

~~SECRET~~

CIA/DDO-HOUSE COMMITTEE ON ASSASSINATIONS RECORDS
(File Title)

CIA PERSONNEL FILES
(RECORD NAME)

REEL NO. 58

ENDS WITH KENT,
WILLIAM M.

FILE
CUSTODIAN JH

DATE
FILMED 26 AUG. 1980

~~SECRET~~

*FDT-53
UV*

~~SECRET~~
CONFIDENTIAL
SECURITY INFORMATION
SECURITY APPROVAL

Date: 6 Dec. 1951

TO: Chief, Covert Personnel Division

Your Reference: L-2960

FROM: Chief, Security Division

Case Number: 57514

SUBJECT: KENT, William Morris

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 the EOD procedures.

Mr. Dickinson for 12/10

C. V. Brodeur
C. V. BRODEUR

*BH 8:13 9:00
3 - Jan 52*

pm

~~SECRET~~

SECRET
SECURITY INFORMATION

TO : Chief, Communications

DATE: 11 Jan. 1952

FROM : Chief, Security Division

SUBJECT: **MSGT, William Morris** 57514

In reply to your memorandum this is to advise that Subject meets the current requirements for cryptographic clearance and is approved for such duties as of this date.

C. V. Broadly
C. V. BROADLY

SED ✓

SECRET

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SECURITY INFORMATION

28 MAY 1952

TO : Chief, Personnel Division (Covert)

ATTENTION: Transactions and Records Branch

FROM : Chief, Special Security Division

SUBJECT : ██████████ (Pseudo)
#57514 OLIVER H. CORBUSTON

Va Lynch

1. Reference is made to your memorandum, dated 14 May 1952, in which a covert security clearance was requested to enable the WH Division to utilize the Subject's services as an Intelligence Officer (Staff Agent), in Fort Amador, Canal Zone. Reference memorandum indicated that Subject will be used on Project HYPOTHESIS,

2. In accordance with the provisions set forth in the Director's Memorandum of 14 February 1949, entitled "Security and Operational Clearances", a covert security clearance is granted for the covert use of the Subject as described in your request as set forth in Paragraph 1 above.

3. The Subject is not to represent himself as, nor is he to be represented as, an employee of CIA.

4. Your attention is called to the fact that a covert security clearance does not constitute complete compliance with the provisions of CIA Regulation 10-9. Therefore, if you should desire at a later date to change the status or use of this individual, a request for clearance to cover any proposed change should be submitted to this office.

5. This clearance becomes invalid in the event the Subject's services are not utilized within 60 days of the date of this memorandum.

FOR THE SECURITY OFFICER, CIA

Robert H. Cunningham
ROBERT H. CUNNINGHAM

SECRET

document

CONFIDENTIAL
SECURITY INFORMATION
SECURITY APPROVAL

Date: 21 September 1955

**TO: Chief, Records & Services Division
Personnel Office**
**FROM: Chief/ Security Division
Personnel**
SUBJECT: KENT, William Morris

Your Reference: C-1932 WH

Case Number: 57514

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.

Ernal P. Geiss
Ernal P. Geiss

CONFIDENTIAL

CONFIDENTIAL
SECURITY INFORMATION
SECURITY APPROVAL

Date: 2 October 1956

TO: Chief, Records & Services Division
 Personnel Office
FROM: Chief, Security Division
 Personnel
SUBJECT: KENT, William Morris

Your Reference: C-6163 WH

Case Number: 57514

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.

*Joe Keefe advised 10/5/56
1956*

W. M. Knott
W. M. Knott
W

CONFIDENTIAL

CONFIDENTIAL
(When Filled In)

STAFF AGENT CLEARANCE

DATE : 30 June 1966

YOUR REFERENCE: 42055

CASE NO. : 57514

TO : Chief, Contract Personnel Division

ATTN. : Staff Agents Branch

SUBJECT :
Kent, William M

1. This is to advise that a security clearance is granted for the employment of the Subject as *Operation Officer* GS-13, as Ops Officer by DDP/WH/ at New Orleans, La.

2. If your office should desire at a later date to change the status or use of the Subject, a request to cover any proposed change should be submitted to this office.

3. Unless arrangements are made within 60 days for entrance on duty within 120 days, this Approval becomes invalid.

4. As a part of entrance on duty processing:

A personal interview in the Office of Security must be arranged by your office.

A personal interview is not necessary.

Steven L. Kuhn
Steven L. Kuhn

CHIEF, PERSONNEL SECURITY DIVISION, OS

CONFIDENTIAL
(When Filled In)

SECURITY APPROVAL

DATE : 11 February 1970

YOUR
REFERENCE: Request #73407 DDP/WH

CASE NO. : 57514


TO : Director of Personnel

ATTN : SA Branch/CPD

SUBJECT : KENT, William Morris

1. This is to inform you that Subject has been approved for the appointment specified in your request under the provisions of Headquarters Regulations 10-3 and 20-5 including access to classified information through TOP SECRET as required in the performance of duties.
2. Unless arrangements are made for entrance on duty within 150 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.
 - Please advise Chief, Clearance Branch, extension 5620 when Subject enters on duty.
4. Conversion from Staff Agent to Staff Employee.

FOR THE DIRECTOR OF SECURITY:


for Chief, Personnel Security Division

SUBJECT	No. of Weeks	Grade	SUBJECT	No. of Weeks	Grade	SUBJECT	No. of Weeks	Grade
LANGUAGE SCHOOL			FRENCH			BUSINESS SCHOOL		
SPANISH			Basic			STENOGRAPHY (Gregg-Pittman)		
Grammar 1	2/49	16	Elementary			English I	1/19	16
Grammar 2	5/49	16	Intermediate			Spanish		
Grammar 3	5/50	16	Advanced			French		
Conversation 1	5/49	16	Commercial Correspondence			Portuguese		
Conversation 2	2/49	16				Dictation & Transcription		
Conversation 3	2/50	16	ENGLISH			English French		
SP. Commercial Correspondence	2/50	16	Advanced English	2/49	16	Spanish Portuguese		
Diplomatic Correspondence	2/50	16	Business English	5/49	16			
Word Study and Spelling	2/50	16	English for Foreigners			TYPEWRITING		
Translation Techniques	5/50	16	Business English	5/49	16	English I	5/49	16
Technique of Interpreting			Diplomatic Correspondence	5/50	16	English III	2/49	16
Bibliographic Research			Writing for Translators	7/50	16	Spanish		
Cultural Background of Latin America						French		
Contemporary Latin American Thought			DIPLOMATIC & ADMINISTRATION SCHOOL			Portuguese		
Hispano-American Painting			Banking	5/47	16			
SPANISH JOURNALISM			Economics	2/49	16			
Style and Structure			Finance			COMMERCIAL SUBJECTS		
Foreign Reporting			Econ. & Pol. Geography	5/49	16	Bookkeeping	5/50	16
Script Writing and Translation			International Relations			Secretarial Accounting		
Advertising Copy Writing			World Problems			Principles of Accounting		
Advertising Promotion			Latin American History			Cost Accounting		
PORTUGUESE			American History	1/16	16	Accounting for Executives		
Grammar 1			European History	5/49	16	Business Machines		
Grammar 2			Far Eastern History			Business Mathematics	2/50	16
Grammar 3						Business Etiquette		
Conversation 1						Business Law	2/49	16
Conversation 2								
Conversation 3						EXPORT		
Commercial Correspondence						Export Consular Documents		
Diplomatic Correspondence						Accounting for Export		
Word Study and Spelling						Credits & Collections		
Translation Technique						Export Transportation		
Technique of Interpreting						Market Analysis		
Bibliographic Research						Export Practice & Procedure	2/50	16
GERMAN						Air Freight Traffic		
Grammar						Foreign Trade I		
Conversation						Foreign Trade II		
Commercial						International Relations	5/49	16

Exc from CC II by W. Kent

ATTENDANCE RECORD

Days Absent	
Times Tardy	

KENT, WILLIAM

San Salvador, El Salvador

FITNESS REPORT

SECTION A						GENERAL INFORMATION					
1. EMPLOYEE NUMBER		2. NAME (Last, first, middle)				3. DATE OF BIRTH		4. SEX	5. GRADE	6. SD	
059198		Kent, William M.				9 May 29		M	GS-14	D	
7. OFFICIAL POSITION TITLE				8. OFF/DIV/BR OF ASSIGNMENT		9. CURRENT STATION		10. CODE (ck one)			
Ops Officer				DDO/PS/CMG/NOC		Washington		<input checked="" type="checkbox"/> HQS		<input type="checkbox"/> DF	
11. TYPE OF APPOINTMENT						12. TYPE OF REPORT					
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec.)			<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL		
13. REPORTING PERIOD (from-to-)						14. DATE REPORT DUE IN O.P.					
1 January 75 - 31 October 75						30 November 75					

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.			No

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 Under the general guidance of Branch management, develops and implements a centralized system for finding suitable NOC personnel to fill specific vacancies; devises and implements procedures for identifying suitable NOC positions for unassigned NOC personnel	RATING LETTER O
SPECIFIC DUTY NO. 2 Maintains effective working relationships with various elements of the DDA such as Office of Personnel, Office of Medical Services, Office of Security and DDO's operating divisions concerning placement and assignment of personnel for NOC duties	RATING LETTER O
SPECIFIC DUTY NO. 3 As Chief of the Branch's Personnel Resources and Requirements Section, establishes and maintains liaison with the respective CIA components to develop data on nationality, background, education, language skills, professional specialties available to the Branch as aids to systematic NOC personnel	RATING LETTER S
SPECIFIC DUTY NO. 4 searches and surveys Serves as Branch area referent for LA and AF Divisions. Monitors and reviews assignments, effectiveness, and problems of NOC officers in LA and AF Divisions. Recommends as appropriate concurrence or corrective actions in conformity with DO objectives and standards	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 the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	RATING LETTER O

S E C R E T

COMMENTS OF REVIEWING OFFICIAL (contd) William M. Kent

Clandestine Service, one of my prime responsibilities is to try to reestablish the integrity of the current letter evaluations used in fitness reports and one of the first places for me to start is in my own Staff.

With that said, I do wish to underscore the fact that Mr. Kent is a responsible and responsive professional who knows what he has to do, does it with a minimum of fuss, writes clearly and to the point, is dedicated and in my judgment fully warrants an overall evaluation of strong. The above comments will be shown to the rater as well as the ratee.

S E C R E T

SECTION D Narrative Comments (Continued)

languages (Spanish and Italian), and his admirable command of English prose which enables him to write crisp operational communications with speed and precision, all aid him in carrying out his responsibilities in a superior manner.

Subject does not become a victim of routine. In addition to developing the effective referrals system noted above, he has also on his own initiative created our own "skills bank" in which we are able to locate suitable NOC candidates, and those on board, in terms of needed professional or area experience, rare and esoteric language skills, etc. to the point that we can supply "leads" to divisions in a matter of minutes. (Several hundred NOC applicants and on-board personnel have thus been listed by skills bank criteria.)

Subject constantly seeks to make the NOC Branch a more meaningful and useful management tool. I find him a thoughtful and canny colleague, careful to observe in full the regulatory limits of our activity but quick to perceive opportunities to support and assist the divisions within those limits. He is a firm, fair, no-nonsense supervisor of Branch personnel. He speaks his mind, honestly but tactfully, when differences occur between him and me. It is my conviction that he is ready to enter into the upper reaches of staff and supervisory echelons of the Directorate and has by now proven that he is as adept at staff responsibilities as he was previously impressive in his field and desk operational responsibilities. In short, a comer and a cherished colleague.

LEAD 1 5 20 1951

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, if given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

In February 1976 following the emergency hospitalization and retirement of my deputy, Subject became my new deputy, a position he has filled since that time in addition to performing most of the assignments he had been tasked with earlier. His undiminished energy and enthusiasm for his work is a hall-mark of his performance since that time. Subject has, on his own initiative, developed our referrals system (finding new NOC applicants and those on board for filling specific area priority needs) to a point where it is serving the entire Directorate with distinction and precision, especially in the "crisis" areas of NOC needs, such as Africa and Near East Divisions. Thanks to his creation of an orchestrated system of finding and "shopping" new-hire applicants with rare skills, we have also begun to serve the newly-created Clandestine Corps program with dozens of such applicants, in addition to serving normal area division NOC needs.

As a Branch supervisor, Subject deals with the entire spectrum of Branch activity in my absence with sureness and confidence. His broad operational background abroad, his near-native ability in two

/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	
14		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
24 January 1977	Chief, NOC Branch	

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE	DATE	SIGNATURE OF EMPLOYEE
HAVE ATTACHED <input checked="" type="checkbox"/> HAVE NOT ATTACHED		<i>William M. Kent</i> William M. Kent

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL		
I became C/CMS on 1 October 1976 and thus my comments must be restricted to the October-December 1976 time frame. I have no basic disagreement with the narrative comments but do challenge the letter evaluations. While Mr. Kent's performance has been strong and he has amply demonstrated he is a GS-15 level officer capable of assuming greater responsibilities, I cannot concur that his performance "is so exceptional to requirements of the work and in comparison of others doing similar work as to warrant special recognition". On purely technical grounds there is no other officer serving as DC/CMS/NOC and thus the comparison is invalid. Secondly, as Chief, Career Management Staff and administrator of the		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
26 January 1977	Chief, CMS	<i>Robert D. Brown, Jr.</i> Robert D. Brown, Jr.

4. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT.	DATE	SIGNATURE OF EMPLOYEE
		<i>William M. Kent</i> William M. Kent

CLASSIFICATION

FITNESS REPORT

SECTION A

GENERAL INFORMATION

1. EMPLOYEE NUMBER 059198	2. NAME (Last, first, middle) Kent, William M.	3. DATE OF BIRTH 05/09/29	4. SEX M	5. GRADE GS-15	6. SD DYB
7. OFFICIAL POSITION TITLE Ops Officer - Deputy Chief		8. OFF/DIV/BR OF ASSIGNMENT DDO/CMS/NOC	9. CURRENT STATION Hqs	10. CODE (ck one) <input checked="" type="checkbox"/> HQS <input type="checkbox"/> DP	
11. TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> CONTRACT <input type="checkbox"/> OTHER (Spec.) <input type="checkbox"/> TEMPORARY			12. TYPE OF REPORT <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT <input type="checkbox"/> SPECIAL		
13. REPORTING PERIOD (from-to) 1 November 1975 - 31 December 1976			14. DATE REPORT DUE IN O.P. 31 January 1977		

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.

No

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. 1	As head of the Branch's Referral Section, develops and implements a centralized system for locating suitable new-hire NOC personnel to fill specific NOC needs by area divisions; also does the same for unassigned NOC personnel as coordinator between area divisions.	RATING LETTER O
SPECIFIC DUTY NO. 2	As deputy to Chief, CMS/NOC, serves as latter's alter ego in absence of branch chief, and as his principal adviser in all matters concerning nonofficial cover in which the Branch is involved.	RATING LETTER S
SPECIFIC DUTY NO. 3	Maintains effective working relationship with various Agency components including Office of Personnel, Office of Medical Services, Office of Security, etc., as well as serving as Branch senior officer in dealing with Central Cover Staff, concerning placement, assignment and appropriate cover for personnel under non-official cover.	RATING LETTER O
SPECIFIC DUTY NO. 4	In charge of our Branch data bank on availability of NOC personnel and applicants by nationality, language skills, professional skills and specialties, foreign area experience etc.	RATING LETTER O
SPECIFIC DUTY NO. 5		RATING LETTER
SPECIFIC DUTY NO. 6		RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

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

RATING LETTER

007327 2-3⁽⁴⁾

SECRET

18 May 1977

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. William M. Kent, Period: 1 January - 20 May 1977

1. As I depart from the assignment as Chief, Non-official Cover Branch, Career Management Staff, I should like to make a final comment on the performance of Mr. Kent who has served with me during the entire period of my assignment and who, since March 1976, has been my deputy. More specifically, the period since 1 January 1977 has been a trying one for this component and has culminated with its sudden transfer from one component (CMS) to another (ADDO/D).

2. During this most recent period, Mr. Kent has demonstrated his capacity for growth and leadership. He has himself handled virtually all of the transition aspects for the Branch, involving briefings and counsel for his new overall chief (the ADDC/D) and for his new branch chief. He has served in the past 30 days substantially as acting branch chief, given my fairly lengthy TDY absence abroad during that period. I can only reiterate my judgment in the last fitness report that Kent is a senior and mature supervisory officer, very well organized in his work habits and capable of making measured judgments and decisions. His continuity in all aspects of nonofficial cover and its ramifications makes him a valued and valuable staff officer. I would say his future contribution lies in the entire area of managing and guiding Directorate personnel. I have noted the clear progress he has made in the past year in taking supervisory decisions involving personnel, firmly and crisply.

3. Given his impressive field and Headquarters experience, Kent should be given an opportunity to display his worth in future Directorate assignments involving discretion, professionalism and maturity. I give him an unquestioned "Strong" for this final period he has served with me.

[Redacted Signature]

Chief
Nonofficial Cover Branch

SECRET

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 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 D, attach a separate sheet of paper.

MAY 1977

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 18 May 1977	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE		DATE	SIGNATURE OF EMPLOYEE
HAVE ATTACHED	<input checked="" type="checkbox"/> HAVE NOT ATTACHED	18 May 1977	William M. Kent

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I am in basic agreement with these comments and with the overall rating of Strong. Unfortunately, due to the physical separation of my office and that where Mr. Kent labors, I find it difficult to provide meaningful substantive comments. I have served as C/CMS only since 1 October 1976 and, while individual branches within CMS are widely dispersed, I have been lucky in having each managed and run by a senior experienced officer of supergrade rank. This was true in CMS/NOC and I am more than willing to accept C/CMS/NOC's evaluation of Mr. Kent. In my own dealings with Kent, I have found him to be responsive, informed, articulate and an excellent team player. I am also aware of certain innovations developed by him and implemented within CMS/NOC which have benefically contributed to the Directorate's NO6 program.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
31 May 77	Chief, CMS	Robert D. Brown, Jr.

4. BY EMPLOYEE

I CERTIFY THAT I HAVE BEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT.	DATE	SIGNATURE OF EMPLOYEE
	1 June 1977	William M. Kent

CLASSIFICATION
SECRET

FITNESS REPORT

SECTION A

GENERAL INFORMATION

1. EMPLOYEE NUMBER 059198		2. NAME (Last, first, middle) Kent, William M.		3. DATE OF BIRTH 05/09/29	4. SEX M	5. GRADE GS-15	6. SD DYB
7. OFFICIAL POSITION TITLE Ops Officer - Deputy Chief			8. OFF/DIV/BR OF ASSIGNMENT DDO/CMS/NOG	9. CURRENT STATION Hqs		10. CODE (ck one) <input checked="" type="checkbox"/> HQS <input type="checkbox"/> DF	
11. TYPE OF APPOINTMENT				12. TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec.)	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT	<input checked="" type="checkbox"/> SPECIAL
13. REPORTING PERIOD (from-to) 1 Jan 77 - 20 May 77				14. 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.

YES NO

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
SPECIFIC DUTY NO. 1 SEE MEMORANDUM IN LIEU OF FITNESS REPORT (ATTACHED)	
SPECIFIC DUTY NO. 2	
SPECIFIC DUTY NO. 3	
SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 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, 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.

A B C D E F

Section D (continued)

healthy skepticism enables him to contribute materially to the smooth, still on-going, transition from the old to the new way. In this context he has made invaluable suggestions on how we shall proceed in order to improve the operational efficacy of a NOC officer, as well as to ease the burdens imposed on the private life of a NOC officer.

3. Worthy of special note is the systematic and orderly fashion in which he tackled each new problem. These attributes resulted in his solving many of the thorny personnel problems which have confronted us of late. Mr. Kent's industriousness -- on the average he spends 10 hours a day in the office -- together with his legendary meticulousness have enabled him to set up an effective referral system through which we control the flow-through of both traditional and new NOC officers -- a most difficult and at times frustrating task.

4. As a deputy and acting branch chief he has been a firm and stern supervisor who exacts precision and perfection from his subordinates. The firmness and sternness, however, are tempered by a judicious application of human understanding or compassion in cases of "hard-to-place" NOC officers. His advice in solving many of these cases to the satisfaction of both the officer and the operational component involved was most welcome.

5. In sum, Mr. Kent has been a most effective deputy. As noted above, he has many outstanding traits and his overall performance has been a solid strong.

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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 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 D, attach a separate sheet of paper.

1. Having been appointed to my present position on 23 May 1977, this report covers seven months. In this time I have learned to appreciate Mr. Kent's excellent performance in supporting and guiding the mission of this branch. Considering the outstanding evaluation he received from my predecessor, it must have been a great disappointment to Mr. Kent that he was not advanced to become branch chief. I make this observation because Mr. Kent has never demonstrated his obvious disappointment to me. On the contrary, from the first moment he has shown extraordinary and enthusiastic willingness in providing the needed continuity to run this branch which controls the career progression of the NOC officer complement consisting of between [redacted] officers at any given time. No doubt the reader is aware of the intricate, complicated and at times confusing bureaucratic machinery which governs the NOC officer program. Mr. Kent has done a superb job in helping me understand and cope with this maze.

2. With the creation of the Office of External Development and concomitant issuance of new, precise and explicit regulations we now hope to streamline and simplify this bureaucratic machinery. Mr. Kent's knowledge of past practices coupled with his eagerness and at times

SECTION E CERTIFICATION AND COMMENTS

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

DATE 28 December 1977	OFFICIAL TITLE OF SUPERVISOR Chief, OED/NOC Staff	TYPED OR PRINTED NAME AND SIGNATURE Gerard J. Hahn <i>GHahn</i>
--------------------------	--	--

2. BY EMPLOYEE		
STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE HAVR ATTACHED <input checked="" type="checkbox"/> HAVE NOT ATTACHED	DATE 28 Dec. 1977	SIGNATURE OF EMPLOYEE William M. Kent <i>W.M. Kent</i>

3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL I have not had the opportunity to observe Mr. Kent's performance as closely as the rating officer. However, the rater's comments strike me as being eminently fair and accurate. Mr. Kent has certainly performed well and his thorough and accurate presentations have indeed been impressive. Despite my somewhat limited association with Mr. Kent, but having full confidence in the rating officer's judgment, I have no hesitation in concurring in the overall rating of Strong.		

DATE 29 December 1977	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, OED	TYPED OR PRINTED NAME AND SIGNATURE Walter L. O'Brien <i>W.L. O'Brien</i>
--------------------------	--	--

4. BY EMPLOYEE		
I CERTIFY THAT I HAVE BEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT.	DATE 3 January 1978	SIGNATURE OF EMPLOYEE William M. Kent <i>W.M. Kent</i>

CLASSIFICATION
CONFIDENTIAL

Sec. 1e - P. Idren's Passport

Sec. 13 - Obtained diploma from Pittsburg H.S. while in the Army through series of examinations given by the School

Sec. 14 - Draft Classification: 4A (Draft-exempt at present)
Duties in 25th Mezz. Cav. Ren. Trp.: Military Policeman and voice radio operator M.P. Radio Station.
Received special M.P. training immediately after assignment to 25th Mezz. Cav. Ren. Trp.

Sec. 20 - Names in this section are of neighbors. I personally do not know these people except by sight. They do however know my parents a little better.

Sec. 21. d - Credit references given in this section are of my father. As I have no charge accounts nor am I in business I have no credit references in the U.S.

Sec. 23 - While living in Italy traveled with parents to:
Germany, France, Belgium, Luxembourg,
Switzerland, Austria.

While employed in El Salvador: visited
Guatemala - April 1951 - 10 days

On way home (driving) from El Salvador
traveled through: Guatemala, Mexico.

Sec. 18-19 - The following persons are persons who know me intimately as we lived in the same boarding house in El Salvador. They are all with the American Embassy in San Salvador with the exception of Sgt. Kriebel:

Mr. James N. Leaker,	also: Mrs. & Mrs. Robert Pittman
Miss Johanna C. Gaffney,	Tabacalera Morazan
Sgt. Irwin Ast, U.S. M.C.	San Salvador, El Salvador
Sgt. Wilmer Kriebel, U.S. A.	Mr. William Whitland
Miss Elizabeth Hunter	U.S. Embassy
	San Salvador, El Salvador.

(over please)

IF, TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:

NA

SEC. 26. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME Paul Kent

RELATIONSHIP Father

ADDRESS 2448 Washington Ave.

N.Y.C. 58, N.Y.

U.S.A.

SEC. 27. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED.

ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANSWER "NO."

No

SEC. 28. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT New York City

DATE July 16, 1951

Paul Kent

William M. Kent

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

4. (Name and Chapter) (St. and Number) (City) (State) (Country)
 DATES OF MEMBERSHIP:

5. (Name and Chapter) (St. and Number) (City) (State) (Country)
 DATES OF MEMBERSHIP:

6. (Name and Chapter) (St. and Number) (City) (State) (Country)
 DATES OF MEMBERSHIP:

7. (Name and Chapter) (St. and Number) (City) (State) (Country)
 DATES OF MEMBERSHIP:

SEC. 25. MISCELLANEOUS

A. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED; OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF, OR HAVE YOU SUPPORTED, ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES?

IF "YES," EXPLAIN: *No*

B. DO YOU USE, OR HAVE YOU USED, INTOXICANTS? IF SO, TO WHAT EXTENT?

C. HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? IF SO, STATE NAME OF COURT, CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE:

No

D. HAVE YOU EVER BEEN COURT-MARTIALED WHILE A MEMBER OF THE ARMED FORCES? IF ANSWER IS "YES" GIVE DETAILS BELOW:

No

E. LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE 1949:

(None) NA

C. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY? No
GIVE PARTICULARS, INCLUDING COURT: N.A.

D. GIVE THREE CREDIT REFERENCES IN THE U. S.

- 1. NAME Walterstein and Schwartz ADDRESS 7 W 36 Street N.Y.C. 18 N.Y.
(St. and Number) (City) (State)
- 2. NAME S. Goldner ADDRESS 15 E. First St. N.Y.C. 3 N.Y.
(St. and Number) (City) (State)
- 3. NAME M. Evers T. Son ADDRESS 672 Courtland Ave. N.Y.C. 51 N.Y.
(St. and Number) (City) (State)

SEC. 22. RESIDENCES FOR THE PAST 15 YEARS

- FROM July 1951 TO Present 2442 Washington Ave. N.Y.C. 58 N.Y. U.S.A.
(St. and number) (City) (State) (Country)
- FROM Aug. 1950 TO July 1951 Casa Clark San Salvador El Salvador
(St. and number) (City) (State) (Country)
- FROM March 1940 TO Aug. 1950 2442 Washington Ave. N.Y.C. N.Y. U.S.A.
(St. and number) (City) (State) (Country)
- FROM Sept. 1937 TO March 1940 1250 Washington Ave. N.Y.C. N.Y. U.S.A.
(St. and number) (City) (State) (Country)
- FROM June 1937 TO Sept. 1939 Myers Cottages Pine Hill N.Y. U.S.A.
(St. and number) (City) (State) (Country)
- FROM April 1938 TO June 1939 220 W. 78 St. N.Y.C. N.Y. Italy
(St. and number) (City) (State) (Country)
- FROM 1935 TO Sept. 1938 Viale Romagna 157 Milan Italy
(St. and number) (City) (State) (Country)

SEC. 23. RESIDENCE OR TRAVEL OUTSIDE OF THE UNITED STATES

- A. FROM 1929 TO 1938 Milan Italy Home
- FROM 1938 TO 1939 Varese Italy Home
- FROM June 1949 TO Sept. 1949 Mexico City Mexico College
- FROM Dec. 1946 TO March 1948 Osaka Japan U.S. Army
- FROM 1950 TO 1951 San Salvador El Salvador Employment

SEC. 24. CLUBS, SOCIETIES, AND OTHER ORGANIZATIONS

LIST NAMES AND ADDRESSES OF ALL CLUBS, SOCIETIES, PROFESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIND, IN WHICH MEMBERSHIP IN, OR OFFICER OF, ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCHES IN A FOREIGN COUNTRY, TO WHICH YOU BELONG OR HAVE BELONGED.

1. Boy Scouts of America - Troop 139 Bathgate Ave. Bronx, N.Y. J. 136
(Name and Chapter) (St. and Number) (City)
DATES OF MEMBERSHIP: 1943-1948-1945

2. _____
(Name and Chapter) (St. and Number) (City)
DATES OF MEMBERSHIP: _____

3. _____
(Name and Chapter) (St. and Number) (City)
DATES OF MEMBERSHIP: _____

SEC. 18. GIVE FIVE CHARACTER REFERENCES—IN THE U. S.—WHO KNOW YOU INTIMATELY—(Give residence and business addresses where possible.)

	Street and Number	City	State
1. <u>Mid'n. Donald C. Regan</u>	BUS. ADD. <u>U.S. Naval Academy</u>	<u>Annapolis</u>	<u>Md.</u>
	RES. ADD. <u>2937 Liebau Ave.</u>	<u>N.Y.C.</u>	<u>N.Y.</u>
2. <u>Theodore Accas</u>	BUS. ADD.		
	RES. ADD. <u>320 Wadsworth Ave.</u>	<u>N.Y.C.</u>	<u>N.Y.</u>
3. <u>Mrs. Alice Meyer</u>	BUS. ADD.		
	RES. ADD. <u>145 Finchurst Ave.</u>	<u>N.Y.C.</u>	<u>N.Y.</u>
4. <u>Mrs. Ludwig Ilse</u>	BUS. ADD.		
	RES. ADD. <u>2447 Grove St. South</u>	<u>St. Petersburg</u>	<u>Fla.</u>
5. <u>Mrs. Margaret Parker</u>	BUS. ADD.		
	RES. ADD. <u>15 Finchurst Ave.</u>	<u>N.Y.C.</u>	<u>N.Y.</u>

SEC. 19. NAMES OF FIVE PERSONS WHO KNOW YOU SOCIALLY IN THE UNITED STATES—NOT REFERENCES, RELATIVES, SUPERVISORS, OR EMPLOYERS—(Give residence and business addresses where possible.)

	Street and Number	City	State
1. <u>Helen Raynor</u>	BUS. ADD.		
	RES. ADD. <u>221 Miller Ave.</u>	<u>Freeport L.I.</u>	<u>N.Y.</u>
2. <u>Cyrus Receraro</u>	BUS. ADD.		
	RES. ADD. <u>528 So. 2nd Ave.</u>	<u>Mt. Vernon</u>	<u>N.Y.</u>
3. <u>Florinda Montana</u>	BUS. ADD.		
	RES. ADD. <u>262 E. Prospect Ave.</u>	<u>Mt. Vernon</u>	<u>N.Y.</u>
4. <u>Alfred Donado</u>	BUS. ADD.		
	RES. ADD. <u>12 Oak St.</u>	<u>Harrison</u>	<u>N.Y.</u>
5. <u>Sra. Eva Marila</u>	BUS. ADD. <u>700 Park Ave.</u>	<u>N.Y.C.</u>	<u>N.Y.</u>
	RES. ADD.		

SEC. 20. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U. S.—(Give residence and business addresses where possible.)

	Street and Number	City	State
1. <u>Mrs. Nelson</u>	BUS. ADD.		
	RES. ADD. <u>298 Washington Ave.</u>	<u>N.Y.C.</u>	<u>57 N.Y.</u>
2. <u>Mrs. Simon</u>	BUS. ADD.		
	RES. ADD. <u>298 Washington Ave.</u>	<u>N.Y.C.</u>	<u>57 N.Y.</u>
3. <u>Mrs. Frieda Schern</u>	BUS. ADD.		
	RES. ADD. <u>298 Washington Ave.</u>	<u>N.Y.C.</u>	<u>57 N.Y.</u>

SEC. 21. FINANCIAL BACKGROUND

A. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? Yes IF NOT, STATE SOURCES OF OTHER INCOME NA

B. NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS None

(18)
E. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION, SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, ETC. *No*

IF YES, INDICATE KIND OF LICENSE AND STATE *NR*

FIRST LIC. OR CERTIFICATE (YR) _____ LATEST LIC. OR CERTIFICATE (YR) _____

F. GIVE ANY SPECIAL QUALIFICATIONS NOT COVERED ELSEWHERE IN YOUR APPLICATION SUCH AS:

- (1) YOUR MORE IMPORTANT PUBLICATIONS (DO NOT SUBMIT COPIES UNLESS REQUESTED)
- (2) YOUR PATENTS OR INVENTIONS
- (3) PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE
- (4) HONORS AND FELLOWSHIPS RECEIVED

School (College) Magazine & Newspaper: Several articles & stories, also cartoons
Honors at Graduation Latin American Institute.
General Excellence - Excellence Diplomatic Subjects -
Outstanding Service to the school award.

G. HAVE YOU A PHYSICAL HANDICAP, DISEASE, OR OTHER DISABILITY WHICH SHOULD BE CONSIDERED IN ASSIGNING YOU TO WORK? IF ANSWER IS "YES," EXPLAIN:

No

H. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? IF ANSWER IS "YES," GIVE COMPLETE DETAILS:

No

SEC. 16. HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN FROM ANY POSITION? HAVE YOU LEFT A POSITION UNDER CIRCUMSTANCES WHICH YOU DESIRE TO EXPLAIN? GIVE DETAILS:

A. No

B. Resigned position in El Salvador under protest of employer whose desires were that I remained with the company.

SEC. 17. GENERAL QUALIFICATIONS

A. FOREIGN LANGUAGES (STATE DEGREE OR PROFICIENCY AS "SLIGHT," "FAIR," OR "FLUENT")

LANGUAGE Spanish	SPEAK Fluent	READ Fluent	WRITE Fluent
LANGUAGE Italian	SPEAK Fluent	READ Fluent	WRITE Fluent
LANGUAGE French	SPEAK Slight	READ Slight	WRITE Slight
German	Slight	Slight	Slight

B. LIST ALL SPORTS AND HOBBIES WHICH INTEREST YOU; INDICATE DEGREE OF PROFICIENCY IN EACH:

Track - High School Track Team; Baseball, Football (only as spectator)
Stamp Collecting Writing
Music and Dancing Breeding and raising tropical fish

C. HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION?

Some experience and travel in Latin America plus knowledge of Spanish would aid in work in Latin countries.

D. LIST ANY SPECIAL SKILLS YOU POSSESS AND MACHINES AND EQUIPMENT YOU CAN USE, SUCH AS OPERATION OF SHORT-WAVE RADIO, MULTILITH, COMPTONETER, KEY PUNCH, TURNT LATH, SCIENTIFIC OR PROFESSIONAL DEVICES:

IBM Proof Machine
Writing Short Stories
Cartooning
Typing

APPROXIMATE NUMBER OF WORDS PER MINUTE IN TYPING 50 SHORTHAND

FROM Sept 1948 TO May 1950 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA
 EMPLOYING FIRM OR AGENCY Attended Latin American Institute
 ADDRESS 200 Park Ave New York City N.Y. U.S.A.
 (St. and Number) (City) (State) (Country)
 KIND OF BUSINESS NA NAME OF SUPERVISOR Dr. Juvenal L. Angeles (Pres.)
 TITLE OF JOB NA SALARY \$ NA PER NA
 YOUR DUTIES NA

REASONS FOR LEAVING Graduated

FROM June 1948 TO Sept 1948 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA
 EMPLOYING FIRM OR AGENCY National City Bank of New York
 ADDRESS 50th Street Branch N.Y.C. N.Y. U.S.A.
 (St. and Number) (City) (State) (Country)
 KIND OF BUSINESS Banking NAME OF SUPERVISOR Don't recall
 TITLE OF JOB I.B.M. Proof Mach. Oper. SALARY \$ Don't recall PER —
 YOUR DUTIES Operated I.B.M. Proof Machine and had various clerical duties.

REASONS FOR LEAVING To attend Latin American Institute

FROM May 1948 TO June 1948 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA
 EMPLOYING FIRM OR AGENCY Encyclopedia Britannica Inc.
 ADDRESS 252 E. 161 St. N.Y.C. N.Y. U.S.A.
 (St. and Number) (City) (State) (Country)
 KIND OF BUSINESS Edu. Books Sales NAME OF SUPERVISOR Don't Recall
 TITLE OF JOB Head Children's Books Dept. SALARY \$ Commission PER NA
 YOUR DUTIES In charge Children's Books Dept. To direct sales and sell children's Books

REASONS FOR LEAVING Foot Injury

SEC. 14. ACTIVE U. S. OR FOREIGN MILITARY SERVICE

U.S.A. (Country) Army (Service) T/5 (Rank) Oct. 5, 1946 - March 29, 1948 (Dates of Service)
 Osaka, Japan (Last Station) RA 12264528 (Serial Number) Honorable (Type of Discharge)
 REMARKS: 25th Inf. Div. 25th Misc. Cav. Res. Troop. (Military Police)
 SELECTIVE SERVICE BOARD NUMBER 28 ADDRESS 1910 Arthur Ave. N.Y.C. 52, N.Y.
 IF DEFERRED GIVE REASON N.A.

INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS (Army, Security Agency, Enlisted Reserve Corps, Honor. Arch. - Military Police, Nat. National Guard, Honorable Discharge)

SEC. 15. CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 15 YEARS. ACCOUNT FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST. (List all civilian employment by a foreign government, regardless of dates.)

FROM Aug. 1950 TO June 1951 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA
 EMPLOYING FIRM OR AGENCY Almacén y Librería El Siglo
 ADDRESS (St. and Number) San Salvador (City) El Salvador (State) El Salvador (Country)
 KIND OF BUSINESS Dept. Store NAME OF SUPERVISOR Edgar Schoening
 TITLE OF JOB Manager SALARY \$ 200 PER Month
 YOUR DUTIES Advertising, Publicity, Store and Window Displays, Wholesale Shipments, Supervision of employees

REASONS FOR LEAVING No future with the Company

FROM July 1950 TO July 1951 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) NA
 EMPLOYING FIRM OR AGENCY Commercial National Bank of N.Y.
 ADDRESS (St. and Number) N.Y.C. N.Y. U.S.A. (City) (State) (Country)
 KIND OF BUSINESS Banking NAME OF SUPERVISOR don't Recall
 TITLE OF JOB Translator SALARY \$ 10.- PER day

YOUR DUTIES Translating letters and forms from foreign languages into English and from English into foreign languages. Five languages employed.

REASONS FOR LEAVING Hired on temporary basis while regular translator was on vacation.

SEC. 12. POSITION DATA

A. KIND OF POSITION APPLIED FOR

B. WHAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT? \$ 3000
(You Will Not Be Considered For Any Position With A Lower Entrance Salary.)

C. IF YOU ARE WILLING TO TRAVEL, SPECIFY: OCCASIONALLY
FREQUENTLY CONSTANTLY

D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C.
ANYWHERE IN THE UNITED STATES OUTSIDE THE UNITED STATES

E. IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, SPECIFY LOCATIONS:
NA

SEC. 13. EDUCATION

Elementary School: Leonardo da Vinci Milan Italy 1935 to 1938
ELEMENARY SCHOOL St. Joseph ADDRESS Bronx, N.Y.C. N.Y. U.S.A.
(City) (State) (Country)

DATES ATTENDED 1932-1944 GRADUATE: Yes

HIGH SCHOOL Fordham Preparatory ADDRESS N.Y.C. N.Y. U.S.A.
(City) (State) (Country)

DATES ATTENDED 1944-1946 GRADUATE: No

High School: Pillsberg Evening H.S. ADDRESS Pittsburg Calif. U.S.A.
(City) (State) (Country)

MAJOR AND SPECIALTY YEARS COMPLETED

DATES ATTENDED 1946 DEGREE Graduated

COLLEGE Latin American Institute ADDRESS N.Y.C. N.Y. U.S.A.
(City) (State) (Country)

MAJOR AND SPECIALTY Spanish-Diplomatic Subjects YEARS COMPLETED 2

DATES ATTENDED 1948-1950 DEGREE Diploma Foreign Service Other

CHIEF UNDERGRADUATE COLLEGE SUBJECTS Economics, Comm'l Law; Int'l Comm'l Law;

Public Relations; American, European & Diplomatic History; History, Bookkeeping & Business Math;
Eng. & Spn. Comm'l Corresp; Translation Techniques; Spanish; Modern History; Writing; Export

CHIEF GRADUATE COLLEGE SUBJECTS College: Mexico City Calif. - Mexico D.F. Mexico.

Summer Course 1949 - Import-Export, Spanish, Journalism

SEC. 9. MOTHER-IN-LAW *NA*

FULL NAME
(First) (Middle) (Last)
LIVING OR DECEASED DATE OF DECEASE CAUSE
PRESENT, OR LAST, ADDRESS
(St. and Number) (City) (State) (Country)
DATE OF BIRTH PLACE OF BIRTH
IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY
CITIZENSHIP WHEN ACQUIRED? WHERE?
(City) (State) (Country)
OCCUPATION LAST EMPLOYER

SEC. 10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:

1. NAME *Silvia Brusogni* RELATIONSHIP *Uncle* AGE *53*
CITIZENSHIP *Italy* ADDRESS *Via Sacco 10 Varese Italy*
(St. and Number) (City) (State) (Country)
2. NAME *Eda Brusogni* RELATIONSHIP *Hunt* AGE *47*
CITIZENSHIP *Italy* ADDRESS *Via Sacco 10 Varese Italy*
(St. and Number) (City) (State) (Country)
3. NAME *Lillian Brusogni* RELATIONSHIP *Cousin* AGE *20*
CITIZENSHIP *Italy* ADDRESS *Via Sacco 10 Varese Italy*
(St. and Number) (City) (State) (Country)

SEC. 11. RELATIVES BY BLOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U. S. OR OF A FOREIGN GOVERNMENT:

- None NA*
1. NAME RELATIONSHIP AGE
CITIZENSHIP ADDRESS
(St. and Number) (City) (State) (Country)
TYPE AND LOCATION OF SERVICE (IF KNOWN)
 2. NAME RELATIONSHIP AGE
CITIZENSHIP ADDRESS
(St. and Number) (City) (State) (Country)
TYPE AND LOCATION OF SERVICE (IF KNOWN)
 3. NAME RELATIONSHIP AGE
CITIZENSHIP ADDRESS
(St. and Number) (City) (State) (Country)
TYPE AND LOCATION OF SERVICE (IF KNOWN)

SECRET
(When Filled In)

SECTION XI CONTINUED FROM PAGE 4

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (Do not submit copies unless requested). INDICATE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (Non-fiction, scientific articles, general interest subjects, novels, short stories, etc.)

General Interest Subjects and Short Stories (but not significant) published.

8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED

NA

9. LIST ANY ~~PROFESSIONAL~~ PUBLIC RELATIONS EXPERIENCE

During employment in El Salvador

10. LIST ANY PROFESSIONAL, ACADEMIC OR HONORARY ASSOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A MEMBER. LIST ACADEMIC HONORS YOU HAVE RECEIVED.

Received highest honors and 4 awards at Graduation from Latin American Institute: General Excellence, Diplomatic Subjects, Service to the School, and one other.

SECTION XII ORGANIZATION WORK EXPERIENCE - SINCE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE

1	1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
	May 1956 to present	GS-11	WH/III/Cuba
1	4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
	NA	PP Ops Officer	
6. DESCRIPTION OF DUTIES			
[Redacted]			
2	1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
	September 55 to May 56	GS-9	WH/ Station Panama City
2	4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
	NA	Station PP Officer	
6. DESCRIPTION OF DUTIES			
Assumed and reorganized Station PP program. Broadened existing assets and acquired new assets. Wrote Spanish language materials, drew cartoons, supervised publication of KUCAGE publication. Organized anti-Communist demonstrations. Acted as co-Case Officer of FI penetration agent.			
3	1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
	July 1954-September 1955	GS-7	WH/Station Panama City
3	4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
	NA	FI Ops Officer	
6. DESCRIPTION OF DUTIES			
[Redacted]			
4	1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
	June 1952-July 1954	GS-6 GS-7	WH/Station Panama City
4	4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
	NA	FI Ops Officer	
6. DESCRIPTION OF DUTIES			
Same as 3, above, less CE Work and penetration agent handling.			
5	1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
	Dec. 1951-June 1952	GS-5	WH
5	4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
	NA	FI Ops Officer	
6. DESCRIPTION OF DUTIES			
Training. Also orientation at various desks.			

(Use additional pages if required)

SECRET

SECRET

(When Filled In)

SECTION VIII FOREIGN LANGUAGE ABILITIES

LANGUAGE	COMPETENCE - IN ORDER LISTED															HOW ACQUIRED					
	EQUIVALENT TO NATIVE FLUENCY			FLUENT BUT OBVIOUSLY FOREIGN			ADEQUATE FOR RESEARCH			ADEQUATE FOR TRAVEL			LIMITED KNOWLEDGE			NATIVE TO COUNTRY	PROLONGED RESIDENCE	CONTACT (WITH PARENTS ETC.)	ACADEMIC STUDY (ALL LEVELS)		
	R	W	S	R	W	S	R	W	S	R	W	S	R	W	S						
(List below each language in which you possess any degree of competence. Indicate your proficiency to read, write or speak by placing a check (X) in the appropriate boxes)																					
Spanish	X	X	X																	X	
Italian	X	X	X													X	X				X
French										X	X	X									X
German													X	X	X						X

2. IF YOU HAVE CHECKED "ACADEMIC STUDY" UNDER "HOW ACQUIRED", INDICATE LENGTH AND INTENSIVENESS OF STUDY
 Spanish: 2 yrs., 20 hrs per week//Italian: 4 yrs. in Italian elementary schools.
 French: 2 yrs., 5 hrs. per week.

3. DESCRIBE YOUR ABILITY TO DO SPECIALIZED LANGUAGE WORK INVOLVING VOCABULARIES AND TERMINOLOGY ON THE SCIENTIFIC, ENGINEERING, TELECOMMUNICATIONS, MILITARY OR ANY OTHER SPECIALIZED FIELD
 Limited

SECTION IX GEOGRAPHIC AREA KNOWLEDGE

1. LIST BELOW ANY FOREIGN REGIONS OR COUNTRIES OF WHICH YOU HAVE KNOWLEDGE GAINED AS A RESULT OF RESIDENCE, TRAVEL, STUDY OR WORK ASSIGNMENT. UNDER COLUMN "TYPE OF SPECIALIZED KNOWLEDGE", INDICATE TYPE OF KNOWLEDGE SUCH AS TERRAIN, COASTS, HARBORS, UTILITIES, RAILROADS, INDUSTRIES, POLITICAL PARTIES, ETC.

NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF RESIDENCE, TRAVEL, ETC.	KNOWLEDGE ACQUIRED BY			
			RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
Japan	General Knowledge only	1946-1948	X			X
Italy	General knowledge only	1929-1939	X	X	X	
Mexico	"	1949	X	X	X	
		1951		X		
El Salvador	"	1950-1951	X	X		X
Panama	Political, Terrain	1952-1956	X	X		X

2. INDICATE THE PURPOSE OF VISIT, RESIDENCE OR TRAVEL FOR EACH OF THE REGIONS OR COUNTRIES LISTED ABOVE
 Japan: Military Service//Italy: Father in business in Europe//Mexico: attend College//
 El Salvador: Employment (Non-CIA)//Panama: CIA assignment//In addition to above have travelled in Germany, France, Belgium, Holland, Austria, Switzerland, Guatemala, ~~Italy~~ ~~Spain~~.

SECTION X TYPING AND STENOGRAPHIC SKILLS

1. TYPING (W.P.M.) 2. SHORTHAND (W.P.M.) 3. SHORTHAND SYSTEM USED - CHECK (X) APPROPRIATE ITEM

40 GREGG SPEEDWRITING STENOTYPE OTHER (Specify):

4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (Comptometer, Mimeograph, Card Punch, etc.)
 Mimeograph, Recordak

SECTION XI SPECIAL QUALIFICATIONS

1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH
 Writing: have had some materials published//Cartooning: since childhood//
 Raising and breeding tropical fish: considerable knowledge//Photography, stamp collecting

2. INDICATE ANY SPECIAL QUALIFICATIONS, RESULTING FROM EXPERIENCE OR TRAINING, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION OR TYPE OF WORK
 Training and experience in writing, cartooning, advertising, public relations, languages, travel, sales, etc.

3. EXCLUDING EQUIPMENT NOTED IN SECTION X, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT OR MACHINES SUCH AS OPERATION OF SHORTWAVE RADIO, MULTILITH, TURRET LATHE, SCIENTIFIC AND PROFESSIONAL DEVICES, ETC.
 Voice radio (operational) experience in the Army.

4. IF YOU ARE A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION (Pilot, Electrician, Radio Operator, Teacher, Lawyer, CPA, Medical Technician, etc.), INDICATE THE KIND OF LICENSE OR CERTIFICATE, NAME OF ISSUING STATE, AND REGISTRY NUMBER, IF KNOWN.
 NA

5. FIRST LICENSE OR CERTIFICATE (Year of issue) 6. LATEST LICENSE OR CERTIFICATE (Year of issue)
 NA NA

SECRET
(When Filled In)

SECTION V CONTINUED FROM PAGE 2

4. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY? YES NO

5. IF YOUR ANSWER IS "YES" TO THE ABOVE QUESTION, GIVE PARTICULARS, INCLUDING COURT AND DATE(S)
NA

6. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT, PENSION, OR COMPENSATION FOR MILITARY OR NAVAL SERVICE? YES NO

7. IF YOUR ANSWER IS "YES" TO THE ABOVE QUESTION, GIVE COMPLETE DETAILS
NA

8. DO YOU HAVE ANY FINANCIAL INTEREST IN, OR OFFICIAL CONNECTION WITH, NON-U.S. CORPORATIONS OR BUSINESSES OR IN OR WITH U.S. CORPORATIONS OR BUSINESSES HAVING SUBSTANTIAL FOREIGN INTERESTS? YES NO IF YOU HAVE ANSWERED "YES", GIVE COMPLETE DETAILS ON A SEPARATE SHEET AND ATTACH IN A SEALED ENVELOPE.

