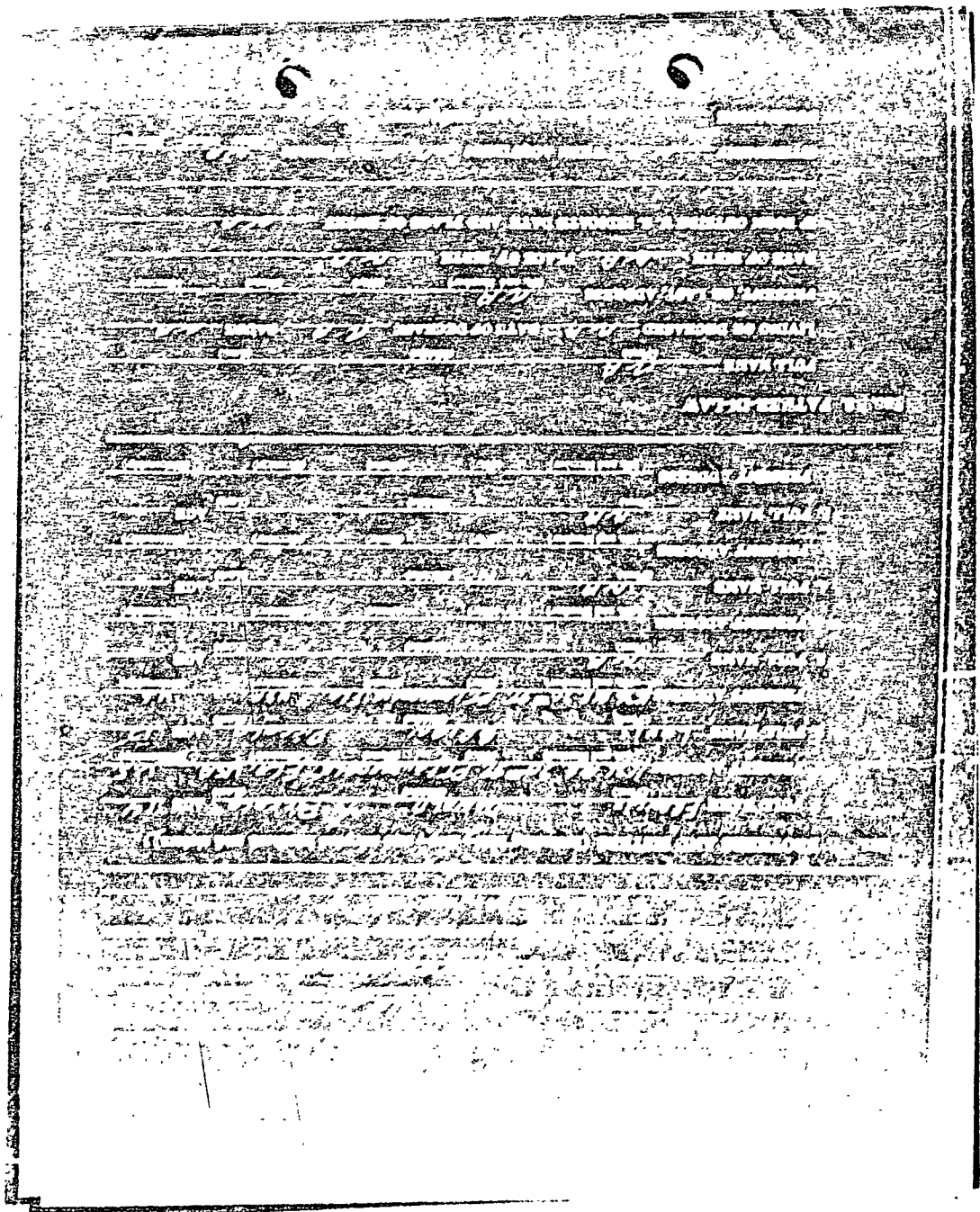
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RELATIVES BY BLOOD OR ADOPTION OF U.S. CITIZENS AND NATURALIZED ALIENS OR WHO ARE NOT CITIZENS OF THE UNITED STATES

**NAME** James Earl Ray **DATE OF BIRTH** 5/19/1928 **CITIZENSHIP** Allegedly

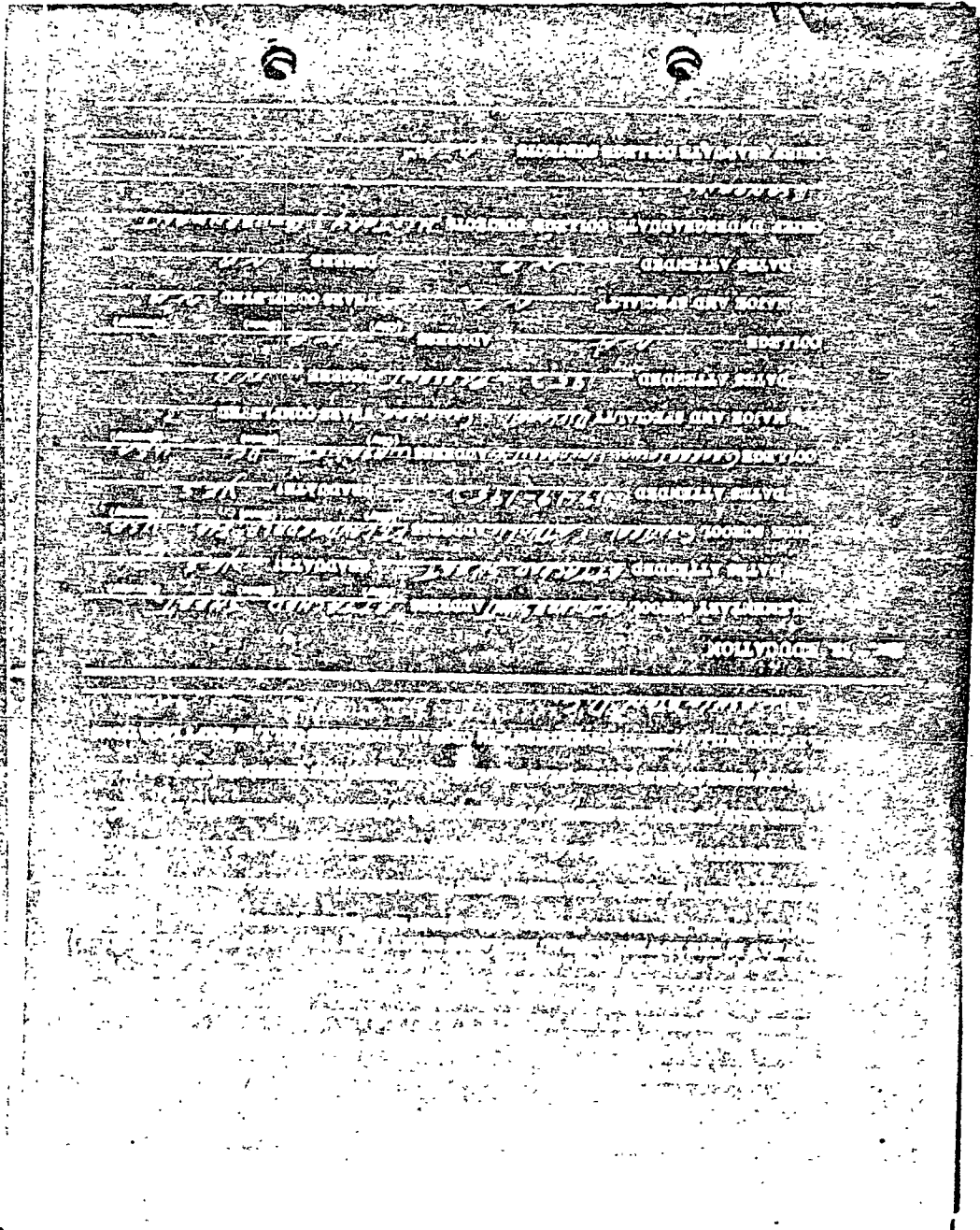
**RELATIONSHIP** Allegedly **DATE OF ACQUISITION** Allegedly **DATE OF BIRTH** Allegedly **CITIZENSHIP** Allegedly

