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CENTRAL INTELLIGENCE AGENCY WASHINGTON, D.C. 20505

2 February 1976

Mr. David A. Phillips 8224 Stone Trail Drive Bethesda, Maryland 20034

Dear Dave:

From time to time we receive letters and telephonic inquiries concerning the Association of Retired Intelligence Officers. In view of the restrictions of the Privacy Act, we hesitate to release your name and address without your prior knowledge and consent.

If you have no problem with our providing your name and address in response to such inquiries, please indicate to that effect by signing below and returning this letter to us for official filing. In the future, we would then be free to release this information concerning the Association of Retired Intelligence Officers without consulting you in each and every instance.

Thank you for your assistance in this matter, and best wishes.

Sincerely,

B. Defelice

Acting Director of Personnel

I hereby authorize the Director of Personnel to release my name and address to individuals seeking contact with or information concerning the Association of Retired Intelligence Officers:

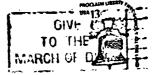
David Atlee Phillips

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ALD THANKS

Mr. David A. Phillips 8224 Stone Trail Drive Bethesda, Maryland 20034





Director of Personnel P. O. Box 1925 Washington, D. C. 20013

MEMORANDUM FOR:

Addresses for former Agency employees organizations:

Association of Retired Intelligence Officers Mr. David A. Fhillips 8224 Stone Trail Drive Bethesda, Maryland, 20034

-Central Intelligence-Retirees-Association (CIRA) Box 1150 Fort Myer, Virginia, 20211

Date

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Mr. David A. Phillips 8224 Stone Trail Drive Bethesda, Maryland 20034

Dear Dave:

I am happy to send to you, under separate cover, your Agency Retirement Medallion. The Medallion is a tangible form of recognition and appreciation of your service to the Agency. It should serve as a lasting reminder of an honorable career, rewarding associations and the knowledge that you played your part in a vital activity.

Let me, therefore, add my congratulations and wish you the very best for the future.

Sincerely,

P. W. M. Janney Director of Personnel

Orig - Addressee

OP/RAD/ROB/MWBenthall:cl (1 July 75)

10 June 1975

Mr. David A. Phillips 8224 Stone Trail Drive Bethesda, Maryland 20034

Dear Dave:

14-00000

The ordinary retirement letter is in no way appropriate for you. In the first place, your retirement is no stepping out of the active world into a world of pleasure. Instead, you are launching off on even a tougher challenge because of your sense of dedication. Your retirement also will not be the termination of your interest in intelligence and in this Agency. Instead, you are going to be doing what you can to help it survive the current set of attacks upon it. But most of all, your retirement is the departure of one of our most exceptional officers, to whom I had the great pleasure to give the Distinguished Intelligence Medal and whose work I have admired these many years. only thing ordinary about your retirement is the sincere and special personal and official good wishes we in the Agency send to you and your family for success and satisfaction in the years ahead. This we send to all our retirees, and we send it to you with special spirit.

Sincerely,

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W. E. Colby Director

WEC: jlp (10 June 75) Distribution:

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2. YOUR SELECTION WILL BE ANNOUNCED EARLY THIS NEXT WEEK.
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3. I WANT TO EXTEND MY PERSONAL CONGRATULATIONS ON THAT
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MEMORANDUM FOR: Director of Central Intelligence THROUGH Deputy Director for Plans SUBJECT Appointment of Mr. David A. Phillips, as

Chief of Station,

The appointment of Mr. David A. Phillips, GS-17, as Chief of Station, effective on or about 15 July 1972 is recommended. replace Mr. Thomas J. Flores. Mr. Phillips would

2. Mr. Phillips has been with the Agency since 1952, first in a contract capacity, and since April 1955 as a staff employee. He is currently serving as Chief of Station in He previously served as COS, and in Mexico City, Havana, and In Mexico City, Havana, Abicographic profile including information Portuguese. A biographic profile including information regarding his Agency experience and training is attached.

Western Hemisphere Division

1 Attachment Biographic Profile (Parts 1 and 2)

APPROVAL RECOMMENDED:

Deputy Director for Plans

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-2-

SUBJECT: Appointment of Mr. David A. Phillips, as Chief of Station,

The recommendation in paragraph 1 is APPROVED:

Director of Central Intelligence

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				the transition from which
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				Mr. Phillips has been highly effe
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				field. His relations with his co
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	 !-			D. Burton, GS-15, will serve as
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DEMORAN.	PUNI POR: Director of Central Intelligence
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EULJECT	2 Appointment of Mr. David A. Phillips as Citted of Station,
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an Chief of	270 is recommended. Air. Phillips would replace.
night recent in fluid the of full-time ture. A bic	Tr. Phillips has been an employee of the Agency ditally in a contract enpasity. He has served in Havana, Texteo City and y as Chief, Catan Operations Group. Mr. Phillips to Epantsh language and is scheduled for two months Portuguese training immediately prior to his deparraphic profile including information regarding his cloude and training is attached.

Signol William Vu Bros

William V. Eroc Chief Western Hemisphere Division

Attachment Plographic Profile (Parts 1 and 2)

- 2 -

SUDJACT: Appointment of Mr. Davis	d A. Phillips as Chief of
AI PROVAL RECOUNTENDED:	
[s] Themes II. Meremersines	8 9.000
Deputy Director for Plans	Dato
The recommendation in paragraph om	rts Approved:
grand and the same	1 007 1832
Director of Contral Intelligence-	Date
Distribution: Original & D = Addressee 2 - DDD 1 - C/VRD 1 - C/CDTS 2 - C/VR/S 1 - C/VR/SS 1 - C/VR/Personnel	
DDP/WH/PIRS/	-/0315 (5 August 1000)



23 October 1968

MEMORANDUM FOR: Secretary, Clandestine Services

Career Service Board

SUBJECT

: Recommendation for Promotion to

GS-16: David A. Phillips

1. Mr. David A. Phillips is strongly recommended for promotion to GS-16 and is ranked Number 2 in WH Division's preference for promotion in that grade.

2. Mr. Phillips stands out amor	ig his peers as a true
Clandestine Services operator. He has	had a range of opera-
tional assignments enjoyed by few Cland	estine Services officers
He served in Cuba, Guatemala	Mexico and the
Dominican Republic. His functional ass	ignments have included
Contract Agent, Operations Officer unde	r both unofficial and
official cover, Chief of Station, and he is	s currently assigned
as Chief, Cuban Operations Group. In r	egard to his tour as
Chief of Station, Santo Domingo, I cite the	he following quote
made by	-
the Dominican Republic, concerning the	turbulent events in his
country during his tenure:	

"You know," he said, "looking back over those months when things seemed pretty bleak, two names come immediately to mind as able and effective representatives of the United States. They are Ellsworth Bunker and David Phillips."

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3. Mr. Phillips has the intelligence, language capability, personality, management and operational ability to move forward steadily in this Agency and he is now ready for promotion to GS-16. I urge you to act affirmatively on this promotion recommendation.

William V. Broe

Chief

Western Hemisphere Division

S-E-C-R-E-T.

27 February 1969

MEMORANDUM FOR: Chief, WH Division

SUBJECT:

- ; ;

Briefing at DO Base Chiefs* Conference by Mr. David A. Phillips

I should like to express my thanks to you for having made available Mr. David A. Phillips to brief the DO Base Chiefs' Conference on 17 February 1969. His briefing was extremely lucid and helpful and expressly commended by all Conference participants. Please convey to him my personal appreciation of his efforts.

Chief, Dø Division

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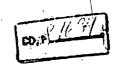
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VOICE OF AMERICA UNITED STATES INFORMATION AGENCY WASHINGTON D.C. 20547



April 15, 1968

Dear Dave:

I thought you would be pleased about a reference to you which came up in the course of a longish conversation last night with

about the turbulent events

in his country three years ago.

"You know," he said, "looking back over those months when things seemed pretty bleak, two names come immediately to mind as able and effective representatives of the United States. They are Ellsworth Bunker and David Phillips."

I thought such a pleasant echo of a rough period would help heal your ulcers.

Cordially,

Richard G. Cushing Deputy Director

Mr. David A. Phillips 8224 Stone Trail Drive Carderock Springs Bethesda, Md. 20034 14-00000

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When Filled In)

25 October 1966

Davis A Phillips

MEMORANDUM FOR:

THROUGH

SUBJECT

Notification of Designation as a Participant in the Organization

Retirement and Disability System

REFERENCE

Book Dispatch 5096 dated 12 August 1965

- 1: You have been found to be qualified as a participant in the Organization Retirement and Disability System and have been so designated effective 23 October 1966.
- 2. Although such designation under present statutes is viewed favorably by most persons, the regulation governing this retirement system gives the individual the right to appeal such a determination if he deems the designation adverse to his best interests. In order that this technical requirement may be satisfied, you are hereby notified of your right to appeal. An appeal with reasons therefore must be received in Headquarters within 60 days of the date of this memorandum or acceptance of designation will be assumed. Any questions that you may have in connection with your designation that cannot be answered by referring to referenced Book Dispatch should be forwarded to Headquarters.
- 3. We believe that the benefits of the Organization Retirement System are superior to the benefits of the Civil Service Retirement System. However, there are a few situations in which an employee at the time of retirement may have so many years of service (almost 37) that he would receive a higher annuity under the Civil Service System. Because of this, the policy decision has been made that a participant in the Organization System who would receive a higher annuity under the Civil Service System may, not later than one year prior to his retirement, apply to be removed from our system and transferred to the Civil Service System. Thus, you should not anticipate this contingency as a factor in deciding whether you regard your designation as a participant adverse to your best interests.



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24 October 1966

MEMORANDUM FOR: Chief, WH Division

THROUGH

: Deputy Director for Plans

SUBJECT

: Commendation

1. The Dominican Republic Station has distinguished itself by especially meritorious service during the past year and has made a major contribution toward the advancement of the objectives of the United States Government in a critical situation. One year ago the people of the Dominican Republic were facing a dismal future. Today, while the future remains uncertain, the prospects for eventual stability have been immeasurably increased. Several Departments and Agencies of the United States Government engaged in an effort to bring this about. I believe that the role of the CIA in the Dominican Republic during the past year was a crucial one. The highly effective performance of the Santo Domingo Station and the Base at Santiago was the result of the combined efforts of each officer and employee stationed there. These men and women gave unsparingly of their time, energy and brain power. Their efforts were sustained over a long period under stressful circumstances. Now, while our long-term mission continues, a significant milestone has been reached and it is most appropriate at this time to grant this special recognition for a job well done to all members of the CIA team in the Dominican Republic during the year ending June 30, 1966.

2. I should like to commend each member of the Station who contributed to this noteworthy performance and request that a copy of this commendation be placed in individual personnel files as appropriate.

Muhandhlum ---

Richard Helms
Director of Central Intelligence



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REQUEST FOR PERSONNEL ACTION 4 October 1966 2 NAME + Laur-First- Moddle) 024345 PHILLIPS, DAVID A S CATEGORY OF EMPLOYMENT EFFECTIVE DATE REQUESTED DESIGNATION AS A PARTICIPANT IN THE 66 CIA RETIREMENT AND DISABILITY SYSTEM REGULAR 23 10 FINANCIAL ANALYSIS 8 LEGAL AUTHORITY (Completed by Office of v 10 CF PL 88-643 Sect. 203 CF 10 V CF 10 CF 7135-0875 ORGANIZATIONAL DESIGNATIONS IO LOCATION OF OFFICIAL STATION DDP/WH SANTO DOMINGO, DOMINICAN REPUBLIC 1 POSITION TITLE 13. CAREER SERVICE DESIGNATION 14. CLASSIFICATION SCHEDULE (GS. LB en) 13 OCCUPATIONAL SERIES T SALARY OR PATE 18 REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION AND RIGHT OF APPEAL TO THE DIRECTOR OF CENTRAL INTELLIGENCE. TABL SIGNATURE OF CAREER SERVICE APPROVING OFFICER . DATE SIGNED IBA SIGNATURE OF REQUESTING OFFICIAL DATE SIGNED SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 19 ACTION 20 EMPLOT 21 CODE CODE Office Coding 22 STATION 23 INTEGREE 24 HDQ185 25 DATE OF BIRTH (00£ 13 SECURITY 31 SEPARATION 32 CORRECTION CANCELLATION DATA 28 HIE EXPIRES 179 MICH RETIREMENT DATA 26Q NO AFFERENCE DATA LODE EOD DATA 2 37 LONG COMP DATE 35 VET PRESERENCE 34 SIRV COMP DATE 38 CARFEE CATEGORY 39 FEGL: HEALTH INSURANCE 40 SOCIAL SECURITY NO CAR RESU PROV TEMP (00) C.A coce CODE 5 - watvil FIDERAL TAE DATA 41 PREVIOUS CIVILIAN GOVERNMENT SERVICE 43 STATE TAX DATA 42 LEAVE CAT FORM EXECUTED CODE INC TAX STATE CODE 3-00 PERIODS SERVICE 1-00 BEESE IN VENICE 2-005AE IN VENICE (MOSE THEM 3 PERIOD 3-005AE IN VENICE (MOSE THEM 3 PERIOD 1-115 1-75 45 POSITION CONTROL CERTIFICATION 40 OF APPROVAL DATE APPROVED See memo signed by D/Pers dated 16,000

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CENTRAL INTELLIGENCE AGENCY WASHINGTON, D.C. 20505

TO	:	Day id	Α.	Phillips	
SUBJECT	:	TDY	in [

Most of you who went down to

departed with so much speed and so little ceremony that
there was no time to explain the importance and urgency
of your assignments. Now that you have served there
during the crisis, the importance of the task needs no
embellishment from us, but you should knew that the contribution of the augmented Station was decisive in shaping
the policies and actions of the government and in avoiding
several major mistakes. For weeks after the April revolution, our Station reporting was literally the only source
of information that the United States had on the role of
Communism among the rebel forces and on conditions outside
the capital.

Many fine things were done in the Station and in the hinterland by all of you. Manning the check-points under fire, flying to remote and hostile villages, moving tons of supplies through the gauntlet of the communications line, toiling over midnight reports, and keeping open our country's only commo link — all these things were commonplace. The dedication, discipline, and routine of our personnel placed them in a class apart.

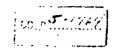
To the sense of pride and accomplishment you must already feel, I want to add the gratitude and admiration of the DDP and of the Agency.

Michard Helms-

Richard Helms
Deputy Director of Central Intelligence

S-E-C-R-E-T

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65-1911

MEMORANDUM FOR: Deputy Director of Central Intelligence

VIA

14-00000

: Deputy Director for Plans

SUBJECT

Appointment of Mr. David A. Phillips as Chief of Station, Santo Domingo, Dominican Republic

- 1. The appointment of Mr. David A. Phillips as Chief of Station, Santo Domingo, Dominican Republic, effective on or about 15 October 1965, is recommended. Mr. Phillips would replace Mr. Edwin M. Terrell.
- 2. Mr. Phillips was employed in a contract status from 1952 to 1955 and became a Staff Employee in April 1955. He resigned from the Agency in August 1958 to enter private business. In March 1960 he returned to the Agency as a staff employee and is presently assigned as Operations Officer, Mexico City, Mexico, GS-15. A biographic data sheet, giving more detailed information on Agency experience and training, is attached.

Desmond FitzGerAld
Chief
Western Hemisphere Division

1 Attachment Biographic Profile (Part 1)

APPROVAL RECOMMENDED:

Deputy Director for Plans

(bate)

The recommendation in paragraph 1 is APPROVED:

Depty Director of Central Intelligence

(Date) 1965

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29 June 1961

MEMORANDUM FOR THE RECORD

SUBJECT: David A. Phillips

On 14 June 1961 the undersigned reviewed with Mr. David A. Phillips his career development prospects for the next five year period. We agreed that the following represented a desirable and fairly firm goal in this respect:

a. In general his future training and field experience should place sufficient stress on the CI and FI fields to avoid the career confinement of strict CA specialization.

b. His next assignment would be a normal field tour in Mexico City. Upon return from that assignment, he would receive up to six months training to be followed by an assignment to the CA Staff (or the organizational successor thereof). One of his primary undertakings in the CA Staff would be to develop what might best be termed "ideological warfare" (e.g., a search for basic ideas and concepts with wide appeal) as opposed to the normal propaganda approach (e.g., a running debate on current events).

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RICHARD M. BISSELL, JR. Deputy Director (Plans)

Mait Rosp

JA 6 3 53 FH '61

Mr. Paillips
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1 June 1961

MEMORANDUM FOR: Chief, Finance Division

FROM

Chief, WH/4/Support

SUBJECT

Premium Pay

Due to the recent reduction in heavy workload requirements, the following employees are no longer entitled to Premium Pay. It is requested that this entitlement be discontinued effective c.o.b. 10 June 1961. The salaries are chargeable to Allotment #535-5000-8021:

BELSITO, Frank J. BROWN, Fravel S. CANN, Ruth E. CARTWRIGHT, Cecil J. CHELLINO, Samuel J. KENT, WILLIAM M. MCRALES, David S. MURRAY, William J. OVERJORDE, Robert W. PATTON, Lee B.

PETERS, John D. PHILIPS, David A.

REYNOLDS, Robert

WILLIAM E. EISEMANN Chief, WH/L/Support

Distribution:

2 - Chief, Finance Division (ea. employee)

2 - Director of Personnel (ea. employee)

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FORM NO 1152

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Office Memorandum . United states government

TO: File

DATE: 18 March 1960

FROM 1

SUBJECT:

PHILLIPS, DAVID A.

Effective date of CA is 19 mug 1958, per Mr. Toomey, x2823

This time is creditable for LCD only, per Mr. Stevens.

Mr. Phillips was same as independent contractor, per Lyle Miller, x3039.

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SECRET

14

Office Memorandum · united states government

TO : The record

DATE: 15 Aug 58

FROM: CPD(Staff Agent Branch)
SUBJECT:

- 1. This is certification that during the Personnel interview with Mr. on 7 Aug 58 he specifically stated that he did not want an SF-8(Quemployment Compensation Program) sent to the DDP/NEA Division.
- 2. Subject coordinated with CCB 7 Aug 58 ro: retirement(all services were being combined and sent to the CSC)
- 3. Subject had intention of checking B & C re: Hospitalization, Mutual Insurance & Conversion of FEGLI.

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STANDARD ROBE 52 MORE MAY OF THE LOCKET WARE COMMENT REQUEST FOR PERSONNEL ACTION UNIVOITCHERED REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 68 and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse. L DATE OF BERTH - Das dwan name; initial(s), and surname) 4 DATE OF REQUEST 31 Oct 1922 7 May 1956 C S OR OTHER A NATURE OF ACTION REQUESTED

A PERSONNEL (Specify whether appoint ment, peop A PROPOSED: Reassigment (Staff Agent) & POSITICE (Specify whather establish, change grade or title, etc.) B. APPROVED: & POSITION TITLE AND . FROM EAF-125 Ops Officer (PP) Ops Officer (FF) BAF-125 \$10320.00 p.a. GS-0136.31-14 & SERVICE, GRADE, AND H.\\CC DESIGNATIONAL DESIGNATIONS Branch III HAVARA .. CUISA . STATTON Havana, Cuba IL HEADQUARTERS 7 FIELD DEPARTMENTAL LIET 9 (DP) USED IN LIEU OF SESO New T/O NOTIFICATION OF FERSON, EL ACTION B. REGRESTED BY Name and title) Decition Of Signature & FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) 14 POSITION CLASSIFICATION ACTION 13 VETERAN FREFERENCE 10 PLANT MONE WHIT THER SPT NEW VICE I A GEAL DISAB STHEP SD-DP 15 16 17. APPROPRIATION DATE OF APPOINT MENT AFFIDAVITS (ACCESSIONS ONLY) 20. LEGAL RESIDENCE 6-3545-55-055 CLAIMED PROVED М W Same STATE: 21. STANDARO FORM SO REMAZIOS CONCUR PP/Career SerNAPPROVED 22 CLEARANCES ENITUAL OR SIGNATURE DATE REMARKS: B. CEIL OR AS CONTROL C. CLASSIFICATION D PLACEMENT OR EMPL

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ROUTING AND RECORD SHEET

INSTRUCTIONS: Other designations should be use I in the "TO" column. Under each comment a line should be drawn across sheet and each contine it numbered to correspond with the number in the "TO" column. Each officer should initial (check mark insufficient) before further moving. This Routing and Record Sheet-should be returned to Registry

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ROUTING AND RECORD SHEET

INSTRECTIONS: Officer designations should be used in the "TO" column. Under each comment a line should be drawn across sheet and each comment numbered to correspond with the number in the "TO" column. Each officer should initial (check mark insufficient) before further routing. This Routing and Record Sheet should be returned to Registry.

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MEMORANDUM FOR: Chief, Finance Division

SUBJECT:

Equalization Allowance Adjustment for Pullyse

- i. Effective 15 December 1957, subject individual's equalisation allowance is decreased from \$950 to \$555 per annum due to a decrease in the cost of fiving at subject's post as compared with Washington, D. C.
- 2. All other terms and conditions of the original authorization remain in full force and effect.

SIGNED

Louis W. Armetrong Chief, Contract Personnel Division

Distribution:

Orig. and 1 - Addressee

2 - NEA Division

4 - CPD

OP/CPD: HSurles: ahw (9 Dec 57)

SECHET

S-E-C-R-E-T (When Filled In)

2 7 JUN 1957

MEMORANDUM FOR: Chief, Contract Personnel Division

ATTENTION

FROM

Deputy Director of Security (Investigations

and Support)

SUBJECT

- 1. Reference is made to the memorandum dated 18 June 1957 in which a covert security clearance was requested to permit the Subject's conversion from an Ops Officer (FP), GS-14, DDP/MH, Branch III, Havana, Cuba, to an Ops Officer (PP). GS-14. DDP/NEA, Egypt and Arab States Branch, Project PECTATE,
- 2. In accordance with the provisions set forth in the Director's Memoranaum of 14 February 1949 entitled, "Security and Operational Clearances," a covert security clearance is granted for the use of the Subject, as described in your request as set forth in paragraph 1, above. For administrative purposes only, this clearance is effective as of 15 June 1957.
- 583. Subjects of covert security clearances are not to represent themselves as, nor are they to be represented as, employees 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 10-210. 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 DIRECTOR OF SECURIT::

Best N. Cuming ham

Robert H. Cunningham

S-E-C-R-E-T

Date. 18 June 1957

MEMORANDUM FOR; Chief, Special Security Division

FROM

. Chief, Special Contracting, Allowances &

Processing Staff, Wing 2F Curic Hall Lineal Philippe

SUBJECT

(P); Your Number 40696.

1. In compliance with paragraph four (4), your memorandum date t . subject as above, clearance to cover the following proposed change in subject's status and/or use is hereby requested.

Ops Officer(PP) GS-14 DDF/WH Branch III Havana, Cuba	Position Title Grade & Salary Organ Designation Headquarters	Ops. Off(PP) GS-14 DDP/NEA Egyot & Arab States Branch Project PECTATS
[] Field Dept'l	Field or Hatrs.	() Field () Dept'l

2. Changes other than specified above:

Cover is Commercial

3. The proposed effective date of this change is.

and Administrative reasons.

Please phone verbal concurrence to Dot Kreinheder X3585

LOUIS W. ARMSTRONG

Verbal Coverirence

SECRET

ME MORANDUM FOR:

Chief, Finance Division

SUBJECT:

Equalisation Allowance Adjustment for

Phillips , Howard

- 1. Effective 13 January 1957, subject individual's equalization allowance is decreased from \$3780 to \$3145 per annum due to a reduced cost of living index for subject's post.
- 2. All other terms and conditions of the original authorization remain in full force and effect.

SIGNED

RALPHS. POLLOCK Chief, Contract Personnel Division

elt-28 Feb 57 Distribution: Original and 1: FD

2: WH Div

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26 April 1957

HELIOGRANDUM POR I Deputy Director for Investigations à Operational Support

TIR OUGH

Subject

Contract Personnel Division
The Course Alexand - Charge of

Pseudenym

REFERENCE

: Memorandum for Deputy Director for Investigations à Operational Support, through, Contract Personnel Division, from this office, dated 26 April 1987

Due to a compression, the pseudonym of Paul D. LANGEVIH has been changed. Please refer to reference for new pseudonym.

/a/ J. C. KING Chief, WHD

Chrono - Statuties Electron .. Il G^{c} \tilde{c}

SECRET

26 April 1957

MEMORANDUM FOR: Deputy Director for Investigations

& Operational Support

TIRU H:

Contract Personnel Division .

SUBJECT:

14-00000

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REFERENCE:

Memorandum for Peputy Director for Investigations & Operational Support, through, Contract Fersonnel Division, from this office, dated 26 April 1957

The pseudonym of subject of reference has been changed to

J. C. KING Chief, WAD

MEMORANDUM FOR: Chief, Fi

Chief, Finance Division

SUBJECT:

Equalization Allowance Adjustment for

Phillips, Harrid

1. Effective 7 October 1956, subject individual's equalization allowance is increased from \$3670 to \$3780 per annum.

2. All other terms and conditions of the original authorization remain in full force and effect.

RALPH S. POLLOCK
Chief, Contract Fersonnel Division

MEMORANDUM FOR: Chief, Finance Division

SUBJECT:

Equalization Allowance for

Philips World

i. Subject individual is authorized an equalization allowance at the rate of \$950 per annum upon his arrival at

2. All other terms and conditions of the original authorization remain in full force and effect.



Louis W. Armstrong
Chief, Contract Personnel Division

Distribution:

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Office Memorandum . UNITED STATES GOVERNMENT

Chief, Contract Personnel Division

MAR 20 1955

FROM : Dejuty Director of Security (Investigations and Support)

SUBJECT: Philips Havid

1. Aeference is made to your request dated 20 January 1956 for a Covert Security Clearance to remit appointment of Subject to Staff Agent/operations officer at Havena, Cuba.

- 2. In accordance with the provisions set forth in the Director's Memorandum of 74 February 1949 entitled, "Security and Operational Plearances," a covert security clearance is granted for the covert use of the Subject, as described in your request as set forth in paragraph 71, above. This will confirm the Govert Security Clearance granted telephonically to Dr. Hen Wambold, OFD x-3585 on 26 January 1956.
- Pubjects of covert security clearances are not to represent themselves as, nor are they to be represented, as, employees of CIA.
- 4. Your attention is called to the fact that a covert security clearance does not constitute correcte compliance with the provisions of CIA regulation 10-210. 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 provosed change should be submitted to this office.
- 5. This clearance becomes invalid in the event the Subject's services are not utilized within oddays of the date of this memorandum.

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x	CHIEF, CO.	TRÓL DIVISION	, OP	,		45 NUMBE	-24-4032		
TC: Check)	CHIEF, CON	TRACT PERSONN	EL DIVISI	ON, OF		0243	•		• •
x	CHIEF, OPE	RATING COMPON	ENT (For	action) LA	10 CARD	NUMBER	,	
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NOTIFICATION OF ESTALISHMENT OR CANCI OF OFFICIAL COVER BACKSTOP	ELLATION	27 MARCH	1975 2500
X CHIEF, CONTROL DIVISION, OP		Sp NUMBER	
CHIEF, CONTRACT PERSONNEL DIVISI	ON, OP	024345	
X CHIEF, OPERATING COMPONENT (For	action) LA	ID, CAPD NUMBER	,
ATTN:		LSTAGE	.15HED
REF:	OFFICIA COVER	- 1 1	TINUED
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DAVID ATLER PHILLIPS		•	
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MAASOWARDSAUGE			
ESTABLISHMENT OF OFFICIAL COVER BLOCK RECORDS		N OF OFFICIAL C ATE: 22	OVER UNBLOCK RECORDS JULY 1973
BASIC COVER PROVIDED EFFECTIVE DATE	SUBMIT FORM	3254 CIA	
OPERATIONAL COVER PROVIDED FOR	SUBMIT FORM		Y TO CHANGE TELEPHONE
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APRIL 57-JULY 58	٠		
AUG 58-MARCH 60- MARCH 60-22 AUG 61-HQS/			·
23 AUG 61-JULY 65- JULY 65-JUNE 67			
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CHIEF, OPERATING COMP	ONENT (For actio	on)	CYES PRAGES	
ATTN:		1 ,	' ESTABLISHED	<u> </u>
REF:		OFFICIAL COVER	DISCONTINUED	
DAVID ATLEE PHILLIPS		UNIT		
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SUBVIT FORM 1323 OR PANY CHANCE TO COVER. (HR 240-2-)	FEGTING THIS	\$	BLOCK	
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NOTIFICATION OF EST. SHMENT OF CANCELLATION OF OFFICIAL COVER BACKSTOP	27 July 1973 2500
x CHIEF, CONTROL DIVISION, OF	391-24-4032
CHIEF, CONTRACT PERSONNEL DIVISION, OP	CMPLOVEE NUMBER
x CHIEF, OPERATING COMPONENT (For action) WH	IC CARD NUMBER
ATTN: Chief Support Staff	X ESTABLISHED
REF: OFFICE COVER	AL }
PHILLIPS, DAVID A.	
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FFF PERS. FILE ROOM

FOR PURPOSES OF THE FATE LABOR STANDARDS ACT. AS AMENDED. YOU ARE CESIGNATED EXEMPLY

EFFECTIVE DATE OF DESIGNATION: 01 MAY 1974.

