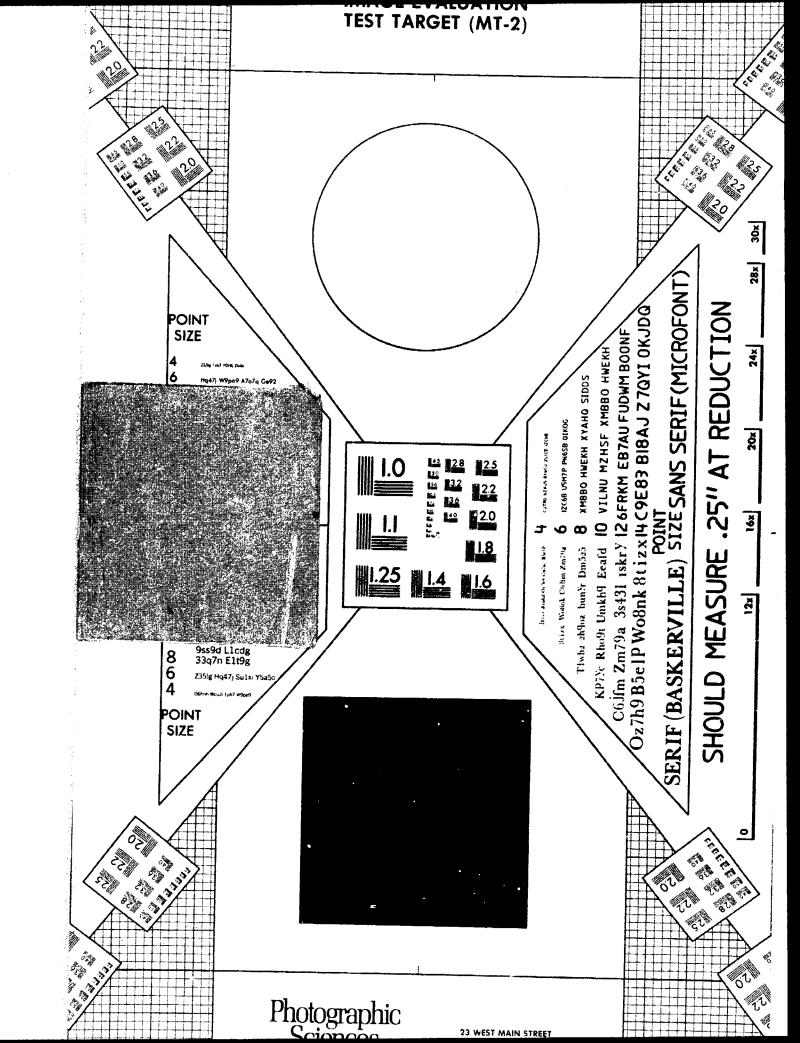
CIA/DDO	1-HOUSE COMMITTEE ON ASSASSINATIONS RECORDS
	(RECORD NAME)
	REEL NO. 3
•	WILLIAM M.
	FILE CUSTODIAN /
	DATE 26 AUG. 1980
•	FILMED 26 AUG. 1980

SECRET



401 09

CONFIDENTIAL
SECURITY INFORMATION
SECURITY APPROVAL

Date: 6 Dec. 1951

10: 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 1C-9.

2. Unless the subject person enters on auty within 60 days from the above date, this Cyproval becomes invalid.

3. Subject is to be polygraphed as part of the EOD procedures.

Charley

Now of

SEGRETIAL

FORM NO. 38-101

gm

(5)

SECRET SECRET

TO: : Chief, Communications

DATE: 11 Ja. 1952

FROM: : Chief, Security Division

SUBJECT: KEET, William Morris

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.

CUBINITY BROADLY

SED

SECURITY INFORMATION

TO

: Chief, Personnel Division (Covert)

ATTENTION: Transactions and Records Branch

FROM : Chief Special Security Division

SUBJECT

(Pseudo)

#57514 OLIVER H. CORBUSTON

1. Reference is made to your memorandum, dated li May 1952, in which a covert security clearance was requested to enable the MH 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, under military cover.

- 2. In accordance with the provisions set forth in the Director's Memorandum of li 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

CONFIDENTIAL

SECURITY INFORMATION

SECURITY APPROVAL

Date: 21 September 1955

TO: Chief, Records & Services Division

Your Reference:

C-1932 WH

Personnel Office

Case Number:

57514

FROM: Chief/Security Division

Personnel 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 B/D procedures.

Ermal P. Geiss

CONFIDENTIAL SECURITY INFORMATION SECURITY APPROVAL

Date: 2 October 1956

TO: Chief, Records & Services Division

Your Reference: C-6163 WH

FROM: Chief, Security Division

Case Number: 57514

SUBJECT: Personnel KENT, William Morris

 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 provision's 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.

Ja Karp advised 10/5/18

W. M. Knott

CONFIDENTIAL
(When Filled In)

		(When Filled In)		
	STA	AFF AGENT CLEARANCE		
DATE	: 30 June 1966			
YOUR REFERI	ENCE: 42055		•	
CASE NO.	: 57514			
TO	: Chief. Contract Down			
ATTN.	: Chief, Contract Personal : Staff Agents Branch	onnel Division		
SUBJECT	Berros Diguen			
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3. U 120 days, 4. A	If your office should dese Subject, a request to confice. Maless arrangements are matches Approval becomes involved as a part of entrance on description or office. personal interview in the our office.	ade within 60 days f valid. duty processing; ne Office of Securit	for entrance on du	ubmitted
	•			

Steven Huben Holen Jack

CONFIDENTIAL (When Filled In)

SECURITY APPROVAL

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.
-								•			

XX A personal interview is not necessary.

Please advise Chief, Clearance Branch, extension 5620 when Subject enters on duty.

Conversion from Staff Agent to Staff Employee.

FOR THE DIRECTOR OF SECURITY:

Chief, Personnel Security Division

CONFIDENTIAL

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FORM 45 OBSOLETE PREVIOUS 9-73

CLASSIFICATION

E2, IMPDET CL BY 007327

(4)

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.

SECRET

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.

tio , singer

SECTION D NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demanstrated in current position keeping in proper perspective their relationship to averall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain graphs given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duplated and cost conscientings is the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section 2. And it separate sheet of paper.

In February 1976 modellowing 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		BYIELOLTIAL						
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UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION							
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PATE 14			*					
	OFFICIAL Y	ITLE OF SUPERVISOR	TYPED OR PRINTED MAME AND SIGNATURE					
24 Tomusmus 10:22			TWO WILL I'ME					
24 January 1977	Chief,	NOC Branch	Harris Greene					
	****	2. BY EMPLOYEE	3 / C					
STATEMENT CONCERNING THIS E	VALUATION	DATE	SIGNATURE OF EMPLOYEE					
			III Wica W. Kenie					
HAVE ATTACHED X HAVE NO	7 ATTACKED		William M. Kent					
		3. BY REVIEWING OFFI	CIAL					
COMMENTS OF REVIEWING OFFICIAL								
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I CERTIFY THAT I HAVE SEEN THE E ALL SECTIONS OF THIS REPORT.	NTRIES IN	~~!E	SIGNATURE OF EMPLOYER					
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SPECIFIC DUTY NO. 6

RATIN
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, canduct 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 latter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER

FORM 45 OPSOLETE PREVIOUS 9.73

CLASSIFICATION

E2, IMPDET CL BY 00 73 2 7

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, Nonofficial 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 ADDO/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 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.

Harris Greene
Chief
Nonofficial Cover Branch

SECRET

SECTION E	CERTI	FICATION AND CO	MMENTS	
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than willing to accept C	to be mean	C's evaluation o	f Mr. Kent. In n	ly own dealings with
Kent, I have found him player. I am also away within CMS/NOC which	re of certa	in innovations	ed, articulate and	an excellent team
within CMS/NOC which	have heno	fically contribut	eveloped by him a	and implemented
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A good, solid officer w	ith addition	nal growth poten	tial. Kalenda	703
31 Way //	Chief, (Robert D.	Brewn
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		SECRET		
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NARRATIVE COMMENTS

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

suggestions made for improvement or 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 cost cost cost of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D. ordach a separate sheet of paper.

SECTION A SECTION A GENERAL INFORMATION 1. EMPLOYEE NUMBER 059198 Kent, William M. 7. OFFICIAL POSITION TITLE. Ops Officer - Deputy Chief DDO/CMS/NOC Hqs 11. TYPE OF APPOINTMENT CAREER RESERVE CONTRACT OTHER (Spec.) 12. TYPE OF ANNUAL REABLE 13. REPORTING PERIOD (FROM-50-) 1 Jan 77 - 20 May 77 SECTION B QUALIFICATIONS UPDATE IF QUALIFICATIONS UPDATE IF QUALIFICATIONS UPDATE OTHER (Spec.) 14. DATE REPORT DUE IN O.P. 15. DATE CANNESS, AND IS ATTACHED TO THIS REPORT WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX SECTION C PERFORMANCE EVALUATION	GS-I 10. CO X MQB. REPORT	5 DY DE (ck one
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rithess Report for: Kent, William M.

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 sterness, however, are tempered by a judicious application of human understanding or compassion in cases of "hard-to-place" NOC officers. His both the officer and the operational component involved was
- 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.

CONFIDENTIA

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suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for training. Comment on foreign language competence, if required for 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 pages.

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 275 and 300 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

knowledge of past	practic	es coupled with	his eage:	rness and at times	
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	TATTACHED	28 Dec. 1977	William M. Kens		
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29 December 1977 Chief,		OED	Walter L. O'Brien		
		4. BY EMPLOYEE			
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	J.	CONFIDENTIA			

Sec. le - l'Idne l' Possport

See. 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 Mecz. Cav. Ken. Trp.: Military Kolicemon
and voice radio operator M.P. Radio station.
Received special M.P. training immediately after
assignment to 25th Mecz. 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 twikled with parents to: Germany, France, Belgium, Luxem bourg, 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 Sqt. Knebil:

Mr. Tames Ni Leaken, Also: Mrs. & Mrs. Robert Pittman Tobocolera Morazan Miss Johanna C. Gaffing, San Salvador, El Salvador Sqt. Irwin Ast, U.S. M.C. Mr. William Wheland Sqt. Wilmer Kriebel, U.S. A. U.S. Embassy San Salvador, El Salvador (Auer Plasse)

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NO. 100 IP YES, INDICATE KIND OF LICENSE AND STATE FIRST LIC. OR CERTIFICATE (YR) LATEST LIC. OR CERTIFICATE (YR) 1.144 July 1.15 P. GIVE ANY SPECIAL QUALIFICATIONS NOT COVERED ELSEWHERE IN YOUR APPLICATION (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 & Nowspaper: Several articles & stores; also carbons Honors at Caraduation Latin American Institute. General Excellence - Excellence Deplomatic Subjects Outstanding Service to the school sward. G. HAVE YOU A PHYSICAL HANDICAP, DISEASE, OR OTHER DISABILITY WHICH SHOULD BE CONSIDERED IN ASSIGNING YOU TO WORK? IF ANSWER IS "YES," EXPLAIN:

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

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:
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	B. Resigned position in El Salvador under protest of emplox whose desires were that Tremoined with the company
SEC.	17. GENERAL QUALIFICATIONS
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	LANGUAGE FRACE SPEAK Slight READ Slight WRITE Slight B. LIST ALL SPORTS AND HOBBIES WHICH INTEREST YOU: INDICATE DEGREE OF PROFI- CIENCY IN EACH:
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	C. HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION?
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	of Spanish would sed in work in Latin countries.
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	B. LIST ANY SPECIAL SKILLS YOU POSSESS AND MACHINES AND EQUIPMENT YOU CAN USE, SUCH AS OPERATION OF SHORT-WAYS RADIO, MULTILITIE, COMPTOMETER, ENY PUNCH, TURRET LATER, SCIENTIFIC OR PROFESSIONAL DEVICES:
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7.	LIST ANY SIGNIFICANT PUBLISHED MATER INDICATE TITLE, PUBLICATION DATE, AND jects, novels, short stories, etc.)	TALS OF WHICH YOU ARE THE AUTHOR (Do not submit copies unless requested). TYPE OF WRITING (Non-fiction, scientific articles, general interest sub- General Interest Subjects and Short Stories (but not
	significant)	published.
8	INDICATE ANY DEVICES WHICH YOU HAVE	NVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED
l		NA.
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10	 LIST ANY PROFESSIONAL, ACADEMIC OR H MEMBER. LIST ACADEMIC HONORS YOU HA 	ONORARY ASSOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A
L	Received highest honors a General Excellence, Diplo	nd 4 awards at Graduation from Latin American Institute: matic Subjects, Service to the School, and one other.
_	SECTION XII ORGANIZATION WORK EXPERI	ENCE - SINCE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE
	i. inclusive dates (From- and To-) May 1956 to present	2. GRADE 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT OS-11 WH/III/Cuba
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	for Station implementation	on KUCAGE activities. Initiating new KUCAGE programs on. Maison with other Headquarters components.
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	1. INCLUSIVE DATES (From- end To-) September 55 to May 56	2. GRADE [3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
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2	SUPERVISION NE	Station PP Officer
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	scouled and reorganised S	tation PP program. Broadened existing assets and te Spanish language materials, drew cartoons,
	supervised publication of	KUCAGE publication. Organized anti-Communist
	demonstrations. Acted as	co-Case Officer of FI penetration agent.
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_	SUPERVISION NA	7.5
3	6- DESCRIPTION OF DUTIES	FI Ops Officer
	In charge Water Travel Co	mtrol program. Worked as member Air Travel Control team
	performing baggage search	es, photographing documents, maintaining passenger and
\perp	alr travel records (all c	OVERTIVE Regular and sudio conveillances of comb
		CO CASE Officer FI penetration agent
-	June 1952-July 1954	GS_7 WH/Station Panama City
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5	4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION NAME.	5. OFFICIAL POSITION TITLE
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Self Study, various fields.

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21. DATES OF MILITARY SERVIC	E (From- and To-) BY MONTH	AND YEAR			
22. BRANCH OF SERVICE				T-1	
NA.		23. COUNTRY	WITH WHICH	MILITARY SERVICE	AFFILIATED
				NA .	
24. DETAILS OF OTHER GOVERNM.					
Dep	artment of Army, Cnal	1 Zone, 1953	-1955		
		•			
SECTION IV RELATIVES BY	BLOOD, MARRIAGE OR ADOPTIO	N LIVING ABROAD	OR WHO ARE	NOT U.S. CITIZENS	- f: a#:
1. FULL NAME (Last-First-			2. RELA	TIONSHIP	3. AGE
4- ADDRESS OR COUNTRY IN	<u> </u>		Unc	le 👫	58(2)
4. ADDRESS OR COUNTRY IN	WHICH RELATIVE RESIDES				
Varese, Italy					
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONT	ACT		7- DATE OF LAST C	ONTACT
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SPECIAL REMARKS, IF ANY, C	CACERMING THESE BELLYINGS				
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. IF TOUR ARSWER IS NO 10	THE MBOVE, STATE SUBRCES OF	- OTHER INCOME			
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NA.					
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	3. BANKING INSTITUTIONS				
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Falls Church Bank					
		THUED YOUR			
	SECTION V CON	TINUED TO PAGE :	3		

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	PERIOD	IC SUPPLEMENT	· · · · · · · · · · · · · · · · · · ·	THIS DATE	
15-9198		HISTORY STATEMENT	7	4 Februar	v 1957
***		INST	RUCTIONS	7	, -//·
is form provides the	means whereby s		nnel records will be ke	pt current. Even tha	ugh it duplicate
nformation you have funtirety. You need com	irniahed previous splete <u>Sections</u>	usiy, it will be no <u>VII</u> through <u>XIII o</u>	cessary for you to comp nly if there has been a e complete coverage tha	lete <u>Sections I</u> thro change since you en	ugh <u>VI</u> in their tered on duty wi
ECTION I		G	ENERAL	- Andrews	
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- CURRENT AUDKESS (NO.	., Gileet, City	, June, Gratty	J. FERMANENT AUDRESS	(140., SIFERE, GITY,	Lune, State)
2608 N. Wine	hester Stree	et	2608 N. Wi	nchester Street	
Arlington 13			Arlington	13. Virginia	
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JEfferson 3-		Virginia ERSON TO BE NOTIFIE	D IN CASE OF EMERGENCY		· · · · · · · · · · · · · · · · · · ·
HAME (Last-First-His				2. RELATIONSHIP	
Mr. Dorothy Barn	adette		Ţ.	Wife	
		et, Arlington			
BUSINESS ADDRESS (No	., Street, City	y, Zone, State, Cou	ntry). INDICATE NAME OF	FIRM OR EMPLOYER, I	F APPLICABLE
HOME TELEPHONE NUMBE JEfferson 3-		6. BUSINESS TEL	EPHONE NUMBER	7. BUSINESS TELEPHO	NE EXTENSION
IN CASE OF EMERGENCY	, OTHER CLOSE F	RELATIVES (Spouse, A	Mosher, Father) MAY ALS		UCH NOTIFICATION
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ECTION III	- h wedge 180101		AL STATUS	ora (radier)	
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			, including annulments, If marriage is contemp		
NAME	(First)	(Widdle)	(Maiden)	(Lost)
DATE OF MARRIAGE	rothy	Bernadette	tate Counity	Ker	<u> </u>
	1				
HIS (or her) ADDRESS	BEFORE MARRIAG	E (No., Street, Cit	y, State, Country)		
9 132105	10		Manhattan, New Yor	rk ^C ity	_CODED
7. LIVING	8. DATE OF	DEATH 9.	CAUSE OF DEATH		FOR
- CURRENT ADDRESS (Gi	ve last address	, if deceased)		A 111	I UN
Same as 2, al		· · · · · · · · · · · · · · · · · · ·			LLFICATION
. DATE OF BIRTH 12 November		F BIRTH (City, Star Covington, Lou		DATE	4 MAY 1958
. IF BORN OUTSIDE U.S		14. PLACE OF ENTE	NA.		
CITIZENSHIP (Countr USA	у)	16. DATE ACQUIRED	17- WHERE ACQUIR	ED (City, State, Cou	ntry)
OCCUPATION Housewife		19. PRESENT EMPLO unemployed,	OYER (Also give former last two employers)N.Y	Telephone Co.	se is decessed o
New York City		Street, City, S	tate, Country)		
		SECTION III CO	ONTINUED TO PAGE 2		

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.