**RELATIVES BY BLOOD OR MARRIAGE BY THE SERVICE OF CIVIL SERVICE OF THE U.S. OR OF A FOREIGN GOVERNMENT**

**NAME** James Earl Ray **DATE OF BIRTH** 5/19/1928 **CITIZENSHIP** Allegedly

**RELATIONSHIP** Allegedly **DATE OF ACQUISITION** Allegedly **DATE OF BIRTH** Allegedly **CITIZENSHIP** Allegedly





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FEDERAL GOVERNMENT SERVICE

*[Handwritten Name]*  
 SOCIAL SECURITY NUMBER *[Handwritten Number]*  
 IF DEPORTED GIVE REASON *[Handwritten Reason]*  
 INDICATE WHETHER IN MILITARY SERVICE OR ORGANIZATION *[Handwritten Information]*

CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 15 YEARS. ACCOUNT FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST. (List all civilian employment by a foreign government regardless of date.)

EMPLOYING FIRM OR AGENCY *[Handwritten Name]*  
 ADDRESS *[Handwritten Address]*  
 KIND OF BUSINESS *[Handwritten Business]* NAME OF SUPERVISOR *[Handwritten Name]*  
 TITLE OF JOB *[Handwritten Title]* DUTIES *[Handwritten Duties]*

REASON FOR LEAVING *[Handwritten Reason]*  
 PERIOD OF LEAVING *[Handwritten Dates]*  
 PERIOD OF UNEMPLOYMENT *[Handwritten Dates]*  
 DURING PERIOD OF UNEMPLOYMENT *[Handwritten Activities]*

DATE OF BIRTH *[Handwritten Date]*  
 PLACE OF BIRTH *[Handwritten Location]*

[The following text is extremely faint and largely illegible due to heavy noise and low contrast. It appears to be a multi-paragraph document, possibly a report or a letter, with several lines of text visible in a structured format. Some faint words and phrases are discernible, such as "MEMORANDUM", "TO:", "FROM:", "SUBJECT:", and "DATE:". The text is organized into sections, likely corresponding to a header, a body of text, and a footer or signature block. The overall appearance is that of a scanned document with significant quality issues.]

GENERAL QUALIFICATIONS  
PERSONAL AND PHYSICAL  
EDUCATION  
PROFESSIONAL  
EXPERIENCE  
REFERENCES

[The text in this section is extremely faint and illegible due to heavy noise and low contrast. It appears to be a multi-paragraph document.]

[Illegible text in header section]

1. NAME OF PERSON (Last, First, Middle Initial) \_\_\_\_\_

2. ADDRESS (Street, City, State, Zip) \_\_\_\_\_

3. OCCUPATION \_\_\_\_\_

4. PHONE NUMBER \_\_\_\_\_

5. RELATIONSHIP TO YOU \_\_\_\_\_

6. DATE OF BIRTH \_\_\_\_\_

7. SOCIAL SECURITY NUMBER \_\_\_\_\_

8. YEARS KNOWN TO YOU \_\_\_\_\_

9. WHERE MET \_\_\_\_\_

10. HOW MET \_\_\_\_\_

11. FREQUENCY OF CONTACT \_\_\_\_\_

12. CHARACTER OF CONTACT \_\_\_\_\_

13. NAMES OF FIVE PERSONS WHO KNOW YOU SOCIALLY IN THE UNITED STATES (NOT REFERENCES, RELATIVES, SUPERVISORS OR EMPLOYERS) (Last, First, Middle Initial) \_\_\_\_\_

14. ADDRESS \_\_\_\_\_

15. OCCUPATION \_\_\_\_\_

16. PHONE NUMBER \_\_\_\_\_

17. RELATIONSHIP TO YOU \_\_\_\_\_

18. DATE OF BIRTH \_\_\_\_\_

19. SOCIAL SECURITY NUMBER \_\_\_\_\_

20. YEARS KNOWN TO YOU \_\_\_\_\_

21. WHERE MET \_\_\_\_\_

22. HOW MET \_\_\_\_\_

23. FREQUENCY OF CONTACT \_\_\_\_\_

24. CHARACTER OF CONTACT \_\_\_\_\_

25. NAMES OF THREE PERSONS AT YOUR PLACE OF WORK (NOT REFERENCES, RELATIVES, SUPERVISORS OR EMPLOYERS) (Last, First, Middle Initial) \_\_\_\_\_

26. ADDRESS \_\_\_\_\_

27. OCCUPATION \_\_\_\_\_

28. PHONE NUMBER \_\_\_\_\_

29. RELATIONSHIP TO YOU \_\_\_\_\_

30. DATE OF BIRTH \_\_\_\_\_

31. SOCIAL SECURITY NUMBER \_\_\_\_\_

32. YEARS KNOWN TO YOU \_\_\_\_\_

33. WHERE MET \_\_\_\_\_

34. HOW MET \_\_\_\_\_

35. FREQUENCY OF CONTACT \_\_\_\_\_

36. CHARACTER OF CONTACT \_\_\_\_\_

**THE NATIONAL ASSOCIATION OF STATE SOCIETIES AND OTHER ORGANIZATIONS**

FOR THE IMPROVEMENT OF THE MENTAL HEALTH OF THE PEOPLE

INCORPORATED IN THE DISTRICT OF COLUMBIA

1917

**CONSTITUTION**

ARTICLE I. NAME AND OBJECTS

SECTION 1. The name of this organization shall be "The National Association of State Societies and Other Organizations for the Improvement of the Mental Health of the People."