PHILLIPS DAVID A

024345

41354523

"PAY ADJUSTMENT IN ACCURDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE CHOER 11811 PURSLANT TO AUTHORITY OF DOLAS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DOLDINECTIVE DATED ON OCTOBER 1962."

EFFECTIVE CATE OF PAY ACJUSTMENT: 13 CCTUBER 1974

NEW SALASY NAME SERTAL CRON. FUNDS GRESTEP . \$30,000 PHILLIPS CAVID A J24345 51 050 CF CS 18 1

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"PAY ACJUSTMENT IN ACCUMPANCE WITH THE PROVISIONS OF SECTION 5305 CH TITLE 5. U.S.C. AND EXECUTIVE GROEK 11/39 RURSUANT TO AUTHORITY OF EGI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, MAD DOL LIRECTIVE DATED OF ORIGICAL 1952."

. EFFECTIVE DATE OF PAY ADJUSTMENT: 14 CCTCRER 1973

NAME

SERIAL GREN. FUNDS GR-STEP

NEW SALARY

PHILLIPS DAVID A

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\$36,000

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EFFECTIVE DATE OF PAY ACJUSTMENT: 07 JANUARY 1973

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EFFECTIVE MATE OF PAY ADJUSTMENTE O JANUARY 1972

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EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

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EFFECTIVE DATE OF FIR ADJUSTMENTS 15 0014 1949

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EFFECTIVE DATE OF PAY ADJUSTMENTS & COTOMER 1967

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PHILLIPS LAVID A G24545 51 FOR CF G5 15 5 \$19,978 \$20,876

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 JULY 1968

NAME SERIAL ORGN. FUNDS GR-STEP SALARY SALARY
PHILLIPS DAVID A 024345 51 500 CF 35 15 5 820,856 \$22,416

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

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1966

NAME

PHILLIPS CAVID A

SERIAL ORGN. FUNDS GR-STEP SALARY SALARY
024345 51 750 CF GS 15 4 318,825 519 774

SECRET

30 June 1966

MEMORANDUM FOR: Chief, TRB

SUBJECT

: Record of Contract Service for David A. Phillips

1. Per your request we are forwarding record of Subject's contract service:

Date	Action
4 March 1954	Hired as Contract Employee
31 July 1954	Terminated
l August 1954	Hired as Contract Employee
31 March 1955	Terminated
19 August 1958	Hired as Contract Agent
13 March 1960	Terminated

- 2. Subject was employed on a full time basis with leave benefits from 4 March 1954 through 31 March 1955. Accordingly, this entire period is 'creditable' for establishing his annual leave category. However, the period from 19 August 1958 through 13 March 1960, as; an independent contractor, is not creditable for this purpose. Only the period from 4 March 1954 through 31 December 1954 is "creditable for Civil Service Retirement, since Contract Employee's were mandatorily covered by Social Security as of 1 January 1955. 1951-1953 Contract Agent time is not creditable.
 - 3. Attached is OF record of Agency service with salary breakdown.

[emorandum

Chief, Contract Personnel Division

16 June 1966

Tary Pay Snink

FROM

Compensation and Tax Division-

Office of Finance

SUBJECT: Agency Service of David Atlee PFILITPS

The records of the Office of Finance show the following Agency service for Subject:

Contract Agent:

EOD 1 February 1051 * \$600.00 P/M Term 28 February 1951 : \$600.00 P/M

net memo 6-30-ECD 25 January 1952 5 56000.00 P/A Term 31 August 1953 @ (6000.00 P/A 0,1 Contract Employee:

ECD 4 Nerch 1954 57200.00 P/A Pay Inc. 1 August 1954 @ 28360.00 P/A Term. 31 March 1955 . \$8360.00 P/A

Staff Employee:

Ex. Appt. 1 April 1955 - \$9600.00 P/A Pes. 6 February 1956 . \$10,320.00 P/A

Staff Agent:

Ex. Appt. 7 February 1956 1 \$10,320.00 P/A PSI 7 October 1956 \$10, 535.00 P/A Pay Paise 12 Jenuary 1958 2 511,595.00 P/A PSI 6 April 1958 11,825.00 P/A Tes. 13 August 1058 (11,835.0) P/A

Contract Agent:

EOD 19 August 1958 7,200.00 P/A Term. 13 Parch 1960 7 17,200.00 P/A

Staff Employee:

Fr. Appt. 14 Farch 1960 1 \$11,835.00 P/A Subject has been a Staff Employee since 14 Parch 1960

Chief

Agent Payroll Branch

14-00000

MPRY ADJUSTSENT IN AND DOLLOW LITH SALARY DOMERQUEN OF PL H9-301 PURBLANT TO AUTHORITY OF TOTAL PROMITE LINE THE CTALALT OF 1949.
AS ARENDED, AND A-BOT POLICY LIBERTARY DATED IN CICCER 1912.

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GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

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GRADE	Per Annum Rates and Steps									
	1 1	2	3	4	5	6	7	8	9	10
GS- 1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2	3,680	3,805	3,930	4,055	4,180	4,305	4,430	4,555	4,680	4,805
GS- 3	4,005	4,140	4,275	4,410	4,545	4,680	4,815	4,950	5,085	5,220
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830
GS- 5	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	6,320	6,485
GS- 6	5,505			6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	8,610
GS- 9	7,220			7,955	8,200		8,690	8,935	9,180	9,425
GS-10	7,900	8,170	8,440	8,710	8,980		9,520		10,060	
GS-11	8,650	8,945	9,240	9.535	9,830	10,125	10,420	10,715	11,010	11,305
GS-12	10,250	10,605	10,960	11,315	11,670	12,025	12,380	12,735	13,090	13,445
GS-13	12,075	12,495	12,915	13,335	13,755	14,175	14,595	15,015	15,435	15,855
GS-14										
GS-15	16,460	17,030	17,600	18,170	18,740	19,310	19,880	20.450	21,020	21,590
GS-16						22,210	22,865	23,520	24,175	
GS-17			22,945	23,695	24,445]	
GS-18	24,500		[

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87*793 AND DOT MEMORIANDEM DATED 1 AUGUST 1996; SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

NAME SEH

SERIAL ORGN FUNDS GR-ST SALARY SALARY

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IN ACCORPANCE WITH THE PROMISIONS OF P. C. 86-968 AND DOLLHEND DATED A MODEST 1056. SALARY IS ADJUSTED AS FOLLOWS SEFECTIVE 10 JULY 1960.

SO NAME SECIAL ORGIN GREST OLD SALARY NEW SALARY

D PHILLIPS DAVID A 524345 46 17 GS-14 3 \$11,835 \$12,730

SECRET

/S/ EMMETT D. FCHOLS
DIRECTOR OF PERSONNEL

NOTIFICATION OF PERSONNEL ACTION BWS: 15 APR 1960 3 Date Cl Birth 14 Vot. Prof 5. Sex 1. Serial No. 2. Name (Last-First-Middle) 10 31 22 524345 PHILLIPS DAVID A SCD 8. CSC Norms. 9. CSC Or Other Legal Authority 10. Apet. Alliday, 11 ILGLI 12. LCD 13. MH. SPT Yr. Yes-1 Cook Mo. Do. No. 95 Ms. Do Yr. Yos. 1 Code 02 12 54 Nc - 2 1 50 USCA 403 J PREVIOUS ASSIGNMENT 14. Organizational Designations 15. Location Of Official Station Station Code CS/CS DEVELOPMENT COMPLEMENT DOP WH DIVISION ASH., D.C. 75013 16. Dept. - Field 17. Position Title 18. Position No. N.9. Serv. 20. Occup. Series Dent - 1 Code UKlid - 3 1 Fran - 5 031460 OPS OFFICER 0136.01 24. Date Ot G- 195. 25 21. Grade & Step 22. Salary Or Rate 23. SD 03 14 60 02 17 61 0320 1998 14 3 \$ 11835 ACTION Ma Eti Dote 27. Nature Of Action Code EV. Type Or Embayore Code 30. Separation Data Ma Da. Yr. 10 | 17 | 60 | REGILAR REASSIGNAENT PRESENT ASSIGNMENT 31 Organizational Decanations Code | 38 Location Of Otheral Station Station Code DOP WH BRANCH 4 14617 75013 33. Pert. Field 34. Position Little ;35. Person No. 35. Serv. 37. Occup. Series Decr 1 Code UShd 3 1 OPS OFFICER C6 24 GS 0136.01 18. Grada & Step 39. Salary Or Rate 12 Appropriation Nu 43 Appropriation Nu 12 (61 0135 1000 1000 40. 50 43 Appropriation Number \$ 11835 14 3 D 44. Somares 11-21-60-WK

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NOTIFICATION OF PERSONNEL ACTION L BANE (us de la constante de S. NATURE OF ACTION (MELET SESSEE TENBINOLOGY) & EFFECTIVE DATE 7. CIVR. SERVISE GO OTHER LEGAL AUTHORITY RESIGNATION (STAPP AGENT) 13 Aug 58 80 TBCA 6031 Ops Officer (PP) 8127 9. SERVICE, SERVES, GRACE, BALARY 68-0156-31-14 \$11,835-00 p/a DDP/NRA 10. DRSANGATIONEL DESIGNATIONS Project Annex Egypt & Arab States Branch Project PECTATE 11. HEADOURSTERS ACR LIEFO DEPARTMENTA 12. FIELD OR DEPTE . 13. YETERAN'S PREFERENCE 14 MINTER CLASSIFICATION ACTION HONE WHIT DTHER S.PT. 10-POINT NEW YICE I. A. REAL SD .DP DANNED PROVED 17 SUBJECT TO C S RETIREMENT ACT CTES-NOT IS DATE DE LONGEST. 16 APPROPRIATION 9-3381-91-218 M STATE. TO: TES 20 REWARKS Subj debriefed by Security(Prosec)
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ENTRAL INTELLIGENCE AGENC

lv. NOTIFICATION OF PERSONNEL ACTION 7 Feb 1956 21 Oct 1922 Hr. David A. Phillips This is to notify you of the following action affecting your employment S. NATURE OF ACTION JUSE STANGAGE ZERMINGLOSTS 7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY & EFFECTIVE BATE 6. Feb 1956 Resignations 8. POSITION TITLE ... Ope Officer BH-229 08-0136.31-14 \$10,320.00 per summ 9 SERVICE, SERIES, GRADE, SALARY DDP/PP Operations Staff Information Coordination Division Office of the Chief 10 ORGANIZATIONAL DESIGNATIONS 11. HEADQUARTENS Washington, D. C. THELD . CEPARTUENTAL DEPARTMENTAL 12. FIELD OR DEPT'L 13. YETERAN'S PREFERENCE. 14 POSITION CLASSIFICATION ACTION NONE WHIL OTHER S-PT. 10 FOINT NEW VICE I. A. REAL. ad/da 16 APPROPRIATION 17. SUBJECT TO C S RETIREMENT ACT (TES-NO) 19 LEGAL MESIDENCE CLAIMED | PROVED FROM: 6-2105-20 M STATE: POROG 20. REWARKS. Fio seek other employment. Statement of accrued annual loave to your credit will be forwarded with your final salary check.

4. PERSONNEL FOLDER COPY

11/2/1/50

STANCARD FORM 50 (8 PART)

ATH, APRIL 1955
PROMULGATED BY.

B. STRIL STRUCE COMMUSION

CENTRAL INTELLIGENCE AGENCY

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Mr. David A. Phillips		31 Cet			
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CENTRAL INTELLIGENCE AGENCY

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MR. DAVID A. PLIL IPS		31 Oct	1922		h Aug 1955
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4. PERSONNEL FOLDER COPY

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CHAPTER BL. (COSTAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION	l ÓF F	ERSO	NNE	L ACTION	PC 26 April 1955
T. BAME (MRMISS-MRS,-WRC GIVER BAME INITIALIS), AND BURNAME!		'& GATE OF		Í, JOÙÁNAL OR ACTION N	
it. David A. Phillips		31 Octo)22	1 April 1955
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Histories. This action is subject to all subject to investigation and approach action may be corrected or car	ll appli val by t nceled i	cable in he Unito f not in	ws, ru nd Stai	tos, and regar	ice Commission.
Subject to a satisfactory physical	. eoca ain	ation.			- 1
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12 May 1966

Chief, Contract Personnel Division

HOLTHIGTTA

Mary Kay Spink

SUBJECT

Verification of Contract Service PHILLIPS, David A.

In order to establish the salary, LCD and to compute the SCD for both leave and retirement purposes, it is necessary to verify the contract service and salary of David A. FHILLIPS, DOB 31 October 1922, who claims employment with this Agency in a contract status from 27 which 1952 to 1 April 1955 and from 19 August 1958 to 13 March 1960.

Saned

Deputy Chief, LieusaceLous a mecords Branch

Distribution:

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David A. Phillips

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30 June 1966

31 March 1955

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March 1954

A 2018 This tendence is the contract of the co

WH/Personnel

30 June 1966

MEMORANDUM FOR : Chief, TRB

SUBJECT

: Record of Contract Service for David A. Phillips

1. Per your request we are forwarding record of Subject's contract service:

Date	Action
4 March 1954	Hired as Contract Employee
31 July 1954	Terminated
1 August 1954	Hired as Contract Employee
31 March 1955	Terminated
19 August 1953	Hired as Contract Agent
13 March 1940	Terminated

- 2. Subject was employed on a full time basis with leave benefits
 from 4 March 1954 through 31 March 1955. Accordingly, this entire period
 is creditable for establishing his annual leave category. However, the
 period from 19 August 1958 through 13 March 1950, as an independent contractor,
 is not creditable for this purpose. Only the period from 4 March 1954
 through 31 December 1954 is "creditable for Civil Service Retirement,
 since Contract Employee's were mandatorily covered by Social Security
 as of 1 January 1955. 1951-1953 Contract Agent time is not creditable
 - 3. Attached is OF record of Agency service with salary breakdown.

Rogers C. Brooks
Acting Chief, Contract Personnel Division

Distribution:

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2 - CPD

16 June 1966

Chief, Contract Personnel Division

Commensation and Tax Division Office of Finance

Agency Service of David Atlee PHILLIPS

The records of the Office of Finance above the following Agency service for Subject:

Contract Agents

ECD 1 February 1951 7 3600.00 P/M Term 28 February 1951 6 3600.00 P/M

- ECD 25 January 1952 @ \$6000.00 P/A Term 31 August 1953 @ \$6000.00 P/A

ECD 4 March 1954 ~ \$7200.00 P/A Pay Inc. 1 August 1954 0 \$8360.00 P/A Term. 31 March 1955 0 \$8360.00 P/A

Staff Employees

Ex. Appt. 1 April 1955 @ \$9600.00 P/A Pes. 6 February 1956 @ (10,320.00 P/A

Staff Agent:

Ey. Appt. 7 February 1956 C 510,320.00 P/A PGI 7 October 1956 C 510, 535.00 P/A Pay Paise 12 January 1953 C 511,595.00 P/A PGI 6 April 1958 C \$11,835.00 P/A Pos. 13 August 1958 G \$11,835.00 P/A

Contract Agents

ECD 19 August 1958 9 \$7,200.00 P/A Term. 13 Farch 1960 # \$7,200.00 P/A

Staff Employees

Er. Anpt. 14 March 1960 @ \$11,835.00 P/A Subject has been a Staff Employee since 14 March 1960.

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	FITNESS REPORT		· · · · · ·
SECTION A	GENERAL INFORMATION	·	C
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024345 Phil	lips, David A		-18 D
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Chief, WE Division	The transfer of the same of th	Headquarters S	08. OP
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13 REPORTING PERIOD (NOW-20-) 1 May 1973 - 31 Narch 1	14. DATÉ REPORT	DUE IN O.P.	
SECTION B	- QUALIFICATIONS UPDATE		
IF QUALIFICATIONS UPDATE FORM IS BEIN WORD YES IN THE BOX TO THE RIGHT. II			
SECTION C	PERFORMANCE EVALUATION	V	
could range from counseling or proposed in Section D.	le A rating in this category requires immedial g, to further training, to placing on probation, some aspects. The reasons for assigning this ruld be described.	to reassignment or to separation. Describ	e action taker
	Desired results are being produced in the m	anner expected.	
	d by exceptional proficiency of in relation to requirements of the work and recognition.	in comparison to the performance of other	s doing similar
	SPECIFIC DUTIES		
List up to six of the most important specific duties pe performs EACH specific duty. Consider CNLY effect their ability to supervise (indicate number of emplo	iveness in performance of that duty. All employ-	ofter which best describes the manner in whice eas with supervisory responsibilities. MUST b	e rajed on
SPECIFIC DUTY NO. 1		,	LETTER
Plans, organizes and im Directorate in the West		of the Operations	S
SPECIFIC DUTY NO 2	-	-	- RATING
Supervises approximatel in Stations and		in Headquarters and	s
SPECIFIC DUTY NO 3		-	RATING
Represents the Agency is liaison services.	n contacts with senior	representatives of	0
SPECIFIC DUTY NO. 4	A CONTRACTOR OF CONTRACTOR CONTRA	en engagente gapet e a petroj emperio petro de er petrologistis, engagente enstapetro de petrologis	RATING
Rupresents the Directors with other components of		in official contacts	Š
SPECIFIC DUTY NO R			RATING
Implements the EEO police	cy of the Agency.		S
BPECIFIC DUTY NO. 6	The state of the s	,	RATING LETTER
OVERA	LL PERFORMANCE IN CURRENT	POSITION	
			RATING
lake into account eventhing about the employee of iroductivity, conduct an job cooperativeness, period if employee's overall performance during the rating afely reflects his level of performance.	int personal traits or habits, and particular limit	tations or talents. Based of your knowledge	S
45	CLASSIFICATION	U54581	:45

CLASSIFICATION

SECTION D. NARRATIVE COMMENTS

Indicate agrificant strangths of weakhouse demonstrated in current position (seeing in proper compactive their relationship to describe marks and in current positions and the proper compactive their relationship to describe the properties. If required for current position, Amplify of explain ratings given in Section C to provide best basis for determining topics personnel across market of performance of managerial or incorrectly determined and code control control in the use of personnel, space, equipment long typics, must be commented, un, if applicable, if extra space is missed to complete Section D, attach a separate their of paper.

This report covers Mr. Phillips' initial period as a Division Chief. It coincided with a period of unusually high stress and strain in the Western Hemisphere Division, particularly in relationships with the State Department and in the problems left over from our drastic measures designed to protect ourselves against a potential counterintelligence disaster. The most important fact to be recorded about Mr. Phillips' direction of his Division during this period is that he kept operations at the top of his priority list, and that as a result our operational achievements in the area during the past year have been on the whole better than in the year before.

Mr. Phillips is developing into a very competent manager, and has handled well the problems involved in adjusting to decreasing manpower ceilings. He is prudent in the use of official funds. He is a good supervisor and is providing excellent leadership to his subordinates, who have responded with a clear improvement in morale during the period since Mr. Phillips assumed charge.

(continued next page)

ECTION E	. **	CEF	RTIFICATION AND COM	MENTS
			1. BY SUPERVISOR	
ONTHS EMPLOYEE HANDER MY SUPERVISIO	S BEEN	IF THIS RES	PORT HAS NOT BEEN SHOWN TO	EMPLOYEE GIVE EXPLANATION
ATE		OFFICIAL T	ITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND BIGNATURE
22 April 1974		Associ	ate Deputy Direct	eokr
			for Operations	David H. Blee
		-	. 2. BY EMPLOYEE	<u> </u>
STATEMENT CONCER	NING THIS E	VALUATION	93 ppnil 199	SIGNATURE OF EMPLOYEE
CHICATTA BYAN	HAVE NOT	ATTACHED		
			3. BY REVIEWING OFFI	C1.4.1
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CLASSIFICATION

Fitness Report - David A. Phillips

Section D., Continued:

The most dramatic challenge to the capabilities of the WH Division in the past year flowed from the overthrow of the Allende government in Chile. Overall, the intelligence reporting was timely and accurate, the adjustments to our political action programs skillfully made, and the responses to Congressional inquiry well handled.

It is as a senior operations officer that Mr. Phillips has had the greatest experience, and it is not surprising that he has made an excellent input into the improvement of operational matters throughout the many areas of this hemisphere for which he is responsible. He has also consistently handled the many and important senior liaison contacts which he has made during this year, both at Headquarters and during field visits, with great effectiveness.

13

CLASSIFICATION	
FITNESS REPORT	
SECTION A GENERAL INFORMATION	
1. EMPLOYEE NUMBER 2. NAME (Loid, first, middle) 3. DATE OF BIRTH 4. SEX 3. GR	ADE & SO
	-18 D
Chief, WH Division DDO/WH/O-CH Headquarters SM	OF.
C CAREER RESERVE CONTRACT OTHER (Spil.) TEMPORARY X ANNUAL REASSIGN.	BPECIAL
12. REPORTING PERIOD (From-to-) 1 May 1973 - 31 March 1974 30 April 1974	
SECTION B QUALIFICATIONS UPDATE	
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE TO WORD "YES" IN THE BOX TO THE BIGHT, IF NO CHANGES ARE REQUIRED PLACE THE WORD "NO! IN THE BOX AT EIGH	
SECTION C PERFORMANCE EVALUATION	
U-Unsatulatory Performance is enacceptoide. A rating in this category requires symmetries and positive remedial action. The nature could range from counseling, to further training to placing on probotion, to reasugament or to separation or proposed in Section D.	
M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and retaken or recommended should be described.	medial action
PProficient Performance is satisfactory. Desired results are being produced to the manner expected. SStrang Performance to characterised by exceptional proficiency.	
O - Unitending Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others work as to warrant special recognition	doing simila
SPECIFIC DUTIES	
List up to six of the most important specific duties performed during the rating period. Insert rating better which best describes the manner in which performs EACH specific duty. Consider ONLY, effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be their ability to supervise (indicate number of amplayees supervised).	
SPECIFIC DUTY NO. 1	RATING
Plans, organizes and implements the programs of the Operations Directorate in the Western Hemisphere area.	s
SPECIFIC DUTY NO. 2	RATING
Supervises approximately staff employees in Headquarters and in Stations and Bases abroad.	s
EPECIFIC DUTY NO. 8	RATING
Represents the Agency in contacts with senior representatives of liaison services.	O
SPECIFIC DUTY NO. 4	RATING
Represents the Directorate and/or the Agency in official contacts with other components of our government.	S
SPECIFIC DUTY NO. 8	RATING
Implements the EEO policy of the Agency.	s
SPECIFIC DUTY NO. 6	RATING
	ĺ
OVERALL PERFORMANCE IN CURRENT POSITION	<u> </u>
OVERALL FERFORMANCE IN CURRENT FOSTION The late account everything about the emplayee which biffvences ha effectiveness in his surrent position such as performance of specific denses.	RAYING

of employer i userall performance during the range period, place the letter is the rolling box corresponding to the itualization and acceptably reflect this level of performance.

CLASSIFICATION

E2, IMPORT CL BY

SECTION E

NARRATIVE COMMENTS

the significant strengths or weaknesses demanstrated in current position keeping in proper perspective their relationship to overall perform trogations made for improvement of more performance. Give recommendations for training, Configure on fareign language competence, il required for current position. Amplify ar explain ratings given in Section C to provide best basis for designing livius personnel action, Manner of performance of naverial or supervisory differ and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, it applicable. If ware is needed to complete Section D. attack a separate sheet of paper.

This report covers Mr. Phillips' initial period as a Division Chief. It coincided with a period of unusually high stress and strain in the Western Hemisphere Division, particularly in relationships with the State Department and in the problems left over from our drastic measures designed to protect ourselves against a potential counterintelligence disaster. The most important fact to be recorded about Mr. Phillips' direction of his Division during this period is that he kept operations at the top of his priority list, and that as a result our operational achievements in the area during the past year have been on the whole better than in the year before.

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(continued next page)

SECTION E	CE	RTIFICATION AND COM	MENTS
		1. BY SUPERVISOR	
MONTHS EMPLOYER HAS BEI	H IF THIS RE	PORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
9			/
DATE	OFFICIAL T	ITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
- 22 April 1974	Associ	ate Deputy Directo	David Hope
		2. BY EMPLOYEE	
STATEMENT CONCERNING OF MY PERFOR		DATE	SIGNATURE OF EMPLOYEE
MAYE ATTACHED	IAVE NOT ATTACHED	23 APRIL1974	1010
		3. BY REVIEWING OFFICE	AL .
nuances of a whose manag a first rato p	ement technic	:f's job in Washington ques and abilities ar	n. He is an inspirational leader e still developing. All in all
11 June 1974	Deput	y Director for Operations	TYPES OR PRINTED NAME AND BIGNATURE WILL EVELON WILLIAM E. NOISON
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CLASSIFICATION

Fitness Report - David A. Phillips

Section D., Continued:

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The most dramatic challenge to the capabilities of the WH Division in the past year flowed from the overthrow of the Allende government in Chile. Overall, the intelligence reporting was timely and accurate, the adjustments to our political action programs skillfully made, and the responses to Congressional inquiry well handled.

It is as a senior operations officer that Mr. Phillips has had the greatest experience, and it is not surprising that he has made an excellent input into the improvement of operational matters throughout the many areas of this hemisphere for which he is responsible. He has also consistently handled the many and important senior liaison contacts which he has made during this year, both at Headquarters and during field visits, with great effectiveness.

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SECTION D	CLASSIFICATION NARRATIVE COM	
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tuggestions made for improvement of turrent position. Amplify or explain ra	work performance. Give recommendations for tr ringe given in Section C to provide their basis	aining. Comment on foreign language competence, il required for for determining future personnel action. Manner of performance of aquipment and funds, must be commented on, if applicable.
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COMMENTS OF REVIEWING OFFICIAL		
		ior operations officer with
	ership ability. In both the	
	eport his performance was	s superior in every important
respect.		2
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8 Jan 1974	A D/O	De id H. Blee

CLASSIFICATION S E C R E T

SECTION D	NARRATIVE COMMENTS
l. In the per Station d Mr. Phillips beca during the period Phillips was resp Additionally, Mr. which economic intellige are hig	iod covered by this report Mr. Phillips was the Chief of uring the time frame February to August 1972. After that me the Chief of Station, and served in August 1972 to April 1973. At both of these posts Mr. consible for managing an average of Agency employees. Phillips supervised in this period an average FY budget of was spent on FI, CA, CI, anti-narcotics and protected ence operations. American policy interests in and hin terms of the United States scale of values for Latin leans that Mr. Phillips was assigned to two prestige posts onth time span
during a lifteen m	onth time span.
places his time, a signed to acquire	ager Mr. Phillips is operations oriented. In view of this he ttention and command emphasis on programs that are de- intelligence and agents. This approach has consistently in terms of FI and CA operations which are targeted against
who focused Statio telligence and the moved into gear M just been in place a can only say that M duties against thes mentation at each of measuring tangible	ps was also active at both posts as an operations manager in resources on the Soviet target, protected economic inanti-narcotics effort. Unfortunately, as these programs r. Phillips was also in motion between Stations, or had at his second Station for less than a year. As a result one fr. Phillips made all the right moves in his managerial e priority targets. The brevity of his program imples of the two posts did not provide a solid basis, however, for e success. In short Mr. Phillips deserves high marks for id imagination on programs that were receiving increased parters.
from one city to an In overv was well of did not has strative field. The	d problems that are faced when a Station moves its location other were still challenging Mr. Phillips when he left iew terms, however, the move from to lone. This does not mean that Mr. Phillips' successor at we some gaps to fill or adjustments to make in the administration of these actions, however, was in the realm of the ests to the fact that while his basic interests are in

-2.

operations, administration per se is not a totally alien field to Mr. Phillips.

5. In representational terms Mr. Phillips did a sound job in winning	
and maintaining the respect of the American Ambassadors in and	
This is due in large measure to Mr. Phillips' native charm,	
area knowledge, and language skills in Spanish and Portuguese. In addition	a,
Mr. Phillips is people oriented, and this makes it possible for him to sell	•
himself and CIA to senior American officials at the Ambassador level.	

- 6. In personal terms Mr. Phillips is a hard-working, dedicated officer who is a good team player. This officer has the intent, capability and desire to fulfill the needs of the Organization. He is particularly well versed in CA skills and is politically oriented. As a result he likes the challenge of election operations and is well qualified in this area.
- 7. Mr. Phillips' total performance during the period covered by this report merits an evaluation of Strong.
- 8. In terms of future assignments Mr. Phillips is likely to be at his professional best in field activities. This officer is highly specialized in Latin American affairs, but he is perfectly capable of being a Station Chief at most Agency posts in Europe or Asia.
- 9. Mr. Phillips' activities come to the attention of the Rating Officer on a daily basis.