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

Sec.	. 9. MOTHER-IN-	LAW	* * · ·				
	FULL NAME	Evelyr (First)	<u> </u>	D.		Do	vey .
	LIVING OR I	DECEASED LIVE	lng DATE ((Middle) OF DECEASE		(Last) CAUSE	
		R LAST, ADDRESS					
	DATE OF BI	RTH 2 Nov 191	LI PLACE OF 1	ember) (CI BIRTH LONG	(y) 11. Mass e	(State)	(Country)
		rside u. s. indic					
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	CITIZENSHIP	10 to	ADDRESS	P. Antili Annoya v. A. V. Arrigan v. pp. P. Salak v. a. a. a.	**		
	2. NAME		·	(St. and Number) RELATIONSE	(City)	(State)	(Country)
	CITIZENSHIP		ADDRESS				AGE man
				RELATIONS	710		
	CITIZENSHIP		ADDRESS			***************************************	10E
				(St. and Number)	(City)	(State)	(Country)
SEC.	11. RELATIVES 1	BY BLOOD OR : OF A FOREIGN (MARRIACE	AT PETTE BETT TO	TARY OR	CIVIL SE	RVICE OF
	1. NAME Bar	ry Martin	-	_ RELATIONSHI	P Unc.		GE 43
	CITIZENSHIP .	U.S.	ADDRESS .	(St. and Number)	(City)	(State)	California (Country)
	TYPE AND LO	CATION OF SERVI	ICE (IF KNOW)	V) U. S. N	avy, Suba	arine Co	(Country)
	2. NAME G.	Arthur Dovey		. RELATIONSHI	P Step F	ather A	GE 48
	CITIZENSHIP .	U.S.	ADDRESS _	355 N.Y. Av.	IN I Jersey	AW City N.	J.
		CATION OF SERVE					
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PERSONAL HISTORY STATEMENT

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Nr. Nent advised Contract Fersonnel Division this date that his date of naturalization should be 20 July 1950 and not as indicated on his Personal History Statement

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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.
 - 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 Education Cypress & 614 A.FULI NAME Mr William Plorris Kight PRESENT ADDRESS 2448 Washington Hive. N.Y.C. SV, IV.Y. U.S.H. PERMANENT ADDRESS 2448 Washington Har. N.X.C. 58, N.Y. U.S.H. WHAT OTHER NAMES HAVE YOU USED William B. NICKNAME ROSPA Kranz . Under what circumstances have you ever used these NAMES: BOSENKranz was legal tamit name tormerly HOW LONG: 15.773. IF A LEGAL CHANGE, GIVE PARTICULARS Hug. 4, 1944 Supreme Court, Bronx County N.Y.C. N.Y. C. DATE OF BIRTH May 2, 4127 PLACE OF BIRTH Milan D. PRESENT CITIZENSHIP U.S. H. BY BIRTH: BY NATURALIZATION CERTIFICATE NO. 690 999.1 ISSUED July 20, 1951 BY W.S. HISTORY AT New York City New York HAVE YOU HAD A PREVIOUS NATIONALITY!

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP! No... GIVE PARTICULARS:

HELD BETWEEN WHAT DATES 12.2119 TO LAZE 119 ANY OTHER NATIONALITY? None

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GIVE PARTICULARS

562.9:

MOTHER IN LAW-

NAME - EVELYN D. DOVEY
LIVING
PADDRESS - 355 NEW YORK AVE. , JERSEY CITY, NAT
DATE OF BIRTH: & NOV. 1910
CITIZENSHIP: US
OCCUPATION: DEFENSE WORKER

SEC.8.

STEP- FATHER-IN-LAW -

NAME : G. ARTHUR DOUGY
LIVING
ADDROSS: 355 NOW YORK AVE., FORSEY CITY, NJ
DATE OF BIRTH: 1904
CITIZENSHIP: US
OCCUPATION: US NAVY INSPECTOR

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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.

U. S. COVERNMENT PRINTING OFFICE 18-62855-1

Sec. 9. Mother-in-law

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Amend ment to Piss Due to Markinge Dute: 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.

. 1	i, P	PERSONAL BACKGROU	ND,			. •	Telephor	
		FULL NAME Mr	ILLIAM	MORR	is KE	NT		
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Faul E. Kent	Son		+-	-	US SU	**
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DAYE COMPLETED February 1957

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COVER POLICIES AND PROCEDURES

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SECTION IV				GEO	GRAP	HIC AREA	KNOWLEDG	E AND FO	REIGN TRA	VEL					
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SECTION V		GEDGRAPHIC ARE	A KNOWLEDGE AND	POREIGH TRAY	EL			,	
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3. LOCAL SELECTIVE	SERVICE BOAR	D NUMBER AND ADDRESS	•	4. IF DEFERR	ED. GIV	E REASON			
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NAME AN	D ADDRESS OF	SCHOOL	STUDY OR SP	ECTAL IZATION	DATE	COMPLETE	- magaina		
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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 444f, "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.

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SECTION 111			MARITAL S					
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SECTION IV	-	RELATIONSHIP	ILOREN AND DEPEN				······	
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SECTION V	GEOGRAPHIC AR	EA KHOWLEDGE AND	<u> </u>	M TRAV	e.				
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PROVIDE INFORMATION ON HORBIES, SPE		ECIAL QUALIFICAT		DEVICE	WHICH	VAII 144.V	UIUP IL	VE4750	
SECTION VIII		MILITARY SERVICE		***************************************			······································		
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SECTION IX	PROFESSIONAL S	OCIETIES AND OTH	ER ORGA	WIZATIO	DWS				
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QUALIFICATIONS UPDATE

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

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Additionally, a qualifications update may take place at any time there is information to be added or changed simply

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			810/	GRAPHIC MID	POSITION DAT	πA					
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Er Hems w. C		(Lest)		(First)		(Middle)			(Maiden))	
											
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SECTION IV		DEPENDENT	CHILDRE	EN AND DEPEN	NDENTS OTHER	THAN SPOUS	Ε				
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SECTION VII	GREGG	SPEEDWRIT		STENOTYPE	SPECIF	Y:	
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SECTION VIII		HILITARY SERVICE	;				
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QUALIFICATIONS UPDATE

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

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SECTION !			HOGRAPHIC AND P	OSITION DATA	A				
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						Jane 5.	J. CHIECH	JOIL M	LOGIRED
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SECRET (When Filled In)

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 4441, "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.

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SECRET (When Filled In)

REQUEST FOR MEDICAL EVA	ALUATION 19	
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(When Filled In) REQUEST FOR MEDICAL EVALUATION 25 April 1975 3. POSITION TITLE 4. GRADE Eest, Villiam X.
5. OFFICE, DIVISION, BRANCH Ops Officer 6. EMPLOYEE'S EXT DEO/MOCOG 9464 7. PURPOSE OF EVALUATION HDQS/TDY PRE-EMPLOYMENT OVERSEAS ASSIGNMENT ETD ENTRANCE ON DUTY STATION TOY OR PCS TOY STANDBY TYPE OF COVER SPECIAL TRAINING NO. OF DEPENDENTS TO ACCOMPANY NO OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED ANNUAL RETURN TO DUTY RETURN FROM OVERSEAS ETA FITNESS FOR DUTY STATION MEDICAL RETIREMENT NO. OF DEP.'S B. OVERSEAS PLANNING EVALUATION (One block must be checked) 9. REQUESTING OFFICER YES NO 7431 IO. COMMENTS

Qualified for TDY Standby until 1 November 1976.

CECDET

SIGNATURE FOR CHIEF OF MEDITAL STAFF

William W. Golder, OMS/pro

11. REPORT OF EVALUATION

28 May 1975

FORM 950 USE PREVIOUS

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		v *					:	
				5 Jane 1973	James J	Crahas	MOVOES F	

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, or									
2 W DATE OF BIRTH	1625	عل	12 Z	twe	M	W. Washington T	C.		
5/9/29	(ID PLACE OF BIRTH (oity o	r tows	and,	State ta	or country)			
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Mar	i rostom	OFFICE ADDRESS of number, if any)				(1) POSITION (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATION-	MAR-	SINGL
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INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the feregoing certificate is made shall 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:

(i) Identity of appointes.—It is the duty of the appointing officer to guard against inpersonation and to determine beyond reasonable doubt that the appointee is the same person whose appointment was authorised. The appointer'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 appearance may be checked against the medical certificate. The appointee may also be questioned on his personal the medical certificate. The appointee

POINTING UPFICEK

(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 adidavit 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) Mambara of Pamily.—Section 9 of the Civil Service Act provides that

the certuring ome of the Livi Service Lommisson.

(4) Members of Family.—Section 9 of the Civil Service Act provides that whenever there are slready 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 pergaps critical the competitive service.

- 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

ACCEPTED:

APPROVED:

DIRECTOR OF PERSONNEL

with your cover designation, will normally be at the direction of the Foreign Service. Such travel will be accomplished in conformance with applicable regulations of the Foreign Service 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 Foreign Service salary rate, whichever is greater. Payment of your salary, post differential and allowances by the Foreign Service 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 (CIA and Foreign Service) 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 Foreign Service, 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 Foreign Service will be held by CIA pending your transfer from the Foreign Service to CIA. While assigned to the Foreign Service you will be permitted 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 Foreign Service 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 your reinstatement including any withholding tax deducted by the Foreign Service.
 - b. Upon your integration in the Foreign Service, 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 Foreign Service 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.

INTEGREE AGREEMENT

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

Dear Mr. Kent

This is a memorandum of agreement between you and the United States Government in regard to your employment by CIA. It is hereby mutually agreed and understood that:

- l. As an employee of CIA, at the present grade and salary of CG-11 \$7270 per annum, you will accept cover employment in the Foreign Service effective as of 23 Jaly 56. You will, insofar as consistent with your basic responsibility to CIA, abide by all the rules, regulations, practices and policies of the Foreign Service in order to appear as a conventional member of that establishment. Your appointment to the Foreign Service is being effected at the class of FSR-7 and salary of CIA,
- 2. It is understood and agreed that the minimum period of your overseas tour of duty is governed by and coincident with the prescribed tour of duty of your cover organization. Currently, your prescribed tour consists of a period of two (2) years from the date of your arrival at your overseas post of duty. Your assignment may be terminated earlier for the convenience of CIA, and the length of your tour of duty, as currently specified, may be unilaterally changed by CIA in order to conform with subsequent changes in the prescribed tour of the Foreign Service. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by the Agency to be beyond your control or if you are terminated for cause either by the Foreign Service or CIA before you have completed the minimum period of service prescribed above from the date of arrival at your overseas post of duty, you will not be entitled to return travel or transportation for yourself or your dependents to the United States at Government expense. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by the Agency to be beyond your control or if you are terminated for cause either by the Foreign Service or CIA before you have completed one (1) year of service from the date of your arrival at your overseas post of duty, you will be required to reimburse the Government for all its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas post of duty.
- 3. Travel to your post of duty overseas and your return travel to the United States, as well as travel performed overseas which is consistent

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STANDARD FORM 144 REVISED SEPTEMBER 194 U. S. CIVIL SERVICE COMMISSION FFM CHAPTERS LI, RJ, AND \$1	STAT	EMEN Al							N AN	ID MIL	ITARY SE	RVICE
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INSTRUCTIONS: File this form on the permanent side of the employee's official personnel folder immediately before or after the personnel action involved. (OVER)

NOTE: If eath is taken before a Notary Public, the date of expiration of his Commission should be shown.



DEPARTMENT OF STATE

February 19, 1959

Door Sheft

I would like to take this opportunity to thank you for the outstanding help of the officers of your agency in Carsons, Venezuels to our protection detail during the recent inauguration of President Betancourt.

Specific mention should be made of Meesra. Jacob Esterline, Milliam Patterson, and Milliam 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,

E. Toslin Beiley Director

Office of Security

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

CONFIDENTIAL (When Filled In) VOLUNTARY ENTRIES Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and compli-cates 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.

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PApril 1964 William M. Kent

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MEMORANDUM FOR:

William M. Kent

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.

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.

William V. Broe Chief, Western Hemisphere Division

APPROVAL	RECOMMENDED;
	•

Secretary, CS Panel Section B

3 June 1966

CONCUR:

Michael G. Mitchell

6 Juni 1966

APPROVED:

Director of Personnel

Date

STANDARD FORM 61 (REVISED AUGUST 190)
PROMULGATED BY CIVIL SERVICE COMMISSION
FEDERAL PERSONNEL MARIJAL

APPOINTMENT AFFIDAVITS

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

(Department or agency)	(Bureau or division) (Place of employment)
I, WILLIAM M. KENT	, do solemnly swear (or affirm) that—
domestic: that I will bear true faith ar	itution of the United States against all enemies, foreign and allegiance to the same; that I take this obligation freely ose of evasion; that I will well and faithfully discharge the to enter, SO HELP ME GOD.
that advocates the overthrow of the Gounconstitutional means or seeking by for Constitution of the United States. I d	I do not advocate nor am I a member of any organization vernment of the United States by force or violence or other ree or violence to deny other persons their rights under the o further swear (or affirm) I will not so advocate, nor will n during the period that I am an employee of the Federal
so engage while an employee of the Gov an organization of Government employe	THE FEDERAL GOVERNMENT not the Government of the United States and that I will not vernment of the United States; that I am not a member of the that asserts the right to strike against the Government, while a Government employee, become a member of such that it is not a member of such that a government employee, become a member of such that is not a member of s
D. AFFIDAVIT AS TO PURCHASE AND SAL I have not paid, or offered or promis firm or corporation for the use of influen	sed to pay, any money or other thing of value to any person,
E. AFFIDAVIT AS TO DECLARATION OF AF	PPOINTEE
	tion of Appointee on the reverse of this form are true and
2 January 1952 (Date of entranction duty)	William M. Keur (Bignature of appointee)
Subscribed and sworn before me this 2nd	January 52, A. D. 19 52,
at	WASHINGTON, D. C.
(City)	Robert Hayes Appl Clinks (State)
NOTE.—If the oath is taken before a Not be shown.	ary Public the date of expiration of his commission should

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 lefters of appointment.

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

William M. Kent 2 Jan. 1952
Employee Date

CENTRAL INTELLIGENCE AGENCY 2450 E STREET NW. WASHINGTON 25, D. C.

Date 2 amuary 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: 08-5 \$3/10.

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 cutside 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

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 incompatence, 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 eaths 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.

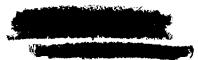
CENTRAL INTELLIGENCE AGENCY

Personnel Division, Covert

ACCEPTED:

Kant William Morres

Security Information



Central Intelligence Agency

Washington, D. C.

Kent, 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 \$ 3715.00 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 CJA. You will account for such allowances, travel, and operational expenses in substantial compliance with CJA regulations or the established policies of your cover facility whichever is directed by CJA.
- 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 whatscever and wherever situate, which property has in fact been purchased with monies of the U.S. Government, you hereby recognize and admowledge 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.

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:

Sweet W. Ryan

Kents William Morris

PORM NO. Dec. 19

CONFIDENTIAL DEPORT DUNGLINGER

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Report prepared by Reingrober because is on home leave.

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

Ruth & Suffer Office of Personnel

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

(Employee)

5 October 1952 (Date)

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 eclaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a riminal offense and will be prosecuted accordingly.

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sppointing officer before whom the foregoing certificate is made shall ine to his own satisfaction that this appointment would be in conformance at Civil Service Act, applicable Civil Service Rules and Regulations and Congress pertaining to appointment, form should be checked for holding of office, pension, suitability in conwith any record of recent discharge or arrest, and particularly for the age.

lentity of appointes.—It is the duty of the appointing officer to against inpersonation and to determine beyond reasonable doubt that the tee is the agree person whose appointment was authorized. The ho's signature and handwriting are to be compared with the application other ipertinent papers. If the appointe qualified in a written examination short, which was signed in the examination room. His physical note may be checked against the medical certificate. The appointee to be questioned on his personal history for agreement with his previous mits.

(2) Age — If definite age limits have been established for the position, it should be determined that applicant is not outside the figure 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 citizenship status in the absence of conflicting evidence. In doubtful cares the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Act provides that

the certifying office of the Civil Service Commission.

(4) identhers 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 analy to temperary appointments. Doubtful cases may be referred to the appropriate office of the Civil Service Commission for decision.