SECTION 2. The objects of this organization shall be to promote the improvement of the mental health of the people by the cooperation of the various state societies and other organizations engaged in this work.

ARTICLE II. MEMBERSHIP

SECTION 1. Any individual who is a resident of the United States and who is interested in the improvement of the mental health of the people may become a member of this organization.

SECTION 2. The members of this organization shall be divided into three classes, to-wit: Honorary, Life, and Ordinary.

SECTION 3. The ordinary members of this organization shall be those who pay the annual dues provided for in this constitution.

SECTION 4. The life members of this organization shall be those who have paid in advance the sum of one hundred dollars.

SECTION 5. The honorary members of this organization shall be those who have rendered distinguished service to the cause of the improvement of the mental health of the people.

SECTION 6. The members of this organization shall be entitled to vote in the election of officers and directors and to hold office.

SECTION 7. The members of this organization shall be entitled to receive the publications of this organization.

SECTION 8. The members of this organization shall be entitled to the use of the name of this organization in connection with their own work.

SECTION 9. The members of this organization shall be entitled to the use of the seal of this organization.

SECTION 10. The members of this organization shall be entitled to the use of the name of this organization in connection with their own work.

SECTION 11. The members of this organization shall be entitled to the use of the name of this organization in connection with their own work.

SECTION 12. The members of this organization shall be entitled to the use of the name of this organization in connection with their own work.

SECTION 13. The members of this organization shall be entitled to the use of the name of this organization in connection with their own work.

SECTION 14. The members of this organization shall be entitled to the use of the name of this organization in connection with their own work.

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SECTION 49. The members of this organization shall be entitled to the use of the name of this organization in connection with their own work.

SECTION 50. The members of this organization shall be entitled to the use of the name of this organization in connection with their own work.

[The following text is extremely faint and largely illegible due to heavy noise and low contrast. It appears to be a multi-paragraph document with several lines of text per paragraph. Some faint words and symbols are visible, but they cannot be accurately transcribed.]

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[Illegible text block 47]

[Illegible text block 48]

[Illegible text block 49]

[Illegible text block 50]



[The page contains several lines of text that are extremely faint and difficult to read. The text appears to be a series of lines, possibly a list or a set of instructions, but the characters are mostly illegible due to the quality of the scan. There are two circular marks at the top of the page, likely from hole punches.]

[The text in this section is extremely faint and illegible due to heavy noise and low contrast. It appears to be a list or a series of entries, possibly containing names and dates, but the specific content cannot be discerned.]

CONFIDENTIAL  
(WHEN FILLED IN)

SECURITY APPROVAL

DATE : 20 July 1962

YOUR  
REFERENCE: 10775 DDF/TFW

CASE NO. : 109709

TO : 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.

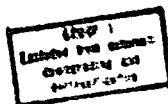
3. As part of the entrance on duty processing:

- A personal interview in the Office of Security must be arranged.
- A personal interview is not necessary.
- 

FOR THE DIRECTOR OF SECURITY:

*W. A. Osborne*  
W. A. Osborne

Chief, Personnel Security Division



**CONFIDENTIAL**  
SECURITY INFORMATION  
**SECURITY APPROVAL**

Date: 20 December 1956

**TO:** Chief, Records & Services Division  
Personnel Office  
**FROM:** Chief, Security Division  
Personnel  
**SUBJECT:** PICCOLO, Joseph Stephan

Your Reference: C-6351 FI

Case Number: 109709

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

- 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.
- 3. Subject is to be polygraphed as part of EOD procedures.

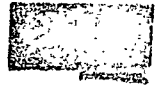
*W. M. Knott*  
W. M. Knott  
24

*Branch advised 12-22-57  
by EOD*

RECORDS SECTION

DEC 31 1 10 PM '56

SECURITY DIVISION



U.S. DEPARTMENT OF JUSTICE

U. S. DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION  
WASHINGTON 25, D. C.

Prepared by:  
Checked by:  
Filed by:

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR - MISS - MRS., FIRST - MIDDLE INITIAL - LAST) JOSEPH S. PICCOLO #18185		2. DATE OF BIRTH 12-8-35	3. JOURNAL OR ACTION NO. F. B. I. 5714	4. DATE 9-9-55
This is to notify you of the following action affecting your employment				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) RESIGNATION		6. EFFECTIVE DATE cb 9-9-55	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
FROM		TO		
File Clerk GS 4 Series 305 FBI#54-D-167 \$3415 per annum  Div. Four Files Section D. C. Washington Field Office		8. POSITION TITLE	9. SERVICE, SERIES, SALARY, GRADE	
<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		10. ORGANIZATIONAL DESIGNATION	11. HEADQUARTERS	
12. FIELD OR DEPT'L		<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION		
NONE <input type="checkbox"/> WRIT <input type="checkbox"/> OTHER <input type="checkbox"/> 1-PT. <input type="checkbox"/> 15 POINT <input type="checkbox"/> DISAB. OTHER <input type="checkbox"/>		NEW <input type="checkbox"/> VICE <input type="checkbox"/> 1 A. <input type="checkbox"/> BEEL <input type="checkbox"/>		
15. SEX M	16. RACE	17. APPROPRIATION S. O. E. FBI 18. FROM: 19. TO: SAME	20. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) No. FICA	21. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)
APPOINTED J. E. Hoover DIRECTOR F. B. I.		22. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:		
REMARKS: Forwarding Address: 2210 20th Street, Northwest Washington 9, D. C.  Leave in the amount of 55 hours extending thru 4:30 p.m. 9-20-55. Owes for 216 hours plus 1 holiday for advanced sick leave which is being changed to LWOP for the period 6-1-55 (9:00 a.m.) to cb 7-6-55. The above listed 55 hours leave is being used to offset his indebtedness.				
36 OCT 12 1955		SIGNATURE: <i>[Signature]</i> SPECIAL AGENT IN CHARGE		

1. PERSONNEL FILE

**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 CERTIFICATION OF INSURANCE STATUS" (NOT THIS FORM) MUST BE MAILED TO THE OFFICE OF FEDERAL 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 THE MOST TIME.