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M-Marginal	Performance is deficient taken or recommended	in some aspects. The reason thould be described.	s for assign	ning this rating should l	be stated in S	ection C and rem	edial actions
P-Proficient		ory. Desired results are being	•	in the manner expected			
S-Strong		rized by exceptional profici	-				
O-Outstanding	work as to warrant spec	tional in relation to requirem ial recognition.	ents of the	work and in comparison	n to the perior	mance of others	doing similar
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manner in which e with supervisory r	mployee performs EAC esponsibilities NUST	cific duties performed du IH specific duty. Consi be rated on their ability	der ONL 1	deffectiveness in pe	rformance o	f that duty. A	ll employees
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SECTION C	NARRATIVE COMM	
overall performance, State sugg on lareign language competence, basis for determining future per	estions mode for improvement of work per , it required for current position. Amplify sonnel action. Manner of performance of m equipment and lands, mast be compensed.	trân keeping in proper perspective their relationship to immance. Give recommendations for training. Commen or explain ratings given in Section B to provide best analytical or supervisory duties and cost consciousnessing, it applicable. If extra space is needed to complete
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SECTION D	CERTIFICATION AND CO	IMMENTS
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27 January 1972		rid A. Phillips
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
10 January 1972	Chief, WH Division	William V. Broe
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		,

I rate Mr. Phillips as very Strong as Chief of

Mr. Phillips continues to show excellent growth potential and his breath of capabilities qualifies him for advancement to senior echelons.

Station,

William V. Broe
Chief
Western Hemisphere Division

I certify that I have seen this memorandum:

This fitness report is being sent to David A. Phillips in for his signature and to be returned to Headquarters for file.

27 January 1972

David A. Phillips

Date

Comments of Reviewing Official:

I completely agree with this high dating and sharid and that Isulycut has handled a londining Congression in toust in with a long a long time of diplomatic text and some pidquant.

Assistant Deputy Director for Plans

Date

10 January 1972

MEMORANDUM IN LIEU OF FITNESS REPORT.

SUBJECT: David A. Phillips 1 July - 31 December 1971

This memorandum is in lieu of a fitness report to cover Mr. Phillips' performance during the period I July to 31 December 1971. This rating is being prepared in view of the rater's imminent departure from the Division.

Last month Mr. Phillips was promoted from GS-16 to GS-17. There is no better evidence of the high esteem in which he is held by his superiors in the Agency.

During this rating peri	od Mr. Phillips transferred
the station from	This move,
however, divorces the Chief o	f Station from the main area
of operations.	In spite of this Mr. Phillips,
through much extra effort and	time on his part, has been
able to maintain a high operati	
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Station relations with k	ey people in the
government, especially the se	curity agencies, have been
highly productive but through a	ecent efforts, these relations
have been placed on a much hi	gher plane with the decision
	to give the station
copies of the briefings especia	

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30 June 1971

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. David A. Phillips
1 April 1970 - 30 June 1971

This memorandum is in licu of the fitness report on Mr. Phillips as Chief of Station, during the period 1 April 1970 to 30 June 1971.

Mr. Phillips is a highly capable, versatile and imaginative Operations Officer and manager who makes a substantial contribution to the Clandestine Service.

The above statement is borne out by the fact that faced with a highly difficult, sensitive operational problem of the utmost priority in the fall of 1970, the Rater immediately thought of Mr. Phillips as the man to head the Task Force and received immediate and enthusiastic endorsement from the Deputy Director for Plans and the Director for Mr. Phillips' assignment. He was recalled from took over the Task Force, and handled it in an outstanding manner.

My first statement is further borne out by the fact that Ambassador on a recent visit to Washington, made a special effort to express to the Rater his appreciation for Mr. Phillips' support to him and the Embassy and to express further his appreciation to the Agency for furnishing him a man of Mr. Phillips' caliber.

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SEGRET

Mr. Phillips has a large, widely spread operation with
Bases in However, he has
succeeded in keeping them well coordinated and dead on the
target.

I rate Mr. Phillips as Strong as Chief of Station,

Chief Western Hemisphere Division

I certify that I have seen
this memorandum:

David A. Phillips

Date

Comments of Reviewing Official: I would have called this
performance as being strong. Excellent polymerical and the children to be a similar to the work about the performance.

Assistant Deputy Director for Plans

SPORT

TRAINING REPORT

Course # 3/71

Specialized Training in Weapons for Self-Defense and Countermeasures Against Vehicular Kidnapping

Date: 2-5 February 1971

FHILLIPS, David A. Trainee:

Office: WH

Purpose and Scope of the Course:

The course provides basic proficiency training in the use of weapons for self-defense and in the techniques of evasive driving to counter vehicular kidnapping for Agency officers being assigned to hostile or unstable political and operational environments abroad.

Achievement Record:

This is to certify that Mr. Fhilling has satisfactorily completed the prescribed course of instruction.

FOR THE DIRECTOR OF TRAINING:

					EMPLOYEE S	ERIAL NUM	BER
	FITNESS REPORT	•		,	024345	,	
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	Phillips, David A		/31/22	M	16	D	
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Cindin delay	could range from counseling, to further training, to or proposed in Section C.						
M-Marginal	Performance is deficient in some aspects. The reason taken or recommended should be described.	ns for assign	ning this rating sl	hould be stated	d in Section C a	nd remedial	actions
P-Proficient	Performance is satisfactory. Desired results are being	• •	in the manner ex	pected.			
S-Strong O-Outstanding	Performance is characterized by exceptional profici Performance is so exceptional in relation to requiren work as to warrant special recognition.		work and in com	parison to the	performance at a	others doing	similar
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manner in which e	he most important specific duties performed d mployee performs EACH specific duty. Consi esponsibilities MUST be rated on their ability	ider ONL Y	difactivenos:	in performa	nce of that du	ty. Allem	
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formance of speci porticular limitatio	everything about the employee which influence fic duties, productivity, conduct on job, coons or talents. Based on your knowledge of it the rating box corresponding to the statement	perativen employee*	ess, pertinent s overall perf	personal tro ormance duri	oits or habits, ing the rating:	and period,	ATING ETTER
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NARRATIVE COMMENTS

Indicate significant strengths of meaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. State suggestions made for inter-ement of more personance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings sive, in Section 2 to provide boosts for deventualing future personnel action. Mainer of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, it applicable. If extra space is needed to complete Section C, attack a separate sheet at paper.

. Aug 4 348 FR 70

See Attached Memorandum in Lieu of Fitness Report.

SECTION D	CERTIFICATION AND CO	IMMENTS				
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15 July 1970

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. David A. Phillips 1 April 1969 - 31 March 1970

This memorandum is in lieu of the fitness report on Mr. David A. Phillips as Chief of Station, during the period 1 April 1969 to 31 March 1970. During this period Mr. Phillips took over command of Station. It is typical of Mr. Phillips that he made excellent preparation for this assignment, including a fulltime course in the Portuguese language. Mr. Phillips has brought to his new position the operational zeal and enthusiasm that has characterized all of his previous positions. ____ by the very nature of its size but, more importantly, the type of "strait jacket" government in power, is a difficult place to operate on a broad plain. Mr. Phillips has the station moving and real effort and progress is seen on the more difficult targets, such as the Soviets. He has excellent relations within the embassy and is recognized for his contribution to course, handles his liaison contacts with mature style and is

very actively developing a number of contacts in the local

community.

Mr. Phillips present high morale		upervisor of men and the Station and its
Bases is a living pr	oof of this.	He furnishes good opera- l exhibits a high degree of
I rate Mr. P	hillips as <u>St</u>	rong as Chief of Station,
	We	Milliam l'Dre William V. Broe Chief stern Hemisphere Division

I certify that I have seen this memorandum:

David A. Phillips

26 Sept 1970

Date of Report

15 January 1970

Student Names

PHILLIPS, DAVID A.

Courses

Inclusive Dates

Proficiency Level

defore and After Training

Before After

Speaking -- 3.0

Read Compa -- 3.0

f Instructors Estimate vice

Official Test

Hours of Instruction
Scheduled 244 Februar 108
Absences 28

PORTUGUESE FULL-TIME 11/03/69-12/18/69

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

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

PREGRESS IN /CHIEVING COURSE AIMS

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

Speaking / fural Comprehension : Reading Comprehension

SUPERIOR SUPERIOR N.A.

PERFORMENCE EVALUATION

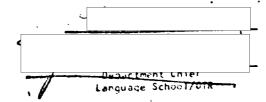
In six weeks the student covered the entire DLI course of 75 lessons which usually takes 4 to 6 months to complete. His study habits and approach to language learning were excellent and he made maximum use of the time available.

The joint decision by instructor and student to rush through 75 lessons was based on:

- (i) the student's determination to make as much of a conversion from Spanish to Fortuguese as possible and
- (2) on the instructor's faith and confidence in the student's ability to do so.

In cases where the principal objective is to convert a student's command of Spanish to an equivalent level in Portuguese, the point is often reached where the student is able to understand and make himself understood most adequately without, See reverse side for additional comment

For the Director of Trainings



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however, his having achieved a corresponding tested level because of the remaining influence of Spanish.

In the case of this student, I judge his command of the language to be already adequate for all situations he may encounter in the field. So that while he may not test quite elementary, in reality, and as far as ability to communicate effectively is concerned, he would have to be rated intermediate.

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THOMNICAL SURVIOUS DIVISION -- THOMNICAL SOUCCE SHORT RANGE AGENT CONTACT SURVEY (A-106)

Training Report

Name :	PHILLIPS, David A.
Office:	WH/COG
Date :	6 June 1969
ik <u>oğtracı</u>	
ro pr	rovide a general knowledge in:
	a. Selected gear used for clandestine short range agent contacts. Included are representative samples of:
ं उसके '	One way RP radio devices; two way RP radio devices; two way carrier current devices; optical communicators; and special telephone devices used for establishing agent contact.
;	b. The unlesophy, purpose, considerations and name gentily of their range agent contact systems, the luding message security. link scourty, reliability and reasibility of agent contact systems.
	TRSTACCYOA TRO/TECHNICAL SCHOOL

820227

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FITNESS REF	PORT			EMPLOYEE SEA	
SECTION A	GENERA	<u> </u>		02434	<u>.</u>
		TE OF BIRTH	J. SEX	4. GRADE S.	io'
Phillips, David A.	111	31/22	i	GS-16	ת
8. OFFICIAL POSITION TITLE				S. CURRENT ST	
Ops Officer	DI	P/WH/COC	}	Hos.	
F. CHÉCH (XÌ TYPE OF APPOINTMENT	10. с	HECK (Å) TYPE	OF REPORT		
X CAREER RESERVE TEMPOR		INITIAL		REASSIGN	MENT SUPERVIS
CARER-PROVISIONAL (See Matructions - Section C	D X	ANNUAL		REASSIGN	MENT EMPLOYI
SPECIAL (Specify):		SPECIAL (Spe			<u> </u>
11. DATE REPORT DUE IN O.P. 04/69					
	FORMANCE EVA		1 68 -	31 March	68
W - Weah Performance ranges from wholly inadpositive remedial action. The nature probation, to reassignment or to say A - Adequate Performance meets all requirements. excellence. P - Proficient S - Strong Performance is characterized by exc	s of the action cou paration. Describ . It is entirely, sai ry. Desirod result eptional proficien	Id range from a cetion taken isfuctory and a cetion process of the cetion of the cetio	counseling, t or proposed is characteri oduced in a p	to further training in Section C. The section C. The section C. The section in the section in	g, to placing or eficiency nur
O - <u>Outstanding</u> Performance is so exceptional in rel- others doing similar work as to warra			r and in com	parison to the pe	ittetmance of
	SPECIFIC DU				
nanner in which employee performs EACH specific duty eth supervisory responsibilities MUST be rated on thei PECIFIC DUTY NO. 1					
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PECIFIC DUTY NO. 3					RATING
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PECIFIC DUTY NO. 8					RATING
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PECIFIC DUTY NO. 4				*	RATING
ECIFIC DUTY NO. 3				· · · · · · · · · · · · · · · · · · ·	RATING
		•			
ECIFIC DUTY NO. 8					RATING LETTER
7 111.	•				
	ORMANCE IN C	URRENT PO	SITION		
tke into account everything about the employee which is rmance of specific duties, productivity, conduct on rricular limitations or talents. Based on your knowled ace the letter in the rating bax corresponding to the sta	influences his effi job, cooperativent age of employee	ctiveness in i	ils current po personal tra irmance duri	its or habits, an ng the rating pe	riod, c

FORM 45 USE PREVIOUS EDITIONS

SECRET

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	(Then Filled In).	<u> </u>	
SECTION C	NARRATIVE COMMEN	TS	
averall performance. State sug- on förelgn language competence basis for determining future per	or weaknesses demonstrated in current position gestions made for improvement of work performe y, if required for current position. Amplify or e sonnel action. <u>Manner of performance of manage</u> equipment and funds, must be commented on.	ince. Givé recommend xplain ratings given in serial or supervisory di	orions for training. Common Section B to provide best tips and cost consciousees
Section C, attach a separate sh	eet of paper.		hara in nasasa to combists
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See attacl	ned Memorandum in Lieu of Fit	ness Report.	•
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- June 2		Ē	HUS 10 A A A
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SECTION D	CERTIFICATION AND COMM	FNTS	
1.	BY EMPLOYEE	LIVI 3	
	CERTIFY THAT I HAVE SEEN SECTIONS A, B, AN	D C OF THIS REPORT	
DATE	SIGNATURE OF EMPLOYEE		······································
9 June 1969	/signed/I	David A. Philli	os
2.	BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN"SHOWN TO E	MPLOYEE, GIVE EXPL	ANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	ITYPED OR PRINTED	NAME AND SIGNATURE
6 June 1969	Deputy Chief, WH Division	/signed/ Joh	n R. Horton
•	BY REVIEWING OFFICIAL		
OMMENTS OF REVIEWING OFFICE	AL .		
			•
See attache	d.		
•			
	·		
ATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED N	ANE AND SIGNATURE
	1		
27 June 1969	Chief, WH Division	/signed/ Wil	liam V. Broe

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. David A. Phillips
1 April 1968 to 31 March 1969

Mr. Phillips continues to head the Division's program against the high-priority Cuban target, although he has also been selected to fill an unusually responsible job overseas in the coming year, both of which jobs testify to the high regard in which he is held by his superiors in the Agency. Mr. Phillips has had the difficult task of presiding over a show which is being cut back, in terms of money and people, and in which task he has played a major role. At the same time as doing a pruning job, he has had to try to maintain a vigorous program and to keep up enthusiasm. His own qualities of personal leadership and of magnetism have done a great deal to keep up enthusiasm among his people. He has a positive attitude toward operations and is determined; his day-to-day concern is for developing new operations, and he has put all of his own notable vigor and drive into operational directions.

Mr. Phillips knows his target and knows Latin America well and he brings a good feel and insight into his work, which is never pedestrian or unimaginative. He speaks well and convincingly and makes a very good impression both within the Agency and outside, where he serves the Agency well in his relations with other government elements. He also writes notably well.

His task this year has not been easy for he has had to deal with an experimental situation, to a considerable extent, with the new Miami station which he is responsible for supporting and guiding. He has had to exercise a good deal of tact and diplomacy in the doing of it and he has done a good job of reconciling often conflicting views. He has shown a good head for costs in all of this.

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Mr. Phillips is a notably good supervisor, especially with younger officers, for whom he is an object of admiration and emulation. Mr. Phillips is a fast-moving, energetic person and he has some of the faults that often go with this virtue: he is impatient with details and "paper" with the consequence that if someone else does not do it for him, his work is sometimes marred by inaccuracies and imprecisions.

Without going into it, it should be noted that Mr. Phillips has had a very trying year personally and it is a proof of his strength of character that he has not only come through it but has hardly broken his stride in carrying out a demanding job, or being any less than his usual cheerful and charming self.

His performance has been very Strong.

John R. Horton
Deputy Chief
Western Hemisphere Division

I certify that I have seen this memorandum:

David A. Phillips

June 1969

Comments of Reviewing Official:

I concur in the above rating of Mr. Phillips. Dave Phillips is an operator in the solid professional sense of the word. I have great hopes for the which he takes over early in 1970.

Chief

27 June 1969

Western Hemisphere Division

Date

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	OFFICER BEING RATED	1 6.367					<u></u>
1	Chief CAS	4	r				
	POSITION	GRADE.			AGENCY		
ı	Chief of Station			<u> </u>	<u> </u>		
1.	RATING PERIOD 11/1/71 - 6/29/72 SIGNATURE OF REPORTING OF MALE		ober 16	, 197	2		_
İ	SIGNATURE OF BY PORTING OF MALE	TITLE					
	SIGNATURE OF REVIEWING OFFICER	TITLE		•			• .
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	EVALUATION OF University Control of Control			ratisfact			
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11.	tial directives? Ten [] No the no, explain in de			r or vour	Miait unde	· F #1 - 41 u	A Luctuence
	Has he seen this report? [Yes To						
	NARRATIVE C	OMMENTS					
	(Attach additional sheets, if necessary for this section or for text	ewing offic	rees respected	nts.)			
	The previous incumbent completed his	s assi	gnmen t	at th	is pos	st an	d
-	departed on June 29, 1972. During	the pe	riod un	der r	eview	he c	ontinue
	to perform in a highly creditable manners of staff and har						
ı	in a most professional, efficient an					LS ag	ency
- [-				
- 1	In my last evaluation I stated that were fortunate to have a man of the					les aı	nd
-	qualities as CAS Chief at this impor	tant p	ost.	I am	happy	to sa	ay
-	that his performance throughout his	assign	ment he	ere r	einfor	ced (that
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Т	OFFICER BEING RATED	POST			•	
1	Chief CAS					1
ı	POSITION	GRADE		AGE	NCY	
	Chief of Station	1 .] `		
1	RATING PERIOD	DATE OF	250007			
Į.	11/1/70 - 10/31/71	DATE OF	Novembe	r 1.	1971	
	SIGNATU	TITLE		- · · ·		
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l	SIGNATURE OF REVIEWING OFFICER	TITLE				···
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L	5.	<u> </u>				
	EVALUATION OF					
l	Outstanding Satis	dactory	Unsatis	lactory		•
11.	Does this officer properly understand and perform his tole and h.			our staff	under exis	ting Presiden
	tial directives? Yes No (If no, explain in de	rtail below.)				
	Has he seen this report? Yes No					
-	NARRATIVE	COMMENTS				
	(Attach additional sheets, if necessary for this section or for re-	icwing offic	er's comments.)			
Mr. Phillips is an able officer and a highly cooperative of I have been impressed and pleased with degree of cooperation which exists between him and other mem the He has, to the extent that is possible of the nature of his work, cooperated in our efforts to bring all maximum coordination of reporting. With rare exceptions he believe, kept me appropriately advised on all matters relating functions, and the material which he provides on a regular between extremely useful in the discharge of my mission. Mr. Phillips works quietly and discreetly and is alert to situation which might create problems for States. I fully share the view of expressed in a prevaluation, that both Mr. Phillips and his wife conduct themse a quiet, friendly and wholly creditable manner. I feel that both the Agency and are fortunate having a man of Mr. Phillips' abilities and qualities as CAS at this important					membe le con ng abo he ha lating ar bas ert to d the l a pres themsel	rs of sidering ut s, I to his is has any United vious in

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	OFFICER BEING RATED	POST
	David A. PHILLIPS	
1	POSITION	GRADE AGENCY
	Chief CAS, Chief of Station	
1.	RATING PERIOD	DATE OF REPORT
1	7/1/70 - 10/31/70	November 1, 1970
	SIGNATURE	TITLE
	<u> </u>	
	SIGNATURE OF REVIEWING OFFICER	TITLE
1		
	EVALUATION OF	
	Outstanding Sitis	factory [7] Constinuation
lu.	Does this officer properly understand and perform his role and his	s functions as a member of your staff under existing Presiden-
	tial directives?	tail below.)
	Has be seen this report? Tes So	1
Н	NAPRATIVE C	· · · · · · · · · · · · · · · · · · ·
1	(Attach additional sheets, if necessary for this section or for revi	
111	have been outstanding. His relation Because of wide previous experience is helpful to officers in are He appears to manage his personnel we	been acquainted with him, and impression of his qualities. This proved further. He has worked informed of all important deversary with other offices in the and his dedication to the job, s with others are very good. in this hemisphere, he frequently eas outside his own specialization.
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Ast Contres

Т	OFFICER BEING RATED	POST						
ı	David A. PHILLIPS							
	POSITION	GRADE	AGENCY					
	Chief CAS, Chief of Station]					
	RATING PERIOD	DATE OF REPORT						
11.	January 30 - June 30, 1970	April 24, 1970						
1		TITLE	<u> </u>					
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	EVALUATION OF Ourstanding Satis							
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Įπ.	Does this officer properly understand and perform his role and he		staff under existing Presiden-					
	tial directives? XYes I No II no, explain in de	tail below.)						
	Has be seen this report? X Yes So							
Г	. HARRATIVE (
1	(Attach additional sheets, if necessary for this section or for res		•					
	Phillips has been here too short a							
ı	opportunity for us to work together	for me to be able	to discuss his					
ı	performance in detail. I am able to							
	impressed me and officers with whom he works, including							
	very favorably,	very favorably, indeed. He is a cool-headed, straightforward, intelligent man who seems professionally very						
	capable. He has a clear understandi							
	himself and his organization within		s working to					
1	achieve a genuinely low profile. He has already demonstrated his interest in the best possible relations with the rest of the U.S.							
	Covernment organization and he knows how to act in order to achieve							
	such a relationship. He has come to me a number of times to volunteer							
111.	detailed information which he did no	t feel important	enough to bother					
	about, but he has kept fully informed							
	about all those subjects which were of sufficient interest to him.							
	I see every reason to assume that he		ve. constructive					
	and very dependable and reliable fac	tor in						
	New Phillips to an appearant of an and a							
1	Mrs. Phillips is an attractive and p particularly impressed my wife and m	ersonable young la	ady who has					
	barricgiarly impressed my wite and m	e with her attitud	re and interrect.					
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_	CFFICER BLING RATED	1						
	Chief CAS Day a A. Philips							
	POSITION	GRADE		AGENCY.				
	Station Chief	1						
	RATING PERIOD		OF REPORT	· · · · · · · · · · · · · · · · · · ·				
Į.			July 15, 196	57				
	SIGNA	TITLE						
	SIGNATURE OF REVIEWING OFFICER	TITLE		. 				
		1						
_	EVALUATION OF I	ERFOR	MANCE					
	(X) Outstanding (I) Satisf	ar tory	C Unsatisfact	ory				
H.	Does this officer properly understand and perform his role and his	function	is as a member of your	staff under existing Presiden-				
11.	'tial directives? [X] Yes [] No. (If no, explain in det							
	Has he seen this report? X Yes No							
	NARRATIVE C							
	(Attach additional sheets, if necessary for this section or for reve	cwing of	licer's comments.)					
	I have been associated with the at on January 11, 1966, I daily touch with him, I believe that	nasmu	ch as I have k	ept in very close				
:	performance.							
·	Let me say at the outset that the							
	under the most varied and difficult of began, for example, in a re							
-	great and continuing violence. The	attent	cion of a good	part of the				
- [world was focused upon this situation	n, and	some of the h	nighest national				
ı	interests of the United States were	involv	ed. The prese	ence of the				
i	of its ma	ijor (<pre>1.S. component;</pre>	, and or				
ıı.	added greatly to the dimensions of the							
	In the aftermath of revolution, he ha							
	tasks to perform in connection with t	the ea	tablishment an	nd maintenance				
	in power of							
-	, the CAS Station Chief f	aced	a changing and	constantly				
	challenging set of requirements. Fin has encompassed the transition f		his tour of d	uty at				
1	nas encompassed the transition i	LOM		and the				
1	gradual firming up of the position an		titutions of t					
	democratically elected administration	•						
1	To this intricate complex of cir	Cumer	ances, the Cac	Station Chief				
	To this intricate complex of circumstances, the CAS Station Chief has brought a background knowledge of the Latin American area and its							

people as well as a proficiency in Spanish which has enabled him to deal readily and effectively with a heterogeneous range of contacts.

His performance can only be described as outstanding. He has provided a completely professional response to a most difficult and varied challenge. He has mounted an organization and provided a mechanism fully up to the tasks confronting it and the high-level requirements levied upon it. With the advantages afforded by hindsight, I suggest that the success which has been achieved speaks for itself.

It is pertinent to mention that the Rated Officer invariably places business ahead of pleasure and personal interests. He works long and irregular hours and is continuously available in time of need. He has evidenced the highest degree of cooperation with representatives of

His quiet and professional approach inspires their confidence, and on innumerable occasions he has proven that he is an excellent team player who genuinely wants to be of assistance to all members of the official community. The harmonious, close relations among all the intelligence components of the ______ are due in great part to the tactful, skillful and thoughtful leadership of the Station Chief.

There is probably little need for me to comment upon the Rated Officer's technical achievements at this under his guidance, specialized security agencies of the Government have been brought to a state of high readiness. Penetration of subversive groups has reached impressive proportions. Subversive document seizures have been abundant. Counterespionage work has been impressively successful.

The CAS Station Chief is in/sense a narrow technician or specialist. He keeps his eye on the broad picture, understands what he sees there and intelligently relates it to his own work. He is imaginative in his approach and does not hesitate to suggest innovations of various kinds. To mention only one of these, it was as a result of his initiative that

with a salutary calming effect upon the potential for political violence at the moment.

- 3 -

I wish to make special mention of, first, the scrupulousness with which the Rated Officer has consulted me and kept me
informed about his activities, and, second, his strict adherence
to the guidance I have given him. At no time have I had any
doubts concerning the care and fidelity with which he has
followed my instructions.

I have developed the highest personal and professional regard for the Rated Officer. I have valued greatly his advice and his support not only upon matters within his own special field of competence, but also over a considerably broader spectrum of U.S. activities. I could not have asked for a better Chief of Station than the one whom I have had at I very much regret his departure but am comforted by the knowledge that his successor, as his deputy, has been trained by him.

I earnestly hope that these comments of mine -- based on a very close and continuous working relationship -- will be given full consideration and will contribute significantly to his career advancement.

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			CITNE	ec o	EDOOT				EMPL	OYEE	SERIAL	NUMBER
FITNESS REPORT						1	02	4345	• .			
SECTION A					G	ENERA	L					
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	Phi	llips,	Davi	ld_	A.:	1	0/31/22	И	15	·	D	
6. OFFICIAL POS						7. 0		ASSIGNMENT	8. CUF	RENT	STATION	
		Officer			_, ., : , .,,	<u> </u>	WH. COC		<u> </u>	Hq	ts.	
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11. DATE REPORT				٠,		112. R	<u> </u>	RIOD (From-	to-)	**		
04/68	-	*.	´				April	1967 -	31 M	arc	h 196	8
SECTION B		· · · · · · · · · · · · · · · · · · ·		Pŧ	RFORMAN	CE EV	ALUATION					
W - Weak	positi	ve remedial o	ction. 1	The na	ture of the a	tion co	uld rangë fron	ntisfactory. n counseling, n or proposed	to furt	her tro	rining, to	
A - Adequate	Perfor excell		all requ	,ireme	nts. It is ent	iroly so	tisfactory and	l is character	ized ne	ither	by defici	ency nor
P - Proficient					•		•	produced in a	profici	ent me	innof.	
S - Strong	•	mance is cho		•			•					
O · Outstanding		mance is so doing simila						rk and in con	npari so:	n to ti	ne perform	nonce of
					SPECI	FIC DU	TIES	`				
List up to six of t manner in which a with supervisory r SPECIFIC DUTY NO	mploye: espons	e performs E	ACH spo	cific :	duty. Consid	er ONL'	Y offectivere:	ss in performa	ince of	that .	dury. All	
SPECIFIC DUTY NO	0. 1		-									LETTER
-		ility for activities		ll m	anageme	ent of	Headqua	rters '				S
SPECIFIC DUTY NO	o, 2		-									RATING LETTER
Suppo	rt an	d guidan	ce of	field	d operati	ons.			e.	Y		S
SPECIFIC DUTY NO	o. 3							 -				RATING LETTER
Repor	ting	to higher	auth	orit	y; jmple	menti	ing of pol	icy level	deci	sio	ns.	0
SPECIFIC DUTY NO											•	RATING
	• •				•			-	-			LETTER
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SPECIFIC DUTY NO	. 5	· · · · · · · · · · · · · · · · · · ·	• ;		• •	· · ·		,				RATING LETTER
Liaison with State Department and other agencies.						0						
SPECIFIC BUTY NO					······································				`			RATING
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10 May 1968	Deputy Chief, WHD	Jacob D. Esterline								
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· 20 May 1968	Chief, WH Division	, William V. Broe								
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Fitness Report - David A. Phillips

SECTION C (Continued)

Most important however, and this is one of Mr. Phillips unique qualities, he has been able to bring about this drastic reduction and at the same time instill enthusiasm in his staff for new approaches to the ever more difficult Cuban target. His own infectious enthusiasm and his fine manner with co-workers and subordinates has made this possible. In short the Rating Officer believes he is the right man at the right time for the job he is in.