SECTION VI CITIZENSHIP

1. PRESENT CITIZENSHIP (Country) **USA**

2. CITIZENSHIP ACQUIRED BY - CHECK (X) ONE:
 BIRTH MARRIAGE OTHER (Specify): **Naturalization**

3. HAVE YOU TAKEN STEPS TO CHANGE YOUR PRESENT CITIZENSHIP? YES NO

4. GIVE PARTICULARS
NA

5. IF YOU HAVE APPLIED FOR U.S. CITIZENSHIP, INDICATE PRESENT STATUS OF YOUR APPLICATION (First papers, etc.)
NA

SECTION VII EDUCATION

1. CHECK (X) HIGHEST LEVEL OF EDUCATION ATTAINED

<input type="checkbox"/> LESS THAN HIGH SCHOOL GRADUATE	<input checked="" type="checkbox"/> OVER TWO YEARS OF COLLEGE - NO DEGREE
<input type="checkbox"/> HIGH SCHOOL GRADUATE	<input checked="" type="checkbox"/> BACHELOR'S DEGREE
<input type="checkbox"/> TRADE, BUSINESS, OR COMMERCIAL SCHOOL GRADUATE	<input type="checkbox"/> GRADUATE STUDY LEADING TO HIGHER DEGREE
<input type="checkbox"/> TWO YEARS COLLEGE OR LESS	<input type="checkbox"/> MASTER'S DEGREE <input type="checkbox"/> DOCTOR'S DEGREE

2. COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		DATES ATTENDED		DEGREE REC'D	DATE REC'D	SEM/ANN. HOURS SPECIFY
	MAJOR	MINOR	FROM	TO			
Latin American Institute, N.Y.C.	Diplom. Subject	Pub. Rel. & Language Comm.	1948	1950	Yes	May 1950	191 Sem. Hrs
Mexico City College, Mexico D.F.	Journ.	Hist. Spanish	June 1949	Aug 1949	No	No	9 Sem. Hrs

3. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED		TOTAL MONTHS
		FROM	TO	
Latin American Institute (see above)	Diplomatic			

4. MILITARY TRAINING (Full time duty in specialized schools such as Ordnance, Intelligence, Communications, etc.)

NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED		TOTAL MONTHS
		FROM	TO	
Military Police School	M.P. Training	1947		2 mos.

5. OTHER EDUCATIONAL TRAINING NOT INDICATED ABOVE
Self Study, various fields.

SECRET

(When Filled In)

SECTION III CONTINUED FROM PAGE 1

21. DATES OF MILITARY SERVICE (From- and To-) BY MONTH AND YEAR NA	
22. BRANCH OF SERVICE NA	23. COUNTRY WITH WHICH MILITARY SERVICE AFFILIATED NA
24. DETAILS OF OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN Department of Army, Cnal Zone, 1953-1955	

SECTION IV RELATIVES BY BLOOD, MARRIAGE OR ADOPTION LIVING ABROAD OR WHO ARE NOT U.S. CITIZENS

1. FULL NAME (Last-First-Middle) BRUSEGANI, Silvio	2. RELATIONSHIP Uncle	3. AGE 58(?)
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES Varese, Italy		
5. CITIZENSHIP (Country) Italy	6. FREQUENCY OF CONTACT None	7. DATE OF LAST CONTACT 1939
1. FULL NAME (Last-First-Middle) BRUSEGANI, Enrico	2. RELATIONSHIP Uncle	3. AGE 57(?)
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES Varese, Italy		
5. CITIZENSHIP (Country) Italy	6. FREQUENCY OF CONTACT None	7. DATE OF LAST CONTACT 1939
1. FULL NAME (Last-First-Middle) Families of above	2. RELATIONSHIP	3. AGE
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT

5. SPECIAL REMARKS, IF ANY, CONCERNING THESE RELATIVES

SECTION V FINANCIAL STATUS

1. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
2. IF YOUR ANSWER IS "NO" TO THE ABOVE, STATE SOURCES OF OTHER INCOME NA		

3. BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS	
NAME OF INSTITUTION	ADDRESS (City, State, Country)
Falls Church Bank	Falls Church, Virginia, USA

SECTION V CONTINUED TO PAGE 3

SECRET

SECRET
(When Filled In)

JAN

159198		PERIODIC SUPPLEMENT PERSONAL HISTORY STATEMENT		THIS DATE 4 February 1957	
INSTRUCTIONS					
This form provides the means whereby your official personnel records will be kept current. Even though it duplicates information you have furnished previously, it will be necessary for you to complete Sections I through VI in their entirety. You need complete Sections VII through XIII only if there has been a change since you entered on duty with the organization or if you believe the item requires more complete coverage than you have previously reported.					
SECTION I GENERAL					
1. FULL NAME (Last-First-Middle) Kent, William Morris					
2. CURRENT ADDRESS (No., Street, City, Zone, State) 2608 N. Winchester Street Arlington 13, Virginia			3. PERMANENT ADDRESS (No., Street, City, Zone, State) 2608 N. Winchester Street Arlington 13, Virginia		
4. HOME TELEPHONE NUMBER JEfferson 3-3899		5. STATE, TERRITORY, POSSESSION OR COUNTRY IN WHICH YOU NOW CLAIM RESIDENCE Virginia			
SECTION II PERSON TO BE NOTIFIED IN CASE OF EMERGENCY					
1. NAME (Last-First-Middle) PREFERABLY RESIDING IN U.S. KENT, Dorothy Bernadette				2. RELATIONSHIP Wife	
3. HOME ADDRESS (No., Street, City, Zone, State, Country). 2608 N. Winchester Street, Arlington 13, Virginia					
4. BUSINESS ADDRESS (No., Street, City, Zone, State, Country). INDICATE NAME OF FIRM OR EMPLOYER, IF APPLICABLE NA					
5. HOME TELEPHONE NUMBER JEfferson 3-3899		6. BUSINESS TELEPHONE NUMBER NA		7. BUSINESS TELEPHONE EXTENSION NA	
8. IN CASE OF EMERGENCY, OTHER CLOSE RELATIVES (Spouse, Mother, Father) MAY ALSO BE NOTIFIED. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE. Mr. Paul Kent, 2448 Washington Ave., New York 58, New York (Father)					
SECTION III MARITAL STATUS					
1. CHECK (X) ONE: SINGLE <input type="checkbox"/> MARRIED <input checked="" type="checkbox"/> WIDDED <input type="checkbox"/> SEPARATED <input type="checkbox"/> DIVORCED <input type="checkbox"/> ANNULLED <input type="checkbox"/>					
2. FURNISH DATE, PLACE AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS NA					
WIFE OR HUSBAND: If you have been married more than once, including annulments, use a separate sheet for former wife or husband giving data below for all previous marriages. If marriage is contemplated, provide same data for fiance.					
3. NAME (First) (Middle) (Maiden) (Last) Dorothy Bernadette Martin Kent					
4. DATE OF MARRIAGE 17 May 1952		5. PLACE OF MARRIAGE (City, State, Country) New York City, New York, USA			
6. HIS (or her) ADDRESS BEFORE MARRIAGE (No., Street, City, State, Country) Manhattan, New York City					
7. LIVING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		8. DATE OF DEATH NA		9. CAUSE OF DEATH NA	
10. CURRENT ADDRESS (Give last address, if deceased) Same as 2, above					
11. DATE OF BIRTH 12 November 1930		12. PLACE OF BIRTH (City, State, Country) Covington, Louisiana, USA			
13. IF BORN OUTSIDE U.S.-DATE OF ENTRY NA		14. PLACE OF ENTRY NA			
15. CITIZENSHIP (Country) USA		16. DATE ACQUIRED NA		17. WHERE ACQUIRED (City, State, Country) NA	
18. OCCUPATION Housewife		19. PRESENT EMPLOYER (Also give former employer, or if spouse is deceased or unemployed, last two employers) N.Y. Telephone Co. (former employer)			
20. EMPLOYER'S OR BUSINESS ADDRESS (No., Street, City, State, Country) New York City					

SECTION III CONTINUED TO PAGE 2

SEC; 8 Step Father in Law

Full Name: G. Arthur Dovey

Living

PRESENT ADDRESS: 355 N. Y. Ave., Jersey City, N.J.

DATE OF BIRTH: 1904

CITIZENSHIP: U.S.

OCCUPATION: U. S. N. Inspector (Civil Service)

SEC. 9. MOTHER-IN-LAW

FULL NAME Evelyn D. Dovey
(First) (Middle) (Last)
LIVING OR DECEASED Living DATE OF DECEASE _____ CAUSE _____
PRESENT, OR LAST, ADDRESS 355 N.Y. Avenue, Jersey City, N.J.
(St. and Number) (City) (State) (Country)
DATE OF BIRTH 2 Nov 1911 PLACE OF BIRTH Lowell, Massachusetts
IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY _____
CITIZENSHIP U.S. WHEN ACQUIRED? _____ WHERE? _____
(City) (State) (Country)
OCCUPATION Kotay Manuf Co., Inc LAST EMPLOYER N.Y.C., N.Y.

SEC. 10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:

1. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
2. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
3. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)

SEC. 11. RELATIVES BY BLOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U. S. OR OF A FOREIGN GOVERNMENT:

1. NAME Harry Martin RELATIONSHIP Uncle AGE 43
CITIZENSHIP U.S. ADDRESS _____ California
(St. and Number) (City) (State) (Country)
TYPE AND LOCATION OF SERVICE (IF KNOWN) U. S. Navy, Submarine Corps
2. NAME G. Arthur Dovey RELATIONSHIP Step Father AGE 48
IN LAW
CITIZENSHIP U.S. ADDRESS 355 N.Y. Ave, Jersey City N.J.
(St. and Number) (City) (State) (Country)
TYPE AND LOCATION OF SERVICE (IF KNOWN) Civil Service
3. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
TYPE AND LOCATION OF SERVICE (IF KNOWN) _____

(4)

OCCUPATION LAST EMPLOYER

EMPLOYER'S OR OWN BUSINESS ADDRESS
(St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM TO BRANCH OF SERVICE

COUNTRY DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

SEC. 7. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters):

1. FULL NAME AGE
(First) (Middle) (Last)

PRESENT ADDRESS
(St. and Number) (City) (State) (Country) (Citizenship)

2. FULL NAME AGE
(First) (Middle) (Last)

PRESENT ADDRESS
(St. and Number) (City) (State) (Country) (Citizenship)

3. FULL NAME AGE
(First) (Middle) (Last)

PRESENT ADDRESS
(St. and Number) (City) (State) (Country) (Citizenship)

4. FULL NAME AGE
(First) (Middle) (Last)

PRESENT ADDRESS
(St. and Number) (City) (State) (Country) (Citizenship)

5. FULL NAME AGE
(First) (Middle) (Last)

PRESENT ADDRESS
(St. and Number) (City) (State) (Country) (Citizenship)

SEC. 8. FATHER-IN-LAW

FULL NAME Edward G. Martin
(First) (Middle) (Last)

LIVING OR DECEASED living DATE OF DECEASE CAUSE

PRESENT, OR LAST, ADDRESS 20 Oriole Drive, Springhill, Alabama
(St. and Number) (City) (State) (Country)

DATE OF BIRTH 4 Feb 1908 PLACE OF BIRTH Covington, Louisiana

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY

CITIZENSHIP WHEN ACQUIRED? WHERE?
(City) (State) (Country)

OCCUPATION Merchant Marine Pilot LAST EMPLOYER

(2)

E. IF BORN OUTSIDE U. S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY?

PORT OF ENTRY? ON PASSPORT OF WHAT COUNTRY?

LAST U. S. VISA
(Number) (Type) (Place of Issue) (Date of Issue)

SEC. 2. PHYSICAL DESCRIPTION

AGE SEX HEIGHT WEIGHT

EYES HAIR COMPLEXION SCARS

BUILD OTHER DISTINGUISHING FEATURES

SEC. 3. MARITAL STATUS

A. SINGLE MARRIED DIVORCED WIDOWED

STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE—INCLUDING ANNULMENTS—USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.)

NAME OF SPOUSE Dorot y Bernadette Martin Kent
(First) (Middle) (Maiden) (Last)

PLACE AND DATE OF MARRIAGE New York City, N.Y. - 17 May 1952

HIS (OR HER) ADDRESS BEFORE MARRIAGE 521 West 180 St., N.Y.C., N.Y.
(St. and Number) (City) (State) (Country)

LIVING OR DECEASED living DATE OF DECEASE CAUSE

PRESENT, OR LAST, ADDRESS
(St. and Number) (City) (State) (Country)

DATE OF BIRTH 12 Nov 1930 PLACE OF BIRTH Covington, Louisiana
(City) (State) (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY

CITIZENSHIP U.S. WHEN ACQUIRED? WHERE?
(City) (State) (Country)

OCCUPATION Secretary LAST EMPLOYER N.Y. Telephone Co.

EMPLOYER'S OR BUSINESS ADDRESS 140 West St., N.Y.C., N.Y.
(St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM TO BRANCH OF SERVICE

COUNTRY DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

PERSONAL HISTORY STATEMENT

Instructions: 1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.

2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? _____
(Yes or No)

Sec. 1. PERSONAL BACKGROUND

<p>A. FULL NAME ^{Miss} <u>Mr.</u> <u>WILLIAM</u> <u>M.</u> <u>ROBT</u> <small>(Use No Initials)</small> ^{Mr.} <small>(First)</small> ^{M.} <small>(Middle) ^{ROBT} <small>(Last)</small></small></p>	<p>Telephone: Office _____ Ext. _____ Home _____</p>
---	---

PRESENT ADDRESS _____
(St. and Number) (City) (State) (Country)

PERMANENT ADDRESS 2448 Washington, N.Y. New York City, N.Y.
(St. and Number) (City) (State) (Country)

B. NICKNAME _____ WHAT OTHER NAMES HAVE YOU USED? _____
 _____ UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? _____

HOW LONG? _____ IF A LEGAL CHANGE, GIVE PARTICULARS _____
(Where?) (By what authority)

C. DATE OF BIRTH _____ PLACE OF BIRTH _____
(City) (State) (Country)

D. PRESENT CITIZENSHIP _____ BY BIRTH? _____ BY MARRIAGE? _____
(Country)

BY NATURALIZATION CERTIFICATE NO. _____ ISSUED _____ BY _____
(Date) (Court)

AT _____
(City) (State) (Country)

HAVE YOU HAD A PREVIOUS NATIONALITY? _____
(Yes or No) (Country)

HELD BETWEEN WHAT DATES? _____ TO _____ ANY OTHER NATIONALITY? _____
(Country)

GIVE PARTICULARS _____

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? _____ GIVE PARTICULARS: _____

(4)

OCCUPATION *Asst. to husband* LAST EMPLOYER *None*

EMPLOYER'S OR OWN BUSINESS ADDRESS *506 E. 107 Street N.Y.C. N.Y. U.S.A.*

MILITARY SERVICE FROM *None* TO *NA* BRANCH OF SERVICE *NA*

COUNTRY *NA* DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN
NA

Sec. 7. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters):

None NH

1. FULL NAME (First) (Middle) (Last) AGE

PRESENT ADDRESS (St. and Number) (City) (State) (Country) (Citizenship)

2. FULL NAME (First) (Middle) (Last) AGE

PRESENT ADDRESS (St. and Number) (City) (State) (Country) (Citizenship)

3. FULL NAME (First) (Middle) (Last) AGE

PRESENT ADDRESS (St. and Number) (City) (State) (Country) (Citizenship)

4. FULL NAME (First) (Middle) (Last) AGE

PRESENT ADDRESS (St. and Number) (City) (State) (Country) (Citizenship)

5. FULL NAME (First) (Middle) (Last) AGE

PRESENT ADDRESS (St. and Number) (City) (State) (Country) (Citizenship)

Sec. 8. FATHER-IN-LAW

NH

FULL NAME (First) (Middle) (Last)

LIVING OR DECEASED DATE OF DECEASE CAUSE

PRESENT OR LAST ADDRESS (St. and Number) (City) (State) (Country)

DATE OF BIRTH PLACE OF BIRTH

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY

CITIZENSHIP WHEN ACQUIRED? WHERE? (City) (State) (Country)

OCCUPATION LAST EMPLOYER

SEC. 4. CHILDREN OR DEPENDENTS (Include partial dependents):

1. NAME NA RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____ (St. and Number) (City) (State) (Country)

2. NAME _____ RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____ (St. and Number) (City) (State) (Country)

3. NAME _____ RELATIONSHIP _____ AGE _____
 CITIZENSHIP _____ ADDRESS _____ (St. and Number) (City) (State) (Country)

SEC. 5. FATHER (Give the same information for stepfather and/or guardian on a separate sheet)

FULL NAME Paul (First) _____ (Middle) _____ Kent (Last)
 LIVING OR DECEASED Living DATE OF DECEASE NA CAUSE NA
 PRESENT, OR LAST, ADDRESS 2448 Washington Ave. N.Y.C. 58 N.Y. U.S.A.
 (St. and Number) (City) (State) (Country)
 DATE OF BIRTH March, 1888 PLACE OF BIRTH Metz (City) _____ (State) _____ (Country) France
 IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY Dec. 22, 1924 N.Y.
 CITIZENSHIP U.S.A. WHEN ACQUIRED July 12, 1927 WHERE? N.Y.C. N.Y. U.S.A.
 (City) (State) (Country)
 OCCUPATION Manufacturer LAST EMPLOYER Paolo Formelli, Varese, Italy
 EMPLOYER'S OR OWN BUSINESS ADDRESS 506 E. 187 Street N.Y.C. N.Y. U.S.A.
 (St. and Number) (City) (State) (Country)
 MILITARY SERVICE FROM Oct. 1915 TO Nov. 1918 BRANCH OF SERVICE Army
 (Date) (Date)
 COUNTRY Germany DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN
New York State Guard - 8th Inf. Regiment - 1940-1946

SEC. 6. MOTHER (Give the same information for stepmother on a separate sheet)

FULL NAME Beatrice (First) _____ (Middle) _____ Kent (Last)
 LIVING OR DECEASED Living DATE OF DECEASE NA CAUSE NA
 PRESENT, OR LAST, ADDRESS 2448 Washington Ave. N.Y.C. N.Y. U.S.A.
 (St. and Number) (City) (State) (Country)
 DATE OF BIRTH April 24, 1901 PLACE OF BIRTH Maria (City) _____ (State) _____ (Country) Italy
 CITIZENSHIP U.S.A. WHEN ACQUIRED June 16, 1927 WHERE? N.Y.C. N.Y. U.S.A.
 (City) (State) (Country)
 IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY April 24, 1901 N.Y.

(8)
E. IF BORN OUTSIDE U. S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? April 20, 1939

PORT OF ENTRY: New York ON PASSPORT OF WHAT COUNTRY? Germany

LAST U. S. VISA 3990 Immigration - Naples, Italy March 25, 1939
(Number) (Type) (Place of Issue) (Date of Issue)

SEC. 2. PHYSICAL DESCRIPTION

AGE 22 SEX Male HEIGHT 6' WEIGHT 150
EYES Brown HAIR Brown COMPLEXION light SCARS Right forearm
BUILD Medium OTHER DISTINGUISHING FEATURES Scar right knee

SEC. 3. MARITAL STATUS

A. SINGLE MARRIED DIVORCED WIDOWED

STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS NA

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE—INCLUDING ANNULMENTS—USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED) BELOW FOR ALL PREVIOUS MARRIAGES.) NA

NAME OF SPOUSE (First) (Middle) (Married) (Last)

PLACE AND DATE OF MARRIAGE

HIS (OR HER) ADDRESS BEFORE MARRIAGE (St. and Number) (City) (State) (Country)

LIVING OR DECEASED DATE OF DECEASE CAUSE

PRESENT, OR LAST, ADDRESS (St. and Number) (City) (State) (Country)

DATE OF BIRTH PLACE OF BIRTH (City) (State) (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY

CITIZENSHIP WHEN ACQUIRED WHERE (City) (State) (Country)

OCCUPATION LAST EMPLOYER

EMPLOYER'S OR BUSINESS ADDRESS (St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM (Date) TO (Date) BRANCH OF SERVICE

COUNTRY DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

Mr. Kent advised Contract Personnel Division this date that his date of naturalization should be 20 July 1950 and not as indicated on his Personal History Statement.

Kent

PERSONAL HISTORY STATEMENT

- Instructions:** 1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.
2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? *Yes*

Sec. 1. PERSONAL BACKGROUND

A. FULL NAME: *William Morris Kent*
Mr. Mrs. Includes

PRESENT ADDRESS: *2448 Washington Hve. N.Y.C. 58, N.Y.* *U.S.H.*

PERMANENT ADDRESS: *2448 Washington Hve. N.Y.C. 58, N.Y.* *U.S.H.*

B. NICKNAME: *Bill* WHAT OTHER NAMES HAVE YOU USED? *William Rosenkranz*
 UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? *Rosenkranz was legal family name formerly*

HOW LONG? *15 yrs.* IF A LEGAL CHANGE, GIVE PARTICULARS *Aug. 4, 1944*
N.Y.C. N.Y. *Supreme Court, Bronx County*

C. DATE OF BIRTH: *May 9, 1929* PLACE OF BIRTH: *Milan* *Italy*

D. PRESENT CITIZENSHIP: *U.S.H.* BY BIRTH? BY MARRIAGE?

BY NATURALIZATION CERTIFICATE NO. *6909991* ISSUED *July 20, 1951* BY *U.S. District Court*

AT: *New York City* *New York* *U.S.A.*

HAVE YOU HAD A PREVIOUS NATIONALITY? *Yes* *Germany*

HELD BETWEEN WHAT DATES? *May 9, 1929* TO *July 19, 1949* ANY OTHER NATIONALITY? *None*

GIVE PARTICULARS: *NA*

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? *No* GIVE PARTICULARS: *NA*

SEC. 9:

MOTHER IN LAW -

NAME - EVELYN D. DOVEY

LIVING

ADDRESS - 355 NEW YORK AVE., JERSEY CITY, NJ

DATE OF BIRTH: 2 NOV. 1910

CITIZENSHIP: US

OCCUPATION: DEFENSE WORKER

SEC. 8:

STEP-FATHER-IN-LAW -

NAME: G. ARTHUR DOUGY

LIVING

ADDRESS: 355 NEW YORK AVE., JERSEY CITY, NJ

DATE OF BIRTH: 1904

CITIZENSHIP: US

OCCUPATION: US NAVY INSPECTOR

F. IF, TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:

.....
.....
.....
.....

SEC. 26. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME RELATIONSHIP
ADDRESS (St. and Number) (City) (State) (Country)

SEC. 27. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED.

ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANSWER "NO."

.....
.....
.....
.....

SEC. 28. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT Washington DC DATE 23 May 1952
(City and State)

Delene J. Boyd (Witness) William M. Kent (Signature of Applicant)

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

STEP -

SEC. 9. MOTHER-IN-LAW

FULL NAME FLORENCE MARTIN
(First) (Middle) (Last)
LIVING OR DECEASED _____ DATE OF DECEASE _____ CAUSE _____
PRESENT, OR LAST, ADDRESS 20 ORIOLE DR., SPRINGFIELD, ALA.
(St. and Number) (City) (State) (Country)
DATE OF BIRTH ? PLACE OF BIRTH _____
IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY _____
CITIZENSHIP US WHEN ACQUIRED? _____ WHERE? _____
(City) (State) (Country)
OCCUPATION _____ LAST EMPLOYER _____

SEC. 10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:

1. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
2. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
3. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)

SEC. 11. RELATIVES BY BLOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U. S. OR OF A FOREIGN GOVERNMENT:

1. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
TYPE AND LOCATION OF SERVICE (IF KNOWN) _____
2. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
TYPE AND LOCATION OF SERVICE (IF KNOWN) _____
3. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
(St. and Number) (City) (State) (Country)
TYPE AND LOCATION OF SERVICE (IF KNOWN) _____

(4)

OCCUPATION LAST EMPLOYER

EMPLOYER'S OR OWN BUSINESS ADDRESS
(St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM TO BRANCH OF SERVICE

COUNTRY DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

SEC. 7. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters):

1. FULL NAME AGE
(First) (Middle) (Last)

PRESENT ADDRESS
(St. and Number) (City) (State) (Country) (Citizenship)

2. FULL NAME AGE
(First) (Middle) (Last)

PRESENT ADDRESS
(St. and Number) (City) (State) (Country) (Citizenship)

3. FULL NAME AGE
(First) (Middle) (Last)

PRESENT ADDRESS
(St. and Number) (City) (State) (Country) (Citizenship)

4. FULL NAME AGE
(First) (Middle) (Last)

PRESENT ADDRESS
(St. and Number) (City) (State) (Country) (Citizenship)

5. FULL NAME AGE
(First) (Middle) (Last)

PRESENT ADDRESS
(St. and Number) (City) (State) (Country) (Citizenship)

SEC. 8. FATHER-IN-LAW

FULL NAME EDWARD G. MARTIN
(First) (Middle) (Last)

LIVING ~~OR~~ DECEASED DATE OF DECEASE CAUSE

PRESENT, ~~OR~~ LAST, ADDRESS 20 ORIOLE DR., SPRINGFIELD, ALA.
(St. and Number) (City) (State) (Country)

DATE OF BIRTH 4 FEB 1907 PLACE OF BIRTH COVINGTON, LA.

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY

CITIZENSHIP US WHEN ACQUIRED? WHERE?
(City) (State) (Country)

OCCUPATION MERCHANT MARINE LAST EMPLOYER
PILOT

Amendment to PHS
 Due to Marriage
 Date: 17 May 1952
PERSONAL HISTORY STATEMENT

Instructions: 1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.

2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? Yes
 (Yes or No)

SEC. 1. PERSONAL BACKGROUND

A. FULL NAME ^{Mr.} WILLIAM MORRIS KENT
 (Use No Initials) ^{Ms.} (First) (Middle) (Last)

Telephone:
 Office _____
 Ext. _____
 Home _____

PRESENT ADDRESS _____
 (St. and Number) (City) (State) (Country)

PERMANENT ADDRESS _____
 (St. and Number) (City) (State) (Country)

B. NICKNAME _____ WHAT OTHER NAMES HAVE YOU USED? _____

_____ UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? _____

HOW LONG? _____ IF A LEGAL CHANGE, GIVE PARTICULARS _____

C. DATE OF BIRTH _____ PLACE OF BIRTH _____
 (Where?) (By what authority) (City) (State) (Country)

D. PRESENT CITIZENSHIP _____ BY BIRTH? _____ BY MARRIAGE? _____
 (Country)

BY NATURALIZATION CERTIFICATE NO. _____ ISSUED _____ BY _____
 (Date) (Court)

AT _____
 (City) (State) (Country)

HAVE YOU HAD A PREVIOUS NATIONALITY? _____ (Yes or No) (Country)

HELD BETWEEN WHAT DATES? _____ TO _____ ANY OTHER NATIONALITY? _____
 (Country)

GIVE PARTICULARS _____

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? _____ GIVE PARTICULARS: _____

SECRET
(When Filled In)

OFFICE OF PERSONNEL

SECTION XIII

CHILDREN AND OTHER DEPENDENTS

1. NUMBER OF CHILDREN (including stepchildren and adopted children) WHO ARE UNMARRIED, UNDER 21 YEARS OF AGE, AND ARE NOT SELF-SUPPORTING.

3

2. NUMBER OF OTHER DEPENDENTS (including spouse, parents, stepparents, sister, etc.) WHO DEPEND ON YOU FOR AT LEAST 50% OF THEIR SUPPORT, OR, CHILDREN OVER 21 YEARS OF AGE WHO ARE NOT SELF-SUPPORTING.

1

3. PROVIDE THE FOLLOWING INFORMATION FOR ALL CHILDREN AND DEPENDENTS

NAME	RELATIONSHIP	YEAR OF BIRTH	SEX		CITIZENSHIP	ADDRESS
			M	F		
Dorothy B. Kent	Wife	1930			US	2608 N. Winchester St. Arlington 13, Va.
William M. Kent, Jr.	Son	1953	x		US	
Paul E. Kent	Son	1954	x		US	
Karen A. Kent	Daughter	1955		x	US	

ADDITIONAL COMMENT AND/OR CONTINUATION OF PRECEDING ITEMS

DATE COMPLETED: 5 February 1957

SIGNATURE OF EMPLOYEE: *William M. Kent*

SECRET

CONTRACT INFORMATION AND CHECK LIST (CONTINUED)	CASE OFFICER Maurice Currie TELEPHONE EXTENSION 6032	DIVISION WHD DATE 15 June 1966
NOTE: SEE INSTRUCTIONS ON FIRST SHEET.		

SECTION VIII OTHER BENEFITS

46. BENEFITS (See HR 20-44, HR 20-41, HR 20-7, HR 20-53, and HB 20-620-1, HB 20-1000-1 and/or successor regulations for benefits applicable to various categories of contract personnel.)

Normal

SECTION IX COVER ACTIVITY

47. STATUS (Check)	<input type="checkbox"/> PROPOSED	48. TYPE (Check)	<input checked="" type="checkbox"/> PROPRIETARY	<input type="checkbox"/> CULTURAL	<input type="checkbox"/> COMMERCIAL	<input type="checkbox"/> TOURIST
	<input checked="" type="checkbox"/> ESTABLISHED		<input type="checkbox"/> SUBSIDIZED	<input type="checkbox"/> EDUCATIONAL	<input type="checkbox"/> MILITARY	<input type="checkbox"/> OTHER

49. IF COVER PAYMENTS ARE CONTEMPLATED, THEY WILL BE EFFECTED ON REIMBURSABLE BASIS

NA
 YES
 NO
 COMPLETE
 PARTIAL

SECTION X OFFSET OF INCOME

50. OFFSET OF INCOME AND OTHER EMOLUMENTS DERIVED FROM COVER ACTIVITIES (If less than total, justify in separate memo attached hereto.)

TOTAL
 PARTIAL
 NONE

SECTION XI TERM

51. DURATION	52. EFFECTIVE DATE	53. RENEWABLE						
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:10%;">DAYS</td> <td style="width:10%;">MONTHS</td> <td style="width:10%;">YEARS</td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> </table>	DAYS	MONTHS	YEARS				3 July 1966	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
DAYS	MONTHS	YEARS						

54. TERMINATION NOTICE (Number of days)

NA

55. FORFEITURE OF RETURN TRAVEL FOR RESIGNATION PRIOR TO CONTRACT TERMINATION

NA

YES
 NO

SECTION XII FUNCTION

56. PRIMARY FUNCTION (CI, FI, PP, other)

PP

SECTION XIII DUTIES

57. GENERAL DESCRIPTION OF DUTIES TO BE PERFORMED

SECTION XIV QUALIFICATIONS

58. EXPERIENCE

Travel and residence in Europe and Latin America. Operational assignments in Latin America and USA under WH Division.

59. EDUCATION (Check Highest Level Attained)	<input type="checkbox"/> TRADE SCHOOL	<input type="checkbox"/> HIGH SCHOOL GRADUATE	<input type="checkbox"/> TRADE SCHOOL GRADUATE
	<input type="checkbox"/> BUSINESS SCHOOL GRADUATE	<input type="checkbox"/> COMMERCIAL SCHOOL GRADUATE	<input type="checkbox"/> COLLEGE (No degree)
	<input checked="" type="checkbox"/> COLLEGE DEGREE	<input type="checkbox"/> POST GRADUATE	<input type="checkbox"/> NA

60. LANGUAGE COMPETENCY (Check Appropriate Degree Competency)	LANGUAGE	SPEAK			WRITE			READ			61. INDIVIDUAL'S COUNTRY OF ORIGIN	
		FLUENT	AVERAGE	POOR	FLUENT	AVERAGE	POOR	FLUENT	AVERAGE	POOR		
	Spanish	XX			XX			XX				Italy
	Italian		XX		XX			XX				
French			XX			XX		XX				

62. AREA KNOWLEDGE

Europe, Far East, Latin America

SECTION XV EMPLOYMENT PRIOR TO CIA

63. GIVE INCLUSIVE DATES, POSITION TITLE OR TYPE WORK, SALARY AND REASON FOR LEAVING

1950-1951 Store Manager, El Salvador, C.A., Salary \$2,400, left for better position.

SECTION XVI ADDITIONAL INFORMATION

64. ADDITIONAL OR UNUSUAL REQUIREMENTS, JUSTIFICATIONS OR EXPLANATIONS (Use other side if necessary)

██████████ will be engaged in this Project for at least five years.

SECRET

CONTRACT INFORMATION AND CHECK LIST		CASE OFFICER Maurice Currie	DIVISION WHD
INSTRUCTIONS: Use HR 20-53 and HR 20-1000-1 for guidance. Complete all items, inserting "NA" when items are not applicable. Forward original and TWO copies for preparation of contract.		TELEPHONE EXTENSION 6032	DATE 15 June 1966
SECTION I GENERAL			
1. NAME William on Kurt <i>Pseudo <input checked="" type="checkbox"/> TRUE</i>	2A. PROJECT [REDACTED]	3. ALLOTMENT NO. 7195-0630	4. SLOT NO.
	2B. PERMANENT STATION New Orleans, La.	3A. FUNDS <input checked="" type="checkbox"/> V <input checked="" type="checkbox"/> UV	
5. PREVIOUS CIA PSEUDONYM OR ALIASES Charles K. Morledge (P) Douglas G. Gupton (alias at JMWAVE)	6. INDIVIDUAL HAS BEEN ENGAGED BY CIA OR ITS ALLIED ACTIVITIES IN SOME CAPACITY PRIOR TO THIS CONTRACT. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (If yes, describe and include dates and salary.) [REDACTED] esent		
7. SECURITY CLEARANCE (Type and date)	7A. MEDICAL CLEARANCE <input checked="" type="checkbox"/> OBTAINED <input type="checkbox"/> INITIATED <input type="checkbox"/> NOT REQ'D.	8. CONTRACT IS TO BE WRITTEN IN STERILE FORM I.E., "U.S. GOVERNMENT" <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
9. INDIVIDUAL WILL WORK UNDER "CONTROLLED CONDITIONS" I.E., REGULAR OFFICE HOURS AWAY FROM SUBJECT'S HOME AND PERFORMED UNDER THE SUPERVISION OF A STAFF EMPLOYEE OR STAFF AGENT <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	10. PROPOSED CATEGORY (Contract agent, contract employee, etc.) [REDACTED] Staff Employee		
SECTION II PERSONAL DATA			
11. CITIZENSHIP USA	12. IF NOT U.S. CITIZEN, INDIVIDUAL IS A PERMANENT RESIDENT ALIEN <input type="checkbox"/> YES <input type="checkbox"/> NO	13. AGE 37	14. DATE OF BIRTH (Month, day, year) 9 May 1929
15. LEGAL RESIDENCE (City and state or country) Herndon, Virginia		16. CURRENT RESIDENCE (City and state or country) Same	
17. MARITAL STATUS (Check as appropriate) <input type="checkbox"/> SINGLE <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> WIDOWED <input type="checkbox"/> ANNULLED <input type="checkbox"/> SEPARATED <input type="checkbox"/> DIVORCED			
18. NUMBER OF DEPENDENTS (Not including individual) RELATIONSHIP AND AGE: Wife - 35 Son - 12 Son - 11 Daughter - 10		19. INDIVIDUAL IS RELATED TO A STAFF EMPLOYEE, STAFF AGENT OR AN INDIVIDUAL CURRENTLY WORKING FOR THE AGENCY IN SOME CAPACITY <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO RELATIONSHIP:	
SECTION III U.S. MILITARY STATUS			
20. RESERVE	21. VETERAN XXX	22. IF RETIRED, INDICATE CATEGORY (Longevity, combat disability, service disability non-combat)	
23. BRANCH OF SERVICE	24. RANK OR GRADE	25. DRAFT ELIGIBLE <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	26. DRAFT DEFERMENT OBTAINED BY CIA <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
SECTION IV COMPENSATION			
27. BASIC SALARY GS-13, Step 5	28. POST DIFFERENTIAL	30. FEDERAL TAX WITHHOLDING	
		COVER	CIA
		<input checked="" type="checkbox"/> YES	<input type="checkbox"/> YES
		<input type="checkbox"/> NO	<input checked="" type="checkbox"/> NO
SECTION V ALLOWANCES (NORMALLY GRANTED ONLY TO RESIDENTS OF THE UNITED STATES)			
31. QUARTERS NA	32. POST NA	33. OTHER	
34. COVER (Breakdown, if any) None			
SECTION VI TRAVEL			
35. TYPES <input checked="" type="checkbox"/> PCS <input type="checkbox"/> DOMESTIC OPERATIONAL <input type="checkbox"/> FOREIGN OPERATIONAL			36. WITH DEPENDENTS <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
37. HME TO BE SHIPPED <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	37A. HME TO BE STORED <input type="checkbox"/> YES <input type="checkbox"/> NO	38. PERSONAL VEHICLE TO BE SHIPPED <input type="checkbox"/> YES <input type="checkbox"/> NO	39. TRANSPORTED VEHICLE TO BE USED FOR OPERATIONAL TRAVEL <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
40. IF WITH DEPENDENTS STATE RELATIONSHIP, CITIZENSHIP, AGE AND DATE OF BIRTH			
Wife	USA	35	12 November 1930
Son	USA	12	
Son	USA	11	
Daughter	USA	10	
Approved by CS/CS Agent Panel (Date) 7 July 1966 <i>[Signature]</i> Secretary, CS/CS Agent Panel			
41. PAYMENT AND ACCOLNTABILITY WILL BE IN CONFORMANCE WITH <input checked="" type="checkbox"/> CIA REGULATIONS <input type="checkbox"/> COVER POLICIES AND PROCEDURES			

SECRET

(When Filled In)

SECTION IX		MARITAL STATUS	
1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:			
2. NAME OF SPOUSE (Last)		(First) (Middle) (Maiden)	
[REDACTED]		DOROTHY BERNADETTE	
3. DATE OF BIRTH	4. PLACE OF BIRTH (City, State, Country)		
12 NOV. 1930	COVINGTON, LA. - USA.		
5. OCCUPATION	6. PRESENT EMPLOYER		
HOUSEWIFE	[REDACTED]		
7. CITIZENSHIP	8. FORMER CITIZENSHIP(S) COUNTRY(IES)		9. DATE U. S. CITIZENSHIP ACQUIRED
US	[REDACTED]		[REDACTED]

SECTION X DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE				
NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
WILLIAM M., JR.	SON	[REDACTED]	[REDACTED]	[REDACTED]
PAUL E.	SON	[REDACTED]	[REDACTED]	[REDACTED]
KAREN A.	DAUGHTER	[REDACTED]	[REDACTED]	[REDACTED]

SECTION XI PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS		
NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)	DATE OF MEMBERSHIP FROM
HERNDON ROTARY CLUB	HERNDON, VA.	1961
"	" "	1967
CATHOLIC ECONOMIC ASSOCIATION	WASHINGTON, D.C.	1966
CATHOLIC ASSN. FOR INT'L PEACE	WASHINGTON, D.C.	1966
FOREIGN POLICY ASSN OF N.O.	NEW ORLEANS, LA.	1966
INTERNATIONAL HOUSE	" " "	1966

DATE	SIGNATURE OF EMPLOYEE
9 January 1968	[REDACTED]
	William M. Kent

SECRET

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 (X)			
				RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
WESTERN EUROPE	CULTURAL	1929 - 1939		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		
JAPAN	CULTURAL	1946-47-48		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
LATIN AMERICA	ECONOMIC, CULTURAL, POLITICAL	VARIOUS TIMES 1949-1964	1949 MEXICO	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

SECTION V TYPING AND STENOGRAPHIC SKILLS

1. TYPING (WPM) 60 2. SHORTHAND (WPM) 3. INDICATE SHORTHAND SYSTEM USED - CHECK (X) APPROPRIATE ITEM

GREGG SPEEDWRITING STENOTYPE OTHER SPECIFY:

4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (comptometer, mimeograph, card punch, etc)

SECTION VI SPECIAL QUALIFICATIONS

1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH.

CAMPING - GOOD TROPICAL FISH - GOOD +
 FISHING - GOOD RAISING & SHOWING PUREBRED DOGS - GOOD
 STAMP COLLECTING - GOOD TRACK - FAIR

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 (indicate CW speed, sending & receiving); OFFSET PRESS, TURRET LATHE, EDP AND OTHER SCIENTIFIC & PROFESSIONAL DEVICES.

3. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, MEDICAL TECHNICIAN, PSYCHOLOGIST, PHYSICIAN, ETC? YES 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 registry number if known)

5. FIRST LICENSE/CERTIFICATE (year of issue)

6. LATEST LICENSE/CERTIFICATE (year of issue)

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (do NOT submit copies unless requested). INDICATE THE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (non-fiction or scientific articles, general interest subjects, novels, short stories, etc)

8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED.

9. PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE

HAVE BEEN A CANDIDATE IN NON-PARTISAN TOWN COUNCIL ELECTIONS - THIS REQUIRED VARIOUS PUBLIC APPEARANCES AND SPEECHES.

SECRET

SECRET
(When Filled In)

lhc
OFFICIAL USE ONLY (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. 059198	2. NAME (Last-First-Middle) [REDACTED] Kent, Wm m.	3. SEX M	4. DATE OF BIRTH 09/09/29	5. SCHEDULE/GRADE/STEP GS-03-05
6. SD D	7. POSITION TITLE IONS OFFICER	8. OFFICE OF ASSIGNMENT	9. LOCATION (Country, City) WASH., D.C.	

SECTION II

AGENCY OVERSEAS SERVICE

AREA	TYPE TOUR	FROM	TO
HANAMA	PCS-WX	52/06/01	58/05/01
HANAMA	TDY-WX	56/07/01	56/07/14
CUBA - TOTAL 3 MONTHS	TDY-64	57/06/01	57/06/01
GUATEMALA Total 6-7 weeks	TDY-64	58/01/01	58/01/01
VENEZUELA	PCS-66	58/08/01	58/08/23
WESTERN HEMISPHERE: PERU	TDY-51	64/04/09	64/04/18

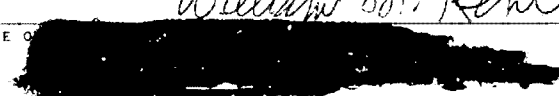
OVERSEAS DATA
 COPIES:
 DATE: 18 MAR 1968 INITIALS: FG

SECTION III

EDUCATION

DEGREE	MAJOR FIELD	COLLEGE	YEAR
NO COLLEGE DEGREE ON RECORD			

SECRET
(When Filled In)

SECTION V GEDGRAPHIC 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 (X)			
				RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
1.			JAN 10 1 41 PM '69				
2.							
SECTION VI TYPING AND STENOGRAPHIC SKILLS							
1. TYPING (WPM)		2. SHORTHAND (WPM)		3. INDICATE SHORTHAND SYSTEM USED--CHECK (X) APPROPRIATE ITEM:			
				<input type="checkbox"/> GREGG	<input type="checkbox"/> SPEEDWRITING	<input type="checkbox"/> STENOTYPE	<input type="checkbox"/> OTHER SPECIFY:
SECTION VII SPECIAL QUALIFICATIONS							
PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.							
SECTION VIII MILITARY SERVICE							
CURRENT DRAFT STATUS							
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED?				2. NEW CLASSIFICATION			
<input type="checkbox"/> YES <input type="checkbox"/> NO							
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS				4. IF DEFERRED, GIVE REASON			
MILITARY RESERVE, NATIONAL GUARD STATUS							
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG		<input type="checkbox"/> ARMY	<input type="checkbox"/> MARINE CORPS	<input type="checkbox"/> COAST GUARD	<input type="checkbox"/> NATIONAL GUARD		
		<input type="checkbox"/> NAVY	<input type="checkbox"/> AIR FORCE	<input type="checkbox"/> AIR NATIONAL GUARD			
1. CURRENT RANK, GRADE OR RATE		2. DATE OF APPOINTMENT IN CURRENT RANK		3. EXPIRATION DATE OF CURRENT OBLIGATION			
4. CHECK CURRENT RESERVE CATEGORY <input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (active) <input type="checkbox"/> STANDBY (inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED							
5. MILITARY MOBILIZATION ASSIGNMENT				6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED			
MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)							
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		DATE COMPLETED			
						RESIDENT	
						AGENCY-SPONSORED	
SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS							
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)				DATE OF MEMBERSHIP	
						FROM	TO
1.							
2.							
3.							
SECTION X REMARKS							
DATE		SIGNATURE OF					
31 December 1968							

SECRET
(When Filled In)

LLC

QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not. Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I BIOGRAPHIC AND POSITION DATA

EMP. SER. NO. 059198	NAME (Last, First, Middle) [REDACTED] Kent, William M	DATE OF BIRTH 05/09/29
-------------------------	--	---------------------------

SECTION II EDUCATION

HIGH SCHOOL

LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO
---------------------------	--------------------------------	--------------------------	--

COLLEGE OR UNIVERSITY STUDY

	NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM--TO--	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/OTR. HRS. (Specify)
		MAJOR	MINOR				
1.							
2.							

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

SECTION III MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:

2. NAME OF SPOUSE (Last) (First) (Middle) (Maiden)

3. DATE OF BIRTH 4. PLACE OF BIRTH (City, State, Country)

5. OCCUPATION 6. PRESENT EMPLOYER

7. CITIZENSHIP 8. FORMER CITIZENSHIP(S) COUNTRY(IES) 9. DATE U.S. CITIZENSHIP ACQUIRED

SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

	NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
1.	<input type="checkbox"/> ADD <input type="checkbox"/> DELETE				
2.	<input type="checkbox"/> ADD <input type="checkbox"/> DELETE				

SECRET
(When Filled In)

SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY--CHECK (X)			
				RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
		OFFICE OF PERSONNEL					
1.							
2.		Apr 6 1 42 PM '71					
SECTION VI TYPING AND STENOGRAPHIC SKILLS							
1. TYPING (WPM) 2. SHORTHAND (WPM) 3. INDICATE SHORTHAND SYSTEM USED--CHECK (X) APPROPRIATE ITEM.							
		<input type="checkbox"/> GREGG	<input type="checkbox"/> SPECIAL TRAINING	<input type="checkbox"/> STENOTYPE	<input type="checkbox"/> OTHER SPECIFY:		
MAIL ROOM							
SECTION VII SPECIAL QUALIFICATIONS							
PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.							
SECTION VIII MILITARY SERVICE							
CURRENT DRAFT STATUS							
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED?				2. NEW CLASSIFICATION			
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO							
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS				4. IF DEFERRED, GIVE REASON			
MILITARY RESERVE, NATIONAL GUARD STATUS							
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG		<input type="checkbox"/> ARMY	<input type="checkbox"/> MARINE CORPS	<input type="checkbox"/> COAST GUARD	<input type="checkbox"/> NATIONAL GUARD		
		<input type="checkbox"/> NAVY	<input type="checkbox"/> AIR FORCE	<input type="checkbox"/> AIR NATIONAL GUARD			
1. CURRENT RANK, GRADE OR RATE		2. DATE OF APPOINTMENT IN CURRENT RANK		3. EXPIRATION DATE OF CURRENT OBLIGATION			
4. CHECK CURRENT RESERVE CATEGORY				5. MILITARY MOBILIZATION ASSIGNMENT			
<input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (active) <input type="checkbox"/> STANDBY (inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED				6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED			
MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)							
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		DATE COMPLETED			
						RESIDENT	
						AGENCY-SPONSORED	
SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS							
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)				DATE OF MEMBERSHIP	
						FROM	TO
1. Herndon Rotary Club		Herndon, Va.				1967	Present
2. Herndon Citizens Assn.		Herndon, Va.				1969	Present
3.							
SECTION X REMARKS							
DATE		SIGNATURE OF EMPLOYEE					
5 April 1971		William M. Keen					

SECRET
(When Filled In)

PLW

QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not. Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I BIOGRAPHIC AND POSITION DATA				
EMP. SER. NO. 059198	NAME (Last-First-Middle) Kent, William M.	DATE OF BIRTH 05/09/29	RD D	GRADE GS-14

SECTION II EDUCATION			
HIGH SCHOOL			
LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO

COLLEGE OR UNIVERSITY STUDY						
NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM--TO--	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/QTR. HRS. (Specify)
	MAJOR	MINOR				
1.						
2.						

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS				
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE				
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1.				
2.				

SECTION III MARITAL STATUS								
1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:								
2. NAME OF SPOUSE (Last) (First) (Middle) (Maiden)								
3. DATE OF BIRTH			4. PLACE OF BIRTH (City, State, Country)					
5. OCCUPATION			6. PRESENT EMPLOYER					
7. CITIZENSHIP			8. FORMER CITIZENSHIP(S) COUNTRY(IES)			9. DATE U.S. CITIZENSHIP ACQUIRED		

SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE					
	NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
1.	<input checked="" type="checkbox"/> ADD <input type="checkbox"/> DELETE Beatrice Kent	Mother	30 Apr. 1901-Italy	U.S.	Same as employee
2.	<input type="checkbox"/> ADD <input type="checkbox"/> DELETE				

SECRET
(When Filled In)

SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY--CHECK (X)			
				RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
1.		JAN 11 3 32 PM '72					
2.							