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 INFORMATION CONCERNING POSSIBLE BENEFITS MAY BE OBTAINED FROM THE AGENCY NAMED BELOW.

Mr. Joseph S. Piccolo

DATE OF THIS NOTICE

September 8, 1955

NAME AND MAILING ADDRESS OF AGENCY

**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 Bureau of Investigation  
Room 412  
United States Department of Justice  
Washington 25, D.C.

SEP 9 1955

U. S. DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION  
WASHINGTON 25, D. C.

Prepared by: *[Signature]*  
Checked by: *[Signature]*  
Filed by: *[Signature]*

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR., MISS, DR., FIRST, MIDDLE INITIAL, LAST) <b>MR. JOSEPH S. PICCOLO</b>		2. DATE OF BIRTH <b>12-8-35</b>	3. JOURNAL OR ACTION NO. <b>F. B. I.</b>	4. DATE <b>10-8-54</b>																		
This is to notify you of the following action affecting your employment:																						
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>PROMOTION</b>		6. EFFECTIVE DATE <b>10-10-54</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>EXCEPTED BY LAW</b>																			
FROM		TO																				
<b>File Clerk</b>  <b>GS 3 (Series 305 FBI# 54-D-86)</b> <b>\$2950 per annum.</b>  <b>Div. Four</b> <b>Files Section</b> <b>D. C.</b>		8. POSITION TITLE <b>Same</b>	9. SERVICE, SERIES, SALARY, GRADE <b>GS 4</b> <b>\$3175 per annum</b>	10. ORGANIZATIONAL DESIGNATIONS <b>Same</b> <b>Same</b> <b>Same</b>																		
11. HEADQUARTERS		12. FIELD OR DEPT.																				
<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL																				
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION ( <b>Series 305 FBI# 54-D-167</b> )																				
<table border="1"> <tr> <td>None</td> <td>50%</td> <td>OTHER</td> <td>100%</td> <td>10 POINT DISAB. OTHER</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>		None	50%	OTHER	100%	10 POINT DISAB. OTHER	<input checked="" type="checkbox"/>					<table border="1"> <tr> <td>NEW</td> <td>VICE</td> <td>L. L.</td> <td>REAL.</td> </tr> <tr> <td></td> <td></td> <td><input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> </tr> </table>			NEW	VICE	L. L.	REAL.			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
None	50%	OTHER	100%	10 POINT DISAB. OTHER																		
<input checked="" type="checkbox"/>																						
NEW	VICE	L. L.	REAL.																			
		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>																			
15. DES. RACE		17. APPROPRIATION S. & E. FBI		19. DATE OF APPOINTMENT AFFIDAVIT (EXCEPTIONS ONLY)																		
<input checked="" type="checkbox"/>		FROM: <b>SAME</b>		18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)																		
<input checked="" type="checkbox"/>		TO: <b>SAME</b>		19. DATE OF APPOINTMENT AFFIDAVIT (EXCEPTIONS ONLY)																		
16. APPROVED		20. LEGAL RESIDENCE																				
<i>[Signature]</i>		<input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED																				
DIRECTOR, F. B. I.		STATE:																				
<p>REMARKS: The provisions of the Universal Military Training and Service Act of 1951 have been complied with. The classification grade of this position is subject to post-audit and correction pursuant to Section 1310 of the Supplemental Appropriation Act, 1952 - Public Law # 253, approved 11-1-51. This promotion is temporary in accordance with Public Law #843 approved 9-27-50.</p>																						
<p>2 OCT 29 1954</p>																						

*42 [Signature]*

1. PERSONNEL FILE



FEDERAL BUREAU OF INVESTIGATION  
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

Name of Employee: JOSEPH S. PICCOLO

Where Assigned: RECORDS & COMMUNICATIONS RECORDS SECTION; FILE REVIEW AND  
(Division) (Section, Unit) RESEARCH UNIT

Payroll Title: FILE CLERK GS-3

Rating Period: from 1-1-54 to 9-30-54

ADJECTIVE RATING: SATISFACTORY Employee's Initials JSP  
Outstanding, Satisfactory, Unsatisfactory

Rated by: Mary C. Hoyle Supervisor 9/30/54  
Signature Title Date

Reviewed by: E. W. WALKART Supervisor in Charge SEP 30 1954  
Signature Title Date

Rating approved by: J. J. [Signature] ASST. DIR. 21 1954  
Signature Title Date

TYPE OF REPORT

- Official
- Annual
- Administrative
- 60-day
- Transfer
- Separation from service
- Special

10  
OCT 21 1954

RECORDED

U. S. DEPARTMENT OF JUSTICE  
 FEDERAL BUREAU OF INVESTIGATION  
 WASHINGTON 25, D. C.

Prepared by *[Signature]*  
 Checked by *[Signature]*  
 Filed by:

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR., MISS, MRS., F. B. I. - MIDDLE INITIAL - LAST) <b>MR. JOSEPH S. PICCOLO</b>		2. DATE OF BIRTH <b>12-8-35</b>	3. OFFICIAL OR ALIEN STATUS <b>F. B. I.</b>	4. CLASS <b>18802</b>	5. DATE <b>3-26-54</b>
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>CHANGE IN TITLE</b>		6. EFFECTIVE DATE <b>3-28-54</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>EXCEPTED BY LAW</b>		
FROM <b>Locate Clerk</b>  <b>GS 3 (Series 305 CSC#3741)</b> <b>\$2950 per annum</b>  <b>Div. Four</b> <b>Files Section</b> <b>D. C.</b>		8. POSITION TITLE  <b>File Clerk</b>	9. SERVICE SERIES SALARY GRADE <b>GS 3,</b> <b>same</b>		
10. ORGANIZATIONAL DESIGNATIONS		11. HEADQUARTERS			12. FIELD OR DISTRICT <b>same</b> <b>same</b> <b>same</b>
13. VETERAN'S PREFERENCE <input type="checkbox"/> NONE <input type="checkbox"/> 5 PERCENT <input type="checkbox"/> 10 PERCENT <input checked="" type="checkbox"/> 10 PERCENT		14. POSITION CLASSIFICATION ACTION <b>(Series 305 CSC#3741)</b>			
15. SEX <b>M</b>	16. RACE <b>M</b>	17. APPROPRIATION S. & E. F. O. I. 18. FROM <b>same</b> 19. TO	20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:	21. DATE OF APPOINTMENT APPROVED (ALL NUMBERS UNITS)	
APPROVED <i>[Signature]</i> DIRECTOR, F. B. I.		22. LEGAL RESIDENCE STATE: <i>[Signature]</i>			
REMARKS  <b>MAY 18 1954</b> <i>[Signature]</i>					