Mr. Phillips' relations with the Department of State and other agencies where it really counts are outstandingly good. He has in his short time back re-established his fine relationship with the manager of the Voice of America. This relationship will undoubtedly be of inestimable value in getting WH Division's new radio effort through the 303 Committee and into operation.

It is probably obvious to one reading this fitness report that the Rating Officer is well disposed towards Mr. Phillips. This is quite true. It in no way, however, affects the Rating Officer's opinion that Mr. Phillips is a man of considerable talent who for one reason or another has fallen at least one grade behind in the promotion timetable. The Rating Officer, therefore, trusts that this will be corrected in the near future. Mr. Phillips is a gentleman of breadth, drive, imagination and dedication. The Rating Officer considers Mr. Phillips to be one of the very best of the many fine officers he has known in his career in the Clandestine Services. In some ways he is unique in that he knows the business from the ground up, having started in unofficial cover (several assignments) and now having moved into the managerial area where he can speak with authority based on valid experience.

S-E-C-R-E-T

TRAINING REPORT

Chiefe of Station Seminar No. 1-70
80 hours, full time 6-17 October 1969

Participant : Phillips, David A. Office : WH

Year of Birth: 1922. Service Designation: D

Grade : 16 No. of Students : 8

EOD Date : Apr 155

COURSE OBJECTIVES, CONTENT AND METHODS

The COS Seminar is aimed to prepare prospective Chiefs and Deputy Chiefs of Station and Chiefs of Base for field assignments. Emphasis was upon the difficulties confronting Chiefs of small or medium-sized installations, since they must handle a peculiarly wide range of problems. Included were case studies serving to remind outgoing chiefs of various operational approaches and techniques, but more time was devoted to policy, coordination, management, reporting, and administrative responsibilities of the Chief of Station, both within CIA and in the government at large, at home and abroad.

The bulk of the course is given in lectures and question periods conducted by officials responsible for the missions, functions, programs, and services discussed. A few key items of suggested reading are included, and bibliographies of suggested reading tailored to the individual's assignment are offered for those who want them,

ACHIEVEMENT RECORD

This is a certificate of attendance. No further assessment of individual capacity or performance is made in this course.

FOR THE DIRECTOR OF TRAINING:



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NARRATIVE COMMENTS

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Mr. Phillips is nearing completion of his tour of duty as Chief of Station, Santo Domingo. During the past several months he has had the difficult task of reorganizing his Station and redirecting its manpower following a major election operation. His task has been made more difficult by a series of almost weekly political or security crises which not only required intensive intelligence coverage but also frequently involved Station assets.

. Mr. Phillips has done remarkably well in this difficult regearing process. It has in no way affected the volume or quality of Station reporting which remains very high. His critical analysis and in-depth interpretation of the rapidly changing political scene have been timely and useful.

The Station under his direction has aggressively undertaken the development of new FI and CI assets without losing momentum in existing operations. Also in a relatively short period of time effective security and countersubversion units within the host government internal security apparatus have been established. (Cont'd)

CERTIFICATION AND COMMENTS

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5 April 1967	Deputy Chief, WHD	Jacob D. Esterline
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DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR POINT SOMANE AND SIGNATURE
28 April 1967	Chief. WHD	William V. Broe

Chief. WHD

Fitness Report -- David A. Phillips

SECTION C - (Cont'd)

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His relationships with the Ambassador and with representatives of other agencies are excellent and the high regard they accord him are reflected in the great confidence placed in him and his staff.

The overall management of the Station reflects careful consideration of manpower and money commitments. Mr. Phillips has taken the initiative in effecting savings wherever possible. In short he has turned in an aggressively outstanding performance under the most difficult imaginable conditions during the period under review.

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a wealth of CA	experience gained through man phere and other areas. As a p	ny years of operating in the						
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3 May 1966	Deputy Chief, WHD	Jacob D. Esterline						
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14 June 1966	Chier, WHD	William V. Broe						
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Fitness Report - David A. Phillips

SECTION C - Continued:

Perhaps the outstanding quality which Mr. Phillips has demonstrated is his ability to "fire up" his people to produce at their maximum capacity. Another outstanding characteristic is his diplomatic manner of dealing with other officials. Of particular note is the fact that Subject's relationship with Ambassador of the OAS (who, in effect, has been the President's principal representative in are closer and more fruitful than the relationship of the Embassy with Ambassador This has in no way damaged the close relationship Subject has with the Embassy and other government officials.

Subject had little managerial experience of the scope required by his present position prior to his arrival in nor had he had much experience in FI matters. He has adapted readily however, and

Cost consciousness is, of course, a relative thing. Mr. Phillips as a CA operator "thinks big." However, it is clear that he weighs heavily costs against anticipated results and expects to get a dollar return for each one spent. Overall Subject can be described as a very able person. His ability to maintain Station morale at a high level while producing at a very gruelling pace under difficult conditions is in itself an outstandin accomplishment. Mr. Phillips has been recommended for an Agency Award.

he continued to broaden in these respects with the passage of time.

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TRAINING REPORT

Chiefs of Station Seminar No. 3 60 hours, half days 19 April - 7 May 1965

Participant : PHILLIPS, David A.

Office :

Year of Birth: 1922

Service Designation: .D

Grade : GS-15

No. of Students : 15

EOD Date

: April 1955

COURSE OBJECTIVES, CONTENT AND METHODS

The COS Seminar aimed to prepare prospective Chiefs and Deputy Chiefs of Station, Chiefs of Base, and semior Chiefs of Support for field assignments. Emphasis was upon the difficulties confronting Chiefs of small or medium-sized installations, since they must handle a peculiarly wide range of problems. Included were case studies serving to remind outgoing chiefs of various operational approaches and techniques, but more time was devoted to policy, coordination, management, reporting, and administrative responsibilities of the Chief of Station, both within CIA and in the government at large, at home and abroad. Special attention was given to counterinsurgency.

The bulk of the course is given in lectures and question periods conducted by officials responsible for the missions, functions, programs, and services discussed, most of them being from within the Agency but several also from outside. A few key items of suggested reading are included, and bibliographies of suggested reading tailored to the individual's assignment are offered for those who want them.

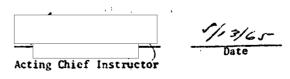
ACHIEVEMENT RECORD

This is a certificate of attendance.

Mr. Phillips attended the first half of the seminar being withdrawn at that point due to an operational emergency.

No further assessment of individual capacity or performance is made in this course.

FOR THE DIRECTOR OF TRAINING:



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Has and uses Area Knowledge	5	Prepares progress	reports] 4
. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFOR				
DIRECTIONS: Stress strengths and weaknesses, pa	rticularly	those which affect devel	concut on present job	
This officer has ability, taler people and experience in his fithis report he has adjusted remains a minimum of station supports.	leld. I markably	n the initial six m well-to a difficul	onths covered by	1
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		T JOB IN ORGANIZATION		
IRECTIONS: Take into account here everything ortinent personal characteristics or habits, spe				
ere him with others doing similar work of about				
1 - DEFINITELY UNSUITABLE - HE SHOOLD				1
2 - OF COUNTFUL SUITABILITY BOULD NO Z 7 - A BARELY ACCEPTABLE EMPLOYEE. BEL				NG TO MAR.
BANT HIS SEPARATION				
4 - OF THE SAME SUITABILITY AS MOS? PE			_	
NUMBER 6 - AT UNUSUALLY STRONG PERSON LY TERM			POITAS	1
7 - EXCELLED BY ONLY, A FEW IN SUITABLE		RE IN THE ORGANIZATION		1
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		FITNESS REPORT (Part II) F	POTENTI	AL					
	I PSTRUCTIONS								
FOR THE.	AIMIÑISTRAI	IVE OFFICER: Consult current instructions for comp	leting this	seport.					
rated en to be co hold and	d personnel ployer, it apleted onl complete a	This report is a privileged communication to your officials concerning the potential of the employers are removed that you read the entire report before the removemental that you read the entire report before, after the employee has been under your supervision feer the goday's has elepsed. If this is the INITIAl redelite the GT no later than 30 days effer the due of	e tëing fati nre completi n RVP AT LFJ L REPORT on	ed. It is ing any 1 LST 90 LAY the emplo	i NOT to be shown to the westion. This report is S. If less than 90 days, yer, however, it MUST be				
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SECTION	100	(Middle) 2. Date of BI		3. 3(1	4. SERVICE DESIGNATION				
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	k one)	vunter Givert camenticembrones		<u> </u>	<u> </u>				
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1255	unt sb	OFFICIAL OCCUPA	1	clun	^				
SECTION	d	ESTIMATE OF POTENTIAL							
1. POTENT	IAL TO A550	ME GREATER RESPONSIBILITIES							
		ing others of his grade and type of assignment, rat hink in terms of the kind of responsibility enco							
work.					, , , , , , , , , , , , , , , , , , ,				
5	3 - MACIN 4 - READY 5 - WILL	DY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE fached the highest level at which satisfactory perfi g progress, but needs more time before he can be fr for training in assuming greater responsibilities probably adjust quickly to more responsible duties i Dy assuming more responsibilities than expected at h	DRMANCE CAN AINED TO ASS WITHOUT FURT	BE EXPECT SUME GREAT THER TRAIN	ER RESPONSIBILITIES				
RATING	7 - 44 EX	EPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD E RESPONSIBILITIES			LY ASSUMPTION OF HIGHER				
2. SUPERV	ISORY POTEN	TFAL							
SUITABLE to expres	YES, indica TRAINING, sing your o	this question. Iles this person the ability to be the below your opinion or guess of the level of super indicate your opinion by placing the number of the do- pinion in the appropriate column. If your rating is a column. If based on opinion of his potential, no	rvisory abil Tescriptive - básed on ob	ity this rating be serving h	person will reach AFTER low which comes closest im supervise, note your				
DESCRIPT RATIF NUMBE	G 2 . 8	IVE NO OPINION ON HIS SUPERVISOPY POTENTIAL IN THIS Lieve individual would be a mear supervisop in this Lieve individual would be an average supervisor in Tieve individual would be a strong supervisor in th	KIND OF \$1 This kind o	F SITUATI:) W				
AC TUAL	POTENTIAL	DESCRIPTIVE \$1							
	2	a GROUP DOING THE BASIC JOB (truck drivers, aten cialists of various kinds) sheet contact sith insi supervisor)							
•	3	a GROUP OF SUPERVISORS WHO B. SECT THE BASIC JOB (S.	econd line	**********	(*)				
	3	A GROUP, BUT WAY OR MAY NOT DE SUPERVISORS, PRICH 1: AND POLICY (Executive level)	s #f\$Po#\$)#(E FOR WAS	D# PL#45, 985##12AT10%.				
2		OHEN CONTACT OITH INDEDIATE SUBCODINATES IS NOT FAI			•				
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. 3		enth Immediate Subordinates . HCLUCE MEMBERS OF THE	0PP03:7E SE						
		OTHER (Specify)							

CRET ELECTION OF FICE OF DEPSEMBLE Six months Six months

Means concerned contents

This officer is a natural furthis present assignment. He is qualified for future unofficial or staff assignment of the more responsibility.

3 16 PH 36 COMMENTS CONCERNING POTENTIAL Oct 2 10 31 AH '56 MAIL ROOM SECTION H. FUTURE PLANS TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INCIVIDUAL None at present. 2. NOTE OTHER FACTORS. INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS As senior KUCAGE officer, better knowledge of Station procedures and practices would be helpful. SECTION 1. DESCRIPTION OF INDIVIDUAL DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box muder the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report. X - HAVE NOT OBSERVED THIS: HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL .
APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
 APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
 AFPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE CATEGORY MUMBER APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE CATEGORY CATEGORY STATEMENT CATEGORY STATEMENT 10 SEE AND THE5 5 FOIRT OF VIEW 4CC0#PL | 5+# E # T 2. CAL WARE DECISIONS ON HI IMPLEMENTS DECISIONS AE-L 5 :4: 12. SHOWS ORIGINALITY 13. ACCEPTS RESPONSIBILI-5 4 4 3. 445 1417147146 23. IS THOUGHTFUL OF OTHERS 4. 15 444LYTIC 19 015 THISE 4 4 h 3. STEINES CONSTANTLY FOR RESPONDS WELL TO SUPER-5 L 5 25. DISPLAYS JUDGEMENT 6. 44245 BHEN TO SEER 16. 9385 HIS JOB #1 THOUT L 4 4 28. 15 SECUBITY COMSCIOUS 17. COMES UP WITH SOLUTIONS
TO PROBLEMS 5 5 L 7. CAN BET ALONE BITH PEOPL 27. 18 168547146

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	FITNESS RI	EPORT	.	
2. The agency as	et le en important factor in a election board with informatio	nà of velue whén con i		It seeks to provide: he application of
an individual	I for membership in the career	service; and		
2. A Periodic re	ecord of job performance as an		re utilizat	tian of personnel.
TO THE ALMINISTRATIVE OR PERSONS and transmissified of this report.	INSTRUCT.		tructions	regarding the initiation
TO THE SUPERVISOR: Read the endiforces and reviews the work of nesses, and on-the-job effective your supervision for less than	itire form before attempting the individual, you have prime ences as revealed by his day- 30 days, you will collaborate ary responsibility rests with has been under your supervision.	ary responsibility for to-day activities, with his previous so the current supervion, you have discharged.	for evaluat If this in upervisors sor. It is ded your si	ing his attengths, weak- ndividual has been under to make sure the report is assumed that, through- supervisory responsibili-
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	SECTION 1 (To be fel			
1. NAME (Last) PHILLIPS,	David (Middle)	Oct 22	32 .c	4. CAREÉR DESIGNATION
1 April 1955	S. OFFICE ASSIGNED TO	Information	2 Coordi	
9- NATURE OF ASSIGNMENT 2003 DEPARTMENTAL FIE	10. IF FIELD, SPECIFY	STATIONI		11. GRADE GS-14
12. DATE THAT THIS REPORT IS DUE	13. PERIOD COVERED BY	THIS REPORT (Inclusion 195		ial)
		e filled in by Super	rvisor	
	· OFF. (PN) 0121	2. DATE AS	SSUMED RESP	PONSIBILITY FOR POSITION
Redio & Television Off	Picer, PP/ICD 0136	, any	ril 1955	
3. WHAT SPECIFIC ASSIGNMENTS OR in order of frequency):	TASKS ARE TYPICAL OF THOSE GI	VEN TO HIM DURING TH	E PAST THR	IEE TO SIX MONTHS (LIAR
	g operating divisions in the division of the division o		effectiv	'e management
Maintaining liaison wi	ith Department of State	and USIA on re	dio matt	ærs.
	e Office of Communications asting and jamming evas		ent of u	mconventional
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	SECTION 11	<u> </u>		
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son you are rating. Placing an "applies to an individual. Placing that the description is not at all	X" in the firm of	in the to	Obsee Does A divide	red lot Ap	colum plv*	colu	ant yo	ns the	no c	A	li Ri	9M	te op	Arase
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1 A GOOD REPORTER OF EVENTS.							x							
Z. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.										×				
3. CAUTIOUS IN ACTION.	· .							x		<u> </u>				
4. HAS INITIATIVE.			<u> </u>							X				
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6: ANALYTIC IN HIS THINKING. 7. CONSTANTLY STRIVING FOR NEW							<u> </u>			X				
KNOWLEDGE AND IDEAS"							<u></u>	l!			X			=
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.									ļ			x		=
9. HAS SENSE OF HUMOR.										X		ļ		=
O. KNOWS WHEN TO SEER ASSISTANCE.						!	X		<u>-</u>					=
1 CALM-					!		_ x							$= \downarrow$
2. CAN GET ALONG WITH PEOPLE.							- <u>-</u> -!	i			=	x		=
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ABLE TO DO HIS JOB BITHOUT				1		-	٠-	7		x	į	1		11

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26. 6	AN THINK ON HIS FEET.			Ì	1			Ŀ			×			Ι	$\overline{\Box}$
	THES UP WITH SOLUTIONS TO POBLEMS.							\prod			×	Ĺ			
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	E TO INFLUENCE OTHERS.			 -			<u>-</u>		= -		x	=	<u>L</u>	_	=
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CON	TINUOUS SUPERVISION.	x		=			<u>_</u>			十	1	K	+	+	=
	SECTION Y														
				36611	UN 1										

A. WAT ARE HIS OUTSTANDING STRENGTHS!

Professional experience in several media plus field experience with CIA equip him to undertake a variety of assignments with excellent prospects of success; ability to outline own job, and then do it.

. MAT ARE HIS OUTSTANDING WEARNESSEST

none apparent to me

S Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company	ECRET
C. INDICATE IF YOU THING THAT ANY SINGLE STRENGTH OR BE	ANNESS OUTBEIGHS ALL OTHER CONSIDERATIONS:
Strengths indicated above easily outveisubject is average.	gh the few characteristics in sphip the
D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION?	44 /6 3 47 PH -56
E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUALS	MAIL ROOM
Operations Familiarization course.	
F. O'MER COUNTRY'S (Indicate here general traits, specifi	c habits or characteristics not covered elsewhere in the
report but which have a bearing on effective utilisal	
None	
	IV NO!
Read all descriptions before rating. Place "X"	in the most appropriate box under subsections A.B.C.AD
A. PIRSCTIONS: Consider only the shift with which the person has performed the duties of his job and rate him 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 agency.
1. DOES NOT PERFORM DUTIES ADEQUATELY, HE IS INCOMPETENT. 2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE	1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY WILL DEFINITELY LEAVE THE AGENCY AT THE FIRST OPPORTUNITY.
HAS HAD SPECIFIC GUIDANCE OR THAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY. 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA-	2. HAS STRONG NEGATIVE ATTITUDE TOWARD AGENCY IRKED BY RESTRICTIONS REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
SIGNALLY REVEALS SOME AREA OF MEASURESS. LE-PERFORMS DUTIES IN A TYPICALLY COMPETENT. EFFECTIVE MANNER.	9. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE AUGNOY. BOTHERED BY MINOR FRUSTRATIONS BILL QUIT IF THESE CONTINUE.
3. A FINE PERFORMANCE, CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL. 4. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PER-	4. HIS ATTITUDE TOWARD THE AGENCY IS INDIFFERENT HAS "MAIT AND SEC" ATTITUDE. WOULD LEAVE IF SOMEONE OFFERED HEM SOMETHING BETTER. 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD AGENCY
SONS ENGEN TO THE RATER. IS THIS INDIVIOUAL BETTER QUALIFIED FOR BORE IN SUME OTHER AREA? NO THE VES. IF YES, WHAT?	MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY BORKING FOR AGENCYTHINKS IN TERMS OF A CA. RELR IN THE AGENCY. 8. DEFINITELY MAS FAVORABLE ATTITUDE TOWARD THE
Retter qualified for field assignment in Wil area only because such assignment can utili	AGENCY, BARRING AN UNIT PECTED OLISION OFFICE. TUNITY, WILL PROBABLY ENCEANOR TO MAKE A
his language and area experience in addition to utilizing the characteristics that have made him a successful staff officer.	7. HAS AN ENTHUSIASTIC ATTRIBUTE TOWARD THE AGENCY WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE AGENCY.
and him a discount boat differ.	·
3. DISECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibili- sies normally indicated by premotion.	D. DIRECTIONS: Consider everything you know about this person is making your rating, skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.
1. HAS REACHED THE HIGHEST GRADE LEVEL AT MICH SATISFACTORY PURFORMANCE CAN BE EXPECTED.	1. DEFINITELY UNSUITABLE - HE SMOULD BE SEPARATED.
2. IS MAKING PROGRESS. BUT WEEDS WORE TIME IN PRESENT GRADE BEFORE PROWDTION TO A HIGHER GRADE CAN BE RECOMMENDED. 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE	2. OF DOUBTFUL SUITABILITY WOULD NOT HAVE AC- CEPTED HIM IF I HAD KNOON WHAT I KNOW NOW. 3. A BARFLY ACCEPTABLE EMPLOYEE. DEFINITELY BELOW AVERAGE BUT WITH NO BEAKNESSES SUFFICIENTLY
NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS. 4. HILL PROBABLY ADJUST QUICNLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.	OUTSTANDING TO BARRANT HIS SEPARATION. 4. A TYPICAL EMPLOYEE NE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I RNOW IN THE ACENCY.
S. IS ALREADY PERFORMING AT THE LEVEL OF THE NEWY MIGHER GRADE. 6. AN EXCEPTIONAL PERSON WHO IS THE OF THE FEB	5. A FINE EMPLOYEE - HAS SOME DUTSTANDING STRENGINS. \$ AN UNUSUALLY STRONG PERSON IN TERMS OF THE
WID SHOULD BE CONSIDERED FOR RAPID ADVANCE- MENT.	REQUIREMENTS OF THE AGENCY. 7. EXCELLED BY ONLY A FEW IN SLITABILITY FOR WORK IN THE AGENCY.
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MEMURANDEM FOR POR AND

ATTELTION

: Training Officer

SUBJECT

r Attendance at PPS In-Service-Training Series 10 January to 20 March 1956

REPRICE

* Newscranture for Chiefs, Santar Staffs and Area Pivisions, and Chief, 10 Division from CPP, subject: "seminar on Preparation and Processing of FP, TN Projects" dated 19 Recember 1955.

attended the lectures in the subject carter which polices from 1800 to 1800 hours, Polices 1956, waring this gender, instruction in "Creparation and Crement of 1978" Crejuston was given as follows:

- a. ISB DB GG
- h. PROBERT COORDINATION

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THE CLANSSTER CHAVIORS REPORTED SYSTEM ASSA DIVIGEOUS, CHAPTER 11. THE MESSAGE FROM STOT SECTOR REPORT, HARMS I June 1855

ACONOR OF THE PIECE ARE NAL OFFICE. (1) E 230-100 Antiel & Perch 2005 LEDGE OF THEM CONSTRUCT TO BELLEY 2) h 25-131 · 3. Neurob 1755 AMAGUST IN E STORAGE TO THE FRANCE TO THE 13, R 23 - 2 1 morth Un The Class with a WHO collaborated .) C.A 28-1

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TRAINING EVALUATION

READING INFROVENIET COURSE # 25

	SECTION I: IDE	PIFTING INTORNATIO	N
Iv.mo	Sex Dates	of Courso	llo, of Studnots
Phillips, David A.	N 24 Cot	ober-9 December 1	955 13
Date of birth	EOD Dr. to	Grade or Rank	Offico
91 October 1922	A Ara-11 1955	45-60	100/22
Projected assi	enmunt or Prusent	Position	

P Officer

SECTION II: OBJECTIVES OF THE COURSE

The Bending Improvement Course is designed to increase the reading officiency of agency employees by developing their speed and level of comprehension through (1) expending the range of reading techniques, (2) adjusting rate of reading to comprehension requirements and (3) improving percentual habits.

SECTION III: STECIFIC CH. R. CT. RISTICS OF THE COURSE

The course consists of 30 class hours, one hour a day, 5 days a walk. 9 hours are devoted to lectures and practice exercises, 12 hours to paced to ding practice and 9 hours to specific perception techniques

Auch student's reading skills are analyzed at the beginning of the course and the student then concentrates on the development of those skills in which he is deficient or those which are most frequently dominated by the nature of his office reading.

NOITAULAVE TO CONTEA : VI HOLTOSE

Student each vement is measured by an initial and final test bettery and all as exercises. Two sets of norms have been developed on the test bettery. Group I represents the scores of 400 agency employees, 84% of whem hid four or more yours of college. Group II represents the scores of 94 agency employees with two years or less of college training. Section V contains a description of the tests and exercises. Section VI indicates the student's skill level and Section VII includes the student's ever-all achievement and the instructor's comments.

SECTION V: TEST DESCRIPTION

1. READING COLTREHT SION TESTS: Heasure speed and accuracy of basic comprehension skills. Complete and objective understanding. analysis, and interpretation are required in these tests.

2. EXTLISIVE (informational) REDIES TESTS: reasure the

degree of proficiency in the abilication of extensive recting skills to acquire broader frames of reference.

3. LTESIVE (technical) REDI C TETS: Longure the ability

to acquire the basic knowledge of a new subject.

4. SChille T.STS: Hersure efficiency in the andication of scraning kills for the selection of information, for identification of the main idea, and for organization.

SECTION VI: REPORT OF SKILL LIVIL

This studentis being commared with the following nort group: Oroup I - Four or more yours of college

Group II - Two or less years of college

	Fail	Poor	Sat.	Exc.	Sup.
Basic Comprehension Skills		!	-		
Extensive Techniques					
Intensive Techniques					
Seconding Techniques		;			

SECTION VII: OVER-ALL ACKILIVED LET

In consideration of all factors observed during the course and taking into account this student's errorience, profession, age and education, an "A" in one of the boxes shows the student's ever-all achiav ment in the course. FAIL POOR SATISTACTORY

Inado-Baroly Performed queto adoque to necontably in nor-in nor- but barnly form- formince, adequate in ance Deronsomo skills strated ability

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FOR THE DIRECTOR OF TRAINING:

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Chief Instructor

DESIGNATION OF BENEFICIARY FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM IMPORTANT

Read instructions on back of duplicate before filling in this form

	<u> </u>	NSUCAL	ICE PROGRAMI			
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FILE COPY OF STANDARD FORM 56 "AGENCY CERTIFICATION OF INSURANCE STATUS— FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM"

on file with the Retirement Operations Branch,
Office of Personnel (x3257).

ELECTION, DECLINATION, OR WAIVER
OF LIFE MISSINANCE COVERAGE
HESPICIFICATION OF THE PROMISE PROMISE

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO COMPLETE THIS FORM—

FOLLOW THESE GENERAL INSTRUCTIONS:

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

	Fill in BOTH COPI Do not detach.	ES of the form.	Type or use in	nk.
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- 7	FILL IN THE IDENTIFYIN	IG INFORMATI	ON BEFOR	(please print or type):
L	REME (tast) ((first)	(= ::e)	CATE OF B'RTH (month, day, year) SCOLAL SECURITY NUMBER
	Phillips X	David A	tles	October 31 1922
	ENFLOYING DEPARTMENT OR A	GENCY		LOCATION (C ty, State, 217 Code)
	5.1			
	If "YES," your last such form ren	nains in effect and w	u seculd not file:	IVER CELLISE INSURANCE COVERNOE'S \$\infty \text{750} \text{70} \text{10} \text{10 for the first and area. (See Instructions for \$\frac{1}{2}\$)
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7	MARK AN "X" IN ONE	OF THE EOXES	SELOM (19	NOT mark more than one):
J	Mark here	ELECTION	OF OPTIONAL	(IN ADDITION TO REGULAR) INSURANCE
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:	regular insurance	A).	,	
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ORIGINAL COPY-Retain in Official Personnel Folder

STANDARD FORM No. 176 At hit 1968 FPM Supplement 870-1 170-102

ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

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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.

4	NAME (last)	(first)	(middle) 024345	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
	Phillips EMPLOYING DEPARTME		Atlee	31 Oct 1922 LOCATION (City, State, ZIP Code)	
L_					
2	MARK AN "X" IN	ONE OF TH	E BOXES BELOW (do NOT mark more than one)	:
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	if you WANT NEITHER regular nor optional insurance	(C) si	isurance Program, I un grance until at least 1 g apply for insurance I a grability - I understand	d and I waive coverage under the iderstand that I cannot cancel this year after the effective date of this m under age 50 and present satis also that I cannot now or later is I have the regular insurance.	s waiver and obtain regular in- t waiver and unless at the time factory medical evidence of in-

SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB." THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.	FOR EMPLOYING OFFICE USE ONLY (official receiving date stamp)
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13 February 1968	See Table of Effective Dates on back of Original

ORIGINAL COPY-Retain in Official Personnel Folder

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Mr. David A. Phillips i Intelligence Medal in recognit	s hereb	y awa	rded the i	ust	inguished
the Central Intelligence Agenc					
out his career Mr. Phillips ha	s held	a ser	ies of his	hlv	important
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ments were marked by his broad					
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Mr. Phillips' efforts during h	is care	er co	nstitute a	mai	or con-
tribution to the mission of the	e Agency	, re	flecting g	reat	credit
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Mr. David A. Phillips is retiring after a distinguished career with the Agency. He has been an employee of the Agency since 1951 when he Initially joined as a Contract employee. He served with distinction in Mexico City, and His excellent command of both Spanish and Portuguese has enhanced each of his assignments in Latin America. A true DDOer, fifteen years of this glorious and active career were spent overseas. His outstanding dedication and devotion to the cause of freedom won for him in 1956, the Intelligence Medal of Merit. His file is replete with letters of commendation and appreciation from the DCI. DDCI, the former Ambassadors, and military commanders, all of whom recognized the uniqueness of his outstanding service. Mr. Phillips has been highly effective as a senior member of the Latin American Division which has been under his immediate command since 1973. An excerpt from a late fitness report nicely characterizes the caliber

uniqueness of his outstanding service. Mr. Phillips has been highly effective as a senior member of the Latin American Division which has been under his immediate command since 1973. An excerpt from a late fitness report nicely characterizes the caliber of his work. "It is as a senior operations officer that Mr. Phillips has had the greatest experience, and it is not surprising that he has made an excellent input into the improvement of operational matters throughout the many areas of this hemisphere for which he is responsible." Mr. Phillips will be remembered for his initiative, drive and imagination, and for the excellence of his representational responsibilities which in large part is attributable to his native charm, area knowledgeability and superb language skills. He will be remembered for his intent capability and desire to fulfill the needs of the Organization. It is fitting and proper that upon his retirement, Mr. Phillips be recognized with the award of the Distinguished Intelligence Medal.