SECTION VI TYPING AND STENOGRAPHIC SKILLS			
1. TYPING (WPM)	2. SHORTHAND (WPM)	3. INDICATE SHORTHAND SYSTEM USED--CHECK (X) APPROPRIATE ITEM.	
		<input type="checkbox"/> GREGG	<input type="checkbox"/> SPEEDWRITING
		<input type="checkbox"/> STENOTYPE	<input type="checkbox"/> OTHER SPECIFY:

SECTION VII SPECIAL QUALIFICATIONS	
PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.	

SECTION VIII MILITARY SERVICE			
CURRENT DRAFT STATUS			
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED?		2. NEW CLASSIFICATION	
<input type="checkbox"/> YES <input type="checkbox"/> NO			
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS		4. IF DEFERRED, GIVE REASON	
MILITARY RESERVE, NATIONAL GUARD STATUS			
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG			
<input type="checkbox"/> ARMY	<input type="checkbox"/> MARINE CORPS	<input type="checkbox"/> COAST GUARD	<input type="checkbox"/> NATIONAL GUARD
<input type="checkbox"/> NAVY	<input type="checkbox"/> AIR FORCE	<input type="checkbox"/> AIR NATIONAL GUARD	
1. CURRENT RANK, GRADE OR RATE	2. DATE OF APPOINTMENT IN CURRENT RANK	3. EXPIRATION DATE OF CURRENT OBLIGATION	
4. CHECK CURRENT RESERVE CATEGORY			
<input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (active) <input type="checkbox"/> STANDBY (inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED			
5. MILITARY MOBILIZATION ASSIGNMENT		6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED	
MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)			
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	DATE COMPLETED	
			<input type="checkbox"/> RESIDENT
			<input type="checkbox"/> AGENCY-SPONSORED

SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS			
NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)	DATE OF MEMBERSHIP	
		FROM	TO
1. HERNDON ROTARY CLUB	HERNDON, VA	1961	PRESENT
2. HERNDON CITIZENS ASSN.	“ “	1969	PRESENT
3.			

SECTION X REMARKS	

DATE 10 January 1972	SIGNATURE OF EMPLOYEE William M. Kent
-------------------------	--

SECRET
(When Filled In)

B7E

QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

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SECTION I BIOGRAPHIC AND POSITION DATA

EMP. SER. NO. 059198	NAME (Last-First-Middle) Kent, William	DATE OF BIRTH 05/09/29	SD D	GRADE 14
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SECTION II EDUCATION HIGH SCHOOL

LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO
---------------------------	--------------------------------	--------------------------	--

COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM--TO--	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/ QTR. HRS. (Specify)
	MAJOR	MINOR				
1.						
2.						

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1.				
2.				

SECTION III MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:

2. NAME OF SPOUSE (Last) (First) (Middle) (Widow)

3. DATE OF BIRTH 4. PLACE OF BIRTH (City, State, Country)

5. OCCUPATION 6. PRESENT EMPLOYER

7. CITIZENSHIP 8. FORMER CITIZENSHIP(S) COUNTRY(IES) 9. DATE U.S. CITIZENSHIP ACQUIRED

SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
1. <input checked="" type="checkbox"/> ADD BEATRICE KENT <input type="checkbox"/> DELETE	MOTHER	APRIL 30, 1901 MONZA ITALY	U.S.	11450 NO. SHORE DRIVE RESTON, VA. - APT. 317
2. <input type="checkbox"/> ADD <input type="checkbox"/> DELETE				

SECRET
(When Filled In)

GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
DIRECTION	TYPE OF SPECIALIZED KNOWLEDGE	DATE OF TRAVEL OR RESIDENCE	OFFICE OR PERSONAL PLACE OF STUDY	KNOWLEDGE ACQUIRED BY--CHECK (X)			
				RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
		FEB 27	11 32 AM '73				
TYPING AND STENOGRAPHIC SKILLS 2. SHORTHAND (WPM) _____ 3. INDICATE SHORTHAND SYSTEM USED--CHECK (X) APPROPRIATE ITEM. <input type="checkbox"/> GREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENOTYPE <input type="checkbox"/> OTHER SPECIFY: _____							
SPECIAL QUALIFICATIONS							
INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.							
MILITARY SERVICE							
CURRENT DRAFT STATUS							
1. SELECTIVE SERVICE CLASSIFICATION CHANGED? <input type="checkbox"/> YES <input type="checkbox"/> NO		2. NEW CLASSIFICATION					
3. SELECTIVE SERVICE BOARD NUMBER AND ADDRESS			4. IF DEFERRED, GIVE REASON				
MILITARY RESERVE, NATIONAL GUARD STATUS							
1. SERVICE OR GUARD ORGANIZATION WHICH YOU BELONG		<input type="checkbox"/> ARMY <input type="checkbox"/> MARINE CORPS <input type="checkbox"/> COAST GUARD <input type="checkbox"/> NATIONAL GUARD		<input type="checkbox"/> NAVY <input type="checkbox"/> AIR FORCE <input type="checkbox"/> AIR NATIONAL GUARD			
1. RANK, GRADE OR RATE	2. DATE OF APPOINTMENT IN CURRENT RANK		3. EXPIRATION DATE OF CURRENT OBLIGATION				
4. CURRENT RESERVE CATEGORY		<input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (active) <input type="checkbox"/> STANDBY (inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED					
5. MOBILIZATION ASSIGNMENT			6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED				
MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)							
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		DATE COMPLETED		<input type="checkbox"/> RESIDENT <input type="checkbox"/> AGENCY-SPONSORED	
PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS							
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)				DATE OF MEMBERSHIP	
						FROM TO	
REMARKS							
1973		SIGNATURE OF EMPLOYEE <i>William M. Kes</i>					

SECRET

SECRET

(When Filled In)

BWS

QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

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SECTION I							BIOGRAPHIC AND POSITION DATA			
EMP. SER. NO.	NAME (Last-First-Middle)			DATE OF BIRTH	SD	GRADE				
059198	Kent, William			05/09/29	D	GS-14				
SECTION II							EDUCATION			
HIGH SCHOOL										
LAST HIGH SCHOOL ATTENDED			ADDRESS (City, State, Country)		YEARS ATTENDED (From-To)		GRADUATE			
							<input type="checkbox"/> YES <input type="checkbox"/> NO			
COLLEGE OR UNIVERSITY STUDY										
NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM--TO--	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/QTR. HRS. (Specify)				
	MAJOR	MINOR								
1.										
2.										
IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS. INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.										
TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS										
NAME AND ADDRESS OF SCHOOL			STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS			
OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE										
NAME AND ADDRESS OF SCHOOL			STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS			
SECTION III							MARITAL STATUS			
1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:										
2. NAME OF SPOUSE (Last)			(First)		(Middle)		(Maiden)			
3. DATE OF BIRTH			4. PLACE OF BIRTH (City, State, Country)							
5. OCCUPATION			6. PRESENT EMPLOYER							
7. CITIZENSHIP			8. FORMER CITIZENSHIP(S) COUNTRY(IES)			9. DATE U.S. CITIZENSHIP ACQUIRED				
SECTION IV							DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE			
NAME		RELATIONSHIP	DATE AND PLACE OF BIRTH		CITIZENSHIP	PERMANENT ADDRESS				
1. <input checked="" type="checkbox"/> ADD BEATRICE KENT		MOTHER	30 APRIL 1901 MONZA, ITALY		U.S.	1450 N.W. SHORE DRIVE RESTON, VA.				
<input type="checkbox"/> DELETE										
2. <input type="checkbox"/> ADD										
<input type="checkbox"/> DELETE										

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST	
		19 June 1970	
2. NAME (Last, First, Middle)		3. POSITION TITLE	
KENT, William M.		C/WH/3/Peru	
5. OFFICE, DIVISION, BRANCH		4. GRADE	
DDP/WH/3		GS-14	
		6. EMPLOYEE'S EXT.	
		6223	
7. PURPOSE OF EVALUATION			
<input type="checkbox"/> PRE-EMPLOYMENT		<input type="checkbox"/> HQOS/TDY	
<input type="checkbox"/> ENTRANCE ON DUTY		<input type="checkbox"/> OVERSEAS ASSIGNMENT	
<input checked="" type="checkbox"/> TDY STANDBY		ETD	
<input type="checkbox"/> SPECIAL TRAINING		STATION	
<input type="checkbox"/> ANNUAL		TDY OR PCS	
<input type="checkbox"/> RETURN TO DUTY		TYPE OF COVER	
<input type="checkbox"/> FITNESS FOR DUTY		NO. OF DEPENDENTS TO ACCOMPANY	
<input type="checkbox"/> MEDICAL RETIREMENT		NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED	
		<input type="checkbox"/> RETURN FROM OVERSEAS	
		ETA	
		STATION	
		NO. OF DEP.'S	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER	
<input type="checkbox"/> YES		SIGNATURE	
<input type="checkbox"/> NO		Judy Kassler	
		ROOM NO. & BUILDING	
		EXT.	
		5 D 3182	
		5671	
10. COMMENTS			
11. REPORT OF EVALUATION			
Qualified for tdy standby until Feb. 1972.			
DATE		SIGNATURE FOR CHIEF OF MEDICAL STAFF	
11 Sept/ 1970		Don Farley PRO/OMS	

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION			1. DATE OF REQUEST						
2. NAME (Last, First, Middle) Kent, William M.		3. POSITION TITLE Ops Officer	4. GRADE GS-14						
5. OFFICE, DIVISION, BRANCH DDO/MOCOG		6. EMPLOYEE'S EXT. 9464							
7. PURPOSE OF EVALUATION									
<input type="checkbox"/> PRE-EMPLOYMENT	<input type="checkbox"/> HDQS/TDY	<table border="1"><tr><td>ETD</td></tr><tr><td>STATION</td></tr><tr><td>TDY OR PCS</td></tr><tr><td>TYPE OF COVER</td></tr><tr><td>NO. OF DEPENDENTS TO ACCOMPANY</td></tr><tr><td>NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED</td></tr></table>		ETD	STATION	TDY OR PCS	TYPE OF COVER	NO. OF DEPENDENTS TO ACCOMPANY	NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED
ETD									
STATION									
TDY OR PCS									
TYPE OF COVER									
NO. OF DEPENDENTS TO ACCOMPANY									
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED									
<input type="checkbox"/> ENTRANCE ON DUTY	<input type="checkbox"/> OVERSEAS ASSIGNMENT								
<input checked="" type="checkbox"/> TDY STANDBY	<input type="checkbox"/> RETURN FROM OVERSEAS								
<input type="checkbox"/> SPECIAL TRAINING	<table border="1"><tr><td>ETA</td></tr><tr><td>STATION</td></tr><tr><td>NO. OF DEP.'S</td></tr></table>	ETA	STATION	NO. OF DEP.'S					
ETA									
STATION									
NO. OF DEP.'S									
<input type="checkbox"/> ANNUAL									
<input type="checkbox"/> RETURN TO DUTY									
<input type="checkbox"/> FITNESS FOR DUTY									
<input type="checkbox"/> MEDICAL RETIREMENT									
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER							
<input type="checkbox"/> YES	<input type="checkbox"/> NO	SIGNATURE <i>Kathy Hill</i> Kathy Hill, LA/Trag	EXT. 7431						
		ROOM NO. & BUILDING 3B5317 Bsn							
10. COMMENTS									
11. REPORT OF EVALUATION Qualified for TDY Standby until 1 November 1976.									
DATE 28 May 1975		SIGNATURE FOR CHIEF OF MEDICAL STAFF William W. Golder, OMS/pro							

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REQUEST FOR MEDICAL EVALUATION
 (SCREENED AREAS WILL BE COMPLETED BY OMS)

1. REQUEST DATE (DA-MO-YR) **28 Oct. 76**

2. APPLICANT - HAS APPLICANT PREVIOUSLY BEEN SEEN BY OMS YES NO

3. NAME (Last, First, Middle) **Cont. William M.**

4. SOCIAL SECURITY NO. **4103**

5. GRADE **GS-15**

6. AFFILIATION CD **DDO/CMS/NOC**

7. DOB (DA-MO-YR) **09 05 29**

8. SEX **M**

9. DIRECTORATE/OFFICE/DIVISION **DDO/CMS/NOC**

10. EMP. EXT. **4103**

11. POSITION TITLE **Deputy Chief, NOC Branch**

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. GRADE	16. DOB (DMY)	17. SEX	18. RELATIONSHIP	19. DEPENDENT PREVIOUSLY BY OMS (Y/N)

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	ETO/ETA (DA-MO-YR)	NO. OF DEPENDENTS TO ACCOMPANY OR RETURN
	<input checked="" type="checkbox"/> O/S TDY	TYPE COVER	POSITION	
	<input type="checkbox"/> O/S RETURNEE	FITNESS FOR DUTY		OTHER (specify)
	<input checked="" type="checkbox"/> O/S TDY STANDBY	RETURN TO DUTY		
SEPARATION:	<input type="checkbox"/> RETIREMENT	<input type="checkbox"/> SPECIAL TRAINING		
ROUTINE:	<input type="checkbox"/> REGULAR ANNUAL	<input type="checkbox"/> MDR/CIARDS	<input type="checkbox"/> MDR/CSC	
	<input type="checkbox"/> EXECUTIVE ANNUAL	<input type="checkbox"/> MPT/PHE		

21. COMMENTS

22. REQUESTING DIRECTORATE/OFFICE/DIV **DDO/CMS/NOC**

23. ROOM/BLDG **GG 2709**

24. EXTENSION **4103**

25. SIGNATURE OF REQUESTING OFFICER *William M. Keen*

FOR OMS USE ONLY

FOR APPLICANTS	COMMENTS
<input type="checkbox"/> APPROVE PROCESSING FOR EOD	
<input type="checkbox"/> HOLD PENDING RECEIPT OF ADDITIONAL MEDICAL INFORMATION (form letter attached)	
<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
TDY St.dby	XX			

Expires 1 November 1978.

7 January 1977

William T. Golder, OMS/PEO

OMS ASSIGNABILITY CODE **2B** EXAMINATION FACILITY **1A**

DATE _____ OMS SIGNATURE _____

Nov 23 0845

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REQUEST FOR MEDICAL EVALUATION
(SCREENED AREAS WILL BE COMPLETED BY OMS)

3. NAME (Last, First, Middle)		4. SOCIAL SECURITY NO.		5. GRADE		6. DOB (DA-MO-YR)		7. SEX	
8. GRADE	9. AFFILIATION CD	10. DIRECTORATE/OFFICE/DIVISION			11. EMP. EXT.	12. POSITION TITLE			

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. GRADE	16. DOB (DMY)	17. SEX	18. RELATIONSHIP	19. DEPENDENT PREVIOUSLY SEEN BY OMS (yes-no)

20. REQUESTED ACTION (more than one action is acceptable)

APPLICANT:	PRE-EMPLOYMENT	EOD		
ASSIGNMENTS:	O/S PCS	STATION	ETD/ETA (DA-MO-YR)	NO. OF DEPENDENTS TO ACCOMPANY OR RETURN
	O/S TDY	TYPE COVER	POSITION	
	O/S RETURNEE	FITNESS FOR DUTY	OTHER (specify)	
	O/S TDY STANDBY	RETURN TO DUTY		
	O/S PLANNING	SPECIAL TRAINING		
SEPARATION:	RETIREMENT	MDR/CIARDS	MDR/CSC	
ROUTINE:	REGULAR ANNUAL	EXECUTIVE ANNUAL	MPT/PHE	

21. COMMENTS

22. REQUESTING DIRECTORATE/OFFICE/DIV	23. ROOM/BLDG	24. EXTENSION	25. SIGNATURE OF REQUESTING OFFICER
---------------------------------------	---------------	---------------	-------------------------------------

FOR OMS USE ONLY					
FOR APPLICANTS				COMMENTS	
<input type="checkbox"/>	APPROVE PROCESSING FOR EOD				
<input type="checkbox"/>	HOLD PENDING RECEIPT OF ADDITIONAL MEDICAL INFORMATION (form letter attached)				
<input type="checkbox"/>	REQUEST PRE-EMP. MEDICAL EVALUATION				
<input type="checkbox"/>	OTHER (see comments)			DATE	
FOR OTHER ACTIONS				COMMENTS	
REQUESTED ACTION	QUAL	COND QUAL	DEFER		DISQUAL
BIANNUAL	XX				
OMS ASSIGNABILITY CODE		EXAMINATION FACILITY		DATE	
JB		JA		OMS SIGNATURE	

Next Bi-annual due 1 November 1979.

12 January 1978
 James J. Graham, OMS/PEO

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REQUEST FOR PCS OVERSEAS EVALUATION		OMS DATE	1. REQUEST DATE (DA-MO-YR) 8 May 78	2. APPLICANT - HAS APPLICANT PREVIOUSLY BEEN SEEN BY OMS <input type="checkbox"/> YES <input type="checkbox"/> NO
		DEPENDENT(S) <input checked="" type="checkbox"/>		EMPLOYEE <input type="checkbox"/>

3. NAME (Last, First, Middle) Kent, William J.		4. SOCIAL SECURITY NO.	5. DOB (DA-MO-YR) 9 May 29	7. SEX M
8. GRADE GS-15	9. AFFILIATION CD All	10. DIRECTORATE/OFFICE/DIVISION DDO/OED/MOC	11. EMP. EXT. 4103	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. DOB (DMY)	17. SEX	18. RELATIONSHIP	19. DEPENDENT PREVIOUSLY SEEN BY OMS (yes-no)

20. REQUESTED ACTION (more than one action is acceptable)

APPLICANT:	PRE-EMPLOYMENT	STATION	EOD	ETD/ETA (DA-MO-YR)	NO. OF DEPENDENTS TO ACCOMPANY OR RETURN
ASSIGNMENTS:	O/S PCS	TYPE COVER		POSITION	
	O/S TDY				
	O/S RETURNEE	FITNESS FOR DUTY		OTHER (specify)	
	O/S TDY STANDBY	RETURN TO DUTY			
SEPARATION:	O/S PLANNING	SPECIAL TRAINING			
	ROUTINE	RETIREMENT	WON/CIARDS	MDR/CSC	
	REGULAR ANNUAL	EXECUTIVE ANNUAL	MPT/PME		

21. COMMENTS
Mr. Kent is retiring effective 30 June 1978.

22. REQUESTING DIRECTORATE/OFFICE/DIV DDO/PCS/CSF/Personnel	23. ROOM/BLDG 1 B 4135 Bq	24. EXTENSION 7335	25. SIGNATURE OF REQUESTING OFFICER Robert F. O'Sahan
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26. OFFICE OF SECURITY DISPOSITION

27. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION

RETIREMENT Retiree exam completed.

15 June 1978 James J. Graham DDO/OMS

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

1. PRESENT ADDRESS (street and number, city and State)
Slaughter's Hotel 1625 16th Street NW Washington, DC.

2. (A) DATE OF BIRTH 5/9/29 (B) PLACE OF BIRTH (city or town and State or country)
Milan Italy

3. (A) IN CASE OF EMERGENCY PLEASE NOTIFY Paul Kent (B) RELATIONSHIP Father (C) STREET AND NUMBER, CITY AND STATE 2448 Washington Ave. New York 58, New York (D) TELEPHONE NO. CYpress 8-61

4. DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (OTHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 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)	(1) POSITION (2) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATIONSHIP	MAR-RIED (Check one)	SINGLE

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO	18. 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 OFFICER 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 RETIREMENT ACT OR ANY PERSON OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? <i>If your answer is "Yes", give in Item 10 reasons for retirement, that is, age, optional disability, or by reason of voluntary or involuntary separation after 3 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 COLLATERAL OF \$25 OR LESS) 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 to his own satisfaction 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, pension, suitability in connection with any record of recent discharge or arrest, and particularly for the following:

(1) **Identity of appointee.**—It is the duty of the appointing officer to guard against impersonation and to determine 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/or other pertinent papers. If the appointee qualified in a written examination, the signature on this form should be compared with the signature on the declaration sheet, which was signed in the examination room. His physical appearance may be checked against the medical certificate. The appointee may also be questioned on his personal history.

(2) **Age.**—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made, the appointment may not be consummated.

(3) **Citizenship.**—The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriation acts. Form 51 constitutes an affidavit for both purposes and is acceptable proof of citizenship status in the absence of conflicting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Commission.

(4) **Members of Family.**—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probational or permanent appointment in the competitive service, no other member of such family is eligible for probational or permanent appointment in the competitive service. The appointments of persons entitled to preference are not affected.

SECRET

8. Authorized instructions which you receive from CIA in briefing, training, or in any other way are a part of this memorandum of agreement and are incorporated herein to the extent that such instructions are not inconsistent with the terms hereof.

9. You are not assured upon the completion of your period of duty with the Foreign Service of any status with the Foreign Service based on your services performed with that organization at the request of CIA.

10. 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 CIA from this obligation. Violation of such secrecy may subject you to criminal prosecution under the espionage law, dated 25 June 1948, as amended, and other applicable laws and regulations. The termination of your employment with CIA will not release you from the obligations of any security oath you may be required to take.

CENTRAL INTELLIGENCE AGENCY

Patricia H. Kuehl
Personnel Office

ACCEPTED:

Date: 22 July 58

William M. Kent

Date: 22 July 1958

APPROVED:
G. M. STEWART
DIRECTOR OF PERSONNEL

Date: 22 July 58

BY *G. M. Stewart*

SECRET

with your cover designation, will normally be at the direction of the [redacted]. Such travel will be accomplished in conformance with applicable regulations of the [redacted] except when you are directed for operational reasons to perform travel in accordance with CIA regulations.

4. You are entitled by this agreement to the payment of a post differential and allowances, based upon your CIA or [redacted] salary rate, whichever is greater. Payment of your salary, post differential and allowances by the [redacted] will be full compensation for your services when the total amount is equal to or greater than that payable by CIA. Otherwise, the balance will be paid directly to you by CIA in a manner designated by you in writing and acceptable to CIA. The schedule of allowances applicable to your grade [redacted] and post of duty are subject to unilateral adjustment by the Government.

5. Your status as a CIA employee will continue in full force and effect during your period of duty with the [redacted] and you will continue to be entitled to all rights, benefits, and emoluments of such status. Certain variations in procedure will be required, however, to preserve the security of your cover position.

a. All annual and sick leave which will have accrued to your credit at the time of integration into the [redacted] will be held by CIA pending your transfer from the [redacted] to CIA. While assigned to the [redacted] you [redacted] annual leave, sick leave, statutory leave, and leave without pay in accordance with the regulations of that organization. Upon completion of your integration in the [redacted] your accrued leave will normally be transferred to your credit with CIA. If security conditions require that you be given a lump-sum payment for accrued annual leave, you will be required to pay the gross amount of any such lump-sum payment to the CIA at the time of [redacted] including any withholding tax deducted by the [redacted].

b. Upon your integration in the [redacted] you will continue to be covered by the provisions of the Civil Service Retirement Act, as amended, and you will be subject to payroll deductions for retirement purposes (now six percent).

6. If the CIA considers it undesirable for you to continue the use of your [redacted] cover, your services will be utilized whenever possible in some other appropriate capacity as designated by CIA, unless the circumstances are such as to warrant your termination for cause.

7. Consistent with your cover activity, you will continue to be responsible for compliance with CIA rules and regulations.

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CS



Mr. William M. Kent
Washington, D. C.

Dear Mr. Kent



SECRET

Part III.—DETERMINATION OF COMPETITIVE STATUS. (Complete for noncompetitive hires based on competitive status as required by instructions in FPM Chapter S2.) 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

 	TOTAL SERVICE (Item 12)	NONCREDITABLE SERVICE (Item 13)	CREDITABLE SERVICE (Leave Purpose)	ENTRANCE ON DUTY DATE (Present Agency)	LESS CREDITABLE SERVICE (Leave Purpose)	SERVICE COMPUTATION DATE (Leave Purpose)
Years				55	1	50
Months				7	5	7
Days				28	24	8

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.)

 	TOTAL SERVICE (Item 12)	NONCREDITABLE SERVICE (Item 14)	CREDITABLE SERVICE (RIF Purpose)	ENTRANCE ON DUTY DATE (Present Agency)	LESS CREDITABLE SERVICE (RIF Purpose)	SERVICE COMPUTATION DATE (RIF Purpose)
Years						
Months						
Days						

* Enter as the "Service Computation Date" on the employee's "Service Record Card," SF 7

REMARKS:

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) <i>KENT, WILLIAM M.</i>					2. DATE OF BIRTH <i>9 MAY 1929</i>					9. RETENTION GROUP		
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.)										10. A. CSC STATUS <input type="checkbox"/> YES <input type="checkbox"/> NO		
B. TYPE OF PRESENT APPOINTMENT										11. SERVICE		
NAME AND LOCATION OF AGENCY	FROM—			TO—			TYPE OF APPOINTMENT IF KNOWN	YEAR	MONTH	DAY		
	YEAR	MONTH	DAY	YEAR	MONTH	DAY						
<i>CENTRAL INTELLIGENCE AGENCY</i>	<i>1952</i>	<i>JAN.</i>	<i>12</i>									
<i>Sec 7/3/50 verified 10/24/57</i>												
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.?)	YEAR	MONTH	DAY		
	YEAR	MONTH	DAY	YEAR	MONTH	DAY						
<i>U.S. ARMY</i>	<i>1946</i>	<i>OCT.</i>	<i>6</i>	<i>1948</i>	<i>MAR.</i>	<i>24</i>	<i>HONORABLE</i>	<i>48</i>	<i>12</i>	<i>29</i>		
								<i>46</i>	<i>10</i>	<i>6</i>		
								<i>1</i>	<i>5</i>	<i>23</i>		
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.										12. TOTAL SERVICE <i>1 5 24</i>		
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?)										13. NONCREDITABLE SERVICE (Leave purposes only):		
7. ARE YOU:										14. NONCREDITABLE SERVICE (RIF purposes only):		
A. THE WIFE OF A DISABLED VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO										15. REEMPLOYMENT RIGHTS <input type="checkbox"/> YES <input type="checkbox"/> NO		
B. THE MOTHER OF A DECEASED OR DISABLED VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO										16. RETENTION RIGHTS <input type="checkbox"/> YES <input type="checkbox"/> NO		
C. THE UNREMARKED WIDOW OF A VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO										17. EXPIRATION DATE OF RETENTION RIGHTS		
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.												
<i>5 Oct. 1956</i> (DATE)										<i>William M. Kent</i> (SIGNATURE)		
Subscribed and sworn to before me on this <i>5th</i> day of <i>Oct</i> 19 <i>56</i> at <i>Wash., D.C.</i> (MONTH) (CITY) (STATE)										<i>Keith E. Griffin</i>		
S E A L												
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.												

(OVER)

ADDRESS OFFICIAL COMMUNICATIONS TO
THE SECRETARY OF STATE
WASHINGTON, D. C.



DEPARTMENT OF STATE
WASHINGTON

February 19, 1959

Dear Staff:

I would like to take this opportunity to thank you
for the outstanding help of the officers of your agency

[Redacted]

Specific mention should be made of Messrs. Jacob
Esterline, William Patterson, and William Kent, whose
untiring efforts were in no small way responsible for
the safety of the U.S. delegation.

As always, it has been a pleasure to work with you
and members of your agency, and we look forward to doing
so again in the future.

Sincerely yours,

A handwritten signature in dark ink, appearing to read "E. Toalin Bailey".

E. Toalin Bailey
Director
Office of Security

Colonel Sheffield Edwards
Director of Security
Central Intelligence Agency
Washington, D.C.

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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.		
William M. - Dorothy B. Kent Citizens National Bank of Herndon, Herndon, Va. Republic Bank and Trust Co., Herndon, Va. Herndon Savings & Loan, Herndon, Va.		
HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. (If "Yes" where is document located?)		
HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. (If "Yes" give name(s) and address)		
HAVE YOU EXECUTED A POWER OF ATTORNEY? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. (If "Yes", who possess the power of attorney?)		
6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS		
Notify parents in case of emergency only if unable to contact wife within reasonable amount of time.		
" changes made 20 July '66 "		
SIGNED AT Hqs	DATE 7 April 1964	SIGNATURE William M. Kent

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JAR

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) (First) (Middle) SOCIAL SECURITY NUMBER
Kent William Morris []

1. RESIDENCE DATA
 PLACE OF RESIDENCE WHEN INITIALLY APPOINTED **New York, N.Y.** LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)
 PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE **Herndon, Va.** HOME LEAVE RESIDENCE **Same**

2. MARITAL STATUS (Check one)
 SINGLE MARRIED SEPARATED DIVORCED WIDOWED ANNULLED
 IF MARRIED, PLACE OF MARRIAGE **New York, N.Y.** DATE OF MARRIAGE **17 May 1952**
 IF DIVORCED, PLACE OF DIVORCE DECREE DATE OF DECREE
 IF WIDOWED, PLACE SPOUSE DIED DATE SPOUSE DIED
 IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

3. MEMBERS OF FAMILY
 NAME OF SPOUSE **Dorothy B. Kent** ADDRESS (No., Street, City, Zone, State) **189 Van Buren St. Herndon, Va.** TELEPHONE NO. **(703) 437-3018**
 NAMES OF CHILDREN ADDRESS SEX DATE OF BIRTH
William M., Jr. **same** **M**
Paul E. **same** **M**
Karen A. **same** **F**
 NAME OF FATHER (Or male guardian) ADDRESS TELEPHONE NO.
Paul Kent **2418 Washington Ave. N.Y. 58, N.Y.** **WE 3-1121**
 NAME OF MOTHER (Or female guardian) ADDRESS TELEPHONE NO.
Beatrice Kent **same** **same**

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

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY
 NAME (Mr., Mrs., Miss) (Last-First-Middle) RELATIONSHIP
Mrs. Kent, Dorothy Bernadette **FATHER (NOT WITTING)**
 HOME ADDRESS (No., Street, City, Zone, State) HOME TELEPHONE NUMBER
~~189 Van Buren St. Herndon, Va.~~ ~~(703) 437-3018~~
 BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE BUSINESS TELEPHONE & EXTENSION
Republic Bank & Trust Co., Herndon, Va. ~~1-1111~~

IS THE INDIVIDUAL NAMED ABOVE WITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.)
Yes YES NO
 IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)
 YES NO
 DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.)
 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 6 on the reverse side of this form.

CONTINUED ON REVERSE SIDE

CURRENT RESIDENCE AND DEPENDENCY REPORT

8 - DEC 1961

MEMORANDUM FOR: William M. Kent *WJK*
SUBJECT : Commendation

You were mentioned particularly as one who performed your duties with distinction in support of the mission outlined in Project JMATE. Your cooperation, enthusiasm and the untiring application of your experience and knowledge with confidence and conviction has been a real credit to you and to your office. Even though you may have been subjected to disappointments and personal inconveniences, you gave more than is normally expected and your performance and contribution is worthy of special praise.

Thank you personally for this contribution.

J. King
C. KING
Chief

Western Hemisphere Division

4. While consideration has been given Mr. Kent with regard to an Honor and Merit Award, it appears more appropriate that he be granted a Quality Step Increase.

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

APPROVAL RECOMMENDED:

[Signature]
Secretary, CS Panel Section B

3 June 1966
Date

CONCUR:

Michael H. Mitchell
for DDF/OP

6 June 1966
Date

APPROVED:

for *John J. Caldwell*
Director of Personnel

22 June 66
Date

APPOINTMENT AFFIDAVITS

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

CIA

(Department or agency)

(Bureau or division)

(Place of employment)

I, WILLIAM M. KENT, 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.

2 January 1952
(Date of entrance on duty)

William M. Kent
(Signature of appointee)

Subscribed and sworn before me this 2nd day of January, A. D. 19 52,

at WASHINGTON, D. C.
(City) (State)

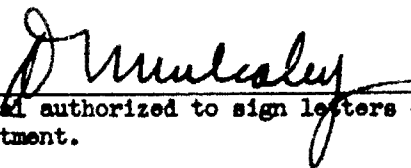
[SEAL]

Robert J. Hayes
(Signature of officer)
Asst. Clerk
(Title)

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

either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

6. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.


Official authorized to sign letters of appointment.

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

William M. Keat
Employee

2 Jan. 1952
Date

CENTRAL INTELLIGENCE AGENCY

2430 E STREET NW.

WASHINGTON 25, D. C.

Date 2^J January 52

Dear WILLIAM M. KENT

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

Position: ADMIN. CLERK

Base Salary: GS-5 \$2410.

2. You will be:

a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.

b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.

c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.

3. 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, unless otherwise specified in advance by CIA, you will be required to remain at the post to which assigned for a period of 24 months from the date of arrival thereat, unless sooner transferred, reassigned or separated for reasons beyond your control. If you wish to return to the United States for personal reasons during that period, all travel and transportation costs incident to such return will be borne by you, with no expense to the Government.

4. If this employment is for assignment to an overseas post, it is understood and agreed that, unless earlier separated for reasons beyond your control, you will remain in Government service for 12 months after your arrival at your first overseas post, and if you violate this agreement, any money expended by the United States on account of your travel and the transportation of your immediate family and household goods will be considered a debt due to the United States.

5. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event

S E C R E T

Security Information

6. If you should receive any sums required under the terms of this letter of appointment from or through your cover instrumentality, such sums will be used to offset amounts due and payable by CIA. Sums thus received through your cover instrumentality are acknowledged and agreed to be payment by CIA within the provisions of this letter of appointment.

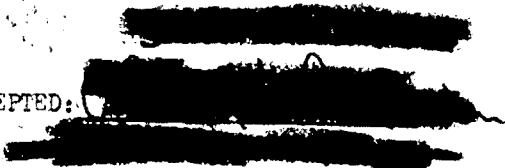
7. Your employment under this letter of appointment is subject to the availability of the appropriations for the functions of CIA. Upon termination of your cover employment, you will revert to normal staff employee status upon the effective date of the termination of your employment hereunder, unless for good and sufficient cause, such as misconduct or demonstrated incompetence, such reversion would be opposed to the efficiency and best interests of CIA. The termination of this appointment will not release you from the provisions of any security oaths you will be required to take.

8. Authorized instructions from CIA received by you in briefing or training will be deemed a part of this letter of appointment and are incorporated herein to the extent that such instructions are not inconsistent with the terms hereof.

9. Any additional provisions or arrangements will be contained in supplemental documents.

CENTRAL INTELLIGENCE AGENCY

Personnel Division, Covert

ACCEPTED: 

Keul, William Morris

S E C R E T

Security Information

S E C R E T

Security Information

Central Intelligence Agency

Washington, D. C.

Gen. William Morris

1. Pursuant to the authority vested in me by Section 5.2 of the Confidential Funds Regulations, you are hereby appointed an employee of the Central Intelligence Agency in the capacity of a staff agent at a salary of \$ 3795.00 grade GS-6

This appointment will be effective 10 June 1952.

If security considerations permit, appropriate deductions will be made for retirement and withholding tax purposes. In any event, it shall be your responsibility to report income received from CIA hereunder in accordance with existing Federal income tax laws and regulations.

2. The conditions of your employment will be in accordance with established CIA procedures for an employee of similar grade and salary provided, however, that where necessary, in the interests of preserving your cover and the security of CIA, established procedures will not be followed in all details. However, there will be substantial compliance with such procedures. Termination of this appointment will be in accordance with established procedures.

3. Where authorized, you will receive living-quarters and cost-of-living allowances, travel and transportation expenses and other emoluments of your position with CIA. You will account for such allowances, travel, and operational expenses in substantial compliance with CIA regulations or the established policies of your cover facility whichever is directed by CIA.

4. For the purpose of your employment hereunder, you will be required to accept employment or adopt necessary cover other than with CIA in a manner directed by CIA. In the event the circumstances of your cover are altered to such an extent that CIA deems it undesirable to continue further use by you of such cover, it is intended that your services will be continued by CIA in some other appropriate capacity or position.

5. a. If, in the performance of your cover service, you assume the custody of or take title of record to property of any nature whatsoever and wherever situate, which property has in fact been purchased with monies of the U.S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by CIA to evidence this relationship.

b. It is expressly understood and agreed that any and all documents which you may execute in the course of such cover employment are subordinate to this agreement and any contradiction in terms which may in any way appear to amplify, extend or restrict your rights and/or obligations hereunder shall be resolved by this agreement which shall always be dominant.

S E C R E T

Security Information

S E C R E T

Security Information

Date: 6 June 1952

Central Intelligence Agency
2430 E Street, N. W.
Washington, D. C.

Gentlemen:

1. In accordance with the policy of this agency, it is understood and agreed by me that I shall be required to serve a minimum term of two years from the date of my arrival at my overseas post of duty, unless terminated by the Government for its convenience. If the assignment is terminated at my request in less than twenty-four months, the following shall prevail:

(a) If I resign in less than twelve months from the date of my arrival at my overseas post of duty, I shall reimburse CIA for all travel expenses involved in the transportation of myself, my immediate family, household goods, and personal effects and automobile to the foreign station, and pay all such expenses for return to the United States.

(b) If I resign between the twelfth and twenty-fourth month from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects and automobile to the United States.

2. Part (a) above shall not apply to employees who have served in a departmental position with CIA or who have served an overseas tour of duty with CIA, and in such case part (b) only shall apply, amended to read: "If I desire to terminate or return to the United States prior to the expiration of twenty-four months from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects to the United States".

Witness:

Ernest W. Ryan

[REDACTED]

Kent, William Morris

S E C R E T
Security Information

CONFIDENTIAL
 STATUS AND EFFICIENCY REPORT
 (SEE INSTRUCTIONS ON REVERSE SIDE)

See by: King, Salgueiro, Sauerbrey, Newton & Lynell

SECTIONS 1 THROUGH 9 WILL BE COMPLETED BY EMPLOYEE. TYPEWRITER WILL BE USED IF POSSIBLE.

1. NAME (PRINTED)	LAST	FIRST	MIDDLE	CAF RATING	SALARY	DATE OF ASSIGNMENT TO PRESENT DUTY
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	GS-7	\$4205	16 June 1952

2. DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT FIRST, DESCRIBE CONCISELY BUT FULLY)

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED.

4. PROFICIENCY IN FOREIGN LANG.	READING			SPEAKING			UNDERSTANDING		
	EXC	GOOD	FAIR	EXC	GOOD	FAIR	EXC	GOOD	FAIR
Spanish	X			X			X		
Italian	X			X			X		
French			X			X			X
German			X			X			X

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN US-50 STATE)

TYPE OF DUTY	LOCATION
Operations Officer	Panama
"	Mexico
"	Cuba
"	Guatemala

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?

MARITAL STATUS	YES	NO	NUMBER OF DEPENDENTS	YES	NO	EMERGENCY ADDRESSEE	YES	NO	LEGAL ADDRESS	YES	NO
X				X			X			X	

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO, IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

8 June 1951
 DATE
Keat, William Morris

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT

DATE FROM	DATE TO	OCCASION FOR REPORT
1 June 53	31 May 54	ANNUAL <input checked="" type="checkbox"/> REASSIGNMENT OF REPORTING OFFICER <input type="checkbox"/> PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON <input type="checkbox"/> COVERING INITIAL 90 DAYS OF EMPLOYMENT <input type="checkbox"/>

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? YES NO

IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? YES NO

IF SO, WHAT DUTY OR DUTIES? Intelligence Officer O Operation after Headquarters training.

9. DO YOU CONCUR IN EMPLOYEE DESCRIPTION OF DUTIES UNDER SECTION 2? YES NO

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? YES NO

DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? YES NO

IF SO, TO WHAT GRADE AND FOR WHAT POSITION?

10. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK 'NOT OBSERVED' ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSERVED	UNSATISFACTORY	FAIR	GOOD	VERY GOOD	EXCELLENT	OUTSTANDING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE					X		
B. INTEREST AND ENTHUSIASM IN WORK						X	
C. SECURITY CONSCIOUSNESS						X	
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS						X	
E. ATTENTION TO DUTY						X	
F. JUDGMENT AND COMMON SENSE					X		
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE						X	
H. DISCRETION					X		
I. INITIATIVE						X	
J. ABILITY TO HANDLE AND DIRECT PEOPLE					X		
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)						X	
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						X	
M. TACT					X		
N. SAGACITY (NON-CULLIBILITY)						X	
O. LEADERSHIP					X		
P. PHYSICAL STAMINA						X	
Q. MENTAL STAMINA						X	

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU DEFINITELY NOT WANT HIM? PREFER NOT TO HAVE HIM? BE SATISFIED TO HAVE HIM? BE PLEASED TO HAVE HIM? PARTICULARLY DESIRE HIM?

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR THE RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

Corbustor [REDACTED] is reliable, willing and dependable and has done an excellent job at the airport.

Report prepared by [REDACTED] as immediate supervisor is on home leave.

CONFIDENTIAL
(When Filled In)

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.

Ruth E. Griffin
Office of Personnel

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

William M. Kent
(Employee)

5 October 1952
(Date)

CONFIDENTIAL

CONFIDENTIAL
(When Filled In)

Date 5 Oct 1956

Dear **Mr. Kent:**

1. This is to notify you that the United States Government, as represented by the Central Intelligence Agency, has accepted your employment effective **8 October 1956.**

Position: **Area Ops Officer**

Base Salary: **\$6390.00 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.

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.

PRESENT ADDRESS (street and number, city and State)
2608 N. WINCHESTER ST. - ARLINGTON 13, VIRGINIA

DATE OF BIRTH 9 MAY 1929 (B) PLACE OF BIRTH (city or town and State or country)
MILAN, ITALY

(A) IN CASE OF EMERGENCY PLEASE NOTIFY ROSEMARY B. KENT (B) RELATIONSHIP WIFE (C) STREET AND NUMBER, CITY AND STATE SEE #1, ABOVE (D) TELEPHONE NO. JE 3-3899

ARE YOU 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

Do, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.

NAME	POST OFFICE ADDRESS (Give street number, if any)	(1) POSITION (2) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	(3) TEMPORARY OR NOT EMPLOYED	RELATIONSHIP	MARRIED (Check one)	SINGLE
		1. _____ 2. _____ 3. _____				
		1. _____ 2. _____ 3. _____				
		1. _____ 2. _____ 3. _____				

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO	10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS
DO YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	X		<p>WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY</p> <p>HAVE YOU RECEIVED OR DO YOU EXPECT TO RECEIVE A LUMP-SUM PAYMENT FOR ACCRUED ANNUAL LEAVE UNDER PRIOR FEDERAL OR D. C. GOVERNMENT SERVICE?</p> <p style="text-align: center;"> <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO </p> <p>HAS LEAVE PERIOD COVERED BY SUCH PAYMENT EXPIRED?</p> <p style="text-align: center;"> <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO </p>
DO YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY?		X	
DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR COMPENSATION FOR MILITARY OR NAVAL SERVICE?		X	
DO YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU DISCHARGED, OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION?		X	
DO YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED \$5 OR LESS OR FORFEITED COLLATERAL OF \$25 OR LESS) SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT?		X	
DO YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU DISCHARGED, OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION?		X	

INSTRUCTIONS TO APPOINTING OFFICER

Appointing officer before whom the foregoing certificate is made shall sign to his own satisfaction that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations and Congressional Acts pertaining to appointment.

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

Identity of appointee.—It is the duty of the appointing officer to determine beyond reasonable doubt that the person in 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 qualified in a written examination, the signature on this form should be compared with the signature on the examination sheet, which was signed in the examination room. His physical condition may be checked against the medical certificate. The appointee should be questioned on his personal history for agreement with his previous appointments.

(2) **Age.**—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made, the appointment may not be consummated.

(3) **Citizenship.**—The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriation acts. Form 61 constitutes an affidavit for both purposes and is acceptable proof of citizenship status in the absence of conflicting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Commission.

(4) **Members of Family.**—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probational or permanent appointment in the competitive service, no other member of such family is eligible for probational or permanent appointment in the competitive service. The appointments of persons entitled to veteran preference are not subject to this requirement. The members-of-family provision does not apply to temporary appointments. Doubtful cases may be referred to the appropriate office of the Civil Service Commission for decision.

APPOINTMENT AFFIDAVITS

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

CENTRAL INTELLIGENCE AGENCY

(Department or agency)

Washington, D. C.

(Bureau or division)

(Place of employment)

I, William M. Kent, 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 Oct 1956

(Date of entrance on duty)

William M. Kent

(Signature of appointee)

Subscribed and sworn before me this 8th day of October, A. D. 1956,

at Washington

(City)

D. C.

(State)

[SEAL]

U.S.C. 16 & 16a

Ruth S. Griffin

(Signature of officer)

Appt Clerk

(Title)

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

SECRET

CENTRAL INTELLIGENCE AGENCY

WASHINGTON 25, D. C.

OFFICE OF THE DIRECTOR



5 DEC 1956

MEMORANDUM FOR: William M. Kent

SUBJECT: Notification of Membership in the Career Staff

1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 27 December 1954.

2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.

3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

A handwritten signature in dark ink, appearing to read "Harrison G. Reynolds".

Harrison G. Reynolds
Chairman, CIA Selection Board

Career Service Staff
Office of Personnel

19 JAN 1957

Noted:

William M. Kent

Date: 18 December 1956

SECRET

20 DEC 1965

MEMORANDUM FOR: Deputy Director for Plans
ATTENTION : DDP/OP
SUBJECT : Request for Quality Step Increase (HR 20-37),
Mr. William M. Kent, GS-13

1. On the basis of the information presented below, it is recommended that a Quality Step Increase be approved for Mr. William M. Kent.

2. Mr. Kent has made a most valuable contribution to the Covert Action mission of this Division. On occasion of the discovery of a Cuban arms cache in Venezuela in November 1963, of the January 1964 riots in Panama, of the April 1965 revolution in the Dominican Republic, of many other crises and situations which have developed, Mr. Kent immediately took the initiative within and outside this Division for the initiation and coordination of Covert Action efforts to safeguard the U.S. image and support U.S. objectives in each case; this, of course, without neglecting his other, routine, day-to-day responsibilities. Mr. Kent has been energetic, imaginative, and professional in his work to a degree much beyond that normally found or expected. He speaks excellent Spanish, and this has been an essential ingredient in his critical abilities in the handling of his assigned tasks.

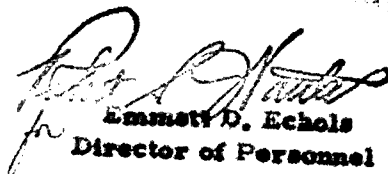
3. Mr. Kent has been with the WH Division's Covert Action Staff since 1963. In 1964, he attended the Mid-career Executive Development Course No. 4. He has consistently maintained a very high level of competence, conscientious application, and strong dedication to his duties. In this connection, despite an illness which lasted from December 1964 to July 1965, he took only two days of sick leave and did not allow his work performance to suffer. There is every reason to believe that Mr. Kent's exceptional proficiency and effectiveness will continue.

SECRET

16 JUN 1966

MEMORANDUM FOR: Head, Clandestine Services
Career Service
SUBJECT : Notification of Approval of
Quality Step Increase -
William M. Kent

1. I am pleased to send to you the attached official notification of the approval of the Quality Step Increase which you recommended for this employee.
2. As this award is designed to encourage excellence by recognizing and rewarding the employee, may I ask that you arrange to have this Quality Step Increase presented at an appropriate ceremony.


Emmett D. Echols
Director of Personnel

Distribution:

- O & 1 - C/WH Division
- 1 - C/CSPS
- * - OPF - KENT
- 1 - D/Pers Chrono
- 1 - C/PD

OP/DD/RP/PD/JJCaldwell:ksd (16 June 1966)

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

Dear Mr. ~~██████████~~ Kent

In view of your contemplated cover assignment, you have been designated a Staff Agent. The purpose of this Supplement is to call your attention to existing policies which are particularly material to you while you are so designated and to set forth certain rights and obligations incident to your status as an appointed employee.

1. Payroll Administration. As indicated in your Staff Agent Personnel Action, your present salary and grade are \$14,445.00 per annum and GS-13⁵, respectively. As an appointed employee of the Government you are entitled to receive and retain only the salary, allowances and other benefits applicable to that status. However, certain procedural variations will be followed to preserve the security of your cover position.

(a) The gross emoluments that you receive from your cover activities will be retained by you as an offset against the gross emoluments due you from this organization. If cover emoluments ever exceed those due you from this organization, the overage is to be remitted to this organization on a monthly basis, unless a different period is specified.

(b) Your Federal income taxes will be withheld and reported in conformance with R 20-661 or any subsequent regulations or procedures promulgated by this organization. For your information, this organization shall withhold from the gross payments due you, Federal income taxes in an amount which, when added to the income taxes withheld by your cover facility, will equal the tax withholdings normally made from your gross taxable compensation with this organization. Taxes will be withheld from the differential due you by this organization. If there is no differential or if it is insufficient, you will be required to make tax remittances in conformance with HB 20-661-1.

(c) This organization will deduct from the gross payments due you an amount equivalent to six and one-half per cent (6 1/2%) of your gross salary for contribution to the Civil Service Retirement Fund. This amount will be deducted from the differential due you by this organization. If there is no differential or if it is insufficient, you will be required to make direct remittances to this organization in satisfaction of the required contributions. The Agency will not reimburse you for mandatory social security deductions required by virtue of your cover employment.

2. Nonofficial Cover Premium Pay. You are hereby authorized Nonofficial Cover Premium Pay in conformance with applicable organizational policies and issuances. For your information, currently this premium pay is ten per cent of your base salary and represents additional taxable compensation to you.