1. PERSONNEL FILE

FEDERAL BUREAU OF INVESTIGATION  
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

*John J. [unclear]*

Name of Employee: JOSEPH S. PICCOLO

Where Assigned: RECORDS & COMMUNICATIONS RECORDS SECTION FILING UNIT  
(Division) (Section, Unit)

Payroll Title: LOCATE CLERK GS-3

Rating Period: from 8-3-53 to 12-31-53

ADJECTIVE RATING: SATISFACTORY  
Outstanding, Satisfactory, Unsatisfactory

Employee's  
Initials

*J.P.*

Rated by: *[Signature]* Supervisor 12-31-53  
Signature Title Date

Reviewed by: F. W. WALKART [Signature] DEC 31 1953  
Signature Title Date

Rating approved by: *[Signature]* ASSISTANT DIRECTOR JAN 2 1954  
Signature Title Date

TYPE OF REPORT

- Official
- Annual

- Administrative
- 60 day
- Transfer
- Separation from service
- Special

77 JAN 14 1954

*3-8-54*

S. DEPARTMENT OF JUSTICE  
 FEDERAL BUREAU OF INVESTIGATION  
 WASHINGTON 25, D. C.

FORM 50-100  
 BUDGET ESTIMATE NO. 1-50-100  
 Prepared by:  
 Checked by:  
 Filed by:

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR - MISS - MRS. - FIRST - MIDDLE INITIAL - LAST) <b>MR. JOSEPH S. PICCOLO</b>		2. DATE OF BIRTH <b>12-8-35</b>	3. AGENCY SYMBOL <b>F. B. I. 10703</b>	4. DATE <b>12-4-53</b>
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>PROMOTION</b>		6. EFFECTIVE DATE <b>12-6-53</b>	7. CIVIL SERVICE POSITION (CLASSIFICATION AND GRADE) <b>Schedule A Part 6.108 (E)</b>	
FROM <b>File Clerk</b>		8. POSITION TITLE <b>Locate Clerk</b>		
9. SERVICE, SERIES, SALARY, GRADE <b>GS 2 (Series 305 DJ#50-D-53) \$2750 per annum</b>		9. SERVICE, SERIES, SALARY, GRADE <b>GS 3 \$2950 per annum</b>		
10. ORGANIZATIONAL DESIGNATIONS <b>Div. Four Files Section D. C.</b>		10. ORGANIZATIONAL DESIGNATIONS <b>same same same</b>		
11. HEADQUARTERS		11. HEADQUARTERS		
12. FIELD OR DEPT'L <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		12. FIELD OR DEPT'L <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WWI <input type="checkbox"/> OTHER <input type="checkbox"/> D.P.T. <input type="checkbox"/> 10-POINT <input type="checkbox"/> <b>X</b>		14. POSITION CLASSIFICATION ACTION (Series 305 GSC#3741) <b>Hattie B. Hall remove from rolls effective cb 9-10-53</b>		
15. SEX <input checked="" type="checkbox"/> M <input type="checkbox"/> F		16. RACE		17. APPROPRIATION S. & C. F.D.I. FROM: <b>same</b> TO: <b>same</b>
18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) <b>no FICA</b>		19. DATE OF LAST PAYMENT RECEIVED (PRECEDENT ONLY) <b>no FICA</b>		
20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:				
APPROVED  <b>J. E. Hoover</b> DIRECTOR, F. B. I.		<p>Via changed to be add'l identical with Marie (FBI 54-0-50) 12-4-54. File 5-12-54.</p> <p>7-16</p>		
REMARKS: The provisions of the Universal Military Training and Service Act of 1951 have been complied with. The classification grade of this position is subject to post-audit and correction pursuant to Section 1310 Supplemental Appropriation Act, 1952 - Public Law # 253, approved 11-1-51. This promotion is temporary in accordance with Public Law # 3, approved 9-27-50.				
16 DEC 16 1953		SIGNATURE OR OTHER AUTHENTICATION		

1. PERSONNEL FILE

Give this card to the APPOINTMENT CLERK at the PHS OUTPATIENT CLINIC 410 9th St. S.W. Bldg. 2000 (W Code 118)

*Spilled - report to me*

6869261

FIRST	INITIAL	LAST NAME
JOSEPH	S.	PICCOLO
POSITION TITLE		
File Clerk		

3 DATE OF BIRTH 12-8-35 HAS AN APPOINTMENT ON \_\_\_\_\_ AT \_\_\_\_\_ A.M. P.M.

AT THE SERVICE CHECKED BELOW:

- 4.  PHOTODUROGRAM
- 5.  MEDICAL EXAMINATION
- 6.  LABORATORY
- 7.  MEDICAL
- 8.  OB GYN.
- 9.  PHYS. MED.
- 10.  SURGICAL
- 11.  PEDIATRIC
- 12.  OTHER (Specify)
- 13.  NUTRITION
- 14.  MENTAL HEALTH
- 15.  DENTAL
- 16.  ECCT

SEP 11 1953

20 CLINIC REGISTER NO. ~~XXXXXXXXXX~~

21. NAME OF DOCTOR 9/11 -

STANDARD FORM 78A - JULY 1949 CIVIL SERVICE COMMISSION F. P. M. CHAPTER 41

MEDICAL APPOINTMENT AND REPORT

16-64350-1

89 OCT 7 1953

*3-11-53*

VETERAN'S PREFERENCE 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 .
- 2. 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 *[Handwritten Signature]*

89 AUG 24 1953 *12*

*[Handwritten initials/signature]*

### APPOINTMENT AFFIDAVITS

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

JUSTICE

(Department or agency)

F. B. I.

(Bureau or division)

WASHINGTON, D. C.

(Place of employment)

I, JOSEPH STEPHAN PICCOLO, do solemnly swear (or affirm) that—

#### A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, **SO HELP ME GOD.**

#### B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

#### C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

#### D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

#### E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

8-3-53

(Date of entrance on duty)

Joseph S. Piccolo  
(Signature of appointee)

Subscribed and sworn before me this 3rd day of August, A. D. 1953

at Washington D. C.  
(City) (State)

[SEAL]

Catherine C. Johns  
(Signature of official)  
Assistant Secretary

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

## DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

1 HOME ADDRESS (street and number, city and State)  
1676 A.E. 207 ST. ATLANTA, GA.

2 (A) DATE OF BIRTH 12-8-35 (B) PLACE OF BIRTH (city or town and State or country) YONKERS, NEW YORK

3 (A) IN CASE OF EMERGENCY PLEASE NOTIFY MS. J. EDH PICCOLO (B) RELATIONSHIP FATHER (C) STREET AND NUMBER, CITY AND STATE 1676 A.E. 207 ST. ATLANTA, GA. (D) TELEPHONE NO. 278 24

4 DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS?  YES  NO

If so, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.