5 JUN 1974

Dear Dave,

You have just finished an important albeit grueling GS-16 Evaluation Exercise at my direction. The recommendations for promotion and executive development you gave me were a major factor in my recommendations to the Director for the upward movement of officers who will be the top management cadre of the Directorate in the near future.

I believe you will find that the last several weeks will have sharpened your focus on one of our most important management responsibilities, our personnel. Many thanks for a job well done.

Bin

William E. Nelson Deputy Director for Operations

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FORM 1451a producte Page 1005

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CORCTY 1 EXCLUSION APPROACH EXCLUSION AND EXCLUSION APPROACH 4-10)

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FORM 1451a 0330LETE COEVIOUS

SERVICE ABROAD AGREEMENT :

I. GENERAL

IT IS UNDERSTOOD THAT YOU AGREE TO SERVE THE PERIOD OF SERVICE ABROAD PRESCRIBED IN SECTION II BELOW AND THAT THE GOVERNMENT IS OBLIGATED TO RETURN YOU. YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS UPON THE SATISFACTORY COMPLETION OF THIS PERIOD. YOUR ALLOWABLE EXPENSES WILL BE DETERMINED IN ACCORDANCE WITH AGENCY REGULATIONS.

IF YOU TERMINATE YOUR PERMANENT ASSIGNMENT OUTSIDE THE CONTINENTAL UNITED STATES BEFORE YOU COMPLETE 12 MONTHS OF CREDITABLE SERVICE FOLLOWING THE DATE OF YOUR AMRIVAL ABROAD, YOU WILL BE REQUIRED TO REIMBURSE THE GOVERNMENT FOR ALL EXPENSES IT INCURS IN THE THAVEL AND TRANSPORTATION OF YOU, YOUR DEPENDENTS, YOUR HOUSEHOLD AND PERSONAL EFFECTS TO YOUR POST. IF YOU FAIL TO COMPLETE YOUR PRESCRIBED TOUR OF DUTY ABROAD YOU WILL NOT BE ENTITLED TO THE RETURN THAVEL AND TRANSPORTATION OF YOURSELF, YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS TO THE UNITED STATES. IF, HOWEVER, AGENCY OFFICIALS DETERMINE THAT YOUR EARLY DEPARTURE IS NECESSARY FOR OFFICIAL REASONS, OR FOR PERSONAL REASONS OF SIGNIFICANT INTEREST TO THE GOVERNMENT; THEY MAY WAIVE THE REIMBURSEMENT OF EXPENSES ALREADY INCURRED, OR AUTHORIZE YOUR RETURN TRAVEL AND TRANSPORTATION, WHICHEVER IS APPLICABLE.

IF ELIGIBLE UNDER THE TERMS OF HR 20-30, YOU WILL BE GRANTED HOME LEAVE AS SOON AS IT CAN BE ARRANGED AT GOVERNMENT CONVENIENCE AFTEH COMPLETION OF YOUR PRESCRIBED TOUR OF DUTY, PROVICED YOU HAVE SERVED AT LEAST 1B MONTHS OF CONTINUOUS CREDITABLE SERVICE OUTSIDE THE UNITED STATES. HOME LEAVE AND HOME LEAVE TRAVEL ARE CONTINGENT UPON YOUR WILLINGNESS TO RETURN, AND CONTEMPLATION BY AGENCY OFFICIALS THAT YOU WILL RETURN TO SERVICE OUTSIDE THE UNITED STATES IMMEDIATELY AFTER HOME LEAVE OR UPON COMPLETION OF AN ASSIGNMENT IN THE UNITED STATES.

YOU ARE ADVISED THAT ANY MONIES DUE YOU FROM THE GOVERNMENT MAY BE APPLIED IN LIQUIDATION OF ANY INCESTEDNESS ARISING FROM VIOLATION OF THIS AGREEMENT. YOU WILL BE AFFORDED ALL NORMAL RECOURSE IN APPEALING DECISIONS MADE PURSUANT TO THIS AGREEMENT.

David A. Phillips	,	D D				
11. TOUR OF	DUTY ABROAD .					
1. NAME OF POST OF ASSIGNMENT						
A. STANDARD TOUR OF DUTY OF 24 MONTHS X	C. NONSTANDARD TOUR OF DUTY	OF MONTHS FOR PLOYEE SIGNING THIS AGREEMENT				
	REQUESTED (V	emo attached)				
	OPFRATING OFFICIAL					
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PREVIOUSLY APPROVED PER NR 20-18.	CARELH SERVICE	DEPUTY DIPECTOR				
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Henry LV Bertheld, C/WH/Pers	DIRECTOR OF PERSONNEL					
III. PERMANENT PL	ACE OF RESIDENCE	· · · · · · · · · · · · · · · · · · ·				
3. YOUR "PERMANENT PLACE OF RESIDENCE" IS A PLACE TO BE AUTHORIZED IN CERTAIN CIRCUMSTANCES PURSUANT TO HR PERSONNEL FOLDER. 4. IN REQUESTING YOUR PERMANENT PLACE OF RESIDENCE IN IN HR 22-3) NORMALLY INDICATE THE PLACE BHERE YOU PHYSOR THE COMMONBLALTH OF PURSTO RICO AT THE TIME OF YOUR ITEM 5 THE CESTORY FOR THE STORY PERMANYOUR PHYSICAL DALLLING PLACE IS (OF WAS) TRANSITORY ANY PREVIOUSLY BEEN USED BY YOU AS A PHYSICAL DALLLING. IS STATEMENT AS EVIDENCE INCLUDES BUT IS NOT LIMITED TO, PLACE BHERE INCOME OR PERSONAL PROPERTY JAKES HAVE BEEN THE PROPERTY OF THE PROPERTY PARTY OF THE PROPERTY OF THE	CLASSIFIED DT ITEM 5 ON THE REXTRAP PARTE. SICALLY DHELLED IN THE UNITE R PCS TRANSFER TO A POST THE RENT PLACE OF RES LOCKED IS. INFORMATION THAT CAN BE PRES STATE VOTING REGISTATION R. PAID.	E REPT IN YOUR OFFICIAL C. 1244 C. 2				
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Chief of Station, Santo Domingo

1100

General - Administrative

Specific - Performance of TDY Personnel During Recent DR Crisis ACTION REQUIRED - FE 120-216

As Headquarters is well aware, a constant flow of TDY personnel was, provided the Station by Headquarters during the crisis period of the recent revolution. Obviously, the Station rould have found it most difficult, if not impossible, to perform in the fashion it did without this assistance. What deserves special comment, however, is the generally high quality of their performance under quite demanding, fluid, and, often, dangerous conditions. With few exceptions, alwardy known to Headquarters, the TDY personnel did a magnificent job both collectively and as individuals. Considering the grade and experience of most of these officers, it can probably be assumed that this was to be expected. But, what clearly was not predictable was their willingness to accept any type of assignment regardless of grade or circumstances, their quick adaptability and initiative in an unfamiliar and confused situation, and their stamina under the stress of long and irregular work days seven days a week. Furthermore, in spite of the close working quarters, constant association, and strain inherent in this type of situation, "personality clashes" or other signs of incompatability were very few indeed.

2. Undoubtedly, Headquarters has sensed the foregoing from returnees. The purpose of sending this dispatch is to make it a matter of record and to suggest to Headquarters that their standard of performance under these conditions may serit consideration of some special recognition in the personnel files of the personnel concerned.

Continued ...

Distribution: 3 - KHD

Attachment: As stated - h/w /

CI CSS PEVENENCE 10	DISPATCH SYNTOL AND NUMBER	DATE .
•	HDCT-1221	17 July 1965
	CLASSIFICATION	HQS FILE NUV/ER
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NDC1-1721

any of the other officers on TDY assignment, the present COS would like to single out _______ and ______ and ______ and ______ as deserving special comment. Their performance has been exceptional. A special note is attached for _______ Therefore, it is recommended that the attached memoranda be inserted into each of their personnel files.

- 4. Also, the COS would like to register the fact that the foregoing not only speaks highly of the TDY personnel assigned, but Readquarters as well in providing this type of support.
- 5. As a final comment, Headquarters may care to check this memorandum with the COS for a good part of this period, to obtain any special comments he might wish to make in this regard -- either with respect to content or individuals whom he considered exceptional and who are not known to the present COS.

David Pullips

S-E-C-R-E-T

17 July 1965

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	<i>!!</i>	_	
MEMORANDUM I	FOR THE RECORD		
SUBJECT:	•	TDY in Santo Domingo	\$

Domingo on a TDY basis for the period 2 June to 16 July 1965. During this assignment, was placed in charge of the Station C. F. program with special emphasis on exploiting targets of opportunity in the very fluid crisis situation then prevalent and, simultaneously, generating new assets and new approaches to lay the groundwork for the altered situation which would be confronting the Station in the post-crisis era. In addition to supervising the C.A. program, he handled a number of existing agents, developed some new assets, and conducted numerous special C.A. operations, including some quite effective black activities. On this assignment, worked some fourteen to sixteen hours a day throughout the entire period.

- 2. The undersigned is aware that CAR would expect a quite professional and dedicated performance from an officer of seniority, experience, and caliber; however, even taking this into consideration, his performance in every respect was exceptional, and should merit special recognition.
- 3. It is recommended that a copy of this memorandum be placed in personnel folder.

man Egine Thelico

S-E-C-R-E-T

co. 9. 4209

8 AUG 1969

MEMORANDUM	FOR: Director of Central Intelligence
THROUGH	: Deputy Director for Plans
SUBJECT	: Appointment of Mr. David A. Phillips as Chief of Station,
as Chief of Statio	opointment of Mr. David A. Phillips, GS-16, on, effective on or about s recommended. Mr. Phillips would replace ahagen.
most recently as is fluent in the Sp	hillips has been an employee of the Agency ly in a contract capacity. He has served in Havana, Mexico City and Chief, Cuban Operations Group. Mr. Phillips anish language and is scheduled for two months guese training immediately prior to his depar-
ture. A biograph	ic profile including information regarding his

William V. Broe
Chief
Western Hemisphere Division

Attachment
Biographic Profile (Parts 1 and 2)

SUBJECT:	Appointment of Mr. Station,	David A. Phi	llips as Chief of
APPROVAI	L RECOMMENDED:		
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Deputy Dire	ector for Plans		Date
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The recomm	nendation in paragra	ph one is APP	ROVED:
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Director of	Central Intelligence		Date

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s. Experience in the handling of employee cates the settlement of estate and final or attorney in the event of your disability.	emergencies has shown that notal matters. The information	the absence of certain person requested in this section only when circumstances we	er ant.
or attorney in the event of your disobility	BANKING INSTITUTIONS WITH	WHICH YOU HAVE ACCOUNT	S AND THE NAMES IN WHICH THE AC
COUNTS ARE CARRIED.	rh Nartonal Bank, Fo	ert forth, Texas.	Checking and Saving.
. Potomac 1	National Bank, Potos	nac. Md. Checking.	•
Calumbia	Federal (House mort	gage)	
All in n	ame David A. Phillip)\$	
ARE YOU A MEMBER OF THE NORTHWE	ST FEDERAL CREDIT UNION	TES NO	•
IF YES, DO YOU HAVE A JOINT ACCOUN		□ YES □ □ NO	
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YES X NO. (II "Yes" give ni	ame(s) and address)		N DISABTER TO BOTH PARENTS?
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Standard Form No. 1152 4 G to Rev 1135-102

DESIGNATION OF BENEFICIARY

UNPAID COMPENSATION OF DECEASED CIVILIAN EMPLOYEE

IMPORTANT

Read, instructions
on back of duplicate
before filling in this form

INFORMATION CONCERNING THE EMPLOYEE: NAME-(Last) (Firet) (Middle) Date or Bizzn (Month, day, year) David October 31, 1922 Phillips At lee DEPARTMENT OR AGENCY IN WELL EMPLOYED (Department or accepted I, the employee identified above, canceling any and all previous Designations of Beneficiary heretofore made by me, do now designate the beneficiary or beneficiarys named below to receive any UNPAID COMPENSATION due and payable under existing law after my death. I understand that this Designation of Beneficiary relates solely to Unpubl Compensation as defined in section 8 of the act of August 5, 1950, Public Law 326, and in newise will affect the disposition of any benefit which may become payable under the Retirement Act applicable to my Government service. I further understand that this Designation of Beneficiary will remain in full force and effect, unless or until cancel by me in writing, so long us I am continuously employed in the above department or agency. INFORMATION CONCERNING THE SENEFICIARY OR BENEficiaries: Type or print first name, middle initial, ami last name of each beneficiary Type or print address of each beneficiars Relationship 8224 Stone Trail Drive daughter one-fourth Maria L. Phillips Bethesda, Maryland 20034 8224 Stone Trail Drive David A. Phillips, Jr. one-fourth son Bethesda, Maryland 20034 8224 Stone Trail Drive Bethesda, Maryland 20034 Atlee Y. Phillips daughter one-fourth Christopher C. Phillips 8224 Stone Trail Drive one-fourth son Bethesda,...Maryland .20034. I hereby direct, unless otherwise indicated above, that, if more than one beneficiary is named, the share of any deceased beneficiary who may predecease me shall reductive described equally among the surviving beneficiaries, or entirely to the survivor. I understand that this Designation of Beneficiary shall be void if none of the designated beneficiaries is living at the time of my death. I hereby specifically reserve his right to cancel or change any designation of beneficiary at any time in the manner and form prescribed by the Comptroller General of the United States, and without knowledge or consent of the beneficiary. 1 December 1967 (Signature of employee) (Date of execution-month, the, year) WITNESSES TO SIGNATURE: 2400 So. Glebe Rd Arlington, Va 22206
(City, sone number, and State) 8137 Prescott Dr Vienna, Va 22180 THIS SPACE RESERVED FOR RECEIVING DATA
OF EMPLOYING AGENCY PRINT OR TYPE NAME AND ADDRESS OF EMPLOYEE David A. Phillips 8224 Stone Trail Drive 0 5 JEC 1967 Bethesda, Maryland 20034

SECRET

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CONTROL

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DISPATCH SECRET MARKED FOR INDEXING Chief, Western Hemisphere Division NO INDÉXING REQUIRED ONLY QUALIFIED DESK FROM Chief of Station, Santo Domingo MICROFILM SUBJECT Letter of Appreciation from General Bruce Palmer, Jr. ACTION REQUIRED - REFERENCES Action: See para two 1. Attached find an original and two copies of a letter of appreciation from Gen. Bruce Palmer, until 18 January, Commander of USFORDOMREP. 2. It is requested that the original be placed in the personnel file of Michael C. CHOADEN. The first copy, marked "A" should be placed in the personnel file of Stewart R. PATAKER. The second copy, marked "B", should be passed; to Franklyn D. MALLEK for his information and disposition. James & Alasmery Michael C. CHOADEN Attachment: Letter Distribution: 3 - Chief, WHD w/att h/w CROSS REFERENCE TO DISPATCH STMBOL AND NUMBER DATE **HDCT 1359** 18 January 1966 CLASSIFICATION

SECRET

HEADQUARTERS

UNITED STATES FORCES

APO New York 09478

THRU: The Honorable W. Tapley Bennett
American Ambassador
Santo Domingo, Dominican Republic

TO:

DAVID A PHICIPS

1. I wish to express my sincere appreciation for the outstanding contributions you and your staff have made in the accomplishment of USFORDOMREP Intelligence missions from 1 May 1965 through 17 January 1966. The first intelligence contact upon our arrival at the proposed of

- 2. My has frequently mentioned the close association and coordination he has had with you and the members of your organization and repeatedly expressed the high esteem and respect he has for the professionalism and competence displayed by you and your subordinates.
- 3. The intelligence unity of effort in the Dominican Republic has been exemplary and a prototype for future operations. This cohesive atmosphere is directly attributable to your efforts.

17 January 1966

SUBJECT: Letter of Appreciation

4. Again I wish to express my appreciation and congratulations on a job well done.

BRUCE PALMER, JR.
Lieutenant General, USA
Commander

NAME OF ENPLOYEE	EMPLOY	TEE SERIAL NO. CO	C(0)	IPLETED BY	NO	TEL.	EPHONE EXT.	SECI	
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MEMORANDUM OFUNDERSTANDING

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

Day Cher

Date

DAVID A. PHILLIPS

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29 June 1961

MEMORANDUM FOR THE RECORD

SUBJECT: David A. Phillips

On 14 June 1961 the undersigned reviewed with Mr. David A. Phillips his career development prospects for the next five year period. We agreed that the following represented a desirable and fairly firm goal in this respect:

- a. In general his future training and field experience should place sufficient stress on the GI and FI fields to avoid the career confinement of strict CA specialization.
- b. His next assignment would be a normal field four in Mexico City. Upon return from that assignment, he would receive up to six months training to be followed by an assignment to the CA Staff (or the organizational successor thereof). One of his primary undertakings in the CA Staff would be to develop what might best be termed "ideological warfare" (e.g., a search for basic ideas and concepts with wide appeal) as opposed to the normal propaganda approach (e.g., a running debate on current events).

RICHARD M. BISSELL, J. Deputy Director

Jeputy Directo (Plans)

cc: 'ASJA (Pérs)
Attn Panel A
Mr. Faithps
Thru C/WH
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he persons named in item 3 shows may also be notified in case of emergency. If such notification is not desirable because of							NO	
the persons homes in hem a secre may also be norther in case of energeiney. If social interference is not the design of the persons of	he persons named in item 3 above may also b	e notified in case of	emergency. If	such notific	ation is not	de sirable b	ecause	of
ealth or other reasons, please so state in item 6 on the reverse side of this form.								
CONTINUED ON REVERSE SIDE		CONTINUED ON F	EVERSE SIDE					
CURRENT RESIDENCE AND DEPENDENCY REPORT	CHOPENTO	ECIDENCE AND	DEBENDEN	CY DEPO	DT.			1

14-00000

SECRET

Supplement to Staff Employee Personnel Action for Effective 23 August 196 The purpose of this memorandum is to call your attention to existing policies which are particularly material to you while you are and to set forth certain rights and obligations which are incident to your . It is hereby agreed and understood that: status As an employee of this organization, at the present grade and salary of install per annum. vou will accept cover employment with (hereinafter referred to as "your cover facility") effective as of 21 Aurust 1961
You will, insofar as consistent with your basic responsibility to this to as "your cover facility") effective as of organization, abide by all the rules, regulations, practices and policies of your cover facility, in order to appear as a conventional member of that establishment. Your to your cover facility is being effected at and salary of per annum. You are prohibited, except as specifically authorized herein, from retaining emoluments paid by your cover facility. It is understood and agreed that the minimum period of your overseas tour of duty is governed by and coincident with the prescribed tour of duty of your cover organization. Currently, your prescribed tour consists of a period of twenty-four months from the date of your arrival Your assignment may be terminated earlier at your overseas for the convenience of this organization and the length of your tour of duty, as currently specified, may be unilaterally changed by this organization in order to conform with subsequent changes in the prescribed tour of your cover facility. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed the minimum period of service prescribed above from the date of arrival at your overseas not be entitled to return travel or transportation for yourself or your dependents to the United States at Covernment expense. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed one (1) year of service from the date of your arrival at your overseas you will be required to reimburse the Covernment for all of its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas

SECRET

- overseas and your return travel to the United States, as well as travel performed overseas which is consistent with your cover designation, will normally be at the direction of your cover facility. Such travel will be accomplished in conformance with applicable regulations of your cover facility except when you are directed for operational reasons to perform travel in accordance with the regulations of this organization.
- 4. Salary and (except as provided in paragraph three (3) above) allowances paid by your cover facility shall be retained by you to the extent that they are less than or equal to the salary and allowance payments due on the basis of your grade level with this organization. If such cover payments are less than the amount due, the difference will be credited to your payroll account with this organization. If such cover payments exceed the amount due, the overage will be remitted to this organization at designated intervals, presently Computations hereunder will be made on the basis of the aggregate gross due and received provided, however, that in computing remittances for overage Federal and, if applicable, District of Columbia income taxes withheld by your cover facility against the overage may be deducted. To assure timely accuracy in your payroll account with this organization you are expected to immediately report cover facility payroll changes.
- 5. Your status as an employee of this organization will continue in full force and effect during your period of duty with your cover facility and you will continue to be entitled to all rights, benefits and emoluments of such status. Certain variations in procedure will be required, however, to preserve the security of your cover position.
 - a. Upon into your cover facility, you will continue to be covered by the provisions of the Civil Service Retirement Act, as amended, and at your personal expense you will be subject to payroll deductions for retirement purposes (now six and one-half per cent) on the basis of your cover salary or your salary from this organization, whichever is the greater.
 - b. If you receive taxable income from both your cover facility and this organization, necessary adjustments for Federal, and if applicable, District of Columbia income tax purposes will be made in conformance with instructions received from this organization.
 - c. Consistent with your cover activity, you will continue to be responsible for compliance with the rules and regulations of this organization.
 - d. You are not assured upon the completion of your period of duty with your cover facility of any status with your cover based on your services performed with that organization at the request of this organization.

e. All annual and sick leave which is accrued to your credit at the time of integration will be transferred to your cover facility. While integrated you will be permitted annual leave, sick leave, home leave, and leave without pay in accordance with the regulations of your cover facility in lieu of the leave benefits of this organization. Upon completion of your your accrued annual and sick leave will be transferred to your credit with this organization. If security conditions require that your cover facility make a lumpsum payment for accrued annual leave, you will be required to pay the gross amount thereof to this organization including any income taxes withheld by your cover facility.

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

INTERN STATES COVERNMENT

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CCEPTED:				
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SACRET

11 January 1961

To : Director of Personnel

FROM: Shief, WD

SUBJECT: Additional Commensation in Lieu of Overtire Physient

Femo dated 11 January 1971 from SSA/DDS to DD/S, approved by DD/S. Subject: "Employee Benefits for JPATS Personnel"; and hero dated 22 December 1960 from ADD(P) to Departy Director (Plans), Subject: "Surloyee Penefits for Personnel Assignet to JPATS".

In accordance with referenced meroranda, it is requested that the reasonnel listed below be authorized to receive additional commensation effective 8 January 1961, at the rate of 15% of their respective rates of basic annual commensation (but not to exceed the maximum rate for a Minimum (SS-9) in lieu of payment of the regular overtime rates for irregular, unscheduled and frequent overtime.

<u>- YAU2</u>	EMPLOYER Serial No.	TITLE	SALA:Y
- - ซอร์รีส์หมาเสมาจกอกชาม	56733	UPS Officer	\$14,055
- MHADBod,-Robert A.	509360	Ora Officer	12,990_
DOUGLAS, Jesse, S.	229350	uis officer	14,055
. EMILLIS. David A.	.654500	UPS Officer	12.7:0
MA.CLI, Louis F.	012515	OrS Officer	12,210
YUZ: UY, Walter P.	064733	OPS Officer	12,730
PET AS. John D.	5/093	OPS Officer	11,675
WARER Thomas D.	59794	Instructor (CFS)	9.955
HICKS, Calvin W.	56351	Guerrill: Warfare Officer	9,475
RIEN, James	60471	OPS Officer	ප•ු සුදිර
"ILEO, Anthony L.	559127	OPS Officer	7,330
	50218	Instructor (OPS) .	8,955
YETTALL, Sidney S.	059517	OFS Officer	11,155
RRYNGLUS, Robert	55407	OPS Officer	12,470
GPA COS. Grnest M.	52285	Instructor (OFS)	12,4-70
BPGMT, Fravel S.	61901	OF. Officer	c.475
CARTYRIGHT, Cecil J.	57840	OFG Officer	9,215
CHULLIFO, Samuel J.	55622	ADL Office-	7.820
FORALSS, David S.	63385	UPS Officer	12,210
KENT, William b.	559193	CrS Officer	9,215

All the above employees are on Allotment #535-5000-3021.

of the Man

ALETT J. ECHOLS

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STANDARD FORM 61 REVISED JUNE 1957 U. S. CIVIL SERVICE COMMISSION

APPOINTMENT AFFIDAVITS

IMPORTANT.—Before	swearing to these	appointment	affidavits, 3	ou should	read and	understand
: .	the attache	d information	for appoint	ee	.'	

							•	-	
	CENTRAL INTELLIGENC	E AC	ENC	Y .		W	ASHI NGTON	, D.C.	
••••	(Department or agency)	****** **		(Burrer	or (Sybion)	(P	lece of employmen	nt)	-
I,	DAVID ATLES PHILLIPS	****	3		. :	, do solen	nnly swear	(or affirm) that-	
A. C	ATH OF OFFICE			•	, ,				
vit	I will support and defend the nestic; that I will bear true fainout any mental reservation of the office on which I am	ith a pur	ind a	allegia e of e v	nce to the stasion; that	ame; that I I will well a	take this ond faithful	obligation freel	y

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I knowingly a member of any organization that advocates the overthrow of the constitutional form of the Government of the United States, or which seeks by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) that I will not so advocate, nor will I knowingly become a member of such organization during the period that I am an employee of the Federal Government or any agency thereof.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not participating in any strike against the Government of the United States or any agency thereof, and I will not so participate while an employee of the Government of the United States or any agency thereof. I do not and will not assert the right to strike against the Government of the United States or any agency thereof while an employee of the Government of the United States or any agency thereof. I do further swear (or affirm) that I am not knowingly a member of an organization of Government employees that asserts the right to strike against the Government of the United States or any agency thereof and I will not, while an employee of the Government of the United States or any agency thereof, knowingly become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not, nor has anyone acting in my behalf, given, transferred, promised or paid any consideration for or in expectation or hope of receiving assistance in securing such appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

COLL	ECL.	~	
14	+ mare 1960	Dis a Pl	user
	(Date of entrance on duty)	(Signature of appo	inter)
Subse	cribed and sworn before me this 11.th	day of	A. D. 19.60
: at	WASHINGTON, D.C.		21 21.
1 .	, (City)	t (Sta	te)
. ! 	[SEAL]	Signature of other	
: :		PERSONNEL CLERK	
NOTE	The oath of office must be administered by	(Title) a person specified in 5 U.S.C. 18, or b	r a person designated to

NOTE.—The eath of office must be administered by a person specified in \$ U.S.C. 18, or by a person designated to administer eaths under Section 206, Act of June 26, 1943, 5 1/.S.C. 16a. If by a Notary Public, the date of expiration of his commission should be shown.

DECLARATION OF APPOINTEE

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

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INSTRUCTIONS TO APPOINTING OFFICER.—You must determine that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations, and acts of Congress pertaining to appointment. This form should be checked for holding of office, pension, any record of recent discharge or arrest, age, citizenslip, and members of family. Also, to establish the identity of the appointee, you should particularly check (1) his agnature and handwriting against the application and 'or other pertinent papers and (2) his physical appearance against the medical certificate.