U. S. GOVERNMENT PRINTING OFFICE 15-55160-2

STANDARD FORM 61 (REVISED AUGUST 1949)
PROMULGATED BY CIVIL SERVICE COMMISSION
FEDERAL PERSONNEL MANUAL

APPOINTMENT AFFIDAVITS

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

CENTRAL INTELLIGENCE AGENCY	Washington, D. C.
(Department or agency)	(Bureau or division) (Place of employment)
I, William M. Kent	, do solemnly swear (or affirm) that-
A. OATH OF OFFICE	the committee of animaly that
	tion of the United States against all enemies, foreign and allegiance to the same; that I take this obligation freely of evasion; that I will well and faithfully discharge the enter, SO HELP ME GOD.
B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY A	ND AFFILIATION
I am not a Communist or Fascist. I de that advocates the overthrow of the Govern unconstitutional means or seeking by force of Constitution of the United States. I do for	lo not advocate nor am I a member of any organization ament of the United States by force or violence or other or violence to deny other persons their rights under the urther swear (or affirm) I will not so advocate, nor will uring the period that I am an employee of the Federal
an organization of Government employees	FEDERAL GOVERNMENT the Government of the United States and that I will not ment of the United States; that I am not a member of that asserts the right to strike against the Government alle a Government employee, become a member of such
D. AFFIDAVIT AS TO PURCHASE AND SALE OF I have not paid, or offered or promised to firm or corporation for the use of influence to	A DOV any money or other thing of males to
E. AFFIDAVIT AS TO DECLARATION OF APPOIL	
The answers given in the Declaration correct.	of Appointee on the reverse of this form are true and
8 Oct 1956 (Date of entrance on duty)	William M. Kew (Signature of appointee)
Subscribed and sworn before me this8th	day of, A. D. 19 56 ,
et Washington	D. C.
[SEAL]	(State) (Signature of officer)
	Uffet Cesh
NOTE.—If the oath is taken before a Notary P be shown.	Public the date of expiration of his commission should

16-68160-2



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

Harrison G. Reynolds Chairman, CIA Selection Board

Career Service Staff Office of Personnel

49 JAN 1957.

Noted:

. 511. 1 APR 55

William M. Ren

Date: 18 Tolerember 1956

SECRET

(4)

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

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 Midcareer 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.

1 6 JUN 1966

MEMORANDUM FOR: Head, Clandestine Services

SUBJECT

Career Service

: Notification of Approval of Quality Step Increase William M. Kent

- I am pleased to send to you the attached elficial 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 Canlity Step increase presented at an appropriate coremony.

Emmet 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

6500F 1
Excluded from autometic downgrading and declassification

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.

- I. Payroll Administration. As indicated in your Staff Agent Personnel Action, your present salary and grade are \$16.00 per annum and 68.13. 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 be 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 so amendment becato.

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and regulations.				A Barrer	e access

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UNITED STRIED GOVERNMENT

Freedras Cilican

EUPPLINET TO STATE PROBLEM ACTION

FOR STATE OF THE SOURCE ACTION

William on Kent m. Kent

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

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

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

UNITED STATES COVERNMENT

Personnel Officer

The state of the s

20 July 1966

THIS IS TO CERTIFY THAT I AM AWARE OF THE PROVISIONS OF HANDBOOK 20-4,

PATED 7 OCTOBER 1967 CONCERNING THE PERSONAL CONDUCT OF AGENCY EMPLOYEES.

William M. Kent

S-E-C-R-E-T

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30 MAP

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.

ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL

TO COMPLETE THIS FORM-

FOLLOW THESE GENERAL INSTRUCTIONS:

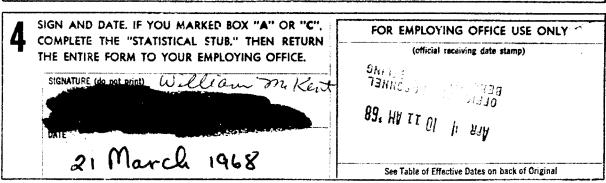
· Read the back of the "Duplicate" carefully before you fill in the form.

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

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

5/1

Z	NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER							
				/29								
	EMPLOYING DEPARTMENT KENT, LU	illian	Øm.	LOCATION (City, State, ZIP Code)								
2	MARK AN "X" IN	ONE OF THE B	OXES BELOW (lo NOT mark more than one;	:							
J	Mark here if you WANT BOTH optional and regular insurance	if you WANT BOTH optional and regular I elect the \$10,000 additional optional insurance and authorize the required deduction from my salary, compensation, or annuity to pay the full cost of the optional insurance regular insurance.										
	Mark here	DEC.	LINATION OF OPTI	ONAL (BUT NOT REGULAR) IN	ISURANCE							
	if you DO NOT WANT OPTIONAL but do want regular insurance	at the of in	If insurance until at ie time I apply for i	dditional optional insurance. I un least 1 year after the effective da it I am under age 50 and presen and also that my regular insurance ial insurance.	te of this declination and unless it satisfactory medical evidence							
	Mark here	WAN	ER OF LIFE INSU	RANCE COVERAGE								



optional insurance unless I have the regular insurance.

ORIGINAL COPY-Retain in Official Personnel Folder

(C)

if you WANT NEITHER

regular nor optional

insurance

SECRET

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

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-

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.

19	FILL IN THE IDENTIFYING INFORMATION BELOW	(please print or type):								
4	NAME (last) (first) (middle)	DATE OF BIRTH (month, day, year) SOCIAL SECURITY NUMBER								
	KENT WILLIAM M.	5-9-29 058 22 8472								
	EMPLOYING DEPARTMENT OR AGENCY	LOCATION (City, State, ZIP Code)								
	HAVE YOU EVER BEFORE FILED AN "ELECTION, DECLINATION, OR WAIN If "YES," your last such form remains in effect and you should not file to Employees on page 4.)	/ER OF LIFE INSURANCE COVERAGE"?								
3		(IN ADDITION TO REGULAR) INSURANCE								
	WANT BOTH from my salary, compensu	I elect the \$10,000 additional optional insurance and authorize the required deduction 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.								
	DO NOT WANT OPTIONAL but I decline the \$10,000 addl tional insurance until at let at the time I apply for it.	NAL (BUT NOT REGULAR) INSURANCE ditional optional insurance. I understand that I cannot elect operated the effective date of this declination and unless I am under age 50 and present satisfactory medical evidence and also that my regular insurance is not affected by this declinations.								
	regular nor surance until at least 1 year optional lapply for insurance I am surance I	NCE COVERAGE and I waive coverage under the Federal Employees Group Life instand that I cannot cancel this waiver and obtain regular interaction after the effective date of this waiver and unless at the time under age 50 and present satisfactory medical evidence of interaction of the satisfactory medical evidence of interaction of the satisfactory medical evidence of interaction of the satisfactory medical evidence of interactions of the satisfactory medical evidence of interactions.								
A	DATE AND SIGN. RETURN THE ENTIRE FORM TO	FOR EUROVING OFFICE								
4	YOUR EMPLOYING OFFICE	FOR EMPLOYING OFFICE USE ONLY								
	SIGNATURE (do not print) William M. Keur	(official receiving date stamp)								
	DATE	01,412								
	March 30,1970	SWH.L CMPd								
		See Table of Effective Dates on back of Original								

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
tunities. Should a circumstance develop for Warthern oppor-
like to be a part of it. My preference would also like it. I would
in my present status and cover arrangement indefinitely.
11B. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE
COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR
EXTEND TOURMONTHS AT CURRENT STATION TO
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RETURN TO MY CURRENT STATION
TO BE COMPLETED BY FIELD STATION
Z. IN CONSIDERATION OF THE PURCHASE
TARIO MAINING
Washington Base concurs with request that he remain in his present assignment for another tour.
another tour.
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE
A. IN CONSIDERATION OF THE EXPENSENCE LAND MEDICAL PROPERTY.
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 electiveness should be still greater by virtue of his acquireleted
experience in the Base area.
DATE 1 May 69 TITLE DCDO/I SIGNATURE Standy Comes
. APPROVED ASSIGNMENT:
and town assured.
EMPLOYEE NOTIFIED BY DISPATCH NO 100 -35 8 DATED: 20 Man 61
CABLE NO DATED:
CAREER SERVICE REPRESENTATIVE: (SIGNATURE)

		SECRE	T		
	FIELD REA	SSIGNMENT	QUESTIONNA	IRE	
NAME OF EMPLOYER (M. Cent	DO NOT COMPL	STE BAR	F1501107000		
NAME OF EMPLOYER (HEA DECEMBED ONLY DATE RECEIVED AT HEADQUARTERS:	L'arei	on item S-D N	AME OF SUPERVI	som (true) Shaffer, Jr.	DATE (from item S-2) 12 Feb. 1969
17 February 1969	TM 19 12 Feb	8253	AL SECEIAED B	Y CAREER SERVICE:	
	TO B	E COMPLETED B	Y EMPLOYEE		
DESIGN AND C		- 1	DO BASE W	ASHINGTON	5. CRYPT FOR CURRENT COVER WUINDIAN
6A. DAYE OF PCS ARRIVAL 6P. REQUIN FIELD DEPA	ESTED DATE OF RTURE	GO. EXPECTED CHECK. IN	DATE OF FIRST AT HO	6p. DESIRED DATE AFTER LEAVE	TO REPORT TO DUTY
7. NUMBER AND AGES OF DEPENDENTS V	3, 15, 14,	13		· .	
8. PERSONAL CIRCUMSTANCES THAT SHO	OULD BE CONSIDER	ED IN DETERM	NING NEXT ASSI	GNMENT:	

Educational facilities for my children and medical facilities for my wife.

- List your major duties during current your (see special nate on transmittel form).
 (also attach paraonal 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 adminis-
- 10. TRAINING DESIRED: INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS

FORM 202 DESCLETE PREVIOUS

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:

Muada Holoway Chairman, DDO/QSI Fanel

15 Jan 1

APPROVED:

Director of Personnel

31 JAN 1974

Date

2 0 DEC 1973

MEMORANDUM FOR: Chairman, QSI Honor and Merit Award Panel

SUBJECT:

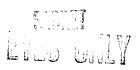
Request for QSI:

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



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.

Chief

Western Hemisphere Division

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

CONFIDENTIAL (when filled in)

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 withstoood critical scrutiny.

Aside from Mr. Kenn'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.

sigmed Raymond A. Warren

Raymond A. Warren Deputy Chief Latin America Division

cc: C/CMG/NOC C/LA/PEMS

SECRET

E2 IMPDET CL BY 009560

CONFIDENTIAL (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:

Tharles E. Coughlin 3 1 JAN 1977 Chief Instructor

CONFIDENTIAL

TRAINING REPORT

OFFICE OF TRAINING

FUNCTIONAL TRAINING DIVISION

This certifies that	William M. Kent (05919	8) 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 participar	it will be
able to describe the follow.	ing:	

- a) The REO 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:

DONALD R. HEADY Course Administrator

ADMINISTRATIVE - INTERNAL USE ONLY

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NAME OF EMPLOYEE (LAST-FIF	<u> </u>	<u> </u>			
	-		RTIONSHIP OF DEF	ENDENT+	CLAIM NUMBER
Kent, William	M.	Self			77-0324
There is or	n file in the	Personal A	Affairs Bra	ach, Benefits	s and
				cial Disability	
File on the	above named	employee (or his depe	ndent*) for an	illness.
	eath incurred				,
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ints nonce (snould be file	ed in the em	ployee's Of	ficial Person	nel Folder
as a perman	ent cross-re	ference to t	he Official	Disability Cla	im Ella
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2/9/77	Ernest L		146		
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TO: Retirement Operations Branch Office of Fersonnel RETIREE #1811AM, RESERVE 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 Y CIARDS DATE COVER												_		·			
OFFICE OF PERSONNEL RETIREE WILLIAMS M. REGER 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 COVER COVERT COVERT COVERT COVERT COVERT COVERT COVERT THRU CCS COVER ROUTINE COVERT COVERT COVERT THRU CCS CORRESPONDENCE COVERT C			COVE	R CONT	ROL	OF RET	IREME	NT PR	OCE	SSIN	IG		•	FILE	3500		
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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	0117	OF OI	erson	meT											er is a je	# ^ / ·	1
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No.	KNESS OUTWEIGHS ALL OTHER CONFIDENCE 1915: PERSONNEL
*****	v
YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION?	HALL S
AT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?	MAIL ROOM
1. Phases I, II, III. 2. CPO	•
HER COMMENTS (Indicate here general traits, specific port but which have a bearing on effective utilizat;	c habits or characteristics not covered elsewhers in the lon of this person):
SECT	ION VI
Read all descriptions before rating. Place "X";	n the most appropriate box under subsections A,B,C,&D
SECTIONS: Consider only the skill with which the proon has performed the duties of his job and rate in accordingly.	C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organisation.
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 EXCEPT; ONALLY WELL. 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER. IS INDIVIDUAL RETTER QUALIFIED FOR WORK IN SOME AREA?	1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCYWILL OFFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY. 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZA- TIONIRKED BY RESTRICTIONSREGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER. 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TGWARD THE ORGANIZATION., BOTHERED BY MINOR FRUSTRA- TIONSWILL QUIT IF THESE CONTINUE. 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF- FERENTHAS "WAIT AND SEE" ATTITUDEWOULD LEAVE IF SOMEDNE OFFERED HIM SOMETHING BETTER. 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANI- ZATIONMAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATIONTHINKS IN TERMS OF A CAREER IN THE ORGANIZATION. 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATIONBARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION. 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGAN- IZATIONWILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.
a ve	
RECTIONS: Considering others of this person's grade of type of essignment, how would you rate him on tentiality for assumption of greater remponsibilities 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 ADVANCE-MENT.	D. DIRECTIONS: Consider everything you know about this person is making your rating will in job duties, conduct on the jub, 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.

		(#)	hen Fi	lled	(n)									
											1		1	
. CAN THINK ON HIS FEET.							I		1		x			
. COMES UP WITH SOLUTIONS TO PROBLEMS.											x			
. STIMULATING TO ASSOCIATES! A									x					
, TOUGH MINDED.									x					
O. OBSERVANT.									x					
I. CAPABLE.											x	l		
2. CLEAR THINKING.											X			
3. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.													X	
4. EVALUATES SELF REALISTICALLY.										X	<u></u>			
5. WELL INFORMED ABOUT CURRENT EVENTS.								X						
S. DELIBERATE.							<u> </u>	L			<u> </u>			
37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.			+						x	L	×			
 IMPLEMENTS DECISIONS REGARD- LESS OF OWN FEELINGS. 		-	\vdash					L	x					
39. THOUGHTFUL OF OTHERS.	-	 						<u> </u>	=	I	x			
40. WORKS WELL UNDER PRESSURE.		 						L	x	 [_			
41 DISPLAYS JUDGEMENT. 42. GIVES CREDIT WHERE CREDIT IS		 	-	<u> </u>		-			=	T				
DUE.		+									x			
45. HAS DRIVE.		 	+-			-	<u> </u>	† 		T	x			,,
44. IS SECURITY CONSCIOUS.		+	=			 	Ī			x				
45. VERSATILE. 46. HIS CRITICISM IS CONSTRUCTIVE.	+						I	Ī		L				
47. ABLE TO INFLUENCE OTHERS.				1	<u> </u>			<u> </u>		x				
			1_							x	<u> </u>	<u> </u>		<u> </u>
48. FACILITATES SMOOTH OPERATION	———													1
48. FACILITATES SMOOTH OPERATION OF HIS OFFICE. 49. DCES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.				<u> </u>			<u> </u>	<u> </u>	-	<u> </u>	<u> </u>	7	<u> </u>	<u></u>

A. WHAT ARE HIS OUTSTANDING STRENGTHS?

has initiative to a high degree and takes pride in carrying out his duties well. He is keenly interested in increasing his professional capabilities and shows considerable aptitude for this type of work.

B. WHAT ARE HIS OUTSTANDING WEAKNESSEST

None outstanding.

SECTION IV

This section is provided as an eid in describing the individual. Yours description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or landingerent of the tampaintive 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 mejor categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make finer distinction hill pay to 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						CATE	GORI	ES						
ე	NOT OB- SERVED	DOES NOT APPLY	L	IES IMIT EGRE		REA	IES T SONAB EGREE	LE	ABOV	IES TE E AVE DEGREE	RAGE	OUT	IES T STAND EGREE	ING
A. ABLE TO SEE ANOTHER'S A. POINT OF VIEW.			\boxtimes											
B. PRACTICAL.										\cong				
1. A GOOD REPORTER OF EVENTS.					<u></u>				x					
2. CAN MADE DECISIONS ON HIS OWN WHEN NEED ARISES.					<u></u>				x	L			<u></u>	
3. CAUTIOUS IN ACTION.					<u></u>	I			-			-	<u> </u>	
4. HAS INITIATIVE.				<u> </u>			<u> </u>	<u> </u>				 	x	
S. UNEMOTIONAL.				<u> </u>	<u> </u>		x	<u> </u>	-			-		<u> </u>
s. ANALYTIC IN HIS THINKING.			<u> </u>	<u>L</u>	<u> </u>		<u> </u>	-		<u> </u>	<u> </u>	_	<u> </u>	<u> </u>
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.			 	<u> </u>	<u> </u>	 	<u></u>		-	<u> </u>	l	X	 	<u></u>
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.		 	-	<u> </u>	<u> </u>	-	<u> </u>	<u> </u>			<u> </u>	 	<u>L</u>	<u> </u>
. HAS SENSE OF HUMOR.			-		 	-	<u> </u>	<u> </u>	-	X	L	+	 	<u> </u>
10. KNOWS WHEN TO SEEK ASSISTANCE.		-	-	<u> </u>	<u> </u>	 		<u> </u>	 	$\frac{1}{1} =$	<u> </u>	+	<u> </u>	+=
11- CALM		<u> </u>	-	1	 	 		LE	 	<u> </u>	<u></u> _	-	+	
EZ. CAN GET ALONG WITH PEOPLE.		-	+	<u> </u>	<u> </u>	-	<u> </u>	<u> </u>	+=	 	<u> </u>	+-	+	1 -
13. MEMORY FOR FACTS.			+-	<u> </u>	 	+	<u> </u>	 	-		<u> </u>	-	×	+
14. GETS THINGS DONE. 15. KEEPS ORIENTED TOWARD LONG		-	+-	1 T	<u> </u>	+-		+	+==	 	x	+-	† -	1
TERM GOALS.		-	+	<u> </u>	<u> </u>	+-	<u> </u>	T	+=	1	 -	+=	1	\pm
16. CAN COPE WITH EMERGENCIES.		 	-	<u> </u>	<u> Ј</u>	+-	 	 	X	\pm	<u> </u>	+	x	T
ACCOMPLISHMENT.		+	-	<u> </u>	+	+		 	-	† -	×	+	 	
A LONG TIME.			+		+	+	1	 	x	 	T	-	T	
19. HAS WIDE RANGE OF INFORMATION	`	 		+	1	+	<u> </u>		+=	x	 	1	Ť	
20. SHOWS ORIGINALITY.	+===		+=	<u> </u>	+	+-	+	1	+	+	+	x		Ť
21. ACCEPTS RESPONSIBILITIES.			+=	<u></u>	+		1	+		-	\overline{T}	+	+	\exists
22. ADMITS HIS ERRORS.		+	+	1	+	+	 	<u></u>	X		x	+	+-	+
23. RESPONDS WELL TO SUPERVISION.		-	-	1 T	1	=	×	 						
24. EVEN DISPOSITION.		+		İ				74		L			I	
TRONG SUPPORT.			9	ECRE	7						»——————			

FIELD FITNESS REPORT

The Fitness Report is an important factor in organisation personnel management. It seeks to provide: 1. The organisation 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: Con-Bult current field administrative instructions regarding the initiation and transmittal of this report to headquarters.