NAME	POST OFFICE ADDRESS (Give street number, if any)	RELATIONSHIP		SINGLE (Check one)
		(1) POSITION	(2) TEMPORARY OR NOT	
		(1) DEPARTMENT OR AGENCY IN WHICH EMPLOYED		

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO	10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS	
			ITEM NO.	WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY
5. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	X			
6. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? <i>If your answer is "Yes", give details in Item 10.</i>		X		
7. DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY PENSION ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? <i>If your answer is "Yes", give in Item 10 reason for retirement, that is, age, optional disability, or the reason of voluntary or involuntary separation after 5 years' service; amount of retirement pay, and under what retirement act, and rating, if retired from military or naval service.</i>		X		
8. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU BEEN DISCHARGED OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? <i>If your answer is "Yes", give in Item 10 the name and address of employer, date and reason in each case.</i>		X		
9. HAVE YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED 25 OR LESS OR FORFEITED LICENSES OR BONDS) SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT? <i>If your answer is "Yes", list all such cases under Item 10. Give in each case: (1) The date, (2) the nature of the offense or violation, (3) the name and location of the court, (4) the penalty imposed, if any, or other disposition of the case. If appointed, your fingerprints will be taken.</i>		X		

### INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine in his own discretion that the appointment must be in conformity with the Civil Service Act, applicable Civil Service Rules and Regulations and rules of Congress pertaining to appointments.

This form should be checked for holding of office, pension, satisfactory investment with any and record of record discharge, of arrest, and particularly for the following:

(1) **Identity of appointee** - It is the duty of the appointing officer to guard against impersonation (a) by determining beyond reasonable doubt that the appointee is the same person whose appointment was authorized. The appointee's signature and handwriting are to be compared with the application and other pertinent papers. If the appointee is found to be a different person, before the signature on this form should be compared with the signature on the declaration itself, which was signed on the registration form. The physical appearance may be checked against the physical features. The appointee may also be questioned on his personal history for agreement with his personal statements.

(2) **Age** - If definite age limits have been established for the position it should be determined that applicant is not outside the age range for appointment. Unless such determination is made, the appointment may not be consummated.

(3) **Citizenship** - The appointing officer is responsible for ascertaining the citizenship pursuant to (1) the Civil Service Rules and (2) application to Part 81, compliance on applicant for both purposes and to the extent of all obtainable status in the absence of conflicting evidence. In doubtful cases the appointing officer should be recommended and clearance has been received from the certifying office of the Civil Service Commission.

(4) **Members of Family** - Section 5 of the Civil Service Act provides that whenever there are directly or indirectly members of a family having similar qualifications for government employment in the competitive service no other member of such family shall be preferred or permanent appointment in the competitive service. The determination of persons entitled to preference is made in accordance with the requirements. The members of family preference are in direct line of descent, including adopted children, and shall be reported to the appointing officer of the Civil Service Commission for review.



OFFICIAL ENTRANCE PERFORMANCE RATING

Date: August 3, 1953

Name: Joseph S. Piccolo

Eod: August 3, 1953

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.

AUG 7 1953

MEMORANDUM

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.

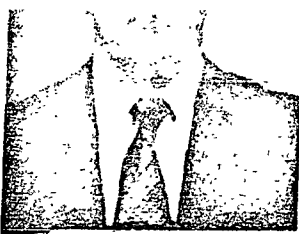
U. S. DEPARTMENT OF JUSTICE  
 FEDERAL BUREAU OF INVESTIGATION  
 WASHINGTON 25, D. C.

FORM APPROVED  
 BUDGET BUREAU NO. 50-1074  
 Prepared by: *AC*  
 Checked by:  
 Filed by:

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR., MRS., MISS, FIRST, MIDDLE INITIAL, LAST) <b>MR. JOSEPH B. PICCOLO</b>		2. DATE OF BIRTH <b>12-8-35</b>	3. JOURNAL & SECTION NO. <b>F. B. I. 2966</b>	4. DATE <b>8-3-53</b>				
5. NATURE OF ACTION (SEE EXPLANATORY TERMINOLOGY) <b>EXCEPTED INDEFINITE APPOINTMENT</b>		6. EFFECTIVE DATE <b>EOD 8-3-53</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>Schedule A Part 6.108(E)</b>					
8. POSITION TITLE <b>File Clerk</b>		9. SERVICE, SERIES, SALARY, GRADE <b>GS 2 \$2750 per annum</b>						
10. ORGANIZATIONAL DESIGNATION <b>Div. Four Files Section D. C.</b>		11. HEADQUARTERS						
12. FIELD OR DEPT'L <input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		13. VETERAN'S PREFERENCE <table border="1"> <tr> <td>15. POINT</td> <td>16. OTHER</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>			15. POINT	16. OTHER	<input type="checkbox"/>	<input type="checkbox"/>
15. POINT	16. OTHER							
<input type="checkbox"/>	<input type="checkbox"/>							
14. POSITION CLASSIFICATION ACTION <b>DJ#50-D-53 Cecilia Shirley Miniok reassign GS 2 FBI#52-D-184 off 6-23-53</b>		17. APPROPRIATION S. & E., FBI <b>same</b>						
18. SUBJECT TO C.S. RETIREMENT ACT (YES-NO) <b>no FICA</b>		19. DATE OF C.S. RETIREMENT ACT (YES-NO) <b>8-3-53</b>						
20. LEGAL RESIDENCE STATE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED <b>STATE:</b>		21. SIGNATURE OF OTHER AUTHENTICATOR <i>[Signature]</i>						
22. SIGNATURE OF DIRECTOR, F. B. I. <i>[Signature]</i> DIRECTOR, F. B. I.		23. REMARKS <p>The provisions of the Universal Military Training and Service Act of 1951 have been complied with.          The classification grade of this position is subject to post-audit and correction pursuant to Section 1310 c Supplemental Appropriation Act, 1952 - Public Law # 253, approved 11-1-51.          This appointment is a temporary, indefinite appointment, pursuant to the provisions of Public Law #843, approved 9-27-50.</p>						

3 - AUG 24 1953



FEDERAL BUREAU OF INVESTIGATION  
UNITED STATES DEPARTMENT OF JUSTICE

FD-140  
(9-10-51)

Date MAY 23 1953

APPLICATION FOR EMPLOYMENT

DIRECTOR:  
Federal Bureau of Investigation  
United States Department of Justice  
Washington, D. C.