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STANDARD FORM 144 REVER SAFECHER INA U.S. CIVE SAFECE COMMISSION	STAT	EMEN	IT O	F PŘ	OR F	EDER	AL CI	#IAN A	NO MIL	ITARY S	ERVICE
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									IS RETENT	ION RIGHTS	
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SIS COMMINENT PRINTING OFFICE 1995 O 334/h3

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PHILLIPS		+TLEE	
1.	RESIDÊNÇE DATA		
PLACE OF RESIDENCE WEN APPOINTED	LAST PLACE OF MESIDENCE		
HAVANA CUBA	HYEROSE LANE	ABBALZAL	€. 11A.
PLACE IN CONTINENTAL U.S. DESIGNATED AS F	ERMANENT RESIDENCE	,	
4804 WASHOURD FORT	WORTH, TENER		
2:	MARITAL STATUS		
CHECK (X) ONE: SINGLE	ARRIED SEPARATED D	IVORCED #100	WID . ANNULUED
IF MARRIED, INDICATE PLACE OF MARRIAGE			DATE OF MARRIAGE
FORT WINTH, TEXAS	• •		3. TUUE 1948
IF DIVORCED, PLACE OF DIVORCE DECREE			DATE OF DECREE
		· .	3.
IF WIDOWED, INDICĂTE PLACE SPOUSE DIED		-	DATE SPOUSE DIED
IF PREVIOUSLY MARRIED, INDICATE NAME (3) C	F SPOUSE, REASON(S) FOR TERMINAT	ION, AND DATE(S)	
JOAN HILDEBRAUDT,			ATBILITY).
" " " " " " " " " " " " " " " " " " "			,
	FORT WORTH, TEXAS	, ? 19	143
3.		<u></u>	
NAME OF SPOUSE	MEMBERS OF FAMILY ADDRESS (No., Street, Cety, Zo.		7
			LUD WAY 6 -440
HELEN N. PHILLIPS	ALBAN TOWERS TOWN MA	ال ردم بهوس رعه و د	
NAMES OF CHILDREN	ADDRESS		SEX AGE
MARIA LOJIKE PHILLIBS			E 18
DAULD A . PHILLIPSITE.	1	••	F 7
ATLEE YOU'VE PHILLIP!	, , ,	•	1 1 1
CHAICTONIER WALLE PHILLIP.	~ · · ·	1/	M 3
NAME OF FATHER (Or male guardian)	ADDRESS		TELEPHONE NUMBER
EDWINT. FHILLIPS (DICEACED)	- bx.	•	I NA
HAME OF MOTHER (OF treate guardian)	ADDRESS		FELEPHONE NUMBER
MARY LOUISE PHILLIPS (OFFERSE)	1,~~		LA
WHAT MEMBERISE OF YOUR FAMILY HAS BEEN TOL	D OF YOUR ASSISTANCE PLYW THE	CENCY FOR ENGREENCY	81,0805558
	TPHILLIPS TR INTOLL O		Dr. 7 (DOLIN) IX
	BE NOTIFIED IN CASE OF EMERGI		
NAME (MT. Mrs Mess) (Last-Parst-Maddle		RELATION	
PHILLIPK HELEN I	-KONENE	ا مع)	1-2
		HOME TEL	EPHONE NUMBER
BUSINESS ADDRESS (No., Street, City, Lane,	if Towerel	w 6	-6400
BUSINESS ADDRESS (No., Street, City, Zone,	STATE) AND NAME OF EMPLOYER, IF	APPLICABLE BUSINESS	TELEPHONE & EXTENSION
Novē		l N	ove l
15 THE INDIVIOUAL NAMED ABOVE BITTING OF T	OUR AGENCY AFFILIATION?		
IS THAS INDIVIOUAL AUTHORIZED TO MAKE DECI	SIONS ON YOUR BEHALF?		
DOES THIS INDIVIDUAL RIGH THAT HE HAS BEEN	DESIGNATED AS YOUR EMERGENCY AD	DRESSEET	
	•		
THE PERSONS NAMED IN ITEM 3 ABOVE MAY ALSO BECAUSE OF HEALTH OR OTHER REASONS, PLEASE			TION IS NOT DESIRABLE.
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SIGNED AT	DATE SIGNATUR	
WACHINGTON SC	14 PARCH PO	Jan alasan

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HAKGELLIDOM FOR:

SUBJECT

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STAFF AGENT LETTER OF APPOINTMENT Dear Mr. Thelipe 1. Pursuant to the authority vested in me by section 5.2 of the Confidential Fund Regulations, you are hereby appointed a Staff Agent of the Government at an initial salary of \$10, 320, grade GS-14, effective as of 2. As a Staff Agent of the Government, you are an appointed employee of the Government and as such are entitled to all the emoluments of, and subject to the restrictions of, that status. As a Staff Agent; you will under-3. As an appointed employee of the Government, you are required to make certain contributions to the Civil Service Retirement Fund. In the event 4. (a) In addition to your basic salary, you will be entitled to any post differential, living-quarters allowances, cost-of-living allowances (except post allowance), or other allowances that are granted Government employees stationed at the same abroad. You will account for such allowances in compliance with applicable Government (b) In addition to the above payments, effective upon the arrival of you and your dependents at your initial permanent you will be entitled to an equalization allowance calculated at the rate of \$3,670 per annum. This allowance is in lieu of any present or future

standardized post allowance established for your initial permanent

these factors. No accounting will be required for this allowance.

overseas, but is subject to the entitlement provisions applicable to

is predicated upon the comparative cost of living between Washington, D. C.,

compensation. Consequently, this allowance may be unilaterally adjusted or discontinued by the Government whenever warranted by a change in any of

allowances. It is understood and agreed that this allowance

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and your overseas

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5. You will be advanced or reimbursed funds for necessary expenses including travel and operational expenses which are authorized by the Government Accountings for such expenses will be in compliance
with applicable Government regulations unless such accounting is inconsistent
6. (a) It is specifically understood and agreed that as an appointed employee of the Government you are entitled to receive and retain only the salary, allowances, and other benefits which are commensurate with your appointed position and salary grade except as provided in paragraph five (5) above and paragraphs six (6), (b) and (c), below.
(b) It is understood and agreed that any fees derived from the remaining three (3) lectures on your current lecture tour will not be subject to the offset provisions of this agreement. It is further understood and agreed, however, that said lectures will be made by you while on annual leave and that you will be solely responsible for all expenses incidental thereto. Subsequent to the completion of said three (3) lectures, the income derived from any additional lectures will be presumed to be activities and will, therefore, be subject to offset unless specifically excluded by an amendment hereto.
(c) It is understood and agreed that should a specific manuscript, the title to which is set forth in your operational letter of instructions, be published during your tour of duty hereunder, the income derived therefrom will not be subject to offset as said manuscript was completed in its entirety prior to your appointment as a Staff Agent.
7. It is understood and agreed that your overseas assignment is to be for a minimum of two (2) years from the date of your arrival at your overseas unless such assignment shall be sooner terminated by the Government for its convenience. If, in violation of this letter, you terminate your overseas assignment for your convenience at any time prior to the expiration of two (2) years from the date of your arrival at your overseas you shall not be entitled to return travel or transportation for yourself or your dependents from such to the United States; and, further, if, in violation of this letter, you terminate your overseas assignment for your convergence prior to the expiration of one (1) year from the date of your arrival at your overseas you shall 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
8. It is expressly understood and agreed that any and all documents which you may execute in the course of such are subordinate to this letter and any contradiction in terms which may in any way appear to amplify, extend or restrict your rights and/or obligations hereunder shall be

Section.

9. Upon termination you will revert to normal staff employee status, unless for good and sufficient cause, such as misconduct or demonstrated incompetence, each reversion would be opposed to the best interest of the Government.

- 10. If in the performance you assume the custody of Government funds or take title of record to, property of any nature whatsoever situate which property has in fact been purchased with monies of the U.S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by the Government to evidence this relationship.
- 11. Instructions received by you from the Government in brisfing or training are a part of this letter and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 12. You will be required to keep forever secret this letter and all information which you may obtain by reason hereof (unless released in writing by the Government from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations.

UNITED STATES GOVERNMENT

Office of Personnel

ACCEPTED:

Stadio Philips

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CONFIDENTIAL

You will utilize your established cover as a newspaper publisher You have chosen to live temporarily because of ment unfulfilled lecture contracts in the United States. You have not returned to your business in because of the great expense of traveling between and the United States. You will, in fact, return to the United States on two occasions to deliver lectures contracted before your employment as a Staff Employee of this Agency; (February 14 and 15 in Sioux Falls, South Daketa, and Wichita, Kansas; and March 13 in Palm Beach, Florida). You are strictly enjoined against using any material relating to intelligence or other covert activities. You are advised that proceedings of the state (this letter of instruction). It is understood that the lectures will be made while on annual leave and that all expenses incidental thereto will be met by you. At some future date, should it be decided that you should renew your lecture activities, the decision as to whether or not the income will be are You my also informed that should the manuscript entitled was in the hands of your literary agent, be published during your tour of duty the income therefrom will not be subject to

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CERTIFICATE OF ATTENDANCE

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al yea	<i>t</i> ,	DAVID A. PA	ILLIPS
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STANDARD FORM 61 (REVISED AUGUST 1989)
PROMURCATED BY CLIN, SERVICE COMMISSION
FEDERAL PERSONNEL MANUAL

14-00000

APPUI	NIMENI ATTI	DAVIIS				
IMPORTANT.—Belore swearing to these appointment affidavits, you should read and understand the attached information for appointee						
CENTRAL INTELLIGENCE ACENC		WASHINGTON, D				
I, DAVID A, PHILLIPS		, do solemnly swear (or a	affirm) that—			
A. OATH OF OFFICE I will support and defend the Const domestic; that I will bear true faith a without any inental reservation or purp duties of the office on which I am about	nd allegiance to those of evasion; that	e same; that I take thi t I will well and faithfi	s obligation freely			
B. AFFIDAVIT AS TO SUBVERSIVE ACTIVIT I am not a Communist or Fascist, that advocates the overthrow of the Gov unconstitutional means or seeking by for Constitution of the United States. I de I become a member of such organization Government.	I do not advocate vernment of the Ur rce or violence to do o further swear (or	nor am I a member of aited States by force or eny other persons their aftirm) I will not so a	violence or other r rights under the idvocate, nor wil			
C. AFFIDAVIT AS TO STRIKING AGAINST I I am not engaged in any strike again so engage while an employee of the Gov an organization of Government employe of the United States, and that I will not an organization.	est the Government ernment of the United that asserts the	of the United States a ited States; that I am right to strike against	not a member of the Government			
D. AFFIDAVIT AS TO PURCHASE AND SALE I have not paid, or offered or promise firm or corporation for the use of influence	ed to pay, any mon	ey or other thing of val	ue to any person,			
E. AFFIDAVIT AS TO DECLARATION OF API The answers given in the Declarati correct.	POINTEE		orm are true and			
1 April 1955 (Date of entrance on duty)		(Signature of appointee)				
Subscribed and sworn before me this23	day ofAl	ril	, A. D. 1955,			
at Washington, (Cny)	······································	D. C.				
(SEAL)	K. K. dan	E ESC 18 & 163	agas.T			
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NOTE.—If the oath is taken before a Notary Public the date of expiration of his commission should be shown.

DECLARATION OF APPOINTEE

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

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1. PRESENT ACORESS (street and number, co	ty and State)		·					
& (A) DATE OF BIRTH	(b) MACE OF DIRTH (city or town and State or country)							
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ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY?		-	١.,		.,			
.If your answer is "Yes", give details in Item 10.		1 .	X					
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Phillips, Davi-	d A.	10/31/22	6	8-16
4. OFFICE, DIVISION, BRANCH	(or overseas station and	9. PRESENT PUSITION	• •	MPLOYEC EXTENSI
DOP/VH/COG	· · · · · · · · · · · · · · · · · · ·	Branch Chief	7	451
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•		COS. # 0186,	CS-00	
B. TYPE OF COVER AT NEW STA	17+0N	10. ESTIMATED DATE O	7 11. NO. 07 DLI	
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	REQUEST FOR PCS OV	ERSEAS EVALUATION		
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AME (Last, First, Middle)			1. POSITION TITLE	4. GRADE
PHILIPS David A.			Ops Officer	EMPLOYEE'S EXT.
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	7. PURPOSE O	PEVALUAT	FION	
	-		HDQ\$/TDY	•
PRE-EMPLOYMENT			OVERSEAS ASSIGNMENT	
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ENTRANCE ON DUTY	, •	,	22 May - 5 Ju	ne 1968
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(When	r Filled In)		
REQUEST FOR MEDICAL EVA	LUATION		6 September 1967
2. NAME (Loot, Pirot, Middle) Phillips, David		3. POSITION TITLE	4. GRADE GS-15
5. OFFICE, DIVISION, BRANCH		,	6. EMPLOYEE'S EXT.
7. PURPOS	E OF EVALUA	ATION .	<u> </u>
	1		
PRE-EMPLOYMENT		HDQS/TDY OVERSEAS ASSIGNMENT	
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ENTRANCE ON DUTY		STATION	
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REQUEST FOR MEDICAL E	YALUATION	1.DATE OF SECUEST
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Wife: Helon F. Dau: Maria L. DOB Son: David A DOB Son: Atlee I DOB Son: Christopher DOB		
	SIGNATURE FOR CHIEF OF MEDIC	CAL STAPE
259 USE PREVIOUS SECR	ET	120

	When Filled In)		I. DATE OF	
REQUEST FOR MEDICAL E	VALUATION		31 Oc	tober 1966
NAME (Lest, First, Middle)		2. POSITION TITLE		GS-
Phillion David A.			6. EMPLOY	
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ENTRANCE ON DUTY.		STATION	·	
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REQUEST FOR MEDIC	AL EVALUATION		T. DATE OF REQUEST	
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NAME (Lest, First, Middle)		Ops Ofer	15	
PHILLIPS, David A.		Ops Oles	C. EMPLOYEE'S EXT.	
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ENTRANCE ON DUTY		3 July 64		\dashv
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	hen Filled In)		
REQUEST FOR MEDICAL EV	ALUATION		1. DATE OF REQUEST
		·	22 June 1961
PHILLIPS, David &	,	Ops Officer	GS-14
DDP/HHD		-1,	& EMPLOYEE'S EXT.
7. PURP	OSE OF EVALUA	TION	
PRE-EMPLOYMENT		NC29/107 OVERSEAS ASSIGNMENT	
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SIGNATURE	FOR CHIEF OF MEDIC	AL STAFF	- 1 - 0
SIGNATURE	FOR CHIEF OF MEDIC	ial state	- 1 - 2
	O SIGNA	DE OF EVALUATION ETD STATION TOY OF PCS TYPE OF COVER NO. OF DEPENDEN MISTORY (SF 82) AS SIGN ROOM 1614 Barton	DIE OF EVALUATION STATION TO OF DEPENDENTS TO ACCOMPANY NO. OF DEPENDENTS TO ACCOMPANY HISTORY (SF 49) ATTACHED 9. REQUESTING OFFICER SIGNA ROOM 1014 Rurton 1114 Rurton 1114 Rurton 1114 Rurton 1115 April 1960 1116 April 1960 1117 April 1960 1117 April 1960 1118

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REQUEST FOR MEDICAL EVAL	LUATION		I.DATE C	F REQUEST
E. NAME (Last, Front Middle) Pt: T.2.170, Fa.V.ID A.	** ,	OPS O POSITION		4. GRADE
OFFICE, DIVISION, BRANCH		1 0.3 0 3		TEE'S EXT.
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PRE-EMPLOYMENT		OVERSEÁS ASSIGNME	ENT.	
		ETO		
ENTRANCE ON DUTY	-	STATION		·
OVERSE AS RETURN		TOY OR PCS		
<u> </u>		TYPE OF COVER		
TDY STANDBY	;	NO. OF DEPENDEN	TS TO ACCOMP	ANY
SPECIAL TRAINING		NO. OF DEPENDEN HISTORY (SF 89) A	TS' REPORTS C	F MEDICAL
ANNUAL	-	<u> </u>	-	10
RETURN TO DUTY		,		•,
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MEDICAL RETIREMENT		<u>0</u> ,	Les Cor	ECD SAI
OVERSEAS PLANNING EVALUATION (One block must be checked)	SIGNATURE	9. REQUESTI	NO OFFICER	14100
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FORM 259 USE PREVIOUS

SECRET

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SECRET REQUEST FOR MEDICAL EVALUATION 2. NAME (Last, First, Middle) 3. POSITION TITLE . B. OFFICE, DIVISION, BRANCH B. EMPLOYEE'S EXT. OVERSCAS ASSIGNMENT ETO TOY OR PCS TYPE OF COVER NO. OF DEPENDENTS TO ACCOMPANY FITNESS FOR DUTY EXT. ())11 PLEASE PARTITIE Sea afast Come DATE 24 CaR 1960

SECRET

FORM 259 USE PREVIOUS

REQUEST FOR MEDICAL EVA	LUATION		-	•
NAME (Lost, First, Middle) PRITELLING DAVID A.		DOS OFFICE		4. GRADE
OFFICE, DIVISION, BRANCH		•	S. EMPLO	EE'S EXT.
DIP/OH CS/CL D. velo ment Com lement	E OF EVALUAT	TION	<u></u>	
PRE-EMPLOYMENT		OVERSEAS ASSIGNMEN	•	
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ENTRANCE ON DUTY		STATION		
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OVERSE AS RETURN	,	TDY OR PCS		
		TYPE OF COVER		·
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ANNUAL				
RETURN TO DUTY				
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FITNESS FOR DUTY				
MEDICAL RETIREMENT				
OVERSEAS PLANNING EVALUATION (One block must be checked)	SIGNATURE	9. REQUESTING	OFFICER	
YES	310.11.01.2			
No	RCO- NO. 4			EXT.
	1501	Curio		- 8373
REPORT OF EVALUATION				
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PLEASE FAREGITE				
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	SIGNATURE F	OR CHIEF OF MEDICAL	STAFF	

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DECUEST FOR UPDIGATION			I. DATE OF	REQUEST
REQUEST FOR MEDICAL EVA	LUATION	-		ž
NAME (Last, Pirkt, Middle) PHILLIPS, LATID A. (DEPEND WIS) OFFICE, DIVISION, BRANCH		3. POSITION TITLE OSUSTI		4. GRADE
	٠,		6. EMPLOY	EE'S'EXT.
IDP/NH CS/(S Development Complement	E OF ETALUA			
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PRE-EMPLOYMENT		OVERSEAS ASSIGNMENT		
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FORM 259 USE PREVIOUS

SECRET

(24)

MEDICAL ACTION REQUEST AND .	
///	Christ C Leller & re
I REQUEST FOR PHYSICAL EXAMINATION BY	S. Pollock, C/CFD
PHILLIPS, DAVID A. (FIGS.)	2. DATE 20 Jan 56
Operations Officer (PP)	5: GRADE CS-14
TYPE OF POSITION 7. EVALUATE FOR	
Departmentel E00	Fre-Employment
U.S. Fleid Oversess	Annual
T Overses Returnee	Special (Specify)
Please notify Ken Wambold	only, 2508 Curie Hall, x3585
REPORT OF MEDICAL EVALUATION	
Qualified for full Duty (General)	Qualified for Full Duty (Special)
Qualified for Departmental Duty Only	Disqualified
Subject is qualified for proposed PCS 0/S as	381gnment, (1-16-56)
•	0
si si di	
•	HEDICAL OFFICE

	MEDICAL 107100 DEC		
	MEDICAL ACTION REQ	UEST AND REPORT	
I REQUEST FOR PHYSICAL EXAMINA	LION BA		
- NAME (Last)	(First)	(Middle)	2. DATE
Phillips.	David	Δ, ΄	12 Dec., 1955
. TO POSITION	4. OFFICE, DIVISION	. BRANCH	5. GRADE
	HV .		05-12
. TYPE OF POSITION	7. EVALUATE FOR		
Departmental	E00		∉- Employment
u.s. Fle1d	Oversess	بــــــ	nual
Overseas	Returnee	[] 5p	eclat (Specify)
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REPORT OF MEDICAL EVALUATION		······································	
Qualified for full Duty	(General)		lified for full Duty (Special
Qualified for Departmen	tal Outy Only	011	gualified
	•		
Remarko:			
Subject is q	ualified for proposed 7	days TDI assignme	nt. (12/12/55)
Must have a	physical examination or	return form trip.	•
This memo su	persedes previous quali	fication.	
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		. A A	Commit

	SECRET (Then Filled In)
	MEDICAL ACTION REQUEST AND REPORT
ŀ	I REQUEST : "HYSICAL EXAMINATION BY
-	PHILLIPS PHUID HTLEE 1.040 De 190
1	the office of the season of C-176
+	Depremental 2. EVALUATE FOR Pro-Employment
	Oversees 1775 Oversees Annual Specify:
ŀ	I REPORT OF MEDICAL EVALUATION
Γ	Qualified for full 0.0
	Qualified for Departmental Outy Only Disquelified
	Romarks: Subject is qualified for proposed PCS O/S assignment. (1/16/56)
	, abril (1/16/56)
	A A Company
	MEDICAL OFFICE
	SLACE CONTRACTOR OF THE PARTY O

MEDICAL ACTION REQUEST AND REPORT 1 REQUEST FOR PHYSICAL EXAMINATION BY 2. DATE August 1954 PHILLIPS, DAVID A. XXXXXXXX WH BRANCH GS 12 3. TO POSITION 7. EVALUATE FOR E. TYPE OF POSITION ____E00 Departmental DOXO Oversess II REPORT OF MEDICAL EVALUATION Custifies for Full Suty (Special) ____Disqualified Remarks: Mr. GAHAGAN WH #I x 3995 Full duty/General 8-9-54) .

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

PERSONAL HISTORY STATEMENT

INSTRUCTIONS

-DO NOT ATTEMPT TO COMPLETE THIS FORM UNTIL YOU HAVE READ THE FOLLOWING INSTRUCTIONS-

- 1. Answer all questions completely or check (X) the box which applies. If the question is not applicable, write "NA". If you do not know the answer and it cannot be obtained from personal records, write "Unknown". Use the blank space on pages 15 and 16 for extra details on any question for which you do not have enough space.
- 2. Type or pant carefully USE BLACK TYPEWRITER RIBBON OR BLACK INK.
- 3. Leave blank any boxes or columns which are marked "FOR OFFICE USE ONLY".
- A. Consider each of your answers carefully, accurate completion of the form will permit review of your qualifications to the best advantage. Your signature at the end of the form will certify to its correctness.

 5. Page 17 entitled "Personal History Summary" must be completed. It is a brief abstract of information from other parts of the form and will help to speed the processing of your application.

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	碧	Wife, Rusband H ye	- Name Name manufact	1 10				rife or husband giving dat	-
					go contemplated. All in				
	1	3 Name of specie	(Lest)		(First)		(Midale)	(Maid	onj
		·- <u></u>	Phillip Phillip	s	David		Atlee	· · · · · · · · · · · · · · · · · · ·	
		4. State any other names o	nor mod by tooms	·· N/A		~		<u> </u>	
					h any names noted in i 13 and 16 of this form			jol chango, give particulo:	rs (where
		3 Date of birth 10-31-22	1	w (Cry Store, County Worth, T				7. Date of marriage	
		8 Place of marriage (City,					•	# Living	
	魯:	0 Citizanship	. 11.	Former citizenship(s)	(country(ion))			I. If also, goo also registrat	ion number
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		3 Date U.S. citizenship ocqu	i		13 Date on	d place of arrival	in U S. 16	. Naturaksahan certificate nu	mber
	副-	N/A ^	18 Come of de			N/A		N/A	
		N/A	1	N/A			•		
		P Current address (Give lad			20. Address	of sparse before i	marriage		
						,			
	7 2	1. Occupation	22,	Present employer (Afsi	give former employer, or	d spouse deceased	or unemplayed,	give last two employers)	
	4								
	1 1 1	Emplayer's or besieves add	trass (Number, Street, C	ity, State, Country)					
	1.4	Dates of military sames (from to by mosth &		23 Branch of milit	Pary service		26 Country w.	th which military service affilia	ted .
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	27.	Details of other governmen	f samce, U.S. or favoig	•					
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SE	CT:	ON XII		CHILDREN A	ND OTHER DEPEN	NDENTS		· - · · · · · · · · · · · · · · · · · · 	
	Ŀ	Provide the following salars	nakon for all children a	nd dependents					
		Nome	•	Belationship	Dare & Frace of	ðirth .	Citizenship	Address	
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NEAD THE PEREN							- 1		į
									
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	2 ' 1	to of children (include prop	chidren & educated ch.	teres) who are	3 No of all	er dependents (e	0 . speurs. pers	int management of)	
		inmorried, under 21 years i	m mgs. and are MOT o		the deper 31 NOI se	ed on you for at loc its supporting	out 50% of their or	repen or children over P	

MARITAL STATUS

SECTION XI

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	SEC	TION XVII	MOTHER-IN-LAW	(If marriage center	nplated, fill in informati	on for future mothe	r in law)		
-		1 Full rome (Loss-First - Midd							
Q		2. State other names the has us	H		,			· · · · · · · · · · · · · · · · · · ·	
		indicate circumstances (in by what authority). Use	icluding longth of time) extra space provided or	voder which cay is pages 15 and 16	umes noted in Item 2 abo of this form to record t	ere were used. If it	ogai chango, g	ive parthelors (where a	
:		3 Date of birth	4. Place of birth		`	 	1 -	Uning No	
	2	& Date of death	7. Cave of death		· · · · · · · · · · · · · · · · · · ·			Citizenship (Country)	
, ,		9. Pármár citisanskip(1) [country	(les)]	10 Dote U	S careembry ocquired	11, Where	otquired (City,	lane, County)	
٠.		3 Maturalisation certificate num	13, if glien	, give alies registration aux	iber 14 Date of	nd place of arriv	ol in U.S.		
		9 Occupation	······································	16 Present	16 Present employer (Gree last employer if methor-in low discooled or enemployed)				
	-	7. Current address (Gire last ad	dress, if decemed)	· · · · · · · · · · · · · · · · · · ·	,				
	SECT	ION XVIII -	FLATIVES BY GLOOD,		ADOPTION WHO BITE WORK FOR A FORE			 	
-	美国	1, Name (Last - First - Middle			2 Relationship	3 Date of birth		ourth (City, State, Country)	
-			George Stua		Grandfatho	r 3-17-84	San 1	Francisco, (
·	"	U.S.			erer Zielwe	g 111, Do	rnach,	Switzerland	
	积	7 Employed by	,		8 Frequency of contact		9. Date of la		
		N/A	,	,	1. Retenenship	3. Date of birth	1961	arth (City, State, Country)	
	Ξó	7. · .					<u> </u>		
		5 Citizemhip (Country)		& Addross or country	on which relative resides				
					· · · · · · · · · · · · · · · · · · ·		9. Date of to	st contact	
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		Employed by Name (Last - First - Middle)	,		8 Frequency of contact 2 Relationship	3. Date of birth	4 Place of b	rth (City, State, Country)	
	100 Kg (2)			5 Address or country	!	3. Date of birth	4 Place of b	rth (City, State, Country)	
	100 (3)	1. Name (Last-First—Middle		Address of country	2 Relationship	3. Date of birth	4 Place of bi		
		S. Catsonship (Country) Temployed by			2 Relationship a which relative resides. B Frequency of contact		9 Date of los		
		1. Name (Last-First - Middle 5. Crissonship (Country) 7. Employed by	IVES DY BLOOD, MAI	RHIAGE ÖL ADO	2 Relationship a which relative resides. B Frequency of contact		9 Date of Jan R CIVIL		
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— 11 —

(For Office Use Only)

FORMER HUSBAND MARITAL STATUS SECTION XI 21. Ahorn, Thomas Joseph N/A 22. 4-12-40 23. Washington, D.C. 6. Washington, D.C. N/A 24. 7. 4-6-59 N/A 25. 8. Hyattsvillo, Maryland 26. N/A 9. yes 27. N/A 10. U.S. N/A 11. N/A 12. 13. N/A N/A 14. 15. N/A N/A 16. N/A 17. N/A 18. 19. 4622 Hunt Avenue, Chevy Chase, Maryland 20.

PERSONAL HISTORY STATEMENT - (Appendix I)

Listed below are names of organizations identified by the Attorney General, under his responsibility pursuant to Executive Order 10450, dated 27 April 1953, to list the names of each foreign or domestic organization, association, movement, group or combination of persons which he designates as Totalitarian, Fascist, Communist, or subversive, or as having adopted or having shown a policy of advocating or approving the commission of acts of force or violence to deny others their rights under the Constitution of the United States, or as seeking to alter the form of government of the United States by unconstitutional means.