3. Place of Assignment. This Supplement is predicated upon a domestic PCS assignment under non-Governmental cover. Any deviation therefrom will require a new Supplement or an amendment hereto.

4. Security. This Supplement is subject to the provisions of the Espionage Laws, dated 25 June 1950, as amended, and all other laws and regulations. All information furnished hereunder is confidential and its disclosure in writing by the Government without your consent is prohibited. The violation of such security rules subjects you to the penalties provided under the Espionage Laws, dated 25 June 1950, as amended, and all other laws and regulations.

UNITED STATES GOVERNMENT

BY How H. Luetscher
Personnel Officer

offc.

SECRET

AMENDMENT TO
Employee
SUPPLEMENT TO STAFF PERSONNEL ACTION

FOR ██████████ Kent William M

██████████ William M Kent

Dear ██████████ Mr. Kent

Reference is made to your Staff ██████████ Supplement, effective 31 July 1966.

Effective 30 July 1967 your authorization to receive nonofficial cover premium pay is terminated. As of that date, your Staff ██████████ Supplement is amended by deleting therefrom paragraph two (2).

All other terms and conditions of the Supplement remain in full force and effect.

UNITED STATES GOVERNMENT

BY Dor H. Lusk
Personnel Officer

S-E-C-R-E-T

20 July 1966
Date

THIS IS TO CERTIFY THAT I AM AWARE OF THE PROVISIONS OF HANDBOOK 20-4,
DATED 7 OCTOBER 196⁴ CONCERNING THE PERSONAL CONDUCT OF AGENCY EMPLOYEES.

William M. Kent


Signature



S-E-C-R-E-T

SECRET
(WHEN FILLED IN)

QUALIFICATIONS SYSTEM RECORD CHANGE *Kent, William on*

APPLICANT CODING DATA					
1. ID	2. APPL. NO. 0-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	2. EMPLOYEE NO.	3. NAME 3-LETTERS	4. LANGUAGE DATA CODE							
			BASE CODE	R	W	P	S	U	T	YR
6. DATE SUBMITTED MO DA YR			7. 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								
				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. 7 APR 1967							
					BASE CODE	R	W	P	S	U	T	YR

30 MAR 1967

The authorization to process this employee's disclaim of proficiency in the language factors indicated on this form is contained in a memorandum on file and designated "Language Proficiency Disclaim File", located in the Qualifications Analysis Branch, Office of Personnel.

SA

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
[REDACTED]			129	
EMPLOYING DEPARTMENT OR AGENCY			LOCATION (City, State, ZIP Code)	
Kent, William M. M.				

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) William M. Kent

DATE 21 March 1968

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

APR 11 10 11 AM '68
OFFICIAL PERSONNEL

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

SECRET

STANDARD FORM No. 176-T
JANUARY 1968
(For use only until April 14, 1968)
176-101

**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.

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

NAME (last) KENT	(first) WILLIAM	(middle) M.	DATE OF BIRTH (month, day, year) 5-9-29	SOCIAL SECURITY NUMBER
EMPLOYING DEPARTMENT OR AGENCY			LOCATION (City, State, ZIP Code)	

HAVE YOU EVER BEFORE FILED AN "ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE"? YES NO
If "YES," your last such form remains in effect and you should not file this new form unless you want to change the old one. (See Instructions for Employees on page 4.)

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 DATE AND SIGN. RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.

SIGNATURE (do not print) William M. Kent
DATE March 30, 1970

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

APR 1 1970
FPM

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM No. 176
APRIL 1968
FPM Supplement 870-1
176-102

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.

I would very much like to continue in my present duties, dealing with varied nationalities and having a wide range of operational opportunities. Should a circumstance develop for Washington Base involvement in Covert Action work, particularly political action, I would like to be a part of it. My preference would also lie in continuing in my present status and cover arrangement indefinitely.

Employee

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 _____ MONTHS AT CURRENT STATION TO _____ (DATE)
- BE ASSIGNED TO HQTRS FOR A TOUR OF DUTY; INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.
1ST CHOICE _____ 2ND CHOICE _____ 3RD CHOICE _____
- BE ASSIGNED TO ANOTHER FIELD STATION; INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION
1ST CHOICE _____ 2ND CHOICE _____ 3RD CHOICE _____
- 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:

Washington Base concurs with ~~██████████~~ request that he remain in his present assignment for another tour.

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.

DO Division concurs in Subject's, and Base's, desire for another tour at Washington Base. Subject has been an effective case officer and his effectiveness should be still greater by virtue of his accumulated experience in the Base area.

DATE 1 May 69 TITLE DCDO/I SIGNATURE *Stanley H. Gaines*
Stanley H. Gaines

FOR USE BY CAREER SERVICE

14. APPROVED ASSIGNMENT:

2nd tour approved.

15. EMPLOYEE NOTIFIED BY DISPATCH NO. AWO 69-358 DATED: 26 May 69
CABLE NO. _____ DATED: _____

CAREER SERVICE REPRESENTATIVE:

Charles P. Redmond
(SIGNATURE)

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

NAME OF EMPLOYEE (use pseudonym only if SA) <u>William M. Kent</u>		DATE (from item S-3) <u>12 Feb. 1969</u>	NAME OF SUPERVISOR (true) <u>John G. Shaffer, Jr.</u>	DATE (from item S-2) <u>12 Feb. 1969</u>
DATE RECEIVED AT HEADQUARTERS: <u>17 February 1969</u>		DISPATCH NUMBER: <u>TM 198253</u>	DATE RECEIVED BY CAREER SERVICE:	
		<u>12 Feb. 1969</u>		

TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH <u>9 May 1929</u>	2. SERVICE DESIGN <u>D</u>	3. YOUR CURRENT POSITION, TITLE AND GRADE <u>Ops Officer - GS-14/3</u>	4. STATION OR BASE <u>DO BASE WASHINGTON</u>	5. CRYPT FOR CURRENT COVER <input type="checkbox"/>
6a. DATE OF PCS ARRIVAL IN FIELD <u>1 August 1967</u>	6b. REQUESTED DATE OF DEPARTURE	6c. EXPECTED DATE OF FIRST CHECK-IN AT HQ	6d. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE	

7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:
4 dependents, ages 38, 15, 14, 13

8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:
Educational facilities for my children and medical facilities for my wife.

9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). (also attach personal cover questionnaire in accordance with CSI-F 240-8)

- - Initiate and develop contacts and operations in the Washington diplomatic and foreign press communities, encompassing all the major world geographical areas.
- - Handle recruited agents resident in the Washington area.
- - Establish and maintain self in commercial cover role. Perform cover duties.
- - Prepare operational correspondence and conduct routine administrative tasks.

10. TRAINING DESIRED:
INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS

SECRET


4. Mr. Kent has a first rate mind, a unique flair for SA operations, and unusual language capabilities. During the Chilean crisis period he demonstrated his dedication to duty, working eleven or twelve hours a day without complaint, and his ability to make effective use of his exceptional professional talents and experience while simultaneously exercising sound judgment and leadership in his management of Branch affairs.

5. In view of Mr. Kent's outstanding performance under tense and trying circumstances it is strongly recommended that he be granted a QSI.


David A. Phillips
Chief

Western Hemisphere Division

APPROVAL RECOMMENDED:


Chairman, DDO/QSI Panel

15 Jan 74
Date

APPROVED:


Director of Personnel

31 JAN 1974
Date

2

SECRET

SECRET

20 DEC 1973

MEMORANDUM FOR: Chairman, QSI Honor and Merit Award Panel

SUBJECT: Request for QSI:
William M. Kent, GS-14

1. It is recommended that Mr. William M. Kent be granted a Quality Step Increase in recognition of his outstanding performance as Chief of the SA Section and Acting Deputy Branch Chief of WH/6 during the tension-filled days which preceded and followed the Chilean military coup of 11 September 1973. The nature of Mr. Kent's service to the Agency during this period has been described more fully in his most recent fitness report, which evaluated his overall performance as "Outstanding."

2. Mr. Kent served as Acting Deputy Branch Chief of WH/6 for five months, from mid-June to mid-November 1973, while concurrently continuing to direct the large and important Chilean covert action program with exceptional competence. Mr. Kent thus was handling two exacting jobs simultaneously during the entire coup period. This was a time of particular tension for the Branch, since developments in Chile were of international importance and generated almost daily requests for special papers and briefings for top U.S. Government leaders. Mr. Kent performed at a consistently high level in both his SA and managerial capacities: his propaganda and political action guidance was timely, imaginative and effective, while his managerial decisions as provisional head of a 15-man branch reflected sound judgment and an across-the-board foundation in clandestine operations.

3. A self-reliant and exceptionally talented SA officer, Mr. Kent was personally responsible for the creation and implementation of two successful Division programs -- one in the political action and one in the propaganda field -- which have made an important contribution to the achievement of U.S. policy objectives with regard to Chile. These programs are being continued even though Mr. Kent has now left the Branch to handle an exacting new staff assignment.

E2, IMPDET
CL BY 024345

SECRET

SECRET
EYES ONLY

3 November 1970

MEMORANDUM FOR THE RECORD

SUBJECT: Commendation - Mr. William Kent

1. Mr. Kent was assigned to a high priority Task Force in WH Division from 21 September through 30 October.
2. During this period Mr. Kent assisted in the preparation of propaganda material and was in charge of black operations. Based on his knowledge of the Cuban Intelligence Service and Cuban modus operandi, Mr. Kent prepared several highly imaginative black operations and provided much needed advice to the Task Force on this subject. The biographic material he pulled together on a major proponent of our little drama was of exceptional value and was delivered to several U. S. as well as foreign newsmen who made extensive use of it. Mr. Kent is a well trained and resourceful Clandestine Service Operator whose work showed the stamp of professionalism and whose attitude was marked by a deep interest in his work. Mr. Kent is to be commended for his efforts on the behalf of the Task Force and for the unusual talent he brought to the job.
3. A copy of this commendation will be placed in Mr. Kent's personnel file.

William V. Broe

William V. Broe
Chief

Western Hemisphere Division

SECRET
EYES ONLY

CONFIDENTIAL
(when filled in)

MANAGEMENT BY OBJECTIVES SEMINAR

Student: Kent, Willaim M.

Dates: 30 June - 2 July 1975

Employee Number: 059198

Office: PS

Service Designation: D

COURSE OBJECTIVES:

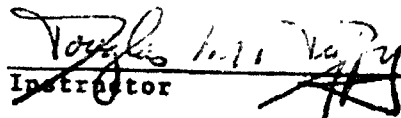
Upon completion of this Seminar, the participant should be able to:

- 1) Understand the evolution of the MBO concept.
- 2) Identify the elements of MBO and understand their utility.
- 3) Understand how MBO has been applied in certain large organizations.
- 4) Understand the major characteristics of the management system now used within each Directorate, particularly within his own Directorate.
- 5) Define significant differences and common traits in the practice of MBO among the Directorates of the Agency.
- 6) Describe actions which might be taken to improve and strengthen the application of MBO within the Agency.

ACHIEVEMENT RECORD:

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

FOR THE DIRECTOR OF TRAINING


Instructor _____ 3 July 1975
Date

CONFIDENTIAL
(when filled in)

S E C R E T

5 December 1975

MEMORANDUM FOR THE RECORD

SUBJECT: Commendation of Mr. William Kent

During the last five months I have turned to Mr. Kent on two occasions to help the Latin America Division in connection with Senate Select Committee's investigation of covert action in Chile. When confronted with a need to produce a paper on Chile in a short timeframe, I instinctively turned to him. It was not only because he had expertise on Chile, due to service in the Chile Branch, but because he is highly skilled in written presentation. He organizes his material well and presents it in a lucid, highly readable manner. On the first occasion, he helped us prepare a paper that was eventually used by the Director in his presentation before the Senate Select Committee on 14-15 July. On the second occasion his contribution was used by the DDO in his appearance before the Senate Select Committee on 28 October. Both of these papers were excellent and have withstood critical scrutiny.

Aside from Mr. Kent's ability to write I would like to take this occasion to record my overall high esteem for Mr. Kent as a professional and as a person. I have always considered him to be one of our more able and promising officers. His dedication is exemplary; he has spent untold extra hours of his time carrying out his duties. He has good judgment and common sense. Mr. Kent has a very attractive personality and excellent personal presence. From all standpoints he is an excellent officer that deserves to move ahead in the organization. I am convinced he has the ability and potential to do so.

signed

Raymond A. Warren

Raymond A. Warren
Deputy Chief
Latin America Division

cc: ✓C/CMG/NOC
C/LA/PEMS

S E C R E T

E2 IMPDET
CL BY 009560

C O N F I D E N T I A L
(When filled in)

TRAINING REPORT
MANAGEMENT COMMUNICATION COURSE
(40 hrs., full-time)

STUDENT: William M. Kent

EMPLOYEE NO: 059198

SERVICE DESIGNATION: D

OFFICE : CMG

DATES ATTENDED: 24-28 January 1977

COURSE OBJECTIVES-CONTENT AND METHODS

The Management Communication Course is designed to enable students to improve managerial performance by applying communication theory and principles to daily management activity; use interpersonal communication techniques to deal more effectively with superiors, peers, and subordinates; identify and use management communication source/resource personnel within the Agency; and assess the effectiveness of communication within an organizational component.

The content of the course is presented with the use of TV, films, and relevant exercises supplementing group and individual participation. Current theory and practical application are stressed.

ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING:

Charles E. Coughlin 31 JAN 1977

Chief Instructor Date

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

ADMINISTRATIVE — INTERNAL USE ONLY

TRAINING REPORT
OFFICE OF TRAINING
FUNCTIONAL TRAINING DIVISION

This certifies that William M. Kent (059198) has completed the two day Equal Employment Opportunity (EEO) Seminar for Supervisors held 17-18 August 1976. At the conclusion of this two-day session, each participant will be able to describe the following:

- a) The EEO Program and reasons for its existence;
- b) A supervisor's responsibility in implementing the program;
- c) The procedures for processing EEO complaints;
- d) The Agency's past record and the Agency's Affirmative Action Plans; and
- e) The significance of Upward Mobility, Federal Women's, and Hispanic Programs in the overall EEO Program.

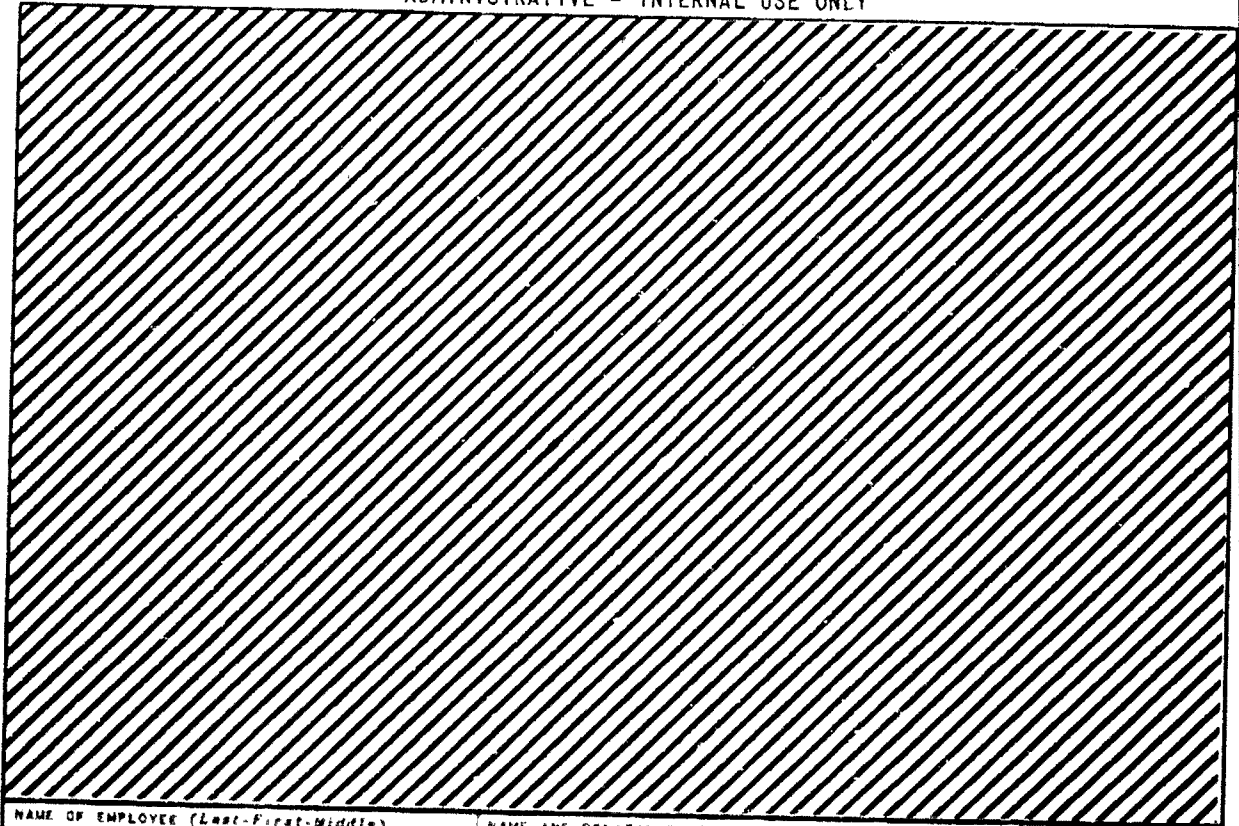
FOR THE DIRECTOR OF TRAINING:

[Redacted Signature]

Course Administrator

ADMINISTRATIVE — INTERNAL USE ONLY

ADMINISTRATIVE - INTERNAL USE ONLY



NAME OF EMPLOYEE (Last-First-Middle)	NAME AND RELATIONSHIP OF DEPENDENT*	CLAIM NUMBER
Kent, William M.	Self	77-0324

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 1/17/77.

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 BSD REPRESENTATIVE
2/9/77	Ernest L. Hardt

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

SECRET

COVER CONTROL OF RETIREMENT PROCESSING										FILE	3770	
TO: Retirement Operations Branch Office of Personnel										DATE	7 JUL 1978	
RETIREE <u>William M. Reed</u>					CATEGORY OF EMPLOYMENT							
On the basis of a review of the records of the Central Cover Staff the following action is to be taken on processing retirement documentation for the person named above.												
TYPE RETIREMENT		CIVIL SERVICE			<input checked="" type="checkbox"/>	CIARDS	DATE <u>30 JUNE 1978</u>					
COVER	<input checked="" type="checkbox"/>	OVERT ROUTINE	COVERT (OFFICIAL COVER) LOCK-UP				COVERT (NOC) SPECIAL	RETENTION OF AWARDS	<input checked="" type="checkbox"/>	YES		NO
CORRESPONDENCE			<input checked="" type="checkbox"/>	OVERT		COVERT	THRU CCS					
FINANCES												
ANNUITY PAYMENTS SHOULD BE					<input checked="" type="checkbox"/>	U.S. GOV'T. CHECK	OTHER (Payment instructions follow)					
TAX DOCUMENTATION SHOULD BE					<input checked="" type="checkbox"/>	CIA		CSC	OTHER (MEMO FOLLOWS)			
REQUEST TRANSFER OF FUNDS FROM CIVIL SERVICE COMMISSION					<input checked="" type="checkbox"/>	YES		NO	INTERNAL TRANSFER			
INSURANCE												
FEBLI		<input checked="" type="checkbox"/>	OVERT		COVERT	MAINTAIN RECORDS INTERNALLY ONLY						
TYPE OF HOSPITALIZATION CARD: <u>GERA</u>												
AUTHORIZATION TO CONVERT INSURANCE					<input checked="" type="checkbox"/>	YES	CONVERSION MUST BE APPROVED BY CCS					
RESERVE												
MEMBER OF CIVILIAN RESERVE					<input checked="" type="checkbox"/>	YES		NO	<input checked="" type="checkbox"/>	OVERT		COVERT
CREDIT UNION					<input checked="" type="checkbox"/>	OVERT		COVERT				
REMARKS:												
CHIEF, COVER SUPPORT BRANCH CENTRAL COVER STAFF												
THIS SECTION TO BE COMPLETED BY OFFICE OF SECURITY												
<p align="center">_____ NO SECURITY OBJECTIONS TO ABOVE.</p> <p>OTHER INSTRUCTIONS AS FOLLOWS:</p>												
CHIEF, EMPLOYEE ACTIVITY BRANCH, OFFICE OF SECURITY												

FORM 7-77 3429 USE PREVIOUS EDITIONS

SECRET

E-2, IMPDET CL BY: 063857

(4-9-13)

7 - OFF. PERS. FILE ROOM

2. DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT FIRST. DESCRIBE CONCISELY BUT FULLY)

[Empty box for description of duties]

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT. LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED.

4. PROFICIENCY IN FOREIGN LANG.	READING			SPEAKING			UNDERSTANDING		
	EXC	GOOD	FAIR	EXC	GOOD	FAIR	EXC	GOOD	FAIR
Spanish	X			X			X		
Italian	X			X			X		
French			X		X				X
German			X		X				X

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN US-SO STATE)

TYPE OF DUTY	LOCATION
Operations Officer	Mexico
Operations Officer	Cuba
Operations Officer	Guatemala

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?

MARITAL STATUS YES NO
 NUMBER OF DEPENDENTS YES NO
 EMERGENCY ADDRESSEE YES NO
 LEGAL ADDRESS YES NO

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

5 June 1953

Keel, William Morris SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT: 16 Sept. 52 to 31 May 53
 OCCASION FOR REPORT: ANNUAL REASSIGNMENT OF REPORTING OFFICER PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON COVERING INITIAL 90 DAYS OF EMPLOYMENT

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? YES NO
 IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? YES NO
 IF SO, WHAT DUTY OR DUTIES: Intell. Off. - Operations after Headquarters' training

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2? YES NO
 HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? YES NO
 DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? YES NO
 IF SO, TO WHAT GRADE AND FOR WHAT POSITION? GS-7

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK 'NOT OBSERVED' ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSERVED	UNSATISFACTORY	FAIR	GOOD	VERY GOOD	EXCELLENT	OUTSTANDING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE					X		
B. INTEREST AND ENTHUSIASM IN WORK						X	
C. SECURITY CONSCIOUSNESS						X	
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS						X	
E. ATTENTION TO DUTY						X	
F. JUDGMENT AND COMMON SENSE					X		
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE						X	
H. DISCRETION					X		
I. INITIATIVE						X	
J. ABILITY TO HANDLE AND DIRECT PEOPLE					X		
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)						X	
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						X	
M. TACT					X		
N. SAGACITY (NON-GULLIBILITY)						X	
O. LEADERSHIP					X		
P. PHYSICAL STAMINA						X	
Q. MENTAL STAMINA						X	

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU DEFINITELY NOT WANT HIM? PREFER NOT TO HAVE HIM? BE SATISFIED TO HAVE HIM? BE PLEASED TO HAVE HIM? PARTICULARLY DESIRE HIM?

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

(IF ADDITIONAL SPACE IS NEEDED ATTACH EXTRA SHEET)

1 July 1953 DATE

Clairidge B. Crozier SIGNATURE OF REPORTING OFFICER
Z. T. Cady SIGNATURE OF REVIEWING OFFICER

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT, EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

SECRET
(When Filled In)

INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS ALL OTHER CONSIDERATIONS:

No.

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

OFFICE OF PERSONNEL
MAR 7 9 40 AM '55

WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

MAIL ROOM

1. Phases I, II, III.
2. CPO

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

SECTION VI

Read all descriptions before rating. Place "X" in the most appropriate box under subsections A, B, C, & D

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

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

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

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

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

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

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

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

- 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
- 2. OF DOUBTFUL SUITABILITY... WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
- 3. A BARELY ACCEPTABLE EMPLOYEE... DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
- 4. A TYPICAL EMPLOYEE... HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE 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. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.

SECRET

SECTION IV

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

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

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

WCE

FIELD FITNESS REPORT

The Fitness Report is an important factor in organization personnel management. It seeks to provide:
1. The organization selection board with information of value when considering the application of an individual for membership in the career staff; and
2. A periodic record of job performance as an aid to the effective utilization of personnel.

INSTRUCTIONS

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

revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stands.

TO THE FIELD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as

Kent Williams

Rev'd Rev 3/7/55

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

SECTION I

1. NAME OF EMPLOYEE (Full Name) <i>[Redacted]</i>		2. DATE OF BIRTH 9 May 1929	3. SEX M	4. SERVICE DESIGNATION Operations KUFIRE
5. GRADE GS-7b	6. STATION DESIGNATION (Current) Panama			
7. DUE DATE OF THIS REPORT 30 November 1954	8. PERIOD COVERED BY THIS REPORT (Inclusive dates) 1 June 1954 to 30 November 1954			

SECTION II (To be completed by field supervisor)

1. CURRENT POSITION Operations Officer	2. DATE ASSUMED RESPONSIBILITY FOR POSITION 16 June 1952
3. STATE THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)	

POSTED ON
OFFICE

SECTION III (To be completed at headquarters only)

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF REPORT AND SIGNATURES

1. NAME OF RATER (True) Edward L. Anderson	2. NAME OF REVIEWING OFFICIAL IN FIELD (True) John H. Jenkins, Jr.
3. THIS REPORT <input checked="" type="checkbox"/> WAS <input type="checkbox"/> WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED.	
4. DATE REPORT AUTHENTICATED 21 JAN 1955	5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES <i>Jenkins</i>

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

SECRET
(When Filled In)

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS OTHER CONSIDERATIONS:

NO CONT PERS DIV

OFFICE OF PERSONNEL

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? NO YES

FEB 23 3 41 PM '56

FEB 21 12 01 PM '56

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

1. World Communism
2. Anti-Communist Operations

MAIL ROOM

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

Corbuston has demonstrated, amply, above-average aptitude for KUCAGE-type work.

SECTION VI

Read all descriptions before rating. Place "X" in the most appropriate box under subsections A, B, C, & D.

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

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

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

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

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

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

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

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

- 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
- 2. OF DOUBTFUL SUITABILITY... WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
- 3. A BARELY ACCEPTABLE EMPLOYEE... DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
- 4. A TYPICAL EMPLOYEE... HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE 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. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.

SECRET

SECRET

(When Filled In)

Jul 3 8 32 AM '51

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

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

ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	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.

<p>DESCRIPTIVE RATING NUMBER</p> <ol style="list-style-type: none"> INCOMPETENT IN THE PERFORMANCE OF THIS DUTY BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY PERFORMS THIS DUTY ACCEPTABLY PERFORMS THIS DUTY IN A COMPETENT MANNER PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB 	<ol style="list-style-type: none"> PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY
--	--

<p>SPECIFIC DUTY NO. 1 Provides FP support and guidance to field</p> <p align="center">RATING NUMBER 5</p>	<p>SPECIFIC DUTY NO. 4 Has and uses language and area knowledge</p> <p align="center">RATING NUMBER 6</p>
<p>SPECIFIC DUTY NO. 2 Originates FP material and ideas for field</p> <p align="center">RATING NUMBER 6</p>	<p>SPECIFIC DUTY NO. 5 Prepares and handles Hqs.-field corresp. on FP and related matters</p> <p align="center">RATING NUMBER 5</p>
<p>SPECIFIC DUTY NO. 3 Co-ordinates with other Hqs. components on FP and related matters</p> <p align="center">RATING NUMBER 5</p>	<p>SPECIFIC DUTY NO. 6 Prepares project outlines, reports, etc.</p> <p align="center">RATING NUMBER 5</p>

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

A fertile, imaginative mind combined with tremendous drive, good area knowledge and near fluency in Spanish, makes subject an ideal FP Ops officer for the WH area. He is a little too impetuous at times and somewhat "bullheaded" but both of these shortcomings can probably be attributed to his youth and vigor and should disappear with experience. Versatility is another factor in subject's favor as is dedication to job. His overall performance on the Cuban desk has been excellent.

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.

5	<ol style="list-style-type: none"> DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION
----------	--

RATING NUMBER

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

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any 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) KENT (First) William M. (Middle)		2. DATE OF BIRTH 9 May 1929	3. SEX M	4. SERVICE DESIGNATION DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT DDP/WB/III		6. OFFICIAL POSITION TITLE Area Ops Officer		
7. GRADE GS-11	8. DATE REPORT DUE IN OP 5 July 1957	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 27 Dec 56 - 17 Jan 57		
10. TYPE OF REPORT (Check one)		REASSIGNMENT-SUPERVISOR		SPECIAL (Specify)
		<input checked="" type="checkbox"/> INITIAL		
		<input type="checkbox"/> ANNUAL		

SECTION B.

CERTIFICATION

1. FOR THE RATER: THIS REPORT WAS HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY.
NOT: **Subject out of country on extended for at time report prepared.**

A. CHECK (X) APPROPRIATE STATEMENTS:

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

B. THIS DATE 19 June, 1957	C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR <i>Robert D. Rollins</i>	D. SUPERVISOR'S OFFICIAL TITLE g/wb/III/00a
--------------------------------------	--	---

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 *Ru* DATE **8 JUL 1957**
 Posted Pos. Control
 Reviewed by *Jac* **7/8/57**

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

A. THIS DATE 20 June 1957	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL R. N. DAHLGREN	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
-------------------------------------	---	---

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.

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

COMMENTS:

SECRET
(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 best basis for determining future personnel actions.	
<p>Subject is a bright young officer who has made an outstanding contribution to the operations of the Station since his arrival on duty. He is unusually well motivated and energetic in his work. He has shown a high degree of imagination and intelligence in his direction of KUCAGE operations. He has handled his agents and other contacts in an exemplary fashion.</p> <p>The only factor that has had to be discussed with Subject is his need for greater patience, tact and understanding in his dealings with fellow workers.</p> <p>Subject has great potential which should not necessarily be limited to KUCAGE type activities. His abilities and attributes are of equal value to KUTUBE operations.</p>	
MAIL ROOM	DEC 22 3 21 PM '59
	OFFICE OF PERSONNEL

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	
1 December 1959	/s/ William M. Kent	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.		
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS	
OTHER (Specify):		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
1 December 1959	Chief of Station	/s/ Jacob D. Esterline
3. BY REVIEWING OFFICIAL		
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.		
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.		
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.		
<input checked="" type="checkbox"/> I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.		
COMMENTS OF REVIEWING OFFICIAL		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
17 Dec 59	CIWHD	/s/ King

SECRET
(When Filled In)

27 Dec 1960
341

FITNESS REPORT

EMPLOYEE SERIAL NUMBER

SECTION A GENERAL

1. NAME (Last) KENT (First) William (Middle) M		2. DATE OF BIRTH 9 May 1929	3. SEX M	4. GRADE GS-12
5. SERVICE DESIGNATION DI	6. OFFICIAL POSITION TITLE Area Operations Officer		7. OFF/DIV/BR OF ASSIGNMENT DDF/WH/Venezuela	
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"/> REASSIGNMENT/SUPERVISOR
<input type="checkbox"/> PENDING	<input type="checkbox"/> DECLINED	<input type="checkbox"/> DENIED	<input type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT/EMPLOYEE
10. DATE REPORT DUE IN O.P. 28 February 1960	11. REPORTING PERIOD From 1 Jan 59 To 31 Dec 59		SPECIAL (Specify)	

SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

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

1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding
SPECIFIC DUTY NO. 1 Case officer responsible for two KUCAGE media projects.		RATING NO. 5	SPECIFIC DUTY NO. 4 Special KUCAGE target of opportunity, campaigns (eg. national elections, student congresses, etc.).		RATING NO. 6	
SPECIFIC DUTY NO. 2 Development and contact with two political action assets.		RATING NO. 6	SPECIFIC DUTY NO. 5		RATING NO.	
SPECIFIC DUTY NO. 3		RATING NO. 6	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.

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

RATING NO.
5

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 APPLI- 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):						X		

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 best basis for determining future personnel actions.

This employee is an outstanding, talented and dedicated individual who is original in his ideas and thorough in executing them. He has been placed in most difficult positions, particularly in the handling of incompatible people and groups which he has managed without alienating either side and on various occasions accomplishing the impossible by satisfying everyone concerned. His versatility, coupled with his language ability, makes him particularly important at this time; however, I believe that his potential has not been scratched. He is circumspective, intelligent, conscious and possesses administrative ability.

MAR 21 12:06 PM '63
MAIL ROOM

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	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
3	He was not available at the time.	
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
	COB, JMASH	Raymond J. O'Mara
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		
The reviewing official has know subject and his work for several years and considers him to be an outstanding employee with tremendous career potential. The reviewing official would have rated him slightly lower than the rating official, however, although this does not mean to imply at all that the fitness report is not a valid one.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	C/WE/4	Jacob D. Esterline

SECRET

THIS REPORT COVERS A PERIOD OF DETAIL TO DDP/WH/4/ - 7 1960

SECRET
(When Filled In)

FITNESS REPORT						EMPLOYEE SERIAL NUMBER							
SECTION A													
GENERAL													
1. NAME (Last) KENT			(First) William			(Middle) M.			2. DATE OF BIRTH 29 May 1929		3. SEX Male	4. GRADE GS-12	
5. SERVICE DESIGNATION D			6. OFFICIAL POSITION TITLE Operations Officer								7. OFF/DIV/BR OF ASSIGNMENT DDP/WH, Branch 4		
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 checked="" type="checkbox"/> REASSIGNMENT/SUPERVISOR					
<input type="checkbox"/> PENDING		<input type="checkbox"/> DECLINED		<input type="checkbox"/> DENIED		<input type="checkbox"/> ANNUAL		<input type="checkbox"/> REASSIGNMENT/EMPLOYEE					
10. DATE REPORT DUE IN O.P.			11. REPORTING PERIOD From 21 Apr. 60 To 12 Sep 60			12. SPECIAL (Specify) Promotion request							
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 employee supervised).													
1 - Unsatisfactory	2 - Barely adequate		3 - Acceptable		4 - Competent		5 - Excellent		6 - Superior		7 - Outstanding		
SPECIFIC DUTY NO. 1 Responsible for the overall PP operations at JMASH				RATING NO. 7	SPECIFIC DUTY NO. 4 Organizing indigenous newspapers as well as supervising their contents				RATING NO. 7				
SPECIFIC DUTY NO. 2 Contacting, developing and supervising indigenous personnel for radio programs				RATING NO. 7	SPECIFIC DUTY NO. 5 Coordinating all PA operations regarding AMRASP				RATING NO. 7				
SPECIFIC DUTY NO. 3 Organizing and preparing scripts for both covert and overt radio programs				RATING NO. 7	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"> 1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding. 										RATING NO. 6			
SECTION D													
DESCRIPTION OF THE EMPLOYEE													
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee													
1 - Least possible degree	2 - Limited degree		3 - Normal degree		4 - Above average degree		5 - Outstanding degree						
CHARACTERISTICS						NOT APPLI-CABLE		NOT OB-SERVED		RATING			
GETS THINGS DONE													
RESOURCEFUL													
ACCEPTS RESPONSIBILITIES													
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES													
DOES HIS JOB WITHOUT STRONG SUPPORT													
FACILITATES SMOOTH OPERATION OF HIS OFFICE													
WRITES EFFECTIVELY													
SECURITY CONSCIOUS													
THINKS CLEARLY													
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS													
OTHER (Specify):													

FORM 8-58 45 OBSOLETE PREVIOUS EDITIONS.

SEE SECTION "E" ON REVERSE SIDE

SECRET

SECRET

(When Filled In)

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Mr. Kent's greatest strengths are a good analytical mind, skillful handling of agent personnel, fluency in languages, intimate background knowledge of targets and assets, strong loyalty up and down, good sense of humor. He has the ambition to go on to jobs calling for greater responsibility, and he has amply demonstrated his readiness to move on to such jobs.

On occasion he may forget that good staff work includes not only defining problems but recommending sound solutions as well. This is only a transitory weakness that will be corrected by more experience and training.

The undersigned would be happy to have Mr. Kent as a colleague during any future assignment.

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 1 August 1961 SIGNATURE OF EMPLOYEE William M. Kent

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 10 IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION Mr. Kent departed JMWAVE prior to the preparation of this report.

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 Chief of Base, JMWAVE TYPED OR PRINTED NAME AND SIGNATURE Robert Reynolds

3. BY REVIEWING OFFICIAL

- X 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 2 AUG 1961 OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, WH/4 TYPED OR PRINTED NAME AND SIGNATURE R. K. DAVIS

SECRET

SECRET
(When Filled In)

SECTION IV

OFFICE OF PERSONNEL

This section is provided to aid in describing the individual. Your description should be favorable or unfavorable in itself and requires no meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

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

STATEMENTS

CATEGORIES

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

CONFIDENTIAL

FEB 21 12 01 PM '55
MAIL ROOM

FIELD FITNESS REPORT

The Fitness Report is an important factor in organization personnel management. It seeks to provide:

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

INSTRUCTIONS

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

TO THE FIELD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as

revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stands.

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

<i>Kent, William M.</i>		SECTION I		
LEAVE BLANK - FOR HEADQUARTERS USE ONLY		1. DATE OF BIRTH May 9, 1929	2. SEX M	3. SERVICE DESIGNATION ADJUTANT <i>DT</i>

4. GRADE GS-9	5. STATION DESIGNATION (OFFICE) Panama	6. DUE DATE OF THIS REPORT 31 December 1955	7. PERIOD COVERED BY THIS REPORT (Inclusive dates) 1 December 1954 - 31 December 1955
------------------	---	--	--

SECTION II (To be completed by field supervisor)

1. CURRENT POSITION Operations Office - KUTUBE (Staff Agent)	2. DATE ASSUMED RESPONSIBILITY FOR POSITION 2 January 1952
---	---

3. STATE THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)

1. Acting Chief of KUCAGE operations since mid October 1955 and, for approximately three months before that time, personally planned and directed a very active KUCAGE campaign against the local CP-controlled labor organization.
2. Case Officer trainee on direct contact with one of Station's top local CP penetrations.
3. Liaison with indigenous persons and with ODYOKE officials as needed to carry out his duties.
4. Travel control and surveillance duties as directed.

POSTED ON
OF-41
Jan 27 1956

SECTION III (To be completed at headquarters only)

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF REPORT AND SIGNATURES	
1. NAME OF RATER (True) <i>ANDERSON EDWARD L</i>	2. NAME OF REVIEWING OFFICIAL IN FIELD (True) <i>Jenkins, JUNA H</i>
3. THIS REPORT <input checked="" type="checkbox"/> WAS <input type="checkbox"/> WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED.	
4. DATE REPORT AUTHENTICATED AT HQS. <i>FEB 15, 1956</i>	5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES <i>JCKing</i>

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

SECRET

(When Filled In)

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

4. COMMENTS CONCERNING POTENTIAL
A combination of youth, experience, drive and a fertile mind, among other attributes would appear to indicate a bright future for Subject. The fact that he enjoys has the qualifications for both FI and PP type work is another fact in his favor, as is his facility for languages.

OFFICE OF PERSONNEL

MAIL ROOM

SECTION H. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL
Subject has just completed Intelligence Orientation and World Communism courses. He is currently taking the Anti-Communist Ops course and hopes to get training in covert political warfare and covert economic warfare, prior to reassignment. It is expected that Subject will be reassigned to the field (in an FI or PP capacity) upon completion of the present tour at Headquarters.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE
Subject is personable as well as versatile and should be able to adapt to virtually any job to which he might be assigned. He would probably be most valuable in WH or WP capacity due to strong language and area knowledge qualifications. In view of his versatility and drive, he would be a good candidate for assignment as chief of small station or base requiring multiple talents.

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. The words literally. On the page below are a series of statements that apply in some degree to most of the left of each statement is a box under the heading "category." Read each statement and insert in 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 INDIVIDUAL
- 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
- 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
- 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
- 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
- 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

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

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 OP no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E. GENERAL			
1. NAME (Last)	(First)	(Middle)	2. DATE OF BIRTH
KENT	William	M.	9 May 1929
3. SEX		4. SERVICE DESIGNATION	
M		DI	
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT		6. OFFICIAL POSITION TITLE	
DDP/WB/Branch III		Area Ops Officer	
7. GRADE	8. DATE REPORT DUE IN OF	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-11	18 January 1957	2 July 1956 - 27 December 1956	
10. TYPE OF REPORT (Check one)		SPECIAL (Specify)	
<input checked="" type="checkbox"/> INITIAL			
<input type="checkbox"/> ANNUAL			
		<input type="checkbox"/> REASSIGNMENT-SUPERVISOR	
		<input type="checkbox"/> REASSIGNMENT-EMPLOYEE	

SECTION F. CERTIFICATION		
1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED		
A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE
16 Jun 1957	James E. Boland	Area Ops Officer
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.		
A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
16 Jan '57	H. G. ...	C/WB/III

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.	
<div style="border: 1px solid black; padding: 5px; display: inline-block;">5</div> RATING NUMBER	1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
	2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
	3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
	4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
	5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
	6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
	7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

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

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

SECRET
(When Filled In)

OFFICE OF PERSONNEL
JAN 23 9 48 AM '57

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 the rating period. Place the most important first. Do not include minor or unimportant duties.

b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.

c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).

d. Compare in your mind, when possible, the individual being rated with 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	MAIL ROOM
GIVING LECTURES	DEVELOPS NEW PROGRAMS	CONDUCTS INTERROGATIONS
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	PREPARES SUMMARIES
WRITING TECHNICAL REPORTS	MANAGES FILES	TRANSLATES GERMAN
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	DEBRIEFING SOURCES
TYPING	COORDINATES WITH OTHER OFFICES	KEEPS BOOKS
TAKING DICTATION	WRITES REGULATIONS	DRIVES TRUCK
SUPERVISING	PREPARES CORRESPONDENCE	MAINTAINS AIR CONDITIONING

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.

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 Provides support and guidance to field on PP matters.	RATING NUMBER 5	SPECIFIC DUTY NO. 4 Has and uses knowledge of area and language.	RATING NUMBER 6
SPECIFIC DUTY NO. 2 Coordinates with other Headquarters components on matters relating to PP.	RATING NUMBER 5	SPECIFIC DUTY NO. 5 Develops and illustrates new ideas for use in Field PP effort (political cartoons, etc.)	RATING NUMBER 5
SPECIFIC DUTY NO. 3 Prepares periodic progress and status reports and originates dispatches to field.	RATING NUMBER 4	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's initiative and imagination, combined with Spanish language facility and area knowledge, have made him particularly valuable in his present capacity as Headquarters case officer for the complex and ever expanding PP program in Cuba. In addition to the usual support functions as a Headquarters case officer, he has originated a number of ideas which have been incorporated into the Cuban program. The rater has observed no significant shortcomings in subject. He is a little too impulsive at times, though much of this may be attributed to his drive, which is, in turn, probably his greatest asset.

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 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

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

He is however, equally suited for work of an FI nature.

SECRET
(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any 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
KENT	William	M.	9 May 1929
3. SEX		4. SERVICE DESIGNATION	
M		DI	
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT		6. OFFICIAL POSITION TITLE	
DDP/WH/Branch III		Area Ops Officer	
7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-11	18 January 1957	2 July 1956 - 27 December 1956	
10. TYPE OF REPORT (Check one)			
<input checked="" type="checkbox"/> INITIAL		<input type="checkbox"/> REASSIGNMENT-SUPERVISOR	
<input type="checkbox"/> ANNUAL		<input type="checkbox"/> REASSIGNMENT-EMPLOYEE	
<input type="checkbox"/> SPECIAL (Specify)			

SECTION B. CERTIFICATION	
1. FOR THE RATER: THIS REPORT <input checked="" type="checkbox"/> HAS <input type="checkbox"/> HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:	
2. CHECK (X) APPROPRIATE STATEMENTS:	
<input checked="" type="checkbox"/> THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	IF INDIVIDUAL IS RATED "I" IN CI OR D, A WARNING LETTER WAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT?
<input type="checkbox"/> THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.	I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW TO EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):
<input checked="" type="checkbox"/> I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEARNESES SO THAT HE KNOWS WHERE HE STANDS.	

B. THIS DATE	C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	D. SUPERVISOR'S OFFICIAL TITLE
16 January 1957	James B. NOLAND <i>James B. Nolan</i>	Area Ops Officer

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 *SR* DATE 25 JAN 1957

Posted Rec. Control

Reviewed by *SR* 1-20-57

CONTINUED ON ATTACHED SHEET

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

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
16 Jan '57	W. GALBRAITH <i>W. Galbraith</i>	C/WH/III

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.

5	<ul style="list-style-type: none"> 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.
---	---

INSERT RATING NUMBER

COMMENTS:

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 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 OF no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E.

GENERAL

1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
KENT William M.			9 May 1929	M	DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT			6. OFFICIAL POSITION TITLE		
DIP/WH/III			Area Ops Officer		
7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)			
OS-11	5 July 1957	27 Dec 56 - 17 Jan 57			
10. TYPE OF REPORT (Check one)		INITIAL	REASSIGNMENT-SUPERVISOR		SPECIAL (Specify)
			<input checked="" type="checkbox"/>		
		ANNUAL	REASSIGNMENT-EMPLOYEE		

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE
9 June 1957	James B. Nolan	O/WH/III/Gabe

2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
20 June 1957	R. N. DAHLGREN	

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.

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

2. SUPERVISORY POTENTIAL

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

DESCRIPTIVE RATING NUMBER	0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION
1	BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION
2	BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION
3	BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
	2	A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor)
	2	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
	2	A GROUP WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
	2	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
	2	WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE COMPLEX AND NEED CAREFUL COORDINATION
	2	WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF FIELD SERVICE
		OTHER (Specify)

DATE: 3 JUL 1957

BY: [Signature]

posted Pos. [Signature]

Reviewed by [Signature]

OFFICE OF PERSONNEL
SECRET
 (When Filled In)

12 APR 57 8 32 AM '57

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

4. COMMENTS CONCERNING POTENTIAL

Based on youth, desire and contribution to date, subject would appear to have a bright future with the organization. His language and area knowledge make him particularly valuable in WH area, although he is also fluent in Italian, knows that area well and as indicated previously has attributes which should make him a valuable intelligence officer in most any area, whether in FI or FP capacity. It is rater's opinion that talents can be utilized more advantageously in FP field.

SECTION H. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Subject has undergone considerable training during past year, taking such courses as World Communism, Anti-Communist Ops, Psychological and Economic Warfare. He plans to take several additional courses including CE prior to reassignment to field during coming year; hopes to transfer to WH Division eventually.

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

No limiting factors. Should adjust well in virtually any area.

SECTION I. DESCRIPTION OF INDIVIDUAL

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

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

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

SECRET
(When Filled In)

10 AUG 1967
New York

FITNESS REPORT

EMPLOYEE SERIAL NUMBER
USPD

SECTION A

GENERAL

1. NAME (Last) (First) (Middle) KENT, William M.		2. DATE OF BIRTH 9 May 1929	3. SEX male	4. GRADE GS-12
5. SERVICE DESIGNATION		6. OFFICIAL POSITION TITLE Operations Officer		7. OFF/DIV/BR OF ASSIGNM DDP/WH, Br. 4,
8. CAREER STAFF STATUS			9. TYPE OF REPORT	
NOT ELIGIBLE	<input checked="" type="checkbox"/> MEMBER	DEFERRED	INITIAL	REASSIGNMENT/SUPERVISOR
PENDING	DECLINED	DENIED	ANNUAL	<input checked="" type="checkbox"/> REASSIGNMENT/EMPLOYEE
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD From 13 Sep 60 To 8 June 61		SPECIAL (Specify)

SECTION B

EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes 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 Supervising JMWAVE PW Section composed of 7 staff or contract personnel.		RATING NO. 5	SPECIFIC DUTY NO. 4 Serving as Case Officer for a number of PW operations.			
SPECIFIC DUTY NO. 2 Planning PW operations against Latin America		RATING NO. 6	SPECIFIC DUTY NO. 5 Handling Political Action contacts.			
SPECIFIC DUTY NO. 3 Planning PW operations against Cuba.		RATING NO. 4	SPECIFIC DUTY NO. 6			

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. Base your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to statement which most accurately reflects his level of performance.

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

RATING NO.
5

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 APPLI-CABLE	NOT OB-SERVED	RATING				
						1	2	3	4	
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):										X

SEE SECTION "E" ON REVERSE SIDE

SECRET

Section F 3.

I agree with the rating officer that the subject has a great deal of enthusiasm and interest in his job and in many aspects performs his duties in a highly professional manner. I do not, however, for reasons stated below, believe that his over all rating should be higher than 4+.

While it is true that he demonstrates considerable imagination and energy, he is headstrong and develops prejudices that prevent him on occasions from being objective in handling operations. This in my opinion is due to his youth and lack of experience in dealing with a particular situation of the kind with which he is now faced. This is by no means meant to be a reflection on his qualifications or future potential.

I emphatically disagree with the last sentence of Section E for the reasons set out above. He should not be, at the present time, given greater individual responsibility but rather should be subject to close, strong supervision of a senior officer.

SECRET

SECRET
(When Filled In)

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions, if any, 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.

17 11 48 AM '62
ROOM

Subject has a unique flair for planning and conducting political action operations. His previous field experience in dealing with Latin American political action agents and his facility with the Spanish language have made him an unusually strong asset in the conduct of current operations in the Dominican Republic. His personality and background enable him to establish rapport with foreign nationals with remarkable ease. He uses imagination in developing new operations and is aggressive in follow-up procedures. He is well qualified for a Headquarters position which would give him greater individual responsibility.