- Special Agent (Law Trained)
- Special Agent (Accountant)
- Stenographer
- Typist (Check position applied for)
- Clerk
- Translator
- Radio Operator
- Laboratory Technician

SIR:  
I hereby make application for employment by the Federal Bureau of Investigation, United States Department of Justice in the position indicated by a check mark, and for your use in connection therewith I submit the following information.

NOTICE: Application MUST be typewritten or clearly printed. ALL questions MUST be answered. If a question is not applicable so state. Applications which are not complete and legible will not be considered. If space provided is not sufficient for complete answers, or you wish to furnish additional information, attach sheets of the same size as this application, and number answers to correspond with questions.

1. Name in full: Piccolo Family Name Joseph Given Name Stephan Middle Name

a) List all other names you have used including nicknames, and maiden name of female applicants:

Joe, Pic, Lo

2. Present Residence Address: N.E. 20th St. Ft. Lauderdale, Fla. 1636-1922 Telephone 33324

3. Address to which you wish mail or telegram sent: 1636 N.E. 20th St. Ft. Lauderdale, Fla. Box none

4. Height 511 5. Weight 129 6. Date of Birth 8 Dec 1935 7. Place of Birth Yonkers, N.Y.

8. Are you a U.S. citizen? yes If not born in U.S. give date of entry none 9. Place of entry none

10. Are you naturalized? no 11. Date none 12. Place none 13. Court none

14. Describe any physical defects or disabilities you have, including extent of defective vision, if any, with and without glasses (Snellen) and deficiencies in color vision and hearing. none

15. If appointed as a Special Agent, are you willing and prepared to accept assignment or transfer to any part of the United States or its territorial possessions, for either temporary or permanent duration? Yes a) If appointed to other positions, will you accept assignment anywhere in the United States or its territorial possessions? no b) If not, specify where you will accept assignment: Washington D.C.

16. If appointed as a Special Agent, or to other positions for assignment in Washington, D.C. are you willing to proceed to Washington, D.C. at your own expense, upon 10 days notice? yes a) If not, what is the minimum notice you will accept? 10 days 17. What is the lowest entrance salary you will accept? \$ 2750

18. Are you now employed by an agency of the federal Government? no a) Have you been so employed within the past 90 days? no b) Name of Agency none c) Location none

19. Have you ever before applied for employment with the Federal Bureau of Investigation? no a) Date none b) Where did you apply? none

EDUCATION	NAME OF SCHOOL	LOCATION	FROM	TO	COURSE OF STUDY	DIPLOMA OR DEGREE RECEIVED
HIGH SCHOOL	St. Anthony's	Pt. Lauderdale Fla.	1949	1952	Academic	
	Central Catholic	Ft. Lauderdale Fla.	1952	1953	Academic	Graduate
COLLEGE	none	none	none	none	none	none
GRADUATE SCHOOL	none	none	none	none	none	none
MISCELLANEOUS	none	none	none	none	none	none

20. If you are now employed by an agency of the federal Government, do you have any other employment? no a) If not, what state? none  
21. If you are not now employed by an agency of the federal Government, do you have any other employment? no a) If not, what state? none  
\* Applicants for these positions must attach a complete record of their educational qualifications, unless waived, and a detailed description of those experiences in the specific work for which application is being made. Separate statements describing necessary qualifications for these positions will be furnished upon request.

23. If you have ever used any names other than your true name, during what period, and under what circumstances, were these names used? none

24. Have you ever legally changed your name? no 25. Date: none a) Place: none b) Court: none

26. Where do you consider your legal residence? Ft. Lauderdale Broward Florida  
(City) (County) (State)

27. EMPLOYMENT: (list chronologically ALL employments, including summer and part-time employments)

NAME AND ADDRESS OF EMPLOYER	FROM	TO	ANNUAL SALARY	POSITION AND CLASS OF WORK		
a) Name <u>Joseph Piccolo</u> Address	<u>1949</u>	<u>present</u>	<u>\$500</u>	<u>teaching</u>	<u>J. Piccolo</u>	<u>still employed</u>
b) Name Address						
c) Name Address						
d) Name Address						
e) Name Address						
f) Name Address						
g) Name Address						
h) Name Address						

28. MILITARY RECORD:  
 a) Have you ever served in the Armed Forces of the United States? no b) Branch none  
 c) Dates of Service none d) Type of Discharge none  
 e) Serial Number none f) Basis for Discharge none  
 g) Are you registered for Selective Service? no h) Local Board No. none i) City none  
 j) Do you claim Veteran's Preference? no k) Basis for claim none

29. Have you ever served in the Armed Forces of a foreign country? no a) Dates none  
 b) Country none c) Branch none d) Circumstances none

30. Have you ever visited or resided in any foreign country (except for travel in the Armed Forces of the U.S.)? no  
 a) Date passport issued none b) Place issued none

COUNTRIES VISITED	FROM	TO	REASON FOR TRAVEL
<u>none</u>	<u>none</u>	<u>none</u>	<u>none</u>

31. List any close relatives, including in-laws, now residing outside the United States (except those in the Armed Forces of the U.S.)

NAME	RELATION	AGE	CITY	COUNTRY	CITIZEN / WHAT COUNTRY
<u>none</u>	<u>none</u>		<u>none</u>	<u>none</u>	<u>none</u>

Write "YES" or "NO" in the appropriate column. If the answers to any of the following questions are "YES" you MUST give full details, using additional sheets if necessary, and numbering answers to correspond with questions.

						YES	NO
32.	Have you had any serious illnesses or operations in the past 5 years? _____						no
	a) If so, describe and give dates _____						
	b) Were you hospitalized? _____						no
	Dates: _____ Hospital _____ Location _____						
	c) How many days' work have you lost in the past 5 years due to illness? _____						
	d) Do you have any service disability? _____						no
	e) Percentage: _____ f) Nature of disability? _____						
33.	Do you have any sources of income other than your salary? _____						no
	a) What are they? _____ b) Total amount of such income \$ _____						
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	Amount				
	_____	_____	_____				
	_____	_____	_____				
36.	Have you ever been arrested (include traffic violations, but not parking tickets)? _____					yes	
	DATE	PLACE	CHARGE	DISPOSITION	DETAILS		
	Jan. 8, 1953	Ft. Lauderdale	speeding	fined	\$10.00		
	_____	_____	_____	_____	_____		
	_____	_____	_____	_____	_____		
37.	Has any member of your immediate family or close relative (including in-laws) ever been arrested for other than traffic violations? _____						no
	NAME	RELATION	DATE	PLACE	CHARGE	DISPOSITION	
	_____	_____	_____	_____	_____	_____	
	_____	_____	_____	_____	_____	_____	
	_____	_____	_____	_____	_____	_____	
38.	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:				
	_____	_____	_____				
39.	Have you ever been dismissed or asked to resign from any employment or position you have held? _____						no
	Employer's name:	Date:	Reasons:				
	_____	_____	_____				
40.	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						
41.	Are you now, or have you ever been, a member of the Communist Party U.S.A. or any Communist organization? _____						no
42.	Are you now, or have you ever been, a member of a Fascist organization? _____						no
43.	Are you now, or have you ever been, a member of any organization, association, movement, group, or combination of persons which advocates the overthrow of our constitutional form of government, or which has adopted a policy of advocating or approving the commission of acts of force or violence to deny other persons their rights under the Constitution of the United States, or of seeking to alter the form of government of the United States by unconstitutional means? _____						no