Each applicant or employee and spouse (if any) must review the following list of organizations for certification purposes, and sign on the last page.

```
Abraham Lincoln Brigade
  Abraham Lincoln School, Chicago, Illinois
Action Committee to Pres Spain Now
  Alabama People's Educational Association (see Communist Politi-
  American Association for Reconstruction in Turosisvia, Inc.
  American Branch of the Pederation of Greek Maritime Unions
American Christian Nationalist Party
  American Committee for European Workers' Relief (see Socialist
    Workers Party)
  American Committee for Protection of Poreign Born
 American Committee for Spanish Preedom
American Committee for the Settlement of Jews in Birobidjan, Inc
  American Committee for Yugoslav Reitef, Inc.
American Committee to Survey Labor Conditions in Europe
 American Council for a Democratic Greece, formerly known as the
    Oreek American Council; Greek American Committee for Na-
   tional Unity
 American Council on Soviet Relations
 American Croatian Congress
 American Jewish Labor Council
 American League Against War and Pascism
American League for Peace and Democracy
 American National Labor Party
 American National Socialist League
 American National Bocialist Party
 American Nationalist Party
 American Patriota, Inc.
 American Peace. Crusade
 American Prace Mobilization
 American Poles for Peace
 American Polish Labor Council
 American Polish League
 American Rescue Ship Mission (a project of the United American
  Spanish Aid Committee)
 American-Russian Praternal Society
 American Russian Institute, New York, also known as the Ameri-
  can Russian Institute for Cultural Relations with the Soviet
American Russian Institute, Philadelphia
American Russian Institute of San Francisco
American Russian Institute of Southern California, Los Angeles
American Slav Congress
American Women for Peace
American Youth Congress
American Youth for Democracy
Armenian Progressive League of America
Associated Klaps of America
Association of Georgia Elans
Association of Oerman Nationals (Reichsdeutsche Vereinigung)
Ausland-Organization der NBDAP, Overseas Branch of Nazi Party
Benjamin Davis Freedom Committee
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Boston School for Marxist Studies, Boston, Massachusetts
  Bridges-Robertson-Schmidt Defense Committee
  Bulgarian American People's League of the United States of
  California Emergency Defense Committee
California Labor School, Inc., 321 Divisadero Street, San Francisco,
    California
  Carpatho-Russian People's Society
 Central Council of American Women of Croatian Descent, also
known as Central Council of American Croatian Women, Na-
tional Council of Croatian Women
 Central Japanese Association (Belkosu Chuo Nipponiin Kai)
 Central Japanese Association of Southern California
 Central Organization of the German-American National Alliance
   (Doutsche-Amerikanische Einheitsfront)
 Cervantes Fraternal Society
 China Welfare Appeal, Inc.
 Chopin Cultural Center
 Citizens Committee for Rarry Bridges
 Citizens Committee of the Upper West Side (New York City)
 Citizens Committee to Pree Earl Browder
 Citizens Emergency Defense Conference
 Citizens Protective League
 Civil Liberties Sponsoring Committee of Pittsburgh
 Civil Rights Congress and its amiliated organizations, including:
Civil Rights Congress for Texas
     Veterans Against Discrimination of Civil Rights Congress of
 Civil Rights Congress for Texas (see Civil Rights Congress)
 Columbians
 Comite Coordinador Pro Republica Espanola
Comite Pro Derechos Civiles

(See Puerto Rican Comite Pro Libertades Civiles)
 Committee for a Democratic Far Bastern Policy
Committee for Constitutional and Political Freedom
Committee for Nationalist Action
Committee for Peace and Brotherhood Pestival in Philadelphia
Committee for the Defense of the Pittsburgh Six
Committee for the Negro in the Arts
Committee for the Protection of the Bill of Rights
Committee for World Youth Friendship and Cultural Exchange
Committee to Abolish Discrimination in Maryland
  (Geo Congress Against Discrimination; Maryland Congress
Against Discrimination; Provisional Committee to Abolish
    Discrimination in the State of Maryland)
Committee to Aid the Fighting South
Committee to Defend Marie Richardson
Committee to Defend the Rights and Freedom of Pittsburgh's
 Political Prisoners
Committee to Uphold the Bill of Rights
```

Black Dragon Society

Commonwealth College, Mena, Arkansas

Communist Party, U. S. A., its subdivisions, subsidiaries, and

CERTIFICATION

I certify that I have read the names of the above listed organizations.

To the best of my knowledge and belief, I am not, nor have I been a member of, contributed to, received literature from, signed petitions of or in behalf of, or attended meetings of any organization listed above, or any organization outside the United States espousing Communist, Fascist, Totalitarian or Nazi causes, except as noted below.

To the best of my knowledge and bellef, none of my close relatives are, nor have ever been members of, contributed to, received literature from, signed petitions of or in behalf of, or attended meetings of any such organizations, except as noted below.

INSTRUCTIONS

For the purpose of this certification, if an applicant or employee is completing this form, the term "close relative" will include spouse, children, parents, brothers, sisters, uncles, and aunts. "Close relatives" of the spouse, for this purpose, will include children, parents, brothers, sisters, uncles, and aunts.

If there are exceptions to this certification, set forth below under Remarks all pertinent information concerning the nature and extent of your activities or those of your close relatives in such organizations, including the names of the organizations, dates of membership, meetings attended, titles of positions held, amounts and dates of contributions, nature of petitions signed falling within the meaning of the above certification and circumstances thereof, titles and authors of literature received, and dates on which received.

In exceptions concerning relatives, include only such information presently known to you or available from your own records.

If necessary, use additional sheets and sign each sheet. Write none if there are no exceptions.

REMARKS: To be completed by Spouse	REMARKS: To be completed by Applicant or Employee
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Date	Date Tearch 12, 1969
Signature of Spouse	Signature of Applicant or Employee Wingeries S. ahern
Address — City and State	Address - City and State Actornacy & Manufanel
Witness	Witness
Address - City and State	Address — City and State

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PHILLIPS DAVID A

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SUBJECT: NOTIFICATION OF GRANTING OR OF REVOCATION OF CRYPTOGRAPHIC CLEARANCE 8 8

THE ABOVE NAMES INDIVIDUAL (ITM 1) HAS BEEN GRANTED A CRYPTOGRAPHIC CLEARANCE (OR THE CRYPTOGRAPHIC CLEARANCE LOR THE CRYPTOGRAPHIC CLEARANCE HELD BY T IS INDIVIDUAL HAS BEEN REVOKED UNDER THE PROVISIONS OF HR 90-4. THE CLEARANCE (ITEM 2) OR REVOCATION LITEM 4). IS EFFECTIVE AS OF THE MONTH AND YEAR SHOWN ABOVE. SUBJECT HAS BEEN BRIEFED CR DEBRIEFE AS APPROPRIATE, CONCERNING CRYPTOGRAPHIC AND RELATED COMMUNICATIONS SECURITY MATTERS AND HAS SIGNED A BRIEFING FOREFING STATEMENT. AS APPROPRIATE; ACMOSTICEDING CRYPTOGRAPHIC INFORMATION. UPON REVOCATION OF CRYPTOGRAPHIC CLEARANCE SUBJECT IS NOT AUTHORIZED TO HAVE CONTINUED CUSTODY OF, ACCESS TO, OR OTHERWISE GAIN FURTHER BNOWLEDGE OF STAFF CRYPTOGRAPHIC MATERIAL OR INFORMATION. FORMATION.

WHEN EMPLOYEE NO LONGER REQUINES THE CLEARANCE IN ORDER TO PERFORM HIS/HER ASSIGNED DUTIES. IT IS REQUESTED THAT THE COMMUNICATIONS SECURITY STAFF, OC. BE NOTIFIED THAT THE CLEARANCE MAY BE REVOKED.

DISTRIBITION:
1 - EMPLOYEE'S COMPONENT (LITEM 3)
1 - OFFICE OF PERSONNEL

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FOR DE BETTER OF CONNUNSATIONS.

CHIEF . MICONSTREES BRANCH. GC-S

CONFIDENTIAL

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SECTION A.		Renting	(40)				•
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4. I CAN READ SIMPLE TEXT	IS, SUCH AS STRE	ET SIGNS, NEWSPAPE	R HEADLI	MFS, ETC.	USING THE DICTION	ALY FREQ	WENTEY.
5. I HAVE NO RESDING ABIL	. ITY IN THE LANG	WAGE.					/
ECTION B.		Writing	(41)				
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5) I CANNOT WRITE IN THE I	LANGUAGE.						
ECTION C.		Pronunciatio	n (42)				
1. MY PRONUNCIATION IS NA	TIVE.					-	•
2. WHILE NATIVES CAN DETECT	T AN ACCENT IN	MY PRONUNCIATION	THEY HAVE	NO DIFFICU	LTY UNDERSTANGING	. ME.	
3. MY PRONUNCIATION IS OB	FIOUSLY FOREIGN.	BUT ONLY RARELY (AUSES DI	FFICULTY FO	R NATIVES TO UNDE	RSTAND.	
MY PROMUNCIATION IS DEC	ASIONALLY DIFFI	CULT FOR MATINES T	0 040885	TANO.			
5. I HAVE NO SHIEL IN PROM	UNCIATION						
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٠.	TINUATION OF PART II-LANGUAGE ELEMENTS	
SECTION D.	Speaking (43)	
I. I SPE In AL	AR PLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS. I CONVERSE PREELY AND IDIOMATICAL PIELOS BITH MITCH I AN FAMILIAR.	n'e v
, 2. # SPC	AN FLUENTLY AND ACCUPATELY IN YEARLY ALL PRACTICAL AND SOCIAL SITUATIONS: I CAN CONVERSE IN MOST PERMITTED IN ACCUPATIONS, AND COMMON PROVERSE.	ELDS
3. 1 GET	ALONG QUITE WELL IN STRUKTIONS OF DAILY LIFE AND THAVEL AND CAN CONCOCT ROUTINE BUSINESS IN PARTICULAR.	FIELDS
① I WAN	AGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.	
5. I HAVE	E NO ABILITY TO USE THE LAND AGE IN ANY OF THE ABOVE RESPECTS.	
SECTION E.	tinderstanding (14)	
	ERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS. BOTH FACE-TO-FACE AND ON THE TELEPHONE: I UNDER Y EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.	STAND
	ERSTAND NON-TECHNICAL CONSERSATION ON HEARLY ALL SUBJECTS. BOTH FACE-TO-FACE AND ON THE TILEPHONE. STAND MOST OF BHAT I HEAR IN THE RADIO AND AT THE MOVIES, PLANS, AND LECTURES, INCLUDING MOST JORES	
	FRSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND WAYEL, BOTH FACE-TO-FACE AND ON THE TELL UNDERSTAND MUCH OF MAY I NEAR ON THE RADIO, AND AT THE MOVIES, PLANS, AND LECTURES.	
4 UNDE	RSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE. I UNDERSTAND SOME OF WHAT R ON THE RADIO AND AT THE WISSES, PLAYS, AND LECTURES.	r
5. 1 AM N	IOT ABLE TO UNDERSTAND THE SPONEN LANGUAGE	
	BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.	
• • •	PART 111-EXPERIENCE AS TRANSLATOR OR INTERPRETER [85]	
f. I HAVE	HAD EXPERIENCE AS A TRANSLATON.	
2. I HAVE	HAD EXPERIENCE AS AN INTERPRETER.	
3 BOTH Q	F THE ABOUL STATEMENTS APPLY.	
3) NONE OF	THE ABOVE STATEMENTS APPLY.	
	PART IV-CERTIFICATION	
REGULATION BECOME ELI	ITIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY INDREDGE AND BELIEF. FICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE ARARD PROVIDED. I MEDITIBLE UNDER THE TRMS NO. 25-1175. PAR. ICLES. 1. INDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROVIDED BY TEST BEFO GIBLE FOR AN ARARD, AND THAT I RRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE ARARDS WILL BE AS OF THE ANNIVERSAMY DATE OF COMPLETING THIS FORM.	1
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	PHILLIPS, DAVID ATLEE	·		DITORER	3;	422
2. 1	ANSUAGE (31-33)	4 TODAY'S DATE	(34·39)	5.		
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		PART II-LANGUAGE EI	EMENTS.	<u> </u>		
SEC	TICE A.	Pending (40)				
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ë.	I CANNOT WAITE IN THE LANGUAGE.					
ECTI	ON C.	Pronunciation (4	2)			
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ŠECTION A.	Rending	(40)			
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FREQUENTLY.	OIFFICULTY (newspapers, er	ference materials, o	efc.). USING THE D	ICTIONAR	Y
4- I CAN READ SIMPLE TEXTS, SU	CH AS STREET SIGNS, NEWSPAP	ER HEADLINES, ETC.,	USING THE DICTION	ARY FREQU	JEN FLY .
5- 1 HAVE NO READING ABILITY II	N THE LANGUAGE,				
SECTION B.	Writing	(41)			
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SECTION C.	Promuciatio	n (42)			
1. WY PRONUNCIATION IS NATIVE.					
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E B HAVE NO SHILL IN PRONUNCEA	T10%.			1	3
	CONTINUE ON REVI	ERSE SIDE			

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SECRET LANGUAGE DATA RECORD 94366**3** PART I-GENERAL HAME (Last-First-Widdle) 17-241 2. DATE OF BIRTH 129-301 # C = T = A Phillips DAVID DCTOBER 3(1922 I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE SPAHISH OCTOREL M57 22 PART 11-LANGUAGE ELEMENTS SECTION A. Reading (40) I CAR READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY, I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OF IN FIELDS I AM FAMILIAR BITH. USING THE DICTIGNARY OCCASIONALLY. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.). Using the Dictionaly FREQUENTLY. 4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY PREQUENTLY. 5. I HAVE NO READING ABILITY IN THE LANGUAGE. SECTION B. Writing (41) I CAN WRITE PERSONAL LETTERS AND ISIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL EXPORT. IN NATIVE STYLE, USING THE DICTIONARY ONLY BARELY. I CAN BRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL BITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY Parely. I can write factual marrative and expository material with reasonable clarity, with few grammatical Errors, but in a style which may not be mative, using the dictionary occasionally. I CAN URITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL. WITH REASONABLE SUCCESS IN CONVEYING MY MEANING. BUT WITH OCCATIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AMERIAND STYLE, USING THE DICTIONARY

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3. BUT BITH SCCALIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, ARREADS STYLE, USING THE DICTIONARY OCCASIONALLY.

4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, BITH REASONARIE SUCCESS IN CONVEYING MY MEANING. BUT BITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, ARREAD STYLE, USING THE DICTIONARY PRODUCTIONARY PROGUESTIC.

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5. I CANNOT BRITE IN THE LANGUAGE.

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3. I MAY PROMUNCIATION IS DECISIONALLY DIFFICULT FOR NATIVES TO UNCERSTAND.

5. I HAVE NO SAILL IN PROMUNCIATION.

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CONFIDENTIAL WHEN FILLED IND

SECURITY APPROVAL

03112.00 : 1 831

DATE 19 February 1960

YOUR

REFERENCE: E-8573 CS/CS Pav. Comp.

CASE NO. 1 40696

TO : Director of Personnel

FROM Director of Security

SUBJECT : PHILLIPS, David Atlee

1.	This	is	to	inform	you	of	security	approval	of	tho	subject	person
	as fo	110	ws:	:								

- Subject has been approved for the appointment specified-in your request under the provisions of Regulations 10-210 and 20-730 including access to classified information through Top Secret as required in the performance of his duties.
- Subject has been approved for appointment under the authority of Paragraph 4(d) of Regulation 10-210, and under Regulation 20-730 including access to classified information through Top Secret as required in the performance of his duties.
- Unless arrangements are made within 60 days for entrance on duty within 120 days, this approval becomes invalid.
- 3. As part of the entrance on duty processing:

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

A personal interview is not necessary.

FOR THE DIRECTOR OF SECURITY:

Chief. Personnel Security Division

. 2-24-60 CONFIDENTIAL

CONFIDENTIAL SECURITY INFORMATION SECURITY APPROVAL

Date: 26 April 1955

TO: Chief, Processing & Records Division

Your Reference:

SR-6038-PP

Personnel Office FROM: Chief, Security Division Personnel

Case Number:

10696

SUBJECT: PHILLIPS, David Atlee

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.

5. Subject is to be polygraphed as part of ECD procedures.

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Secret Confirm

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FORM NO. 38-101 FEB 1958 ONAL BACKGROUND

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PATERIAL REVIEWED AT CIA HEADQUARTERS BY

HOUSE SELECT (HITTEE ON ASSASSIMATIONS STAFF

SECRET

FILE TITLE/NUMBER/VOLUME:	Phillips, DAVIDA.	
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NO DOCUMENTS MAY BE COPIED OR REMOVED FROM THIS FILE

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the rate of GS-14/3 (\$11,835).

Michael M. CHONDEN 1 Feb 51 28 Feb 51 \$600 per mo 600 " " Independent contractor &600pendesk contract terminated \$6,000 p.a. 25 Jan 52 Independent contractor 31 Aug 53 Contract terminated-6,000 4 Mar 54 \$7,200 Contract Employee 7,200 8,360 8,360 31 Jul 54 Contract terminated 1 Aug 54 31 Mar-55, Contract, Employee Contract terminated 1 Apr 55\
13 Aug 58/ Agency Staff Agent service 19 Aug 58 Independent contractor (Note: the base rate of pay of **84,200** \$7,200 is subject to increase on occasions wherein €7,200 subject performs specialized assignments) 7,200 13 Mar 60 Sea Contract terminated 14 Mar 60 Entered on duty as an Agency Staff Employee at

ADMINISTRATIVE FITTERNAL USE CHLY

13 May 1975

MEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT: Earnings of David A. Phillips

In accordance with your telephone request, the following is a record of income earned by Mr. Phillips during the period 19 August 1958 through 13 March 1960. Mr. Phillips was paid at \$7,200 P/A, with the exception of those periods of service performed outside of his country of permanent assignment and then he was paid at \$13,000 P/A.

DATES	PAID AT \$7200 P/A	DUE DIFFERENCE BETWEEN \$7200 P/A & \$13000 P/A	TOTAL
19-31 Aug 58	\$ 240.00	- 0 -	\$ 240.00
Sept 58	600.00	\$ 32.22	632.22
Oct 58	600.00	434.97	1034.97
Nov 58-Jan 59	1800.00	-0-	1800.00
Feb 59	600.00	. 88.60	688.60
March 59	600.00	- O <i>-</i>	600.00
April 59	600.00	157.07	757.07
May 59	600.00	128.88	728.88
June-July 59	1200.00	- O -	1200.00
Aug 59	600.00	80.55	680.55
Sept 59-Feb 60	3600.00	-0-	3600.00
1-13 March 60	260.00	-0-	260.00
Totals	\$11,300.00	\$922.29	\$12,222.29

Deputy Chief Compensation and Tax Division Cat of Country 6 times

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Daniel Phillips 19 Aug 58 - 47200

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19-31 aug 58 -	260	
Sep 58 -		22 632.22
OST 58 -		887.98
Nov 58 -Th		\$1800.00
Feb 59 -		688.60
Mc 59 -	· · · · · · · · · · · · · · · · · · ·	600.00
Cept 59 -	600+157.07	757.07
May 59 -	600+128.88	728.88
Jun . 59	600.	600.00
Jul 59	600	600.00
Cerry 59	600 x 80.55	680.55
Sept 59	600	600.00
Oct 59	600	600.00
Nov 59	600	60.00
Dec. 59	600	600.00
Jew 60	600	600.00
Fil 60	600	600.00
1.13 Ner 60	260	260.00

pail of \$7,200 11,320 estro jean

Total Pail 12,097.30

BACKGROUND ON REQUEST FOR CREDITABLE SERVICE: August 1950 Until 3 March 1954

 A basic document in consideration of this request is HCSA-825, dated 4 February 1954.

2. I was running an English-language newspaper when asked to work with our Station there. My first pay was \$50.00 per month. The file contains a project approval dated 31 May 1950; TCS-A-1064 asks that the first payment be made to the U.S. bank on 1 August 1950.

todus's

- 3. During this period I recall a number of activities undertaken for the Station, and I travelled to New York for clandestine training. The file indicates "He was originally approved operationally to handle the complex Soviet espionage case of FULMINATER-2. His conduct of this case was considered excellent..." Also, "It will be recalled that Headquarters was very pleased with the printing job...which he had done." The latter was indicative of a number of such chores, when I stayed behind in my plant after the employees had left for the night, printing leaflets, booklets, etc. I also handled agents and did a number of spotting and assessing jobs for the Station.
- 4. I signed a new contract on 25 January 1952 for \$500.00 per month which ran until the termination date of 31 August 1953. (Actually this was in the form of a loan which was paid off at the rate of \$500.00. The advance was used to purchase printing equipment which allowed me to do certain work for the Station, but which I retained.)"
- 5. After termination of the contract on 31 August I remained in until 4 March 1954. During this period I recruited a CP agent who still works for the Station—and was a cabinet member under Allende. On 3 February 1954 Headquarters asked that I be made available for another assignment. The Station pointed out that I was working on the recruitment, and that I and my family were planning on a European vacation. Headquarters again requested my assignment. Thus I departed for the project in early March, abandoning my free family trip to Europe (tickets paid for by advertising in my paper) and leaving my family behind to pack up. I accepted this assignment without knowing where it was, or for how long it would last. Indeed I did not even have a contract.

E2 IMPDET CL BY 024345 14-00000

6. I worked for the Agency in then, between 1 August 1950 until departure for PBSUCCESS on 4 March 1954. I was always available and when I finally did leave it was for Agency business rather than my own. Thus I request that all or part of this time be approved as creditable toward retirement."

David A. Phillips

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Mr. DeFelice:

Information from Adele regarding Dave Phillips creditable service:

As of 31 December 1974:

18 years, 11 months, 27 days
(Agency civilian service)

2 years, 8 months, 11 days (military service)

Total creditable service:

21 years, 8 months, 8 days.

Sick leave will be added to that.

For your information, has an appointment with Mr. Phillips on Wednesday afternoon. He is in the CIARDS system and with his birth date in 1922, he is eligible for voluntary retirement.

Bonnie

Man 54 - (211 -1. Dy SY - 31Waisz 29/ Las - 7-4-56-12/958 Rayney Clocker - Elen Contrav jut-Contrar 25 am 52-31 Ly 53 (atril Super 4 Nach 50 - 31 War :55 Unual SS- 6 Feb 176 2天6-6-1342 15 L 52 - 13 War 60 - 6 Sat

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Describ A Phillips

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Les equations Stiff Employee 6 Feb 56

Experted Experiment Stiff april 7 Feb 56

Les ignation Stiff agent 13 aug 58

Lorumater 13 May 58

Lorumater 13 May 58

Expery led Copyel Stiff Employee 14 Nor 60 Stoff Employee sievee 14 Novel 1960 MEMORANDUM FOR: Office of Finance/C&TD

SUBJECT

Verification of Contract Employee Service of David A. Phillips, current staff employee for period 19 August 1958 through 13 March 1960.

REFERENCE

- : Memorandum from Deputy Chief Comp & Tax Division subject earnings of David A. Phillips dated 13 May 1975
- 1. Based upon new information it has now been determined that subject served as an Agency contract employee during period 19 August 1958 through 13 March 1960, and that this period is creditable for both retirement and leave account category purposes. Civil Service Retirement deductions were not withheld during the period. Records of this office reflect subject was authorized compensation during referenced period at the rate of \$7,200 per annum, except that when he was outside of the United States he was paid at the rate of \$13,000 per annum. For times and amounts involved in change of rate see reference.

2. Action required:

- (a) Office of Finance: Please post the above information to subjects retirement records.
- (b) DDO/LA/Pers: Please advise subject of the contents of this memorandum.

(c) RAD/ROB: For your information and assistance in retirement processing.

Rogers C. Brooks Deputy Chief

Contract Personnel Division

Distribution:

Orig - Addressee

1 - DDO/LA/Pers

1 - RAD/ROB

OGC Concurrence:

E2IMPDET CL by: 063837

PRETERMINE-INTERENT-USE-ONLY

13 May 1975

NEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT : Earnings of David A. Phillips

In accordance with your telephone request, the following is a record of income earned by Mr. Phillips during the period 19 August 1958 through 13 March 1960. Mr. Phillips was paid at \$7,200 P/A, with the exception of those periods of service performed outside of his country of permanent assignment and then he was paid at \$13,000 P/A.

DATES_	PAID AT \$7200 P/A	DUE DIFFERENCE BETWEEN \$7200 P/A & \$13000 P/A	TOTAL
19-31 Aug 58 Sept 58 Oct 58 Nov 58-Jan 59 Feb 59 March 59 April 59 May 59 June-July 59 Aug 59 Sept 59-Feb 60 1-13 March 60	\$ 240.00 600.00 600.00 1800.00 600.00 600.00 1200.00 600.00 3600.00 260.00	-0- \$ 32.22 434.97 -0- 88.60 -0- 157.07 128.88 -0- 80.55 -0- -0-	\$ 240.00 632.22 1034.97 1800.00 688.60 600.00 757.07 728.88 1200.00 630.55 3600.00 260.00
Totals	\$11,300.00	\$922.29	917,224,29

Depúty Chief Compensation and Tax Division

MEMORANDUM FOR: Office of Finance/C&TD

SUBJECT

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REFERENCE

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- (c) RAD/ROB: For your information and assistance in retirement processing.

7s/ Regers C. Brooks

Rogers C. Brooks
Deputy Chief
Contract Personnel Division

Distributions

Orig - Addressee

1 - DDO/LA/Pers

1 - RAD/ROB

1 - Subjects CPD file

1 - CPD Chrom file

DDA/OP/CPD: RCB; sp (21 May 1975)

EZIMPDET CL by: 063837

SEVIET

MEMORANDUN FOR: Chief, TRB

SUBJECT

Verification of Contract Employee Service for Michael H. CHOADEN (P) Current Staff Employee

REFERENCE

: CPD Memorandum of 30 June 1966 to Chief, TRB, Subject "Record of Contract Service for CHOADEN,

Michael M.

1. Referent memorandum is revised in its entirety to reflect the following periods of full time contract employee service as being creditable service for both leave and Civil Service Retirement purposes.

DATE	ACTION	PER ANNUM COMPENSATION
4 March 1954	Contract employee	\$7,200
31 July 1954	Contract terminated	7,200
1 August 1954	Contract employee	8,360
31 March 1955	Contract terminated	8,360

2. Period of service 4 March 1954 through 31 December 1954 had in previous memorandum been declared creditable service for both leave and retirement purposes. It denied creditable retirement service for the period 1 January 1955 through 31 March 1955 because of a Federal statutory provision relating to periods covered by Social Security. The foregoing position was removed by P. L. 91-630 of 31 December 1970, thereby having the effect of rendering said service as creditable.

3. Action required:

- a. Office of Personnel/TRB: Please file this memorandum in subject's official personnel file folder.
- b. Office of Personnel/ROB: For your information.

- Office of Finance/CNTD: Please post the above information to subject's retirement records.
- DDO/LA/Personnel: Please advise subject of the contents of this memorandum.

Rogers C. Brooks Deputy Chief Contract Personnel Division

- Ge .

Distribution:
Orig - Addressee
1 - CP/ROB
1 - OF/CATD
1 - DDO/LA/Personnel
1 - CPD Subject file
1 - CPD Chrono
ON/CRD/R C Brooks is (10 h OP/CPD/R.C.Brooks:jc (10 March 1975)

SECRET

MIN POR: The Pile

SUNJUST: Michael M. CHOADEM (P), Verification of Contract Service

1. 1. 1. 1.

19 Cat 70
Subject, now a Staff Dicloved, asked Don Develice to see if any of his old contract
Table of the medianomia. Correctly, subject is assigned PCS in VH field, but is currently in Hoters on TMY.

21 Cat 70:

Let with subject and discussed all aspects of his guestions and his prior contractual service. Provided his with access information concerning his service cancer that critoria CPD used in determinin; independent contractor service vs contract employee service, applicability of the "social Security rule" precluding the use of Airis contract on logue time under social security being creditable retirement time, etc. Also, provided subject with a sample of a memo which could be written to OFD requesting old independent contractor than be recotorised as contract employee time. Also indicated to subject we would help him draft on appropriate cone if he (subject) folt be had a good case. In general, from information provided by subject, it secred that subject's old independent contrictor time was not of a type that might lend itself to conversion to contract diffe employee time.

3 Dec 70: As of this date, UPS had beard nothing more from subject and it was therefore assumed that down subject had, down at least for the immediate moment, decided not to pursue the matter further.

> Paul Hilson 3 Dec 1970

Michael M. CHOADEN

O/Personnel/Contract Personnel Div 97-69 Hqtrs. (Paul R. Wilson)

OP/RAD = 205 Ragazine Bldg. Attn: Adelo J.Sukowicz 23 April 1970

1. Adole: Hope the following with help your

(a) Attached is our CPD file on loan. In it find a chrone of all of subject's contract parvice.

(b) Information in our CPD memo of 30 June 66 is reaffirmed. However, note it did not cite subject's 1951/52/53 service, which service is cited in the O/Finance memo of 16 June 1966. This 1951/52/53 service is independent contractor service and not creditable for purposes of Civil Service Rotirement.

(c) Our CPD memo of 30 Jun 66 indicates subject was had a social
security obligation for period
1 Jan 55 thru 31 Mar 55. Since
this obligation came about
retreactively in Mid 1955, possibility exists that neither subject or the Agency made contributions to the Social Security
System. If they were not made,
it is possible for such to be
under at this late date and if
subject or WM Division is interested in looking into this,
they should contact Red Brooks
of CPD.