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
	<i>William M. Kent</i> William M. Kent

2. BY SUPERVISOR

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

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
<i>29 January 1962</i>	Chief, WH/DR & H	<i>Paul P. Patton</i> Paul P. Patton

3. BY REVIEWING OFFICIAL

<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.
<input checked="" type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.
<input type="checkbox"/> I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

See attachment.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
<i>7 Feb 62</i>	Chief, WH/3	<i>Ned P. Holman</i> Ned P. Holman

SECRET
(When Filled In)

FEB 1962

FITNESS REPORT

EMPLOYEE NUMBER
050706

Recorded by
CSPD

SECTION A				GENERAL			
1. NAME (Last) KENT		(First) William		(Middle) M.		2. DATE OF BIRTH 29 May 1929	
3. SEX Male		4. GRADE GS-12		5. SERVICE DESIGNATION D		6. OFFICIAL POSITION TITLE Operations Officer	
7. OFF/DIV/BR OF ASSIGNMENT DDP/AMI, Br. 4		8. CAREER STAFF STATUS				9. TYPE OF REPORT	
<input type="checkbox"/> NOT ELIGIBLE		<input type="checkbox"/> MEMBER		<input type="checkbox"/> DEFERRED		<input type="checkbox"/> INITIAL	
<input type="checkbox"/> PENDING		<input type="checkbox"/> DECLINED		<input type="checkbox"/> DENIED		<input checked="" type="checkbox"/> ANNUAL	
<input type="checkbox"/> REASSIGNMENT/SUPERVISOR		<input type="checkbox"/> REASSIGNMENT/EMPLOYEE					
10. DATE REPORT DUE IN O.P. 31 January 1962				11. REPORTING PERIOD From 01 June 61 To 31 Dec 61		SPECIAL (Specify)	

SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

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

1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding
SPECIFIC DUTY NO. 1 Planning and development of CA operations on Dominican Republic Desk at Headquarters.		RATING NO. 6	SPECIFIC DUTY NO. 4 Maintaining current files on political personalities & keeping abreast of political developments by thorough examination of Dominican press media.		RATING NO. 5	
SPECIFIC DUTY NO. 2 Personal contact with Dominican exile leaders in U.S. and recruiting & directing same for Agency use upon their return to Dom. Rep.		RATING NO. 6	SPECIFIC DUTY NO. 5 Using knowledge of Spanish to act as interpreter & translator in operational matters.		RATING NO. 5	
SPECIFIC DUTY NO. 3 Writing position papers & project documents on CA operations for WH Division & use of senior staffs.		RATING NO. 6	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.

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

RATING NO.
5

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 APPLI-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):											X			

SEE SECTION "E" ON REVERSE SIDE

(When Filled In)

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

State strengths and weaknesses demonstrated in current position. Indicate suggestions 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.

Mr. Kent's greatest strengths are ^{AUG 10 12 00 PM '61} analytical mind, skillful handling of agent personnel, fluency in languages, intimate background knowledge of targets and assets, strong loyalty up and down, good sense of humor. He has the ambition to go on to jobs calling for greater responsibility, and he has amply demonstrated his readiness to move on to such jobs.

On occasion he may forget that good staff work includes not only defining problems but recommending sound solutions as well. This is only a transitory weakness that will be corrected by more experience and training.

The undersigned would be happy to have Mr. Kent as a colleague during any future assignment.

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 1 August 1961 SIGNATURE OF EMPLOYEE William M. Kent

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 10 IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION Mr. Kent departed JMWAVE prior to the preparation of this report.

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 Chief of Base, JMWAVE Robert Reynolds

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 2 AUG 1961 OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, WH/4 TYPED OR PRINTED NAME AND SIGNATURE R. K. DAVIS

SECRET

SECRET
(When Filled In)

10 Aug 1961

FITNESS REPORT

EMPLOYEE SERIAL NUMBER
0024

SECTION A GENERAL			
1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE
KENT, William M.	9 May 1929	male	GS-12
5. SERVICE DESIGNATION	6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	
	Operations Officer	DDP/WH, Br. 4, D.C.	
8. CAREER STAFF STATUS		9. TYPE OF REPORT	
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 <input checked="" type="checkbox"/>
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD	
		From 13 Sep 60 To 8 June 61	
		SPECIAL (Specify)	

SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES			
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).			
1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent
5 - Excellent	6 - Superior	7 - Outstanding	
SPECIFIC DUTY NO. 1 Supervising JMWAVE PW Section composed of 7 staff or contract personnel.	RATING NO. 5	SPECIFIC DUTY NO. 4 Serving as Case Officer for a number of PW operations.	RATING NO. 6
SPECIFIC DUTY NO. 2 Planning PW operations against Latin America	RATING NO. 6	SPECIFIC DUTY NO. 5 Handling Political Action contacts.	RATING NO. 5
SPECIFIC DUTY NO. 3 Planning PW operations against Cuba.	RATING NO. 4	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.	
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.	<div style="border: 1px solid black; padding: 5px; width: 50px; margin: 0 auto;"> RATING NO. 5 </div>

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 APPLI-CABLE	NOT OB-SERVED	RATING						
					1	2	3	4	5		
GETS THINGS DONE											
RESOURCEFUL								X			
ACCEPTS RESPONSIBILITIES								X			
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES								X			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				X
OTHER (Specify):								X			

SEE SECTION "E" ON REVERSE SIDE

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.

During the approximately six months of Mr. Kent's association with WH/5, the Branch CA effort was almost exclusively concentrated on a special operation with which Mr. Kent was not directly concerned. His assigned task was to act as Headquarters case officer for those CA projects not directly involved in the special project and for peripheral aspects of some which were. He performed his assigned duties competently and demonstrated that in the graphic aspects of CA work he has few peers.

At the same time, Mr. Kent did not show any large measure of initiative in developing those projects assigned to him, and seemed to treat his assignment as a temporary one (as indeed it turned out to be) to which he was not fully committed and in which he was not overly interested.

Mr. Kent is a pleasant and cooperative officer who doubtless can perform capably in a position with supervisory responsibilities, although his duties with WH/5 gave him no opportunity to demonstrate his competence in this area.

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE 2/26/63	SIGNATURE OF EMPLOYEE <i>William M. Kent</i>
-----------------	---

2. BY SUPERVISOR

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

DATE 2/24/63	OFFICIAL TITLE OF SUPERVISOR Deputy Chief, WH/5	TYPED OR PRINTED NAME AND SIGNATURE <i>J. S. [Signature]</i>
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3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	Chief, WH/5	<i>R. D. Gahagen</i> R. D. Gahagen

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER <input checked="" type="checkbox"/>	
				059198	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
Kent, William		9 May 29	M	GS-12	D
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION	
Ops Officer			DDP WH 5	Hk.	
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"/> X	<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-)		
			18 May 62 - 15 Nov 62		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
Continuing analysis and evaluation of CA projects - as many as ten, including two major projects, at one time.					A
SPECIFIC DUTY NO. 2					RATING LETTER
Preparation of correspondence (cables, dispatches and memoranda) on CA projects under his responsibility.					P
SPECIFIC DUTY NO. 3					RATING LETTER
Liaison with CA staff components (WH and DD/P) on matters concerning projects under his responsibility and on miscellaneous Branch CA matters.					S
SPECIFIC DUTY NO. 4					RATING LETTER
Participation in CA operational planning, with special emphasis on graphic aspects.					S
SPECIFIC DUTY NO. 5					RATING LETTER
Preparation of CA project renewal.					A
SPECIFIC DUTY NO. 6					RATING LETTER
					A
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER
					P

28 FEB 1963

KENT, William M.

(continuation of Section C)

For family medical reasons, Mr. Kent cannot accept a permanent overseas assignment at the present time.

He is not called upon to exercise supervisory functions; therefore, his ability in this regard has not been rated.

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENT(S) OF PERSONNEL

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

Mr. Kent has been under my supervision and has occupied his present position of responsibility for propaganda matters for less than four months, but in that time has demonstrated an unusual ability to provide imaginative, timely and useful propaganda guidances for covert field use. He is very sensitive and perceptive to the capabilities and limitations of WHD media operations and exploits their possibilities to the maximum. He has been particularly effective in the exploitation of leads provided by KUTUBE sources as the basis for "black" operations. In this regard he has shown great initiative, imagination and professional ability. Kent regularly makes sound suggestions for increasing the effectiveness and security of WHD media operations, and with more time on the job, and an increased knowledge of specific country operations, he should further improve his ability to assess and review WHD projects.

This officer is admirably suited for his present assignment; he is creative and an industrious worker, producing quickly and with a minimum of supervision; his guidances are well written and easily understood; and he has sole responsibility for his functional duties as part of a small three-man staff team. He has a friendly disposition and gets along well with his co-workers, although he is a person of strong convictions which he does not hesitate to express.

No further training is recommended at this time. His proficiency in Spanish is excellent and he uses that ability regularly in originating media operations, especially "black" operations.

SECTION D

CERTIFICATION AND COMMENTS

(continued on attached)

1. BY EMPLOYEE

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

DATE: 24 February 1964 SIGNATURE OF EMPLOYEE: William M. Kent

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION: 4 IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE: 24 Feb 64 OFFICIAL TITLE OF SUPERVISOR: Chief, WH/CA

TYPED OR PRINTED NAME AND SIGNATURE: Herschel F. Peak

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

The rating in specific duty number one of "outstanding" is very much deserved. Subject is an excellent idea man and writes quickly and to the point.

DATE: OFFICIAL TITLE OF REVIEWING OFFICIAL: WH/COPS

TYPED OR PRINTED NAME AND SIGNATURE: W. J. Hood

SECRET

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER

059198

SECTION A GENERAL

1. NAME (Last) (First) (Middle) KENT, William M.		2. DATE OF BIRTH 9 May 1929	3. SEX M	4. GRADE GS-13	5. SD D
6. OFFICIAL POSITION TITLE Operations Officer		7. OFF/DIV/BR OF ASSIGNMENT DDP WH P&O/B	8. CURRENT STATION Headquarters		
9. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY		10. CHECK (X) TYPE OF REPORT <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE			
11. DATE REPORT DUE IN O.P. 31 January 1964		12. REPORTING PERIOD (From- to-) 15 November 1962 - 31 December 1963			

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 counselling, 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. 1 Coordinate, monitor and originate propoganda guidances for use by WHD assets.	RATING LETTER O
SPECIFIC DUTY NO. 2 Review, assess and evaluate the effectiveness of WHD media projects.	RATING LETTER S
SPECIFIC DUTY NO. 3 Coordinate, monitor and originate black propoganda operations involving WHD, including their planning, conduct and support.	RATING LETTER S
SPECIFIC DUTY NO. 4 Provide materiel support for the conduct of media operations through KMFORGET channels.	RATING LETTER P
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

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

25 FEB 1964

RATING LETTER
S

SECRET

(When Filled In)

OFFICE OF PERSONNEL

SECTION C

NARRATIVE COMMENTS

APR 1 10 38 AM '65

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

Mr. Kent has sustained the same high degree of competence, imagination and conscientious application to his duties noted in the last fitness report. He is unusually well qualified for his present job by reason of experience, knowledge and sensitivity to the Latin American culture and mentality. Although he is a person of strong convictions, not always tactfully expressed, it is to his credit that he has adapted to the role of a staff officer with admirable self-restraint and self-discipline.

Were it not for the fact that Mr. Kent cannot accept a permanent overseas assignment at this time for family medical reasons, he should now be considered for assignment to a senior position at a country desk preparatory to a Field Station assignment. Under these circumstances, Mr. Kent is making a valuable, perhaps even indispensable, contribution to the covert action mission of WHD and should remain in his present position for the immediate future.

No further training is recommended at this time. He completed the Midcareer Executive Development Course No. 4 during the reporting period.

Mr. Kent has no supervisory functions in his present position, but he appears to be capable of performing such duties. His security record is excellent and his cost consciousness is good.

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

31 March 1965

SIGNATURE OF EMPLOYEE

William M. Kent

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

8 MOS.

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

DATE

3-31-65

OFFICIAL TITLE OF SUPERVISOR

C/WH/PO/B

TYPED OR PRINTED NAME AND SIGNATURE

Seymour R. Bolten

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I agree with the rating of Mr. Kent. He has been energetic, imaginative and professional in his work. The only thing that I can add to the assessment is that Mr. Kent speaks excellent Spanish which has been an essential ingredient in his critical abilities in the handling of media operations for Latin America.

DATE

31 March 1965

OFFICIAL TITLE OF REVIEWING OFFICIAL

Deputy Chief, WHD

TYPED OR PRINTED NAME AND SIGNATURE

R. W. Herbert

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				059198	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) KENT, William M.			2. DATE OF BIRTH 9 May 1929	3. SEX M	4. GRADE GS-13
6. OFFICIAL POSITION TITLE Ops Officer			7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/P&O/B	5. SD D	
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) SPECIAL (Specify):			<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P. 31 January 1965			12. REPORTING PERIOD (From- to-) 1 January 1964 - 31 December 1964		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Review, assess and evaluate the effectiveness of WHD media projects.				RATING LETTER S	
SPECIFIC DUTY NO. 2 Coordinate, monitor and originate propaganda guidances for use by WHD assets.				RATING LETTER O	
SPECIFIC DUTY NO. 3 Liaison with CA Staff and other CA components on propaganda and related operations in the WHD area.				RATING LETTER S	
SPECIFIC DUTY NO. 4 Assist WHD area desks to discharge their responsibilities in the propaganda and media field.				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 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
31 MAR 1965					

SECRET

(When Filled In)

SECTION C	NARRATIVE COMMENTS	OFFICE OF PERSONNEL
<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 and provide best basis for determining future personnel action. <u>Manner of performance of managerial or supervisory duties must be described, if applicable.</u></p>		
<p>Mr. Kent is indeed a professional in his field, and expert in propaganda operations which require area knowledge, technical know-how, and imagination. In a specialty where it is only too easy to go off the deep end, Mr. Kent has always kept his wits about him and avoided parochialism. He is a lucid writer who focuses on the essential. By nature, Mr. Kent is an impatient man who has certain biases which sometimes get into the way of his operational judgements. He is keenly aware of this and his efforts to remain as "uninvolved" as possible are commendable. In summary, Mr. Kent is a "doer" who in his field contributes much.</p> <p>Mr. Kent has no supervisory duties to perform. He is highly cost conscious.</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	
6 December 1965	<i>William M. Kent</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
2		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
6 December 1965	Chief, WH/CA	<i>Gerard Drotter</i> Gerard Drotter
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
<p>I concur fully in this report. Mr. Kent is rated strong across the board. He definitely ranks on the high side in this category.</p>		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
27 December 1965	WHD/Executive Officer	<i>Donald C. Marelius</i> Donald C. Marelius

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 059198			
SECTION A GENERAL							
1. NAME (Last) (First) (Middle) KENT, William M.			2. DATE OF BIRTH 9 May 29	3. SEX M	4. GRADE GS-13	5. SD D	
6. OFFICIAL POSITION TITLE Ops Officer				7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/CA		8. CURRENT STATION 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 type="checkbox"/> INITIAL	
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)				<input checked="" type="checkbox"/> ANNUAL		<input type="checkbox"/> REASSIGNMENT SUPERVISOR	
<input type="checkbox"/> SPECIAL (Specify):				<input type="checkbox"/> SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.				12. REPORTING PERIOD (From- to-) 1 January - 31 December 1965			
SECTION B PERFORMANCE EVALUATION							
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
SPECIFIC DUTIES							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1						RATING LETTER	
Review, assess, and evaluate the conduct and effectiveness of WH media, youth and student, D&TO, and support projects.						S	
SPECIFIC DUTY NO. 2						RATING LETTER	
Originate, monitor, and coordinate propaganda guidances for use by WH assets.						S	
SPECIFIC DUTY NO. 3						RATING LETTER	
Liaison with the CA Staff and other CA components on propaganda, youth and student, and other operations in the WH area.						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
Assist WH area Desks to discharge their responsibilities in the propaganda/media and youth and student fields.						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 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	

8 JAN 1966

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 in Section B to provide best basis for determining future personnel action. <u>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.</u> If extra space is needed to complete Section C, attach a separate sheet of paper.</p>		
<p>Aug 9 3 37 PM '66</p> <p>MAIL ROOM</p>		
<p>There is but little which can be added to the comments made in the fitness report covering the period 1 January to 3 December 1965; Mr. Kent is an excellent officer in his specialty; he holds strong opinions on certain issues, but - over the years - has learned to bend. His projected non-official cover assignment will utilize his talents for dealing with Latin Americans and for translating ideas and concepts into meaningful action. We wish him well.</p>		
SECTION D	CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE		
<i>I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT</i>		
DATE <i>21 July 1966</i>	SIGNATURE OF EMPLOYEE <i>William M. Kent</i>	
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
	Chief, WH/CA	<i>[Signature]</i> General Droller
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
<p>I concur with the above evaluation. Mr. Kent has proved to be a versatile officer and should be successful in his new assignment which requires independent judgment and initiative.</p>		
DATE <i>1 August 1966</i>	OFFICIAL TITLE OF REVIEWING OFFICIAL WH/Executive Officer	TYPED OR PRINTED NAME AND SIGNATURE <i>[Signature]</i> Donald C. Marelius

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				059198 ✓	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) Kent, William M.			2. DATE OF BIRTH 9 May 1929	3. SEX M	4. GRADE GS-13
5. SD D			6. OFFICIAL POSITION TITLE Operations Officer		7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/CA
8. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			9. CURRENT STATION Headquarters		
10. CHECK (X) TYPE OF REPORT <input checked="" type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):			INITIAL	REASSIGNMENT SUPERVISOR	
11. DATE REPORT DUE IN O.P.			ANNUAL	REASSIGNMENT EMPLOYEE	
			12. REPORTING PERIOD (From - to) 1 January 1966 - 29 July 1966		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Provide advice and assistance to WH Case Officers in discharging their responsibilities in the media/propaganda and youth/student fields.					RATING LETTER S
SPECIFIC DUTY NO. 2 Originate, coordinate and monitor regional and country propaganda guidances and campaigns by WH assets.					RATING LETTER S
SPECIFIC DUTY NO. 3 Review, assess and evaluate the development, conduct and effectiveness of WH media, youth/student, D&TO, and support projects, and projects of other Agency components operating in the WH area.					RATING LETTER S
SPECIFIC DUTY NO. 4 Liase with the CA Staff and other Agency components on propaganda, youth/student, and other operations in the WH area.					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 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

FORM 4-65 45 **17 AUG 1966** PREVIOUS EDITIONS

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

5 OCT 1966

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

SUBJECT: Recommendation for Promotion to Grade GS-14,
William M. Kent [redacted] (Staff Agent)

1. [redacted] who was a Staff Employee up to the time of his conversion to Staff [redacted] in July of this year, has been connected with the Latin American scene since he joined the Agency in 1951. Even before that time he had lived in some Central American countries. Thus, it is not surprising that he brought to his assignments a thorough knowledge of the social, economic, and political currents throughout the WH Division area.
2. In handling many tasks at various ^{Kent's} levels of responsibility and different locations, one facet of [redacted] performance has always been outstanding: he has an unusual ability to apply his imagination toward realistic and useful operations. To be specific: on occasion of the discovery of a Cuban arms cache in November 1963, of the January 1964 riots in Panama, of the April 1965 revolution in the Dominican Republic, and of many other crises and situations which have developed in the WH area, [redacted] immediately took the initiative within and outside the Division for the initiation and coordination of covert action efforts to support U.S. (and Agency) objectives. In his last assignment prior to assuming his duties under nonofficial cover, his constructive analyses of this Division's covert action activities and conclusions therefrom have made a significant ^{Kent's} impact on the formulation of our operational posture. [redacted] task in his current assignment will be to find and develop channels to Latin American Christian Democratic individuals and groups which will require maturity and judgment, tact and operational know-how, creativeness and flexibility. His current assignment is and some others in the past were at a level of a GS-14 if not higher and thus the promotion of [redacted] to GS-14 is strongly recommended at this time.
Kent

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

Not Approved
12/66

S E C R E T

6 January 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT:

Kent, William M
[REDACTED], GS-14;
Employee Number 059198; DOB:
5 September 1929; Operations
Officer; Career; Service
Designation: D

PERIOD UNDER REVIEW: 1 January 1968 - 6 January 1969
MONTHS UNDER MY SUPERVISION: 16
OVERALL RATING: Proficient

1. During this reporting period Subject has continued to maintain a state of more than satisfactory proficiency and has done a good job of establishing himself under unofficial commercial cover. He is always on the alert for new avenues of approach to targets of interest using his cover as access.
2. At present he is handling one quite sensitive penetration of an Embassy and to date has managed this case in a highly professional manner.
3. Subject is well motivated, takes a serious approach to his work and profits by his mistakes. At times he is inclined to take precipitate action and think later. However, he is most willing to learn and takes constructive criticism of his work in the proper spirit.
4. In order to increase Subject's value to the Washington Base, it is recommended, that when time permits, he be enrolled in the CI/CE and the Soviet Realities courses.
5. As of the present Subject has no supervisory responsibilities. He has proven to be sensibly cost conscious and submits his accountings promptly.

Rudolph E. Gomez

Rudolph E. Gomez
Chief
Washington Base

S E C R E T

7 JAN 1969
[Handwritten initials]

5 MAY 1970
[Handwritten initials]

S-E-C-R-E-T

SECTION C NARRATIVE COMMENTS (Continued)

Subject devised a first-class cover relationship with the priority (REDTOP) target of this Base. For a period the relationship was close, and in our judgment it was wholly unsuspecting because Subject made it seem so natural. This was a very delicate operation which Subject handled with distinction.

Personal characteristics of this officer which should not be overlooked in this review are loyalty, responsiveness, willingness to accept any direction.

In conclusion I want to emphasize my conviction that this officer's assignments should be limited to the area for which he was trained and in which he feels confident: Latin America.

This officer is reasonably cost-conscious. I have had no opportunity to observe his capability for supervising other case officers.

S-E-C-R-E-T

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 officer to some extent has been a victim of his assignment. His undergraduate training in Latin American affairs was thorough and extensive. His employment with RVROCK for the next 16 years was Latin-oriented. His Spanish language is rated "native". Yet during the period under review he was diverted from Latin-American affairs toward a variety of higher priority targets. This re-orientation was not uniformly successful, and should not be continued, because Subject seems to have no natural interest in foreign nationals (with the apparent exception of Latin Americans) and in most foreign affairs (with the exception of Latin American affairs).

Subject's strongest characteristic is his ability to live and to utilize his commercial cover. He showed great aptitude and commendable imagination in devising new modes of commercial access to foreign nationals residing in Washington. For example his use of his cover was the matrix of several successful recruitments for which other case officers received the ultimate credit, even though the recruitments were based on this officer's discovery of the potential agents and his initial development of them before they were transferred. Conversely, when Subject retained the contacts through the development phase, the contacts languished.

(continued on separate sheet)

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE 20 February 1970	SIGNATURE OF EMPLOYEE /s/ William Kent
---------------------------------	--

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 12	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
--	---

DATE 3 February 1970	OFFICIAL TITLE OF SUPERVISOR Chief of Base	TYPED OR PRINTED NAME AND SIGNATURE John G. Shaffer, Jr. <i>(Signed in Pencil on Form 45a)</i>
--------------------------------	--	---

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

This reviewing official concurs with the ratings and narrative comments. Subject tended to evince operational interest in individuals or situations that were rather marginal in terms of the mission of the Base. It is significant that during the course of his tour in the Washington Base, he has made no recruitments of foreign targets. His propensity for living his cover was so strong that it suggests his future operational utilization in the field should be in spotting and assessing rather than recruiting.

DATE 6 March 1970	OFFICIAL TITLE OF REVIEWING OFFICIAL C/DOM/1	TYPED OR PRINTED NAME AND SIGNATURE Joseph J. Balik
-----------------------------	--	---

SECRET
(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER			
SECTION A					GENERAL			059198
1. NAME (Last)		(First)		(Middle)	2. DATE OF BIRTH	3. SEX	GRADE	5. SD
Kent William					05/09/29	M	GS-14	D
6. OFFICIAL POSITION TITLE					7. OFF/DIV/BR OF ASSIGNMENT			CURRENT STATION
Ops Officer					DDP/DO			Washington Base
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"/> INITIAL		<input checked="" type="checkbox"/> REASSIGNMENT SUPERVISOR
<input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C)					<input type="checkbox"/> ANNUAL		<input type="checkbox"/> REASSIGNMENT EMPLOYEE	
SPECIAL (Specify):					SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.					12. REPORTING PERIOD (From - to)			
					7 January 1969 - 16 January 1970			
SECTION B								
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 C.						
<u>M-Marginal</u>		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.						
<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								RATING LETTER
Spotting, developing and assessing new agent assets.								P
SPECIFIC DUTY NO. 2								RATING LETTER
Recruitment of agent assets.								P
SPECIFIC DUTY NO. 3								RATING LETTER
Handling (and exploiting) agent assets.								S
SPECIFIC DUTY NO. 4								RATING LETTER
Utilizing commercial cover operationally.								O
SPECIFIC DUTY NO. 5								RATING LETTER
.								
SPECIFIC DUTY NO. 6								RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION								
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.								RATING LETTER
								P

27 AUG 1970
[Signature]



SECRET

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.

Subject has been under the supervision of Branch 6 since ^{Apr 19 67} August 1966. In August Subject was transferred PCS to New Orleans where he was responsible for all aspects of the operation of proprietary foundation. During the reporting period, he has consistently demonstrated a high degree of enthusiasm and operational initiative. Although operating under instructions not to expand foundation activities too rapidly, he has not waited for an official "go-ahead" but has shown unflagging energy in planning operations for the period when [redacted] could expand activities. He has shown an unusually keen perception of areas of CA operational needs and of imaginative thinking on how to fill these needs.

Subject has shown himself fully capable of exercising the self-disciplined and self-motivation necessary in an unofficial cover position. His proficiency in Spanish has been useful in meeting and entertaining Latin American travelers of potential operational interest passing through his city. He has handled his cover situation well. The cover office has been well run with no significant financial, administrative, or personnel problems having arisen during the period. Subject has exhibited an above-average cost consciousness.

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

5

Subject is assigned outside of the Washington area.

DATE OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE

31 March 1967

DC/WH/6

Lee E. Patton

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I agree with the rating officer's judgement that Mr. Kent's performance has been characterized by exceptional efficiency. He demonstrated unusual energy and imagination in developing plans for expansion of [redacted] activities. His detailed reporting was also commendable.

DATE OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED OR PRINTED NAME AND SIGNATURE

31 March 1967

Chief, WH/6

Paul E. Oberst

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				059198	
SECTION A GENERAL					
1. NAME <i>(Last) (First) (Middle)</i> Kent, William M.		2. DATE OF BIRTH 9 May 29	3. SEX M	4. GRADE GS-13	5. SD D
6. OFFICIAL POSITION TITLE Ops Officer		7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/6		8. CURRENT STATION New Orleans	
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 <small>CAREER-PROVISIONAL (See Instructions - Section C)</small>			<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <small>SPECIAL (Specify):</small>		
<input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE					
11. DATE REPORT DUE IN O.P. 28 February 1967			12. REPORTING PERIOD (From - To) 1 August 1966 - 31 March 1967		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1		Responsible as <i>Ops Officer</i> for directing all operations conducted through proprietary foundation			RATING LETTER S
SPECIFIC DUTY NO. 2		Administration and financial control			RATING LETTER S
SPECIFIC DUTY NO. 3		Development and planning of new operational support tasks for			RATING LETTER O
SPECIFIC DUTY NO. 4		Supervision of			RATING LETTER P
SPECIFIC DUTY NO. 5		secretary and contract agent/trustee			RATING LETTER P
SPECIFIC DUTY NO. 6		28 April 1967			RATING LETTER P
21 APR 1967 <i>WP</i>		<div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED ON OF-4b </div>			RATING LETTER P
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S

SECRET
(When Filled In)

SECTION C **NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position for each person respectively 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 upon if applicable. If space is needed to complete Section C, attach a separate sheet of paper.

In the past **Kent** has proven himself to be a dynamic and highly-skilled operations officer whose geographic area of specialization was WH and whose professional forte was propagandist and covert action activity. During his 5 months association with the Washington Base, this officer has continued to maintain a state of exceptional proficiency while establishing himself locally under unofficial commercial. He has done this with his usual high degree of energy, perception and seriousness. Having laid a firm operational base, it is expected that during the next reporting period the operational "take" from Subject will be equally firm. During his brief Base tour **Kent** has handled several selected operational matters within the area of his greatest competence and during the Fall meeting of the OAS acquitted himself with exceptional proficiency. Subject has no supervisory duties at present. He is cost conscious in all respects. It is expected that **Kent** will be able to provide meaningful assistance during the coming year in attacking those areas of priority operational interest assigned to the Base by Headquarters. In order to assist **Kent** in this and to enable the Base to utilize his many talents to the optimum, it is planned, when the Base operational climate allows, to have him take the Soviet Realities course and the CI/CE course. **Kent** is well-motivated and does his best to become a meaningful member of the Washington Base.

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	
31 January 1968	<i>William M. Kent</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
5		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
31 January 1968	C/OG/Washington Base	<i>John H. Furfey</i>
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
As Reviewing Official I am in full concurrence with the evaluation given this employee as outlined above.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
31 JANUARY 1968	Chief of Base	<i>Rudolph E. Gomez</i> Rudolph E. Gomez

S E C R E T

I certify that I have seen the above Fitness Report:

William M. Kent



DATE: 3 March 1969

REVIEWING OFFICIAL'S COMMENTS:

I concur generally in this evaluation. Subject is always on the look-out for new leads. While in general this is commendable, it should be noted that his assessments are not in depth. It would be preferable if he concentrated on a few good prospects, leading to a solid recruitment, rather than enlarging numerically his stable of contacts.

Stanley H. Gaines
Stanley H. Gaines
DC/DO/I

11 MAR
1969

S E C R E T

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				059198	
SECTION A <i>Kort William W.</i> GENERAL					
1. NAME <i>(Last) (First) (Middle)</i>		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
		05/09/29	M	GS-13	D
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		
Ops Officer			DDP/DO/Wash Base		
			8. CURRENT STATION		
			Washington, D.C.		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/>	CAREER	<input type="checkbox"/>	RESERVE	<input type="checkbox"/>	TEMPORARY
<input type="checkbox"/>	CAREER-PROVISIONAL (See Instructions - Section C)	<input checked="" type="checkbox"/>	ANNUAL	<input type="checkbox"/>	REASSIGNMENT SUPERVISOR
<input type="checkbox"/>	SPECIAL (Specify):	<input type="checkbox"/>	SPECIAL (Specify):	<input type="checkbox"/>	REASSIGNMENT EMPLOYEE
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From- to-)		
			1 August - 31 December 1967		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 To fully establish himself within the Washington area under a viable commercial cover and to take the necessary initial steps to exploit his position operationally as a Base support officer.					RATING LETTER S
SPECIFIC DUTY NO. 2 To maintain operational contact with agents and targets of operational interest to WH Division as assigned.					RATING LETTER S
SPECIFIC DUTY NO. 3 To provide operational entre into a large number of local religious, civic and academic groups which may become of greater operational interest to the Base in the future.					RATING LETTER P
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S

S E C R E T

6 January 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT:

Kent, William M
[REDACTED] GS-14;
Employee Number 059198; DOB:
5 September 1929; Operations
Officer; Career; Service
Designation: D

PERIOD UNDER REVIEW: 1 January 1968 - 6 January 1969

MONTHS UNDER MY SUPERVISION: 16

OVERALL RATING: Proficient

1. During this reporting period Subject has continued to maintain a state of more than satisfactory proficiency and has done a good job of establishing himself under unofficial commercial cover. He is always on the alert for new avenues of approach to targets of interest using his cover as access.
2. At present he is handling one quite sensitive penetration of an Embassy and to date has managed this case in a highly professional manner.
3. Subject is well motivated, takes a serious approach to his work and profits by his mistakes. At times he is inclined to take precipitate action and think later. However, he is most willing to learn and takes constructive criticism of his work in the proper spirit.
4. In order to increase Subject's value to the Washington Base, it is recommended, that when time permits, he be enrolled in the CI/CE and the Soviet Realities courses.
5. As of the present Subject has no supervisory responsibilities. He has proven to be sensibly cost conscious and submits his accountings promptly.

Rudolph E. Gomez

Rudolph E. Gomez
Chief
Washington Base

S E C R E T

7 APR 1969
5 MAY 1970
De

SECRET

Soft File

29 June 1971

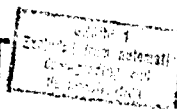
MEMORANDUM FOR: Mr. Joseph Di Stefano
SUBJECT : Responsibilities During Assignment to
DO/Washington Base (re Fitness Report Jan 69 - Jan. '70)
FROM : Mr. William M. Kent

1. During the early days of my assignment to DO/Washington Base, the matter of my cover was discussed a number of times with DO Personnel and CCS. Eventually CCS came up with [redacted] s a legitimate firm which would provide me with the needed cover. It came out loud and clear during the discussions that this cover would allow me to spot, assess and develop targets of interest, and would allow me to handle recruited agents, but, because of the high risk involved in the use of a legitimate firm for cover purposes, I was not to engage in recruitments.

2. Despite its one limitation, the cover was ideal. Among other things, I:

- a. Handled a recruited Venezuelan agent assigned to the Venezuelan Embassy in Washington;
- b. Handled a recruited code clerk assigned to one of the embassies in Washington;
- c. Contacted and assessed a high official of the Soviet Embassy, made arrangements to have him met by another Base Case Officer under alias who continued the development which eventually was to lead to a recruitment pitch;

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d. Established contact and developed a third national employed by the Algerian Embassy, gained access to the Embassy, went all through it, drew a sketch of the interior of the premises including the location of the code room;

e. Made contact with and developed two Arab officials assigned to the Arab Information Office in Washington;

f. Made contact with and developed officials in the Polish, Czech, Hungarian and other Embassies; was on particularly good terms with the Poles;

g. Made contact and developed an official of the Pakistani Embassy;

h. Made contact, developed and turned over to another case officer under alias a Swedish national who was subsequently recruited and was to be sent to India to work on the Chicom target.

i. Maintained my cover in a manner which was completely devoid of suspicion during the entire period I used it.

3. When the Base moved to its new offices in Washington, the COB gave me my instructions. He told me that I should avoid making or maintaining contacts in the Church and Latin American communities in Washington; that I was not being assigned any geographical area on which to concentrate but would be expected to use my judgment, seek out persons who might be of interest, and take advantage of opportunities which might arise; that I would be given recruited agents to handle as the need arose; that, per the limitation concerning my cover, I was not to engage in actual recruitments, but was to spot, assess, and develop persons of possible interest who would be turned over to other case officers under alias for further development and recruitment.

4. On 28 June 1971, I called Dick Biladeaux of CCS who was involved at the time I was given [] cover. While I did not, purposely, make specific reference to the matter at hand, in response to my query he said that as a matter of

SECRET

SECTION C - Narrative Comments (continued)

and he is consistent and reliable in his performance. His writing is entirely coherent and always in good form, although occasionally a little too clever and glib for my tastes. He has an excellent understanding of personal and operational security and cover.

A word about versatility: Mr. Kent does indeed have near-native Spanish and a specific interest in Latin American affairs as noted in his previous fitness report; however, his general interests cover a much greater geographic and topical area and he has no difficulty in quickly finding some common ground with persons of all backgrounds and nationalities. Although his job here in the branch rarely called for direct operational contacts, I have no reservations about his ability to develop, recruit and handle all types of persons of intelligence interest. He is presentable, sensible, well-spoken, and a definite credit to the Agency in his dealings with other elements of the U.S. Government.

Mr. Kent is an enthusiastic and energetic activist with now proven managerial abilities. His greatest asset is his quick, sharp and imaginative mind: His only shortcoming worthy of mention is a slight tendency towards impulsiveness in making decisions. My relationship with this officer has been such that we discussed operational and personnel matters and his handling of them at least several times a day; thus, special performance consultations with him were not considered necessary. His performance was fully up to our expectations of him and consistent with the high standards of responsibility and efficiency required in this branch.

SECTION C - Narrative Comments (continued)

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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.

JUN 31 11 15 AM '71

Mr. Kent came to this branch from a non-official cover job which had little in common with the duties of a country desk chief. Moreover, he found himself in the sometimes difficult situation of taking over a position just vacated by the newly appointed deputy branch chief. Despite these, to him, minor obstacles, he called upon his close association with Latin American affairs for many years, his wealth of experience on WH country desks, and his inherent ability to deal successfully with people and situations in asserting leadership and quickly bringing the Peru Desk under his own independent control.

During the year that Mr. Kent served as Peru Desk Chief he demonstrated conclusively that he is equally talented in all fields of clandestine activity. There is little question that Covert Action is what he likes and does the best, as once more evidenced by a written commendation he received for this type of work while part of a special WH task force in September and October 1970; however, it should be equally noted that the FI and CI aspects of his job on the Peru Desk also received full interest and attention during his tenure. He is a good personnel manager and maintained high morale in his unit while working it hard and demanding high standards. He is not at all afraid of responsibility, he meets all deadlines without prompting,

(continued)

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE 8 April 1971	SIGNATURE OF EMPLOYEE <i>William M. Kent</i>
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2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 10 1/2 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
--	---

DATE 8 April 1971	OFFICIAL TITLE OF SUPERVISOR Acting Chief, WH/3	TYPED OR PRINTED NAME AND SIGNATURE <i>Richard L. Conolly</i> Richard L. Conolly
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3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I have little to add to this comprehensive narrative with which I fully agree. I, too, have worked very closely with Bill for most of the period under review, which witnessed rather hectic days in the life of the Lima Station: it was comforting to be able to rely on his keen perception of latent trouble, clear analysis of events, and sound and/or imaginative, as the case demanded, proposals for approaching problems. Because he has the potential for career advancement, I would strongly recommend that he be soon transferred back to a "line" position, again with managerial responsibilities.

DATE 8 April 1971	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, WH/3	TYPED OR PRINTED NAME AND SIGNATURE <i>Alfonso Spera</i> Alfonso Spera
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SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 059198	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) Kent, William		2. DATE OF BIRTH 05/09/29	3. SEX M	4. GRADE GS-14	5. SD D
6. OFFICIAL POSITION TITLE Ops Officer		7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/3		8. CURRENT STATION Hqs	
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"/>	ANNUAL	<input checked="" type="checkbox"/>
<input type="checkbox"/>	SPECIAL (Specify):		<input type="checkbox"/>	SPECIAL (Specify):	
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From- to-) 17 January 1970 - 1 December 1970		
SECTION B PERFORMANCE EVALUATION					
<p>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 C.</p> <p>M-<u>Marginal</u> 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>P-<u>Proficient</u> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-<u>Strong</u> Performance is characterized by exceptional proficiency.</p> <p>O-<u>Outstanding</u> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Chief of the Peru Desk, which encompasses overall Headquarters guidance and support of field operations. (DA10)					RATING LETTER S
SPECIFIC DUTY NO. 2 Supervises the preparation of cables, dispatches, project actions, special memoranda and other correspondence for FI, CI and CA activities in Peru. (DB10)					RATING LETTER O
SPECIFIC DUTY NO. 3 Coordination of Desk activities with other components of the Agency and other U.S. Government departments. (DB40)					RATING LETTER S
SPECIFIC DUTY NO. 4 Briefing and debriefing Headquarters and field personnel and other agencies' officers on Peruvian activities. (DM50)					RATING LETTER S
SPECIFIC DUTY NO. 5 Supervision of four (4) Desk employees GS-05 to GS-13. (DM80)					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 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

SECTION C -Continued-

Mr. Kent has clearly projected his concern for the efficient use of Agency funds.

In November 1970 Mr. Kent received a commendation for his resourceful contribution to the Chilean Task Force.

Comments of Reviewing Official: (Continued)

Service. In addition, it must be noted that Mr. Kent thinks through every problem as it applies to his work. His thoroughness is of the highest nature. His depth of thought and study devoted to a given subject is rarely found among officers dealing with rapidly moving situations. His is unflappable yet flexible.

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. <u>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.</u> If extra space is needed to complete Section C, attach a separate sheet of paper.</p>					
<p>Mr. Kent has competently directed the covert action activities of Branch 6 since being named Chief of the CA Section for the Branch in December 1970. He was selected for this position because of his aggressiveness in the CA field and especially because of his years of experience and success in the propaganda activity. In closely monitoring the actions of the Allende Government (GOC) Mr. Kent lived up to his reputation and demonstrated his unique ability to recognize propaganda vulnerabilities and to attack them with effective and imaginative propaganda guidance.</p>					
<p>D 572 During his brief tour in the Branch Mr. Kent developed one economic warfare operation against the GOC which shows indications of partially satisfying the USG objective of discouraging foreign investment in Chile.</p>					
<p>Mr. Kent is fluent in the Spanish language and on at least two occasions he has proven himself as a translator for two meetings between senior officials of the USG and Latin American officials.</p>					
<p>Mr. Kent has effectively supervised the personnel of the CA Section which, besides himself, consists of two officers and one clerical. In the management of the Branch's covert action programs</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 June 1971	William M. Kent				
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			
2 June 71	DC/WH/6	Basil A. Beardsley Basil A. Beardsley			
3. BY REVIEWING OFFICIAL					
COMMENTS OF REVIEWING OFFICIAL					
<p>In my capacity as Branch Chief during the period January to April 1971, I had ample opportunity to observe the work of Mr. Kent and had the pleasure of working directly with him on a variety of sensitive and important activities. In addition to his highly imaginative yet realistic approach to the problem of Chile, he amply demonstrated his ability to deal with persons who were out to sell bills of goods to the Agency. His clear understanding of the role of the Clandestine Service protected the Agency from disagreeable encounters that might have resulted in compromises or embarrassments. His forte is clearly in the field of public relations and propaganda well-adjusted to the role of the Clandestine</p>					
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE			
8 June 1971	Chief, WH/COG	/Continued/ Lawrence Sternfield			

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				059198	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) Kent, William M.		2. DATE OF BIRTH 05/09/29	3. SEX M	4. GRADE GS-14	5. SD D
6. OFFICIAL POSITION TITLE Operations Officer			7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/6	8. CURRENT STATION 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
CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/>	INITIAL	ANNUAL
SPECIAL (Specify):			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P. 30 April 1971			12. REPORTING PERIOD (From- to-) 1 November 1970 - 31 March 1971		
SECTION B PERFORMANCE EVALUATION					
<p>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 C.</p> <p>M-Marginal 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>P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Strong Performance is characterized by exceptional proficiency.</p> <p>O-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Direct the covert action program of the Branch and supervise the Section's personnel.					RATING LETTER S
SPECIFIC DUTY NO. 2 Originate propaganda and operational guidance in support of Station operations and 40 Committee policy objectives.					RATING LETTER S
SPECIFIC DUTY NO. 3					RATING LETTER
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S

SECRET

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SECTION C (Continued)

to inhibit foreign investment in Chile. The responses to the first phase of this operation were highly favorable and the initial reactions to the second phase have also been very favorable.

It should be noted that during this period Mr. Kent served for three months as the Acting Deputy Branch Chief, including two weeks when he was the Acting Branch Chief. In both of these positions he performed very capably, showing excellent judgment and managerial abilities in handling Branch-level matters. He showed similar managerial ability in his handling of the two officers and secretary in his Section throughout the rating period. He has consistently shown a high degree of cost consciousness in all phases of his work.

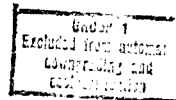
Mr. Kent displayed his talent for dealing with non-Agency personnel at a meeting of publishers from all over the hemisphere held during the latter part of 1971. At this meeting he skillfully handled several key Latin American assets with the result that some of the Agency's objectives for influencing the meeting were achieved under difficult circumstances.

In sum, Mr. Kent made a notable contribution to the Branch's efforts in 1971 and we are looking forward with pleasure to working with him in the coming year.

SECTION D (Continued)

responsible for the extent of the success in accomplishing Agency objectives. Mr. Kent, in my opinion is well qualified to assume a position with greater responsibilities.

SECRET



FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				059198	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
Kent, William		05/09/29	M	GS-14	D
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION	
Ops Officer			DDP/WH/6	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-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:)		
January 1972			April 1971 - December 1971		
SECTION B 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 C.			
M-Marginal		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-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					
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SPECIFIC DUTY NO. 1					RATING LETTER
Directs the Covert Action program of the Branch and supervises the Covert Action Section.					S
SPECIFIC DUTY NO. 2					RATING LETTER
Originates guidances for political action and propaganda activities for Santiago Station and third-country Stations' use.					S
SPECIFIC DUTY NO. 3					RATING LETTER
Initiates, prepares and directs third-country economic warfare operations aimed at the Chilean target.					S
SPECIFIC DUTY NO. 4					RATING LETTER
Coordinates with CA Staff and other Agency components on Covert Action operations conducted against Chile.					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 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	
<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>During the rating period Mr. Kent continued to direct in a highly effective manner the large-scale covert action program carried out by the Branch against the Chilean target, including political action operations, propaganda, economic warfare, black operations and a militant action group. Mr. Kent is uniquely qualified for his present job since he combines an active and imaginative mind with a background of twenty years of operational experience in the Latin American area. He also possesses an unusual degree of fluency in the Spanish language.</p> <p>In addition to directing the Branch's overall covert action program, Mr. Kent personally handled the majority of the propaganda effort conducted by the Branch. He turned in a very strong performance in originating and coordinating propaganda guidances on the Chilean situation for use in the Western Hemisphere as well as other areas such as Europe. He showed a real flair for spotting propaganda vulnerabilities and then coming up with fresh ideas for the exploitation of these vulnerabilities. He particularly excelled in staying on top of fast breaking situations requiring a steady flow of propaganda guidance.</p> <p>Mr. Kent also conceived and executed the second phase of an effective propaganda operation in the economic field which is designed ...continued...</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		
21 January 1972	William M. Kent		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
4 Months			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
21 January 1972	DC/WH/6	A. D. Wedemeyer A. D. Wedemeyer	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>There is little that I can add to this performance rating and narrative comments. I agree with the rating officer's judgment. Mr. Kent is a self-starter with a very imaginative mind. I have closely observed his work on an effective propaganda operation in the economic field and found it highly successful and effective. His tenure as Acting Deputy Branch Chief left nothing to be desired. I was also personally associated with him at the hemisphere-wide publishers' meeting in late 1971. His professional conduct and good judgment during this meeting undoubtedly was ...continued...</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
24 JAN 1972	C/WH/6	Earl J. Williamson Earl J. Williamson	

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SECTION C (Continued)

NARRATIVE COMMENTS

William M. Kent

government's economic credibility both in Chile and abroad. These efforts undoubtedly have played a role in Chile's increasing difficulties in obtaining badly needed foreign financial assistance.

In the course of his duties Mr. Kent was called upon to meet and handle several key Chileans concerning matters affecting covert operations in Chile. In one case he made the first Agency contact with an important Chilean business leader who will be taken over shortly by the Santiago Station. This individual is a leader of the Chilean private sector which has become of increasing interest to the Station's operations.

Mr. Kent ably supervised the activities of the two other officers and secretary in his Section during the rating period. In addition to his regular duties, he has frequently been called upon to fill in for the Branch Chief and/or the Deputy Branch Chief during absences of the latter two officers. In all such cases he displayed sound judgment and a thorough grasp of both the FI and CA operations being conducted in Chile.

In conclusion, it should be noted that Mr. Kent has turned in an unusually strong across-the-board performance during the highly active period covered by this report. It has been a real pleasure to have worked with an individual of this high competence and dedication.

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SECRET

SECTION C (Continued)

NARRATIVE COMMENTS

William M. Kent

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SECTION C		
NARRATIVE COMMENTS		
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<p>During the past year Mr. Kent continued to direct the CA Section of the Chile Branch in the same highly effective manner noted in the previous fitness report. In this position he was responsible for directing the Headquarters support for WH Division's largest and most active covert action program. This program is generally credited with having achieved a number of successes during the past year in a wide variety of activities against the Chilean target.</p>		
<p>Mr. Kent possesses an unusual combination of talent, language capability and experience that makes him one of the top CA officers in the Division. He is particularly effective in conducting propaganda work and his imaginative exploitation of the Chilean situation has been superb. As a result of his efforts, the Branch has been able to conduct a continuous and effective hemisphere-wide propaganda campaign against the Allende government during the past year. In addition, he has brought in key European stations to assist in this program on numerous occasions.</p>		
<p>Among the more significant contributions made by Mr. Kent have been his activities in the economic field. He has successfully carried out a number of operations designed to damage the Allende</p>		
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	
15 Nov. 1972	William M. Kent	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
12 Months		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
15 November 1972	DC/WH/6	Albert D. Wedemeyer Albert D. Wedemeyer
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
<p>I concur with this evaluation. Subject's ability in the propaganda field particularly is exceptional. Blessed with a fertile imagination, he has an uncanny talent for coming up with an appropriate CA remedy to almost any problem. His knowledge and experience in the CA field is wide and deep, making him undoubtedly one of the best officers in this speciality in the Agency. The Branch is indeed fortunate to have his services.</p>		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
15 NOV 1972	C/WH/6	Stewart D. Burton

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				059198	
SECTION A			GENERAL		
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
Kent, William		05/09/29	M	GS-14	D
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION	
Ops Officer			DDP/WH/6	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 type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT SUPERVISOR
CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT EMPLOYEE	
SPECIAL (Specify):			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From- to-)		
30 November 1972			1 January 1972 - 31 October 1972		
SECTION B			PERFORMANCE EVALUATION		
<p>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 C.</p> <p>M-Marginal 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>P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Strong Performance is characterized by exceptional proficiency.</p> <p>O-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
Directs the Covert Action program of the Branch and supervises the Covert Action Section.					S
SPECIFIC DUTY NO. 2					RATING LETTER
Originates propoganda guidances for Santiago Station and third country stations' use.					O
SPECIFIC DUTY NO. 3					RATING LETTER
Initiates, prepares and directs economic warfare operations aimed at the Chilean target. D/S 72					S
SPECIFIC DUTY NO. 4					RATING LETTER
Coordinates with CA Staff and other Agency components on operations conducted against Chile.					S
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					S

S E C R E T

Fitness Report - William M. Kent

Section D - Comments of Reviewing Official (Continued)

ability to act on his own and get things done, he also has a decided capacity for working as a team member.