43. REFERENCES

Give three personal references (not relatives, former employers, fellow employees or school teachers) who are responsible adults of reputable standing in their communities, such as householders, property owners, business or professional men or women including your family physician if you have one, who have known you well during the past 5 years.

NAME	RESIDENCE ADDRESS	BUSINESS ADDRESS	NO. OF YEARS ACQUAINTED
a) Paul F. Gocke	3025 N.E. Centor Ave. City	7900 Harbor Island, Miami Beach, Fla.	3 years
b) Dr. F.C. Hsherman	420 N.E. 9th Ave. City	116 Broward Blvd. Ft. Lauderdale, Fla.	4 years
c) Harry E. Kesinger	205 N.E. 1st street City	2000 E Sunrise Blvd. Ft. Lauderdale, Fla.	2 years

45. List the names of any of your relatives who are now employed by the Federal Government

NAME	RELATION	AGENCY BY WHICH EMPLOYED	LOCATION
a) Frances Carpinelli	cousin	Veterans Administration	New York City
b)			
c)			

46. List names in FULL of any friends or acquaintances who are now employed in the Federal Bureau of Investigation. Give the name of the city in which they are working, or were working when you last heard from them.

NAME IN FULL	LOCATION	LENGTH OF ACQUAINTANCE
a) none	none	none
b)		
c)		

47. List chronologically ALL of your residences for the past 10 years

FROM	TO	STREET	APT. NO.	CITY	STATE
✓ a) 1943	1945	658 Main Street	none	Dalton	Mass.
✓ b) 1945	1948	676 East Street	none	Pittsfield	Mass.
✓ c) 1948	1950	1100 N.E. 7th Ave.	none	Ft Lauderdale Fla.	Fla.
✓ d) 1950	1951	507 N.E. 11th Ave.	none	Ft. Lauderdale	Fla.
✓ e) 1951	1953	1335 N.E. 23th street	none	Ft Lauderdale	Fla.
f)					
g)					
h)					
i)					
j)					
k)					
l)					

48. Are you single, married, widowed, separated or divorced? single  
 a) If divorced, give date of divorce none Place none Court none  
 49. Maiden name of wife or husband's full name: none  
 a) Occupation none Employer's name and address: none  
 b) wife's or husband's present address: none  
 c) Birthplace: none d) Date of Birth none e) Is he or she a U.S. citizen? none  
 f) Date of naturalization none g) Place none h) Court none  
 50. NAMES OF CHILDREN none AGE

NOTE: If you have been married more than once, give the above information concerning each former husband or wife. Even though a relative is deceased, give all information requested, and indicate last residence and year of death. Include step-brothers and sisters, and if you or your wife or husband have step-parents, legal guardians, or others who have raised you instead of your parents the requested information should be furnished concerning them as well as your real parents:

RELATIVES

	FULL NAME	ADDRESS	AGE	PLACE OF BIRTH	OCCUPATION	DATE & PLACE OF NATURALIZATION
51. FATHER	Joseph Piccolo	1636 N.E. 20th street	48	Naples, Italy	driving instructor	Pittsfield Mass.
52. MOTHER	Irene Anna Piccolo	1636 N.E. 20th Street	44	Yonkers N.Y.	housewife	none
53. BROTHERS AND SISTERS				Pittsfield		
a)	Francis Donald	same	11	Mass.	student	none
b)	Louis Brian	same	9	Pittsfield, Mass.	student	none
c)						
54. WIVES OR HUSBANDS OF BROTHERS OR SISTERS						
a)	none	none		none	none	none
b)						
c)						
55. FATHER-IN-LAW		none		none	none	none
56. MOTHER-IN-LAW		none		none	none	none
57. BROTHERS AND SISTERS OF YOUR HUSBAND OR WIFE		none		none	none	none
a)		none		none	none	none
b)						
c)						
d)						
58. OTHERS (indicate relation - see note above)		none		none	none	none
a)		none		none	none	none
b)						
c)						



50. List all clubs, societies or organizations of which you are a member

- a) Jewish Civitan Club Location Ft. Lauderdale
- b) \_\_\_\_\_ Location \_\_\_\_\_
- c) \_\_\_\_\_ Location \_\_\_\_\_
- d) \_\_\_\_\_ Location \_\_\_\_\_

60. Foreign languages

	Speak	understand	read	write
a)	none	none	none	none
b)				
c)				

Indicate your proficiency in each phase of each language as "slight" "good" "fluent"

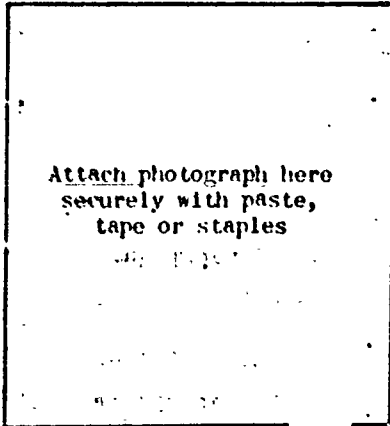
61. List any special abilities you have, or avocations at which you are proficient with degree of proficiency.

Ability at public speaking. Ability to hold chauffeurs license.

\_\_\_\_\_

\_\_\_\_\_

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Attach an unmounted full face photograph of yourself, not larger than 2 3/4 x 2 1/2 inches. Print your name plainly on the back of the photograph. The photograph must have been taken not more than 3 months prior to the date of this application. NO APPOINTIVE CONSIDERATION WILL BE AFFORDED ANY APPLICANT UNLESS SUCH A PHOTOGRAPH IS FURNISHED.

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,

[Handwritten Signature]  
 (Signature of the applicant as usually written)

Question #40.

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