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

revented by his day-to-day activities. If this individ-ual 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.

Tent William No. 3/1/50 IT IS OPTIONAL ELECTRICAL STATES REPORT IS SHOWN TO THE PERSON BEING RATED

		SEC	TION I			
		rr egent)	1. DATE OF BIRTH 9 May 1929	2. SEX	3. SERVICE DESIGNA Operations	, -
. GRADE	5. STATION DESIGNATI	ON (Current)				
08-75	Panama					
. DUE DATE OF	THIS REPORT	7. PERIOD COVERED	BY THIS REPORT (Inclusive	e dates)	· · · · · · · · · · · · · · · · · · ·	
30 November	r 195).	1 June 195	to 30 November 19	52a		
•	SECTI		leted by field supervis			

1. CURRENT POSITION

2. DATE ASSUMED RESPONSIBILITY FOR POSITION

Operations Officer 16 June 1952

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. Navy limison, including coverage and reporting of strategic materials transiting this area.
- 2. Water travel control, including reporting of satellite travel through this area, and assisting in air travel control.
- 3. Development: of file material for (2 leads and travel control check on persons of CE interest.
- Cutout for one of the top CP penetrations in the area.
- Occasional surveillances on persons of interest to the Mission.



SECTION 111 (To be completed at headquarters only)

DO NOT COMPLETE -FOR HEADOUARTERS USE ONLY

AUTHENTICATION OF	REPORT AND SIGNATURES
I. NAME OF RATER (True)	2. NAME OF REVIEWING OFFICIAL IN FIELD (True)
Edward L. Anderson	John H. Jenkins. Jr.
. THIS REPORT XX WAS WAS NOT SHOWN TO THE INE	DIVIDUAL BEING RATED.
STIANTINGS AUTHORIZED TO AUTHO	INISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS É FITNESS REPORT AND SIGNATURES
	1

DO NOT COMPLETE //-

FOR HEADQUARTERS USE ONLY

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKN	IESS OUTWEIGHS THE OTHER CONSIDERATIONS:
C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKN	OFFICE OF PERCAL
No CEIN Francisco	- "OUNNEL
D. DO YOU FEEL THAT HE MOULTER HE OF SUPERVISIONS	•
	MAIL ROOM
E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?	
1. Verid Communism	
2. Anti-Communist Operations	
F. OTHER COMMENTS (Indicate here general traite, specific report but which have a bearing on effective utilization	habits or characteristics not covered elsewhere in the on of this person):
Corbuston has demonstrated, amply, above-ave	
SECTION	OH VI
	the most appropriate box under subsections A.B.C.aD
A. DIRECTIONS: Consider only the skill with which the	C. DIRECTIONS, Reved upon what he has eaid, his actions,
person has performed the duties of his job and rate him accordingly.	and any other indications, give your opinion of this person's attitude toward the organisation.
1. DOES NOT PERFORM DUTIES ADEQUATELY: HE IS	1, HAS AN ANTAGONISTIC ATTITUDE TOWARD THE ORGANIZATIO
INCOMPETENT. 2. SARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE	IZATION WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
NAS HAD SPECIFIC GUIDANCE OR TRAINING. HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES	2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZA- TIONIRKED BY RESTRICTIONSREGARDS ORGAN-
COMPETENTLY. 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA-	IZATION AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
SIGNALLY REVEALS SOME AREA OF WEARNESS.	3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION SOTHERED BY MINOR FRUSTRA-
4. PERFORMS DUTIES IN A TYPICALLY COMPETENT. EFFECTIVE MANNER.	TIONS. WILL OUIT IF THESE CONTINUE.
T S. A FINE PERFORMANCE: CARRIES OUT WANY OF HIS	4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF- FERENTHAS "WAIT AND SEE" ATTITUDE, WOULD
RESPONSIBILITIES EXCEPTIONALLY WELL.	LEAVE IS SOMEONE OFFERED HIM SOMETHING BETTER.
MANNER THAT HE IS EQUALLED BY FEW OTHER PER-	S. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANIZATION. MAKES ALLOWANCES FOR RESTRICTIONS
SONS KNOWN TO THE RATER. IS THIS INDIVIOUAL BETTER QUALIFIED FOR WORK IN SOME	IMPOSED BY WORKING FOR ORGANIZATION. THINKS
OTHER AREAT HO YES. IF YES, WHATT	TO DESCRIPTION HAS FAVORABLE ATTITUDE TOWARD THE
	CREANIZATION., BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY. WILL PROBABLY ENDEAVOR TO MAKE A
	CAREER IN THE ORGANIZATION. 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION.
	IZATION. WILL PROBABLY NEVER CONSIDER WORKING
	ANY PLACE BUT IN THE ORGANIZATION.
The second secon	
B. Discretes: Considering others of this person's grade	D. DIRECTIONS: Consider everything you know about this p'erson im making your ratingekill in job duties.
and type of evalgament, how would you rate him on potentiality for assumption of greater responsibili-	conduct on the job, personal characteristics or
ties normally indicated by promotion.	habits, and special defects or talents.
1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH	1. DEFINITELY UNSUITABLE . HE SHOULD BE SEPARATED
SATISFACTORY PERFORMANCE CAN BE EXPECTED.	2. OF DOUBTFUL SUITABILITY WOULD NOT HAVE AC-
PRESENT GRADE BEFORE PROMOTION TO A HIGHER	CEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW. 3. A BARELY ACCEPTABLE EMPLOYEE. DEFINITELY BELOW
GRADE CAN BE RECOMMENDED. 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE	AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY
NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN	OUTSTANDING TO WARRANT HIS SEPARATION. 4. A TYPICAL EMPLOYEEHE DISPLAYS THE SAME SUIT.
SOME AREAS. 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE	BILITY AS MOST OF THE PEOPLE I KNOW IN THE
RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE. 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT	ORGANIZATION. 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING
HIGHER GRADE.	STRENGTHS.
6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE-	6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.
MENT.	7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORL
	IN THE ORGANIZATION.

		(When Fi	lled In)							
	ERFORMANCE OF SPECIFIC DUTIES		ba _3		32 14	E				
Frace the	he spaces below up to six of the most important first. Do not incl	INTO MINA	F AF HARMA	a - 6 a.	a	_				
c. For superv	rmance on each specific duty consi- isors, ability to supervise will a lee a secretary only).	dering Ol lways be	NLY effect rated as	HAI	e grijed cilic d	erform uty(do	ance of	this spec	ific d	luty.
d. Compare in	your mind, when possible, the vel of responsibility.	individu	al being	rate	d with	others	perform	ning the s	same du	ity at a
e. Two indivi duties.	duals with the same job title m					ties.	If so,	rate them	on di	fferent
f. Be specifi	c. Examples of the kind of duties ORAL BRIEFING	that min	th be rate	ed at	re: VLEDGE		CONDUCTS	INTERROG	ATIONS	:
	GIVING LECTURES CONDUCTING SEMINARS	ANALYZES	S NEW PROG. S INDUSTRI			1	PREPARES	SUMMARIE ES GERMAN	S	
	#RITING TECHNICAL REPORTS CONDUCTING EXTERNAL LIAISON TYPING	MANAGES OPERATE:		A-41 E			KEEPS BO		S	
	TAKING DICTATION SUPERVISING	WRITES I	REGULATION:	Ś				RUCK 'S AIR CON 'S SIGNIFI		
g. For some jo and phone	obs, duties may be broken down ever operation, in the case of a radio (n further	if super	viso	consid	ers it	advisat	le, e.g.,	combi	ned key
	- INCOMPETENT IN THE PERFORMANCE - BARELY ADEQUATE IN THE PERFORM			6 -	PERFORM:	S THIS	DUTY IN	AN OUTST	AND ING	MANNER G SIMI.
DESCRIPTIVE RATING	DUTY . PERFORMS THIS DUTY ACCEPTABLY			7 .	LAR JOB	ş		IN THE P		
NUMBER	- PERFORMS THIS DUTY IN A COMPETE - PERFORMS THIS DUTY IN SUCH A	FINE MA	R Inner		THIS DU	TY				
SPECIFIC OUTY NO		RATING	*P & C F + C	U TY	NO. 4					RATING
to sield	P support and guidance	5	knowl	_		A TŒ IS	-Ra will	Area .		NUMBER 6
Originates for field	27 meterial and ideas	RATING NUMBER	_	\$20	e sal	_		sfield		RATING NUMBER
SPECIFIC DUTY NO	. : tos with other/Mgs. compon	RATING	SPECIFIC O	U TY	HO. 6	ect a	mt14w	98. FOR		RATING
	related matters	5	etc.		- ,,			,		5
3. NARRATIVE DES	CRIPTION OF MANNER OF JOB PERFORMA	NCE								
and noty area. He of three should di	e ,imginative mini conting fluency in Spanish, makes is a little too impetuous shedtcomings one probably language with experience. Lication to jobe his everal	subject the state of the state	ot am 14 nos ami sributed slity is formance	Con Con Con Con	32 Op swhat his y sther	o ofi Foull with Dete	heade and v	for the L ^p but 1 Lgor and rubject	WE both i	Wat
SECTION D.	SUITABILITY FOR	CURREN	T JOB IN	ORG	MIZATIO)K				
pere him with at 1 - D 2 - 0 3 - A R 4 - 0 RATING 5 - A R NUMBER 6 - A	e into account here everything y of characteristics or habits, specifics or habits, specifics or habits, specifics or habits, specifics or habits. Specifics work of about the EFINITELY UNSULTABLE - HE SHOULD BOT BARELY ACCEPTABLE EMPLOYEEBELO ANT HIS SEPARATION F. THE SAME SUITABILITY AS MOST PEOFINE EMPLOYEE - HAS SOME OUTSTAND Y UNUSUALLY STRONG PERSON IN TERMS XCELLED BY ONLY A FEW IN SUITABIL!	tel dere he same E SEPARA: HAVE AC: W AVERAG: PLE I KNI ING STREI	cte or tel level. TED CEPTED HIM E BUT WITH OW IN THE GTHS REGILIREMEN	EF NO '		NOW HE	fits in	with you	ur tean	n. Com-
	AL BETTER SUITED FOR WORK IN SOME							YES 🔼	NO. 1	F YES,
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· Nation	,									

	EIMNING ST					
	FITNESS RI	SPORT (I	Part I)	PERFORM	IANCE	
FOR THE ADMINISTRATIVE	OFFICER: C 1:	INST	RUCTIONS		·)	
FOR THE ADMINISTRATIVE	S report to do :	rent instruct	ions for	completing thi	s report.	
FOR THE SUPERVISOR: Thi this evaluation to your mate where he stands w strengths and weaknesses	supervisor and seni	to help you or officials.	Organia	our evaluation	of your su	bordinate and to tr
trengths and weekness	Completion	of the repo	ort can h	elo vou prene		. And THIOLE the an
trengths and weaknessed inder conditions specifing question. If this ersonnel no later than	ied in Regulation 20	-370. It is	recommend	u show Part, Io	f this report	rt to the employee
ny question. If this ersonnel no later than ECTION A.	30 days after the d	rt on the em ste indicated	ployee, i	t must be comp	leted and fo	prwarded to the Off
		GE	ERAL	s, or section	A below.	
- (544)	(First)	(Middle)	Z, DATE	OF BIRTH	, 3. SEX	4. SERVICE DESIGN
OFFICE/DIVISION/BRANC	William M.		9 1/2	¥ 1929	M	DI
DDP/W/III	M OF ASSIGNMENT		6. OFFIC	IAL POSITION T	TITLE	<u> </u>
GRADE 8. DATE REPOR	T DUE IN OP	9. 959100	Area	Ops Office	r	
38-11 5 July :	1957	27 Dec	こうしょう BY	THUS REPORT (Inclusive d	ates)
. TYPE OF REPORT (Check one)	INITIAL	X ALASSIGN	MENT- SUPE	1000		
	ARHUAL		MENT-EMPL		SPECIAL	(Specify)
CTION B.		CERTIF	ICATION			
FOR THE RATER: THIS I	of courses as a	HAS NOT BEEN	SHOWN TO	THE INDIVIDUAL	A RATED. IT	NOT SHOWN, EXPLAIN
CHECK (X) APPROPRIATE				- refere l	mahares.	()
and als	THE CHENTS!					X
VIOUAL,	. THE SPINIORS OF	THIS INDI-	1.2	MDIVISUAL IS R	ATED TERM	CI ON D. SA WARNING
THIS REPOST SEFLECTS		AS MUCA			- a - copy A	TTACHED TO THEE REPO
	CHE.	,	, I CA	HMOT GERTIFY, Y. Bounts his jon	PERIORMAN 1 A 44	LO INDIVIDUAL MEONS L BECAUSE (Specify):
HAVE DISCUSSED WI	TH THIS EMPLOYEE HE	5 \$TRENGTHS				· wickest (Specify):
	THE RECES WHERE HE	STANDS.				
9 June, 1957	TYPED OR PRINTED N	The Walling	TUME OF S	UPERVISOR D. S	UPERVISOR	OFFICIAL TITLE
OR THE BEVIEWING OFFI	7	- American		1 . '	C/WW/111/	OERS.
ORNATION, WHICH WILL L	EAD TO A BETTER UND	ERSTANDING OF	THIS REP)F OPINION WIT: Ort,	H THE SUPER	ISOR, OR ANY OTHER
				*		**
	•			BY)	DA	
* *				- 1/	3105	4
•••			d Pos. Co	introl		7/2
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		Rev	iewed by	PLU	17	
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tify that mny substan	tial difference of c	Pinion with	he super			NUED ON ATTACHED SH
HIS DATE B.	Account of the Country of the Countr		145 02 E	VIEWING C. OF	FICIAL TITLE	shove section.
101 C.				- 1	. / C(XL) / L	E OF REVIEWING OFFIC
		PERFORMANC	E EVALUAT	TI ON		
TING ON GENERAL PERFO						
TIONS: Consider ONLY uties during the ratio ity. Factors other the	ne productivity a g period. Compare	and effective him ONLY with	ness with	which the ind	ividual beir	g rated has perfore
	ian productivity wil	l be taken in	to account	t leter in Sec	Ork at a sin tion D.	milar level of respo
1 - DOES NOT PER	SEARCE OUTLES ASSESSED					
CARRY OUT DE	SPANETOTION	ALTHOUGH HE	HAS HAD SE	ECIFIC GUIDANA	CE OR TRAINI	NG. HE OFTEN FALLS
4 · PERFORMS OUT	TER IN A DRIVER ACCE	PTABLY: OCCAS	SIONALLY R	REVEALS SOME AS	254 AE WEAU.	5.50
THE PERFO	DMANCE. Chances		*** 6 13 1			
BER THE SUPERVIS	DUTIES IN SUCH AN D	UTSTANDING MA	ANNER THAT	HE IS EQUALLE	D BY FEW O	THER PERSONS KNOWN
ents:						
. US (Part I) REP	LACES PREVIOUS EDITI	Ovia				

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.

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.

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.

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.