While the Outstanding rating necessarily must be assigned sparingly, I believe it is merited in this case. Mr. Kent did a really superb job in the tension-filled days leading to the Chilean coup. His performance and intellectual abilities place him among the top 10% of SA officers in the Division and probably in the Agency.

As far as future assignments are concerned, I believe Mr. Kent is best qualified by experience and personal inclination to handle staff jobs calling for a large measure of political and economic astuteness. The new job he is taking over in the economic section of WH Division will test his talents, but I believe he has the growth potential to rise to positions of even greater responsibility. ()

S E C R E T

SECRET

SECTION C

NARRATIVE COMMENTS

KENT

operational experience. His ingenuity, originality and flare are balanced by sound common sense and enriched by his sense of humor and personal modesty. Mr. Kent was personally responsible for the creation and implementation of two important Division programs - one in the political action field and the other in the propaganda field, which were designed to influence foreign attitudes toward the Allende Government and to dissuade foreign governments from providing economic assistance to Chile. These programs were highly successful, and since the same techniques can be applied in support of the new Chilean military government, the programs are being retained and hopefully will continue to produce results which make an important contribution to the achievement of U.S. policy objectives.

Mr. Kent continued to supervise the SA Section in the same highly effective manner noted in previous efficiency reports. He also continued to meet and handle several key Chileans, including a top civilian adviser to the new Chilean government. He put in long hours, working eleven or twelve hours a day during crisis periods.

Mr. Kent's transfer to the economic section of WH Division will enable him to make fuller use of his talents in the specialized and important field of economic intelligence, in which he has a particular interest. It is, however, a severe loss to the Branch, which has benefited immeasurably from his imaginative yet level-headed approach to operational problems and challenges. He is much liked as well as respected by Branch 6 personnel and has contributed greatly toward maintaining the high morale and effectiveness of the Branch as a whole.

SECRET

1. Agency and organizational designations
CENTRAL INTELLIGENCE AGENCY

EMPLOYEE NAME: OLIVER H. COBBUSTON

2. Pay ro
3. Block No.
4. Slip No.

5. Employee's grade and social security account number when appropriate

6. Grade and salary

PAY ROLL CHANGE DATA

	BASE PAY	OVERTIME	GROSS PAY	RET.	TAX	BOND	F.I.C.A.	NET PAY
7. Previous normal								
8. New normal								
9. Pay this period								

10. Remarks
Kent, William M.

11. Appropriation(s)
12. Prepared by
13. Approved by

Periodic step-increase Pay adjustment Other step-increase

14. Effective date
15. Date last equivalent
16. Old salary rate
17. New salary rate

18. Performance rating is satisfactory to include

19. LWOP date (fill in appropriate boxes covering LWOP during following periods)

(Check applicable box in case of LWOP)
 No pay during LWOP period
 Full pay during LWOP period

STANDARD FORM NO. 1286-100
Form prescribed by Comp. Gen., U. S.
Nov. 6, 1956, General Regulation No. 100

PAY ROLL CHANGE SLIP - PERSONNEL COPY

13 Blue

REQUEST FOR PERSONNEL ACTION

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

1. NAME [REDACTED]		2. DATE OF BIRTH 9 May 1929	3. REQUEST NO.	4. DATE OF REQUEST 02 Jun 53
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) Promotion (Staff Agent)		6. EFFECTIVE DATE A. PROPOSED: JUL 5 - 1953		7. C.S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.) Intelligence Asst. GS-6		9. POSITION TITLE AND NUMBER GS-6, \$3,795.00 p.a.		10. SERVICE, GRADE, AND SALARY MS/MS
11. HEADQUARTERS Branch III, Cont. Am. & Carib.		12. FIELD OR DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		13. HEADQUARTERS Branch III, Cont. Am. & Carib.
14. FIELD OR DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		15. REMARKS (Use reverse if necessary) Slot No. 2		
16. REQUESTED BY (Name and title) [Signature]		17. REQUEST APPROVED BY Signature: [Signature] Title: F/CHO.		
18. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) V. G. SHAW, Extension 477		19. VETERAN PREFERENCE NONE <input type="checkbox"/> WWII <input type="checkbox"/> OTHER <input type="checkbox"/> S. PT. <input type="checkbox"/> 10 POINT <input type="checkbox"/> DISAB. <input type="checkbox"/> OTHER <input type="checkbox"/>		
20. SEX <input type="checkbox"/> M <input type="checkbox"/> F		21. SUBJECT TO C.S. RETIREMENT ACT (YES-NO)		22. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)
23. RACE		24. POSITION CLASSIFICATION ACTION PI		25. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:
26. STANDARD FORM 88 REMARKS Packed of 4/6 7/2/53 BOOS - 7/5/53 SHEDD - 6/10/52 EJS CSEOD - 7/27/51 LCD - 7/27/51				
27. CLEARANCES		28. INITIAL OR SIGNATURE		
A.		DATE		
B. CEIL. OR POS. CONTROL		REMARKS:		
C. CLASSIFICATION		<div style="border: 2px solid black; padding: 5px;"> <p style="text-align: center; font-weight: bold;">APPROVED</p> <p style="text-align: center;">PERSONNEL DIVISION (CONVERT)</p> <p style="text-align: center;">Effective: JUL 5 - 1953</p> <p>DISTRIBUTION:</p> <p>OPD (2) <input checked="" type="checkbox"/></p> <p>PERS. FILE <input checked="" type="checkbox"/></p> <p>PI/T&R <input checked="" type="checkbox"/></p> <p>SSD/ISSO <input type="checkbox"/></p> <p>ORGH. CONCERNED <input type="checkbox"/></p> <p>SPS/T&R <input type="checkbox"/></p> <p>OTHER <input type="checkbox"/></p> </div>		
D. PLACEMENT OR EMPL.				
E.				
F. APPROVED BY				

SECRET

SECURITY INFORMATION

W Burrows 6/30/53

PAY ROLL CHANGE DATA

23-7 \$1204.00

	BASE PAY	OVERTIME	GROSS PAY	RET.	TAX	BOND	F. I. C. A.	NET PAY
7. Previous normal								
8. New normal								
9. Pay this period								

POSTED ON
OF-4b
and changed

10. Remarks: *Kent, William M.*

11. Appropriation(s):

12. Prepared by: *Carl S Aug 24*

13. Audited by:

Periodic step-increase Pay adjustment Other step-increase

14. Effective date: *Jul 24 5 Jul 55* 15. Date last equivalent increase: *Jul 24 55* 16. Old salary rate: *\$4005.00* 17. New salary rate: *\$4200.00*

18. Performance rating is satisfactory or better.

19. LWOP data (Fill in appropriate spaces covering LWOP during following periods):

(Check applicable box in case of more than one LWOP)

No excess LWOP Total excess LWOP

WILLIAM M. KENT

STANDARD FORM NO. 1126b—Revised
Form prescribed by Comp. Gen., U. S.
Nov. 8, 1950, General Regulations No. 182

148 ✓ **PAY ROLL CHANGE SLIP—PERSONNEL COPY**

REQUEST FOR PERSONNEL ACTION

OR FOLDER

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

1. NAME (Mr., Miss, Mrs., or other name, initials, and surname) [REDACTED]	2. DATE OF BIRTH 9 May 1929	3. REQUEST NO.	4. DATE OF REQUEST 22 Oct 54
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) PROMOTION (STAFF AGENT)		6. EFFECTIVE DATE A. PROPOSED: 30 Jan 55 B. APPROVED: JAN 30 1955	7. C.S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)			

FROM— INTELLIGENCE ASST., [REDACTED] GS-7, \$4330.00 p.a. DDP/WH BRANCH III, CENT AMER & CARIB. PANAMA CITY, PANAMA	9. POSITION TITLE AND NUMBER 10. SERVICE, GRADE, AND SALARY 11. ORGANIZATIONAL DESIGNATIONS 12. HEADQUARTERS	TO— INTELLIGENCE OFFICER, [REDACTED] GS-9, \$5060.00 p.a. DDP/WH PROJECT HYPOTHESIS PANAMA CITY, PANAMA
--	---	--

FIELD DEPARTMENTAL

13. REMARKS (Use reverse if necessary) *As this cancellation stamp, this check should have cancelled the receipt of action*

CANCELLED

THRU P. I. 16 Jan 55

14. REQUESTED BY (Name and title)
James P. Bowers, C/WH

15. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
P. C. BOWERS 21457

16. SIGNATURE OF APPROVING OFFICER
James P. Bowers (w/wh)

17. TITLE
Escom 10 Jan '55

13. VETERAN PREFERENCE	14. POSITION CLASSIFICATION ACTION	18. SUBJECT TO C. 5 RETIREMENT ACT (YES—NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:
NONE WWI OTHER S. FT. 10 POINT DISAB. OTHER	NEW VICE I. A. REAL D.FI			
15. SEX (M W) M W	16. RACE	17. APPROPRIATION FROM: 5-3525-55-051 TO: same		

21. STANDARD FORM 50 REMARKS

**PURSUANT TO GGI DIRECTIVE
EFFECTIVE 10 MAR. 1955
SALARY ADJUSTED TO: \$5440**

POSTED ON
1-20-55

APPROVED
SPECIAL CONTRACTING, ALLOWANCES
AND PROCESSING STAFF
Effective: JAN. 30. 1955

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			GEF (S)
B. CEIL. OR POS. CONTROL			PER. FLOR. ✓
C. CLASSIFICATION			PI
D. PLACEMENT OR EMPL.		1-20-55	ORG. WORKED
E.			SOAPS
F. APPROVED BY	<i>John L. Bischoff</i>		

1. Agency and organizational designation: DDP/WE Rept William M.

2. Payroll period: _____ 3. Block No. _____ 4. Slip No. _____

5. Employee's name (and social security account number when appropriate): [REDACTED]

6. Grade and salary: GS-8 \$5440.00

PAYROLL CHANGE DATA

	BASE PAY	OVERTIME	GROSS PAY	RET.	FEDERAL TAX	BOND	F. I. C. A.	STATE TAX	GROUP LIFE INS.	NET P/
7. Previous normal										
8. New normal										
9. Pay this period										

10. Remarks: _____

11. Appropriation(s): _____

12. Prepared by: dak 13 Feb 56

13. Audited by: _____

Periodic step-increase Pay adjustment Other step-increase

14. Effective date: Jan 56 15. Date last equivalent increase: Jan 55

16. Old salary rate: \$5440.00 17. New salary rate: \$5575.00

18. Signature and account number of certifier: _____

19. LWOP data (fill in appropriate spaces covering LWOP during following periods):

No LWOP, Total annual LWOP _____

(Check applicable box in case of annual LWOP)

In LWOP during calendar year period

In LWOP during calendar year period

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

UNVOUCHERED

1. NAME (Mr., Miss, Mrs., One given name, initial(s), and surname) *[Redacted]* 2. DATE OF BIRTH 9 May 1929 3. REQUEST NO. 4. DATE OF REQUEST 3 May 1956

5. NATURE OF ACTION REQUESTED: *William M. Kent*
 A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)
 Promotion (STAFF AGENT) 6. EFFECTIVE DATE A. PROPOSED: 7. C.S. OR OTHER LEGAL AUTHORITY

B. POSITION (Specify whether establish, change grade or title, etc.)

B. APPROVED: *[Signature]*

FROM— Intelligence Officer GS-0136.51-9 \$5575.00 p.a. 8. POSITION TITLE AND NUMBER TO— I.O. (FI) GS-0136.51-11 \$6390.00 p.a.

DDP/WH Project HYPOTHESIS 9. SERVICE, GRADE, AND SALARY

Panama City, Panama 10. ORGANIZATIONAL DESIGNATIONS DDP/WH Branch III

11. HEADQUARTERS Panama City, Panama STATION PANAMA CITY, PANAMA

FIELD DEPARTMENTAL 12. FIELD OR DEPARTMENTAL FIELD DEPARTMENTAL (DI)

A. REMARKS (Use reverse if necessary) New T/O

B. REQUESTED BY (Name and title) *[Signature]* C. REQUEST APPROVED BY *[Signature]*

C. FRODOBONDOLA INFORMATION CALL (Name and telephone extension) *[Signature]* C/WH Signature: *[Signature]*

VETERAN PREFERENCE Title: *[Signature]*

13. POSITION CLASSIFICATION ACTION NEW VICE I. A. REAL SD-DI

14. APPROPRIATION FROM: 6-3525-53-001 17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes 18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY) 19. LEGAL RESIDENCE STATE: CLAIMED PROVED

20. STANDARD FORM 50 REMARKS

APPROVED GENERAL PERSONNEL DIVISION JUL 1 1956

21. CLEARANCES

A	INITIAL OR SIGNATURE	DATE	REMARKS:
B. CEIL. OR POS. CONTROL	<i>[Signature]</i>	<i>[Date]</i>	
C. CLASSIFICATION	<i>[Signature]</i>	<i>[Date]</i>	
D. PLACEMENT OR EMPL.	<i>[Signature]</i>	<i>[Date]</i>	

APPROVED BY *[Signature]*

SECRET

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR.-MISS-MRS.—ONE GIVEN NAME, INITIAL(S), AND SURNAME) WILLIAM M. KENT		2. DATE OF BIRTH 9 May 1929	3. JOURNAL OR ACTION NO.	4. DATE 9 Oct 1956
<i>This is to notify you of the following action affecting your employment:</i>				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Resignation (Staff Agent)*		6. EFFECTIVE DATE 7 Oct 1956	7. CIVIL SERVICE OP. OR LEGAL AUTHORITY 50 USCA 403j	
FROM		TO		
I. O. (FI) BAF-277.01 GS-0136.51-11 \$6390 p/a DDP/WH Branch III Panama City, Panama Station Panama City, Panama		8. POSITION TITLE		
		9. SERVICE, SERIES, GRADE, SALARY		
		10. ORGANIZATIONAL DESIGNATIONS		
		11. HEADQUARTERS		
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		12. FIELD OR DEPT'L	<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION		
None	WV11	OTHER	5-PT.	10-POINT
			<input checked="" type="checkbox"/>	(HEAD) (OTHER) <input type="checkbox"/> <input type="checkbox"/>
		SD:DI		
15. SEX M	16. RACE W	17. APPROPRIATION FUND: 6-3525-55-051	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes	19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)
		20. LEGAL RESIDENCE <input checked="" type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:		
21. REMARKS:				
FOR DIRECTOR OF PERSONNEL <i>Ralph S. Paddock</i>				
22. SIGNATURE OR OTHER AUTHENTICATION				

POSTED ON
OF-4b
Oct 10 1956

SECRET

1. ██████████ COPY
File

ENTRANCE PERFORMANCE RATING:

CENTRAL INTELLIGENCE AGENCY

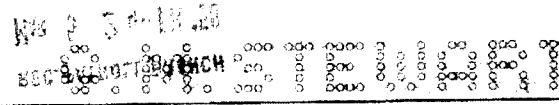
NOTIFICATION OF PERSONNEL ACTION P.C. 2 Oct 1956
C-6163 ^A ₇₀₂

1. NAME (MR.—MISS—MRS.—ONE GIVEN NAME, INITIAL(S), AND SURNAME) MR. WILLIAM M. KENT 159198		2. DATE OF BIRTH 9 May 1929	3. JOURNAL OR ACTION NO.	4. DATE 8 Oct 1956
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) EXCEPTED APPOINTMENT		6. EFFECTIVE DATE 8 Oct 1956	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 USCA 1603 j	
FROM		TO		
8. POSITION TITLE Area Ops Officer		RA-322-11		
9. SERVICE SERIES, GRADE, SALARY		GS-0136-03-11 \$6390.00 p.m.		
10. ORGANIZATIONAL DESIGNATIONS		EXP/WH Branch III Cuba Section		
11. HEADQUARTERS		Washington, D. C.		
12. FIELD OR DEPT'L <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		13. VETERAN'S PREFERENCE <input type="checkbox"/> NONE <input type="checkbox"/> WWI <input type="checkbox"/> OTHER <input checked="" type="checkbox"/> 5-PT. <input type="checkbox"/> 10-POINT		
14. POSITION CLASSIFICATION ACTION <input type="checkbox"/> NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL		BOC SD:DI		
15. SEX <input checked="" type="checkbox"/> M <input type="checkbox"/> F		16. APPROPRIATION FROM: 7-3500-20		17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes
18. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY) 8 Oct 1956		19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: VA		
20. REMARKS: RC-004 DOG: 7/1/56 CSROD: 1/2/52 LCD: 1/2/52 SCD: 7/8/50 PSI due 12/29/57				
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED <i>10/16/56</i> </div>				
ENTRANCE PERFORMANCE RATING: Director of Personnel				

4. PERSONNEL FOLDER COPY

Cont 10/11/56

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO. 159198		2. NAME KENT, WILLIAM M.				3. ASSIGNED ORGN. DDP/WH		4. FUNDS V-20		5. ALLOTMENT	
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			NO.	DA.	YR.				NO.	DA.	YR.
11	1	\$6390.	07	01	56	11	2	\$6605.	12	29	57
TO BE COMPLETED BY THE OFFICE OF COMPTROLLER											
9. CHECK ONE <input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP						8. NUMBER OF HOURS LWOP					
IF EXCESS LEAVE LWOP, CHECK FOLLOWING: <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD						10. INITIALS OF CLERK			11. AUDITED BY		
TO BE COMPLETED BY THE OFFICE OF PERSONNEL											
12. PROJECTED SALARY RATE AND EFFECTIVE DATE						13. REMARKS					
GRADE	STEP	SALARY	MO.	DA.	YR.						
14. AUTHENTICATION											
											
PERIODIC STEP INCREASE - AUTHENTICATION											

FORM NO. 560b
1 MAR. 56

SECRET

PERSONNEL FOLDER (4)

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO. 159198		2. NAME KENT, WILLIAM M.				3. ASSIGNED ORGN. DDP/WH		4. FUNDS V-20		5. ALLOTMENT	
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			NO.	DA.	YR.				NO.	DA.	YR.
11	1	\$6390.	07	01	56	11	2	\$6605.	12	29	57
REMARKS											
CERTIFICATION											
I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.											
TYPED OR PRINTED NAME OF SUPERVISOR ROBERT N. DAHLGREN				DATE 28 Feb 58		SIGNATURE OF SUPERVISOR <i>Robert N. Dahlgren</i>					
PERIODIC STEP INCREASE - CERTIFICATION											

FORM NO. 560
1 MAR. 54

SECRET

PERSONNEL FOLDER (4)

FITNESS REPORT

SECTION A GENERAL INFORMATION

1. EMPLOYEE NUMBER 059198	2. NAME (Last, first, middle) Kent, William M.	3. DATE OF BIRTH 9 May 29	4. SEX M	5. GRADE GS-15	6. SD DYB
7. OFFICIAL POSITION TITLE Operations Officer CH		8. OFF/DIV/BR OF ASSIGNMENT DDO/OED/NOC Staff	9. CURRENT STATION Hqs		10. CODE (ck one) <input checked="" type="checkbox"/> HQS. <input type="checkbox"/> DF
11. TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> CONTRACT <input type="checkbox"/> OTHER (Spec.)			12. TYPE OF REPORT <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT <input type="checkbox"/> SPECIAL		
13. REPORTING PERIOD (from-to-) 1 June 77 - 3 Dec 77			14. DATE REPORT DUE IN O.P. 02 January 1978		

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. 1 Deputy Chief of OED/NOC Staff	RATING LETTER S
SPECIFIC DUTY NO. 2 As head of the Branch's Referral Section, develops and implements a centralized system for locating suitable new-hire NOC personnel to fill specific NOC needs by area divisions; also does the same for unassigned NOC personnel as coordinator between area divisions.	RATING LETTER O
SPECIFIC DUTY NO. 3 Maintains effective working relationship with various Agency components including Office of Personnel, Office of Medical Services, Office of Security, etc., as well as serving as Branch senior officer in dealing with CCS concerning assignment and appropriate cover for personnel under nonofficial cover.	RATING LETTER S
SPECIFIC DUTY NO. 4 In charge of our Branch data bank on availability of NOC personnel and applicants by nationality, language skills, professional skills and specialities, foreign area experience, etc.	RATING LETTER O
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

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

FORM 45 OBSOLETE PREVIOUS EDITIONS 9-73	CLASSIFICATION CONFIDENTIAL	E2, IMPDET CL BY 054854	S D. J. B. 01/16
---	---------------------------------------	-------------------------	------------------------

Bill, many thanks, and good luck to you in your
new career.

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

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 covers approximately five and one half months since I submitted the last report on Mr. Kent. Unfortunately, and I do mean unfortunately, it will be the last fitness report written on Mr. Kent because he has elected to retire on 30 June 1978.

Although his retirement was just around the corner, Mr. Kent did not slacken his pace. On the contrary, in the last four months the NOC Branch has been besieged with a myriad of statistical reports from DDO management. Had it not been for the legendary meticulousness of Mr. Kent, coupled with his excellent tribal memory, the NOC Branch would have been hard-pressed to come up as promptly and as efficiently with the figures and facts as was the case. Much of it Mr. Kent and his staff had to accomplish while he was acting for me while I was on a 4 week TDY. He definitely excelled at running the branch during these four weeks.

In closing I would like to say that CIA is losing one of its finest officers in Mr. Kent. This may not be the proper vehicle for making the following statement, but I would like to state nevertheless and without any equivocation whatsoever, that seldom in my career of 31 years did I receive the kind of support and loyal counsel I received from Mr. Kent during the past 13 months.

SECTION D			
CERTIFICATION AND COMMENTS			
1. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
	Fitness Report Rating Profile 0 0 3 7 0 1 0 0 0 0		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
12 June 1978	Chief, OED/NOC	Gerard J. Hahn <i>Gerard J. Hahn</i>	
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	SIGNATURE OF EMPLOYEE	
	21/6/78	William M. Kent William M. Kent	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
There is little to add to the thoughtful and accurate comments of the rating officer. I share his sense of loss over the retirement of Mr. Kent. Mr. Kent performed in an exceptionally able manner throughout the period of time covered by this report. He was always quick and willing to respond and the results of his labors, without exception, were of a very high professional order. As indicated, he was of great assistance to the rating officer and to me as well during this time. It is indeed unfortunate that the clandestine service is losing the experience and talent of Mr. Kent. However, he reached this decision on his own and, after careful consideration, opted for early retirement. Thus, I can only wish him well in his new endeavors and hope that everything works out for him as planned.			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
19 June 1978	Chief, OED	Walter L. O'Brien <i>Walter L. O'Brien</i>	
4. BY EMPLOYEE			
I CERTIFY I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT. I HAVE <input type="checkbox"/> HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE REVIEWING OFFICIAL'S EVALUATION OF MY PERFORMANCE.	DATE	SIGNATURE OF EMPLOYEE	
	21/6/78	William M. Kent William M. Kent	

CONFIDENTIAL

FITNESS REPORT

NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.

SECTION A. GENERAL INFORMATION							
1. EMPLOYEE NUMBER 059198		2. NAME (last, first, middle) Kent, William M.		3. DATE OF BIRTH 9 May 29	4. SEX M	5. GRADE GS-15	6. SD DYE
7. OFFICIAL POSITION TITLE Operations Officer, Ch			8. OFF/DIV/BR OF ASSIGNMENT DDO/OED/NOC		9. CURRENT STATION Hqs.		
10. TYPE OF APPOINTMENT				11. TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input type="checkbox"/> ANNUAL	<input checked="" type="checkbox"/> REASSIGNMENT OF SUPERVISOR		<input type="checkbox"/> SPECIAL
<input type="checkbox"/> CONTRACT	<input checked="" type="checkbox"/> SPECIAL	<input type="checkbox"/> OTHER	12. REPORTING PERIOD (FROM-TO) 4 Dec 77 - 19 May 78		13. DATE REPORT DUE IN O.P. ASAP		

SECTION B 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 C.
M—Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial action 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 Deputy Chief of OED/NOC Staff	RATING LETTER S
SPECIFIC DUTY NO. 2 As head of the Branch's Referral Section, develops and implements a centralized system for locating suitable new-hire NOC personnel to fill specific NOC needs by area divisions; also does the same for unassigned NOC personnel as coordinator between area divisions.	RATING LETTER O
SPECIFIC DUTY NO. 3 Maintains effective working relationship with various Agency components including Office of Personnel, Office of Medical Services, Office of Security, etc., as well as serving as Branch senior officer in dealing with CCS concerning assignment and appropriate cover for personnel under nonofficial cover.	RATING LETTER S
SPECIFIC DUTY NO. 4 In charge of our Branch data bank on availability of NOC personnel and applicants by nationality, language skills, professional skills and specialities, foreign area experience, etc.	RATING LETTER O
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

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

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME KENT, William M.		DATE 13 July 1951
NATURE OF ACTION Appointment		EFFECTIVE DATE 27 December 51
	FROM	TO
TITLE		Administrative Clerk, GS-5 <i>(typing)</i>
GRADE AND SALARY		GS-5, \$3100.00 per annum
OFFICE		OSO
DIVISION		FDT
BRANCH		NHC
OFFICIAL STATION		

QUALIFICATIONS <i>M. Philippe</i>	APPROVAL FOR ASSISTANT DIRECTOR <i>[Signature]</i>	EXECUTIVE
CLASSIFICATION <i>GS-5</i>	PERSONNEL OFFICER <i>Thomas M. Fisher</i>	

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES NO

DATE OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON 2 January 52

SECURITY CLEARED ON 6 December 51

OVERSEAS AGREEMENT SIGNED 2 January 52

ENTERED ON DUTY 27 December 51

Robert J. Hayes
SIGNATURE OF AUTHENTICATING OFFICER

REMARKS:
Slot # 13. ~~C# 9999~~ #1681 301

[Signature]
Chief, FDT

COPIES IN PATRULL FILES
CONFIDENTIAL FUNDS BRANC.

[Signature]

William M. KENT		DATE 10 January 1952
NATURE OF ACTION Transfer		EFFECTIVE DATE 3 February 1952
TITLE	FROM Admin. Clerk, GS-5	TO Admin. Clerk, GS-5
GRADE AND SALARY	GS-5 \$3410.00 per annum (old) GS-5 \$3410.00 per annum (new)	GS-5 \$3410.00 per annum
OFFICE	OSO	-
DIVISION	FDT	WH
BRANCH	NWC	Branch I
OFFICIAL STATION		Maracaibo, Venezuela 3530

APPROVAL

QUALIFICATIONS	FOR ASSISTANT DIRECTOR <i>Grace L. Graves</i> PERSONNEL OFFICER	EXECUTIVE
CLASSIFICATION <i>1-334</i>	<i>Thomas M. Frick</i>	<i>D. Mulcahy</i> 1952
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>		
OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
		(SIGNATURE OF AUTHENTICATING OFFICER)

REMARKS:

Slot No. 3 301

ACWH _____ 10 January 1952

CONFIDENTIAL FUNDS BRANCH
jm

FORM NO. 37-1
NOV 1949

SECRET

GPO 16-63206-1

(2)

William M. KENT		DATE 30 April 1952
NATURE OF ACTION Transfer Reassignment*		EFFECTIVE DATE 11 May 1952
	FROM	TO
TITLE	Admin. Clerk, GS-5	Intell. Asst, GS-5
GRADE AND SALARY	GS-5, \$3410.00 per annum	GS-5, \$3410.00 per annum
OFFICE	WH	
DIVISION	WH WH	WH
BRANCH	Branch I	Branch I
OFFICIAL STATION	Maracaibo, Venezuela	Curacao, N.W.I. 3535
APPROVAL		
QUALIFICATIONS	FOR ASSISTANT DIRECTOR <i>Gran L. Greaves</i>	EXECUTIVE
CLASSIFICATION <i>F-600</i>	PERSONNEL OFFICER <i>Thomas M. Fisher</i>	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES <input type="checkbox"/> NO <input type="checkbox"/>		
OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
(SIGNATURE OF AUTHENTICATING OFFICER)		
REMARKS: Slot #3 - THIS REASSIGNMENT FOR CONVENIENCE ONLY 303		
<i>Charles Ralph Keaton</i> Chief, WH		<div style="border: 2px solid black; padding: 5px; transform: rotate(-5deg); display: inline-block;"> POSTED <i>Jan 13 May 52</i> </div>

FORM NO. 37-1
NOV 1949

SECRET

GPO 16-63206-1

(2)

NAME <i>[REDACTED]</i>		DATE 7 May 1952
NATURE OF ACTION Appointment - Staff Agent <i>Sent, William H.</i>		EFFECTIVE DATE 10 June 1952 Upon arrival at station
TITLE	FROM	Intell. Officer, GS-6
GRADE AND SALARY		GS-6, \$3795.00 per annum
OFFICE		
DIVISION		WH
BRANCH		III
OFFICIAL STATION		Fort Amador, C.Z. (Project #3531-001)

APPROVAL

QUALIFICATIONS	FOR ASSISTANT DIRECTOR	EXECUTIVE
CLARIFICATION F 599	<i>[Signature]</i> PERSONNEL OFFICER	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		
OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
(SIGNATURE OF AUTHENTICATING OFFICER)		

REMARKS:

301

C/WH _____ DATE _____

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME [REDACTED]		DATE 7 May 1952
NATURE OF ACTION Appointment - Staff Agent <i>Kent, William M.</i>		EFFECTIVE DATE 10 June 1952 <i>Upon arrival at station</i>
FROM		<i>Act</i>
TITLE		Intell. Officer, GS-6
GRADE AND SALARY		GS-6, \$3795.00 per annum
OFFICE		
DIVISION		WH
BRANCH		III
OFFICIAL STATION		Fert Amador, C.Z. (Project #5531-001) <i>Agathias</i>
APPROVAL		
QUALIFICATIONS	FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION F 599	<i>[Signature]</i> PERSONNEL OFFICER	
<i>[Signature]</i>	<i>[Signature]</i>	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS		YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
(SIGNATURE OF AUTHENTICATING OFFICER)		
REMARKS:		
[]		301
C/MS _____		DATE _____

REQUEST FOR PERSONNEL ACTION

UNVOUCHERED

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

1. NAME (Mr. [redacted])
2. DATE OF BIRTH: 9 May 1929
3. REQUEST NO.: -
4. DATE OF REQUEST: 4 Nov. 52

5. NATURE OF ACTION REQUESTED:
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) *Staff Agent Appointment (Correction)**
B. POSITION (Specify whether establish, change (grade or title), etc.)
6. EFFECTIVE DATE A. PROPOSED: 10 June 1952
B. APPROVED: 10 June 1952
7. C. S. OR OTHER LEGAL AUTHORITY

FROM—
8. POSITION TITLE AND NUMBER
9. SERVICE, GRADE, AND SALARY
10. ORGANIZATIONAL DESIGNATIONS
11. HEADQUARTERS
12. FIELD OR DEPARTMENTAL
TO—
Intelligence ~~Section~~, GS-6
#3795-00
GS-6, \$3975.00 p.a.
WH
III
Panama City, Panama (#3531-001)
 FIELD DEPARTMENTAL

A. REMARKS (Use reverse if necessary)
Project - HYPERMAGNETIC
we show correct station. This action corrects all superseding actions to show correct station.

B. REQUESTED BY (Name and title)
V. C. Lynch, #167
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
GAB
D. REQUEST APPROVED BY
Signature: *Davis B. Powell*
Title: *F1/PO.*

13. VETERAN PREFERENCE
NONE WW1 OTHER S-PY. 15-POINT
DEBAR. OTHER
14. POSITION CLASSIFICATION ACTION
NEW VICE I. A. REAL

16. SEX RACE
17. APPROPRIATION
FROM:
TO: *#3531-001*
18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)
19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)
20. LEGAL RESIDENCE
 CLAIMED PROVED
STATE:

21. STANDARD FORM OR REMARKS

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			
B. CEIL. OR POS. CONTROL			
C. CLASSIFICATION	<i>WAB</i>		
D. PLACEMENT OR EMPL.			
E.			

F. APPROVED BY
SECRET
McL. Shobe 4/15/52

CONFIDENTIAL

28 JUN 1978

MEMORANDUM FOR: Director of Personnel

FROM : Kenneth Corbat
Chief, Retirement Affairs Division

SUBJECT : Recommendation for Involuntary Retirement -
Mr. William M. Kent

1. This memorandum submits a recommendation for your approval in paragraph 3.

2. The employee named above has been proposed by the Career Service concerned for involuntary retirement under the provisions of Headquarters Regulation 20-50j. This employee has been declared excess to the manpower requirements of his Directorate.

Grade: **GS-15** Position: **Operations Officer**
Career Service : **Operations**
Office/Division : **Office of External Development**
Date Proposed for Retirement: **30 June 1978**
Age at that Date : **49**
Years of Creditable Service : **27**
Years of Agency Service : **26**
Years of Qualifying Service : **5**

3. The Career Service and the CIA Retirement Board recommended that this proposal be approved.

/s/ Kenneth Corbat

The recommendation contained in paragraph 3 is approved:

William M. Kent

Director of Personnel

E. J. [unclear]

Date

Distribution:
0 - Return to ROB
1 - Applicant
1 - OPF
1 - ROB Soft File
1 - ROB Reader

CONFIDENTIAL

CLASSIFIED BY: 882676

OP/RAD/ROB/STW:awson:cs/3777 (26 June 1978)

3589A 10-77

23 AUG 1978

Dear Mr. Kent:

As you bring to a close your active career of service with the Central Intelligence Agency, I want to express appreciation for the many contributions you made to our Government and to the Agency.

Your service both domestically and in Latin America was characterized by a high degree of professionalism. The consistently fine performance which you exhibited during your career of over 26 years set an example for your associates.

I note that you received a number of Letters of Commendation and that twice you were awarded a Quality Step Increase in recognition of your sustained superior performance. Your record of accomplishment should be a lasting source of pride and satisfaction to you.

I want to join your many friends and colleagues in wishing you every success and enjoyment in the years ahead.

Yours sincerely,

STANSFIELD TURNER

Mr. William M. Kent
836 Van Buren Street
Herndon, Virginia 22070

Distribution:
0-Addressee
1-OPF

Originator: *[Signature]*
Director of Personnel

OP/RAD/ROB/SELawson:mn(14 August 1978)

23 AUG 1978

SECRET

(When Filled In)

19 JUN 1978

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER 059198		2. NAME (Last-First-Middle) Kent, William		19 June 1978	
3. NATURE OF PERSONNEL ACTION Retirement (Involuntary) CIARDS @ NSCA Cancellation of NSCA			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 06 30 78		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS		7. PAY AND NSCA 8020-0008 0000		8. LEGAL AUTHORITY (Completed by Office of Personnel) Public Law 88-693 Section 235(a)	
9. ORGANIZATIONAL DESIGNATIONS DDO/Office of Deputy Director for Operations Asst Dep Dir-Operations/Development Non-Official Cover Staff Referral Branch			10. LOCATION OF OFFICIAL STATION Wash., D.C.		
11. POSITION TITLE Operations Officer, Ch		12. POSITION NUMBER FS63	13. CAREER SERVICE DESIGNATION DYB		
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 15 5	17. SALARY OR RATE \$ 40,995	
18. REMARKS L.W.D. 30 June 78 CONCUR: <i>Henry E. Walton</i> CMS/MSB Date <u>6/21/78</u> <i>George Thayer</i> CMS/MSB cc - Payroll Coordinated with <i>William H. Keller</i> Ramochar/R013 6/27/78					
18A. SIGNATURE OF REQUESTING OFFICIAL <i>Henry E. Walton</i>		18B. DATE SIGNED 20 June 78	18C. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Robert E. O'Brien</i>		18D. DATE SIGNED 6/23/78
C/PCS/CSS/Pers SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL CM-15					
19. ACTION CODE 45 10	20. EMPLOY CODE	21. OFFICE CODING NUMERIC ALPHABETIC	22. STATION CODE	23. INTEGRATE CODE	24. MONTHS CODE * 0509 29
25. DATE OF BIRTH MO. DA. YR.	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LEI MO. DA. YR.	28. RETIREMENT DATA 1-ISC 2-OSM 3-FILA 4-NONE	29. SEPARATION DATA CODE	30. CORRECTION CANCELLATION DATA MO. DA. YR.
31. SECURITY REQ. NO.	32. SEX	33. VET PREFERENCE 0-NONE 1-5 PT 2-10 PT	34. SERV COMP DATE MO. DA. YR.	35. LONG COMP DATE MO. DA. YR.	36. CAREER CATEGORY CODE
37. FEGLI HEALTH INSURANCE 1-WAIVER 2-REQ/OPT 3-UNELIGIBLE	38. SOCIAL SECURITY NO.	39. PREVIOUS CIVILIAN GOVERNMENT SERVICE 0-NONE 1-BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	40. LEAVE CAT CODE	41. FEDERAL TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS	42. STATE TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS
43. POSITION CONTROL CERTIFICATION 28 JUN 1978 6-27-78 PWD			44. OP APPROVAL <i>William H. Keller</i> 6/22/78		45. DATE APPROVED

FORM 8-72 1152 USE PREVIOUS EDITION

SECRET

E-Z IMPDET CL. BY: 007622 (4)

MEMORANDUM FOR THE RECORD

SUBJECT: Retirement - Kent, William M. effective 30 June 1978

1. The retirement of Subject, effected as a result of a memorandum from the Head of his Career Service stating that he is surplus to the needs of the Service and that his retirement will be recommended under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement, in no way implies an adverse action. Subject voluntarily opted for involuntary retirement under CIARDS to qualify for an immediate retirement annuity.

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

Kenneth Corbat
Kenneth Corbat
Chief

Retirement Affairs Division

STANDARD FORM 64
January 1972
PRESCRIBED BY U.S. CIVIL SERVICE COMMISSION
Federal Personnel Manual Ch. 293
66-104

SECRET

Official Personnel Folder

SECRET

Reviewed 15 Sep 1966
68 Apr 66 (12)
71 Apr 66 (12)
74 Apr 66
76 Mar 66

31 Aug 1965
Card for Disposition

SS
Last Name
KENT WILLIAM
First Name
TERMINATED
DATE 07/09/79
Middle Initial



SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED
18 May 76

1. SERIAL NUMBER 059198 / 2. NAME (Last-First-Middle) Kent William /

3. NATURE OF PERSONNEL ACTION Promotion ~~and~~ Change of Functional Category

4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 05 23 76

5. CATEGORY OF EMPLOYMENT Regular

6. FUNDS XX TO Y V TO CF CF TO Y CF TO CF

7. FAN AND NSOR 6221-0117 0002

8. LEGAL AUTHORITY (Completed by Office of Personnel)

9. ORGANIZATIONAL DESIGNATIONS DDO/PS Career Management Group Non Official Cover Branch

10. LOCATION OF OFFICIAL STATION Wash., D.C.

11. POSITION TITLE ops Officer D CH (15)

12. POSITION NUMBER FS 63

13. CAREER SERVICE DESIGNATION DQB

14. CLASSIFICATION SCHEDULE (GS, LS, etc.) GS

15. OCCUPATIONAL SERIES 0136.01

16. GRADE AND STEP 15 4

17. SALARY OR RATE \$ 34,441

18. REMARKS
DQ5 to DQB
*Hank Beuthold by phone
LA Personnel*

18A. SIGNATURE OF REQUESTING OFFICIAL *AL Olmstead*
AL Olmstead, C/CMG/MSE

DATE SIGNED 18 May 76

18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER *Paul B. Breitweiser*
Paul B. Breitweiser, C/CM 14

DATE SIGNED 5/18/76

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE 22	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC 37325 ALPHABETIC PS	22. STATION CODE 75013	23. INTEGREE CODE	24. HOSTS CODE	25. DATE OF BIRTH MO. DA. YR. 05/09/29	26. DATE OF GRADE MO. DA. YR. 05/23/76	27. DATE OF LEI MO. DA. YR. 05/23/76
28. WTE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE	30. RETIREMENT DATA COOP	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.	EOD DATA			
35. VET PREFERENCE CODE	36. SERV COMP DATE MO. DA. YR.	37. LONG COMP DATE MO. DA. YR.	38. CAREER CATEGORY CAR. RESY PROF. TEMP	39. FEGLI HEALTH INSURANCE CODE CODE 0-WAIVER 1-REG 2-REG/OPT 3-IRRELOCABLE	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 NO. TAX EXEMPTIONS	44. STATE TAX DATA FORM EXECUTED CODE MO TAX STATE CODE FREETP		45. POSITION CONTROL CERTIFICATION 05-19-76 <i>RA</i>			
45. POSITION CONTROL CERTIFICATION			46. OP APPROVAL 21 MAY 1976 <i>Robert W. [Signature]</i>			DATE APPROVED 05/21/76		

FORM 1152 USE PREVIOUS EDITION
8-72

SECRET

E-2, IMPDET CL. BY. 007622 (4)

SECRET

-2-

Mr. Kent has also served as the field representative for a Latin America Division funding and cover mechanism. Mr. Kent's past service in a nonofficial cover status has well qualified him for his present Headquarters assignment at a time when nonofficial cover is taking on even greater significance in Agency operational planning.

c. Personal characteristics and qualifications.

In fulfilling his various responsibilities, Mr. Kent has demonstrated that he is imaginative, perceptive, energetic, and a person of sound, independent judgment. He is extremely versatile and has a first-rate mind. Invariably, when a crisis situation arose and talent had to be mobilized within the Division, Mr. Kent was one of the first officers whose name came to mind. He writes quickly and with a polished style. During the past year, he was called upon on two occasions to draft papers concerning Agency involvement in Chile which were used by the Director and the Deputy Director for Operations in their presentations before the Senate Select Committee. Mr. Kent speaks and writes fluent Spanish in addition to speaking very good Italian and some French.

2. Mr. Kent meets all of the general and specific criteria for promotion within his category. He has a total of 24 years of Agency service, of which 23 years have been involved with operations. He has served overseas tours in Panama City and Caracas in addition to his domestic assignments in New Orleans, Miami, and Washington, D.C. He has successfully developed and managed new programs in the Covert Action and the Nonofficial Cover fields in which he is presently engaged. Mr. Kent is a man of enormous energy who is eager to take on challenging assignments. He has yet to reach his peak within the Agency. Mr. Kent has demonstrated that he is an effective supervisor, having served as Desk Chief, Acting Branch Chief, and Section Chief.

3. Mr. Kent is entering into competition for promotion carrying the strong recommendation of this Division as well as that of CMG/NOC. His rotational tour with the Nonofficial Cover Branch will end in July 1977. Because of family medical reasons, Mr. Kent is presently subject to a medical hold. Upon completion of his tour with CMG/NOC, he will return to the Latin America Division with a projected assignment in a senior staff position.

R. S. Sampson

Richard S. Sampson
Chief
Latin America Division

SECRET

SECRET

4 MAR 1975

MEMORANDUM FOR: Chairman, GS-14 Evaluation Board

SUBJECT : Recommendation for Promotion to
Grade GS-15, William M. Kent

1. This memorandum recommends the promotion of Mr. William M. Kent from GS-14 to GS-15. Mr. Kent is a 46-year old Operations Specialist who has been in grade since December 1968.

a. Performance in current grade. During the seven years that Mr. Kent has been in grade, he has served as a case officer assigned to the Washington Base of the Foreign Resources Division and, in the Latin America Division, as Chief of the Peruvian Desk, Chief of Covert Action activities for the Chile Branch, and Deputy Special Assistant in the Economic Intelligence Collection and Operations Staff. Since August 1974, Mr. Kent has been serving on a rotational tour with the Nonofficial Cover Branch of the Career Management Group (CMG/NOC). Mr. Kent has occupied a series of increasingly important positions since his assignment to Headquarters in 1970. During his tenure in the Chile Branch he was personally responsible for developing two important programs -- one in the political action field and the other in the propaganda field -- which were designed to influence foreign attitudes towards the Allende regime in Chile. These programs were highly successful. He received overall Outstanding ratings in his Fitness Reports for the period 1972-73 and for his work with CMG/NOC in 1975. Mr. Kent received a Quality Step Increase in 1974.

b. Potential. Throughout his Agency career Mr. Kent has demonstrated that he can assume broader and increased responsibilities and perform effectively in challenging situations. His special strengths lie in the Covert Action and Nonofficial Cover fields. He has distinguished himself in his ability to apply imaginative solutions to operational problems involving Covert Action. In particular, he is noted for his work in exploiting the discovery of the Cuban arms cache in Venezuela in 1963, and to support U.S. actions during the January 1964 riots in Panama and the April 1964 revolt in the Dominican Republic.

E2, IMPDET
CL BY 018952

SECRET

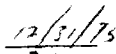
6. Kent has been in his present grade for the past seven years. He has clearly earned, and I strongly recommend that he be considered for, promotion to GS-15.



Chief
Nonofficial Cover Branch

CONCUR:


Chief, Career Management Group


Date

3. The above has been accomplished in addition to Kent's initially assigned responsibilities for close support of the NOC programs of two very active divisions, Latin America and Africa. This task calls for experienced and tactful direct cooperation with the NOC referents and senior operations officers in the divisions concerned. Ordinarily, such area division NOC responsibility would be a full-time job for an officer of this Branch. Kent handles this assignment, as well as his development of the referrals program, with dispatch and poise.

4. Kent's recent fitness reports will indicate his outstanding qualities. They include an enormous and enthusiastic capacity for work, a fine and precise writing ability, a genuinely rare imagination and a willingness to move far beyond the daily work requirements to get his job done, or to increase the value of his assigned task. This officer is constantly on the move to devise new and effective means of enhancing the nonofficial cover program. He has proven a patient and sympathetic guidance counsellor for numbers of officers either in the NOC program or those interested in it. It is to his credit primarily that we have created the referrals system which not only coordinates the reassignment of NOC personnel across division lines to appropriate new areas and opportunities, but also serves as a central clearing house for personalities who indicate interest in working for CIA in a non-staff capacity.

5. Kent's primary area of operational experience has been Latin America, including years of NOC officer status. A look at his file reveals over a half dozen commendations for unusual service and initiative. Linguistically he speaks native Spanish, very good Italian and some French. He has a supervisory ability far above the average, and has a highly developed diplomatic skill in his pursuit of new operational and staff goals which has stood him well on countless occasions. He is a harmonious and cooperative work colleague. Clearly he is a most unusual operations officer who has mastered staff skills and abilities to the point where he is capable of taking on a wide spectrum of future field or Headquarters assignments.

23 December 1975

MEMORANDUM FOR: Chief, Career Management Group
VIA : Chief, Latin America Division
SUBJECT : Mr. William M. Kent, Recommendation for Promotion

1. Mr. Kent has been on a rotational assignment to the Nonofficial Cover Branch from Latin America Division since August 1974. From the outset, he has displayed a most impressive ability to switch gears from his natural operational initiatives and to focus that initiative into his staff officer role. His rapid absorption of management and personnel principles and problems, with especial emphasis on the non-official cover program of the Directorate, has been remarkable even in an officer with his experience.

2. Specifically, Kent's innovative and imaginative drive has, in a relatively short period of time, enabled the Branch to create a NOC referrals section headed by him, in which he has become a principal DDO coordinator for hundreds of leads involving job applicants which are derived from letters written to the Agency, from our field recruiters, from the CT program, our management skills bank, and other sources. He has created, in his development of this referrals system, a language and job skills record of available applicants who do not fit any specific Agency criterion such as the Career Trainee program. Under his guidance, referrals files are prepared on specific applicants and are forwarded to all DDO components which he knows would be interested in the specific candidate. He handles all replies and indications of interest, and arranges that candidates of interest are cleared, contacted, interviewed, and assessed. Often he handles the contacting, interviewing and assessment himself. In its first full year of operation, his referrals system has assisted in placing impressive candidates in a variety of DDO field assignments.