Paul R. Wilson

UNCLASS!	us Us	E ONLY	· · · · · ·		CONFIDENTIAL SEC
SUBJECT: (Ophono		KOUTIN	G AND	RECOS	D SHEET
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	205 Magazine Acele J. Sukovi	cz	13	, i.	CHOY'N; Attached is Mr. Sofficia
2.					file and a dispatch from him in which he requests a computation of his time with the Agency
3.					for retirement purposes. It is a very complicated case. Good
4.					iluck! .
5.					Wii Personnel
6. Chief, C. 5 E 69 1	ontract Personne	1 Div		-	1 to 6: On the basis of IFL's memo
7.					dated 30 June 1966 (copy attache ruling on the creditchilary of Subject's contract service, ECB
8.					con reply to the attorned dispat however, it is requested that CP review RERT for its factual cont
9.					and advise ROB if the memo of 30 Jun 66 is reaffirmed.
10.		-			Your attention is invited to a discrepancy in identifying 1981
11,		,			contract service. In the dispeto (para 5) Subject refers to himsel as a "covert associate"; the Offi
12.			: :	-	of Finance (see memo did lô dun ô copy auteoned) lists the time as "contract agent" service; and you
13.	:	; 		 ;	memo of 30 Jun 66 lists the time as "contract employee" service.
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Chief, Western Hemisphere Division

Chief, Operational Services

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Request for Review of Retirement Status --- Michael C. CHOADEN

Action Required: See Paragraph 9 et all

- 1. During his RVROCK career Michael C. CHOADEN has served as Contract Agent, Covert Associate, Staff Agent and Contract Employee. On one occasion CHOADEN resigned from RVROCK, became a Contract Agent, then returned as a Staff Employee. The purpose of this dispatch is to request a review of exactly what CHOADEN's status has been over the years, what must be done to repay retirement funds for any periods of creditable service not now covered, and to study the possibility that some periods of tenure might be converted from uncreditable to creditable status.
- 2. CHOADEN served in the Air Force from February 1943 through October 1945, with total service of two years, eight months and 19 days.
- are very hazy to CHOADEN. He does recall that he was first recruited by the COS, but cannot recall if this was on a formal, salaried basis. At some time during 1950 or 1951, probably the latter, CHOADEN signed an RVROCK contract, for at least two years, possibly longer. The salary is remembered as US\$500 per month, and on one occasion this salary was paid in advance to allow CHOADEN to purchase printing equipment. Please check the contract covering this period and advise (a) the duration of the contract and (b) if any provision for deductions (or future payment of) was made. If, as CHOADEN suspects, there were no deductions, even for Social Security, CHOADEN would appreciate Headquarters comment on the possibility that this period might be retroactively converted to creditable service status (after payments into retirement system, of course). In this connection it is suggested

Distribution:
3 - Chief, WHD
2 - Chief, OPSER

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HBRT-7797	25 March 1970	
CLASSIFICATION	NGS FILE NUMBER	
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	HBRT-7797	HBRT-7797 25 March 1970 CLASSFICATION MCS FILE NUMBER

HBRT-7797

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that a discussion might be held with James G. COLLETT, who was COS in during most of that time. CHOADEN believes that COLLETT will confirm that CHOADEN demonstrated his intense interest in his RVROCK work by performing not only the work called for in his contract (mostly clandestin printing) but other chores as well. Example: during this period, or perhaps just after the expiration of CHOADEN's contract, CHOADEN, under Station guidance and instruction, approached and recruited a Communist Party agent. (It is understood that the agent is still reporting.) Another example: in March 1954, COS COLLETT approached CHOADEN and asked him if he would accept the Headquarters! request that he leave board an airplane for the U.S. and assist in an unidentified operation which would last "some months." That was the extent of the offer. CHOADEN accepted. This was despite the fact that he had no contract, and that he had to leave his family behind and to abandon a trip which had been planned through Europe. It is believed that this indicates that CHOADEN was pretty much "under RVROCK control" during this period. (Perhaps training records can assist in finding information on this period, as CHOADEN went to New York on one occasion for a six-week training course).

- The next period of contract employment is also hazy. The operation in which CHOADEN was asked to participate turned out to be PBSUCCESS. Some sort of contract was drawn up, but CHOADEN does not recall if any deduction for retirement was made, nor of the terms of the contract. It is requested that this contract be reviewed and, should there have been no retirement credit, that it too be reviewed for possible conversion to creditable service. There is no question of CHOADEN "responding to RVROCK control" during this period. It was full time work, and most of it performed away from family--some of it in the jungle. About sixty days. CHOADEN recalls, was spent days, CHOADEN recalls, was spent PEHISTORY. CHOADEN was awarded an RVROCK Vecoration for his work -during this period. ABROAD.
- 5. As the result of his participation in PRSUCCESS, CHOADEN was contracted as a Covert Associate from (about; this is a guess) October, 1954 until April of 1955. CHOADEN distinctly recalls that this contract called for retirement credit if chosen as a future option. (It is not impossible that this contract was made in March, 1954.) retroactive to cover CHOADEN'S departure from would be advised of the exact dura-It would be appreciated if tion and terms of this contract.
- 6. CHOADEN was a Staff Employee from 1 April 1955 until 13 July of 1958, when he resigned. Retirement payments for this period were returned to CHOADEN, and he understands that they must be repaid sometime before retirement to make the period creditable.
- 7. After resigning in 1953 CHOADEN went to Cuba and within a week signed a contract --- as an independent operator and, to the best of CHOADEN's recollection, without any retirement benefits. Again, it is requested that this contract be reviewed with the view of possible conversion to creditable status.
- On March 14, 1960 CHOADEN again became a Staff Employee, and has remained in that status.
- 9. Despite a rather long tenure with RVROCK CHOADEN now finds that mich of his service is either not creditable, or is creditable and not paid. CHOADEN would like to set this house in order, and to begin having regular deductions from his salary begin building up his paid-up creditable retirement equities. Headquarters' assistance in arriving at this happy state would be appreciated. CHOADEN is especially interested in obtaining approval for conversion of the early contract days in
 It seems apparent version of the early contract days in that if repayment into the retirement system is to be initiated,

PAGE NO 2 X

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CONTINUATION OF DISPATCH

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it would be wiser to repay the early years first (so as to add more time more quickly with less payment). In any event, a Headquarters review of the case would be appreciated.

Michael C. CHOADEN

CLASSIFICATION

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CONTINUES

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64 5

USE PREVIOUS EDITIO

30 June 1966

MEMORANDUM FOR: Chief, TRB

SUBJECT

: Record of Contract Service for

CHOADEN, MICHAEL

1. Per your request we are forwarding record of Subject's contract service:

Date
Action

4 March 1954
Hired as Contract Employee
31 July 1954
Hired as Contract Employee
31 March 1955
Terminated

19 August 1958
Hired as Contract Agent
13 March 1960
Ferminated

- 2. Subject was employed on a full time basis with leave benefits from 4 March 1954 through 31 March 1955. Accordingly, this entire period is treditable" for establishing his annual leave category. However, the period from 19 August 1958 through 13 March 1960, as an independent contractor, is not creditable for this purpose. Only the period from 4 March 1954 through 31 December 1954 is "creditable for Civil Service Fetirement, since Contract Employee's were mandatorily covered by Social Security as of I January 1955.
 - 3. Attached is Or record of Agency service with salary breakdown.

Rogers C. Brooks
Acting Chief, Contract Personnel Division

Distribution:

Crig - Addressee

Z' - CFD

14 June 196

Chief, Contract Personnel Division

ATTW

Compensation and Tex Division Office of Figures

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14 March 1960

MEMPRANDUM FOR: Chief, Contract Personnel Division

SUBJECT: Termination of Michael CHOADEN Contract

It is requested that the contract of Michael M. Choaden be terminated as of close of business 13 March 1960 in view of his appointment to staff employee status offective 11, March 1960

> J. C. King Chief, Western Hemisphere Division

Silve !

Mr. Michael M. Choaden

Dear Mr. Choaden:

Reference is made to your contract with the United States Government, as represented by the Contracting Officer, effective 19 August 1958, as amended.

Effective 16 February 1960, said contract, as amended, is further amended by adding after paragraph seven (7), entitled "Travel and Operational Expenses," the following paragraph:

"8. Peturn Travel. Upon the successful completion of your services under this agreement you will be advanced or reimbursed funds for authorised travel and transportation expenses for you, your dependents and your household effects from Havana, Cuba to the Washington, D.C. area, including per diem in lieu of subsistence in the course of such travel. Such funds will be subject to payment and accounting in conformance with applicable Government regulations."

All other terms and conditions of the contract, as amended, remain in full force and effect.

. UNITED STATES GOVERNMENT

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Collais 11 Seb 60 WHIPP amendite x eo Robert Raynock.

10 February 1960

MEMORANDUM FOR: Chief; Contract Personnel Division

SUBJECT:

Amendment to Contract - Michael M. CHOADEN

It is requested that Subject's contract dated 19 August 1958, as amended, be further amended to authorize return travel from Havana, Cuba, to Washington, D. C., for Subject and his dependents at Government expense. It is also requested that the amendment authorize shipment of Mr. CHOADEN's household effects from Havana, Cuba, to Washington, D. C., at Government expense.

Chief, and

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S-B-C-R-F-T (when Filled In)

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FROM	Contract Personnel Division				
Subject:	Contract Extension for				
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S-B-C-R-7-T

18 August 1959

Chief, Contract Personnel Division Attention: MEMORANDUM FOR:

FROM

Acting Chief, WHD

SUBJECT

: Renewal of Contract of Michael M. CHOADEN

It is hereby requested that the contract of Michael M. CHCADEN, effective 19 August 1958 and amended, be renewed for one (1) year effective 19 August 1959.

Acting Chief, Western Hemisphere Division

Mr. Michael M. Choaden

Dear Mr. Choaden:

Reference is made to your contract with the United States Government, as represented by the Contracting Officer, effective 19 August 1958.

Effective 19 August 1958, said contract is amended in the following manner:

(a) The first sentence of paragraph one (1), entitled "Compensation," is deleted and in lieu thereof the following sentence is substituted:

"In full consideration for the purchase of such information and services you will be compensated in an amount calculated at the rate of \$7200 per annum except that for those periods of time during which you are performing services necessitating certain specialized professional skills on a full time basis outside of the country of your present permanent assignment, you will be compensated at the rate of \$13,000 per annum."

- (b) The following paragraph is added after paragraph six (6), entitled "Term":
 - "7. Travel and Operational Expenses. While performing those tasks for which you will be compensated at the rate of \$13,000 per annum, as set forth in paragraph one (1) above, you will be advanced or reimbursed funds for necessary expenses incurred in connection with such operational travel as may be directed or authorized by the Government. This may include per diem in lieu of subsistence in the course of such travel and while on temporary duty away from your permanent post of assignment overseas. In addition, you will be advanced or reimbursed funds for necessary operational expenses as specifically approved by the Government. Payment and accounting for the items set forth horein will be in conformance with applicable Government regulations."

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

You will please indicate your approval by signing in the space provided below.

ACCEPTED:

Wichael M. Choaden

ONLY STATES GOVERNMENT

Contracting Officer

ACCEPTED:

Michael M. Choaden SAP/SC 59-Lip/ST
WITNESS: 21-1/11/(Chans. 57-18+11)

APPROVED:

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SECRET

17 September 1958

MENORANDUM FOR

Chief, Contract Personnel Division
Attention:

FROM

: Chief, Western Hemisphere Division

SUBJECT

a Amendment To Contract of Michael M. CHOADEN

1. It is hereby requested that the contract of Michael M. CHOADEN be amended to provide that he be compensated in an amount calculated at the rate of \$13,000. per annum while travelling outside Cuba at the request of the United States Government and engaged full time in the work of the United States Government. It is further requested that while so travelling outside Cuba, CHOADEN be paid per diem at the standard United States Government rate for the area of travel or temporary residence.

2. CHOADEN possesses certain specialized professional skills which are in temporary, but urgint demand in a country (other than Cuba) within the jurisdiction of the Western Hemisphere Division. The contract amendment outlined in paragraph 1. (above) is being requested so as to provide a means by which CHOADEN's skills might be made available to meet this current need for them.

J. C. KING

Chief, Western Hemisphere Division

Mr. Michael M. Choaden

Dear Mr. Choaden:

The United States Government, as represented by the Contracting Officer, hereby contracts with you as an independent contractor for the purchase of certain information and related services of a confidential nature under the following terms and conditions:

- 1. Compensation. In full consideration for the purchase of such information and services, you will be compensated in an a nount calculated at the rate of \$7200 per annum. Fayments will be made as directed by you in writing in a manner acceptable to the Government. No taxes will be withheld therefrom but it will be your responsibility to report such income under existing Federal income tax laws and regulations. A Form No. 1099 prepared in a manner to conceal the true source of such income will be furnished you by the Government in order that said responsibility may be properly fulfilled. Income received pursuant to this contract is not subject to relief from Federal income taxes on the basis of foreign residence.
- 2. Status. You are not an employee of the United States Covernment under this agreement and are not entitled to any benefits normally incident to an employee status.
- 3. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof (unless released in writing by the Government from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations.
- 4. Instructions. Instructions received by you from the Government in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 5. Unauthorized Commitments. No premises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.
- 6. Term. This contract is effective as of 15 August 1958, and shall continue thereafter for a period of one (1) year unless sooner terminated either:
 - (a) By fiftone (15) days' actual notice by either party hereto, or

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(b) Without prior notice by the Covernment in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

Subject to the availability of appropriations, this agreement may be extended upon notice from the Covernment. Termination of this agreement will not release you from the obligations of any security eath you may be required to take

UNITED STATES GOVERNMENT

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7 February 1955

MEMORANDUM FOR: CHIEF, SCAPS

VIA

: Contract Approving Officer, PP Staff

SUBJECT

: Termination of Contract.

It is requested that the contract on Paul E. LANGEVIH be terminated effective 1 April 1955.

SIGNED

Chief of Administration Psychological and Paramilitary Operations Staff

ASTER TED

PP/CONTRACT APPLICATES GATHER

19 October 1954

MEMORANDUM FOR: Chief, Psychological and Paramilitary

Operations Staff

SUBJECT:

Paul D. Langevin (P) - Covert Associate

REFERENCE:

Memo to Special Contracting Officer, CIA,

dated 12 October 1934, Same Subject

Pending publication of a regulation on Employee Services, the Office of Personnel issued N 20-660-19, dated 29 July 1954 to be effective I August 1954. This Notice announced the availability of two life insurance and two health insurance programs sponsored by the Agency under the name of "Government Employees Health Association, Inc." Eligibility for these life and health insurance programs has been limited to those categories of personnel expressly stipulated in the Notice. Nowhere are Covert Associates listed as an eligible group, although in fact a Covert Associate may be an employee of the U.S. Government. Until the notice or the proposed regulation is changed, this Staff is precluded from inserting in contracts similar to that of subject individual's any reference to health and life insurance programs normally available to staff employees.

JOHN L. BISCHOFF Special Centracting Officer

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120d 1954

ISMORANDUM FOR: SPECIAL COMMACTING CFFICKL, CIA

SUBJECT

: Paul D. Langevin (P)-Covers Associate

It is requested that the success's reneract effective.

August 195h be emended to permit the subject to apply for Hospitalization and Live Insurance with the Agency.

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Psychological and Paremilitary Operations Stati

AFFAÜTEL STEILLUNG GERUFT

MEMORANDUM FOR: Mr. Kermit Roosevelt

ATTENTION

: Mr. John Baker

SUBJECT

: Mr. Paul D. Langevin; Employment as CIA Staff Officer

- 1. To those of us at Headquarters who have followed closely the work of Mr. Langevin in connection with PBSUCCESS, it is completely evident that he made one of the major and most outstanding contributions to this Operation and that he has demonstrated himself to be exceptionally qualified in the field of political and psychological operations (covert). I have just been informed by Messrs. Barnes and Langevin that the latter who has heretofore been employed in the capacity of a Contract Agent, desires to become more closely associated with the Agency and would like to be employed as a regular staff officer. I am very much in favor of following up on this opportunity, and I have good reason to believe that the Director likewise is specifically interested.
- 2. There are certain aspects of this case which appear to require special handling and tailoring -- none of which presents any difficulties as I see it -- but, on the contrary, would tie in very neatly with both the near term and longer range aspects of the employment of Mr. Langevin, These aspects are as follows:
 - (a) Mr. Langevin desires to begin his term of employment by the Agency with a period of service at Headquarters. (He has spent many years in Latin America, principally in where he has owned and still owns a newspaper, and, in my judgment, it would be mutually advantageous to the Agency and to Mr. Langevin for him to spend not less than a year as a member of the Headquarters organization.)
 - (b) Mr. Langevin has for some years in the past been giving an annual series of lectures in various Latin American capitals. These lectures have been arranged by an agent of his in New York and his audiences have consisted of business and professional groups and women's organizations. The general subject matter of his lectures has included talks on the threat of international Communism to Latin America. Mr. Langevin would desire, if it can be worked out, to be permitted to continue to deliver lectures of this kind in the future and is at the present time

contemplating a series of lectures on Latin America to be given in various cities within the United States.

- (c) Mr. Langevin would be ready and able to accept a field assignment in South America following the conclusion of the period of Headquarters' duty referred to.
- 3. As already indicated, it seems to me that there are no serious problems involved in any of the foregoing and that the material can be readily cut to fit the pattern. It is the recommendation of Mr. Barnes in which I concur, that Mr. Langevin be assigned to the PP Staff during his tour of duty here. He could in this capacity work very closely with WH Division, but it seems to Tracy and myself that he can contribute importantly to the work of the PP Staff and in the process broaden himself. As regards the matter of the lectures. I would recommend that arrangements be made to permit and even encourage him to continue these since it seems to me that they would fit in very well with his general PP assignment -- assuming, of course, that his Headquarters and field cover are properly designed and maintained. The Headquarters cover problem is not a substantial one and as far as the field is concerned if Mr. Langevin were to go under non-official cover of the right kind this also should present no problem. There is a readymade cover in the field and in a critically important country by virtue of his ownership -- for some six years -- of a newspaper in would not be incompatible with his resumption of his position as owner and editor of the newspapaer to work in an annual series of lectures either in Latin America or in the United States. There is only one further point involved in connection with the lectures; Because of Mr. Langevin's intimate association with many of the details of PBSUCCESS and also in light of the standing rules of the Agency, it would be desirable for him to submit at laast in general outlines, and preferably textually to the extent feasible, the substance of his proposed lectures. He is anxious to do this in connection with the forthcoming lectures -- for his own piece of mind since he would like to be double-checked on the things which he should sayand those which he should not say with respect to the Guatemalan development. He could and in the material to Mr. Holcomb or myself -- or to you -- and after it has been checked over by one of us, we could arrange to submit it to the Office of Security for such further checking as may be desirable.
- 4. Mr. Langevin proposes to take a leave of absence of a month or six weeks, starting within the next few days. I believe it would be desirable for Mr. Baker, to start the necessary personnel and other administrative actions, including any additional security clearances which may

which may be necessary, etc., looking toward having everything in line for Mr. Langevin to come aboard officially at the conclusion of this leave.

5. His home address is: 811 Hollywood Blvd.
Hollywood, Florida

FRANK G. WISNER Deputy Director (PLANS)

cc" COPS -- DD/P

Date:

Mr. Paul D. Langevin

Loar sar. Lungevin:

Reference is made to your contract effective 4 March 1954 with the United States Government, as represented by the Central Intelligence Agency, for the submission of certain information and related services of a confidential nature.

Effective 14 Seftember 1954, said contract is terminated and in lieu thereof the following contract is substituted:

The United States Government, as represented by the Central Intelligence Agency, hereby contracts with you as a <u>Covert Associate</u> for the submission of certain information and related services of a confidential nature under the following terms and conditions:

- l. Compensation. In full consideration for the submission of certain information and related services of a confidential nature, you will be compensated at the rate of \$8360 per annum. In addition, you will be entitled to authorized overtime in excess of 40 working hours per week at the rate of \$1.51 per hour. Payments will be made as directed by you in writing in a manner acceptable to CIA. No taxes will be withheld from any sums paid to you here-under directly by CIA, but it will be your responsibility to report such sums in accordance with applicable Eederal income tax laws and regulations.
- 2. Travel. You will be advanced or reimbursed funds for necessary expenses incurred in connection with such travel as may be directed or authorized by CIA. This will include per diem in lieu of subsistence in the course of such travel while away from Washington, D. C., and while on temporary duty overseas. You will be required to account for such expenses in accordance with applicable CIA regulations or those of your cover facility, whichever is directed by CIA.
- 3. Operational Expenses. You will be advanced or reimbursed funds for necessary operational expenses including, but not limited to, entertainment and the purchase of information as specifically approved by CLA. Such funds will be subject to accounting in compliance with CIA regulations.
- 4. Benefits. (a) You will be entitled to death and disability benefits equal to those authorized under the Federal Employees! Compensation Act, as amended. Claims by you, your heirs, or legal representatives under this paragraph will be processed by CIA in accordance with its procedures in such manner as not to impair security.
- (b) You will be entitled to sick and annual leave equal to and subject to the same rules and regulations applicable to CLA employees. Such leave may only be taken at times and places approved in advance by appropriate representatives of CIA.
- (c) Civil Service Retirement deductions will not be made from your wages since your employment hereunder is not a covered employment under the Civil Service Retirement Act. However, your status is that of an

employee of the United States Government paid from Government funds.

Therefore, if in the future you are employed by the United States Government in a status covered by the Civil Service Retirement Act, periods of service under this contract will be available as creditable service for retirement

purposes in conformance with Civil Service Regulations.

- 5. Cover. It is anticipated that y u will undertake certain cover employment in the course of your performance under this agreement. 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 amplify, extend or restrict your rights and/or obligations hereunder shall be resolved by this agreement which shall always be dominant.
- 6. Leave Without Pay. During the term of this contract it is anticipated that you will undertake contracted speaking engagements. For such periods of time necessary to fulfill these commitments you will be considered on leave without pay status under the terms of this agreement.
- 7. Execution of Documents. If, in the performance of your cover service, you assume the custody of government funds or take title of record to property of any nature whatsoever and wherever situate, which property has in fact been purchased with monles of the U.S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by CIA to evidence this relationship.
- 8. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof (unless released in writing by CIA from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations.
- 9. Instructions. Instructions received by you from CIA in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 10. Unauthorised Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.
- 11. Term. This contract is effective as of I August 1954, and shall continue thereafter for a period of one (1) year unless sooner terminated by CIA either:
 - (a) By fifteen (15) days' actual notice to you from CIA, or
 - (b) Without prior notice, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise; rendering yourself unavailable for acceptable service.

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employee al he United States Government paid from Government funds. Therefore, if in the future you are employed by the United States Government in a status covered by the Civil Service Retirement Act, periods of service under this contract will be available as creditable service for retirement purposes in conformance with Civil Service Regulations.

- 5. Covers It is anticipated that you will undertake certain cover employement in the course of your performance under this agreement. 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 waysmplify, extend or restrict your rights and/or obligations hereunder shall be resolved by this agreement which shall always be dominant.
- to Offset. Any aums or substantially similar benefits or allowances received from your cover facility will be used to offset those due under this contract by CIA. Sums, similar benefits or allowances thus received through your cover facility are acknowledged and agreed to be payment by CIA within the provisions of this contract. You will report all sums or substantially similar benefits received from your cover facility at least every four (4) months during the term of this contract.
- 7. Execution of Documents. If, in the performance of your cover service, you assume the custody of covernment funds or take title of record to property of any nature whatsoever and wherever situate, which property has in fact been purchased with monies of the U.S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by CIA to evidence this relationship.
- 8. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof (unless released in writing by CIA from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations.
- 9. Instructions. Instructions received by you from CIA in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 10. Unauthorised Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.
- II. form. This contract is effective as of 15 September 1954, and shall continue thereafter for a period of one (1) year unless sooner terminated by CIA either:
 - (a) By lifteen (15) days! actual notice to you from CIA, or
 - (b) Without prior notice, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

Subject to the availability of appropriations, this agreement may be renewed for successive periods of one year each upon notice from CIA accepted by you. Termination of this agreement will not release you from the obligations of any security outh you may be required to take.

UNITED STATES OF AMERICA

Special Contracting Officer

ACCEPTED:

Paul D. Langevin

WITNESS:

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APPROVED:

DILL SY

STATE

com and,

Mr. Paul D. Langevin

Dear Mr. Langevin:

The United States Government, as represented by the Central Intelligence Agency, hereby contracts with you for the submission of certain information and related services of a confidential nature under the following terms and conditions:

- 1. Compensation. In full consideration for the submission of such information and services, you will be paid an amount calculated at the rate of \$7200.00 per annum. Payments will be made as directed by you in writing in a manner acceptable to CIA. No taxes will be withheld from this amount, and it will be your responsibility to report such income under existing Federal income tax laws and regulations.
- 2. Travel. (a) You will be advanced or reimbursed funds for necessary expenses incurred in connection with such travel as is directed or authorized by CIA. This will include per diem in lieu of subsistence in the course of such travel and while on a temporary duty status away from your permanent station. All travel, transportation and per diem provided for under this paragraph must be properly authorized, and expenses incurred hereunder are subject to payment and accounting in compliance with CIA regulations.
- (b) Upon the successful completion of your services under this contract or any renewal thereof, you will be advanced or reimbursed funds for return travel and transportation expenses to your permanent residence in
- 3. Operational Expenses. You will be advanced or reimbursed funds for necessary operational expenses including, but not limited to entertainment and the purchase of information as specifically approved by CIA. Such funds will be subject to accounting in compliance with CIA regulations.
- 4. Benefits. (a) You will be entitled to death and disability benefits equal to those authorized under the Federal Employees' Compensation Act, as amended. Claims by you, your heirs, or legal representatives under this paragraph will be processed by CIA in accordance with its procedures in such manner as not to impair security.
- (b) You will be entitled to continuance of pay and allowances in a manner similar to that set forth in the Missing Persons Act (50 U.S.C.A., App. 1001-1015).
- (c) You will be entitled to fourteen (14) calendar days' leave per contract year. Such leave may be accrued during the term of this contract or any renewal hereof except that payment in lieu of unused leave will not be authorized. Such leave may only be taken at times and places approved in advance by appropriate representatives of CIA.
- 5. Execution of Documents. If, in the performance of your cover service, you assume the custody of government funds or take title of record to property of any nature whatsoever and wherever situtate, which property has in fact been purchased with montes of the U.S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either

express or constructive, and you agree to execute whatever documents may be required by CIA to evidence this relationship.

- 4. Sature. You are not an amployee of the United States Government under this agreement and are not entitled to any benefits normally incident to an employee status, except as specifically enumerated herein.
- 7. Instructions. Instructions received by you from CIA in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 8. Unauthorized Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.
- 9. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof (unless released in writing by CIA from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the espionage laws dated 25 June 1948, as amended, and other applicable laws and regulations.
- 10. Term. This contract is effective as of 4 March 1954, and shall continue thereafter for a period of two (2) years, unless sooner terminated by CIA either:
 - (a) By thirty (30) days' actual notice to you from CIA, or
 - (b) Without prior notice, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

Subject to the availability of appropriations, this agreement may be renewed for successive periods of one year each upon notice from CIA accepted by you. In the event of voluntary termination on your part or termination for cause by CIA prior to the expiration of this agreement or any renewal thereof, you will not be entitled to return travel and transportation expenses to Santiago, Chile. Termination of this agreement will not release you from the obligations of any security oath you may be required to take.

UNITED STATES OF AMERICA

JWIPA 4 mays4	BY
Consideración	Contracting Officer

ACCEPTED:

Paul D. Langevin

APPROVED:

Security Information

13 June 1952

MEMORANDUM FOR: Record

OTRJECT : ,∰ PBCRCVEL Amendment /1

- I. This date copy number four of subject project has been forwarded to Mr. William Rowland for approval in view of the fact that the original and conies number two and three-have been temporarily adsplaced.
- 2. As amendment number one to "BGROVEL covers no substantive operations it has not been coordinated with Security and Cover.
- 3. It is requested that approval of surject project amandment be given as soon as possible in view of the ungency of action as stated in the project itself.

HOWER BEETT, Jr. WE/Project Coordinator

WID/HB/jo

Distribution Origi (0/0)

cc: S soial Contracting Officer (Mr. J.L. Bischoff)
CM (Mr. Ernest W. Pittman)
Chief, Branch I
Project File SparcyEL Sphyseo
Chrono F&O

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MEMORANDIM FOR . OD CO

ATTENTI NI

Mr. Wil iam Rowland

S'TJ:CT:

Project PROROVEL, Amendment No. 1

- 1. Forwarded herewith are the original and two copies of subject amendment plus an extra copy of OPC Form holes.
- 2. It is respectfully re seated that approval of subject amendment he exhedited as the Project Fina cial Data, Form Lella, indicates that nayment of eight thousand (\$8,000.0) dollars to PA L D. LANGEVIE must be made on or about 20 June 19 2.
- 3. Subpromorable six of the Proposal indicates that as a preregisate to issuance of a loss to LANCIVIN the latter will be required to submit a complete nanocable inventory of all machinery and equipment involved in the loss transaction, its physical existence in his custody, tisatitle to the or certy, and an approximate evaluation of its worth (as determined by Mid station personnel). Will will be prepared to do this shortly after Amendment Mo. I is approved and the necessary funds are available for payment.
- h. Subparegraph five of the Proposal indicates the details of the loss contract and selection of the appropriate legal instrument to secure a lies on the eachiery and equipment will be arrived at through joint agreement of AMP, CCC and the Legal Di ision. These financial details will be arranged rebse uent to a proval of the amendment in question and will commiss the financial plan governing the expenditure of the funds requested.

J. C. TRG

VHD/JCK/PMM/VLC/PB/je

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cas Special Contracting of ider (Br. J., Bacheff)
CH (Br. Franch W. Mithman) /
Chief, Branch I
Franch File MACHOVEL SHD/ NA
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