SECTION F	CERTIFICATION AND C	NAME NTS							
1. BY EMPLOYEE									
1	certify that I have seen Sections A, B,	C D and E of this Passet							
DATE	SIGNATURE OF EMPLOYEE	C, D one E of this Report.							
1 December 1959	<i>∕</i> − <i>/</i>	M Vami							
2. BY SUPERVISOR									
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION							
ONUER MY SUPERVISION		¥							
	-	•							
	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	/5/ Jacob D. Esterline							
3.	BY REVIEWING OFFI	UIAL							
	S EMPLOYEE ABOUT THE SAME EVALUATION	1.							
	S EMPLOYEE A HIGHER EVALUATION.								
A	S EMPLOYEE A LOWER EVALUATION.								
		MILIAR WITH THE EMPLOYEE'S PERFORMANCE.							
COMMENTS OF REVIEWING OFFI	CIAL								
		•							
		·							
DATE	OFFICIAL TITLE OF REVIEWING OFFICE	AL TYPED OR PRINTED NAME AND SIGNATURE							
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17 Dec 59	C/WHD	1 Kme							
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		FITNE	ESS REPO	<u>-</u>	La way you have been a		EMPLOPE	SERIAL NUMBE	R
SECTION A				GEN	IERAL	-			
I. NAME (Last)	<u>, </u>	(Firet)	(Middle)	Unit	2. DATE OF BIRT	ш	3. SEX	4. GRADE	-
KENT		William	M		9 May 1929		M	GS-IC	_
8. SERVICE DESIGNAT	ION 6	5. OFFICIAL POSITI	ON TITLE		1 /			BR OF ASSIGNM	
DI		Area Operat		ficer			i	WH/Venezue	
	CARE	EER STAFF STATUS	·		9.	TYP	E OF REPORT		<u> </u>
NOT ELIGIBLE	I	MEMBER	DEFER		INITIAL	REAS	SIGNMENT/SU	PERVISOR	
PENDING		DECLINED	DENIE		ANNUAL	_i I	SIGNMENT/EM	PLOYEE	
		People	TING PERIO	To		7			
28 February 1 SECTION B	900		59 31	Dec 59	<u> </u>				
					MANCE OF SPEC				
List up to six of the amount in which empl with supervisory resp 1 - Unsatisfactory	onsib		oted on their		Supervise (indicate		employees supe	ot duty. All emp ervised).	ployees
SPECIFIC DUTY NO. 1				RATING	+		m 0 - sepe.	lor 7 - Outst	RATING
Case officer	res	ponsible for	two	NO.	Special KUC		ret of or		MATING
KUCAGE media	proj	jects.		5	campaigns (student con	eg. nat	ional ele	ctions,	6
SPECIFIC DUTY NO. 2				RATING		0. 5	A ENGLA		RATING
Development a	ug c	contact with	two	NG.					NO.
political act	ion	assets.		6					
SPECIFIC DUTY NO. 3				RATING	SPECIFIC DUTY NO	0, 6			RATING
Development of	f cc	ontacts in		NO.					NO.
Dominican rev	olut	donary circl	.es.	6				2.00	
SECTION C	7	EVALUATION C	F OVERA	LL PERI	FORMANCE IN C	URRENT	POSITION		<u> </u>
Take into occount ever duties, productivity, c your knowledge of em statement which most	erythin conduc	ng about the employ ct on job, cooperati	yee which is liveness, per	influences i	his effectiveness i	in his curre	nt position.		
3 - Perfo 3 - Perfo 4 - Perfo 5 - Perfo 6 - Perfo	rmone Franci Franci Franci	ce in many important ce meets most requi ce clearly meets ba ce clearly exceeds ce in every important ce in every respect	virements but asic required basic required ant respect in t is outstand	ut is deficiences, irements, is superior, ding.	ent in one or more		espects.	RATINO.	10
SECTION D			DESCRIPT	FIRM AF	THE EMBLAYER			***************************************	

SECTION D DESCRIPTION OF THE EMPLOYEE													
In the rating	boxes below, check (X) the degree to which	each cheract	eristic a	polies to	the en	ploye						
1 - Least possible degree	2 - Limited degree							5 - Outstanding degree					
	CHARACTERISTIC	S.		NOT	NOT			RATIN	-				
				CABLE.	SERVED	1	2	3	4	5			
GETS THINGS DONE								1	<u>`</u>	† <u> </u>			
RESOURCEFUL							 	 		- X			
ACCEPTS RESPONSIBILITIES						 .		 		X			
CAN MAKE DECISIONS ON HIS	DWN WHEN NEED ARISE	s .	······································					-	x_				
DOES HIS JOB WITHOUT STRO	NG SUPPORT									x			
FACILITATES SMOOTH OPERA	ATION OF HIS OFFICE							-		Y			
WRITES EFFECTIVELY		<u> </u>	······			 		-X					
SECURITY CONSCIOUS						 	<u> </u>		x_	 -			
THINKS CLEARLY								x					
DISCIPLINE IN ORIGINATING,	MAINTAINING AND DISP	OSING OF RECORDS							<u>x</u> _				
OTHER (Specify):	***					 		- x					
	SEE S	SECTION "E" ON RE	VERSE SIDE										

SECTION E	HARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE
Stress strengths and	Weeknesses demonstrated in guesant applicant in the state of the state
work. Give recommo	endations for his training. Describe, if appropriate, his potential for development and for assuming greater re-

Stress strengths and weeknesses demonstrated in current position. Indicate suggestions made to employee the strengths and weeknesses demonstrated in current position. Indicate suggestions made to employee the strength 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 provides the strength of the strength in executing them. who is original in his ideas and thorough in executing them. We 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.

SECTION F	CERTIFICATION AND	COMMENTS
1.1.	BY EMPLOYEE	
	ertify that I have seen Sections A, B,	C. D and E of this Report
DATE	SIGNATURE OF EMPLOYEE	
		$\mathcal{A}_{i,j} = \{ (i,j) \in \mathcal{A}_i \mid i \in \mathcal{A}_i \} $
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOW	N TO EMPLOYEE, GIVE EXPLANATION
GROER MY SUPERVISION		The same same same same same same same sam
3	He was not available a	of the time
	IF REPORT IS NOT BEING MADE AT THE	S TIME, GIVE REASON.
EMPLOYEE UNDER MY SUPE		REPORT MADE WITHIN LAST 90 DAYS
OTHER (Specify):	!	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OF FRINTED NAME AND SIGNATURE
		K 0 1 (C)
	COB, JMASH	Reymond J. O'Mara
3.	BY REVIEWING OFF	
I WOULD HAVE GIVEN THIS I	EMPLOYEE ABOUT THE SAME EVALUATION	N.
I WOULD HAVE GIVEN THIS	EMPLOYEE A HIGHER EVALUATION.	
I WOULD HAVE GIVEN THIS I	EMPLOYEE A LOWER EVALUATION.	
I CANNOT JUDGE THESE EV	ALUATIONS. I AM NOT SUFFICIENTLY PAI	MILIAR WITH THE EMPLOYEE'S PERFORMANCE.
COMMENTS OF REVIEWING OFFICE	AL	TOTAL DICTORMANCE.
The reviewing of	ficial would have rated him	his work for several years and with tremendous career potential. slightly lower than the rating
official, howeve	r, although this does not me	ean to imply at all that the fitness
report is not a	valid one.	our so take all that the lithess
DATE	OFFICIAL TITLE OF REVIEWING OFFICE	AL TYPED OR PRINTED NAME AND STANATURE
	C/WH/4	Jacob D. Esterline

SECRET

1		FITM	ECC D	EPORT		•			EMP	LOVE	E 855		
SECTION		FUN	E33 K	EPURT							c SERI	IAL NUI	MBER
SECTION A									l				
(~~~,		(First)	Midd	GE	NERA				-				
KENT		William		-	2. 5	ATE OF	BIRTH		3. SE	×		4. GR	Ann
5. SERVICE DESIGNATI	ION & OFF	ICIAL POSIT	TION TIT	LE	12.	May	1929		Ma	le :	٠	GS	-12
	Or	eretion	e nesi						7. OF	F/DIV	BR D	FARRIC	101000000
	THE ER ST	AFF STATU	5	C ST	-				DDF	/WH.	Br	anch	AMENT
NOT ELIGIBLE PENDING	X MEMB		DE	FERRED	9.			TYPE	OF RE	PORT			*
10. DATE REPORT DUE	DECLI		DE	NIED	+	INITIAL	- 1	REASSI	SHMEN	T/SUI	PERVI	SOR	
THE REPORT DUE	IN O.P.	11. REPOR	TING PE	RIOD	605	ANNUAL		REASSI	NMEN	TEM	PLOYE	E F	
SECTION B		21 Apr.	.60	720-2	A Dan	CHAL (Spe							
1 144		EVALUA	TION O	F PERFOR	MANO	cmotic			_				
manner in which	ost importar	nt specific	dutie = -	wine-	maric	E UF S	ECIFI	C DUTII	:5				
with supervisory resper	750 perform	EACH sp	ecific de	errormed duri	ng the	rating pa	ried. In	Sert ratio	à num		L		
List up to six of the mo manner in which employ with supervisory respon 1 - Unset/sfactory		MUSI be ra	ted on th	eir ability to	nuber of the control	i ettectiv	eness i	n perform	BUCG O	f that	rich b	est des	cribes
SPECIFIC DUTY NO. 1	2 - Bore	y adequate		Acceptable				ver or emp	loyees	aupers	rised).	: #A	ipi oyee
TO THE DUTY MA					4 - Ce	mpetent	5 - E	xcellent	6 - 5				
Responsible for operations at m	the ove	erall pr)	RATING	1	FIC DUT	Y NO. 4						standin
operations at J	MASH			_	Or	ganizi	ng ind	digenou	10				RATI
SPECIFIC DUTY NO. 2				7	we)	ll as	super	rigenou rising	us De	wep:	aper.	ន ខន	
Contacting	_			RATING				~~************************************	onei	rcc	ontei	nts	7
Contacting, deve	eloping	and suns	-יי	NO.	SPECIF	IC DUTY	NO. 5						+
vising indigenou radio programs	s person	nnel for			Coo	rdinat	ing a	ll PA	A				RATINO.
PECIFIC DUTY NO. 3		- 47,	•	7	reg	arding	AMRA	SP	oper	atio	ns		
Organizina		-		BATINA				~ 1					7
part and pi	renews -			I TOTING 15	5 P F C 1								1 1
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outn covert and c	overt ra	script	s for	7 7	r ECIF	C DUTY	NO, 8						RATIN NO.
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SECTION E	NARRATIVE DESCRIPTION OF HANNER OF JOB PERFORMANC	

Stress strengths and weaknesses demonstrated in current position. Indicate sugarifies 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, benalytical 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 CO	MMENTS
1.	BY EMPLOYEE	
	certify that I have seen Sections A, B, (, D and E of this Report.
"August 196	SIGNATURE OF EMPLOYERS A	12
	William II	1. Henry
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
10	Mr. Kent departed JMWA of this report.	WE prior to the preparation
1	IF REPORT IS NOT BEING MADE AT THIS	TIME, GIVE REASON.
EMPLOYEE UNDER MY SUP	ERVISION LESS THAN BO DAYS	REPORT MADE WITHIN LAST DO DAVE
OTHER (Specify):		MELON I WORK ALLUM ENGL SO DAYS
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
		Last Controller
	Chief of Base, JMWAV	E Robert Reynolds
3.	BY REVIEWING OFFICE	AL
Y I WOULD HAVE GIVEN THE	S EMPLOYEE ABOUT THE SAME EVALUATION.	
I WOULD HAVE GIVEN THE	SEMPLOYEE A HIGHER EVALUATION.	
	EMPLOYEE A LOWER EVALUATION.	
	VALUATIONS, I AM NOT SUFFICIENTLY FAMIL	IAP WITH THE EMBI OVERS BEREORUS
COMMENTS OF REVIEWING OFFI	CIAL	THE EMPLOTEE'S PENFORMANCE.
:		
		.
DATE	OFFICIAL TITLE OF REVIEWING OFFICIA	TYPED OF PRINTED NAME AND SIGNATURE
2 AUG 1961	The state of the s	RIN EL NAME AND SIGNATURE
. 	Chief, WH/4	R, K. DAVIS
		TA TA DA VIO

SECRET 26. CAN THINK ON HIS FEET. X 27. COMES UP WITH SOLUTIONS TO PROBLEMS. 28. STIMULATING TO ASSOCIATES: A "SPARK PLUG". X 29. TOUGH MINDED. X 30. OBSERVANT. X 31. CAPABLE. X 32. CLEAR THINKING. X 35. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS. 34. EVALUATES BELF REALISTICALLY. I 35. WELL INFORMED ABOUT CURRENT EVENTS. 36. DELIBERATE. 37. EFFECTIVE IN DISCUSSIONS WITH X ASSOCIATES. 38. IMPLEMENTS DECISIONS REGARD. LESS OF OWN FEELINGS. 39. THOUGHTFUL OF OTHERS. I 40. WORKS WELL UNDER PRESSURE. I 41 DISPLAYS JUDGEMENT. 42. GIVES CREDIT WHERE CREDIT IS X DUE. 43. HAS DRIVE. X 44. IS SECURITY CONSCIOUS. X 45. VERSATILE. X 46. HIS CRITICISM IS CONSTRUCTIVE. 47. ABLE TO INFLUENCE OTHERS. X 48. FACILITATES SMOOTH OPERATION OF HIS OFFICE. 49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION. SO. A GOOD SUPERVISOR. SECTION V

A. WHAT ARE HIS OUTSTANDING STRENGTHST

has initiative, originality, and "drive" to a high degree. These qualities, combined with the definite aptitude he has for KUCAGE-type work, have done much to pull the KUCAGE program at this Station out of the planning stage and to producing positive results.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES?

None outstanding.

SECRET (When Filled In) SECTION IV

This section is provided all haid in describing the individual. Your description is indictious able to unfavorable in itself of industrial its meaning in relation to a particular job or assignment. The describing words are to be interpreted literally.

On the left hand side of the pass below are a series of statements that ally ain some degree to most people. On the right hand side of the pass below are a series of descriptions. The pass has been category is divided into the pass of the statement of the pass of the pass of the statement of the pass of **STATEMENTS** CATEGORIES APPLIES TO A APPLIES TO AN OUTSTANDING DOES APPLIES TO A APPLIES TO AN NOT NOT APPLY REASONABLE 08. ABOVE AVERAGE SERVED DEGREE DEGREE DEGREE DEGREE A. ABLE TO SEE ANOTHER'S POINT OF VIFW. B. PRACTICAL. 1. A GOOD REPORTER OF EVENTS.

2.	CAN MAKE DECISIONS ON HIS OWN.		Ī	†				x				
3.	CAUTIOUS IN ACTION.				X							
4.	HAS INITIATIVE.									X		
5.	UNEMOTIONAL.					X	1					
	ANALYTIC IN HIS THINKING.						X					
7.	CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.									X		
8.	GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.								X			
•.	HAS SENSE OF HUMOR.								I			
10.	KNOWS WHEN TO SEEK ASSISTANCE.								I			
11.	CALM.					I						
12.	CAN GET ALONG WITH PEGPLE.								I			
13.	MEMORY FOR FACTS.						X					
				-								
14.	GETS THINGS DONE.										X	
	GETS THINGS DONE. KEEPS ORIENTED TOWARD LONG TERM GOALS.									X	X	
15.	KEEPS ORIENTED TOWARD LONG								X	x	X	
15.	KEEPS ORIENTED TOWARD LONG TERM GOALS.								X	x	X	
15. 18. 17.	KEEPS ORIENTED TOWARD LONG TERM GOALS. CAN COPE WITH EMERGENCIES. HAS HIGH STANDARDS OF									X	X	
15. 16. 17. 18.	KEEPS ORIENTED TOWARD LONG TERM GOALS. CAN COPE WITH EMERGENCIES. HAS HIGH STANDARDS OF ACCOMPLISHMENT. HAS STAMINAL CAN KEEP GOING A LONG TIME. HAS WIDE RANGE OF INFORMATION.						X			x		
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15. 18. 17. 18. 19. 20.	KEEPS ORIENTED TOWARD LONG TERM GOALS. CAN COPE WITH EMERGENCIES. HAS HIGH STANDARDS OF ACCOMPLISHMENT. HAS STAMINAL CAN KEEP GOING A LONG TIME. HAS WIDE RANGE OF INFORMATION. SHOWS ORIGINALITY. ACCEPTS RESPONSIBILITIES.									x	x	
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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 head-

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

revealed by his day-tu-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. eral way he knows where he stands.

Arolish-

IT IS OPTIONAL WHETHER	OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED
Kent William	SECTION I
LEAVE BLANK - FOR HEADQUARTERS HEE ON	
	May 9, 1929 M (1989)
4. GRADE 5. STATION DESIGNATION	(6Dan)
GS-9 Panama	
6. DUE DATE OF THIS REPORT	7. PERIOD COVERED BY THIS REPORT (Inclusive dates)
31 December 1955	1 December 1954 - 31 December 1955
	(To be completed by field supervisor)
1. CURRENT POSITION	_ ·
Operations Office - KUTUBE	(Staff Agent) 2 Jamuary 1952 Tasks which are typical of those given to the employee during the past three
TO SIX MONTHS (Lint in order of fe	iquency)
1. Acting Chief of KUCAG	operations since mid October 1955 and, for approximately
three months before the	nat time, personally planned and directed a very active
nucado campalga again:	t the local CP-controlled labor organization.
2 Com Office to the	on direct contact with one of Station's top local CP
penetrations.	THE CONTRACT MENT OFFICE AS MANAGEMENT AND MALE WALLES
bone at a prous e	
3. Ideison with indigeno	as persons and with ODYOKE officials as needed to carry out
his duties.	
4. Travel control and su	veillance duties as directed.
	POSTED C'! GOT-44456
SECTION	111 (To be completed at headquarters only)
DO NOT C	
A	UTHENTICATION OF REPORT AND SIGNATURES
1. NAME OF RATER (True)	2. NAME OF REVIEWING OFFICIAL IN FIELD (True)
ANDERSON, EDWARD	
	OT SHOWN TO THE INDIVIDUAL BEING RATED.
4. DATE REPORT ANTHEN- 5; NAME AN TICATED AT HQS. AUTHORS	D SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS ZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES
Feb- 15,1956 AC	mg
	COMPLETE - FOR HEADQUARTERS USE ONLY

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

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

MAIL ROOM

SECTION H.