2

067327

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED			
1. SERIAL NUMBER 059198										2. NAME (Last-First-Middle) KENT, WILLIAM		24 AUGUST 1977	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT					4. EFFECTIVE DATE REQUESTED MONTH: 08 DAY: 28 YEAR: 77			5. CATEGORY OF EMPLOYMENT REGULAR					
6. FUNDS		V TO V		V TO CF		7. FAN AND NSCA 7020 0008 0002		8. LEGAL AUTHORITY (Completed by Office of Personnel)					
9. ORGANIZATIONAL DESIGNATIONS DDO/OFFICE OF DEPUTY DIRECTOR FOR OPERATIONS ASST DEP DIR-OPERATIONS/DEVELOPMENT NON OFFICIAL COVER STAFF REFERRAL BRANCH					10. LOCATION OF OFFICIAL STATION WASH., D.C.								
11. POSITION TITLE OPERATIONS OFFICER CH (15) 009					12. POSITION NUMBER FS63		13. CAREER SERVICE DESIGNATION DYB						
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS			15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 15 4		17. SALARY OR RATE 37,167						
18. REMARKS FROM CMS CONCUR: <u><i>Loren Wyle</i></u> CMS/MSB <u>08-25-77</u> Date													
18A. SIGNATURE OF REQUESTING OFFICER <i>Theadora H. Brummitt</i> Theadora H. Brummitt				DATE SIGNED 24 Aug 77		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>J. Busby</i> CM/PE				DATE SIGNED 8/29/77			
AC/PCS/CSS/Pers SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL DDO/CM-15													
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC: 30125 ALPHABETIC: 0000		22. STATION CODE 75013	23. INTEGRITY CODE	24. HOURS CODE 1	25. DATE OF BIRTH MO: 05 DA: 09 YR: 29		26. DATE OF GRADE MO: DA: YR:		27. DATE OF LEI MO: DA: YR:		
28. SITE EMPHY MO: DA: YR:		29. SPECIAL REFERENCE 1-CX 2-DGN 3-FGA 4-RMB	30. RETIREMENT DATA CODE		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 EMP DATE MO: DA: YR:		37. LONG COMP DATE MO: DA: YR:		38. CAREER CATEGORY CAP: BSH PROV: TEMP		39. FEDERAL HEALTH INSURANCE CODE: 0-WELVER 1-REG 2-REG/DPT 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 FORM EXECUTED: 1-YES 2-NO		45. POSITION CONTROL CERTIFICATION D. Brummitt 8-29-77				
46. OP APPROVAL <i>Jane Mackintosh</i>								DATE APPROVED 30 Aug 77					

PERSONNEL AND TRAINING: Responsible for the screening of personnel for assignment to desk, branch or staff; organized special Headquarters operational programs requiring the selection of personnel, the formulation and execution of training seminars, and direction of field administration; managed personnel matters and devised and instituted new systems and programs for spotting, selecting, recruiting, training and assigning personnel; provided career development guidance and counseling to Agency personnel. On occasion, was called on to lecture to training classes. During off-duty hours, gave classes in Spanish and Italian.

RESEARCH AND ANALYSIS: In all phases of career, have conducted intelligence, political and economic research and analysis in support of operational activities.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management (MBO, EFO, etc.), economics, security, and other topics related to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence and travel in Europe (as a child), Japan, and Latin America. Extensive travel in the United States. Fluent in Spanish and Italian, slight capability in German and French.

PERSONAL:

Community Service:

- Active in Little League, Cub Scouts, Boy Scouts
- Officer and President of PTA
- Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President
- Founder, later President, Vice-president of town-wide citizens association
- Served on number of civic and mayoral committees

Interests:

gardening, etc.

Other:

Age: 48 Married, 3 children (ages 22, 23, 24)

RESUME

William M. Kent
556 Van Buren Street
Harrison, Virginia 22070

SUMMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador, Central America (1950-1951). Twenty-six years as an intelligence officer with the Central Intelligence Agency, covering progressively higher-level assignments in Latin America, Washington, D.C. and other domestic locations. Varied experience in both operational and staff assignments in areas of management, personnel recruitment and training, intelligence collection, liaison, propaganda and political action, field investigations.

OPERATIONS: Selected, assessed, recruited and trained operational assets in the field for intelligence collection purposes. Initiated and developed productive liaison and social connections with foreign political, military and business personalities, in almost all cases using foreign languages. Sent on special assignments to conduct on-the-spot field investigations, collected material evidence and corroborated suspicions. Organized, instituted and supervised individual, regional and world-wide propaganda and political action programs in response to high level directives and in consonance with U.S. policy objectives. Much of this work required a thorough knowledge and understanding of the psychology, culture, aspirations and motivation of foreign individuals and peoples in order to influence them, through verbal as well as written means, from one point of view or ideological preference, to another. Essential to the work were imagination, innovation and drive, as well as a complete understanding of a given subject, a knowledge of journalism and other media, and well-developed writing and verbal skills. Assignments required a willingness and ability to assume effectively and convincingly, a variety of roles; have served as a graduate student, an author, an American diplomat serving in an Embassy abroad, as the head of a voluntary organization, as a businessman, etc.

MANAGEMENT: In Washington headquarters and in the field, served in numerous middle level and senior management positions; have had responsibility for a 26-person operational branch; as a desk chief for overseas stations; as the responsible officer for major political action and propaganda operations; as recruiter and manager of human sources of intelligence; as liaison officer to high level exile and indigenous personalities; as a staff section chief, staff deputy chief, and staff acting chief; and as the deputy of a special assistant to a very senior Agency officer. Responsible for evaluating the work of subordinate personnel and for support and assistance to promotion panels. Planned, disbursed and accounted for operational budgets of up to several millions of dollars.

NO SECURITY OBJECTIONS

W.M.K.
CS/EAR
28 Apr 78

RESUME

William M. Kent
836 Van Buren Street
Herndon, Virginia
Telephone: Home - (703) 437-3162
Office - (703) 351-4104

SUMMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador (1950-1951). Twenty-six years (1952-1978) of experience as an officer with the Central Intelligence Agency, covering a variety of operational and staff assignments, domestic and foreign, ranging from intelligence collection, to propaganda and political action, to administration, personnel recruitment and training, and career management. Hold active Top Secret clearance.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management, security, economics, EEO, and other topics related to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence in Europe, Panama, Venezuela, El Salvador. Travel to Cuba, Chile, Peru, Guatemala, Nicaragua, Mexico. Extensive travel in the United States. Fluent in Spanish and Italian, slight capability in German and French.

PERSONAL:

Community Service:

- Active in Little League, Cub Scouts, Boy Scouts
- Officer and President of PTA
- Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President
- Founder, later President, Vice-president of town-wide citizens association
- Served on number of civic and mayoral committees

Interests:

International affairs, writing, fishing and outdoors, gardening, etc.

Other:

Age: 48 Married, 3 children (ages 22, 23, 24)

NO SECURITY OBJECTIONS

22
USIA
& CIA

SECRET
(When Filled In)

C. Money

OCF REQUEST FOR PERSONNEL ACTION DATE PREPARED
18 May 76

1. SERIAL NUMBER 059198		2. NAME (Last-First-Middle) Kent William	
3. NATURE OF PERSONNEL ACTION Promotion and Change of Functional Category		4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 05 23 76	
6. FUNDS XX <input checked="" type="checkbox"/> TO Y <input type="checkbox"/> <input type="checkbox"/> TO CF <input type="checkbox"/> CF TO Y <input type="checkbox"/> <input type="checkbox"/> TO CF <input type="checkbox"/>		7. FAN AND NSOR 6221-0117 0002	
9. ORGANIZATIONAL DESIGNATIONS DDO/PS Career Management Group Non Official Cover Branch		10. LOCATION OF OFFICIAL STATION Wash., D.C.	
11. POSITION TITLE <i>ops</i> Officer Officer D CH (15)		12. POSITION NUMBER FS 63	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01	
17. SALARY OR RATE \$ 34,441		13. CAREER SERVICE DESIGNATION DQB	
18. REMARKS DQ5 to DQB <i>Hank Beuthold by phone LA Personnel</i>			
18A. SIGNATURE OF REQUESTING OFFICIAL <i>AL Olmstead</i> AL Olmstead, C/CMG/MSE		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Paul B. Breitweiser</i> Paul B. Breitweiser, C/CM 14	
DATE SIGNED 18 May 76		DATE SIGNED 5/18/76	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 22	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 37325 PS	22. STATION CODE 75013
23. INTEGREE CODE	24. HOSTS CODE	25. DATE OF BIRTH MO. DA. YR. 05/09/29	26. DATE OF GRADE MO. DA. YR. 05/23/76
27. DATE OF LEI MO. DA. YR. 05/23/76	28. SECURITY REQ. NO.	29. SPECIAL REFERENCE	30. RETIREMENT DATA COOP
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 CAR. RESY PROF. TEMP
39. FEDERAL HEALTH INSURANCE CODE 0-WAIVER 1-REG 2-REG/OPT 3-IRREPLICABLE	40. SOCIAL SECURITY NO.	41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NONE 1-NONE 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 MO. TAX STATE CODE 1-YES 2-NONE	45. POSITION CONTROL CERTIFICATION 05-19-76 <i>RA</i>	46. OCF APPROVAL DATE APPROVED 21 MAY 1976 <i>Robert W. [Signature]</i> 05/21/76

FORM 1152 USE PREVIOUS EDITION
8-72

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-2-

Mr. Kent has also served as the field representative for a Latin America Division funding and cover mechanism. Mr. Kent's past service in a nonofficial cover status has well qualified him for his present Headquarters assignment at a time when nonofficial cover is taking on even greater significance in Agency operational planning.

c. Personal characteristics and qualifications.

In fulfilling his various responsibilities, Mr. Kent has demonstrated that he is imaginative, perceptive, energetic, and a person of sound, independent judgment. He is extremely versatile and has a first-rate mind. Invariably, when a crisis situation arose and talent had to be mobilized within the Division, Mr. Kent was one of the first officers whose name came to mind. He writes quickly and with a polished style. During the past year, he was called upon on two occasions to draft papers concerning Agency involvement in Chile which were used by the Director and the Deputy Director for Operations in their presentations before the Senate Select Committee. Mr. Kent speaks and writes fluent Spanish in addition to speaking very good Italian and some French.

2. Mr. Kent meets all of the general and specific criteria for promotion within his category. He has a total of 24 years of Agency service, of which 23 years have been involved with operations. He has served overseas tours in Panama City and Caracas in addition to his domestic assignments in New Orleans, Miami, and Washington, D.C. He has successfully developed and managed new programs in the Covert Action and the Nonofficial Cover fields in which he is presently engaged. Mr. Kent is a man of enormous energy who is eager to take on challenging assignments. He has yet to reach his peak within the Agency. Mr. Kent has demonstrated that he is an effective supervisor, having served as Desk Chief, Acting Branch Chief, and Section Chief.

3. Mr. Kent is entering into competition for promotion carrying the strong recommendation of this Division as well as that of CMG/NOC. His rotational tour with the Nonofficial Cover Branch will end in July 1977. Because of family medical reasons, Mr. Kent is presently subject to a medical hold. Upon completion of his tour with CMG/NOC, he will return to the Latin America Division with a projected assignment in a senior staff position.

R. S. Sampson

Richard S. Sampson
Chief
Latin America Division

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SECRET

4 MAR 1975

MEMORANDUM FOR: Chairman, GS-14 Evaluation Board

SUBJECT : Recommendation for Promotion to
Grade GS-15, William M. Kent

1. This memorandum recommends the promotion of Mr. William M. Kent from GS-14 to GS-15. Mr. Kent is a 46-year old Operations Specialist who has been in grade since December 1968.

a. Performance in current grade. During the seven years that Mr. Kent has been in grade, he has served as a case officer assigned to the Washington Base of the Foreign Resources Division and, in the Latin America Division, as Chief of the Peruvian Desk, Chief of Covert Action activities for the Chile Branch, and Deputy Special Assistant in the Economic Intelligence Collection and Operations Staff. Since August 1974, Mr. Kent has been serving on a rotational tour with the Nonofficial Cover Branch of the Career Management Group (CMG/NOC). Mr. Kent has occupied a series of increasingly important positions since his assignment to Headquarters in 1970. During his tenure in the Chile Branch he was personally responsible for developing two important programs -- one in the political action field and the other in the propaganda field -- which were designed to influence foreign attitudes towards the Allende regime in Chile. These programs were highly successful. He received overall Outstanding ratings in his Fitness Reports for the period 1972-73 and for his work with CMG/NOC in 1975. Mr. Kent received a Quality Step Increase in 1974.

b. Potential. Throughout his Agency career Mr. Kent has demonstrated that he can assume broader and increased responsibilities and perform effectively in challenging situations. His special strengths lie in the Covert Action and Nonofficial Cover fields. He has distinguished himself in his ability to apply imaginative solutions to operational problems involving Covert Action. In particular, he is noted for his work in exploiting the discovery of the Cuban arms cache in Venezuela in 1965, and to support U.S. actions during the January 1964 riots in Panama and the April 1964 revolt in the Dominican Republic.

E2, IMPDET
CL BY 018952

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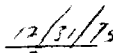
6. Kent has been in his present grade for the past seven years. He has clearly earned, and I strongly recommend that he be considered for, promotion to GS-15.



Chief
Nonofficial Cover Branch

CONCUR:


Chief, Career Management Group


Date

3. The above has been accomplished in addition to Kent's initially assigned responsibilities for close support of the NOC programs of two very active divisions, Latin America and Africa. This task calls for experienced and tactful direct cooperation with the NOC referents and senior operations officers in the divisions concerned. Ordinarily, such area division NOC responsibility would be a full-time job for an officer of this Branch. Kent handles this assignment, as well as his development of the referrals program, with dispatch and poise.

4. Kent's recent fitness reports will indicate his outstanding qualities. They include an enormous and enthusiastic capacity for work, a fine and precise writing ability, a genuinely rare imagination and a willingness to move far beyond the daily work requirements to get his job done, or to increase the value of his assigned task. This officer is constantly on the move to devise new and effective means of enhancing the nonofficial cover program. He has proven a patient and sympathetic guidance counsellor for numbers of officers either in the NOC program or those interested in it. It is to his credit primarily that we have created the referrals system which not only coordinates the reassignment of NOC personnel across division lines to appropriate new areas and opportunities, but also serves as a central clearing house for personalities who indicate interest in working for CIA in a non-staff capacity.

5. Kent's primary area of operational experience has been Latin America, including years of NOC officer status. A look at his file reveals over a half dozen commendations for unusual service and initiative. Linguistically he speaks native Spanish, very good Italian and some French. He has a supervisory ability far above the average, and has a highly developed diplomatic skill in his pursuit of new operational and staff goals which has stood him well on countless occasions. He is a harmonious and cooperative work colleague. Clearly he is a most unusual operations officer who has mastered staff skills and abilities to the point where he is capable of taking on a wide spectrum of future field or Headquarters assignments.

23 December 1975

MEMORANDUM FOR: Chief, Career Management Group
VIA : Chief, Latin America Division
SUBJECT : Mr. William M. Kent, Recommendation for Promotion

1. Mr. Kent has been on a rotational assignment to the Nonofficial Cover Branch from Latin America Division since August 1974. From the outset, he has displayed a most impressive ability to switch gears from his natural operational initiatives and to focus that initiative into his staff officer role. His rapid absorption of management and personnel principles and problems, with especial emphasis on the non-official cover program of the Directorate, has been remarkable even in an officer with his experience.

2. Specifically, Kent's innovative and imaginative drive has, in a relatively short period of time, enabled the Branch to create a NOC referrals section headed by him, in which he has become a principal DDO coordinator for hundreds of leads involving job applicants which are derived from letters written to the Agency, from our field recruiters, from the CT program, our management skills bank, and other sources. He has created, in his development of this referrals system, a language and job skills record of available applicants who do not fit any specific Agency criterion such as the Career Trainee program. Under his guidance, referrals files are prepared on specific applicants and are forwarded to all DDO components which he knows would be interested in the specific candidate. He handles all replies and indications of interest, and arranges that candidates of interest are cleared, contacted, interviewed, and assessed. Often he handles the contacting, interviewing and assessment himself. In its first full year of operation, his referrals system has assisted in placing impressive candidates in a variety of DDO field assignments.

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067327

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED			
1. SERIAL NUMBER 059198										2. NAME (Last-First-Middle) KENT, WILLIAM		24 AUGUST 1977	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT					4. EFFECTIVE DATE REQUESTED MONTH: 08 DAY: 28 YEAR: 77			5. CATEGORY OF EMPLOYMENT REGULAR					
6. FUNDS		V TO V		V TO CF		7. FAN AND NSCA 7020 0008 0002		8. LEGAL AUTHORITY (Completed by Office of Personnel)					
9. ORGANIZATIONAL DESIGNATIONS DDO/OFFICE OF DEPUTY DIRECTOR FOR OPERATIONS ASST DEP DIR-OPERATIONS/DEVELOPMENT NON OFFICIAL COVER STAFF REFERRAL BRANCH					10. LOCATION OF OFFICIAL STATION WASH., D.C.								
11. POSITION TITLE OPERATIONS OFFICER CH (15) 009					12. POSITION NUMBER FS63		13. CAREER SERVICE DESIGNATION DYB						
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS			15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 15 4		17. SALARY OR RATE 37,167						
18. REMARKS FROM CMS CONCUR: <u>Loren Wyle</u> CMS/MSB <u>08-25-77</u> Date													
18A. SIGNATURE OF REQUESTING OFFICER <u>Theadora H. Brummitt</u>				DATE SIGNED 24 Aug 77		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <u>J. Busby</u> CM/PE				DATE SIGNED 8/29/77			
AC/PCS/CSS/Pers SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL DDO/CM-15													
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC: 30125 ALPHABETIC: 0000		22. STATION CODE 75013	23. INTEGRITY CODE	24. HOUSING CODE 1	25. DATE OF BIRTH MO: 05 DA: 09 YR: 29		26. DATE OF GRADE MO: DA: YR:		27. DATE OF LEI MO: DA: YR:		
28. SITE EMPHY MO: DA: YR:		29. SPECIAL REFERENCE 1-CR 2-DISH 3-FIC 4-ROE	30. RETIREMENT DATA CODE		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 EMP DATE MO: DA: YR:		37. LONG COMP DATE MO: DA: YR:		38. CAREER CATEGORY CAP: RES PROV: TEMP		39. FEDERAL HEALTH INSURANCE CODE: 0-WELVER 1-RES 2-REG/DPT 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 FORM EXECUTED: 1-YES 2-NO		45. POSITION CONTROL CERTIFICATION D. Brummitt 8-29-77				
46. OP APPROVAL <u>Jane Mackintosh</u>								DATE APPROVED 30 Aug 77					

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- Founder, later President, Vice-president of town-wide citizens association
- Served on number of civic and mayoral committees

Interests:

gardening, etc.

Other:

Age: 48 Married, 3 children (ages 22, 23, 24)

RESUME

William M. Kent
334 Van Buren Street
Martinsburg, Virginia 22070

SUMMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador, Central America (1950-1951). Twenty-six years as an intelligence officer with the Central Intelligence Agency, covering progressively higher-level assignments in Latin America, Washington, D.C. and other domestic locations. Varied experience in both operational and staff assignments in areas of management, personnel recruitment and training, intelligence collection, liaison, propaganda and political action, field investigations.

OPERATIONS: Selected, assessed, recruited and trained operational assets in the field for intelligence collection purposes. Initiated and developed productive liaison and social connections with foreign political, military and business personalities, in almost all cases using foreign languages. Sent on special assignments to conduct on-the-spot field investigations, collected material evidence and corroborated suspicions. Organized, instituted and supervised individual, regional and world-wide propaganda and political action programs in response to high level directives and in consonance with U.S. policy objectives. Much of this work required a thorough knowledge and understanding of the psychology, culture, aspirations and motivation of foreign individuals and peoples in order to influence them, through verbal as well as written means, from one point of view or ideological preference, to another. Essential to the work were imagination, innovation and drive, as well as a complete understanding of a given subject, a knowledge of journalism and other media, and well-developed writing and verbal skills. Assignments required a willingness and ability to assume effectively and convincingly, a variety of roles; have served as a graduate student, an author, an American diplomat serving in an Embassy abroad, as the head of a voluntary organization, as a businessman, etc.

MANAGEMENT: In Washington headquarters and in the field, served in numerous middle level and senior management positions; have had responsibility for a 26-person operational branch; as a desk chief for overseas stations; as the responsible officer for major political action and propaganda operations; as recruiter and manager of human sources of intelligence; as liaison officer to high level exile and indigenous personalities; as a staff section chief, staff deputy chief, and staff acting chief; and as the deputy of a special assistant to a very senior Agency officer. Responsible for evaluating the work of subordinate personnel and for support and assistance to promotion panels. Planned, disbursed and accounted for operational budgets of up to several millions of dollars.

NO SECURITY OBJECTIONS

RTM
CSK/AB
28 Apr 78

RESUME

William M. Kent
836 Van Buren Street
Herndon, Virginia
Telephone: Home - (703) 437-3162
Office - (703) 351-4104

SUMMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador (1950-1951). Twenty-six years (1952-1978) of experience as an officer with the Central Intelligence Agency, covering a variety of operational and staff assignments, domestic and foreign, ranging from intelligence collection, to propaganda and political action, to administration, personnel recruitment and training, and career management. Hold active Top Secret clearance.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management, security, economics, EEO, and other topics related to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence in Europe, Panama, Venezuela, El Salvador. Travel to Cuba, Chile, Peru, Guatemala, Nicaragua, Mexico. Extensive travel in the United States. Fluent in Spanish and Italian, slight capability in German and French.

PERSONAL:

Community Service:

- Active in Little League, Cub Scouts, Boy Scouts
- Officer and President of PTA
- Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President
- Founder, later President, Vice-president of town-wide citizens association
- Served on number of civic and mayoral committees

Interests:

International affairs, writing, fishing and outdoors, gardening, etc.

Other:

Age: 48 Married, 3 children (ages 22, 23, 24)

NO SECURITY OBJECTIONS

82
CS/LEAD
6 April 1978

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1 SERIAL NUMBER										15 April 1970	
2 NAME (Last-First-Middle)											
059198 KENT, WILLIAM											
3 NATURE OF PERSONNEL ACTION										4 EFFECTIVE DATE REQUESTED	
TRANSFER <i>to vouchered funds</i>										MONTH DAY YEAR	
										04 19 70	
5 CATEGORY OF EMPLOYMENT										REGULAR	
6 FUNDS										7 FINANCIAL ANALYSIS NO CHARGEABLE	
<input checked="" type="checkbox"/> V TO V <input type="checkbox"/> V TO CF <input checked="" type="checkbox"/> CF TO V <input type="checkbox"/> CF TO CF										0235 0620	
8 LEGAL AUTHORITY (Completed by Office of Personnel)											
9 ORGANIZATIONAL DESIGNATIONS										10 LOCATION OF OFFICIAL STATION	
DDP/WH BRANCH 3 PERU SECTION										WASHINGTON, D.C.	
11 POSITION TITLE										12 POSITION NUMBER	
OPS OFFICER (14)										1391	
13 CAREER SERVICE DESIGNATION										D	
14 CLASSIFICATION SCHEDULE (GS, FS, etc.)										15 OCCUPATIONAL SERIES	
GS										0136.01	
16 GRADE AND STEP										17 SALARY OR RATE	
14 4										\$ 20,385.21608	
18 REMARKS											
1 - Security 1 - Payroll											
19A SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		19B SIGNATURE OF CAREER SERVICE APPROVING OFFICER				DATE SIGNED	
<i>[Signature]</i>				15 Apr 70		<i>[Signature]</i>				4-16	
HENRY L. BERTHOLD C/WH/PHRS											
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 MONTHS CODE	
16 10		51400		with 75013						0510929	
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION CANCELLATION DATA		33. SECURITY REQ NO.	
								EOD DATA →			
35. NET PREFERENCE		36. SERV. COMP. DATE		37. LONG. COMP. DATE		38. CAREER CATEGORY		39. FEGLI HEALTH INSURANCE		40. SOCIAL SECURITY NO.	
CODE		MO. DA. YR.		MO. DA. YR.		CODE		CODE		CODE	
1-None 2-10 PF 3-10 PF								1-YES 2-NO			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT. CODE		43. FEDERAL TAX DATA				44. STATE TAX DATA	
CODE				CODE		FORM EXECUTED				FORM EXECUTED	
1-NO PREVIOUS SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)						1-YES 2-NO				1-YES 2-NO	
45. POSITION CONTROL CERTIFICATION						46. O.P. APPROVAL			DATE APPROVED		
						<i>[Signature]</i>			0446-70		

FORM 1152 USE PREVIOUS EDITION 3-67

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED			
1. SERIAL NUMBER 059198				2. NAME (Last-First-Middle) KENT, WILLIAM			
3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS (Correction)				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 04 19 70		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS <input checked="" type="checkbox"/> V TO V <input type="checkbox"/> CF TO V		<input type="checkbox"/> V TO CF <input type="checkbox"/> CF TO CF		7. FINANCIAL ANALYSIS NO. CHARGEABLE 0235 0620		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDP/WH BRANCH 3 PERU SECTION				10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.			
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 1391		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 14 4		17. SALARY OR RATE \$ 21,608	
18. REMARKS <p>* To correct item 3 from "transfer to vouchered funds" to "reassignment and transfer to vouchered funds."</p> <p>* To drop staff employee special.</p> <p>1 - Security 1 - Payroll</p>							
18A. SIGNATURE OF REQUESTING OFFICIAL <i>[Signature]</i> HENRY L. BERTHOLD C/WH/PERS				DATE SIGNED 7 May 70		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>	
				DATE SIGNED 4-8			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE 38	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 51400 USA 75013		22. STATION CODE 75013	23. INTEGER CODE	24. HQQTRS CODE 1	25. DATE OF BIRTH MO DA YR 05 09 29
28. NTE EXPIRES MO DA YR		29. SPECIAL REFERENCE 1-CSC 2-ORIG 3-FICA 4-NONE		30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA TYPE MO DA YR 16 04 19 70	
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		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 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 EXEMP. STATE CODE				45. POSITION CONTROL CERTIFICATION		46. O.P. APPROVAL DATE APPROVED	
				05-11-70		James B. Russell 05-11-70	

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)								9 JANUARY 1973	
059198		KENT, WILLIAM ✓									
3. NATURE OF PERSONNEL ACTION					4. EFFECTIVE DATE REQUESTED			5. CATEGORY OF EMPLOYMENT			
CANCELLATION OF N.S.C.A.					MONTH DAY YEAR 01 15 78			REGULAR			
6. FUNDS		X V TO V		V TO CF		7. FAN AND NSCA		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
▶						3235 0620 0000					
9. ORGANIZATIONAL DESIGNATIONS					10. LOCATION OF OFFICIAL STATION						
DDP/WH DIVISION BRANCH 6 CA SECTION					WASH., D.C.						
11. POSITION TITLE					12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION				
OPS OFFICER					1855		D				
14. CLASSIFICATION SCHEDULE (GS, I.B., etc.)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE				
GS			0136.01		14 5		\$ 26168 ✓				
18. REMARKS											
18A. SIGNATURE OF REQUESTING OFFICIAL					DATE SIGNED		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER			DATE SIGNED	
H.L. Berthold, C/WH/Pers					9 Jan 73		Gregory M. Ansel			10 Jan 73	
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. HDQTRS CODE		25. DATE OF BIRTH		26. DATE OF GRADE	27. DATE OF LEI
37	10	51480 WH		75013		1		03/09/29			
28. RATE 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-ORGR 3-FILR 4-NONE		CODE	TYPE MO. DA. YR.		EOD DATA →			
35. VET PREFERENCE		36. SERV COMP DATE		37. LONG COMP DATE		38. CAREER CATEGORY		39. FEGLI HEALTH INSURANCE		40. SOCIAL SECURITY NO.	
CODE		MO. DA. YR.		MO. DA. YR.		CODE		CODE		CODE	
0-NO 1-1 PT 2-10 PT						CAR RESV PROV-TEMP		0-WAIVER 1-REG 2-REG/OPT 3-UNELIGIBLE			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT. CODE		43. FEDERAL TAX DATA		44. STATE TAX DATA			
CODE				CODE		CODE		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)						1-YES 2-NO		1-YES 2-NO			
45. POSITION CONTROL CERTIFICATION						46. OP APPROVAL			DATE APPROVED		
WLPB 1-11-78						William Bohan			1-15-78		

FORM 1152 USE PREVIOUS EDITION 6-72

25 JAN 1973

SECRET

E-2. IMPDET CL. BY: 007622

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

DJCS 07/21/73

1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)					
03919B		KENT WILLIAM					
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT	
REASSIGNMENT				07 01 73			
6. FUNDS		X		7. PAN AND NSCA		8. CSC OR OTHER LEGAL AUTHORITY	
V TO V		Y TO CF		4235 4532 0000			
CF TO V		CF TO CF					
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION			
DDO/WH DIVISION				WASH., D.C.			
11. POSITION TITLE				12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION	
OPS OFFICER				1855		D	
14. CLASSIFICATION SCHEDULE (GS, LB, WH, ...)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE	
GS		0136.01		14			
18. REMARKS							
SIGNATURE OR OTHER AUTHENTICATION							

CONFIDENTIAL

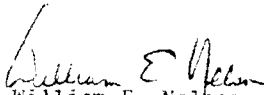
7-6596

10 Dec 74

MEMORANDUM FOR: Mr. William Kent
VIA : Chief, Western Hemisphere Division
SUBJECT : Personnel Evaluation Panel Service

1. The Chairman of the Nonofficial Cover Board has reported to me on your recent service on the NOC Board Sub-Panel for the FY 1974 Personnel Evaluation of officers at the GS-12 level.

2. I take this means to thank you for this important service and to express my hope that it was as valuable an experience for you as it has been for many of your colleagues in the past. The continuing and unstinting contributions being made by persons such as you are helping the Directorate and the Agency not just in improved personnel evaluation but also in markedly enhancing our use of our most valuable asset.



William E. Nelson
Deputy Director for Operations

CONFIDENTIAL

7-6597

CONFIDENTIAL

MEMORANDUM FOR: William M. Kent
SUBJECT : Quality Step Increase

1. My congratulations on the award to you of a Quality Step Increase. This award is in recognition of superior sustained performance and 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,

William E. Nelson
Deputy Director for Operations

CL BY 009668
E2, IMPDET

CONFIDENTIAL

05918

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED		
1. SERIAL NUMBER 05918 ✓		2. NAME (Last-First-Middle) KENT WILLIAM ✓								23 July 1974		
3. NATURE OF PERSONNEL ACTION REASSIGNMENT					4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 08 04 74			5. CATEGORY OF EMPLOYMENT REGULAR				
6. FUNDS XX V TO V CF TO V		7. FINANCIAL ANALYSIS NO CHARGEABLE 5221- 5221 -0117-0000		8. LEGAL AUTHORITY (Completed by Office of Personnel)								
9. ORGANIZATIONAL DESIGNATIONS DDO/PS CAREER MANAGEMENT GROUP NON OFFICIAL COVER BRANCH AREAS SECTION					10. LOCATION OF OFFICIAL STATION WASH., D.C.							
11. POSITION TITLE OPS OFFICER (14)					12. POSITION NUMBER 0053		13. CAREER SERVICE DESIGNATION DOC					
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS			15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 14 7		17. SALARY OR RATE \$ 29,095 ✓					
18. REMARKS coord: <u>H. Berthold /telecoord/</u> WH Pers Home Base: WH cc: Security												
19. SIGNATURE OF REQUESTING OFFICIAL <i>J.L. Olmstead</i> J.L. Olmstead, C/CMG/MSB				DATE SIGNED 23 July 74		20. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Paul Berthold</i>				DATE SIGNED 24 July 74		
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL												
21. ACTION CODE 37	22. EMPLOY CODE 10	23. OFFICE CODING NUMERIC ALPHABETIC 37305 PS		24. STATION CODE 75013	25. INTEGREE CODE 1	26. DDOTIS CODE 05 09 29		27. DATE OF BIRTH MO. DA. YR.		28. DATE OF GRADE MO. DA. YR.	29. DATE OF LEI MO. DA. YR.	
30. NTE EXPIRES MO. DA. YR.		31. SPECIAL REFERENCE 1-CC 2-ORIG 3-FICA 4-NONE		32. RETIREMENT DATA CODE		33. SEPARATION DATA CODE		34. CORRECTION, CANCELLATION DATA TYPE MO. DA. YR.		35. SECURITY REG. NO.		36. SEX
37. VET. PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT		38. SERV. COMP. DATE MO. DA. YR.		39. LONG. COMP. DATE MO. DA. YR.		40. CAREER CATEGORY CODE 1-YES 2-NO		41. FEGLI-HEALTH INSURANCE CODE 0-WAIVER 1-REG 2-REC/PT 3-INELIGIBLE		42. SOCIAL SECURITY NO.		
43. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO EMPH IN SERVICE 2-EMPH IN SERVICE (LESS THAN 3 YEARS) 3-EMPH IN SERVICE (MORE THAN 3 YEARS)				44. LEAVE CAT. CODE		45. FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO		46. STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO		47. STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO		
48. POSITION CONTROL CERTIFICATION 7-24-74 JAR * [Signature]					49. GP APPROVAL [Signature]			50. DATE APPROVED 1 Aug 74				

32
H

47
E

9/14
9-2-75

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED

18 August 1975

1. SERIAL NUMBER 059198 ✓		2. NAME (Last-First-Middle) Kent William	
3. NATURE OF PERSONNEL ACTION Reassignment--Change in Functional Category		4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 8 27 75	
5. CATEGORY OF EMPLOYMENT Regular		6. FUNDS XX V TO V CF TO V	
7. FAN AND NSCA 6221-0117 0000		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDO (P) CAREER MANAGEMENT GROUP Non Official Cover Branch AREAS Section.		10. LOCATION OF OFFICIAL STATION Wash., D.C.	
11. POSITION TITLE Ops Officer		12. POSITION NUMBER Bl. 12	
13. CARRIER SERVICE DESIGNATION DQS		14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	
15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 14 7	
17. SALARY OR RATE \$ 30,699		18. REMARKS DQG to BQS I concur in my Functional Career Category being changed from B/OG to B/OS: <u>William M Kent</u> <u>25 August 1975</u> Date Concur: <u>Herb Beulhold (By phone)</u> LA/Personnel 8/26/75	
18A. SIGNATURE OF REQUESTING OFFICIAL <u>JLO/instead, C/CMC/MSB</u>		DATE SIGNED 8/26/75	
18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <u>Paul B. Breitweiser, C/CM 14</u>		DATE SIGNED 8/26/75	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 37 10	20. EMPLOY CODE 37325 PS	21. OFFICE CODING NUMERIC ALPHABETIC 7400	22. STATION CODE 7400
23. INTEGRITY CODE 1	24. HQ/OTR CODE 1	25. DATE OF BIRTH MO DA YR 05/09/29	26. DATE OF GRADE MO DA YR
27. DATE OF LEI MO DA YR	28. WTE EXPRES MO DA YR	29. SPECIAL REFERENCE 1-CIC 2-DEW 3-FICA 4-MOB	30. RETIREMENT DATA CODE
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 CAP BSK PROH TEMP
39. FEDERAL HEALTH INSURANCE CODE 0-WAIVER 1-REG 2-REG/OPE 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 CODE NO TAX EXEMPTIONS 1-YES 2-NO	44. STATE TAX DATA FORM EXECUTED CODE NO TAX STATE CODE EXEMP 1-YES 2-NO	45. POSITION CONTROL CERTIFICATION 3 SEP 1975 8-2775	46. OP APPROVAL <u>Robert H. Jensen</u> DATE APPROVED 09/04/75

FORM 1152 USE PREVIOUS EDITION
5-72

SECRET

E-2, IMPDET CL. BY: 007622 (14)

S E C R E T

5 December 1975

MEMORANDUM FOR THE RECORD

SUBJECT: Commendation of Mr. William Kent

During the last five months I have turned to Mr. Kent on two occasions to help the Latin America Division in connection with Senate Select Committee's investigation of covert action in Chile. When confronted with a need to produce a paper on Chile in a short timeframe, I instinctively turned to him. It was not only because he had expertise on Chile, due to service in the Chile Branch, but because he is highly skilled in written presentation. He organizes his material well and presents it in a lucid, highly readable manner. On the first occasion, he helped us prepare a paper that was eventually used by the Director in his presentation before the Senate Select Committee on 14-15 July. On the second occasion his contribution was used by the DDO in his appearance before the Senate Select Committee on 28 October. Both of these papers were excellent and have withstood critical scrutiny.

Aside from Mr. Kent's ability to write I would like to take this occasion to record my overall high esteem for Mr. Kent as a professional and as a person. I have always considered him to be one of our more able and promising officers. His dedication is exemplary; he has spent untold extra hours of his time carrying out his duties. He has good judgment and common sense. Mr. Kent has a very attractive personality and excellent personal presence. From all standpoints he is an excellent officer that deserves to move ahead in the organization. I am convinced he has the ability and potential to do so.

Signed
Raymond A. Warren
Raymond A. Warren
Deputy Chief
Latin America Division

cc: ✓C/CMG/NOC
C/LA/PEMS

S E C R E T

E2 IMPDET
CL BY 009560

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED							
1. SERIAL NUMBER 059198										1 March 1976							
2. NAME (Last-First-Middle) KENT WILLIAM																	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT and Delegation of Authority NSCA				4. EFFECTIVE DATE REQUESTED MONTH 03 DAY 01 YEAR 76			5. CATEGORY OF EMPLOYMENT REGULAR										
6. FUNDS X V TO V CF TO Y				7. PAN AND NSCA 6221-0117 0003 0000			8. LEGAL AUTHORITY (Completed by Office of Personnel)										
9. ORGANIZATIONAL DESIGNATIONS DDO PLANS STAFF CAREER MANAGEMENT GROUP NON-OFFICIAL COVER BRANCH				10. LOCATION OF OFFICIAL STATION WASH., D.C.													
11. POSITION TITLE OPERATIONS OFFICER D CH (15)				12. POSITION NUMBER FS63			13. CAREER SERVICE DESIGNATION DQS										
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS				15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 14 7		17. SALARY OR RATE 32,231									
18. REMARKS <i>Form 261 establishing new position number FS63 is in process of being issued. Amendment to 261 will authorize position classification authority of secret file/c/10/2/14</i>																	
19. SIGNATURE OF REQUESTING OFFICIAL <i>J. L. Olmstead</i> J. L. Olmstead C/CMC/MSB				DATE SIGNED 3-2-76		20. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Paul B. Breitweiser</i> Paul B. Breitweiser C/CM -14				DATE SIGNED 3/3/76							
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
21. ACTION CODE 37103		22. EMPLOY CODE NS		23. OFFICE CODING ALPHABETIC 75013		24. STATION CODE		25. INTEGRATE CODE		26. HOURS CODE		27. DATE OF BIRTH MO DA YR 05 09 29		28. DATE OF GRADE MO DA YR		29. DATE OF LEI MO DA YR	
30. RET EXPIRES MO DA YR		31. SPECIAL REFERENCE		32. RETIREMENT DATA 1-ESC 2-DUGH 3-FICA 4-NONE		33. SEPARATION DATA CODE		34. CORRECTION CANCELLATION DATA		35. SECURITY REQ. NO		36. SEX		EOD DATA			
37. VET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT		38. SERV COMP. DATE MO DA YR		39. LONG. COMP. DATE MO DA YR		40. CAREER CATEGORY CAR. PESH PROV. TEMP		41. FEDERAL HEALTH INSURANCE CODE 0-WAIVER 1-REG 2-RES/OPT 3-INADEQUATE		42. SOCIAL SECURITY NO		43. STATE TAX DATA		44. STATE TAX DATA			
45. 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)				46. LEAVE CAT. CODE		47. FEDERAL TAX DATA FORM EXECUTED 1-FES 2-NO		48. NO. TAX EXEMPTIONS		49. FORM EXECUTED 1-FES 2-NO		50. CODE		51. STATE CODE			
45. POSITION CONTROL CERTIFICATION <i>DM</i> 3/14/76										46. G.P. APPROVAL <i>Picket H. Jam</i> 03/08/76		DATE APPROVED					

FORM 1152 USE PREVIOUS EDITION

SECRET

E-2, IMPDET CL. BY: 007622 (4)

SECRET

7 APR 1967

MEMORANDUM FOR: Secretary, CSCS Agent Panel

SUBJECT : Recommendation for Promotion to
Grade GS-14 - [REDACTED]

William M. Kent

William M. Kent

Employee

1. [REDACTED] a Staff [REDACTED] since July 1966, has been involved in Latin American area activities since coming with the Agency in 1951. Over the years he has developed an unusually thorough understanding of the political, social and economic realities of the area built on residence there before and after his entrance into the Agency. His fluency in Spanish has complimented this area knowledge and contributed to the superior performance which has characterized his work for this Division over the years.

2. The ability to apply imaginative solutions to operational problems in the CA field has been outstandingly demonstrated by [REDACTED] *Kent* during numerous crises in the area. On the occasion of the discovery of the Cuban arms cache in November 1963, the January 1964 riots in Panama, the April 1965 revolution in the Dominican Republic, and numerous other smaller crises situations, [REDACTED] showed a high degree of initiative and professional competence in developing and coordinating covert action efforts in support of Agency objectives. Prior to becoming a Staff [REDACTED] *Kent*'s constructive analyses of the Division's covert action activities have made a significant contribution to the development of a more effective operational program. In his present unofficial cover assignment he has continued to demonstrate a typically energetic, imaginative and enthusiastic operational approach. His current assignment is, and others in the past were, at the level of GS-14 and his promotion to GS-14 is strongly recommended by this Division.

Not Approved
Jun 1967

William V. Broe
William V. Broe

Chief

Western Hemisphere Division

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XXB

SECRET
(When Filled In)

660

REQUEST FOR PERSONNEL ACTION				DATE PREPARED			
				1 May 1967			
1 SERIAL NUMBER 059198		2 NAME (Last-First-Middle) Kent, William M.					
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 CF TO V		V TO CF CF TO CF		7 FINANCIAL ANALYSIS NO CHARGEABLE 7135-0630	
		X				8 LEGAL AUTHORITY (Completed by Office of Personnel) PL 88-643 Sect. 203	
9 ORGANIZATIONAL DESIGNATIONS DDP/WH				10 LOCATION OF OFFICIAL STATION NEW ORLEANS, LOUISIANA			
11 POSITION TITLE		12 POSITION NUMBER		13 CAREER SERVICE DESIGNATION D			
14 CLASSIFICATION SCHEDULE (GS, EB, etc.)		15 OCCUPATIONAL SERIES		16 GRADE AND STEP 13		17 SALARY OR RATE \$	
18 REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION.							
18A SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER	
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 PDG/TES CODE	25 DATE OF BIRTH MO. DA. YR.
26. NTE EXPIRES MO. DA. YR.		29. SPECIAL REFERENCE		30. RETIREMENT DATA 1-ESC 2-TER 3-NONE CODE 2		32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.	
						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 TAB. RESV PROG. TEMP	
						39. FEGLI/HEALTH INSURANCE CODE CODE 2-WAIVER 1-YES	
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 NO. TAX EXEMPTIONS	
						44. STATE TAX DATA FORM EXECUTED CODE NO. TAX EXEMPT. STATE CODE	
45 POSITION CONTROL CERTIFICATION				46 OP APPROVAL See memo signed by D/Pers dated 3 MAY 1967		DATE APPROVED	

FORM 1152 USE PREVIOUS EDITION
DA-2

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED 1 August 1967	
1. SERIAL NUMBER VXB 059198		2. NAME (Last-First-Middle) Kent, William M.			
3. NATURE OF PERSONNEL ACTION REASSIGNMENT			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07 30 67		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS		V TO V	V TO CF	7. FINANCIAL ANALYSIS NO. CHARGEABLE 8129-0109	
		CF TO V	XX	CF TO CF	
9. ORGANIZATIONAL DESIGNATIONS DDP/DOD US FIELD UNITED STATES STATION ORBIT OPERATIONS GROUP (13)			10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.		
11. POSITION TITLE OPS OFFICER			12. POSITION NUMBER 0203		13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (G.S. I.B. etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13 5	
17. SALARY OR RATE \$ 14665 ✓					
18. REMARKS To fill vacant position. From: DDP/WH/US Field/positon no. 8001 Security Approval Expires: pers. 02/05 6/1/67 Cic 8/1/67					
19. SIGNATURE OF REQUESTING OFFICIAL Virginia C. Lynch, DO Pers. & Training			DATE SIGNED		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER J. M. Collins
					DATE SIGNED 7 Aug '67
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 37	20. EMPLOY CODE 18	21. OFFICE CODING NUMERIC: 43620DOD ALPHABETIC: 75013	22. STATION CODE	23. INTEGREE CODE	24. HOURS CODE 2
25. DATE OF BIRTH MO. DA. YR. 05 09 29		26. DATE OF GRADE MO. DA. YR.		27. DATE OF LEI MO. DA. YR.	
28. NTE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE 1-ESC 2-FIA 3-RNF	30. RETIREMENT DATA CODE		31. SEPARATION DATA CODE TYPE	32. CORRECTION, CANCELLATION DATA MO. DA. YR.
33. SECURITY REQ. NO.		34. SEX		EOD DATA →	
35. NET 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	39. FEGLI/HEALTH INSURANCE 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. FEDERAL TAX DATA FORM EXECUTED CODE		44. STATE TAX DATA FORM EXECUTED CODE
45. POSITION CONTROL R from WH P8		46. OP APPROVAL 9/9/67	DATE APPROVED 9 Aug 67		

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14 AUG 1967

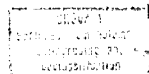
MEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT: [REDACTED] *William M Kent*

The Clandestine Services Agent Panel has approved the reassignment of [REDACTED] to DC/Washington, D. C. Nonofficial Cover Premium Pay (NCPP) should be terminated the effective date of this reassignment.

Dwight M. Collins
Dwight M. Collins
Secretary, Agent Panel

SECRET



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(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER <i>XXB</i> 059198				2. NAME (Last-First-Middle) [REDACTED] <i>Kent William M.</i>	
3. NATURE OF PERSONNEL ACTION: REASSIGNMENT			4. EFFECTIVE DATE REQUESTED MONTH: 10 DAY: 05 YEAR: 67		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS		V TO V CF TO V	V TO CF XX	7. FINANCIAL ANALYSIS NO. CHARGEABLE 8129-0109	
9. ORGANIZATIONAL DESIGNATIONS DDP/DOD US FIELD INTELLIGENCE OPERATIONS GROUP WASHINGTON BASE			10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.		
11. POSITION TITLE OFS OFFICER (GS-13/14)			12. POSITION NUMBER 0416		13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LR, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		17. SALARY OP RATE \$ 14665	
18. REMARKS T/O Change					
18A. NAME OF REQUESTING OFFICIAL <i>Virginia C. Farneth, C/DO Pers. & Training</i>			18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Joyce M. Myerlon 12 Oct 1967</i>		DATE SIGNED
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC: 43500 ALPHABETIC: DOD	22. STATION CODE 75213	23. INTEGREE CODE	24. HDQTRS CODE 2
25. DATE OF BIRTH MO. DA. YR. 2 09 27		26. DATE OF GRADE MO. DA. YR.		27. DATE OF LEI MO. DA. YR.	
28. WTE EXPRES MO. DA. YR.		29. SPECIAL REFERENCE 1-LSK 2-TCA 3-MORE		30. REQUIREMENT DATA CODE	
31. SEPARATION DATA CODE		32. CORRECTION CANCELLATION DATA TYPE		33. SECURITY REQ. NO.	
34. SEX		35. SOCIAL SECURITY NO.		36. REG. HEALTH INSURANCE CODE: 0-WAIVER 1-YES	
37. NET. PREFERENCE 0-NONE 1-5 FT 2-10 FT		38. SERV COMP DATE MO. DA. YR.		39. LONG COMP DATE MO. DA. YR.	
40. CAREER CATEGORY CODE		41. FEDERAL TAX DATA FORM EXECUTED 1-YES 2-NO		42. STATE TAX DATA CODE	
43. 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)		44. LEAVE CAT. CODE		45. NO. TAX EXEMPTIONS FORM EXECUTED 1-YES 2-NO	
46. POSITION CONTROL CERTIFICATION <i>RS-</i>				47. OP APPROVAL <i>Dow H. Lutzker 11</i>	
				DATE APPROVED 31 OCT 1967	

XXB

SECRET
(When Filled In)

9

REQUEST FOR PERSONNEL ACTION						DATE PREPARED		
1. SERIAL NUMBER 059198						2. NAME (Last-First-Middle) Kent, William M.		
3. NATURE OF PERSONNEL ACTION PROMOTION			4. EFFECTIVE DATE REQUESTED MONTH: 12, DAY: 15, YEAR: 68		5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS V TO V, V TO CF, CF TO V, X CF TO CF			7. FINANCIAL ANALYSIS NO. CHARGEABLE 9129-0109		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS DDP/DOD US FIELD INTELLIGENCE OPERATIONS GROUP WASHINGTON BASE				10. LOCATION OF OFFICIAL STATION WASH., D.C.				
11. POSITION TITLE OPS OFFICER GS-14			12. POSITION NUMBER 0416		13. CAREER SERVICE DESIGNATION D			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 14 3		17. SALARY OR RATE \$ 18076		
18. REMARKS								
18A. SIGNATURE OF REQUESTING OFFICIAL Virginia C. Lynch, C/DO Pers. & Training				DATE SIGNED 11/16/68		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER [Signature]		
DATE SIGNED 12/12/68								
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
19. ACTION CODE 22	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC: 43500 ALPHABETIC: DOD	22. STATION CODE 75013	23. INTEGREE CODE	24. HOURS CODE 2	25. DATE OF BIRTH MO: 05, DA: 09, YR: 29	26. DATE OF GRADE MO: 12, DA: 15, YR: 68	27. DATE OF LEI MO: 12, DA: 15, YR: 68
28. NTE EXPIRES MO, DA, YR	29. SPECIAL REFERENCE 1-CCM 2-DEAN 3-FICA 4-NONE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION, CANCELLATION DATA TYPE, MO, DA, YR	EOD DATA →		33. SECURITY REQ NO.	34. SER
35. YET. 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: CAR/RES, PROV. TEMP	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 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, STATE COOP. PRAP		
45. POSITION CONTROL CERTIFICATION [Signature] 12-12-68				46. O.P. APPROVAL [Signature] 12/12/68		DATE APPROVED 12/12/68		

XXB

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED					
1. SERIAL NUMBER 059198		2. NAME (Last-First-Middle) Kent William M.		3 February 1970					
3. NATURE OF PERSONNEL ACTION RESIGNATION			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 02 07 70		5. CATEGORY OF EMPLOYMENT REGULAR				
6. FUNDS		7. FINANCIAL ANALYSIS NO. CHARGEABLE 0129 0109		8. LEGAL AUTHORITY (Complied by Office of Personnel)					
9. ORGANIZATIONAL DESIGNATIONS DDP/WAF DOD U.S. FIELD INTELLIGENCE OPERATIONS GROUP WASHINGTON BASE			10. LOCATION OF OFFICIAL STATION WASHINGTON, D. C.						
11. POSITION TITLE OPS OFFICER		12. POSITION NUMBER 0416		13. CAREER SERVICE DESIGNATION D					
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 14 4		17. SALARY OR RATE \$ 20,385			
18. REMARKS									
19A. SIGNATURE OF REQUESTING OFFICIAL <i>[Signature]</i>				DATE SIGNED <i>10 Feb 70</i>		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>			
						DATE SIGNED <i>11 Feb 70</i>			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE 45	20. EMPLOY. CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC		22. STATION CODE	23. INTEGREE CODE	24. MONTHS CODE 2	25. DATE OF BIRTH MO. DA. YR. 05 09 29	26. DATE OF GRADE MO. DA. YR. 02 07 70	27. DATE OF ESI MO. DA. YR.
28. MTA EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1-CSC 2-DRGN 3-FICA 3-NONE		31. SEPARATION DATA CODE 1800091	32. CORRECTION CANCELLATION DATA TYPE MO. DA. YR.		33. SECURITY REQ. NO.	34. SEX	
35. VET. PREFERENCE CODE 0-NONE 1-1 PT. 2-10 PT.	36. SERV. COMP. DATE MO. DA. YR.	37. LONG. COMP. DATE MO. DA. YR.	38. CAREER CATEGORY CODE CAR. RES. PROV. TEMP.		39. FEEDB. HEALTH INSURANCE CODE CODE 0-WAIVER 1-YES 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			
45. POSITION CONTROL CERTIFICATION 2-9-70 WIA				46. O.P. APPROVAL <i>[Signature]</i>		DATE APPROVED 02/09/70			

FORM 1152 USE PREVIOUS EDITION 3-67

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

(4)

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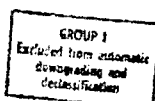
30 January 1970

MEMORANDUM FOR: WH/PERS
THROUGH : CSBS/Agent Panel
 : WH/SS
ATTENTION : Carroll Hauver
 : William Kent
SUBJECT : Request to Payroll ██████████
 : as Staff Employee Special
REFERENCE : Memorandum from C/WH dtd 26 January 1970
 : entitled ██████████

The referent memorandum approved by Chairman, Agent Panel, requested that ██████████ be converted to a staff employee with full access to the headquarters building. Since ██████████ will remain under non-official cover, it is requested that WH Division initiate action to place ██████████ in the Staff Employee Special category to avoid interruption of his payroll by a devised facility cover entity.