FUTURE PLANS

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL Subject has just completed Intelligence Orientation and World Communism course He is currently taking the Anti-Communist Cos course and hores to get training covert political warfers and covert aconomic warfers, prior to reassignment. expected that Subject will be reassigned to the field (in an FI or PP capacity unon completion of the present tour at Meadquarters.

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 vir 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. I of versatility and drive, he would be a good candidate for assignment as chief 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 p 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 COSERVED THIS: HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLE INDIVIDUAL APPLIES TO THE INDIVIOUS TO THE LEAST POSSIBLE DEGREE

CATEGORY NUMBER

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 - APPLIER TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
3	1. ASLE TO SEE ANOTHER'S POINT OF VIEW	4	II. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN SIONS WITH ASSO
4	2. CAN MAKE DECISIONS ON HIS DOWN WHEN MEED ARISES	5	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECI GARDLESS OF OWN
5	3. RAS INITIATIVE	4	13. ACCEPTS RESPONSIBLES.	3	23. IS THOUGHTFUL O
<u>3</u>	4. IS ANALYTIC IN HIS TRINK- ING	3	14. ADMITS HIS CRACAS	x	24. WORKS WELL UNDE
4	5. STRIVER CONSTANTLY FOR MET KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUMER- VISION	4	25. DISPLAYS JUDGEME
4	5. KNOWS WHEN TO SEEK ASSISTANCE	4	16. DOES HIS JOB WITHOUT STRONG SUPPORT	 	26. IS SECURSTY CONS
3	7. CAN GET ALONG WITH PEOPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS		27. IS VERSATILE
4	8. HAS WEMORY FOR FACTS	4	18. IS OBSERVANT	<u> </u>	28. HIS CRITICISM IS
4	9. GETS THINGS DONE	4	19. THINKS CLEARLY	· · · · · · · · · · · · · · · · · · ·	29. FACILITATES SMOOTION OF HIS OFFI
X	10. CAN COPE WITH EMERGENCIES	4	20 - COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS		30. DOES NOT REQUIRE AND CONTINUOUS S

FITNESS	REPORT	(Part II)	POTENTIAL
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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 manage-

rated empl	oyce. It is	s recommended that yo	u read the enti	ire report before con	npleting	any qu	NOT to be shown to the lestion. This report is					
							 If less than 90 days, yee, however, it MUST be 					
							8 of Section "E" below.					
SECTION E	4			NERAL CONTROL OF THE								
1. NAME	(Lost)	(first)	(Middle)	2. DATE OF BIRTH	3. 5	SEX	4. SERVICE DESIGNATION					
	KRNT	William	<u> </u>	9 May 1929		<u> M</u>	DI					
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	B/Brench		7 2 252.22	Area Ops Off			- 4 \					
		PORT DUE IN DF	1		,		*****					
0S-11		inuary 1957		Ly 1956 - 27 Dec			(Specify)					
10, TYPE O		INITIAL TO ANNUAL		MENT-SUPERVISOR	"	PECIAL	(Specify)					
SECTION F		14 / 22.02.		FICATION								
1. FOR THE	·	CERTIFY THAT THIS REP			F THE IND	IVIDUAL	BEING RATED					
A. THIS DA				ATURE OF SUPERVISOR								
10	un: 45	1 20 12	Mole	し			;					
2. FOR THE	REVIEWING	FFICIAL I HAVE REV	EWED THIS REPO	ORT AN NOTED ANY DIS	FERENCE (OF OPIN	Officer					
A. THIS DA	TE	B. TYPED OR THE	NAME AND SIGN				TLE OF REVIEWING OFFICIAL					
160	an 57	OFFICI	ERATE:	~	C/WH	/III						
SECTION/G			ESTIMATE (OF POTENTIAL								
		E GREATER RESPONSIBIL										
DIRECTIONS	: Consideri	ng others of his grad	e and type of	assignment, rate the	employee	's pot	ential to assume greater us levels in his kind of					
work.												
		Y ABOVE THE LEVEL AT ACHED THE HIGHEST LEV					TEO.					
5	3 - MAKING	PROGRESS, BUT NEEDS	MORE TIME BEFO	RE HE CAN BE TRAINED								
		FOR TRAINING IN ASSUM Rohably adjust quickl			UT FURTHE	R TRAI	NING					
RATING	6 - ALREAD	Y ASSUMING MORE RESPO	NSIBILITIES TH	AN EXPECTED AT HIS P	RESENT LE	VEL	RLY ASSUMPTION OF HIGHER					
NUMBER		RESPONSIBILITIES	IS ONE OF THE	PEW WHO SHOULD BE CO	MSIDERED	FUN EN	ALL MOSUMPTION OF HIGHER					
2. SUPERVI	SORY POTENT	IAL	er marke suddender men som er er er en en en er en en en en en en en en en en en en en									
DIRECTIONS	: Answer	this question: Usc	this person th	ne ability to be a s	upervisor		Yes No Li your					
answer is	YES, indicat	e below your opinion	or guess of th	e level of superviso	ry abilit	y this	person will reach AFTER elow which comes closest					
to express	ing your op	inion in the appropri	ste column. If	your rating is base:	d on obse	rving !	him supervise, note your					
rating in	the "actual	" column. If based o	n opinion of h	is potential, note t	he rating	in th	e "potential" column.					
DESCRIPT		VE NO OPINION ON HIS LIEVE INDIVIDUAL WOUL				ATION						
RAT'N NUMBE	2 · BE	LIEVE INDIVIDUAL WOUL	D BE AN AVERAGE	E SUPERVISOR IN THIS	KIND OF		iOn					
ļ	3 - 81	LIEVE INDIVIDUAL WOUL	O BE A STRONG									
ACTUAL	POTENTIAL	A CROUP COLUC THE	ASIC 108 (Fru	DESCRIPTIVE SITUATE		chaici	ans or professional spe-					
	3	cialists of various supervisor)	kinds) where	CONTACT WITH IMMEDIA	TE SUBORD	INATES	IS FREQUENT (First line					
	. 2	A GROUP OF SUPERVISO	яѕ жно рійєст	THE BASIC JOS (Second	d line su;	pervis	ors)					
	2	A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZAT AND POLICY (Executive level)										
	2.	WHEN CONTACT WITH IM	MEGIATE STEORD	INATES IS NOT FREQUER	v T	7						
	2	WHEN INMEDIATE SUBOR	DINATES! ACTIV	ITTES ARE DIVERSE AND	D HEEFT A	နှ င့်နေပေ (COORDINATION					
	2	WHEN IMMEDIATE SUBOR	DINATES INCLUD	E MEMBERS OF THE DECI	OSITE SEX		10 10 10 10 10 10 10 10 10 10 10 10 10 1					
	:	отнея (Specify)			i, e, t	. 1 . 3						

(When Filled In)							
2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES .							
b. Rate performance on each specific duty consic. For supervisors, ability to supervise will a who supervise a secretary only). d. Compare in your mind, when possible, the similar level of responsibility.	dering ONLY effectiveness in performance of this specific of lways be rated as a specific duty do not rate as supervisor individual being rated with other serfocal and the duty of the serfocal and the serfocal	duty. rs those uty st a ifferent					
The phone spectrum, An the case of a radio	DEVELOPS NEW PROGRAMS ANALYZES INDUSTRIAL REPORTS WANAGES FILES OPERATES RADIO COORDINATES WITH OTHER OFFICES WRITES REGULATIONS FREPARES CORRESPONDENCE In further if supervisor considers it advisable, e.g., combinations	/ING					
1 - INCOMPETENT IN THE PERFORMANCE 2 - BARELY ADEQUATE IN THE PERFORM DUTY RATING 3 - PERFORMS THIS DUTY ACCEPTABLY NUMBER 4 - PERFORMS THIS DUTY IN A COMPETE 5 - PERFORMS THIS DUTY IN SUCH A THAT HE IS A DISTINCT ASSET ON SPECIFIC DUTY NO. 1	FOUND IN VERY FEW INDIVIDUALS HOLDIN LAR JOBS 7 - EXCELS ANYONE I KNOW IN THE PERFORM THIS DUTY HIS JOB	G SIMI-					
Provides support and guidance to field on PP matters.	Has and uses knowledge of area and	RATING NUMBER					
Coordinates with other Headquarters components on matters relating to PP.	RATING SPECIFIC DUTY NO. 5 NUMBER Davalone and diluments	RATING NUMBER					
SPECIFIC DUTY NO. 3	RATING SPECIFIC DUTY NO. 6						
Prepares periodic progress and status reports and originates dispatches to 3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMA	NUMBER 4	RATING NUMBER					
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						
PRICTIONS: Take into account here everything you know about the individualproductivity, conduct in the job, per timent personal characteristics or habits, special defects or talentsand 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 SUITABILITYWOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW 3 - A BARELY ACCEPTABLE EMPLOYEEBELOW.AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WAR-RAIT 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 PROLUPTMENTS OF THE ORGANIZATION 6 - A UNUSUALLY STRONG PERSON IN TERMS OF THE PROLUPTMENTS OF THE ORGANIZATION							
7 - EXCELLED BY ONLY A FEW IN SUITABILIT IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OF EXPLAIN FULLY: He is however, equally suits	OTHER POSITION IN THE ORGANIZATION? YES NO. 1	F YES.					
		- 1					

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		INSTR	UCTIONS			
FOR THE ADMINISTRAT	IVE OFFICER: Consult cui	rrent instruct	ons for completin	g this repo	ort.	
nate where he atans strengths and weakn under conditions sp- any question. If t	This report is designed your supervisor and send of with you. Completion esses. It is also organized in Regulation 20 his is the initial reportant 30 days after the	n of the reporting of the report of the report of the report of the removed of th	Organization politican help you that you show Pare tecommended that you have be	licy require prepare for int I of this you read the	s that a dis report entire	you inform the subordi- scussion with him of hi
SECTION A.		GEN	ERAL			
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KE)		M.	9 May 1929		M	DI
	BRANCH OF ASSIGNMENT		6. OFFICIAL POST			
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10. TYPE OF REPORT			MENT-SUPERVISOR			(Specify)
(Check one)	X ANNUAL	MEASSI GM	MENT-EMPLOYEE			(0)(0)()
SECTION B.		CERTIF	ICATION		* ************************************	
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				the state of	· .	
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AND BEARMESSES S	D WETH THES EMPLOYES O THAT HE KNOWS WHERE H	E STANDS.				
BATHIS DATE	C. TYPED OR PRINTED	NAME AND SIGN	TURE OF SUPERITS	D. SUPERY	VISOR'S	OFFICIAL TITLE
16 January 1957	James B. NOI	AMD Jame	- B. Welan	Area	Оря	Officer
FORMATION, WHICH	OFFICIAL: RECORD ANY	SUBSTANTIAL DI: VDFRSTANDING DI	FFERENCE OF OPINI F.This report,	ON WITH THE	SUPER	VISOR, OR ANY OTHER IN-
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	The same of the sa	BY	DATE			-)
· "J	•	هُگ	- 25 1657			
• •	Posted Par Carrie	A	الشائنستان بسائنسين	and a second	~	· Spring
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SECTION/C.		JOB PERFORMAN	CE EVALUATION			
DIRECTIONS . C: 1-	PERFORMANCE OF DUTIES					
	r ONLY the productivity e rating period. Compar ther than productivity v					ng rated has performed milar level of respon-
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(When Filled In)

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FOR THE	FITNESS REPORT (Part II) POTENTIAL									
	ADMINISTRE	True one:	000		INSTR	UCTIONS				
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 manament and personnel officials concerning the potential of the employee being rated. It is not to be a supervisor and to appropriate career manaments.										
to be con hold and complete	to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 da completed after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST SECTION F.									
1. NAME	(Las				GEN	ERAL				
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5 OFFIC	E/DIVISION/	BRANCH OF	ASSIGNMENT	<u>M.</u>		9 May	1929	и	DI	1
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08-11	5 1	ply 195	57			56 - 17	· ·	Inclusive de	ites)	
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			ANNUAL			ENT-EMPLOYE		SPECIAL	(Specify)	
SECTION 1. FOR TH					CERT: F	CATION				
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9 June		1	Jam	- 12 l	ANDLIGHA	TO E OF SUP	ERVISOR C.	SUPERVISOR'S	OFFICIAL TITLE	
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DIRECTION: *nswer is SUITABLE :	S: Answer YES, indicat TRAINING. Sing your of the "actual	this que te below ; Indicate ; pinion in l" column.	the appropr . If based	by plací iate colu on opinio	ng the number of his	mber of the our rating i potential,	ervisory ab descriptives based on a note the ra	ility this p	Yes No erson will reson will reson will reson will reson witch comes musurvise, no supervise, no supervise no contrata no cont	
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3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER TOUR SUPERVISION 12 100 8 32 11 3

4. COMMENTS CONCERNING POTENTIAL

SECTION 1.

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 WE area, although he is also fluent in Italian, knows that o well and as indicated previously has attributes which should make him a valuable istelligence efficer in most any area, whether in FI or PP capacity. It is rater's SECTION H. STATE COLORS OF THE SECTION H. 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 Ope, Psychological and Mcanemic Warfare, He plans take several additional courses including CE prior to reassignment to field during opmix coming year; hopes to transfer to MM Division eventually.

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

DESCRIPTION OF INDIVIDUAL

We limiting factors. Should adjust well in virtually any area.

	DES	CRIPTION OF INDIVIDUAL		
number which best tells how m	inder the such the s	heading "category." Read el tatement applies to the person	ach statem	tent and insert in the box the
X - HAVE NOT OBSERV INDIVIDUAL 1 - APPLIES TO THE APPLIES TO INDI 3 - APPLIES TO INDI 4 - APPLIES TO INDI 5 - APPLIES TO INDI	INDIVIDUAL TO VIDUAL TO VIDUAL TO VIDUAL TO	TENCE CAN GIVE NO OPINION AS L TO THE LEAST POSSIBLE DEGRI A LIMITED DEGREE AN AVERAGE DEGREE	TO HOW TH	
STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
POINT OF VIEW	4	11- HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUS- SIONS WITH ASSOCIATES
2. CAM MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	5	12. SHOWS ORIGINALITY	3	22. IMPLEMENTS DECISIONS BE- GARDLESS OF OWN FEELINGS
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4. IS ANALYTIC IN HIS THINK- ING	3	14. ADMITS HIS ERRORS	I	24. PORKS WELL UNDER PRESSURE
5. STRIVES CONSTANTLY FOR MEW KNOWLEDGE AND IDEAS	3	15. RESPONDS WELL TO SUPER- VISION	4	25. DISPLAYS JUDGEMENT
6. KNOWS WHEN TO SEER ASSESTANCE	4	16. DOES HIS JOB WITHOUT TROOPS SHORT	3	Z6. IS SECURITY CONSCIOUS
7. CAN GET ALONG WITH PEOPLE	3	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
8. HAS MEMORY FOR FACTS	4	18. IS OBSERVANT	4	28. HIS CRITECISM IS CON- STRUCTIVE
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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.

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SECTION E	NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE	
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Stress strengths and weaknesses demonstrated in current position. Indicate suggestions until blemployee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his gatantial for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SEOT 1015 B, C, and D to provide the best basis for determining future personnel actions.

Subject has a unique flair for planting 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										
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	William	M. Kent								
2.	BY SUPERVISOR									
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5 months										
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	MPLOYEE A LOWER EVALUATION.									
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OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, WH/4

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SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties 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	
	CERTIFY THAT I HAVE SEEN SECTIONS, A	. B. AND C OF THIS REPORT
2/26/63	SIGNATURE OF EMPLOYEE	an M. Kens
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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.

	CTI		

## HARRATIVE COMMENTSUL OF PERSONNE

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

Monner of performance of managed or provide success must be described, if

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 This directive, 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

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,

SECTION D		(continued on the continued -----------------------------	-------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------
1.	CERTIFICATION AND CO	(continued on attached)		
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#### SECRET

#### TRAINING REPORT

Midcareer Executive Development Course No. 4 20 Sept - 30 Oct 1964 (6 weeks, full-time)

WH Office William M. Kent Student

Service Designation: D 1929 Year of Birth:

No. of Students 30 GS-13 Grade

Dec 1951 EOD Date

### COURSE OBJECTIVES - CONTENT AND METHODS

The Midcareer Executive Development Course, a part of the Midcareer Training Program, is designed to enable potential executive officers to develop and widen their understanding of the Agency, of the Government, and of international affairs.

The Course consists of three major segments, each of approximately two weeks duration. The topics covered through lectures, seminars, panel discussions and field trips are:

- 1. The functions, relationships and problems of various Agency components.
- 2. U.S. domestic problems and their effect on Government policy.
- 3. Current developments in key international affairs.

### ACHIEVEMENT RECORD

No evaluation of the student is made during the course, and no final grade is given upon course completion.

FOR THE DIRECTOR OF TRAINING:

Charles D. Ford

Date

Chief, Midcareer & Senior Officers Courses

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3-31-65	C/WH/PO/B	Seymour R. Boiten

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		
	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED WALE
		TO NAME AND SIGNATURE
31 March 1965	Deputy Chief, WHD	R. W. Herbert
,	Deputy Chief, Who	R. W. Herbert
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SECTION A		FITNESS REPORT				EMPLOYEE :	SERIAL N	UMBER
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OFFICE OF PERSUNDER.