Willard F. Burke
C/CCS/BFB

SECRET



SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED

2 February 1970

1. SERIAL NUMBER 059198		2. NAME (Last-First-Middle) KENT, WILLIAM	
3. NATURE OF PERSONNEL ACTION EXCEPTED APPOINTMENT (Career)			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 02 08 70
5. CATEGORY OF EMPLOYMENT REGULAR			6. LEGAL AUTHORITY (Completed by Office of Personnel)
7. FUNDS	V TO V CF TO V	V TO CF X CF TO CF	7. FINANCIAL ANALYSIS NO. CHARGEABLE 0135 0620
9. ORGANIZATIONAL DESIGNATIONS DDP/WH BRANCH 3 PERU SECTION		10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.	
11. POSITION TITLE OPS OFFICER		12. POSITION NUMBER 1391	13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, EB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 14 4
17. SALARY OR RATE \$ 20,385		18. REMARKS VICE RICHARD CONOLLY STAFF EMPLOYEE SPECIAL Home Base: WH C 12/54 Joyce Mayelini C & PE/Agent Br. 11 Feb 70	
18A. SIGNATURE OF REQUESTING OFFICIAL HENRY L. BERTHOLD		DATE SIGNED 5 Feb 70	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER A. Busby
DATE SIGNED 2-11-70		C/WH/PERS	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 13	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 51400 WH	22. STATION CODE 75013
23. INTEGRITY CODE	24. HDQTRS. CODE	25. DATE OF BIRTH MO DA YR 05/09/29	26. DATE OF GRADE MO DA YR 12/15/68
27. DATE OF LEI MO DA YR 12/14/69	28. NIE EXPIRES MO DA YR	29. SPECIAL REFERENCE 1-ESC 2-ORGN 3-FICA 15-NONE 2	30. RETIREMENT DATA CODE 2
31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO DA YR	33. SECURITY REQ. NO. EOD DATA 00000 M1	34. SEX
35. VET PREFERENCE CODE 1	36. SERV. COMP. DATE MO DA YR 07/03/50	37. LONG COMP. DATE MO DA YR 01/02/52	38. CAREER CATEGORY CODE C
39. FEDERAL HEALTH INSURANCE CODE 1	40. SOCIAL SECURITY NO.	41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1	42. 15-YE CAT. CODE 8
43. FEDERAL TAX DATA FORM EXECUTED CODE 0 M 0	44. STATE TAX DATA CODE NO. TAX EXEMPT. STATE CODE - - -	45. POSITION CONTROL CERTIFICATION	
46. O.P. APPROVAL 02-11-70 JBR		DATE APPROVED 9 Feb 70	

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12 March 1969

MEMORANDUM FOR: TRB & CSPS

SUBJECT: Fitness Report -

William M. Kent Employee

Attached hereto is Subject's Annual/Reassignment of Supervisor
Fitness Report covering reporting period 1 January 1968 - 6 Jan. 1969.

Virginia C. Lynch
Virginia C. Lynch
Chief, DO Personnel & Training

1 Attachment, A/S

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED			
1. SERIAL NUMBER 059198 ✓				2. NAME (Last-First-Middle) KENT, William M.			
3. NATURE OF PERSONNEL ACTION REASSIGNMENT ² and Transfer to Vouchered Funds ²				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 08 20 61		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS X CF TO V		7. COST CENTER NO. CHARGE-ABLE 2635-5000-8021		8. LEGAL AUTHORITY (Completed by (Office of Personnel))			
9. ORGANIZATIONAL DESIGNATIONS DDP/WH ² Branch 4 PA-Propaganda Sec.				10. LOCATION OF OFFICIAL STATION Wash., D. C.			
11. POSITION TITLE OPS OFFICER (D)				12. POSITION NUMBER 0707		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS (13)		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 12 (2)		17. SALARY OR RATE 9215 ✓	
18. REMARKS From: DDP/WH, Br. 4, #0625							
18A. SIGNATURE OF REQUESTING OFFICIAL <i>Herbert V. Spill</i> HERBERT V. SPILL, C/WH/Pers.				18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Orville C. Dawson</i>			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION NO. EMPLOY. CODE		20. OFFICIAL CODES		21. PAY GRADE		22. DATE OF BIRTH	
16 10		NUMERIC ALPHABETIC 64450 W/H 75013		1 05		09 29	
23. DATE EXPIRES		24. SPECIAL REFERENCE		25. STATUS DATA		26. SECURITY DATA	
		1 - 200 2 - 200 3 - 200 4 - 200		EOD DATA			
27. WEL. PREFERENCE		28. SERV. COMP. DATE		29. MIL. SER. DATA		30. HEALTH INSURANCE	
CODE		DATE		DATE		DATE	
						60%	
31. PREVIOUS DEPARTMENT SERVICE DATA		32. FEDERAL TAX DATA		33. STATE TAX DATA			
CODE		CODE		CODE			
1 - 12 MONTHS 2 - 13 MONTHS 3 - 14 MONTHS 4 - 15 MONTHS		1 - YES 2 - NO		1 - YES 2 - NO			
34. POSITION CONTROL CERTIFICATION <i>W. Kearney 08/11/61</i>				35. D.P. APPROVAL			

FORM 1152 OBSOLETE PREVIOUS EDITIONS
8-60 AND FORM 10-52

SECRET

(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED 21 FEBRUARY 1962			
1. SERIAL NUMBER 059198 ✓		2. NAME (Last-First-Middle) KENT, WILLIAM M.		4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 03 13 62		5. CATEGORY OF EMPLOYMENT REGULAR	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT				7. COST CENTER NO. CHARGE-ABLE 2235-1000-1000		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
6. FUNDS X V TO V CF TO V		V TO CF CF TO CF		9. ORGANIZATIONAL DESIGNATIONS DDP WH BRANCH 3 CARIBBEAN SECTION			
10. LOCATION OF OFFICIAL STATION WASHINGTON, D. C.				11. POSITION TITLE OPS OFFICER		12. POSITION NUMBER -858	
13. CAREER SERVICE DESIGNATION D		14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 12 2	
17. SALARY OR RATE 9215 ✓		18. REMARKS FROM: DDP/WH/4/PA PROPAGANDA SECTION/707/WASHINGTON, D. C. Tracy BA					
19A. SIGNATURE OF REQUESTING OFFICIAL W. Bowers W. C. BOWERS C/WH/PERSONNEL		DATE SIGNED 2/23/62		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Walt Whitte		DATE SIGNED 28 Feb 62	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
20. ACTION CODE 37 16		21. OFFICE CODING 64400 WH		22. STATION CODE		23. EMPLOYEE CODE 1 05709129	
24. DATE EXPIRES		25. SPECIAL REFERENCE		26. RETIREMENT DATA 1 - ESC 2 - FICA 3 - NONE		27. DEPARTURE/ANCELLATION DATA EOD DATA →	
28. VET. PREFERENCE 1 - NONE 2 - 5 PT 3 - 10 PT		29. DEPT. COMP. DATE		30. LONG. COMP. DATE		31. MIL. SERV. CREDENTIALS 1 - YES 2 - NO	
32. FEDERAL TAX DATA		33. STATE TAX DATA		34. FEDERAL TAX DATA		35. STATE TAX DATA	
36. PREVIOUS GOVERNMENT SERVICE DATA		37. LEAVE CAT. CODE		38. FORM 1040/1041 1 - YES 2 - NO		39. FORM 1040/1041 1 - YES 2 - NO	
40. POSITION CONTROL CERTIFICATION W. Bowers 02/23/62				41. O.P. APPROVAL Walt Whitte		42. DATE APPROVED 28 Feb 62	

FORM 1152 USE PREVIOUS EDITION.
0-61

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(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED			
1. SERIAL NUMBER		2. NAME (Last-First-Middle)		8 MAY 1962			
059198		KENT, WILLIAM M.		4. EFFECTIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT	
3. NATURE OF PERSONNEL ACTION		REASSIGNMENT		MONTH DAY YEAR 05 18 62		REGULAR	
9. FUNDS		X V TO V V TO CF CF TO V CF TO CF		7. COST CENTER NO. CHARGEABLE		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
				2235-1000-1000			
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION			
DDP WH BRANCH 5 CA SECTION				WASHINGTON, D. C.			
11. POSITION TITLE				12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION	
OPS OFFICER				8-892		D	
14. CLASSIFICATION SCHEDULE (GS, LR, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE	
GS		0136.C1		12 03		'9235 9475	
18. REMARKS							
FROM: DDP/WH/3/CARIBBEAN SEC/BA-858/D. C. (unass)							
STAFFING COMPLEMENT CHANGE.							
19A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	
P. C. BOWERS C/WH/PERSONNEL						Cecille C. Rowson	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING	22. STATION CODE	23. INTEROFFICE CODE	24. POSITION CODE	25. DATE OF BIRTH	26. DATE OF GRADE
37	10	64470 WH			1	05/09/29	
28. NTS EMPLOY	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CORRECTION/ANNUATION DATA	33. SECURITY REQ. NO.	34. SEA	
35. VET. PREFERENCE	36. SERV. COMP. DATE	37. LONG. COMP. DATE	38. MIL. SERV. PREFERENCE	39. REG. / HEALTH INSURANCE	40. SOCIAL SECURITY NO.		
41. PREVIOUS GOVERNMENT SERVICE DATA	42. STATE TAX	43. FEDERAL TAX DATA	44. STATE TAX DATA	45. MIL. TAX EXEMPTIONS	46. STATE TAX DATA		
45. POSITION CONTROL CERTIFICATION				46. O.P. APPROVAL		DATE APPROVED	
W. Keamey 05/17/62				Cecille C. Rowson			

FORM 1152 USE PREVIOUS EDITION.

SECRET

(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
				26 November 1962	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)			
059198		KENT, WILLIAM M.			
3. NATURE OF PERSONNEL ACTION			4. EFFECTIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT
REASSIGNMENT			MONTH DAY YEAR 11 30 62		REGULAR
6. FUNDS		X	V TO V	V TO CF	7. COST CENTER NO. CHARGEABLE
		CF TO V	CF TO CF	3235 1000 1000	8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS			10. LOCATION OF OFFICIAL STATION		
DDP WH BRANCH 2 URUGUAY/PARAGUAY SECTION			WASHINGTON, D. C.		
11. POSITION TITLE		12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION	
OPS OFFICER		016970		D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)		15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE	
GS		0136.01	12 3	\$10,105	
18. REMARKS					
FROM: DDP/WH/5/CA Sec/892/Hqs tray 4					
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> RECEIVED BY CS&D <i>Lee</i> </div>					
18A. SIGNATURE OF REQUESTING OFFICIAL		DATE SIGNED		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	
<i>D. C. Bowers</i>		26 Nov 62		<i>O. C. Dawson</i>	
D. C. BOWERS C/WH/Personnel				O. C. Dawson	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE	20. EMPLOY. CODE	21. OFFICE CODING		22. STAT. ON CODE	23. INC. SER. CODE
37	10	64350 WH			
24. POSTS CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI.		
1	05 69	129			
28. RATE EXPIRES	29. SOCIAL PREFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. DEPARTMENT/AGENCY DATA	33. SECURITY REG. NO.
				EOD DATA	
34. NET. PREFERENCE	35. SPCL. COMP. DATE	36. LEV. COMP. DATE	37. CAREER CATEGORY	38. FEED. / HEALTH INSURANCE	39. SOCIAL SECURITY NO.
40. PREVIOUS GOVERNMENT SERVICE DATA		41. LEAVE CAT.	42. FEDERAL TAX DATA		43. STATE TAX DATA
44. POSITION CONTROL CERTIFICATION		45. O.P. APPROVAL		DATE APPROVED	
<i>W. Kearney 11/30/62</i>		<i>O. C. Dawson</i>			

FORM 1152 OBSOLETE PREVIOUS EDITION AND FORM 1152A

SECRET

97 1130

GROUP 1
EXC. 1
UNCLASSIFIED
DATE 11/30/62 BY [signature]

(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED			
1. SERIAL NUMBER 059198 ✓				2. NAME (Last-First-Middle) KENT, WILLIAM M. ✓			
3. NATURE OF PERSONNEL ACTION REASSIGNMENT				4. EFFECTIVE DATE REQUESTED MONTH: 08 DAY: 16 YEAR: 63		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS X V TO V CF TO V				7. COST CENTER NO. CHARGE-ABLE 4235 1000 1000		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDP/WH PLANS & OPERATIONS STAFF (SECTION B)				10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.			
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 0-645		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, LD, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13 1		17. SALARY OR RATE \$14,150 ✓	
18. REMARKS FROM: DDP/WH/2/URUGUAY/PARAGUAY SECT/970/Hqs <i>Tracy 2A</i>							
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> Received by CSPD <i>JM</i> </div>							
18A. SIGNATURE OF REQUESTING OFFICER <i>Robert D. Cashman</i> ROBERT D. CASHMAN C/WH/PERS				DATE SIGNED Aug 63		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Paul R. W. Chen</i>	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE 37 10		20. OFFICE SYMBOL 64075 WH		21. ALPHABETIC SYMBOL 75013		22. DATE OF BIRTH 1 05 09 29	
23. DATE OF GRADE		24. DATE OF BIRTH		25. DATE OF GRADE		26. DATE OF BIRTH	
27. SECURITY PED. NO.		28. SEX		29. FOD DATA		30. RES.	
31. VET. PREFERENCE		32. SERV. TEMP. DATE		33. SERV. LONG. COMP. DATE		34. CAREER CATEGORY	
35. FEDERAL TAX DATA		36. STATE TAX DATA		37. SOCIAL SECURITY NO.		38. HEALTH INSURANCE	
39. POSITION CONTROL CERTIFICATION		40. D.P. APPROVAL		41. DATE APPROVED		42. STATE CODE	

FORM 1152 OBSOLETE PREVIOUS EDITIONS AND FORM 1152-4-62

SECRET

GROUP 1
FORMS EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED			
1. SERIAL NUMBER 059198 ✓				2. NAME (Last-First-Middle) KENT, WILLIAM M. ✓			
3. NATURE OF PERSONNEL ACTION PROMOTION				4. EFFECTIVE DATE REQUESTED MONTH: 06 DAY: 23 YEAR: 63		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS <input checked="" type="checkbox"/> V TO V <input type="checkbox"/> V TO CF <input type="checkbox"/> CF TO V <input type="checkbox"/> CF TO CF		7. COST CENTER NO. CHANGE-ABLE 3235 1000 1000		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS DDP/WH BRANCH 2 URUGUAY, PARAGUA/SECTION				10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.			
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 970		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13 1		17. SALARY OR RATE 11,150 ✓	
18. REMARKS FROM: SAME							
19A. SIGNATURE OF REQUESTING OFFICIAL <i>Robert D. Cashman</i> ROBERT D. CASHMAN C/WH/PERS				DATE SIGNED 6/20/63		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Paul R. Willem</i> Paul R. Willem	
				DATE SIGNED 20 June 63			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
21. ACTION CODE 22	22. EMPLOY CODE 10	23. SERVICE CODES COMMERCIAL: 64350 ALPHABETIC: WH	24. STATION CODE 75013	25. EMPLOYEE CODE 1	26. DATE OF BIRTH 05/09/29	27. DATE OF GRADE	28. DATE OF LEI
29. PRIOR EMPLOYERS NO. DA. TR.		30. SPECIAL REFERENCE 1 - NONE 2 - SPCA 3 - NONY	31. RETIREMENT DATA 1 - NONE 2 - SPCA 3 - NONY	32. CLEARANCE DATA CODE	33. CORRECTIONAL ANDANCE DATA EXP. MO. DA. TR.		34. SECURITY REG. NO.
35. WFT. PREFERENCE CODE 1 - NONE 2 - 10 yr 3 - 12 yr		36. DEPT. COMP. DATE MO. DA. TR.	37. CIVILIAN COMP. DATE MO. DA. TR.	38. CAREER CATEGORY CODE 1 - REG 2 - NT	39. FEELI / HEALTH INSURANCE CODE 1 - YES 2 - NO		40. SOCIAL SECURITY NO.
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 1 - NO PREVIOUS SERVICE 2 - NO BREAK IN SERVICE 3 - BREAK IN SERVICE (LESS THAN 3 YRS) 4 - BREAK IN SERVICE (MORE THAN 3 YRS)			42. MILITARY DAT. CODE	43. FEDERAL TAX DATA CODE 1 - YES 2 - NO		44. STATE TAX DATA CODE 1 - YES 2 - NO	
45. POSITION CONTROL CERTIFICATION <i>W. Kearney 06/24/63</i>				46. O.P. APPROVAL <i>Paul R. Willem</i>		DATE APPROVED 20 June 63	

Recorded by
CSPD
[Signature]

EQD DATA

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED 5 JANUARY 1965	
1. SERIAL NUMBER 059198		2. NAME (Last-First-Middle) KENT, WILLIAM M.					
3. NATURE OF PERSONNEL ACTION REASSIGNMENT				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 01 16 65		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS XX V TO V CF TO V		7. COST CENTER NO. CHARGE-ABLE 5235-0620		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS DDP WH" PLANS & OPERATIONS STAFF SECTION B				10. LOCATION OF OFFICIAL STATION WASH., D. C.			
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 0646		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (E.G. L.B. #11)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE	
GS		0136.01		13 2		12,495 12,495	
18. REMARKS FROM: (SAME tray) SLOTING CHANGE							
19A. SIGNATURE OF REQUESTING OFFICIAL <i>R. D. CASHMAN</i> R. D. CASHMAN C/WH/PERS				DATE SIGNED 1/6/65		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>A. Brasby</i>	
				DATE SIGNED 1-8-65			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING NUMERIC ALPHABETIC		22. STATION CODE	
37 10		51095 UH		1150, 3		1 05 09 29	
28. NTE EXPIRES MO. DA. YR.		29. SPECIAL REFERENCE 1-ESC 2-HIA 3-NONE		30. RETIREMENT DATA CODE		31. SEPARATION DATA CODE TYPE	
						32. CORRECTION-CANCELLATION DATA MO. DA. YR.	
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-WAIVER 1-YES	
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 STATE CODE EXEMP	
45. POSITION CONTROL CERTIFICATION <i>W. Keeney 01/08/65</i>				46. G.P. APPROVAL <i>A. Brasby</i>		DATE APPROVED 1-8-65	

37
10
G

Received by
CSPD
EK

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED			
1. SERIAL NUMBER 059198				2. NAME (Last-First-Middle) KENT, WILLIAM M.			
3. NATURE OF PERSONNEL ACTION REASSIGNMENT				4. EFFECTIVE DATE REQUESTED MO. DAY YEAR 12 19 65		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS <input checked="" type="checkbox"/> V TO V <input type="checkbox"/> V TO CF <input type="checkbox"/> CF TO V <input type="checkbox"/> CF TO CF		7. COST CENTER NO. CHARGEABLE 6235 - 0620		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS DDP/WH OPERATIONS STAFF PLANS & OPS SECTION B SECTION B				10. LOCATION OF OFFICIAL STATION WASHINGTON, D. C.			
11. POSITION TITLE OPS OFFICER (GS-13)			12. POSITION NUMBER 0646		13. CAREER SERVICE DESIGNATION D		
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13 3		17. SALARY OR RATE \$ 13,350	
18. REMARKS FROM: 0645							
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> Recorded by CSFD <i>ajf</i> </div>							
18A. SIGNATURE OF REQUESTING OFFICIAL ROBERT D. CASHMAN C/WH/Personnel			DATE SIGNED <i>12/22/65</i>		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>		
DATE SIGNED <i>12/22/65</i>		DATE SIGNED <i>12/22/65</i>					
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. INTEGRATE CODE	24. HDQTRS CODE	25. DATE OF BIRTH MO. DA. YR.	
37	11	5187	WH			1 05 09 29	
28. HIRE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE 1-FSC 2-SICA 3-NCRE	30. RETIREMENT DATA CODE	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 CAR. RESV. PROV. 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 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	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. TAX EXEMPTIONS 1-YES 2-NO	45. POSITION CONTROL CERTIFICATION			
				122360A			
46. G.P. APPROVAL <i>[Signature]</i>				DATE APPROVED 12 28 65			

FORM 1152 USE PREVIOUS EDITION
4-63

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

14

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED			
1. SERIAL NUMBER 059198										2. NAME (Last-First-Middle) KENT, WILLIAM M.		17 JUNE 1966	
3. NATURE OF PERSONNEL ACTION RESIGNATION					4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07 30 66			5. CATEGORY OF EMPLOYMENT REGULAR					
6. FUNDS <input checked="" type="checkbox"/> V TO V <input type="checkbox"/> V TO CF <input type="checkbox"/> CF TO V <input type="checkbox"/> CF TO CF					7. COST CENTER NO. CHARGE ASL 235 0620			8. LEGAL AUTHORITY (Completed by Office of Personnel)					
9. ORGANIZATIONAL DESIGNATIONS DDP/WH PLANS AND OPERATIONS STAFF SECTION B					10. LOCATION OF OFFICIAL STATION WASH., D.C.								
11. POSITION TITLE OPS OFFICER					12. POSITION NUMBER 0646			13. CAREER SERVICE DESIGNATION D					
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS			15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13		17. SALARY OR RATE 13875 14,665 13380						
18. REMARKS FROM: SAME													
<div style="border: 1px solid black; padding: 5px; display: inline-block;">Recorded by GSPD <i>Sgt</i></div>													
1 - Security Security 1 - Finance													
18A. SIGNATURE OF REQUESTING OFFICIAL <i>Robert D. Cashman</i>				DATE SIGNED 6/29/66		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>				DATE SIGNED 8 July 66			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL													
19. ACTION CODE 45	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC		22. STATION CODE	23. INTEGRITY CODE	24. HUOTPS CODE 1	25. DATE OF BIRTH MO. DA. YR. 05 09 29		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 3-FICA 5-NONE		30. RETIREMENT DATA CODE 1, 80, 00, 9, 1		31. SEPARATION DATA CODE TYPE		32. CORRECTION CANCELLATION DATA 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 FORM EXECUTED 1-YES 2-NO		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 2 YEARS) 3-BREAK IN SERVICE (MORE THAN 2 YEARS)				42. LEAVE CAT. CODE		43. FEDERAL TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS		44. STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO		45. STATE CODE			
45. POSITION CONTROL CERTIFICATION 08 05 66 14						46. O.P. APPROVAL <i>[Signature]</i>				DATE APPROVED 8/1/66			

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION		DATE PREPARED 17 JUNE 1966
1. SERIAL NUMBER 059198	2. NAME (Last-First-Middle) Kent, William M.	
3. NATURE OF PERSONNEL ACTION EXCEPTED	4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07 31 66	
5. CATEGORY OF EMPLOYMENT Regular		6. FUNDS V TO V <input type="checkbox"/> V TO CF <input checked="" type="checkbox"/> CF TO V <input type="checkbox"/> CF TO CF <input checked="" type="checkbox"/>
7. COST CENTER NO. CHARGEABLE 7135 0630		8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS DDP/WHL Project Annex US FIELD		10. LOCATION OF OFFICIAL STATION NEW ORLEANS, LA. Louisiana
11. POSITION TITLE OPS OFFICER	12. POSITION NUMBER 8001	13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 13 5
17. SALARY OR RATE \$ 13300		
18. REMARKS FROM THE ABOVE POSITION IS BEING TRANSFERRED TO THE US FIELD TO ACCOMMODATE SUBJECT. C-12-54		
19. SIGNATURE OF REQUESTING OFFICIAL Robert D. Cashman C/WH/Pers		
20. DATE SIGNED 6/29/66		21. SIGNATURE OF CAREER SERVICE APPROVING OFFICER D. Collins
22. DATE SIGNED 7 July '66		
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL		
23. ACTION CODE 13	24. EMPLOY CODE 10	25. OFFICE CODING NUMERIC ALPHABETIC 51800 VH
26. STATION CODE 75033	27. INTEGREE CODE 2	28. HOURS CODE 05
29. DATE OF BIRTH MO. DA. YR. 05 09 29	30. DATE OF GRADE MO. DA. YR. 06 23 63	31. DATE OF LEI MO. DA. YR. 06 19 66
32. NTE EXPIRES MO. DA. YR.	33. SPECIAL REFERENCE 1-CSC 3-FICA 5-NONE	34. RETIREMENT DATA CODE
35. SEPARATION DATA CODE	36. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.	37. SECURITY REQ. NO. 00000
38. VET. PREFERENCE CODE 1	39. SERV. COMP. DATE MO. DA. YR. 07 03 50	40. LONG. COMP. DATE MO. DA. YR. 01 02 52
41. CAREER CATEGORY CAR/RESY PROV/TEMP 1	42. FEGLI/HEALTH INSURANCE CODE CODE 0-WAIVER 1-YES 1	43. SOCIAL SECURITY NO.
44. PREVIOUS GOVERNMENT SERVICE DATA CODE 1	45. LEAVE CAT. CODE 8	46. FEDERAL TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS 0 MO
47. STATE TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS 1-YES 2-NO		48. SOCIAL SECURITY NO.
49. POSITION CONTROL CERTIFICATION 080966N		50. O.P. APPROVAL Dow H. Lutz
		51. DATE APPROVED 17 July 66

SECRET

STANDARD FORM 52 PREPARED BY THE U. S. CIVIL SERVICE COMMISSION MANUAL 110 - FEDERAL PERSONNEL MANUAL CHAPTER II		UNVOUCHERED	
REQUEST FOR PERSONNEL ACTION			
REQUESTING OFFICE: Fill in Items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.			
1. NAME (Mr., Miss, Mrs., One given name, initials, and surname) <i>Mr. William M. Keut</i>		2. DATE OF BIRTH 9 May 1929	4. DATE OF REQUEST 28 Jun 56
3. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) Resignation (Staff Agent)*		6. EFFECTIVE DATE A. PROPOSED:	7. C. S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED: OCT 7 1956	
FROM— I.O. (FI) BAF-277.01 GS-0136.51-11 \$6390.00 p.a. <i>OK 2/12/56</i>	9. POSITION TITLE AND NUMBER 10. SERVICE, GRADE, AND SALARY	TO—	
DDP/WH Branch III Panama City, Panama Station Panama City, Panama	10. ORGANIZATIONAL DESIGNATIONS	11. HEADQUARTERS	
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL (DI)	<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		
A. REMARKS (Use reverse if necessary) <i>* To BE CONVERTED to STAFF Employee to seek other employment.</i>			
9. REQUESTED BY (Name and title) <i>[Signature]</i> C/WH		D. REQUEST APPROVED BY Signature: <i>Robert A. Schul (C/WH)</i> Title: <i>F2/CMO 24 July 56</i>	
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) J. KOFLANOVICH X-8242		14. POSITION CLASSIFICATION ACTION	
13. VETERAN PREFERENCE NONE WWII OTHER 5-PT. 10-POINT <input checked="" type="checkbox"/> DISAB. OTHER		NEW VICE I. A. REAL	
15. SEX M	16. RACE W	17. APPROPRIATION FROM: 6-3525-55-051 TO:	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)
20. LEGAL RESIDENCE STATE: <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED		19. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSIONS ONLY)	
21. STANDARD FORM 50 REMARKS			
22. CLEARANCES			
A.	INITIAL OR SIGNATURE	DATE	REMARKS:
B. CEIL. OR POS. CONTROL	<i>[Signature]</i>	<i>8/13/56</i>	
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	<i>[Signature]</i>	<i>7/21/56</i>	
E.			
F. APPROVED BY <i>[Signature]</i>			

SECRET

SECRET

STANDARD FORM 52
 PROMULGATED BY THE
 U. S. CIVIL SERVICE COMMISSION
 JANUARY 1946—FEDERAL PERSONNEL
 MANUAL CHAPTER III

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 separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname) Mr. William M. KENT		2. DATE OF BIRTH 9 May 1929	3. REQUEST NO.	4. DATE OF REQUEST 28 Jun 56
A. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) Excepted Appointment			6. EFFECTIVE DATE A. PROPOSED:	7. C. S. OR OTHER LEGAL AUTHORITY
B. POSITION (Specify whether establish, change grade or title, etc.)			B. APPROVED: 8 Oct 56	
FROM—	8. POSITION TITLE AND NUMBER	TO— Area Ops Officer BA-322-11		
	9. SERVICE, GRADE, AND SALARY	GS-0136.01-11 \$6390.00 p.a.		
	10. ORGANIZATIONAL DESIGNATIONS	DDP/WH Branch III Cuba Section Washington, D. C.		
	11. HEADQUARTERS			12
<input type="checkbox"/> FIELD	<input type="checkbox"/> DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	<input type="checkbox"/> FIELD	<input checked="" type="checkbox"/> DEPARTMENTAL (D)

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title)
[Signature] C/WH

D. REQUEST APPROVED BY
[Signature]
Signature: *[Signature]*
Title: **CS/CSP**

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
J. KOFLANOVICH X-8242

13. VETERAN PREFERENCE				14. POSITION CLASSIFICATION ACTION			
NONE	WWII	OTHER	5-PT.	10-POINT	NEW	VICE	I. A.
			<input checked="" type="checkbox"/>	DISAB. OTHER			

15. SEX: **M** 16. RACE: **W** 17. APPROPRIATION FROM: **6-3500-20**

18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO): **Yes**

19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)

20. LEGAL RESIDENCE STATE: CLAIMED PROVED

21. STANDARD FORM 50 REMARKS

OFFICE/DIR **10/9/56**
Date *[Signature]*
Position **CS/CSP**

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			Has not had boc
B. CEIL. OR POS. CONTROL	<i>[Signature]</i>	8/13/56	
C. CLASSIFICATION	<i>[Signature]</i>	9 Aug 56	
D. PLACEMENT OR EMPL.			
E.			

F. APPROVED BY
[Signature] **8/26/56**

SECRET

SECRET

Classify According To Content.

REQUEST FOR PERSONNEL ACTION															
1. Serial No.		2. Name (Last-First-Middle) MR WILLIAM M. KENT				3. Date Of Birth Mo 5 Da 9 Yr 29			4. Vet. Pref. None-0 5 Pt-1 10 Pt-2		5. Sex Code M	6. CS - EOD Mo Da Yr			
7. SCD Mo Da Yr			8. CSC Retmt. Yes - 1 No - 2		9. CSC Or Other Legal Authority Code 1		10. Apmt. Affidav. Mo Da Yr			11. FEGLI Yes - 1 No - 2		12. LCD Mo Da Yr		13. ^{MO Serv.} Credit LCP Yes - 1 No - 2	
PREVIOUS ASSIGNMENT															
14. Organizational Designations DDP/WH Branch III Cuba Section				Code	15. Location Of Official Station Washington, D.C.					16. Station Code					
16. Dept. - Field Dept. - X Usfid. Frgn -		17. Position Title Area Ops Officer		18. Position No. 322			19. Serv. GS		20. Occup. Series 0136.01						
21. Grade & Step 11-1		22. Salary Or Rate \$ 6390		23. SD DI	24. Date Of Grade Mo Da Yr		25. PSI Due Mo Da Yr		26. Appropriation Number 8-3500-20						
ACTION															
27. Nature Of Action Resignation			Code	28. Eff. Date Mo Da Yr			29. Type Of Employee Regular			30. Separation Data					
PRESENT ASSIGNMENT															
31. Organizational Designations				Code	32. Location Of Official Station					33. Station Code					
33. Dept. - Field Dept. - Usfid. Frgn -		34. Position Title		35. Position No.			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						
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.) H. C. MONTAGUE, X-8242															
CLEARANCES															
Clearance		Signature		Date		Clearance		Signature		Date					
A. Career Board		[Signature]		11/22/57		D. Placement		[Signature]		11/22/57					
B. Pos. Control				11/22/57		E.									
C. Classification						F. Approved By		Robert W. Sheay							
Remarks To seek other employment															

SECRET

Classify According To Content.

REQUEST FOR PERSONNEL ACTION															
1. Serial No.		2. Name (Last-First-Middle) <i>Keat, William M</i>			3. Date Of Birth Mo 5 Da 9 Yr 29			4. Vet. Pref. None-0 5 Pt-1 10 Pt-2		5. Sex M		6. CS - EOD Mo Da Yr			
7. SCD Mo Da Yr			8. CSC Retmt. Yes - 1 No - 2		9. CSC Or Other Legal Authority Code 1		10. Apmt. Affidav. Mo Da Yr			11. FEGLI Yes - 1 No - 2		12. LCD Mo Da Yr		13. Mil. Serv. Credit, LCP Yes - 1 No - 2	

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
16. Dept.- Field Dept - Usfld - Frag -		Code		17. Position Title				18. Position No.		19. Serv. 20. Occup. Series	
21. Grade & Step		22. Salary Or Rate \$		23. SD		24. Date Of Grade Mo Da Yr		25. PSI Due Mo Da Yr		26. Appropriation Number	

ACTION

27. Nature Of Action Excepted Appointment		Code		28. Eff. Date Mo Da Yr		29. Type Of Employee Excepted Appoint		Code		30. Separation Data	
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PRESENT ASSIGNMENT

UNVOUCHERED

31. Organizational Designations DDP/WH Branch III Havana, Cuba Station (DP)				Code		32. Location Of Official Station Havana, Cuba				Station Code 13-D12	
33. Dept.- Field Dept - Usfld - X Frag -		Code		34. Position Title Operations Officer (PP)				35. Position No. 395-21		36. Serv. 37. Occup. Series GS 0136.31	
38. Grade & Step 11-1		39. Salary Or Rate \$ 6390		40. SD DI		41. Date Of Grade Mo Da Yr 07/01/56		42. PSI Due Mo Da Yr 12/31/57		43. Appropriation Number 8-3545-55-055	

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.) H. C. MONTAGUE, X-8242							

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board	<i>[Signature]</i>	11/22/57	D. Placement	<i>[Signature]</i>	11/22/57
B. Pos. Control	<i>[Signature]</i>	11/22/57	E.		
C. Classification			F. Approved By		

SECRET

SECRET

Classify According To Content.

REQUEST FOR PERSONNEL ACTION															
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vet. Prof.		5. Sex		6. CS - EOD		
		KENT, William M.				Mo	Da	Yr	None-0	Code		M	Mo	Da	Yr
						5	9	29	5 Pr-1	1					
7. SCD		8. CSC Rstmt.		9. CSC Or Other Legal Authority		10. Apmt. Affidav.			11. FEGLI		12. LCD		13. Mil. Serv. Credit, LCD		
Mo	Da	Yr	Yes - 1	Code		Mo	Da	Yr	Yes - 1	Code	Mo	Da	Yr	Yes - 1	Code
			No - 2	1					No - 2					No - 2	

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code	15. Location Of Official Station				Station Code		
DDP/WH Branch III Cuba Section					Washington, D.C.						
16. Dept. - Field		17. Position Title			18. Position No.		19. Serv.		20. Occup. Series		
Dept -	Code	Area Ops Officer			322		GS		0136.01		
Usfid -											
Frgn -											
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
11-2		\$ 6605 7270		DI		Mo Da Yr		Mo Da Yr		8-3500-20	

ACTION

27. Nature Of Action		Code	28. Eff. Date		29. Type Of Employee			Code	30. Separation Data	
REASSIGNMENT Transfer from V to UV		05	Mo Da Yr		REGULAR			01		
			6 12 9 58							

PRESENT ASSIGNMENT

31. Organizational Designations				Code	32. Location Of Official Station				Station Code		
DDP/WH Branch I Caracas, Venezuela Station				4650	Caracas, Venezuela				77003		
33. Dept. - Field		34. Position Title			35. Position No.		36. Serv.		37. Occup. Series		
Dept -	Code	I.O. (FI)			537-1		GS		0136.51		
Usfid -											
Frgn -											
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
		\$				Mo Da Yr		Mo Da Yr		8-3588-55-066	
						07 01 58		06 12 59			

SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
P.C. BOWERS WH/Personnel Officer		[Signature]	
B. For Additional Information Call (Name & Telephone Ext.)			
JOHN WASHINKO 8212			

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board	[Signature]	6/16/58	D. Placement		
B. Pos. Control	[Signature]	18 JAN 58	E.		
C. Classification			F. Approved By	[Signature]	18 JAN 58

Remarks: *Next 4 forms will be forwarded to UV per [Signature] for [Signature] - WH.*
 2 copies to Security.
 Transfer from Vouchered to Unvouchered Funds. *See. Core by Knott 6/11/58 by 6/19*

SECRET

AS

NOTIFICATION OF PERSONNEL ACTION

Mr. William M. Kent

5-9-29

FSA 6

6-26-58

Limited Appointment

7/23/58

Section 522.1
PL 72h 79th as amended



Caracas

X Regular

Sept
X

Nov
X

1-1011-110

M

9A-8011

XCSC

7/23/58

VA.

Execute SF-61a

Marital Status - Married - Three

Reserve Status - None

SECRET
(When Filled In)

DATE PREPARED			REQUEST FOR PERSONNEL ACTION										V to V		V to UV		
Mo	Da	Yr											UV to V		UV to UV		
1. Serial No.		2. Name (Last-First-Middle)					3. Date of Birth			4. Vet. Prof.		5. Sex		6. CS - EOD			
		KENT, William M					Mo	Da	Yr	None-0 5 Pr-1 10 Pr-2	Code		M		Mo	Da	Yr
7. SCD		8. CSC Retmt.		9. CSC Or Other Legal Authority			10. Apmt. Affidav.			11. FEGLI		12. LCD		13. MIL. SERV. CREDIT LCD			
Mo	Da	Yr	Yes - 1 No - 2	Code		Mo	Da	Yr	Yes - 1 No - 2	Code		Mo	Da	Yr	Yes - 1 No - 2	Code	

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code		
DDP/WH Branch I Caracas, Venezuela Station						Caracas, Venezuela						
16. Dept.-Field		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series		
Dept. - Usfid. - Frgn. -	Code		10/FI				537		G8		0136.51	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number		
11 2		\$ 7270		DI		Mo	Da	Yr	Mo	Da	Yr	
						10	10	56	06	28	59	
										9-3582-53-066		

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data		
		58		Mo	Da	Yr	Regular		0M			
				7	23	58						

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code		
				4650						77003		
33. Dept.-Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series		
Dept. - Usfid. - Frgn. -	Code											
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number		
7		\$ 6435				Mo	Da	Yr	Mo	Da	Yr	

SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
OPSER/CCD/OCL		B. Eggleston Cover Officer	
B. For Additional Information Call (Name & Telephone Ext.)			
B. Eggleston x8104			

CLEARANCES

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

SECRET

REQUEST FOR PERSONNEL ACTION

1. Serial No. 559198		2. Name (Last-First-Middle) KENT WILLIAM M			3. Date Of Birth Mo. Da. Yr. 05 09 29			4. Vet. Pref. None-0 5 Pt-1 10 Pt-2 1		5. Sex M 1		6. CS - EOD Mo. Da. Yr. 01 02 52		
7. SCD Mo. Da. Yr. 07 03 50		8. CSC Retmt. Yes - 1 No - 2 1		9. CSC Or Other Legal Authority 50 USCA 403		10. Apmt. Affidav. Mo. Da. Yr.			11. FEGLI Yes-1 No-2		12. LCD Mo. Da. Yr. 01 02 52		13. Mil. Serv. Cred. Yes - 1 No - 2 2	

PREVIOUS ASSIGNMENT

14. Organizational Designations DDP WH BRANCH 1 CARACAS, VENEZUELA STATION				Code 4650		15. Location Of Official Station CARACAS VENEZUELA				Station Code 77003		
16. Dept. - Field Dept - USfld - Frqn - 5		17. Position Title 1.O. (FI)				18. Position No. 0537		19. Serv. Code GS		20. Occup. Series 0136.51		
21. Grade & Step 07 11 2		22. Salary Or Rate \$ 6435 7270		23. SD DI		24. Date Of Grade Mo. Da. Yr. 07 01 56		25. PSI Due Mo. Da. Yr. 06 28 59		26. Appropriation Number 9 3588 55 066		

ACTION

27. Nature Of Action PROMOTION		Code 30		28. Eff. Date Mo. Da. Yr. 5 11 59		29. Type Of Employee REGULAR		Code OM		30. Separation Data	
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PRESENT ASSIGNMENT

31. Organizational Designations				Code 4650		32. Location Of Official Station				Station Code 77003		
33. Dept. - Field Dept - USfld - Frqn - 5		34. Position Title Ops Off				35. Position No. D-12		36. Serv. Code GS		37. Occup. Series 0126.01		
38. Grade & Step 12 1		39. Salary Or Rate \$ 8330		40. SD		41. Date Of Grade Mo. Da. Yr. 5 17 59		42. PSI Due Mo. Da. Yr. 11 13 60		43. Appropriation Number		

SOURCE OF REQUEST

A. Requested By (Name And Title) P. C. Bowers WH/Personnel Officer		C. Request Approved By (Signature And Title) <i>Robert E. Richards</i>	
B. For Additional Information Call (Name & Telephone Ext.) John Washinko X8242			

CLEARANCES

Clearance		Signature		Date		Clearance		Signature		Date	
A. Career Board		<i>Paul C. Bowers</i>		7/8/59		D. Placement					
B. Pos. Control		<i>RA</i>		14 MAR 59		E. Approved By		<i>Robert E. Richards</i>		14 MAR 59	
C. Classification						Remarks					

FORM NO. 1152
1 MAR 57

w/o file
yjb

SECRET
WH 11 1 55 11 53

SECRET

Recorded by
CSPD
MAY 5 1959

SECRET

REQUEST FOR PERSONNEL ACTION

1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vet. Pref.		5. Sex		6. CS - EOD		
		KENT, WILLIAM M.				Mo.	Da.	Yr.	None-0	Code			Mo.	Da.	Yr.
						05	09	29	5 Pt-1	1	M	1			
7. SCD		8. CSC Retmt.		9. CSC Or Other Legal Authority		10. Apmt. Affidav.			11. FEGLI		12. LCD		13. Mil. Serv. Credit Lco		
Mo.	Da.	Yr.	Yes - 1	Code		Mo.	Da.	Yr.	Yes-1	Code	Mo.	Da.	Yr.	Yes - 1	Code
			No - 2	1					No-2					No - 2	

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP WE BRANCH 4						WASH., D. C.					
16. Dept. - Field		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series	
Dept - X	Code	OPS OFF				BA-625		GS		0136.01	
USfid -											
Frqn -											
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
07		\$ 6600		D		Mo.	Da.	Yr.	Mo.	Da.	Yr.
12	1	8330				05	17	59	11	17	60
										0135 1000 1000	

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data		
				Mo.	Da.	Yr.	REGULAR		01			
				4	26	60						

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP WE BRANCH 4						WASH., D. C.					
33. Dept. - Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
Dept - X	Code	OPS OFF				BA-625		GS		0136.01	
USfid -											
Frqn -											
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
12	1	\$ 8330		D		Mo.	Da.	Yr.	Mo.	Da.	Yr.
										0135 1000 1000	

SOURCE OF REQUEST

A. Requested By (Name And Title)		Request Approved By (Signature And Title)	
P. C. BOWERS WH/PERSONNEL OFFICER		<i>P. C. Bowers</i>	
B. For Additional Information Call (Name & Telephone Ext.)			
JOHN WASHINKO X 8242			

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board	<i>P. C. Bowers</i>	4/18/60	D. Placement		
B. Pos. Control	<i>WK</i>	4-20-60	E.		
C. Classification			F. Approved By	<i>W. Kearney</i>	4-20-60
Remarks			effective 16 April 1960, COB.		
			Recorded by CPD		

SECRET

SECRET

REQUEST FOR PERSONNEL ACTION

1. Serial No. 559198		2. Name (Last-First-Middle) KENT WILLIAM M			3. Date Of Birth Mo. Da. Yr. 05 09 29			4. Vet. Pref. None-0 5 Pt-1 10 Pt-2 Code 1		5. Sex M 1		6. CS - EOD Mo. Da. Yr. 01 02 52		
7. SCD Mo. Da. Yr. 07 03 50		8. CSC Retmt. Yes - 1 No - 2 1		9. CSC Or Other Legal Authority 50 USCA 403 J		10. Apmt. Affidav. Mo. Da. Yr.		11. FEGLI Yes-1 No-2		12. LCD Mo. Da. Yr. 01 02 52		13. MIL. CREDIT Yes - 1 No - 2 2		

PREVIOUS ASSIGNMENT

14. Organizational Designations DDP WH BRANCH 1 CARACAS, VENEZUELA STATION				Code 4650		15. Location Of Official Station CARACAS VENEZUELA				Station Code 77003	
16. Dept. - Field Dept - Code USfld - Frqn -		17. Position Title OPS OFF				18. Position No. 0537		19. Serv. GS		20. Occup. Series 0136.01	
21. Grade & Step 07 12 1		22. Salary Or Rate \$ 6600 8330		23. SD D1		24. Date Of Grade Mo. Da. Yr. 05 17 59		25. PSI Due Mo. Da. Yr. 11 13 60		26. Appropriation Number 0135 5880 3000 0135 5880 3000	

ACTION

27. Nature Of Action REASSIGNMENT		Code 67		28. Eff. Date Mo. Da. Yr. 04 03 60		29. Type Of Employee REGULAR		Code OM		30. Separation Data	
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PRESENT ASSIGNMENT

31. Organizational Designations DDP WH BRANCH 4				Code 4617		32. Location Of Official Station WASH., D. C.				Station Code	
33. Dept. - Field Dept - Code USfld - Frqn -		34. Position Title OPS OFF				35. Position No. P13 625		36. Serv. GS		37. Occup. Series 0136.01	
38. Grade & Step 07 12 1		39. Salary Or Rate \$ 6600 8330		40. SD D		41. Date Of Grade Mo. Da. Yr.		42. PSI Due Mo. Da. Yr.		43. Appropriation Number 0135 1000 1000	

SOURCE OF REQUEST

A. Requested By (Name And Title) <i>P. C. Bowers</i> P. C. BOWERS WH/PERSONNEL OFFICER		C. Request Approved By (Signature And Title) <i>John Washinko</i>	
B. For Additional Information Call (Name & Telephone Ext.) JOHN WASHINKO X8242			

CLEARANCES

Clearance		Signature		Date		Clearance		Signature		Date	
A. Career Board		<i>P. C. Bowers</i>		4/15/60		D. Placement					
B. Pos. Control		<i>W.A.</i>		4-15-60		E.					
C. Classification						F. Approved By		<i>W. Washinko</i>		4-15-60	
Remarks Staffing Complement Change. 2 copies to Security.											

REC'D
GSPD
4-14-60