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 for provide best basis for determining future personnel action. Manner of performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance of managerial or performance or performance or performance of managerial or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performance or performa

Mr. Kent is indeed a professional in his fieldall 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 focusées 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.

Mr. Kent has no supervisery duties to perform. He is highly cost conscious:

SECTION D	CERTIFICATION AND CO	MMENTS
1.	SY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A,	, AND C OF THIS REPORT
6 December 1965	SIGNATURE OF EMPLOYEE	an M. Kous
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	OFFICIAL TITLE OF SUPERVISOR	TYPED ON PRINTED NAME AND SIGNATURE
DATE		
6 December 1965	Chief, WH/CA	Gerara Profilet
6 December 1965		

I concur fully in this report. Mr. Kent is rated strong across the board. He definitely ranks on the high side in this category.

OFFICIAL TITLE OF REVIEWING OFFICIAL TOPED OR PRINTED NAME AND SIGNATURE

27 December 1965 WHD/Executive Officer Donald C. Marelius

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O - <u>Outstanding</u> Performance is so exceptional in relation to requirements of the work and in comparison to the performant and a similar work as to warrant special recognition.	
	ince of
SPECIFIC DUTIES	
Review, assess, and evaluate the conduct and effectiveness of WH media, youth and student, D&TO, and support projects.	B
Originate, monitor, and coordinate propaganda guidances for use by WH assets.	RATING LETTER
Liaison with the CA Staff and other CA components on propaganda, youth and student, and other operations in the WH area.	RATING
PECIFIC DUTY NO. 4	
Assist WH area Desks to discharge their responsibilities in the	RATING
propaganda/media and youth and student fields.	, 8
PECIFIC DUTY NO. 5	
TELIFIC DOLF NO. 5	RATING
ECIFIC DUTY NO. 8	RATING
PECIFIC DUTY NO. 6	
PECIFIC DUTY NO. 6	RATING
	RATING
OVERALL PERFORMANCE IN CURRENT POSITION	RATING
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 articular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, lace the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	RATING

FORM 45 OBSOLATE PREVIOUS EDITIONS.

SECRET

designation

SECTION C

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

Aug 9 3 37 PH '66

MAIL ROOM

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 deal mg with Latin Americans and for translating ideas and concepts into meaningful action. We wish him well.

CERTIFICATION AND COMMENTS

1.	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A. F	, AND C OF THIS REPORT
DATE 21 July 1966		iam M. Kew
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERYISION	IP THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTERNAME AND SIGNATURE
	Chief, WH/CA	General Droller
3.	BY REVIEWING OFFIC	IAL
comments of reviewing office $I \ c$	oncur with the above evaluati	on. Mr. Kent has proved
to be a ver	rsatile officer and should be	successful in his new
assignmen	t which requires independent	judgment and initiative.
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A 1 August 1966	WH/Executive Officer	Donald C. Marelius

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

Kent

SUBJECT: Recommendation for Promotion to Grade GS-14, (Staff Agent)

his conversion to Staff 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 levels of responsibility and different locations, one facet of 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 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. impact on the formulation of our operational posture. 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 to GSis strongly recommended at this time. to GS-14

> by Jacol W. Estelm Chief,

Western Hemisphere Division

not approved

6 January 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT:

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:

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 un-official 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

Chief Washington Base

### 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 unsuspicious 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 deserve his capability for supervising other case officers.

SECTION C

PECTION D

#### NARRATIVE COMMENTS

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

CEPTIFICATION AND COMMENTS

(continued on separate sheet)

	BY EMPLOYEE	
10	ERTIFY THAT I HAVE SEEN SECTIONS A, B, A	ND C OF THIS REPORT
TE	SIGNATURE OF EMPLOYEE	
20 February 1970	/s/ William Kent	
	BY SUPERVISOR	
ONTHS EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
12		TYPED OR PRINTED NAME AND SIGNATURE
TE	OFFICIAL TITLE OF SUPERVISOR	
		John G. Sheller, Jr.
3 February 1970	Chief of Base	(Signed in Passeds on Form 45)
	BY REVIEWING OFFICIAL	
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SECTION B	PER	FORMANCE EVALUAT				
U-Unsatisfactory  M-Marginal	Performance is unacceptable. A rating is could range from counseling, to further or proposed in Section C.	n this category requires immed training, to placing on probati	diate and positive rer ion, to reassignment (	or to sep	xaration. Des	cribe action taken
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P-Proficient	Performance is satisfactory. Desired resul-	ts are being produced in the m	nanner expected.			
5-Strong	Ferformance is characterized by exception	enal proficiency,				
O-Outstanding	Performance is so exceptional in relation work as to warrant special recognition.	to requirements of the work an	d in comparison to t	he perfo	imance of ot	hers doing similar
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FORM 7-6≇ 45 OBSOLETE PREVIOUS EDITIONS

SECRET

GROUP 1 actualed from nutremotic downgroiding and designation to the policy, CCS will not okay engaging in recruitment activities people who are under cover of legitimate firms (such as my cover firm, WWIS). The risk, he said, is too great, adding that where recruitment responsibilities are envisaged, a devised facility cover rather than that of a real firm, is provided. He suggested that I call Mr. Will Burke, current Chief of the Corporate Cover Branch in CCS, for further details and confirmation.

5. I spoke with Mr. Burke on the morning of 29 June. In essence, he said the same thing that Biladeaux had said, allowing that there are occasional exceptions such as an instance where an officer assigned abroad might use an alias, or on the rare occasion where a person might, in effect, recruit himself. With specific reference to WWIS, when I had that cover recruitment activity was precluded.

#### SECRET

SECTION C

### NARRATIVE COMMENTS

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

Subject has been under the supervision of Branch 6 sants pages 1966. In August Subject was transferred PCS to New Orleans where he was responsible for all aspects of the operation of proprietary foundation, JMCLIPPER. 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 JMCLIPPER 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

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 CO	WENTS .					
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7	CERTIFY THAT I HAVE SEEN SECTIONS A, I	AND COR THIS DESCRIPTION					
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31 March 1967	DC/WH/6	Lee E. Patton					
OMMENTS OF REVIEWING OFFICIA	BY REVIEWING OFFICE						

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 JMCLIPPER activities. His detailed reporting was also commendable.

DATE		1) ( )
31 March 1967	FICIAL TITLE OF REVIEWING OFFICIAL Chief, WH/6	Paul E. Oberst

### SECRET

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FORM 45 OBSOLETE PREVIOUS EDITIONS.

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SECTION C	NARRATIVE COMMENT							
Indicate significant strengths or weaknesses demonstrated in current possible in the provided in the control of 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. Manner of performance of managerial or supervisory duties and cost consciousness in the use of performance. Beact, equipment on funds, must be commented the control of the past has proven himself to be a dynamic and highly-skilled operations officer whose geographic area of specialization was the and whose professional forte was propagand Amardianovert 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 wase. The manner of his greatest competence and during the Fall meeting of the OAS acquitted himself with exceptional proficiency subject has no supervisory duties at present. The is cost conscious in all respects. It is expected that will be able to provide the manningful assistance during the coming year in attacking those areas of priority operational interest assigned to the Base by Headquarters. In the provide the provide the same of the operational interest assigned to the Base operational climate allows, to have him take the Soviet sealities course and the CI/CE course.  In this and to enable the Base operational limits to the optimum, it is planned, when the Base operational climate allows, to have him take the Soviet sealities course and the CI/CE course.								
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### SECRET

I certify that I have seen the above Fitness Report:

William on 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 DC/DO/I

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l August - 31 December 1967												
SECTION B PERFORMANCE EVALUATION												
W - Weak  Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing 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								placing on				
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FORM 45 USE PREVIOUS EDITIONS

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6 January 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT:

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:

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. How-ever, 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

Chief Washington Base

Soff 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

l. 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 World Wide Information Services, Inc., of New York, as 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,  $\ensuremath{\mathrm{I}} :$ 
  - 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;



- 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 the WWIS 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

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 nearnative 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
and he has no difficulty in quickly finding some common ground
with persons of all backgrounds and nationalities. Although his
tacts, I have no reservations about his ability to develop,
recruit and handle all types of persons of intelligence interest.
to the Agency in his dealings with other elements of the U.S.

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 with him were not considered necessary. His performance consultations fully up to our expectations of him and consistent with the high branch.

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 nearnative 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
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.
to the Agency in his dealings with other elements of the U.S.

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 standards of responsibility and efficiency required in this

#### NARRATIVE COMMENTS

SECTION C

COMMENTS OF REVIEWING OFFICIAL

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

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 domonstrated 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)

CERTIFICATION AND COMMENTS SECTION D BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT SIGNATURE OF EMPLOYEE 8 April 1971 William M Ken BY SUPERVISOR IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 10 1/2 months TYPED OR PRINTED NAME AND SIGNATURE OFFICIAL TITLE OF SUPERVISOR Richard L. Conolly WH/3 Acting Chief April 1971 BY 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 "lime" position, again with managerial responsibilities.

8 April 1971 Chief, WH/3 Alfonso Spera

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SECTION B PERFORMANCE EVALUATION								1970			
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SECTION C -Continued-

 $\mbox{\rm Mr.}$  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.

#### SECTION C

#### NARRATIVE COMMENTS

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

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.

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.

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.

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

SECTION D	CERTIFICATION AND COM	VENTE						
1.	BY EMPLOYEE	MEN 13						
I CERTIFY THAT I HAVE SEEN SECTIONS A. R. AND G. OF THIS DETERMINED								
SIGNATURE OF EMPLOYEE								
2 June 1971 William M Kos								
2. BY SUPERVISOR								
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		A Second Burney						
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I June 71	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE						
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3.	DC/WH/6 Basil A. Reardsley							
COMMENTS OF REVIEWING OFFICIA	BY REVIEWING OFFICIAL							
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I had ample opportunit	ty to observe the work of Mn	Kent and had the pleasure of						
working directly with	him on a variety of annition	Kent and had the pleasure of						
addition to his highland	inni on a variety of sensitive	and important activities. In						
addition to mis nightly	maginative yet realistic appr	oach to the problem of Chile,						
ne amply demonstrate	d his ability to deal with pers	ons who were out to sell bills						
or goods to the Agency	<ul> <li>His clear understanding of</li> </ul>	the role of the Clandestine						
Service protected the	Agency from disagreeable en	Counters that might have						
resulted in compromis	ses or embarrassments. His	forts in all a distance						
of public relations and	name and and 1	forte is clearly in the field						
or public retations and	propaganda well-adjusted to	the role of the Clandestine						
DATE	CERCIAL TITLE OF DEVICE	/Continued/						
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8 June 1971	Chief, WH/COG	Lawrence Stennield ul						

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		SPECIF	IC DU	TIES				
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).								
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Direct the covert action program of the Branch and supervise the Section's personnel.						s		
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Reviewed by OP/SPD/PPF

- 2 -

### 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.

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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 recommended should be described.  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.  Performance is satisfactory. Desired results are being produced in the manner expected.  Performance is characterized by exceptional proficiency.									action taken			
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During the rating period Mr. Alkent 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.

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

Mr. Kent also conceived and executed the second phase of an effective propaganda operation in the economic field which is designed

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SECTION C (Continued)

NARRATIVE COMMENTS

William M. Kent

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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 supervisied 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.

SECTION C (Continued)

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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.

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.

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

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could range from counseling, to further training, to placing on probation, to reassumment or to sengration. The Describe grade								e action in taken	
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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.									
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List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the									
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Originates propaganda guidances for Santiago Station and third								LETTER	
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SPECIFIC DUTY NO. 3								RATING	
Initiates, prepares and directs economic warfare operations								LETTER	
aimed at the Chilean target.								S	
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SPECIFIC DUTY NO. 4								RATING LETTER	
Coordinates with CA Staff and other Agency components on								_	
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# 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 NH Division will test his talents, but I believe he has the growth potential to rise to positions of even greater responsibility.

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.

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STANDARD FORM 50 (8 PART)

REV. APRIL 1951

PRÓWICKATED BY

U. CIVIL BERVICE COMBISSION
CHAPTER BI, FEDERAL PERSONNEL MANUAL

### ENTRAL INTELLIGENCE AGENC

	*P374E)	2 DATE OF	BIRTH	L ACTION (	4 DATE
	9198	9 May	1,929		8 Oct. 1956
This is to notify you of the following action affecting 5. HATURE OF ACTION CUSE STANDARD TERMINOLOGY:	your employs	rent:		1	0 400 1370
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9 U. S. GOVERNMENT PRINTING OFFICE: 1988-373847

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FORM NO. 560

			FITNE	SS REPORT			a same	
SECTION A			GENERAL	INFORMATIO	N			
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1 June 77	- 3 De	c 77	*	02 Janua	ry 1978			
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P-Proficient	Performance is	s satisfactory. Desi	red results are bei	ing produced in the	manner expected.			
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Bill, many thanks, and good luck to you in your new career.

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tarcate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for Current position. Amplify or explain ratings given in Section B to provide best basis for determining future petsonnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, pate, 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 CERTIFICATION AND COMMENTS BY SUPERVISOR Pitness Report Rating Profile 0003 70 HOUO OFFICIAL TITLE OF SUPERVISOR

Mr. Kent during the past 13 months. SECTION D 12 June 1978 Chief, OED/NOC 2. BY EMPLOYEE I HAVE OR HAVE NOT ATTACHED A DATE STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE. 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. lowever, 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. OFFICIAL TITLE OF REVIEWING OFFICIAL NAME AND SIGNATURE 19 June 1978 Chief, OED 4. BY EMPLOYEE I CERTIFY I HAVE SEEN THE ENTRIES IN ALL SECTIONS
OF THIS REPORT. I HAVE HAVE NOT ATTACHED
A STATEMENT CONCERNING THE REVIEWING OFFICIAL'S
EVALUATION OF MY PERFORMANCE ilum

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FORM NO. 37-1

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GPO 83-500335

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1, 420101		EFFECTIVE DATE
	FROM	3 February 1952
TITLE	Admin. Clerk, GS-5	
		Admin.Clerk, GS-5
GRADE AND SALARY	GS-5 \$3410.00 per annum (new)	GS-5 \$3410.00 per annum
OFFICE	OSO	
DIVISION	FDT	WH
BRANCH	NWC	Branch I
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NATURE OF ACTION	Reassigment*	30 April 1952
	FROM	11 May 1952
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		
DIVISION	WH WH	VH
BRANCH	Branch I	Branch I
OFFICIAL STATION	Maracaibo, Venezuela	Curacao, N.W.I. 3515
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NATURE OF ACTION		EFFECTIVE DATE 10 June 1952
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		Intell. Officer; GS-6
TITLE		
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DIVISION		MH
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RADE AND SALARY		GS-6, \$3795.00 per anmen
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# CONFIDENTIAL

2.8 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 Career Service Position: Operations Officer

Operations

Office/Division Office of External Development

Date Proposed for Retirement: 30 June 1978

Age at that Date

49 27 Years of Creditable Service : Years of Agency Service : Years of Qualifying Service : 26

The Career Service and the CIA Retirement Board recommended that this proposal be approved.

[s] Kenneth Corbet

The recommendation contained in paragraph 3 is approved:

Supplied to M. M. Edited

Director of Personnel

13 ......

Date

Distribution:

0 - Return to ROB

1 - Applicant 1 - OPF

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CONFIDENTIAL

E. ZIMPDET CL BY 909676

OP/RAD/ROB/ST awson:cs/3777 (26 June 19 )

3589A 19-772

83 AUG 1974

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 1-0PF

Originator: 2000 Originator: Director of Personnel

OP/RAD/ROB/SELawson:mn(14 August 1978)

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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 Chief Retirement Affairs Division

Official Personnel Folder

SECRET

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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.

Richard S. Sampson Chief Latin America Division

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4 MAR 1979

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 Pepublic.

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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.

Harris Greene
Chief

Nonofficial Cover Branch

CONCUR:

Chief, Career Management Group

- 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 an 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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**广播技** 

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
- ---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, err.

#### Other:

Married, 3 children (ages 22, 23, 24) Age: 48

#### RESUME

William M. Kent 536 Van Buren Street Harrion, Virginia 22030

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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 onthe-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

COS LARD

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RESUME

William M. Kent 836 Van Buren Street Herndon, Virginia Telephone: Home (703) 437-3162

Office -(703) 351-4104

SUNMARY 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 State 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:

Married, 3 children (ages 22, 23, 24) Age: 48

> NO SECURITY OBJECTIONS USIGNA

REQUEST FOR PERSONNEL ACTION  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  18 May 76  19 CARRESSENCE OF LANCOWNER by Office of Lancountry (Completed by Office of Lancountry)  19 Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Martin Marti	C. Mo	ey		1.00		ECRET n Filled In	,				
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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.

Richard S. Sampson Chief Latin America Division

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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 CS-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 chailenging 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 vork 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 Pepublic.

U2, IMPDET CL BY 018952 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.

Harris Greene Chief

Nonofficial Cover Branch

CONCUR:

Chief, Career Management Group

- 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 an 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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**广播技** 

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
- ---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, err.

### Other:

Married, 3 children (ages 22, 23, 24) Age: 48

#### RESUME

William M. Kent 335 Van Buren Street Macrian, Virginia 32070

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 onthe-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

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#### 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 State: Fluent in Spanish and Italian, slight capability in German and Fren.

#### 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, 5 children (ages 22, 23, 24)

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1 - Payro BA. SIGNATURE OF REI HENRY L	BERTH	OLD (		150/200 IRS FOR EXCLUSIVE O	1	7 34	sh	LER DATE SIGNED  4-16
1 - Payro  BA SIGNATURE OF REI  HENRY L	BERTH	OLD (	ACE BELOW 22 STATE	IS April 10 IRS	JSE OF THE (	OFFICE OF PERS	SONNEL X26. PATE OF GRADE	4-16 27 DATE OF 151
1 - Payro 6A. SIGNATURE OF RE- HENRY L. 9 ACTION 20 EMPLOY (UDB COOK	BERTH	OLD ( SPA	22 STATE	RS FOR EXCLUSIVE A SON 23, INTEGREE CODE	JSE OF THE (	OFFICE OF PIERS  DATE OF BIRTH	SONNEL X26. PATE OF GRADE	4-16
1 - Payro  8A SIGNATURE OF RE- HENRY L  9 ACTION 20 EMPLOY (00E   CODE  1.6 ATE EXPIRES	DERTH  21 OF  MUMERIC  5/40  29. SPECIAL	OLD ( SPA  SPA  SPA  SPA  SPA  ACPHAN  O (4)  30	ACE BELOW 22 STATE	15 April 10 IRS FOR EXCLUSIVE & 100 23, INVESTEE CODE	JSE OF THE CO. 24 HDQTRS 25	OFFICE OF PERS	SONNEL X26. PATE OF GRADE	77 DATE OF LS)  R. MO OA.  33 SELURITY 34
1 - Payro  BA SIGNATURE OF RE- HENRY L  MACTION 20 EMPLOY (UDE CODE  Le  MIE EXPIRES	BERTH  SI OF MUMERICA  5 / 40	OLD SPA	22 STATE 600E	IS AJA BU RS FOR EXCLUSIVE ( 100   72, INTEGRE CODE	JSE OF THE 24 HOUTED 25 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 22 COD. 2	DATE OF BIRTH	CONNEL YES OF CRADE	4-16 17 Date of 161 R. MO OA.
1 - Payro  BA SIGNATURE OF RE  HENRY L  ACTION 20 HAPLOY  CODE CODE  B. ART EXPIRES  MG. DA YA.	BERTH  21 OF MUMERIC  29 SPECIAL REFERENCE	OLD (	22 STATI CODE	IS AJA 60 PRS FOR EXCLUSIVE E CODE CODE CODE CODE CODE CODE CODE COD	JSE OF THE ( 24 HOUTES 25 (OD)  12 (ORSECTION TYPE A	OFFICE OF PERSON DATE OF BIRTH MO. DA (4) 5 0.9 0.7 CANCELLATION DATE MO. DA. YR.	SONNEL  72. DATE OF GRADE  0 DA. V  EOD DATA	77 DATE OF 151  8. MG OA.  33 SETURITY 34  8EQ 20.
1 - Payro  BA. SIGNATURE OF RE- HENRY L  PACTION 20 EMPLOY LODE CODE  B. HIT CRPIES  MO. DA YA.  S. VET PREFERENCE  OCT 0—BOME	DERTH  21 OF  MUMERIC  5/40  29. SPECIAL	OLD  SPE  SPE  SPE  SPE  SPE  SPE  SPE  SP	ACE BELOW  22 STATE CODE  1 75 C	IS A DO LESS FOR EXCLUSIVE & CODE CODE CODE CODE CODE CODE CODE CODE	24 HOUTED 25 (OD) 22 (OD) 22 (OD) 22 (OD) 23 (OD) 24 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (OD) 25 (	OFFICE OF PERSON DATE OF BIRTH MO. DA (4) 5 0.9 0.7 CANCELLATION DATE MO. DA. YR.	PONNEL  ZE DATE OF GRACE  CO OA. V  EOD DATA  ALTH INSURANCE	77 DATE OF LS)  R. MO OA.  33 SELURITY 34
1 - Payro  BA. SIGNATURE OF RE  HENRY L  P ACTION 20 EMPLOY  (DDE CODE  B. HIE CRIPRES  MO. OA YR.  S. VEI. PREFERENCE  GC1 D-BOM  1-5 FF  2-10 FF	BERTH  21 GF  PHIMEERIC  29. SPECIAL  REFFRENCE  36. SERV. CO.	OLD  SPE  SPE  SPE  SPE  SPE  SPE  SPE  SP	ACE BELOW  22 STATI CODE  RETIREMENT DATA CODE  37 LONG, COMP.	IS ALL HU  RS  FOR EXCLUSIVE A  100 23. INTEGER  101 31 SEPARATION  DATA (ODE	24 HUUTIN 25 (OD) 22 (OD) 22 (OD) 22 (OD) 23 (OD) 24 (OD) 25 (OD) 25 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (OD) 26 (	DEFICE OF PIRES  DATE OF BIRTH  NO. DA.  SACCELLATION DATA  MO. DA. VR.	SONNEL  72. DATE OF GRADE  0 DA. V  EOD DATA	77 DATE OF 151  8. MG OA.  33 SETURITY 34  8EQ 20.
1 - Payro  BA SIGNATURE OF RE  HENRY L  P ACTION 20 EMPLOY  CODE  CODE  B. MIE CRIPRES  MO. DA YA.  S. VET PREFERENCE  OCT D-BOMF  1-5 FF  2-10 FF  D. PRÉVIOUS CIVIL	DERTH  21 OF NUMBER  29 SPECIAL REFERENC  AND. G  IAN GOVERNME	SPA	ACH BELOW  22 STATI (ODE  AFFIREMENT JATA CODE  37 LONG, COMP  MO. DA	15 A	24 HOUTED 25 CODE THE CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO CODE TO	OFFICE OF PIRES  DATE OF BIRTH  DATE OF BIRTH  DATE  CARCELLATION DATE  WO. DA. YR.  FEGURE NEAR  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL OF BIRTH  THE CONTROL	SONNEL  76 DITE OF GRADE  40 DATA  EOD DATA  HEALTH INSIGNICE  44 5	17 DATE OF 151   18. MO OA   33 SECURITY REQ 20.   40. SOCIAL SECURITY N
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SERV G MO JAN GOVERN SI SUPPLICE IN SIMPLICE IN SIMPLICE REFERBER SERVICE (MORE)	SPA  SPA  SPA  SPA  OFFICE CODING  IC  ACC  - ORG  30  - ORG  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- FIGA  3- F	27. 871C 27. 1675 PLINENT 1 CO. 17 1086 (1	S 9 STATION LODE  STATION LODE  STATION LODE  STATION LODE  STATION LODE  STATION LODE  STATION LODE  STATION LODE  STATION LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LODE  LO	Jan 73  EXCLUSIVE U:  73. 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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. asset.

William E. Nelson
Deputy Director for Operations

CONFIDENTIAL

SIMPRET OF 8:0609.47

# 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

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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 belped 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 withstoood 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 bours 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 Reymond A. Varren

Raymond A. Warren Daputy Chief Latin America Division

cc: <C/CMG/NOC C/LA/PEMS

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MEMORANDUM FOR: Secretary, CSCS Agent Panel

SUBJECT

: Recommendation for Promotion to

Grade GS-14 -

William on Kent un player , a Staff since July 1966, has nvolved in Latin American area activities since coming with

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 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, high degree of initiative and professional competence in developing and coordinating covert action efforts in support of Agency objectives. Prior to becoming a Staff 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.

Notapported.

Chief Western Hemisphere Division

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MEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT

The Clandestine Services Agent Panel has approved the reassignment of to DO/Washington, D. C. Nonofficial Cover Premium Pay (NCPP) should be terminated the effective date of this reassignment.

Dwight M. Collins Secretary, Agent Panel

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30 January 1970

William Kent

MEMORANDUM FOR: WHYPERS

THROUGH

CSES/Agent Panel

HH/SS

ATTENTION

: Carroll Hauver

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 Fanel, requested that the be converted to a staff employee with full access to the headquarters building. Since the will remain under non-official cover, it is requested that WHI Division initiate action to place the building of his payrolling by a devised facility cover entity.

> Williard F. Burke C/CCS/OFB

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REQUEST FO	OR PERSONNEL A	CTION	2 February 1970
1. SERIAL NUMBER 2 NAME ( Last-First-M	Anddle)		<u></u>
059198 KENT, WI	ILLIAM		
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE REQUESTED	5 CATEGORY OF EMPLOYMENT
EXCEPTED APPOINTMENT	r (Career)	02 08 70	REGULAR
VTO V	VIOG	7 FINANCIAL ANALYSIS NO.	8. LEGAL AUTHORITY / Completed by Office
a. FUNDS		CHARGEABLE	Personnel)
9. OPGANIZATIONAL DESIGNATIONS	X Ct to Ct	0135 0620	N .
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11 POSITION TITLE	Circ	12 POSITION HUMBER	- 3 CAREER SERVICE DESIGNATION
OPS OFFICER	(14)	1391	D
14 CLASSIFICATION SCHEDULE (GS. LB, etc.)	15 OCCUPATIONAL SEPIES	16 GRADE AND STEP	17 SALARY OR RATE
GS 18 REMARKS	0136.01	14 4	<b>\$</b> 20,385
	C	12/54	
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12 March 1969

MEMORANDUM FOR: TRB & CSPS

SUBJECT:

Fitness Report -

William m. Kert Employee

Attached hereto is Subject's Annual/Reassignment of Supervisor Fitness Report covering reporting period 1 January 1968 - 6 Jan. 1969.

Virginia C. Lynch
Chief DO Personnel & Training

1 Attachment, A/S

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1 - STREET  1 - Final  Robert D  ACTION 20 EMPLOT CORE ON ATTEMPTS  MCO. OA. (*)  S. VET PREFERENCE COUE   O- NOME 1-5 FT 2-10 FT  PREVIOUS 50	Cashin  121. CHICE  NUMERIC  129 SPECIAL  REFERENCE  36 SERV COMP	SPACE CODING ALPHANETIC 10 RETURN 11-CSC 13-SICA 5-SICA 5-SICA 7-R IAO	WH/POTS BELOW FOR  22. STATION CODE  MENT DATA  CODE  DA. VA.  42. LEAVE CAT	EXCLUSIVE U  25. INTEGREE CODE  31. SEPARATION ON A CODE 30. OO 9 38. CARAGER OF MON-TEMP 43.	ISE OF THE  24 HU0TES 2 (QDE  37 CORRECTION  TYPE  KITGORY  FEDERAL TAX	OFFICE OF PERS  DATE OF BIRTH  MO. DA. YR.  155 OF 129  CANCELLATION DATA  MO. DA. VR.  159 FESLIT, HEA.  CODE Q—WINTER  L-155	CE APPROVING O  ONNEL  26 DATE OF GR  MO. DA.  EOD DAT.  ITH INSURANCE  HEALTH INS. CO	CSPD  ALL FFICER  ADI VE  ADI VE  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE TAL  STATE  STATE TAL  STATE TAL  STATE TAL  STATE  STATE TAL  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE  STATE	DATE SIGNIFE OF O DA.  SIGURITY REQ. NO.  SOCIAL SIGUE	SA SE
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SECRET (When Filled In)

REQUEST FOR PERSONNEL ACTION  17 JUNE 1966  SERVING PERSONNEL CRITICAL MINISTERS AND ACTION  18 SERVING PERSONNEL CRITICAL MINISTERS AND ACTION  SERVING PERSONNEL CRITICAL MINISTERS AND ACTION  PART OF THE ABOVE POSITION IS BEING TRANSFERRED TO THE US FIELD TO ACCOMODATE SUBJECT.  10 SCALARIANS  PROBLEM  PROBLEM  12 FORMANISTERS OF PERSONNEL ACTION  NEW ORLEANS, ACCOMODATE SUBJECT.  11 FINANCE  12 FORMANISTERS OF PERSONNEL ACTION  NEW ORLEANS, ACCOMODATE SUBJECT.  12 FORMANISTERS OF PERSONNEL ACTION  NEW ORLEANS, ACCOMODATE SUBJECT.  13 ACCOMODATE SUBJECT.  14 FINANCE  15 SECURITY  16 CAMBER SERVICE BESCHATION  DATE SIGNED  16 CAMBER SERVICE MINISTERS OF PERSONNEL  17 SALARY OR MAIL  STREET  THE ABOVE POSITION IS BEING TRANSFERRED TO THE US FIELD TO ACCOMODATE SUBJECT.  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 - FINANCE  1 -								DATE PREPARED	
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Classify According
To Content. SECRET REQUEST FOR PERSONNEL ACTION 1. Serial No. 2. Name (Last-First-Middle) 3. Date Of Birth 4. Vet. Prof. 5. Sex 6. CS - EOD Yr None-0 Code 5 Pt-1 29 10 Pt-2 1 Da Da KENT, William M. 9 13. Mil. Serv. Credit: LCD 8. CSC Ratmt. 9. CSC Or Other Legal Authority 10. Apmt. Affidav. 11. FEGL! 12. SCD LCD Yes 1 Code No 2 1 Yes- | Code Da Do Yes - 1 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 0136.01 Area Ops Officer 322 21. Grade & Step 22. Salary Or Rate 23. SD 24. Date Of Grade 25. PSI Due 26. Appropriation Number 11-2 8-3500-20 DI **ACTION** 27. Nature Of Action Code 28. Eff. Date 29. Type Of Employee Code 30. Separation Data REASSIGNMENT Da REGULAR 01 05 Transfer from V to UV 6129158 PRESENT ASSIGNMENT 32. Location Of Official Station Station Code 31. Organizational Designations Code DDP/WH 77003 Branch I 4650 Caracas, Venezuela Station Caracas, Venezuela 35. Position No. 36. Serv. 37. Occup. Series 33. Dept. Field 34. Position Title 0136.51 📿 BF-537-IL I.O. (FI) 38. Grade & Step 39. Salary Or Rate 40. SD 41. Date Of Grade | 42: PSI Due 43. Appropriation Number Do Mo Da Yr Mo 8-3588-55-066 SOURCE OF REQUEST 188 159 A. Requested By (Name And Title) C. Request Approved By (Signature And Title) P.C. BOWERS WH/Personnel Officer 656 B. For Additional Information Call (Name & Telephone Ext.) JOHN WASHINKO X 8212

FORM 1152a

Clearance

A. Career Board

B. Pos. Control

C. Classification
Remarks NEVAD-Y

2 copies to Security.

Signature

Transfer from Vouchered to Unvouchered Funds.

SECRET

CLEARANCES

Clearance

F. Approved By

D. Placement

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Signature

Date

## NOTIFICATION OF PERSONNEL ACTION

Mr. William M. Kent

5-9-29

PSA 6

6-26-58

Limited Appointment

7/23/58

Section 522.1 PL 72h 79th as amended

Political Officer

Assistant Attache

FSR_7

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7/23/58

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Execute SF_6Ls

Marital Status - Married - Three

Reserve Status - None

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B. For Addition	nal Information Call (Nam	ia & talabitona cy	/				
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Clearance	Signatu	re O	Date	Clearance	-	Signature	. Date
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B. Pos. Control		_ KV	141050	E. WES	P. Post	E. Ruhi	udo 141858
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			SEC	RFT			
34		REQUEST	FOR PERSO	ONNEL ACTI	ON		
I. Serial No.	2. Name (Last-First-M	iddle)		3. Date Of Birth	4. Vet. Pref. None-0   Code	5. Sex	6. CS - EOD Mo.   Da.   Yr.
	KENT, WILLIAM	( M		05 09 29	5 Pt-1 10 Pt-2 1	w ı	, v.o.   Da.
, SCD		C Or Other Le	gal Authority	10. Apmt. Affiday.	. 11. FEGLI 12		13. Mil. Serv.
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		PR	REVIOUS ASS	SIGNMENT			
4. Organization	al Designations		Code	15. Location Of	Official Station		Station Code
DIP WH BRANCH 4		•		WAS	SH., D. C.		
16. Dept Field	17. Position Title			18.	Position No.	19. Serv. 20	Occup. Series
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		F	RESENT ASSI	GNMENT			
31. Organization	nal Designations		Code	32. Location Of	Official Station		Station Code
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BRANCH 4			4611	WASH.	, D. C.		
33. Dept - Field	34. Position Title		17.	35.	Position No.	36. Serv. 37	. Occup. Series
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A. Requested By	(Name And TNL) ERS WH/PERSON		erse	Request Approve	a by (Signature A		
A. Requested By P. C. BOW		NEL OFFICE	er	Kequest Approve	ed by (Signature A		
A. Requested By P. C. BOW	ERS VH/PERSON of Information Call (Nam	NEL OFFICE	ER Ext.)		a by (Signature A		
A. Requested By P. C. BOWI B. For Additions JOHN WASH	ERS WH/PERSON of Information Call (Nam INKO X 8242	NEL OFFICE	ER Ext.)	NCES			Date
A. Requested By P. C. BOWN B. For Additions JOHN WASH	ERS VH/PERSON of Information Call (Nan INKO X 8242	NEL OFFIC	ER Ext.)  CLEARA	NCES Clearance		nature	Date
A. Requested By P. C. BOWI B. For Additions JOHN WASH	ERS VH/PERSON of Information Call (Nan INKO X 8242	ne & Telephone	CLEARA   Date	NCES Clearance Placement			
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A. Requested By P. C. BOWI B. For Addition JOHN WASH  Clearance A. Career Board B. Pos. Control C. Classification	ERS VH/PERSON of Information Call (Nam INKO X 8242  G C Signature of C Street	NEL OFFICE	CLEARA    Date	Clearance Placement Approved By	Sign W.X	earry pril 196	4-20-60

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A. Requested By (Name	And/Title	_		C. Request Appro	oved By (Signati	ure And Title)	
P. C. BOWERS  B. For Additional Information		NNEL OFF					
JOHN WASHINKO		ar resebuou	- LAC)				
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